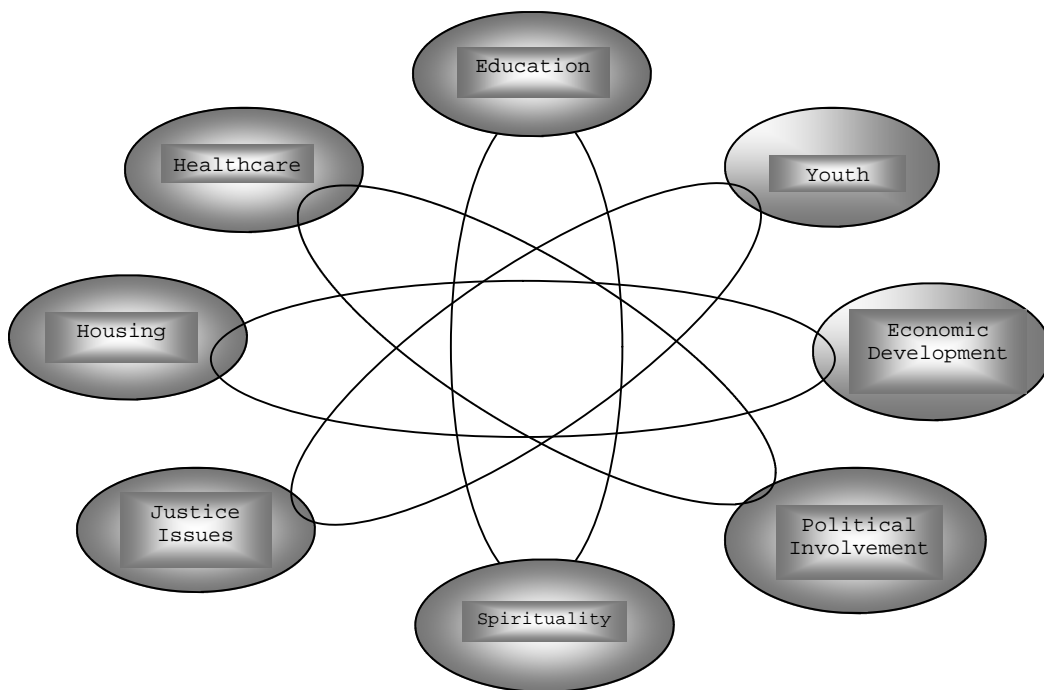


ICSAA

Iowa Commission on the
Status of African-Americans

Ongoing Covenant with Black Iowa



Department of Human Rights
Lucas State Office Building
321 East 12th Street
Des Moines, Iowa 50319
(515) 281-7283



A Public Intellectual recently suggested that I read the book Life Out Of Context by the very productive writer Walter Mosley. In this book, Mosley began to summarize a speech that was given by Harry Belafonte. Belafonte made a comparison between a particular Olympic relay race and the Civil Rights Movement. In the race, an experienced runner stumbled a little while passing the baton, and the race was lost. For Belafonte, this momentary slip was a metaphor for the failure of the Civil Rights Movement to “pass the baton” to the younger generation as “it moved past its original phase and into the latter part of the century.”

Regardless of your views of the strengths and weaknesses of the Civil Rights Movement, I think all of us would agree that the current issues facing Black Iowa today demand our immediate attention and action. This urgency requires that we cross generational, class, and territorial boundaries within the state to collaborate among ourselves and deal with these issues. We cannot afford to have another “momentary slip.” Serving as the Administrator for ICSAA allows me to serve Black Iowa in a significant way, and Kimberly Cheeks and I in this Division look forward to the work ahead over the next several months. Working closely with Walter Reed, Director of the Department of Human Rights, along with so many others across this state, we are keenly aware that we are provided with a great opportunity to positively impact the quality of life for African-Americans in Iowa, and particularly now, coming on the heels of the State of the Black Union Address just held in Houston, TX (February 2006), and the publication of The Covenant With Black America.

This national document is a compilation of research on key issues facing the African-American community and is complete with practical insights which can benefit us in Iowa. While only two of us work in the Division, we will continue to surround ourselves with individuals and groups who can help the Division carry out our objective of creating our own **Ongoing Covenant with Black Iowa (OCBI)**. When distilled, this state covenant will be a strategic model/paradigm that can be used by respective communities across the state, which will facilitate communication among our constituency, and between the Division and state government.

We count on each of you to play a significant part in the development of the OCBI. To be clear, the Division will not force communities to participate in a plan that they do not feel is their own; rather, each community is encouraged to tell the Division what their respective community wants and needs using the strategic model/paradigm included in this package of information. We in the Division will assist any and every community in whatever way that we can. This may include conference phone calls, on-site visits, facilitator recommendations and other referrals, or whatever is believed necessary to effectively meet our goals. After this information from all communities is submitted to the Division, it will be compiled into the OCBI to make one comprehensive and strategic legislative plan.

The vision is to organize our collective genius in a systematic way so that we all can engage in a progressive politics—not a partisan politics. We do not want to dally with the same old “protocol” of yesterday. And please note that I appreciate and understand that I am expressing a “shared vision” and passion which has been coursing through the veins of our people for some time now. Let us seize this opportunity then, to work together around the entire state, to produce a document—a *plan*—that reflects our collective interests, passions, and needs.

The spirit of the times is upon us, and our time is now. As we engage in this labor of love together, beware that disappointments and setbacks will occur, but these should not deter us from realizing our destiny. Be encouraged to remember the voice that Sam Cooke gave to our collective spirit when he crooned “*a change is gonna come.*” In the meantime, I look forward to developing relationships with you all.

Abraham L. Funchess, Jr.
Division Administrator

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LEGISLATIVE PURPOSE

Pursuant to Chapter 216A.142 of the Iowa Code the Commission on the Status of African Americans is legislatively mandated to report on the status of Iowans of African-American descent. The Commission, with the support of staff, community leaders, public and private agencies and organizations, will consider, review, and recommend programs, services, policies, legislation and administrative rules that will improve the quality of life for Iowa's African-American population.

VISION STATEMENT

The Iowa Commission on the Status of African-Americans exists to promote the interests of African-Americans in the State of Iowa and in doing so, fosters the well being of the State's entire citizenry.

In the spirit of equity, inclusion and responsiveness this Commission, in partnership with the broader African-American community shall:

Educate itself and others regarding the needs of the state's African-American citizenry and regarding the issues that significantly impact them.

Inform the broader African-American community, legislative branches of government and the general public of those needs and issues.

Advocate for positive changes in policy, practices and programs that potentially or actually negatively affect African-American Iowans.

Network with organizations and individuals on behalf of the state's African-American population.

PERMISSION STATEMENT

We would like to help you organize a local Ongoing Covenant with Black Iowa effort using this manual. Please contact us for assistance:

Division on the Status of African Americans, 321 East 12th Street, 2nd Floor, Des Moines, IA 50319. Phone (515) 281-7283. Fax (515) 242-6119. E-mail: Abraham.funchess@iowa.gov

✓ Portions of this manual may be photocopied for the purpose of facilitating training and completing the local strategic work plan.

INTRODUCTION

This Manual is designed to help targeted communities organize and train local steering groups and task force leaders. The Ongoing Covenant with Black Iowa (OCBI) model will engage and empower African Americans in various communities to work together in developing strategies that bridge local priorities to statewide goals.

Trained Task Force Leaders play a critical role in establishing productive dialogue and planning that is essential to moving the OCBI forward in meeting its goals. They must ensure consistency within each Task Force as the OCBI is a multilevel partnership and collaboration among local communities, the Commission on the Status of African Americans and the Covenant with Black America. Task Force Leaders assist with constructive dialogue among local residents to engage and focus on the issues, and work collectively towards a solution.

Patience in developing a strategy and trained Task Force Leaders are essential to the success of the OCBI. It is our hope that this Manual will serve as a guide to assist you in all aspects of building your local strategic plan.

USING THE MANUAL

Section 2: Organizing Local Leadership presents the outline and steps that need to be followed and exercised to help you through the planning process. Adapt these to suit the needs and goals of your community.

Section 3: Implementing the Strategic Planning Process presents the outline and steps that will move you through the dialogue to the planning, prioritizing, and action phase.

Section 4: Governor's Leadership Agenda presents the Governor and Lieutenant Governor's Leadership Agenda. It is important for the local steering groups and task force leaders to know the Leadership Goals of the Administration. Efforts should focus on researching the state agencies that support the goals of the administration and how much is appropriated to those agencies.

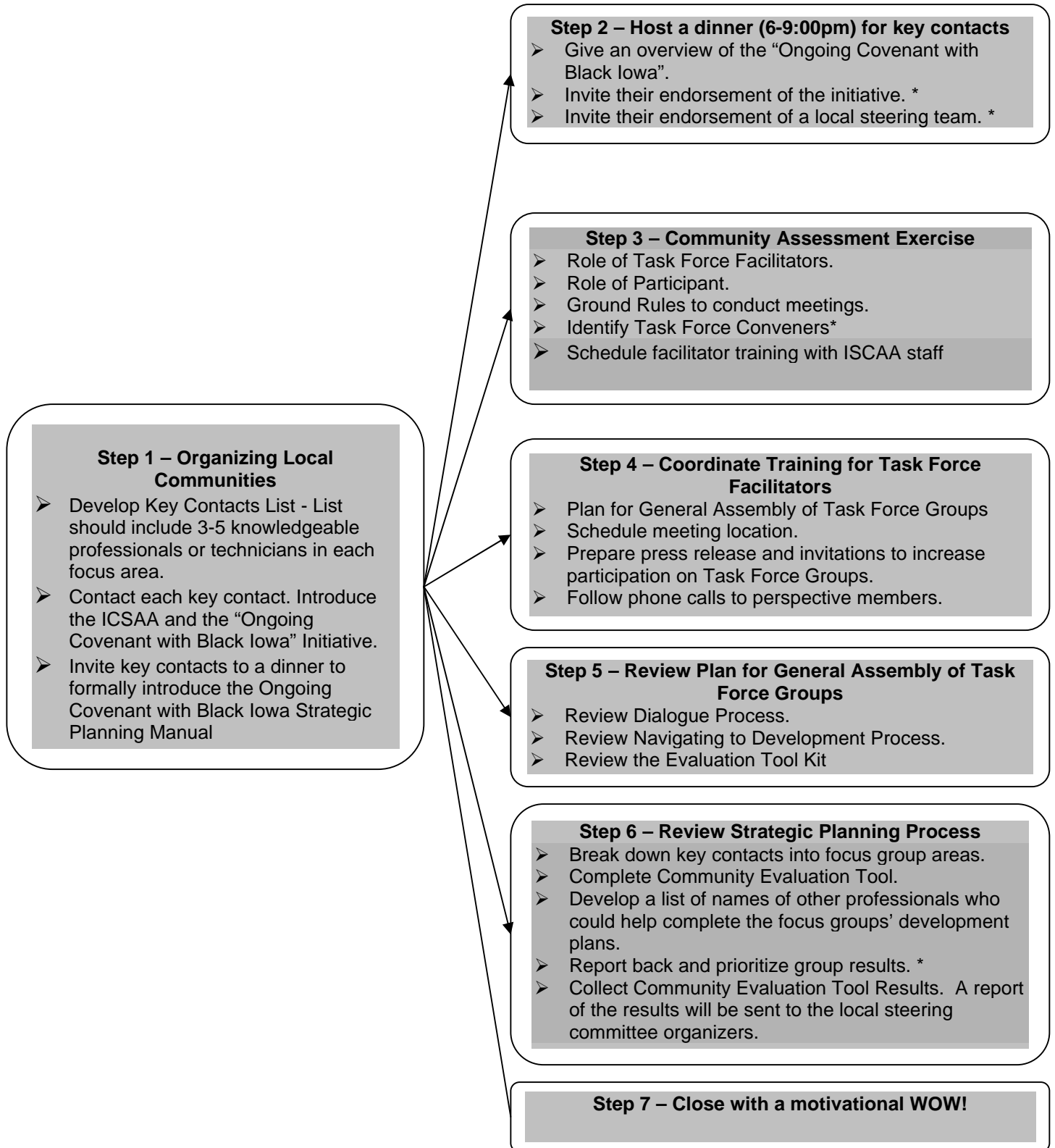
Section 5: Task Force Worksheet Templates provide a series of Task Force Worksheets and Resource Worksheet Templates that serve as a checklist of your progress. Your local leadership can help to assess community strengths and weakness as you move toward developing your local strategic plan.

Section 6: Ongoing Covenant with Black Iowa Evaluation Toolkit provides the work plan of the toolkit. This includes working documents that will help you complete essential assessments like impact analysis, outcome targets, projected activities, and progress report documents.

Section 7: Statistical Data on the Status of African Americans presents a set of statistics and data that may be helpful as you get started. You are encouraged to seek out additional information at the local and federal levels.

Section 2: Organizing Local Leadership

Rollout to Communities



* Action Items

ROLE OF THE TASK FORCE FACILITATOR

- ❖ **Are neutral; the facilitator's opinions are not part of the discussion.**
- ❖ **Helps the group set its ground rules and keeps to them.**
- ❖ **Helps group members grapple with the content by asking probing questions.**
- ❖ **Helps group members identify areas of agreement and disagreement. Brings in points of view that have not been talked about and creates opportunities for everyone to participate.**
- ❖ **Focus and help to clarify the discussion.**
- ❖ **Summarize key points in the discussion, or ask others to do so.**

A GOOD FACILITATOR IS ...

- ❖ **Self - aware, knows their own strengths, weaknesses, "hooks," biases, and values.**
- ❖ **Able to put the group first.**
- ❖ **Has passion for the group process with its never - ending variety.**
- ❖ **Appreciates all kinds of people.**
- ❖ **Committed to democratic principles.**

ROLE OF OCBI PARTICIPANT

MAKE A GOOD-FAITH EFFORT TO ATTEND ALL MEETINGS. Set an attendance policy for people who miss a certain number of task force meetings.

BE PREPARED! Read ahead of time the brief discussion materials for each meeting.

RESPECT THE CONFIDENTIALITY OF THE DISCUSSION

LISTEN CAREFULLY TO OTHERS. Try to understand the concerns and values that underlie their views expressed.

MAINTAIN AN OPEN MIND. You do not score points by rigidly sticking to your early statements. Feel free to explore ideas that you have rejected or have not considered in the past.

STRIVE TO UNDERSTAND THE POSITION OF THOSE WHO DISAGREE WITH YOU. Your own knowledge is not complete until you understand other participants' points of view about why they feel the way they do.

HELP KEEP THE DISCUSSION ON TRACK. Make sure your remarks are relevant.

SPEAK YOUR MIND FREELY, BUT DO NOT MONOPOLIZE THE DISCUSSION. Make sure you are giving others the chance to speak.

ADDRESS YOUR REMARKS TO THE GROUP MEMBERS RATHER THAN THE FACILITATOR. Feel free to address your remarks to a particular participant, especially one who has not been heard from or who you think may have special insight. Do not hesitate to question other participants to learn more about their ideas.

COMMUNICATE YOUR NEEDS TO THE FACILITATOR. The facilitator is responsible for guiding the discussion, summarizing key ideas, and soliciting clarification of unclear points. The facilitator needs to know when you feel this is necessary. Chances are you are not the only one in the group that does not understand what someone else has said.

VALUE YOUR OWN EXPERIENCE AND OPINIONS. Do not feel pressure to speak, but realize that failing to speak means robbing the group of your wisdom.

ENGAGE IN FRIENDLY DISAGREEMENT. Differences can invigorate the group, especially when it is relatively homogeneous on the surface. Do not hesitate to challenge ideas you disagree with, and do not take it personally if someone challenges your ideas.

SAMPLE GROUND RULES FOR TASK FORCE MEETINGS

- ❖ **Everyone can speak without interruption.**
- ❖ **Seek first to understand, then to be understood.**
- ❖ **Share "air time."**
- ❖ **If you are offended, say so and say why.**
- ❖ **You can disagree, but do not personalize it; stick to the issue. No name calling or stereotyping.**
- ❖ **Speak for yourself, not for others.**
- ❖ **One person speaks at a time.**
- ❖ **What is said in the group stays here, unless everyone agrees to change that.**

Your local Logo

Ongoing Covenant with Black Iowa

A General Assembly for Task Force Participants

**Registration/Refreshments
6:00 p.m. to 7:00 p.m.**

**Assembly Schedule
Date
7:00 p.m. to 9:00 p.m.**

***Anyplace
Your City, Iowa***

Sponsors

**The Iowa Commission on the Status of African Americans
Iowa Department of Human Rights
Lucas State Office Building
Des Moines, Iowa 50319
Phone: 515-281-7283
Fax: 515-242-6119
Abraham.Funchess@iowa.gov**

A Letter of support from the Division Administrator

Ongoing Covenant with Black Iowa

The Covenant With Black America is a compilation of research on key issues facing the African-American community and is complete with practical insights which can benefit us in Iowa. While only two of us work in the Division, we will continue to surround ourselves with individuals and groups who can help the Division carry out our objective of creating our own “**Ongoing Covenant with Black Iowa (OCBI)**.” When distilled, the Iowa Covenant will be a strategic model/paradigm that can be used by respective communities across the state, which will facilitate communication between the Division and State Government, our constituency, local elected officials, educational institutions, and the business sector.

We count on each of you to play a significant part in the development of the OCBI. To be clear, the Division will not force communities to participate in a plan that they do not feel is their own; rather, each community is encouraged to tell the Division what their respective community wants and needs using the strategic model/paradigm included in this package of information. We in the Division will assist any and every community in whatever way that we can. This may include conference phone calls, on-site visits, facilitator recommendations and other referrals, or whatever is believed necessary to effectively meet our goals. Once community development plans from all communities have been submitted to the Division, it will be compiled into a state-wide comprehensive and strategic legislative plan, otherwise known as the “*Ongoing Covenant with Black Iowa.*”

The vision is to organize our collective genius in a systematic way so that we all can engage in a progressive politics—not a partisan politics. We do not want to dally with the same old “protocol” of yesterday. And please note that I appreciate and understand that I am expressing a “shared vision” and passion which has been coursing through the veins of our people for some time now. Let us seize this opportunity then, to work together around the entire state, to produce a document—a *plan*--that reflects our collective interests, passions, and needs.

Abraham L. Funchess, Jr.
Division Administrator

SAMPLE ASSEMBLY AGENDA

7:00 - 7:20 p.m.

GENERAL SESSION - AUDITORIUM

Welcome and Introductions – Steering Committee Chair

- Local Dignitaries
- Steering Committee Members
- Task Force Facilitators

Task Force Group Orientation – Steering Committee Vice - Chair

- Task Force Goals
- Review Task Force Worksheet/Resource Document
- Review Role of Facilitator
- Review Role of Participants
- Review Ground Rules
- Task Force Room Assignments

7:25 - 8:35 p.m. (Breakdown into task force group areas)

MANAGING THE TASK FORCE GROUPS

- Select Task Force Group Chair and Vice-Chair
- Complete Assessment Tool
- Review Dialogue Planning Outline
- Review Navigating to Development Process
- Timeline to complete Task Force Strategic Plan
- Develop list of names of other professionals and technicians who should attend
- Set meeting dates

8:40 - 8:55 p.m.

GENERAL ASSEMBLY - AUDITORIUM

Task Force Group Reports – Facilitators

8:55 - 9:00 p.m.

Concluding Remarks – Steering Team Chair

Focus Questions for Task Force Groups

HOUSING

- How do we gain equal access to quality housing opportunities?

SPIRITUALITY

- How do we ensure that the spiritual needs of African Americans are met in our community?

ECONOMIC DEVELOPMENT

- How do we gain equal access and resources to support retention, recruitment, and new business development in the African American Community?

POLITICAL INVOLVEMENT

- How do we encourage and support African Americans with aspirations to seek political office?

YOUTH

- How do we create a safe, positive, and nurturing community for African American Youth?

JUSTICE

- How do we design an appropriate community response system to secure freedom from discrimination and fair treatment by the criminal justice system?

HEALTHCARE

- How do we ensure that African Americans are adequately served by the community's health care system?

EDUCATION

- How do we ensure a healthy start for African American youth and equal access to quality education for African American youth and adults?

Community Report Card

CATEGORY	QUESTION	A	B	C	D	E
Education	The community makes it possible for African-American children to have a quality education.					
Employment	African-Americans in our community have an equal opportunity for a good-paying job.					
Criminal Justice	African-American members of the community are treated fairly by the criminal justice system.					
Leadership	People in leadership positions (politically, financial institutions, education, law enforcement, etc.) in our community reflect an equal proportion of African-American residents.					
Social Services	The community's social services system (e.g. welfare, job training, etc.) meets the needs of the African-American community.					
Race Relations	The community provides events, programs, and other opportunities that bring people from different backgrounds together.					
Media	Local radio, TV stations and newspapers offer fair and full coverage about the African-American experience and people.					
Health Care	The community's healthcare system adequately serves the needs of the African-American members of the community.					
Housing	African-American members of the community have equal opportunity for quality housing.					
Spirituality	The community adequately meets the spiritual needs of the African-American members of the community.					
Economic Development	The community offers equal support to the economic development of its African-American members.					
Political Involvement	The community offers equal opportunities for the political involvement of its African-American members.					
Youth	African-American youth of the community are provided with equal opportunities for recreation, employment, and building healthy self-esteem.					

EXPLANATION OF GRADING SYSTEM:

A – We are doing great

B – We have made significant progress

C – We have made limited progress

D – We have made no progress

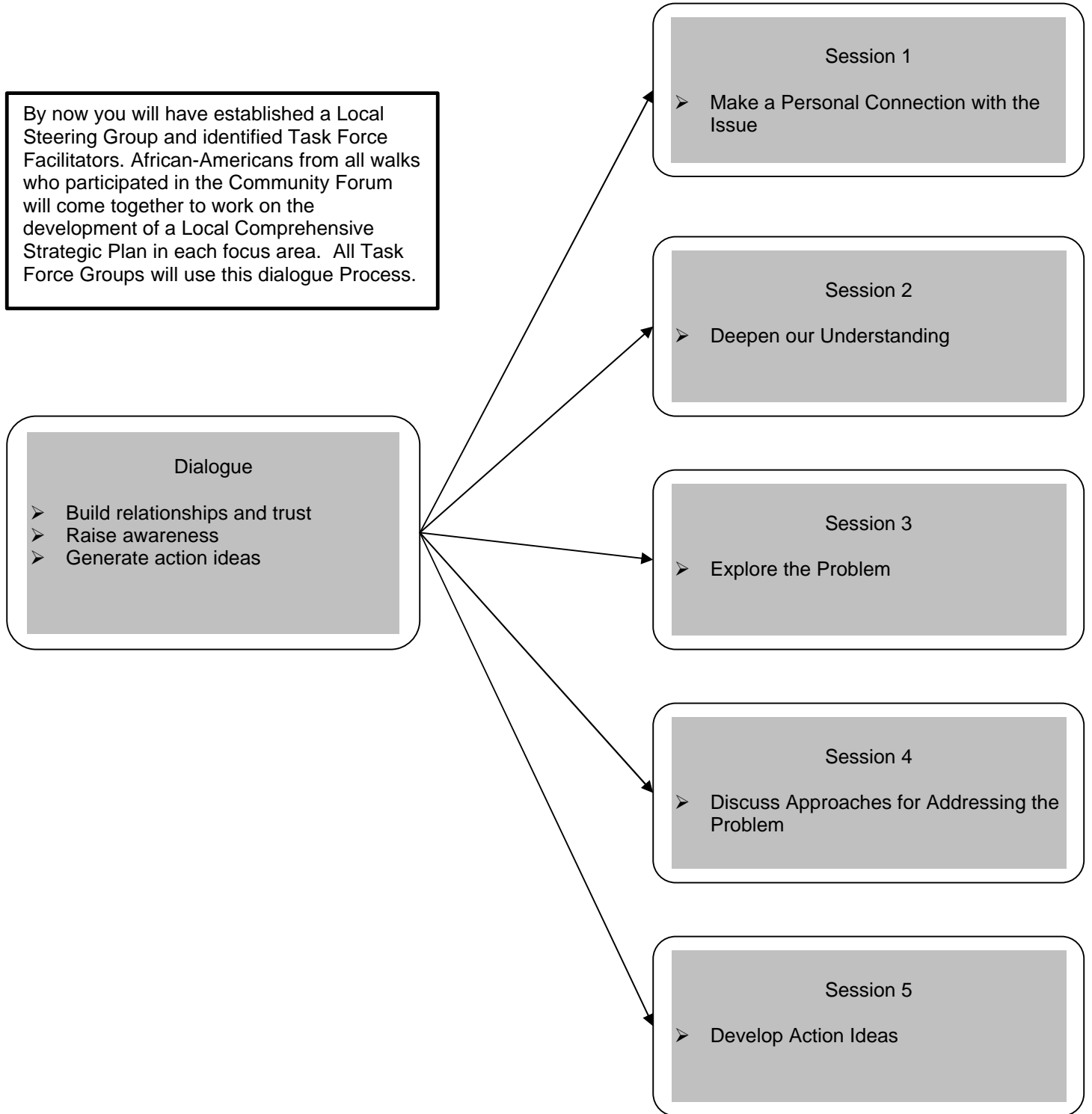
E – We have taken steps backward

Facilitator:

1. Read each statement on the report card or invite participants to take turns reading the statements.
2. As you read the statement, invite people to reflect quietly for a moment and then, if they wish, to record their “grade” on the report card.
3. Once all of the statements have been read, invite people to share their individual grades with the group. If you wish, you can write the statements on newsprint and record all the grades for each statement.
4. Or...you can have people meet in small groups to decide which grade to give each statement. Later, they can share their group's grades with each other in the large group.

Section 3: Implementing the Strategic Planning Process

Overview of the Dialogue Process



Navigating to a Strategic Plan

Now it's time to lay the foundation for all future work, African-Americans must take. Members, and other process persons must be patient and take as much time as needed to capture the ideas, energy, and identify resources necessary to finish the plan. The time spent on planning will help build lasting relationships among key organizers, and strengthen the long-term impact of the plan.

Act

- Implement action ideas
- Assess the change that is happening
- Tell the story

Facilitators must assist Task Force Participants to document focus group goals and action plans so that the Strategic Plan is clear and can be shared with other members of the local steering team and the Iowa Commission on the Status of African-Americans. We recommend three two-hour work sessions to complete the Development Plan Outline. Here are some suggestions about what kinds of questions to consider.

Work Session 1 – What Brings us Together?

- What is the situation in our community that has brought us together?
- Why is the issue important?
- How will dialogue help?
- Is this topic compelling to other ethnic groups?

Work Session 2 – Setting Goals for the Development Plan

- What are we trying to accomplish?
- What would success look like?
- How will we know if we have met our goals?
- How do we “name and frame” issues so they will interest other stakeholders?

Work Session 3 – Dividing the Work

- Prioritize a list of tasks and committees/teams that need to be created.
- Develop a timeline.
- Decide ho members of the committee/team will stay in touch and report back to the local steering team.
- Set future meeting dates and get to work.

State of Iowa: Enterprise Strategic Plan

Vision: The best place to live, work, and raise a family

Mission: Grow Iowa

Values: Opportunity, Responsibility, Security

Improve Student Achievement

- Create a strong early care, health, and education system
- Renew our commitment to an integrated K-16 system
- Strengthen the workforce connection between education and business/labor
- Reduce the racial achievement gap

Transform the Economy

- Expand economic opportunity and job growth by investing in business expansion and development
- Increase the number of employed workers with college experience
- Attract and retain a diverse workforce
- Multiply cultural and recreational opportunities to attract young people to Iowa

Advance the Health of Iowans

- Provide greater security by increasing health care quality, access, and affordability
- Improve preventative strategies and health education
- Enhance quality of life

Strengthen Community Safety, Particularly for Vulnerable Iowans

- Focus on vulnerable populations, including children, dependent adults, and those at risk of domestic violence
- Emphasize prevention, with a focus on early childhood and youth development
- Prepare those leaving the justice system to lead productive lives

Enhance the Quality of Our Natural Resources

- Improve water quality throughout Iowa
- Enhance opportunities for outdoor recreation
- Promote the use and development of sustainable resources

Improve Government Accountability and Infrastructure

- Reinvent Iowa government to provide better services at less cost
- Invest to maximize productivity and minimize life cycle costs

Find detail supporting the outline above in the FY06 **Purchasing Results** documents: http://www.dom.state.ia.us/state/budget_proposals/files/FY06_Gov_Rec.html, including:

- **Indicators and current data**, which show progress toward the goals above
- **Requests for Results, including Strategy Maps and Purchasing Strategies**, which broadly show what results we want to achieve and our basic approaches for achieving the results
- **Offers**, which show how agencies and their partners will achieve the desired results

Additional data for State goals appear at www.resultsiowa.org

“ONGOING COVENANT WITH BLACK IOWA”
 Creating a Community Development Plan

EDUCATION TASK FORCE WORKSHEET

Focus Question: **If you could live in an ideal community, what would QUALITY EDUCATION look like?**

ORGANIZATIONAL ISSUES

Task Description	Date Started	Date Completed
1. Organize a local Task Force - Who should be invited?		
2. Develop Philosophy Statements		
• Vision		
• Mission		
• Purpose		
• Value		
3. Identify Process People for your focus area (facilitators, scribes, clerical support).		
4. Schedule and host a series of community input meetings.		
5. Clarify picture, prioritizing issues, develop an action timeline, and implementing action steps.		
6. Prioritize written recommendations into Community Development Document.		
7. Develop an evaluation tool.		
8. Develop a budget.		
9. Design small celebrations along the way as you reach certain mileposts.		
10. Submit an EDUCATION PLAN to the Division on the Status of African Americans by June 30.		
11. Attend the “Ongoing Covenant with Black Iowa Summit in October .		
12. Annual Review and Evaluation of the State Covenant and Local Leadership Plan.		

LEADERSHIP RESOURCE INFORMATION

State of Iowa: Enterprise Strategic Plan

Vision: The best place to live, work, and raise a family

Mission: Grow Iowa

Values: Opportunity, Responsibility, Security

State of Iowa: Resources

Agencies: Iowa Department of Education
Budget (\$)
Iowa State Education Association
Budget (\$)

Local Strategic Plan

Vision:

Mission:

Values:

Local Resources

Agencies: Local Board of Education
Budget (\$)
Area Education Association
Budget (\$)

Budget (\$)

Budget (\$)
Other Private Organizations
Budget (\$)

Quality Education Task Force Project and Budget

Project Description:

Timeline:

Budget:

“ONGOING COVENANT WITH BLACK IOWA”

Creating a Community Development Plan

JUSTICE ISSUES TASK FORCE WORKSHEET

Focus Question: If you could live in an ideal community, what would constructive community engagement with JUSTICE ISSUES look like?

ORGANIZATIONAL ISSUES

Task Description	Date Started	Date Completed
1. Organize a local Task Force - Who should be invited?		
2. Develop Philosophy Statements		
a. Vision		
b. Mission		
c. Purpose		
d. Value		
3. Identify Process People for your focus area (facilitators, scribes, clerical support).		
4. Schedule and host a series of community input meetings.		
5. Clarify picture, prioritizing issues, develop an action timeline, and implementing action steps.		
6. Prioritize written recommendations into Community Development Document.		
7. Develop an evaluation tool.		
8. Develop a budget.		
9. Design small celebrations along the way as you reach certain mileposts.		
10. Submit a JUSTICE ISSUES PLAN to the Division on the Status of African Americans by June 30.		
11. Attend the “Ongoing Covenant with Black Iowa Summit in October.		
12. Annual Review and Evaluation of the State Covenant and Local Leadership Plan.		

LEADERSHIP RESOURCE INFORMATION

State of Iowa: Enterprise Strategic Plan

Vision: The best place to live, work, and raise a family

Mission: Grow Iowa

Values: Opportunity, Responsibility, Security

State of Iowa: Resources

Agencies: Iowa Department of Justice
 Budget(\$)
 Iowa Department of Human Rights
 Criminal and Juvenile Justice Planning
 Budget (\$)
 Iowa Bar Association
 Budget (\$)

Local Strategic Plan

Vision:

Mission:

Values:

Local Resources

Agencies: County Board of Supervisors
 Budget (\$)
 County Department of Corrections
 Budget (\$)
 County Juvenile Justice Programs
 Budget (\$)
 County Bar Association
 Budget (\$)
 Other Private Organizations
 Budget (\$)

Justice Issues Task Force Project and Budget

Project Description:

Timeline:

Budget:

“ONGOING COVENANT WITH BLACK IOWA”
 Creating a Community Development Plan

YOUTH TASK FORCE WORKSHEET

Focus Question: If you could live in an ideal community, what would a community which embraces YOUTH look like?

ORGANIZATIONAL ISSUES

Task Description	Date Started	Date Completed
1. Organize a local Task Force - Who should be invited?		
2. Develop Philosophy Statements		
a. Vision		
b. Mission		
c. Purpose		
d. Value		
3. Identify Process People for your focus area (facilitators, scribes, clerical support).		
4. Schedule and host a series of community input meetings.		
5. Clarify picture, prioritizing issues, develop an action timeline, and implementing action steps.		
6. Prioritize written recommendations into Community Development Document.		
7. Develop an evaluation tool.		
8. Develop a budget.		
9. Design small celebrations along the way as you reach certain mileposts.		
10. Submit a YOUTH DEVELOPMENT PLAN to the Division on the Status of African Americans by June 30.		
11. Attend the “Ongoing Covenant with Black Iowa Summit in October .”		
12. Annual Review and Evaluation of the State Covenant and Local Leadership Plan.		

LEADERSHIP RESOURCE INFORMATION
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State of Iowa: Enterprise Strategic Plan

Vision: The best place to live, work, and raise a family

Mission: Grow Iowa

Values: Opportunity, Responsibility, Security

State of Iowa: Resources

Agencies: Iowa Arts Council

Budget (\$)

Iowa Community Development Block Grant

Budget (\$)

Iowa Youth Council

Budget (\$)

Local Strategic Plan

Vision:

Mission:

Values:

Local Resources

Agencies: City of (your town)

Budget (\$)

Community Development Block Grant

Budget (\$)

Community Action Agencies

Budget (\$)

Financial Institutions

Budget (\$)

Other Private Organizations

Budget (\$)

Youth Task Force Project and Budget

Project Description:

Timeline:

Budget:

“ONGOING COVENANT WITH BLACK IOWA”

Creating a Community Development Plan

HEALTHCARE TASK FORCE WORKSHEET

Focus Question: If you could live in an ideal community, what would HEALTHCARE look like?

ORGANIZATIONAL ISSUES

Task Description	Date Started	Date Completed
1. Organize a local Task Force - Who should be invited?		
2. Develop Philosophy Statements		
a. Vision		
b. Mission		
c. Purpose		
d. Value		
3. Identify Process People for your focus area (facilitators, scribes, clerical support).		
4. Schedule and host a series of community input meetings.		
5. Clarify picture, prioritizing issues, develop an action timeline, and implementing action steps.		
6. Prioritize written recommendations into Community Development Document.		
7. Develop an evaluation tool.		
8. Develop a budget.		
9. Design small celebrations along the way as you reach certain mileposts.		
10. Submit a HEALTHCARE PLAN to the Division on the Status of African Americans by June 30.		
11. Attend the “Ongoing Covenant with Black Iowa Summit in October .”		
12. Annual Review and Evaluation of the State Covenant and Local Leadership Plan.		

LEADERSHIP RESOURCE INFORMATION

State of Iowa: Enterprise Strategic Plan

Vision: The best place to live, work, and raise a family

Mission: Grow Iowa

Values: Opportunity, Responsibility, Security

State of Iowa: Resources

Agencies: Iowa Department of Health and Human Services
Budget (\$)
Iowa Department of Public Health
Budget (\$)
Iowa Empowerment Board
Budget (\$)
Iowa Department of Human Rights
Community Action Agencies
Budget (\$)

Local Strategic Plan

Vision:

Mission:

Values:

Local Resources

Agencies: County Health Authority
Budget (\$)
Local Empowerment Board
(\$)
Community Action Agencies
(\$)
Financial Institutions
(\$)
Other Private Organizations
(\$)

Healthcare Task Force Project and Budget

Project Description:

Timeline:

Budget:

“ONGOING COVENANT WITH BLACK IOWA”

Creating a Community Development Plan

ECONOMIC DEVELOPMENT TASK FORCE WORKSHEET

Focus Question: If you could live in an ideal community, what would ECONOMIC DEVELOPMENT look like?

ORGANIZATIONAL ISSUES

Task Description	Date Started	Date Completed
1. Organize a local Task Force - Who should be invited?		
2. Develop Philosophy Statements		
a. Vision		
b. Mission		
c. Purpose		
d. Value		
3. Identify Process People for your focus area (facilitators, scribes, clerical support).		
4. Schedule and host a series of community input meetings.		
5. Clarify picture, prioritizing issues, develop an action timeline, and implementing action steps.		
6. Prioritize written recommendations into Community Development Document.		
7. Develop an evaluation tool.		
8. Develop a budget.		
9. Design small celebrations along the way as you reach certain mileposts.		
10. Submit an ECONOMIC DEVELOPMENT PLAN to the Division on the Status of African Americans by June 30.		
11. Attend the “Ongoing Covenant with Black Iowa Summit in October .”		
12. Annual Review and Evaluation of the State Covenant and Local Leadership Plan.		

LEADERSHIP RESOURCE INFORMATION

State of Iowa: Enterprise Strategic Plan

Vision: The best place to live, work, and raise a family

Mission: Grow Iowa

Values: Opportunity, Responsibility, Security

State of Iowa: Resources

Agencies: Iowa Department of Economic Development
Budget (\$)
Iowa Finance Authority (webmaster@ifahome.com)
Budget(\$)
Iowa Department of Inspections and Appeals
Budget(\$)

Local Strategic Plan

Vision:

Mission:

Values:

Local Resources

Agencies: Your City Economic Development Group
Budget (\$)
Mainstreet
Budget(\$)
City of (your town) – Planning and Zoning
Budget (\$)
Community Development Block Grant
Budget(\$)
Chamber of Commerce
Budget(\$)
Financial Institutions (Community Reinvestment Act)
Budget(\$)
Other Private Organizations
Budget(\$)

Economic Development Task Force Project and Budget

Project Description:

Timeline:

Budget:

“ONGOING COVENANT WITH BLACK IOWA”
 Creating a Community Development Plan

POLITICAL EMPOWERMENT TASK FORCE WORKSHEET

**Focus Question: If you could live in an ideal community, what would
 POLITICAL EMPOWERMENT look like?**

ORGANIZATIONAL ISSUES

Task Description	Date Started	Date Completed
1. Organize a local Task Force - Who should be invited?		
2. Develop Philosophy Statements		
a. Vision		
b. Mission		
c. Purpose		
d. Value		
3. Identify Process People for your focus area (facilitators, scribes, clerical support).		
4. Schedule and host a series of community input meetings.		
5. Clarify picture, prioritizing issues, develop an action timeline, and implementing action steps.		
6. Prioritize written recommendations into Community Development Document.		
7. Develop an evaluation tool.		
8. Develop a budget.		
9. Design small celebrations along the way as you reach certain mileposts.		
10. Submit a POLITICAL EMOWERMENT PLAN to the Division on the Status of African Americans by June 30.		
11. Attend the “Ongoing Covenant with Black Iowa Summit in October .”		
12. Annual Review and Evaluation of the State Covenant and Local Leadership Plan.		

LEADERSHIP RESOURCE INFORMATION

State of Iowa: Enterprise Strategic Plan

Vision: The best place to live, work, and raise a family

Mission: Grow Iowa

Values: Opportunity, Responsibility, Security

State of Iowa: Resources

Agencies: Iowa Secretary of State Office
Budget(\$)

Local Strategic Plan

Vision:

Mission:

Values:

Local Resources

Agencies: County Election Office
Budget (\$)
Other Private Organizations
Budget (\$)
Democratic Party Office
Budget (\$)
Republican Party Office
Budget (\$)
Other Party Office
Budget (\$)

Political Empowerment Task Force Project and Budget

Project Description:

Timeline:

Budget:

“ONGOING COVENANT WITH BLACK IOWA”

Creating a Community Development Plan

AFFORDABLE HOUSING TASK FORCE WORKSHEET

Focus Question: If you could live in an ideal community, what would AFFORDABLE HOUSING look like?

ORGANIZATIONAL ISSUES

Task Description	Date Started	Date Completed
1. Organize a local Task Force - Who should be invited?		
2. Develop Philosophy Statements		
a. Vision		
b. Mission		
c. Purpose		
d. Value		
3. Identify Process People for your focus area (facilitators, scribes, clerical support).		
4. Schedule and host a series of community input meetings.		
5. Clarify picture, prioritizing issues, develop an action timeline, and implementing action steps.		
6. Prioritize written recommendations into Community Development Document.		
7. Develop an evaluation tool.		
8. Develop a budget.		
9. Design small celebrations along the way as you reach certain mileposts.		
10. Submit AFFORDABLE HOUSING Plan to the Division on the Status of African Americans by June 30.		
11. Attend the “Ongoing Covenant with Black Iowa Summit in October .”		
12. Annual Review and Evaluation of the State Covenant and Local Leadership Plan.		

LEADERSHIP RESOURCE INFORMATION

State of Iowa: Enterprise Strategic Plan

Vision: The best place to live, work, and raise a family

Mission: Grow Iowa

Values: Opportunity, Responsibility, Security

State of Iowa: Resources

Agencies: Iowa Finance Authority (webmaster@ifahome.com)
Budget(\$)
Iowa Community Development Block Grant
Budget (\$)
Department of Housing and Urban Development
Budget (\$)
Iowa Civil Rights Commission
Budget (\$)

Local Strategic Plan

Vision:

Mission:

Values:

Local Resources

Agencies: Housing Authority
Budget (\$)
Community Development Block Grant
(\$)
Community Action Agencies
(\$)
Financial Institutions
(\$)
Other Private Organizations
(\$)

Affordable Housing Task Force Project and Budget

Project Description:

Timeline:

Budget:

“ONGOING COVENANT WITH BLACK IOWA”

Creating a Community Development Plan

COMMUNITY SPIRITUALITY TASK FORCE WORKSHEET

Focus Question: If you could live in an ideal community, what would COMMUNITY SPIRITUALITY look like?

ORGANIZATIONAL ISSUES

Task Description	Date Started	Date Completed
1. Organize a local Task Force - Who should be invited?		
2. Develop Philosophy Statements		
a. Vision		
b. Mission		
c. Purpose		
d. Value		
3. Identify Process People for your focus area (facilitators, scribes, clerical support).		
4. Schedule and host a series of community input meetings.		
5. Clarify picture, prioritizing issues, develop an action timeline, and implementing action steps.		
6. Prioritize written recommendations into Community Development Document.		
7. Develop an evaluation tool.		
8. Develop a budget.		
9. Design small celebrations along the way as you reach certain mileposts.		
10. Submit COMMUNITY SPIRITUALITY Plan to the Division on the Status of African Americans by June 30.		
11. Attend the “Ongoing Covenant with Black Iowa Summit in October .”		
12. Annual Review and Evaluation of the State Covenant and Local Leadership Plan.		

LEADERSHIP RESOURCE INFORMATION

State of Iowa: Enterprise Strategic Plan

Vision: The best place to live, work, and raise a family

Mission: Grow Iowa

Values: Opportunity, Responsibility, Security

State of Iowa: Resources

Agencies:

Budget(\$)

Local Strategic Plan

Vision:

Mission:

Values:

Local Resources

Agencies: Ministerial Alliance

Budget (\$)

Community Development Block Grant

(\$)

Community Action Agencies

(\$)

Financial Institutions

(\$)

Other Private Organizations

(\$)

Community Spirituality Task Force Project and Budget

Project Description:

Timeline:

Budget:



Ongoing Covenant with Black Iowa ***Evaluation Toolkit***

Moving local communities to empowerment, action and positive change.

Toolkit Table of Contents

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A. ONGOING COVENANT WITH BLACK IOWA

In May 2006, the Iowa Commission on the Status of African Americans introduced a comprehensive statewide initiative. The Ongoing Covenant with Black Iowa (OCBI) is a (5) five-year initiative designed to address key issues impacting the African American community. Access to healthcare, economic development, employment, and housing are merely a few of the presenting concerns. Organizations, individuals, and coalitions in various parts of the state have long worked to counteract clear disparities in areas such as disproportionate minority confinement and the educational achievement gap. However, we have not formally convened as a statewide community with a common goal and strategy. The Ongoing Covenant with Black Iowa is our opportunity to plan, implement and achieve positive results for our families, neighbors, and communities.

The OCBI involves identifying and recruiting individuals within each participating community to establish a community Task Force, and to plan, and develop a community strategy addressing the following eight (8) critical focus areas: Housing, Political Involvement, Education, Justice Issues, Spirituality, Youth, and Healthcare. The plan is to implement this initiative in geographic centers where significant numbers of African Americans reside, although any Iowa community is welcome to participate. Leaders, Members and Community Volunteers that are identified assembled to establish a Task Force will do so based on the results of the community assessment process. Communities have the option to address one or all of the identified focus areas. ICSAA has prepared an OCBI Rollout Packet, which all participating communities will receive. This worksheet will help guide each Task Force.

As part of the planning process, the Iowa Commission on the Status of African Americans would like to pose the following questions for each Task Force to consider.

Housing:

- How do we gain equal access to quality housing opportunities?

Spirituality:

- How do we ensure that the spiritual needs of African Americans are met in our community?

Economic Development:

- How do we gain equal access and resources to support retention, recruitment, and new business development in the African American community?

Political Empowerment:

- How do we encourage and support African Americans with aspirations to seek political office?

Youth:

- How do we create a safe, positive, and nurturing community for African American youth?

Justice:

- How do we design an appropriate community response system to secure freedom from discrimination and fair treatment by the criminal justice system?

Healthcare:

- How do we ensure that African Americans are adequately served by the community's health care system?

Education:

- How do we ensure a healthy start for African American youth, and equal access to quality education for African American youth and adults?

These questions are valuable considerations for the evaluation of the OCBI and for all stakeholders participating in this process. They will help guide our work at the state and local level. The OCBI aims to empower participating local communities to action and positive change.

B. Target Audience

- Business owners
- Parents
- Youth
- Adults
- Private Non-profit organizations

C. Method of Contact

- Meetings (Local & Statewide)
- Telephone
- Newsletter
- E-Correspondence

D. Message

To engage African Americans throughout Iowa and enlist their support and involvement in the creation of the Ongoing Covenant with Black Iowa. The OCBI will focus on: Healthcare, Political Empowerment, Youth, Economic Development, Justice Issues, Housing, Education, and Spirituality.

E. WHY EVALUATE?

Evaluation can mean many things to different people. For the purposes of this effort, **evaluation** is defined as: *assessment of value; the act of considering or examining something in order to judge its value, quality, importance, extent, or condition.*

Comprehensive evaluation of the OCBI, a five year initiative, is necessary to ensure that we are on the right track in fulfilling our goals and objectives throughout the entire time period. It will highlight areas needing improvement, and those demonstrating positive results which perhaps can be replicated in other communities. Also, evaluation will assist us with a level of accountability for ourselves and OCBI partners. In a time where resources are limited, our efforts should be focused and strategic.

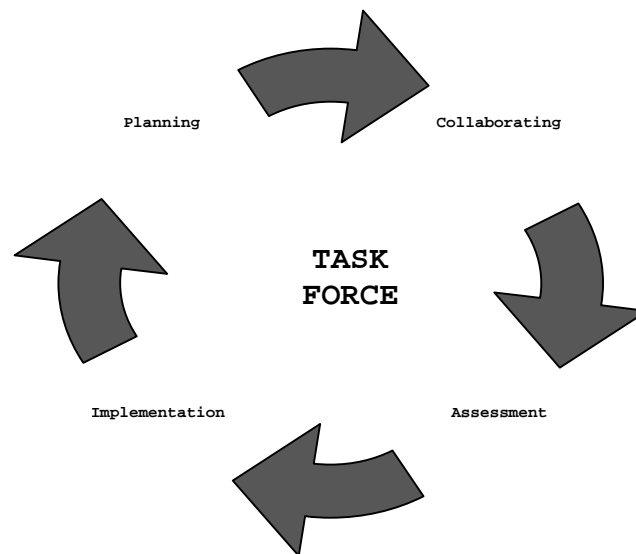
Frequently programs or organizations will look at evaluation toward the end the project, however, it should be included as part of the initial planning and implementation process. Evaluation of the OCBI will take place throughout the five-year period of the project.

F. Logic Model Evaluation

The Ongoing Covenant with Black Iowa will utilize a Community-Based Logic Model strategy to evaluate the initiative. As the OCBI will be conducted in several communities employing multiple strategies over a five year period the evaluation approach must allow for those variables. This model specifically provides for short term objectives, long term goals, and periodic review.

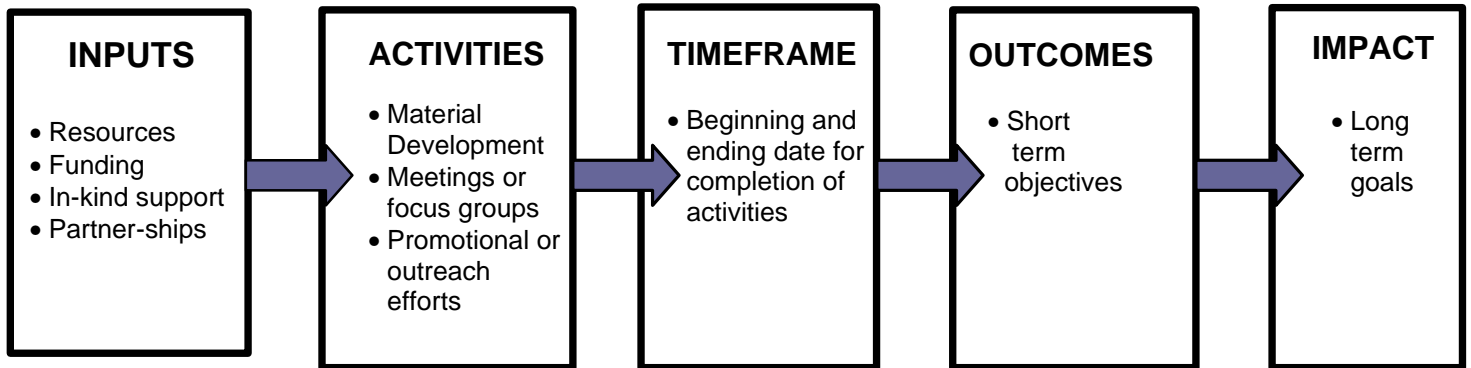
One of the initial steps in developing the evaluation strategy for the OCBI is to formulate the model or concept in such a manner that is easily understood. Volunteers of varying educational and socio-economic backgrounds are critical to the success of this initiative. It is important to ensure that everyone is on the same page. Simply put, it is unlikely that people will buy-in to an initiative where they are unclear about the process and what we're trying to accomplish. How do the pieces fit, and will they ultimately move us forward in realizing the long-term impact we desire for our communities.

Each community will identify a focus area and develop a Task Force or work group to conduct the work. The work of each Task Force involves *planning, collaborating, assessment, and implementation*. This process will occur simultaneously on multiple levels throughout the five-year period of the Covenant.



Below is sample program map of the evaluation process utilized with Logic Models.

Community-Based Logic Model



Inputs are resources that are necessary to begin the initiative. That may include funding, partnerships, volunteers, or any type of in-kind support.

Activities include specific tasks that need to be completed in order to fulfill our effects or objectives. This will vary depending on the focus area for each Task Force. This may include: meetings, curriculum development, promotional efforts, developing or submitting reports. For each activity or task, a **timeframe** for completion should be clearly indicated.

Outcomes are short term objectives that constitute a specific record of something that is produced or numbers reached. Outcomes can also refer to an improved short term experience or effect. Often in logic models you will see the term effect used in place of outcome.

Impacts are long term goals, which may not become apparent for a few years into the OCBI. With the logic model framework, we first envision the impact we desire to achieve (*Improving the quality of life for African Americans in Iowa*), identify the necessary resources and tasks, and then pull all of those elements together in cohesive plan. A *logic model program map* for the Ongoing Covenant with Black Iowa is included on page 55.

G. IMPACT (Goals)

- I. To improve the overall quality of life for African Americans residing in Iowa.
- II. To promote community empowerment, awareness, and support of African American issues and concerns.
- III. To ensure effective administrative oversight of the Ongoing Covenant with Black Iowa.

H. OUTCOMES (Objectives)

(Outcomes are separated by Task Force Focus Areas)

Education

1. By June 30, 2007, and ongoing to June 30, 2010, enhance the educational structure for African American students, creating an environment that conducive for academic achievement.
2. By June 30, 2007, and ongoing to June 30, 2010, increase test scores for African American students in our community by 15%.
3. By June 30, 2007, reduce achievement gap among African American students by 5%.
4. By June 30, 2007, and ongoing to June 30, 2010, increase parent involvement within the educational framework of our local schools.

Economic Development

1. By June 30, 2007, and ongoing to June 30, 2010, increase employment rate among African Americans within participating OCBI community.
2. By June 30, 2007, and ongoing to June 30, 2010, create a community network of support for new business owners.

Healthcare

1. By June 30, 2007, and ongoing to June 30, 2010, host (5) preventive health education forums/events per year.
2. By June 30, 2007, and ongoing to June 30, 2010, establish and maintain an African American Preventive Health Coalition.
3. Engage state and local healthcare entities to address health issues disproportionately impacting African Americans.
4. By June 30, 2007, and ongoing to June 30, 2010, increase African American access to healthcare services.

Political Involvement

1. By June 30, 2007, and ongoing to June 30, 2010, increase involvement with elected officials regarding key African American issues and concerns.
2. By June 30, 2007, and ongoing to June 30, 2010, issue annual legislative priorities and disseminate to Iowa General Assembly.
3. By June 30, 2007, and ongoing to June 30, 2010, host annual bi-partisan African American Political Forum.

Youth

1. By June 30, 2007, and ongoing to June 30, 2010, develop and support activities and events that foster positive self-images for youth.
2. By June 30, 2007, and ongoing to June 30, 2010, establish and maintain a local Youth Advisory Council.
3. By June 30, 2007, and ongoing to June 30, 2010, increase local youth development and crime prevention efforts among teens.

Housing

1. By June 30, 2007, and ongoing to June 30, 2010, establish and maintain linkages with local housing authority and lending institutions.
2. By June 30, 2007, and ongoing to June 30, 2010, conduct (3) home ownership forums.

Justice Issues

1. By June 30, 2007, and ongoing to June 30, 2010, establish and maintain partnerships with local offender reentry initiatives and/or community corrections.
2. By June 30, 2007, and ongoing to June 30, 2010, work with public safety officials to help reduce crime rate by 5%.
3. By June 30, 2007, and ongoing to June 30, 2010, establish and/or participate in a local crime prevention event.

Spirituality

1. By June 30, 2007, and ongoing to June 30, 2010, provide support to interfaith alliances.
2. By June 30, 2007 and ongoing to June 30, 2010, establish an annual interfaith outreach event.

I. Activities

In this section are specific activities that will need to take place in order to effectively move us forward in reaching our goals. The structure is consistent with the Logic Model framework: *Inputs > Activities > Timeline > Outcomes > Impact*. Identified in the **General Activities** section are specific tasks that will be conducted by the Commission on the Status of African Americans and each Task Force. The following general activities are specific focus area activities for each Task Force. Remember, activities and priorities may change based on the results of assessments and review of local data.

- *Please review your Ongoing Covenant with Black Iowa packet for additional Task Force materials and resource to assist with Community Meetings.*

General Activities

1. Develop the Ongoing Covenant with Black Iowa. (ICSAA)
2. Identify and recruit state and local partners. (ICSAA)
3. Identify targeted communities for OCBI rollout. (ICSAA)
4. Find host site for meeting. (Local)
5. Facilitate informational forums to gain community support and enlist task force membership. (ICSAA)
6. Recruit Task Force Leaders and Volunteers. (Local)
7. Conduct Volunteer training for Task Force Leaders and Volunteers. (ICSAA)
8. Participate in Volunteer training for Task Force Leaders and Volunteers. (Local)
9. Identify state and local resources to support your efforts. (ICSAA & Local)
10. Identify potential funding sources. (ICSAA & Local)
11. Facilitate Local Task Force meetings (Local)
12. Conduct community focus groups. (Local)
13. Conduct community needs assessments to determine focus areas. (Local)

14. Promote OCBI events, principals and ideals in your community. (Local)
15. Attend the Ongoing Covenant with Black Iowa Summit. (ICSAA & Local)
16. Develop and distribute quarterly progress report forms. (ICSAA)
17. Submit quarterly progress reports. (Local)
18. Prepare and Submit annual Condition of the OCBI Report. (ICSAA)

Focus Area Activities :

Education

1. Develop education needs assessment. *(Assessment will help determine educational priorities).*
2. Review local student test scores for all grade levels. *(How well are African American students faring in your local schools?)*
3. Collect all grade level curriculum instruction requirements from your local school district. *(It's important to compare requirements vs. presenting issues for students).*
4. Have representation at School Board meetings. *(Your presence speaks volumes to local officials)*
5. Develop your Education Action Plan. *(Include school enrichment activities for students).*
6. Develop process to implement corrective strategies. *(Ongoing meetings are important to address any problems that may arise. This is an important step in evaluation).*

Housing

1. Develop housing needs assessment. *Assessment tool will help determine local priorities).*
2. Contact state and local public housing authority. *(What's the condition of public housing? Solicit their data. Compare with your assessment).*
3. Establish formal partnerships with local lending institutions. *(Make them aware of your initiative. They want your business and their resources will be helpful in developing your local strategy).*
4. Establish formal partnerships with African American realtors in your area. *(Let them know your plans. Invite their participation and active support).*
5. Develop Affordable Housing Plan.
6. Develop process to implement corrective strategies. *(Ongoing meetings are important to address any problems that may arise. This is an important step in evaluation).*

Political Empowerment

1. Develop a political focused needs assessment. *(This is important to learn the scope of African American involvement with local politics).*
2. Conduct a bi-partisan outreach event to encourage African American participation. *(i.e. voter registration drive).*
3. Establish bi-partisan relationships with local political parties. *(Collect local party platforms. Learn what each group stands for so that African Americans can make decisions based on facts).*
4. Develop position statements on legislative bills and/or amendments.
5. Conduct an Annual African American Political forum for your community. *(This can be an opportunity to support potential African American candidates and learn more about potential candidates in the area).*
6. Develop a Political Empowerment Plan.

7. Develop process to implement corrective strategies. (*Ongoing meetings are important to address any problems that may arise. This is an important step in evaluation.*)

Criminal Justice Issues

1. Develop a criminal justice needs assessment. (*It's important to gain the views of residents regarding criminal justice perception. A clear community perspective is needed in order to establish priorities.*)
2. Develop formal partnerships with local public safety officials. (*Public safety officials have a responsibility to engage residents however, it is also important to make them aware of the initiative and how they can provide support and/or resources. Identify local African American resource officers.*)
3. Determine existence of local offender reentry initiative. Establish relationships with that group and/or community corrections. (*Dept. of Corrections is undergoing an overhaul of the reentry process for offenders. Make sure that your concerns are heard and included in the design.*)
4. Conduct or participate in an annual crime prevention initiative.
5. Develop Criminal Justice Action Plan.

Economic Development

1. Develop an economic development needs assessment. (*How are African American Businesses faring in your community? Do we need more support? Is there a solid connection between the African American community and the local Chamber of Commerce?*)
2. Review business development data for your city (*Compare with assessment results. What are the priorities?*)
3. Establish formal partnerships with local workforce development office. (*Make them aware of your mission and how they can assist you. Ask questions. Access available resources*)
4. Develop Economic Development Action Plan.
5. Develop process to implement corrective strategies. (*Ongoing meetings are important to address any problems that may arise. This is an important step in evaluation.*)

Youth

1. Develop a youth development needs assessment. (*This will help determine priority areas for your work. Include issues facing youth: such as teen pregnancy, substance abuse.*)
2. Review local data as it relates to youth. (*Find out the teen pregnancy rate. Determine which schools have high/low drop out rates for African American students.*)
3. Develop formal partnerships with agencies primarily serving teens.
4. Develop a Youth Development Action Plan.
5. Develop process to implement corrective strategies. (*Ongoing meetings are important to address any problems that may arise. This is an important step in evaluation.*)

Healthcare

1. Develop a community health needs assessment. (*Many counties conduct community health assessments. You can model your tool to capture health issues/concerns specific to the African American community. This will help determine priority areas for your work.*)

2. Establish an African American Healthcare Coalition. *(If one is in existence, establish a solid relationship with them. Include them in the Task Force).*
3. Participate and/or host a community health education event.
4. Develop a Healthcare Action Plan.
5. Develop process to implement corrective strategies. *(Ongoing meetings are important to address any problems that may arise. This is an important step in evaluation).*

Spirituality

1. Identify interfaith organizations in your area and establish partnerships with them. *(Make them aware of your mission and invite their participation).*
2. Develop a Spirituality Action Plan.
3. Develop process to implement corrective strategies. *(Ongoing meetings are important to address any problems that may arise. This is an important step in evaluation).*

IOWA COMMISSION ON THE STATUS OF AFRICAN AMERICANS
Ongoing Covenant with Black Iowa
CRIMINAL JUSTICE ISSUES
COMMUNITY QUARTERLY PROGRESS REPORT

REPORT PERIOD: JULY 1 – SEPTEMBER 30

IMPACT:

IV. To improve the overall quality of life for African Americans residing in Iowa.

V. To promote community empowerment, awareness, and support of African American issues and concerns.

VI. To ensure effective administrative oversight of the Ongoing Covenant with Black Iowa.

ACTIVITY	PERSON(S) RESPONSIBLE	PROGRESS
19. Find host site for meetings.		
20. Recruit Task Force Leaders and Volunteers.		
21. Participate in Volunteer training for Task Force Leaders and Volunteers.		
22. Identify state and local resources to support your efforts.		
23. Identify potential funding sources.		
24. Facilitate Local Task Force meetings.		
25. Conduct community focus groups.		
26. Conduct community & criminal justice needs assessments.		
27. Develop formal partnerships with local public safety officials.		
28. Develop formal partnerships with community corrections and offender reentry initiatives.		
29. Conduct/Participate in a local crime prevention initiative.		
30. Develop Criminal Justice Action Plan.		
31. Attend the Annual Condition of the OCBI Summit.		
32. Submit Quarterly Community Progress Reports.		

IOWA COMMISSION ON THE STATUS OF AFRICAN AMERICANS

Ongoing Covenant with Black Iowa

YOUTH

COMMUNITY QUARTERLY PROGRESS REPORT

REPORT PERIOD: JULY 1 – SEPTEMBER 30

IMPACT:

- I. To improve the overall quality of life for African Americans residing in Iowa.
- II. To promote community empowerment, awareness, and support of African American issues and concerns.
- III. To ensure effective administrative oversight of the Ongoing Covenant with Black Iowa.

ACTIVITY	PERSON(S) RESPONSIBLE	PROGRESS
1. Find host site for meetings.		
2. Recruit Task Force Leaders and Volunteers.		
3. Participate in Volunteer training for Task Force Leaders and Volunteers.		
4. Identify state and local resources to support your efforts.		
5. Identify potential funding sources.		
6. Facilitate Local Task Force meetings.		
7. Conduct community focus groups.		
8.		
9. Conduct community & youth development needs assessments.		
10. Review local data as it relates to youth. Compare/Analyze.		
11. Develop formal partnerships w/youth serving organizations.		
12. Develop Youth Action Plan.		
13. Attend the Annual Condition of the OCBI Summit.		
14. Submit Quarterly Community Progress Reports.		

IOWA COMMISSION ON THE STATUS OF AFRICAN AMERICANS
Ongoing Covenant with Black Iowa
HEALTHCARE
COMMUNITY QUARTERLY PROGRESS REPORT

REPORT PERIOD: JULY 1 – SEPTEMBER 30

IMPACT:

- I. To improve the overall quality of life for African Americans residing in Iowa.
- II. To promote community empowerment, awareness, and support of African American issues and concerns.
- III. To ensure effective administrative oversight of the Ongoing Covenant with Black Iowa.

ACTIVITY	PERSON(S) RESPONSIBLE	PROGRESS
1. Find host site for meetings.		
2. Recruit Task Force Leaders and Volunteers.		
3. Participate in Volunteer training for Task Force Leaders and Volunteers.		
4. Identify state and local resources to support your efforts.		
5. Identify potential funding sources.		
6. Facilitate Local Task Force meetings.		
7. Conduct community focus groups.		
8.		
9. Conduct community & health needs assessments.		
10. Establish an African American Health Coalition.		
11. Participate/Host a Preventive Health Education Event.		
12. Develop Healthcare Action Plan.		
13. Attend the Annual Condition of the OCBI Summit.		
14. Submit Quarterly Community Progress Reports.		

IOWA COMMISSION ON THE STATUS OF AFRICAN AMERICANS
Ongoing Covenant with Black Iowa
ECONOMIC DEVELOPMENT
COMMUNITY QUARTERLY PROGRESS REPORT

REPORT PERIOD: JULY 1 – SEPTEMBER 30

IMPACT:

- I. To improve the overall quality of life for African Americans residing in Iowa.
- II. To promote community empowerment, awareness, and support of African American issues and concerns.
- III. To ensure effective administrative oversight of the Ongoing Covenant with Black Iowa.

ACTIVITY	PERSON(S) RESPONSIBLE	PROGRESS
1. Find host site for meetings.		
2. Recruit Task Force Leaders and Volunteers.		
3. Participate in Volunteer training for Task Force Leaders and Volunteers.		
4. Identify state and local resources to support your efforts.		
5. Identify potential funding sources.		
6. Facilitate Local Task Force meetings.		
7. Conduct community focus groups.		
8.		
9. Conduct community & economic development needs assessments.		
10. Compile/Analyze African American data regarding businesses and economic dev.		
11. Develop Economic Development Action Plan.		
12. Develop process to implement corrective strategies.		
13. Attend the Annual Condition of the OCBI Summit.		
14. Submit Quarterly Community Progress Report.		

IOWA COMMISSION ON THE STATUS OF AFRICAN AMERICANS
Ongoing Covenant with Black Iowa
POLITICAL EMPOWERMENT
COMMUNITY QUARTERLY PROGRESS REPORT

REPORT PERIOD: JULY 1 – SEPTEMBER 30

IMPACT:

- I. To improve the overall quality of life for African Americans residing in Iowa.**
- II. To promote community empowerment, awareness, and support of African American issues and concerns.**
- III. To ensure effective administrative oversight of the Ongoing Covenant with Black Iowa.**

ACTIVITY	PERSON(S) RESPONSIBLE	PROGRESS
1. Find host site for meetings.		
2. Recruit Task Force Leaders and Volunteers.		
3. Participate in Volunteer training for Task Force Leaders and Volunteers.		
4. Identify state and local resources to support your efforts.		
5. Identify potential funding sources.		
6. Facilitate Local Task Force meetings.		
7. Conduct community focus groups.		
8. Conduct community needs assessments.		
9. Review local student test scores for all grade levels.		
10. Collect all grade level curriculum instruction requirements from your local school district.		
11. Provide representation at School Board meetings.		
12. Develop your Education Action Plan.		
13. Attend the Annual Condition of the OCBI Summit.		
14. Submit Quarterly Community Progress Report.		

IOWA COMMISSION ON THE STATUS OF AFRICAN AMERICANS
Ongoing Covenant with Black Iowa
HOUSING
QUARTERLY PROGRESS REPORT

REPORT PERIOD: JULY 1 – SEPTEMBER 30

IMPACT:

- I. To improve the overall quality of life for African Americans residing in Iowa.**
- II. To promote community empowerment, awareness, and support of African American issues and concerns.**
- III. To ensure effective administrative oversight of the Ongoing Covenant with Black Iowa.**

ACTIVITY	PERSON(S) RESPONSIBLE	PROGRESS
1. Find host site for meetings.		
2. Recruit Task Force Leaders and Volunteers.		
3. Participate in Volunteer training for Task Force Leaders and Volunteers.		
4. Identify state and local resources to support your efforts.		
5. Identify potential funding sources.		
6. Facilitate Local Task Force meetings.		
7. Conduct community focus groups.		
8. Develop/Facilitate community and housing needs assessments.		
9. Establish formal partnerships with local lending institutions.		
10. Establish formal partnerships with African American Realtors.		
11. Develop Affordable Housing Plan.		
12. Develop process to implement correct strategies.		
13. Attend the Annual Condition of the OCBI Summit.		

IOWA COMMISSION ON THE STATUS OF AFRICAN AMERICANS

Ongoing Covenant with Black Iowa

SPIRITUALITY

COMMUNITY QUARTERLY PROGRESS REPORT

REPORT PERIOD: JULY 1 – SEPTEMBER 30

IMPACT:

- I. To improve the overall quality of life for African Americans residing in Iowa.**
- II. To promote community empowerment, awareness, and support of African American issues.**
- III. To ensure effective administrative oversight of the Ongoing Covenant with Black Iowa.**

ACTIVITY	PERSON(S) RESPONSIBLE	PROGRESS
1. Find host site for meetings.		
2. Recruit Task Force Leaders and Volunteers.		
3. Participate in Volunteer training for Task Force Leaders and Volunteers.		
4. Identify state and local resources to support your efforts.		
5. Identify potential funding sources.		
6. Facilitate Local Task Force meetings.		
7. Conduct community focus groups.		
8. Conduct community needs assessments.		
9. Find host site for meetings.		
10. Identify Interfaith partnerships in your area.		
11. Develop Spirituality Action Plan.		
12. Attend Annual Condition of the OCBI Summit.		
13. Submit Quarterly Community Progress Report.		
14. Develop process to implement corrective strategies.		

IOWA COMMISSION ON THE STATUS OF AFRICAN AMERICANS

**CONDITION OF THE ONGOING COVENANT WITH BLACK IOWA
SEMI-ANNUAL REPORT**

REPORT PERIOD: JANUARY 1 – JUNE 30

IMPACT: To ensure effective administrative oversight of the Ongoing Covenant with Black Iowa.

ACTIVITY	PERSON(S) RESPONSIBLE	PROGRESS
1. Develop the Ongoing Covenant with Black Iowa.	ICSAA Administrator & Program Planner	1. Design of the Ongoing Covenant with Black Iowa was completed in May 2006.
2. Identify and recruit state and local partners.	ICSAA Administrator & Program Planner	
3. Identify targeted communities for Covenant rollout.	ICSAA Administrator & Program Planner, Commissioners	
4. Find host site for meeting.	ICSAA Administrator & Program Planner, Local Contacts	
5. Facilitate informational forums to gain community support and enlist task force membership.	ICSAA Administrator & Program Planner	
6. Recruit Task Force Leaders and Volunteers.	ICSAA Commissioners ICSAA Administrator & Program Planner	
7. Conduct Volunteer training for Task Force Facilitators and Leaders.	ICSAA Commissioners ICSAA Administrator & Program Planner	
8. Identify state and local resources to support your efforts.	ICSAA Commissioners, ICSAA Administrator & Program Planner	
9. Assist communities with identifying funding sources.	ICSAA Administrator & Program Planner	
10. Conduct the Ongoing Covenant with Black Iowa Summit.	ICSAA Administrator & Program Planner, ICSAA Commissioners	
11. Develop and distribute quarterly progress report forms.	ICSAA Administrator & Program Planner	
12. Review quarterly progress reports.	ICSAA Administrator & Program Planner	
13. Prepare and Submit annual Condition of the OCBI Report.	ICSAA Administrator & Program Planner	

IOWA COMMISSION ON THE STATUS OF AFRICAN AMERICANS
CONDITION OF THE ONGOING COVENANT WITH BLACK IOWA
SEMI-ANNUAL REPORT
REPORT PERIOD: JANUARY 1 – JUNE 30

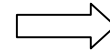
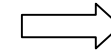
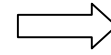
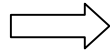
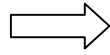
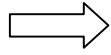
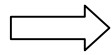
IMPACT: To ensure effective administrative oversight of the Ongoing Covenant with Black Iowa.

ACTIVITY	PERSON(S) RESPONSIBLE	PROGRESS
1.		
2.		
3.		
4.		
5.		
6.		
7.		
8.		

Ongoing Covenant with Black Iowa

STATEWIDE WORK PLAN

July 1 - June 30



INPUTS	ACTIVITIES	COLLECTION MECHANISM	OUTPUTS	BEGIN/END DATE	OUTCOMES	IMPACTS
ICSAA Administration	1. Develop the Ongoing Covenant with Black Iowa.	Meetings, Correspondence via Telephone, Mail, E-Mail (ICSAA, DHR, Local & State Leaders)	A Covenant that is comprehensive and replicable is developed.	April 1 – May 30	Identified OCBI Outcomes per Focus Area	<p>I. To improve overall quality of life for African Americans residing in Iowa.</p> <p>II. To promote empowerment, awareness, and support of African American issues.</p> <p>III. To ensure effective administrative oversight of the Ongoing Covenant with Black Iowa.</p>
Community Leaders	2. Identify and recruit Partners (Local & State)	Meetings, Correspondence via Telephone, Mail, E-Mail	Key partners are identified and recruited. .	July 1 – June 30		
Community Residents	3. Identify targeted communities for Covenant Rollout.	Meetings, Correspondence via Telephone, Mail, E-mail	Communities for the Ongoing Covenant are Identified.	July 1 – June 30		
Public Funds	4. Facilitate informational forums to gain community support and enlist Task Force membership.	Correspondence via Telephone, Mail Meetings	Community is presented with information and details about the covenant.	July 1 – June 30		
Private Funds	5. Assist local communities in the recruitment of Task Leaders and Volunteers.	Meetings, correspondence via E-mail, Telephone	Committed Leaders and Volunteers are identified.	July 1 – June 30		
Partners	6. Conduct Volunteer training for Task Force Leaders & Volunteers.	Facility, Meetings, Correspondence	Leaders and Volunteers will be trained and equipped to implement the Initiative.	July 1 – June 30		
Volunteers	7. Assist local communities with identifying state and local resources.	Meetings, Correspondence via Telephone, Mail, E-mail	Local communities will be able to access resources to do the work.	July 1 – August 31		
Rollout Packet for the Ongoing Covenant w/Black Iowa	8. Assist local communities with identifying funding sources.	Meetings, Correspondence via telephone, email	Local communities will have the opportunity to pursue funding as a resource.	July 1 – August 31		
Workplan Toolkit						
ICSAA Statewide Evaluation						

Ongoing Covenant with Black Iowa

STATEWIDE WORK PLAN

July 1 - June 30

INPUTS	ACTIVITIES	COLLECTION MECHANISM	OUTPUTS	BEGIN/END DATE	OUTCOMES	IMPACTS
	9. Develop & distribute the Community Quarterly Progress Report Forms.	Evaluation Toolkit	Quarterly reports will help local initiatives stay on track and assist ICSAA with monitoring of the Covenant.	July 1 – August 31		
ICSAA Administration Community Leaders Community Residents Public Funds Private Funds Partners Volunteers Rollout Packet for the Ongoing Covenant w/Black Iowa Workplan Toolkit ICSAA Statewide Evaluation	10. Conduct the Annual Covenant with Black Iowa Summit.	Meetings, Correspondence	Summit is productive and gives participating communities an opportunity to gain new skills to further their progress.	July 1 – December 31	Identified OCBI Outcomes per Focus Area	I. To improve overall quality of life for African Americans residing in Iowa.
11. Prepare and submit the Annual Condition of the Covenant Report.	Meetings, Correspondence Evaluation Toolkit	ICSAA will submit a report that is detailed and complete regarding progress of participating communities.	June	II. To promote empowerment, awareness, and support of African American issues.		
				III. To ensure effective administrative oversight of the Ongoing Covenant with Black Iowa.		

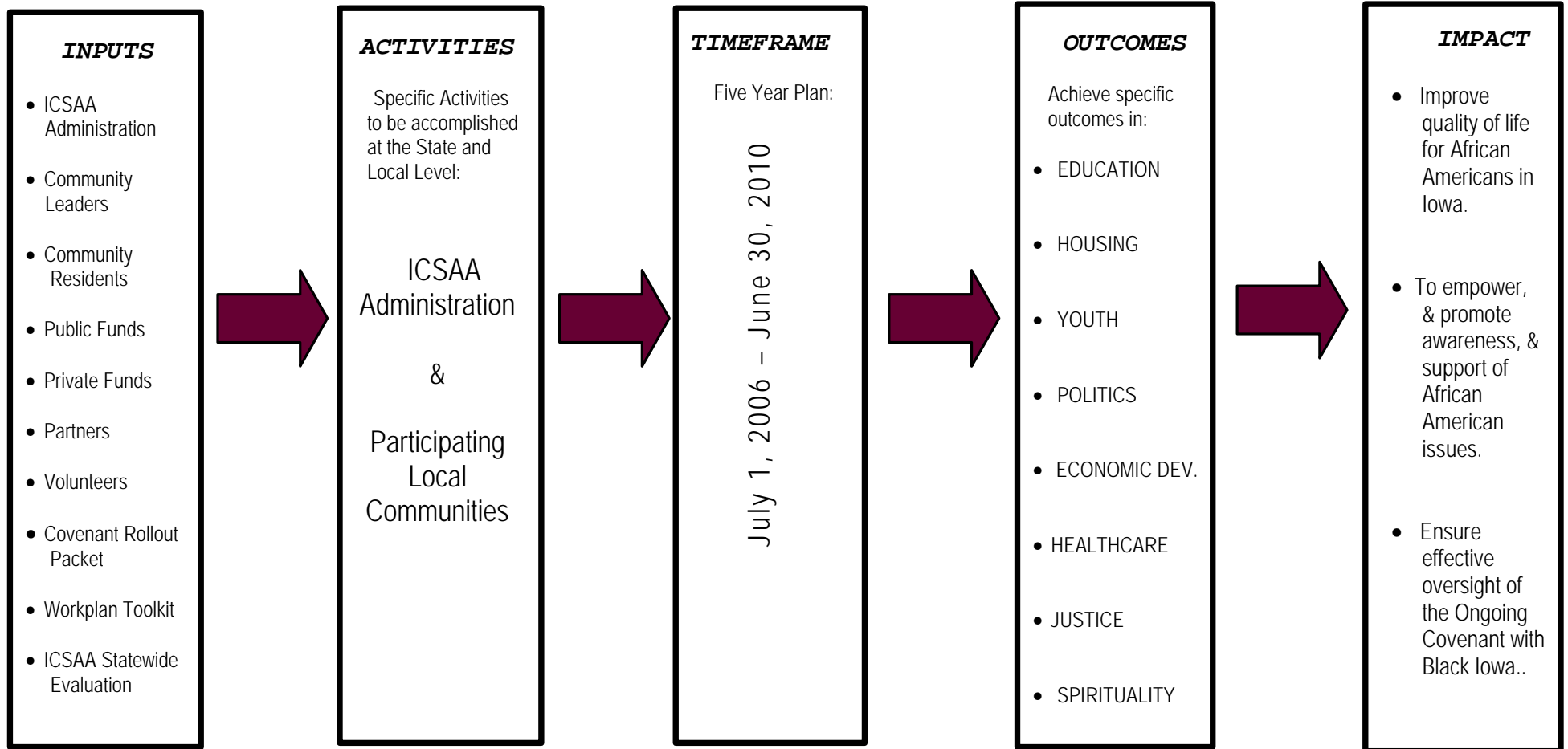
IOWA COMMISSION ON THE STATUS OF AFRICAN AMERICANS

Ongoing Covenant with Black Iowa

Moving local communities to empowerment, action, and positive change.

Program Map

July 1, 2006 – June 30, 2010



The State Data Center of Iowa and the Iowa
Commission on the Status of African-Americans

AFRICAN-AMERICANS IN IOWA: 2007

To recall and celebrate the positive contributions to our nation made by people of African descent, American historian Carter G. Woodson established Black History Week beginning on Feb. 12, 1926. In 1976, as part of the nation's bicentennial, the week was expanded into Black History Month.

69,141

The estimated African American population in Iowa as of July 1, 2005. African Americans constitute 2.3 percent of the state's total population. In 1980 African Americans made up 1.4 percent of the state's total population.

27,441

The numeric change in the African American population from 1980 to 2005. This is a 65.8 percent increase for the period.

117,940

The projected African American population of Iowa as 2030. According to Woods & Poole Economics Inc., African Americans will constitute 3.5 percent of the state's total population.

AGE

27.1

The median age of Iowa's African American population in 2005. The median age for the state of Iowa is 38.6.

FAMILIES AND CHILDREN



15,089

The number of African American families in 2005 who reside in Iowa. Of these families, 67.9 percent include their own children under 18 years of age.

58.2%

Percent increase in the number of African American families in the state of Iowa from 1980 to 2005.

35.8%

Percentage of African American children who live with both parents in 2005 compared to 72.2 percent for the state of Iowa. In 1980 this percentage was 41.7 compared to the state of Iowa's 83.6%.

7.0%

Percentage of the African American population under age 5, as of July 1, 2005. African Americans have a higher concentration of preschoolers among the population than the state as a whole (5.7%). In 1980 the percentage of the African American population under age 5 was 10.9.

3.33

The average family size for the Iowa African American population in 2000. The average family size in the state of Iowa is 3.0.

COUNTIES AND CITIES

19,707

The number of African Americans in Polk County in 2005, making it largest population of African Americans in any Iowa county.

7.8%

The percent of total population in Black Hawk County who are African American in 2005. Other Iowa counties with a high percentage of African Americans are Scott (6.2%), Polk (4.9%), Webster (3.7%) and Des Moines (3.8%).

71.6%

Nearly three-fourths of the total African American population live in Polk, Scott, Black

Hawk, Linn and Johnson counties in 2005.

54.4%

Over half of the growth in Iowa's African American

population from 2000-2005 occurred in four counties: Polk, Linn, Johnson and Dubuque.

16,025

The number of African Americans in Des Moines in 2000, making it largest population of African Americans in any city in Iowa.

13.9%

The percent of the total population in Waterloo in 2000 who are African American. Other Iowa cities with a high percentage of African Americans are Davenport (9.2%), Balltown (8.2%), Des Moines (8.1%) and Anamosa (6.1%).



INCOME AND POVERTY

\$22,221

The median income in the past 12 months of African American households in 2005. The median household income for the state during the same time period was \$43,609.

\$29,668

The median income of African American families in Iowa in 2005. The median income of families in Iowa was \$54,971.

\$13,639

The per capita money income of Iowa African Americans in 2005. The per capita money income for the state was \$23,340.

33.2%

The poverty rate in 2005 for the African American population. The corresponding rate for Iowa is 10.9 percent.

39.5%

The percentage of related children under 18 below the poverty level in 2005 for the African American population. The corresponding rate for Iowa is 12.2 percent

AT A GLANCE

Top 5 counties:

	African American Population	
	1980	2005
Polk	13,884	19,707
Scott	6,453	10,058
Black Hawk	8,733	9,882
Linn	2,962	5,904
Woodbury	1,019	
Johnson		3,920

Top 5 cities:

	African American Population	
	1980	2000
Des Moines	13,164	16,025
Waterloo	8,398	9,529
Davenport	6,229	9,093
Cedar Rapids	2,743	4,481
Sioux City	1,015	
Iowa City		2,333

HOUSING

\$62,100

The median home value in 2000 for those who reported their race as African American. The corresponding value for the state is \$82,500.

59.9%

The percentage of African Americans who rent their home in 2005. The corresponding percentage for the state is 26.9%.

23.1%

The percentage of African Americans whose gross rent as a percentage of household income was over 50% in 2000. The corresponding percentage for the state is 14.4%.

BUSINESSES AND JOBS

1,619

The number of African American-owned firms in Iowa in 2002.

130.3%

The percent increase in African American-owned firms between 1987 and 2002.

16.4%

The unemployment rate for Iowa African Americans in 2005. The Iowa unemployment rate at that time was 5.1%.

70.5%

The percent of Iowa African Americans age 16 and over in the labor force in 2005. The percent of Iowans age 16 and over in the labor force was 69.9%.

74.5%

The percent of Iowa African Americans males age 16 and over in the labor force in 2005. The percent of Iowa African Americans females in the labor force was 67%. In comparison 75.5% of all men and 64.6% of all women age 16 and over were in the labor force in Iowa.

Earnings

\$19,401

The median earnings for Iowa African Americans in 2005. The median earnings for the state of Iowa was \$25,618.

\$22,047

The median earnings for Iowa African American males in 2005. African American women in Iowa had median earnings of

\$15,874. In comparison the median earning for men and women in the state of Iowa were \$31,389 and \$20,535 respectively.

Industry

5,770

The number of Iowa African Americans in 2000 employed in the educational, health, and social services industry.

19.4%

The percent of African Americans in 2000 who work in the manufacturing industry. Approximately 10 percent work in the arts, entertainment, recreation, accommodation and food services industry; 9.9 percent in retail trade; and 7.6 percent work in professional, scientific, management, administrative, and waste management services.

Occupation

25.2%

The percent of Iowa African Americans in 2000 in sales and office occupations.

1,254

The number of Iowa African American in 2000 in building and grounds cleaning and maintenance occupations. African Americans are represented in a wide variety of occupations. For instance, there are about 992 cooks and food preparation workers; 743 nursing, psychiatric, and home health aides; 644 customer service representatives; and 602 child care workers.

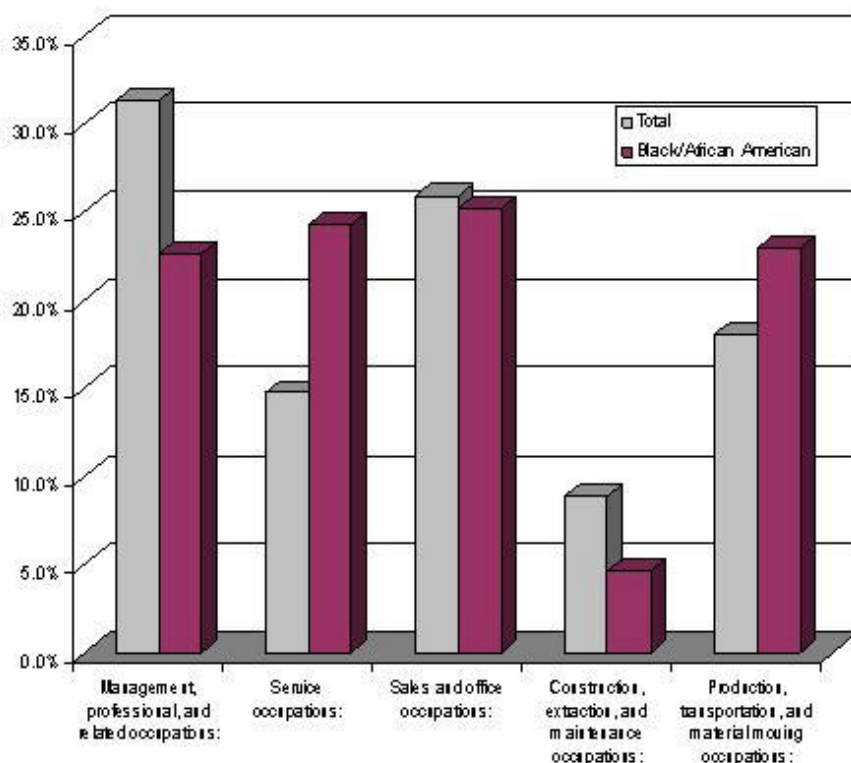
22.6%

The percent of African Americans in Iowa age 16 years and over in management, professional, and related occupations in 2000. In Iowa this occupation accounts for 31.3% of all people age 16 years and over.

26.4%

The percent of African American women in Iowa age 16 years and over in management, professional, and related occupations in 2000. 19.0% of African American men in Iowa are in this occupation.

Employment by Occupation (Percent of Population)



3,189

The number of Iowa African American veterans of the U.S. armed Forces in 2005

State Data Center of Iowa—A program of the State Library of Iowa

E. 12th and Grand
Des Moines, Iowa 50319
Phone: 800-248-4483
Fax: 515-242-6543
Email: census@lib.state.ia.us

We're on the web!
www.iowadatacenter.org

ICSAA

Iowa Commission on the Status of African-Americans

Iowa Commission on the Status of African-Americans

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www.state.ia.us/government/dhr/saa/

Data Source (unless otherwise noted):
U.S. Census Bureau, American Community Survey 2005 & Census 2000
Photos by U.S. Census Bureau's

VITAL EVENTS

22.1

The African American birth rate per 1,000 population in 2005. The birth rate per 1,000 for the state was 13.3.

733.5

The African American rate of out-of-wedlock

births per 1,000 live births in 2005. The rate of out-of-wedlock births per 1,000 live births for the state was 329.8.

195.8

The African American rate of births for mothers under age 20 per 1,000 live births in

2005. The rate for the state was 87.0.

5.7

The African American death rate per 1,000 population in 2005. The death rate per 1,000 for the state was 9.3.

Data provided by the Iowa Department of Public Health publication, "Vital Statistics of Iowa 2004"

EDUCATION

24,646

The number African Americans enrolled in the state's elementary and high schools during the 2005-2006 school year. African Americans represent 5.1% of Iowa's school enrollment (476,656).

83.6%

The percentage of Iowa African Americans age 25 and over, who had at least a high school education in 2005. The percentage for Iowa was 89.6%.

6.8%

Percentage of Iowa African Americans 25 years and older with an advanced degree in 2005. (e.g., master's, professional, doctorate.) The percentage of Iowans with an advanced degree was 7.3%.

26.5 %

Percent increase in African American enrollment between the 2000-2001 school year and 2005-2006.

16.4%

The percentage of Iowa African Americans age 25 and over, with a bachelor's degree or higher in 2005. The percentage for Iowa was 23.8%.

Source: Iowa Department of Education

