



STATE OF INDIANA COMMISSION  
ON HISPANIC/LATINO AFFAIRS  
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# 2011-2012 Annual Report



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## Preface

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Now comprising more than six percent of Indiana's overall population, Latinos have become an integral force in helping to drive the state's economic success and have promoted economic, cultural, and social leaders in nearly all 92 counties. More than ever before, Latino leaders are dispelling cultural myths and stereotypes and playing major roles in crafting a continually more inclusive and diverse direction for Indiana in the decades to come.

The Indiana Commission on Hispanic/Latino Affairs is committed to serving as a bridge between communities, a source of information for families, schools, and organizations, and a point of contact through which local leaders can connect to their State government. We are proud that we have achieved greater effectiveness through the numerous partnerships we have forged, and we are more than ever before using those public dollars entrusted to us in a way that most efficiently yields tangible results on a statewide level.

We certainly encourage you to read through this report and visit our webpage at [www.in.gov/ichla](http://www.in.gov/ichla). There, you can find links to all of the radio and television segments in which we have participated as well as the many public service announcements we have as a commission developed.

Thank you,

A handwritten signature in black ink, appearing to read 'Daniel Lopez', with a long horizontal stroke extending to the right.

Daniel Lopez  
Executive Director

## ICHLA Commissioners

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### Senate Lay Member Appointments



Herb Hernandez  
Ft. Wayne  
Treasurer



Christian Gallo  
Lafayette  
Chairman



Richard Espinosa  
Ft. Wayne  
Vice-Chairman



Pedro Ledo  
Ft. Wayne

### House Lay Member Appointments



Freddie Thon  
South Bend



Charlie Garcia  
Indianapolis



Jesusa Rivera  
South Bend



Gerardo Gonzalez  
Bloomington

### Governor Member Appointment



Alfredo Gonzalez  
Indianapolis

**Senate Members**



Senator Frank Mrvan  
Senate District 1  
Hammond



Senator Greg Walker  
Senate District 41  
Columbus

**House Members**



Rep. Mara Candelaria-Reardon  
House District 12  
Munster



Rep. Rebecca Kubacki  
House District 22  
Syracuse

**State Agency Designees**



Virginia Hernandez-Ocasio  
Civil Rights Commission



Tina Little  
Dept. of Corrections



Joseph Cortes-Gurule  
Dept. of Education



Teresa Velez  
Family & Social Services Administration

**Executive Director**



Daniel Lopez

## A Growing Latino Community Continues to Shape Indiana

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Encompassing the fastest growing population here over the last decade, Latinos in Indiana have continued to thrive professionally and culturally in communities throughout the state. This has presented municipalities, counties, and State government with both a unique series of opportunities and some significant challenges, quite typical given the sharp population increase and not at all uncommon. While communities like Indianapolis, Fort Wayne, South Bend, and Lake County boast long-established social infrastructure capable of servicing new immigrant populations, areas throughout southern and eastern Indiana are currently adjusting to diversifying landscapes while the community and religious organizations sprout up to shoulder much of the weight.

As Latino communities throughout Indiana continue to grow, however, it is imperative that Latinos are equipped and poised to capitalize on a strengthening state economy. State government continues to woo new companies to Indiana and new markets continue to flourish, and Latino students must be ready to step into positions of influence if they are to play a role in shaping our state for the future.

While legislative steps have been taken to strengthen Indiana's schools, expand educational choices to Indiana's families, promote accountability for teachers, and empower superintendents to have greater personnel controls, the role that parents and families play in the educational attainment of their children should never be undervalued. Research shows that engaged parents have children who achieve academically, and while there are a variety of obstacles – from language to poverty to a lack of understanding – facing many Latino households, it is nonetheless critical that Latino parents are given the tools they need to ask the right questions and become educational advocates for their children.

Not surprisingly, then, the Indiana Commission on Hispanic/Latino Affairs has adopted as its main points of focus the topics of parental education and engagement and early education. Connecting groups from throughout the state, facilitating the continual exchange of best practices and resources, promoting and marketing programs through targeted media and messaging, and providing direct support for organizations that empower Latino families and their young children, our commissioners have sought to challenge communities across Indiana to rethink their strategies and create community-wide, family-centric approaches to the greatest challenges we face.

Latinos in Indiana will be integral in defining exactly what our state looks like for years to come, and it is all of our responsibilities – Latino leaders, our families, and other policymakers from all over the state – to ensure that our children have the tools necessary to assume that critical role. A consistent vigilance and review of policy is certainly needed, as is a commitment from Latino parents that they will expect and demand more of their children. This combination, along with support from community organizations, religious institutions, and agencies like our Commission, will ultimately yield the long-term gains needed to keep Indiana moving in the right direction.

At the outset of the year, commissioners outlined key priorities and sought to identify potential partnerships that would be consistent with these priorities. While as a commission we are never satisfied with our achievements, the commission has succeeded in developing some extremely strong partnerships across the state. Moreover, we have done so in a manner that maximizes efficiency and is cognizant of each and every public dollar spent. Below is the Commission's 2011-2012 Strategic Plan.

## **2011-2012 STRATEGIC PLAN**

### **MISSION**

The Commission on Hispanic/Latino Affairs is a non-partisan state agency working toward economic, educational, and social equity, including promoting cooperation and understanding. The Commission identifies, measures, and reviews programs and legislation and researches challenges and opportunities affecting the Hispanic/Latino community. The Commission identifies solutions and provides recommendations to the governor and legislature.

### **VISION**

The Commission on Hispanic/Latino Affairs will bring together community organizations, State agencies, municipal leaders, and local activists in a collaborative way to address the various challenges facing Hispanics and Latinos and to seek proactive, creative solutions that will have lasting impacts on the State of Indiana.

### **EXECUTIVE SUMMARY**

A focused, step-by-step approach to addressing some of the many challenges facing Hispanics and Latinos throughout the state of Indiana is necessary in order for the Indiana Commission on Hispanic/Latino Affairs to affect meaningful, impactful changes over the short, medium, and long terms. This plan, a constantly evolving and malleable working document, creates clear, specific objectives and subsequent strategies to be implemented in response to needs that have been consistently identified in Hispanic and Latino communities across the state.

By organizing these objectives and strategies in a way that utilizes existing subcommittees to carry out short, medium, and long term timelines, ICHLA will be able to set deadlines for the attainment of specific goals and implement strategies clearly and systematically. Ultimately, this will help ICHLA fulfill its mission of working toward economic, educational, and social equity.

### **CHALLENGE: Qualified Child Care Availability and Child Care Business Development**

Identifying adequate child care options is of great importance to Latino families throughout the state, as it is with all minority populations. Single-parent households and those in which both parents are employed have a particular need to find quality care for their children, not only to ensure that their children are looked after but also to help instill in their children the critical school-readiness skills that will enable them to begin formal schooling on an even playing field. Too often, child care options available to low-income families do not have the curricula in place to appropriately provide this development to children, something that has already been identified as a significant obstacle for Latinos specifically.

Moreover, many quality Latino-owned child care providers have faced difficulties in renewing their licenses due to linguistic gaps. While the initial licensure process with the State of Indiana can be an adequately bilingual one, the required renewal process three years after licensure is not available at the State level in Spanish. While a federal module exists federally and while this federal certification is accepted at the State level, helping qualified Latino child care businesses navigate a State process in their native language – while also ensuring that they are receiving the English-language courses needed for better business development in the future – would not only have a significant economic impact but push individuals into these important language development programs.

### **OBJECTIVE: ICHLA OJT/Leadership Program**

Through a partnership with the Indiana Association of Child Care Resources and Referrals (IACCRR), ICHLA can promote the dissemination of important child care related information to those families most needing of it, both in English and Spanish. Joining forces on a series of workshops in September targeting Spanish-speaking families will help ensure that families throughout the state have access to the information they'll need to make sound and responsible decisions about child care while also gaining access to a database of suitable providers.

In addition, ICHLA will work with IACCRR to support 15 qualified Latino-owned child care businesses in not only obtaining the important certification renewal they'll need to continue operating, but also the critical language development skills that can help them take their businesses to the next level. These businesses will be vetted through the IACCRR process to ensure that they qualify for licensure and are quality businesses with clean records of aptitude.

### **KEY STRATEGIES**

- IACCRR will identify fifteen (15) child care provider businesses seeking license renewal in Spanish that would otherwise not be able to renew their licenses in English.

- ICHLA and IACCRR will partner with Indiana’s WorkOne Centers throughout the State on the provision on free English-Language development courses for the selected 15 providers. In order to receive support for license renewal, the principals of these businesses will have to enroll and complete the English Language Development course.
- The selected businesses will enroll in the federal child care license renewal online Spanish-language programs as well as the appropriate Indiana WorkOne English-language development program, and upon completion of the latter will receive cost reimbursement for the licensure course from the IACCRR and funded through ICHLA.
- IACCRR will report back to ICHLA commissioners quarterly to update commissioners on the status of participants and the program.
- ICHLA will also be included as a partner for IACCRR’s September workshops, a program completely conducted in Spanish for Spanish-speaking families. This will include disseminating information to ICHLA’s listserv and including ICHLA logo on appropriate materials.

**CHALLENGE: School Readiness and Parental Education**

Students who enter the formal education setting without age-appropriate school readiness skills can often find themselves falling increasingly behind their peers. It is the responsibility of Latino parents to provide the development of these skills, though many do not have the important information and skills they need to be able to realize this in their children. While schools continue to try to find new ways to engage families rather than individual students, Latino parents must figure out what resources exist that can help them prepare their children for school.

Ensuring that school readiness and early childhood preparation programming is made available to the maximum number of Latino families would be a significant first step in helping to curb some of the over-arching, long-term challenges to Latino academic achievement. Several programs throughout the state of Indiana exist to help families develop appropriate strategies to better prepare their children for formal schooling. Some operate through community centers or social service agencies, while others provide in-home services that model such strategies for parents and work with them to identify short- and long-term best practices.

**OBJECTIVE: Partnership With the Early Childhood Alliance in Northeast Indiana**

Currently, the Early Childhood Alliance (ECA) in Northeast Indiana offers a variety of child skill development and school readiness programs in that part of the state. This includes Parents As Teachers programming in Noble, Steuben, LaGrange, and Whitley counties in addition to other programming offered in Allen County. To date, the ECA has not been able to allocate resources to implement PAT in Allen County, so the opportunity exists to help identify linguistically-isolated Spanish speaking families to whom these services can be extended. Resources will be

made available through ICHLA to reach a total of 10 families, and the partnership will also include Spanish-language program marketing and ICHLA involvement on ECA boards and advisory councils. This partnership will mirror ICHLA's current partnership with PAT of Lake County.

#### **KEY STRATEGIES**

- ICHLA and ECA will work to identify 10 Latino, Spanish-speaking families for inclusion in a Parents As Teachers program in Allen County.
- ICHLA will work with ECA leadership to develop appropriate Spanish-language messaging for public service announcements aimed at recruiting parents for the program and encourage Latino parents to actively advocate for the educational success of their children.
- ECA will enable one ICHLA commissioner to serve on its board of advisors or directors to ensure that ICHLA objectives are being met.
- ECA will report to ICHLA commissioners quarterly on project status.

#### **OBJECTIVE: PARENTS AS TEACHERS OF LAKE COUNTY**

Parents As Teachers is a logical partner for the Commission because of the nature of the services it provides. In addition to empowering parents – more than half of those serviced in 2010 being Latino – through a welcoming community support structure, the organization provides Spanish-language in-home parenting skill development and school readiness for families of children up to the age of five. These services have helped to boost academic success rates for Latinos in Hammond, as it is clear that a lack of school readiness and general parent knowledge are key contributors to the growth of the academic achievement gap between minority students and their white peers.

By partnering on this initiative, the Commission will provide Parents As Teachers with funding for the participation of up to an additional 20 Latino families as well as funds to promote the program in Spanish. Additionally, the Commission will work with Lake County media partners and Parents As Teachers to develop Spanish-language PSAs, not to advertise the program specifically but instead to speak to the importance of parental engagement. Finally, one ICHLA Commissioner will serve on the Northwest Indiana Regional Advisory Council to the Parents As Teachers initiative to ensure that the Commission's interests through this initiative are in fact protected and to provide important feedback and updates between the Commission and Parents As Teachers.

## **KEY STRATEGIES**

- ICHLA and Parents As Teachers will formalize a Memorandum of Understanding detailing the specifics of the agreement, laying out the roles and responsibilities of each party.
- ICHLA will appoint one Commissioner to serve on the Northwest Indiana Regional Advisory Council to the Parents As Teachers initiative.
- ICHLA will work with Parents As Teachers experts and instructors to draft scripts for and produce three PSAs in Spanish and three PSAs in English targeted at Latino families and centered around the importance of school readiness and parental engagement.
- Parents As Teachers will provide ICHLA quarterly updates on the status of the participating families and the services being provided.
- Parents As Teachers of Lake County Executive Director Kim Smith and her colleagues will be invited to participate in the 2011 INversión Statewide Strategy Summit to discuss their strategies for engaging Latino families and share their experiences in developing their current programming.

## **OBJECTIVE: Partnership with South Bend Latino Task Force for Education**

Improving educational outcomes for Indiana's most vulnerable and at-risk students must become a community-led initiative for long-term impacts to take root. In South Bend, the LTE has brought together an important group of local stakeholders to address some of the most pressing needs of these students, focusing on bringing parents into greater engagement with both the schools and the overall academic schooling process of their children. Replication of this model, in collaboration with other models already demonstrating local impacts in other parts of the state, is critical to helping to foster a statewide approach to education and the sharing of limited resources and intellectual property among similar partners.

This partnership will allow the commission to help LTE develop metrics for their programming, share information with parents through a series of multiple, topical workshops, and extend these ideas and strategies beyond the border of South Bend. Moreover, the commission will work to develop strategic messaging with LTE on this program as well as on the general need for greater Latino parent engagement and education.

## **KEY STRATEGIES**

- ICHLA will co-sponsor a series of 3 workshops in South Bend, using the workshops as a vehicle through which to share important information about the commission, commissioners, and the role they play.

- ICHLA and LTE will work together to craft and produce at least 3 PSAs, both for audio and visual mediums and in both English and Spanish, to help spread the word about the program and highlight the need for greater engagement by families.
- One ICHLA commissioner will serve on the board of the LTE in an advisory capacity only to ensure active participation and collaboration between the organizations.
- ICHLA and LTE will work with other partners to earn local media in an effort to enhance participation in the program, one major challenge and goal for LTE.

**CHALLENGE: Civic Education and Latino Youth**

One of the most pressing obstacles to long-term civic engagement in the Latino community can be traced back to the lack of early civic education. Ensuring that Latino students have a full appreciation for the roles played by lawmakers and agency personnel at the State as well as the overall process of legislating and governing is an important first-step to building true leadership capacity among Latinos in communities throughout Indiana. Making sure that Hispanic affairs are significant considerations at the State level requires a long-term investment in developing a sense of leadership and civic duty among Latino children, a process that can only take root if these children are exposed to the system in the first place.

**OBJECTIVE: Statewide Latino Youth Day at the Statehouse**

For several years, Commissioner Reardon has successfully coordinated Latino Youth Day at the State Capitol, bringing young students from the Northwest Region to the Statehouse to discuss the legislative system, the importance of civic engagement and participation, and the role of the various branches of State government. Building upon these important efforts, ICHLA can work with local school districts throughout Indiana to encourage participation by Latino students in something broader and more reaching, a day bringing together Latino students for a comprehensive look at all aspects of State government. This will include the many elements already in place through Commissioner Reardon’s program as well as other suggestions from commissioners, the various agency heads, and the Governor’s office in an effort to make the experience as all-encompassing as possible. Engaging State elected officials to help with recruiting and support for the program will also help to create a link between these officials and the Latino communities they serve.

**KEY STRATEGIES**

- ICHLA will engage representatives and senators from the legislative districts with the highest Latino populations to garner support for the program, including asking them to reach out to their Latino constituents for participation.
- ICHLA will set aside resources for the provision of food and, in cases where it may be needed, the subsidization of transportation for school districts unable to transport their students to the Statehouse.
- ICHLA will recruit guest speakers to address the groups, including both Latino members of the General Assembly, the Governor, and representation from pertinent agencies, to share their experiences in government and reinforce the importance of civic duty and engagement.
- ICHLA commissioners will be responsible for connecting with their local representation and school districts, as well, to ensure greater cooperation and participation for the event.

#### **CHALLENGE: MICRO-FINANCING AND ACCESSABILITY OF CAPITAL**

Growing the private sector and feeding the spirit of entrepreneurship so pervasive in Indiana communities throughout the state is one of the most effective means by which local economies can continue to be strengthened. Additionally, Latino entrepreneurs and up-and-coming business owners continue to play critical leadership roles and have helped shaped the perceptions of hard work and discipline so often attached to the greater Latino community. Ensuring that these business leaders have the tools and resources available to implement their models requires a commitment from local agencies, and the Commission has been successful in providing support to and partnering with these agencies to that end.

Still, access to adequate sources of funding and capital remains a major obstacle for Latino small business owners. The partnership model carried out by the Commission with Community Action of Northeast Indiana in Ft. Wayne has resulted in the development of a true revolving micro-financing structure partially aimed at Latino small business owners and entrepreneurs. As a direct result of these efforts, six future entrepreneurs have received affordable loans that will allow them to build their credit and refine their business strategies. Moreover, the dollars made available for supplemental services by the Commission for this partnership have augmented Spanish-language promotional efforts that are helping to draw in greater and greater participation from local Latinos.

#### **OBJECTIVE: LOGANSPORT AREA V INITIATIVE**

While efforts are ongoing with the original pilot project with CANI in Ft. Wayne, the goal of last year's micro-lending project has always been the continued duplication of the initiative throughout the state. Undertaking a new partnership with Area V Agency on Aging and Community

Services of Logansport, Commissioners will have a fresh opportunity to target a growing and relatively young community of Latinos while applying the same principles and many of the same strategies that have already yielded considerable results. Logansport has seen a consistent rise in the number of Latinos as a percentage of the population, and individuals of Hispanic origin now represent roughly 19% of all people living in the city. The need for the strengthening of economic infrastructure geared at Latinos as a result makes this a logical and impactful target for collaboration between the Commission and local organizations.

#### **KEY STRATEGIES**

- ICHLA and Area V will construct a Memorandum of Understanding that will lay out each agency's roles and responsibilities.
- Working with Area V, ICHLA commissioners will offer their expertise in helping to shape a lending program that is both in line with similar lending requirements and strategies through Area V and is appropriate for the types of Latino businesses most in need in Logansport.
- ICHLA and Area V will work together to identify appropriate media and other channels for promotion of the program and the various training and information opportunities that it represents for Latinos in the region.
- Similar to the way in which funds were divulged for the pilot project with CANI in Ft. Wayne, ICHLA will make funding available both for direct credit-building loans to entrepreneurs and for Spanish-language and bilingual promotion and other tangential services.

#### **CHALLENGE: ENGAGING ENGLISH-LANGUAGE LEARNERS IN INDIANA'S PUBLIC SCHOOLS**

Strategies for best engaging English Language Learners early in their academic careers are critical to ensuring that these students will have the tools necessary to meet the benchmarks laid out in state and federal mandates. In Indiana, nearly one in four Latino families are linguistically isolated, a significant challenge for those educators working with this population. Sharing resources and information across school districts, communities, and the entire state with respect to ELL is essential as best practices are analyzed and applied to yield marked improvements for young Latino students.

#### **OBJECTIVE: ENGLISH LANGUAGE LEARNERS WORKSHOP AND PROMOTIONAL CAMPAIGN**

One of the Commission's strongest partnerships formulated in 2010 has been with the Indiana University-Southeast School of Education and Professor Magdalena Herdoiza-Estevez, who has for the past three years created collaborations in Floyd County to engage Latino parents and their students and augment ELL training and development opportunities for up-and-coming teachers.

By partnering on this important regional initiative, ICHLA will have the opportunity to facilitate a conversation across the southern part of the state that will yield best practices and strategies for reaching linguistically isolated families through the school system. The conference itself will deal with the topic of English Language Learners and serve as professional development for educators, while the Commission's workshop will focus on building collaborative initiatives, identifying best practices within the context of the state's new economic reality, and encouraging partnerships and shared resources over duplication of services for providing service to Latino students.

#### **KEY STRATEGIES**

- ICHLA will work with Dr. Herdoiza-Estevez and local Latino leaders from New Albany, Floyd County, Jeffersonville, and Evansville to develop a workshop to discuss local collaborations centered around Latino student/family engagement, parental involvement and school readiness, and early education initiatives.
- Indiana University-Southeast will assist ICHLA in crafting and producing three Spanish and three English PSAs discussing education, ELL, and other important educational information critical to Latino parents in southern Indiana.
- Indiana University-Southeast will assist ICHLA in creating one Spanish and one English PSA promoting the workshops and conference in New Albany.
- ICHLA and Indiana University-Southeast will work to synthesize workshop results and formulate a review document to be shared with program participants.

#### **CHALLENGE: UNDERSTANDING DIABETES EDUCATION INITIATIVES**

Currently, a multitude of diabetes awareness and education programs exist throughout Indiana. One of the most frequently utilized, the Diabetes Education and Empowerment Program, was designed at the University of Illinois and has been widely implemented here in our state. A train-the-trainer program, this initiative is geared at providing community educators and advocates with the information and tools necessary to engage local Latinos in discussions about nutrition, prevention, and fitness efforts to curb diabetes rates.

#### **OBJECTIVE: – BICCHEC PARTNERSHIP FOR DIABETES EDUCATION PROGRAM ANALYSIS**

To date, no formal analysis on the true impacts of the DEEP Program specifically in Indiana has been generated. By partnering with the Binational/Cross-cultural Health Enhancement Center at IUPUI, ICHLA will be able to work with researchers to create a formal vehicle that can be used to adequately determine the overall effectiveness of these programs in our state. The BiCCHEC has the expertise and research teams to

complete this analysis and provide statistics and information upon which recommendations can be made by ICHLA to the Governor and General Assembly concerning Latino health.

#### **KEY STRATEGIES**

- Working with the BiCCHec staff, ICHLA commissioners will outline specific items that should be included in the analysis. Throughout the process, at least one ICHLA commissioner will serve in an advisory role to BiCCHec, and the commission at large will be available to provide information and help facilitate contacts between researchers and the communities as needed.
- BiCCHec researchers will provide ICHLA with a comprehensive monthly report detailing the activities of the research teams and indicating progress that is being made.
- Upon completion of the study, BiCCHec will provide ICHLA with a complete analytical report outline key objectives, methodologies, statistics collected, and results.
- Upon completion of the study, ICHLA and BiCCHec will work together to determine next steps for addressing the challenges raised in the collected research and generate a working plan for the 2012 year.

The Commission has effectively used a variety of television and radio outlets through which to convey important messages about education, healthcare, and parental responsibility to Latino communities throughout the state in both English and Spanish. Leveraging relationships at the local level and partnerships formed with community organizations and non-profit agencies has yielded exceptional results in enhancing participation rates for the programs and services of our partners. All of these media pieces can be accessed through [www.in.gov/ichla](http://www.in.gov/ichla) under the “Newsroom” tab.

PUBLIC SERVICE ANNOUNCEMENTS
“Families to Take Action”
“Making our Communities Better”
“Parents’ Importance on Student Educational Achievement” <i>Spanish</i>
“Parents’ Importance on Student Educational Achievement” <i>English</i>

MEDIA SEGMENTS
Inside Indiana Business with Gerry Dick
Glass in the Morning
HOLA Bloomington
Morning Edition on National Public Radio
Newsmakers with Micah Schweizer
Somos Indianapolis – City of Indianapolis

ARTICLES
IndyStar Op-Ed – 5/17/2012
Indiana Economic Digest – 3/29/2012
Indiana Daily Student – 3/23/2012
Jeffersonville News & Tribune Op-Ed – 9/20/2011
The Herald-Bulletin – 7/3/2011
Que Viva Magazine – Monthly Column

Appendix A: South Bend Latino Task Force for Education partnership

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Facilitators demonstrate basic children's activities that can be done at home to new immigrant parents in South Bend.

New immigrant Latino parents work on simple science and math activities that can be used in augmenting formal school instruction at home.



Appendix B: Indiana Association for Child Care Resources and Referrals partnership

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Partnering with the IACCRR enabled the Paths to Quality child care provider training program to be entirely translated and taped in Spanish.



Paths to Quality trainers work with teachers and child care providers on strategies for school readiness.



Commissioners Herb Hernandez (right) and Richard Espinosa (left), also members of the Fort Wayne Hispanic Chamber of Commerce, used their community contacts to help develop ICHLA's micro-lending program in Fort Wayne that was duplicated in Logansport.

Executive Director Danny Lopez delivers a guest lecture on the growth of the Hispanic/Latino community at Indiana State University.

