

## ***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**

Revenue	FY 2019	FY 2020	FY 2021	FY 2022
General Fund	\$188,200	\$221,300	\$247,100	\$249,300
Federal Grant	\$35,000	\$35,000	\$0	\$0
Miscellaneous Revenue	\$107,400	\$111,400	\$146,600	\$192,900
<b>Total</b>	<b>\$330,600</b>	<b>\$367,700</b>	<b>\$393,700</b>	<b>\$442,200</b>
Expenditures	FY 2019	FY 2020	FY 2021	FY 2022
Personnel Costs	\$188,600	\$193,300	\$222,600	\$223,800
Operating Expenditures	\$116,200	\$126,300	\$171,100	\$184,800
Capital Outlay	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$304,800</b>	<b>\$316,900</b>	<b>\$393,700</b>	<b>\$408,600</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**

Cases Managed and/or Key Services Provided	FY 2020	FY 2021	FY 2022	FY 2023
Requests by telephone	8,000	7100	9,100	10,000
Requests by mail or electronic mail	9,000	9400	10,500	10,500
Monthly hits on website	80,000	83,000	85,000	90,000
Statewide business community visits and town hall meetings per fiscal year	10	0	5	15
Community participation at town hall meetings both in person and <b>virtual</b>	1,100	500	150	300
Monitor groups that have data on available resources by hosting meetings with partners statewide, minimum one meeting per quarter	25	5	5	15
Number of legislators and elected officials attending legislative receptions or events	75	0	0	75
Improve the collection, analysis, and reporting of health data for Hispanics, publish a report on health data on Hispanics in Idaho	250 Reports distributed statewide	100	50	500
Monitor the availability of culturally and linguistically-competent health services by hosting meetings with partners in person and <b>virtual</b> statewide, minimum one meeting per quarter	2	1	5	15
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 in person and <b>virtual</b>	50	100	125	100
Information on Hispanic business achievements and events posted on ICHA website	250	50	65	100

Cases Managed and/or Key Services Provided	FY 2020	FY 2021	FY 2022	FY 2023
Increase awareness of Hispanics by 10% in the area of personal finance by distributing information	1%	1%	1%	2%
Monitor groups that have data on available resources by hosting meetings with partners statewide, minimum one meeting per quarter in person and virtual	20	55	65	100
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	10	5	25	50
Cultural trainings at school districts: identify successful programs, best practices, and lessons learned in addressing Hispanic K-12 students' needs in person and virtual	5	5	3	8
Statewide presentations in person or virtual on issues directly related to academics as they relate to Hispanic youth K-20	110	50	15	15
Collect and evaluate the resources and data on Hispanic students in Idaho in order to establish a baseline, then determine needs and set goals	80	50	60	65
Distribute education literature statewide	10,000	11,000	6,000	5,000
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 in person and virtual of Public Instruction to review academic measures	10	8	1	2
Inform the Governor and legislators about issues, programs, and legislation impacting the Hispanic population via committee presentations, meetings, etc.	15	25	5	10
Monitor the impact of legislation on the Hispanic population via community visits and town hall meetings in person or virtual	10	5	25	45
Work with community leaders to ensure input on issues pertaining to community development in person and virtual	110	200	250	300
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	30,000	5,000	6500	8,000
Monitor, disseminate, and respond, when necessary, to media coverage of matters of importance to the Hispanic community	100	150	95	50

Cases Managed and/or Key Services Provided	FY 2020	FY 2021	FY 2022	FY 2023
Create outreach efforts with community leaders by holding board meetings at locations throughout the state and hosting town hall meetings in person and virtual	55	15	25	20

\*FY 2020 and 2021 were impacted by COVID-19

**Part II – Performance Measures**

Performance Measure		FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
1. Host quarterly community gatherings	actual	Presented Hispanic data to civic groups, city and county offices, and Legislative committees during session as requested	0	Presented Hispanic data to civic groups, city and county offices, and Legislative committees during session as requested	Present Hispanic data to civic groups, city and county offices, and Legislative committees during session as requested	Present Hispanic data to civic groups, city and county offices, and Legislative committees during session as requested
	target	<i>Continue to gather information on key issues and conduct policy analysis to host the most current data</i>	0	<i>Continue to gather information on key issues and conduct 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>	<i>Continue to gather information on key issues and conduct policy analysis to host the most current data</i>
2. Serve as a resource to key stakeholders	actual	Hosted fourteen statewide meetings, in person or virtual responded to over 15,500 requests	Host ten statewide virtual meetings, and responded to over 10,500 requests	Host twelve statewide meetings, in person or virtual	Host twelve statewide meetings, in person or virtual	Host twelve statewide meetings, in person or virtual
	target	<i>Create opportunities to form statewide partnerships to help improve the quality of life, and inform all Hispanic Idahoans</i>	<i>Create opportunities to form statewide partnerships to help improve the quality of life, and inform all Hispanic Idahoans</i>	<i>Create opportunities to form statewide partnerships to help improve the quality of life, and inform all Hispanic Idahoans</i>	<i>Create opportunities to form statewide partnerships to help improve the quality of life, and inform all Hispanic Idahoans</i>	<i>Create opportunities to form statewide partnerships to help improve the quality of life, and inform all Hispanic Idahoans</i>
	target	<i>Post information on Hispanic business achievements and events on ICHA website Monitor groups that have data on Hispanic business</i>	<i>Post information on Hispanic achievements and events on ICHA website Monitor groups that have data on Hispanic business</i>	<i>Post information on Hispanic achievements and events on ICHA website Monitor groups that have data on Hispanic business</i>	<i>Post information on Hispanic achievements and events on ICHA website Monitor groups that have data on Hispanic business</i>	<i>Post information on Hispanic achievements and events on ICHA website Monitor groups that have data on Hispanic business</i>
3. Collaborate with Small Business Admin. to work towards increasing data on Hispanic Business growth	actual					
	target	<i>Over 52,000 website hits monthly reaching statewide</i>	<i>Over 80,000 website hits monthly reaching statewide</i>	<i>Over 85,000 website hits monthly reaching statewide</i>	<i>Over 80,000 website hits monthly reaching statewide</i>	<i>website hits monthly reaching statewide</i>

Performance Measure		FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
4. The data the Commission compiles provides reference points against which to measure the impact of state programs, policies, and legislation.	actual	<i>Post information on Hispanic business achievements and events on ICHA website Monitor groups that have data on Hispanic business</i>	<i>Post information on Hispanic business achievements and events on ICHA website Monitor groups that have data on Hispanic business</i>	<i>Over 85,000 website hits monthly reaching statewide</i>	<i>website hits monthly reaching statewide</i>	<i>website hits monthly reaching statewide</i>
	target	<i>To gather and disseminate information and conduct hearings, conferences, investigations, and special studies on problems and programs concerning Hispanic people</i>	<i>To gather and disseminate information and conduct hearings, conferences, investigations, and special studies on problems and programs concerning Hispanic people</i>	<i>To gather and disseminate information and conduct hearings, conferences, investigations, and special studies on problems and programs concerning Hispanic people</i>	<i>To gather and disseminate information and conduct hearings, conferences, investigations, and special studies on problems and programs concerning Hispanic people</i>	<i>To gather and disseminate information and conduct hearings, conferences, investigations, and special studies on problems and programs concerning Hispanic people</i>
6. Idaho's K-20 public educational system will provide parity in academic attainment between Hispanic and Non-Hispanic students.	actual	<i>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</i>	<i>Community visits statewide based on the percentage of Hispanic population to assess community needs related to Idaho's Hispanic population in-person or virtual  Conducted 14 community visits to identify needs</i>	<i>Community visits statewide based on the percentage of Hispanic population to assess community needs related to Idaho's Hispanic population in-person or virtual  Conducted 21 community visits to identify needs--</i>	<i>Community visits statewide based on the percentage of Hispanic population to assess community needs related to Idaho's Hispanic population in-person or virtual</i>	<i>Community visits statewide based on the percentage of Hispanic population to assess community needs related to Idaho's Hispanic population in-person or virtual</i>
	target	<i>Meet annually with Dept. of Education representatives and State Board of Education to review academic measures and resources</i>	<i>Meet annually with Dept. of Education representatives and State Board in-person or virtual of Education to review academic measures and resources</i>	<i>Meet annually with Dept. of Education representatives and State Board in-person or virtual of Education to review academic measures and resources</i>	<i>Meet annually with Dept. of Education representatives and State Board in-person or virtual of Education to review academic measures and resources</i>	<i>Meet annually with Dept. of Education representatives and State Board in-person or virtual of Education to review academic measures and resources</i>
7. Continue to serve as a clearinghouse in hosting the data and work on publishing reports	actual	<i>Host a minimum of three meetings with Department of Education to review academic measures and resources</i>	<i>Host a minimum of twelve meetings with Department of Education to in-person or virtual to review academic measures and resources</i>	<i>Host a minimum of one meeting with Department of Education to in-person or virtual to review academic measures and resources</i>	<i>Host a minimum of one meeting with Department of Education to in-person or virtual to review academic measures and resources</i>	<i>Host a minimum of one meeting with Department of Education to in-person or virtual to review academic measures and resources</i>
	target	<i>Meet annually with Dept. of Education representatives and State Board</i>	<i>Present annually with Dept. of Education representatives and State Board in-person or virtual</i>	<i>Present annually with Dept. of Education representatives and State Board in-person or virtual</i>	<i>Present annually with Dept. of Education representatives and State Board in-person or virtual</i>	<i>Present annually with Dept. of Education representatives and State Board in-person or virtual</i>
8. Coordinate efforts with Dept. of Education to evaluate "Students Come First" and	actual	<i>Coordinated efforts with Dept. of Education to evaluate the progress and barriers in reaching the Hispanic students</i>	<i>Coordinated efforts with Dept. of Education to evaluate the progress and barriers in reaching the Hispanic students</i>	<i>Coordinate efforts with Dept. of Education and SBOE to evaluate the progress and barriers in reaching the Hispanic students</i>	<i>Coordinate efforts with Dept. of Education and SBOE to evaluate the progress and barriers in reaching the Hispanic students</i>	<i>Coordinate efforts with Dept. of Education and SBOE to evaluate the progress and barriers in reaching the Hispanic students</i>

Performance Measure		FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
provide input into implementation	target	<i>Bi-annual meetings with Department of Education that include representatives and the Superintendent of Public Instruction to review academic measures</i>	<i>Quarterly meetings with Department of Education that include representatives and the Superintendent of Public Instruction to review academic measures</i>	<i>Quarterly 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>
9. Disseminate data to inform policy makers and businesses	actual	Hosted an annual meeting with Department of Education to review academic measures and resources	Meet quarterly with Department of Education <b>in-person or virtual</b> to review academic measures and resources	-----	Meet quarterly with Department of Education <b>in-person or virtual</b> to review academic measures and resources	Meet quarterly with Department of Education <b>in-person or virtual</b> to review academic measures and resources
	target	<i>Publish reports, distribution of reports statewide made available in hard copy and electronically</i> <i>Increase 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</i> <i>Increase number of partnerships that result in publishing of data reports on the Hispanic population in Idaho by 40% annually</i>		<i>Publish reports, distribution of reports statewide made available in hard copy and electronically</i> <i>Increase number of partnerships that result in publishing of data reports on the Hispanic population in Idaho by 40% annually</i>	<i>Publish reports, distribution of reports statewide made available in hard copy and electronically</i> <i>Increase number of partnerships that result in publishing of data reports on the Hispanic population in Idaho by 40% 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)