

Part I – Agency Profile

Agency Overview

The Idaho Commission on Hispanic Affairs (ICHA or Commission) is a non-partisan state agency that was established in 1987 to improve the quality of lives of Hispanics in the state of Idaho. The Commission has the authority to secure public and private resources and hire staff to execute its mission that includes promoting economic, social, legal and political equality for Hispanics in Idaho.

It gathers and disseminates information, conducts hearings, conferences and special studies on problems and programs concerning Hispanic people. It also assists other public and private organizations that serve Hispanic people, including providing leadership development.

The Commission also serves in an advisory capacity to the Governor, the Legislature and state departments and agencies regarding the nature, magnitude, and priority of the problems of Idaho's Hispanic population.

The Commission consist of nine (9) board members, two (2) appointed by the president pro tempore of the senate from the members of the senate; two (2) to be appointed by the speaker of the house of representatives from the members of the house, and five (5) public members to be selected from the community who reside in and represent the various geographical areas of the state which contain a significant Hispanic population.

The Commission structure consists of one office located in Boise, Idaho. The management positions include: Three full-time employees- one Executive Director – one Technical Records Specialist – one Administrative Assistant.

Core Functions/Idaho Code

The Idaho Commission on Hispanic Affairs was established in 1987 by the first Regular Session of the 49th Idaho Legislature as an independent entity of state government.

Idaho Senate Bill No. 1171 - Chapter 72 Title 67 set out the duties and responsibilities of the Commission:

- To gather and disseminate information, conduct hearings, conferences, investigations, and special studies on problems and programs concerning Hispanic people.
- To stimulate public awareness of the problems of Hispanic people by conducting a program of public education.
- To develop, coordinate, and assist other public and private organizations that serve Hispanic people, including the conducting of training programs for community leadership.
- To advise the governor, legislature and state departments and agencies of the nature, magnitude, and priorities of the problems of Hispanic people.
- To advise the governor, legislature and state departments and agencies on, and assist in the development and implementation of, comprehensive and coordinated policies, programs and procedures focusing on the special problems and needs of Hispanic people, fields of education, and employment.
- To propose new programs concerning Hispanic people to public and private agencies and evaluate for such agencies existing programs or prospective legislation concerning Hispanic people.
- To establish advisory committees on special subjects or projects.
- To apply for and accept federal funds granted by congress or executive order for all or any of the purposes of this chapter as well as gifts and donations from individuals, corporations, private organizations or foundations, and to accept volunteer clerical or staff work.
- To cooperate or contract with individuals and state local and other agencies, both public and private, including agencies of the federal government and of other states.
- To meet and exercise its powers at any place within the state.
- To make by-laws for its own governance and procedure not inconsistent with the laws of this state.

The ultimate goals of the Idaho Commission on Hispanic Affairs is to work to integrate and coordinate the activities of Idaho's Hispanic leaders as partners with an aim to build greater effectiveness for the benefit of all the state's citizens. Our key issues address equality: education, health and human services, business and economic/workforce development, public policy.

Partnering with Idaho's communities is essential to our work and to our mission.

Having a rational Strategic Plan in place has allowed ICHA to better align with state statute and those priorities responsive to the needs of our state' communities. The Idaho Commission on Hispanic Affairs plays a vital role in Idaho as an advocate for Hispanic issues.

Revenue and Expenditures

Revenue	FY 2010	FY 2011	FY 2012	FY 2013
General Fund	\$95,500	\$94,500	\$90,100	\$94,700
Federal Grant	\$35,900	\$43,200	\$108,800	\$28,800
Miscellaneous Revenue	\$92,400	\$81,200	\$87,400	\$98,000
Economic Recovery Fund	\$0	\$0	\$0	\$0
Millennium Fund	\$11,000	\$11,000	\$0	\$0
Total	\$234,800	\$229,900	\$286,300	\$221,500
Expenditure	FY 2010	FY 2011	FY 2012	FY 2013
Personnel Costs	\$145,700	\$145,000	\$151,384	\$154,200
Operating Expenditures	\$79,000	\$87,300	\$68,207	\$70,000
Capital Outlay	\$0	\$0	\$0	\$0
Trustee/Benefit Payments	\$0	\$0	\$0	\$0
Total	\$224,700	\$232,300	\$219,592	\$224,200

The Commission's state-provided resources are designed to support a minimum staff while empowering the agency to collaborate and seek other resources, as well as seek government grants and private funds as authorized by its enabling legislation to develop and implement state and regional outreach programs.

Profile of Cases Managed and/or Key Services Provided

Cases Managed and/or Key Services Provided	FY 2010	FY 2011	FY 2012	FY 2013
(a) General referrals and request for information				
• Request by telephone	9,135	9,500	5,500	5,000
• Requests by mail or electronic mail	5,200	6,500	7,000	8,000
• Monthly hits on website	47,000	75,000	60,000	57,000
• Statewide business community visits and town hall meetings per fiscal year		2	2	2
• Community participation at town hall meetings		500	450	250
• Monitor groups that have data on available resources by hosting meetings with partners statewide, minimum one meeting per quarter		10	5	4
• Number of Legislators attending Legislative receptions or events		25	45	40
(b) Health and Human Services				
• Improve the collection, analysis, and reporting of health data for Hispanics, publish a report on health data on Hispanics in Idaho			0 Work in progress	First report released Feb. 2013
• Monitor the availability of culturally and linguistically competent health services by hosting meetings with partners statewide, minimum one meeting per quarter			4	6
• Work as a resource with state departments to develop and implement the necessary policies, structures, and practices to systematically provide healthcare access to Limited English Proficiency Hispanics			6	2
(c) Business, Economic and Workforce Development				
• Statewide business community visits and town hall meetings per fiscal year			2	2
• Information on Hispanic business achievements and events posted on ICHA website			35	40
• Increase awareness of Hispanics by 10% in the area of personal finance by distributing information			3%	5%
• Monitor groups that have data on available resources by hosting meetings with partners statewide, minimum one meeting per quarter			3	8
• Link small business owners or future business owners seeking to start a business with the appropriate sources to obtain the knowledge, tools, and resources required to be successful			6	3

Cases Managed and/or Key Services Provided	FY 2010	FY 2011	FY 2012	FY 2013
(d) Education				
<ul style="list-style-type: none"> Cultural trainings at school districts-identify successful programs, best practices, and lessons learned in addressing Hispanic K-12 students' needs 	6	3	4	6
<ul style="list-style-type: none"> Hispanic Holiday Manuals distributed 	500	0	0	0
<ul style="list-style-type: none"> Statewide presentations on issues directly related to academics as they relate to Hispanic youth K-20 	55	65	25	155
<ul style="list-style-type: none"> Collect and evaluate the resources and data on Hispanic students in Idaho in order to establish a baseline; then determine needs and set goals via survey monkey 			8	15
<ul style="list-style-type: none"> Education literature distributed statewide 	8,200	9,500	8,000	8400
<ul style="list-style-type: none"> Facilitate and monitor the 3-year comprehensive plan and the implementation of recommended strategies to address impediments to educational attainment in partnership with the State Department of Education. 			4	0
<ul style="list-style-type: none"> Meet annually with Department of Education representatives including the Superintendent of Public Instruction to review academic measures 			2	10
(e) Public Policy				
<ul style="list-style-type: none"> Inform the Governor and legislators about issues, programs, and legislation impacting the Hispanic population via committee presentations, meetings, etc 			2	4
<ul style="list-style-type: none"> Monitor the impact of legislation on the Hispanic population via community visits and town hall meetings 			2	2
<ul style="list-style-type: none"> Work with community leaders to ensure input on issues pertaining to community development issues 			6	6
<ul style="list-style-type: none"> Be the clearinghouse for data on Idaho Hispanics and work with government and non-governmental organizations to collect data. Disseminate data to inform policy makers and businesses. Examples include the 2009 <i>Hispanic Buying Power Report</i> and the <i>Idaho At-A-Glance Report</i>, which provide data on a number of educational, economic, and social indicators 			1,200	5,000
<ul style="list-style-type: none"> Monitor, disseminate, and respond, when necessary, to media coverage of matters of importance to the Hispanic community 			8	10
<ul style="list-style-type: none"> Create outreach efforts with community leaders by holding board meetings at locations throughout the state and hosting town hall meetings 			2	2

Performance Highlights

The number of Hispanics in Idaho has increased over the course of the past two decades, the demand for demographic data and information regarding this population has increasingly become an essential resource for understanding and serving this community. In recognition of this need, the Commission on Hispanic Affairs continues to collaborate in the most current development of the Hispanic Data Report, a demographic report of Idaho's Hispanic community. This collaborative effort has resulted in the development of several goals, including the publishing of the several reports for Idaho. These publications continue to provide a one-stop source of demographic data and information describing the economic, education, and social status of Hispanics in Idaho, for use by a variety of data consumers, interested in accessing data regarding one of the fastest growing and largest ethnic group in our state.

The Commission has identified the following as key success factors to advancing our purpose, building cooperation and understanding between Hispanics and government, changing institutional practices, planning strategically, collaborating with the community, identifying Idaho Hispanic issues and concerns through public policy analysis and data-driven outcome-based research, promoting accountability, and encouraging inclusiveness.

- **Building cooperation and understanding between Hispanics and Government**—by providing Hispanic communities with information resources and by informing the Governor, Legislature, and state agencies on Hispanic issues throughout Idaho
- **Changing Institutional Practices**—by partnering with state agencies to assure equity and access to culturally competent programs and services, by reviewing state agency policies, practices, and procedures, and by making recommendations that will drive improved delivery of state services and resources
- **Planning Strategically**—by developing and maintaining a strategic plan that sets goals and defines solutions to directly impact and address the needs of Idaho Hispanics and state government. The strategic plan will be the roadmap to guide the Commission in identifying future initiatives and goals
- **Collaborating with the Community**—by promoting community awareness and volunteerism as a way of preserving culture and enriching communities
- **Identifying Idaho Hispanic issues and concerns through public policy analysis and data-driven outcome-based research**—by building partnerships to create awareness of issues and thereby form the foundation for institutional and positive systemic changes in education, government, and the business environment
- **Promoting Accountability**—by valuing transparent communication and accountability while promoting investment in positive relationships with partners at all levels of government
- **Encouraging Inclusiveness**—by encouraging new ideas and supporting openness and acceptance of differing ideas or beliefs. The Commission respects the opinions of others and will provide a safe environment for all voices, opinions, ideas, and beliefs
- **Enforcing Professionalism**—by maintaining professional commitments and adhering to high standards of conduct

The Commission, by design, is staffed as an agency that catalyzes others to advance its purposes. This requires an extraordinary level of collaboration with other organizations across the state. The Commission has the track record, partners, community relationships, and commitment to move forward with the Governor and other community leaders around the state and to help Idaho and its Hispanic community in a measurable and accountable way.

- Serve as an advisory body to the Governor and agencies within the Executive Department on issues relating to the Hispanic population of Idaho
- Conduct outreach to Hispanic groups and communities in the state, and communicate information to them concerning public and private programs that are beneficial to their interests
- Review and comment on any proposed federal, state, or local legislation, regulations, policies, or programs that affect the Hispanic population of Idaho
- Convene state agencies, school superintendents, teachers, community members, college representatives, and others to identify ways to close the academic achievement gap between Hispanic and other students in Idaho
- Lead the effort to unite residents, community agencies, and public officials to focus on challenges relative to the Hispanic community
- Perform and partner for the development and execution of studies designed to define solutions to problems that Hispanic people face in the areas of education, employment, human rights, health, housing, social welfare, and other related areas
- Serve as a referral agency to grant Hispanic people secure access to state agencies and programs
- Serve as the clearinghouse for data on Idaho Hispanics and work with government and non-governmental organizations to collect data. Disseminate data to inform policy makers and businesses

The historic growth of the Hispanic community is creating tremendous momentum. While this gives the Hispanic community incredible opportunities for advancement and improvement, it also generates certain issues that must be addressed. The Idaho Commission on Hispanic Affairs seeks to meet the specific needs facing the Hispanic community through the implementation methods put forth in this strategic plan. Data collected by the Commission along with the Commission's invaluable perspective help raise awareness to the disparities facing the Hispanic community and help achieve resolutions. By collaborating with and informing various governmental and non-governmental entities, the Commission strives to achieve economic, educational, political, and social equality for Idaho's Hispanic community. The Commission believes that focus, leadership, advocacy, teamwork, and open communication will lead to self-reliance for Idaho's Hispanic population.

The ultimate goals of the Idaho Commission on Hispanic Affairs is to work to integrate and coordinate the activities of Idaho's Hispanic leaders as partners with an aim to build greater effectiveness for the benefit of all the state's citizens.

Part II – Performance Measures

Performance Measure	2010	2011	2012	2013	Benchmark
1. To monitor legislation, programs, and policy proposals by defining their impact on the Hispanic Community	Held quarterly statewide community gatherings. Participated in Capitol for a Day in coordination with the Governor's office visiting communities with strong Hispanic representation	Host quarterly community gatherings. Presented on Hispanic population to Legislative committees during session	Host quarterly community gatherings. Presented on Hispanic data to Legislative committees during session, civic groups, city and county offices	Host quarterly community gatherings. Presented on Hispanic data to Legislative committees during session, civic groups, city and county offices	Increase mechanisms to gather information on key issues and conducted policy analysis to host the most current data
2. To develop partnerships that promote progress toward key Hispanic issues	Increased statewide work with government and non-government organizations to leverage their outreach efforts	Increased statewide work with government and non-government organizations to leverage their outreach efforts by 50%	Served as a resource to key stakeholders, hosted two statewide meetings, responded to over 500 request for assistance	Served as a resource to key stakeholders, hosted two statewide meetings, responded to over 800 request for assistance	Create opportunities to form statewide partnerships to help improve the quality of life for all Hispanic Idahoans
3. Economic Development - monitor small business growth among existing Hispanic and start-up businesses	Increased our partnerships with a number of government agencies to leverage our resources in continuing our efforts to increase data availability and access for reporting	Increased our partnerships by 65% government agencies to leverage our resources in continuing our efforts to increase data availability and access for reporting	Worked with Dept. of Labor to continue our efforts to increase data availability on Hispanic business growth at statewide level Host 2 statewide meetings Host over 48,000 website hits monthly	Worked with Dept. of Labor to continue our efforts to increase data availability on Hispanic business growth at statewide level Host 2 statewide meetings Host over 53,000 website hits monthly	Post information on Hispanic business achievements and events on ICHA website Monitor groups that have data on Hispanic business hosting meetings with partners statewide, minimum one meeting per quarter

Part II – Performance Measures, cont.

Performance Measure	2010	2011	2012	2013	Benchmark
<p>4. To gather and disseminate information and conduct hearings, conferences, investigations, and special studies on problems and programs concerning Hispanic people</p>		<p>Visiting communities statewide is vital and brings state government to Hispanic Idahoans living outside Boise by hosting town hall meetings. These events provide local residents an opportunity to have open discussions about government issues with the Commission</p>	<p>Conducted two statewide formal community visits, Commissioners and staff met with representatives from city and county government, local businesses, non-profits, faith based organizations, and local schools to better understand how the growing Hispanic population is affecting the community and how public and private services are responding to this trend</p>	<p>Conducted two statewide formal community visits, Commissioners and staff met with representatives from city and county government, local businesses, non-profits, faith based organizations, and local schools to better understand how the growing Hispanic population is affecting the community and how public and private services are responding to this trend</p>	<p>Community visits statewide based on the percentage of Hispanic population to assess community needs related to Idaho's Hispanic population. Number of visits will be based on funding availability</p>
<p>5. Collect and evaluate the resources and data on Hispanic students in Idaho K-12 in order to establish a baseline; then determine needs and set goals</p>		<p>Identify successful programs, best practices, and lessons learned in addressing Hispanic K-12 students' needs</p>	<p>Served as a clearinghouse in hosting the data and working on publishing 2012 report, Hosted two meetings with Department of Education to review academic measures and resources</p>	<p>Served as a clearinghouse in hosting the data and working on publishing 2013 reports, Hosted two meetings with Department of Education to review academic measures and resources</p>	<p>Meet annually with Department of Education representatives, State Board of Education to review academic measures and resources</p>

<p>6. Develop partnerships with state agencies, organizations, and vested stakeholders to seek solutions to the closing the academic achievement gap</p>		<p>Collaboration between ICHA and Dept. of Education to address the academic achievement gaps, dropout rates, and high school graduation measured by state student level longitudinal data system</p>	<p>Coordinated efforts with Dept. of Education to evaluate “Students Come First” and provide input into implementation. Hosted a commercial on Spanish television created in partnership with Dept. of Education to serve as a message to our Hispanic communities statewide on importance of parental involvement</p>	<p>Coordinated efforts with Dept. of Education to evaluate “Students Come First” and provide input into implementation. Hosted a commercial on Spanish television created in partnership with Dept. of Education to serve as a message to our Hispanic communities statewide on importance of parental involvement</p>	<p>Bi-annual meetings with Department of Education that include representatives, and the Superintendent of Public Instruction to review academic measures</p>
<p>7. Be the clearinghouse for data on Idaho Hispanics and work with government and non-governmental organizations to collect data. Disseminate data to inform policy makers and businesses</p>			<p>Working in partnership with Boise State University to publish the most current profile report by 1/2013 Working with University of Idaho in publishing a new report on healthcare and the Hispanic community to be released 10/12</p>	<p>Published the Profile Data Book and released in February 2013 Released a new report on Healthcare and the Hispanic community on February 2013 Working with University of Idaho in publishing a new report on Education and the Hispanic community to be released 10/13</p>	<p>Publish reports, distribution of reports statewide make available via hard copy and electronic Increase number of partnerships that result in publishing of data reports on the Hispanic population in Idaho by 25% annually</p>

For More Information Contact

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