



DEPARTMENT OF HUMAN RIGHTS
Commission on Asian & Pacific Islander Affairs
 Office of Asian & Pacific Islander Affairs

2018 - 2020 Strategic Plan

Mission: To empower Iowans of Asian and Pacific Islander (API) ethnicity and descent to seize upon the equal opportunities to access education, employment, healthcare, citizenship; to self-advocate for their rights; and to engage in representative democracy and elections.

Goal: An inclusive and productive Iowa where API Iowans reach their full potential

Method: As part of a three-year outlook and plan, the Commission on Asian & Pacific Islander Affairs has identified five core policy areas to guide the work of the Commission - in concert with the Office of Asian & Pacific Islander Affairs. These key areas of focus will also be the basis for recommendations to the governor, elected officials and community engagement.

Of these five core areas, the Commission has placed the **highest priority** on the following: 1) Voter Engagement; 2) Economic & Workforce Development; and 3) Healthcare.

CORE AREAS	TIMELINES & TACTICS
1. Voter Engagement	In advance of voter registration cut-off deadlines, election dates, Iowa session start-date and federal timelines
A. Educate eligible and newly-naturalized voters on how to become registered voters	- Create partnerships to include libraries, post offices, DMVs, county auditors to post/circulate translated educational materials in high-density API cities
B. Activate inactive registered voters	- Collaborate with nonpartisan voter education groups to provide voter and advocacy trainings in high-density API areas in Iowa (i.e., Des Moines, Ames, Iowa City, Cedar Rapids, West Des Moines)
C. Provide educational materials and trainings on 2017 changes to Iowa election laws (Voter ID)	- Partner with local Human Rights agencies, population-specific community organizations and faith-based organizations to identify, create opportunities to register voters and trainings
D. Conduct trainings for community leaders on ways to effectively advocate and monitor public policy	- Produce education and training webinar(s) and other resources to be housed on DHR website

CORE AREAS	TIMELINES & TACTICS
<p>2. Economic & Workforce Development: Education, Training and Vocational Employment</p>	<p>As the Future Ready Iowa (FRI) initiative to optimize Iowa’s education, workforce training, apprenticeship programs and other population-targeted efforts are authorized by the legislature and shaped, implemented by Iowa Workforce Development.</p> <p>Goal of Future Ready Iowa = 70% of Iowa’s workforce to have education or training beyond high school by the year 2025.</p>
<p>A. Advocate for low-income individuals in entry-level, low-skill jobs, including Iowa’s current and historical refugee and asylee API populations, seeking to “skill-up” or enter a trade, industry</p> <p>B. Educate high school youth of color and at-risk on FRI internship, mentorship opportunities, as well as scholarships to attend vocational technical training</p> <p>C. Conduct outreach to aging API Iowans seeking to change career direction or re-enter the workforce post-retirement</p> <p>D. Continue language access efforts to the extent possible that encourage hiring and training of bi-lingual teachers and teachers of color and provide academic success of English Language Learners.</p> <p>E. Catalog and maintain a web repository of entrepreneurial resources (technical and financial assistance) for future small business owners</p>	<ul style="list-style-type: none"> - Craft a plan, in tandem with the Bureau of Refugee Services and United Way, designed to aid refugees/asylees into FRI programs that include DOL-certified qualified pre-apprenticeships and “learn as you earn” programs - Partner with Iowa Workforce Development, IJAG (Jobs for America’s Graduates), community colleges and other youth-affinity groups to publicize FRI opportunities, including “Last Dollar Scholarships and Grant Program.” - Team up with Iowa entities administering the federal Senior Community Service Employment Program (SCSEP) to leverage community-provided platforms to present information and catalog interest - Identify eligible API candidates across all programs - Host recruitment and public affairs events with convening agencies inside the heart of API communities; maximize existing gatherings/events - CAPI to partner with FRI contract consultants for increased direct community feedback and survey responses

CORE AREAS	TIMELINES & TACTICS
<p>2. Economic & Workforce Development: Education, Training and Vocational Employment <i>(continued)</i></p>	<ul style="list-style-type: none"> - Partner with Iowa Economic Development Authority (Targeted Small Business; Iowa Source Link) and Iowa Immigrant Entrepreneur Summit to channel existing resources, trainings and initiatives via CAPI/OAPI/DHR web portal, channels and direct presentations.
<p>3. Healthcare – Navigation of Medicare and Medicaid benefits, access points</p>	<p>Ongoing</p>
<p>A. Serve as a resource portal to assist, guide API communities inquiries and challenges with the Medicare, Medicaid systems</p> <p>B. Position DHR/API/CAPI to be an Eldercare Clearinghouse for caretakers and Limited English Proficient Asian Seniors</p> <p>C. Support increasing the number of healthcare workers from underserved communities who by default help to bridge the cultural divide by becoming system navigators</p>	<ul style="list-style-type: none"> - Communicate critical information and support initiatives that increase access to health insurance via AARP, hospital networks and health equity partners. - Reduce cultural and linguistic barriers to healthcare and healthcare industry by working directly with healthcare systems and agencies supporting this work - Seek the collection of disaggregated state data for Asian & Pacific Islanders in healthcare disparities - Devise an educational resource on topic of in-home care resources and financial assistance targeted to caregivers; partner with Department of Aging and AARP-API. - Convene community conversations on healthcare access and caregivers' resources - Collaborate with hospital systems on materials that are culturally attuned with API populations served - Provide API-tailored information at Iowa health fairs - Author a policy research white paper defined by CAPI on healthcare access - Survey and catalog bi-lingual physicians and healthcare providers in Iowa and language-access mechanisms used by the healthcare industry

CORE AREAS	TIMELINES & TACTICS
<p>4. Naturalization</p> <p>A. Identify, catalog citizenship educational resources and courses provided throughout the state, both academic and community-driven</p> <p>B. Support, promote community efforts to provide naturalization support services such as targeted ESL to prepare for the USCIS Citizenship test</p> <p>C. Improve and increase rate by which senior API community is becoming naturalized</p> <p>D. Support eligible refugee youth who seek naturalization for themselves or their family members</p>	<p>Ongoing</p> <ul style="list-style-type: none"> - Mount extensive outreach program of multicultural and faith-based organizations involved in direct naturalization services (i.e., USCRI, Catholic Charities) - Foster use of technology (i.e. asynchronous learning; mobile application) to replicate best practices in delivering naturalization preparation and tutoring throughout Iowa - Create FAQs targeted to senior APIs on USCIS processes and waivers - Convene “train the trainers” forums for those delivering community-tailored naturalization courses using existing USCIS toolkit - Host immigration presentations to eligible youth on the naturalization process - Track rate of naturalizations in Iowa
<p>5. 2020 US Census</p> <p>A. Improve survey response rate among API Iowans</p> <p>B. Support expansion of disaggregated data for API community</p>	<p>2018 - 2020</p> <ul style="list-style-type: none"> - Partner with US Census efforts in Iowa to publicize, promote newly instituted survey collection methods and expanded API languages - Collaborate with nonprofits and faith-based organizations on value of better API data - Seek grants related to outreach or encourage affinity groups to pursue funding - Work with State of Iowa Data center, state agencies to understand how it synthesizes census data used by Iowa policymakers - Author post-2020 API Census Report illustrating the unique dynamics and richness of diversity of Iowa’s growing and changing API population