2016-2017 Evaluation Plan for
New Mexico Immigrant Law Center

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PREPARED BY

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1. Introduction

The New Mexico Immigrant Law Center (NMILC) is a non-profit organization established in 2010 to prevent separation of families due to deportation while strengthening immigrant communities. To accomplish its mission, the NMILC believes that all immigrants should have access to affordable immigration services to obtain legal status, which can lead to increased financial security through better jobs and access to financial services, reunification of families, access to healthcare and increased educational opportunities for children and adults.

The collaboration between the New Mexico Evaluation Lab and the NMILC started in the summer of 2016. The Evaluation Team includes Evaluation Lab Fellow Cheyenne Trujillo, Senior Fellow Veronica Salinas, Mentor Sonia Bettez, NMILC Operations Manager Anna Nassiff and various NMILC staff members. Evaluation Lab Fellow Alejandra Villalobos also helped to develop the project.

The UNM evaluators meet weekly, and meet with NMILC staff monthly. The overall objective of the evaluation will be to conduct a data inventory and make recommendations regarding a data system in order to provide a wider range of services as well as targeted services to the New Mexico immigrant community.

2. Context

New Mexico is home to 203,704 immigrants.[1]

Although there is no official count of undocumented immigrants, a few calculations based on data from the Pew Research Center allow us to adjust the number of immigrants in New Mexico reported by the Census Bureau to estimate the number who are undocumented. According to Pew, 25.5% of all immigrants are undocumented (11.1 out of 43.6 total immigrants). Pew also estimates that 10-15% of undocumented immigrants are missed by Census Bureau surveys.[2] To get an estimate of the number of undocumented immigrants in New Mexico, we take 25.5% of the total number of immigrants reported (203704*.255 = 51944), and then adjust that number up by 15% (51944*1.15 = 59736).

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[1] Source: 2011-2015 American Community Survey 5-Year Estimate, accessed on December 22, 2016 via Factfinder https://factfinder.census.gov/faces/nav/jsf/pages/community_facts.xhtml.

[2] Jeffrey Passell, Measuring illegal immigration: How Pew Research Center counts unauthorized immigrants in the U.S., Pew Research Center (September 20. 2016), accessed on December 21, 2016 <http://www.pewresearch.org/fact-tank/2016/09/20/measuring-illegal-immigration-how-pew-research-center-counts-unauthorized-immigrants-in-the-u-s/>.

Number of undocumented immigrants in New Mexico:

59,736

The Immigrant Advocates Network Nonprofit Resource Center lists five New Mexico organizations that provide legal services to immigrants.[3] This means that there are nearly 12,000 undocumented immigrants for each organization (59736 divided by 5 = 11947) and suggests a huge need for the services provided by NMILC.

Figure 1 shows the number of undocumented immigrants in the three most populous counties in New Mexico and all other counties combined. This graph identifies the distribution of undocumented immigrants throughout New Mexico.

Figure 1: Population of Undocumented Immigrants, by New Mexico County

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[3] https://www.immigrationadvocates.org/nonprofit/legaldirectory/search?state=NM
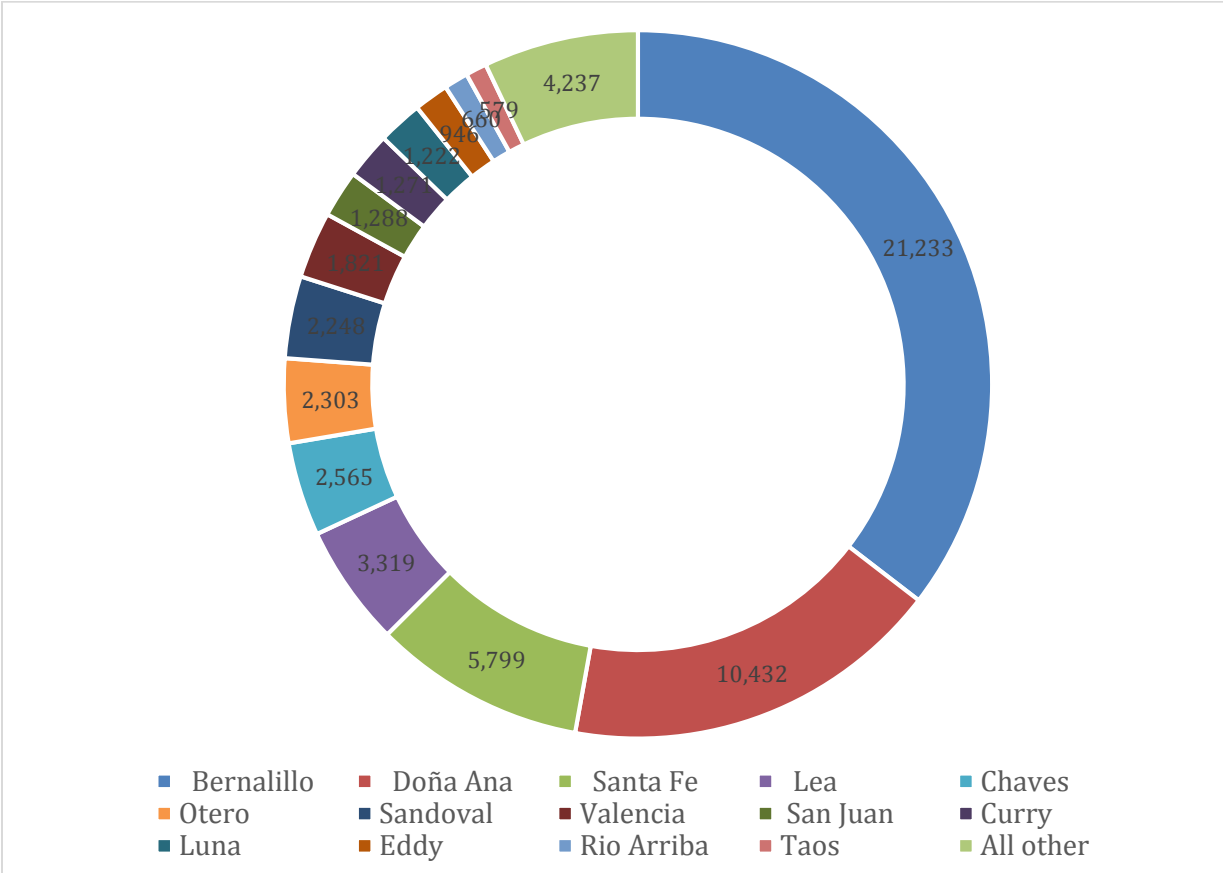
Sources: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates and U.S. Census Bureau, Population Division, Annual Estimates of the Resident Population: April 1, 2010 to July 1, 2015. Accessed via American Factfinder using percent foreign born in each county (see Table 1 below) and population estimates for 2015 for each county (for example: https://factfinder.census.gov/faces/nav/jsf/pages/community_facts.xhtml#). The number of undocumented immigrants is calculated as 25.5% of foreign-born residents (Pew's estimate of the share of undocumented among all immigrants) times 1.15 (Pew's upper bound estimate of the Census' undercount of undocumented immigrants). See text for more details. See appendix B for county map.

Table 1. Percent of Population that is Foreign Born 2011-2015, By County

County	%	County	%
Bernalillo County	10.7	McKinley County	2.3
Catron County	2.0	Mora County	0.3
Chaves County	13.3	Otero County	12.2
Cibola County	6.0	Quay County	2.7
Colfax County	3.7	Rio Arriba County	5.7
Curry County	8.6	Roosevelt County	9.7
De Baca County	5.3	Sandoval County	5.5
Doña Ana County	16.6	San Juan County	3.7
Eddy County	5.6	San Miguel County	3.8
Grant County	4.1	Santa Fe County	13.3
Guadalupe County	2.0	Sierra County	4.3
Harding County	2.5	Socorro County	4.5
Hidalgo County	8.7	Taos County	6.0
Lea County	15.9	Torrance County	5.6
Lincoln County	7.1	Union County	6.3
Los Alamos County	10.3	Valencia County	8.2
Luna County	17.0	New Mexico	9.8

Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates. Accessed via American Factfinder https://factfinder.census.gov Community=New Mexico=> Origins and Language => Compare counties for people who are foreign born. See appendix for county map.

Immigrants without citizenship have much lower income and much higher poverty rates than those with citizenship. In New Mexico, the median household income for immigrants who have citizenship is $40,919, compared with a median household income of only $28,925 for non-citizen immigrants. For all groups, income is considerably lower in New Mexico, compared with the United States. (See figure 2.)

The poverty rate in New Mexico for immigrants with citizenship is 17%, lower than the 20% poverty rate for US born New Mexicans, and less than half of the 35% poverty rate for non-citizen immigrants. As with income, all groups in New Mexico fare worse than the national average. (See figure 3.)

Citizenship is likely not the only factor driving worse outcomes for non-citizen immigrants. Non-citizens also have much lower educational attainment. In New Mexico, 57% of non-citizens have less than a high school education, compared with 31% of foreign-born citizens and 11% of US born New Mexicans. (See figure 4.)

Nevertheless, the low income and high poverty rates for non-citizens illuminate the challenge for non-citizens to access legal services.

Figure 2. US Born and Foreign Born Median Household Income, New Mexico and the United States]
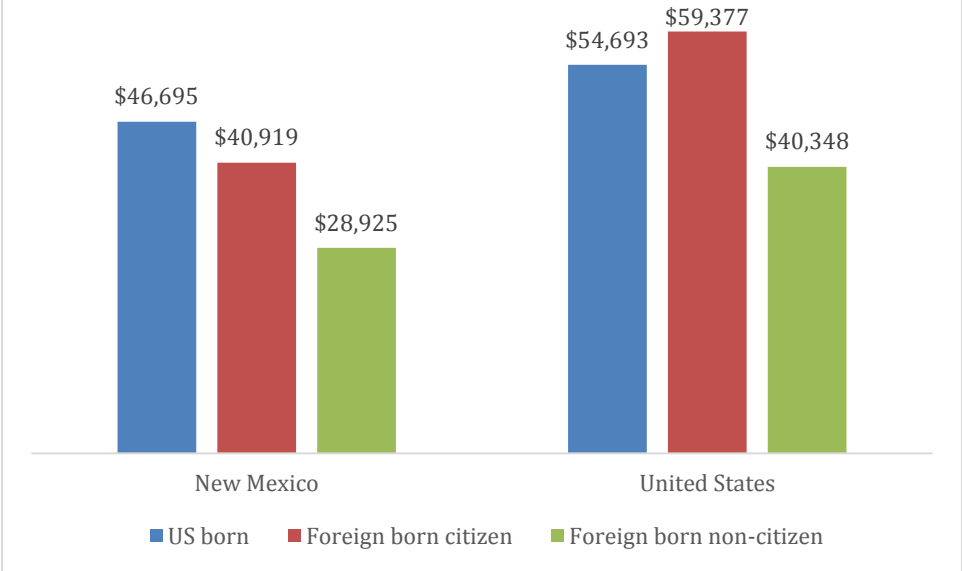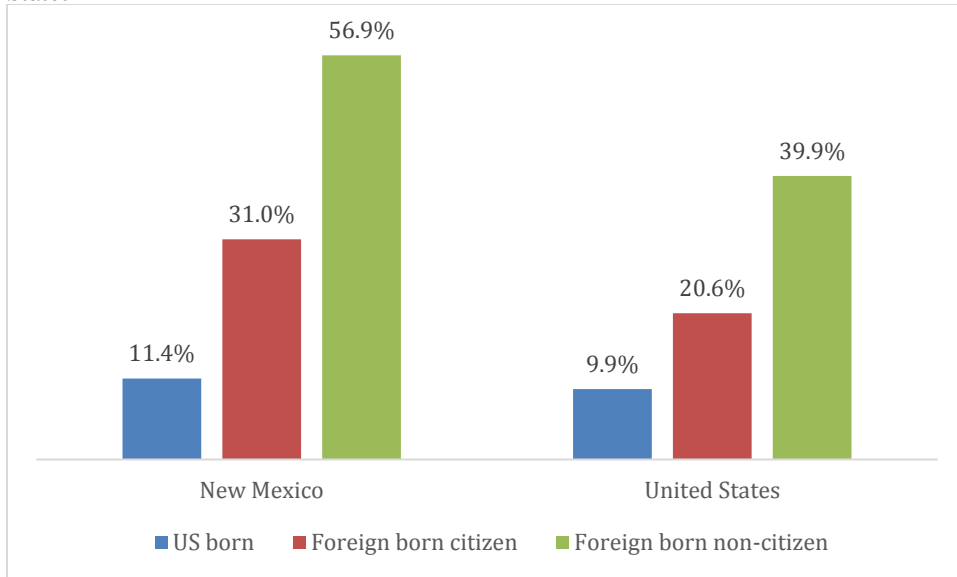

Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates. Accessed via American Factfinder https://factfinder.census.gov

Community = United States or New Mexico => Origins and Language => Selected Characteristics of the Native and Foreign-Born Populations (Sex, Age, Race, Language, Income, Poverty, ...).

Figure 3. Percent of US Born and Foreign Born with Income below the Poverty Line, New Mexico and United States
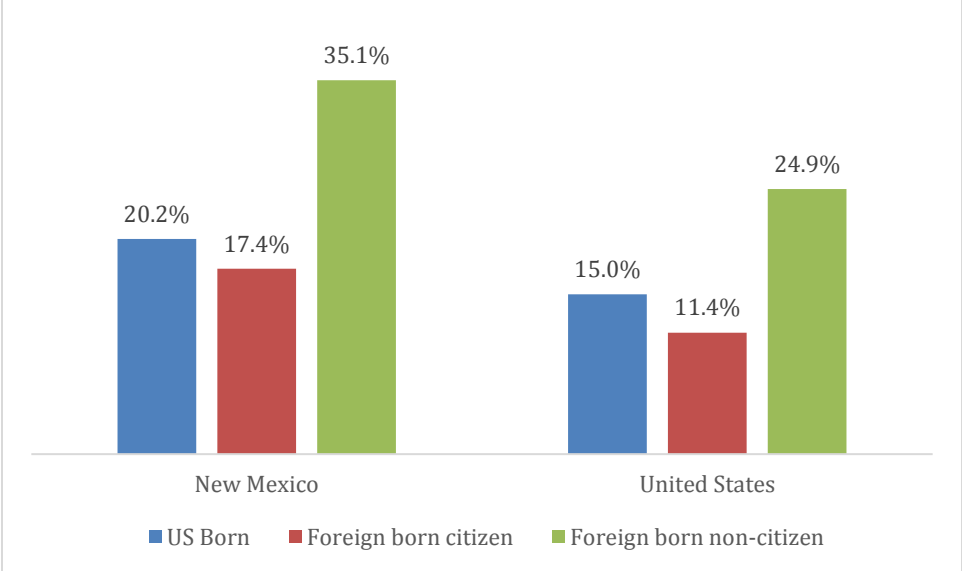
Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates. Accessed via American Factfinder https://factfinder.census.gov

Community = United States or New Mexico => Origins and Language => Selected Characteristics of the Native and Foreign-Born Populations (Sex, Age, Race, Language, Income, Poverty, ...).

Figure 4. Percent of US Born and Foreign Born Residents with less than a High School Education, New Mexico and United States

Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates. Accessed via American Factfinder https://factfinder.census.gov Community = United States or New Mexico => Origins and Language => Selected Characteristics of the Native and Foreign-Born Populations (Sex, Age, Race, Language, Income, Poverty, ...).

3. Logic Model

NMILC created the logic model with the assistance of Sandra Ortman, a contracted external evaluator. The purpose of a logic model for an organization is to look at what they are currently doing and how they are going to meet desired goals for the future. The logic model created by Sandra helped direct the NM Evaluation Team to the current proposed plan. There are two main outcomes in the logic model that address the need for an efficient and effective data system. One, is to increase financial security and access to justice for vulnerable immigrant families through empowering, comprehensive and coordinated legal immigration services. Two, create and strengthen (internal) NMILC and (external) community infrastructure to quickly respond to, advocate and mobilize for immigration reform. Our connection to this model is that we will be focusing on strengthening the internal process of NMILC, through data inventory and recommendations for an efficient and effective data system. NMILC realizes the importance of having an efficient and effective data system to be able to demonstrate whether their services have the intended impact and create the intended outcomes.

NMILC's external evaluator Sandra Ortman created the logic model, which helped guide the NM Evaluation Team's evaluation plan. The purpose of a logic model is to help organizations understand their current activities, goals and objectives, and what steps they have to take to achieve their goals. NMILC has two main goals. First, increased financial security and access to justice for vulnerable immigrant families through empowering, comprehensive and coordinated legal immigration services. Second, to create and strengthen (internal) NMILC and (external) community infrastructure to quickly respond to, advocate and mobilize for immigration reform. The NM Evaluation Team will focus on strengthening the internal NMILC infrastructure by providing a comprehensive data inventory and recommendations for improvement. This is important to NMILC because currently they have a system that is seen as a "piece meal", everyone has there own systems and way of storing information. However, when this information is to hard to track down some NMILC employees will not consider that information in reports because they can not get to the information in an easy and accessible way. This is why information on grants can be biased and inefficient, with our help this will change.

Goal:	Objectives4	Activities	Evaluation Activities/ Process Indicators	Outcome Indicators
Increase financial security and access to justice for vulnerable immigrant families through empowering, comprehensive and coordinated legal immigration services	200 NMILC clients will be referred by community partners by 6/30/16	1. Provide tools and train community partners to screen potential NMILC clients	1. Track number of clients referred by collaborative partners	1. # of clients served who were referred by community partners;
	At least 70% of a minimum of 10 NMILC clients will report that NMILCs collaborative model helped them to access NMILC's immigration services	1. Work with community partners to screen clients; 2. Provide direct services	1. Interviews with NMILC clients referred through community partners; 2. Interviews with community partners;	1. % of clients who report that referral process helped them to access services;
	At least 70% of a minimum of 800 clients will report that NMILC's collaborative model helped them to access NMILC's immigration services	1. Screenings to identify best possible immigration solution for a minimum of 800 clients; 2. Provide legal assistance to at least 500 eligible clients	1. Track # of clients identified for permanent representation path; 2. Track total number of clients served	1. # of clients who positively adjust their immigration status
	NMILC will provide legal assistance on at least 500 cases by 6/30/16	1. Legal Assistance.; 2. Referrals to collaborative partners for educational and other services	1. Survey to NMILC DACA recipients re status (30); 2. Individual interviews with clients on current status (20); 3. Focus group with clients re. current status (10)	1. % of clients who report increased stability and economic security
	At least 70% of a minimum of 60 NMILC clients will report increased stability and economic security	1. Provide monthly self-representation workshops; 2. Provide a minimum of two legal fairs	1. Evaluation surveys from workshop and legal fair participants; 2. Electronic survey for legal fair volunteers	1. # of clients who complete DACA applications through workshops and legal fairs; 2. # of pro-se workshop clients who report process for self-representation was made understandable.
	Streamline representation services, maximize attorney time and provide tools to self-represent for a minimum of 150 new NMILC clients by 6/30/16			
	Reach 5000 community members with immigration related information in timely manner	1. Community info sessions; 2. Website; 3. Text blasts; 4. Email blasts	1. Tracking numbers of individuals reached through outreach methods	1. # of community members reached via NMILC outreach methods
Create and strengthen (internal) NMILC and (external) community infrastructure to quickly respond to, advocate and mobilize for immigration reform.	At least 70% of a minimum of ten traditional and non-traditional community partners' report increased ability to respond to, advocate and mobilize for immigration reform by 6/30/16	1. Trainings to partners; 2. Relationship building with partners; 3. Unlikely partners invest in immigration infrastructure	1. Interviews with community partners re. readiness to respond and interest in collaboration; 2. Surveys with legal fair volunteers regarding future readiness to assist with DAPA legal fairs; 3. Track # of partners who receive trainings; 4. Id prospective partnerships that didn't work and document barriers	1. # of partners who report increased ability to respond to, advocate and mobilize for immigration reform; 2. Identification of what makes for successful immigration collaboration
	Invest in future change makers through legal apprenticeship model by annually training at least 3 immigrant youth who continue to serve immigrant community after year-long apprenticeship	1. Provide tailored internship opportunities for a limited number of immigrant youth	1. Categorize different NMILC internships to date; 2. Interviews/focus group with NMILC current and former interns to assess how internship shaped future professional goals;	1. # of NMILC apprentices trained each year who continue serving immigrant community of status
	Remove student loan repayment barriers for immigrant youth, making higher education and public interest careers more accessible by 6/30/16	1. Work with community partners and Nusenda credit union to remove barriers preventing immigrants from accessing loan repayment programs	1. Assess progress of removing barrier on loan repayment program; 2. Interview with Shena Rank from Nusenda	1. Availability of local student loan repayment program that immigrants can access regardless of status
	Train pool of at least 5 volunteer attorneys and 30 additional volunteers who can assist with self-representation applications and outreach by 6/30/15	1. Partnership with NMLA and volunteer attorney program; 2. Training of volunteers for legal fairs and pro-se workshops; 3. Collaboration w/UNM Dreamers	1. Tracking of volunteers; 2. Create and distribute email survey to Legal Fair volunteers	1. # of trained attorney and non-attorney volunteers

4. Evaluation Plan

The NM Evaluation Lab team conducted preliminary conversations with NMILC staff, Jennifer Landau (Executive Director), Anna Nassiff (Law Office Operations Manager) and Sandra Orstman (External Evaluator) to determine the area of focus for the evaluation[4].

The NMILC conducted an external evaluation in early 2016 that was broad in scope and included most aspects of the organization and the development of a logic model[5]. NMILC continues to contract an external evaluator. Based on the findings from the evaluation and per NMILC staff, two areas that need further analysis are: (1) in-depth review of the NMILC partnerships model and (2) data processes and management. NMILC and the NM Evaluation team decided to focus on data processes and management.

The evaluation question we seek to answer is:

What does an effective and efficient data system look like for NMILC?

Data processing and database management at NMILC has developed over time as needed without an overarching data management system. In order to evaluate the NMILC current data management system, it is necessary to first conduct a data inventory that would allow analysis of existing processes to provide recommendations for improvement and plan for the future. Below are the main proposed tasks:

- Data Inventory - The NM Evaluation and NMILC staff will collaborate in identifying all forms and processes where data are collected, including data fields collected for each form and the current processes for data storage (digital or paper). This inventory will inform the NM Evaluation Team's recommendations for NMILC in their efforts to develop a comprehensive data management system.
    - Intake forms[6] (General Intake, Citizenship Intake, Self-Evaluation (screening tool)
    - Exit/Outcomes forms
    - Client/Provider Survey forms
    - Review current data base for immigration legal cases

- Assess Data Needs – The NM Evaluation Team and NMILC staff will collaborate to identify data needs such as necessary data for client case management, grant writing and evaluation that is currently not systematically collected and identify areas for streamlining current data collection.

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[4] Two meetings conducted on September 9 and September 20, 2016.
[5] The evaluation was conducted in part to satisfy funding requirements from the Kellogg Foundation.
[6] NMILC staff informed us that each lawyer may use a different intake form so all versions in current use will be reviewed.

- o The UNM team conducted a focus group with NMILC staff and attorneys (October 10, 2016 @ 9:00 a.m. at NMILC office) to inquire about what are the most important and useful data needs from their perspective. The focus group was introduced with a discussion of the benefits to NMILC staff.

- Process Analysis and Recommendations – The NM Evaluation Lab team and NMILC staff will conduct analysis of current data systems based on the data inventory and needs assessment and will provide recommendations on how to improve current data systems.

5. Timeline

Task	Date to be completed
Conduct Focus Group	October 10th
Analysis and Review Data from Group	November 3rd
Key Literature citations Due	November 8th
Set up Third Meeting with NMILC	November 17th
Needs Assessment	December 1st
Fourth Meeting with NMILC	December 6th
Written Evaluation Plan Part 2 and updated Presentation	December 13th
Analysis of modified Intake forms and grant requirements	January 20th
Draft of new Intake form	January31st
Fifth Meeting with NMILC	February 7th
Focus group or Interview on Attorneys	February 21st
Sixth Meeting with NMILC	February 21st
Create List of Recommendations	March 14th

References

These should correspond with in-text citations.

Data Access and Dissemination Systems (DADS). (n.d.). American FactFinder. Retrieved December 07, 2016, from http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml

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Rosentiel, T. (2010). Topics. Retrieved December 13, 2016, from http://www.pewresearch.org/topics/

Appendix A

Data from Urban. Org on Non Profit Organizations:

Figure 1. Nonprofit Organizations Providing Legal Services to Immigrants in the United States

Sources: NCCS Core Data File-PC (2010) and Pew Research Center.
Notes: Shades indicate concentration of unauthorized populations. Dots represent organizations; the size of the dot represents its relative size by 2010 revenue.
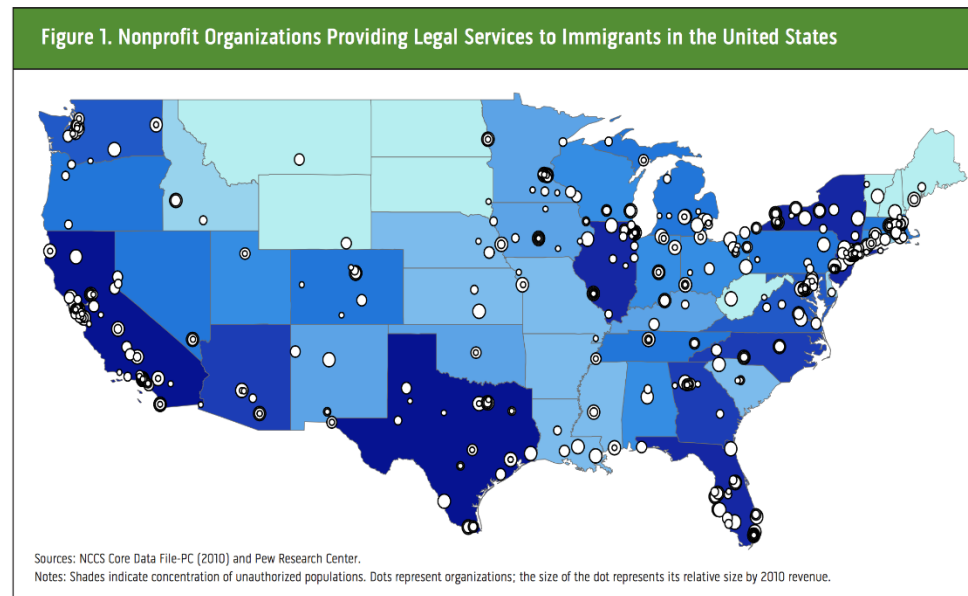
Figure 2. Nonprofit Organizations Providing Legal Services to Immigrants, by Type

Legend:
- Arts, culture, and humanities
- Education
- Health
- Human services
- International, foreign affairs
- Public, societal benefit
- Religion-related
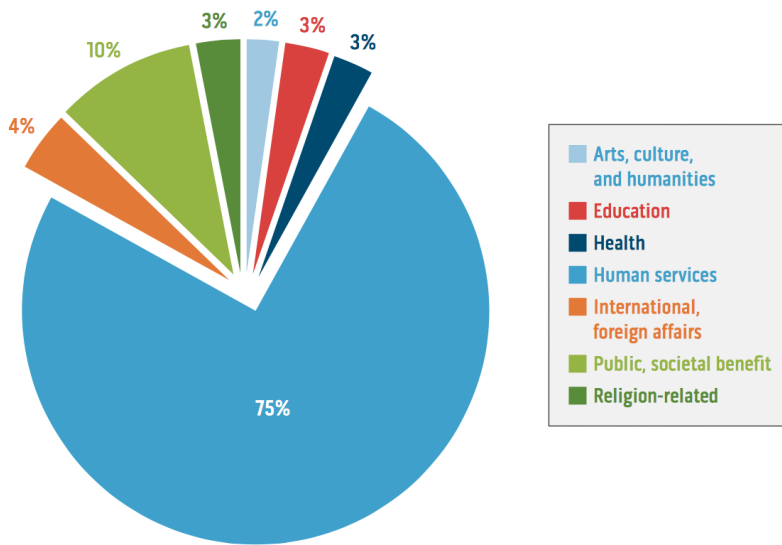
Source: NCCS Core Data File-PC (2010).
Note: Organizations are classified by NTEE major group.

Appendix B

New Mexico County Map

NEW MEXICO - Counties
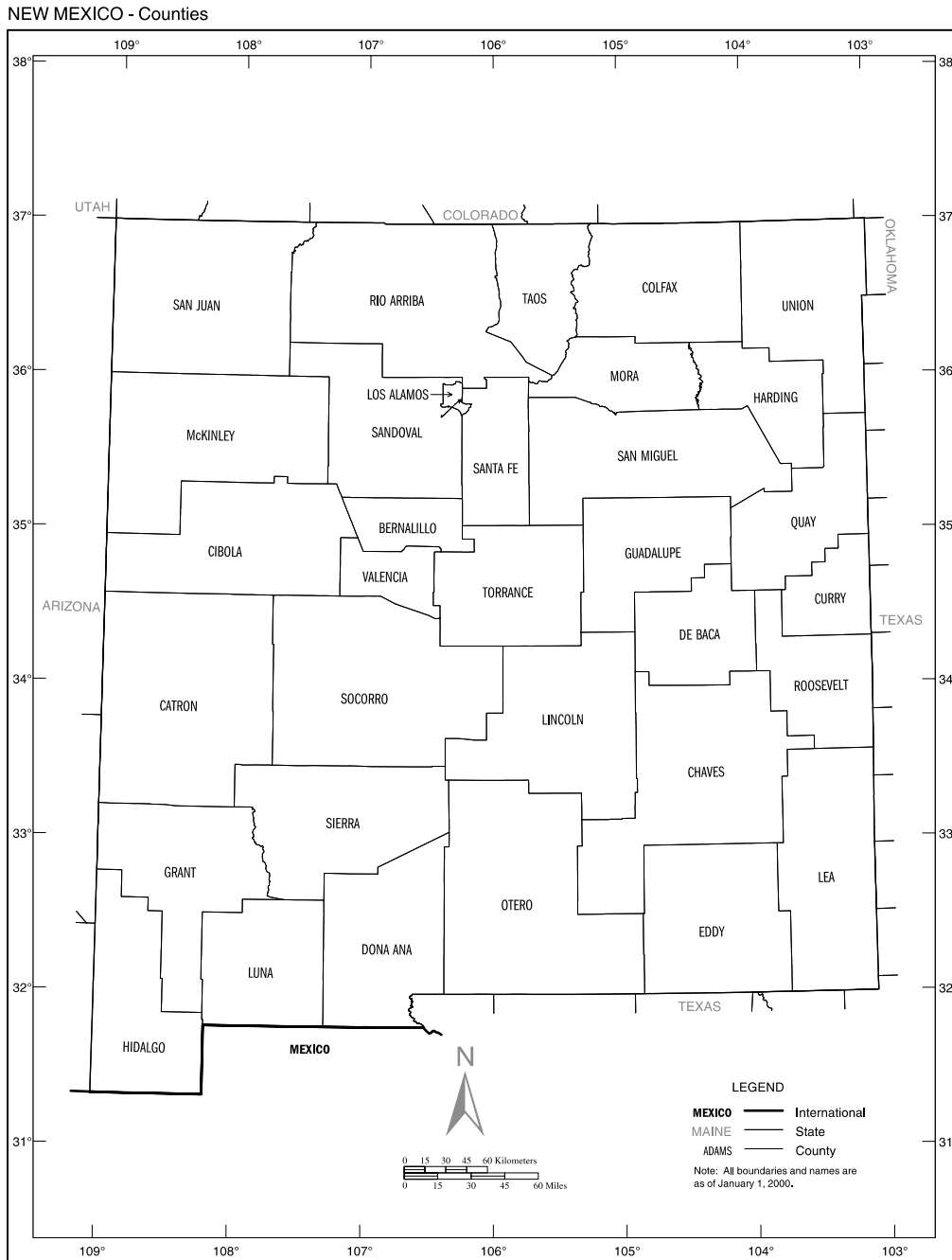
U.S. Census Bureau, Census 2000

Source: http://www2.census.gov/geo/maps/general_ref/stco_outline/cen2k_pgsz/stco_NM.pdf