

INDIANA COMMISSION ON
HISPANIC/LATINO AFFAIRS

ICHLA

STRATEGIC PLAN
2006 - 2008



Date Submitted
March 24, 2006

Mitchell E. Daniels, Jr., Governor
Amy Mendoza-Hernandez, Executive Director



March 24, 2006

Dear Governor Daniels & Legislators:

The Indiana Commission on Hispanic/Latino Affairs (ICHLA) is pleased to present its first ever strategic plan. This plan will be an on-going roadmap to bridging the cultural gaps that exist between Indiana Hispanics/Latinos and non-Hispanics/Latinos. The strategic plan is designed to provide solutions and recommendations to the issues that affect all Indiana Hispanics/Latinos. The ICHLA will work to provide all Indiana Hispanics/Latinos with the opportunity to contribute to the social, cultural and economic development of the State and foster life-long learning opportunities that engender commitment to society through educated and engaged citizenry.

The ICHLA 2006-2008 strategic plan sets specific, tangible goals that will be initiated in 2006 and future years. These goals are based on cultural competence within state government, institutional change, collaboration with communities, public policy analysis, data driven research and other core values detailed within.

The ICHLA is honored to be charged with the task of addressing challenges faced by Hispanic/Latino Hoosiers and appreciates the opportunity to serve the State and all Indiana Hoosiers.

Respectfully Submitted,

Amy Mendoza-Hernandez
Executive Director

Our Mission:

The mission of the Indiana Commission on Hispanic and Latino Affairs is to work toward economic, educational and social equality while promoting cooperation and understanding. The ICHLA identifies strategies, evaluates and reviews programs, monitors legislation and researches the challenges and opportunities affecting the Hispanic/Latino communities of Indiana. The ICHLA identifies solutions and makes recommendations to Indiana's Governor and Legislative Council.

Our Vision:

As identified and appointed Hispanic/Latino community leaders, we will work collaboratively to bridge the cultural gaps that exist between Indiana's Hispanics/Latinos and non-Hispanics/Latinos. We will work to provide solutions and recommendations to the issues that affect all Indiana Hispanics/Latinos. We will work to enable all Indiana Hispanics/Latinos with the opportunity to contribute to the social, cultural and economic development of the State, as we will foster life-long learning that engenders commitment to society through engaged and educated citizenry.

Core Values:

The success of the Indiana Commission on Hispanic/Latino Affairs will be determined by the following factors:

- **Build cooperation and understanding between Indiana Hispanic/Latino communities and other Indiana communities** - By providing Indiana's Hispanics/Latinos with informational opportunities and also informing Indiana's Governor, Legislature and state agencies about statewide Hispanic/Latino issues.
- **Institutional change** - By partnering with state agencies to assure equity and access to culturally competent programs and services, to review state agency policies, practices, procedures, and to make appropriate recommendations that will ensure proper delivery of state services and resources throughout the Hispanic/Latino communities.
- **Strategic planning** - Develop and maintain a strategic plan that will set goals and define deliverables which will directly impact and address the needs of the Hispanic/Latino community and the state. The strategic plan will be used as a roadmap to guide future research.
- **Collaboration with the community** - Promote civic involvement as a way of preserving culture, unifying Hispanic/Latino residents and improving quality of life.
- **Increasing cultural competence within state government** - To increase the level of responsiveness amongst Hispanic/Latino constituents and to encourage the Indiana Legislature to actively participate with ICHLA regarding any Hispanic/Latino concerns or issues.

- **Identifying Indiana Hispanic/Latino issues and concerns through public policy analysis and data-driven, outcome-based research** - To develop initiatives and procedures that will create awareness of issues and will be used as the foundation for institutional change in Indiana State Government.
- **Accountability** - The ICHLA values transparent communication and accountability of actions, while promoting the investment of positive relationships involving our partners at all levels of government.
- **Commitment to honoring diversity and promoting justice and fairness throughout the local communities and state government** – The ICHLA promotes justice and fairness by developing an understanding of the social, political, cultural, and economic influences; this may be accomplished through increasing awareness of the social and historical roots of cultural differences, while encouraging those empowering individuals of marginalized communities to become involved in the decision-making process.
- **Differing Ideologies** - The ICHLA encourages new ideas and supports openness and tolerance of differing ideas or beliefs. ICHLA respects the opinion of others and will provide a safe environment for voicing those opinions, ideas or beliefs.
- **Professionalism** - Involves making professional commitments and maintaining a high level of integrity for those who advocate for the Indiana Hispanic/Latino communities.

Research Committee:

This committee will provide public policy analysis and data-driven research as a foundation for systematic change. This committee shall complete the following tasks: research identified topics, make recommendations and report their findings, monitor the national trends and issues that have the potential to affect the Hispanic/Latino population of Indiana and partner with other state agencies or community organizations to study issues relevant to the Hispanic/Latino communities. In addition, this committee will assist other ICHLA committees by identifying proper research methods and implementation of evaluation strategies (as needed), while providing editing and formatting support for other committee reports; other duties as assigned by the Governor, the Legislature, or Commission Chair.

Goal 1 - Partner with the Indiana Supreme Court to address the issue of the State’s need for a centralized state-wide system of qualified and professional Spanish translators and interpreters

Develop a partnership with the Chief Justice of the Indiana Supreme Court to assist the courts with outreach efforts for qualified Spanish-speakers regarding the current Court Interpreter Certification Program. Research and make recommendations on the development of a centralized translation/interpretation service available for all state agencies to access.	
Goal	Assist in identifying key stakeholders, provide national research on other state translation/interpretation issues, while providing recommendations and strategies that will implement and evaluate a

	statewide translation/interpretation service
Action Steps	<ol style="list-style-type: none"> 1. Assist in identifying the state agencies with the greatest need for the services 2. Identify models and strategies for implementing translation/interpretation services in state government 3. Provide feedback from state agencies, legislators, universities and the community 4. Assist in developing implementation and evaluation strategies. 5. Assist in identifying possible funding sources or other resources
Deliverable	Partner with the Indiana Supreme Court to assure that pertinent and vital information, testimony, laws and other important information is disseminated in a way that ensures understanding and promotes compliance
Time Line	<ol style="list-style-type: none"> 1. Periodic progress reports to the ICHLA 2. Brief 1-2 page "Progress Report" to the ICHA at the September 2006 Commission meeting that will address any barriers, obstacles or issues that this committee may have encountered (This type of report is useful for further research topics/methods) 3. Legislative Report for review by the ICHLA during the October 2006 Commission meeting 4. The ICHLA is prepared to vote on acceptance of the Legislative Report during the November 2006 Commission meeting; and if accepted, the report will be released to the public during the December 2006 Commission meeting

Business/Economic Development Committee:

This committee will research the following economic development and business-related tasks: Make recommendations, report on findings, monitor relevant legislation, national trends and issues that have the potential to affect the Hispanic/Latino population of Indiana and strengthen and develop both internal and external partnerships with state agencies and community organizations. In addition, this committee will assist other ICHLA committees in locating economic or business-related information (as needed); other duties as assigned by the Governor, the Legislature, or Commission Chair.

Goal 1 - Occupational and Professional Licensing and Code Compliance Outreach for Hispanic/Latino Professionals and Business Owners

Engage in a partnership with the Department of Workforce Development, the Indiana Professional Licensing Department, the Indiana Office of the Fire Marshall and the Indiana Building Code Inspector to assist with outreach efforts for Indiana Hispanic/Latino professionals and business owners regarding requirements and procedures for obtaining business, occupational and professional licensing.	
Goal	Provide culturally competent outreach to the Hispanic/Latino community on how to obtain business, occupational and professional licensing; to provide information regarding how to comply with Indiana building and fire codes

Action Steps	<ol style="list-style-type: none"> 1. Develop a statewide effort to assist in identifying the professions and businesses with the greatest need for information 2. Partner with the Indiana Fire Marshall and the Indiana Building Code Inspector to identify the primary compliance/informational needs of Hispanic/Latino business owners 3. Implement a community outreach plan utilizing the Hispanic/Latino media for successful information, dissemination of guidelines and requirements and procedures for the targeted groups
Deliverable	Partner with the Indiana Department of Workforce Development, the Indiana Fire Marshall, the Indiana Department of Administration and the Indiana Building Code Inspector to assist in ensuring that pertinent and vital information is disseminated in a way that ensures understanding, creates a reduction in code violations of Hispanic/Latino owned business, produces safer business establishments and promotes compliance of Indiana building/fire codes and licensing requirements.
Time Line	<ol style="list-style-type: none"> 1. Periodic progress reports to the ICHLA 2. Brief 1-2 page "Progress Report" to the ICHA at the September 2006 Commission meeting, regarding any barriers, obstacles or issues that this committee may have encountered (This type of report is useful for further research topics/methods) 3. Legislative Report for review by the ICHLA during the October 2006 Commission meeting 4. The ICHLA is prepared to vote on acceptance of the Legislative Report during the November 2006 Commission meeting; and if accepted, the report will be released to the public during the December 2006 Commission meeting

Business/Economic Development Committee & Treasurer:

This collaborative effort will research the following economic development and business-related tasks: Make recommendations, report on findings, monitor relevant legislation, national trends and issues that have the potential to affect the Hispanic/Latino population of Indiana and strengthen and develop both internal and external partnerships with state agencies and community organizations. In addition, the committee will assist other ICHLA committees in locating economic or business-related information (as needed); other duties as assigned by the Governor, the Legislature or Commission Chair.

Goal 1- Development & Translation of an "Indiana Business Link"

Development of an "Indiana Business Link," offering information to educate future and present Hispanic/Latino business owners in the following areas: Online access to knowledge, workforce development, tax laws, suppliers, customers, zoning, government contracts, small business administration loans, grant writing, licensing requirements, labor laws for new businesses, Angie's List and the Better Business Bureau.	
Goal	Partner with Indiana Department of Administration to provide culturally competent information and translation after the "Indiana Business Link" has been developed and implemented

Action Steps	<ol style="list-style-type: none"> 1. Partner with the Indiana Department of Administration to develop and design an “Indiana Business Link” that will identify content to be translated in Spanish 2. Review translation for cultural competency 3. Add the “Indiana Business Link” that reads “En Español” to the ICHLA and Access Indiana websites
Deliverable	Develop a culturally competent translation of the “Indiana Business Link” which can be easily accessible to the community and available for use on “Access Indiana” and the ICHLA website
Time Line	<ol style="list-style-type: none"> 1. Periodic progress reports to ICHLA 2. Brief 1-2 page “Progress Report” to the ICHA at the September 2006 Commission meeting, regarding any barriers, obstacles or Issues that this committee may have encountered (This type of report is useful for further research topics/methods) 3. Legislative Report for review by the ICHLA during the October 2006 Commission meeting 4. The ICHLA is prepared to vote on acceptance of the Legislative Report during the November 2006 Commission meeting, and if accepted, the report will be released to the public during the December 2006 Commission meeting

Research Committee & Education Committee:

This collaborative effort will research identified topics, make recommendations, report findings, monitor the national trends and issues that have the potential to affect the Hispanic/Latino population of Indiana and partner with other state agencies or community organizations to study issues relevant to the Hispanic/Latino communities. In addition, this committee will assist other ICHLA committees in identifying proper research methods and implementation of evaluation strategies (as needed), while providing editing and formatting support for other committee reports; other duties as assigned by the Governor, the Legislature or Commission Chair.

Goal 1 - Indiana English as a Second Language Endorsement Standards

The Research and Education Committee will form a collaborative effort to develop and report on Indiana ESL/LEP endorsement standards, its effectiveness and the best practices of bilingual endorsement.	
Goal	Partner with the ESL/LEP Department of Indiana University-Purdue University Indianapolis (IUPUI) and the Indiana Department of Education (IDOE) to assess the current issues surrounding the implementation of ESL/LEP classes, research and assess current ESL/LEP endorsement standards and identify effective bilingual endorsements, make recommendations to state agencies who currently offer an ESL/LEP program or who are considering the implementation of an ESL/LEP program and educate employers, state agencies, various industries or organizations and the community on the impacts and cost savings of endorsing effective bilingual program standards and endorsements

Action Steps	<ol style="list-style-type: none"> 1. Research and identify studies and findings relating to ESL/LEP or bilingual endorsements and their impacts 2. Identify state agencies that currently offer ESL/LEP programs 3. Identify various Indiana communities currently offering ESL/LEP classes or have developed ESL/LEP standards 4. In collaboration with IUPUI ESL/LEP professors, identify bilingual endorsement practices, implementation strategies and evaluation methods 5. In collaboration with IDOE, identify and recommend sufficient state funding allocations for non-English speaking programs
Deliverable	Present a report from the ICHLA and IUPUI with findings and recommendations addressed to the State Board of Education, Indiana Department of Correction, Indiana Legislative Council and Indiana Governor Mitchell E. Daniels, Jr.
Time Line	<ol style="list-style-type: none"> 1. Periodic progress reports to the ICHLA 2. Brief 1-2 page "Progress Report" to the ICHA at the September 2006 Commission meeting, regarding any barriers, obstacles or Issues that this committee may have encountered (This type of report is useful for further research topics/methods) 3. Legislative Report for review by the ICHLA during the October 2006 Commission meeting 4. The ICHLA is prepared to vote on acceptance of the Legislative Report during the November 2006 Commission meeting; and if accepted, the report will be released to the public during the December 2006 Commission meeting

Research Committee & Civil Rights Committee:

This collaborative effort will research identified topics, make recommendations, report findings, monitor relevant legislation, review the national trends and issues, and if necessary, address any civil rights issues or concerns that affect the Indiana Hispanic/Latino population; partner with other state agencies or community organizations to study issues relevant to the Hispanic/Latino communities. In addition, this committee will assist other ICHLA committees in identifying proper research methods and implementation of evaluation strategies (as needed), while providing editing and formatting support for other committee reports; other duties as assigned by the Governor, the Legislature or Commission Chair.

Goal 1 - Research and provide findings regarding Indiana Hispanic/Latino gangs and their impact upon the Hispanic/Latino communities and the State of Indiana

The Research Committee and the Civil Rights Committee will partner with the Indianapolis Police Department, the Indiana Department of Correction and the Indiana Department of Homeland Security. These committees will participate in and promote the National Major Gang Task Force Convention, being hosted in September 2006 in Indianapolis, IN. These committees will also develop a report on Indiana Hispanic/Latino Gang Awareness for submission to the ICHLA in October 2006.	
Goal	Partner with the Indianapolis Police Department, the Indiana Department of Correction, the Indiana Department of Homeland Security and the Mexican Consulate in order to bring members from

	the Hispanic/Latino communities and law enforcement agencies together to facilitate networking, resources and gang prevention strategies; educate the Hispanic/Latino communities on gang awareness, gang activity reporting methods and gang-related crimes
Action Steps	<ol style="list-style-type: none"> 1. Develop the necessary partnerships 2. Provide outreach to Hispanic/Latino communities and promote Hispanic/Latino gang awareness 3. Encourage reporting of gang activities within the Hispanic/Latino communities 4. Attend and report to the Commission on the National Major Gangs Task Force Convention in September 2006 5. Research and report on Hispanic/Latino gang findings and awareness 6. Arrange for the report to be available through the Hispanic/Latino media, the ICHLA website and the Access Indiana website
Deliverable	The ICHLA must present a report of findings and recommendations to Indiana Governor Mitchell E. Daniels, Jr., the Indiana Legislature, the Indiana State Police and the Indiana Department of Correction
Time Line	<ol style="list-style-type: none"> 1. Periodic progress reports to the ICHLA 2. Attend the National Major Gang Task Force Convention in September 2006 3. If applicable; ICHLA to review the Legislative Report during the October 2006 Commission meeting 4. The ICHLA is prepared to vote on acceptance of the Legislative Report during the November 2006 Commission meeting; and if accepted, this report will be released to the public during the December 2006 Commission meeting

Driver's License/Immigration Committee & Research Committee:

This collaborative effort will research identified topics, make recommendations, report findings, monitor the national trends and issues that have the potential to affect the Hispanic/Latino population of Indiana and partner with other state agencies or community organizations to study issues relevant to the Hispanic/Latino communities. In addition, this committee will assist other ICHLA committees in identifying proper research methods and implementation of evaluation strategies (as needed), while providing editing and formatting support for other committee reports; other duties as assigned by the Governor, the Legislature or Commission Chair.

Goal 1 - Provide continual information and recommendations to the State regarding Indiana driver's licenses and immigration challenges/issues

Continue to report on and provide follow-up information regarding Indiana driver's licenses and immigration issues. Advise, inform and make recommendations while understanding the needs of Indiana's Hispanic/Latino community.	
Goal	Partner with the Indiana Bureau of Motor Vehicles and the Mexican Consulate to address the relevant driver's license concerns and title and vehicle registration issues as they pertain to Indiana's Hispanics/Latinos; educate the Hispanic/Latino community throughout the State of Indiana on proposed federal immigration legislation and

	state driver's license laws
Action Steps	<ol style="list-style-type: none"> 1. Continue to research and identify findings or studies relating to Indiana driver's licenses and immigration issues 2. Assist in providing outreach to Hispanic/Latino communities regarding the Real ID Act and Indiana's response to its requirements 3. Encourage the involvement of the insurance industry, local and state law enforcement and immigration attorneys 4. Utilize the Hispanic/Latino media to disseminate information 5. Research and report on any changes to the driver's license issues or federal immigration legislation 6. Report on policies and programs that other states are implementing which address the Real ID Act requirements 7. Follow any proposed legislation dealing with driver's license/immigration issues and report back to the ICHLA
Deliverable	Present information to the Hispanic/Latino communities regarding BMV issues as they relate to the Hispanic/Latino community, coordinate outreach efforts to community organizations directly impacted by the Real ID Act and address the immigration requirements involving the employee hiring process
Time Line	<ol style="list-style-type: none"> 1. Periodic progress reports to the ICHLA 2. Brief 1-2 page "Progress Report" to the ICHA at the September 2006 Commission meeting, regarding any barriers, obstacles or issues that this committee may have encountered (This type of report is useful for further research topics/methods) 3. Legislative Report for review by the ICHLA during the October 2006 Commission meeting 4. The ICHLA is prepared to vote on acceptance of the Legislative Report during the November 2006 Commission meeting; and if accepted, the report will be released to the public during the December 2006 Commission meeting

Health Committee:

This committee will research relevant health topics, make recommendations, report findings, monitor the national trends and issues that have the potential to affect the Hispanic/Latino population of Indiana and partner with other state agencies or community organizations to study issues relevant to the Hispanic/Latino community; report on relevant statewide health-related events/conferences; ICHLA commissioners are required to actively participate with these events. In addition, this committee will assist other ICHLA committees in identifying proper research methods and implementation of evaluation strategies, while providing editing and formatting support for other committee reports; other duties as assigned by the Governor, the Legislature or Commission Chair.

Goal 1 - Identify, address, make recommendations and report on the health issues that are affecting Indiana Hispanics/Latinos

Partner with the Family and Social Services Administration (FSSA), the Indiana Department of Health (IDOH) and other health officials to identify any potential health needs or challenges within the Hispanic/Latino community and relevant issues that relate to Indiana Hispanic/Latino families which primarily include services for seniors, children and migrant workers, etc.	
Goal	Partner with migrant groups, FSSA, IDOH and other health officials to explore and provide education on the issues surrounding Indiana Hispanics/Latinos; review and report on any issues and concerns in both rural and metropolitan communities
Action Steps	<ol style="list-style-type: none"> 1. Gather any relevant health data/statistics 2. In collaboration with IDOH & FSSA, assist in providing outreach to any of the specialized/specific groups of Indiana Hispanics/Latinos, educate the Hispanic/Latino community on preventive health care, educate seniors, children and families regarding programs or resources available for these specialized populations of Hispanics/Latinos and strengthen partnerships with both new and existing health care providers/agencies 3. Encourage community involvement and other ethnic groups or organizations; participate in statewide healthcare events/fairs 4. Utilize the Hispanic/Latino media to disseminate information 5. Report on the policies and programs that other states are implementing to address any of the issues facing Hispanics/Latinos 6. Track any proposed legislation that might affect Indiana Hispanic/Latinos 7. Encourage bilingual individuals to apply for positions in the healthcare field
Deliverable	Present information to the Hispanic/Latino community regarding health related issues, assist FSSA, IDOH and other health officials in identifying possible solutions for these issues and barriers that may prevent Indiana Hispanics/Latinos from receiving necessary medical services
Time Line	<ol style="list-style-type: none"> 1. Periodic progress reports to the ICHLA 2. Brief 1-2 page "Progress Report" to the ICHA at the September 2006 Commission meeting, regarding any barriers, obstacles or issues that this committee may have encountered (This type of report is useful for further research topics/methods) 3. Legislative Report for review by the ICHLA during the October 2006 Commission meeting 4. The ICHLA is prepared to vote on acceptance of the Legislative Report during the November 2006 Commission meeting; and if accepted, the report will be released to the public during the December 2006 Commission meeting

Media Committee:

This committee will identify media professionals that will assist the ICHLA in disseminating information and reaching a statewide audience of Hispanic/Latino viewers. This committee will identify and form relations with the print and radio media so that the

ICHLA may begin to utilize their resources in order to distribute information to their listeners and readers. This committee will also review any articles related to the ICHLA in order to ensure that commissioners are not misquoted and to identify any “negative” press relating to the ICHLA and its efforts.

This committee will be charged with providing content for the ICHLA website and advising the ICHLA on additional links or materials that would enhance the ICHLA website. This committee will also monitor the national trends and issues that have the potential to affect the Hispanic/Latino population of Indiana in order to provide the ICHLA with the opportunity to address these issues before they have fully impacted Indiana Hispanics/Latinos. In addition, this committee will report on any statewide news events that should be addressed by the ICHLA Commissioners while also assisting other ICHLA committees in identifying proper research methods and implementations of evaluation strategies (as needed); other duties as assigned by the Governor, the Legislature or Commission Chair.

Goal 1- Continue to promote cooperation and understanding between Hispanics/Latinos and non-Hispanics/Latinos

Research and identify issues and barriers among Indiana Hispanics/Latinos while promoting tolerance and understanding; create opportunities to share educational information of the varying barriers each Hispanic/Latino group may face in their assimilation process.	
Goal	Support and encourage cultural preservation and promote tolerance throughout all Hispanic/Latino cultures; develop opportunities to educate Indiana citizens on the Hispanic/Latino culture and barriers as well as educating the Hispanic/Latino communities on Indiana culture and expectations
Action Steps	<ol style="list-style-type: none"> 1. Develop a protocol/process for responding to media 2. Promote expanding library services to the Spanish-speaking community; develop a list of resources for the Spanish-speaking community 3. Educate the Hispanic/Latino community on tolerance and provide resources to teach self-improvement skills 4. Showcase the culture of one Hispanic/Latino group through; i.e. “Fact Sheets” and Commissioner biographies each month 5. Commissioners must lead by example
Deliverable	Culturally competent English and Spanish material made available to Hispanic/Latino residents; resources that teach self-reliance and tolerance of other cultures; new and strengthened media relations and contacts; more effective means of communication through better information distribution methods
Time Line	<ol style="list-style-type: none"> 1. Periodic progress reports to the ICHLA 2. Brief 1-2 page “Progress Report” to the ICHA at the September 2006 Commission meeting, regarding any barriers, obstacles or issues that this committee may have encountered (This type of report is useful for further research topics/methods) 3. Legislative Report for review by the ICHLA during the October 2006 Commission meeting 4. The ICHLA is prepared to vote on acceptance of the Legislative

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Commission Treasurer & Special Tax Issues Committee (if needed):

The Commission Treasurer will research relevant cost issues pertaining to the ICHLA Committee Projects while advising and making recommendations to the committees regarding finance and budget issues. When applicable the Commission Treasurer will advise on implementation costs associated with committee projects and identify other funding avenues and cost-saving resources. In addition, the Commission Treasurer will keep updated and accurate records on tracking Indiana's Hispanic/Latino population and other relevant variables while monitoring the national trends and issues that have the potential to affect the Hispanic/Latino population of Indiana. Finally, the Commission Treasurer will report on issues such as the tax process, obtaining an ITIN, tax credits, and related issues; other duties as assigned by the Governor, the Legislature or Commission Chair.

Goal 1- Identify, address, make recommendations and report on issues regarding the ITIN and the tax process as it pertains to Indiana Hispanics/Latinos

Partner with the Internal Revenue Service (IRS) to identify any tax issues or tax needs involving Indiana's Hispanic/Latino community; address employer wage or tax concerns as they pertain to Hispanics/Latinos and research and identify any Indiana employers participating in unjust income withholding practices.	
Goal	Partner with the IRS, Better Business Bureau and other key stakeholders to explore and educate on the issues surrounding tax collection, income withholding, tax filing and employer tax breaks for hiring women and minorities; review issues and concerns in both rural and metropolitan communities with special attention to migrant workers
Action Steps	<ol style="list-style-type: none"> 1. Gather any relevant data/statistics 2. Provide outreach to the Hispanic/Latino community, provide IRS and wage law education, make referrals and educate on available resources and strengthen partnerships with both new and existing agencies 3. Encourage the involvement of the community and other ethnic groups and organizations; participate in statewide educational events/fairs as related to research or projects 4. Utilize the Hispanic/Latino media to disseminate information 5. Report on the policies and programs that other states are implementing to address any of the issues facing Hispanics/Latinos 6. Monitor any proposed legislation that might affect Hispanics/Latinos in each committee's area of research 7. Encourage bilingual individuals to apply for positions in the fields relevant to the IRS and fair labor practices
Deliverable	Present information to the Hispanic/Latino community regarding wage and tax related issues; assist the IRS in identifying solutions to these issues and barriers that may prevent Indiana Hispanics/Latinos

	from adhering to or receiving the necessary services
Time Line	<ol style="list-style-type: none"> 1. Periodic progress reports to the ICHLA 2. Brief 1-2 page "Progress Report" to the ICHLA at the September 2006 Commission meeting, regarding any barriers, obstacles or issues that this committee may have encountered (This type of report is useful for further research topics/methods) 3. Legislative Report for review by the ICHLA during the October 2006 Commission meeting 4. The ICHLA is prepared to vote on acceptance of the Legislative Report during the November 2006 Commission meeting; and if accepted, the report will be released to the public during the December 2006 Commission meeting

2006-2008 Objectives

The following shall also be addressed during 2006 - 2008

1. Committee Chairs will appoint community representatives to serve on standing and special ICHLA committees based on experience, educational background and ability
2. Survey Indiana legislators asking them to advise the ICHLA on any issues or areas of concern that are important to their constituents and to notify the ICHLA with any issues or topics they would like the ICHLA to research and report on
3. Domestic violence issues
4. Partner with other "ethnic" groups to host a minority and women's job fair
5. Host informational sessions in March concurrent with MARCH Financial Aid Night for Juniors and Seniors: promote this and similar events to the Hispanic/Latino community, encourage parents to attend and provide handouts of scholarship information
6. Issue continuous reports on the challenges and impacts resulting from the increased growth of Indiana's Hispanic/Latino population
7. Focus the ICHLA's efforts and resources on identifying Indiana Hispanic/Latino Leaders, especially those who promote the preservation of the Latino culture, teaches tolerance amongst Hispanics/Latinos as well as others and encourage education and knowledge as a means for advancing the Hispanic/Latino people. Hispanic/Latino leaders will also be identified by their history and ability in focusing their efforts towards the advancement and well-being of Hispanics/Latinos.
8. Migrant worker issues

9. Create strong partnerships with other minority groups and participate or host a “race relations” event
10. Develop relationships and form partnerships with national organizations such as La Raza, the National Hispanic Council, etc.; report on national issues, trends, legislation, patterns or events pertaining to Hispanics/Latinos
11. Promote institutional change by encouraging state agencies to review their policies and procedures that would have a potential affect or impact upon Indiana Hispanics/Latinos
12. Assist and determine “best practice” for designing and implementing “culturally competent” programs
13. Develop a resource guide useful for state agencies and Hispanic/Latino communities
14. Work with local law enforcement officials and fire personnel on issues that they may have experienced regarding the Hispanic/Latino community. (During monthly ICHLA meetings, host a topic addressing law enforcement and fire personnel experiences encountered throughout the Hispanic/Latino community)
15. Host and promote opportunities for Indiana bilingual individuals to apply for positions in the crucial fields (health, courts, corrections, IRS, etc.)
16. Establish and recruit Hispanics/Latinos for state agency internships while partnering with state universities; promote state employment opportunities to young Hispanics/Latinos
17. Develop a process to gather and collect relevant data to ensure that the ICHLA will always have the latest statistics relating to Indiana Hispanics/Latinos
18. Continue to work with colleges in accepting Indiana Hispanic/Latino graduates
19. Partner with other ethnic groups to host an “Ethnic News Conference;” this would be an opportunity for the Governor, Lt. Governor and state agencies to address issues impacting all Indiana ethnic communities including members from the Hispanic/Latino media
20. Partner with minority groups, the Indiana Better Business Bureau and the Indiana Department of Administration to host a Business Owner Forum
21. Sponsor Hispanic/Latino leadership training that will provide training and resources, allow Hispanic/Latino community leaders to be effective and assist in the appointment of Hispanics/Latinos to Indiana Boards and Commissions