



Administrative and Study Proposals

March 2000



**IOWA
COMMISSION
ON THE
STATUS
OF WOMEN**

*Making a difference in
the lives of Iowa women*

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The Iowa Commission on the Status of Women endorses the following proposals, which are coded for administrative action (A) or study (S).

NOTE: The proposals are not in order of importance.

(ICSW Legislative Proposals are in a separate document.)

The Iowa Commission on the Status of Women (ICSW) has formulated a program that it deems necessary to meet important human needs and to eliminate inequities for women, which will benefit all citizens of Iowa. The ICSW supports:

Aging Issues and Long-Term Care

- (A) 1. Opportunities for specialization certificates for professional caregivers.
- (S) 2. Exploration of ways each Area Agency on Aging addresses issues relating to caregivers, including training, respite care, hospice, definitions, and advocates.
- (S) 3. Study of issues related to the awarding of guardianships and conservatorships taking into account the rights and needs of the parties involved.

Economics

- (A) 1. Including in the Regional Workforce Development Customer Service Plans, needs-based payments and support services (including transportation and dependent care subsidies) for all Workforce Investment Act participants who are involved in intensive and training services, at least until they receive their first full-month paycheck.
- (A) 2. 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) 3. Including in the state plan for implementing the Workforce Investment Act, a strong initiative for training women for nontraditional, higher-paying jobs.

- (A) 4. Recommending CEUs for conferences or workshops which deal with the financial advice and possible adverse consequences of practices dealing with wills and trusts for women.
- (A) 5. The work of the Community Workforce Partnership in Polk County as a model to work toward a more integrated, customer-centered service delivery system.
- (S) 6. 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) 7. 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.
- (S) 8. Study of materials to determine whether financial advisors are being encouraged to sell products (e.g. insurance, trusts, annuities) based on gender assumptions such as the incompetence or unwillingness of women to handle financial affairs.

Education

- (A) 1. 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 vehicle for change in the educational environment.
- (A) 2. Increased educational support for programs that encourage females and minority students to study mathematics, science, and technology at all levels as well as to pursue careers related to mathematics, science, and computer technology.
- (A) 3. 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) 4. 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) 5. 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) 6. Promotion of female participation in educational programs leading to nontraditional, higher-paying jobs.
- (A) 7. 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) 8. Programs in math, financial affairs, and money management.
- (A) 9. Strengthening the emphasis by the Department of Education on nontraditional education and training programs.

Government

- (A) 1. Policies that promote job sharing and flex-time in state employment.

Health

- (A) 1. Promotion of prenatal screening to include counseling to high-risk women to have confidential HIV test and treatment if necessary to prevent transmission.
- (A) 2. Monitoring managed care for substance abuse and mental health treatment to insure that

specific needs of women, including aftercare, are met.

- (A) 3. Recommending a designated portion of CEUs for medical practitioners to be on the topic of women and HIV/AIDS.
- (A) 4. 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) 5. Providing information that clearly outlines a mother's legal rights and options before completion of a birth certificate or an affidavit of paternity.
- (A) 6. Encouraging workplace accommodation and support for breast-feeding mothers.
- (A) 7. Monitoring the impact of welfare reform on health of families by assessing the quality and availability of well-being visits.
- (A) 8. Monitoring the delivery of services through Empowerment Zones, to assure that needs of families are being met.
- (A) 9. Monitoring the Council for Chemically Exposed Infants and Children, including prenatal chemical exposure.
- (S) 10. Review of treatment of mental health patients in the judicial system and in health care.
- (S) 11. Study of the need for substance abuse training for nurses.

Insurance

- (A) 1. Expansion of relationship definition for family coverage insurance to include extended family members.
- (S) 2. Monitoring impact of managed care health plans on women and children.

Justice

- (A) 1. Establishment of a task force to examine treatment and equity of opportunity in education and training programs for women throughout the correctional system.
- (A) 2. Monitoring the implementation of the Iowa Supreme Court's Equality in the Courts Task Force's final recommendations.
- (A) 3. 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) 4. Improvement of the procedures for enforcement of financial settlements, including alimony and other judicial decisions.
- (A) 5. Hearings with prisoners and families regarding operations of the Iowa Correctional Institution for Women.
- (A) 6. Improvement of visiting policies for families at the Iowa Correctional Institution for Women.
- (A) 7. Structured long-term treatment programs for nonviolent offenders, including follow-up.
- (A) 8. Encouraging the Department of Corrections to explore gender-specific models for implementation in staff training at the Iowa Correctional Institution for Women.
- (S) 9. Study of the compensation for workers in treatment programs for adolescent females.
- (S) 10. Study of issues related to child custody, including judicial discretion, rulings of Iowa judges, consideration of primary caregiver presumption, and consideration of shared custody presumption.

- (S) 11. Study of same-gender staffing policies for prisoners in other states related to privacy issues.

Violence Against Women

- (A) 1. Requiring health CEUs for training on increased sensitivity to domestic violence.
- (A) 2. Monitoring the implementation of recommendations of the Supreme Court Task Force on Courts' and Communities' Response to Domestic Violence.
- (A) 3. Creation of a task force to implement recommendations from the Focus Group Study of Sexual Assault Examination Evidence Storage Solutions in Iowa.
- (A) 4. 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) 5. Reviewing the statute of limitations in prosecution for child sexual abuse.

Welfare Reform

- (A) 1. Continuing redesign of the delivery system for financial assistance services so that families are served more quickly and effectively.