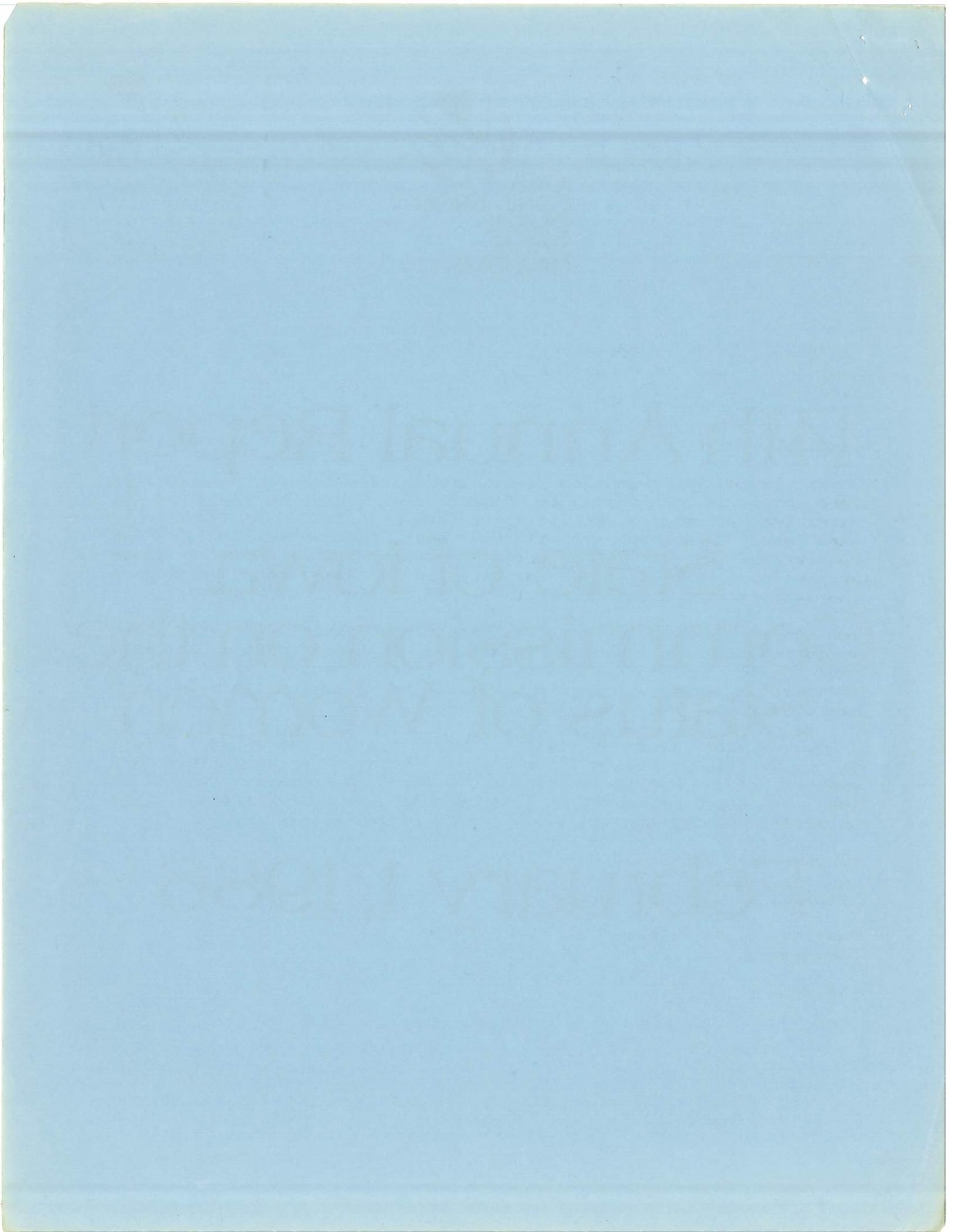




# 14th Annual Report

## State of Iowa Commission on the Status of Women

February 1, 1986





February 1, 1986

The Honorable Terry Branstad  
Members of the 71st General Assembly  
State Capitol Building  
Des Moines, Iowa 50319

Dear Governor Branstad and Members of the 71st General Assembly:

I am pleased to present to you this 14th Annual Report of the Iowa Commission on the Status of Women. As you will note from the extensive listing of activities and accomplishments for 1985, the past year has been one of the most productive yet for the Commission. We continue to provide leadership throughout the state and nation, while operating on very limited resources, because of the commitment and quality of the staff and Commission members.

Our outreach has been broadened through cooperation with many other organizations and state departments. Topics of focus this past year have included child care, farm women, older women, feminization of poverty, comparable worth, women's history in Iowa, small business, and women in administration.

I believe that our productivity is meritorious, and we have before us an ambitious agenda for the year ahead. We appreciate your support of our work, and we look forward to continued efforts to meet the needs of women, to eliminate sex discrimination, and ultimately to improve the quality of life for all Iowans.

Respectfully submitted,

*Patricia L. Geadelmann*

Patricia L. Geadelmann  
Chairperson

PLG:jb



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**COMMISSIONERS**

NAME	CITY	TERM ENDING
Patricia L. Geadelmann Chairperson	Cedar Falls	June 30, 1988
John Ayers	Clear Lake	June 30, 1986
An C. Bergstrom	Cedar Falls	June 30, 1986
Michele A. Boykin	Sioux City	June 30, 1986
Mary E. Campos	Des Moines	June 30, 1986
Naomi Christensen	Hastings	June 30, 1988
Fonda Corson	Dubuque	June 30, 1986
Rosa Cunningham *	Des Moines	June 30, 1988
Clinton P. Davis III	Des Moines	June 30, 1986
Celestine Devine	Corwith	June 30, 1988
Mildred I. Freel	Iowa City	June 30, 1986
Donna V. Furleigh	Clear Lake	June 30, 1988
Nancy R. Hauserman	Iowa City	June 30, 1986
Eunice Kuyper	Pella/Knoxville	June 30, 1988
Joyce E. Lee *	Waverly	June 30, 1986
Gretta Merkley	Des Moines	June 30, 1988
James I. Middleswart	Indianola	June 30, 1988
Mary Jean Montgomery	Spencer	June 30, 1988
Audrey R. Mortensen	Dubuque	June 30, 1986
Nancy Nowiszewski	Davenport	June 30, 1988
Mary Jean Paschen	West Des Moines	June 30, 1986
Dorothy Seyfried	Walcott	June 30, 1988
Virginia Sourbeer	West Des Moines	June 30, 1986
Barbara White	West Des Moines	June 30, 1988
Mary Wiberg	Ankeny	June 30, 1988
Cecilia M. Zenti	Urbandale	June 30, 1986

\* Resigned during 1985

## OFFICERS

Chair	Patricia L. Geadelmann
Vice-Chair	Naomi Christensen
Treasurer	Clint Davis
Executive Committee	Mary Wiberg
Members	Eunice Kuyper

## STANDING COMMITTEES

### FINANCE

Clint Davis, Chair  
Eunice Kuyper  
Audrey Mortensen

### PUBLIC INFORMATION

Mary Wiberg, Chair  
An Bergstrom  
Mary Campos  
Donna Furleigh  
Nancy Nowiszewski

### INTERNAL OPERATIONS & PERSONNEL

Naomi Christiansen, Chair  
Clint Davis  
Mildred Freel  
James Middleswart

### PROGRAM AND PLANNING

John Ayers, Chair  
Fonda Corson  
Celestine Devine  
Nancy Nowiszewski  
Dorothy Seyfried  
Virginia Sourbeer  
Mary Jean Montgomery

### EDUCATION

Mary Jean Montgomery, Chair  
Donna Furleigh  
Gretta Merkley  
Mary Jean Paschen  
Virginia Sourbeer  
Mary Wiberg

### LEGISLATIVE

Nancy Hauserman, Chair  
An Bergstrom  
Fonda Corson  
James Middleswart  
Dorothy Seyfried  
Virginia Sourbeer  
Mary Wiberg  
Cecilia Zenti

## SPECIAL COMMITTEES

### HALL OF FAME

Eunice Kuyper, Chair  
Naomi Christensen  
Gretta Merkley

### MINORITY COMMITTEE

Mary Campos, Chair  
John Ayers  
Michele Boykin  
Naomi Christensen  
Celestine Devine  
Audrey Mortensen

## STAFF

### Permanent Staff Members

Sue Follon served as Executive Director from her initial appointment in January 1976 until February 1985. Charlotte Nelson has been Executive Director since March 1985.

Jane Barker continued in the position of Secretary-Bookkeeper. She has served in this capacity since September 1973.

Rebecca Burke served as Information Specialist throughout the year, having assumed this position in April 1983.

### Grant-funded Staff

The Employment Division has been directed by Sue Heysinger since April 1984. Until July 1985 she administered the "Reentry" and "Women and Work" classes at the Iowa Correctional Institution for Women in Mitchellville, along with Vocational Counselor Sue Greenwood. She is currently directing the statewide Computer Introduction Workshops Program for older rural women. Maria Carras provided part-time clerical support, beginning in September 1985.

### Program Consultants

Teresa Fallon served as instructor in the Employment Division's classes at ICIW.

Mary Ann Millhone assumed several of the Information Specialist's responsibilities during December.

## 1985 AGENCY ACCOMPLISHMENTS

To implement its program and policy, the Iowa Commission on the Status of Women has carried out the following activities during 1985:

### Annual Events and Activities

- Advocated legislative action by the 71st General Assembly, 1985 Session, based on priorities developed in the fall of 1984.
- Developed and submitted legislative priorities for the Governor and the 71st General Assembly, 1986 Session.
- Inducted four outstanding women into the Iowa Women's Hall of Fame in Des Moines on August 27, 1985, marking the eleventh year for this first-of-a-kind ceremony.
- Presented the Cristine Wilson Medal for Equality and Justice to an individual who, by her superior leadership qualities, illustrated Iowa's commitment to the principles of equality and justice.
- Distributed resource materials statewide for use in schools during Women's History Week, March 2-8, 1985.
- Sponsored a statewide essay contest entitled "Write Women Back Into History" to commemorate National Women's History Week 1985. Over 100 6th to 9th graders were classroom finalists and the eight whose essays were judged winners were honored in a ceremony with the Governor at the State Capitol and were introduced in the Legislature.
- Participated in the National Association of Commissions for Women with exchanges of information; Commissioner Mary M. Wiberg served as Vice President of the NACW.

### Ongoing Responsibilities

- Responded to approximately 100 telephone and written requests per week for information and referral.
- Conducted research and maintained a library of resource lists and reference materials.
- Monitored state and federal legislation and provided updates and reports related to women and families.
- Published a bimonthly newsletter, the IoWoman, containing information on women's issues and statewide events in Iowa. The newsletter was distributed to approximately 3000 individuals and organizations.
- Submitted names of qualified women to the Governor for consideration for appointment to state boards and commissions.

- Spoke to approximately 50 organizations about the broad mandate of the ICSW and its activities, and on topics related to equal opportunity, legislation, pay equity and the economic status of women.
- Provided knowledgeable speakers for organizations throughout the state.
- Met quarterly as a Commission to explore issues, set priorities, and determine policy relative to the changing needs of women in Iowa.
- Appeared on radio and television news and public affairs programs, and provided information to the print media locally and nationally.
- Cooperated with a variety of educational institutions and other community-based organizations and with local, state and federal agencies in assisting women with various needs.
- Distributed Commission brochures, fact sheets, videotapes and other resources statewide.
- Served as a clearinghouse on Iowa programs and agencies operations to assist women. Maintained contact with the state's many independent, volunteer organizations concerned with women's issues.
- Continued development of the Statewide Advocacy Directory.
- Spearheaded activities of the Women and Work Task Force, a group representing more than twenty public and private agencies concerned with women's employment needs.
- Provided career assistance classes at the Iowa Correctional Institution for Women. About 60 percent of the women enrolled in those classes were placed in job training or employment, and others were actively looking for work when the project finished.

#### Special Events/Conferences

- Cosponsored "The Way Up III: Management of Human Resources in Higher Education Administration," on November 7-8. This conference attracted several hundred persons interested in seeing more women achieve and advance in positions in educational administration.
- Cosponsored an evening conference on October 8, "The Challenge of Nairobi: Learning From the Past to Plan for the Future." Approximately 200 individuals attended to hear delegates to the end-of-the-decade U.N. World Conference and Public Forum in Kenya speak about their experiences with women from around the world.
- Cosponsored and served on the planning committee for a conference scheduled for February 1, 1986 to explore federal and state public policy related to education and economics. Commission Chair Patricia Geadelmann will provide the keynote address, and female

members of the Iowa Legislature will present their personal priorities for the 1986 Legislature at "Women: Caring About the Future."

- Cosponsored and made a presentation on the role of government in providing child care to 250 citizens at a conference on October 10: "Child Day Care In Iowa: Current Trends and Future Directions" planned by the Polk County Child Care Resource Center.
- Served on the planning committee for "Harvesting Our Potential: A Rural Women's Conference," to be held on January 10-11, 1986. The event was organized in response to the great need for rural Iowa women suffering from the economic crisis to receive support and self-development and leadership skills training, in order to better meet the needs of their families and communities.
- Served on the steering committee and developed the brochure for "Women and the Future: A Celebration of Aging," held on September 16. More than 370 women attended the full day of workshops, and about 600 women came to hear keynote speaker Gloria Steinem.
- Served on the steering committee for the White House Small Business Advisory Conference, scheduled for April 1986.
- Participated in the regional conference of the National Association of Commissions for Women on August 9-10 in Gretna, Nebraska.
- Participated in the Iowa Civil Rights Commission's 20th Anniversary Celebration on July 20 by arranging for several "Write Women Back Into History" essay contest finalists to attend and read their winning essays.
- Assisted OSACS, a minority women's organization which provides low-income, inner-city women with pre-employment needs and support services, in planning and publicizing a fundraising event and by an ongoing clothing drive.

#### Interagency Task Forces

- Appointed by the Governor to serve on the Affirmative Action Task Force.
- Served at the Governor's appointment on the Displaced Homemakers Advisory Board.
- Served on a legislatively mandated committee with Iowa Merit Employment Department to study possibilities and make proposals for a model employment policy for state government employees. Researched maternity/paternity leave policies and job-sharing.
- Served on the Department of Human Services Iowa Juvenile Home Advisory Committee.
- Served on the Iowa Health Data Commission's Small Area Utilization Task Force.

- Participated in the Iowa Health Data Commission's Health Care Consumers/Media Focus group.
- Served on the Department of Human Services' Title XIX Perinatal Services and Obstetrical Access Program Study Committee.
- Served on the Des Moines Community Housing Resource Board, which received a grant from the U.S. Department of Housing and Urban Development to conduct fair housing activities. The ICSW researched, wrote and published an 89-page report: "Discrimination Against Children in Des Moines Rental Housing."
- Served on the Iowa State Department of Health's Maternal and Child Health Advisory Council.
- Cooperated with other state agencies in resolving problems and initiating programs for Iowa women, including the Departments of Public Instruction; Human Services; Corrections; Office for Planning and Programming; Merit Employment Department; Job Service of Iowa; Board of Regents; Commission on the Aging; and Commission on Children, Youth, and Families.
- Served on an interagency committee to plan for the utilization of lottery monies earmarked for child care and displaced homemaker projects in Iowa.
- Continued the activities of the Women's Advisory Committee to the new state Historical Building, seeking to assure recognition of women's contributions as part of the mainstream of Iowa history.
- Testified on the child care needs of working women in Iowa at the Iowa Commission on Children, Youth, and Families public hearings.

#### Workshops

- Conducted a workshop on comparable worth at the federal level for a conference of women federal employees on October 22.
- Cosponsored a workshop on October 5: "Pay Equity in the Marketplace." Nina Rothchild, director of employee relations for the state of Minnesota, was keynote speaker.
- Planned and presented a one-day seminar, "Silent Suffering: Women and Children in Poverty," on July 10 for about 100 health care professionals seeking continuing education credits, through the Iowa Methodist School of Nursing in Des Moines.
- Provided computer usage workshops through merged area schools for rural women and women 54 years of age or older, with grants from the Carl Perkins Vocational Education monies and from the Women's Bureau of the Department of Labor.

#### Studies/Reports

- Contracted with Drake University Research Institute for a review of progress made by female state employees under comparable worth pay policy.

- Reprinted Feminization of Poverty: Is This Happening in Iowa?
- Printed a summary of the "Faces of Poverty" public hearing of May 1985.
- Prepared a report for the Des Moines Community Housing Resource Board on "Discrimination Against Children in Des Moines Rental Housing."

#### Public Hearings

- Planned and sponsored, with eighteen supporting organizations, a public hearing on May 24 focused on federal programs affecting families in need, and proposed cuts. "Women and Children: Faces of Poverty" was attended by over 100 persons interested in hearing testimony given on a wide range of policies and programs which assist low-income citizens.
- Solicited additional testimony from concerned organizations and individuals for consideration in the development of ICSW legislative priorities for 1986.
- Developed and wrote a grant proposal for a summer '86 conference, and received funding from the Iowa Humanities Board. "A New Decade for Women in Iowa" will bring together individuals from across the state to review progress of Iowa women during the United Nations Decade for Women and to explore direction for the future.

## SPECIAL PROJECTS

### EMPLOYMENT DIVISION

#### The Iowa Correctional Institution for Women

The employment project at the Iowa Correctional Institution for Women (ICIW) in Mitchellville continued through June 1985 to offer intensive 30-hour reentry classes once every month. These classes provided the residents an opportunity to focus on developing confidence in conducting successful interviews, securing information about community resources, recognizing their strengths relative to the employment world, formulating workable strategies for overcoming personal or employment-related weaknesses, and composing resumes highlighting their unique qualifications.

For those women being released within one year, the division's consultant and director planned and conducted career exploration-personal development skills classes to help women identify their interests and skills. Also, a variety of educational programs, which included career counseling, were coordinated by a vocational counselor/advisor. These preemployment training programs were funded by Job Training Partnership Act (JTPA) grants, totalling approximately \$58,402.00.

In July, the employment project at ICIW officially came to an end due to changing needs at ICIW. (A preemployment program is being offered through other resources.) Although the Iowa Commission on the Status of Women (ICSW) no longer provides direct services to the ICIW, Gretta Merkley, an ICSW commissioner, has been appointed to the ICIW Advisory Board. The ICSW has a continuing commitment to programs and policies which meet the needs of incarcerated women in Iowa.

#### Computer Usage Workshops

The Employment Division received funding in July to sponsor a series of introductory computer usage workshops from the Carl Perkins Vocational Education monies administered by the Iowa Department of Public Instruction and from the United States Department of Labor Women's Bureau. The workshops are being offered in cooperation with six merged area colleges in the State.

The program is targeted for older women who have worked primarily in the home or as part of a family enterprise such as farming and who now must plan for a return to the workforce. By acquainting the participants with new workplace technology and with job-seeking strategies, the ICSW seeks to enhance the employment prospects of this target population.

The program provides twelve hours of hands-on computer usage exposure followed by six hours of job-seeking strategies which include establishing linkages with job and community resources. The projected goal based on project guidelines consists of a seventy percent job or training placement rate. Although follow-up of participants' progress is an ongoing process, it is already known that several women from the first series have started training programs or new jobs as a result of the workshops.

The demand for this kind of training is enormous, as is evidenced by the response from rural women. The targeted population is clearly aware that an introduction to new types of job skills is fundamental to improving their ability to respond to an information-based employment world.

#### "WRITE WOMEN BACK INTO HISTORY" ESSAY CONTEST

One of the most rewarding of the Commission's projects was designed to increase awareness during Women's History Week, March 2-9, 1985. Cosponsored with the Department of Public Instruction and the State Historical Department, "Write Women Back Into History" was a state-wide essay contest which inspired young people from across the State to research and write about outstanding women of Iowa.

The essay contest was directed at middle school/junior high students. Information about the contest and rules were sent to all of the principals and appropriate professional and educational organizations. A unique feature was that students were encouraged to examine the lives of family and community members as well as the lives of women who are quite well-known in Iowa history. The result was that students and communities uncovered the everyday lives of women and their common and uncommon strengths and challenges. In addition to contest information, schools received curriculum strategies and other women's history resources with which to pursue additional activities with their students.

After the finalists were judged by a panel of journalists and teachers, the winners and their families attended an awards ceremony at the State Capitol with the Governor. Top essays were read to the Iowa Senate by Iowa's three women Senators and other essays were read to legislators throughout the day. Additionally the winners received certificates from the Governor, a picture of themselves with the Governor, and a tour of the State Capitol.

#### FACES OF POVERTY HEARING

More than 100 persons concerned about the increase in poverty of Iowa women and their families came together for the May 24, 1985 public hearing entitled "Iowa Women and Children: Faces of Poverty." Eighteen organizations cosponsored this event with the Commission, seeking to follow up on the 1983 "Feminization of Poverty: Is This Happening in Iowa?" hearings. The focus was on programs at the federal level, and on information regarding the value of those programs, the need for additional services, the growing impoverishment of Iowa women, and sharing of responsibility among federal, state and local governments and the private sector. U.S. Representative Neal Smith spoke at the hearing; other members of Congress sent representatives and/or messages. The testimony of some 30 agencies and organizations was received by the Commission for their use in setting legislative priorities, and is available for review in the Commission office.

## COMPARABLE WORTH REVIEW

The collective bargaining agreements reached by the Association of Federal, State, County and Municipal Employees (AFSCME) and the State in September 1984 included a Memorandum of Understanding which stipulated that the Iowa Commission on the Status of Women (ICSW) "will direct a progress evaluation report concerning the elimination of salary disparity based on sex, [by using] outside validation resources." The ICSW contracted with Drake Research Institute for the report, which was developed by Dr. Susan Wright, associate professor of Sociology. Dr. Wright's report is available for review at the Commission office. The concluding section reads as follows:

All conclusions to this study must be couched in terms of the limitations placed on the study by the Memorandum of Understanding; the fact that all female-dominated classifications are included in the study while only those male-dominated classifications which either experienced no change or a raise in pay grade are included in the analysis.

Pay grade assignment equity has not been reached between female-dominated classifications and male-dominated

classifications recommended for upgrade or no change. The male-dominated benchmark classifications are more than proportionally represented at the upper pay grades and less than proportionally represented at the lower grades.

This fact may be interpreted in at least two ways. It may be assumed that female-dominated classifications in fact demand less skill, effort, responsibility, and are performed in better working conditions. Alternatively, it may be assumed that a bias remains in the assignment of factor determined scores to the job classifications, and thus bias persists in pay grades. The Memorandum of Understanding did not call for evaluation which could determine which of these explanations is most appropriate, so the issue will be addressed no further.

The primary charge in the Memorandum of Understanding was to "determine whether any bias remains in the state merit system towards female-dominated classifications when compared to male-dominated 'benchmark' classifications.."

While salary equity is close to being achieved within pay grades, and mean salaries do correlate highly with pay grades, these facts do not negate the effects of the first stage of analysis. When the overall question of bias is addressed, the conclusion must be in the affirmative. Bias towards female-dominated classifications when compared to male-dominated benchmark classifications remains in the state merit system.

## OLDER WOMEN'S CONFERENCE

In September 1985 the Iowa Commission on the Status of Women cosponsored "Women and the Future: A Celebration of Aging" in conjunction with the Iowa Commission on Aging and the Mid-America Congress on Aging. The conference was held to introduce women and policymakers to the status and rights of older women and to encourage all women to look at their futures with a fresh sense of available options and challenges. Keynote speaker Gloria Steinem, *Ms. Magazine* editor, brought the message that women, especially older women, are on the cutting edge of profound structural changes in society.

In addition to the more than 600 persons attracted by the keynote speaker, about 370 women and men attended the day-long conference and participated in one or more of the 16 workshops, which included finance, lifestyles, legal and social concerns, health, employment and education. Ruth Anderson, Roxanne Conlin and Mary Louise Smith concluded the program by speaking to their own view of the future. Catherine Williams, cochair along with Mary Jane Odell, called all the participants to a real "celebration" of aging.

## "WAY UP III..."

In November, 1985 the Iowa Commission on the Status of Women, the Iowa Coordinating Council and the American Council on Education-National Identification Project cosponsored "The Way Up III: Management of Human Resources in Higher Education." This two-day conference was designed for women who are in or who aspire to positions in higher education administration. The several hundred participants represented the three educational sectors: public universities, four-year independent colleges and universities, and two-year community colleges. Workshops included management styles, staff development, employee appraisal, interview techniques, conflict resolution, team building, communications, comparable worth and collective bargaining.

## FAIR HOUSING REPORT

In 1985 the Iowa Commission on the Status of Women staff prepared a report for the Des Moines Community Housing Resource Board (CHRB) entitled "A Report on Discrimination Against Children in Des Moines Rental Housing," with a grant from the U.S. Department of Housing and Urban Development, and in conjunction with the CHRB and state lawmakers. The report was based on national and local statistics reflecting a recurrence of restrictions limiting the ability of families to find suitable rental housing, particularly women from all economic backgrounds as single heads of households. It included housing trends and family trends, alternatives for family renters, a survey completed in Des Moines, other studies, consequences of the shortage of adequate affordable rental housing for households with children, change strategies for improving the housing opportunities for families with children and program and policy changes. This 89-page report was designed to allow policymakers and concerned

citizens to examine some of the specific areas in which disadvantaged women and their children are being affected. The report is available at the Commission office.

#### "A NEW DECADE FOR IOWA WOMEN"

The Iowa Humanities Board (IHB) awarded the Iowa Commission on the Status of Women \$3,000 for a statewide conference to be held on June 21, 1986. "A New Decade For Women In Iowa" is to provide an opportunity for women from around the state to meet and review progress made for Iowa women during the United Nations Decade for Women, 1976-1985, and to set direction for the future.

## PROGRAMS AND RESOURCES

### 1985 LEGISLATIVE SUMMARY

Despite a constricted state budget, legislators approved an impressive amount of legislation which will directly and indirectly improve the status of Iowa women and their families. Highlighting the 1985 session were: a package of protective measures and creative funding sources for victims of domestic violence; a small increase in the AFDC payment; expansion of the medically needy program to Supplemental Security Income (SSI) recipient groups; elimination of absolute veterans' preference in municipalities; and, out of projected lottery revenues, a designation of \$1 million for displaced homemakers and child care programs. In addition, a compromise was formed on the comparable worth legislation, providing for implementation of the pay adjustments and setting up an appeals process for non-Regents, non-contractual employees who did not feel their comparable worth evaluation was fair.

In the following summary, bills marked with one asterisk were 1985 priorities of the ICSW and those with two asterisks were 50 States Report recommendations to remove sex discrimination from the Code.

### WELFARE

\*HF 771 Social Services Appropriations. As passed, the bill:  
Governor --provides a 5.7% increase in AFDC benefits as of 1/1/86.  
Signed --extends for all of fiscal year 1986 the medically needy program for pregnant women and newborn infants (which was introduced and operated for eight months of FY 85).  
--increases the percentage paid by the Department of Human Services (DHS) for AFDC families' school expense special needs from 80% to 100%.  
--provides \$450,000 for child care center financial assistance.  
--provides \$400,000 from Social Services Block Grant money to counties for child care subsidies to working, low-income parents, an increase of \$150,000 over last year. DHS shall reallocate state child day care services funds from counties which do not qualify for or do not utilize the funds, to counties which do qualify for the funds. And, DHS may increase the income guidelines in order to provide for the expenditure of all funds if it determines that funds so earmarked will not be fully expended.  
--provides \$200,000 for a contingency fund for the Women, Infants, and Children's supplemental nutrition program, in order to allow the Department of Health to fully use available federal funds.  
--allocates \$198,000 to family planning programs, to be matched by a federal share of \$155,800, making a total of \$353,800, an increase over FY 85's approximate \$315,791.

- provides \$375,000 for the geographical expansion of Maternal and Child Health Centers.
- appropriates \$125,000 to displaced homemakers programs.
- provides \$330,000 for child abuse prevention grants and an increase of \$100,000 for protective service workers (funds are partially contingent upon income generated by HF 451, which imposes a \$10 birth certificate registration fee).
- provides \$225,000 for domestic abuse grants, \$100,000 of which is contingent upon funds generated by a \$15 fee for entering a final divorce decree.

In addition, the DHS is responsible for a number of legislatively-required studies. Three that especially pertain to priorities of the ICSW are:

- 1) In cooperation with others, study applicability to Iowa of Colorado's medically indigent program and possible funding sources for a comprehensive perinatal services and obstetrical access program, if feasible.
- 2) Study appropriateness and costs associated with recipient classifications for AFDC and Food Stamp monthly reporting and retrospective budgeting.
- 3) Study feasibility of implementing the California model for perinatal services and obstetrical access and cost effectiveness of a bidding system for Title XIX recipients.

**\*HF 570**  
Governor  
Signed  
Establishes a tax on health insurance premiums, and includes a \$3 million appropriation expanding eligibility for the medically needy program to blind, aged and disabled Iowans whose gross income is too great to qualify for SSI but whose medical expenses bring their net income within the eligibility guidelines.

**HF 505**  
Governor  
Signed  
Provides for an annual review of local human service programs by the county board of social welfare to determine the degree to which the services are being coordinated. The review shall study cooperative efforts which are designed to prevent duplication of services and to break the cycle of dependency by certain families receiving assistance under human service programs.

**CHILDREN**  
**Child Care**

**\*See HF 771**

**\*HF 225**  
Governor  
Signed  
Lottery Bill. Allocates \$1 million per year in lottery revenue for five years for child care and displaced homemaker programs and for supplementary resources for women enrolled in the federal Job Training Partnership Act (JTPA) program. Child care grants cannot exceed \$10,000 each and may be used for start-up funding for before-and-after school programs using school facilities, infant care, child care information and referral services, and

on-site employer day care. This money will be allocated on a pro-rated basis after the economic provisions are funded.

### Child Protection

\*HF 451  
Governor  
Signed  
Omnibus bill related to child abuse prevention and missing children. Creates a \$10 fee for birth certificate registration, to increase funding in FY 1986 for state grants to local child abuse prevention programs; creates a missing person clearinghouse to collect and disseminate information on missing persons throughout the state; clarifies that local school districts may establish child day care programs, including before-and-after school programs for "latch key" children; mandates the Iowa Merit Employment Department to develop a proposed model employment policy for state employees with children; mandates two hours of training every five years for persons, such as teachers, who are required by law to report suspected child abuse; and requires government education-related entities to develop procedures for handling complaints of abuse committed against children at public and non-public schools.

HF 462  
Governor  
Signed  
Child Protection bill. Clarifies and expands protection of child victims in the legal system, e.g., expanding the use of videotaped testimony of child abuse victims and creating the position of court guardian to help child abuse victims in court.

SF 424  
Governor  
Signed  
Criminal check for day care. Changes the maximum length of time a substantiated abuse report remains on the DHS registry of day care operators/owners from three years to ten years. Also increases from one to two the number of founded child abuse incidents, on the DHS registry, needed for DHS to prohibit the offender from being connected with a child care facility; however, one founded incident of sexual abuse would be enough to disqualify the offender from connection with a licensed or registered facility.

### Child Support and Custody

\*SF 244  
Governor  
Signed  
Provides for child support collection: posting of security, ordering of assignments of income by the clerk of district court or the child support recovery unit, attachment of liens, and modification of certain limitations on paternity actions.

\*HF 495  
Governor  
Signed  
Provides for collection of support obligations relating to identifying information in petitions for dissolution of marriage and support orders, payment and distribution of support payments to and by the clerk of the district court, modification of support orders, and recording of income tax refund or rebate payments by the clerk.

\*HF 421  
Governor  
Signed  
Declares that if one spouse abandons the other spouse, the abandoned spouse is entitled to the custody of the minor children. Specifies situations which do not constitute abandonment as 1) the departure of the spouse due to physical or emotional abuse, and 2) the departure of the spouse accompanied by the minor children.

#### EMPLOYMENT

\*\*SF 266  
Governor  
Signed  
An Act relating to veterans' preference in public employment. Alters the absolute preference in municipal hiring accorded veterans, although still giving them preference. In municipal civil service exams a veteran will receive five points extra on his/her exam, ten points if he or she is a disabled veteran. Preference is given for employment, not promotion; no limits are set on time or number of uses.

\*HF 753  
Governor  
Signed  
Relates to the implementation of comparable worth:  
-- gives state employees exempt from the merit system and eligible for increases retroactive to March 8, 1985, a lump sum payment in June 1985.  
-- implements a review process for noncontractual employees who want to appeal the results of the comparable worth study; the Iowa Merit Employment Department will assist in organizing this procedure and informing employees (except Regents) of this process. The appeals will be reviewed by a board made up of five state employees, appointed by the executive council of the state of Iowa. This board will make recommendations to the executive council at its first regular meeting in April 1986. The council shall have final authority to adjust pay grades for classifications, with the exception of any actions which would supersede a collective bargaining agreement.  
-- legislative council shall establish an interim study committee to conduct a review of female-dominated jobs to determine whether wage discrimination remains, and will report their findings to the Governor and the General Assembly by January 1, 1986.

Subsequent to HF 753 being signed into law, the following Executive decisions were made to further implement comparable worth:

- effective July 12, 1985, eliminate all pay grade reductions implemented March 8, 1985.
- make comparable worth adjustments for exempt, judicial and Regents employees.
- award upward adjustments to non-contractual state employees minus one step, like those for employees under collective bargaining agreements.

\*HF 605  
Died H.  
St. Govt.  
Cmte.  
Extends the state policy prohibiting discrimination in compensation for work of comparable worth to all political subdivisions (counties and cities) of the state.

HF 555  
Governor  
Signed

Establishes the Iowa community cultural grants program within the state Office for Planning and Programming. A commission is established to direct the establishment and funding of grants under appropriations provided by the General Assembly. Grants are intended for cities and community groups for the development of community programs that would provide local jobs for Iowa residents and at the same time promote a city's historical, ethnic, and cultural heritages through the development of festivals, music, drama, or cultural programs or tourist attractions.

#### INHERITANCE

\*\*SF 378  
Governor  
Signed

Intestate Succession. Increases the share of the surviving spouse if the deceased spouse did not leave a will to 100 percent of the estate if there were no children or if the children were all children of both spouses. If there were children that were not the surviving spouse's, the surviving spouse would get the first \$50,000 plus 50 percent of the balance. The children would get the other 50 percent. (Note: The 50 States Report had only recommended that the surviving spouse receive 50 percent of the estate in the event there was no will, with the children receiving the other half.)

#### EDUCATION

\*HF 648  
Governor  
Signed

Amends Section 601A.9 of the Iowa Code to include higher education in Iowa's "Title IX" act, which forbids sex discrimination in education. However, nothing in HF 648 prohibits any bona fide religious institution from imposing qualifications based on religion when such qualifications are related to a bona fide religious purpose, or any institution from admitting students of only one sex.

#### SEXUAL ABUSE AND DOMESTIC VIOLENCE

\*HF 413  
Governor  
Signed

Expands use of victim reparation funds to additional recipients: victims of domestic violence and sexual assault and child victims. Includes reparations for medical care and for counseling by specified counseling professionals.

\*HF 549  
Governor  
Signed

Provides client counselor privilege to sexual assault or domestic violence victim counselors, in order to protect confidential communication between the victim and her counselor. An "abuse" registry will be maintained, to be used by criminal justice agencies and the Department of Human Services. If a peace officer is at the scene and thinks domestic violence has occurred, the abuser can be arrested without a warrant. The cost of a divorce will go up \$15 (fee waived for low-income persons), to be deposited in the general fund with the clear intent that the money will be appropriated and used for sexual assault and domestic violence centers. A domestic abuse advisory

board is created to review and comment on grant applications. The Department of Human Services will award any federal grants for emergency shelters or other services.

\*HF 142 Would remove spousal exception to the law on sexual abuse  
Died H. in the third degree.  
Jud.Cmte.

#### SEX DISCRIMINATION

\*\*SF 329 Code corrections. Includes provision that the Code editor  
Governor "shall edit the Code in order that words which designate  
Signed one gender will be changed to reflect both genders when  
the provisions of law apply to persons of both genders."

\*\*SF 224 Non-controversial revisions to Code. Eliminates gender-  
Governor based discrimination; e.g., changes Code to specify that  
Signed each county's board of social welfare shall include both  
sexes; previously the Code specified that at least one  
member "shall be a woman."

\*\*HF 186 Reorganizes statutes relating to the Department of Correc-  
Governor tions by changing certain sexually discriminatory statutes  
Signed which imposed requirements and extended rights to one sex  
but not the other.

#### FUNDING

\*HF 571 Appropriations. Includes funding for the Iowa Commission  
Governor on the Status of Women in the amount of \$97,698.  
Signed

#### MISCELLANEOUS

SF 322 Would provide occupational safeguards for public employ-  
Died S. ees operating video display terminals (VDT).  
SG Cmte.

HF 672 Relates to the adoption of a uniform marital property act,  
Died H. as approved and recommended for all states by the nation-  
Jud.&Law al conference of commissioners on uniform state laws.  
Enf.Cmte.

\*HF 624 Continuing coverage under a group accident and health in-  
Died H. surance policy or a group hospital or medical subscriber  
Small contract after entry of a final dissolution of marriage,  
Business annulment or separate maintenance decree, would have to be  
& Comm. provided without evidence of insurability and without an  
additional premium, and would have to be provided as long  
as the policyholder or subscriber remains a member of a  
covered class and until either former spouse remarries. If  
the policyholder or subscriber remarries, the former  
spouse may continue coverage for an additional premium. If  
the divorce decree differs with this, the divorce decree  
will prevail.

## LEGISLATIVE PROGRAM '86

In light of the current fiscal concerns of the state of Iowa, the Commission has attempted to formulate priorities which at once recognize these fiscal concerns and still meet important human needs. These priorities are further offered in the belief that the elimination of existing inequities and inequalities will benefit all citizens in the state of Iowa.

Prompted by national reports on the growing trend of poverty among women and by information received from other women's and human resource organizations, the Iowa Commission on the Status of Women (ICSW) initiated a study of poverty among Iowa women. We knew that nationally two out of three adults in poverty are women, and that 75 percent of poor people are women and children. With this in mind the Commission sponsored three public hearings in September, 1983: "The Feminization of Poverty...Is This Happening in Iowa?" From the hearings, we received testimony from women who had first-hand experience of poverty and from those who, because of their job or volunteer service to the community, had direct contact with poor women and their children.

This information, accompanied by data from the 1980 Census Bureau report and from updates provided by speakers at the Commission's 1984 Fall Issues Forum and at the May 1985 Faces of Poverty public hearing, made it evident that the feminization of poverty is occurring in Iowa. Increased numbers of female heads-of-household and a fast-growing population of elderly women contribute greatly to the numbers of Iowa women whose incomes fall below or hover dangerously close to the poverty level.

The reasons for the prevalence of poverty among women are multifaceted and differ from the reasons for men's being poor. At the heart of the problem is an assumption that women bear the full responsibility for the economic and emotional upbringing of children, in a society where there is increasing divorce, separation, and children born out-of-wedlock. This factor, coupled with limited labor force opportunities (sex discrimination, sex segregation, and sexual harassment hurt women who are workers), contributes to women's vulnerability to poverty.

The Commission on the Status of Women thus considers it vital that the following legislative priorities, grouped together as economic issues of supreme importance to women in our state, be considered and given support.

### WELFARE REFORM

In recognition of the need for Iowa women to become independent of public assistance programs when at all possible, but without prematurely cutting off vital support programs, the Commission recommends the following measures be adopted to address present weaknesses in the welfare system that discourage women from seeking educational and employment opportunities and deny adequate living standards to those both on and off public assistance.

**The ICSW supports:**

1. Funding and expansion of the medically needy program to make it available to other classes of persons not currently covered (i.e., the elderly, and other adults in families with an unemployed or absent parent). The medically needy programs funded by the 1984 and 1985 legislatures need to be continued so that low-income Iowans who are not eligible for Medicaid may be assured of medical coverage. The programs adopted in 1984 and 1985 cover pregnant women, children, and SSI recipients who are not eligible for public assistance programs but whose income and resources fall within state and federal guidelines.

2. Revision of the University of Iowa Hospitals Indigent patient program, with the goal of assuring equal access to hospital care throughout the state and more adequately meeting medical needs of low-income Iowans. Currently Iowa counties have varying standards and quotas regarding who get to avail themselves of the state papers program, with resultant inequity among needy citizens across the state.

3. a. An immediate increase in the amount of AFDC payments  
b. A cost-of-living adjustment for all payment schedules under the AFDC program and provision for periodic adjustments for inflation

(in light of the fact that there has been only one 5.7% increase in AFDC payments since 1979, and in light of the diminished purchasing power of those payments over the last five years).

4. Legislation that would provide incentives for women to work, by increasing certain benefits and liberalizing eligibility requirements for AFDC recipients, such as:

- a. housing, child care and transportation stipends for those who are working and/or are in transition from AFDC;
- b. education grants for AFDC parents;
- c. increased equity limits for cars and other resources;
- d. supplemental hardship payments to working AFDC recipients suffering a loss of earned income; and
- e. increased Standard of Need.

5. Simplification of the quantity and scope of the current food stamp reporting requirements, within the state's ability.

6. Elimination of any inconsistencies between education and training program loan requirements, such as the requirements of the Individual Education and Training Program (IETP), and the effect of those loans on AFDC eligibility.

7. Formation of a task force to assess the needs of homeless women in Iowa. Information is needed about the numbers of the homeless and the existing sources of aid, particularly to ascertain if homeless women are underserved by present sources.

8. Appropriations to fund existing homeless shelters in Iowa.

The ICSW philosophically supports a statute that would ban discrimination in housing against persons with children or on public assistance.

#### HEALTH/NUTRITION

The ICSW supports:

1. State funding for a contingency fund to allow the Iowa Women, Infants and Children (WIC) nutrition program to spend all of its federal grant.
2. State funding to supplement the federal WIC grant and in particular to assure coverage for postpartum women who are eligible.
3. Creation of a statewide nutrition monitoring system to assess and monitor the nutritional status and needs of Iowans.

#### EMPLOYMENT AND TRAINING OPPORTUNITIES

In Iowa, there were 39 percent more women in the work force in 1980 than there were in 1970. It is imperative that women receive equitable training and employment opportunities so that they may achieve and maintain a decent standard of living for themselves and their families.

The ICSW supports:

1. Special efforts by the state to solicit bids for contracts from Iowa-based firms who hire women and minorities.
2. A requirement that credit be given to volunteer and homemaker work experience for purposes of qualifying for hiring and promotion in all personnel selection systems in Iowa government and for all businesses/parties which contract with the state government.
3. A requirement that benefits should accrue to position-types other than permanent, full-time state employment.
4. Funding for educational and vocational training at the correctional institution for women at Mitchellville.
5. Continuing action to implement state employee pay reform on the basis of comparable worth, as well as development of a plan for extending a comparable worth policy to all public employees in Iowa. The state should give attention to providing assistance to local government entities in conducting comparable worth studies, with the intention of making state revenue-sharing monies at future dates contingent upon adopting comparable worth pay schedules for local government employees.

The Commission philosophically supports development of a vigorous public education campaign on the need for pay equity, utilizing speeches, publications, conferences and other appropriate avenues. Further, the Commission recognizes that comparable worth legislation alone will provide only partial relief against discrimination. It does not alleviate sex segregation in employment or open opportunities to women for advancement. The state of Iowa needs to vigorously

enforce existing affirmative action plans and monitor carefully promotions made within the upper pay classifications. It needs to develop, implement and expand career ladders where there are concentrations of women and minorities and offer career counseling and training programs for women who desire to seek nontraditional jobs or to move up the career ladder.

### INSURANCE

In recognition of the needs of all persons to insure against the risks of disability, retirement and death, and in particular noting the needs of persons following divorce or disability or death of a spouse, the ICSW supports:

1. Employers' extension of health plan coverage at group rates for family members of deceased, divorced, or medicare-eligible workers.
2. State use of sex-blended mortality tables (Code of Iowa, Chapter 508) on a prospective basis for establishing the baseline rates necessary to guarantee a level of reserves sufficient to maintain solvency. "This would not interfere with the insurance industry's freedom to establish appropriate risk classifications for the pricing of policies. It would, however, remove the government from a position of advocacy for sex-based tables." (50 States recommendation)

### EDUCATION

At a time when attention to excellence in education is a national, state and local focus, the Iowa Commission on the Status of Women joins in support for excellence and equity in education:

1. State funding for staff and programs relating to educational equity, including monitoring implementation of the multi-cultural, nonsexist curriculum mandated by the Code.
2. State subsidies for welfare recipients enrolled in education programs for any loss of federal dollars due to conflicting requirements of state and federal welfare policy. Presently, many recipients face loss of food stamps when they receive education and loans, which are then counted as part of their income.

### FAMILY LIFE

In response to a concern for the physical and emotional well-being of all family members and in the belief that the choice to have a family should be based on an informed and voluntary decision process, the ICSW supports:

1. Removal of the exclusionary clause in the Iowa Code, which appears to permit 3rd degree sexual assault between marriage partners who may still be in the same household.
2. Provision that joint custody should not be granted when spousal or child abuse is a factor in the marital relationship.
3. Funding for displaced homemakers programs in Iowa.

4. Increased funding for domestic abuse programs and services in Iowa.
5. Funding for family planning.
6. Consideration of creative funding mechanisms for victim assistance providers, including shelters and programs which assist victims of domestic violence.
7. Provision for better enforcement of existing alimony orders, such as enforcement methods currently utilized for child support recovery.
8. Establishment of life planning courses taught by qualified persons which emphasize responsible parenting and adulthood; such courses should be made available in grades K-12 and adult education.

#### CHILD CARE

Among Iowa families, there is a growing need for quality, affordable child care, especially for families where both parents work and for households maintained by one parent. Lacking child care, women will find it all but impossible to get off public assistance, and in the words of the U.S. Civil Rights Commission, "...if employment or educational opportunities cannot be pursued due to inadequate child care, then those are opportunities effectively denied." Thus, the Commission supports:

1. Expanded use of state child care subsidies by all counties. Presently not all counties choose to use their child care dollars and there must be some encouragement for them to do so.
2. Child care subsidies for Job Training Partnership Act (JTPA) participants until the participants receive their first full-month paycheck.
3. Establishment and funding of technical assistance to local communities to enable them to set up child care programs to meet their specific needs and to provide ongoing training and consultation for child care providers.
4. A flexible benefits plan for state employees which will include child care as an optional benefit.
5. Development and funding of school age child care programs.
6. Raising the Social Service Block Grant guidelines for child care eligibility to 150 percent of the Federal Office for Management of the Budget (OMB) poverty guidelines.
7. Continued state implementation of child support recovery in accordance with the federal Child Support Enforcement Amendments of 1984.

## 1985 HALL OF FAME

The Iowa Women's Hall of Fame was established by the Commission on the Status of Women in 1975, the first program of its kind in the nation. Its purpose is to recognize significant achievements of Iowa women and to identify those whose efforts have improved the quality of life for women in Iowa. Four notable Iowans were named to the Hall of Fame in the 11th annual ceremony in Des Moines on August 27. Present for their induction were Gladys B. Black, Pleasantville; Edna M. Griffin, Des Moines; and Alice Van Wert Murray, Ames. Posthumous recognition went to Anna B. Lawther, Dubuque. Presenting the awards were Governor Terry E. Branstad and his wife, Chris Branstad.

GLADYS B. BLACK was honored for her efforts to educate Iowans about their natural surroundings and the need for protecting the environment for future generations. Her writing about Iowa's native birds has been published widely, and she has introduced hundreds of schoolchildren to Iowa's countryside and wildlife through nature hikes.

Black received an honorary doctorate from Simpson College in 1978 for her work as one of the nation's leading ornithologists, with special knowledge of the nesting and migration patterns of American birds. She was born on a farm in rural Pleasantville in 1909. She received a nursing diploma from Mercy Hospital, Des Moines, and a bachelor of arts degree from the University of Minnesota.

EDNA M. GRIFFIN was inducted into the Hall of Fame for having played a key role in the civil rights movement at both the state and national levels. Griffin was born in Kentucky, grew up on a New Hampshire farm, graduated from Fisk University and moved to Des Moines in 1947. She quickly took action to force discriminatory Des Moines businesses to obey Iowa's public accommodations law, many years before the "official" civil rights movement began. A Des Moines cafeteria was forced to serve people of color in Des Moines, largely because of Griffin's campaign.

In 1963 Griffin organized Iowans to join Martin Luther King's famous march on Washington, D.C. She also began a Des Moines Chapter of the Congress on Racial Equality (CORE) which supported the voter registration drive in the south. She has been an active supporter and member of other minority-focused groups such as the NAACP and, in Des Moines, the Tiny Tot Child Care Center, Gateway Dance Theatre and the Langston Hughes Players theater company.

ANNA B. LAWThER was honored as a pioneer for women's rights in suffrage, higher education and community participation. Born in 1872, she received her early education in Dubuque and her B.A. degree from Bryn Mawr College in 1897. Lawther served as secretary of that college for many years before returning to Dubuque in 1912 and becoming deeply involved in civic and social welfare activities.

She was quickly drawn to the struggle for women's right to vote and was a three-term President of the Iowa State Equal Suffrage Association. After the nineteenth amendment became law, Lawther was

named Iowa's first Democratic national committee woman and traveled the state informing new voters about the party.

She was the first woman appointed to the Iowa State Board of Education in 1921 and was also the first woman to give a convocation address at the University of Iowa. In honor of her efforts on behalf of women students, a residence hall at the University of Northern Iowa was named for her in 1937.

ALICE VAN WERT MURRAY was inducted into the Hall of Fame for her extraordinary volunteerism, which has extended from her community to the international level. In addition to being an active farm owner-operator, she has been deeply involved with the concerns of rural women, safety issues, Iowa State University (ISU), 4-H, and the Presbyterian church. The Minnesota native graduated from ISU in 1934 and has been recognized by the university many times since for her activities as an alumna, particularly in the areas of home economics education and alumni development.

Throughout her life, Murray has been concerned with international understanding and was an eight-time delegate to the Associated Country Women of the World Conference. Out of her farming background evolved an interest in safety, and as a leading representative of the National Safety Council, she was an innovator on many safety campaigns, initiating Iowa's first defensive driver course. Murray has also been an advocate for women and children on numerous state advisory committees on day care, education and environmental health, and through membership in many women's organizations. Currently, she works at promoting and developing Living History Farms, founded by her husband William Murray.

Nominations for the Iowa Women's Hall of Fame are received from the public and remain current for three years; recipients are chosen by a special committee representing the Commission and the public.

#### THE CRISTINE WILSON MEDAL FOR EQUALITY AND JUSTICE

Former ICSW Director Sue Follon, Cedar Falls, was awarded the Cristine Wilson Medal for Equality and Justice during the Hall of Fame Ceremony on August 27, 1985. During Follon's tenure as director the Commission on the Status of Women achieved some of its most notable accomplishments.

Under Follon's leadership Iowa became the first state to carry out the 50 States Project, a national effort whereby each state was to review its legal code for gender-based discrimination and seek to make changes where necessary. Iowa's 50 States Report made over 100 suggestions for legislative changes, many of which have already been passed and are being implemented.

Other areas of accomplishment include highly progressive laws with regard to pay equity, rape and sexual assault, domestic violence and education, all of which contribute to Iowa's reputation as a national leader in promoting equity. Follon's special contribution was in bringing together influential policymakers and private citizens, and working closely with the Iowa Legislature and Governor's Office in order to achieve success that all could share.

Follon's commitment to educational equity has been the central theme in all her undertakings. The Volga native received the B.A. degree from Iowa Wesleyan College in 1963, M.A. from UNI in 1970, and Ed. D. from Drake University in 1983. Her roles as an educator include teaching secondary science and serving as an administrator at Buena Vista College, Storm Lake. In March, 1985, she was named the first woman vice president at UNI. As Vice President for Educational and Student Services, she continues to work toward equal opportunities in education for women.

The Cristine Wilson Medal for Equality and Justice recognizes the efforts and accomplishments of the Commission's first chair and is awarded to persons whose work contributes to the national recognition of Iowa as a state characterized by equality and justice.

#### ROSTER OF QUALIFIED WOMEN

The Roster, originated in 1976, continues to be used to submit names for consideration by the Governor in making appointments to state boards and commissions. Roster forms are provided for women upon request. The forms include biographical information, educational background, work experience, organizations and information on areas of interest. The number and percentage of women being appointed have increased dramatically since 1976; 49.3 percent of Governor Branstad's new appointments in 1985 were women.

#### STATEWIDE ADVOCACY DIRECTORY

Undertaken jointly by the American Association of University Women, Iowa Division, and the Commission, the Statewide Advocacy Directory was designed to provide an accessible guide to networks on women's issues in Iowa. Directory forms were distributed widely, and before the end of 1985 more than 800 persons had indicated their area(s) of expertise and/or interest, out of some 60 categories. The project was given essential technical assistance by volunteers Barbara Olberding and Pam Blackburn; Mary Ann Millhone contributed major management and design aid. As an ongoing Commission program, the directory will continue to expand its database and its usefulness throughout the state. Additional persons and organizations will be identified on a regular basis. Printouts by category were scheduled to be available from the ICSW office early in 1986.

## RESOURCES

The Commission office maintains resource materials which it makes available to the public. Information on the following topics is kept on file in our office:

Affirmative Action	Female Offender
Child Care	Feminization of Poverty
Comparable Worth	Health
Credit and Finance	Law
Displaced Homemakers	Marital Rape
Divorce	Media
Domestic Violence	Minority Women
Education	Politics/Government
Employment	Reproductive Health
Equal Rights Amendment	Sexual Abuse
Estate Planning/Inheritance Tax	Sexual Harassment

Information on the topics listed may be obtained through the Commission office. The Commission reference files are available for in-office use by any interested persons.

Requests for information relative to the needs and status of women have come from individuals, organizations, state agencies, legislators, libraries and students. The Commission is also called upon to answer questions concerning legal rights in employment, education, credit, welfare, insurance, and other areas; these questions are referred to the proper authority. The requests for information and referral have averaged approximately 100 calls per week during 1985.

## PUBLICATIONS AND OTHER RESOURCES

The ICSW continued to publish its bimonthly newsletter, *IoWoman*. This publication informs Iowans of state and federal legislation, government appointments, and state and national activities relevant to the status of women. Circulation of *IoWoman* in 1985 was over 2,500.

The Commission publishes brochures on specific topics of information for women, as well as final reports on research projects. These publications are available upon request from the Commission office. Also, ICSW files are open for use by individuals, groups and agencies. Current publications include:

*Credit Rights Card*  
*Divorce - Things to Consider*  
*How To Use A Helping Agency*  
*Iowa Women and the Law*  
*Iowa Women's Hall of Fame Portfolio*  
*IoWoman, bimonthly newsletter*  
*Nontraditional Jobs for Women*  
*Sexism in Education*  
*The Commission on the Status of Women*  
*The Feminization of Poverty... Is This Happening in Iowa?*  
*Title IX: Questions and Answers*  
*Discrimination Against Children in Des Moines Rental Housing*

Current Video/Audio Tapes include:

*The Feminization of Poverty... Is This Happening in Iowa?*  
(1/2" VHS and 3/4" videotape), 1984. 40 minutes.

*A Growing Crisis: Disadvantaged Women and Their Children*  
(1/2" VHS), 1984.

*Daughters of the Middle Border: An Audio History.*  
Three 30-minute audio dramas. 1980.

*The Trail: West to Iowa*  
*Rebellion Years: Civil War on the Prairie*  
*Second Generation Suffragist: Carrie Chapman Catt*

CHAPTER 601

STATUS OF WOMEN

Chapter 601, Code 1971, repealed by 64GA, ch 1124, §282

601.1 ESTABLISHMENT. There is established a commission on the status of women, hereinafter referred to as the "commission", to consist of twenty-four members, appointed by the governor and representing a cross-section of the citizens of Iowa. The commission shall be nonpartisan, and the members shall be appointed without reference to their political affiliation. The governor shall appoint one of the members to serve as chairman. [64GA, ch 1122, §1]

601.2 TERM OF OFFICE. One-half of the members appointed to the initial commission shall be designated by the governor to serve two-year terms, and one-half shall be designated by the governor to serve four-year terms. Succeeding appointments shall be for a term of four years. Vacancies in the membership shall be filled for the unexpired term in the same manner as the original appointment. [64GA, ch 1122, §2]

601.3 MEETINGS OF THE COMMISSION. The commission shall meet at least four times each year, and shall hold special meetings on the call of the chairman. Ten members shall constitute a quorum, and the concurrence of at least thirteen members shall be necessary for the commission to render a determination or decision. The commission shall adopt rules as it deems necessary. [64GA, ch 1122, §3]

601.4 OBJECTIVES OF COMMISSION. The commission shall study the changing needs and problems of the women of this state, and develop and recommend new programs and constructive action to the governor and the general assembly, including but not limited to, the following areas:

1. Public and private employment policies and practices.
2. Iowa labor laws.
3. Legal treatment relating to political and civil rights.
4. The family and the employed woman.
5. Expanded programs to help women as wives, mothers, and workers.
6. Women as citizen volunteers.
7. Education. [64GA, ch 1122, §4]

Referred to in §601.6

601.5 DUTIES. The commission shall:

1. Serve as a clearinghouse on programs and agencies operating to assist women.
2. Conduct conferences.
3. Co-operate with governmental agencies to assist them in equalizing opportunities between men and women in employment and in expanding women's rights and opportunities.
4. Serve as the central permanent agency for the development of services for women.
5. Co-operate with public and private agencies in joint efforts to study and resolve problems relating to the status of women.
6. Publish and disseminate information relating to women and develop other educational programs.
7. Provide assistance to organized efforts by communities, organizations, associations, and other groups working toward the improvement of women's status. [64GA, ch 1122, §5] Referred to in §601.6

601.6 ADDITIONAL AUTHORITY. The commission may:

1. Do all things necessary, proper, and expedient in accomplishing the duties listed in section 601.5 and this section.

2. Hold hearings.

3. Enter into contracts, within the limit of funds made available, with individuals, organizations, and institutions for services furthering the objectives of the commission as listed in section 601.4.

4. Seek advice and counsel of informed individuals, or any agricultural, industrial, professional, labor or trade association, or civic group in the accomplishment of the objectives of the commission.

5. Accept grants of money or property from the federal government or any other source, and may upon its own order use this money, property, or other resources to accomplish the objectives of the commission. [64GA, ch 1122, §6]

601.7 ACCESS TO INFORMATION. The commission shall have access to all nonconfidential records, data, information, and statistics of all departments, boards, commissions, agencies, and institutions of this state, and upon terms which may be mutually agreed upon, have studies and research conducted. [64GA, ch 1122, §7]

601.8 ANNUAL REPORT. Not later than February 1 of each year the commission shall file a report with the governor and the general assembly of its proceedings for the previous calendar year, and may submit with the report such recommendations pertaining to its affairs as it deems desirable, including recommendations for legislative consideration and other action it deems necessary. [64 GA, ch 1122, §8]

Annual Report, §17.4

APPROVED this 19th day of April, 1972

GOVERNOR OF THE STATE OF IOWA

