

Iowa
Commission
on the
Status of Women

State of Iowa
Department of Human Rights



25th Annual Report

February 1, 1997

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February 1, 1997

The Honorable Terry Branstad
Members of the 77th General Assembly
State Capitol Building
Des Moines, IA 50319

Dear Governor Branstad and Members of the 77th General Assembly:

At the end of each year, the Iowa Commission on the Status of Women (ICSW) reviews its past accomplishments before proceeding on with the new year. It is with pride of accomplishment that we present to you this *25th Annual Report* of the ICSW. The following pages detail the activities and programs that were carried out in 1996.

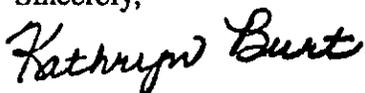
The primary goal of the ICSW is to help the women of Iowa develop to their full potential in the economic, political, and social life of the state. While we work in this advocacy role, which is mandated by the *Code of Iowa*, we try to develop new ideas and to bring a fresh viewpoint to bear on the issues that face Iowa women and their families.

As we enter this new year, perhaps the most pressing concern is whether or not we will exist after June 30, 1997 to continue to help Iowa women and their families. The Iowa Department of Human Rights and all of its agencies, including the ICSW, are scheduled to sunset on that date, unless the sunset clause is repealed. In spite of this, my hope is that in 1997, both the private and public sectors will increase their awareness of the needs of women through the work of the ICSW. Staff and commissioners spend considerable time in preparation for events, preparing resources, sharing information, speaking on a variety of issues to groups, and advocating for laws. They are, indeed, an important resource for public workers/officials and other citizens of the state.

If you are interested in any of our concerns and issues, please call the ICSW staff at 515/281-4461 or 102726.3357@compuserve.com or stop by the Commission office in the Lucas Building, and we will discuss them with you.

On behalf of our Commissioners and the staff, I thank Governor Branstad and members of the General Assembly for the commitment you have made to improving the status of women by funding our Commission and passing legislation that helps the women of Iowa develop their full potential economically, politically, and socially.

Sincerely,



Kathryn Burt
Chairperson

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1996 Citizen Commissioners

<u>Commissioner</u>	<u>Community</u>	<u>Term Expires</u>
Naomi Christensen, Chair	Malvern	Expired, April 30, 1996
Kathryn Burt, Chair	Marshalltown	April 30, 1998
Sandra Blodgett	Clear Lake	April 30, 2000
Judge Brown	Fort Dodge	April 30, 2000
Dennis Bullock	Sioux City	April 30, 2000
Scharron A. Clayton, Ph.D.	Waterloo	April 30, 2000
Lisa L. Green	Indianola	April 30, 1998
Mignon Manelli	Ames	April 30, 1998
Michael D. Montgomery	Knoxville	Expired April 30, 1996
Shawn Mullen	Des Moines	April 30, 2000
Diana L. Stewart	Oelwein	Expired April 30, 1996
Paul Walther	Audubon	April 30, 1998
Almo Hawkins, <i>ex officio</i>	Des Moines	

1996 Legislative Commissioners (*ex officio*)

Representative Betty Grundberg	Des Moines	June 30, 1998
Representative Jack Holveck	Des Moines	June 30, 2000
Senator Don Redfern	Cedar Falls	December 31, 1998
Senator Elaine Szymoniak	Des Moines	December 31, 1996

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 subsequently confirmed by the Senate, as the administrator of the Division on the Status of Women within the Department of Human Rights. In 1991 and 1995, 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 3, was the employment coordinator from July, 1989 to June, 1996. Stephanie R. Pratt, program planner 2, has served as the coordinator of publications and special projects since June, 1994. Karen DeKock Francis, secretary 2, worked part-time for the employment project from October, 1994 to June, 1996.

Interns Becky Johnson, from the University of Iowa School of Social Work Master's Program; Rebecca Bradley, undergraduate student from Simpson College; and Shawn Nauman from Buena Vista University, helped organize Commission programs, including the Status of Women Town Meeting project and the *Status of Iowa Women Report*.

Committees of the Iowa Commission on the Status of Women 1996-1998

Executive Committee

Kathryn Burt, Chair
Mignon Manelli, Vice Chair
Paul Walther, Treasurer

Finance

Paul Walther, Chair
Mignon Manelli

Legislative

Mignon Manelli, Chair
Judge Brown
Paul Walther
Senator Don Redfern
Senator Elaine Szymoniak
Representative Jack Holveck
Representative Betty Grundberg

Iowa Women's Hall of Fame

Lisa Green, Chair
Judge Brown
Shawn Mullen
Debbie Gitchell
Kathryn Tumpek

Program and Planning

Judge Brown, Chair
Dennis Bullock
Scharron Clayton

Friends of the ICSW Board of Directors

Kathryn Burt, Chair
Mignon Manelli, Vice Chair
Paul Walther, Treasurer
Judge Brown
Shawn Mullen

Public Information

Lisa Green, Chair
Sandra Blodgett
Dennis Bullock
Shawn Mullen

Nominating Committee

Dennis Bullock, Chair
Sandra Blodgett
Scharron Clayton

Displaced Homemakers Grant Reviews and Selection

Dr. Judith Conlin, Chair
Dr. Gladys Ebert
Karen McCarthy
Paul Walther
Mary Wiberg

1996 Commission Meetings

February 6—Via ICN at five sites
April 23—Des Moines, State Historical Building of Iowa
May 9—Des Moines, Lucas Building
August 31—Des Moines, Embassy Suites
September 23—Des Moines, Botanical Center
October 28—Des Moines, State Capitol

1996 Accomplishments Iowa Commission on the Status of Women

Programs and Projects

Legislative Activities

- Tracked legislation and advocated for bills in accordance with the ICSW's 1996 Proposals to the Governor and the General Assembly. (See 1996 Legislative Summary on page 20.) Advocated legislative action on bills supported by ICSW, by memo and phone calls.
- Held ICSW Public Hearing on September 23. Heard testimony regarding homeless/low-income women, welfare, health, violence against women, corrections, sexual harassment, divorce, children, and elderly women.
- Adopted 1997 Proposals to the Governor and General Assembly for ICSW action and provided copies of the proposals to the Governor, legislators, the Iowa Organization of Victim Assistance, the STOP Violence Against Women Coordinating Council, and other advocates and organizations.
- Prepared drafts of the Governor's Proclamation of March as Women's History Month, August 26 as Women's Equality Day, and of House and Senate Women's History Month Resolutions.
- Reviewed prefiled bill on changes to be made to the dependent adult abuse law.
- Submitted testimony to Council on Human Services supporting funding for child care.
- Wrote to Senator Tom Harkin supporting funding for the Women's Bureau, U.S. Department of Labor.
- Sent e-mail messages to U.S. Representatives and President regarding welfare reform.
- Participated in "At the Table," identifying issues to submit to President Clinton, with the U.S. Department of Health and Human Services Region VII Administrator.
- Testified at House of Representatives Public Hearings on welfare reform and on post-delivery hospital stays for mothers and newborns.
- Sent a memo to all state legislators on child care funding and on supporting a legal assistance hotline for elderly citizens of Iowa.

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 Twenty-second Annual Iowa Women's Hall of Fame Ceremony was held in Des Moines on Saturday, August 31, 1996 at the State Historical Building of Iowa. It was held close to Women's Equality Day, August 26, which commemorates the day in 1920 when American women first received the vote.

Awards were presented to the recipients by Governor Terry E. Branstad, Lt. Governor Joy Corning, Commission Chairperson Kathryn Burt, and Chairperson of the Hall of Fame Committee, Lisa Green. This year's Hall of Fame Committee comprised Judge Brown, ICSW Commissioner; Shawn Mullen, ICSW Commissioner; Kathryn Burt, ICSW chairperson; and citizen committee members Debbie Gitchell of Ames and Kathryn Tumpek of Indianola.

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

Mary E. Wood, Des Moines, born in 1902, was the only African American to graduate from East High in Des Moines in 1920 and the only African American to graduate from Drake University in 1924. She received her M.A. degree at New York University and is a certified social worker. Active all her life in the YWCA, Wood has served as branch youth program director for the YWCA in Tulsa, Oklahoma; branch youth and camp director in Denver, Colorado; branch executive director, Newark, New Jersey; and branch executive director, Southwest Belmont, Philadelphia. In 1956, Wood became the first African-American woman in the United States to be named executive director of a metropolitan YWCA—Buffalo and Erie County, New York—and later went on to serve as metropolitan executive director of Greater Pittsburgh, Pennsylvania. She has also served on numerous committees, social agencies, churches, and women's organizations, including the New York State Board of Education. Among her honors are Woman of the Year, Zeta Phi Beta; Alumni Distinguished Service Award, Drake University; listed in "Who's Who Among Women of the World;" and September 4 designated Mary E. Wood Day in Pittsburgh.

Joan Liffing-Zug Bourret is a recognized Iowa photographer whose images are in many collections, including the Metropolitan Museum of Art. Her photographs include studies of the roles of men and women and ethnic groups, including Norwegians, Swedes, Czechs, Amish, Dutch, Mesquakie Indians, Hispanic workers, and the Amana people. She also documented the black civil rights movement in Cedar Rapids during the 1960s, which was instrumental in the election of the first African American, Cecil Reed, to the Iowa House of Representatives. Born in 1929 in Iowa City, Liffing-Zug Bourret attended the University of Iowa, then worked as a writer/photographer for the *Cedar Rapids Gazette*, 1948-51. In 1951 and 1952, she received national and international recognition for her photo documentary of the birth of her first son. *Look* magazine published the essay with *Life* using one photograph. She captured on film the variety and richness of Iowa life for *The Iowan* magazine from 1954 to 1985, and *The Des Moines Sunday Register* as a free-lancer from 1952 until 1969. She cofounded Penfield Press, publishing books of ethnic interest, in 1979, with her late husband John Zug, as well as authored several books about Grant Wood.

Janette Stevenson Murray was a prominent Cedar Rapids civic leader, an early suffragist, educator,

lecturer, and writer. Among her accomplishments were fighting for women's right to vote, helping to establish the Child Welfare Station at the University of Iowa, and serving as president of the Cedar Rapids Board of Education from 1923-24 at a time when few women in the country held that responsibility. She wrote feature articles for women entitled "The Modern Mother in Home, School, and Community," which appeared each week in *The Evening Gazette*, as well as delivered radiant talks on child training. As the state Parent Teacher Association chairperson of parent education, she organized study groups, out of which came material for three 64-page booklets that sold nationally. She cowrote *The Story of Cedar Rapids* with her husband, Frederick G. Murray, M.D., published a history of her Tama birthplace, *They Came To North Tama*, and later went on to produce two more books on Tama County with her daughter, Janet M. Fiske. Among her awards are the national Brotherhood Award from the National Conference of Christians and Jews, 1947 American Mother of the Year from the American Mothers' Association and the Golden Rule Foundation, and the honorary degree of Doctor of Letters from her alma mater, Coe College. Murray was born in 1874 and died in 1967.

Meridel Le Sueur, Wisconsin, was born in Murray, Iowa in 1900. She has spent her life recording women's lives and documenting the United States' cultural heritage through her fiction, poetry, history, journalism, autobiography, and biography. Her experiences and writings reflect the poor women in this century and the need for women to be linked to other generations of women. Le Sueur has written extensively about her grandmother, an Iowa pioneer and militant temperance worker, and her mother, an active feminist and a socialist. Rural and ethnic life in the Midwest, the land, and corn are other common themes. During the McCarthy era in the 1950s, she was blacklisted, resulting in the inability to publish her works for nearly 30 years. Since 1970, her works have found a new audience and new popularity. She died on November 14, 1996.

Iowa Women's Hall of Fame Members

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
 Joan Liffing-Zug Bourret
 Sue M. Wilson Brown
 Fannie R. Buchanan
 Mary E. Domingues Campos
 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
 Gertrude Dieken
 Minnette Doderer
 A. Lillian Edmunds
 Lous Harper Eichacker
 Mamie Doud Eisenhower
 Beverly Everett
 Merle Wilna Fleming

Mary Garst
 Betty Jean Furgerson
 Willie Stevenson Glanton
 Susan Glaspell
 Mary Greff
 Edna M. Griffin
 Virginia Harper
 Helen B. Henderson
 Dr. Nancy Hill
 Cora Bussy Hillis
 Helen LeBaron Hilton
 Pearl Hogrefe
 Lou Henry Hoover
 Dorothy Houghton
 Mabel Lossing Jones
 Anna B. Lawther
 Meridel Le Sueur
 Mabel Lee
 Twila Parker Lummer
 Arabella Mansfield
 Ola Babcock Miller
 Marilyn O. Murphy
 Alice Van Wert Murray
 Janette Stevenson Murray
 Louise Rosenfield Noun
 Jessie M. Parker
 Carolyn Pendray
 Mary Louise Petersen
 Mary Louisa Duncan Putnam

Glenda Gates Riley
 Louise Rosenfield
 Eye Rubenstein
 Gertrude Durden Rush
 Edith Murphy Sackett
 Agnes Samuelson
 Ruth Sayre
 Dorothy Schramm
 Jessie Field Shambaugh
 Mary Jane Odell Siegler
 Georgina Rogers Sievers
 Ida B. Wise Smith
 Jeame Montgomery Smith
 Mary Louise Smith
 Marilyn E. Staples
 Rowena Edson Stevens
 Ruth Suckow
 Phoebe W. Sudlow
 Sister Patricia Clare Sullivan
 Ruth Wildman Swenson
 Lois Hattery Tiffany
 Evelyne Jobe Villines
 Nellie Veme Walker
 Jean Adeline Morgan Wanatec
 Mary Beaumont Welch
 Catherine Williams
 Cristine Swanson Wilson
 Annie Wittenmyer
 Mary E. Wood

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 Gadelmann, Minnette Doderer, Lonabelle Kaplan "Kappie" Spencer, Charles H. Bruner, Louise Rosenfield Noun, Mary Molen Wiberg, and Betty Talkington.

Maude Esther White, born in Iowa in 1913, has devoted her life to assisting disadvantaged persons in education, employment, housing, and business. She holds B.A. and M.A. degrees from Drake University, and an honorary Doctor of Laws degree from Grand View College, which established the Maude Esther White Endowed Scholarship in 1995. After holding a number of teaching and government positions in California and Iowa, she founded and directed the Des Moines Tutoring Center from 1980-91. She has served on the Iowa Commission on the Status of African-Americans, and the boards of Good Samaritan Urban Ministries, San Francisco LINKS, YWCA, American Association of University Women, and Girl Scouts of America. She is past board member and president of the Des Moines Branch of the NAACP. Her numerous honors include YWCA Women of Achievement, Boy Scouts of America and Jack & Jill of America community service awards, NAACP President's Award for Excellence in Education and Community Service, the Iowa Coalition for Children's & Family Services "Friend of the Children" award, and the National Conference of Christians and Jews Brotherhood/Sisterhood award.

Annual Friends of ICSW Banquet

The Friends of ICSW sponsored a luncheon and program after the Iowa Women's Hall of Fame ceremony and reception on August 31, 1996. The Friends banquet was held at the Embassy Suites in Des Moines. Dr. Mary Sue Coleman, president of the University of Iowa, was the featured speaker.

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, Glenwood State Hospital-School and movement into private industry in 1990.

The private sector expansion efforts began in 1990 through a public-private partnership with ICSW and American Republic Insurance Company. American Republic took the lead in developing the first private sector mentor project in Des Moines for entry level new hires. The ICSW State Volunteer Mentor Coordinator provided training for American Republic's mentor candidates from 1990-1995. American Republic provided in-house training for their mentor candidates through their training department in 1996. The ICSW Coordinator continued to consult with them on developing training materials.

To expand mentor services to Family Investment Program (FIP)/PROMISE JOBS 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 FIP/PROMISE JOBS participants to help them reach self-sufficiency.

Individual project site offices served five Iowa cities: Des Moines, Council Bluffs, Sioux City, Waterloo, and Davenport. Former FIP recipients and other volunteers are recruited and trained to serve as mentors. Mentees (current PROMISE JOBS recipients) are recruited from PROMISE JOBS offices and other human service programs in the community.

On July 1, 1996, the Iowa Invests Volunteer Mentor Project was transferred to Iowa Workforce Development. Staff members Jane Schockemoehl and Karen A. DeKock Francis, along with \$72,000 in funding, went to the newly created department.

- **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 women and men from January 1990 to December 1996.
- **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 Workforce Department assessment and training programs. Since 1992, 522 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.
- Convened four meetings of the ICSW task force on meeting the needs of women and girls in education and training for employment.
- Cosponsored U.S. Department of Labor Women's Bureau teleconference, "Working Women's Summit: Don't Work in the Dark," at Drake University. The University of Iowa served as another site.
- Met with advocates to encourage the Department of Transportation to use federal funds as allowable for recruiting and training women and minorities. Wrote a letter of support for funding from Wider Opportunities for Women for promoting women in highway construction.

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 1996, the Twelfth 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 middle 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 6th and 7th grade category, the winners were: First place, Amanda Jo Miller of Red Oak Community Middle School, who wrote about Dr. Gladys Cooper, a doctor in Red Oak during the early part of the Nineteenth Century; second place, Emily Salsbery of St Augustin School in Des Moines, who wrote about her mother, Patricia Shoff, who works with people with autism; and third place, Megan Bradfield of Wilton Elementary School, who wrote about Lela Whitmer Norton, her great-grandmother who farmed and raised her family during the Great Depression.

In the 8th and 9th grade category the winners were: First place, Rene Kafka of Heelan High School in Sioux City, who wrote about the "Common Woman;" second place, Dia Carpenter of Charles City Middle School who wrote about Iowa Suffragist Carrie Lane Chapman Catt; and third place, Erin Orozco, who wrote about Janet Fife, a community leader who helped to establish the Tri-State Coalition Against Family Violence.

The first place winners in each age category received \$25 cash prizes through the Howard Draper Brayton and Jessie Sellman Brayton Award.

The Edith Rose Murphy Sackett Award for best essay on voluntarism was a tie. The winners were Katy Morgan of Bettendorf Middle School, who wrote her essay on the life's work of Kathy Wine, an environmentalist, and Rachel Smith of Charles City Middle School, who wrote about Katherine Zastrow, her step great-grandmother who once served in the Iowa House of Representatives.

1996 was the first year for the **Women in Science and Engineering Awards**. The first and second place winners in the 6th-7th grade category wrote about the same woman—Pam St. John, the first female electrical engineer hired by Maytag Corporation. The first-place winner was Jillian Anderson of Thomas Jefferson Elementary School in Newton. The second-place winner was Rachael Revell, also of Thomas Jefferson Elementary School. The first-place and only winner in the 8-9th grade category was Helen Fuller of West Branch Middle School, who wrote about Carolyn Anderson, a math/science teacher at West Branch Middle School.

Advocacy Directory

Originally undertaken jointly by the American Association of University Women Iowa Division and the ICSW with updating funded 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 1996, the directory was continually being expanded and updated; approximately 2,063 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 1996. Part of the printing and all of the postage were funded by the Friends of ICSW. This publication informs Iowans of state and federal legislation, and state and national issues of particular concern to women. The mailing list circulation of the *IoWoman* in 1996 has grown to approximately 8,300.
- The Commission published brochures on specific topics of information for or about women. These publications and video/audio tapes are available upon request from the Commission office. The ICSW files are open for use by individuals, groups, and agencies.

Current Publications

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 (1995 Revised Edition)
Iowa Women and the Law (1993 Revised Edition in English)
Iowa Women and the Law (1993 Revised Edition in Spanish)
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 in Education: It's Against the Law (1996)
Sexual Harassment in Housing: It's Against the Law (1996)
Sexual Harassment in the Workplace: It's Against the Law (1996)
Small Business Referral Information (1996 Revised Edition)
Status of Iowa Women Report (1996)

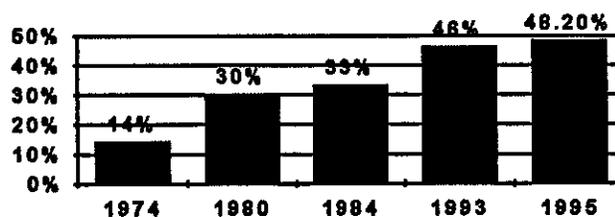
- Iowa Workforce Development reproduced 500 copies of the *Status of Iowa Women Report* for all Service Delivery Areas.
- Assisted the Iowa Civil Rights Commission in its revision of *Sexual Harassment in the Workplace: It's Against the Law*, as a joint publication with ICSW.
- Finished researching, writing, editing, and printing the *Status of Iowa Women Report*. The comprehensive report addresses the status of women in education, health, economics, politics, and crime. Two interns assisted in making graphs and in researching for the publication. Obtained a \$2,000 grant for administrative expenses, printing, and postage from the Women's Bureau, U.S. Department of Labor.

- Met with an intern from the Story County Attorney's Office regarding a policies publication, which includes treatment of women's issues.
- Revised the National Association of Commissions on Women (NACW) brochure, printed, and mailed to national office.
- Revised and printed the ICSW brochure.
- Printed *A Voice for Citizens, A Force for Change*, a publication by and about the League of Women Voters of Iowa. Funded the reproduction of League of Women Voters of Iowa videos for them, the University of Northern Iowa, Iowa State University, and the University of Iowa.
- Printed and mailed Women's Vote Day (September 7) flyers and host kits and *Women Take Charge of Your Power Vote* cards.
- Revised and printed *Referral Information on Programs to Assist Women and Minorities in Establishing and Expanding Small Business*.
- Consulted with attorneys regarding revisions in *Divorce: Things to Consider*.
- Assisted the Friends of ICSW in the development of two publications—*Iowa Women of Achievement* and the Weekly Planner featuring members of the Iowa Women's Hall of Fame.

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. The ICSW Roster of Qualified Women has contributed significantly to the expanding role of women in government. This project has provided the names of approximately 325 women. Since the need was perceived and the Roster was developed, the number of appointments of women has increased dramatically. Since 1987, gender balance on state boards and commissions has been mandated.

Figure 6.1
PERCENTAGE OF FEMALES ON
STATE BOARDS AND
COMMISSIONS, IOWA, 1974-95



SOURCE: Office of the Governor

Other Resources

- The Commission office maintains a vertical library of resource material 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.

Partial Listing of Library Topics

Affirmative Action	Feminization of Poverty
Acquaintance Rape	Glass Ceiling
Child Care	Health Care
Comparable Worth	Homeless Persons
Day Care	Law
Displaced Homemakers	Minority Women
Divorce	Non-gender Insurance
Domestic Violence	Pay Equity
Education	Sexual Abuse
Employment	Sexual Harassment
Equal Rights Amendment	Small Business
Female Offenders	Women in Politics

- 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.

Current Video/Audio Tapes

- A Fine and Long Tradition* (1/2" VHS) 1996
- A Vision of Hope* (1/2" VHS) 1996
- Breast Health Care Information* (1/2" VHS) 1996
- Exploring Nontraditional Occupations for Women: Is This Job For You?* (1/2" VHS) 1992
- Fairness Pays Off: Gender Equity in Vocational Education* (1/2" VHS) 1995
- One Fine Day -- A Celebration of American Women from the 18th Century to the Present* (1/2" VHS) 1987
- School House Rock: History Rock* (1/2" VHS) 1987
- Stop It: Students Speak Out About Sexual Harassment* (1/2" VHS) 1994
- Partners in Change -- Tape on Displaced Homemakers* (1/2" VHS) 1992
- Making Points*—Examines sexual stereotyping for adolescents (1/2" VHS) 1987
- The Feminization of Poverty...Is This Happening in Iowa?* (1/2" VHS and 3/4" videotape)
- Women and the Constitution*—Tapes of conference workshops, keynote, and plenary sessions (1/2" VHS) 1987
- Women on Stamps* (1/2" VHS) 1995
- Working Women's Summit* (1/2" VHS) 1996

- 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.
- ICSW staff provides information and referrals 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 is on-line with Women's Wire on CompuServe and accesses information on women in pertinent news groups and in World Wide Web. The ICSW e-mail address is 102726.3357@compuserve.com.

Advocacy/Education/Public Information

- Met with visitors from 16 countries, discussing ICSW programs and issues.
- Provided funding from grant monies and participated in Silent Witness Project at State Capitol, remembering women who have been killed in Iowa through domestic violence.
- Worked with Iowa Civil Rights Commission team to revise administrative rules on pregnancy leave.
- Cosponsored "Teaming Up: Opening New Doors to Equity" conference with Departments of Education, Economic Development, and Employment Services and Women's Health'96 with the Iowa Department of Public Health and the Lt. Governor.
- Continued review of implementation of the 50 States Project recommendations for removing gender discrimination from the *Code of Iowa*.
- Assisted Friends of ICSW with book-signing events with Suzanne O'Dea Schenken, author of *Legislators and Politicians: Iowa's Women Lawmakers*.
- Assisted in establishing Knight's Hospitality House as a halfway facility for female offenders coming out of prison.
- Administered "Take Our Daughters to Work Day" on April 25.
- Consulted with Women Aware director, Sioux City, regarding providing hospitals information on rights of mothers and paternity affidavits.
- Assisted in planning, moderated panel, and developed packets for Women Work! Region VII Conference hosted by the Iowa Displaced Homemakers Network.
- Emceed dedication ceremony for Juliet Saxton Center, Division of Vocational Rehabilitation Services Services, Parker Building.
- Conducted library research and interviews regarding no-fault divorce.

- Staff trainings on Microsoft Access, Letter Writing, Affirmative Action/Equal Employment Opportunity training, grantwriting, and Designing Eye-Catching Brochures.
- Sent Iowa Educational Equity Council's Future\$ Unlimited brochure and memo to 64 people in state government, recruiting speakers.
- Held teleconference on the United Nation's Fourth World Conference on Women One Year Later, cosponsored with Women's Studies, Drake University, and Consortium Breakfast Club.
- Convened meeting of Region VII commissions and councils in Glenwood, Iowa.
- Developed professional services contracts with Selzer/Boddy Inc. regarding research on female juvenile offenders and programs and services, in collaboration with the Criminal and Juvenile Justice Planning Division.
- Administered Equal Rights Amendment Essay Contest, with winners selected by ICSW and the Friends of ICSW.
- Wrote letter of support for OSACS Women's Center to Barbara Bush Foundation for Family Literacy.
- Facilitated the first "Status of Iowa Women" Town Meeting in Calmar. Scheduled additional town meetings in several other cities/towns. Received a promise of \$1,500 grant for town meetings from the U.S. Department of Labor Women's Bureau.
- Advocated for legislative proposals.
- Wrote State Judicial Nominating Commission and Governor Branstad, encouraging consideration of women in selecting nominees for the Iowa Court of Appeals.
- Edited, printed, and mailed between 8,000-8,500 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 5,634 for 1996. Of those contacts, 128 were in regards to discrimination and 217 were from women at risk. Provided information and/or referral regarding: "Take Our Daughters to Work Day," and individual problems, including divorce, child support, child custody, sexual harassment in the work place, job rights of pregnant women, credit, and job sharing.
- Distributed *Sexual Harassment: It's Not Academic* (U.S. Department of Education, Office of Civil Rights), Iowa Coalition Against Sexual Assault and Iowa Coalition Against Domestic Violence publications, and the Crime Victim Assistance Division flyer on Stalking. From the *Know Your Rights* series distributed the following in English and Spanish: *Sexual Harassment, Pregnancy Discrimination, Wage Discrimination, Age Discrimination, and Family & Medical Leave* (Women's Bureau of the U.S. Department of Labor). Also distributed the ICSW publications listed in the following table.

#	Publications Distributed Upon Request
166	1996 Proposals to the Governor and General Assembly
34	Advocacy Directories on Specific Subject/Category of Interest
123	Annual Report
17	Appointment Resumes
784	Brochure on ICSW Mission
155	Credit Rights Card
71	<i>Divorce: Things to Consider</i>
1,715	<i>Iowa Women and the Law</i> (English)
157	<i>Iowa Women and the Law</i> (Spanish)
22	<i>Iowa Women's Hall of Fame</i> book
287	<i>How to Get Your Bearings. How to Get A Job</i>
748	Referral Information on Programs to Assist Women/Minorities in Establishing and Expanding Small Businesses
509	<i>Sexual Harassment: It's Against the Law</i>
357	<i>Sexism in Education</i>
758	<i>Status of Iowa Women Report</i>
673	Nontraditional Jobs for Women brochure
5	<i>Exploring Nontraditional Occupations for Women: Is This Job For You?</i> video/packet

- Provided publications and/or exhibited for:
 - African-American Women's Conference
 - "Celebrating Women/Celebrating Life" Conference
 - Community Focus Fair
 - Domestic Violence Alternatives/Sexual Assault Center, Marshall Town Center, Marshalltown
 - Iowa Sesquicentennial Folklife Festival, Lucas Building
 - Teleconference on the United Nation's Fourth World Conference on Women One Year Later
 - Women Work! Region VII Conference
 - "Way Up XIII" Conference for Women in Higher Education
 - Women's Health '96
- Spoke on ICSW issues, programs and the Fourth World Conference on Women to:
 - American Association of University Women, Algona
 - American Association of University Women, Indianola
 - American Association of University Women of Iowa Annual Meeting
 - American Association of University Women, Ottumwa
 - American Association of University Women, Rockwell City
 - Americorps Workers, Des Moines
 - Buena Vista College Women's History class, Storm Lake
 - Business and Professional Women, Humboldt
 - Church Women United, Des Moines
 - Des Moines Learning Center
 - Elected officials at the Institute of Politics, University of Pittsburgh
 - Graceland College Racism/Sexism class
 - Iowa State University Class, Des Moines

League of Women Voters, Grinnell
Nontraditional Career Exploration Conference, Ottumwa
Presbyterian Women's Fall Conference, Adair
Presbyterian Women's Fall Conference, Des Moines
Presbyterian Women's Fall Conference, Newton
Simpson College Senior Colloquium, Indianola
Simpson College students and faculty forum, Indianola
Students at East High School, Des Moines
Take Our Daughters to Work Day Students at Cargill, Des Moines
Take Our Daughters to Work Day Students, state workers, Des Moines
Tama High School
Teacher's group of Alpha Delta Kappa, Des Moines
United Methodist Men, Perry
United Methodist Women, Perry
University of Iowa School of Social Work class, Des Moines
Webster County League of Women Voters

- Spoke on Employment Issues to:
 - Des Moines Area Community College
 - Middle School Students Conference on Nontraditional Jobs, Indian Hills Community College
 - Women and Industry at Ames-ISU YWCA

Media Contacts

- Interviewed by the Washington Bureau of *The Des Moines Register* and by TV Channel 8 on a national report on the status of women.
- Advocated for continuing "Lifetime" network on cable television, with a letter to the editor to *The Des Moines Register*.
- Wrote a letter to the editor to *The Des Moines Register* about women in the Olympic Games and the impact of Title IX.
- Interviewed on KDCR, Sioux Center, regarding a newspaper story on pay equity.
- Placed an ICSW ad in the program for the Deaf Women in the Heartland Conference.
- Interviewed with KDRE, Des Moines, regarding the Mentor Project.
- Interviewed on 1996 Proposals by Radio Iowa and KRNA Radio, Iowa City.

Attendance/Participation/Interagency Task Forces

American Association of University Women Brunch and
Panel on the Fourth World Conference on Women
African-American Women's Conference Planning Committee
American Society for Public Administration Meeting on Welfare Reform
Agency Grantwriters Group
Beacon of Life, Des Moines, Board of Directors
Breast and Cervical Cancer Coalition Annual Meeting

Breast Cancer Coalition's Public Education Committee
Breast Cancer Outreach Teleconference
Business and Professional Women, Des Moines Meeting on the Fair Pay Act
Candidates Forum with Association on the Education of Young Children
Carrie Chapman Catt Center's Fourth Annual Workshop for High School Students Political Barbeque
"Celebrating Women/Celebrating Life" Conference
Committee on State Observance of Martin Luther King, Jr. Day
Coordinating Council on Domestic Violence Press Conference with the Lt. Governor
Council on Chemically Exposed Infants and Children
Department of Human Rights Administrative Coordinating Council
Directors of Volunteers in Agencies
Domestic Violence Alternatives/Sexual Assault Center Board of Directors/Marshalltown
Equity and Access Team of School-to-Work
Fort Des Moines Historical Landmark Reuse Committee
Friends of the Iowa Civil Rights Commission Awards Banquet
Friends of the Iowa Civil Rights Commission Board of Directors
Friends of ICSW, Inc. Board of Directors
Friends of Prisoners at Mitchellville
Gerontology Society of Iowa
Good Samaritan Urban Ministries Board of Directors
Governor's Conference on Aging
Governor's Conference on Aging Steering Committee
Greater Des Moines YWCA Women of Achievement
Healthy Child Care Iowa
Human Needs Advocates
Iowa Affirmative Action Task Force and Awards Ceremony
Iowa Coalition Against Sexual Assault Prevention Grant Reviews and Training
Iowa Coalition Against Domestic Violence Gold Seal Awards
Iowa Educational Equity Council Retreat
Iowa Educational Equity Council Training
Iowa Excellence Forum
Iowa Forum on Welfare Reform
Iowa Immigrant Rights Committee
Iowa Juvenile Home Foundation
Iowa New Choices Network
Iowa Quality Government Team
Iowa Volunteer Mentor Project Coordinators Monthly Meetings
Iowa Women's Political Caucus Annual Meeting
Iowa Workforce Development Community Forum
Job Placement Network
Juvenile Justice Gender Specific Task Force
Knight's Hospitality House
LEAD Conference. Women Work!
League of Women Voters of Iowa Carrie Chapman Catt Awards Luncheon
Lt. Governor's Diversity Conference
Lucas Building Committee
Maternal and Child Health Advisory Council
National Association of Commissions on Women (NACW) Bylaws Committee Conference Call

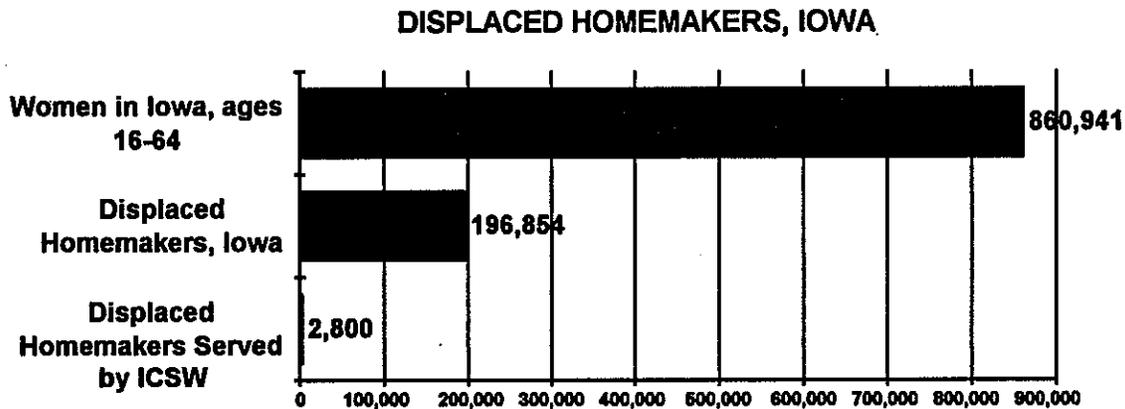
NACW Membership Committee
NACW Convention
NACW Region VII Conference
Nontraditional Employment for Women Project
Older Women's League
One-to-One Mentoring Committee
Press Conference on Substance Abuse and Women, Department of Public Health
Press Conference on Survey of Homeless
Press Conference on Welfare Reform, Human Needs Advocates
Proclamation Signing by Governor Terry E. Branstad for October as Domestic Violence and Breast Cancer Awareness months
Rally for Homeless Women and Children, Des Moines
Restorative Justice Committee
State Leadership Committee on Nontraditional Occupations and Equity
State Training Facet Team
Strategic Planning Workshop
Targeted Small Business Annual Meeting
"Teaming Up: Opening New Doors to Equity" Conference
Tech Prep Conference
United Nations Association Social Agenda for Iowa Committee
VOTE Project Planning with YWCA, LWV and other organizations
Welfare Reform Advisory Group and Work Participation Subcommittee
Welfare Reform Statewide Conference
Women in Prison, Children in Crisis Rally
Women's Bureau Advisory Committee, Kansas City, July 17-18
Women's Health '96 Conference
Women Work! Region VII Conference
Workforce Cluster/Federal Reforms
Workforce Development Department Ad Hoc Planning Group
Workforce Development Department Staff Development Transition Team
Workforce Development Marketing and Resource Development Committees
Workforce Development State Liaisons Work Group

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. Programs that deal with displaced homemakers help them deal with the trauma of their situation and prepare them for education and training toward self-sufficiency.

During fiscal year 1996, the ICSW administered \$125,775 in state fund appropriations as grants to 13 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 with grants during fiscal year 1996 showed a total of 2,800 were served with counseling, support groups, skills evaluation, English as a Second Language, and pre-employment assistance.



SOURCES: U.S. Census Bureau and Women Work! The National Network for Women's Employment

For fiscal year 1997, 12 applications were received from the programs located statewide. In July, 1996, the five-member Displaced Homemakers Advisory Committee recommended the following 10 grants be awarded to:

\$	Displaced Homemaker Grant Awards
\$15,000	Oakridge Neighborhood, Des Moines
\$10,000	OSACS, Des Moines
\$30,000	Women Aware, Sioux City
\$10,000	Des Moines Area Community College, Boone/Carroll
\$7,000	Northeast Iowa Community College, Calmar/Dubuque
\$10,000	Eastern Iowa Community College, Davenport
\$13,000	Des Moines Area Community College, Des Moines
\$15,000	Iowa Lakes Community Colleges, Estherville
\$9,500	Indian Hills Community College, Ottumwa
\$6,275	Hawkeye Community College, Waterloo

The committee included Dr. Judith Conlin, chair, Paul Walther, Mary Wiberg, Gladys Ebert, and Karen McCarthy.

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 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. ICADV and IowaCASA were located with the ICSW until April of 1996.

- For fiscal years 1996 and 1997, 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 and \$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, \$5,667 for training of community professionals, and \$9,665 to provide general public education on issues of sexual assault.

1996 Legislative Summary

***Denotes legislation was supported by ICSW.**

Resolutions

SR 102 included confirmation of gubernatorial appointments to ICSW: Paul Walther, Audubon, until 4/30/98; and five terms from 5/1/96 to 4/30/2000: Judge Brown, Fort Dodge; Sandra Blodgett, Clear Lake; Dennis Bullock, Sioux City; Scharron Clayton, Waterloo; and Shawn Mullen, Des Moines.*

SCR 113 was adopted by the Senate to declare Miss Iowa an official hostess for the State of Iowa.

SCR 114 recognized the League of Women Voters of Iowa and Cornell College for their efforts in creating an internet-accessible system for obtaining legislative information. Adopted by Senate and House.*

SCR 115 requested Iowa's congressional delegation support guaranteed state legislative involvement in the reorganization, implementation, and fund of federal workforce development and job training programs. Adopted by Senate.

HCR 105 recognized women who have served Iowa as state legislators and celebrated 100 years of women elected to state legislatures in USA; required ICSW to send a copy of the resolution to Iowa women who served in the legislature or to the families of those deceased. Adopted by House; adopted in the Senate with amendments; House failed to concur.*

HCR 116 was adopted in the House along with SCR 110 adopted in the Senate to designate March, 1996, as Women's History Month.*

House Files

HF 2109 provided penalties to one who causes a nonconsensual termination of a human pregnancy at different levels depending on the situation; does not apply to medical treatment or self-defense situations. 4/10/96 signed by Governor.

HF 2316 repealed *Code of Iowa* Chapter 709C commitment of sexually violent predators and established new sections in Chapter 901A to include enticing away a child and sentences for persons convicted of sexually predatory offenses. 4/10/96 signed by Governor.

HF 2369 declared that insurance providers shall not terminate benefits or require discharge of a mother or newborn earlier than determined medically appropriate by the attending physician after consultation with the mother and in accordance with guidelines adopted by rule by the Insurance Commissioner. It also stated that guidelines for perinatal care shall be consistent with those established by the American Academy of Pediatrics and the American College of Obstetricians and Gynecologists, which provide that when complications are not present, the postpartum hospital stays range from a minimum of 48 hours for a vaginal delivery to a minimum of 96 hours for a Cesarean birth, excluding the day of the delivery. In the event of any early discharge, a post-discharge visit shall be provided if determined medically appropriate. 5/30/96 signed by Governor.*

HF 2456 provided notification to persons registered as victims of plea agreements in the case related to the crime for which the person is registered. 4/16/96 signed by Governor.

HF 2458 allowed the right to appointed counsel or public defender and set the costs/fees schedule for such; exception made for an incarcerated parent without legal custody. 5/17/96 signed by Governor.

SF 13 established a decision-making process for prospective minor parents (parental notification bill). 3/22/96 signed by Governor.

SF 2208 included stalking on sex offender registry if the target is a person age 17 or under; sexual exploitation of a minor involves knowingly promoting or possessing any material visually depicting a live performance of a minor engaging in prohibited sexual conduct; also added to definition of sexually violent offenses: indecent exposure, telephone obscenity, rental or sale of hard-core pornography, attempted murder or manslaughter if either involves sexual abuse or attempted sexual abuse. 4/17/96 signed by Governor.

SF 2265 required participation of parents of minor children in seminar prior to granting divorce and certain contested modification custody orders. 5/20/96 signed by Governor.

SF 2269 enhanced penalties for third or subsequent domestic abuse assault. 4/17/96 signed by Governor.*

SF 2294 created multidisciplinary community service teams. 4/23/96 signed by Governor.

SF 2307 created a comprehensive family support program to provide statewide system of services and support to families at home consisting of an individual with a disability and one of the following: parent, sibling, grandparent, aunt, uncle, legal custodian or a person providing short-term foster care. 4/10/96 signed by Governor.

SF 2324 related to public assistance; state tax provisions. 4/16/96 signed by Governor.

SF 2344 related to child support enforcement and allowed the recovery unit to provide notice of income withholding to an obligor's employer; stopped accrual of interest on payments until 30 days past due; modified laws on registered foreign support; and added language on enforcing other states' child support orders. 4/18/96 signed by Governor.

SF 2381 provided teams to assist in assessing the needs of and monitoring a treatment plan for dependent adult abuse victims; changed the definition for caretaker, dependent adult, and dependent adult abuse; provided reporting dependent adult abuse to law enforcement; provided for prevention of additional abuse through involvement of a peace officer at the scene; provided penalties from class C felony to simple misdemeanor. 4/17/96 signed by Governor.*

SF 2399 revised child protection definitions, reporting and requirements; required an analysis of pilot projects utilizing the child abuse registry and a multidisciplinary team formed by the Department of Human Services. 4/30/96 signed by Governor.

SF 2405 provided that copies of orders entered in civil domestic abuse cases can be distributed without the copies being certified. 3/29/96 signed by Governor.

SF 2409 established the Iowa Workforce Development department in Section 17 84A.6 including the ICSW's statewide mentoring project. 5/2/96 signed by Governor.*

SF 2410 related to illegal drug testing of juveniles and parents, in home or on parent visitation; arranged a study on the effects of fetal alcohol syndrome on children and issues associated with removal of a child from a home based on parental substance abuse. 4/15/96 signed by Governor.

SF 2420 provided that court may accept a plea to a lesser included offense; added to criteria for allowing placement in state training school; provided that associate juvenile judge may issue warrants to the same extent as a district court judge sitting in juvenile court; required juvenile court protective orders to be enforced in the same manner as domestic abuse protective orders; required a juvenile to be registered on sex offender registry. 4/18/96 signed by Governor.

SF 2423 prohibited soliciting a person to arrange a sex act with a child. 4/4/96 signed by Governor.

SF 2430 required juvenile court to provide information to a victim of a delinquent act committed by a juvenile such as name/address of the juvenile and parents, specific charges, victim's right to restitution and offering an impact statement. 4/16/96 signed by Governor.

HF 2330 would have eliminated the affirmative action program as well as eliminated targeted small business solely on basis of women and/or minority ownership. Introduced on 2/26/96 to the State Government Committee, this bill died on 3/1/96 when not reported out of committee. ICSW opposed.

Appropriations

HF 2472 appropriated \$1.76 million through the Iowa Attorney General's Office to domestic abuse and sexual assault projects. ICSW supported an increase; it amounted to \$400,000. 5/29/96 signed by Governor.

HF 2486 appropriated federal funds from block grants including: stop violence against women grant program \$750,000; energy assistance \$23,976,768; and child care assistance \$1,365,329 to supplement child care block grant of \$8,306,132. 5/15/96 signed by Governor.

SF 2442 was the Department of Human Services' appropriation bill including \$12.547 million for child care (an increase of about \$4 million to serve an additional estimated 1,350 children). 5/29/96 signed by Governor.*

SF 2448 was the Department of Human Rights' appropriation bill that included the ICSW budget total of \$323,879 with three full-time equivalent positions; included minimum amounts of \$125,775 for displaced homemakers and \$42,570 for training on issues of domestic violence and sexual assault. 5/28/96 signed by Governor.*

Proposals for 1997 to the Governor and the 77th General Assembly

The Iowa Commission on the Status of Women has formulated a program that 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 as passed in House Joint Resolution 13 by the 76th General Assembly for action by the 77th General Assembly:

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.

As additional priority areas being proposed to the Governor and General Assembly for 1997, the ICSW supports:

- Legislative repeal of the "sunset provision" on the ICSW, thus maintaining the Commission with its visibility and autonomy and affirming the state's commitment to improve the status of women in Iowa. Failure to act this session would result in the loss of this valuable resource as of July 1, 1997.
- Legislative repeal of the Department of Human Rights' "sunset provision," thus maintaining the Department beginning July 1, 1997 as an affirmation of the state's commitment to improve the status of all its citizens.
- Appropriation to compensate for inadequate federal funding for programs that serve single parents and displaced homemakers.
- 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, in particular for women seeking training and/or employment;
 - b. Adjusting upward the income guidelines to qualify for child care reimbursement to 155 percent of the poverty level;
 - c. Adequate compensation, including health benefits, for child care workers;
 - d. Need-based child care centers of adequate size at state educational institutions; and
 - e. Support local Child Care Resource and Referral services for parents, providers, and employers.
- Continued funding for training of criminal justice personnel, community professionals, service providers, and the general public on issues of domestic violence and sexual assault through the Iowa Commission on the Status of Women.
- Full funding for child care, education, and training for Family Investment Program participants.
- Funding for a full-time position to coordinate, develop, and manage legal assistance to meet the needs of low-income women.

- Continuation of affirmative action program to promote opportunities for women in educational administration which, in turn, results in role models for students and a vehicle for change in the educational environment.

In addition to these priorities, the ICSW endorses the following proposals, which are coded for legislative action (L), administrative action (A), and/or study (S).

Caregiving

In 1990, Iowa ranked #1 in the percentage of population over 85 years of age, #2 in the percentage of population over 75 years of age, and #3 in the percentage of population over 65 years of age. As the baby boom generation gets older, the need for both paid and unpaid caregivers will be at an increasing demand. In 1994, the average hourly wage for paid caregivers, 89.8 percent of whom are women in positions of nursing aide/orderly, was just \$5.95 with few benefits and high turnover. A 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 paid and unpaid caregivers for dependent adults, the ICSW supports:

- (L) 1. Increased funding for case management, including support programs for caregivers, such as respite and adult day care, especially relative to care of disabled or elderly persons in their own homes for as long as possible.
- (L) 2. Increased funding for statewide implementation by the Department of Elder Affairs of integrated case management programs for the frail elderly.
- (L) 3. Increased funding for statewide expansion to all counties of the Medicaid Home and Community-based waiver for the elderly to make services available for in-home care including provision of meals and nutrition consultation by a registered dietitian, adult day care, emergency response system, respite care, hospice, etc. (in any integrated case management program).
- (L) 4. Legislative action that increases pay for caregivers.
- (L) 5. Legislation to assure protection of vulnerable persons who are being abused but do not fit within Iowa's current criteria.
- (L) 6. Amendment of state tax policy in 422.9(2)(e) regarding tax deduction to include spouse, brother, and sister for whom in-home care is given.
- (A) 7. Opportunities for specialization certificates for professional caregivers.
- (A) 8. The Department of Elder Affairs' efforts to meet the needs of elderly women and their caregivers.
- (S) 9. Exploration of ways each Area Agency on Aging addresses issues relating to caregivers, including training, respite care, hospice, definitions, and advocates.

- (S) 10. A study of issues related to the awarding of guardianships and conservatorships taking into account the rights and needs of the parties involved.

Economic Opportunities

In 1993, the median income for females in Iowa was 68 cents to every \$1 earned by males. While 75 percent of females earned less than \$24,000, 40 percent of males earned less than \$24,000 a year. Of all adults living in poverty in 1990, 61.9 percent were women. The situation for female-headed households was even more tenuous with 45.1 percent of those with children under the age of 18 living in poverty. To address the economic needs of Iowa women, the ICSW supports:

- (L) 1. Increased funding for displaced homemaker program grants through the ICSW and continued funding for JTPA-related programs. Appropriation to compensate for inadequate federal funding for programs that serve single parents and displaced homemakers.
- (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, quality child care, in particular for women seeking training and/or employment;
 - 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.
 - d. Need-based child care centers of adequate size at state educational institutions;
 - e. Increased funding for child care subsidy programs for low-income Iowans.
 - f. Local Child Care Resource and Referral services for parents, providers, and employers and expand core services by including a Single Point Access service for parents needing child care subsidy assistance; and
 - g. Increased training and education for child caregivers/funding for professional development training.
- (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.
- (S) 7. Evaluation of the economic success of women in starting and operating small businesses.
- (S) 8. Review of Targeted Small Business policies that require personal financial statements.
- (S) 9. Study of how the Iowa tax code affects children and their full-time caretakers.

- (S) 10. Study of the impact on women of contingency jobs, such as temporary, part-time, and contractual work, usually with few or no benefits and no job security.

Education

Females are still clustered into secondary and post-secondary courses that reflect the traditional occupational specializations of women and are characterized by low pay, low benefits, and low mobility. A lack of female administrators and female teacher role models in traditionally male-dominated fields, sexual harassment (which affected 83 percent of Iowa high school females in 1994), and gender role stereotypes, all impact the educational experience of Iowa females. 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.
- (A) 2. Continuation of affirmative action programs to promote opportunities for women in educational administration which, in turn, results in role models for students and a vehicle for change in the educational environment.
- (A) 3. Increased programming to encourage female and minority students to study math and science in secondary and post-secondary education.
- (A) 4. Training and retraining of educators, students, and governing boards in a curriculum on harassment and respect for diversity.
- (A) 5. Infusion of equity training into college programs in counseling, administration, teaching, media, and coaching. (Supplement, not replace, human relations courses.)
- (A) 6. Recruitment of male teachers in elementary classroom and female teachers in industrial technology.
- (A) 7. Urging districts to use methods already at their disposal to gain equitable treatment for young women and men.

Health

A 1994 study shows that 8.8 percent of Iowa women did not have a health care plan. A higher percentage of women than men, in all age groups were unable to see a doctor due to cost. Women between the ages of 25 to 34 were particularly affected with 13.5 percent of those unable to see a doctor for financial reasons. The ICSW supports keeping the focus on health care reform until health care coverage is accessible to all Iowans. The ICSW also supports:

- (L) 1. Sustained and increased funding for Primary Care Recruitment and Retention Endeavor (PRIMCARRE) with a two-year service requirement.
- (L) 2. In the emerging Medigant/Medicaid system, insuring sustained funding to enhance Maternal and Child Health services statewide; and to increase funding for homecare aid, public health nursing, and senior health services.

- (L) 3. Increased funding for the community adolescent pregnancy prevention and information services grant program.
- (L) 4. Continued funding to make the chlamydia screening and treatment 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 that increase the availability of perinatal care including utilization of nurse midwives, nurse practitioners, and physicians assistants.
- (L) 8. Appropriation to fund the Iowa Repetitive Premature Birth Prevention Service.
- (L) 9. Continued funding for immunization of children.
- (A) 10. Promotion of prenatal screening to include counseling to high-risk women to have confidential HIV test and treatment if necessary to prevent transmission.
- (A) 11. As the Community Health Management Information System (CHMIS) redefines itself and pursues legislation, hold it accountable to the consumer in its ability to collect, analyze, and disseminate data on severity of illness and quality measurement, including outcome measures.
- (A) 12. Monitoring managed care for substance abuse treatment to insure that specific needs of women, including aftercare, are met.
- (A) 13. Recommending a designated portion of continuing education credits for medical practitioners to be on the topic of women and HIV/AIDS.
- (A) 14. During the Medicare/Medicaid debate, insuring the continuance of 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 underserved areas.
- (A) 15. Providing information that clearly outlines a mother's legal rights and options before completion of a birth certificate or an affidavit of paternity.
- (A) 16. Monitoring the impact of welfare reform on health of families.
- (S) 17. Evaluation of the cost-effectiveness of the state's purchasing vaccine under federal contract.

Insurance

In recognition of the needs of all persons to insure against the risks related to disability, 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. Continuing to reform health insurance coverage for the uninsured and underinsured.
- (A) 3. Expansion of relationship definition for family coverage insurance to include extended family members.
- (A/S) 4. Monitoring impact of managed care health plans on women and children.
- (A) 5. Monitoring the implementation of legislation governing insurance coverage for prenatal care, birth of baby, and postnatal services, including the length of hospital stay of mothers and newborns.
- (S) 6. Review of malpractice insurance policies to determine if they discourage obstetrical services in rural areas.

Violence Against Women

Between January, 1990 and September, 1996, 58 women have been murdered in Iowa due to domestic violence. In fiscal year 1995, 30,483 victims of domestic violence were served by programs receiving state dollars. That same year, 6,375 adult, teenage, and child survivors of sexual assault sought services from Iowa's sexual assault crisis centers. Approximately three women seek assistance from domestic abuse programs every hour, and every two and a half hours, a woman and her children seek safe shelter. In light of the number and degree of violent incidents committed against women, the ICSW supports:

- (L) 1. Continued funding for services to victims of sexual assault and domestic violence.
- (L) 2. Continued funding for training of criminal justice personnel, community professionals, service providers, and the general public on 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) 3. Mandatory training for criminal justice personnel in victim related issues.
- (L) 4. Keeping confidential the names and addresses of victims of sexual assault prior to an indictment of an alleged perpetrator.
- (L) 5. Confiscating all firearms from a residence involved in a domestic violence assault.
- (L) 6. Expanding definition of relationships in the domestic violence statute to include dating.
- (L) 7. Clarifying the *Code of Iowa* so that sexual assault with an object is considered a sexual assault.
- (L) 8. Maintaining and preserving rebuttable presumption against joint custody in cases where

the court finds domestic abuse.

- (L) 9. Opposing requiring joint physical care legislative language.
- (A) 10. Monitoring the implementation of recommendations of the Supreme Court Task Force on Courts' and Communities' Response to Domestic Violence.
- (A) 11. Development by the Division of Criminal Investigation of uniform requirements for storing rape evidence kits.
- (S) 12. Reviewing the statute of limitations in prosecution for child sexual abuse.

Welfare Reform

1997 is a critical year for the Iowa Legislature to take action relative to the welfare reforms at the federal level, including the Temporary Assistance to Needy Families (TANF), which replaces Aid to Families with Dependent Children (AFDC). 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. Full funding for child care, education, and training for Family Investment Program participants.
- (L) 2. Continued state funding for the mentoring component for the Family Investment Program (FIP) participants administered by the Iowa Workforce Development Department.
- (L) 3. Continued implementation and enhanced funding of the Iowa Invests Program, including safeguards that FIP recipients involved in an education and training program to acquire skills needed to obtain a well-paying job will not be forced into the job market prior to completing that education or training.
- (L) 4. 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 Iowa Finance Authority.
- (L) 5. Increased state funding for the Emergency Assistance Program preventing homelessness through emergency payments of utilities and rent.
- (L) 6. Appropriation of \$10 million to the Iowa Finance Authority to replace federal funds and expand current programs such as rehabilitation loans.
- (L) 7. Use of revenue from real estate transfer tax to fund homeless shelters, low income housing, and rehabilitation.
- (L) 8. Funding for Transitional Child Care for Family Investment Program participants.
- (L) 9. Continued medical coverage for former welfare recipients beyond the one-year limit to cover the gap between leaving public assistance and becoming totally self-sufficient.
- (L) 10. Modifying the Family Investment Program to allow continued financial assistance until the recipient earns at least \$7.50 per hour plus medical care.

- (L) 11. Modifying the Family Investment Program to allow some participants to be full-time mothers, and to recognize the need for a parent to stay home to care for a sick child.
- (L) 12. Additional funding for the Family Development and Self-Sufficiency (FaDSS) program.

Women and Justice

Women in Iowa have unique needs relative to the administration of justice in all areas, including legal assistance. The female prison population in Iowa is on the rise, climbing from fewer than 100 in 1985 to over 400 in 1995. Women of color are disproportionately represented in Iowa's prisons. In 1995, for example, African-American women represented 29.4 percent of the state's female prison population while only 1.7 percent of all females in the state. The ICSW suggests:

- (L) 1. Funding for a full-time position to coordinate, develop, and manage legal assistance to meet the needs of low-income women.
- (L) 2. Funding and support for improved educational and vocational training for women throughout Iowa's correctional system. Training for women and men should include parenting education and building family strengths, with follow-up after release by community correctional programming and referral/support agencies.
- (L) 3. Funding a full-time volunteer coordinator for the Iowa Correctional Institution for Women.
- (L) 4. Support for Iowa's efforts to strengthen child support across state lines.
- (L) 5. Increased community treatment programs for women convicted of nonviolent crimes.
- (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 in the selection of candidates.
- (A) 9. Improved procedures for enforcement of existing alimony orders.
- (A) 10. Support for Child Support Recovery Unit's efforts to increase clients' accessibility to child support services.
- (A) 11. Hearings with prisoners and families regarding the Iowa Correctional Institution for Women operations.
- (A) 12. Improved visiting conditions for families at the Iowa Correctional Institution for Women.

Women in Government

The 1996 *Status of Iowa Women Report* documents the need for continuing to improve the quality of life for women in this state. In support of the role of government in improving the status of women, the ICSW strongly recommends:

- (L) 1. The Legislature repeal the "sunset provision" on the ICSW, thus maintaining the Commission with its visibility and autonomy and affirming the state's commitment to improve the status of women in Iowa. Failure to act this session would result in the loss of this valuable resource as of July 1, 1997.
- (L) 2. The Legislature repeal the Department of Human Rights' "sunset provision," thus maintaining the Department beginning July 1, 1997 as an affirmation of the state's commitment to improve the status of all its citizens.
- (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 that contract with the state government.
- (L) 6. Policies that promote job sharing and flex-time in state employment.
- (L) 7. Continued 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 ladder.

SUBCHAPTER 10

DIVISION ON THE STATUS OF
AFRICAN-AMERICANS

- 216A.141 Definitions.
- 216A.142 Establishment.

- 216A.143 Meetings of the commission.
- 216A.144 Objectives of commission.
- 216A.145 Employees and responsibility.
- 216A.146 Duties.
- 216A.147 Additional authority.
- 216A.148 Access to information.
- 216A.149 Annual report.

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

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 com-

pleted 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

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

216A.5 Repeal.

This chapter is repealed effective July 1, 1997.

93 Acts, ch 170, §10

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

216A.7 through 216A.10 Reserved.

SUBCHAPTER 2

DIVISION OF LATINO AFFAIRS

216A.11 Definitions.

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

1. "Administrator" means the administrator of the division of Latino affairs of the department of human rights.

2. "Commission" means the commission of Latino affairs.

3. "Division" means the division of Latino affairs of the department of human rights.

86 Acts, ch 1245, §1205

C87, §601K.11

90 Acts, ch 1180, §6

C93, §216A.11

Subsections renumbered to alphabetize

216A.12 Commission of Latino affairs — terms — compensation.

The commission of Latino affairs consists of nine members, appointed by the governor. Commission members shall be appointed in compliance with sections 69.16 and 69.16A and with consideration given to geographic residence and density of Latino population represented by each member. The members of the commission shall be appointed during the month of June and shall serve for terms of two years commencing July 1 of each odd-numbered year. Members appointed shall continue to serve until their respective successors are appointed. Vacancies in the membership of the commission shall be filled by the original appointing authority and in the manner of the original appointments. Members shall receive actual expenses incurred while serving in their official capacity. Members may also be eligible to receive compensation as provided in section 7E.6.

86 Acts, ch 1245, §1206

C87, §601K.12

87 Acts, ch 115, §71; 90 Acts, ch 1180, §7; 91 Acts, ch 50, §1

C93, §216A.12

216A.13 Organization.

The commission shall select from its membership a chairperson and other officers as it deems necessary and shall meet not less than six times a year. A majority of the members of the commission shall constitute a quorum.

86 Acts, ch 1245, §1207

C87, §601K.13

C93, §216A.13

216A.14 Commission employees.

The commission may employ personnel who shall be qualified to assume the responsibilities of their several offices. The administrator shall be the administrative officer of the commission and shall serve the commission by gathering and disseminating information, forwarding proposals and evaluations to the governor, the general assembly, and state agencies, carrying out public education programs, conducting hearings and conferences, and performing other duties necessary for the proper operation of the commission. The administrator shall carry out programs and policies as determined by the commission.

86 Acts, ch 1245, §1208
 C87, §601K.14
 90 Acts, ch 1180, §8
 C93, §216A.14

216A.15 Duties.

The commission shall:

1. Coordinate, assist, and cooperate with the efforts of state departments and agencies to serve the needs of Latino persons in the fields of education, employment, health, housing, welfare, and recreation.
2. Develop, coordinate, and assist other public organizations which serve Latino persons.
3. Evaluate existing programs and proposed legislation affecting Latino persons, and propose new programs.
4. Stimulate public awareness of the problems of Latino persons by conducting a program of public education and encouraging the governor and the general assembly to develop programs to deal with these problems.
5. Conduct training programs for Latino persons to enable them to assume leadership positions on the community level.
6. Conduct a survey of the Latino people in Iowa in order to ascertain their needs.
7. Work to establish a Latino information center in the state of Iowa.
8. Pursuant to section 216A.2, be responsible for budgetary and personnel decisions for the commission and division.
9. Maintain information on the qualifications of Spanish language interpreters and maintain and provide a list of those deemed qualified to Iowa courts or administrative agencies, as requested.

86 Acts, ch 1245, §1209
 C87, §601K.15
 90 Acts, ch 1180, §9
 C93, §216A.15

216A.16 Powers.

The commission shall have all powers necessary to carry out the functions and duties specified in this subchapter, including, but not limited to the power to establish advisory committees on special studies, to solicit and accept gifts and grants, adopt rules according to chapter 17A for the commission and division, and to contract with public and private groups

to conduct its business. All departments, divisions, agencies and offices of the state shall make available upon request of the commission information which is pertinent to the subject matter of the study and which is not by law confidential.

86 Acts, ch 1245, §1210
 C87, §601K.16
 C93, §216A.16

216A.17 Report.

The commission shall make a detailed report of its activities, studies, findings, conclusions and recommendations to the general assembly not later than February 15 of each odd-numbered year.

86 Acts, ch 1245, §1211
 C87, §601K.17
 C93, §216A.17

216A.18 through 216A.30 Reserved.

SUBCHAPTER 3

216A.31 through 216A.50 Reserved.

SUBCHAPTER 4

DIVISION ON THE STATUS OF WOMEN

216A.51 Definitions.

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

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

Subsections renumbered to alphabetize

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

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

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

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

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

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

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

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

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 desirous, including recommendations for legislative consideration and other action it deems necessary.

86 Acts, ch 1245, §1230
C87, §601K.60
C93, §216A.60

216A.61 through 216A.70 Reserved.

SUBCHAPTER 5

DIVISION OF PERSONS WITH DISABILITIES

216A.71 Definitions.

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

1. "Administrator" means the administrator of the division of persons with disabilities of the department of human rights.
2. "Commission" means the commission of persons with disabilities.
3. "Division" means the division of persons with disabilities of the department of human rights.

86 Acts, ch 1245, §1231
C87, §601K.71
C93, §216A.71

Subsections renumbered to alphabetize

216A.72 Commission established.

There is hereby established a commission to be known as the "commission of persons with disabilities".

86 Acts, ch 1245, §1232
C87, §601K.72
C93, §216A.72

216A.73 Ex officio members.

The following or designee shall serve as ex officio members of the commission:

1. The director of public health.
2. The director of the department of human services and any administrators of that department so assigned by the director.
3. The director of the department of education.
4. The director of vocational rehabilitation.
5. The director of the department for the blind.
6. The labor commissioner.
7. The industrial commissioner.
8. The job service commissioner.
9. The director of the department of personnel.

86 Acts, ch 1245, §1233
C87, §601K.73
C93, §216A.73

216A.74 Membership.

The commission shall be composed of a minimum of twenty-four members appointed by the governor and additional members as the governor may appoint. Insofar as practicable, the commission shall consist of persons with disabilities, family members of persons with disabilities, representatives of industry, labor, business, agriculture, federal, state, and local government, and representatives of religious, charitable, fraternal, civic, educational, medical, legal, veteran, welfare, and other professional groups and organizations. Members shall be appointed representing every geographic center and employment area of the state and shall include members of both sexes.

86 Acts, ch 1245, §1234
C87, §601K.74
C93, §216A.74

216A.75 Term.

Members of the commission appointed by the governor shall serve for a term of two years. Vacancies on the commission shall be filled for the remainder of the term of the original appointment. Members whose terms expire may be reappointed.

86 Acts, ch 1245, §1235
C87, §601K.75
C93, §216A.75

216A.76 Officers.

The members of the commission shall appoint a commission chairperson and a vice chairperson and such other officers as the commission deems necessary. Such officers shall serve until their successors are appointed and qualified. Members of the commission shall receive actual expenses for their services. Members may also be eligible to receive compensation as provided in section 7E.6. The commission shall adopt rules pursuant to chapter 17A for the commission and division.

86 Acts, ch 1245, §1236
C87, §601K.76
C93, §216A.76

216A.77 Duties.

The commission shall:

1. Carry on a continuing program to promote the employment of persons with disabilities.
2. Cooperate with all public and private agencies interested in the employment of persons with disabilities.
3. Cooperate with all agencies responsible for or interested in the rehabilitation and placement of persons with disabilities.
4. Encourage the organization of committees at the community level and work closely with such committees in promoting the employment of persons with disabilities.

5. Assist in developing employer acceptance of qualified workers who are persons with disabilities.

6. Inform persons with disabilities of specific facilities available in seeking employment.

7. Conduct such educational programs as members deem necessary.

8. Report annually to the governor and general assembly on commission activities and submit any recommendations believed necessary in promoting the employment of persons with disabilities.

9. Pursuant to section 216A.2, be responsible for budgetary and personnel decisions for the commission and division.

86 Acts, ch 1245, §1237

C87, §601K.77

C93, §216A.77

216A.78 Administrator.

The commission officers may designate the duties and obligations of the position of administrator. Any person so employed may be the employee of another agency of state government appointed with the consent of the executive officer of such agency. The officers may appoint such other personnel as may be necessary for the efficient performance of the duties prescribed by this part. The administrator shall carry out programs and policies as determined by the commission.

86 Acts, ch 1245, §1238

C87, §601K.78

C93, §216A.78

216A.79 Gifts, grants, or donations.

The commission may receive any gifts, grants, or donations made for any of the purposes of its program and disburse and administer the same in accordance with the terms thereof.

86 Acts, ch 1245, §1239

C87, §601K.79

C93, §216A.79

216A.80 Reserved.

216A.81 through 216A.90 Reserved.

SUBCHAPTER 6

DIVISION OF COMMUNITY ACTION AGENCIES

216A.91 Definitions.

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

1. "Administrator" means the administrator of the division of community action agencies of the department of human rights.

2. "Commission" means the commission on community action agencies.

3. "Community action agency" means a public agency or a private nonprofit agency which is authorized under its charter or bylaws to receive funds to administer community action programs and is designated by the governor to receive and administer the funds.

4. "Community action program" means a program conducted by a community action agency which includes projects to provide a range of services to improve the conditions of poverty in the area served by the community action agency.

5. "Delegate agency" means a subgrantee or contractor selected by the community action agency.

6. "Division" means the division of community action agencies of the department of human rights.

86 Acts, ch 1245, §1240

C87, §601K.91

90 Acts, ch 1242, §1

C93, §216A.91

216A.92 Administrator's duties.

The administrator shall:

1. Administer the division.

2. Implement programs required in the division.

3. Issue an annual report to the governor and general assembly regarding the community action programs conducted within the state.

86 Acts, ch 1245, §1241

C87, §601K.92

90 Acts, ch 1242, §2

C93, §216A.92

216A.92A Commission established.

1. The commission on community action agencies is created, composed of nine members appointed by the governor, subject to confirmation by the senate. The membership of the commission shall reflect the composition of local community action agency boards as follows:

a. One-third of the members shall be elected officials.

b. One-third of the members shall be representatives of business, industry, labor, religious, welfare, and educational organizations, or other major interest groups.

c. One-third of the members shall be persons who, according to federal guidelines, have incomes at or below poverty level.

2. Commission members shall serve three-year terms which shall begin and end pursuant to section 69.19. Vacancies on the commission shall be filled for the remainder of the term of the original appointment. Members whose terms expire may be reappointed. Members of the commission shall receive actual expenses for their services. Members may also be eligible to receive compensation as provided in section 7E.6. Members as specified under subsection 1, paragraph "c", however, shall receive per diem compensation as provided in section 7E.6 and actual expenses. The membership of the commission shall also comply with the political party affiliation and gender balance requirements of sections 69.16 and 69.16A.

3. The commission shall select from its membership a chairperson and other officers as it deems necessary. A majority of the members of the commission shall constitute a quorum.

239.22 Mentoring.

A statewide mentoring program is established to recruit, screen, train, and match former recipients and other volunteers with current recipients in a mentoring relationship. The commission on the status of women of the department of human rights shall implement the program in collaboration with the departments of human services, economic development, employment services, and education. The availability of the program is subject to the funding appropriated for the purposes of the program.

93 Acts, ch 97, §9

STATUS OF WOMEN DIVISION[435]

Created within the Human Rights Department[421] by Iowa Code section 601K.52
Prior to 7/15/87, see Status of Women[800]

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CHAPTER 1
DESCRIPTION

435—1.1(601K) Composition. The commission on the status of women consists of nine voting members appointed by the governor subject to confirmation by the senate; and five members 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, one to be appointed by the minority leader of the senate from the membership of the senate, and one to be the director of the department of human rights.

The chairperson is a commission member elected by the commission. The commission has an executive director who is the administrator of the division on the status of women, department of human rights.

435—1.2(601K) Meetings. The commission meets at least six times each year and, additionally, holds special meetings on the call of the chair. A majority of the membership constitutes a quorum.

435—1.3(601K) Purpose. The commission studies the changing needs and problems of women as wives, mothers, workers, and volunteers and develops and recommends new programs and constructive action to the governor and the general assembly. The commission has no enforcement powers. Each year the commission files a report of its proceedings with the governor and the general assembly.

These rules are intended to implement Iowa Code sections 601K.51 to 601K.60.

[Filed without Notice 10/16/75—published 11/3/75]

[Filed 6/26/87, Notice 4/8/87—published 7/15/87, effective 8/19/87]

[Filed 5/17/91, Notice 2/20/91—published 6/12/91, effective 7/17/91]

CHAPTER 2
DUTIES

435—2.1(601K) Information. The commission gathers and distributes information through its office in the Lucas State Office Building, Des Moines, Iowa 50319.

435—2.2(601K) Authority. The administrator carries out the program and policies as determined by the commission. The commission holds hearings, enters into contracts, accepts grants, and seeks advice and counsel outside its membership in the performance of its duties which are to:

1. Serve as the central permanent agency for the development of services for women and act as a clearinghouse on present programs and agencies that operate to assist women.

2. Publish and disseminate information relating to women, develop educational programs, and conduct conferences.

3. Provide assistance to organized efforts by communities, organizations, associations, and other groups working toward the improvement of the status of women.

4. Assist governmental agencies in equalizing and expanding opportunities and rights of women and join in efforts of public and private agencies to study and resolve problems relating to the status of women.

[Filed without Notice 10/16/75—published 11/3/75]

[Filed 6/26/87, Notice 4/8/87—published 7/15/87, effective 8/19/87]

CHAPTER 3
IOWA WOMEN'S HALL OF FAME

435—3.1(601K) Purpose. The purpose of the Iowa Women's Hall of Fame shall be to recognize significant achievements of Iowa women and to educate the public by identifying those whose efforts have enhanced and improved the quality of life for women in Iowa.

435—3.2(601K) Committee. The Hall of Fame committee shall consist of the chairperson, two other commission members and two public members.

435—3.3(601K) Selections procedure. The committee shall solicit nominations for the Hall of Fame. The committee shall recommend to the commission for its approval those individuals to be inducted into the Hall of Fame. The committee shall plan the ceremony and reception each year for the Hall of Fame.

435—3.4(601K) Cristine Wilson Medal for Equality and Justice. The Cristine Wilson Medal for Equality and Justice shall recognize the efforts and accomplishments of the commission's first chairperson. The medal is awarded on an intermittent basis to persons whose work is deemed outstanding and a significant contribution to Iowa's recognition as a state characterized by equality and justice. The Hall of Fame committee shall seek nominations from the commission and make recommendations to the commission for persons to receive this award.

[Filed 6/26/87, Notice 4/8/87—published 7/15/87, effective 8/19/87]

CHAPTER 4
PUBLIC RECORDS AND FAIR INFORMATION PRACTICES

435—4.1(22) Adoption by reference. The commission adopts by reference 421—Chapter 2, Iowa Administrative Code.

435—4.2(22) Custodian of records. The custodian for the records maintained by this division is the division administrator.

These rules are intended to implement Iowa Code chapters 17A and 22 and section 601K.6 [Filed emergency 8/19/88 after Notice 5/18/88—published 9/7/88, effective 8/19/88]

CHAPTER 5
DISPLACED HOMEMAKERS

435—5.1(601K) Definitions. *“Displaced homemaker”* means an individual who meets the following criteria:

1. Has worked principally in the home providing unpaid household services for family members;
2. Is unemployed or underemployed;
3. Has had, or would apparently have, difficulty finding appropriate paid employment; and
4. Is or has been dependent on the income of another family member but is no longer supported by that income, is or has been dependent on government assistance, or is supported as the parent of a minor.

435—5.2(601K) Program eligibility. In any year in which the legislature appropriates funds, the department of human rights division on the status of women shall provide moneys for certain selected programs to provide services to displaced homemakers. The amount of money provided shall be contingent upon the amount of funds available. Programs shall include the provision of intake, assessment, planning and personal counseling services. Only nonprofit organizations or governmental units are eligible.

435—5.3(601K) Proposals. Agencies wishing to apply for funding shall submit a funding proposal to the division. Proposals shall contain all the information specified in the request for proposals (RFP).

435—5.4(601K) Selection of proposals. The division administrator shall appoint an advisory committee of no fewer than five persons. All proposals received will be evaluated by the advisory committee and the division administrator to determine which agencies will receive grants. Agencies submitting applications for continuing programs which have demonstrated both a need and the ability to effectively operate the program will be given first consideration for funds. The division administrator shall make the final decision with respect to the expenditure of funds. The applicant may be requested to modify the proposal through the contracting process. The following factors will be considered in selecting proposals:

1. The demonstrated need for the service in the program area serviced;
2. The community support demonstrated and the relationship to existing agencies;
3. The emphasis of the plan on helping clients achieve economic self-sufficiency through education, training, and job placement in conjunction with other agencies;
4. The general program structure including, but not limited to; how well goals can be met, how realistic the objectives are, the administration of funds, stability of the organization, the overall quality in comparison to other proposals and the services offered; and
5. The plan for using the funds; funds may be used for salaries, fringe benefits, contract services, job related in-state travel, and operational expenses.

435—5.5(601K) Appeal procedure. The following appeal and hearing procedure shall be used:

1. An applicant denied assistance or who wishes to file a complaint about the displaced homemakers program has ten days from the date of denial or complaint action to submit an appeal in writing to the administrator of the division on the status of women;
2. The administrator and the advisory committee will respond with a decision within ten days of receipt of the appeal or complaint.

435—5.6(601K) Program reports. Grantees shall submit program performance reports to the division on the status of women as prescribed in the contract.

These rules are intended to implement Iowa Code section 601K.52.

[Filed 5/17/91, Notice 2/20/91—published 6/12/91, effective 7/17/91]

CHAPTER 6
MENTOR ADVISORY BOARD

435—6.1(601K) Purpose. The purpose of the Mentor advisory board is to serve in an advisory capacity to the volunteer mentor coordinator and the volunteer mentor program administered by the Iowa commission on the status of women.

435—6.2(601K) Duties. The mentor advisory board's duties include:

1. Promoting the volunteer mentor program throughout state government;
2. Assisting in the development of policies and procedures;
3. Recommending changes in the program model as necessary;
4. Assisting in the recruitment of mentors and participants; and
5. Providing written information on any related programs or state policies and procedures that would impact the volunteer mentor program.

435—6.3(601K) Membership. The mentor advisory board consists of 10 to 15 board members appointed by their respective department director or division administrator. The board members will serve two-year staggered terms and may be reappointed. The volunteer mentor coordinator and the board members or their designees will determine the number of departments represented. Vacancies will be filled through appointment by the appropriate department director or division administrator.

435—6.4(601K) Meetings. The board will meet at least quarterly. Additional board meetings will be held as deemed necessary by the volunteer mentor coordinator. There must be at least one-half of the existing membership plus one present to maintain a quorum for programmatic changes. If a board member cannot be in attendance, then a designee may be sent. If a board member has three unexcused absences from meetings and does not send a designee, the volunteer mentor coordinator will ask for clarification of this board member's participation.

These rules are intended to implement Iowa Code sections 601K.57 and 601K.58.

[Filed 11/14/91, Notice 9/4/91—published 12/11/91, effective 1/15/92]

