

## **Part 1 – 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 Hispanic 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: Four full-time employees- one Executive Director – two Technical Records Specialists – 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.

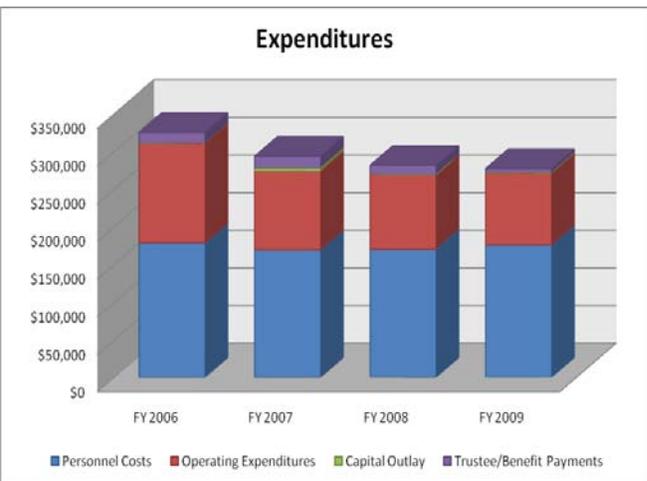
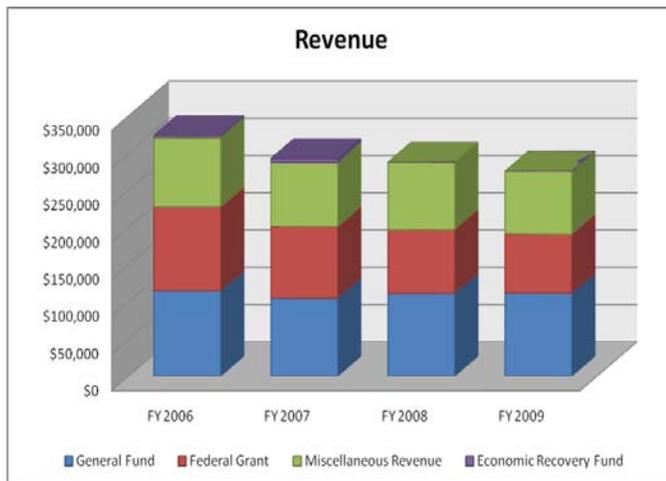
Idaho Senate Bill No. 1171 - Chapter 72 Title 67 set out the duties and responsibilities of the Commission:

- 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 in economic opportunities, education, health and substance abuse. 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 interact with, learn from, and be responsive to the needs of our state's communities. The Idaho Commission on Hispanic Affairs plays a vital role in Idaho as an advocate for Hispanic issues.

**Revenue and Expenditures**

Revenue	FY 2006	FY 2007	FY 2008	FY 2009
General Fund	\$114,300	104,700	111,000	\$111,200
Federal Grant	\$113,000	96,000	85,700	\$79,400
Miscellaneous Revenue	\$93,100	86,200	90,600	\$84,600
Economic Recovery Fund	\$2,900	5,200	0	0
<b>Total</b>	<b>\$323,300</b>	<b>\$292,100</b>	<b>\$287,300</b>	<b>\$275,200</b>
Expenditure	FY 2006	FY 2007	FY 2008	FY 2009
Personnel Costs	\$178,300	169,400	170,200	\$175,400
Operating Expenditures	\$132,100	104,600	99,200	\$96,100
Capital Outlay	\$0	3,700	0	0
Trustee/Benefit Payments	\$14,900	15,800	12,100	\$5,600
<b>Total</b>	<b>325,300</b>	<b>\$293,500</b>	<b>\$281,500</b>	<b>\$277,100</b>



**Profile of Cases Managed and/or Key Services Provided**

Cases Managed and/or Key Services Provided	FY 2006	FY 2007	FY 2008	FY 2009
<b>(a) General referrals and request for information</b>				
Request by telephone	5,635	6,230	7,357	8,150
Requests by mail or electronic mail	910	1003	1505	4,500
Monthly hits on website	13,500	13,697	22,000	35,000
<b>(b) Education</b>				
Cultural Competency Training	8	10	14	15
Cultural Trainings at school districts	4	3	4	4
Faculty Trained	45	85	101	150
Hispanic Holiday Manuals Distributed	800	850	750	700
Parents as Partners Model program			50	85
Scholarships awarded	8	6	12	0
Drug/Alcohol Counselor Graduates	1	1	1	0
Presentations	35	42	45	48
Education Literature Distributed	4,325	5400	6500	7400

## 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. This 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 established objectives around three strategic themes: Resources Promoting Responsible Government, Partnerships Enhancing Economic Opportunity, and Advocacy/Advisory Empowering Idahoans.

**Resources and Promoting Responsible Government**, the Commission led the State's efforts to disseminate information on Idaho Hispanics and the people and programs that support them. In the Resources theme, the Commission has lead the state's efforts to disseminate information on Idaho Hispanics and the people and programs that support them. The Commission is well-positioned to work with government and non-governmental organizations to leverage their outreach efforts and collect data on Idaho Hispanics. The Commission disseminates data to inform policy makers and businesses. Examples include the *Hispanic Buying Power Report* and the *Hispanic Profile Report* which provide data on a number of social, economic, and educational indicators. The most current report was published January 2008 "Snapshot of Idaho's Latino Communities" Report.

Our agency goal is to continue to strive towards maintaining the report updated and to publish a new report by 2010.

## Partnerships and Enhancing Economic Opportunity

The Commission seeks to partner with businesses, education, government, non-government and media organizations to advance its purpose. The Commission, by design, is staffed as an agency that leverages others to advance its purposes. This requires an extraordinary level of collaboration with other organizations. The Commission accomplishes this by partnering to achieve common goals. Examples include staff participation in state boards, cosponsoring cultural and educational events (e.g., International Human Rights Celebration), and co-hosting state and regional planning meetings.

## Advocacy/Advisory and Empowering Idahoans

The Commission offers advice and assistance to implement solutions that achieve the vision of equality for Idaho Hispanics.

The Commission achieves this through collaborative meetings such as the 2007 Idaho Minority Summit held in Boise, Idaho: an event made possible through collaboration with the U.S. Census Bureau, U.S. Hispanic Leadership Institute (USHLI), and local community partners. The July 2008 Education Summit lead by the Commission held at Boise State University: an event specific to address the academic achievement gap with our Hispanic student population. A collaborative effort that led to publishing a *white paper report "Bridging the Educational Gap for Hispanic Students in Idaho"* in February 2009. As a result a special task force was created in June 2009 with the goal of developing a three-year comprehensive action plan.

The Commission's state-provided resources are designed to establish a minimum staff while empowering the agency to collaborate and seek other resources. As such, the Commission has established five critical enablers to achieve its strategic objectives.

First, is the need for the Commission to be a clearinghouse for important economic, social, and education demographic data. The Commission works closely with other agencies and non-governmental organizations to leverage their resources and collaborate to publish important reports that inform policy makers, educators, non-profit agencies, civic leaders, and businesses on the trends reflective of Idaho Hispanics.

A partnership continues with the Idaho Department of Commerce and Labor to continue to publish the most current data regarding the Hispanic Buying Power to address economic development in the state of Idaho.

Phase II of the report was unveiled on February 2007 at a legislative reception.

Second, the Commission holds its Board meetings at locations throughout the state. As such, the Commission works closely to build relationships with local Hispanic leaders and leaders of local programs that benefit Idaho Hispanics. This outreach effort allows the Commission to expand its sphere of influence while accessing alternative resources (people, programs, financial, facilities).

Third, through its staff the Commission stays informed and acts on pending legislation. Four members of the Commission are state legislators who provide the Commission with their insights into public policy and law. The Commission also collaborates with state universities to offer a select number of students independent project opportunities wherein they learn the inner workings of state government while providing the agency analysis of pending legislation.

Fourth, The Commission works with media outlets, educators, and business organizations (e.g., chambers of commerce) to build local knowledge of issues impacting Hispanics in Idaho. For example, the Commission works with school districts to educate teachers and counselors on Hispanic culture and ways to increase parental participation in student learning.

Finally, the Commission seeks government grants and private funds as authorized by its enabling legislation to develop and implement state and regional education and outreach programs. The Commission operates the Entérate project which is in its third year of providing training and technical assistance to educators and parents across the state of Idaho. This program is made possible in partnership with the Department of Education, Safe and Drug Free Schools and Communities. The Commission acts as a consulting resource to existing programs in school districts to increase outreach to students and families within the Hispanic community. The Commission acts as a liaison between the Hispanic community and other state entities, striving to create relationships with school districts and communities to build partnerships and create a brighter future for Idaho's youth.

Since the re-establishment of the agency web site the Idaho Commission on Hispanic [www2.state.id.us/icha](http://www2.state.id.us/icha) is receiving an increase minimum of over 35,836 hits per month.

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**Part II – Performance Measures**

Performance Measure	2006	2007	2008	2009	Benchmark
1. To monitor legislation, programs, and policy proposals by defining their impact on the Hispanic Community.	Held a minimum of four meetings	Held a minimum of four meetings	Held a minimum of five community meetings	Held quarterly community gatherings statewide	Increased mechanisms to gather information on key issues and conducted policy analysis
2. To develop partnerships that promotes progress toward key Hispanic issues	Held two On-site trainings for School faculty In two locations throughout the state	Held two On-site trainings for School faculty In two locations throughout the state.	Increased statewide partnerships by 95%	Increased statewide work with government and non-government organizations to leverage their outreach efforts	Created opportunities to form statewide partnerships to help improve the quality of life for all Hispanic Idahoans.
3. Economic Development	Through a collaborative effort developed and published the first “Hispanic Buying Power” report	Increased partnerships by 65%. As a result we partnered with Depart. of Labor in publishing the first “Hispanic Buying Power”	Increase statewide partnerships by 85%	Increased our partnerships with Dept. of Labor to continue our efforts to increase data availability and access for reporting.	Increased the collaboration with organizations and government agencies to increase data availability and access for reporting.
4. Substance Abuse	Through our collaborative efforts we increased our efforts by 75%	Distributed over 4500 pieces of educational literature to the Hispanic community at large.	Increased statewide partnership by 50%	Increased statewide partnerships by 75%	Increased collaboration with the RADAR Network center and other organizations by 50% to assist in identifying gaps within the substance abuse materials in Spanish linguistically appropriate for the state of Idaho.

**For More Information Contact**

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