

IOWA
COMMISSION
ON THE
STATUS
OF WOMEN

18th Annual Report
State of Iowa
Commission on the
Status of Women

Department of Human Rights
February 1, 1990



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Recycled Paper



February 1, 1990

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

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

To those of you who read this report, it is hoped you will get some insights into the work and involvement of the Iowa Commission on the Status of Women. To those of us who prepared the report, it is an act of review, assessment, and accountability for the year of 1989.

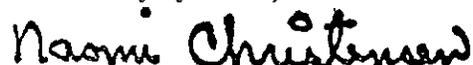
The Iowa Commission on the Status of Women takes very seriously its advocacy role which mandates that we make hard choices and speak out about the changing needs and problems of the women of this state. We continually strive for accountability in the use of our time, money and staff as we set priorities for the programs and projects we administer and the issues we support.

In 1989 we sponsored such annual events as the Iowa Women's Hall of Fame, the "Write Women Back Into History" Essay Contest, and Women's History Month. We also continued our advocacy role and saw 19 bills enacted relative to the status of women. Providing information and referrals to hundreds of Iowans was an ongoing service, and public information through the bimonthly newsletter reached some 4500 persons. State funding for a coordinator position strengthened the Employment Project programs, and we continued to sponsor grant-funded projects and to pursue public-private partnerships for employment-related programs. All these and other Commission activities for 1989 are described in the attached report.

Our interaction with the Human Rights Council and with Almo Hawkins, Acting Coordinator of the Department of Human Rights, and networking with representative groups statewide, have enlarged our experiences and contacts, as we focus our concerns and priorities for the future.

It is good to share this report with all who helped to make our programs possible.

Sincerely yours,



Naomi Christensen, Chairperson
Iowa Commission on the Status of Women

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1989-90 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

1989-90 LEGISLATIVE COMMISSIONERS

Rep. Ron Corbett	Cedar Rapids	June 30, 1990
Senator Jean Lloyd-Jones	Iowa City	June 30, 1992
Rep. Mary Neuhauser	Iowa City	June 30, 1992
Senator Paul Pate	Marion	June 30, 1990

**COMMITTEES OF THE
IOWA COMMISSION ON THE STATUS OF WOMEN
1989-90**

FINANCE

MIKE MONTGOMERY, Chair
Tom Morain
Mary Neuhauser

HALL OF FAME

MARY WIBERG, Chair
Patsy Boesen
George Stigler

PUBLIC INFORMATION

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

EDUCATION

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

LEGISLATIVE

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

NOMINATING

RUTH HOLTAN, Chair
George Stigler
Patsy Boesen

EXECUTIVE COMMITTEE

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

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.

Marcia Nichols assumed the position of Administrative Assistant II in September, 1988.

The Employment Project programs have been directed by Jane Schockemoehl since July 1989.

Diane Quinn, Program Planner II since August 1987, resigned to take the position of Administrator for the Division of Children, Youth & Families, Department of Human Rights, in February 1989.

Patrice K. Beam assumed the position of Coordinator of Publications and Special Projects in November 1989.

Temporary Staff

By emergency appointment, the ICSW was able to employ Rebecca Burke to carry out Program Planner responsibilities from March 3 - April 14, and Katherine Kasten from May 25 - June 27. Also by emergency appointment, Marcie Klueppel was employed as coordinator of information management for the ICSW from September 15 - December 7. Mary Kramer served as volunteer intern in the spring 1989.

Grant-funded Staff

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

In 1989 grants from the Carl Perkins Vocational Education Act and the Women's Bureau, U.S. Department of Labor, funded contracts with Chris Mocariski Michalek, Alicia Claypool and Connie Clark.

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 and Sandy Tomlinson the part-time secretary.

--with the Iowa Coalition Against Sexual Assault, to give support and technical assistance to shelters around the state. Carole Meade served as full-time executive director until November 1989 and Margie Schaffner is the part-time secretary.

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1989 ACCOMPLISHMENTS
IOWA COMMISSION ON THE STATUS OF WOMEN

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The Iowa Commission on the Status of Women (ICSW) 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 25 of this report. Several of the special projects, programs and resources are described in detail in other parts of this report. What follows here are the highlights of the Commission's 1989 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, 1989 session, based on priorities developed in the fall of 1988. Printed a summary of 1989 legislative action which had impact on women.

--Formulated proposals for 1990, reflecting public testimony from 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 15th annual Iowa Women's Hall of Fame ceremony, with Governor Branstad honoring the four inductees: Dr. Nancy Hill, Georgia Rogers Sievers, Ruth Wildman Swenson and Cristine Swanson Wilson. 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. Awarded the Cristine Wilson Medal for Equality and Justice to Minnette Doderer.

--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 Greensboro, N.C. Naomi Christensen, chairperson; Mary Wiberg, vice-chair and NACW president; Mark Snell, commissioner and ICSW delegate to the convention; and Charlotte Nelson, executive director, presented a gender balance resolution to the attendees which was passed by the participants. The expectation is that other states will follow Iowa's lead in requiring gender balance on all boards, commissions and authorities. Mark Snell was the first male Commissioner to serve as a delegate to an NACW convention.

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 continuing to support the Iowa Network for Women. Facilitated the INW's bi-weekly Women's Legislative Exchange during the legislative session.

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

--Completely reorganized and updated a library of vertical 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.

--Maintained a file of nontraditional job openings and has encouraged preparation for such jobs.

--Continued and expanded the Volunteer Mentor Program to assist new employees who have been on welfare to make a smooth transition to the workforce.

--Published a bimonthly newsletter, *IoWoman*, informing approximately 4500 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.

--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 a number of the electronic media's 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, including the Council in the Department of Human Rights, in assisting women with various needs.

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

--Distributed Commission brochures, fact sheets, videotapes and other educational resources nationally and statewide. Especially noteworthy is the distribution of the revised *How to Get Your Bearings...How To Get A Job* and the *Iowa Women and the Law*.

-Submitted testimony on issues of equity to other state agencies.

--Administered state-funded grants to providers of services to Displaced Homemakers.

--Enjoyed the support of the Friends of the Iowa Commission on the Status of Women, Inc.

SPECIAL EVENTS/CONFERENCES

--Cosponsored "The Way Up VII: Improving The Campus Climate for Women," seventh annual conference for women in higher education, on November 2-3.

--Cosponsored "Harvesting our Potential," the rural women's conference in Des Moines, February 17-18. Presented a display of material during the event.

--Cosponsored conference for Displaced Homemaker Coordinators, with the Department of Economic Development and the Department of Education on September 28-29.

--Sponsored roundtable on Employer Supported Child Care with the Women's Bureau, Department of Labor.

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.
- Displaced Homemakers Advisory Council.
- Shaping the Workplace 2000 Planning Committee.
- Iowa Network for Women, Steering Committee, ex officio.
- 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.
- Iowa Division UNA-USA planning committee for "Iowa Women and the Future."
- Appointed Gretta Merkley, former Commissioner, to represent the ICSW on the Iowa Correctional Institute for Women Advisory Committee.
- Governor's Central Volunteer Committee.
- Job Placement Network, made up of professionals in the public and private job placement field.
- Mentor Advisory Board.

GRANT-FUNDED PROJECTS

The Volunteer Mentor Program to assist new state employees who have been ADC recipients to make a smooth transition to the workforce, was funded through June 1989 by the Carl Perkins Vocational Education Act, through the Iowa Department of Education.

"Choices, Challenges, Changes: Assisting Young Women in Career Life Choices" was funded by a grant to the ICSW in conjunction with the Des Moines Schools from the Carl Perkins Vocational Education Act through the Iowa Department of Education. In-service training was provided for teachers and staff on August 2, 1989.

Identification of Higher Paying Jobs project was funded by the Women's Bureau, U.S. Department of Labor, Region VII.

A Roundtable on Employer-Supported Child Care was supported by a grant from the Women's Bureau, U.S. Department of Labor, Region VII.

STUDIES/REPORTS

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

--Distributed reports from the "Shaping the Workplace-2000" conference which was cosponsored by the ICSW in November 1988.

PUBLIC HEARINGS

--Held a public hearing to solicit testimony from concerned organizations and individuals for consideration in the development of 1990 Proposals to the Governor and the General Assembly.

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|| SPECIAL PROJECTS ||

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EMPLOYMENT PROJECT

Over the years the Employment Project of the Iowa Commission on the Status of Women has received grant funds to conduct various employment related programs to assist women across the state. In 1989, the ICSW received a grant from the Women's Bureau of the U.S. Department of Labor to conduct an Identification of Higher Paying Jobs survey. The Volunteer Mentor Program received state funding and began expansion in July 1989. A proposal for a joint venture between the ICSW and Pioneer Hi-Bred International was implemented to begin a Jobs Clearinghouse.

The ICSW contracted with Connie Clark, consultant, to administer the Identification of Higher Paying Jobs project. The purpose of the survey is to obtain from employers within Iowa information on higher paying jobs and potential growth occupations, and to identify the education and training needed for those job oportunities.

Roundtables will be held in each quadrant of the State to disseminate information to the public as well as to educational institutions for future vocational program planning based on the training needed for employment in the higher paying jobs.

The Volunteer Mentor Program began in July 1988 as a Project Promise related pilot program in Polk County for former ADC recipients who obtained employment with the state. Its purpose is to promote job retention for persons moving from public assistance toward self-sufficiency. It was originally financed by Carl Perkins Vocational Education Act funds from the Iowa Department of Education. The Governor supported state funding for the program and the Legislature appropriated monies for the Employment Project Coordinator position effective July 1, 1989; the program was also expanded to include all new state employees and movement into private industry in 1990.

From July 1, 1988 to December 31, 1989, 35 mentor-mentee matches have been made. Twenty-one matches currently are active as 14 through mutual agreement came to a transitional point to end their formal mentor relationship. Of the fourteen, only one individual ended her work experience situation and/or employment with the State of Iowa.

The first training outside of Polk County was held in Sioux City at the Job Service of Iowa office. The 14 individuals present from state and private agencies responded favorably to the training. Mentor training will be conducted at other state sites in Iowa during 1990.

The Jobs Clearinghouse project began in response to the Workforce 2000 report, local labor shortages and the need to assist the significant number of female single parent households achieve economic

self-sufficiency. In September 1989, a proposal was submitted to Pioneer Hi-Bred International for their consideration. They agreed to partially fund the joint venture and awarded \$10,000 to the project.

The Clearinghouse will operate as an identification and listings resource for employment opportunities for women. It will also act as a recruitment resource for private sector businesses and public agencies. The Jobs Clearinghouse was scheduled to begin operation at the ICSW office on January 2, 1990.

WOMEN'S HISTORY MONTH

Each March, from 1981-1987, there was a nationwide observance of the significant role women have played in the history of our country during Women's History Week, which included International Women's Day, March 8. In 1987 the celebration expanded to an entire month. Since that time, the U.S. Congress has designated March as Women's History Month, and a similar proclamation has been signed in Iowa by Governor Branstad.

In 1989 the fifth annual "Write Women Back Into History" essay contest was cosponsored by the Commission, the Iowa Department of Education and the State Historical Society of Iowa for students 6th through 9th grades. 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.

From nearly 4000 entries, teachers submitted a winning essay from each of their classes. The nearly 200 finalists were judged by a panel of teachers, journalists, and community leaders. Each finalist received a certificate signed by the Governor. Seven 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.

DOMESTIC VIOLENCE

The ICSW administered the Family Violence Prevention and Services Grant for Iowa from the U.S. Department of Health and Human Services through June 1989. Funds for shelter and related assistance programs were awarded to nineteen local projects, and the Iowa Coalition Against Domestic Violence (ICADV) was awarded the contract to provide a statewide technical assistance program. The FVPSG award for FYI 1989 was transferred to the Office of Crime Victim Assistance Programs in the Department of Justice, effective July 1, 1989.

PROGRAMS AND RESOURCES

The 15th annual Iowa Women's Hall of Fame ceremony was held on August 25, 1989 at the State Historical Building. ICSW Chairperson Naomi Christensen presented the Cristine Wilson Medal for Equality and Justice to Representative Minnette Doderer of Iowa City. Governor Terry E. Branstad, Chairperson Naomi Christensen, and the Hall of Fame Committee Chair Mary Wiberg inducted Dr. Nancy Hill, Georgia Rogers Sievers, Ruth Wildman Swenson and Cristine Swanson Wilson into the Hall of Fame. At the close of the ceremony Governor Branstad proclaimed August 26 Women's Equality Day, commemorating the day in 1920 when American women first received the vote.

The Iowa Women's Hall of Fame, which is supported by Friends of the ICSW, Inc., was established by the ICSW in 1975 to honor outstanding Iowa women. Each year four women, living or deceased, are recognized for their significant contributions to our society. Committee members for 1989 were Elaine Baxter, Iowa Secretary of State; Patsy Boesen, ICSW commissioner; Michael V. Reagen, president, Greater Des Moines Area Chamber of Commerce Federation; and George Lee Stigler, District Court Judge and ICSW commissioner.

The 1989 honorees represent a broad range of interests and endeavors including government, medicine, volunteerism, education, and the sciences. Brief biographical sketches follow.

One of the first women physicians in the U.S., Boston-born Dr. Nancy Hill began her career as a nurse in the Civil War, an experience that led her to pursue a degree in medicine. In 1874 she graduated from the University of Michigan Medical School and shortly after moved to Dubuque, where she practiced medicine for thirty-six years. Dr. Hill was a tireless advocate for pregnant women and children. "I was never a mother but brought about 1000 children into this world," she once wrote. In the late 1800's she organized the Women's Rescue Society of Dubuque, which later became the Hillcrest Deaconess Home and Baby Fold. Now known as Hillcrest Family Services, this institution has served tens of thousands of clients with vital social services. In her own words, Dr. Hill was "interested in all philanthropic works that come into a physician's life." She was also active in local, state, and national medical societies, often as the only woman participating, and in later years was heartened to see more women entering her beloved profession.

Accepting the posthumous award for Dr. Hill was Nancylee Ziese, adoptions coordinator for Hillcrest Family Services.

In 1988, Georgia Anne Rogers Sievers was presented the Governor's Award for Outstanding Volunteer Service to the State of Iowa. Her dedication and expertise in education, health and human services, transportation and community development have notably improved the

quality of life for Iowans. As an educational leader, Sievers served on the State Board of Public Instruction and Vocational Education at a time when area community colleges, state aid formula, and area education agencies were developed. With others, she helped to establish the Iowa Public Television Network, mindful of its potential for broadcasting college courses. She promoted the improvement of roads and bridges for school buses in Southwest Iowa, and served on numerous committees to improve educational opportunities for the handicapped, women and others. Sievers has lobbied for progressive farm legislation, served as a hospital coordinator for health and school programs, served on the Board of Directors of the Iowa West Racing Association, and emphasized equity for women in her activity with the Democratic party and many other organizations, in addition to sharing in a family farm operation and parenting five children.

Ruth Wildman Swenson is an outstanding scientist, university administrator, and advocate for women in sciences and engineering. As an Emeritus Professor of Botany and Emeritus Associate Dean of Sciences and Humanities at Iowa State University, she has been an innovator of programs to encourage and support women in nontraditional careers. Swenson was the Iowa coordinator for a national program to help women move into academic administration and codirected a National Science Foundation project to increase the number of women in science. She developed and implemented internships, career conferences and intensive role model projects for high school girls and undergraduate women aiming for technical/scientific careers. Additionally, she helped to initiate annual conferences on women in higher education and is often cited as an inspiration for women in academia. She now serves as President of the Iowa Academy of Science, honored in part for her research in cell biology, biochemistry, and the ecology of blue-green algae ("nuisance blooms") on Iowa lakes and ponds. She is also a supporter of local music, art, and social services programs in her community.

Without the innovative spirit and hard work of Cristine Swanson Wilson, there may not have been an Iowa Women's Hall of Fame. Wilson served on temporary Governor's commissions on women that evolved into the Iowa Commission on the Status of Women in 1972, the first permanent state agency for women's concerns. As its first chair, Wilson fought for passage of antidiscriminatory laws in housing, credit, education, employment and insurance; recognition of homemakers' contributions in inheritance tax determination; a model, progressive rape statute; provision for state funding and licensing of childcare centers; creation of a process by which more women could be appointed to state boards and commissions; and creation of the Iowa Women's Hall of Fame. As a women's movement pioneer, Wilson helped to found the Iowa Women's Political Caucus and served as the first woman chair of the Polk County Republican Platform committee. She was named the recipient of the Distinguished Alumni Award by Grinnell College in 1985. Her remarkable achievements have contributed to Iowa's recognition nationally as a state characterized by equality and

In January 1989 the Network sponsored its first annual legislative conference and reception called "Connecting for Change." A Network directory has been developed and is available to members. Several persons met bi-monthly during the legislative session for a Women's Legislative Exchange.

RESOURCES

The Commission office maintains a vertical 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 issues of concern to women. Topics include:

Affirmative Action	Female Offender
Acquaintance Rape	Feminization of Poverty
Child Care	Health Care
Comparable Worth	Homeless Persons
Credit and Finance	Law
Day Care	Minority Women
Displaced Homemakers	Politics/Government
Divorce	Reproductive Health
Domestic Violence	Sexual Abuse
Education	Sexual Harassment
Employment	Small Business
Equal Rights Amendment	Women in the Media

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 numerous 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, audio 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 month during 1989.

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 published its bimonthly newsletter, the *IoWoman*, the scheduled six times in 1989. 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 circulation of the *IoWoman* in 1989 was approximately 4500.

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
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.*
(1/2" VHS), 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

Partners in Change - Tape on Displaced Homemakers
(1/2" VHS) 1989

Equal Coverage, Equal Cost: Ending Sex Discrimination in Insurance
(1/2" VHS) 1989

1989 LEGISLATIVE SUMMARY

Legislation enacted by the 1989 Session of the 73rd General Assembly and signed by the Governor included the following bills which have special impact on women:

*Increases the hourly minimum wage to \$3.85 on 1/1/90, \$4.25 on 1/1/91 and \$4.65 on 1/1/92. HF17.

*Establishes a pilot program under the supervision of the Supreme Court for mandatory mediation of contested issues of child custody and visitation in dissolution cases. HF20.

*Extends the Linked Deposit Program for women and minority-owned small businesses, renaming it "Linked Investments for Tomorrow"; increases maximum loan to \$200,000; and extends loan period to six years. HF140.

*Requires child support payments to be withheld from unemployment benefit payments. HF195.

*Mandates insurance coverage for mammography examinations. HF199.

*Authorizes the Supreme Court to prescribe uniform child support guidelines and exceptions. HF403.

*Increases penalties for harassment, making first degree harassment an aggravated misdemeanor; second degree, a serious misdemeanor; and third degree a simple misdemeanor. HF672.

*Consolidates victim programs - including reparations and several funding programs - into a program of victim assistance in the Department of Justice. HF700.

*Expands obscenity law to include rental as well as sale of hard core pornography, and other changes. HFR740.

*Department of Human Rights Appropriation, funding the Commission on the Status of Women and other divisions. Includes \$50,000 for grants to rape crisis centers through the newly created Victim Assistance Program of the Department of Justice and \$120,000 for grants to displaced homemaker programs through the ICSW. HF775.

*Prohibits discrimination in housing on the basis of familial status, with exceptions for housing for elderly persons and certain owner-occupied housing. SF56.

*Removes the marital rape exemption from 3rd degree sexual abuse; denies post conviction appeal bonds to persons convicted of sexual abuse. SF426.

*Strengthens vocational education by increasing the number and diversity of units of instruction which local schools must offer and by requiring that the curriculum be modernized by 1992. SF449.

*Department of Economic Development Appropriation, including doubling to \$500,000 the money available to assist businesses owned and operated by women and minorities; \$84,000 for technical assistance to low-income entrepreneurs; and \$50,000 for programs for displaced homemakers who don't meet the federal JTPA definition of displaced homemaker. SF520.

*Creates a state earned income tax credit, providing relief to low income taxpayers with dependent children. SF537.

*Department of Human Services Appropriation, including an increase in payment levels for ADC by 4%; expanded coverage under Medicaid to women, infants, and children under 6 if their income is below 185% of poverty; reimbursement for maternal and child health centers increased to the maximum allowed under Medicaid; presumptive and continuous eligibility for pregnant women under Medicaid; \$500,000 for adolescent pregnancy prevention programs; and increased funding for child day care programs, including transitional assistance for ADC recipients gaining employment, and aid to the "working poor"; raises eligibility level for day care assistance through the counties at 150%, not 125%, of poverty (but not as an entitlement; when the funds are spent, the assistance ends). The bill, as item-vetoed, consolidates work and training programs for ADC recipients through the departments of Employment Services and Economic Development.

*Approves an equal rights amendment to the Constitution of the State of Iowa, adding the word "women" and prohibiting the state and all its subdivisions from denying or restricting equality of rights under the law, based on gender. HJR12. Must be passed in the same form by the 74th General Assembly (1991 or 1992) and approved by the voters in a referendum.

Subjects for interim study committees include:

*Investigate and report on adoption of a public policy of prohibiting gender-based rates on individual, non-group insurance policies in Iowa. HF574, which would have required gender neutral premiums for health and disability insurance, passed the house but died in the Senate.)

*Review needs for child day care; study affordability and accessibility of child day care services and recommend appropriate public and private sector responses. Legislative Service Bureau charged with study of needs for child care by employees in the Capitol Complex and feasibility of contracting with private providers.

**PROPOSALS FOR 1990 TO THE
GOVERNOR AND THE GENERAL ASSEMBLY**

The Iowa Commission on the Status of Women has formulated a 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, not statutory legislation, but in most cases those 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 demands special emphasis on the economic well-being of women.

ICSW Priorities for 1990

In addition to its continuing support for an Equal Rights Amendment to the Iowa Constitution, the Commission on the Status of Women has identified four priority areas for 1990:

- Caregiving - The average caregiver for dependent adults is a 57 year old woman. Issues which should be addressed include financial need, training, respite care, case management, definitions and spokespersons. The ICSW will be exploring these issues in conjunction with other state agencies.

- Non-gender insurance - The ICSW supports the 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.

- Child care - The ICSW supports measures designed to guarantee affordable, accessible, quality child care, and adequate compensation for child care providers, as essential factors in addressing the needs of women related to employment.

- Violence against women - The ICSW supports adding "primary physical aggressor" language to the mandatory arrest section of Chapter 236 of the Iowa Code; funding for programs which serve victims of sexual assault; funding for programs which serve victims of domestic violence; mandatory training for criminal justice personnel in

victim related issues; legislation to address the problem of sexual exploitation of clients by counselors and therapists; exploring with the Iowa Supreme Court and the Iowa State Bar Association a task force to study gender bias in the courts; and research into the development of *pro se* packets as a means of making the legal process more accessible to victims.

In addition to the ICSW's advocacy on these priorities and all the 1990 Proposals, the ICSW Program Committee will consider the issues of estate planning and sex discrimination; sexism in the media; dissolution issues and family court; and filing of birth certificates for out-of-wedlock births.

The ICSW endorses the following proposals, which are coded for legislative action (L), study (S), and/or administrative action (A):

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. Monitoring of the State's Indigent Patient program, including the (L) 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.
2. a. An increase in the amount of ADC payments; and
(L) b. A cost of living adjustment for all payment schedules under the ADC program and provision for periodic adjustments for inflation.
3. In conjunction with continuing efforts for changes that can only (L) 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 supplemental hardship payments to working ADC recipients suffering a loss of earned income.
4. Funding to make available statewide services which promote (L) economic self-sufficiency for ADC recipients, including pre-employment training, job search assistance, transportation and child care.
5. Addressing the needs of homeless women and their families in (L) Iowa, including appropriate funding for homeless shelters and

low-income housing through the framework of the Housing Trust Fund, and implementation of the provision within the AFDC program for emergency assistance for homeless and near homeless families.

HEALTH/NUTRITION

The Commission on the Status of Women supports:

1. A state contingency fund to allow the Women, Infants and Children (L) (WIC) nutrition program to serve all eligible clients through the federal grant.
2. Funding to the Iowa Department of Public Health to provide transitional living services for both female and male adult substance abusers following primary treatment.
3. Funding for a statewide universal screening program for chlamydia (L) (similar to the gonorrhea program), so that the negative impact on the health and fertility of young Iowa women can be prevented.
4. Continued funding of the Iowa Health Data Commission, including (L) enhancement of its ability to collect, analyze and disseminate data on severity of illness and quality measurement including outcome measures.

ECONOMIC OPPORTUNITIES

Department of Employment Services statistics show that in 1988 there were 627,920 Iowa women between the ages of 16 and 65 in the labor force. Of that number 25,410 were unemployed. Women must receive equitable training and employment opportunities to achieve and maintain a decent standard of living for themselves and their families; 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 (A) 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 (A) 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 (A) employment.
4. Funding and support for educational and vocational training at (L) 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. (L) Funding for displaced homemaker program grants and for evaluation of services statewide through the Iowa Commission on the Status of Women and continued funding for JTPA-related displaced homemaker programs.
6. (A) Monitoring the implementation of state employee pay reform on the basis of comparable worth.
7. (A) 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. In low-paying job classifications, now filled primarily by women and minorities, the state needs to develop and implement affirmative action plans to achieve a more equitable gender and racial balance.
8. (L) 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. (L) Employment-related child care issues, including:
 - a. Measures designed to guarantee affordable, accessible, quality child care, in particular to women seeking training and/or employment; and
 - b. Adequate compensation for child care providers, including health benefits.
10. (L) Needs-based payments and support services (including transportation and child care subsidies) for all Job Training Partnership ACT participants at least until they receive their first full-month paycheck.
11. (L) Exploring tax code options such as a state targeted jobs tax check for employers who provide child care for employees.
12. (A) Promotion of state/federal dependent care tax credits for in-home daycare, in-home nursing care, nursery school or daycare center, adult daycare, and household services in conjunction with daycare.
13. (A) 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.

14. Reexamination of rules which impact adversely women candidates
(A) for judgeships.
15. State programs and policies to assist women entrepreneurs.
(L)

INSURANCE

In recognition of the needs of all persons for access to adequate insurance, 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
(L) 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
(S) 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
(S) whether they are having a negative effect on the provision of child care services.
4. Efforts of the General Assembly to address health insurance
(L) coverage for the uninsured and underinsured.

EDUCATION

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

1. State funding for staff and programs for educational equity,
(L) including monitoring implementation of the multicultural, nonsexist curriculum mandated by the Code.
2. Requirement of a multicultural, nonsexist approach in all
(L) accredited schools, not just in public school districts.
3. Implementation of affirmative action plans to promote
(A) opportunities for women in educational administration.

VIOLENCE AGAINST WOMEN

In light of the number and degree of violent incidents committed against women, the ICSW supports:

1. Increased funding for services to victims of sexual assault.

(L)

2. Amendment of the Iowa Code, Section 709.1, expanding the
(L) 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.
3. Increased funding for domestic abuse programs and services.
(L)
4. Addition of "primary physical aggressor" language to the
(L) mandatory arrest section of Chapter 236 of the Iowa Code.
5. Mandatory training for criminal justice personnel in victim
(A) related issues.
6. Addressing the problem of sexual exploitation of clients by
(L) counselors and therapists.

WOMEN IN FAMILIES

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. Training for judges on the Code requirement that joint custody
(A) should not be presumed when spousal or child abuse is a factor in the marital relationship.
2. Strengthened enforcement of child support, including proposals
(L) which are consistent with the Family Support Act of 1988.
3. Improved procedures for enforcement of existing alimony orders.
(A)
4. Continued funding for family planning programs.
(L)
5. A study of problems of property distribution upon death of a
(S) spouse and/or dissolution of marriage, and consideration of whether enactment and implementation of the Uniform Marital Property Act would resolve those problems.
6. In conjunction with other state agencies, exploration of issues
(S) related to caregivers for dependent adults, including financial need, training, respite care, case management, definitions and spokespersons.

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.

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.

