

## ***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 consists of nine board members, two appointed by the President Pro Tempore of the Senate from the members of the Senate; two appointed by the Speaker of the House of Representatives from the members of the House, and five 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, and 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 and 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 bylaws for its own governance and procedure not inconsistent with the laws of this state.

The ultimate goals of the Idaho Commission on Hispanic Affairs are 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. The Commission’s key issues address equality, education, health and human services, business and economic/workforce development, and 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 communities. The Idaho Commission on Hispanic Affairs plays a vital role in Idaho as an advocate for Hispanic issues.

**Revenue and Expenditures**

<b>Revenue</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>
General Fund	\$96,600	\$116,900	\$124,000	\$134,200
Federal Grant	\$30,600	\$25,000	\$23,900	\$26,500
Miscellaneous Revenue	\$88,900	\$96,600	\$33,800	\$100,400
Economic Recovery Fund	\$0	\$0	\$0	
Millennium Fund	\$0	\$0	\$0	
<b>Total</b>	<b>\$216,100</b>	<b>\$238,500</b>	<b>\$181,700</b>	<b>\$261,100</b>
<b>Expenditures</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>
Personnel Costs	\$160,800	\$162,600	\$167,600	\$179,900
Operating Expenditures	\$60,800	\$72,500	\$78,100	\$81,200
Capital Outlay	\$0	\$0	\$3,700	
Trustee/Benefit Payments	\$0	\$0		
<b>Total</b>	<b>\$221,600</b>	<b>\$235,100</b>	<b>\$249,400</b>	<b>\$261,100</b>

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**

<b>Cases Managed and/or Key Services Provided</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>
<b>General referrals and request for information</b>				
Requests by telephone	5,300	5,550	4,000	6,200
Requests by mail or electronic mail	8,200	8,100	8,500	9,200
Monthly hits on website	55,000	45,000	47,000	49,000
Statewide business community visits and town hall meetings per fiscal year	2	2	3	5
Community participation at town hall meetings	225	250	325	350
Monitor groups that have data on available resources by hosting meetings with partners statewide, minimum one meeting per quarter	4	4	6	6
Number of Legislators attending Legislative receptions or events	0	100	75	65
<b>Health and Human Services</b>				
Improve the collection, analysis, and reporting of health data for Hispanics, publish a report on health data on Hispanics in Idaho	3,000 Reports Distributed statewide	Continue to distribute Health report	A report will be released in February 2017	1500 Reports Distributed statewide
Monitor the availability of culturally and linguistically-competent health services by hosting meetings with partners statewide, minimum one meeting per quarter	6	3	2	1

Cases Managed and/or Key Services Provided	FY 2014	FY 2015	FY 2016	FY 2017
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	4	10	3	2
<b>Business, Economic and Workforce Development</b>				
Statewide business community visits and town hall meetings per fiscal year	2	2	4	1
Information on Hispanic business achievements and events posted on ICHA website	58	100	150	200
Increase awareness of Hispanics by 10% in the area of personal finance by distributing information	5%	3%	5%	5%
Monitor groups that have data on available resources by hosting meetings with partners statewide, minimum one meeting per quarter	4	8	12	4
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	3	10	4	3
<b>Education</b>				
Cultural trainings at school districts: identify successful programs, best practices, and lessons learned in addressing Hispanic K-12 students' needs	6	5	8	12
Statewide presentations on issues directly related to academics as they relate to Hispanic youth K-20	155	50	50	40
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	15	20	15	650
Distribute education literature statewide	8400	10,000	12,000	12,500
Facilitate and monitor the three-year comprehensive plan and the implementation of recommended strategies to address impediments to educational attainment in partnership with the State Department of Education	0	0	0	0
Meet annually with Department of Education representatives including the Superintendent of Public Instruction to review academic measures	10	5	4	2
<b>Public Policy</b>				
Inform the Governor and legislators about issues, programs, and legislation impacting the Hispanic population via committee presentations, meetings, etc.	4	4	4	10
Monitor the impact of legislation on the Hispanic population via community visits and town hall meetings	2	3	4	4
Work with community leaders to ensure input on issues pertaining to community development issues	6	12	18	25

Cases Managed and/or Key Services Provided	FY 2014	FY 2015	FY 2016	FY 2017
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 2013 <i>Hispanic Buying Power Report</i> and the series <i>Idaho At-A-Glance Report</i> , which provide data on a number of educational, economic, and social indicators	5,000	5,500	15,000	25,000
Monitor, disseminate, and respond, when necessary, to media coverage of matters of importance to the Hispanic community	10	15	25	45
Create outreach efforts with community leaders by holding board meetings at locations throughout the state and hosting town hall meetings	2	3	4	10

**Part II – Performance Measures**

Performance Measure	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	
<b>Goal 1</b>						
<i>Monitor legislation, programs, and policy proposals by defining their impact on the Hispanic Community</i>						
1. Host quarterly community gatherings	actual	Presented Hispanic data to civic groups, city and county offices, and Legislative committees during session	Presented Hispanic data to civic groups, city and county offices, and Legislative committees during session as requested	Presented Hispanic data to civic groups, city and county offices, and Legislative committees during session as requested	25	-----
	target	<i>Increase mechanisms to gather information on key issues and conducted policy analysis to host the most current data</i>	<i>Increase mechanisms to gather information on key issues and conducted policy analysis to host the most current data</i>	<i>Increase mechanisms to gather information on key issues and conducted policy analysis to host the most current data</i>	<i>Increase mechanisms to gather information on key issues and conducted policy analysis to host the most current data</i>	<i>Continue to gather information on key issues and conduct policy analysis to host the most current data</i>
<b>Goal 2</b>						
<i>Develop partnerships that promote progress toward key Hispanic issues</i>						
2. Serve as a resource to key stakeholders	actual	Hosted two statewide meetings, responded to over 950 requests	Hosted two statewide meetings, responded to over 850 requests	Hosted three statewide meetings, responded to over 900 requests	Host four statewide meetings, responded to over 1,200 requests	-----
	target	<i>Create opportunities to form statewide partnerships to help improve the quality of life for all Hispanic Idahoans</i>	<i>Create opportunities to form statewide partnerships to help improve the quality of life for all Hispanic Idahoans</i>	<i>Create opportunities to form statewide partnerships to help improve the quality of life for all Hispanic Idahoans</i>	<i>Create opportunities to form statewide partnerships to help improve the quality of life for all Hispanic Idahoans</i>	<i>Create opportunities to form statewide partnerships to help improve the quality of life, and inform all Hispanic Idahoans</i>

Performance Measure		FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
<b>Goal 3</b>						
<i>Monitor small business growth among existing Hispanic and start-up businesses</i>						
3. Work with Dept. of Labor to continue efforts to increase data availability on Hispanic business growth at statewide level	actual	Hosted two statewide meetings  Over 55,000 website hits monthly	N/A	N/A	N/A	-----
	target	<i>Post information on Hispanic business achievements and events on ICHA website Monitor groups that have data on Hispanic business Host meetings with partners statewide, minimum one meeting per quarter</i>	N/A	N/A	N/A	<i>Post information on Hispanic business achievements and events on ICHA website Monitor groups that have data on Hispanic business</i>
4. Collaborate with Small Business Admin. to work towards increasing data on Hispanic Business growth	actual	N/A	Hosted two statewide meetings  Over 50,000 website hits monthly	Host two statewide meetings  Over 47,000 website hits monthly	Over 49,000 website hits monthly	-----
	target	N/A	<i>Post information on Hispanic business achievements and events on ICHA website Monitor groups that have data on Hispanic business Host meetings with partners statewide, minimum one meeting per quarter</i>	<i>Post information on Hispanic business achievements and events on ICHA website Monitor groups that have data on Hispanic business Host meetings with partners statewide, minimum one meeting per quarter</i>	<i>Post information on Hispanic business achievements and events on ICHA website Monitor groups that have data on Hispanic business Host meetings with partners statewide, minimum one meeting per quarter</i>	<i>Post information on Hispanic business achievements and events on ICHA website Monitor groups that have data on Hispanic business</i>
5. The data the Commission compiles provides reference points against which to measure the impact of state programs, policies, and legislation.	actual	To gather and disseminate Information and conduct hearings, conferences, investigations, and special studies on problems and programs concerning Hispanic people	To gather and disseminate Information and conduct hearings, conferences, investigations, and special studies on problems and programs concerning Hispanic people	To gather and disseminate Information and conduct hearings, conferences, investigations, and special studies on problems and programs concerning Hispanic people	To gather and disseminate Information and conduct hearings, conferences, investigations, and special studies on problems and programs concerning Hispanic people	-----

Performance Measure		FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
	target	Community visits statewide based on the percentage of Hispanic population to assess community needs related to Idaho's Hispanic population  Number of visits based on funding availability	Community visits statewide based on the percentage of Hispanic population to assess community needs related to Idaho's Hispanic population  Number of visits based on funding availability	Community visits statewide based on the percentage of Hispanic population to assess community needs related to Idaho's Hispanic population  Number of visits based on funding availability	Community visits statewide based on the percentage of Hispanic population to assess community needs related to Idaho's Hispanic population  Number of visits based on funding availability	Community visits statewide based on the percentage of Hispanic population to assess community needs related to Idaho's Hispanic population  Number of visits based on funding availability
<b>Goal 4</b>						
<i>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</i>						
6. Idaho's K-20 public educational system will provide parity in academic attainment between Hispanic and Non-Hispanic students.	actual	Released the most current report on Hispanics and Education in Idaho on October 2013  Hosted two meetings with Department of Education to review academic measures and resources	N/A	N/A	Released the Hispanic Profile Data Book for Idaho 4 <sup>th</sup> Edition	-----
	target	Meet annually with Depart. of Education representatives and State Board of Education to review academic measures and resources	N/A	N/A	N/A	Meet annually with Depart. of Education representatives and State Board of Education to review academic measures and resources
7. Continue to serve as a clearinghouse in hosting the data and work on publishing reports	actual	N/A	Host a minimum of two meetings with Department of Education to review academic measures and resources	Host a minimum of two meetings with Department of Education to review academic measures and resources	Released the Hispanic Profile Data Book for Idaho 4 <sup>th</sup> Edition	-----
	target	N/A	Meet annually with Depart. of Education representatives and State Board of Education to review academic measures and resources	Meet annually with Depart. of Education representatives and State Board of Education to review academic measures and resources	Meet annually with Depart. of Education representatives and State Board	Meet annually with Depart. of Education representatives and State Board

Performance Measure	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	
<b>Goal 5</b>						
<i>Develop partnerships with state agencies, organizations, and vested stakeholders to seek solutions to closing the academic achievement gap</i>						
8. Coordinate efforts with Dept. of Education to evaluate “Students Come First” and provide input into implementation	actual	Coordinated efforts with Dept. of Education to evaluate the progress and barriers in reaching the Hispanic students	Coordinated efforts with Dept. of Education to evaluate the progress and barriers in reaching the Hispanic students	Coordinated efforts with Dept. of Education to evaluate the progress and barriers in reaching the Hispanic students	Coordinated efforts with Dept. of Education to evaluate the progress and barriers in reaching the Hispanic students	-----
	target	<i>Bi-annual meetings with Department of Education that include representatives and the Superintendent of Public Instruction to review academic measures</i>	<i>Bi-annual meetings with Department of Education that include representatives and the Superintendent of Public Instruction to review academic measures</i>	<i>Bi-annual meetings with Department of Education that include representatives and the Superintendent of Public Instruction to review academic measures</i>	<i>Bi-annual meetings with Department of Education that include representatives and the Superintendent of Public Instruction to review academic measures</i>	<i>Bi-annual meetings with Department of Education that include representatives and the Superintendent of Public Instruction to review academic measures</i>
<b>Goal 6</b>						
<i>Be the clearinghouse for data on Idaho Hispanics and work with government and non-governmental organizations to collect data</i>						
9. Disseminate data to inform policy makers and businesses	actual	Hosted two meetings with Department of Education to review academic measures and resources	Hosted a minimum of two meetings with Department of Education to review academic measures and resources	Hosted a minimum of two meetings with Department of Education to review academic measures and resources	Host an annual meeting with Department of Education to review academic measures and resources	-----
	target	<i>Published reports, distribution of reports statewide made available in hard copy and electronically Increased number of partnerships that result in publishing of data reports on the Hispanic population in Idaho by 25% annually</i>	<i>Published reports, distribution of reports statewide made available in hard copy and electronically Increased number of partnerships that result in publishing of data reports on the Hispanic population in Idaho by 25% annually</i>	<i>Published reports, distribution of reports statewide made available in hard copy and electronically Increased number of partnerships that result in publishing of data reports on the Hispanic population in Idaho by 25% annually</i>	<i>Published reports, distribution of reports statewide made available in hard copy and electronically Increased number of partnerships that result in publishing of data reports on the Hispanic population in Idaho by 25% annually</i>	<i>Publish reports, distribution of reports statewide made available in hard copy and electronically Increase number of partnerships that result in publishing of data reports on the Hispanic population in Idaho by 25% annually</i>

**For More Information Contact**

Margie Gonzalez  
Hispanic Affairs, Idaho Commission on  
2399 S. Orchard Street, Suite 102  
Boise, ID 83720-0006  
Phone: (208) 334-3776  
E-mail: [margie.gonzalez@icha.idaho.gov](mailto:margie.gonzalez@icha.idaho.gov)