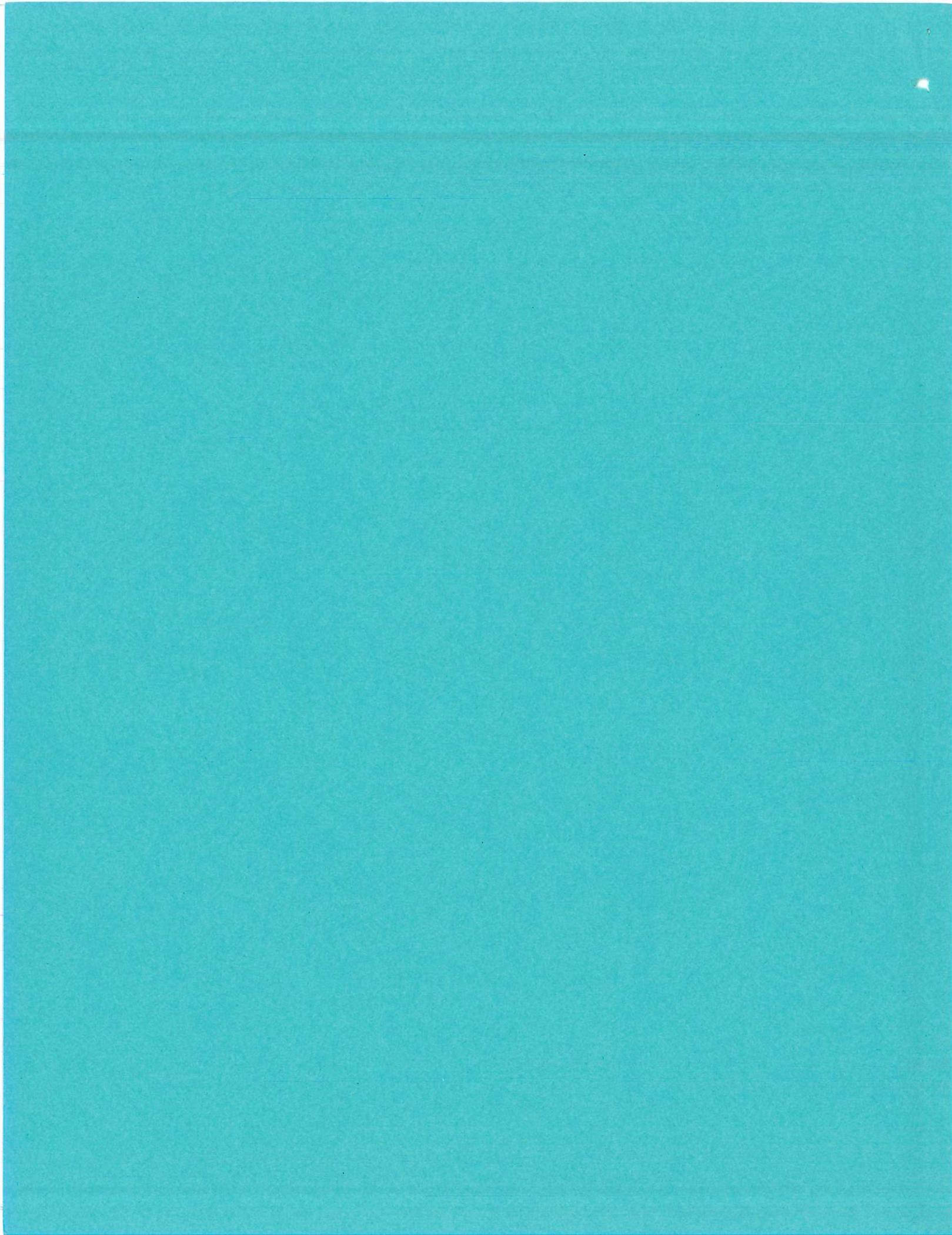


**IOWA
COMMISSION
ON THE
STATUS OF WOMEN**

23rd Annual Report

FEBRUARY 1, 1995

State of Iowa
Department of Human Rights





February 1, 1995

The Honorable Terry Branstad
Members of the 76th General Assembly
State Capitol Building
Des Moines, IA 50319

Dear Governor Branstad and Members of the 76th General Assembly:

Greetings!

At the end of every year, the Iowa Commission on the Status of Women reviews its past actions and reactions before proceeding on with the new year. We also resolve to face the promise of the next 12 months with the same enthusiasm as the previous year.

The goals of the Iowa Commission on the Status of Women are varied, but the basic goal is always the same: to help the women of Iowa develop into their full potential--economically, politically, and socially.

In spite of our limited resources, my hope is, as always, that in 1995, both the private and public sectors will increase their awareness of the needs of women. Women are (or should be) equal to men in all areas of their lives, and it is up to Iowa's leaders, regardless of their gender, to help change those systems and institutions that inherently hinder the growth of women.

The accomplishments of the Iowa Commission on the Status of Women are described in the pages of the 1994 annual report. If you are interested in any of our concerns and issues, please call the Commission staff at 515/281-4461 or stop by the Commission office in the Lucas Building, and let us discuss them with you.

On behalf of our citizen commissioners and the staff, I thank Governor Branstad and members of the General Assembly for your support of the Commission's endeavors through past funding and legislation. We look forward to working with you in 1995!

Sincerely,



Naomi Christensen, Chairperson
Iowa Commission on the Status of Women

Table of Contents

Commissioners, 1994-95, Staff Members.....	2
Committees and Officers, 1994-95	3
Commission Meeting Dates	3
Accomplishments--Programs and Projects	4
Legislative Activities	4
Iowa Women's Hall of Fame	5
Cristine Wilson Medal for Equality and Justice	7
Annual Friends of ICSW Banquet	7
Employment Project	7
Volunteer Mentor Program	7
Jobs Clearinghouse Project	8
Nontraditional Occupations Video Project	8
Women's History Month	9
Write Women Back into History	9
Advocacy Directory	9
Publications	10
Roster of Qualified Women	11
Other Resources	11
Diversity	12
Advocacy/Education/Public Information	12
Attendance/Participation/Interagency Task Forces	15
Contractual Agreements	16
Displaced Homemakers Grants	16
Issues of Violence Against Women	17
Sexual Harassment in the Iowa School System	18
1994 Legislative Summary	18
Proposals for 1995	22
Statute	30

1994-1995 Citizen Commissioners

<u>Commissioner</u>	<u>Community</u>	<u>Term Expires</u>
Naomi Christensen, Chairperson	Hastings	April 30, 1996
Judge Brown	Fort Dodge	April 30, 1996
Kathryn Burt	Marshalltown	April 30, 1998
Lisa L. Green	Indianola	April 30, 1998
Ruth Holtan	Forest City	April 30, 1994
Mignon Manelli	Ames	April 30, 1998
Michael D. Montgomery	Knoxville	April 30, 1996
Tom Morain	Ames	April 30, 1998
Mark H. Snell	Ames	April 30, 1996
Diana L. Stewart	Oelwein	April 30, 1996
Judge George L. Stigler	Waterloo	Resigned April 30, 1994
Mary Molen Wiberg	Des Moines	April 30, 1994
Almo Hawkins, <i>ex officio</i>	Des Moines	

1994-1995 Legislative Commissioners (*ex officio*)

Representative Linda L. Beatty	Indianola	December 31, 1994
Representative Ron Corbett	Cedar Rapids	June 30, 1994
Representative Betty Grundberg	Des Moines	June 30, 1998
Senator Paul Pate	Marion	June 30, 1994
Senator Don Redfern	Cedar Falls	June 30, 1996
Senator Elaine Szymoniak	Des Moines	June 30, 1996

Staff Members

Charlotte Nelson has served as executive director since her appointment by the Commission and Governor Branstad in February, 1985. On July 1, 1986, she was appointed by the Governor, and confirmed by the Senate, as the administrator of the Division on the Status of Women within the Department of Human Rights. In 1991, she was reappointed as division administrator by the Governor and confirmed by the Senate.

Ellen Failor assumed the position of administrative assistant 2 in October, 1990. Jane Schockemoehl, program planner 2, has been the employment coordinator since July, 1989. Stephanie R. Pratt, program planner 2, has served as the coordinator of publications and special projects since June, 1994. Patrice K. Beam, served as the coordinator of publications and special projects from November, 1989 to January, 1994. Karen De Kock Francis, secretary 1, started part-time on October 28, 1994.

Jennifer Komos and Amy Johanning, Drake University students, did internships researching legislative action on recommendations from the *50 States Report*, under the direction of Dr. Suzanne Schenken.

**Committees of the
Iowa Commission on the Status of Women
1994-95**

Executive Committee

Naomi Christensen, Chair
Mark Snell, Vice Chair
Michael Montgomery, Treasurer

Hall of Fame

Mark Snell, Chair
Kathryn Burt
Diana Stewart
Karen King
Dale H. Ross

Finance

Michael Montgomery, Chair
Judge Brown
Lisa Green

Program and Planning

Tom Morain, Chair
Kathryn Burt
Mignon Manelli
Diana Stewart

Public Information

Lisa Green, Chair
Judge Brown
Tom Morain

Friends of the ICSW

Board of Directors

Naomi Christensen
Mark Snell
Michael Montgomery
Kathryn Burt
Lisa Green

Legislative

Mignon Manelli, Chair
Michael Montgomery
Mark Snell
Representative Linda Beatty
Representative Betty Grundberg
Senator Don Redfern
Senator Elaine Szymoniak

Commission Meetings

January 20--Des Moines, Grimes State Office Building
March 2--Des Moines, Lucas State Office Building
April 27--Des Moines, Lucas State Office Building
June 24--Des Moines, Living History Farms
August 24--Des Moines, State Historical Building of Iowa
October 4--Des Moines, Lucas State Office Building
November 2--Toledo, Iowa Juvenile Home
November 21--Des Moines, Lucas State Office Building

1994 Accomplishments

Iowa Commission on the Status of Women

Programs and Projects

Legislative Activities

- Advocated legislation relative to the ICSW's 1994 Proposals to the Governor and the General Assembly. (See 1994 Legislative Summary on page 18.) Advocated legislative action by registering on bills supported by ICSW and by memo and phone calls, including the passage of stalker law revision, mandatory registration of child care providers and for criminal records and child abuse check.

- Presented written testimony to the Insurance Commission on using gender as a rate characteristic by small group carriers. Attended seven public hearings held by the Insurance Commissioner on using gender as a rate characteristic.

- Distributed Proposals for 1994 to the Governor and General Assembly, advocates and interested organizations.

- Submitted testimony to legislators on child care proposals.

- Submitted written testimony to the U.S. Senate Committee's Public Hearing on Welfare Reform, chaired by Senator Tom Harkin.

- Received report from Drake University student Jennifer Komos, intern doing research on legislation reflecting recommendations of the "50 States" Project. Amy Johanning, also a Drake student, continued the research.

- Reviewed prefiled bills from other state departments.

- Met with State Historical Society and other organization representatives to develop a proposal for a display on women in Iowa government in the State Capitol, as requested by the Legislative Council and Representative Ron Corbett. Had interviews with the Des Moines Register and Radio Iowa. Submitted report to the Legislative Council after the Capitol Planning Commission had recommended the display not be in the Capitol.

- Provided and scheduled testimony in a public hearing on October 4, encouraging individuals, organizations, and agencies to address issues, changing needs, and problems of Iowa women. Adopted Proposals to the Governor and General Assembly for 1995 with recommendations for new programs and/or constructive action. (See 1995 proposals on page 22)

Iowa Women's Hall of Fame

The Iowa Women's Hall of Fame, which is supported, in part, 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.

The Twentieth Annual Women's Hall of Fame was held in Des Moines on Wednesday, August 26, 1994 at the State Historical Building of Iowa. It was held in conjunction with Women's Equality Day, which commemorates the day in 1920 when American women first received the vote. A special 20th anniversary Hall of Fame publication was designed and printed to include updates on all the Hall of Fame inductees and a more practical design for the growing membership.

Awards were presented to the recipients by Governor Terry E. Branstad, Lt. Governor Joy Corning, Commission Chairperson Naomi Christensen, and Chairperson of the Hall of Fame Committee, Mark Snell. This year's Hall of Fame committee comprised Mark Snell, ICSW Commissioner; Diana Stewart, ICSW commissioner; Kathryn Burt, ICSW Commissioner; and citizen committee members Karen King and Dr. Dale H. Ross.

The honorees represent a wide range of interests and accomplishments and have made extraordinary contributions in their various fields. Brief biographical sketches follow.

Mildred Wirt Benson, born in Ladora, Iowa, published her first story at the age of 12 and became the first woman to earn an M.A. in journalism from the University of Iowa in 1927. She has written more than 130 published books but is most noted as the first writer of the Nancy Drew series, carrying her independent spirit into the development of Nancy Drew as a strong female character and role model for three generations of women. She worked as a reporter for the *Toledo Times* from 1944 to 1975 and since then as a reporter/columnist for *The Blade*. A pilot as well, Benson was recognized in the 1947 edition of *Who's Who in Aviation, American Women* for her aviation columns for the *Blade*. She has been recognized with numerous writing awards and received the University of Iowa Distinguished Alumni Achievement Award in 1994. She is a member of the Iowa School of Journalism and Mass Communication Hall of Fame and the Ohio Women's Hall of Fame.

Lois Harper Eichacker, a fifth-generation Iowan living in Fort Madison, has spent her adult life advancing the causes of the disadvantaged, especially children and the working poor by participating in the formation of public policies that affect them. Beginning her career at Southeast Iowa Community Action Organization in 1967, she served as executive director from 1974 to 1989. In the past, Eichacker has been president of the Region Seven Community Action Directors' Association, and has served on the Iowa Humanities Board, the Long Term Care Task Force, and Investing in People. Currently, she is a member of the Board of Directors of the Iowa Department of Economic Development, vice-chair 1991 to present; State Job Training Coordinating Council; Commission of Community Action Agencies, chairperson 1992 to present; Council on Human Investment; Iowa's Policymakers' Institute; NAACP; PIC; AAUW; and the University of Iowa Black Alumni Association. She has received many honors, including the Bob Tyson Outstanding Partner in Community Action Award, and the naming of the CAP Neighborhood Center in Fort Madison, the Eichacker Center. Eichacker is the president-elect of the 46,000-member University of Iowa Alumni Association.

Attorney Gertrude Durden Rush, born in Navasota, Texas in 1880, moved to Des Moines in 1907 to become the first African-American woman to be admitted to the Iowa Bar. She remained the sole African-American female to practice law in Iowa until the 1950s. Receiving her B.A. from Des Moines University in 1914, Rush began studying law under her husband, James B. Rush, a Des Moines attorney, passing the Iowa Bar Examination in 1918. In 1924, after denial of membership in the American Bar Association, Rush and four other African-American lawyers, who were men, created the National Bar Association, a minority bar association, which officially began in Des Moines in 1925. Rush was a member of the Illinois Bar, maintaining offices both in Des Moines and Chicago, residing in Des Moines. She also held positions in many national and community organizations, including president of the Iowa State Federation of Colored Women's Clubs and president of the Des Moines Colored Federated Clubs. She died in 1962. Two monuments in her honor are located at the Des Moines Public Library and St. Paul AME Church in Des Moines.

Evelyne Jobe Villines of Des Moines, born in Siam, Iowa in 1930, is a political activist and leading national spokesperson for persons with disabilities. Villines had polio at age 3 when she was living in Southwest Iowa. From the time she was nine through 16 years of age, for the most part, she was a patient at Crippled Children's Hospital in Iowa City, 250 miles away from home. As a teenager, Villines encountered her first job discrimination. Soon after, she began her life and career of empowering people who are disabled. Villines has served as executive secretary of the Iowa Governor's Committee on Employment of the Handicapped from 1965 to 1975; director of development at Iowa Lutheran Hospital in Des Moines from 1975 to 1979; and director of the Client Assistance Program for the Easter Seal Society of Iowa, Inc. from 1979 to 1991. Since 1980, Villines has been a free-lance motivational speaker, giving her speech "In the Name of Love" to hundreds of organizations worldwide. In 1986, she was inducted into the National Hall of Fame for Persons with Disabilities. In May of 1994, President Bill Clinton appointed Villines as a member of the Committee for Purchase from Persons Who are Blind or Severely Disabled.

Iowa Women's Hall of Fame Members Include:

Mary Newbury Adams
 Julia Faltinson Anderson
 Peg Stair Anderson
 Ruth Bluford Anderson
 Virginia Bedell
 Mildred Wirt Benson
 Jessie Binford
 Gladys B. Black
 Amelia Jenks Bloomer
 Fannie R. Buchanan
 Carrie Chapman Catt
 Mary Frances Clarke, B.V.M.
 Mary Jane Coggeshall
 Roxanne Barton Conlin
 Marguerite Esters Cothorn
 Rosa Cunningham
 Jolly Ann Horton Davidson
 Evelyn Davis
 Jacqueline Day
 Minnette Doderer
 A. Lillian Edmunds
 Lois Harper Eichacker

Mary Garst
 Willie Stevenson Glanton
 Susan Gaspell
 Mary Grefe
 Edna M. Griffin
 Virginia Harper
 Helen B. Henderson
 Dr. Nancy Hill
 Cora Bussey Hillis
 Helen LeBaron Hilton
 Pearl Hogrefe
 Lou Henry Hoover
 Dorothy Houghton
 Mabel Lossing Jones
 Anna B. Lawther
 Mabel Lee
 Twila Parker Lummer
 Arabella Mansfield
 Ola Babcock Miller
 Marilyn O. Murphy
 Alice Van Wert Murray
 Louise Rosenfield Noun

Louise Rosenfeld
 Eve Rubenstein
 Atty. Gertrude Durden Rush
 Edith Murphy Sackett
 Agnes Samuelson
 Ruth Sayre
 Dorothy Schramm
 Jessie Field Shambaugh
 Mary Jane Odell Siegler
 Georgia Rogers Sievers
 Ida B. Wise Smith
 Jeanne Montgomery Smith
 Mary Louise Smith
 Marilyn E. Staples
 Ruth Suckow
 Phebe W. Sudlow
 Sister Patricia Clare Sullivan
 Ruth Wildman Swenson
 Lois Hattery Tiffany
 Evelyne Jobe Villines
 Nellie Verne Walker
 Jean Adeline Morgan Wanatee

Mamie Doud Eisenhower
Beverly Everett
Merle Wilna Fleming
Gwendolyn Wilson Fowler
Betty Jean Furgerson

Jessie M. Parker
Carolyn Pendray
Mary Louise Petersen
Mary Louisa Duncan Putnam
Glenda Gates Riley

Mary Beaumont Welch
Catherine Williams
Cristine Swanson Wilson
Annie Wittenmyer

Cristine Wilson Medal for Equality and Justice

This award was established in 1982 and honors the woman who served on the Governor's Commission on the Status of Women and who first chaired the statutory Commission. From 1972 to 1976, Cristine Wilson led the Commission in combatting sex discrimination and promoting equal opportunity. The medal is given to individuals who have exhibited outstanding dedication and service on behalf of the ideals of equality and justice. Past recipients are Sue Follon, Governor Robert Ray, Mary Louise Smith, Patricia Geadelmann, Minnette Doderer, Lonabelle Kaplan "Kappie" Spencer, Charles H. Bruner, and Louise Rosenfield Noun.

The 1994 recipient for this award was **Mary Molen Wiberg**. Wiberg epitomizes the seeking of equality and justice for women through her work at the Iowa Department of Education. Not only has she sought out sex equity in vocational education, but has been a leader in promoting nontraditional careers for women. Her efforts in welfare reform and assistance to pregnant teens have complemented her work for women, as has her 14 years of involvement with the Iowa Commission on the Status of Women and her recent past presidency of the Friends of ICSW. She completed three terms as president of the National Association of Commissions for Women. Wiberg has taken a leadership role in the past three years in promoting school-to-work programs for high school students through Iowa's Work Start Initiative.

Annual Friends of ICSW Banquet

The Friends of ICSW sponsored its annual banquet and program after the Iowa Women's Hall of Fame ceremony and reception on August 26, 1994. The Friends banquet was held in the atrium of the State Historical Building. The featured speaker was Tom Morain, historian at Living History Farms. Morain discussed women's history and provided piano accompaniment as he also showed slides of country women.

Employment Project

The Employment Project of the ICSW is funded by state appropriation and by occasional grants to conduct various employment-related programs to assist women statewide.

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 was to promote job retention for persons moving from public assistance toward self-sufficiency. The program was expanded to include all new state employees in targeted areas and movement into private industry in 1990.

In September 1990, the mentor program continued its expansion by developing a mentor program and conducting mentor training at the Glenwood State Hospital School. Efforts are currently underway to reinstate the program due to the recent increase in new hires.

The private sector expansion efforts began in 1990. American Republic took the lead in developing the first private sector mentor project for entry level new hires. Twelve matches have been made since 1992. American Republic will begin the process of providing mentor

training through their training department in 1995. The ICSW Volunteer Mentor Coordinator will consult with them on developing training materials.

To expand mentor services to ADC/FIP (Family Investment Program) participants, statewide implementation of the Iowa Invests Volunteer Mentor Project began in July, 1994, by ICSW in cooperation with the Departments of Human Services, Economic Development, Employment Services and Education. It was mandated in the Iowa Invests legislation of 1993 (SF 268) and is an initiative of the Iowa Human Investment Program (IHIP). The Mentor Project is designed to be a support service for Family Investment Program/PROMISE JOBS (PJ) participants to help them reach self-sufficiency.

To implement this project statewide, an application for 15 VISTAs (Volunteers in Service to America) was submitted and approved in March, 1994. These volunteers work full-time as mentor coordinators with no state dollars being spent for their salaries or benefits at a cost savings of \$180,000. The state appropriation of \$45,241 (matched by federal funds through Department of Human Services by means of a 28 E Agreement) provides funds for operating costs.

Individual project site offices have been established in six Iowa cities: Des Moines, Council Bluffs, Sioux City, Waterloo, Iowa City, and Davenport with two VISTA volunteers in each office and a VISTA supervisor in the Des Moines office. Former ADC recipients and other volunteers are being recruited and trained to serve as mentors. Mentees (current PJ recipients) are being recruited from PJ offices and other agencies and programs in the community. Five of the offices have set up clothes closets for business clothing for PJ participants.

Volunteer Mentor Advisory Board members include Gloria Conrad, Dept. of Human Services; Minnie Mallard, Dept. of Elder Affairs; Jan Scott, Dept. of Employment Services; Bobbie Finch, Volunteer program, Governor's Office; Judy Chambers, Dept. of Education; Marilyn Myers, Dept. of Personnel; Dianne Milobar, Dept. of Economic Development; Gayla Craven, Dept. of Personnel; Fran Rout, Dept. of Transportation; Virginia Ludwick and Lorraine Bennett, PROMISE JOBS participants.

The Jobs Clearinghouse Project began operations at the ICSW office on January 2, 1990, as an identification and listings resource for employment opportunities for women. It also acts as a recruitment resource for private sector businesses and public agencies. The project has served 890 women and men from January 1990 to December 1994.

Nontraditional Occupations Video Project. In 1992, the ICSW employment project developed and produced a nontraditional occupations video for girls and women. The video targets middle and high school female students and women in displaced homemaker programs, PROMISE JOBS and JTPA/Iowa Department of Employment Services assessment and training programs. 483 videos have been distributed to displaced homemaker programs, middle schools, high schools, PROMISE JOBS offices, and other individuals in Iowa, Region VII, Women's Bureau, U.S. Department of Labor and nationwide.

Served as a partner with the Women's Bureau of the U.S. Labor Department in administering approximately 6,800 Working Women Count! questionnaires via the *IoWoman* newsletter.

More than 1,000 were completed and returned. Also held two focus groups at the request of the Women's Bureau to discuss issues of women in the workplace--one with insurance industry employees in Des Moines and one on the Meskwaki Settlement in Tama.

Women's History Month

Annually, from 1981-1987, there was a nationwide observance of the significant roles 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, a similar proclamation has been signed in Iowa by Governor Branstad and a Resolution has been passed by the House and Senate. The ICSW has promoted observance of Women's History Month by groups and organizations statewide, and through its "Write Women Back Into History" Essay Contest.

Write Women Back Into History

In 1994, the tenth 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 sixth through ninth 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.

In the sixth and seventh grades judging category, Eva Kerr from Woodrow Wilson Middle School in Sioux City won first place with an essay about Patricia Trudell Gordon. The second-place winner was Arika Graybill from Kirn Junior High School in Council Bluffs, who wrote about Ardyth Gerst. Laura Rusk of Spencer Middle School in Spencer, won third place in this category with an essay about Belle Benchley.

James McDonald from Northeast Community School in Goose Lake placed first in the eighth and ninth grades judging category with his essay about Jessie Field Shambaugh. The second-place winner was Timothy Fencel of Turkey Valley School in Jackson Junction who wrote about Ellen Church. The third-place essay was written by Rachell Hewlitt of Holmes Junior High School in Cedar Falls who wrote about Maya Angelou.

For the eighth time, a special award was given to the best essay in both grade categories that focused on a woman volunteer. The 1994 recipient of the Edith Sackett Memorial Award was eighth grader Tallie Nelson from West Middle School in Muscatine. She wrote about Elizabeth Coulter. The first and place winners in each age category received \$25 cash prizes through the Howard Draper Brayton and Jessie Sellman Brayton Award.

Advocacy Directory

Originally undertaken jointly by the American Association of University Women Iowa Division and the ICSW with updating from support by the Family Community Leadership, the statewide advocacy directory was designed to provide a computerized accessible guide to networks on women's issues in Iowa.

During 1994, the directory was continually being expanded and updated; approximately 2,420 persons are in the database for one or more of the 65 categories of interest and/or experience. 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 of category listings are available for a minimal fee from the ICSW office; the Iowa women's organizations listing is free.

Publications

•The ICSW published its bimonthly newsletter, the *IoWoman*, the scheduled six times in 1994. Printing and postage were funded by the Friends of ICSW. 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 1994 has grown to approximately 7000 from last year's 6,500.

•The Commission published brochures on specific topics of information for or about women. 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
Your Credit Rights Card (1992 Revised Edition)
Divorce--Things to Consider (1993 Revised Edition)
How to Get Your Bearings...How to Get a Job (1990 Revised Edition)
Iowa Volunteer Mentor Program Brochure (1993)
Iowa Women and the Law (1993 Revised Edition)
Iowa Women's Hall of Fame Book (Includes Updates on all inductees)
IoWoman, bimonthly newsletter
Nontraditional Jobs for Women Brochure (1992)
Sexism in Education (1993 Revised Edition)
Sexual Harassment: It's Against the Law (1993)
Small Business Referral Information (1992 Revised Edition)

Current Video/Audio Tapes Include:

Stop It: Students Speak Out About Sexual Harassment
(1/2" VHS) 1994

Exploring Nontraditional Occupations for Women: Is This Job For You?
(1/2" VHS) 1992

Partners in Change --Tape on Displaced Homemakers (1/2" VHS) 1992

One Fine Day -- A Celebration of American Women from the 18th Century to the Present
(1/2" VHS) 1987

Making Points (Examines sexual stereotyping for adolescents)
(1/2" VHS) 1987

Women and the Constitution-- Tapes of conference workshops, keynote, and plenary sessions.
(1/2" VHS) 1987

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

Roster of Qualified Women--Appointments to Boards/Commissions

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 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 percent. By August 1975, that percentage had increased to 25 percent, and by December 1976, women represented 29 percent of board and commission membership. By 1984, the total female membership of state boards and commissions stood at one-third, with approximately half of Governor Branstad's appointments to state boards and commissions being 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 state boards and commissions. In 1994, women total 48 percent of people on state boards and commissions.

The ICSW Roster of Qualified Women has contributed significantly to the expanding role of women in government. This project includes the names of approximately 308 women.

Other Resources

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

Affirmative Action
Acquaintance Rape
Child Care
Comparable Worth
Day Care
Displaced Homemakers
Divorce
Domestic Violence
Education

Feminization of Poverty
Glass Ceiling
Health Care
Homeless Persons
Law
Minority Women
Non-gender Insurance
Pay Equity
Sexual Abuse

Employment
Equal Rights Amendment
Female Offenders

Sexual Harassment
Small Business
Women in Politics

•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 video tapes. 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.

•ICSW staff provide information and referrals are given relative to the needs and status of women upon request from individuals, organizations, state agencies, legislators, libraries, teachers, lawyers, the media, and students.

•The Commission also receives and fills requests for speakers. Commission staff members 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. Referrals are given for those engagements the Commission is unable to fill due to available staff time or expertise.

Diversity

The Commission is committed to issues of diversity as shown through the following activities:

•Sponsor of Priorities '95, a preparatory conference of the Fourth World Conference on Women to be held in Beijing in 1995.

•Investigation work began on translating *Iowa Women and the Law*, a 45-page publication outlining the rights of Iowa women, into Spanish for those whose primary language is Spanish.

•The Commission was a sponsor of the first-ever Latino worker's conference, Puentes de Amistad/Bridges of Friendship, held in Des Moines on September 24-25. The Commission also produced all publications and sent out news releases for the conference that was attended by people statewide.

•Staff participation in the Affirmative Action Task Force.

•Staff members attended the Martin Luther King Jr. Day Celebration at the Capitol Rotunda in January.

Advocacy/Education/Public Information

•Advocated for legislative proposals.

•Cosponsored the *Women's Voices: Focus on Health* Conference with the Lt. Governor, the Iowa Department of Health, and The Chysalis Foundation on November 18-19.

•Issued press release on ICSW Public Hearing, received testimony and scheduled presenters on October 4 at the Lucas State Office Building in Des Moines.

•Wrote State Judicial Nominating Commission, encouraging consideration of women in selecting nominees for the Iowa Court of Appeals.

•Wrote Governor Branstad encouraging consideration of a woman in filling the vacancy on the Iowa Court of Appeals.

•Edited, printed, and mailed between 6,500-7,000 of the *IoWoman* in six bimonthly issues.

•Responded to requests for information, referral, and assistance from individuals and organizations. Provided information and/or referral on programs, issues, and problems. Staff contacts, including information, referral, and participation on program related committees and task forces, totaled 6,125 for 1994. Provided information and/or referral regarding: "Take Your Daughter to Work Day" on April 28, and individual problems, including divorce, child support, child custody, sexual harassment in the work place, job rights of pregnant women, credit, and job sharing.

•**Publications distributed upon request:**

3,999	<i>Iowa Women and the Law</i>
249	<i>How to Get Your Bearings: How to Get A Job</i>
91	Referral Information on Programs to Assist Women/Minorities in Establishing and Expanding Small Businesses
697	<i>Sexual Harassment in the Workplace: It's Against the Law</i>
1,053	<i>Divorce: Things to Consider</i>
515	<i>Sexism in Education</i>
1,387	<i>Your Credit Card Rights cards</i>
60	<i>Iowa Women's Hall of Fame</i>
51	Advocacy Directories on Specific Subject/Category of Interest
1,041	ICSW Brochures

•Also distributed *Sexual Harassment: It's Not Academic* (U.S. Department of Education, Office of Civil Rights), *A Working Woman's Guide to Her Job Rights* (U.S. Department of Labor, Women's Bureau), *Caregiver's Guide: Help for Helpers of the Aging* (BlueCross BlueShield of Arizona, compliments of BlueCross BlueShield of Iowa), Iowa Coalition Against Sexual Assault and Iowa Coalition Against Domestic Violence publications, *U.S. Department of Labor 1993 Handbook*, *Women Workers: Trends and Issues*, and the Crime Victim Assistance flyer on Stalking.

•**Provided publications and/or exhibited for:**

Department of Employment Services lobby
The "Way Up" Conference
Lt. Governor's Conference on Diversity

Puentes de Amistad/Bridges of Friendship: Latino Workers' Conference
Women's Voices: Focus on Health
Priorities '95: Anticipating the Fourth World Conference on Women
Iowa State Fair--Cultural Diversity Booth
Des Moines Register's Diversity Celebration
Altoona YWCA (permanent display)

•**Spoke on ICSW issues, programs and legislation to:**

Council on Women and the Church, Presbytery of Des Moines
Des Moines Public Library
Drake University--Human Relations Class
East High School
The Des Moines Register
Iowa Correctional Association
Iowa Women's Political Caucus
League of Women Voters of Hamilton County
American Association of Women of Hamilton County
Business and Professional Women of Hamilton County
ISU Women's Center in Ames

•**Spoke on Employment Issues to:**

American Republic
Educators in Guthrie County
Girl Scouts Career Day '94

•Supported "The Way Up" conference for women in higher education administration by providing 400 copies of publications for folders and announcing in *IoWoman*.

•Duplicated 101 copies of *Stop It! Students Speak Out About Sexual Harassment* and distributed 74 copies to displaced homemaker programs, domestic violence, and sexual assault projects, the Iowa Juvenile Home, and the Iowa Civil Rights Commission.

•Researched history of woman suffrage in Iowa; edited, printed, and began distribution of the 1995 Iowa Woman Suffrage Calendar for Friends of ICSW.

•Wrote Iowa Humanities Grant for the 75th Anniversary of Suffrage Parade to be held on Saturday, August 26, 1995 in Des Moines. The parade will be sponsored by ICSW, the Lt. Governor's Office, and a myriad of women's organizations statewide.

•Research continued by Drake students on legislation enacted in response to the 50 States Project recommendations.

•Wrote article on woman suffrage for *The Perry Chief*. Issued press release and responded to media calls on the displaced homemakers report from Women Work. Wrote press release on caregiving for the Caregiving subcommittee of the Eldercare Coalition. Interviewed for an article in the *Des Moines Register* on the "sticky floor" syndrome.

Attendance/Participation/Interagency Task Forces

Affirmative Action Task Force
Affirmative Action Awards Ceremony
AAUW Educational Equity Council
AAUW Educational Equity Council Grant Proposal Committee
American Society for Public Administration
Iowa State University Extension County Offices
 "Balancing Work and Family" teleconference,
Blueprint for Organizational Change Services Facet Team
Breast and Cervical Cancer Public Information Subcommittee
Carrie Chapman Catt Center for Women and Politics Conference
Child Care Coalition
City of Des Moines Public Housing Computer Training
Commission of Persons with Disabilities Awards Ceremony
Community Focus Fair for Low-income Women
Council on Human Investment Task Force
Department of Human Rights Administrative Coordinating Council
Department of Human Rights Facet Teams
Des Moines Public Library program by Rhoda McCartney on restoration
 of Carrie Chapman Catt Childhood Home
Directors of Volunteers in Agencies (DOVIA)
Displaced Homemakers Region VII Conference, Lincoln, Nebraska
Early Childhood Congress
Educational Equity Roundtable Extension (With AAUW and Department of Education)
Eldercare Coalition and Caregiving Subcommittee
Family Investment Program Operations Group
Fort Des Moines Historical Landmark Re-Use Committee
Friends of ICSW, Inc. Board of Directors
Friends of Prisoners at Mitchellville
Governor's Signing of: Breast Cancer Awareness Month Proclamation, Breast-feeding Month
 Proclamation, Sexual Abuse Legislation, Women's History Month Proclamation, Women's
 Equality Day Proclamation, and Domestic Violence Awareness Month Proclamation.
Green Thumb Focus Group
Human Needs Advocates
Interagency Model Systems and Work Force Development Work Group
Iowa Child Care Coalition and Legislative Forum
Iowa Heritage Expo/"Wish Me Pretty, Wish Me Strong"
Iowa Human Investment Program (IHIP) Work Group
Iowa Humanities Board Awards Ceremony
Iowa Juvenile Home Advisory Board
Iowa Juvenile Home Management Oversight Committee
Iowa Kids Count Summit
Iowa Quality Government Team
Iowa Volunteer Mentor Program Advisory Board
Iowa Women's Archives Anniversary Open House
Iowa Women's Foundation
Labor Market Information Workshop
League of Women Voters of Metropolitan Des Moines Luncheon,

with Judge Donna Paulson
 Martin Luther King, Jr. State Employees Celebration Committee
 Maternal and Child Health Advisory Council
 National Assistance League
 National Association of Commissions for Women Board of Directors Meetings,
 Topeka, Kansas and Washington, D.C.
 National Association of Commissions for Women Annual Convention
 Nontraditional Employment for Women Grant Proposal Committee
 Older Iowans Planning Council
 Organizational Change Facet Team: Budget Process and Self-Directed Work Teams
 Pan American Celebration, State Capitol
 Planning Committee with UNA for Recommendations to State Department for the
 World Conference for Women in Beijing, September 1995
 Planning Committee with UNA for "Priorities '95" Conference
 Planning Committee for "Women's Voices: Focus on Health"
 PROMISE JOBS Operations Work Group
 Sex Equity Conference Planning with Department of Education
 Sexual Harassment in the Schools Research and Video Advisory Board
 State Agency Public Information Officers Meeting
 State Displaced Homemakers Network
 State Leadership Committee on Nontraditional Occupations and Equity
 Take Your Daughter to Work Day
 Target Alliance Video Consultation with Employment Project Coordinators
 Target Alliance Work Force Development
 Teaming Up: Opening New Doors to Equity Conference, Department of Education
 Tech Prep Advisory Council
 Tech Prep Special Populations Subcommittee
 Tech Prep Career Exploration Committee
 "Woman to Woman: Building Bridges" Workshop on Diversity
 Women Aware's Women of Excellence Dinner, Sioux City
 Women's Network Planning Committee
 Women in Science and Engineering (ISU) Reception and Awards
 "Women Thinking Globally, Acting Locally: On the Road to Beijing and the 21st Century,"
 Region VII Women's Bureau, DOL
 Work Start Advisory Board, Central Iowa Regional Planning Board
 Work Start Planning Council
 "Working with Abuse Survivors" Conference
 Young Women's Resource Center "Visionary Women" Dinner, Des Moines

Contractual Agreements

Displaced Homemaker Grants

A "displaced" homemaker" is an individual who has worked principally in the home providing unpaid household services for family members. They are persons who are unemployed or underemployed; have had or would apparently have difficulty finding appropriate paid employment; and have been dependent on the income of another family member or on government assistance, and are no longer supported by that income.

During fiscal year 1994, the ICSW administered \$125,500 in state fund appropriations as grants to 12 public and private nonprofit programs providing services to displaced homemakers. Applicants were accepted from free standing entities and subgroups or special programs sponsored by a larger organization. Reports from programs in grants during fiscal year 1994 showed a total of 2,950 were served. This was 1,075 more than the 1993 fiscal year.

For fiscal year 1995, 13 applications were received from the programs located statewide. In July, 1994, the seven-member Displaced Homemaker Advisory Committee recommended the following 12 grants be awarded to:

\$12,000	Homes of Oakridge, Des Moines
\$7,500	OSACS Women's Center, Des Moines
\$30,000	Women Aware, Sioux City
\$15,000	Des Moines Area Community College Project, Self Support, Boone and Carroll
\$7,000	Kirkwood Community College Expanding Horizons, Cedar Rapids
\$5,000	Iowa Western Community College, Council Bluffs
\$1,500	Southwestern Community College, Creston
\$12,000	A New Leaf, Eastern Iowa Community College District, Davenport,
\$7,000	Des Moines Area Community College, Ankeny campus
\$13,000	Yes, You Can! Iowa Lakes Community College
\$5,000	Transitions to Success, Centerville campus of Indian Hills Community College
\$9,000	New Directions, Hawkeye Community College, Waterloo

The committee included Dr. Judith Conlin, chair, Jean Berry, Mike Crawford, Gladys Ebert, Karen McCarthy, Michael Montgomery, and Mary Wiberg.

Issues of Violence Against Women

•Addressing the priority area of violence against women is done through a cooperative relationship with the Iowa Coalition Against Domestic Violence (ICADV) and the Iowa Coalition Against Sexual Assault (IowaCASA). Resources and information are shared among the collocated offices thereby enhancing ICSW's ability to carry out its responsibilities through interaction with these private, nonprofit agencies. Together, they work to strengthen efforts to prevent sexual assault and domestic violence, and to support programs that provide services to victims.

•For fiscal years 1994 and 1995, the ICSW administered state fund appropriations of \$9,500 to ICADV to provide training to community professionals and the general public, \$6,250 to provide training to service providers as well as \$5,250 to provide training to criminal justice system personnel on issues of domestic violence; and \$5,668 to IowaCASA to provide training to service providers and \$5,667 to community professionals as well as \$9,665 to provide general public education on issues of sexual assault.

•Wrote to the Supreme Court Task Force on Courts' and Communities' Response to Domestic Abuse, which explored ways the judicial system can effectively address family violence in Iowa; sent ICSW's 1994 Proposals and reported on the frequency of calls to the ICSW from women unable to attain legal counsel.

•As a result of the Supreme Court Task Force, the Commission released a ten-page press packet on domestic violence that was sent to newspapers in Iowa with a circulation of more than 500.

•Laurie Schipper continued as the full-time executive director and Joan Kennedy as the full-time office coordinator for ICADV. Sandra Murphy began on August 29 as the full-time VISTA coordinator for ICADV.

•Beth Barnhill continued throughout 1994 as the full-time IowaCASA executive director with Margie Schaffner as the part-time administrative assistant. Britta Penca continued as the full-time IowaCASA training coordinator.

•*A Report On A Statewide Survey of Sexual Harassment of Iowa High Schools* was completed and released in April. The ICSW director served on the advisory board for the study, giving the first comprehensive look at student-to-student sexual harassment in Iowa high schools. The report revealed that 83 percent of young women and 62 percent of young men have had at least one exposure to a sexually harassing incident in their schools. The findings also suggested that nearly 13,000 high school women and more than 5,000 high school men experience many exposures that can be described as harassing.

1994 Legislative Summary

Senate Files

SF 2009 Specifies the Department of Human Services to refer a child to a physician for a physical exam within 24 hours; and if the physician reasonably believes the child has been abused, the doctor will report back to the department within 24 hours of the exam.

Signed 4/19/94.

SF 2034 Requests a waiver on the applicability of the work incentive deduction to Family Investment Program participants so that the deduction does not apply to certain FIP-related medical assistance eligibility. Signed 2/7/94.

SF 2051 Access to child abuse information authorization for child day care resource and referral agencies. Signed 5/5/94.

SF 2069 Extended the repeal of the Health Data Commission in phases. Phase One (by 1996) requires collection and submission of data including severity of illness and outcomes measurement of consumer health behavior, health status, and satisfaction with services provided. The Community Health Management Information System (CHMIS) provides a single electronic claims form standard, a single statewide data collection and analysis standard, and a statewide electronic claims processing and payment system. Signed 4/4/95.

SF 2089 Permits hospitals and physician clinics access to the Iowa Communications Network for purposes of telemedicine. High resolution imaging and full-motion, two-way video allow remote consultations with urban specialists, enabling rural patients and primary care providers to move information rather than patients and still have the benefit of urban medical center support. Signed 5/18/94.

SF 2203 Application and licensing requirements for adult day care and respite care services relating to health care facilities. Adult day care means an organized program of supportive care provided for 16 hours or less in a 24-hour period to persons who require support and assistance on a regular or intermittent basis in a licensed health care facility. Respite care services means an organized program of temporary supportive care provided for 24 hours or more to a person in order to relieve the usual caregiver of the person from providing continual care to the person. Signed 5/4/94.

SF 2265 Changes the law to provide unlimited court extensions on a no-contact order. Harassment definition expanded to include personal contact with another person with intent to threaten, intimidate, or alarm another. "Personal contact" does not require a physical touching or oral communication although it may include these types of contacts. Course of conduct includes "threats implied by conduct;" "credible threat" language was removed. Charges for stalking vary from aggravated misdemeanor to Class "D" or "C" felony depending on surrounding factors. Signed 4/19/94.

SF 2282 Insurance reform bill extends previously enacted small group reforms and makes complementary reforms in purchasing and access standards including the final regulatory authority for health insurance purchasing cooperatives (HIPCs or Alliances), employer conduit, more restrictive modified community rating standards, expansion of definition of "small group" from 2-25 to 2-50 employee firms, and authorization of a statewide health accounting system. Signed 5/13/94.

SF 2288 Amends statutory provisions involving the federal-state family investment and job opportunities and basic skills programs in accordance with federal requirements. Signed 4/25/94.

SF 2313 Department of Human Services appropriations at \$7,397,259 for child day care assistance and child care assistance; \$12,071,270 for the JOBS program; \$4,951,546 for child support recovery; \$3,090,000 for court-ordered services to juveniles; \$1,082,550 for family support subsidy program; and \$2,256,126 for community-based programs including \$652,451 for adolescent pregnancy prevention grants with \$152,451 to prevent second or subsequent pregnancies during adolescent years, and \$532,789 for child abuse prevention grants. Allows \$4,799,897 to operate the Iowa Juvenile Home in Toledo, the only state facility in Iowa to assist delinquent juvenile females. Signed 4/14/94.

SF 2319 New section allows filing a petition alleging a person is a sexually violent predator if the person has been convicted of, pled guilty to, or been adjudicated delinquent for committing a sexually violent offense, or if the person has been found not guilty of a sexually violent offense by reason of insanity or has been found incompetent to stand trial for allegedly committing a sexually violent offense. Also provides appropriation for the development of two 25-bed highly structured treatment-oriented programs for youth who are adjudicated delinquent. The unwritten understanding is that females will not be included in these boot camps. Signed 5/12/94.

SF 2330 Appropriation of \$50,000 to the Department of Education to establish a parent education pilot project in a county with fewer than 35,000 inhabitants. For medical assistance

through the Department of Human Services, including reimbursement for abortion services that are medically necessary \$320,658,555. For not less than \$300 to each student, \$25,000 was appropriated to the College Student Age Commission for students who would meet the requirements for receipt of a vocational-technical tuition grant but who are enrolled in a licensed school of cosmetology or barber school. Signed 5/13/94.

House Files

HF 121 Extension of statute of limitation for sexual abuse charges from age 12 to age 18 and from not later than six months to within five years. Further changes from three to five years an indictment or information for a felony or aggravated or serious misdemeanor. ICSW supported. In Governor's office for signing on 4/28/94 were participants of "Take Your Daughter to Work Day."

HF 2003 Expands food services available to children in that the administrator shall not restrict the use of or apply nutritional standards to a lunch or other meal that is brought to the center or family day care home by a school-age child for the child's consumption. Redefined from "full-time" to children attending "kindergarten or a higher grade level" for day care attendance definitions. Signed 4/28/94.

HF 2149 If requested by the petitioner, the county attorney shall require a convicted offender of sexual assault or adjudicated delinquent for an act of sexual assault to submit to an HIV-related test provided certain conditions are met. Signed 5/4/94.

HF 2217 Changes Code to replace references of "natural" to "biological" and eliminates "illegitimate" in reference to a child. Signed 4/8/94.

HF 2261 Child abuse provisions involving child abuse definitions, mandatory reporters, investigation procedures, and correction of child abuse information. Signed 4/28/94.

HF 2350 To provide grants to care providers to crime victims of domestic abuse or rape and sexual assault, \$1,359,812 appropriated through the Department of Justice. For the operation of the Iowa Women's Institute for Corrections at Mitchellville including salaries, support, maintenance, employment of 71.5 correctional officers, miscellaneous purposes and for not more than 133 full-time employees, \$6,081,317. Department of Corrections was charged with proposing revisions to ensure male and female inmates have comparable opportunities for education, vocational education, and treatment at the state correctional facilities. Signed 5/12/94.

HF 2376 Department of Human Rights appropriations bill including for ICSW 4.5 full-time employees with \$391,644 of which \$125,775 is passed through to displaced homemaker service providers, \$42,570 for training on issues of domestic violence and sexual assault; and \$45,241 match money for the Iowa Invests Volunteer Mentor Project. ICSW must seek alternatives to travel through the use of video and teleconferencing technology. Also called for is a legislative interim committee study of the Department of Human Rights. Signed 5/13/94.

HF 2377 Termination of parental rights and adoption procedures. Signed 5/12/94.

HF 2407 Collection of child support including levies against the accounts of certain child

support obligors and affecting of professional licensure or certification status of an obligor held in contempt of court. Signed 4/19/94.

HF 2410 Establishes the Child Support Advisory Committee. Also covers paternity establishment, garnishment to pay child support and takes effect retroactively to July 1, 1992. Signed 5/11/94.

HF 2422 Rural health access bill provides that Area Health Education Centers support initial training and continuing education of rural health care primary providers, community-based primary care initiatives, a loan repayment program to induce practitioners to locate in rural Iowa, and scholarship information to train practitioners for service in rural Iowa. Signed 5/10/94.

Concurrent Resolutions

SCR 101 and HCR 103 honored the Iowa Woman Magazine and Iowa Woman Endeavors, Inc. on their 15th anniversary and for their many contributions to literature and visual arts for and by women and support of their continued efforts to celebrate Iowa women. Adopted. ICSW supported.

HCR 114 by Representatives Linda Beatty and Ron Corbett as well as **SCR 105** by Senators Elaine Szymoniak and Paul Pate designated March 1994 as Iowa Women's History Month. Adopted. ICSW supported.

SCR 110 designated March 8, 1994 as International Women's Day. ICSW supported.

Proposals for 1995 to the Governor and the 76th 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. Meeting needs and creating an environment of equality for women in our state will benefit all citizens of Iowa.

The ICSW continues to support the concept of adding women to the Iowa Constitution:

Rights of Persons. Section 1. All men and women are, by nature free and equal, and have certain inalienable rights -- among which are those of enjoying and defending life and liberty, acquiring, possessing and protecting property, and pursuing and obtaining safety and happiness.

Additional priority areas being proposed to the Governor and General Assembly for 1995 are as follows (in alphabetical order):

Caregiving, including issues of financial need, training, respite care, hospice, case management, definitions and advocates.

Economic Opportunities, including pay equity, child care, support for women in small business or in nontraditional jobs, tax code review, and grants for displaced homemaker programs.

Education, including monitoring implementation of the multicultural, nonsexist curriculum requirement, requiring in each school a sexual harassment policy for students encouraging the study of math and science, and promoting opportunities for women in educational administration.

Health, including support of such services for women as maternal child health, family planning, mammography, colposcopy, and substance abuse treatment, maintaining a focus on health care reform until health care coverage is accessible to all Iowans, and recommending education of medical practitioners on women and HIV/AIDS.

Insurance, including elimination of practices which are discriminatory on the basis of gender or marital status, review of malpractice policies discouraging obstetrical services in rural areas, and expansion of relationship definition for family coverage.

Violence Against Women, including statutory changes, funding for training and for programs which address issues and serve victims of domestic violence and sexual assault, mandatory training for criminal justice personnel in victim related issues, and supporting the Supreme Court Task Force recommendations on domestic violence.

Welfare Reform, including funding the mentor component of the Family Investment Program, programs to prevent homelessness, and review of PROMISE JOBS spend-down formula for Pell Grants.

Women and Justice, including legal services for low-income persons, promotion of women in judgeships, strengthened child support enforcement, and enhancement of services in the women's correctional system.

Women in Government, including evaluation and reauthorization of the ICSW, gender balance on boards and commissions of political subdivisions of the state, flexible workplace policies and opportunities for advancement for women in government employment.

Within these priority areas, the ICSW endorses the following proposals, which are coded for legislative action (L), administrative action (A) and/or study (S).

Caregiving

The typical caregiver for dependent adults is a 57-year-old woman who has been forced to terminate her employment and benefits to assume the role of family caregiver. Caregivers often do not recognize this label for themselves. Caregivers gain training only on the job. To address the needs of caregivers for dependent adults, the ICSW supports:

- (L) 1. Support programs for caregivers, especially relative to care of disabled or elderly persons in their own homes for as long as possible.
- (L) 2. Statewide implementation of integrated case management programs for the frail elderly.
- (L) 3. Expansion statewide of the Medicaid Home and Community-based waiver for the elderly to make services available for in-home care including adult day care, emergency response system, respite care, hospice, etc. (dependent upon integrated case management programs).
- (S) 4. Review of state tax policies to eliminate disincentives to caring for disabled or elderly people at home including income tax exemption for payments received by persons providing in-home health-related care services to related individuals (caregivers).
- (S) 5. Exploration of ways to address issues relating to caregivers including training, respite care, hospice, definitions, and advocates.
- (A) 6. Coordination of information and service delivery systems for caregivers; exploration of means to do so via toll free phone.

Economic Opportunities

Department of Employment Services statistics show that in 1993 there were 731,410 Iowa women age 16 or older in the labor force with an estimated 25,570 unemployed. A recent study indicates that 40.5 percent of working women in Iowa have an average annual income of less than \$12,000. Women must receive equitable training, small business support 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 latest available Economic Census in 1987 reports 53,592 women-owned firms in Iowa, 31 percent of all firms; 8,600 had paid employees. The ICSW supports:

- (L) 1. Increased funding for displaced homemaker program grants through the Iowa Commission on the Status of Women, and continued funding for JTPA-related programs.
- (L) 2. Development of a plan to achieve pay equity for employees in private industry thereby eliminating wage discrimination on the basis of gender.
- (L) 3. Legislative review of child care in Iowa with a focus on employment-related child care issues, including:
 - a: Measures designed to guarantee affordable, accessible, quality child care,

- b. Adjusting upward the income guidelines to qualify for child care reimbursement to 155 percent of poverty level;
 - c. Adequate compensation including health benefits for child care workers; and
 - d. Need-based child care centers of adequate size at state educational institutions.
- (A) 4. Including in local Service Delivery Area plans needs-based payments and support services (including transportation and dependent care subsidies) for all JTPA participants at least until they receive their first full-month paycheck.
- (A) 5. Promotion of state/federal dependent care pre-tax deductions for in-home day care, in-home nursing care, child day care, adult day care, and household services in conjunction with day care.
- (A) 6. Continued efforts in training and placement of women in nontraditional jobs through employment and training programs operated in the state.
- (A) 7. Encouragement of women in starting and operating small businesses.
- (S) 8. Study of how the Iowa tax code affects children and their full-time caretakers.

Education

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

- (L) 1. State funding for staff and programs for educational equity, including monitoring implementation of the multicultural, nonsexist curriculum mandated by the Code of Iowa and enforcement of Title IX.
- (L) 2. Requiring the Department of Education to collect and report basic educational data by gender, race, national origin, and disability.
- (L) 3. Requiring every school to develop and disseminate a specific sexual harassment policy for students.
- (A) 4. Continuation of affirmative action programs to promote opportunities for women in educational administration.
- (A) 5. Increased programming to encourage female and minority students to study math and science in secondary and post-secondary education.
- (A) 6. Recognition and inclusion of the contributions and achievements of women in Iowa's history in celebration of the sesquicentennial.
- (S) 7. Study of the content of educator preparation programs in order to insure that Iowa educators gain an understanding of diversity and learn strategies to address issues of diversity with sensitivity in the classroom and the school.

Health

The Commission on the Status of Women supports keeping the focus on health care reform until health care coverage is accessible to all lowans. The ICSW also supports:

- (L) 1. Sustained and increased funding for Primary Care Recruitment and Retention Endeavor (PRIMCARRE).
- (L) 2. Increased funding to enhance Maternal and Child Health services statewide, specifically initiatives to increase funding for homecare aid, public health nursing, and elderly services.
- (L) 3. Continued funding for community adolescent pregnancy prevention and information services grant program. Juvenile institutions are to be defined as a community.
- (L) 4. Continued funding to make the chlamydia screening program available statewide.
- (L) 5. Access for low-income women without medicaid to mammography and colposcopy.
- (L) 6. Increased funding for family planning programs through Title XX, with emphasis on education and increasing access for low income women ineligible for Medicaid.
- (L) 7. Enhanced programs such as Healthy Families to increase the availability of prenatal care, including utilization of nurse midwives, nurse practitioners, and physician's assistants.
- (L/A) 8. Continued state funding for immunization of children in conjunction with the new Vaccine for Children program, and assuring the ability of the state to buy vaccine under federal contract.
- (L/A) 9. Completing the legislative process to register out-of-wedlock births at the county level.
- (A) 10. Holding the Community Health Management Information System (CHMIS) accountable to continue the work of the Iowa Health Data Commission in its ability to collect, analyze and disseminate data on severity of illness and quality measurement, including outcome measures.
- (A) 11. Implementation of managed care for substance abuse treatment to insure that specific needs of women, including aftercare are met.
- (A) 12. Recommending a designated portion of continuing education credits for medical practitioners to be on the topic of women and HIV/AIDS.

- (A) 13. Continued cost-based Medicare and Medicaid reimbursement rates to rural health centers and to community health centers to encourage the continuance and expansion of access to primary care services in under-served areas.

Insurance

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

- (L) 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; for example, exclusion of obstetrical care for unwed dependents.
- (L) 2. Efforts of the General Assembly to address health insurance coverage for the uninsured and underinsured.
- (A) 3. Expansion of relationship definition for family coverage insurance.
- (S) 4. Review of malpractice insurance policies that discourage obstetrical service in rural areas.

Violence Against Women

Estimates of the frequency of sexual assault are that one in every three women will be sexually assaulted in their lifetime. About one-half of the women in this country have experienced violence in an intimate relationship. In fiscal year 1993, 25,089 women and children victims of domestic abuse were served by Iowa shelters. Men commit 95 percent of all the assaults on spouses, and battering is the single major cause of injury to women exceeding rapes, muggings, and even auto accidents. In light of the number and degree of violent incident committed against women, the ICSW supports:

- (L) 1. Increased funding for services to victims of sexual assault through local projects.
- (L) 2. Increased funding for services to victims of domestic violence through local projects.
- (L) 3. Continued funding for training of criminal justice personnel, community professionals, service providers and the general public in issues of domestic violence and sexual assault through the Iowa Commission on the Status of Women (contracting with the Iowa Coalition Against Domestic Violence and the Iowa Coalition Against Sexual Assault).
- (L) 4. Mandatory training for criminal justice personnel in victim related issues.
- (L) 5. Keeping confidential the names and addresses of victims of sexual assault prior

to an indictment of an alleged perpetrator.

- (L) 6. Eliminating the statute of limitations in prosecution for child sexual abuse.
- (L) 7. Amending Code of Iowa 702.11 so that the forcible felony exemption will apply only in cases of third degree sexual abuse in which one participant is age 14 or 15 and the other is age 25 or younger.
- (L) 8. Allowing successful plaintiffs to collect attorney fees in order to encourage legal representation in permanent protection order hearings and in contempt actions when a restraining order obtained through *pro se* is violated.
- (L) 9. Strengthening the Code of Iowa to eliminate the presumption of joint custody and unsupervised visitation rights when spousal or child abuse is a factor in the marital relationship; and that the non-abusive parent should be presumed to have custody.
- (L) 10. Confiscating firearms at the scene of a domestic violence assault.
- (L) 11. Establishing a state registry of protective orders for local law enforcement purposes.
- (L) 12. Establishing an Iowa registry of convicted sex offenders.
- (L) 13. Expanding the definition of relationships in the domestic violence statute to include dating.
- (L) 14. Clarifying the Code of Iowa so that sexual assault with an object is considered a sexual assault.
- (L) 15. Prohibiting the use of lie detector tests as a precondition for investigating sexual assaults.
- (A) 16. Monitoring the implementation of recommendations of the Supreme Court Task Force on Courts and Communities Response to Domestic Violence.

Welfare reform

To endorse Iowa's efforts to reform the welfare system, particularly to make services available that promote economic self-sufficiency, the ICSW supports:

- (L) 1. Continued state funding for the mentoring component for the Family Investment Program (FIP) participants administered by the ICSW.
- (L) 2. Continued implementation and funding of the Iowa Invests Program.
- (L) 3. Addressing the needs of homeless women and their families in Iowa, including

appropriate funding for homeless shelters, transitional housing, and low-income housing through the framework of the Housing Trust Fund.

- (L) 4. State funding for the Emergency Assistance Program plus federal match, preventing homelessness through emergency payments of utilities and rent.
- (A) 5. Review of the PROMISE JOBS spend-down formula for inclusion of necessary car repairs as transportation expenses in the PROMISE JOBS spend-down formula for Pell Grant money.

Women and Justice

The ICSW supports:

- (L) 1. Funding for legal services to meet the needs of low-income women.
- (L) 2. Use of license revocation or denial as a mechanism to enforce child support.
- (L) 3. Funding and support for improved educational and vocational training for women throughout Iowa's correctional system. Training for women and men and should include parenting education and building family strengths, with follow-up after release by community correctional programming and referral/support agencies.
- (L) 4. Funding a full-time volunteer coordinator for the Iowa Correctional Institution for Women.
- (L) 5. Iowa's efforts to strengthen child support across state lines.
- (A) 6. Establishment of a task force to examine treatment and equity of opportunity in education and training programs for women throughout the correctional system.
- (A) 7. Monitoring the implementation of the Iowa Supreme Court's Equality in the Courts Task Force's final recommendations.
- (A) 8. 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.
- (A) 9. Improved procedures for enforcement of existing alimony orders.
- (A) 10. Measures to increase clients' accessibility to child support services.

Women in Government

The ICSW supports:

- (L) 1. Urging the Legislature to evaluate the mission and performance of the ICSW in accordance with the "sunset provision" and then to reauthorize the Commission beginning July 1, 1997 as an affirmation of the state's commitment to full participation of Iowa women in all aspects of society.
- (L) 2. Urging the Legislature to evaluate the mission and performance of the Department of Human Rights in accordance with the "sunset provision" and then to reauthorize the department beginning July 1, 1997 as an affirmation of the state's commitment to full participation of all citizens in all aspects of society.
- (L) 3. Gender balance on boards and commissions of political subdivisions of the state.
- (L) 4. Development of a plan for extending a comparable worth policy to all public employees in Iowa, with state assistance to local government entities in conducting comparable worth studies and a plan for making state revenue-sharing monies at future dates contingent upon adopting comparable worth pay schedules for local government employees.
- (L) 5. 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.
- (A) 6. Policies that promote job sharing and flex-time in state employment.
- (A) 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 offer career counseling and training programs for women who desire to seek nontraditional jobs or to move up the career ladder.

SUBCHAPTER 1
ADMINISTRATION

216A.1 Department of human rights.

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

1. Division of Latino affairs.
2. Division on the status of women.
3. Division of persons with disabilities.
4. Division of community action agencies.
5. Division of deaf services.
6. Division of criminal and juvenile justice planning.
7. Division on the status of African-Americans.
86 Acts, ch 1245, §1201
C87, §601K.1
87 Acts, ch 115, §70; 88 Acts, ch 1277, §27; 89 Acts, ch 83, §78; 90 Acts, ch 1180, §2; 91 Acts, ch 50, §2; 91 Acts, ch 109, §8
C93, §216A.1

Section transferred from §601K.1

216A.2 Appointment of department director and administrators.

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

1. Establish general operating policies for the department to provide general uniformity among the divisions while providing for necessary flexibility.
2. Receive budgets submitted by each commission and reconcile the budgets among the divisions. The department director shall submit a budget for the department, subject to the budget requirements pursuant to chapter 8.
3. Coordinate and supervise personnel services and shared administrative support services to assure maximum support and assistance to the divisions.
4. Identify and, with the chief administrative officers of each division, facilitate the opportunities for consolidation and efficiencies within the department.
5. In cooperation with the commissions, make recommendations to the governor regarding the appointment of the administrator of each division.
6. Serve as an ex officio member of all commissions or councils within the department.
7. Serve as chairperson of the human rights administrative-coordinating council.
8. Evaluate each administrator, after receiving recommendations from the appropriate commissions or councils, and submit a written report of the completed evaluations to the governor and the appropriate commissions or councils, annually.

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
C87, §601K.2
88 Acts, ch 1158, §95; 90 Acts, ch 1180, §3
C93, §216A.2

216A.3 Human rights administrative-coordinating council.

1. A human rights administrative-coordinating council composed of nine members is created within the department of human rights. The council is composed of the director, who shall act as the chairperson of the council, and 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, clerical, recordkeeping, and administrative support functions.

b. Develop cooperative arrangements and shared services among 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 director regarding actions by and for the department.

f. Establish goals and objectives for the department.

86 Acts, ch 1245, §1203

C87, §601K.3

88 Acts, ch 1277, §28; 90 Acts, ch 1180, §4

C93, §216A.3

Section transferred from §601K.3

216A.4 Definitions.

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

1. "Department" means the department of human rights.

2. "Department director" means the director of the department of human rights.

86 Acts, ch 1245, §1204

C87, §601K.4

90 Acts, ch 1180, §5

C93, §216A.4

Section transferred from §601K.4

216A.5 Reserved.

216A.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

C89, §601K.6

C93, §216A.6

Section transferred from §601K.6

SUBCHAPTER 4

DIVISION ON THE STATUS OF WOMEN

216A.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

C87, §601K.51

87 Acts, ch 115, §2

C93, §216A.51

Section transferred from §601K.51

216A.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 president of the senate, after consultation with the majority leader of the senate, from the membership of the senate, and one to be appointed by the minority leader of the senate, after consultation with the president 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

C87, §601K.52

88 Acts, ch 1150, §2; 90 Acts, ch 1223, §30

C93, §216A.52

Appointments by senate majority or minority leader remain in effect until expiration of term; 90 Acts, ch 1223, §32
Section transferred from §601K.52

216A.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

C87, §601K.53

88 Acts, ch 1150, §3

C93, §216A.53

Section transferred from §601K.53

216A.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 as specified in section 7E.6 and be reimbursed for actual expenses while engaged in their official duties. Legislative members of the commission shall receive payment pursuant to sections 2.10 and 2.12.

86 Acts, ch 1245, §1224

C87, §601K.54

88 Acts, ch 1150, §4; 90 Acts, ch 1256, §52

C93, §216A.54

Section transferred from §601K.54

216A.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
C87, §601K.55
C93, §216A.55

Section transferred from §601K.55

216A.56 Employees and responsibility.

The commission shall employ other necessary employees. Pursuant to section 216A.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
C87, §601K.56
C93, §216A.56

Section transferred from §601K.56

216A.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
C87, §601K.57
C93, §216A.57

Section transferred from §601K.57

216A.58 Additional authority.

The commission may:

1. Do all things necessary, proper, and expedient in accomplishing the duties listed in section 216A.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 216A.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
C87, §601K.58
C93, §216A.58

Section transferred from §601K.58

216A.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
C87, §601K.59
C93, §216A.59

Section transferred from §601K.59

216A.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
C87, §601K.60
C93, §216A.60

Section transferred from §601K.60

216A.61 through 216A.70 Reserved.

