



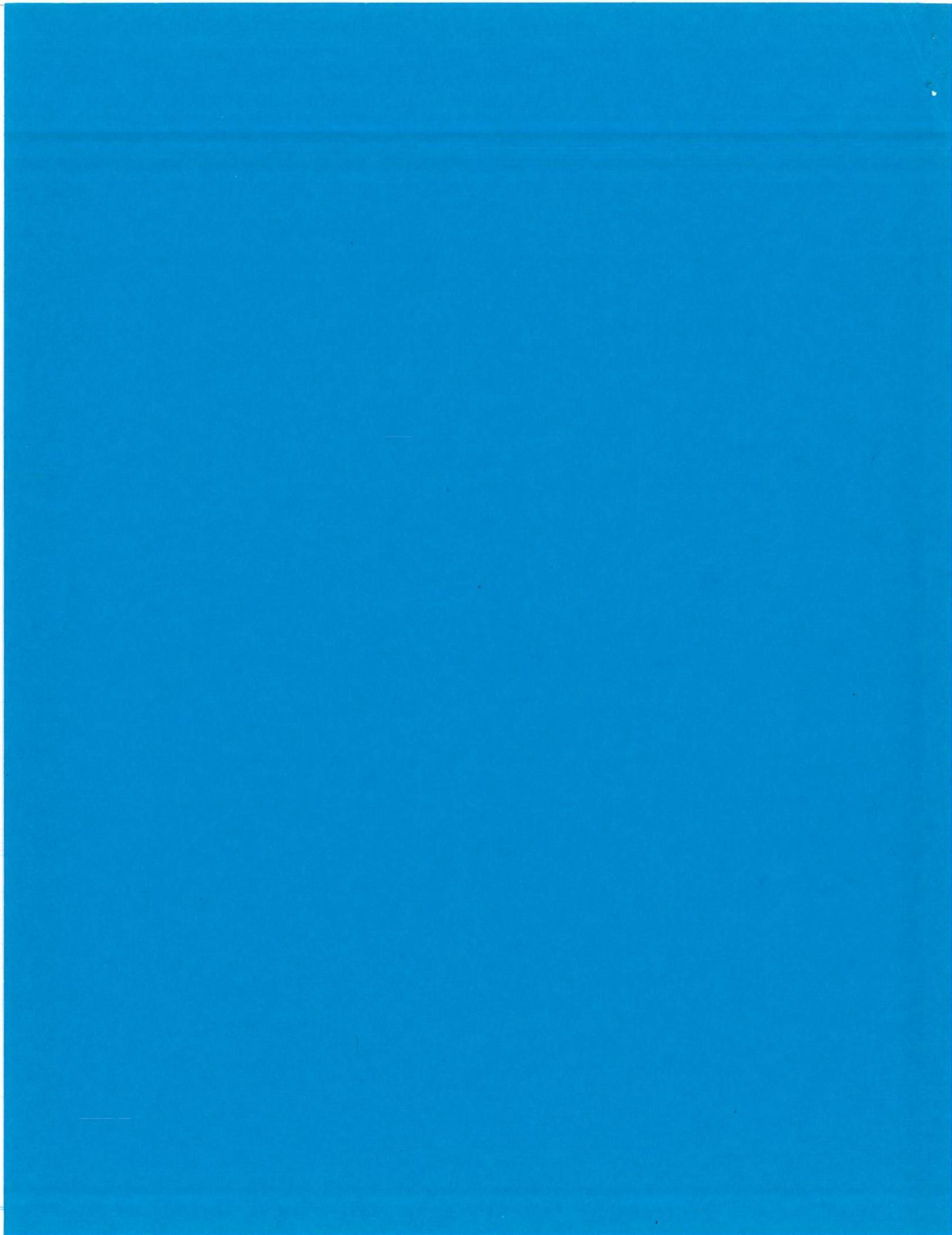
Iowa Commission on the Status of Women

State of Iowa
Department of Human Rights



26th Annual Report
February 1, 1998

Lucas State Office Building
Des Moines, IA 50319
515/281-4461, 800/558-4427
icsw@compuserve.com





IOWA
COMMISSION
ON THE
STATUS
OF WOMEN

February 1, 1998

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 great pride that we present to you this *26th Annual Report* of the ICSW. The following pages detail the activities and programs that were carried out in 1997.

The primary goal of the ICSW is to help the women of Iowa develop to participate fully 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 look back upon the year, perhaps the most monumental event was the repeal of the sunset clause on the Iowa Department of Human Rights and all of its agencies, including the ICSW. With the repeal of the sunset behind us, it made celebrating the 25th anniversary of the statutory commission in conjunction with the Iowa Women's Hall of Fame Luncheon in August more meaningful. The ICSW can now look forward to continuing its important mission on behalf of all Iowans.

The capstone of the ICSW's activities for 1997 was a series of town meetings, *The Status of Iowa Women*, that took place in 13 rural and urban communities across the state. With attendance from community members and state legislators, women and men identified obstacles to women's advancement and brainstormed solutions. Indeed, through the town meeting project, there was an increased awareness of the needs of women in the private and public sectors. A report was issued on the town meetings and the ICSW's 1998 Legislative Proposals reflect some of the issues addressed at those meetings.

If you are interested in any of our concerns and issues, please call or write the ICSW at 515/281-4461 or icsw@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 Iowa women.

Sincerely,

Kathryn Burt
Chairperson

Table of Contents

Commissioners, 1997 Staff Members	2
Committees and Officers, 1997	3
Commission Meeting Dates	3
Accomplishments--Programs and Projects	4
Legislative Activities	4
Iowa Women's Hall of Fame.....	5
Cristine Wilson Medal for Equality and Justice	7
Annual Friends of ICSW Banquet	8
Women's History Month.....	8
<i>Write Women Back Into History</i> Essay Contest	8
Status of Iowa Women Town Meeting Project	9
Employment Project	9
Advocacy Directory	10
Publications	10
Roster of Qualified Women	12
Other Resources	13
Advocacy/Education/Public Information	14
Media Contacts	17
Attendance/Participation/Interagency Task Forces	18
Contractual Agreements	20
Displaced Homemakers Grants	20
Issues of Violence Against Women	21
1997 Legislative Summary	22
Proposals for 1998	25
Statute.....	36
Iowa Administrative Code	42

1997 Citizen Commissioners

<u>Commissioner</u>	<u>Community</u>	<u>Term Expires</u>
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
Shawn Mullen	Des Moines	April 30, 2000
Paul R. Walther	Audubon	April 30, 1998
Almo Hawkins, <i>ex officio</i>	Des Moines	

1997 Legislative Commissioners (*ex officio*)

Representative Betty Grundberg	Des Moines	June 30, 1998
Representative Jack Holveck	Des Moines	June 30, 2000
Senator Patricia Harper	Waterloo	December 31, 2001
Senator Don Redfern	Cedar Falls	December 31, 1998
Senator Elaine Szymoniak	Des Moines	January of 1997

1997 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. Stephanie R. Pratt, program planner 2, has served as the coordinator of publications and special projects since June, 1994.

Interns Becky Johnson, from the University of Iowa School of Social Work Master's Program; Sarah Doran, from Drake University; and Dimeka Nichols, from Duke University and Spellman College, helped organize Commission programs, including the Status of Iowa Women Town Meeting project, the survey/report on the wages and benefits of sexual assault/domestic violence projects, and the revision of the *Status of Iowa Women Report*.

Committees of the Iowa Commission on the Status of Women 1997-1998

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 Patricia Harper
Senator Elaine Szymoniak
Representative Jack Holveck
Representative Betty Grundberg

Iowa Women's Hall of Fame

Lisa Green, Chair
Judge Brown
Shawn Mullen
Don Drake
Kathryn Tumpek

Program and Planning

Judge Brown, Chair
Dennis Bullock
Scharron Clayton

Friends of the ICSW

Board of Directors

Kathryn Burt
Mignon Manelli
Paul Walther
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
Mike Crawford
Denise Hotopp
Paul Walther
Mary Wiberg

1997 Commission Meetings

February 3—Lucas State Office Building, Des Moines

March 13—State Capitol, Des Moines

May 12—Juliet Saxton Center, Jessie Parker Building, Des Moines

August 4—OSACS Women's Center, Des Moines

October 27—Iowa Coalition Against Sexual Assault & the Iowa
Coalition Against Domestic Violence Conference Room, Des Moines

December 1—Des Moines as the originating site for a conference call

1997 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 1997 Proposals to the Governor and the General Assembly. (See 1997 Legislative Summary on page 22.) Advocated legislative action on bills supported by ICSW, by memo and phone calls.
- Contacted advocates and communicated with legislators in support of the continued operation of the ICSW and other divisions, through repeal of the sunset clause on the Department of Human Rights (DHR). The sunset was eliminated.
- Attended the Governor's formal signing of HF 578, repealing the sunset clause on the Department of Human Rights, including the ICSW.
- Held ICSW Public Hearing on October 27. Heard testimony regarding child custody, child care, child support, violence against women, displaced homemakers, health care, family planning, dental hygienists, legal services, discrimination laws, gender equity in education, caregiving, drug use in pregnancy, and results of the Status of Iowa Town Meeting project of the ICSW.
- Adopted 1998 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 Proclamations of March as Women's History Month and August 26 as Women's Equality Day, and of House and Senate Women's History Month resolutions.
- Sent e-mail messages with the ICSW electronic mailing list on affirmative action legislation being addressed by Congress.
- Participated in the Human Rights Advocates meetings at the State Capitol.
- Participated in a conference call with Rose Kemp, Women's Bureau, U.S. Department of Labor, regarding federal regulations on the Welfare to Work legislation.
- Called Iowa's U.S. Representatives in support of the Morella-Mink Amendment to the Perkins Technical and Vocational Education Act, to maintain funding for sex equity and single parents/displaced homemakers.
- Presented the ICSW legislative proposals on Violence Against Women to the Lt. Governor's STOP Violence Against Women's Coordinating Council and to the Iowa Organization for Victim Assistance.
- Participated in a DHR legislative reception at the Capitol.

- Advocated with the Insurance Commission regarding interpretation of the maternity stay legislation to assure coverage.
- Provided information obtained from Insurance Division regarding Iowa's law prohibiting discrimination against victims of domestic violence in insurance coverage to the Center for Policy Alternatives.
- Reviewed the *Code of Iowa* regarding implementation of recommendations in the *50 States Project Report* to remove gender bias from the *Code*. Presented recommendations to the Legislative Service Bureau for a pre-filed bill.
- Printed copies of HCR 7, recognizing women legislators; as specified in the bill, ICSW mailed to all with identifiable addresses (seeking names of relatives for those who are deceased).
- Presented testimony to the Council on Human Services relative to female juvenile justice, child care, adolescent pregnancy prevention grants, Family Development and Self-Sufficiency (FaDSS), and emergency assistance.
- Met with Harold Coleman, staff of the Commission on Children, Youth, and Families, regarding legislative issues.

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-third Annual Iowa Women's Hall of Fame Ceremony was held in Des Moines on Saturday, August 23, 1997 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 Don Drake of Iowa City 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.

Charlotte Hughes Bruner of Ames, born in 1917, is recognized as one of the pioneer scholars and editors in the field of writing by African women. She has had an impact in the field by bringing voices of known and unknown women from several continents to the rest of the world. Bruner has edited two collections of short stories by African women writers, published by Heinemann Press and distributed around the world: *Unwinding Threads* and *African Women's Writings*. A foreign language professor at Iowa State University for 33 years, Bruner has helped thousands of students get to know about the lives and experiences of women and men in other cultures. During the 1970s and 1980s, she codirected and cohosted, with her husband David, a series of 170 radio programs on WOI entitled *First Person Feminine*, that provided commentary and readings of short stories by and about women internationally. She has

served as vice president of the African Literature Association and as African editor for *The Feminist Companion to Literature in English*. In addition to her feminist scholarship, Bruner has been an activist for peace, justice, and human rights' issues.

Margaret "Peg" Mullen of Brownsville, Texas has been a national anti-war figure, holding the government and its military accountable for the thousands of personal and family tragedies of the Vietnam War, and war in general. Mullen, born in 1917 and a former Black Hawk County farmer, had always been politically active. Yet when her son, Michael Mullen, 25, died in American artillery fire that was misdirected during the Vietnam War, her life's work was solidified. She and her husband, Gene, placed a half-page anti-war advertisement in *The Des Moines Register* on April 12, 1970 containing 714 crosses, representing the number of Iowans who had died in the war up to that time, with the words: "A SILENT message to fathers and mothers of Iowa: We have been dying for nine, long, miserable years in Vietnam in an undeclared war...How many more lives do you wish to sacrifice because of your SILENCE?" In the face of much adversity, she looked into the circumstances of her son's death and confronted the government on its policies. C.D.B. Bryan wrote the book *Friendly Fire* about Mullen's story, which was turned into a widely publicized TV movie. Mullen wrote her own version of the story in *Unfriendly Fire: A Mother's Memoir*, published in 1995.

Annie Nowlin Savery, a Des Moines resident born in 1831, was a pioneer suffragist and a leader in the women's movement in Iowa during the late 1860s and 1870s. In 1868 she became the first Des Moines woman to lecture on woman suffrage, braving an audience unfriendly to the subject. In 1870, she attended the organizational meeting of the Iowa Woman Suffrage Society in Mt. Pleasant and was elected corresponding secretary. That same year she helped organize the first woman suffrage society in Des Moines. Savery soon emerged as the leading spokesperson for the suffrage movement in Iowa, lecturing statewide. In 1871, when suffragists were under attack nationally because of the association of free love advocate Victoria Woodhull with their movement, Savery defended the right of any person to join the suffrage ranks regardless of her/his personal morals. Because of this stand, Savery was ousted from the Iowa suffrage movement. She continued, nonetheless, to seek ways to better women's economic and educational opportunities, including endowing scholarships for women at Grinnell College and establishing a beekeeping business as an example of how women could earn money. In 1874, she was one of two women to graduate from the University of Iowa. Savery died in 1891.

Beulah E. Webb of Sioux City, born in 1895, is a community service leader. In 1927, she organized the Sioux City Association of Colored Women to promote culture, education, literature, and art and to alleviate racial problems. She was selected to attend the National Federation of Colored Women's Clubs Convention in 1938. Recognizing the critical need for housing in the community, Webb worked to assist people, some with cardboard and tar houses, obtain better housing by helping found the Rehabilitation Program for Elderly Homeowners and serving on the Siouxland Interstate Metropolitan Planning Council's Citizen Housing Committee. Webb is also considered the pioneer and moving force behind many senior citizen programs in the Sioux City area. She cofounded the Downtown Senior Citizens Center and served as its director from 1971-77. She is also founder of the Sanford Community Center, and member of the Woodbury County Task Force on Aging and the Advisory Committee on Aging. Webb's service extends to the Red Cross, Woodbury County Social Services, Girl Scouts of America, and the Mary Tregilia Community House.

Iowa Women's Hall of Fame Members

Mary Newbury Adams	Minnette Doderer	Mabel Lee	Georgia Rogers Sievers
Julia Paltinson Anderson	A. Lillian Edmunds	Twila Parker Lummer	Ida B. Wise Smith
Peg Stair Anderson	Lois Harper Richacker	Arabella Mansfield	Jeanne Montgomery Smith
Ruth Bluford Anderson	Mamie Doud Eisenhower	Ola Babcock Miller	Mary Louise Smith
Virginia Bedell	Beverly Everett	Margaret "Peg" Mullen	Marilyn E. Staples
Mildred Wirt Benson	Merle Wilna Fleming	Marilyn O. Murphy	Rowena Edson Stevens
Jessie Binford	Gwendolyn Fowler	Alice Van Wert Murray	Ruth Suckow
Gladys B. Black	Mary Garst	Janette Stevenson Murray	Phebe W. Sudlow
Amelia Jenks Bloomer	Betty Jean Furgerson	Louise Rosenfield Noun	Sister Patricia Clare Sullivan
Joan Liffing-Zug Bourret	Willie Stevenson Glanton	Jessie M. Parker	Ruth Wildman Swenson
Sue M. Wilson Brown	Susan Glaspell	Carolyn Pendray	Lois Hattery Tiffany
Charlotte Hughes Bruner	Mary Grafe	Mary Louise Petersen	Evelyn Jobe Villines
Fannie R. Buchanan	Edna M. Griffin	Mary Louisa Duncan Putnam	Nellie Verne Walker
Mary E. Domingues Campos	Virginia Harper	Glenda Gates Riley	Jean Adeline Morgan Wanatee
Carrie Chapman Catt	Helen B. Henderson	Louise Rosenfield	Beulah E. Webb
Mary Frances Clarke, B.V.M.	Dr. Nancy Hill	Eve Rubenstein	Mary Beaumont Welch
Mary Jane Coggeshall	Cora Bussy Hillis	Gertrude Durden Rush	Catherine Williams
Roxanne Barton Conlin	Heleen LeBaron Hilton	Edith Murphy Sackett	Cristine Swanson Wilson
Marguerite Esters Cothorn	Pearl Hogrefe	Agnes Samuelson	Annie Wittenmyer
Rosa Cunningham	Lou Henry Hoover	Annie Nowlin Savery	Mary E. Wood
Jolly Ann Horton Davidson	Dorothy Houghton	Ruth Sayre	
Evelyn Davis	Mabel Lossing Jones	Dorothy Schramm	
Jacqueline Day	Anna B. Lawther	Jessie Field Shambaugh	
Gertrude Dieken	Meridel Le Sueur	Mary Jane Odell Siegler	

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, Betty Talkington, and Maude Esther White.

Naomi Christensen's advocacy for women's issues and concerns, cultural diversity, and civil rights has permeated all her adult life. She and her husband farm near rural Hastings, raising grain, cattle, and hogs, and she also serves as Mills County Supervisor (second term). While campaigning for supervisor in 1992, she successfully urged "yes" votes on the ERA. Christensen has served as chair of several county committees and was a local leader of 4-H for 23 years. Beyond her community activism, Christensen has served as director of the worldwide General Board of Global Ministries of the United Methodist Church, and has been recognized as a national leader in the Methodist Church on equality for women. In 1977, Naomi served on the International Women's Year Conference Planning Committee. She has also served as chair of the Iowa Commission on the Status of Women (1988-96 and as a commissioner from 1981-96), endowment fund chair of the Friends of the Iowa Commission on the Status of Women, and is a member of the Iowa Women's Political Caucus, National Organization for Women, Iowa Peace Institute, and many farm associations. She was featured in Louise Noun's book, *More Strong-Minded Women* (1992).

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 23, 1997. The Friends banquet was held at the Embassy Suites in Des Moines. Marcia Hanson, president of AmerUS Bank, was the featured speaker. A special recognition was given to the 25th anniversary of the ICSW and its former/present commissioners.

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 1997, the Thirteenth 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 Women's History Month. 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. With funding from Nontraditional Employment for Women, Iowa Workforce Development, the ICSW purchased three years of prizes for the essay contest.

1997 WWBH Essay Contest Winners

6-7 Grade Category

1st place: **Abby Cox**, Sidney Community School

2nd place: **Asche Rider**, Harmony Middle School, Farmington

3rd Place: **Kimberly Park**, Eisenhower School, Dubuque

8-9 Grade Category

1st place: **Jeannette Neumann**, Central Academy, Des Moines

2nd place: **Nathan Uelner**, Jefferson Junior High School, Dubuque

3rd Place: **Amanda Jo Miller**, Red Oak Middle School

Best Essays on a Women in Science and Engineering

1st place: **Bridget Kearney**, Theodore Roosevelt Elementary School, Iowa City

2nd place: **Josiah Ditzler**, Washington Township Elementary, Kalona

3rd place: **Alison Henderson**, Kirn Junior High School, Council Bluffs

Edith Rose Murphy Sackett Award on the Best Essay on a Woman Volunteer (tie)

Brynne Leahy Howard, Van Meter Community School

David White, Central Academy, Des Moines

Winners were invited to participate in a WHM statewide event sponsored by the University of Iowa Women's Archives, the League of Women Voters of Iowa, and the ICSW held on March 15, where they read their winning essays. The event, *Making an Extraordinary Difference Through Community Leadership*, was held via the Iowa Communication Network (ICN) and broadcasted to 16 sites statewide.

Status of Iowa Women Town Meeting Project

In the fall of 1996, the ICSW offered a challenge to communities across Iowa. The challenge: to generate discussion about the status of Iowa women through town meetings, reflecting concerns raised at the U.N. Fourth World Conference on Women in Beijing. Meetings focused on two major objectives: a discussion of the obstacles to women's and girl's advancement in the community and a consideration of actions toward overcoming those obstacles. Thirteen communities met the challenge and united local organizations to cohost meetings with the ICSW: Algona, Calmar, Cedar Rapids, Creston, Council Bluffs, Des Moines, Dubuque, Fort Dodge, Grinnell, Mason City, Sioux City, Waterloo/Cedar Falls, and the Quad Cities. Intern Becky Johnson, a graduate student in social work with the University of Iowa, worked a minimum of 27 hours a week from September of 1996 to May of 1997 in administering the Project.

The U.S. Department of Labor Women's Bureau, Region VII, cohosted the entire town meeting project through financial support. In addition, *The Des Moines Register* provided funding for the Des Moines town meeting and for the printing of the final 28-page summary. The first meeting occurred in November of 1996, while the remaining dozen took place from March through May of 1997. More than 350 women and men attended the statewide meetings. The project included communities from each part of the state.

Common themes emerged: wage disparities between women and men; lack of female support; lack of quality, affordable child care; lack of adequate transportation; and more. The town meetings offered communities an initial opportunity to open doors to communication. As a result, many community actions are currently taking place, including several follow-up meetings around the state.

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 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 1997.
- 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, 533 videos have been distributed to displaced homemaker programs, middle schools, high schools, PROMISE JOBS offices, other individuals in Iowa, and Region VII, Women's Bureau, U.S. Department of Labor and nationwide.
- Convened two meetings of the ICSW task force on meeting the needs of women and girls in education and training for employment.

- Cosponsored with the Women's Bureau, U.S. Department of Labor, the teleconference, *Working Women's Summit: Don't Work in the Dark*, at Des Moines Area Community College in Ankeny. The University of Iowa served as another site.
- Administered the National Working Women's Summit, *Economic Equity: Realities, Responsibilities and Rewards*, a Women's Bureau, U.S. Department of Labor, teleconference, at 13 sites statewide.
- Organized a roundtable of working women in Marshalltown for Rose Kemp, Region VII Administrator, Women's Bureau, U.S. Department of Labor.
- Sent information to the Women's Bureau, U.S. Department of Labor, for briefing the U.S. DOL Secretary Alexis Herman and Vice President Al Gore for a visit to southeast Iowa.
- Met with Rose Kemp and Nancy Chen, Region VII and Region V administrators of the Women's Bureau, U.S. Department of Labor.
- Supported a proposal from the State Leadership Committee on Nontraditional Occupations and Equity to the Iowa Department of Transportation for the Women's Transportation Pipeline Project.
- Worked with the Iowa Educational Equity Council to implement grant from Vision 2020 for a pilot project in Area 1 promoting nontraditional, higher paying jobs for women.
- Organized and administered a roundtable with women in labor unions with support from the Women's Bureau, U.S. Department of Labor. Identified common issues with ICSW.
- Wrote a letter of support for Iowa Workforce Development's Work-Flex Partnership Program waiver.

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 2,200 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 1997. 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 1997 has grown to approximately 8,200.

- The Commission published brochures on specific topics of information for or about women. These publications are available upon request from the Commission office. The ICSW files are open for use by individuals, groups, and agencies.

Current Publications

Annual Reports of the Iowa Commission on the Status of Women
Your Credit Rights Card (1992 Revised Edition)
Divorce--Things to Consider (1996 Revised Edition)
Employees' Wages and Benefits: Domestic Violence and Sexual Assault
Projects 1997 Report and Recommendations
Female Juvenile Justice (1997)
How to Get Your Bearings. How to Get a Job (1990 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 (1997 Revised Edition)
Status of Iowa Women Report (1997)

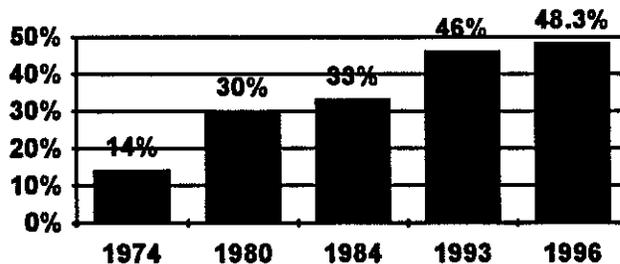
- Printed 800 copies of the *Employees' Wages and Benefits: Domestic Violence and Sexual Assault Projects 1997 Report and Recommendations* and distributed it all statewide projects, submitted to the Crime Victim Assistance Division of the Attorney General's Office and the STOP Violence Against Women Coordinating Council.
- Worked with attorney Roxann Ryan in coordinating attorneys to revise *Iowa Women and the Law*. Wrote a grant and met with the Iowa State Bar Foundation for funding the costs of the Spanish translation revision and for printing. Awarded grant for both.
- Revised the *Status of Iowa Women Report*. The comprehensive report addresses the status of women in education, health, economics, politics, and justice. One intern assisted in the revision. With funding from *The Des Moines Register*, printed 150 copies.
- Initiated the revision of *How to Get Your Bearings. How to Get a Job* publication.
- Developed membership brochure for the National Association of Commissions for Women.
- Worked with Iowa Workforce Development in getting the *Nontraditional Jobs for Women* brochure revised and reprinted.

- Revised *Referral Information on Programs to Assist Women and Minorities in Establishing and Expanding Small Businesses*. Reprinted the publication with funding from Nontraditional Employment for Women, Iowa Workforce Development.
- Small Business Administration mailed 500 copies of *Referral Information on Programs to Assist Women and Minorities in Establishing and Expanding Small Business* statewide.
- Contracted for and printed *Female Juvenile Justice*, a report on the study by Boddy Media Group, with funding from Criminal and Juvenile Justice Planning Division.
- Began research for a publication on women and finance.

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 335 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, 1974-96



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
- Equality: A History of the Women's Movement in America* (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)
- Voices of Women: Thinking Globally, Acting Locally* (1/2 VHS) 1995
- 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 icsw@compuserve.com.

Advocacy/Education/Public Information

- Organized a task force meeting regarding the development of a Board Resource Database to promote appointments of women and minorities to boards of directors of corporations and nonprofit agencies. Continued to work with the Drake University School of Business and Public Administration in the development of the project.
- Sent letters to colleges and universities statewide promoting internships with the ICSW.
- Wrote a contract with Criminal and Juvenile Justice Planning and project appointment for a Program Planner 2 to carry out the Challenge Grant for female juvenile justice.
- Developed professional services contracts with Boddy Media regarding research on female juvenile offenders and programs and services, in collaboration with the Criminal and Juvenile Justice Planning. Attended roundtable for the research project.
- Assisted in planning for *Whispers and Screams Are Hard to Hear; Chapter One: Awareness Conference*, creating an audience for girls' voices and specifically targeting professions working with juvenile female offenders.
- Assisted in planning for the Mother's Day Rally: *Women in Prison, Children in Crisis*.
- Cosponsored *Teaming Up: Opening New Doors to Equity* conference with Departments of Education, Economic Development, and Employment Services, and Women's Health '97 Conference with the Iowa Department of Public Health and the Lt. Governor.
- Cosponsored with the League of Women Voters of Iowa in their Women's History Month event: *Making An Extraordinary Difference through Community Leadership* via ICN. The program featured winners of the ICSW's *Write Women Back Into History* Essay Contest, who read their essays.
- Placed an ad in the African-American Women's Conference commemorative book and assisted in fund-raising for the conference.
- Staff trainings on budgeting for results, professional services contracts, financial procedures,

bargaining agreements, advanced grant-writing, violence in the workplace, and the performance review process as well as training with the Iowa Public Leadership Institute.

- Attended the National Association of Commissions for Women 1998 Convention in Phoenix, Arizona, where Nelson was nominated and elected to the board.
- Coordinated a Des Moines site to watch/discuss the President's Meeting on Race Relations.
- Promoted and provided programs for more than 40 participants in the Capitol Complex in the annual *Take Our Daughters to Work Day* event.
- Recruited nine displaced homemaker program coordinators as local sponsors at community colleges for the National Working Women's Summit, *Economic Equity: Realities, Responsibilities and Rewards*, a Women's Bureau, U.S. Department of Labor, teleconference.
- Wrote letter of support for the Women's Business Center, Institute of Social and Economic Development.
- Reviewed grant proposals from domestic violence and sexual assault projects for funding through the Crime Victim Assistance Division.
- Reviewed grant proposals for sex equity and single parents/displaced homemakers for the Iowa Department of Education.
- Intern and staff members surveyed the wages and benefits of Iowa's sexual assault/domestic violence employees, which resulted in the report titled *Employees' Wages and Benefits: Domestic Violence and Sexual Assault Projects 1997 Report and Recommendations*.
- Reviewed proposals for adolescent pregnancy prevention grants for the Iowa Department of Human Services.
- Assisted with the Friends of ICSW Endowment Fund grant program.
- Exchanged information with a visitor from Turkey through the Iowa Council for International Understanding.
- Administered exhibits at Women's Health '97, scheduling and spacing.
- 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 2,962 for 1997. Of those contacts, 93 were in regards to discrimination and 67 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	#
1997 Proposals to the Governor and General Assembly	254
Advocacy Directories on Specific Subject/Category of Interest	37
Annual Report	128
Appointment Resumes	10
Brochure on ICSW Mission	483
Credit Rights Card	221
<i>Divorce: Things to Consider</i>	611
<i>Employees' Wages and Benefits: DV/SA Projects 1997 Report</i>	706
Female Juvenile Justice	630
<i>Iowa Women and the Law</i> (English)	267
<i>Iowa Women and the Law</i> (Spanish)	386
<i>Iowa Women's Hall of Fame</i> book	9
<i>How to Get Your Bearings. How to Get A Job</i>	250
Referral Information on Programs to Assist Women/Minorities in Establishing and Expanding Small Businesses	990
<i>Sexual Harassment: It's Against the Law</i>	715
<i>Sexism in Education</i>	300
<i>Status of Iowa Women Report</i>	371
Nontraditional Jobs for Women brochure	313
<i>Exploring Nontraditional Occupations for Women: Is This Job For You?"</i> video/packet	11

- Provided publications and/or exhibited for:**

 - AFSCME First Annual Women's Conference
 - African-American Women's Conference
 - Celebrating Women, Celebrating Life Conference
 - Community Focus Fair
 - Economic Equity: Realities, Responsibilities and Rewards Teleconference
 - Lt. Governor's Diversity Conference
 - Making An Extraordinary Difference through Community Leadership via ICN
 - National Association of Commissions for Women 1997 Convention
 - Teaming Up: Opening New Doors to Equity Conference
 - Whispers and Screams Are Hard to Hear Conference
 - Women's Health '97 Conference

- **Spoke on ICSW issues, programs, and women's history to:**
 - AFSCME First Annual Women's Conference
 - American Association of University Women, Creston
 - American Association of University Women, Indianola
 - Carlisle Middle School
 - Celebrating Women, Celebrating Life Conference, Des Moines
 - Des Moines-Ames Broadcasters Association
 - Drake University Career Services, Des Moines
 - East High School, women's studies students, Des Moines
 - Fort Des Moines Presbyterian Church
 - Government officials from the Ukraine
 - Grace United Methodist Church, Des Moines
 - Heartland AEA Student Council Association
 - Iowa State University Financial Aid Office Retreat, Des Moines
 - Mankato State University
 - Middle school students at MLK, Jr. Peace and Justice Forum, Drake University, Des Moines
 - National Association of Women Business Owners, Des Moines
 - STOP Violence Against Women Coordinating Council
 - Ramsey House Nursing Home, Des Moines
 - Tama High School
 - The Des Moines Register* Learning Center, Des Moines
 - UNA-USA, Iowa Division symposium, *A Social Agenda for the 21st Century*, Des Moines
 - University of Iowa School of Social Work class, Des Moines
 - Women of Excellence* banquet, Sioux City
 - Valley High School social science students, Des Moines
 - Veterinary Services, U.S. Department of Agriculture, Ames

Media Contacts

- Participated in a KUCB, Des Moines, interview program on ICSW programs, legislative proposals, and Carrie Chapman Catt.
- Interviewed by KJAN Radio, Atlantic, on ICSW programs, issues, and the status of women.
- Interviewed by Radio Iowa about the two African-American female doctors who presided over the birth of the septuplets.
- Interviewed by Radio Iowa on the sunset clause on the DHR and the ICSW.
- Interviewed by Drake University journalism student on the Equal Rights Amendment.
- Interviewed on Senator Tom Harkin's cable television program on pay equity.
- Provided ICSW mission statement for *The Des Moines Register's* web site presentation on the internet.
- Interviewed by *The Des Moines Register*, WHO Radio, and TV-13 in regards to the *Female Juvenile Justice* report.

- Published guest editorial on the ICSW's 25th anniversary in *The Des Moines Register*.
- Wrote a letter to the editor to *The Des Moines Register* on sexual harassment.
- Interviewed by WHO Radio on the 25th anniversary of the ICSW.
- Provided information on Iowa Women's Hall of Fame members and inductees, the *Write Women Back Into History* essays, etc. for a special edition of the *Greater Metropolitan News*.
- Participated in KUCB interview programs on women in education, economics, health, justice, and politics daily for one week.

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
Beacon of Life, Des Moines, Board of Directors
Breast Cancer and Cervical Cancer Coalition Steering Committee and Public Education
Subcommittee
Budgeting for Results Workshop
Carrie Chapman Catt Center for Women and Politics' *Strong-minded Women* Awards Banquet
Carrie Chapman Catt Center's Fifth Annual Workshop for High School Students
Political Barbeque
Carrie Chapman Catt Center Middle School Workshop
Child Care Call to Action
Children's Policy Coalition
Chrysalis Foundation Reception with new director
"Celebrating Women/Celebrating Life" Conference
Committee on State Observance of Martin Luther King, Jr. Day
Competitive Service Delivery Training
Council on Chemically Exposed Infants and Children
Criminal and Juvenile Justice Planning Division, Comprehensive Strategy for Serious, Violent
and Chronic Juvenile Offenders
Department of Human Rights Administrative Coordinating Council
Department of Human Rights Public Information Officers Committee
Department of Human Rights meeting with State Grants Coordinator
Domestic Violence Alternatives/Sexual Assault Center Board of Directors, Marshalltown
Fort Des Moines Historical Landmark Reuse Committee
Friends of Iowa Civil Rights, Inc. Awards Banquet
Friends of Iowa Civil Rights, Inc. Board of Directors
Friends of ICSW, Inc. Banquet
Friends of ICSW, Inc. Board of Directors
Friends of Prisoners at Mitchellville
Gender-specific Services Juvenile Justice Task Force
Governor's Conference on Aging Steering Committee
Governor's Proclamation Signing for October as Domestic Violence Awareness Month
Human Needs Advocates

Hypertext Markup Language (HTML) Training
Informational meeting by DHR Central Administration
Information Technology Services meeting on 2000 compliance
Institute for Social and Economic Development Business Advisory Council
Iowa Affirmative Action Awards Ceremony
Iowa Affirmative Action Task Force and Retention Advisory Group
Iowa Coalition Against Sexual Assault 15th Year Celebration and Recognition
Iowa Educational Equity Council and Iowa Future\$ Unlimited Reunion
Iowa Excellence Forum
Iowa's Institute for Public Leadership
Iowa Juvenile Home Foundation
Iowa New Choices Network
Iowa State University Extension Welfare Policy study
Knight's Hospitality House application interviews
Knight's Hospitality House Board of Directors
League of Women Voters of Iowa discussion of restoring civility in our communities
Long-term Care Coordinating Unit Meeting
Lt. Governor's Diversity Conference
Lucas Building Committee
Mary Louise Smith Chair in Politics, Iowa State University, Ruth Mandel Lecture
Martin Luther King, Jr. State Celebration Planning Committee
1997 NACW Convention
NACW Board of Directors
Nontraditional Employment for Women Training
President's Meeting on Race Relations
Quality Jobs for Quality Communities Advisory Committee
Region VII meeting of commissions on women
Revised Performance Review Training
Revised Pre-Audit Procedures Training
STOP Violence Against Women Coordinating Council
State Leadership Committee on Nontraditional Occupations and Equity
Task Force on Meeting the Needs of Women and Girls in Education and Training for Employment
Technology Strategic Planning, Department of Human Rights
Workforce Development Focus Group
Welfare Reform Advisory Group
Welfare Reform and Community Colleges Forum
Welfare Reform and Domestic Violence Options Committee
Welfare Reform Coalition Conference
Whispers and Screams Conference
Women in Leadership Fall Symposium, Carrie Chapman Catt Center
Women in Prison, Children in Crisis Rally
Women Work Region VII Conference
Women's Health '97 Conference
YWCA of Greater Des Moines Women of Achievement

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 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 1997, the ICSW administered \$125,775 in state fund appropriations as grants to 10 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 1997 showed a total of 2,217 were served with counseling, support groups, skills evaluation, English as a Second Language, and pre-employment assistance.

For fiscal year 1998, 11 applications were received from the programs located statewide. In July, 1997, the five-member Displaced Homemakers Advisory Committee recommended the following grants be awarded:

Displaced Homemaker Grant Awards	\$
Community-based Programs	
Oakridge Neighborhood, Des Moines	\$11,000
OSACS, Des Moines	\$9,000
Women Aware, Sioux City	\$30,000
Community College Affiliated Programs	
Des Moines Area Community College, Boone/Carroll	\$14,000
Northeast Iowa Community College, Calmar/Dubuque	\$10,000
Kirkwood Community College, Cedar Rapids	\$2,775
Eastern Iowa Community College, Davenport	\$10,000
Des Moines Area Community College, Des Moines	\$7,000
Iowa Lakes Community Colleges, Estherville	\$15,000
Indian Hills Community College, Ottumwa	\$9,000
Hawkeye Community College, Waterloo	\$8,000

The committee included Dr. Judith Conlin, chair, Mike Crawford, Denise Hotopp, Mary Wiberg, and Paul Walther.

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 1995.

- For fiscal years 1997 and 1998, the ICSW administered state fund appropriations of \$9,500 to ICADV to provide training to community professionals 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. IowaCASA was funded state appropriations of \$5,668 (FY 1997) and \$9,665 (FY 1998) to provide training to service providers, \$5,667 (FY 1997 and FY 1998) for training of community professionals, and \$9,665 (FY 1997) and \$5,668 (FY 1998) to provide general public education on issues of sexual assault.

1997 Legislative Summary

*Denotes legislation was supported by ICSW.

Resolutions

HCR 7 was adopted by the House and the Senate to recognize women state legislators who served through 1996. ICSW was charged in the bill to distribute copies to the legislators and/or their family members.

***HJR 5** amends Iowa Constitution to 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." This second general assembly passage allows the amendment to be put on the 1998 ballot for decision by Iowa voters. 2/05/97 sent to the Secretary of State.

***SCR 5** and **HCR 13** designated March 1997 as Iowa Women's History Month.

Senate Bills

SF 35 eliminates state inheritance tax on property, interest on property and income passing to lineal descendants including mothers, grandmothers, great-grandmothers, daughters including legally adopted daughters or stepdaughters, granddaughters, and great-granddaughters. 2/10/97 signed by the Governor.

SF 128 establishes statistical reporting of terminations of pregnancy from conception to twenty weeks gestation and ensures the anonymity of the patient and the health care provider. The required annual report must include demographic summaries including race, age, marital status, educational level, number of previous pregnancies and live births of the patient as well as a clinical estimate of gestation. 5/21/97 signed by the Governor.

SF 131 expands fraudulent practices involving family investment and medical assistance program benefits to include a person who knowingly fails to disclose material facts. 4/22/97 signed by the Governor.

SF 176 requires mandatory reporters to report sexual abuse against a child under the age of twelve by noncaretakers. The department, in turn, is to refer this information to the appropriate law enforcement agency as soon as possible orally and in writing within 72 hours of receiving the report. 4/30/97 signed by the Governor.

SF 230 expands pilot project areas to ensure "assessments" (rather than "investigations") being used throughout the state by the Department of Human Services in response to reports of child abuse. 4/18/97 signed by the Governor.

SF 240 distributes numerous federal block grants including \$1,886,000 for STOP Violence Against Women grant program; \$1,591,544 for breast and cervical cancer through the Department of Public Health; \$27 million for social services; and \$25 million for child care and development block grant. 5/01/97 signed by the Governor

SF 503 provides restrictions on public nudity and actual or simulated public performance of sex acts in

a place of business required to obtain a sales tax permit except establishments devoted to the arts or theatrical performances. 5/07/97 signed by the Governor.

SF 516 revises public assistance provisions involving the family investment program including work expense deduction, work-and-earn incentive, child day care deduction, motor vehicle disregard, family investment agreement options, limited benefit plan, parenting classes, diversion program, and options for domestic violence provisions. 4/18/97 signed by the Governor.

SF 523 requires health care facilities to do employment checks for criminal and dependent abuse records with the Department of Public Safety and child abuse with the Department of Human Services. 4/18/97 signed by the Governor.

SF 526 establishes healthy opportunities for parents to experience success (HOPES)-healthy families Iowa (HFI) program via Department of Public Health to provide services to families and children during the prenatal through preschool years. 5/09/97 signed by the Governor.

SF 533 appropriates \$7.13 million and 146 staff positions to operate the Iowa Correctional Institution for Women in Mitchellville, and the Department of Corrections was directed to build a 200-bed living unit at ICIW utilizing federal grant monies received for this purpose. The Attorney General's Office is assigned an appropriation of \$1.76 million for victim assistance grants to care providers serving crime victims of domestic violence and sexual assault, and \$500,000 for legal services for persons in poverty grants. 5/26/97 signed by the Governor

SF 541 relates to child day care provisions involving group day care homes and establishes a child care home pilot project in one county. 5/19/97 signed by the Governor.

SF 542 is a supplemental appropriations bill that includes reinstatement of the personal income tax check-off for domestic abuse services as well as \$75,000 appropriation to the Department of Justice for emergency shelter and support services to victims of domestic abuse or sexual assault. 5/23/97 signed by the Governor.

House Bills

HF 121 includes language changes regarding the notification procedures prior to the performance of an abortion on or termination of parental rights of a minor and includes "sealing" of confidential court documentation. 5/21/97 signed by the Governor.

HF 313 requires criminal and child abuse record checks of persons receiving state funding for providing child day care. 4/18/97 signed by the Governor.

HF 371 allows the issuing of temporary orders for support, custody, or visitation of a child born outside of marriage to either parent petitioning for such. 5/19/97 signed by the Governor.

HF 449 prohibits sex acts when one participant is under the influence of flunitrazepam (commonly called the date rape pill) and expands substances within schedule I controlled substances to include flunitrazepam for penalties. 4/23/97 signed by the Governor.

HF 453 relates to grounds for termination of parental rights of a putative father. 5/19/97 signed by the Governor.

HF 544 relates to placements for adoption and foster care by providing for a family rights and responsibilities plan and agreement. 5/19/97 signed by the Governor.

HF 597 requires recipients of welfare assistance to cooperate with efforts to ensure children complete educational requirements through the sixth grade; commonly called learnfare. 5/21/97 signed by the Governor.

***HF 612** relates to language changes for child support recovery including paternity, the unit's access to state records, collection of information, the uniform interstate family support act, and penalties. Also adds to the application form and license for marriage the following statement: "The laws of this state affirm your right to enter into this marriage and at the same time to live within the marriage under the full protection of the laws of this state with regard to violence and abuse. Neither of you is the property of the other. Assault, sexual abuse, and willful injury of a spouse or other family member are violations of the laws of this state and are punishable by the state." 5/21/97 signed by the Governor.

HF 613 changes Linked Investment program including exclusion of a person delinquent in making child support payments from borrowing, defining "focused small business," and setting lifetime loan limits. 5/29/97 signed by the Governor.

HF 643 adds great-grandparent for child visitation rights. 5/02/97 signed by the Governor.

HF 715 makes appropriations for Department of Human Services including \$1.1 billion for the family investment program, \$1.97 million for emergency assistance to families, \$381.8 million for medical assistance including medically necessary abortions, \$6.9 million child care/day care, and \$2.27 million for community based programs on adolescent pregnancy and child abuse prevention. The Iowa Juvenile Home at Toledo, serving delinquent juvenile females and males/females designated to be child in need of assistance (CINA), is appropriated 118.54 staff positions and \$5,147,000. 5/27/97 signed by the Governor.

HF 733 appropriates \$9.3 million for design and construction of a living unit, new school building and new gymnasium building at the State Training School for Boys in Eldora (serving delinquent juvenile males only) compared to \$350,000 renovation to an old cottage to provide additional beds for girls at the State Juvenile Home. 5/29/97 signed by the Governor.

Sunset

***HF 578** is the bill passed out of several bills initiated to repeal the sunset on the Department of Human Rights including the Division on the Status of Women. ICSW supported passage without further sunseting language. 4/18/97 signed by the Governor.

Appropriations

HF 710 includes the appropriation for the Division on the Status of Women in the Department of Human Rights as follows: \$328,900 in total with three full-time equivalent staff positions; designates \$125,775 for displaced homemakers programs in grants, and \$ 42,570 for domestic violence and sexual assault related grants. 5/02/97 signed by the Governor.

Proposals for 1998 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.

As priority areas being proposed to the Governor and General Assembly for 1998, the ICSW supports:

- Increased funding for displaced homemaker program grants through the ICSW to serve more individuals and to keep up with the rising costs of services, including transportation.
- Restoration of state funding to \$950,000 for the Legal Services Grants Program administered by the Office of the Attorney General.
- 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.
- Funding for a full-time position to coordinate, develop, and manage legal assistance to meet the needs of low-income women.
- Confiscating all firearms from a residence involved in a domestic violence assault.

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 1995, the average hourly wage for paid caregivers, 89.8 percent of whom are women in positions of nursing aide/orderly, was just \$6.47 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. They 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 who 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.
- (L) 7. Legislative action that promotes nurse aide recruitment and retention.
- (A) 8. Opportunities for specialization certificates for professional caregivers.
- (A) 9. The Department of Elder Affairs' efforts to meet the needs of elderly women and their caregivers.
- (S) 10. Exploration of ways each Area Agency on Aging addresses issues relating to caregivers, including training, respite care, hospice, definitions, and advocates.
- (S) 11. 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 to serve more individuals and to keep up with the rising costs of services, including transportation.
- (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 expanding core services by including a Single Point of Access service for parents needing child care subsidy assistance;
 - g. Increased training and education for child caregivers/funding for professional development training; and
 - h. Funding for family child care "home consultants" to work in targeted areas to increase the capacity and improve the quality of child care for low-income working families.
- (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, higher-paying 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 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 to provide staff and support for the provision of technical assistance on educational equity for school districts, and to monitor implementation of Iowa's multicultural, nonsexist curriculum requirement as well as Title IX.
- (A) 2. Continuation of affirmative strategies to promote opportunities for women and minority persons in educational administration, which in turn results in role mentors for students and a vehicle for change in the educational environment.

- (A) 3. Increased support for programs that encourage females and minority students to study math and science in secondary and post-secondary school as well as to pursue careers related to mathematics and science.
- (A) 4. Support for the training and retraining of educators, students and board members on issues related to the prevention of harassment, character education, citizenship education, and respect for diversity.
- (A) 5. Support for the infusion of equity training and strategies for effectively working with diverse learners into the college level preparation programs for school administrators, teachers, counselors, and coaches. (To supplement, not replace the current human relations courses.)
- (A) 6. Support and incentives for males to enroll in programs for training elementary education teachers and secondary family and consumer science teachers, and for females to enroll in programs of training for secondary industrial technology, mathematics, and science teachers.
- (A) 7. Promotion of female participation in educational programs leading to nontraditional, higher-paying jobs.
- (A) 8. Encouragement for school districts to use methods and resources already at their disposal to gain equitable treatment for young women and men and to insure quality educational environments that insure that all students achieve to their maximum potential.

Health

A 1995 study shows that 9.1 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. In 1994, 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:

- (L) 1. Focusing on health care reform until health care coverage is accessible to all Iowans.
- (L) 2. Funding and full implementation of the State's Children's Health Care Initiative.
- (L) 3. Sustained funding for Primary Care Recruitment and Retention Endeavor (PRIMCARRE) with a two-year service requirement.
- (L) 4. 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) 5. Increased funding for the community comprehensive adolescent pregnancy prevention and information services grant program.
- (L) 6. Continued funding to make the chlamydia screening and treatment program available statewide.

- (L) 7. Access for low-income women without medicaid to mammography and colposcopy.
- (L) 8. Increased funding for family planning programs through Title XX, with emphasis on education and increasing access for low-income women ineligible for Medicaid.
- (L) 9. Enhanced programs such as Healthy Families that increase the availability of perinatal care including utilization of nurse midwives, nurse practitioners, and physicians assistants.
- (L) 10. Appropriation to fund the Iowa Repetitive Premature Birth Prevention Service.
- (A) 11. Promotion of prenatal screening to include counseling to high-risk women to have confidential HIV test and treatment if necessary to prevent transmission.
- (A) 12. As the Community Health Management Information System (CHMIS) redefines itself and pursues legislation, holding 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) 13. Monitoring managed care for substance abuse and mental health treatment to insure that specific needs of women, including aftercare, are met.
- (A) 14. Recommending a designated portion of continuing education credits for medical practitioners to be on the topic of women and HIV/AIDS.
- (A) 15. 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) 16. Providing information that clearly outlines a mother's legal rights and options before completion of a birth certificate or an affidavit of paternity.
- (A) 17. Monitoring the impact of welfare reform on health of families.
- (A) 18. The Department of Human Services' restructuring task force to redesign the delivery of services for children ages 0-5.
- (A) 19. The Council for Chemically Exposed Infants and Children, including prenatal chemical exposure.
- (S) 20. Encouraging the scope of practice review committee to consider increased representation by dental hygienists on the Board of Dental Examiners or a separate, self-regulating Board of Dental Hygienists.

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) 4. 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.
- (A/S) 5. Monitoring impact of managed care health plans on women and children.
- (S) 6. Review of malpractice insurance policies to determine if they discourage obstetrical services in rural areas.

Violence Against Women

Between January, 1990 and April, 1997, 66 women have been murdered in Iowa due to domestic violence. In fiscal year 1996, 25,810 victims of domestic violence were served by programs receiving state dollars. That same year, 4,129 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. Increased 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.
- (L) 10. Provision of transitional housing for families leaving abusive situations.
- (L) 11. Provision of funding to domestic violence/sexual assault projects to meet the needs of non-English speaking persons.
- (L) 12. Amending the *Code of Iowa* section 708.2A(6)(b) to read that a person convicted of domestic abuse "not be eligible for parole until the person has served the minimum sentence of one year..."
- (L) 13. Legislative action to create a death review team for domestic violence.
- (L) 14. Amendments to the *Code of Iowa* to clarify the interplay between mandatory child abuse reporting and victim counselor/client privilege.
- (L) 15. Funding to agencies for collaborative pilot projects to cross-train child protective service workers and domestic violence advocates and for collocation or collaborative projects between Child Protective Investigator workers and advocates.
- (A) 16. Monitoring the implementation of recommendations of the Supreme Court Task Force on Courts' and Communities' Response to Domestic Violence.
- (A) 17. Creation of a task force to implement recommendations from the Focus Group Study of Sexual Assault Examination Evidence Storage Solutions in Iowa.
- (A) 18. The Supreme Court study on the courts' response to juveniles and domestic violence.
- (A) 19. Encouraging the Prosecuting Attorneys Training Council and the Iowa Law Enforcement Academy to continue to train law enforcement officers and county attorneys regarding better enforcement of legislation governing sexual abuse of teenagers.
- (S) 20. Reviewing the statute of limitations in prosecution for child sexual abuse.

Welfare Reform

1998 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). 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 (FIP) participants.
- (L) 2. Continued state funding for the mentoring component for the Family Investment Program (FIP) participants administered by the Department of Human Services through contract with Iowa Workforce Development.
- (L) 3. Continued implementation and enhanced funding of 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. Increased funding for the Homeless Shelters Operations Grant (HSOG).
- (L) 5. Increased state funding for the Emergency Assistance Program preventing homelessness through emergency payments of utilities and rent.
- (L) 6. Dedication of revenue from real estate transfer tax through the Local Housing Assistance Program (LHAP) to fund homeless shelters, low income housing, and rehabilitation.
- (L) 7. Funding for a seamless child care subsidy assistance program for FIP participants and low-income workers.
- (L) 8. 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) 9. Modifying the Family Investment Program to allow continued financial assistance until the recipient earns at least \$7.50 per hour plus medical care.
- (L) 10. 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) 11. Increased funding for the Family Development and Self-Sufficiency (FaDSS) program.
- (L) 12. Opposition to any legislation that would exempt Iowa from minimum-wage laws regarding public assistance recipients.
- (L) 13. Inclusion of the Family Violence Option in the Iowa's welfare reform bill.
- (L) 14. Funding to the Department of Human Services for the development of pilot projects to assist in identifying and providing effective services for FIP participants who are victims of domestic violence.

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 1996. Women of color are disproportionately represented in Iowa's prisons. In 1997, for example, African-American women represented 25.8 percent of the state's female prison population while only 1.7 percent of all females in the state. The ICSW supports:

- (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. Increased community treatment programs for women convicted of nonviolent crimes.
- (L) 5. Restoration of state funding to \$950,000 for the Legal Services Grants Program administered by the Office of the Attorney General.
- (L) 6. Increased funding for CSRU field offices to reduce individual case loads and provide better services.
- (L) 7. Provision of English as a Second Language education and opposition to any English-only bills.
- (L) 8. The mediation/arbitration approach to child custody except in cases where domestic violence or child abuse are involved.
- (L) 9. State legislative action that prohibits female genital mutilation.
- (A) 10. Establishment of a task force to examine treatment and equity of opportunity in education and training programs for women throughout the correctional system.
- (A) 11. Monitoring the implementation of the Iowa Supreme Court's Equality in the Courts Task Force's final recommendations.
- (A) 12. 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) 13. Improvement of the procedures for enforcement of existing alimony orders.

- (A) 14. Hearings with prisoners and families regarding the Iowa Correctional Institution for Women operations.
- (A) 15. Improvement of visiting conditions for families at the Iowa Correctional Institution for Women.
- (A) 16. Improvement of the effectiveness of Child Support Recovery Unit (CSRU) by publicizing CSRU services and putting pressure on the self-employed to pay their child support.
- (S) 17. Studying issues related to child custody, including:
 - limiting judicial discretion;
 - rulings of Iowa judges;
 - consideration of primary caregiver presumption; and
 - consideration of shared custody presumption.

Women in Government

The 1997 *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 recommends:

- (L) 1. Elimination of gender discrimination in the *Code of Iowa* as a follow-up to recommendations in the *50 States Report* and legislative changes in the 1980s.
- (L) 2. Gender balance on boards and commissions of political subdivisions of the state.
- (L) 3. 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) 4. 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) 5. Policies that promote job sharing and flex-time in state employment.
- (L) 6. 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.
- (S) 7. Review of retirement (Iowa Public Employees Retirement Systems) programs so that they do not disadvantage women who have been out of the workforce caring for children or dependent adults.

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 desirable, 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.

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]

<p>CHAPTER 1 DESCRIPTION</p> <p>1.1(216A) Composition 1.2(216A) Meetings 1.3(216A) Purpose</p> <p>CHAPTER 2 DUTIES</p> <p>2.1(216A) Information 2.2(216A) Authority</p> <p>CHAPTER 3 IOWA WOMEN'S HALL OF FAME</p> <p>3.1(216A) Purpose 3.2(216A) Committee 3.3(216A) Selections procedure 3.4(216A) Cristine Wilson Medal for Equality and Justice</p>	<p>CHAPTER 4 PUBLIC RECORDS AND FAIR INFORMATION PRACTICES</p> <p>4.1(22) Adoption by reference 4.2(22) Custodian of records</p> <p>CHAPTER 5 DISPLACED HOMEMAKERS</p> <p>5.1(216A) Definitions 5.2(216A) Program eligibility 5.3(216A) Proposals 5.4(216A) Selection of proposals 5.5(216A) Appeal procedure 5.6(216A) Program reports</p>
---	---

**CHAPTER 1
DESCRIPTION**

435—1.1(216A) 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(216A) 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(216A) 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 216A.51 to 216A.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]

Ch 2, p.1

Status of Women[435]

IAC 7/15/87, 7/17/96

CHAPTER 2 DUTIES

435—2.1(216A) Information. The commission gathers and distributes information through its office in the Lucas State Office Building, Des Moines, Iowa 50319.

435—2.2(216A) 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(216A) 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(216A) Committee. The Hall of Fame committee shall consist of the chairperson, two other commission members and two public members.

435—3.3(216A) 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(216A) 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]

IAC 6/12/91, 7/17/96

Status of Women[435]

Ch 5, p.1

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 216A.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(216A) 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(216A) 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(216A) 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(216A) 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;

Ch 5, p.2

Status of Women[435]

IAC 7/17/96

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(216A) 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(216A) 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 216A.52.

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

CHAPTER 6 MENTOR ADVISORY BOARD

Transferred to Workforce Development Department as 345—Chapter 15 in compliance with 1996 Iowa Acts, Senate File 2409, section 16, IAC Supplement 7/17/96, effective 7/1/96.

