

**COMMISSION ON THE STATUS OF IOWANS
OF ASIAN AND PACIFIC ISLANDER HERITAGE**
Department of Human Rights

PERFORMANCE REPORT

Performance Results Achieved for FY 2008
July 1, 2007 – June 30, 2008

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INTRODUCTION

I am pleased to present the Performance Report for the Commission on the Status of Iowans of Asian and Pacific Islander Heritage (CAPI) for the 2008 Fiscal Year (July 1, 2007-June 30, 2008). This report includes valuable information about the services and programs the agency provided to improve the welfare of Asian and Pacific Islander (API) Iowans. Information on CAPI's 2007 Performance Plan is included to measure our progress in meeting the two outcome targets and six performance targets laid out in the plan. Several performance targets were met or exceeded as a result of our efforts to increase collaboration on projects with other businesses, organizations and agencies. This information is provided in accordance with the Accountable Government Act to improve decision-making and increase accountability to stakeholders and citizens of Iowa.

Major accomplishments of the year include the following: the passage of the Interpreter Bill which allows CAPI to develop a mechanism to ensure the qualifications of API interpreters; the successful completion of the pilot E-mentoring youth program, the naming of the Capitol conference rooms in honor and recognition of the Sahai family's significant contributions to Iowa; providing cultural sensitivity training to more than 300 law enforcement officers in Des Moines and Polk County with a group of API leaders; partnering with the American Red Cross Central Iowa Chapter and API organizations to galvanize the community to raise funds for the victims of the earthquake in China and Cyclone Nargis in Myanmar; and distributing DVD's of "*A Promise Called Iowa*" a seminal documentary film about how Iowa became a place of refuge and freedom for many Southeast Asians, statewide to all public libraries, schools, Iowa Education Agencies and legislators.

However, key challenges remain as CAPI subsists on an ever tightening budget in this deepening financial crisis with only one full time employee. CAPI continues to meet the challenge of addressing the disparate needs of an API community comprised of over 20 ethnicities, speaking over 30 languages. The lack of statewide data and benchmarks on the API community continues to hinder our ability to make confident data-based decisions.

Despite these challenges, our agency remains steadfast in its commitment to advocate on behalf of the API community. CAPI continues to innovate, refine, and improve its capacity and effectiveness and we welcome your input on how to support and empower Asians and Pacific Islander Iowans as they seek to fulfill the "American Dream."

Sincerely,



Cyndi Chen
Administrator

Commission on the Status of Iowans of Asian and Pacific Islander Heritage

AGENCY OVERVIEW

Vision: All Asian Pacific Islander Iowans live up to their potential, regardless of ethnicity, station in life, or religion.

Mission: The mission of the Commission on the Status of Iowans of Asian and Pacific Islander Heritage (CAPI) is to empower Asians and Pacific Islanders, improve their well-being, and celebrate a diverse Iowa.

Core Function: Advocacy.

Major Services, Products and Activities:

- Serving as liaison for the Commission among public and private entities
- Working cooperatively with public and private entities to improve the well-being of Asian and Pacific Islander Iowans
- Connecting Asian and Pacific Islander Iowans to existing services and resources
- Recognizing the accomplishments and contributions of Asian and Pacific Islander Iowans

Agency Customers and Stakeholders: CAPI advocates on behalf of its customers, all Asian and Pacific Islanders of Iowa. Other customers and stakeholders include: Iowa legislators, state agencies, public and private entities as well as concerned citizens. By empowering and improving the API community, CAPI enriches the well-being of all the residents of the state.

Delivery Mechanisms: Advocacy is carried out through printed materials, website, listserv, telephone, correspondence, presentations and person to person.

Organizational Structure: The Commission is comprised of nine (9) Iowans appointed by the Governor and confirmed by the Senate for four-year terms. The work of the Commission is carried out through the Division on the Status of Iowans of Asian and Pacific Islander Heritage in the Department of Human Rights. The Division Administrator is appointed by and serves at the pleasure of the Governor and is confirmed by the Senate. The Administrator carries out the program and policy as determined by the Commission, serving as its Executive Director.

Number of Staff: During the FY2008, the Division was comprised of a full time Division Administrator and one temporary staff member.

Location: The sole location of the Division is in the Department of Human Rights, second floor, Lucas State Office Building, Capitol Complex, Des Moines.

Budget: The FY2008 state appropriation was \$127,093.

KEY RESULT

CORE FUNCTION: ADVOCACY

Name: Asian and Pacific Islanders of Iowa are able to thrive socially and economically.

Description: Although many APIs of Iowa live in poverty, their plight is often overlooked because the stereotype of the over-achieving Asian American continues to exist. The API community of Iowa is comprised of over 20 ethnic groups speaking over 30 languages. All APIs of Iowa deserve a fair opportunity to succeed.

Why we are doing this: Poverty can have serious detrimental effects on a person's physical, social, economic and psychological well-being. Reducing the rate of poverty amongst the API population is a critical part in empowering and improving their well-being.

What we're doing to achieve results: Hold town hall meetings with API communities to listen and address their needs, advise and make recommendations to the Governor and General Assembly to improve their well-being, collaborate with partnering agencies on projects that empower APIs, provide resource information and referrals, improve youth projects to reduce drop out rates and promote API heritage, culture and pride.

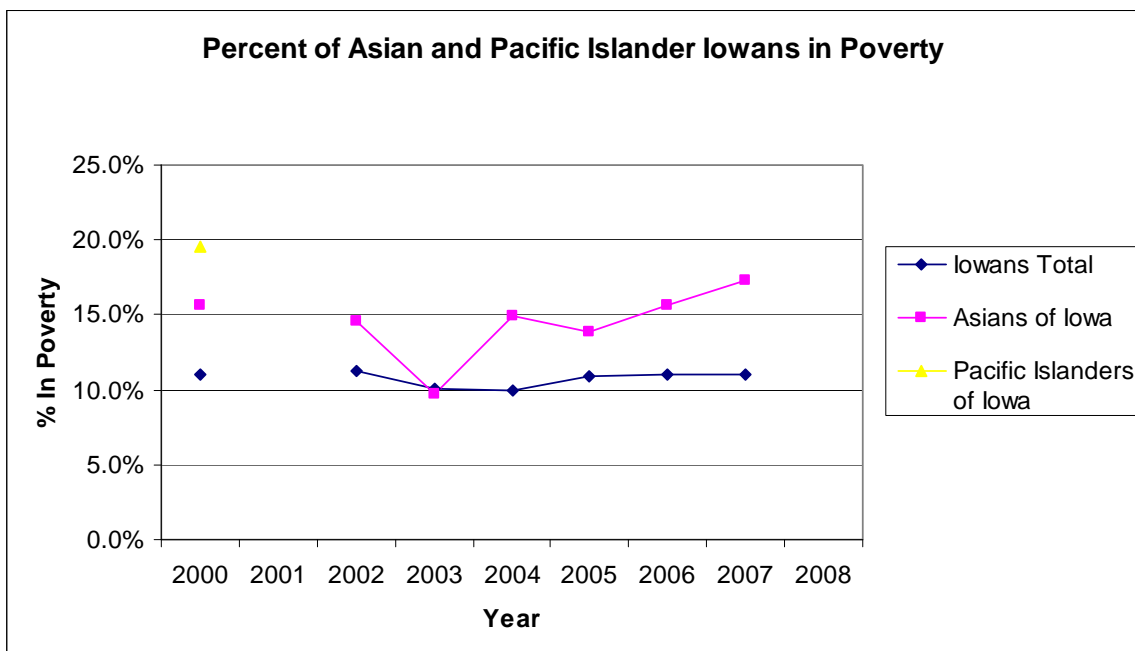
Results

Performance Measure:

Percent of APIs in poverty

Performance Target:

Decrease the percentage of Asians in poverty by 2% and for PIs by 5%.



* The 2000 Census Report data was the benchmark for this measure: Asian 16%, PI 20%, Total Iowans 11%. Data for subsequent years was obtained from the American Community Survey (ACS). Data for PIs were not available because the PI population for the ACS was too small. Data for 2001 was also not available from the ACS.

What was achieved: Through our efforts, awareness about APIs in poverty is increasing. For example, it was only due to our agency's lobbying efforts that data on the Asian Pacific Iowan population was finally included in the Legislative Services Agency's FACTBOOK. The annual FACTBOOK is an important reference publication that provides important statistics on Iowans. There is a long way to go as evidenced by the significant disparity in poverty rate between APIs and all Iowans. The poverty rate is continuing to climb because of the current economic crisis and the lack of resources available to adequately make inroads into this entrenched problem.

Data Sources: 2000 Census Report and the 2002-2007 American Community Survey.

Resources: All the advocacy efforts are funded by state appropriations. One full time employee (FTE) and one temporary employee undertook these advocacy efforts.

KEY RESULT

SERVICES/PRODUCTS/ACTIVITIES

Name: Youth Outreach Projects

Description: **API E-Mentoring Project** links API youth with professional adults to provide positive role models, increase self-esteem, improve academic and social skills and career readiness via email communications. **API Youth Leadership Summit** annually convenes API students to learn about government affairs, speak with activists, discuss community issues and develop leadership skills to create change. **TOGETHER** is a student run volunteer and civic engagement group with the mission “To grow, learn, and give TOGETHER.”

Why we are doing this: API Americans are often thought of as to be the “Model Minority,” a perfect minority group whose students are academically talented, obedient and graduate at above average rates. This stereotype does not describe the situation in Central Iowa, as shown by the following fact: of the 156 API students enrolled in five Des Moines high schools in 2004, only 88 graduated, giving a 56% graduation rate. *Iowa Bystander, Vol. 114-2005*. Since poverty rates are highly correlated to the level of education, the Commission is trying to address both the poverty and school dropout rate through a variety of youth projects.

What we're doing to achieve results: CAPI is constantly improving its youth projects through the incorporation of participant and stakeholder feedback, through regular program evaluations, and by forming strategic partnerships with new organizations.

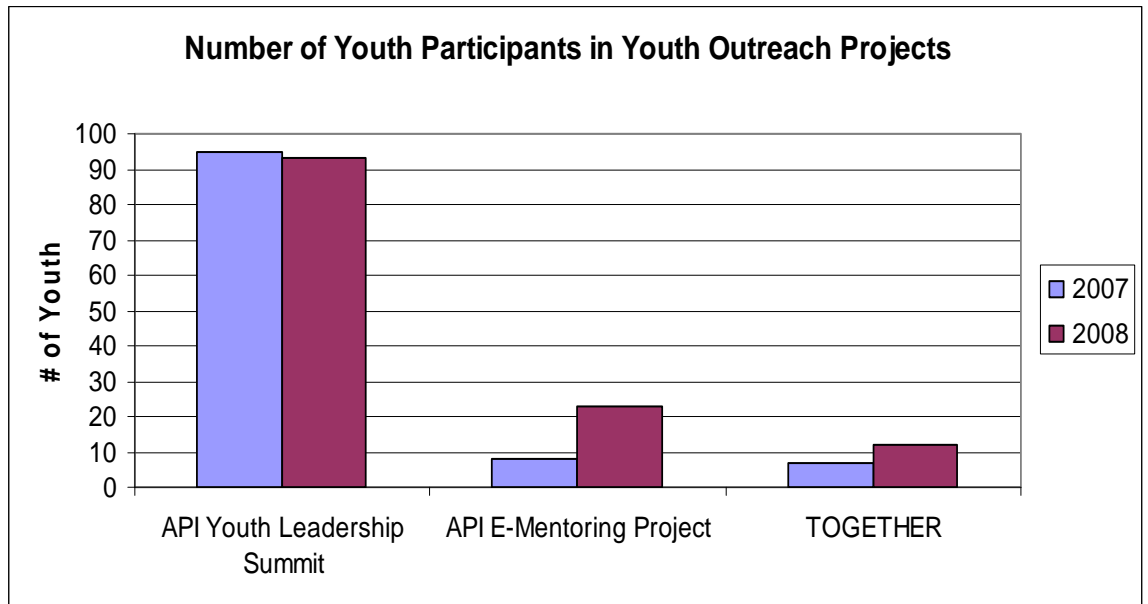
Results

Performance Measure:

Number of youth participants in youth outreach projects.

Performance Target:

Maintain or increase the number of youth participants from FY 2007 with a target goal of 100 total participants.



What was achieved: The number of total youth participants from all projects increased from 110 to 128. The number of youths involved in the Youth Leadership Summit was maintained with only a 2 person decrease, the number of youths involved in the E-Mentoring project increased almost three fold and the number of student involvement in the TOGETHER group increased almost double fold.

Data Sources: CAPI youth outreach database.

Resources: Funding for these projects came from the following: an AmeriCorps VISTA grant which covered the salary for the Youth Outreach Coordinator position held by Mollie Ibbotson, from October 2007 to February 2008; sponsorships from partnering agencies and business which covered the cost of the Youth Summit, state appropriations which covered the cost of Ms. Ibbotson as a temporary employee from February 2008 to June 2008, and mentors for the E-mentoring project were volunteers from the Principal Financial Group.

KEY RESULT

SERVICES/PRODUCTS/ACTIVITIES

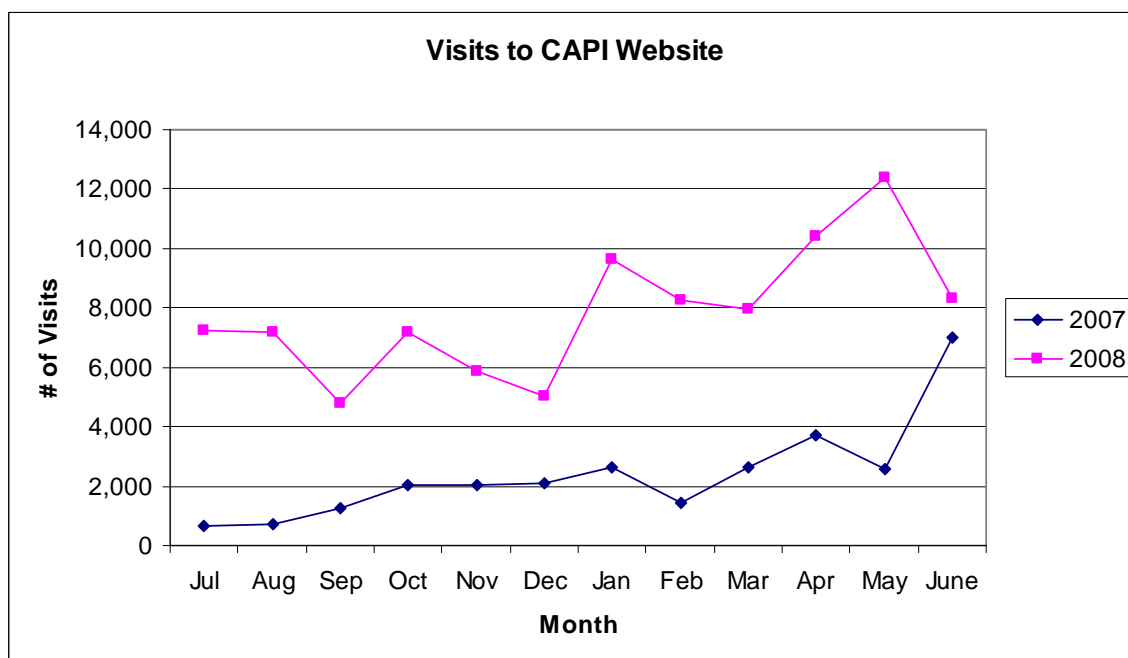
Name: Website as the Central Resource for Public Information

Description: The website is the primary means of providing APIs, as well as the general Iowan community, current information about CAPI, the API community, and programs, projects, services, events, and resources.

Why we are doing this: Accessibility to information about programs, services, information and other resources is a key step in empowering the API community to improve their well-being.

What we're doing to achieve results: Expanding outreach efforts, increasing CAPI and APIs visibility through events, presentations and collaborations, updating information on the website frequently, ongoing postings to the community calendar and frequent listserv mailings which reference information on the website.

Results



Performance Measure:

The number of visits to the CAPI website

Performance Goal:

Increase the number of visits to the website from the 2007 fiscal year.

What was achieved: There was a 226% increase in visits to the CAPI website from the previous 2007 fiscal year, from 28,875 to 94,197 total visits.

Data Sources: CAPI website database.

Resources: Website is hosted by *tesselPOP.com*, which is an in-kind contribution by CAPI Commissioner Frank Osako of Informatics, Inc. in Cedar Rapids. The website is updated and maintained by the CAPI Administrator.

AGENCY PERFORMANCE PLAN RESULTS

FY 2008

Name of Agency: Commission on the Status of Iowans of Asian and Pacific Islander Heritage, Department of Human Rights			
Agency Mission: The mission of the Commission on the Status of Iowans of Asian and Pacific Islander Heritage (CAPI) is to empower Asians and Pacific Islanders, improve their well-being, and celebrate a diverse Iowa.			
Core Function: Advocacy			
Performance Measure (Outcome)	Performance Target	Performance Actual	Performance Comments & Analysis
1. Percent of Asian and Pacific Islanders (API) in Poverty	Asian: 14% (2% decrease) PI: 15% (5% decrease) (Benchmark is Census 2000 data: Asian 16%, PI 20%, Total Iowans 11%)	Asian: 17.3% (3.3% increase) Pacific: N/A	What Occurred: The poverty rate increased for Asians based on the 2000 Census benchmark. The current economic crisis had a significant impact on the Asian Community. The American Community Survey (ACS) is based on a small sample so the estimated data has greater variability than the 2000 Census. A comparison of ACS data for APIs for years 2006 to 2007 results in a 1.7% increase in poverty. Data for PIs were not available because the PI population for the American Community Survey was too small. Data Source: 2007 American Community Survey.
2. Percent of API Homeownership	Asian: 60% (14% increase) PI: 45% (8% increase) (Benchmark is Census 2000: Asian 46%, PI 37%, Total Iowans 73%)	Asian: 52%. Pacific: N/A	What Occurred: The number of Asian homeownership increased from the 2000 Census benchmark of 46% by 6% based on the ACS 2007 data. However, this is a decrease from the 2006 homeownership rate by ACS of 57%, which suggests that the current economic crisis is affecting homeownership. The American Community Survey (ACS) is based on a small sample so the estimated data has greater variability than the 2000 Census. The performance target will be reevaluated based on the current recession. Data for PIs were not available because the PI population for the American Community Survey was too small. Data Source: 2007 American Community Survey Data.
Services, Products, Activities	Performance Target	Performance Actual	Performance Comments & Analysis
1. Number of Referrals to Services and Resources	60	40	What Occurred: Currently unable to track data on referrals by those who used our website and listserv due to technical limitations. Will reevaluate this measure for future plans. Data Source: CAPI service requested database.
2. Number of Events to Advance Agency's Mission	6	9	What Occurred: The number of events to empower APIs, improve their well-being and celebrate their achievements increased due to collaborative efforts. Data Source: CAPI event database.

AGENCY PERFORMANCE PLAN RESULTS

FY 2008

Services, Products, Activities	Performance Target	Performance Actual	Performance Comments & Analysis
3. Number of Youth Participants in Youth Outreach Projects	100	128	<p>What Occurred: The number of youth participants increased due to our efforts to target the youth through an intensive E-mentoring program, API Youth Leadership Summit and facilitation of the student run group, TOGETHER.</p> <p>Data Source: CAPI youth outreach database.</p>
4. Number on the API Support Network	500	349	<p>What Occurred: Number of people registering on the listserv is lacking due to many APIs not having access to computers and/or knowledge on how to register due to limited English or technical proficiency.</p> <p>Data Source: CAPI listserv database.</p>
5. Number of Presentations on Cultural and Diversity Awareness	8	8	<p>What Occurred: Number of presentations met its significant performance target.</p> <p>Data Source: CAPI presentation database.</p>
6. Number of Partnering Agencies on Projects	4	34	<p>What Occurred: The number of partnering agencies increased because our agency took advantage of all opportunities for collaboration.</p> <p>Data Source: CAPI contact database.</p>

RESOURCE REALLOCATIONS

There were no resource reallocations for the Fiscal Year 2008.

AGENCY CONTACTS

Copies of the Fiscal Year 2008 Performance Report for the Commission on the Status of Iowans of Asian and Pacific Islander Heritage can be obtained by contacting:

Cyndi Chen, Administrator
Commission on the Status of Iowans of Asian and Pacific Islander Heritage (CAPI)
Iowa Department of Human Rights
Lucas State Office Building, 2nd Floor
321 E. 12th Street
Des Moines, IA 50319
(p) 515-281-4223
(f) 515-281-6119
cyndi.chen@iowa.gov
www.iowacapi.org

2008 CAPI STAFF

Cyndi Chen
Administrator (515) 281-4223 cyndi.chen@iowa.gov

Mollie Ibbotson
Youth Outreach Coordinator

2008 CAPI COMMISSIONERS

Rita Arora	Iowa City	5/1/08 to 4/30/10
Ning Chia	Pella	9/28/04 to 4/30/08
Lin Ly	Burlington	5/1/08 to 4/30/10
Vinh Nguyen	Des Moines	11/13/06 to 4/30/10
Frank Osako	Cedar Rapids	5/1/08 to 4/30/12
Richard Park	Davenport	9/28/04 to 4/30/08
Cecilia Peralta	Fort Dodge	9/28/04 to 4/30/08
Alma A. Reed	Carlisle	5/1/08 to 4/30/12
Kristopher S. Walters	Urbandale	5/1/08 to 4/30/12
Ilima Young-Dunn	Des Moines	11/13/06 to 4/30/10