

Iowa Department of Human Rights Strategic Goals Summary

Goal 1:

Department organizational structure and resources are used to achieve maximum impact on eliminating economic, social and cultural barriers.

- a. Catalog and assess resources, products and services currently provided to customers.
- b. Implement changes to organizational structure

Measures:

1. % of Divisions completing inventory by May 15, 2012
2. All needed data sets complete and gathered by Sept. 15
3. Institutionalization of department-wide performance measures, to be determined.

Goal 2:

Iowans value and recognize the contributions of DHR and the populations it serves.

- a. Develop and implement outreach plan to all regions of Iowa to collect and disseminate information about critical issues in underrepresented Iowans throughout the state
- b. Develop accurate information on the Department's constituencies appropriate for use in creating educational policies, procedures, and programming
- c. Educate business, state agencies and citizens about DHR products services and outcomes
- d. Develop and Implement a DHR communications plan.

Measures:

1. Complete 5 needs assessment forums throughout the state by Oct 31, 2012
2. Compile critical issues status report on DHR constituents by January 15, 2012
3. Complete DHR Communication plan by December 15, 2012

Goal 3:

Partnerships and policies are in place to fully engage underrepresented populations in economic, social, and cultural opportunities.

- a. Identify opportunities where DHR's resources can benefit underserved Iowans in significant and measurable ways
- b. Strengthen and develop strategic partnerships to eliminate barriers to opportunities.
- c. Effect positive government systems change to foster success of Iowa's underrepresented populations.

Measures:

1. Increase number of strategic partnerships engaged
2. Increase number of inter-agency efforts supported by DHR
3. Increase number of intra-agency efforts implemented by DHR