



IOWA
COMMISSION
ON THE
STATUS
OF WOMEN

16th Annual Report

State of Iowa
Commission on the
Status of Women

February 1, 1988



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STATUS
OF WOMEN

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The Honorable Terry Branstad
Members of the 73rd General Assembly
State Capitol Building
Des Moines, Iowa 50319

Dear Governor Branstad and Members of the 73rd General Assembly:

I am pleased to present to you this 16th Annual Report of the Iowa Commission on the Status of Women.

As I assume the chair, I want to recognize Dr. Patricia Geadelmann's leadership of the Commission since 1979, until her resignation as chairperson December 31, 1987. She has played a key role in making progress toward full participation by women in the economic, political and social life of this state. The Cristine Wilson Medal for Equality and Justice awarded to her at the 1987 Iowa Women's Hall of Fame ceremony was a fitting tribute to her accomplishments.

The studies, recommendations for change, programs and projects carried out during 1987 are described in this report. Several grants have aided the Commission in heeding its mandate, from the U.S. Department of Labor, Women's Bureau, Carl Perkins Vocational Education Act, Iowa Humanities Board and Domestic Violence Prevention and Services Act. Leveraging state appropriations in this way has multiplied the effectiveness of our efforts, and made possible such accomplishments in 1987 as the major conference on Women and the Constitution and the model pre-employment training for older rural women through a Hands-On Introduction to Computers program.

Requests for information and referral have continued to increase, as economic self-security for women has remained elusive, and as citizens have become more aware of the Commission and more conscious of the initiative they themselves must take in achieving equal rights. Expectations of the public and the mandate of the Code place a great demand on our citizen commission and small staff. Much has been gained towards equity under the law, but equity in fact has yet to be realized, and the challenge for the Commission is greater than ever.

Visibility and autonomy within the Department of Human Rights are key to the continuing effectiveness of the Commission. We appreciate your support, and that of Gretchen Hamlett, who heads the Department. Thank you for your commitment, as we continually study the changing needs and problems of women in Iowa and develop programs and actions to enable them to succeed as individuals, parents, workers, and volunteers in our state.

Respectfully submitted,

Naomi Christensen
Naomi Christensen
Chairperson

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1987 COMMISSIONERS

<u>Commissioner</u>	<u>Community</u>	<u>Term Expires</u>
Patricia Geadlemann, chair	Cedar Falls	June 30, 1988
An C. Bergstrom	Cedar Falls	June 30, 1990
Patricia R. Boesen	Des Moines	June 30, 1990
Mary E. Campos	Des Moines	June 30, 1990
Naomi Christensen	Hastings	June 30, 1988
Celestine Devine	Corwith	June 30, 1988
Mildred I. Freel	Iowa City	June 30, 1990
Donna Furleigh	Clear Lake	June 30, 1988
Nancy R. Hauserman	Iowa City	June 30, 1990
Ruth I. Holtan	Forest City	June 30, 1990
Beverly Jo Jackson	Marshalltown	June 30, 1988
Eunice Kuyper	Pella	June 30, 1988
R. Joanne Lienemann	Adel	June 30, 1990
Tom Lynner, Jr.	Des Moines	June 30, 1990
Mignon Manelli	Ames	June 30, 1990
Gretta Merkley	Des Moines	June 30, 1988
James Middleswart	Indianola	June 30, 1988
Mary Jean Montgomery	Spencer	June 30, 1988
Audrey R. Mortensen	Dubuque	June 30, 1990
Ila R. Plasencia	Des Moines	June 30, 1990
Donald Steege	Council Bluffs	June 30, 1988
Barbara White	West Des Moines	June 30, 1988
Mary Wiberg	Ankeny	June 30, 1988
Cecilia M. Zenti	Urbandale	June 30, 1990

**COMMITTEES OF THE
IOWA COMMISSION ON THE STATUS OF WOMEN
1987**

FINANCE

AN BERGSTROM, Chair
Patsy Boesen
Beverly Jo Jackson
Eunice Kuyper
Audrey Mortensen
Donald Steege

EDUCATION

MARY JEAN MONTGOMERY, Chair
Nancy Hauserman
Barbara White
Mary Wiberg

PUBLIC INFORMATION

CECE ZENTI, Chair
Mary Campos
Sally Devine
Tom Lynner, Jr.

INTERNAL OPERATIONS & PERSONNEL

GRETTA MERKLEY, Chair
Eunice Kuyper
Mignon Manelli
Ila Plasencia

LEGISLATIVE

NANCY HAUSERMAN, Chair
An Bergstrom
Mildred Freel
Donna Furleigh
Jim Middleswart
Mary Jean Montgomery
Ila Plasencia
CeCe Zenti

PROGRAMMING & PLANNING

AUDREY MORTENSEN, Chair
Mary Campos
Naomi Christensen
Mildred Freel
Donna Furleigh
Ruth Holtan
Joanne Lienemann
Tom Lynner, Jr.

HALL OF FAME

NAOMI CHRISTENSEN, Chair
Gretta Merkley
Mary Jean Montgomery

EXECUTIVE COUNCIL

PATRICIA GEADELMANN, Chair
Naomi Christensen, Vice-Chair
An Bergstrom, Treasurer
Mary Wiberg, Member-at-large
Eunice Kuyper, Member-at-large

STAFF MEMBERS

Permanent Staff

Charlotte Nelson has served as ICSW Executive Director since her appointment in February 1985. On July 1, 1986 she was appointed by Governor Branstad as Administrator of the Division on the Status of Women within the Department of Human Rights.

Jane Barker continued in the position of Confidential Secretary III, serving at .80 FTE since July 1, 1986. She has provided support to the Commission since September, 1973.

Diane Quinn assumed the Program Planner II position in August, 1987. Prior to reclassification of this position, the Information Specialist position was filled by Danita Edwards. During the interim Ruth Lawrence carried out these responsibilities under contract.

Internships

Diane Quinn, an MPA candidate at Drake University, assumed major responsibility for several ICSW projects as an unpaid intern from January until June, 1987.

Jackie Sticha, also a Drake MPA candidate, began a similar internship in October, 1987.

Grant-funded Staff

The Employment Division was directed by Bette Crumrine. She has been serving in this capacity since November, 1986.

Marlene Hall has provided part-time clerical support to the Employment Project since March 1986.

Grant funding has made other contracts and related staff assistance possible:

-with the Iowa Coalition Against Domestic Violence, to carry out statewide technical assistance. Dianne Fagner is the full-time ICADV director.

-with Chris Michalek, to coordinate educational equity, displaced homemaker and minority women's projects.

1987 ACCOMPLISHMENTS
IOWA COMMISSION ON THE STATUS OF WOMEN

The Iowa Commission on the Status of Women continues to heed its mandate to study the changing needs and problems of the women of this state and recommend new programs and constructive action to the Governor and the General Assembly. The broad legislative mandate is outlined in the Code reference at the end of this report. Several of the special projects, programs and resources are described in detail later. What follows here are the highlights of the Commission's 1987 activities and accomplishments - a multi-faceted approach towards the goal of full participation by women in the economic, political, and social life of this state.

ANNUAL EVENTS AND ACTIVITIES

--Proposed legislative priorities to the Governor and to the 73rd General Assembly, 1987 session, based on priorities developed in the fall of 1986.

--Formulated legislative priorities for 1988, reflecting public testimony from more than 75 citizens, agencies and organizations which have experience and concerns related to the changing needs and problems of women in Iowa. Consulted with key staff from other state agencies to verify the situations and needs reflected in the proposals. Submitted these proposals to the Governor and the General Assembly.

--Sponsored the 13th annual Iowa Women's Hall of Fame ceremony, with Governor and Mrs. Branstad honoring the inductees. Maintained the *Iowa Women's Hall of Fame Portfolio* which recognizes significant achievements of Iowa women and identifies those whose efforts have improved the quality of life for women in Iowa.

--Assisted organizations, agencies and individuals to celebrate Women's History Month, as proclaimed by the United States Congress and Governor Branstad.

--Cosponsored the "Write Women Back Into History" Essay Contest with the State Department of Education and the State Historical Society, for middle school/junior high students.

--Participated in the National Association of Commissions for Women (NACW) by attending the National Convention in Lexington, Kentucky and the Biregional Conference in Denver in June, and by cooperating in exchanges of information throughout the year. Iowa Commissioner Mary Wiberg was reelected as president of the NACW for 1987-88.

ONGOING RESPONSIBILITIES

--Addressed mandates to assist organized efforts to improve the status of women and to serve as a clearinghouse on programs and services for

women, by facilitating the formation of the Iowa Network for Women and beginning to develop a statewide directory of women's organizations.

--Responded to more than 100 telephone and written requests per month for information and/or referral.

--Maintained a library of filed material on topics of major concern to women of this state.

--Monitored state and federal legislation for its potential impact on women and provided updates and reports related to women and families. Testified and advocated action on behalf of ICSW priorities.

--Published a bimonthly newsletter, *IoWoman*, informing approximately 4000 Iowans of state and federal legislation, research results, and both governmental and private non-profit events relevant to the status of women.

--Submitted names of qualified women to the Governor for consideration and possible appointment to state boards and commissions. Began expansion of this project to local governments and to the private sector.

--Spoke to more than 20 organizations on topics related to equal opportunity, legislation, families and employment, pay equity and the economic status of women, and about the Commission's broad mandate and its programs.

--Provided or identified knowledgeable speakers for organizations throughout the state. Began database of names and topics.

--Maintained a Statewide Advocacy Directory on Women's Issues. This computerized database is coded for particular concerns and identifies resource people and interested citizens with whom information can be shared.

--Met quarterly as a Commission to explore issues, set priorities, and determine policy relative to the changing needs of Iowa women.

--Appeared on radio and television news and public affairs programs, and provided information in writing and through interviews to local and national print media.

--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 - including the Council in the Department of Human Rights.

--Participated in the Governor's Proclamations of Domestic Violence Month, Women's History Month, Women's Equality Day, and Iowa Women's Sports Day.

--Distributed Commission brochures, fact sheets, videotapes and other educational resources nationally and statewide.

SPECIAL EVENTS/CONFERENCES

- Cosponsored "The Way Up V: Connections for the Future," fifth annual conference for women in higher education, on November 5 - 6.
- Sponsored a conference on "Women and the Constitution: Life, Liberty, and Property" in Iowa City on September 19, with funding from the Iowa Humanities Board, National Endowment for the Humanities, and the University of Iowa Law School and College of Business.
- Cosponsored "Visions and Decisions," February 13, with eight state and local organizations. This dinner event celebrated the accomplishments of women in the judiciary, state government, local elected and appointed positions, volunteer, civic and community leaders.
- Participated in the Governor's Volunteer Recognition Award Ceremonies by recognizing the Polk County Women Attorneys Association and Roxann Ryan for revision of *Iowa Women and the Law*.
- Cosponsored ICSW/AARP Legislative Event on November 3 - 4 in Des Moines to discuss issues of concern to women, especially older women in the state.

INTERAGENCY TASK FORCES

- Affirmative Action Task Force for the State of Iowa, by appointment of the Governor
- Governor's Adolescent Task Force
- Work Group for the Governor's Interagency Council on Welfare Reform
- Maternal and Child Health Advisory Council, Iowa Department of Public Health
- Iowa Juvenile Home Advisory Committee, Department of Human Services
- Sex Equity Advisory Council, Department of Education
- State Interagency Task Force on Adolescent Pregnancy
- Rural Work Group
- Human Needs Advocates - a weekly public-private information exchange at the State Capitol.
- Child Support Clearinghouse Advisory Committee, Department of Human Services
- Data, Research and Policy Committee, Health Policy Corporation of Iowa
- Displaced Homemakers Advisory Council, Department of Human Services
- Shaping the Workplace 2000 Planning Committee

GRANT-FUNDED PROJECTS

--Sponsored computer introduction workshops targeting older rural women at thirteen merged area schools around the state, with funding from the Carl Perkins Vocational Education Act, through the Iowa Department of Education, and from the U.S. Department of Labor Women's Bureau, Region VII.

--Administered \$81,927 for FFY87 and \$82,341 for FFY88 in Family Violence Prevention and Related Services grant funds from the U.S. Department of Health and Human Services. Twenty local shelters and programs were assisted, and statewide technical assistance was provided through the grant-funded Iowa Coalition Against Domestic Violence, in cooperation with the ICSW.

--Early Equity II, funded by the Carl Perkins Vocational Education Act and cosponsored by the Des Moines Public Schools, provided Gender-Ethnic Expectations and Student Achievement training for educators from across the state.

--Received funding for a minority leadership conference and revision of Get Your Bearings, the Commission's guidebook for displaced homemakers.

STUDIES/REPORTS

--Wage disparity data, as requested from Job Services, Iowa Department of Employment Services, was interpreted and disseminated throughout the state.

--Review of changes for women in Iowa during the U.N. Decade for Women, as a follow-up to the 1986 conference, "A New Decade for Iowa Women."

--Study of, and report on, health care for the uninsured/underinsured, family caregiving, and economic security, in conjunction with the American Association of Retired Persons

--Staff research and update on issues, including homelessness, insurance, Uniform Marital Property Act, family and medical leave, maternity leave, alternative work patterns and welfare reform.

PUBLIC HEARINGS

--Solicited testimony from concerned organizations and individuals for consideration in the development of 1987 legislative priorities.

--Prepared and presented testimony at "Children In Poverty" Hearings about the critical need for child care in order for women to achieve economic self-sufficiency.

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|| SPECIAL PROJECTS ||

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EMPLOYMENT PROJECT

The Employment Project has received funding since 1985 to sponsor a series of introductory computer usage workshops for older rural women across the state. Funds were awarded from the Carl Perkins Vocational Education monies administered by the Iowa Department of Education, and from the Women's Bureau of the Department of Labor. The workshops were offered in cooperation with merged area schools.

The program targets 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. Twelve hours of hands-on computer usage are followed by six hours of job-seeking strategies, which include establishing linkages with job and community resources. By acquainting the participants with new workplace technology and with job-seeking strategies, the ICSW seek to enhance the employment prospects of this population.

A total of 197 persons benefitted from the workshops during the 1986-87 grant year. With a goal of seventy percent job or training placement, the FY87 participants exceeded that figure with sixty-six percent employed or in training and seven percent having their own businesses.

Demand for the computer workshops continues to be high with 300 names on the waiting list. Eleven workshops were sponsored by the project and another two were cosponsored with area colleges. Thirteen more are being planned for FY88, and an additional expanded program will be offered at the Tama Settlement.

The Employment Project (currently focusing on computer-introduction workshops) has had a variety of emphases in the past. It is designed to increase the employability of women - to help women feel confident about themselves; to link them with community resources; and to support women in their search for job or further training opportunities.

WOMEN'S HISTORY MONTH

After ten years of nationwide observance of the week in March which included International Women's Day, March 8, as Women's History Week, women made history in 1987 by having an entire month to celebrate women's history. The U.S. Congress designated March 1987 as Women's History Month, and a similar proclamation was signed in Iowa by Governor Branstad.

The third annual "Write Women Back Into History" essay contest was cosponsored by the Commission, the Iowa Department of Education and the Iowa State Historical Society for students in grades 6 - 9. Teachers throughout the state were provided curriculum ideas to develop student awareness of women's roles in history. Resource catalogs and other materials were available in the Commission office to assist teachers, organizations, and others in celebrating WHM.

Guidelines for the essay contest were mailed to every public and non-public school in the state asking teachers to encourage their students to write an original essay about a woman who they believe should be written into history.

Classroom teachers submitted a winning essay from each of their classes. These finalists were judged by a panel of teachers, journalists, and community leaders. Each finalist received a certificate signed by the Governor. Eight winners, selected from the classroom finalists, and their families and teachers attended an awards ceremony at the State Capitol. After receiving their prizes in the Governor's formal office, the students were introduced in both the House and Senate and toured the Capitol building.

Other Commission sponsored events for WHM were presentations given to several elementary and high school classrooms on women's role in history. Libraries throughout the state were surveyed and a compilation of WHM activities planned statewide was published in the Des Moines Register.

VISIONS AND DECISIONS

Over 350 persons attended "Visions and Decisions" on February 13, a dinner event to celebrate the accomplishments of women in the judiciary, state government, local elected and appointed positions, and volunteer, civic and community activities. The program was sponsored by eight state and local organizations and the ICSW. Special guests present or represented were Justice Linda K. Neuman; Judge Rosemary Sackett; Judge Lee Jackwig; Lieutenant Governor Jo Ann Zimmerman; and Secretary of State Elaine Baxter. Catherine Williams, human services consultant and civic leader, facilitated the event and set the tone for the evening, and bilingual greetings were presented by Mary Campos.

DOMESTIC VIOLENCE

For the second year, the ICSW received the Family Violence Prevention and Services Grant for Iowa from the U.S. Department of Health and Human Services. As the designated Iowa recipient of the \$82,341 grant, the Commission assembled a steering committee to issue, and evaluate responses to, a request for proposals from shelter and related assistance programs across the state. Twenty local projects were funded, and the Iowa Coalition Against Domestic Violence (ICADV) was awarded the contract to provide a statewide technical assistance program. ICADV is working closely with the Commission on issues of domestic violence.

WOMEN AND THE CONSTITUTION: LIFE, LIBERTY AND PROPERTY

Over 350 persons attended the ICSW-sponsored conference, "Women and the Constitution: Life, Liberty, and Property" September 19th at the Boyd Law Center in Iowa City. The event was a project of the Iowa Humanities Board and the National Endowment for the Humanities, and featured outstanding academicians and practitioners from Iowa and around the country.

Keynote speaker for the conference was the Honorable Elizabeth Holtzman, District Attorney, Brooklyn, NY and youngest woman ever elected to the U.S. House of Representatives. Nancy Hauserman, University of Iowa (SUI) College of Business associate professor and ICSW member, directed the conference. Iowa participants included Supreme Court Justice Linda Kinney Neuman; Court of Appeals Judge Rosemary Sackett; Assistant Johnson County Attorney Linda McGuire; civic leader Mary Louise Smith; Martha Chamallas, Bill Buss and Mary Dudziak from the SUI Law School Faculty; SUI Women's Studies Chair Margery Wolf; Lieutenant Governor JoAnn Zimmerman; ICSW Chair Patricia Gadelmann; Civil Rights Commission Executive Director Inga Bumbary-Langston; Drake University Law Professor Russell Lovell; and League of Women Voters leader Pat Jensen. Videotapes of all sessions are available to the public.

ICSW/AARP LEGISLATIVE EVENT

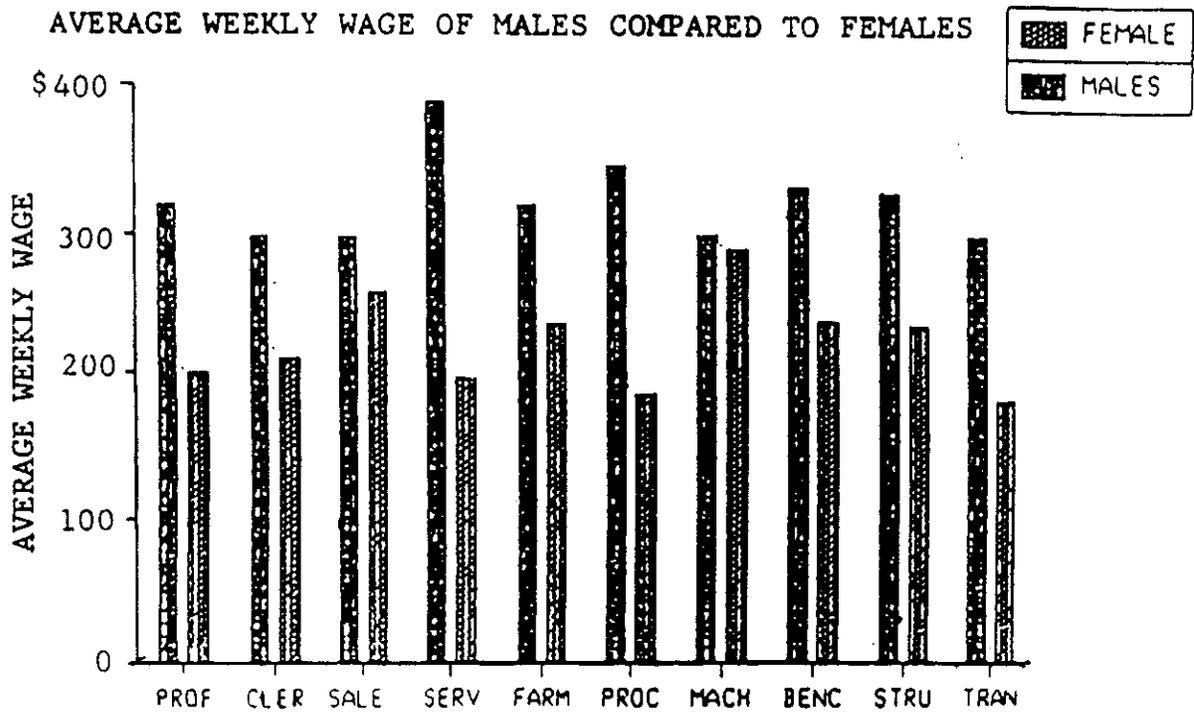
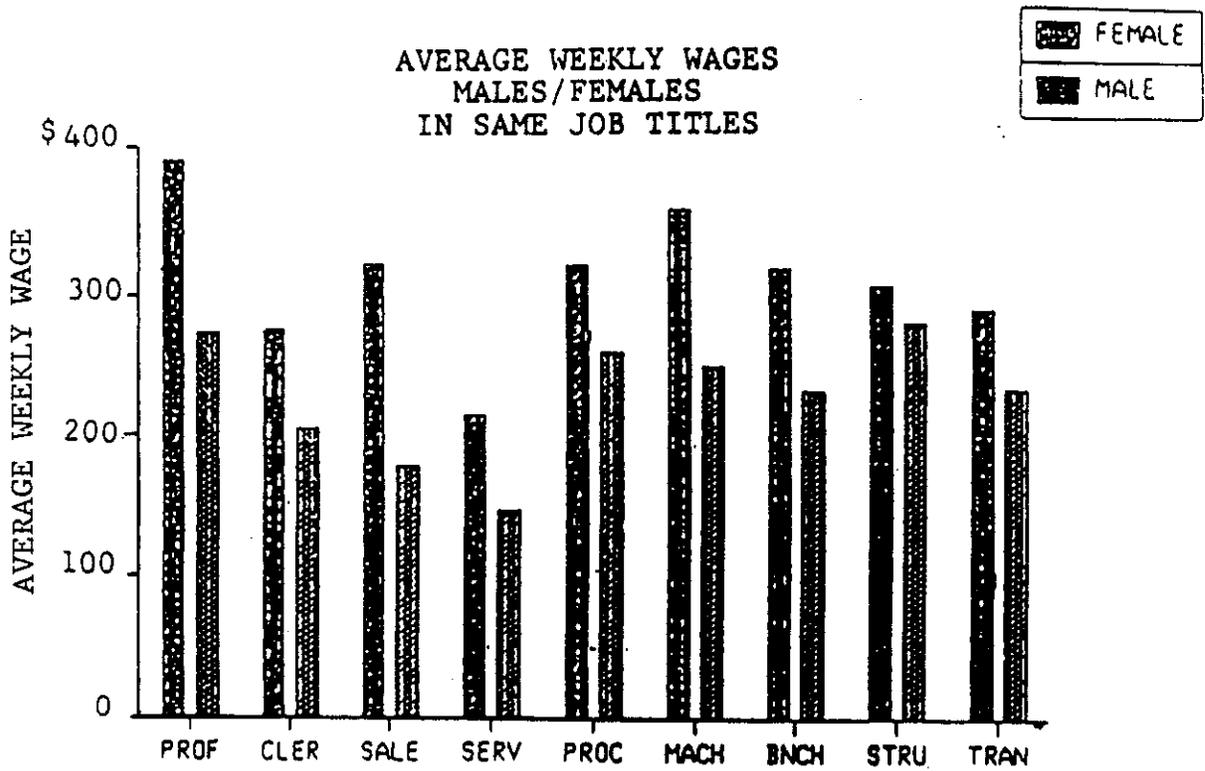
On November 3 - 4 the Commission and the American Association of Retired Persons invited state legislators and other policy makers to a two-day forum to draw attention to issues of particular interest to older women. The event was designed to develop proposals for the next legislative session, and the report will be available to the public.

Topics included health care for the uninsured and underinsured, family caregiving, and economic development and security for women. Governor Branstad opened the event, and the luncheon address was given by Lt. Governor Jo Ann Zimmerman.

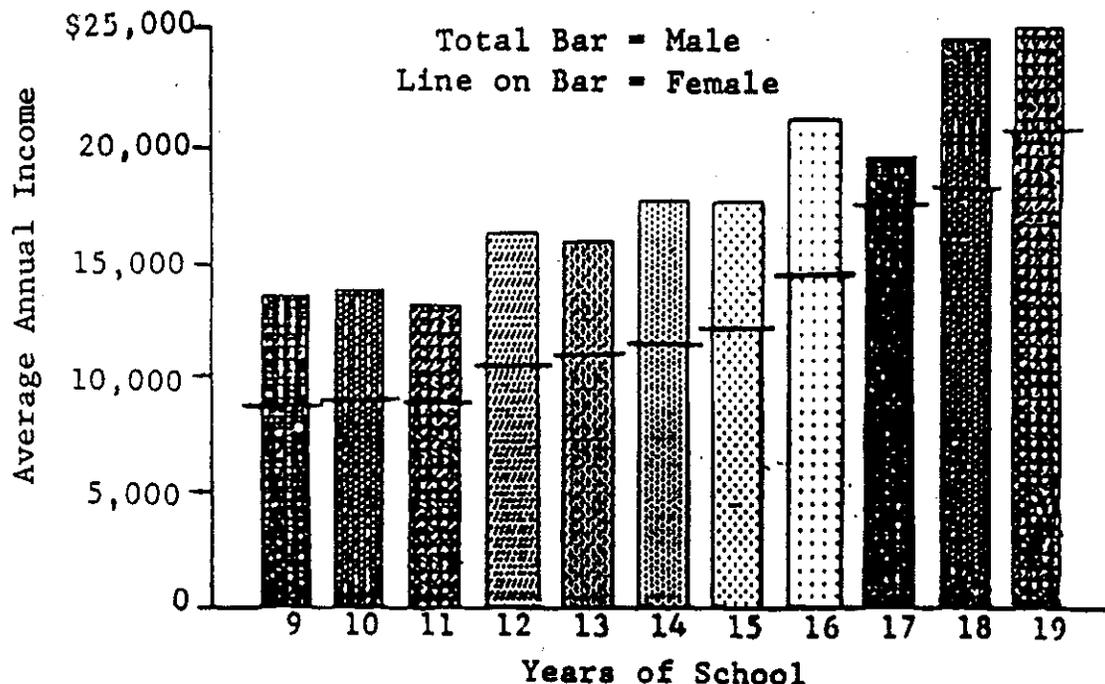
WAGE DISPARITY IN IOWA

On February 27 the ICSW released information it had requested from Job Services of the Department of Employment Services (DES) on wages and salaries for women in Iowa. The U.S. Bureau of Labor Statistics, using results of the Current Population Survey of households, had reported that in 1985 in the U.S. the median annual earnings for full-time women workers amounted to \$.64 compared to \$1.00 for men. These data are not, however, available on a state-specific basis. Also, because none of Job Services' overall data collection procedures include gender identification, DES had not previously been able to fully provide information on earnings, as sought by the ICSW. Since the Claims File of 1985-86, however, *does* identify males and females within job titles, it was determined that this file of more than 100,000 person, approximately one-third of whom were women, could serve as an indicator of the entire labor force in Iowa and could be researched for data on wages.

These Claims File statistics show pay inequity for women within each major occupational grouping: Professional, Clerical, Sales, Service, Processing, Machine Trades, Benchwork, Structural Work and Transportation. When *all job titles* in the file were considered, the *overall average* weekly wage for women amounted to \$.66 for every \$1.00 earned men. For females compared with males *in the same job titles*, the average weekly wage amounted to \$.74 on the \$1.00. A printout of specific job titles and corresponding average weekly wages for males and females is available in the ICSW office. The following graphs portray the data for occupational groupings and for educational levels: in no grouping and at no level of education do the women's average wages equal those of the men's.



WAGES BY LEVEL OF EDUCATION



The February 27 press release quoted Chairperson Patricia Geadelmann: "It appears that pay equity for women continues to be elusive in Iowa, as in the rest of the nation. The statistics remind us that 24 years since the Equal Pay Act of 1963 was passed, we are about 26% short of having equal pay for equal work, and 34% short of having women on the average earn as much as men."

Since most women work for the same reasons as men - to support themselves and their families - the implications of this information are of major concern: much more attention still needs to be given to addressing the issue of fair pay for women. A multi-faceted approach is essential, since the issue is complex, the causes varied and the need urgent. The ICSW recognizes the range of identified reasons for the disparity, including less tenure in positions for women than for men (frequently due to delays or interruptions in their careers for child-rearing); less job-related experience; less opportunity for advancement through informal networking; sex role stereotyping in jobs; acceptance of societal expectations for low levels of income for women; discrimination against women in recruitment, employment and compensation; less frequent unionization among female workers; and concentration of women in low-paying positions.

In recent years a positive step was taken by the General Assembly and Governor Branstad to reduce the inequity experienced by some state employees by legislating and implementing comparable worth pay adjustments. Also, a bill specifying that discrimination on the basis of sex by employers and by labor unions is prohibited in Iowa was passed unanimously in both the House and the Senate in 1987, and was signed by the Governor.

The ICSW will continue its study, further documenting the need and developing additional proposals for change; it will also strengthen current efforts to achieve pay equity. These on-going efforts include more widespread dissemination of information on the law and on legal action which may be taken against discrimination; promotion of educational and employment opportunities, including support services; assistance in programs to address equity issues at younger ages; information and assistance to women in obtaining higher-paying nontraditional jobs; and fostering an atmosphere of equity.

PROGRAMS AND RESOURCES

IOWA WOMEN'S HALL OF FAME

Four notable Iowans were named to the thirteenth annual Iowa Women's Hall of Fame in Des Moines Tuesday, August 25 at the Wallace State Office Building. The ceremony was held in conjunction with Women's Equality Day, August 26, which commemorates the day in 1920 when American women first received the vote.

Awards were presented to the recipients by Governor Terry Branstad and his wife, Chris Branstad, Patricia Geadelmann, chair of the Commission, and Naomi Christensen, commissioner and chair of the Hall of Fame Selection Committee.

The honorees represented a broad range of interests and endeavors, including the arts; state, national and world government; volunteerism; education; and public service at all levels. They have made extraordinary contributions in their various fields. The women inducted into the Hall of Fame were Jolly Ann Horton Davidson, Clarinda, and Gwendolyn Wilson Fowler, Des Moines. Posthumous awards were given to Lou Henry Hoover and Nellie Verne Walker.

Jolly Ann Horton Davidson, native of Davenport and resident of Clarinda, is distinguished for commitment to public service, contributions to public broadcasting, and dedication to excellence and equity in education. From 1973 to 1986 she was a member of the Iowa Board of Public Instruction, serving two years as president. She successfully advocated human relations courses for teacher certification, programs for talented and gifted students, vocational education for all, and area schools. She was president of the National Association of State Boards of Education. From 1976 to 1986 she also focused her policymaking skills as board member and six-year president of Iowa Public Broadcasting Network Facility Board, and was a driving force behind the new Iowa Public Television facility. She was a board member of the Agency for Instructional Television, which seeks to improve education by integration with technology, and she chairs the National Committee on Editorial Integrity for Public Broadcasting. In 1984 Jolly Ann Davidson's contributions were recognized when she was presented Drake University's Alumni Distinguished Service Award.

Gwendolyn Fowler of Des Moines - a pioneer woman of her time - has taken part in many of the great social changes of the nation and the world and opened doors of opportunity for minorities and women. She was the first black woman pharmacist licensed in Iowa, in 1930. Unable to find employment in her profession, she devoted 15 years to teaching school in Holly Springs, Mississippi. From 1945 to 1955 she was employed by the State of Iowa as a pharmacist's clerk and then as a chemist. As a presidential appointee in the U.S. Foreign Service, she was stationed in Viet Nam for 4 1/2 years. In 1960 she resumed her career as a chemist in Des Moines, retiring in 1974. Ms. Fowler was a charter member of the Junior NAACP (1920) and of Alpha Kappa Alpha Sorority (1932), and is a lifetime member of the NAACP. She has been a leader in such organizations as the American Red Cross,

Willkie House, AAUW, and her church, and serves on the Mayor's Sister City Commission. Her collection of Oriental art is outstanding. She has received many citations and awards, including the Governor's Volunteer Award, and has been a role model for many women throughout her life.

Lou Henry Hoover was born in Waterloo in 1874. At the age of 10 she moved to California and in 1898 became the first woman to earn a geology degree from Stanford University. There she met and married the future president of the United States; they and their family traveled and lived all over the world. Intelligent, talented, energetic and public spirited, she directed her efforts toward the benefit of others. During World War I she established the American Women's Committee for Economic Relief to aid wounded soldiers and families. She organized food conservation drives and provided housing and assistance to women. She twice served with distinction as national president of the Girl Scouts. She organized the National Women's Athletic Association and a National Women's Conference on Law Enforcement. She enjoyed a lifelong love of the outdoors and a dedication to conservation. Since her death in 1944, awareness of the impact of her life has increased through the release of her papers and other written materials.

Sculpture created by Nellie Verne Walker may be viewed throughout the Midwest. Her life began in 1874 in Red Oak where she learned stone carving in her father's monument works. At the age of 17 she created her first limestone sculpture, a bust of Lincoln, which was displayed at the 1893 Columbian Exposition and is now in the museum in Moulton, Iowa. She studied and taught at the Chicago Art Institute. In 1913 she completed the statue of Chief Keokuk which overlooks the Mississippi River in Keokuk, Iowa. On display in the Iowa State Capitol is a bas relief in bronze which she created in honor of the Pioneer Suffragists of Iowa; among those taking part in the 1936 formal dedication ceremony were Governor Clyde Herring, Secretary of State Ola Babcock Miller and Carrie Chapman Catt. Walker's work has been characterized as "pure, strong, and for the most part classically beautiful." She has many other monuments, busts and bas reliefs to her credit, and was honored as a life member of the National Sculpture Society. This diminutive woman, known as "the lady who lived on ladders," died in 1973, leaving a legacy of art for all to enjoy.

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 committee representing the Commission and the public.

THE CRISTINE WILSON MEDAL FOR EQUALITY AND JUSTICE

At the 1987 Iowa Women's Hall of Fame ceremony, the Cristine Wilson Medal for Equality and Justice was presented to Dr. Patricia Geadelmann. This award was established in 1982 and honors the woman who served on the Governor's Commission on the Status of Women and first chaired the statutory Commission. From 1972 to 1976 Cristine Wilson led the Commission in combatting sex discrimination and promoting equal opportunity. The Medal is given to individuals who

have exhibited outstanding dedication and service on behalf of the ideals of equality and justice. Previous recipients were Sue Follon, Governor Robert Ray and Mary Louise Smith.

During the ceremony Commissioner Mary Jean Montgomery spoke of the qualities of leadership which promote the cause of equality and justice, and Commissioner Eunice Kuyper identified Pat Geadelmann as personifying those qualities. Geadelmann served on the ICSW since 1972 and as chair from 1979 through 1987 - years of significant progress in fighting sex discrimination and promoting equal opportunity. She is credited with such tangible achievements as review of the Iowa Code for gender bias and has been recognized through the White House Fellows program, the Governor's Award for Distinguished Service to State Government and the National Governor's Association Distinguished to Service to Government Award.

ROSTER OF QUALIFIED WOMEN

The Roster, originated in 1976, continues to be used to submit names for the Governor's consideration 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. Since the need was perceived and the Roster was developed, the number of appointments of women has increased dramatically - with more than half of Governor Branstad's recent appointments to state boards and commissions being women. Legislation requiring gender balance was passed in 1987, and the Roster received increasing attention by citizens and for appointments.

Expansion of the project is underway in conjunction with the Chamber Alliance and cooperatively with the Governor's office, to assist in identifying women who might serve on local boards and in the private sector across the state, as well as in state government.

STATEWIDE ADVOCACY DIRECTORY

Originally undertaken jointly by the American Association of University Women, Iowa Division, and the ICSW, the Statewide Advocacy Directory was designed to provide a computerized, accessible guide to networks on women's issues in Iowa. During 1987, the Directory was continually being expanded and updated; approximately 3000 persons are in the database, representing some 25,000 issue advocates.

As an ongoing Commission program, the directory will continue to expand its database and its usefulness throughout the state, and additional persons and organizations will be identified on a regular basis. Printouts by category are available from the ICSW office.

IOWA NETWORK FOR WOMEN

In March 1987 representatives of nearly 50 organizations came together and confirmed the need for communication and coordination among groups whose concerns include equity for women. A steering committee was set up and has focused on name, purpose and structure. The ICSW has been serving as facilitator for development of the Network.

Efforts continue to develop and publish a statewide directory of groups/organizations/services, to facilitate coordination and communication among organization, resources and services for women. The directory will represent a continuum of options available to women in Iowa and help groups to identify others with similar interests.

RESOURCES

The Commission office maintains a library of resource materials which is available to the public. Information on file includes both historical and background material as well as current facts and figures about emerging issues of concern to women. Topics include:

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 Harrassment

Information may be obtained through the Commission office. Reference files are available for in-office use by any interested person.

The Commission receives newsletters from several other state commissions for women and from several women's organizations. These contain valuable information about the status of women across the nation and are a source of contacts for those seeking a network of women with similar interests and needs.

Also available at the Commission office are books, cassette tapes, and videotapes. Topics include job seeking skills, women's development, women in business and employment situations, women and the constitution, older women, etc. Books and video/audio tapes may be checked out on a limited basis or used in the Commission office.

Requests for information relative to the needs and status of women come from individuals, organizations, state agencies, legislators, libraries, teachers, lawyers, the media and students. The Commission is also regularly 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. Requests for information and referral have averaged more than 100 calls per week during 1987.

The Commission also receives and fills requests for speakers. Commission staff speak to groups on issues such as pay equity, changes in the status of women, women's roles as family caregivers, women's history, dual career issues, and other employment issues. For those engagements the Commission is unable to fill due to available staff time or expertise, referrals are given.

PUBLICATIONS AND OTHER RESOURCES

The ICSW was able to publish its bimonthly newsletter, the *IOWOMAN* four times in 1987. This publication informs Iowans of state and federal legislation, government appointments, and state and national

activities relevant to the status of women. The mailing list is revised regularly, and circulation of the *IOWOMAN* in 1987 was approximately 4000.

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

Annual Reports of the Iowa Commission on the Status of Women
Credit Rights Card
Divorce - Things to Consider
How To Use A Helping Agency
Iowa Women and the Law (1986 Revised Edition)
Iowa Women's Hall of Fame Portfolio
IoWoman, bimonthly newsletter
Nontraditional Jobs for Women
Sexism in Education
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:

*"Women and the Constitution" - Tapes of
conference workshops, keynote, and plenary sessions. 1987*

*"Harvesting Our Potential" - Tapes of testimony presented at three
rural hearings (Emmetsburg, Atlantic, Gilbertville)*

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 drams. 1980
The Trail: West to Iowa
Rebellion Years: Civil War on the Prairie
Second Generation Suffragist: Carrie Chapman Catt

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|| 1987 LEGISLATIVE SUMMARY ||

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The following action relative to ICSW issues was taken this year:

WELFARE REFORM

- State policy was defined and a program established to provide obstetrical and newborn care to medically indigent individuals at the appropriate level most available to the patient's residence, except for those in nine counties who will receive care at the U of IA Hospitals. SF511 and HF671. Signed.
- Any unobligated funds from the obstetrical patient care fund to be used by Department of Public Health for family and community health and mobile and regional child health speciality clinics. Continued funding at FY86 level, and additional funding for mobile regional clinics. SF 511. Signed.
- Increased eligibility up to 100% of poverty under the medically needy program of Title XIX for pregnant women, infants, the aged, blind, and disabled. HF 671. Vetoed.
- Increase of 6.5% in AFDC payments. HF 671. Vetoed.
- Short-term emergency AFDC payments. HF 671. Vetoed.
- Technical assistance for AFDC recipients seeking self-employment. HF 671. Vetoed.
- Continuation of Work Incentive (WIN-Demo) Program; assuming the federal match is received, this provision would result in expansion of the program. HF 671. Signed.
- Address shelter needs of homeless families through Iowa Finance Authority. HF 603 provides mechanism. Signed. Appropriation in HF 671. Vetoed.
- Individual Education Training Program (IETP) modified to allow participants two academic years to complete high school; loan and grant requirement modified. HF 671. Signed.
- Medically needy program extended to cover caretaker relatives. HF 671. Vetoed.
- Extension of Title XIX benefits for additional six months to AFDC recipients who lose assistance solely due to loss of the 30 1/3 disregard. HF 671. Vetoed.
- Family self-sufficiency program. HF 671. Vetoed.

Note: In his veto message Governor Branstad assured that an aggressive program of welfare reform will provide better education and job training opportunities for Iowans on AFDC. The Legislature has a welfare reform interim study committee.

HEALTH

- Contingency funds to enable DPH to fully use federal funds for Women, Infants and Children program. HF 671. Signed.
- Expansion of Maternal and Child Health grant program to uncovered counties. Passed in supplemental appropriation for FY87. Vetoed. Passed in appropriations for FY88. Signed.
- DPH and DHS to pursue targeted case management pilot project for pregnant women under Title XIX, seeking waiver if needed. HF 671. Signed.
- Address need for adolescent pregnancy prevention and services through a task force, locally-determined educational programs and funding of pilot projects. SF 219. Vetoed.

Adolescent Task Force to focus on pregnancy, suicide and substance abuse. SF 511. Vetoed. Governor will appoint a task force on adolescent pregnancy, suicide prevention and substance abuse. The General Assembly will also create an adolescent task force for interim study.

Address need for adolescent pregnancy prevention and services through grants for pilot projects. SF 511. Signed.

- Family planning funding through the Department of Human Services continued. HF 671. Signed.

DISPLACED HOMEMAKER PROGRAMS

- Funding for displaced homemaker programs through DHS at FY87 level of \$120,000. HF 671. Vetoed.
- Funding for JTPA-related child care and displaced homemaker programs at \$728,000. SF 511. Signed.

EMPLOYMENT

- Prohibit employment discrimination on the basis of sex by employers and by labor unions. HF 507. Signed.
- Require employers to apply employment policies and practices to pregnancy leave on the same terms and conditions as for other temporary disabilities, and to permit an employee to have up to 8 weeks unpaid leave if a sufficient sick leave is not available. HF 580. Signed.
- Increase flexibility for affirmative action in state government. HF 622. Died in Senate Committee.

GENDER BALANCE

- Gender balance on judicial nominating commission and on all state boards, commissions, committees and councils. SF 148. Signed.

EDUCATIONAL EQUITY

- No action to increase overall funding for educational equity.
- Human growth and development instruction for grades K-12. SF 511. Vetoed.

--\$300,000 in grants for pre-kindergarten for 4-year-olds. Died in conference committee. Note: Department of Education's new standards require pre-kindergarten to be offered in 1991.

MARITAL RAPE/DOMESTIC ABUSE

--Prohibition of marital rape. Bills died in Senate committee.

--Strengthen statute on domestic abuse. HF 591. Signed.

CHILD CARE/SUPPORT

--Annual review of child custody order. SF 418. Died in Senate Judiciary Committee.

--Child Support Recovery - DHS authorized to implement collection center. HF 671. Signed. (Several attempts to prevent start-up of the child support recovery unit central clearinghouse died.)

--Increase in funds for child care providers. HF 671. Vetoed.

--Increase in child care eligibility to 125% of federal poverty guidelines; expansion of state supplemental money to \$1,000,000, in order to supplement existing social services block grant funds. Counties using social services block grant funds must select between home day care providers and day care centers. SF 511. Signed.

INSURANCE

--No action on removal of inequities in insurance.

DEPARTMENT OF HUMAN RIGHTS/ICSW

--Sunset of the Department of Human Rights repealed (and thus ICSW mandate continued). SF 517. Signed.

--Funding for 3.75 FTEs requested by ICSW. Governor's Budget recommended current level funding, for 2.8 FTEs. HF 671. Signed.

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|| 1988 LEGISLATIVE PROGRAM ||

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The Iowa Commission on the Status of Women has formulated legislative priorities which it deems necessary to meet important human needs and eliminate inequities for women. Meeting these needs and creating an environment of equality for women in our state will benefit all citizens of Iowa. While the ICSW recognizes its mandate to serve all the women of the state, the continued prevalence of poverty among women suggests that there needs to be a special and essential emphasis on the needs of women in poverty.

WELFARE REFORM

To address present weaknesses in the welfare system that discourage women from seeking educational and employment opportunities and that deny adequate living standards to those both on and off public assistance, the Commission supports:

1. Funding and expansion of the medically needy program to include the caretaker relative. The medically needy programs need to be continued so that low-income Iowans who are not eligible for Medicaid may be assured of medical coverage. The programs for previously adopted cover pregnant women, children, and SSI-related persons who are not eligible for regular Title XIX programs, but whose income falls within state and federal guidelines. These individuals may be required to incur a deductible.
2. Revision of the State's Indigent Patient program, including monitoring the impact of quotas in the decentralized obstetrical and perinatal program, with the goal of assuring equal access to hospital care throughout the state and more adequately meeting medical needs of low-income Iowans.
3. a. An immediate increase in the amount of ADC payments, and; b. A cost of living adjustment for all payment schedules under the ADC program and provision for periodic adjustments for inflation. (Since 1979, the only increase in ADC payments has been a 5.7% adjustment in 1984, an amount only slightly more than the inflation of that year.)
4. In conjunction with continuing efforts for changes that can only be made at the federal level (e.g., housing, child care and transportation stipends, education grants, and increased equity limits), state legislative action to provide incentives for women who seek employment, such as:
 - a. Supplemental hardship payments to working ADC recipients suffering a loss of earned income; and
 - b. An updated study of the Standard of Need, so that an appropriate standard for Iowa might be determined. (Using the Standard of Need set by the last study in 1975, adjusted for inflation, current payments meet approximately 70% of recipients' basic needs.)

5. State funding to make the Work Incentive (WIN-Demo) program which promotes economic self-sufficiency for ADC recipients available statewide.
6. Addressing the needs of homeless women and their families in Iowa and appropriate funding for homeless shelters in Iowa.

HEALTH/NUTRITION

The Commission on the Status of Women supports:

1. A state contingency fund to allow the Women, Infants and Children (WIC) nutrition program to spend all of its federal grant.
2. State funding to supplement the federal WIC and Maternal and Child Health (MCH) grants, in order to increase the percentage of the eligible population served by WIC and by MCH.
3. Continuation of state appropriations to the Iowa Health Data Commission and ability to collect, analyze and disseminate data on severity of illness and quality measurement including quality outcome measures.

EMPLOYMENT AND TRAINING OPPORTUNITIES

Department of Employment Services statistics show that in 1986 nearly two-thirds of the 597,970 Iowa women between the ages of 16 and 65 were in the labor force. Of that number 37,930 were unemployed. Women must receive equitable training and employment opportunities so that they may achieve and maintain a decent standard of living for themselves and their families, and so that societal goals of equality and justice might be met. The ICSW supports:

1. 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 state government, its political subdivisions, and all businesses/parties which contract with the state government.
2. A requirement for state government employees that benefits should accrue to permanent part-time position-types on a prorated basis. Issues related to proration of employer contributions and copayment requirements of health insurance plans need to be explored.
3. Funding and support for educational and vocational training at the Iowa Correctional Institution for Women at parity with that provided by the men's correctional facilities and including parenting education and building family strengths, with follow-up after release by community correctional programming and referral/support agencies.
4. Policies that promote job sharing and flex-time in state employment.

5. Restored funding for displaced homemaker programs through the Department of Human Services and continued funding for JTPA-related displaced homemaker programs.
6. Monitoring the implementation of state employee pay reform on the basis of comparable worth.
7. Vigorous enforcement of existing affirmative action plans and careful monitoring of promotions made within the upper pay classifications. The state 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.
8. 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.
9. Education of judicial nominating commission members regarding the need to increase the number of women and minorities in the Iowa judiciary, and encouragement of judicial nominating commission members to give weight and consideration to relevant background and experience, rather than simply to years as a lawyer, in the selection of candidates.

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. Elimination of unfair, discriminatory practices on the basis of gender or marital status in the issuance or operation of any type of insurance, policy, plan, program, or coverage, including but not limited to rates, payments or benefits.
2. A study of malpractice insurance rates for health care practitioners, to determine whether they are having a negative effect on provision of services.
3. A study of insurance rates for day-care centers to determine whether they are having a negative effect on the provision of child care services.

EDUCATION

In support of excellence and equity in education, the ICSW recommends:

1. Increased state funding for staff and programs for educational equity, including monitoring implementation of the multi-cultural, nonsexist curriculum mandated by the code.

2. Establishment of life-planning courses taught by qualified persons who emphasize responsible parenting and adulthood; such courses should be available in grades K-12 and in adult education.

FAMILIES AND CHILDREN

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. Funding for services to victims of sexual assault.
3. An amendment to the Code, Chapter 709.1, to expand the definition of sexual abuse to include those acts by any person acting in a capacity for the custodial or institutional authority of the state upon any individual who is in the custodial care or institutional control of the state.
4. An amendment to the Code, Chap. 598.41, specifying that joint custody should not be presumed when spousal or child abuse is a factor in the marital relationship.
5. Improved procedures for enforcement of existing alimony orders.
6. Increased funding for domestic abuse programs and services.
7. Adoption of child support recovery procedures according to new federal legislative guidelines as has been done with the federal Child Support Enforcement Amendments of 1984.
8. Study of awards, collection and enforcement of child support for the purpose of identifying and making those changes that will result in fair and adequate support for children.
9. Full implementation of the child support collection service center.
10. The ICSW supports a study of problems of property distribution upon death of a spouse and/or dissolution of marriage, and consideration of whether enactment and implementation of the Uniform Marital Property Act would resolve those problems.

CHILD CARE

There is a growing need for quality, affordable child care, especially for families where both parents work outside the home and for households maintained by one parent. Lacking child care, many 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. Needs-based payments and support services (including child care subsidies) for all Job Training Partnership Act participants at least until they receive their first full-month paycheck.
2. Affordable, accessible, quality child care including but not limited to:
 - Expanded use of state child care subsidies by all counties.
 - Development and funding of before and after school child care programs.
 - Child care for teen parents who are continuing their secondary school education.
 - 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 and supplementary funding through a state appropriation.
3. Establishment and funding of technical assistance to local communities to enable them to set up child care resource and referral programs to meet their specific needs and to provide ongoing training and consultation for child care providers and parents/consumers.
4. A flexible benefits plan for state employees which will include child care as an optional benefit.
5. Exploring tax code options such as a state targetted jobs tax credit for employers who provide child care for employees.

STATE GOVERNMENT

1. Increased funding and staff sufficient for the Iowa Commission on the Status of Women to fulfill its legislative mandate.
2. Continued existence for the Commission on Children, Youth and Families and other program units that are within the Department of Human Rights.
3. Naming the Vocational Rehabilitation Building for Jessie Parker. The ICSW also recommends administration action be taken to name the Vocational Rehabilitation Facility for Juliet Saxton.

of the division directors within the ranges set by the general assembly.

Sec. 1203. NEW SECTION. 601K.3 HUMAN RIGHTS COUNCIL.

1. A human rights policy-coordinating council composed of seven members is created within the department of human rights. The council is composed of the administrators within the department.

2. The council shall meet periodically to:

- a. Identify areas where the divisions within the department might coordinate efforts or share administrative or other support functions to provide greater efficiencies in operation including, but not limited to, accounting, recordkeeping, and administrative support functions.
- b. Develop cooperative arrangements and shared services between the divisions to achieve greater efficiencies, and may establish contracts and agreements between or among the divisions to provide for shared services.
- c. Transfer funds within the divisions agreeing to shared services for the implementation of the contracts or agreements between divisions.
- d. Make recommendations to the governor and general assembly regarding additional consolidation and coordination that would require legislative action.
- e. Advise the department coordinator regarding actions by and for the department.

Sec. 1204. NEW SECTION. 601K.4 DEFINITIONS.

For purposes of this chapter, unless the context otherwise requires:

- 1. "Department" means the department of human rights.
- 2. "Department coordinator" means the department coordinator of the department of human rights.

DEPARTMENT OF HUMAN RIGHTS

PART 1

ADMINISTRATION

Sec. 1201. NEW SECTION. 601K.1 DEPARTMENT OF HUMAN RIGHTS.

A department of human rights is created, with the following divisions:

- 1. Division of Spanish-speaking people.
- 2. Division of children, youth, and families.
- 3. Division of the status of women.
- 4. Division of persons with disabilities.
- 5. Division of community action agencies.
- 6. Division of deaf services.
- 7. Division for the blind.

Sec. 1202. NEW SECTION. 601K.2 APPOINTMENT OF DEPARTMENT COORDINATOR AND ADMINISTRATORS.

The governor shall appoint a department coordinator of the department of human rights, subject to confirmation by the senate. The department coordinator shall serve at the pleasure of the governor. The department coordinator shall:

- 1. Approve personnel decisions for the department, as submitted by the commissions.
- 2. Receive budgets submitted by each commission and reconcile the budgets among the divisions. The department coordinator shall submit a budget for the department, subject to the budget requirements pursuant to chapter 8.

The governor shall appoint the administrators of each of the divisions subject to confirmation by the senate. Each administrator shall serve at the pleasure of the governor and is exempt from chapter 19A. The governor shall set the salary

Sec. 1221. NEW SECTION. 601K.40 DEFINITIONS.

For purposes of this part, unless the context otherwise requires:

1. "Commission" means the commission on the status of women.
2. "Division" means the division of the status of women of the department of human rights.
3. "Administrator" means the administrator of the division of the status of women of the department of human rights.

Sec. 1222. NEW SECTION. 601K.41 ESTABLISHMENT.

There is established a commission on the status of women to consist of twenty-four members, appointed by the governor and representing a cross section of the citizens of Iowa. No more than a simple majority of the commission shall be of the same political party. The members of the commission shall appoint one of the members to serve as chairperson of the commission.

Sec. 1223. NEW SECTION. 601K.42 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. Vacancies in the membership shall be filled for the unexpired term in the same manner as the original appointment.

Sec. 1224. NEW SECTION. 601K.43 MEETINGS OF THE

COMMISSION.

The commission shall meet at least four times each year, and shall hold special meetings on the call of the chairperson. The commission shall adopt rules pursuant to chapter 17A as it deems necessary for the commission and division. The members of the commission shall be reimbursed for actual expenses while engaged in their official duties. Members may also be eligible to receive compensation as provided in section 7E.3.

Sec. 1225. NEW SECTION. 601K.44 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.

Sec. 1226. NEW SECTION. 601K.45 EMPLOYEES AND

RESPONSIBILITY.

The commission shall employ other necessary employees. Pursuant to section 601K.2, the commission shall have responsibility for budgetary and personnel decisions for the commission and division. The administrator shall carry out programs and policies as determined by the commission.

Sec. 1227. NEW SECTION. 601K.46 DUTIES.

The commission shall:

1. Serve as a clearinghouse on programs and agencies operating to assist women.
2. Conduct conferences.
3. Cooperate 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. Cooperate 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.

Sec. 1228. NEW SECTION. 601K.47 ADDITIONAL AUTHORITY.

The commission may:

1. Do all things necessary, proper, and expedient in accomplishing the duties listed in section 601K.46 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 601K.44.
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.

Sec. 1229. NEW SECTION. 601K.48 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.

Sec. 1230. NEW SECTION. 601K.49 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 desirous, including recommendations for legislative consideration and other action it deems necessary.

