



Governor Terry E. Branstad
Lt. Governor Kim Reynolds
San Wong, Director

MEETING AGENDA
IOWA COMMISSION OF LATINO AFFAIRS MEETING
Thursday, October 18th 2012

Lucas State Office Building, 2nd Floor – Eleanor Meeting Room
321 E. 12th, Des Moines Iowa
2:30-4:30 p.m.

Persons who wish to participate by phone should call 866-685-1580.
When prompted, enter conference code: 0009991931 #

Present: Sal Alaniz
Rebecca Jackson
Juan Rodriguez
Maria Lara and
Alejandro Pino via conference call.

DHR Staff: Heidi Smith, Michelle Rubin and Alba Perez

DHR: Department of Human Rights (<http://www.humanrights.iowa.gov/#>)

Three Divisions:

- 1- **CAS:** Community Advocacy and Services
(<http://www.humanrights.iowa.gov/advocacy.html>)
- 2- **CJJP:** Criminal and Juvenile Justice Planning
(<http://www.humanrights.iowa.gov/cjpp/index.html>)
- 3- **CAA:** Community of Action Agencies (<http://www.dcaa.iowa.gov/>)

LA: Latino Affairs (under CAS)

DA: Division Administrator (DHR has three divisions, each has a division administrator)

EO: Executive Officer (Alba Perez for Latino Affairs)

= Motions

= action item(s)

I 2:35pm Alaniz Call to order.

II Approval of minutes for 8/23/2012. **Lara moved** to approve the minutes for the August 23rd meeting, Jackson second. Roll call –All in favor. From the October meeting on Perez will send minutes to everyone vs. sending to chair first.

III **Smith** provided an overview of the first DHR Outreach Project. Guests to the outreach meetings included commission members, legislators and other stakeholders in the respective cities we visited.

Division of Community Advocacy and Services

During our outreach meeting we met a Latina staff person from Iowa Workforce Development who provided a lot of feedback in reference to barriers to Latinos. The outreach meetings consisted of guided (we provided some questions in reference to) conversations related to:

Health care, employment, social supports in the community and barriers to education with the lens of human rights. Then we talked about what is working in those communities.

Our intent is to gather some information about those communities following the Outreach community meetings we will produce a report on each community, it will be a broad brush of what we find and then we will figure out the types of trends around the state to help us guide our work and the work of the commissions.

Some legislators in Waterloo were very interested in receiving that report. The people we met are very willing to help. We just started this outreach project so we have a few more to go and we will collect that information as we move forward to the other communities. **Jackson**, what other places are you going? **Smith**, we want to travel to places where folks can meet us half way. Places within an hour of each other, maybe Charles City, Mason City, Denison, South Ottumwa, etc. . Our next trips are to Fort Dodge and Iowa Falls in November. We want to capture the rural and the urban areas as well. **Alaniz**, how about Mount Pleasant? **Alaniz** offer to assist in that area/quadrant of the state.

Smith, I can count on you to help me. **Alaniz**, how do you promote? We invited folks from CAA, CJJP, service providers, agency folks, legislators. **Smith** - We begin our outreach meeting with a short presentation about our department to educate others on who we are. **Alaniz**, do you capture the information you receive at those meetings? **Smith**, yes, we currently have an intern putting that together and I will write a report with conclusions, i.e.: *It seems that in this area of the state/city/community the trend is:*

If the commissions are interested I can get each area report to you and then send you the overall report once it is completed.

Perez, shared an example of what might have been a surprise of the meeting in Cedar Rapids: “being a part of the Cedar Rapids and Iowa City corridor – a major and very diverse college community there had been no purposeful collaboration on issues related to Diversity and Inclusion.

In Waterloo there was a candid conversation about their issues and great willingness to share.

Smith, in Waterloo one of the biggest issues was transportation. Some children have to walk a mile to get on the school bus regardless of inclement weather and other implications that go along with this situation. **Alaniz**, is the sense that DHR is important? **Smith**, yes, comments from our audience that did comment how important DHR is for Iowa and underrepresented communities, one attendee to was a legislator. **Alaniz**, did this help the difference between DHR and Civil Rights? **Smith**, yes, our presentation help folks understand what we do but we may want to add information about Civil Rights to our presentation to further clarify. **Alaniz**, I get a sense this will be a proactive positive step to educating others and I commend you for doing this. **Smith**, we also asked the question related to their community’s successes, the question was: What are the successes in the community (what is going right, what is working?) This last question closed the meeting on a very positive note.

IV Executive Officer’s Report (Projects).

Perez, provided full report on the activities of the office: Latina Leadership Initiative, Perry’s Latino Leadership Program, and Best Practices in Hiring Multilingual Employees, DOT, and the Iowa Attorney General’s Consumer Protection project. **Perez** also shared a number of meetings and events she has attended on behalf of the office and how she must maintain a balance of time in the office, work aligning with the priorities set by the commission and working with Status of African Americans. **Pino** requested the list of classes for the LLI project. **Perez** indicated she will send the lists of the three curricula they are working with. **Alaniz**, it would be good to include leadership development topic to the

conversations we are having in outreach, grassroots leadership in any area of the state. These leadership development initiatives will strengthen the priorities of this body. Developing leadership at local levels to further the work of DHR (this has nothing to do with politics). **Perez**, the vision is that once these programs are piloted they can be moved to other parts of the state and that local communities will then own the leadership development programs and they will be empowered and can adjust the programs to their own needs and environments.

V Commission's Committees Discussion.

Alaniz, we may want to table this until all of us are here.

Perez, shared the reason this item was part of the agenda, R. Rodriguez comments during the previous meeting was to focus on two of the 7/8 priorities and have some deliverables to communicate to Latinos in Iowa. **Jackson**, our priorities are broad and we need to show our constituents who we are what we are doing. This has been our goal all along. **Alaniz**, from our last strategic meeting our timeline we've had four strategic planning sessions with four different staff and the discussions were good yet we have had a lot of change. **Lara**, I work with mostly Spanish speaking people and I want to know what I can do for them. I tried to help with DACA but they don't know anything about this office and they don't trust what I say and what I can do as a commissioner to help the people that I work with. And for them to know here is the Office of Latinos Affairs and what we do. **Alaniz**, this may be a way to communicate with a group of constituents.

Smith, they don't have that trust and connection and how can we help Lara do that, build that relationship and trust? We can go and talk to them, Alba and I can go. **Alaniz**, we have to make time to talk to our constituents to build that trust. **Pino**, I remember when we had our strategic session in 2011 and we had a discussion about who we are and what we do and maybe we need to get together again to do another strategic session. The priority topics we currently have are relevant and going back to what R. Rodriguez said maybe we need to be more specific and focuses more in a specific direction. I have an email from Latinos in Cedar Rapids eager to know who LA is. I agree, we need another retreat to refocus, we have new faces around and they can help guide the discussion further. **Alaniz**, we will move forward to a retreat soon, it would be useful to us just to have some preliminary information, from two sources: **the outreach summary from the DHR board**.

We need that background and the priorities of all the offices but specifically from the DHR board that represents us all. The intent is that we are a voice of the state of Latinos to the Governor. How do we communicate to the Governor and the Legislature should be a part of our strategic meeting. **Smith**, I agree and I am happy to share what the DHR board is doing. They are almost completed with the strategic planning. Next week we will move to an action plan. If LA has a strategic a session in November I can provide the final strategic goals for DHR board.

Alaniz, who else is included in the DHR board? **Smith**, CAA, CJP and CAS and four legislators (two from each party). Also includes the division administrators. We had a neutral facilitator for the strategic meeting held by the DHR board. **Jackson**, if we can we get the outreach information and the DHR goals too of our own strategic meeting it would be very helpful. Also if commissioners can also send their top priorities prior to the strategic meeting that would save time. We as a commission have been closer in the past to more actionable items but have not gotten there before. **Smith**, for each commissioner to send their priorities will provide an advantage for that meeting. **Perez will send a follow up message to set up a strategic session in November for all commissioners to participate in.**

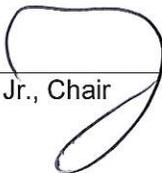
VI Department of Human Rights Board representative report.

Smith shared that the board is close to finishing the goals.

Alaniz, shared that he was happy to see how DHR is streamlining its work and supporting each other. Progress is significant. **Pino**, we appreciate what staff is doing. **Smith**, I appreciate how you are willing to own your work and getting things done. Thank you. **Alaniz**, in our festivities we get to know our constituents and some Latino groups adapted some local customs such the Pledge of Allegiance, becoming bilingual, etc. – documented or not they are loyal to their Iowa community and show they matter.

VII Public comment.
No public present or on the phone.

VIII 3:48 **Jackson moved** to adjourn. **Lara** second.



Sal Alaniz, Jr., Chair
3-28-13

Date



Alba Perez, Executive Officer
3-28-2013

Date