

INDIANA COMMISSION ON  
HISPANIC/LATINO AFFAIRS

*ICHLA*

STRATEGIC PLAN  
2007 - 2008



April 2007

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



April 16, 2007

Dear Governor Daniels & Legislators:

The Indiana Commission on Hispanic/Latino Affairs (ICHLA) is pleased to present its revised strategic plan. 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 2007-2008 strategic plan sets specific, tangible goals that will be initiated in 2007 and future years. These goals are based on cultural competence within state government, 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 Commission on Hispanic/Latino Affairs is a non-partisan state agency working toward economic, educational, and social equality, including promoting cooperation and understanding. The Commission identifies, measures and reviews programs, legislation and researches challenges and opportunities affecting the Hispanic/Latino community. The Commission identifies solutions and provides recommendations to the governor and legislature.

### 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.
- **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.

**2007 Goals**

In addition to:

- ✓ Communicating our mission and objectives across Indiana communities
- ✓ Building relationships and advising members of the Legislative and Executive Branch of Indiana State Government
- ✓ Hosting and supporting events to promote cooperation and a deeper understanding between Hispanic/Latino communities and others across the State of Indiana, such as the 2007 Statewide Conference on Hispanic/Latino issues, the 2007 Opening Ceremony for Hispanic/Latino Heritage Month, the Hispanic/Latino Community Day at the Statehouse, the 2007 Community & Legislative Dinner, etc.
- ✓ Monitoring legislative and administrative use of the Commission’s reports and policy recommendations to ensure effectiveness,

...the Commission will analyze the following issues through its committee structures:

**Education Committee:**

The **Education Committee** researches education-related issues that affect Indiana’s Hispanic/Latino community. The Committee also makes recommendations, writes reports or proposals on related issues and reports back to the Commission. In addition to these goals, the education committee may also monitor and suggest usage of the recent cultural competency statute.

<b>Adult Education: English as a Second Language</b>	
<b>Goal</b>	Promote awareness of current successful adult education programs in the state (with a focus on English as a Second Language), review methods and performance and recommend similar successful programs.
<b>Action Steps</b>	<ol style="list-style-type: none"> <li>1. Establish committee that consists of commissioners and experts in the State of Indiana</li> <li>2. Gather any relevant data/statistics on already existing programs, with a focus on company-based programs in places for workers</li> <li>3. Review and compare best practices and program performance</li> <li>4. Identify funding sources of established and potential programs</li> <li>4. Create listening session with parents, educators and community leaders regarding the need for adult ESL resources and/or successful adult ESL programs in the area</li> <li>5. Produce report based on findings of the above steps</li> </ol>
<b>Deliverable</b>	Present a report to Indiana’s Governor and legislature regarding successful, established adult education programs and their best practices. The report will also include input from the Commission’s listening sessions.
<b>Time Line</b>	<ol style="list-style-type: none"> <li>1. Periodic progress reports to the ICHLA</li> <li>2. Brief 1-2 page “Progress Report” to the ICHLA at the <b>July 2007</b> 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)</li> <li>3. Legislative Report for review by the ICHLA during the <b>September 2007</b> Commission meeting</li> </ol>

	4. The ICHLA is prepared to vote on acceptance of the Legislative Report during the November 2007 Commission meeting.
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<b>Education Gap: Monitoring Trends in K-12 and Higher Education</b>	
<b>Goal</b>	Monitor and report on latest statistics regarding the Hispanic/Latino education gap in Indiana's K-12 schools. Monitor and Report on the number of Hispanics/Latinos entering higher education institutions and barriers to entry.
<b>Action Steps</b>	<ol style="list-style-type: none"> <li>1. Establish committee that consists of commissioners and experts in the State of Indiana</li> <li>2. Gather any relevant data/statistics on already existing programs</li> <li>3. Work with the DOE to monitor Graduation rate and identify roots causes of low Hispanic/Latino Graduation rates.</li> <li>4. Monitor ISTEP scores and identify root causes of low test scores, if applicable.</li> <li>5. Work with the DOE to monitor SAT scores and identify root causes of low test scores, if applicable</li> <li>6. Utilize contacts at Indiana's colleges and universities to gather statistics on the number of Hispanic/Latino students entering higher education institutes</li> <li>7. Hold meeting with the Mexican Consulate and other involved parties to research efforts in creating a statewide uniform university admission policy.</li> </ol>
<b>Deliverable</b>	Present a report to Indiana's Governor and legislature regarding the latest statistics relating to Indiana's Hispanic/Latino K-12 education gap; report on the status of Hispanics/Latinos in institutes of higher education.
<b>Time Line</b>	<ol style="list-style-type: none"> <li>1. Periodic progress reports to the ICHLA</li> <li>2. Brief 1-2 page "Progress Report" to the ICHLA at the July 2007 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)</li> <li>3. Legislative Report for review by the ICHLA during the September 2007 Commission meeting</li> <li>4. The ICHLA is prepared to vote on acceptance of the Legislative Report during the November 2007 Commission meeting.</li> </ol>

**Health Committee:**

The Health Committee researches health-related issues that affect Indiana's Hispanic/Latino community. The Committee also makes recommendations, writes reports or proposals on related issues and reports back to the Commission. In addition to this goal, the committee may also research medical license discrepancy, and Hispanic/Latino Geriatric care.

Various Health Issues: substance abuse, obesity, AIDS, dental care, mental health, etc.	
<b>Goal</b>	Inform Indiana's Governor and legislature regarding the status of Hispanics/Latinos and such issues as substance abuse, obesity, AIDS, dental care, mental health, etc.

Action Steps	<ol style="list-style-type: none"> <li>1. Establish committee that consists of commissioners and experts in the State</li> <li>2. Gather any relevant data/statistics on the status of Hispanics/Latinos and substance abuse, obesity, AIDS, dental care, mental health, etc. through research, the Dept. of Health and related healthcare events</li> <li>3. Research successful programs that exist to prevent these conditions through education</li> <li>4. Track any proposed legislation related to any of the above focus areas</li> <li>5. Produce report based on the findings of the above steps</li> </ol>
Deliverable	A report to Indiana's Governor and legislature regarding the status of Indiana Hispanics/Latinos and substance abuse, obesity, AIDS, dental care, mental health, etc. and recommend policies & programs to address these issues
Time Line	<ol style="list-style-type: none"> <li>1. Periodic progress reports to the ICHLA</li> <li>2. Brief 1-2 page "Progress Report" to the ICHLA at the July 2007 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)</li> <li>3. Legislative Report for review by the ICHLA during the September 2007 Commission meeting</li> <li>4. The ICHLA is prepared to vote on acceptance of the Legislative Report during the November 2007 Commission meeting.</li> </ol>

**Business/Economic Development Committee (PRIORITY):**

The **Business and Economic Development Committee** researches economic development and business-related issues that affect Indiana's Hispanic/Latino community. The Committee also makes recommendations, writes reports or proposals on related issues and reports back to the Commission. In 2007, the committee will research the Governor's directives, which are issues associated with Minority Business Certification with the State and recruitment of Hispanics/Latinos in state government.

Other issues may be researched, including:

- Educational Resources for startup businesses
- Existing Programs for entrepreneurs (Monitor program with Ivy Tech and the Indiana State Hispanic Chamber of Commerce)
- Hispanic/Latino-target initiative of regional chambers of commerce (With a focus on integration of Hispanics/Latinos)
- Successful company-based ESL/worker training programs
- Tax Issues: monitoring the use of the 2006 Tax Report & monitoring any new information on Hispanic/Latino tax filing issues

Governor's Directive: Hispanic/Latino Minority Certification with the State	
Goal	Inform Indiana's Governor and legislature regarding the status of Hispanic/Latino minority business certification, statistics of Hispanic/Latino business owners doing business with the state and provide recommendations on increasing the number of Hispanics/Latinos who pursue minority business certification.

Action Steps	<ol style="list-style-type: none"> <li>1. Establish committee that consists of commissioners and experts in the State</li> <li>2. Gather all pertinent information regarding procedures of Minority Certification with the State and pursuing state contracts</li> <li>3. Identify targeted segment of Hispanic/Latino business owners that should be encouraged to certify and do business with the state</li> <li>4. Identify barriers or obstacles to minority certification by gathering input with Hispanic/Latino business owners, either through listening sessions or interviews</li> <li>4. Track any proposed legislation related to Minority certification with the state</li> <li>5. Produce administrative and/or legislative recommendations to increase the number of Hispanic/Latino business owners certified with the state.</li> <li>6. Produce report based on the findings of the above steps</li> </ol>
Deliverable	A report to Indiana's Governor and legislature regarding the status of Hispanics/Latinos certified and doing business with the state, barriers obstacles that prevent certification, and recommendations to remedy the issue
Time Line	<ol style="list-style-type: none"> <li>1. Periodic progress reports to the ICHLA</li> <li>2. Brief 1-2 page "Progress Report" to the ICHLA at the <b>July 2007</b> 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)</li> <li>3. Legislative Report for review by the ICHLA during the <b>September 2007</b> Commission meeting</li> <li>4. The ICHLA is prepared to vote on acceptance of the Legislative Report during the <b>November 2007</b> Commission meeting.</li> </ol>

**Business/Economic Development Committee (SHORT TERM PRIORITY):**

The **Business and Economic Development Committee** researches economic development and business-related issues that affect Indiana's Hispanic/Latino community. The Committee also makes recommendations, writes reports or proposals on related issues and reports back to the Commission. In 2007, the committee will research the Governor's directives, which are issues associated with Minority Business Certification with the State and recruitment of Hispanics/Latinos in state government.

Other issues may be researched, including:

- Educational Resources for startup businesses
- Existing Programs for entrepreneurs (Monitor program with Ivy Tech and the Indiana State Hispanic Chamber of Commerce)
- Hispanic/Latino-target initiative of regional chambers of commerce (With a focus on integration of Hispanics/Latinos)
- Successful company-based ESL/worker training programs
- Tax Issues: monitoring the use of the 2006 Tax Report & monitoring any new information on Hispanic/Latino tax filing issues

Governor's Directive: Hispanic/Latino recruitment for employment in state government

<b>Goal</b>	Inform Indiana's Governor and legislature regarding the status of Hispanic/Latino employment in State Government; recommend best practices to increase the number of Hispanics/Latinos employed
<b>Action Steps</b>	<ol style="list-style-type: none"> <li>1. Establish committee that consists of commissioners and experts in the State, including the office of State Personnel and the Dept. of Workforce Development</li> <li>2. Gather all pertinent information regarding Hispanics/Latinos employed in State Government at all levels</li> <li>3. Identify agencies seeking to hire more Hispanics/Latinos and identify barriers these agencies have in reaching qualified Hispanic/Latino job candidates</li> <li>4. Review Affirmative Action Matrix form from the Office of State Personnel</li> <li>5. Recommend best practices in recruiting qualified Hispanic/Latino job candidates at all levels</li> <li>6. Produce report on findings and recommendations</li> </ol>
<b>Deliverable</b>	A report to Indiana's Governor and legislature regarding the status of Hispanics/Latinos employed in state government, an assessment of agencies seeking Hispanic/Latino job candidates, and best practices for recruiting qualified Hispanic/Latino job candidates
<b>Time Line</b>	<ol style="list-style-type: none"> <li>1. Periodic progress reports to the ICHLA</li> <li>2. Brief 1-2 page "Progress Report" to the ICHLA at the <b>July 2007</b> 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)</li> <li>3. Legislative Report for review and voting by the ICHLA during the <b>September 2007</b> Commission meeting</li> <li>4. The ICHLA presents this report to Indiana's Governor and legislature <b>no later than September 2007.</b></li> </ol>

**Performance & Assessment Committee**

This committee exists to ensure commission progress and effectiveness. The committee is responsible for creating and maintaining a sophisticated system for measuring commission progress. The committee meets to review progress of the commission's committees, major initiatives and programs and records this progress regularly. The committee may produce recommendations to the Commission to increase effectiveness and accountability and reports back to the Commission.

<b>Establishment and Maintenance of a sophisticated system to record commission progress</b>	
<b>Goal</b>	Establishment of a sophisticated system to record commission progress that will assist commissioners in determining effectiveness. This will be updated on a regular basis by the committee.
<b>Action Steps</b>	<ol style="list-style-type: none"> <li>1. Establish committee that consists of commissioners and experts</li> <li>2. Determine priority areas to be measured, i.e. legislative and administrative recommendations, partnerships, programs and events hosted, etc.</li> <li>3. Collect and review other state agencies' measuring systems</li> </ol>

	<ol style="list-style-type: none"> <li>4. Design and establish methods and timelines of measurement</li> <li>5. Create system electronically for approval of the committee</li> <li>6. Submit finished and updated design electronically to commissioners for review</li> <li>7. After commission approval, submit final version to legislature and Governor for review on a regular basis, as determined by the committee</li> </ol>
<b>Deliverable</b>	A sophisticated system to monitor Commission progress in various areas.
<b>Time Line</b>	<ol style="list-style-type: none"> <li>1. Periodic progress reports to the ICHLA</li> <li>2. Brief 1-2 page "Progress Report" to the ICHLA at the July 2007 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)</li> <li>3. Design for review and voting by the ICHLA during the September 2007 Commission meeting</li> <li>4. The ICHLA presents to Indiana's Governor and legislature no later than September 2007.</li> </ol>

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<b>Assessing the Hispanic/Latino Population in the State</b>	
<b>Goal</b>	Inform Indiana's Governor and legislature regarding the status of Hispanics/Latinos in the State with respect to employment, housing, educational level, family size, income levels, etc.
<b>Action Steps</b>	<ol style="list-style-type: none"> <li>1. Establish committee that consists of commissioners and experts</li> <li>2. Identify focus areas to be reported on</li> <li>3. Gather and compile latest statistics from such sources as the U.S. Census bureau and other agencies</li> <li>4. Establish partnerships with local non-profit and governmental agencies for support and information</li> <li>5. Author in a "fact book" format information gathered</li> <li>6. Present report to commission to review</li> <li>7. Upon commission approval, distribute the report to local agencies around the state</li> </ol>
<b>Deliverable</b>	A document or "fact book" regarding the status of Hispanics/Latinos in the State that can be used as a reference for policy makers, the Governor, local municipal leaders, non-profit leaders, etc.
<b>Time Line</b>	<ol style="list-style-type: none"> <li>1. Periodic progress reports to the ICHLA</li> <li>2. Brief 1-2 page "Progress Report" to the ICHLA at the July 2007 Commission meeting, regarding any barriers, obstacles or</li> </ol>

	<p>issues that this committee may have encountered (This type of report is useful for further research topics/methods)</p> <p>3. Legislative Report for review by the ICHLA during the <b>September 2007</b> Commission meeting</p> <p>4. The ICHLA is prepared to vote on acceptance of the Legislative Report during the <b>November 2007</b> Commission meeting.</p>
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### Civil Rights & Housing Committee

This committee researches civil rights/housing related issues that affect Indiana’s Hispanic/Latino community. The Committee also makes recommendations, writes reports or proposals on related issues and reports back to the Commission. In 2007, the committee will research the Governor’s directive: is Hispanic/Latino homeownership rates.

The committee may also research other issues, such as:

- Working jointly with the legislative committee to monitor ordinances on rental properties
- African American and Hispanic/Latino relations
- Increasing working relationships with the CRC

<b>Governor’s Directive: Hispanic/Latino Homeownership Rates</b>	
<b>Goal</b>	Increase awareness to Indiana’s Governor and legislature regarding the status of Hispanic/Latino Homeownership and barriers that exist that prevent Hispanics/Latinos from being successful homeowners
<b>Action Steps</b>	<ol style="list-style-type: none"> <li>1. Establish committee of commissioners and experts (National Association of Hispanic Real Estate Professionals (NAHREP), Dept. of Housing and Urban Development (HUD), Indiana Housing Authority, local housing agencies, etc.)</li> <li>2. Gather pertinent statistics on homeownership rates and related areas</li> <li>3. Gather information regarding housing fairs and related educational initiatives from federal, state and local agencies</li> <li>4. Attend and collect information from the HUD April 2007 Conference</li> <li>5. Identify barriers to homeownership (through interviews, other reports, surveys, etc)</li> <li>6. Produce report of findings and recommendations for commission approval</li> <li>7. Upon commission approval, provide report to Governor and legislature</li> </ol>
<b>Deliverable</b>	A detailed research report that addresses the status of Hispanic/Latino homeownership rates and recommends solutions to related issues
<b>Time Line</b>	<ol style="list-style-type: none"> <li>1. Periodic progress reports to the ICHLA</li> <li>2. Brief 1-2 page “Progress Report” to the ICHLA at the <b>July 2007</b> 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)</li> <li>3. Legislative Report for review by the ICHLA during the <b>September 2007</b> Commission meeting</li> <li>4. The ICHLA is prepared to vote on acceptance of the Legislative Report during the <b>November 2007</b> Commission meeting.</li> </ol>

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The committee may also research other issues, such as:

- Working jointly with the legislative committee to monitor ordinances on rental properties
- African American and Hispanic/Latino relations
- Increasing working relationships with the CRC

<b>Promotion of Civil Rights and Education of Hispanics/Latinos to facilitate understanding</b>	
<b>Goal</b>	To increase the knowledge in the Hispanic/Latino community with respect to civil rights and housing information
<b>Action Steps</b>	<ol style="list-style-type: none"> <li>1. Establish committee of commissioners and experts (National Association of Hispanic Real Estate Professionals (NAHREP), Dept. of Housing and Urban Development (HUD), Indiana Housing Authority, local housing agencies, etc.)</li> <li>2. Gather related community education information available on civil rights and housing (from the Civil Rights Commission and other agencies)</li> <li>3. Identify regions in most need of this information (based on demographics)</li> <li>4. Compile listing of and develop partnerships with service agencies, non-profits, governmental agencies, churches, etc. that Hispanics/Latinos visit to receive information</li> <li>5. The Committee works with the CRC to distribute this information in identified regions</li> <li>6. Include committee’s activities and progress in committee report for commission approval</li> </ol>
<b>Deliverable</b>	Community outreach efforts in partnership with the CRC and other related agencies
<b>Time Line</b>	<ol style="list-style-type: none"> <li>1. Periodic progress reports to the ICHLA</li> <li>2. Brief 1-2 page “Progress Report” to the ICHLA at the <b>July 2007</b> 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)</li> <li>3. Deadlines for distribution of materials to be set by the committee</li> </ol>

**Gang Issues Committee**

This committee researches issues related to Hispanic/Latino gangs and their impact on Indiana communities. The Committee also researches existing programs focused on gang prevention, education and suppression and makes recommendations, writes reports or proposals on related issues and reports back to the Commission.

Identifying model programs and monitoring usage & promotion of previous report.

Goal	Inform Indiana's Governor and legislature regarding model gang prevention, suppression and education programs and promoting the usage of the previous report.
Action Steps	<ol style="list-style-type: none"> <li>1. Establish committee of commissioners and experts.</li> <li>2. Chair works with Executive Director to review and edit final version of the 2006 gang issues report</li> <li>3. Compile and review information on established, successful gang education/prevention/suppression programs in Indiana communities</li> <li>4. Review and determine use of survey data from Ball State University</li> <li>5. Review and determine use of State Police gang issues survey</li> <li>6. Review established partnerships with local police department utilizing the 2006 gang issues report</li> <li>7. Promote usage of report to Indiana's Governor, legislature and other interested parties (means of promotion to be determined by committee)</li> <li>8. Compile report on findings of established, successful programs and other activities of the committee.</li> <li>9. Upon commission approval, send report to governor and legislature as an follow-up report to the 2006 report.</li> </ol>
Deliverable	Updated follow-up report on successful gang-targeted initiatives to be presented to Indiana's Governor, legislature, State Police, local police and other interested parties.
Time Line	<ol style="list-style-type: none"> <li>1. Periodic progress reports to ICHLA</li> <li>2. Brief 1-2 page "Progress Report" to the ICHA at the <b>September 2007</b> 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)</li> <li>3. Legislative Report for review by the ICHLA during the <b>October 2007</b> Commission meeting</li> <li>4. The ICHLA is prepared to vote on acceptance of the Legislative Report during the <b>November 2007</b> Commission meeting, and if accepted, the report will be released to the public during the <b>December 2007</b> Commission meeting</li> </ol>

### Legislative Committee

This committee researches and monitors state, federal and local laws affecting Hispanics/Latinos in the State of Indiana. The Committee also forms legislation as needed stemming from the Commission's legislative recommendations. **The Committee may also review the Commission's code and recommend amendments.**

Various Issues: Monitoring federal and state legislation and municipal ordinances	
Goal	To provide the commission with regular updates on federal, state and local laws affecting Hispanics/Latinos in the State of Indiana

<b>Action Steps</b>	<ol style="list-style-type: none"> <li>1. Establish committee of commissioners and experts (attorneys, representative from legislative services agency (LSA), legislators, etc.)</li> <li>2. Identify bills, resolutions and/or ordinances to be monitored</li> <li>3. Designate committee members to monitor</li> <li>4. Committee members regularly update commissioners via email on major actions of legislation and ordinances being monitored</li> <li>5. Committee members record updates in a progress report to be presented to Commissioners for approval.</li> </ol>
<b>Deliverable</b>	Regular monitoring and legislative alerts to commission members
<b>Time Line</b>	<ol style="list-style-type: none"> <li>1. Periodic progress reports to the ICHLA</li> <li>2. Brief 1-2 page "Progress Report" to the ICHA at the <b>September 2007</b> 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)</li> <li>3. Legislative Report for review by the ICHLA during the <b>October 2007</b> Commission meeting</li> <li>4. The ICHLA is prepared to vote on acceptance of the Legislative Report during the <b>November 2007</b> Commission meeting; and if accepted, the report will be released to the public during the <b>December 2007</b> Commission meeting</li> </ol>

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<b>Promotion of the Driver's License/Immigration Committee Report among Indiana's legislators</b>	
<b>Goal</b>	Increased awareness to Indiana's legislature regarding the commission's Driver's License/Immigration Committee Report recommendations.
<b>Action Steps</b>	<ol style="list-style-type: none"> <li>1. Establish committee of commissioners and experts (attorneys, representative from legislative services agency (LSA), legislators, etc.)</li> <li>2. Review and study the commission's previous driver's license/immigration reports</li> <li>3. Compile and review new information on the federal Real ID Act (including state legislation and updates)</li> <li>4. Committee works with LSA representative draft committee report recommendations into bill format</li> <li>5. Presentation of findings and drafted legislation to members of the legislature by meeting, communication, etc. (committee to determine method of awareness to legislature)</li> <li>6. Committee reports back to the commission on progress of committee</li> </ol>
<b>Deliverable</b>	Meeting or advanced communication and interaction with Indiana's legislature regarding the commission's work on solutions to the driver's license issue

<b>Time Line</b>	<ol style="list-style-type: none"> <li>1. Periodic progress reports to the ICHLA</li> <li>2. Brief 1-2 page “Progress Report” to the ICHA at the <b>September 2007</b> 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)</li> <li>3. Legislative Report for review by the ICHLA during the <b>October 2007</b> Commission meeting</li> <li>4. The ICHLA is prepared to vote on acceptance of the Legislative Report during the <b>November 2007</b> Commission meeting; and if accepted, the report will be released to the public during the <b>December 2007</b> Commission meeting</li> </ol>
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Low priority areas that may be researched include:

Social Services:

- Review of the Eligibility Determination Project
- Availability of services to migrant/agricultural workers
- Contact directory: agencies, centers, etc.
- Heating Services
- Food pantries

### 2007-2009 Further Objectives

The following may also be addressed during 2007 - 2009

- Domestic violence issues
- Partner with other “ethnic” groups to host a minority and women’s job fair
- Create strong partnerships with other minority groups and participate or host a “race relations” event
- Assist and determine “best practice” for designing and implementing “culturally competent” programs
- Establish and recruit Hispanics/Latinos for state agency internships while partnering with state universities; promote state employment opportunities to young Hispanics/Latinos
- 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

- 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
- Others as determined by the commission chair, Governor and members of Indiana's legislative council