



# Indiana Commission on Hispanic/Latino Affairs

*ICHLA*

## Report Brief

### Findings & Recommendations 2004-2005

#### The Hispanic/Latino Population in Indiana

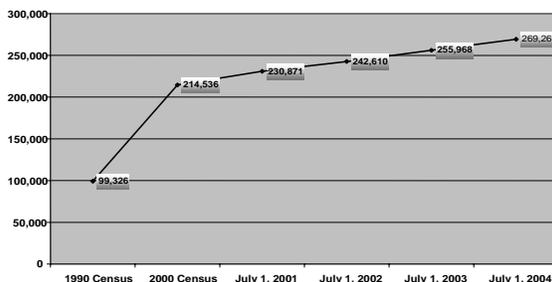
In addition to contributing to Indiana's workforce, culture, diversity and quality of life, the Hispanic/Latino population confronts a number of challenges in every day Hoosier life. Indiana's Hispanic/Latino population has grown immensely over the past several years, with the most recent growth occurring in Indiana's rural counties.

In this brief of the Indiana Commission on Hispanic/Latino Affairs (ICHLA) *Report of Findings and Recommendations 2004-2005*, crucial information is provided regarding Indiana's growing Hispanic/Latino community in the areas of education, business/economic development, driver's license/immigration, health and civil rights/housing. The information in the report showcases both the current and the continuing research that the Commission has initiated through the use of city and town public forums, research initiatives from each subcommittee and input from regional Commissioners and the public during monthly Commission meetings. The complete report can be found on the Commission's webpage, <http://www.in.gov/ichla>.

#### Background

Indiana is home to many Hispanics/Latinos and a significant immigrant population. According to the 2004 U.S. Census Bureau, the Hispanic/Latino population in Indiana is currently estimated at 269,267 or 4.3% of Indiana's total population of 6,226,531. Figure 1 displays the Hispanic/Latino increase since 1990.

Figure 1: Estimated Increase in Indiana's Hispanic/Latino Population, 1990-2004



Source: U.S. Census Bureau Population Estimates, 2004

Since the 1990 U.S. Census, counties such as Crawford, Davies and White have had over 700% increases in their Hispanic/Latino population, while Cass County has had an increase of over 1300%.

#### Education

##### Hispanic/Latino Graduation Rates & Test Scores

According to the Indiana Department of Education, the Hispanic/Latino graduation rate in Indiana has remained steady at 85% for many years. Although 85% of Hispanic/Latino children are graduating from Indiana high schools, they have still remained the population with the lowest graduation rates for the state.

Figures 1 and 2 illustrate 2005 Indiana Hispanic/Latino student average SAT scores. Students scored higher on both Verbal and Mathematics testing (480 Verbal/483 Mathematics) than the national average (463 Verbal/469 Mathematics) for the Other Hispanic student category.

Figure 1- Indiana Verbal SAT Scores by Ethnicity, 2005

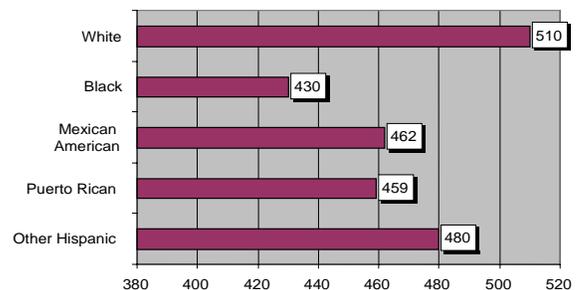
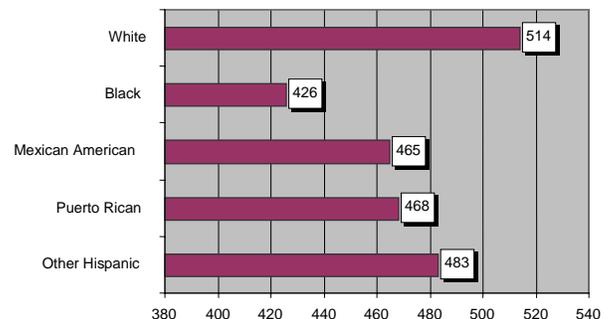


Figure 2- Indiana Math SAT Scores by Ethnicity, 2005



Source: Indiana Department of Education, 2005

In terms of the Indiana Statewide Testing for Educational Programs (ISTEP) scores, Hispanics/Latinos rank second to lowest, with Black students receiving the lowest scores between the 2004-2005 school year. Both Black and Hispanic students had lower test scores than whites and multi-racial students.

*Limited English Proficient Population*

In 1999, the Indiana General Assembly allocated \$700,000 for all non-English speaking programs in the State of Indiana, which averaged \$75.00 per Limited English Proficient (LEP) student. LEP/ESL program costs have increased and many school districts have reported that the additional cost per student ranges from \$800 to \$1,800 depending on the program design and implementation process. While the number of LEP students reported in the state has more than tripled since 1999, this allocation amount of \$700,000 has never increased.

*Higher Education*

Current research shows that many Hispanics/Latinos are failing to attend institutions of higher education for significant reasons. Nationally, approximately 52% of all U.S. Hispanic/Latino students graduate high school each year, and of those students only 16% leave high school college-ready (Greene 1). Primarily, students of lower income status, students of color and first-generation students are less likely to attend/prepare for post-secondary education.

*The DREAM Act*

The Development, Relief, and Education for Alien Minors Act (DREAM Act), currently pending in Congress, would facilitate access to postsecondary educational opportunities for immigrant students who currently face barriers in achieving higher education and provide a path to U.S. citizenship for hard working, immigrant students who are raised in the U.S.

According to federal law, undocumented students are not prohibited from admission into state institutions or higher education. Every student must meet an institution’s academic requirements for admission (Ruge et al. 262). Universities within the State of Indiana have the ability to set their own standards for tuition, unlike those of other states.

**ICHLA Recommendations**

- **Establish support for the federal Development, Relief, and Education for Alien Minors Act (DREAM Act) in order to provide access to higher education for many talented immigrant students. Increased higher education opportunities will equal future economic benefits for the state, including highly**

- educated and skilled workers, lower poverty rates and other economic contributions**
- **Increase state allocation for the Non-English Speaking Program to the original \$750 per student which would increase the overall budget to approximately \$2,400,000**
- **Develop and implement professional development standards for teachers and staff in the areas of cultural competency and language training. Training should be implemented as needed based on student needs.**

**Business/Economic Development**

*Labor*

The Hispanic/Latino labor force in Indiana has provided considerable support to the rapid economic development of the state, by filling thousands of jobs that otherwise would have risked relocation. Although many Hispanic/Latino workers maintain more than one job, a large discrepancy still persists between the national household median income and the national Hispanic/Latino household median income. In addition, figure 1 shows that the Indiana household median income was \$42,195, while the Indiana Hispanic/Latino household median income was only \$37,718. Unemployment rates are also noted.

**Figure 1: Indiana and U.S. Household Median Income & Unemployment Rate, 2004**

2004	Household Median Income	Unemployment Rate
U.S.	\$44,389	5.5%
U.S. Hispanic/Latino	\$34,241	7.1%
Indiana	\$42,195	5.3%
Indiana Hispanic/Latino	\$37,718	9.2%

Source: U.S. Census Bureau Estimates, 2004

While many Hispanics/Latinos do not maintain a degree of higher education, their work ethic does not go unnoticed by many Indiana business owners. A recent Indiana Department of Workforce Development report titled, *Strategic Skills Initiative*, stated that

“Hispanics/Latinos were praised repeatedly by regional employers... those employers in warehousing indicated that their workforce is already 50 percent Hispanic/Latino and although language is a problem, immigrant workers are said to have a good work ethic and the willingness to accept offered wages.”

The study also shows that Hispanic/Latino workers face two particular problems: Immigration status and English-language training.

*Minority Certification*

According to a 2005 MWBED report, only 74 Indiana Hispanic/Latino owned businesses were certified with the State. This low number could be attributed to the many pitfalls that Hispanic/Latino owned businesses encounter through the certification process. For instance, the level of inexperience by Indiana

Hispanic/Latino business owners in a particular field hinders the opportunity and creates obstacles in becoming certified or gaining contracts through the state procurement process. According to the Indiana Department of Administration, the most commonly owned Hispanic/Latino businesses are of the following:

- Building and construction
- Cleaning and janitorial services
- Legal services
- Office supplies
- Project management
- Promotional merchandise
- Writing and translating services

#### *Hispanic/Latino Buying Power*

A recent report from the University of Georgia’s Selig Center for Economic Growth titled, *The Multicultural Economy of 2005: America’s Minority Buying Power*, shows that the Hispanic market in Indiana is greater than the economies of Mali and Armenia and could surpass those of Uganda and Nepal by 2010. Figure 2 data shows that the Hispanic/Latino buying power in Indiana was \$4.9 billion in 2005 and will increase in 2010 to \$7.1 billion. These figures are attributed in part to the increased growth of the state’s Hispanic/Latino population combined with recent increases in the number of Hispanic/Latino owned businesses. A study conducted by the U.S. Department of Commerce found that nationally Hispanic/Latino owned businesses grew four times faster than the number of all U.S. firms.

**Figure 2: Indiana Minority Buying Power (in thousands)**

Race	1990	2000	2005	2010
Hispanic	\$1,047,786	\$3,272,047	\$4,866,103	\$7,108,853
Asian	\$697,716	\$1,628,561	\$2,546,026	\$3,897,539
Native American	\$141,690	\$318,554	\$413,035	\$560,672
African American	\$4,475,644	\$8,954,318	\$11,276,805	\$14,887,163

**Source:** University of Georgia Selig Center, *The Multicultural Economy of 2005: America’s Minority Buying Power*, 2005

#### **ICHLA Recommendations**

- **Support the effort of the Minority and Women’s Business Enterprise Division’s goal of printing state certification forms in Spanish and making a stronger statewide effort to educate Hispanic/Latino business owners regarding state certification**
- **Encourage the development of a mentorship program for new minority owned businesses**
- **Encourage the General Assembly to propose legislation or create a pilot program similar to the Wisconsin Immigrant Lending Program**

- **Encourage the Indiana Department of Workforce Development and the Indiana Department of Education to compile more data on the Hispanic/Latino workforce in order to monitor and develop programs that will allow faster transitions into professional occupations.**

#### **Driver’s License/Immigration**

On February 23, 2005, the Driver’s License/Immigration Subcommittee presented its first report titled, “Hispanic/Latino Access to the Indiana Driver’s License: A Report on the Challenges of Obtaining an Indiana Driver’s License.” This report covered both federal and state policies regarding a driver’s license and reported on the REAL ID Act and its impact on the Indiana Hispanic/Latino community. This report also included vital findings and provided Indiana policy makers with insight on identifying any challenges to obtain an Indiana’s driver’s license. The subcommittee submitted the following recommendations to the Governor and the Indiana Legislative Council in 2005:

- The BMV should re-evaluate the legal presence requirement restricting immigration access to the driver’s license.
- The BMV should allow the ITIN to be substituted for the SSN; allowing those immigrants who are ineligible for an SSN to apply for a driver’s license, register and title their vehicles.
- The BMV should update and improve translated versions of the Indiana Driver’s Manual and other documents as the English language versions are updated.
- A Driving Privilege Document is recommended only if another form of documentation cannot be implemented; this document must be in accordance to the human rights policy.

On May 11, 2005, President Bush signed the REAL ID Act of 2005 into law. This Act directly conflicts with the 2004 Intelligence Reform and Terrorism Prevention Act by mandating prescriptive federal driver’s license standards. The REAL ID Act does not provide any specific information on state documentation requirements when issuing driver’s licenses or identification documents that do not adhere to the REAL ID Act guidelines. All 50 states must comply with the requirements pertaining to the Real ID Act by May 2008.

On January 31, 2006, the Subcommittee released a follow-up report titled: “A Follow-up Report on the Challenges of Obtaining an Indiana Driver’s License.” The report proposed alternative solutions to Indiana by introducing various alternatives and offering a comparative analysis of Tennessee’s Driving Certificate and Utah’s Driving Privilege Card.

The follow-up report also included a 2005 study from the Selig Center for Economic Growth which depicted Indiana's Hispanic/Latino buying power as **\$4,866,103,000.00**. In addition to this study, the Sagamore Institute for Policy Research proposed **\$16,533,000.00** in economic savings if the State of Indiana implemented a driver's document.

### **ICHLA Recommendations**

**The subcommittee follow-up report made the following recommendations to the Indiana Legislative Council and Governor Mitchell E. Daniels Jr. in 2006:**

- **Develop and implement an Indiana Driver's Document Pilot Program**
- **Develop and establish a Project Task Force to research, develop and implement a "Driver's Document"**
- **The project should be piloted in one rural county (Cass County) and one metropolitan county (Marion County) for a period of 12-15 months**
- **Pass legislation for an Indiana Driver's Document, pending success of the Pilot Program**
- **Individuals receiving the Driver's Document must be required to purchase insurance**
- **Implement a renewal policy of three years, to reduce administrative and agency costs, confusion, etc.**
- **Develop a "facts sheet" that will explain the impact of any changes regarding Indiana law, Driver's License or Driving Document policies**
- **Make clear the distinction between a state's law enforcement duties and federal immigration procedures**

Indiana must develop the following proactive solutions to the issues that surround the REAL ID Act: Review driving policy changes from other states, utilize Indiana's research institutions and implement a solution that will meet the national requirements of the REAL ID Act.

### **Health**

#### *Access to Care*

Many barriers exist for Indiana Hispanics/Latinos in receiving quality health care. In terms of access to care, many Hispanics/Latinos and other minorities often receive low quality health services and are much less likely to receive access to routine medical procedures and other forms of preventative care. Language and cultural barriers are the primary deterrent to receiving quality health care.

#### *Language Translation & Interpretation Needs*

One of the most important issues in Hispanic/Latino healthcare is the lack of qualified healthcare interpreters and translators.

Limited English Proficient individuals have many specific needs in terms of access to care and services. There is a need for proper translation of prescription signage, disease and preventative care and educational materials. There is also a need for a medical resource manual to be distributed throughout the Hispanic/Latino community.

Currently, the State of Indiana lacks a state-wide system to train and certify healthcare interpreters. Many hospitals across the state may rely on the patient's bilingual family members or friends to interpret.

#### *Bilingual and Hispanic/Latino Physicians*

There is a lack of qualified bilingual or Hispanic/Latino physicians in the State of Indiana. Current research has shown that minority physicians are more likely to focus on minority health disparities and engage in such activities as treating those on Medicaid, caring for the uninsured and working in underserved areas (Holt 2004). In 2001, the Indiana Healthcare Professional Development Commission reported that only 2.5% of active physicians were Hispanic or Latino.

Affordable health insurance is a primary concern and barrier to adequate health care. Studies have shown that many Hispanics/Latinos do not have health insurance and are unable to pay for health services. This is due to the general lack of knowledge about health insurance and the fear that many Hispanic/Latino immigrants have when obtaining health insurance through employers due to immigration status.

#### *Health Conditions*

The Indiana Department of Health reports that the top health conditions for Hispanics/Latinos in the State of Indiana are as follows:

- Diabetes
- High cholesterol
- Heart disease
- High blood pressure

Hispanic/Latino death rates for chronic obstructive pulmonary disease were reported at roughly 9.8 per every 100,000 Hispanics/Latinos (Holt 29).

In 2002, about 11,850 Hispanic/Latino adults were estimated to have asthma (Indiana Joint Asthma Coalition 27). In 2004, there were 294 cumulative AIDS cases reported in the Hispanic/Latino population. In addition, Hispanic/Latino teen births are at high numbers compared with other populations.

#### *Environmental Health Influences*

Environmental influences have a strong impact on Hispanic/Latino health. Air pollution from industry, toxic waste, disposal sites and other geographic characteristics linked with poverty and minority status often results in severe health implications for Hispanics/Latinos.

## ICHLA Recommendations

- **Aggressively collect more data on the Hispanic/Latino population, including primary language data, health practices, etc.**
- **Ensure that Title VI of the Civil Rights Act of 1964 is properly enforced to protect individuals from discrimination based on race, color or national origin in health related programs and services that receive federal funding**
- **Support Workforce Diversity, Cultural Competency and Health Disparity Elimination Objectives as listed in the Indiana Department of Health's "Healthy Indiana- a Minority Health Plan for the State of Indiana" 2003 report**
- **Pass legislation that would create a statewide certification system for health care translators and interpreters as recommended in the Indiana Commission on Health Care Translators and Interpreters Final Report, 2004**

## Civil Rights/Housing

### *Hispanic/Latino voter Participation*

During the 2005 Indiana Legislative Session, the Legislative Council passed House Bill 1439 titled, "Voter Identification." This new law requires a precinct election officer to ask a voter to provide proof of identification before the voter is permitted to vote. The law further requires that the identification is an unexpired document issued by the State of Indiana or the U.S. government and must display a photograph of the individual (Indiana Legislative Services Agency 2005). The Subcommittee recommended continuing education regarding this and other new laws not only in English but also in Spanish. Voters who do not speak English still have a desire to participate in the democratic process and make a difference. Furthermore, civic participation will increase if language-minority voters are also aware of current voting requirements and procedures.

### *Employment Discrimination*

In various subcommittee meetings and activities, many bilingual individuals reported that employers denied them full wages and did not provide benefits such as pensions, insurance, sick pay etc. In some cases, individuals reported being fired from their jobs without recent work compensation. These individuals testified that they spoke English and were residents or citizens of the U.S. Most testified that they had sought the assistance of community law centers and were later referred to lawyers who charged exorbitant fees deemed unaffordable. The Civil Rights/Housing Subcommittee believes that many undocumented workers have been experiencing the same situations and may not report

work related incidents or discrimination due to fear of deportation.

### *Public Safety*

Issues in public safety are often related to the lack of bilingual and bicultural staff, including police officers and dispatchers. Racial profiling is also an issue; many Hispanic/Latino individuals testify that they have been stopped by law enforcement officials without a probable cause while driving. Although some area law enforcement agencies are initiating an effort to train their officers, more cultural awareness or job-specific trainings should be promoted statewide.

### *Legal System & Court Interpreters*

In 2002, ICHLA previously recommended to Governor Frank O'Bannon the creation of a centralized system of expert interpretation in courtrooms for Hispanic/Latino individuals with limited English-speaking abilities. Through the efforts of the Race and Gender Fairness Commission, the Indiana Supreme Court was able to institute a statewide court interpreter certification system. There are currently 20 court interpreters officially certified by the program in the State of Indiana (Indiana Supreme Court 2005). The State of Indiana must form a collaborative effort that should address the centralization of translations; one agency centrally located and available to all state agencies for document, form, policy, procedural and various other types of needed translations.

### *Housing*

Research currently shows that Hispanics/Latinos value owning a home but lack the resources to do so. Many issues currently exist within homeownership of the Hispanic/Latino community, including the heavy reliance on mortgage brokers, the lack of participation in wealth-building opportunities due to inadequate fair lending practices and racial steering, and the use of mobile or manufactured housing loans instead of traditional loans, etc.

## ICHLA Recommendations:

- **Provide follow-up research on Indiana Fair Housing initiatives, specifically predatory lending**
- **Expand the certified court interpreters program**
- **Establish cultural training for all state emergency personnel – develop an action plan for process and implementation strategies**
- **Establish a community outreach campaign regarding "voter participation" and the translation of voting materials into Spanish**

## Other Issues

### *Civic Education & Accessibility to Government Information and Services*

Civic education was a topic repeatedly discussed at the ICHLA forums and subcommittee meetings. Many individuals testified a need for the state and local governments to publish and provide civic educational documents that will educate all newcomers to the State of Indiana. The commission identified many communities that have already created or are in the process of publishing these types of materials in the Spanish language. The State publishes a variety of documents that inform newcomers to the State of Indiana; these documents are only available upon request.

### ICHLA Recommendation:

- **The ICHLA will develop a plan to implement a “Business Link” for Indiana Hispanics/Latinos that will make state information available in Spanish and include various links to other pertinent information. The ICHLA suggests forming a collaborative effort to work with cities and towns throughout the State of Indiana in order to address similar types of “access to information” issues**

### *Migrant Population*

Agriculture is one of the state’s strongest labor sectors employing more than 8,000 migrant farm workers in various counties and rural communities. The majority of Indiana’s migrant agricultural workers are of Hispanic/Latino decent, filling the demand for seasonal labor where few of the State’s permanent residents seek due to low-pay and harsh working conditions. In addition, many Hispanic/Latino agricultural workers encounter substandard housing, lack Medicaid or Medicare and experience ill treatment from their employers. Although the migrant agricultural worker, migrant housing and the overall migrant worker situation has seen little improvement, the state and federal government continue to implement procedures that strive to create equilibrium between resident and non-resident worker’s rights. More information regarding programs to address migrant farm worker issues can be found within the complete report.

### *Translation of Access Indiana Website*

Currently, the State of Indiana utilizes an automatic electronic translator to translate state internet pages from English to Spanish. The Commission stresses that, while the utilization of an electronic translation may be convenient and cost-saving, it does not produce an accurate translation in any context.

### ICHLA Recommendation:

- **More resources should be invested in producing a proper and accurate translation of the State’s website with appropriate maintenance as required.**

### Summary

Indiana’s rapidly increasing Hispanic/Latino population presents a number of challenges and opportunities in education, health, business, economic development, transportation and various other areas. “Report of Findings & Recommendations 2004 – 2005,” represents many months of research, data collection and input from various areas throughout the state. More specific findings and recommendations for state action can be found within the complete report.

The ICHLA will continue to move forward by following a 2006 – 2008 strategic plan that sets specific/tangible goals based on cultural competence within state government, institutional change, collaboration with communities, public policy analysis, data driven research and other core values detailed within.

### References

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**A complete copy of *Report of Findings and Recommendations 2004 – 2005* and the Commission’s 2006 – 2008 Strategic Plan can be found on the Commission’s webpage, <http://www.in.gov/ichla>.**

**For more information on the Indiana Commission on Hispanic/Latino Affairs (ICHLA) activities, research and ways that you can be involved, please contact the Commission's Executive Director Amy Mendoza – Hernandez at:**

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## **Mission Statement**

“The mission of the Indiana Commission on Hispanic/Latino Affairs is to work 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.”



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