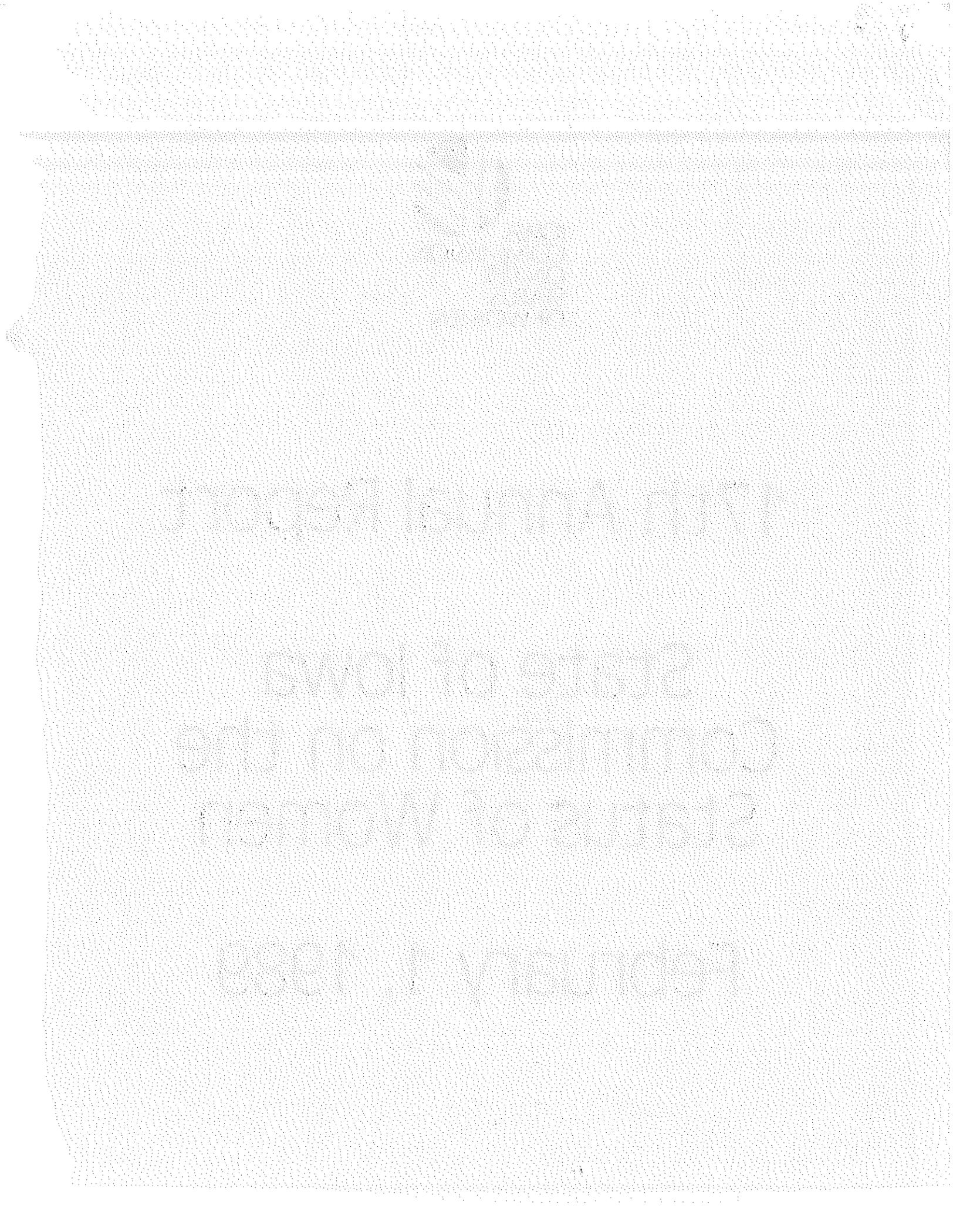




17th Annual Report

State of Iowa
Commission on the
Status of Women

February 1, 1989





February 1, 1989

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 17th Annual Report of the Iowa Commission on the Status of Women.

In 1988 the Commission's statute was revised, reducing its membership from 24 citizens to nine citizens and four legislators. In addition, the Commission was gender balanced and the number of meetings per year was increased from four to six. After our first few meetings I feel the Commission will be even more effective than in the past in its efforts to improve the status of women in Iowa.

Programs and projects carried out during 1988 are described in this report. Much has been gained towards achieving equity under the law, but equity in fact has yet to be realized; the challenge for the Commission to advocate for women is greater than ever. Establishing the Friends of the Iowa Commission on the Status of Women, Inc., and facilitating formation of the Iowa Network for Women, illustrate the cooperation which is necessary to improve the status of women.

Grant awards aiding the ICSW to carry out its mandate in 1988 were received from the U.S. Department of Labor, Women's Bureau; the Carl Perkins Vocational Education Act, through the Iowa Department of Education; and the Domestic Violence Prevention and Services Act from the U.S. Department of Health and Human Services. Leveraging state appropriations in this way has multiplied the effectiveness of our efforts, and made possible such accomplishments in 1988 as initiation of the welfare reform-related Volunteer Mentor Project and providing shelter, counseling and support to victims of domestic violence.

We appreciate the strong support of Gretchen Hamlett, head of the Department of Human Rights, and of the other divisions within the department. We also appreciate your support, and your recognition that our visibility as an agency, and our authority as a Commission to determine policy and program, are vital to our effectiveness in fulfilling our mandate. Thank you for your continued commitment to Iowa's women and to our role in studying the changing needs and problems of women in Iowa and developing programs to enable them to succeed as individuals, parents, workers, and volunteers in our state.

Respectfully submitted,

Naomi Christensen

Naomi Christensen
Chairperson

CONTENTS

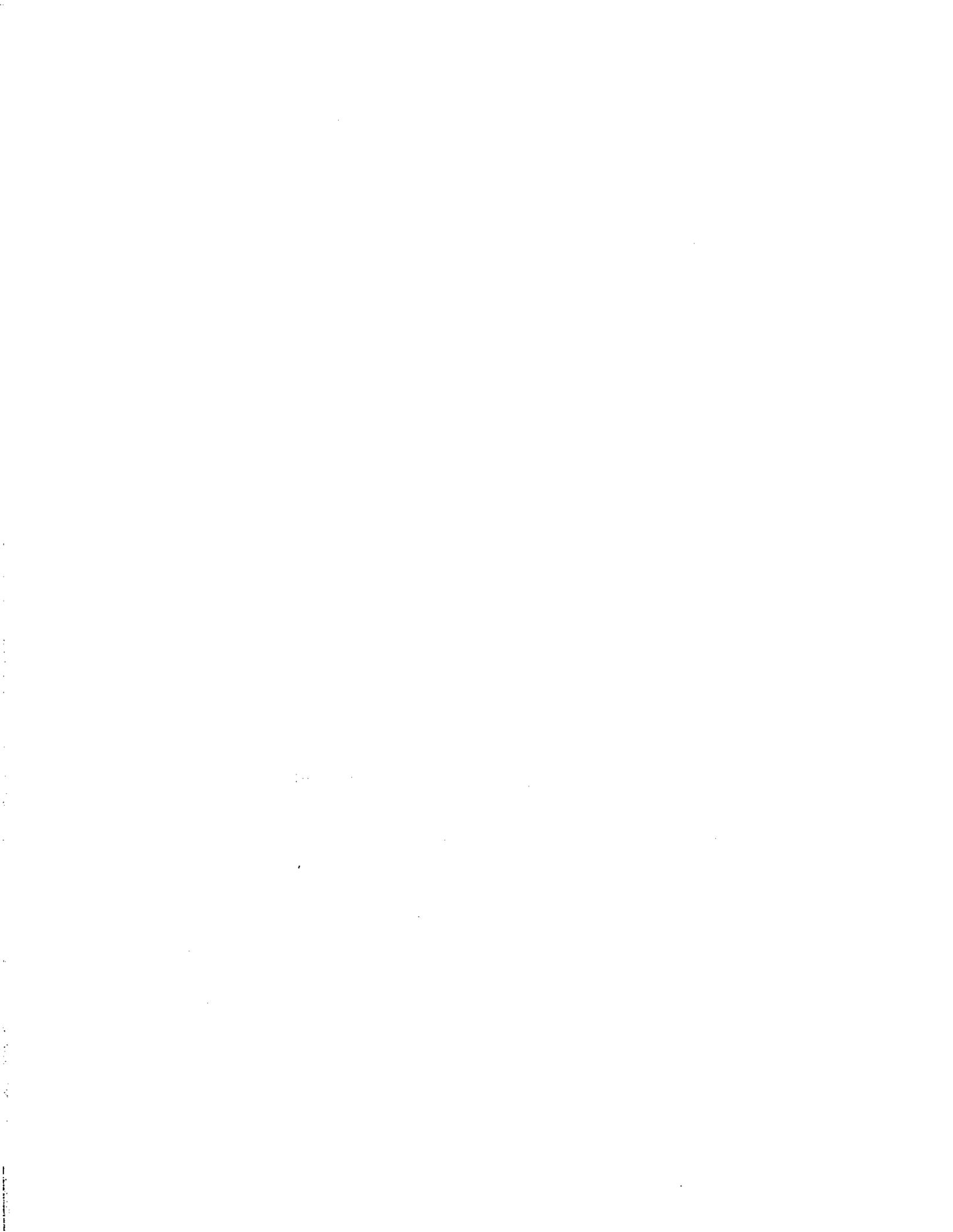
	Page
Commissioners, 1988-89	1
Committees and Officers, 1988-89	2
Commissioners, 1987-88	3
Committees and Officers, 1987-88	4
Staff	5
Accomplishments	6
Special Projects	11
Employment Project	
Women's History Month	
Challenges, Choices, Changes Conference	
Domestic Violence	
Dedication of Jessie M. Parker Building	
Programs and Resources	14
Iowa Women's Hall of Fame	
The Cristine Wilson Medal for Equality and Justice	
Roster of Qualified Women	
Statewide Advocacy Directory	
Iowa Network for Women	
1988 Legislative Summary	19
1989 Legislative Program	21
Statute	26

1988-89 CITIZEN COMMISSIONERS

<u>Commissioner</u>	<u>Community</u>	<u>Term Expires</u>
Naomi Christensen, chair	Hastings	June 30, 1992
Patricia Boesen	Des Moines	June 30, 1992
Ruth Holtan	Forest City	June 30, 1990
Mignon Manelli	Ames	June 30, 1990
Michael Montgomery	Knoxville	June 30, 1992
Tom Morain	Ames	June 30, 1990
Mark Snell	Des Moines	June 30, 1992
George Stigler	Waterloo	June 30, 1992
Mary Wiberg	Ankeny	June 30, 1990

1988-89 LEGISLATIVE COMMISSIONERS

Representative Ron Corbett	Cedar Rapids	June 30, 1990
Senator Jean Lloyd-Jones	Iowa City	June 30, 1992
Representative Mary Neuhauser	Iowa City	June 30, 1992
Senator David Readinger	Des Moines	January 8, 1989
Senator Paul Pate	Marion	June 30, 1990



**COMMITTEES OF THE
IOWA COMMISSION ON THE STATUS OF WOMEN
1988-89**

FINANCE

MIKE MONTGOMERY, Chair
Tom Morain
Mary Neuhauser

HALL OF FAME

MARY WIBERG, Chair
Patsy Boesen
George Stigler

EDUCATION

PATSY BOESEN, Chair
Ruth Holtan
Mike Montgomery
Tom Morain
George Stigler

PUBLIC INFORMATION

MIGNON MANELLI, Chair
Ron Corbett
Jean Lloyd-Jones
Tom Morain
Mark Snell

LEGISLATIVE

MARK SNELL, Chair
Ron Corbett
Ruth Holtan
Jean Lloyd-Jones
Mignon Manelli
Mike Montgomery
Mary Neuhauser
Mary Wiberg

TEMPORARY NOMINATING*

MIGNON MANELLI, Chair
Tom Morain
Mary Wiberg

EXECUTIVE COMMITTEE

NAOMI CHRISTENSEN, Chair
Mary Wiberg, Vice Chair
Mike Montgomery, Treasurer

*The Temporary Nominating Committee will serve until the February, 1989 Commission meeting when a Nominating Committee will be elected.

1987-88 COMMISSIONERS

<u>Commissioner</u>	<u>Community</u>	<u>Term Expires</u>
Naomi Christensen, chair	Hastings	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
Celestine Devine	Corwith	June 30, 1988
Mildred I. Freel	Iowa City	June 30, 1990
Donna Furleigh	Clear Lake	June 30, 1988
Patricia Geadlemann	Cedar Falls	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 Merkle	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
1987-88**

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 March 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, the first Commission employee appointed in 1973, retired from the position of Confidential Secretary III on July 1, 1988.

The Confidential Secretary III position was reclassified to that of Administrative Assistant II and Marcia Nichols assumed the position in September, 1988.

Diane Quinn has been the Program Planner II since August, 1987.

Interns

Jackie Sticha, a candidate for the Masters in Public Administration degree at Drake University, served as administrative intern during the spring of 1988.

Grant-funded Staff

The grant-funded Employment Project programs were directed by Bette Crumrine until December, 1988 when she accepted another position within the Department of Human Rights.

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

For a number of year grant funding has made other contracts and related staff assistance possible for the ICSW. In 1988 Chris Michalek coordinated educational equity, displaced homemaker and minority women's projects on such a contract.

Contractual agreements by the ICSW enhance the outreach and understanding of special populations of women:

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

-with the Iowa Coalition Against Sexual Assault, to give support and technical assistance to shelters around the state. Carole Meade is the full-time executive director.

1988 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 on page 26 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 1988 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 72nd General Assembly, 1988 session, based on priorities developed in the fall of 1987.

--Formulated legislative priorities for 1989, 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 14th 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 Iowa Governor Terry E. 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 Puerto Rico. Director Charlotte Nelson and Kappie Spencer presented a workshop on Iowa's Gender Balance bill. The Commission also cooperates in many exchanges of information throughout the year. Iowa Commissioner Mary Wiberg was reelected as president of the NACW for 1988-89.

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, referral and technical assistance.

--Maintained and updated 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.

--Spoke to more than 40 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 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, and Women's Equality Day.

--Distributed Commission brochures, fact sheets, videotapes and other educational resources nationally and statewide. Several of these were updated and reprinted during 1988. Especially noteworthy is the distribution of the revised "How To Get Your Bearings...How To Get A Job" booklet for displaced homemakers to all Job Service offices in state.

--Enjoyed the support of the Friends of the Iowa Commission on the Status of Women, Inc. They provided scholarships for low-income women to various conferences and were instrumental in sponsorship of the "Shaping the Workplace-2000" conference.

SPECIAL EVENTS/CONFERENCES

--Cosponsored "The Way Up VI: The Iowa Agenda for Women in Higher Education," sixth annual conference for women in higher education, on November 10-11.

--Sponsored "Choices, Challenges, Changes...Leading to Leadership," minority women's leadership and displaced homemaker conference in Council Bluffs on May 18-20.

--Cosponsored 1988 Women's Agenda conference, a conference sponsored by more than 40 national women's organizations and held in Des Moines, to examine the important issues for women in the context of the 1988 presidential election.

--Cosponsored "Harvesting Our Potential", the rural women's conference in Des Moines, March 4-5. Presented a display of material during the event.

--Cosponsored "Shaping the Workplace-2000" conference in Des Moines on November 14-15, bringing our concerns on the projected role of women and minorities in the workforce of the future.

--Sponsored "Women in Government" event for area government employees to celebrate the 100th anniversary of the Greater Des Moines Chamber of Commerce.

--Participated in the Des Moines Area Women's Businesses Club tea featuring a wide range of resources for women.

--Welcomed a group of Korean women politicians to Iowa during their visit to examine the participation of women in politics.

INTERAGENCY TASK FORCES

--Affirmative Action Task Force for the State of Iowa, by appointment of the Governor

--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

--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
- Displaced Homemakers Advisory Council, Department of Human Services
- Shaping the Workplace 2000 Planning Committee
- Iowa Network for Women, Steering Committee, ex officio
- Coalition for Child Support Recovery
- Victim Assistance Task Force, Iowa Commission on Children, Youth & Families
- Voc-Tech Gender Equity and Single Parent and Displaced Homemaker Curriculum Assistance and Resources Committee, ISU
- Women and Work Task Force with Department of Economic Development and others to produce material for women on "How To" pursue employment and entrepreneurship
- Advisory Committee for development of the DMACC Women's Center
- Iowa Division UNA-USA planning committee for "Iowa Women and the Future"
- Appointment of Gretta Merkle, former Commissioner, to serve on the Iowa Correctional Institute for Women Advisory Committee
- Governor's Central Volunteer Committee
- Job Placement Network

GRANT-FUNDED PROJECTS

- Completed in June, 1988 the series of computer introduction workshops targeting older rural women at 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. Promoted continuation of this program by the schools.
- Initiated the Volunteer Mentor Program to assist new state employees who have been on welfare to make a smooth transition to the workforce. This pilot project is funded by the Carl Perkins Vocational Education Act, through the Department of Education.
- Administered \$82,341 for FFY87 and \$75,230 for FFY88 in Family Violence Prevention and Related Services grant funds from the U.S. Department of Health and Human Services. Nineteen 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.
- Revised, reprinted and distributed How to Get Your Bearings...How to Get A Job, the Commission's guidebook for displaced homemakers. The

1988 version includes ICSW and other Iowa resources for this population.

STUDIES/REPORTS

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

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

--Met with Chief Justice Arthur McGiverin and Justice Linda Neuman and other judges and lawyers to discuss the issue of gender bias in selection and employment of judges and general bias against women in the court system.

PUBLIC HEARINGS

--Held a public hearing to solicit testimony from concerned organizations and individuals for consideration in the development of 1989 legislative priorities.

	
	SPECIAL PROJECTS	
	

EMPLOYMENT PROJECT

Over the years the Employment Project of the ICSW has received grant funds to conduct various employment-related programs to assist women across the state. In 1988 these projects included the completion of a program which has received funding since 1985 to sponsor a series of introductory computer usage workshops for older rural women. Funds were awarded from the Carl Perkins Vocational Education Act 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 and served a total of 525 women.

The Tama Settlement Project took the computer workshops to the Native American women of Tama and added a "Train the Trainers" effort. Five women were trained to conduct workshops on job seeking skills, self-esteem, assertiveness and basic computer skills for other women at the Tama settlement. Thirty Native American women attended these workshops.

The Employment Project maintains a file of non-traditional job openings and had encouraged preparation for such jobs. A plan is in progress in conjunction with the Women's Bureau of the D.O.L. to identify higher-paying job opportunities and the qualifications needed for those positions.

The Volunteer Mentor Project for persons leaving welfare offers women a "friend at work." Fellow employees volunteer and are trained to assist the new employee make a successful transition to the workplace. This pilot project is currently available for state government employees in Polk County only; expansion to state government statewide and to the private sector is projected. The "Mentor" pilot is financed by Carl Perkins Vocational Education funds from the Department of Education.

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. In 1988 the U.S. Congress again designated March 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.

CHALLENGES, CHOICES, CHANGES CONFERENCE

A statewide leadership training conference was held in Council Bluffs on May 18-20 for minority women, single parents, homemakers, and displaced homemakers, as well as service providers for those groups. The 156 participants attended workshops on such topics as going back to school, coping with loss, humor, small business possibilities, anger, non-traditional careers, balancing family and career, and assertiveness.

Network sessions for groups of American Indian, Black, Hispanic and Indo-Chinese women provided an opportunity to formulate action plans for community service and to interact with successful women with the specific ethnic groups.

Speeches and personal greetings at the conference were given by Rita Jaramillo, President of the Mexican American Women's Association; Elaine Baxter, Iowa Secretary of State; Rose Kemp, Regional Administrator, Women's Bureau, U.S. Department of Labor; Linda Lupe, Miss Indian American; JoAnn Zimmerman, Iowa Lt. Governor; and Carol Coe, county legislator and attorney from Kansas City.

DOMESTIC VIOLENCE

For the third 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 \$75,230 grant for FFY 1988, 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. Nineteen 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.

DEDICATION OF JESSIE M. PARKER BUILDING

On August 25th a plaque was unveiled at the Vocational Rehabilitation building at 519 E. 12th Street, Des Moines dedicating and renaming the building for Jessie M. Parker. This was the first state office building in Iowa to be named for a woman.

The text on the plaque explains the important role that Jessie Parker played in Iowa. It reads:

This building is named in honor of Jessie M. Parker, a distinguished Iowa native who gave a life time of caring and dedication to Iowa's youth and to persons with disabilities. She served as State Superintendent of Public Instruction and Chairperson and Executive Officer of the State Board of Vocational Rehabilitation from 1939 through 1954, the longest tenure of any individual holding these offices.

Through her vision and committment the original structures on this site were renovated and made accessible for persons with disabilities, thus laying the foundation for the eventual construction of the current vocational rehabilitation building, completed in 1980. Her dedication to education, and to vocational rehabilitation as an educational process, is honored by those who use this facility and by the citizens of the State of Iowa.

Jessie M. Parker was inducted into the Iowa Women's Hall of Fame in 1986.

PROGRAMS AND RESOURCES

IOWA WOMEN'S HALL OF FAME

Four exceptional Iowans were named to the Iowa Women's Hall of Fame in Des Moines Thursday, August, 25 at 2 p.m., State Historical Building. The public was invited to attend this fourteenth annual ceremony, held in conjunction with Women's Equality Day, August 26, which commemorates the day in 1920 when American women first received the vote.

The Iowa Women's Hall of Fame is sponsored by the Iowa Commission on the Status of Women. Awards were presented to the recipients by Governor Terry Branstad and his wife, Chris Branstad, Naomi Christensen, chair of the Commission, and Gretta Merkle, commissioner and chair of the Hall of Fame Selection Committee.

The honorees represented a wide range of interests and accomplishments including civil rights, volunteerism, education, health care and social work. They have made extraordinary contributions in their various fields. The women to be inducted into the Hall of Fame are Twila Parker Lummer, Bettendorf, Marilyn O. Murphy, Sioux City, and Sister Patricia Clare Sullivan, Des Moines. A posthumous award will be given to A. Lillian Edmunds.

A pioneer in race relations, A. Lillian Edmunds inspired young black people with vision and hope at a time when their opportunities for education and meaningful employment were almost nonexistent. She experienced racial discrimination herself when, educated as nurse and pharmacist, she was unable to find permanent employment in either profession. She directed the Negro Community Center in Des Moines, later named Willkie House, from 1922 until her death in 1955. Edmunds assisted in organizing the Iowa-Nebraska Federation of Settlement Houses. At Willkie House, Lillian Edmunds always had her door open. She encouraged adults and youth in goal-setting, and she developed neighborhood leadership by strengthening residents' self-esteem. To expand the well-baby clinic program, she secured a volunteer black doctor. Edmunds dedicated herself as a role model and second parent to many children. She served on the Iowa Commission on Children and Youth and was a delegate to the White House Conference on Children and Youth in 1950. A Des Moines elementary school was named in her honor in 1973. She was recognized posthumously by the Iowa Welfare Association for her valued contributions to welfare programs. Through a model program developed by Twila Parker Lummer, almost 2,000 pregnant teenagers in Davenport and countless others nationwide have been able to attend high school. Lummer founded the Teenage Adolescent Pregnancy Program (TAPP) in the late 1960s, in which classes in prenatal care, consumer education, and infant nurturing were additions to the regular high school curriculum. She is a national advocate for the education of pregnant teenagers and young parents and in 1979 she became a charter member of the National Organization for Adolescent Pregnancy and Parenting (NOAPP). She served as NOAPP treasurer from 1982 until 1985. She added another needed educational service in Davenport by collaborating with a local psychiatrist to develop a hospital school for children and adolescents on the mental health unit of Mercy Hospital. Twila Parker Lummer, who has a master's degree in special education, began her career as home

instruction teacher for the physically disabled. In 1986 Western Illinois University honored her as the first woman to receive the Arnold Salisbury Leadership Award. She also received the Governor's Volunteer Award for work with the Iowa Department of Health in adolescent pregnancy and parenting.

Marilyn O. Murphy has opened doors for others, and serves as role model for many, by often being the first woman to serve in traditionally male groups. She is an outstanding community volunteer and leader in social services and human rights in the Sioux City area. Her ability to achieve worthwhile objectives by forming coalitions from disputing factions is remarkable. The extensiveness of her volunteer involvements is evidenced by the variety of areas in which she has been effective: crime prevention, day care, sexual assault and domestic violence, drug abuse, juvenile justice, rural concerns/family farms, and civil rights. Since 1973 she has been Social Concerns Facilitator for Catholic Charities of the Diocese of Sioux City. She was the first woman to serve on the Council of Community Services and the Iowa Commission on Substance Abuse. She was the first president of the Community Action Agency and chaired the Sioux City Human Rights Commission for three years. Murphy co-founded the Sioux City Chapter of the Women's Political Caucus. Among the many community service awards she has received are the Briar Cliff College Community Service Alumni Award, Kiwanis Club Community Service Award, and Sioux City BPW Community Service Award.

Sister Patricia Clare Sullivan is known for her vision and leadership in providing accessible, quality health care for all Iowans. As President of Mercy Health Center of Central Iowa and its eight subsidiaries, Sister Pat heads one of the largest corporations in the state. Her caring and compassion have been manifested in the many programs she has developed to serve needy populations in the Des Moines area - Clark Street House of Mercy, which assists single mothers to become independent; expansion of the health care delivery system to rural areas; a respite program for families caring for elderly persons in their homes; and Willis Care Center, an adult day care program. She serves on the board of directors of the Greater Des Moines Chamber Federation, First Interstate Bank, and the National Conference of Christians and Jews, and has traveled the state addressing issues of prejudice with the "Know Your Neighbor" panel. Her service includes Regional Director and past President of the Iowa Chapter of the American Academy of Medical Administrators. Sister received the Newcomer Award for Health Care Executive of the Year in 1984 and in 1985 the People of Vision Award from the Iowa Society for the Prevention of Blindness.

THE CRISTINE WILSON MEDAL FOR EQUALITY AND JUSTICE

The Cristine Wilson Medal for Equality and Justice 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 periodically to individuals who have exhibited outstanding dedication and service on behalf of the ideals of equality and justice. Recipients have been Sue Follon, Governor Robert Ray, Mary Louise Smith, and Patricia Geadlemann.

ROSTER OF QUALIFIED WOMEN

In 1970, the Governor's Commission on the Status of Women assumed responsibility for developing a roster of Iowa women qualified for appointments to paid and volunteer positions on boards and commissions. When the Commission was made statutory in 1972, it continued to develop the roster, and to submit names for the Governor's consideration in making appointments. 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 Commission expanded the roster by contacting organizations in specific geographic areas of the state where there were few Roster names.

Since the need was perceived and the Roster was developed, the number of appointments of women has increased dramatically. In 1974 female membership on state boards and commissions had reached 14%. By August 1975 that percentage had increased to 25%, and by December 1976 women represented 29% of board and commission membership. By 1984 the total female membership of state boards and commissions stood at one-third, and approximately half of Governor Branstad's appointments that year were women. In subsequent years more than half of his appointments to state boards and commissions were women, and the overall percentage of participation increased; not all boards, however, were gender-balanced. In 1986 legislation was passed calling for gender balance "as much as possible" and in 1987 gender balance was mandated for all boards and commissions.

The ICSW Roster of Qualified Women has contributed significantly to the expanding role of women in government, and with passage of the gender balance legislation it has received increasing attention by citizens and for appointments. Expansion of the project is projected 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 1988, 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 1988 representatives of nearly 50 organizations came together and confirmed the need for communication and coordination among groups whose concerns include equity for women at the annual meeting of the Iowa Network for Women. Guidelines were adopted and in June a

steering committee was elected to assume responsibility for administration of the Network. The ICSW has served as facilitator for development of the Network and continues to be active in this endeavor.

Bi-monthly legislative breakfast meetings were held during the Legislative session to keep members apprised of issues and the current status of bills. A statewide directory of groups, organizations and services will be published in January, 1989. This publication is intended to facilitate coordination and communication among organizations regarding 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 Offenders
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 Assault
Equity in Insurance	Sexual Harassment

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 authorities. Requests for information, referral and assistance have averaged more than 100 calls per month during 1988.

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 role 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 published its bimonthly newsletter, the *IoWoman*, the scheduled six times in 1988. 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 updated and corrected regularly, and circulation of the *IoWoman* in 1988 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 (1988 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

How to Get Your Bearings...How to Get A Job

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

*One Fine Day
(1/2" VHS), 1987*

|| 1988 LEGISLATIVE SUMMARY ||

- Creates a family support subsidy program, S.F. 2018. Signed.
- Provides for instructional requirements for human growth and development curriculum in grades K-12, S.F. 2094. Signed.
- Changes membership on the Iowa Commission on the Status of Women from 24 to 9 citizens, appointed by the Governor and confirmed by the Senate, and 4 non-voting legislators, and increases meetings to six per year, S.F. 2170. Signed.
- Creates an advancement and recruitment program to encourage administrative advancement of women and minorities and recruitment of minorities by school corporations, S.F. 2190. Signed.
- Establishes a child development coordinating council for the promotion of child development services to certain at-risk children and to prescribe its duties, S.F. 2192. Signed.
- Establishes a Family Development and Self-sufficiency Council and defines the council's duties, S.F. 2225. Signed.
- Health and Human Rights appropriations, funding the Iowa Civil Rights Commission, the Departments of Elder Affairs, Blind, Public Health, and Human Rights (including divisions on Status of Women; Persons with Disabilities; Spanish-Speaking People; Children, Youth and Families; Deaf Services; Community Action Agencies; newly created Status of Blacks and Criminal and Juvenile Justice Planning, S.F. 2310. Signed.
- Provides that a homestead tax credit claim need not be refiled when the homestead is transferred to one of the spouses pursuant to dissolution of marriage, H.F. 666. Signed.
- Allows for certain name changes on an application for marriage or in divorce and annulment decrees, S.F. 2117. Signed.
- Relates to inheritance laws by providing for the power of a surviving spouse's conservator to elect to take or refuse to take under a will or to elect to occupy the homestead, eliminating the time requirement when the share of a surviving spouse may be set off by referees when the spouse elects to take against the will, and provides for a share of an estate of a child born or adopted after execution of a testator's last will, H.F. 2123. Signed.
- Relates to the confidentiality of records of clients of advocacy services offered by the Department of Human Rights, H.F. 2255. Signed.
- Child day care for sick children, H.F. 2313. Signed.
- Establishes a case management assistance program to assist low-income persons in starting up or expanding small businesses, H.F. 2416. Signed.

--Transfers receipt and disbursement of child support payments from DHS child support collection services center (CSC) to district court clerks, except for public assistance cases and those in default, H.F. 2452. Signed.

--Establishes the Economic Development Finance Corporation to assist in providing financing for small business development by providing loan guarantees, letters of credit, equity financing, underwriting for public offerings and creating a state assistance fund, H.F. 2396. Signed.

--Appropriation to Department of Economic Development, grants for child care programs for infants, before and after school, employer sponsored, sick child care, referral and displaced homemakers, S.F. 511, H.F. 225. Signed.

--Human Services appropriations, including 3.25% ADC payment increase, extended Medicaid coverage to ADC recipients who move from welfare to employment, DHS programs and institutions, over \$3 million to fund child care services for working low-income families, funding for displaced homemaker programs, H.F. 2447. Signed.

|| 1989 LEGISLATIVE PROGRAM ||

The Iowa Commission on the Status of Women has formulated a legislative program which it deems necessary to meet important human needs and to eliminate inequities for women. Several of the proposals recommend administrative action and/or studies, but in most cases they also will require legislative action, for funding and staff. Meeting 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 the necessity for special emphasis on the economic well-being of women.

WELFARE REFORM

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

1. Funding of the expanded medically needy program so that low-income Iowans who are not eligible for Medicaid may be assured of medical coverage.
2. Monitoring of the State's Indigent Patient program, including 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 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.
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. (The most recent study was in 1975.)
5. Funding to make available statewide services which promote economic self-sufficiency for ADC recipients, including pre-employment training, job search assistance, transportation and child care.
6. Addressing the needs of homeless women and their families in Iowa, including appropriate funding for homeless shelters and low-income housing through the framework of the Housing Trust Fund.

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. Continued funding of the Iowa Health Data Commission, including enhancement of its ability to collect, analyze and disseminate data on severity of illness and quality measurement including quality outcome measures.
4. Funding to the Iowa Department of Public Health to provide transitional living services for both female and male adult substance abusers following primary treatment.
5. Establishment of a statewide universal screening program for chlamydia (similar to the gonorrhea program), so that the negative impact on the health and fertility of young Iowa women can be prevented.

EMPLOYMENT AND TRAINING OPPORTUNITIES

Department of Employment Services statistics show that in 1987 there were 605,520 Iowa women between the ages of 16 and 65 in the labor force. Of that number 30,340 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 for skills developed through 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 that benefits for state government employees 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. Policies that promote job sharing and flex-time in state employment.
4. 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. Training for both men and women should include parenting education and building family strengths, with follow-up after release by community correctional programming and referral/support agencies.

5. Funding for displaced homemaker programs through the Iowa Commission on the Status of Women (rather than through the Iowa 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. Continued 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. Continued 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.
10. Reexamination of rules which impact adversely women candidates for judgeships.

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 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 physicians in obstetrics and gynecology, 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. State funding for staff and programs for educational equity, including monitoring implementation of the multicultural, nonsexist curriculum mandated by the Code.
2. Improved quality and diversity of vocational programming available through Iowa's secondary schools in order to help prepare the majority of high school graduates, in particular females, for employment in fields where they have not typically sought employment and for jobs which are higher-paying.

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. Amendment of the Iowa Code, Section 709.1, expanding 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. Training for judges on the Code requirement that joint custody should not be presumed when spousal or child abuse is a factor in the marital relationship.
5. Increased funding for domestic abuse programs and services and full enforcement of Chapter 236 of the Iowa Code.
6. Study of the child support system, involving administrative, legislative, judicial and State Bar Association representatives, and specifically addressing awards, collection and enforcement of child support.
7. Legislation and enforcement that will result in fair and adequate support for children.
8. Improved procedures for enforcement of existing alimony orders.
9. Continued funding for family planning programs.
10. 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.
11. Addressing the issue of licensure and board review to prevent sexual exploitation of clients/patients by mental health professionals.

12. The ICSW supports expanding Chapter 728.4 of the Iowa Code to prohibit the rental as well as the sale of hard core pornography as defined in that section of the statute.

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. Measures designed to guarantee affordable, accessible, quality child care, including but not limited to:
 - Use of state child care subsidies by all counties.
 - Development and funding of before and after school child care programs.
 - Continuation of day care start-up grants.
 - 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. Continued 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 targeted jobs tax credit for employers who provide child care for employees and a tax credit for parents(s).

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.

CHAPTER 601K

DEPARTMENT OF HUMAN RIGHTS

SUBCHAPTER 1

ADMINISTRATION

- 601K.1 Department of human rights.
- 601K.2 Appointment of department coordinator and administrators.
- 601K.3 Human rights council.
- 601K.4 Definitions.
- 601K.5 Reserved.
- 601K.6 Confidentiality of individual client advocacy records.
- 601K.7 through 601K.10 Reserved.

SUBCHAPTER 2

DIVISION OF SPANISH-SPEAKING PEOPLE

- 601K.11 Definitions.
- 601K.12 Commission of Spanish-speaking people — terms — compensation.
- 601K.13 Organization.
- 601K.14 Commission employees.
- 601K.15 Duties.
- 601K.16 Powers.
- 601K.17 Report.
- 601K.18 through 601K.30 Reserved.

SUBCHAPTER 3

DIVISION OF CHILDREN, YOUTH, AND FAMILIES

- 601K.31 Definitions.
- 601K.32 Policy for children, youth, and families.
- 601K.33 Commission on children, youth, and families.
- 601K.34 Meetings and officers.
- 601K.35 Purpose.
- 601K.36 Administrator.
- 601K.37 Expenses.
- 601K.38 Grants and gifts received.
- 601K.39 Responsibility.
- 601K.40 Repeal.
- 601K.41 through 601K.50 Reserved.

SUBCHAPTER 4

DIVISION ON THE STATUS OF WOMEN

- 601K.51 Definitions.
- 601K.52 Commission created.
- 601K.53 Term of office.
- 601K.54 Meetings of the commission.
- 601K.55 Objectives of commission.
- 601K.56 Employees and responsibility.
- 601K.57 Duties.
- 601K.58 Additional authority.
- 601K.59 Access to information.
- 601K.60 Annual report.
- 601K.61 through 601K.70 Reserved.

SUBCHAPTER 5

DIVISION OF PERSONS WITH DISABILITIES

- 601K.71 Definitions.
- 601K.72 Commission established.
- 601K.73 Ex officio members.
- 601K.74 Membership.
- 601K.75 Term.
- 601K.76 Officers.
- 601K.77 Duties.

- 601K.78 Administrator.
- 601K.79 Gifts, grants, or donations.
- 601K.80 through 601K.90 Reserved.

SUBCHAPTER 6

DIVISION OF COMMUNITY ACTION AGENCIES

- 601K.91 Definitions.
- 601K.92 Director duties.
- 601K.93 Establishment of community action agencies.
- 601K.94 Community action agency board.
- 601K.95 Duties of board.
- 601K.96 Duties of community action agency.
- 601K.97 Administration.
- 601K.98 Audit.
- 601K.99 Allocation of financial assistance.
- 601K.100 Report to general assembly.
- 601K.101 Emergency weatherization fund.
- 601K.102 Energy crisis fund.
- 601K.103 through 601K.110 Reserved.

SUBCHAPTER 7

DIVISION OF DEAF SERVICES

- 601K.111 Definitions.
- 601K.112 Commission created.
- 601K.113 Commission employees.
- 601K.114 Duties of commission.
- 601K.115 Powers.
- 601K.116 Report.
- 601K.117 Interpretation services fund.

DEPARTMENT OF HUMAN RIGHTS, §601K.3

- 601K.118 through 601K.120 Reserved.

SUBCHAPTER 8

DIVISION FOR THE BLIND

- 601K.121 through 601K.127. Transferred by 88 Acts, ch 1277, §31.
- 601K.128 Repeal. Repealed by 87 Acts, ch 230, §10.
- 601K.129 and 601K.130 Reserved.

SUBCHAPTER 9

DIVISION OF CRIMINAL AND JUVENILE JUSTICE PLANNING

- 601K.131 Definitions.
- 601K.132 Council established — terms — compensation.
- 601K.133 Duties.
- 601K.134 Administrator.
- 601K.135 Plan and report.
- 601K.136 Statistical analysis center.
- 601K.137 through 601K.140 Reserved.

SUBCHAPTER 10

DIVISION ON THE STATUS OF BLACKS

- 601K.141 Definitions.
- 601K.142 Establishment.
- 601K.143 Meetings of the commission.
- 601K.144 Objectives of commission.
- 601K.145 Employees and responsibility.
- 601K.146 Duties.
- 601K.147 Additional authority.
- 601K.148 Access to information.
- 601K.149 Annual report.

SUBCHAPTER 1

ADMINISTRATION

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 on the status of women.
4. Division of persons with disabilities.
5. Division of community action agencies.
6. Division of deaf services.
7. Division of criminal and juvenile justice planning.

86 Acts, ch 1245, §1201; 87 Acts, ch 115, §70; 88 Acts, ch 1277, §27

Division on the status of blacks: see §601K.141 601K.149

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 the merit system provisions of chapter 19A. The governor shall set the salary of the division administrators within the ranges set by the general assembly.

86 Acts, ch 1245, §1202; 88 Acts, ch 1158, §95

601K.3 Human rights council.

1. A human rights policy-coordinating council composed of eight 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.

86 Acts, ch 1245, §1203; 88 Acts, ch 1277, §28

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.

86 Acts, ch 1245, §1204

601K.5 Reserved.

601K.6 Confidentiality of individual client advocacy records.

1. For purposes of this section, unless the context otherwise requires:

a. "Advocacy services" means services in which a department staff member writes or speaks in support of a client or a client's cause or refers a person to another service to help alleviate or solve a problem.

b. "Individual client advocacy records" means those files or records which pertain to problems divulged by a client to the department or any related papers or records which are released to the department about a client for the purpose of assisting the client.

2. Information pertaining to clients receiving advocacy services shall be held confidential, including but not limited to the following:

a. Names and addresses of clients receiving advocacy services.

b. Information about a client reported on the initial advocacy intake form and all documents, information, or other material relating to the advocacy issues or to the client which could identify the client, or divulge information about the client.

c. Information concerning the social or economic conditions or circumstances of particular clients who are receiving or have received advocacy services.

d. Department or division evaluations of information about a person seeking or receiving advocacy services.

e. Medical or psychiatric data, including diagnoses and past histories of disease or disability, concerning a person seeking or receiving advocacy services.

f. Legal data, including records which represent or constitute the work product of an attorney, which are related to a person seeking or receiving advocacy services.

3. Information described in subsection 2 shall not be disclosed or used by any person or agency except for purposes of administration of advocacy services, and shall not be disclosed to or used by a person or agency outside the department except upon consent of the client as evidenced by a signed release.

4. This section does not restrict the disclosure or use of information regarding the cost, purpose, number of clients served or assisted, and results of an advocacy program administered by the department, and other general and statistical information, so long as the information does not identify particular clients or persons provided with advocacy services.

88 Acts, ch 1106, §1

601K.7 through 601K.10 Reserved.

SUBCHAPTER 4

DIVISION ON THE STATUS OF WOMEN

601K.51 Definitions.

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

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

86 Acts, ch 1245, §1221; 87 Acts, ch 115, §72

601K.52 Commission created.

The commission on the status of women is created, composed of thirteen members as follows:

1. Four members of the general assembly serving as ex officio nonvoting members, one to be appointed by the speaker of the house from the membership of the house, one to be appointed by the minority leader of the house from the membership of the house, one to be appointed by the majority leader of the senate from the membership of the senate, and one to be appointed by the minority leader of the senate from the membership of the senate.

2. Nine members to be appointed by the governor representing a cross section of the citizens of the state, subject to confirmation by the senate.

No more than a simple majority of the commission shall be of the same political party. The members of the commission shall elect one of its members to serve as chairperson of the commission.

86 Acts, ch 1245, §1222; 88 Acts, ch 1150, §2

601K.53 Term of office.

Four of the members appointed to the initial commission shall be designated by the governor to serve two-year terms, and five shall be designated by the governor to serve four-year terms. The legislative members of the commission shall be appointed to four-year terms of office, two of which shall expire every two years unless sooner terminated by a commission member ceasing to be a member of the general assembly. 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.

86 Acts, ch 1245, §1223; 88 Acts, ch 1150, §3

601K.54 Meetings of the commission.

The commission shall meet at least six 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 receive a per diem of forty dollars and be reimbursed for actual expenses while engaged in their official duties. Members may also be eligible to receive compensation as provided in section 7E.6. Legislative members of the commission shall receive payment pursuant to sections 2.10 and 2.12.

86 Acts, ch 1245, §1224; 88 Acts, ch 1150, §4

601K.55 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.
- 86 Acts, ch 1245, §1225

601K.56 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.

86 Acts, ch 1245, §1226

601K.57 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.

86 Acts, ch 1245, §1227

601K.58 Additional authority.

The commission may:

1. Do all things necessary, proper, and expedient in accomplishing the duties listed in section 601K.57 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.55.
 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.
- 86 Acts, ch 1245, §1228

601K.59 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.

86 Acts, ch 1245, §1229

601K.60 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.

86 Acts, ch 1245, §1230

601K.61 through 601K.70 Reserved.

