

**Iowa
Commission
on the
Status of Women**

State of Iowa
Department of Human Rights



27th Annual Report
February 1, 1999

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February 1, 1999

The Honorable Thomas J. Vilsack
The Honorable Sally J. Pederson
Members of the 78th General Assembly
State Capitol Building
Des Moines, IA 50319

Dear Governor Vilsack, Lieutenant Governor Pederson, and Members of the 78th General Assembly:

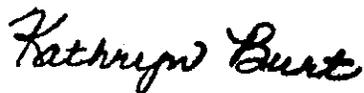
At the end of each year, the Iowa Commission on the Status of Women (ICSW) reviews its past accomplishments before proceeding on with the new year. It is with great pride that we present to you this *27th Annual Report* of the ICSW. The following pages detail the activities and programs that were carried out in 1998.

The primary goal of the ICSW is to help the women of Iowa 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.

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 Vilsack, Lt. Governor Pederson, and members of the General Assembly for the commitment you have indicated to improving the status of women by funding our Commission and passing legislation that helps Iowa women.

We look forward to working with you all in 1999.

Sincerely,



Kathryn Burt
Chairperson

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SECTION 1: Commission

The Iowa Commission on the Status of Women (ICSW) is a state agency that seeks to assure equality for Iowa women. The ICSW advocates for Iowa women, working to equalize their opportunities and to promote full participation by women in the economic, political, and social life of the state. Established in 1972 by the Iowa Legislature, the ICSW is composed of nine citizens appointed by the Governor and confirmed by the Senate. Two members of the Senate, two members of the Iowa House of Representatives, and the Director of the Department of Human Rights serve ex-officio.

1998 COMMISSION

Commission terms for citizen members are four years. Legislators on the Commission serve two-year terms.

Citizen Commissioners

Kathryn Burt, Chair, Marshalltown
term expires April 30, 2002

Sandy Blodgett, Clear Lake
term expires April 30, 2000

Judge Brown, Fort Dodge
term expires April 30, 2000

Vicki Brown, Oskaloosa
term expires April 30, 2002

Dennis Bullock, Sioux City
term expires April 30, 2000

Scharron A. Clayton, Ph.D., Waterloo
term expires April 30, 2000

Lisa L. Green, Treasurer, Indianola
term expires April 30, 2002

Mignon Manelli, Ames
term expired April 30, 1998

Shawn Mullen, Vice-Chair, Des Moines
term expires April 30, 2000

Paul R. Walther, Audubon
term expired April 30, 1998

Matt Wissing, Davenport
term expires April 30, 2002

Almo Hawkins, *ex officio*, Department of Human Rights Director, resigned in June 1998

Kathryn Baumann-Reese, *ex-officio*, Department of Human Rights Acting Director

Legislative Commissioners

Representative Betty Grundberg, Des Moines
term expires June 30, 2002

Representative Jack Holveck, Des Moines
term expires June 30, 2000

Senator Patricia Harper, Waterloo
term expires December 31, 2001

Senator Gene Maddox, Des Moines
term expires December 31, 2002

Senator Don Redfern, Cedar Falls
resigned in September 1998

Commission Meetings

The ICSW meets six times a year. All meetings are accessible and open to the public. 1998 meetings were:

February 2

Lucas State Office Building, Des Moines

April 27

Lucas State Office Building, Des Moines

June 8

Iowa Coalition Against Domestic Violence (ICADV) and the Iowa Coalition Against Sexual Assault (IowaCASA) Conference Room, Des Moines

August 22

State Historical Building, Des Moines

October 19

ICADV/IowaCASA Conference Room, Des Moines

November 16

Iowa Central Community College, Fort Dodge

Section 1

1998-1999 Committees

Displaced Homemakers Grant Reviews and Selection

Dr. Judith Conlin, Chair

Lisa Green

Marilyn Rowe

Mary Wiberg

Charlotte Nelson, *ex-officio*

Executive Committee

Kathryn Burt, Chair

Shawn Mullen, Vice Chair

Lisa L. Green, Treasurer

Finance

Lisa L. Green, Chair

Vicki Brown

Friends of the Iowa Commission on the Status of Women Board of Directors

Kathryn Burt

Shawn Mullen

Lisa L. Green

Sandy Blodgett

Judge Brown

Iowa Women's Hall of Fame

Lisa L. Green, Chair

Kathryn Burt, *ex officio*

Judge Brown

Shawn Mullen

Tom Morain

Suzanne O'Dea Schenken

Legislative

Sandy Blodgett, Chair

Shawn Mullen

Matt Wissing

Senator Patricia Harper

Senator Gene Maddox

Representative Betty Grundberg

Representative Jack Holveck

Nominating Committee

Lisa Green, Chair

Vicki Brown

Matt Wissing

Program and Planning

Judge Brown, Chair

Scharron Clayton

Matt Wissing

Public Information

Vicki Brown, Chair

Dennis Bullock

Staff Members

Executive Director: Charlotte Nelson has served in this position 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 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.

Administrative Assistant 2: Ellen Failor assumed this position in October, 1990.

Program Planner 2s: Stephanie R. Pratt has served as the coordinator of publications and special projects since June, 1994. Rhonda Chittenden began in May of 1998 as the Challenge Grant Project Appointment to work on issues related to females in the juvenile justice system.

Intern: Dawn Egbert, Luther College, served as an intern during the summer. She worked on a publication on women and finance and a follow-up report to the *Employees' Wages and Benefits: Domestic Violence and Sexual Assault Projects* study.

SECTION 2: Legislation

Annually, the Iowa Commission on the Status of Women (ICSW) researches, submits, and advocates for a program of legislative priorities for Iowa in the areas of caregiving, economics, government, health, insurance, justice, violence against women, and welfare reform. The ICSW also advocates for women's interests at the federal level, testifies on behalf of women at legislative hearings, and monitors pending legislation for its impact on women.

1998 LEGISLATIVE ACTIVITIES

The Executive Director of the Iowa Commission on the Status of Women is registered as a lobbyist to the Iowa Legislature. Following are ICSW lobbying actions for the 1998 Legislation Session.

Adding women to the Iowa Constitution: The ICSW passed a resolution supporting adding women to the Constitution, which was a ballot referendum on November 3, 1998, and subsequently, passed. The ICSW was also represented at the Secretary of State's Public Hearing on the wording of the amendment summary for the ballot.

Commission Appointees: Made contacts and submitted resume forms to Governor Terry E. Branstad for potential appointees to the ICSW.

Dental hygienists: The Commission contacted legislators and advocates in support of a bill regarding dental hygienists' representation on the Board of Dental Examiners.

Department of Human Rights receptions and open house: The ICSW planned and participated in a Department of Human Rights reception for Governor Terry E. Branstad. It also cohosted and exhibited at a department open house in the Lucas Building and at a reception at the Capitol for state legislators.

Displaced homemakers/single parents and sex equity programs: The Commission met over telenet with displaced homemaker/single parents and sex equity program coordinators and the sex equity consultant for vocational education in the Department of Education (IDE), focussing on recent federal legislation removing set-asides for those programs. Subsequently, ICSW submitted a letter of inquiry about the change to IDE regarding the state's response to the federal changes.

Gender bias in Code of Iowa: The ICSW requested the Legislative Service Bureau to prepare pre-filed bills intended to remove gender bias from the *Code of Iowa*. It also provided information on gender-neutral language legislation in Iowa to the Connecticut Commission on Women.

Homeless youth: The Commission advocated successfully with the U.S. Department of Health and Human Services in opposition to \$7 million out of \$8 million cut in funding for street outreach for homeless youth.

Legal Services funding: The ICSW contacted legislators and advocates in support of the \$600,000 in funding through the Department of Justice appropriations bill for Legal Services of Iowa. Commission members called Governor Terry E. Branstad, encouraging him to sign the bill.

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Naming of Old Historical Building: The ICSW requested assistance from the Legislative Service Bureau on the procedure for naming the Old Historical building after Ola Babcock Miller, the first female to be elected Iowa Secretary of State in and founder of the Iowa State Patrol.

Pay equity: The Commission sent information on its support for pay equity legislation to the Iowa Office for State-Federal Relations in Washington, D.C.

Violence against women: The ICSW wrote to Governor Branstad requesting that he sign two bills related to domestic violence: the Domestic Abuse Death Review Team in the Health and Human Rights appropriations bill and the Family Violence Option in the Human Services appropriations bill. Likewise, it contacted legislators and advocates in support of the two pieces of legislation as well as on confiscating weapons from the homes of perpetrators of domestic violence. The Commission presented its 1998 Proposals to the Lt. Governor's STOP-Violence Against Women Coordinating Council and to the Iowa Organization for Victim Assistance. It also responded to requests for information from Representative Minnette Doderer on anti-stalking legislation and from Senator Maggie Tinsman on sexual abuse orders.

Vocational education legislation: The Commission called Representative Jim Leach in support of sex equity in vocational education legislation. It also prepared an Issue Brief regarding the loss of gender equity provisions in the Carl D. Perkins Vocational-Technical Education Act of 1998.

Welfare reform: The ICSW was represented on the Welfare Reform Advisory Group, the Limited Benefit Plan Work Group, the

Domestic Violence Work Group, and the Welfare Reform Coalition, seeking to make welfare reform work for Iowa women. The ICSW also participated in a conference call with Rose Kemp, Region VII Administrator of the Women's Bureau, U.S. Department of Labor, regarding federal regulations for Welfare to Work legislation. The ICSW reviewed those regulations, sending comments to Mary Wiberg, Sex Equity Consultant for Vocational Education, Iowa Department of Education.

LEGISLATIVE SUMMARY

The ICSW follows legislation pertinent to women and, in particular, those bills that relate to its Proposals to the Governor and the General Assembly. Following is a summary of 1998 legislation tracked by the ICSW, with its support or opposition identified.

Caregiving Bills Passed

SF 2280 increased the appropriation to the Department of Elder Affairs to make the case management program for long-term care of the frail elderly statewide. Effective 4/1/99. ICSW supported.

SF 2410 appropriated up to \$130,000 to be used by the Department of Human Services for a pilot project to develop recruitment and retention strategies and to provide additional training and support for nurse aides (low paid, predominantly female occupation) employed by nursing facilities, as a means of reducing staff turnovers. An advisory council, including a representative from the Iowa Caregivers Association, shall direct the project. ICSW supported.

Economics Bills Passed

SF 2280 appropriated \$125,775 through the ICSW for displaced homemakers programs--the

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same as previous fiscal years. ICSW advocated for an increase.

SF 2410 included an increase from 125% to 140% of the federal poverty level for families to qualify for basic child care assistance; ICSW requested adjusting the guidelines to 155%. Appropriation was made at \$7.2 million for child care assistance, \$3.7 million for protective child day care assistance, \$4.4 million state child care assistance, and \$636,641 for child day care resource and referral services. The administrators of the state child care assistance program and the family investment program shall develop a proposal for implementing, by April 1, 1999, a single point of access for clients of publicly supported child day care assistance. **SF 2312** specified child day care requirements for volunteers and increases the maximum number of children receiving care under the child care home pilot projects.

Government Bills Passed

HF2496 concerned the Iowa Public Employees Retirement System (IPERS), and included a provision that eliminates certain early retirement penalties for persons with at least 20 years of service at age 62; the effect recognizing that some employees (most often women) have been out of the workplace for a period of time during their careers. ICSW supported.

SF 2280 appropriated funds to the Department of Human Rights, including the ICSW for a total of \$335,804 and three full-time equivalent positions. ICSW supported.

Health Bills Passed

SF 2410 included \$1.5 million for pregnancy prevention grants on the condition that family planning services are funded, and \$1 million for adolescent pregnancy prevention planning for community-based programs. When combined with TANF and SSBG funds, this was a slight

decrease from the FY98 funds instead of the increase requested by ICSW.

SF 2280 appropriated \$75,000 for chlamydia testing. ICSW supported.

SF 2406 created the Iowa Empowerment Board and authorized local communities to create community empowerment areas and community empowerment area boards. This establishes a School Ready Children Grant Program for collaborative planning for, and funding of, early childhood programs. The Commission on Children, Youth, and Families was repealed by the Act.

SF 2075 created a dental hygiene committee within the board of dental examiners. The committee will include two dental hygienists and one dentist who have authority to adopt recommendations regarding practice, discipline, education, examination, and licensure of dental hygienists. They do not have the authority to operate an independent practice or to regulate dentists or dental auxiliary personnel. ICSW supported.

HF 2340 provided the inclusion of dentists and other doctors in volunteer health care provider program.

SF 2073 prohibited partial-birth abortion relative to a human fetus.

SF 2280 funded the Department of Public Health for the Primary Care Recruitment and Retention Endeavor (PRIMCARRE). ICSW supported.

SF 2280 appropriated \$1.105 million for maternal and child health services, \$61,693 for perinatal program, \$8.586 million for home care aide, and \$585,337 for senior health programs, and stipulated that the Department of

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Public Health shall apply for available federal funds for sexual abstinence education programs in accordance with the federal Personal Responsibility and Work Opportunity Reconciliation Act of 1996. ICSW supported.

Health/Insurance Bill Passed

HF 2517 provided the state matching funds required for new federal State Child Health Insurance Program (SCHIP) for children under the age of 19 years who are eligible under Title XXI of the federal Social Security Act. The Department of Human Services is charged with implementing HAWK-I, Healthy And Well Kids in Iowa, as of 5/14/98, which insures children of families between 133% and 185% of the federal poverty level. The Act also changes the Medical Assistance (Medicaid) Program beginning 7/1/98 to include children whose family income does not exceed 133 percent of the federal poverty level. HAWK-I replaces Iowa Healthy Kids Program, which was also repealed in this Act. ICSW supported.

Marriage and Family Bills Passed

HF 2516 made licensure for marital and family therapist and mental health counselors mandatory.

HF 382 prevented gays and lesbians from marrying in Iowa or allowing the rite to be valid in Iowa even if rite is performed outside Iowa or USA.

SF 2313 included a provision relating to child support to comply with requirements in the federal Personal Responsibility and Work Opportunity Reconciliation Act of 1996.

SF 2367 concerned county vital statistics on marriage licenses, and eliminates the county fee for county birth registrations.

SF 2261 established criteria for awarding

grandparents and great-grandparents visitation rights with grandchildren.

HF 677 related to an exception from mandatory participation in a court-ordered course by parties to an action involving child custody or visitation to educate and sensitize the parties to the needs of any child.

Justice Bills Passed

HF 2539, the appropriation for the Attorney General's Office, included \$600,000 for legal services for persons in poverty grants. While not the \$950,000 amount for which the ICSW advocated, it was raised from the FY98 amount of \$500,000.

SF 2410 provided \$50,000 that the Department of Human Services and the Attorney General's Office shall utilize in a cooperative continuation of the child support public awareness campaign to emphasize, through a variety of media activities, the importance of maximum involvement of both parents in the lives of their children as well as the importance of child support obligations. ICSW supported.

SF 2410 allocated \$5.99 million and 136.04 FTEs to the Iowa Juvenile Home (female juvenile delinquent institution) at Toledo.

HF2539 appropriated \$7.712 million and 151.25 FTEs for operational costs along with \$600,000 for matching funds to construct a 200-bed facility and \$100,000 for renovation of the power plant and improvements to the water system at the Iowa Correctional Institution for Women at Mitchellville.

Violence Against Women Bills Passed

HF 2539 designated \$1.759 million to provide grants through the Attorney General's Office to care providers providing services to crime victims of domestic abuse or to crime victims of

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rape and sexual assault. ICSW supported.

SF 2280 continued funding at the same level of \$42,570 for training on issues of violence against women through ICSW. ICSW supported.

SF 2385 amended Section 708.2A to specify that a person is to be sentenced to an indeterminate term of up to five years upon conviction for felony domestic abuse assault, but may not be released on parole or work release unless a minimum of one year of the sentence has been served. The convicted person also may not receive a deferred judgment or deferred sentence. ICSW supported.

Of the three bills introduced to establish a domestic abuse death review team, **SF 266** and **HF 435** died in their originating chamber's Human Resources Committees. **SF 459** was passed in the Senate on 3/24/97 with a 47/0 vote before getting bogged down in the House Human Resources Committee. **SF 2224** was amended on 3/23/98 (8583) to include establishing the death review team, but actual passage was achieved with an amendment (5311) added to **SF 2280** and adopted 3/25/98. The domestic abuse death review team will be under the Department of Public Health, who will submit prefiled legislation in advance of the convening of the 1999 Legislative Session for codifying the Domestic Abuse Review Team provisions. ICSW supported.

SF 2373 permitted the issuance of no-contact orders against persons arrested for crimes of harassment or stalking, provides for the collection and dissemination of information on the offense of stalking, and provides for the application of enhanced stalking penalties for persons who are the subject of certain restraining or protective orders. Effective 7/1/98.

SF 2329 expanded compensation available from the crime-victim compensation program to victims of crime and their families.

HF 2527 created Chapter 915 in the *Code of Iowa* reordering several sections of the *Code of Iowa* into one, to make it easier to research and find the rights of victims including: medical testing for convicted sexual assault assailants, victim registration and notification, victim compensation; as well as *Code* sections pertaining to HIV testing of an offender convicted of sexual assault, the right to refuse a polygraph that is offered as a prerequisite to an investigation of sexual abuse, and a list of rights for domestic abuse victims. Effective 1/1/99.

SF 2335 specifically prohibited sex acts between juveniles and employees and agents at juvenile placement facilities and between prisoners incarcerated in county jails with employees/agents of the county.

HF 2369 provided for testing an alleged offender who is charged with sexual assault for HIV via a search warrant and establishes the crime of criminal transmission of HIV.

HF 2402 amended the crime of burglary in the first degree to include commission of sexual abuse as a possible element of the offense.

SF 2292 amended the sex offender registry chapter by making changes in definitions, providing lifetime registration for repeat offenders, and making changes in the notification and offender reporting.

SF 2398 provided for the imposition of a life sentence for persons who commit repeat acts of sexual abuse against children; provides for the use of hormonal intervention therapy for serious sex offenses; and requests a legislative interim study on sex offender treatment.

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Welfare Reform Bills Passed

Approximately \$116 million in combined federal block grant (Temporary Assistance for Needy Families or TANF) and general fund revenues were appropriated in SF 2410 to the Family Investment Program (FIP). ICSW supported.

Department of Human Services increased funding for the mentoring component for FIP through contract with the Iowa Workforce Development to \$400,000 allowing for six sites with full-time consultants. ICSW supported.

The maximum time period allowed for postsecondary education for FIP participants is limited to a total of 24 months in a 36-month period. ICSW supported the increased time allowed.

SF 2296 appropriated \$1.3 million for technical assistance to communities and local financial institutions to help meet local housing needs, and \$400,000 for the purposes of shelter assistance funding. ICSW supported.

SF 2410 maintained the previous level of funding for the Emergency Assistance Program through a combination of general fund and TANF moneys; ICSW requested an increase. A maximum grant level of \$500 per family in any 12-month period is allowed along with continuation of \$10,000 to the Community Voice Mail Program.

SF 2410 provided the increased funds requested by ICSW to expand the Family Development and Self-Sufficiency (FaDSS) program statewide during FY99 to almost \$5.2 million. FaDSS provides special assistance to FIP families deemed at-risk of long-term dependence upon FIP. Additional funds targeted various initiatives to divert families from enrolling in the FIP and to assist current

participants in overcoming barriers to obtaining employment.

Implementation of the domestic violence option for the Family Investment Program was amended into SF2410 and included \$25,000 for awareness training. ICSW supported. The Department of Human Services shall develop and use a screening tool for determining the likely presence of family and domestic violence affecting an applicant and participant families. Participation in a safety plan may include a temporary waiver period from required participation in the JOBS program or other employment-related activities. This will be field tested in fiscal year 1999 with statewide application beginning July 1, 1999 (fiscal year 2000).

Resolutions Passed

HR 102 recognized the accomplishments of the Cedar Rapids Junior League related to the Madge Phillips Community Center, a 24-hour comprehensive shelter for homeless women and children.

SR 101 confirmed gubernatorial appointments requiring Senate confirmation: Commission on the Status of Women with four commencing 5/1/98 and ending 4/30/2002: Vicki Brown, Kathryn Burt, Lisa Green, and Matt Wissing.

SR 108 honored Senator Mary Neuhauser, who is retiring from legislative office after one term in the Senate and four terms in the House of Representatives, for her years of legislative services.

SR 119, HR 106 congratulated Ruth Ann Gaines for being named the Iowa Teacher of the Year for 1998.

SCR 106, HCR 111 designated March as Women's History Month. ICSW supported.

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SCR 111 honored Barbara Grohe who was named 1998 National Superintendent of the Year.

HR105, SCR116, HCR120 congratulated Dr. Joan Roberts for being named 1997 Iowa Secondary Principal of the Year.

SCR118 requested Legislative Council to establish an interim study committee to review the issue of the deregulation and restructuring of the electric utility industry.

Government Bills that Died

ICSW supported drafting legislation in a follow-up of the 50 States Project. In reply to the pre-filed bill request, the Legislative Service Bureau drafted two bills: **HF 2493**, dealing with nonsubstantive gender-related provisions in the *Code of Iowa*, passed the House 97/0 on 3/5/98 and died in the Senate State Government Committee; and **SSB 2172**, which never got beyond study bill status, dealt with equitable treatment to historical monuments, jailers, peace officer and city or county assessor job requirements, parents of a child born out of wedlock, and the classification of estate debts and charges to prioritize unpaid child support.

Supported by the ICSW, gender balance for appointive committees on political subdivisions of the state bills were introduced in 3/97 by Mary Neuhauser in the Senate (**SF 322**) and by Minnette Doderer and Pam Jochum in the House (**HF 487**). Both were referred to State Government Committees where the bills died.

Insurance Bills that Died

Requiring allocation of pregnancy-related health expenses equally among female and male policyholders, subscribers, or enrollees of individual third-party payout medical expenses contracts, supported by the ICSW, died in committees under **SF125** and **HF187**.

Justice Bills that Died

ICSW opposed establishing English as the common language of Iowa in **SF 58** and **HF 224**. **HF 224** died in the House State Government Committee on 2/13/97; while **SF 58** was passed 36/12 in the Senate on 3/3/97 and then died in 4/98 in the House after an onslaught of amendments.

Seizure of firearms, supported by the **ICSW**, was introduced into two Senate bills. **SF2382** was seizure in a home with domestic violence and **SF2211** was as part of a protective order against domestic violence. Both died in the Senate Judiciary Committee.

Consideration by the court of a pattern of domestic abuse and of the identity of the primary physical aggressor in determination of domestic abuse pertaining to awarding child custody was supported by the **ICSW**. **SF 172** and **HF 412** on that issue, died in Judiciary Committees. **SF 435** passed the Senate 46/0 on 3/25/97, but died in the House Judiciary Committee.

In the **ICSW** meeting of 3/13/97, the decision was made to **support** the rights of victims in the *Code of Iowa*, rather than in any constitutional amendment such as **SJR 12** that passed in the Senate 50/0 on 3/18/97 but died in the House Judiciary Committee or **HJR2** that died in the State Government Committee. Thus, **ICSW** supported **SF 78** and **SF 421** that were just changes in the *Code of Iowa* relating to the right of crime victims to be present at all public proceedings where the accused or convicted persons have the right to be present and providing a notification procedure. Both bills died in the Judiciary Committee.

SF 286, HF 351, and HF 465 would have prohibited officials from requesting polygraph tests from sexual abuse victims before

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investigating such a charge; all died in Judiciary Committees.

Establishing sexual harassment as an unfair employment practice was stalled in the Senate Human Resources Committee in three different bills - SF 387, SF 525, and SF 2181.

The concept of an individual state income tax deduction for long-term nursing home care insurance, as introduced in SF 2047 and HF 2113, did not get past either the House or the Senate Ways and Means Committees.

SF 2210 would have required a peace officer to accompany a victim of domestic violence into the residence in order to secure clothing, medical supplies, and other personal articles. It passed the Senate on 3/10/98 at a 46/0 vote, but did not get out of the House Judiciary Committee.

Although the House put SF 2224 on their calendar under unfinished business after the Senate passed the bill 48/0 on 3/11/98, they never voted on SF 2224 requiring the court to order a person convicted of domestic abuse assault to complete a batterer's treatment program and to hold such person in contempt for failure to report for or complete treatment.

1999 PROPOSALS TO GOVERNOR, GENERAL ASSEMBLY

At a public hearing each fall, the ICSW listens to organizations, agencies, and individuals express their legislative concerns regarding women. From that hearing, the ICSW Legislative Committee and staff meet to develop a slate of proposals used as the foundation for the next year's advocacy efforts. After the full Commission approves the proposals, copies are sent to the Governor, General Assembly, and interested

organizations and individuals. The ICSW endorses, in no particular order, the following 1999 Proposals to the Governor and the 78th General Assembly. They are coded for legislative action (L), administrative action (A), and/or study (S); priorities are identified.

1998 Public Hearing Testimony

Jodi Tomlonovic, Family Planning Council of Iowa; Gloria Vermie and Jerry Cook, Iowa Department of Public Health; Judy Rutledge, Planned Parenthood of Greater Iowa; Arla Mae Steggen-Schmidt; Jackie Davis, Iowa New Choices; Brenda Kroeger, Wittenmeyer Youth Center; Cathy Bullock; Carla Paris; Karen Thelin, Iowa Child Care Coalition; Virginia Peterson, Polk County Community and Family Resources; LaVon Cooper, Iowa Friends of Legal Services; Judy Losh; Ruth Anne Petrak, Friends of Prisoners at Mitchellville; Zeljka Kravica and Wayne Johnson, Bureau of Refugee Services; Nancy Robertson, Iowa Coalition Against Domestic Violence; Beth Barnhill, Iowa Coalition Against Sexual Assault; Marilyn Cohen, Emma Goldman Clinic; Jonathan Narcisse; Jeanette Bucklew, Iowa Department of Corrections; Carol Mitchell, Southern Iowa Family Planning Clinic, Inc.

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 \$6.77 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

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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 elderly service, 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. **ICSW priority.**

(L) 2. Maintaining the 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 who serve as nurse aides.

(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 the *Code of Iowa* Chapter 422.9(2)(e) regarding tax deduction to include spouse, brother, and sister for whom in-home care is given.

(A) 7. The pilot project that promotes nurse aide recruitment and retention.

(A) 8. Opportunities for specialization certificates for professional caregivers.

(S) 9. Exploration of ways each Area Agency on Aging addresses issues relating to caregivers, including training, respite care, hospice, definitions, and advocates.

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

Economics

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/Iowans in Transition program grants through the ICSW to serve more individuals and to keep up with the rising costs of services. **ICSW priority.**

(L) 2. Development of a plan to achieve pay equity for employees in private industry thereby eliminating wage discrimination on the basis of gender. **ICSW priority.**

(L) 3. Legislative action on child care in Iowa with a focus on employment-related child care issues, including: **ICSW priority.**

- 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 185 percent of poverty level;

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- c. Adequate compensation, including 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 assistance;
- g. Increased training and education for child caregivers/funding for professional development training;
- 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; and
- i. Restructuring of the four child care programs at the Department of Human Services into one, with funding if necessary.

(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. 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.

(S) 8. Study by the Consumer Protection Division of the Attorney General's Office of check-cashing centers and currency exchanges, payday loans, rent-to-own operations, pawn shops, and warranties for used cars to ascertain extent of victimization of the working poor.

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 teacher role models in traditionally male-dominated fields, sexual harassment (affecting 83 percent of Iowa high school females in 1994), and gender role stereotypes, all impact the educational experience of 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. ICSW priority.

(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 educational support for programs that encourage females and minority students to study mathematics, science, and

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technology at all levels as well as to pursue careers related to mathematics, science, and computer technology.

(A)4. Support for the training and retraining of educators, students and board members on issues related to the prevention of sexual harassment, racism, and xenophobia, and to the promotion of 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 and minorities to enroll in programs for training elementary education teachers and secondary family and consumer science teachers, and for females and minorities 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.

(A)9. Encourage Board of Education to include in their State Plan funding for the sex equity coordinator in vocational education and sex equity and single parent/displaced homemaker programs.

Government

The *1998 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. Naming the Old Historical Building in the Capitol Complex after Ola Babcock Miller, the first female in Iowa to be Secretary of State and the founder of the Iowa State Patrol. **ICSW priority.**

(L) 2. 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. **ICSW priority.**

(L) 3. Gender balance on boards and commissions of political subdivisions of the state.

(L) 4. Development of a plan for extending a comparable worth policy to all public employees in Iowa, with state assistance to local government entities in conducting comparable worth studies and a plan for making state revenue-sharing monies at future dates contingent upon adopting comparable worth pay schedules for local government employees.

(L) 5. A requirement that credit be given for skills developed through volunteer and homemaker work experience for purposes of qualifying for hiring and promotion in all personnel selection systems in Iowa state government, its political subdivisions, and all businesses/parties that contract with the state government.

(L) 6. Continued enforcement of existing affirmative action plans and careful monitoring of promotions made within the upper pay

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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.

(A) 7. Policies that promote job sharing and flex-time in state employment.

Health

A 1996 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 1996, women between the ages of 25 to 34 were particularly affected with 13.6 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. Full funding and implementation of the State's Children's Health Care Initiative (HAWK-I), with consideration of available options.

(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 through the Department of Human Services.

(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. Funding for follow-up treatment when screening for breast and cervical cancer indicate abnormalities.

(L) 9. Increased funding for family planning programs through Title XX, with emphasis on education and increasing access for low-income women ineligible for Medicaid.

(L) 10. Enhanced programs such as Healthy Families that increase the availability of perinatal care including utilization of nurse midwives, nurse practitioners, and physicians assistants.

(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. Monitoring managed care for substance abuse and mental health treatment to insure that specific needs of women, including aftercare, are met.

(A) 13. Recommending a designated portion of continuing education credits for medical practitioners to be on the topic of women and HIV/AIDS.

(A) 14. Insuring the continuance of cost-based Medicare and Medicaid reimbursement rates to rural health clinics and to community health centers to encourage the continuance and expansion of access to primary care services in underserved areas.

(A) 15. Providing information that clearly

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outlines a mother's legal rights and options before completion of a birth certificate or an affidavit of paternity.

(A) 16. Encouraging workplace accommodation and support for breast-feeding mothers.

(A) 17. Monitoring the impact of welfare reform on health of families by assessing the quality and availability of well-being visits.

(A) 18. Monitoring the delivery of services through Empowerment Zones, to assure that needs of families are being met.

(A) 19. Monitoring the Council for Chemically Exposed Infants and Children, including prenatal chemical exposure.

(S) 20. Review of treatment of mental health patients in the judicial system and in health care.

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. Legislation requiring insurance plans that cover prescriptions to cover prescriptive contraceptives. **ICSW priority.**

(L) 3. Continuing to reform health insurance

coverage for the uninsured and underinsured.

(A) 4. Expansion of relationship definition for family coverage insurance to include extended family members.

(A/S) 5. Monitoring impact of managed care health plans on women and children.

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 521 in 1997. Women of color are disproportionately represented in Iowa's prisons. In January 1998, for example, African-American women represented 24.7 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. Increasing staff, including a full-time volunteer coordinator for the Iowa Correctional Institution for Women.

(L) 4. Increased state funding for community treatment programs for women convicted of nonviolent crimes. **ICSW priority.**

(L) 5. Restoration of state funding to the FY

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1996 level of \$950,000 for the Legal Services Grants Program administered by the Office of the Attorney General. **ICSW priority.**

(L) 6. Provision of English as a Second Language education and opposition to any English-only bills.

(L) 7. The mediation/arbitration approach to child custody except in cases where domestic violence or child abuse are involved.

(L) 8. Funding for day treatment and residential programs for adolescent females.

(L) 9. Development of preventive programs, early identification, and intervention for adolescent females. **ICSW priority.**

(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 financial settlements, including alimony and other judicial decisions.

(A) 14. Hearings with prisoners and families regarding the Iowa Correctional Institution for Women operations.

(A) 15. Improvement of visiting policies for families at the Iowa Correctional Institution for Women.

(A) 16. Structured long-term treatment programs for nonviolent offenders, including follow-up.

(S) 17. Study of the compensation for workers in treatment programs for adolescent females.

(S) 18. Studying issues related to child custody, including judicial discretion, rulings of Iowa judges, consideration of primary caregiver presumption, and consideration of shared custody presumption.

Violence Against Women

Between January, 1990 and September 1998, 76 women have been murdered in Iowa due to domestic violence. In fiscal year 1997, 16,484 victims of domestic violence were served by programs receiving state dollars. That same year, 3,081 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. Training for mediators in court proceedings to screen out cases in which domestic violence is a factor.

(L) 2. Increased funding for services to victims of sexual assault and domestic violence.

(L) 3. Increased funding for training of criminal justice personnel, community professionals, service providers, and the general public on issues of domestic violence and sexual

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assault through the Iowa Commission on the Status of Women (contracting with the Iowa Coalition Against Domestic Violence and the Iowa Coalition Against Sexual Assault).

(L) 4. Mandatory training for criminal justice personnel in victim related issues.

(L) 5. Keeping confidential the names and addresses of victims of sexual assault prior to an indictment of an alleged perpetrator.

(L) 6. Confiscating all firearms from a residence involved in a domestic violence assault.

(L) 7. Expanding definition of relationships in the domestic violence statute to include dating.

(L) 8. Clarifying the *Code of Iowa* so that sexual assault with an object is considered a sexual assault. **ICSW priority.**

(L) 9. Amending *Code of Iowa* Chapter 236 to clarify legality of extending protection orders beyond one year. **ICSW priority.**

(L) 10. Amending *Code of Iowa* Chapter 709.4 Section 3 to include additional substances that are not classified as "controlled," and to delete the provision that the substance was consumed without the participant's knowledge. **ICSW priority.**

(L) 11. Clarifying the definition of intent in *Code of Iowa* Chapter 709.1, Section 1, so that sexual gratification need not be proven as an intent of the sexual assault offender. **ICSW priority.**

(L) 12. Changing "participant" to "person" or "individual" in *Code of Iowa* Section 709 to avoid any implication that a victim somehow agreed to participate in the crime of sexual

assault. **ICSW priority.**

(L) 13. Redefining *Code of Iowa* Section 229A.2, Subsection 3, to specify that any sexually violent behavior would meet the definition of "mental abnormality." **ICSW priority.**

(L) 14. Striking *Code of Iowa* Section 229A.2 Subsection 4--criterion for definition of predatory that the predator has established a relationship with the victim for the purpose of victimization. **ICSW priority.**

(L) 15. Amendments to the *Code of Iowa* to clarify the interplay between mandatory child abuse reporting and victim counselor/client privilege. **ICSW priority.**

(L) 16. Elimination of fees for domestic violence restraining orders.

(L) 17. Prohibition of polygraph testing for victims of sexual assault.

(L) 18. Maintaining and preserving rebuttable presumption against joint custody in cases where the court finds domestic abuse.

(L) 19. Opposing requiring joint physical care legislative language.

(L) 20. Provision of transitional housing for families leaving abusive situations.

(L) 21. Provision of funding to domestic violence/sexual assault projects to meet the needs of non-English speaking persons.

(L) 22. 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

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workers and advocates.

(A) 23. Requiring health continuing education units for training on increased sensitivity to domestic violence.

(A) 24. Monitoring the implementation of recommendations of the Supreme Court Task Force on Courts' and Communities' Response to Domestic Violence.

(A) 25. Creation of a task force to implement recommendations from the Focus Group Study of Sexual Assault Examination Evidence Storage Solutions in Iowa.

(A) 26. 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) 27. Reviewing the statute of limitations in prosecution for child sexual abuse.

Welfare Reform

In 1998 Iowa will continue its critical work 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 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. **ICSW priority.**

(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 to fund homeless shelters, low income housing, and rehabilitation.

(L) 7. 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) 8. Modifying the Family Investment Program to allow continued financial assistance until the recipient earns at least \$7.50 per hour plus medical care.

(L) 9. Increased funding for the Family Development and Self-Sufficiency (FaDSS) program.

(L) 10. Opposition to any legislation that would exempt Iowa from minimum-wage laws regarding public assistance recipients.

(L) 11. Increased grant level for the Family Investment Program.

(A) 12. Continuing redesign of the delivery system for financial assistance services so that families are served more quickly and effectively.

SECTION 3: Programs and Projects

The Iowa Commission on the Status of Women (ICSW) works on numerable projects and programs in seeking to advance the status of women. It collects employment related information, including job listings, and works toward pay equity; strives to equalize women's participation in policy-making positions in the government and private sectors; recognizes Iowa leaders through the Iowa Women's Hall of Fame, the Write Women Back Into History Essay Contest, and the Cristine Wilson Medal for Equality and Justice; and addresses issues relating to female adolescents.

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.

Employment Opportunities

Jobs Clearinghouse Project: The 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.

Women's Transportation Pipeline Project: The ICSW served on the State Leadership Committee on Nontraditional Occupations and Equity that submitted a proposal for this project to the Iowa Department of Transportation. The accepted proposal allowed the ICSW to assist in interviewing applicants to administer the project, which is designed to increase the representation of women and minorities in highway construction. It also advertised the project in the *IoWoman*, the Friends of the Iowa Commission on the Status of Women newsletter, which is edited by the ICSW.

Publications

How to Get a Job - How to Get Your

Bearings: With funding from Iowa Workforce Development and the Carl D. Perkins Applied Technology and Vocational Education Act, the ICSW revised and will be printing 8,000 copies of this guide for Iowa women who are looking for a job or who are seeking a better job.

Included in the guide is information on how write a resume, conduct an interview, obtain personal counseling if needed, fix a car, find housing, etc. Dr. Judith Anne Conlin, original author of the publication, rewrote the guide with the assistance of the ICSW. Dr. Conlin was honored for her work on behalf of a state agency at a Governor's Volunteer Award Ceremony. Jean Berry, Iowa artist and original illustrator for the publication, redrew the illustrations that accompanied the resource information. The rewritten guide contains one-third more information than previous editions and will be distributed primarily through the displaced homemaker programs across the state.

Why Not Women?: The ICSW worked with Boddy Media Group in rewriting and redesigning this brochure on nontraditional employment for women. The publication highlights reasons for considering nontraditional employment, research that shows higher wages and benefits in those jobs, success stories, job

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ideas, and places to begin looking. Funding for the project came from Nontraditional Employment for Women, Iowa Workforce Development. Distribution was accomplished through various means, including the displaced homemaker programs statewide. The theme, *Why Not Women?*, was developed and used by Boddy Media in a statewide marketing campaign for Nontraditional Employment for Women.

Wage/Benefits Studies

1998 follow-up to *Employees' Wages and Benefits: Domestic Violence and Sexual Assault Projects 1997 Report and Recommendations*: In 1997, the ICSW conducted a study of the wages and benefits of employees in domestic violence/sexual assault projects (dv/sa) across the state. The study revealed significantly low wages across the board, with many employees living at, below, or barely over the poverty line. Because of the increase over the past several years in federal and state monies available to dv/sa projects, the ICSW made, in its report of the study, wage recommendations for specific job descriptions, using comparable jobs in state government as a comparison. The response was overwhelming. In a 1998 ICSW follow-up to the study, the Commission's study was credited for approximately \$112,000 in pay increases in dv/sa jobs statewide. While the results were positive, the ICSW encouraged dv/sa projects to continue the work, in a follow-up memo to dv/sa projects statewide. Many employees' full-time wages are still below the poverty line and a majority of those are barely over it. Few benefits have been added, and those that do exist are still far below the state employee benefit package. Results of the study and the follow-up survey were highlighted in the National Committee on Pay Equity's newsletter, *Newsnotes*. Support from members of the Iowa Coalition Against Sexual Assault,

the Iowa Coalition Against Domestic Violence, the Crime Victim Assistance Division of the Attorney General's Office, and the STOP Violence Against Women Coordinating Council made this project possible.

Wage Survey: In 1993, the ICSW initiated a Department of Employment Services study on gender-wage disparity in Iowa. That report revealed, among other things, that Iowa women, on average, made 68 cents per dollar that Iowa men made. A recent national study shows that U.S. women's wages relative to men are on the rise. That, coupled with low unemployment in Iowa, propelled the ICSW to ask Iowa Workforce Development to repeat the study, which they agreed to do. The ICSW is seeking an additional annual appropriation for the ongoing study of women's and men's wages statewide so the most up-to-date information is available for state agencies, policy makers, employers, and the public at-large.

GIRLS

The ICSW has two initiatives specifically aimed toward Iowa's girls: the Challenge Grant Project, addressing the needs of adolescent females involved with or at risk for involvement in the juvenile justice system, and Take Our Daughters to Work Day.

Challenge Grant

Iowa Gender-Specific Services Task Force: This year, the Division of Criminal and Juvenile Justice Planning (CJJP) entered into an agreement with the ICSW to provide staff support to the Iowa Gender-Specific Services Task Force funded through a Department of Justice Challenge Grant. A program planner for the Commission was subsequently hired to fulfill the agreement terms. The ICSW program planner convenes the monthly Task Force meetings, through which members seek to

assure that adolescent females in the juvenile justice system receive equitable services. The Iowa Juvenile Justice Advisory Council along with CJJP formed the Task Force in 1996 to look at gender issues in the development and provision of services by Iowa's juvenile justice system. The Task Force comprises a multi-disciplinary group representing key players in the juvenile justice system, including judges, juvenile court officers, Iowa Department of Human Service officials, service providers, educators, and researchers. The ICSW made periodical presentations to the Iowa Juvenile Justice Advisory Council on the progress of the Challenge Grant Project.

Whispers and Screams: Sponsored by the Task Force, the ICSW coordinated the April, 1998 *Whispers and Screams are Hard to Hear, Creating an Audience for Girls' Voices Chapter II: Exploration* conference, held in Iowa City. The conference, whose audience includes people who work with girls involved with or at-risk for involvement with the juvenile justice system and the girls themselves, addresses many facets of adolescent girls in the juvenile justice system and ways to assist those who are at-risk. The ICSW also began coordination for the third annual conference--March of 1999--*Whispers and Screams are Hard to Hear, Creating an Audience for Girls' Voices, Chapter III: Exchange*.

Desk Protocol: The ICSW developed a desk protocol, *Providing Gender-Specific Services for Adolescent Female Offenders: Guidelines & Resources*. The protocol provides a thorough description of a gender-specific programmatic framework for creating quality gender-specific services and programs for adolescent female offenders and girls at-risk. The goal: to create systematic change in the way services are provided to adolescent female offenders and

girls at-risk. The intended audience for the protocol includes Department of Human Services personnel, juvenile court officers, educators, administrators, and service providers in girl-serving programs. It includes reproducible lists of supportive actions to be taken by adults who serve in varied roles in girls' lives as well as comprehensive lists of resources, including organizations that focus on girls and gender-specific curricula for girl-serving programs. The desk protocol will be disseminated in 1999.

Training on Gender-Specific Programming and Services: As part of the Challenge Grant efforts, two conference workshops and one staff training were presented on adolescent female development and gender-specific programming. The research-based presentations examined the developmental experiences of adolescent females, particularly the experiences common to those at risk for involvement with the juvenile justice system. They also addressed gender-specific program strategies to improve outcomes for adolescent girls and the greater community. Through poetry and 'zines written by Iowa teen girls, participants were able to see research findings reflected in the lives of Iowa's adolescents. Participants left with usable information, including a description of gender-specific programs and services, recommendations for further reading, a list of local and national resource organizations, and suggestions for supporting adolescent girls in one's community. Presentations were given at the Lt. Governor's Conference on Diversity and at the annual conference of the National Association of State Coordinators for the Education of Homeless Children and Youth (NASCEHCY). The staff training was presented for Life Options, a comprehensive after-school adolescent pregnancy prevention program at Casady Alternative School, Des Moines. A *Lunch & Learn* workshop on

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understanding adolescent development was also presented for Des Moines General Hospital staff.

Other: The ICSW attended a lecture/workshop with Dr. Mary Pipher, author of the groundbreaking book on females in the United States *Reviving Ophelia*; reviewed formula grant proposals for CJJP; was interviewed by KJJY radio about the Challenge Grant and gender-specific programming and services; and wrote two editions of *The Girl Connection* for publication in the Friends of ICSW newsletter, *IoWoman*, sent to 8,400 statewide.

Take Our Daughters to Work Day

The Ms. Foundation for Women is the national sponsor of the annual Take Our Daughters to Work Day, held the fourth Thursday of April each year. Millions of girls, ages nine to 15, parents, guardians, and teachers participate in the event, focussed on girls' ideas, needs and dreams--to help ensure that girls remain confident, strong, and in school throughout their teen years. The ICSW coordinated activities for employees at the Capitol Complex in Des Moines. Scheduled events included a welcome by Lt. Governor Joy Corning in the Governor's Office, State Capitol; a tour of the Capitol; and a presentation by Almo Hawkins, then Director of the Department of Human rights--*How to Get Where You Want to Go*. Over one hundred girls and boys participated in the organized events.

RECOGNIZING IOWA LEADERS

The ICSW believes that in order to advocate for the full participation by women in the political, economic, and social life of the state, leaders in those areas need to be identified, recognized, and promoted as role models.

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 in promoting equal opportunity. The medal is given to individuals--male or female--who have exhibited outstanding dedication and service on behalf of the ideals of equality and justice. In 1998, the ICSW developed a small publication that features all Cristine Wilson Medal recipients, which will be printed in 1999. Those recipients are Charles H. Bruner, Naomi Christensen, Minnette Doderer, Sue Follon, Patricia Gadelmann, Louise Rosenfield Noun, Governor Robert Ray, Mary Louise Smith, Lonabelle Kaplan "Kappie" Spencer, Betty Talkington, Maude Esther White, and Mary Molen Wiberg.

Edna M. Griffin received the medal at the 1998 Iowa Women's Hall of Fame Ceremony, Des Moines. Griffin has been the Rosa Parks of Des Moines for decades; however, her request for service in 1948 at the Katz Drug Store lunch counter that did not serve African-Americans came seven years before Parks' celebrated refusal to move to the back of a southern bus. The Fisk University graduate has devoted her life to the civil rights movement. In 1963, she organized Iowans to join Martin Luther King's famous march on Washington, D.C. She also began a Des Moines chapter of the Congress of Racial Equality (CORE), which supported the voter registration drive in the South. She was active in peace and other human rights efforts. In 1985, she received the Community Service Award from Blacks in Government. Born in Kentucky in 1909, she grew up on a New Hampshire farm and moved to Des Moines in 1947. This year, on the 50th anniversary,

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Griffin was honored by Urban Dreams for her leadership and bravery. A dedication of a commemorative plaque was also held at the site, the Flynn Building, that once housed Katz, followed by an evening reception/reunion/reenactment at the State Historical Building. Roxanne Conlin also announced that the Flynn Building, owned by her and her husband, would be renamed after Griffin, a member of the Iowa Women's Hall of Fame.

Friends of ICSW Banquet

The ICSW provided staff support for the Friends of ICSW luncheon and program that followed the Iowa Women's Hall of Fame Ceremony and reception on August 22, 1998. Held at Younkers Tea Room in Des Moines, Hall of Fame Member Evelyne Villines, was the featured speaker at the event. State officials, Hall of Fame members, and Commissioners were specially recognized at the event, and the Friends of ICSW endowment fund winners were

announced.

Iowa Women's Hall of Fame

The Iowa Women's Hall of Fame 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-fourth Annual Iowa Women's Hall of Fame Ceremony was held in Des Moines on Saturday, August 22, 1998 at the State Historical Building of Iowa, Des Moines. The punch and cookie reception held in the atrium following the ceremony was funded by the Friends of the ICSW. As usual, the ceremony was held close to Women's Equality Day, August 26, which commemorates the day in 1920 when American women first received the vote. At the ceremony, the Governor read a Women's Equality Day Proclamation. Awards were presented to the recipients by Governor Terry E. Branstad, Lt. Governor Joy Corning,

Iowa Women's Hall of Fame Members

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

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Commission Chairperson Kathryn Burt, and Chairperson of the Hall of Fame Nominating Committee, Lisa Green. The 1998 Hall of Fame Nominating Committee was composed of Judge Brown, commissioner; Shawn Mullen, commissioner; Kathryn Burt, commission chairperson; Tom Morain, division administrator for the State Historical Society of Iowa; and Suzanne O'Dea Schenken, Des Moines author. The honorees represented a wide range of interests and accomplishments and have made extraordinary contributions in their various fields. The following are biographies of the 1998 inductees.



Bess Streeter Aldrich

Born in Cedar Falls in 1881, Bess Streeter Aldrich gained national and international fame as an author of the Midwest experience, including strong female characters.

After receiving her degree

from Iowa State Normal School (now University of Northern Iowa), she taught school for five years in various Iowa communities before moving to Elmwood, Nebraska, where she spent the rest of her professional career. Her short stories appeared in many popular magazines, including *Ladies Home Journal*, *American Magazine*, *Good Housekeeping*, *McCall's*, and *Cosmopolitan*. Between 1924-42, she wrote nine novels including *A Lantern in Her Hand* and *Miss Bishop*, on which the movie *Cheers for Miss Bishop* was based. Aldrich draws upon her Iowa roots in *Song of Years*--the story of the founding of her home town, Cedar Falls. In 1949 the Iowa Library Association presented her with the Johnson Brigham Award that read, "To the Iowa author for the most outstanding contribution to literature." She died in 1954.



Janice Ann Beran

Emerita professor of health and human performance, Janice Ann Beran of Ames is a leading educator who advocates for international understanding and equal opportunities for all. During the 18 years she served on

the Iowa State University faculty, Beran was a master teacher who brought topics to life through dramatizations, reenactment of historical events, and classroom conference calls with leaders in the field. Beran is widely recognized for her work in women's sports and physical education and has written a book on the history of Iowa girls' basketball. Her extensive cross-cultural interests led to international teaching as a missionary educator in the Philippines for 13 years and as a visiting professor/lecturer in Japan, China, Taiwan, and Nigeria. In 1984, she served as the United States delegate to the Olympic Academy in Greece. Beran is also a community and church leader, having served as president of the League of Women Voters of Ames; the League of Women Voters of Iowa; Iowa-Yucatan Partners of the Americans; and the Iowa Association for Physical Education, Health, Recreation and Dance; and as Synod Moderator in the Presbyterian Church. Beran and her husband have three adult children and five grandchildren, and have served as foster parents to 42 troubled and disadvantaged teens.



Lynn Germain Cutler

A current resident of Washington, D.C. Lynn Germain Cutler is a nationwide leader in politics, promoting the causes of women and children as well as encouraging women to

become involved in politics. Born in 1938 in Illinois and longtime resident of Waterloo, Cutler got her start in advocating for those causes as a teacher in Cedar Falls. Soon thereafter, she became involved in Iowa politics by becoming the first woman to chair the Black Hawk County Board of Supervisors and, in 1980 and 1982, she ran as the Democratic nominee for the United States Congress from her district. She has held several political appointments, including 12 years as the vice chair of the National Democratic Party, vice chair of the U.S. Advisory Commission on Intergovernmental Relations, and U.S. delegate to the United Nations Fourth World Conference on Women. She is involved in the National Women's Political Caucus, EMILY's List, and the International Women's Forum. Cutler has also been active in the Jewish community. Currently she serves in the White House as deputy assistant to the President for Intergovernmental Affairs, where her duties are as White House liaison to counties, cities, tribal governments, and women-elected officials.



Maude Esther White

Born in 1913 as one of nine children to Reverend and Mrs. G. W. White of Perry, Iowa, Maude Esther White has devoted her life to assisting disadvantaged persons in education,

employment, housing, and business. She attended the University of California at Berkeley and holds B.A. and M.A. degrees from Drake University, and an honorary Doctor of Laws degree from Grand View College, which established the Maude Esther White Endowed Scholarship in 1995. After holding a number of teaching and government positions in California, she came to Iowa where she was the first affirmative action administrator for the State of Iowa. In 1980, she founded and

directed, until 1991, the Des Moines Tutoring Center, a nonprofit organization that strives to encourage young people to reach their potential through education. She has served on the Iowa Commission on the Status of African-Americans, and the boards of Good Samaritan Urban Ministries, San Francisco LINKS, YWCA, American Association of University Women, and Girl Scouts of America. She is past board member and president of the Des Moines Branch of the NAACP.

Write Women Back Into History
Statewide Essay Contest

The *Write Women Back Into History* Essay Contest, cosponsored by the ICSW, the Iowa Department of Education, and the State Historical Society of Iowa, is administered each year by the ICSW and open for the participation of students grades 6-9. Guidelines for the essay contest are mailed each November 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. The purpose of the contest is to celebrate Women's History Month--March--and to increase the awareness of contributions made by Iowa women. Prizes are awarded to the first three winners and their teachers in the two grade divisions 6-7th and 8-9th. Special awards are given to the best essay on a woman volunteer and the best essays on women in science and engineering. Prizes include Women's History Month books, posters, and other memorabilia. The first-place winners also receive cash prizes. This year a special monetary award, *Why Not Women?*, was given to the author of the best essay focusing on a woman in a nontraditional career. This \$50 award was a part of a yearlong statewide marketing campaign for Nontraditional Employment for Women, Iowa Workforce Development, through Boddy Media Group.

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Judges: Teachers are encouraged to sponsor the contest in their classroom. One finalist may then be submitted from each classroom to be judged by a committee made up of Iowa writers, historians, and representatives of the sponsoring agencies. The 1998 judges were Kim Cheeks, Iowa Commission of the Status of African Americans; Sheri Weathers, Iowa Department of Revenue and Finance; John Burnquist, Division on Community Action Agencies; Joan Moll, Iowa Department of Human Rights; Linda Weisel, State Historical Society of Iowa; Laura Allison, State Historical Society of Iowa; Crystal Bailey, State Historical Society of Iowa; Vicki Brown, Iowa New Choices; Juli Probasco-Sowers, *The Des Moines Register*; Mary Bingaman, Iowa Department of Education; Mary Beth Schroeder Fracek, Iowa Department of Education; Dave Kuker, Division of Criminal and Juvenile Justice Planning; Cathy Hamilton, Division of Community Action Agencies; and Janie Barnett, Iowa State University.

WOMEN IN POLICY-MAKING POSITIONS

While the ICSW works hard at eliminating the "sticky floor"--women who are stuck in low-paying jobs with few benefits and opportunities for advancement--it also recognizes the need to break the "glass ceiling" in government and private sector policy-making positions. It has projects aimed at accomplishing both.

Roster of Qualified Women

In 1970, the Governor's Commission on the Status of Women assumed responsibility for developing a roster of Iowa women qualified for appointments to paid and volunteer positions on state 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. Appointment resume form are provided upon request; they include biographical information, educational background, work experience, organizations,

1998 Write Women Back Into History Statewide Essay Contest Winners

1998 6-7 Grade Category Contest Winners

1st place: Jessica Moser

St. Mary School, Guttenberg

Sponsoring teacher: Peggy Rausch

2nd place: Sarah Maahs

Ames Middle School

Sponsoring teacher: Kristine Magel

3rd Place: Andrea Roberts

Parnell Elementary School

Sponsoring teacher: Judy Lillis

1998 8-9 Grade Category Contest Winners

1st place: Elizabeth Reicks,

Turkey Valley Community School

Sponsoring teacher: Patricia Lynch

2nd place: Stephanie Gallegos

IKM Middle School, Irwin

Sponsoring teacher: Nancy Stammer

3rd Place: Amanda Jo Miller

Red Oak Community High School

Sponsoring teacher: Larry Brandstetter

Best Essays on Women in Science and Engineering

1st place: Melinda Padley

Linn-Mar High School, Marion

Sponsoring teacher: Suanne Huffman

2nd place: Meghan Minner

Roland-Story Middle School

Sponsoring teacher: Carol Carr

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

Craig Winger

Jefferson Junior High School, Dubuque

Sponsoring teacher: Art Miller

Why Not Women?

Award on the Best Essay

on a Woman in a Nontraditional Career

Heidi Hanel

Marion High School

Sponsoring teacher: Bonnie Dodge

and information on the areas of interest. The Commission expanded the Roster by contacting organizations in specific geographic areas of the state where there were few Roster names. Each year it advertises the availability of appointment resumes in the *IoWoman*, the Friends of ICSW newsletter that is sent to 8,400 organizations and individuals statewide. The Roster of Qualified Women has contributed significantly to the expanding role of women in government. This project has provided the names of approximately 350 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 boards and commissions has been mandated, a legislative change for which the Commission advocated.

Women and Minorities on Corporate Boards of Directors Project

The idea for increasing the number of women and minorities who serve on corporate boards of directors evolved from a 1995 survey conducted by the ICSW and the Iowa Department of Economic Development. Results showed that less than 7 percent of board members in Iowa's 47 largest publicly-owned corporations were female; none were women of color. Similarly, only a handful of men of color were represented. As a result, the ICSW researched the possibility of establishing a database of women and minorities who want to serve on corporations.

Task Force/Steering Committee: Throughout 1997, the ICSW and representatives of Drake University's School of Business and Public Administration met several times to discuss the feasibility of such a database. In December of 1997, a task force was convened by the ICSW and Drake University in which business and community leaders agreed that the database

project was important and should be pursued. In 1998, the task force evolved into a steering committee that begin work toward the establishment of the database. The database would be designed in cooperation with Drake University to help break the "glass ceiling" by identifying Iowa women and minorities who wish to sit on corporate boards of directors and matching them with appropriate businesses, thereby increasing their representation on those boards. The committee mailed corporation CEOs a survey to ascertain their interest in increasing the number of females and minorities on their boards, and conducted follow-up meetings with them via the phone and in person.

White Paper: Written by the ICSW, the White Paper is serving as the project's initial organizing tool. The five-page document explains the concept for the database; creates a vision amenable to the development of partnerships among the business, government, and private sectors; serves as a preliminary planning document for budgeting and designing activities; and will be used to generate money to fund the project.

SECTION 4: Information/Participation

The Iowa Commission on the Status of Women (ICSW) office is a resource center for information on hundreds of topics relative to women and girls--publications, reference materials, and videotapes. And as mandated by the Code of Iowa, the ICSW provides assistance to organized efforts by communities, organizations, associations, government agencies, and other groups working toward the improvement of the status of women in Iowa.

INFORMATION

The ICSW provides information to the public and elected officials on many issues, including the status of Iowa women, nontraditional jobs, divorce, sexual harassment, nonsexist curriculum in education, and more.

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. In 1998, the directory was continually expanded and updated; approximately 6,376 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 lists are available for a minimal fee from the ICSW; the Iowa women's organizations listing is free.

Internship/Volunteer Opportunities

The ICSW met with a representative of Drake Law School, discussing Commission volunteer opportunities for its students. The ICSW also mailed announcements about available internships in its office to all two- and four-year

Advocacy Directory Listing

Adoption	History
Agriculture	Housing Services/ Homelessness
Alcoholism	Insurance
Athletics	International relations
Business Owners	Justice/Corrections
Child Abuse	Labor Force/Movement
Child Development/ Child Care	Law Enforcement/ Corrections
Child Support	Leadership Skills / Development
Communications	Mental Health
Career Planning	Minority Women/ Women of Color
Computer Science	Military Services
Comparable Worth/ Pay Equity	Nutrition
Counseling	Nontraditional Jobs
Disabilities	Older Women
Discrimination	Performing Arts
Displaced Homemakers	Pornography
Environmental	Peace Issues
Education:	Politics/Political Office
Adult/Vocational	Rehabilitation
Elementary/Secondary	Reproductive Issues
Higher Education	Religion
Estate Planning/ Probate Reform	Real Estate/Management
Employment	Rape Prevention
Energy Conservation	Rural Women
Economic Development	Substance Abuse
ERA	Support Groups
Foreign Language	Sexuality
Family Planning	Sexual Orientation
Family Violence/ Domestic Violence	Social Services
Feminization of Poverty	Sexual Abuse
Health Care	Teenage Women
Homemakers	Voluntarism
Historical Preservation	Work and Family

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colleges and universities statewide. Two responses were received. Many schools placed the announcements in internship directories at their career planning and placement offices.

Media

The ICSW Executive Director serves as a media spokesperson for the Commission on issues relative to women across the state. 1998 media contacts and topics discussed included: *Ottumwa Courier*, nontraditional jobs for women; *Waterloo Courier*, female juvenile justice, 150th anniversary of the Women's Rights Movement, and current data on Iowa women; Radio Iowa, Iowa Women's Hall of Fame; *The Des Moines Register*, women in City of Des Moines workforce, Iowa Women's Hall of Fame, adding women to the Constitution, sex discrimination legislation, domestic violence projects, and gender wage disparity; KJY Radio, ICSW and female

juvenile justice; *Cedar Rapids Gazette*, ICSW; *The Perry Chief*, Iowa Women's Hall of Fame and adding women to the Constitution; KUCB in Des Moines, self-sufficiency standards.

Publications

Cristine Wilson Award Recipients: The ICSW developed a small publication featuring the Cristine Wilson Medal recipients. The piece will be printed in 1999, close to the Iowa Women's Hall of Fame Ceremony--when the award is presented.

Divorce: Things to Consider: The section on mediation for this guide for women who are considering divorce was clarified and updated.

Financial Safety for Older Women: The ICSW has teamed up with the Department of Elder Affairs and the Iowa Coalition Against Domestic Violence to write and print this safety

Publications Available/Distributed Upon Request in 1998	#
1998 Proposals to the Governor and General Assembly	162
<i>1998 Status of Iowa Women Report</i>	320
Advocacy Directories on Specific Subject/Category of Interest	41
Appointment Resumes	15
Credit Rights Card	52
<i>Divorce: Things to Consider</i>	440
<i>Exploring Nontraditional Occupations for Women: Is This Job For You?" video/packet</i>	6
<i>Female Juvenile Justice</i>	303
<i>Iowa Commission on the Status of Women 1997 Annual Report</i>	70
Iowa Commission on the Status of Women Brochure	442
<i>Iowa Women and the Law</i> (English)	3189
<i>Iowa Women and the Law</i> (Spanish)	554
<i>Iowa Women's Hall of Fame</i> notebook	17
<i>How to Get Your Bearings. How to Get a Job</i>	1
<i>Referral Information on Programs to Assist Women/Minorities in Establishing and Expanding Small Businesses</i>	531
<i>Sexism in Education</i>	106
<i>Sexual Harassment: It's Against the Law</i>	269
<i>Why Not Women?</i> brochure on nontraditional jobs	186

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and finance publication for older women who are in domestic violence situations. Work in 1998 included establishing a timeline for its development and sending a fund-raising letter to agencies/organizations for the printing and distribution of the publication. It will be written and printed in 1999.

How to Get Your Bearings - How to Get a Job: With funding from Iowa Workforce Development and the Carl D. Perkins Applied Technology and Vocational Education Act, the ICSW revised and will be printing 8,000 copies of this 62-page guide for women who are looking for a job or who are seeking a better job. (See page 19 for more details.)

Iowa Women and the Law: This 46-page publication on women's legal rights was revised and reprinted in both English (5,000 copies) and Spanish (500 copies). Some of the topics included are marriage, divorce, children, citizenship, credit and finance, education, employment, health, violence, and housing. The translation and first run on printing was paid for by the Iowa State Bar Association; the Spanish copies were quickly distributed and a second printing run was paid for by the ICSW.

IoWoman: The ICSW edited this Friends of the Iowa Commission on the Status of Women bimonthly newsletter the scheduled six times in 1998. The publication serves to inform Iowans of state and federal legislation and state and national issues, programs, and services of particular concern to women. The mailing list for the *IoWoman* in 1998 has grown to approximately 8,400. Part of the printing and postage were paid for by the Friends.

1998 Status of Iowa Women Report: Revised, printed, and distributed the 1998 report. The 1998 report comprises 59 pages of information on population, education, health, economics,

justice, and politics.

26th Annual Report: The ICSW wrote, printed, and distributed its *1997 Annual Report*. Copies of the report were sent to the Governor, key legislators, and other interested parties.

Why Not Women?: The ICSW worked with Boddy Media Group in rewriting, redesigning, and printing this brochure on nontraditional employment for women. Funding for the project came from Nontraditional Employment for Women, Iowa Workforce Development. (See page 19 for more details.)

Women and Finance: Research for a publication on women and finance was begun by ICSW intern Dawn Egbert, Luther College. Her research was being proofread by Michelle Durand-Adams, Friends of ICSW, and Joan Moll, Department of Human Rights--experts in finance.

Other: In addition to the previously listed publications, the ICSW reprinted its publications on women and minorities in small business, sexism in education, and sexual harassment. It also has available a library of information and video and audio tapes on various topics that are available for public access.

Partial Listing of Library Topics

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

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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) 1983
The Uses of Suffrage: Women, Politics and Social Change Since 1920 (1/2" VHS) 1996
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

Technology/Web Site

The ICSW attended several strategic planning meetings for the Department of Human Rights (DHR) with Information Technology Services and with Iowa ACCESS. As a result of those meetings, the ICSW made its computers year 2000 compatible and submitted a flow chart for its web site to Iowa ACCESS, whose employees have begun designing the DHR homepage and agency sites. The ICSW also attended the Iowa ACCESS Open House at the State Historical Building in Des Moines.

Other

Provided information on the ICSW to the Governor's Office in Missouri as they reviewed the role of their women's council, and to the newly established Commission on the Status of Women in Arkansas. Also responded to calls year-round from individuals who sought help and/or information on issues related to women's rights. Contacts for the year totaled 3,663, 81 of which were unequal status discrimination calls and 116 that were from persons at-risk.

PARTICIPATION

As mandated by the Code of Iowa, the ICSW participates in many activities/events and serves on committees/task forces to represent the interests of Iowa women. The ICSW participated in the following during 1998:

Grant Reviews

The ICSW reviewed grant proposals for domestic violence and sexual assault projects, funding through Crime Victim Assistance Division of the Office of the Attorney General and for single parent and displaced homemakers, funding through the Department of Education. (See Challenge Grant on page 22 for additional grant review.)

Exhibits

In order to disseminate important information about women, the ICSW often exhibits at conferences and fairs. In 1998, the Commission exhibited at the Iowa Division American Association of University Women meeting, Des Moines; *Celebrating Women, Celebrating Life*

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Conference, Des Moines; Collaboration for Self-Sufficiency Resource Fair, Des Moines; African-American Women's Conference, Davenport; and the Lt. Governor's Conference on Diversity, Des Moines.

Public-speaking Engagements

Throughout the year, the ICSW was asked by many organizations, schools, and other interested parties to speak on issues related to women in the state. In 1998, ICSW served as the keynote speaker for a Professional Women's Network luncheon, Cedar Rapids (topic: women on boards of directors); spoke to an Iowa State University class (topic: the status of Iowa women); East High School, Des Moines (topic: the ICSW); the Iowa Division American Association of University Women Annual Meeting, Des Moines (topic: collaboration among agencies and organizations); the Consortium Breakfast Club, Des Moines (topic: women who shaped Des Moines); *The Des Moines Register* Learning Center (topic: voting); and *Way Up XVI*, Ames (topic: collaboration among state agencies and the ICSW). (See Challenge Grant on page 21 for additional presentations.)

Sponsorships

The ICSW cosponsored, with the Department of Public Health, a presentation in Des Moines by Judith Reichman, M.D., on *What Does the Future Hold for Women? Women's Health in Next Millennium*. The Commission also served as a cosponsor for an October conference on domestic violence, administered by Mercy Hospital Medical Center.

Other

Friends of the Iowa Commission on the Status of Women Endowment Fund Grants: The ICSW processed applicants for these grants awarded to low-income women completing an

education or training program in the state of Iowa. This Friends of ICSW broad-based program is designed to serve low-income adult women seeking to improve job skills, update professional licensing, enroll in English as a Second Language class, attend occupational seminars leading to increased employment opportunities, or attend other educational programs that will improve employment opportunities. The 1998 grant recipients are Patricia Hagarty of Huxley and Cindy O'Donnell of Altoona, each receiving \$362. Hagarty was awarded the money to obtain a property and causality insurance license, which will enhance her position at work. O'Donnell's award was intended to enable her to participate in a one-year accounting and bookkeeping program.

Healthy Iowans 2010: Year-round, the ICSW participated in the development of *Healthy Iowans 2010*, for the purpose of assuring attention to women's health issues in every chapter. As part of its role in this project, the ICSW developed a paper on women's health for *Healthy Iowans 2010* for the Department of Public Health.

Iowa Council for International

Understanding: Throughout 1998, the ICSW met with many worldwide women leaders through the Council. At the meetings, exchanges were made on programs and initiatives designed to elevate the status of women. Representatives with whom the ICSW met were from Spain, Egypt, Kyrgyzstan, and India.

Iowa New Choices: The Commission participated in monthly telenet meetings with this group, composed of state coordinators of displaced homemaker/single parent programs. As a follow-up to one of those meetings, the ICSW wrote to Barbara Olk Long, Warden,

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Iowa Correctional Institution for Women, asking her to distribute Iowa New Choices brochures to women upon their release from prison, to which she agreed.

Mothers in Prison, Children in Crisis rallies: The ICSW assisted in organizing rallies at the Polk County Courthouse and at the Iowa Correctional Institution for Women in Mitchellville to coincide with Mother's Day. The rallies were intended to call attention to the number of mothers in prison, who are convicted of nonviolent crimes and would be better served in community treatment programs.

National Associations of Commissions for Women (NACW): Executive Director of ICSW served as a board member, attending the 1998 NACW Convention with one other staff member and the NACW Board meetings in July and November. As a Board member, Charlotte Nelson administered the 1998 Outstanding Achievement Award for the association and served on its Nominating Committee. The ICSW also edited the NACW membership brochure, letterhead, and envelopes and met via conference call with commissions from Region VII, focussing on a common effort toward pay equity.

Quality Jobs for Quality Communities: The ICSW served on the advisory board for this group whose goal, through public forums, economic development pilot projects in select communities, and public information dissemination, is to generate grass roots interest in the discussion of quality jobs, bring research-based information about the subject to the public's attention, and to, ultimately, create an environment conducive to the creation of more quality jobs in Iowa. The Commission wrote a white paper for the project on women and quality jobs in Iowa.

White House Project: The ICSW met with a representative of the White House Project, a nonpartisan, nonprofit effort to create a climate conducive to electing women to the U.S. presidency as well as to other elected positions. The ICSW made suggestions and followed up on several contacts for places to display ballot boxes and distributed them as part of the Project's Ballot Box Initiative, the first initiative of the Project. The Ballot Box listed 20 women the Project believes are qualified to fill the presidency, from which each person could vote for five. Results from the initiative will be announced in January of 1999. The Commission also attended a White House Project kick-off in Des Moines, with project founder, Marie Wilson.

Additional Participation

African-American Women's Conference
Planning Committee
Beacon of Life Board of Directors
Children's Policy Coalition
Coalition for Prison Reform
Conference for Helping Professionals
Conference on Women in Politics,
Carrie Chapman Catt Center
Commission of Persons with Disabilities
Awards Banquet
Council on Chemically Exposed Infants
and Children
Crisis Intervention Training
Department of Human Rights Administrative
Coordinating Council
Displaced Homemaker Programs
Evaluation Training
Dr. Martin Luther King, Jr. Day State Planning
Committee and Celebration
Economic Justice Conference
Empowerment Zones and SCHIP Conference
Friends of Iowa Civil Rights Board of Directors
Friends of Prisoners of Mitchellville
Governor's Conference on Aging Steering
Committee and Marketing Committee

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Human Needs Advocates
Insurance Coverage for Contraceptives
Prescriptions Forum
Institute for Social and Economic Development
(ISED) Advisory Council
ISED Low-income Entrepreneurs Project
ISED 10th Anniversary and Grand Opening of
Iowa Women's Enterprise Center
Iowa Affirmative Action Task Force
Iowa Child Care Coalition
Iowa Coalition Against Domestic Violence
Gold Seal Awards
Iowa Coalition for the Homeless meeting
Iowa Educational Equity Council
Iowa Excellence Forum
Iowa Friends of Legal Services
Iowa Juvenile Home Foundation Board
Iowa Women 2000 Conference
Iowa Women's Foundation Annual Luncheon
Journal of Gender, Race and Justice Annual
Conference
Legislative Forum: Iowa Corrections Policy
and Its Impact on Women
Long-term Care Coordinating Unit
October as Domestic Violence Awareness
Month Proclamation Signing by Governor
Office for Civil Rights, U.S. Department of
Education workshop
Opening New Doors to Equity Conference
Planning
PACE Girls' Day Treatment Advisory
Committee
President's Meeting on Race Relations
Public Relations Committee,
Department of Human Rights
STOP Violence Against Women
Coordinating Council
Senator Grassley's Workshop on Retirement
Sex Equity in Education Conference
State Leadership Committee on
Nontraditional Jobs and Equity
Strategic Planning and Technology Training
Vision 2020 Iowa Futures Project
Planning Committee

Welfare Reform Advisory Group and
Limited Benefit Plan Work Group
Welfare Reform Coalition Conference

SECTION 5: Contractual Agreements

The Iowa Commission on the Status of Women (ICSW) has contractual agreements to administer state fund appropriations to public and private nonprofit programs providing services to displaced homemakers and to administer state fund appropriations to the Iowa Coalition Against Domestic Violence (ICADV) and the Iowa Coalition Against Sexual Assault (IowaCASA) for training on issues related to domestic violence and sexual assault.

DISPLACED HOMEMAKER GRANTS

During fiscal year 1998, the ICSW administered \$125,775 in state fund appropriations as grants to 10 public and private nonprofit programs providing services to displaced homemakers. Displaced homemakers are individuals who have 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 work with displaced homemakers help them deal with the trauma of their situation and prepare them for education and training toward self-sufficiency. Reports from the programs with grants during fiscal year 1998 show a total of 2,424 were served with counseling, support

groups, skills evaluation, English as a Second Language, and pre-employment assistance.

Fiscal Year 1999 Grants: Applicants were accepted from freestanding entities and subgroups or special programs sponsored by a larger organization. Thirteen applications were received from the programs located statewide. In June, the five-member Displaced Homemaker Advisory Committee met and made grant recommendations. The committee included Dr. Judith Conlin, chair; Mary Wiberg, Department of Education; Charlotte Nelson, ICSW executive director; Lisa L. Green, ICSW treasurer; and Marilyn Rowe, Iowa Workforce Development. One appeal was received from the Des Moines Area Community College (Urban Des Moines and Ankeny Campus); it was denied on July 6. The two other organizations that were denied are the YWCA of Oskaloosa Tec and the Des Moines Register Learning Center at the YWCA.

Fiscal Year 1998-1999 Displaced Homemaker Grant Recipients

Community Programs		Community College Continued...	
Oakridge Neighborhood, Des Moines	\$12,000	Kirkwood Community College,	
OSACS Women's Center, Des Moines	\$10,000	Cedar Rapids	\$ 3,000
Women Aware, Inc., Sioux City	\$30,000	Eastern Iowa Community College,	
		Davenport	\$10,000
Community Colleges (Iowa New Choices Programs)		Iowa Lakes Community College, Estherville	\$16,000
Des Moines Area Community College,		Indian Hills Community College,	
Boone/Carroll	\$17,775	Ottumwa/Centerville	\$ 9,000
Northeast Iowa Community College,		Hawkeye Community College, Waterloo	\$ 8,000
Calmar/Dubuque	\$10,000		

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 the 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. The two organizations were located with the ICSW until April of 1995.

Fiscal Year 1998 and 1999: The ICSW administered state fund appropriations of \$9,500 to ICADV to provide training to community professionals and the general public, \$6,250 to provide training to service providers and \$5,250 to provide training to criminal justice system personnel on issues of domestic violence. IowaCASA was funded through state appropriations of \$9,665 to provide training to service providers, \$5,667 for training of community professionals, and \$5,668 to provide general public education on issues of sexual assault.

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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.
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216A.147 Additional authority.
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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:

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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.

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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

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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.

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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.

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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]

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

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]

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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]

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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;

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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.

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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

