

**Iowa Commission on the Status of Women
AGA PERFORMANCE REPORT FY2004**

INTRODUCTION

Information in this report is provided in accordance with the Accountable Government Act (AGA) to improve decision-making and increase accountability to stakeholders and citizens.

The primary key services, products and activities (SPA) are summarized in the Core Function, which is advocacy for women. Another key SPA is the Challenge Grant from the Department of Justice, which addresses the needs of adolescent females in the juvenile justice system.

Performance targets and highlights of results are outlined in the Strategic Plan and Performance Plan Results sections. Baselines were established for several measures. Indicators continue to show some improvement in the status of women but continued inequities.

AGENCY OVERVIEW

Vision: The Iowa Commission on the Status of Women (ICSW) envisions full participation by women in the economic, political and social life of the state.

Mission: The ICSW promotes equality for Iowa women through study and recommendations for legislative and administrative action, public information and education, and development of programs and services.

Core Function: Advocacy

Key Services, Products and/or Activities (SPAs):

1. The primary SPA for the ICSW is Advocacy for Women thereby carrying out its mission.
2. The second SPA is the Challenge Grant (promoting gender-specific services for adolescent females in the juvenile justice system), through a federal grant.

Customers and Stakeholders:

The ICSW's customers and stakeholders are all Iowa women and girls. The ICSW collaborates with agencies within and without the Department of Human Rights:

- Addressed issues of equity for all women, including women with disabilities and impaired hearing, African Americans, Latinas, and low-income (all divisions in the DHR).

- Collaborated with approximately 20 organizations and agencies in identifying proposals that were advocated with the Governor and General Assembly including issues of aging/long-term care, economics, health, insurance, justice and welfare.
- Provided assistance with information and referral to public and private agencies to more than 1,000 requests by phone and e-mail per year.
- Distributed and put on website *Iowa Women and the Law*, which was edited in collaboration with volunteer attorneys for editing and the Iowa State Bar Association for printing
- Distributed and put on website *Iowa Women and the Law* in Spanish, in collaboration with the Division of Latino Affairs.
- Distributed and put on website *Divorce: Things to Consider*, which was edited by volunteer attorney.
- Collaborated with other state agencies in gathering statistics for the *Status of Iowa Women Report*.
- Distributed fact sheets on harassment in the workplace, housing, and education in collaboration with the Iowa Civil Rights Commission
- Awarded grants to programs that provide pre-employment services to Iowans in Transition (displaced homemakers, single parents, and female offenders) in collaboration with six Iowa New Choices programs, serving more than 1,400 Iowans in FY2004. (55% went on to post-secondary education or training.)
- Administered Challenge Grant for female juvenile justice in collaboration with Criminal and Juvenile Justice Planning.
- Contracted with Iowa Coalition Against Domestic Violence and Iowa Coalition Against Sexual Assault for training of law enforcement officials, service providers, community professionals, and the general public.
- Collaborated with the Crime Victim Assistance Division of the Attorney General's Office for services to victims, the Law Enforcement Academy for training, and the Department of Public Safety for statistics regarding violence against women.
- Began to collaborate with Iowa Workforce Development in replicating the 1999 gender wage equity study, seeking financial support from numerous organizations and agencies.
- Collaborated with Iowa CareGivers Association and several public agencies in a Better Jobs Better Care program for direct care workers.
- Collaborated with Friends of Iowa Women Prisoners, Women in Public Policy, Human Needs Advocates, and other non-governmental agencies and organizations.
- Collaborated with the Department of Education, the State Historical Society, Women in Science and Engineering at Iowa State University and at the University of Iowa, and the Office of the Governor and Lt. Governor in administering the Write Women Back into History Essay Contest for middle school students.
- Collaborated with the Office of the Governor and Lt. Governor and with Friends of the ICSW to administer the Iowa Women's Hall of Fame.

- Collaborated with Friends of ICSW to serve as a clearinghouse for programs and services for women via the *IoWoman* newsletter.
- Began collaboration with State Treasurer's Office for a money management event.
- Collaborated with DHR agencies to promote cultural competence throughout state government.

Delivery Mechanisms:

Advocacy is carried out through printed information and recommendations; website, including all ICSW publications; e-mail to constituents; toll-free telephone; correspondence; and presentations.

Organizational Structure:

The ICSW comprises 14 members: nine Iowans are appointed by the Governor and confirmed by the Senate for four-year terms on the ICSW; the membership is balanced by gender and by political party; four legislative members are appointed by their leadership to serve as non-voting *ex officio* members (Republican and Democrat from each chamber); the Director of the Department of Human Rights serves *ex officio*. The Commission's work is carried out through the Division on the Status of Women in the Department of Human Rights. The Division Administrator is appointed by and serves at the pleasure of the Governor; her appointment is confirmed by the Senate; she carries out the program and policy as determined by the Commission, serving as its Executive Director.

Number of Staff:

In addition to the Administrator, there are two other state-funded positions and one grant-funded position.

Location:

The sole location of the ICSW is in the Department of Human Rights, second floor, Lucas State Office Building, Capitol Complex, Des Moines.

Budget:

State appropriation: \$329,530
Challenge Grant via CJJP: \$60,500
CJJP Formula Fund: \$80,000

STRATEGIC PLAN RESULTS

Key Strategic Challenges and Opportunities: While the ICSW has seen many positive changes for women through legislation on the federal or the state level, the current challenge is to address the multitude of less dramatic inequities. Iowa has never had a female Governor or member of Congress nor has it ever reached 25% of the General Assembly much less a number proportionate to its population.

The citizen member commission takes seriously its responsibility to study and propose legislative and administrative action.

Goal # 1: Study and recommend legislative and administrative action to the Governor and the General Assembly to address equity issues for women.

Strategies:

- Administer public hearing annually
- Submit proposals for legislative and administrative changes or study to the Governor and General Assembly annually including issues of aging and long-term care, economics, education, equality, health, insurance, justice, violence against women and welfare.
- Lobby in support of proposals.

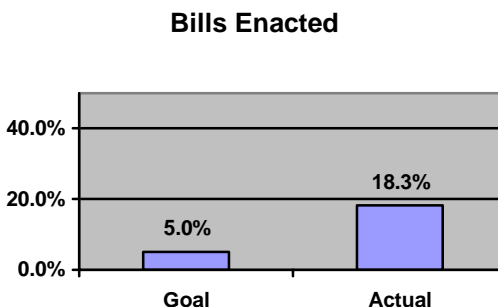
Results

Performance Measure:

Percent of bills enacted that reflect ICSW positions.

Data Sources:

Legislative web site.



Data reliability: Legislative web site is utilized statewide and its reliability is proven.

What was achieved: 18.3 percent or 13 of 71 legislative proposals were enacted in 2004

Analysis of results: Compared the legislative web site updates with the 2004 ICSW proposals. Expectation for legislation reflecting ICSW positions was for 5 percent

STRATEGIC PLAN

Key Strategic Challenges and Opportunities: ICSW pulls together numerous reports and pieces of research to show the true picture of the status of Iowa women. It also serves as a clearinghouse on information of interest or concern to women.

The annual recognition of outstanding Iowa women serves to celebrate their accomplishments and set them forth as role models. ICSW is the state's commitment to women.

Goal # 2: Provide information and education on issues of equity for women to the general public.

Strategies:

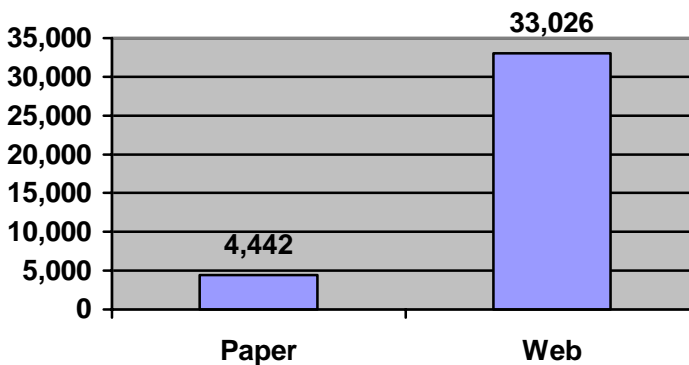
- Edit and distribute publications on women's rights, electronically and in hard copy.
- Edit and distribute IoWoman newsletter, electronically and by mail.
- Administer Iowa Women's Hall of Fame, Write Women Back Into History Essay Contest, and Cristine Wilson Medal for Equality and Justice annually.

Results

Performance Measure:

Total number of publications distributed.

Number of Publications Distributed



Number of participants at ICSW events

(No graph)

Data Sources:

ICSW internal count as noted by staff and accessed on the web site.

Data reliability: Data reviewed monthly or at each event.

What was achieved:

- 4,442 publications were distributed on paper versus 33,026 (88%) downloaded from the web site during fiscal year 2004
- 22,340 visitor sessions were reported on the web site during fiscal year 2004
- 22% *IoWoman* newsletters were distributed by email during fiscal year 2004
- 250 (including 25 young women) attended the Iowa Women's Hall of Fame and Wilson Medal award ceremonies
- 49 (including the nine winners) attended the Write Women Back Into History Contest ceremony

Analysis of results: Promotion of web site for publications access was effective on such topics as legal rights, divorce, small business, sexism in education, sexual harassment, or pay equity. Statistics from *The Status of Iowa Women Report* are accessed as often as the celebration of women publications in Hall of Fame biographies and essays *Writing Women Back Into History*. Distribution by email increased for the bi-monthly newsletter, which serves as a clearinghouse of programs and services for women. Emphasis on more young women attending the Iowa Women's Hall of Fame ceremony was well received.

STRATEGIC PLAN

Key Strategic Challenges and Opportunities: Keeping current on resources for information or referral is an ongoing challenge. Reduction in funds for grants to programs that provide pre-employment services to lowans in Transition has resulted in reduced services.

Collaboration with other agencies strengthens the work of the ICSW.

Goal # 3: Develop programs and services to address issues of equity for women.

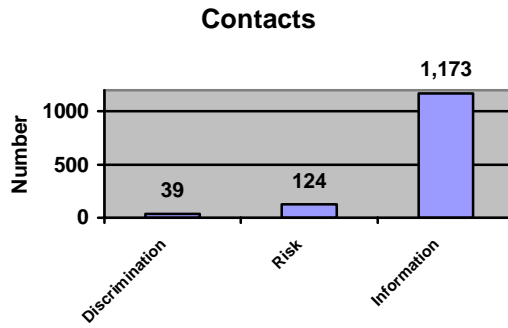
Strategies:

- Provide information and referral
- Administer lowans in Transition grants
- Administer grants for training on issues of violence against women
- Participate in collaborative activities benefiting women in Iowa
- Administer Challenge Grant for girls at risk in the juvenile justice system

Results

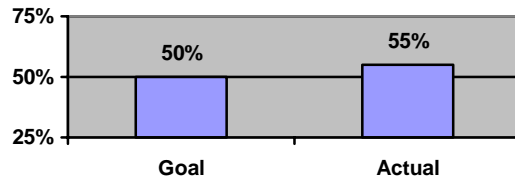
Performance Measure:

Number of women served by category of need.



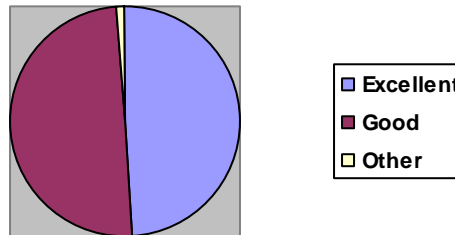
Percent of lowans in Transition who enter post-secondary education or training having received pre-employment services funded by the ICSW.

Percent of lowans in Transition Attending Post-Secondary Training



Percent of persons trained through the Challenge Grant rating the training as good or excellent.

Evaluation of Training



Data Sources:

Internal count by staff. Quarterly reports from programs serving lowans in Transition. Evaluation forms at the Challenge Grant trainings.

Data reliability: Staff tallies reported monthly. lowans in Transition grantees reports are reviewed by more than one funding source. Evaluation forms are analyzed and reported to the Gender-Specific Services Task Force immediately following the event.

What was achieved:

- Staff responded to 39 calls regarding unequal treatment or discrimination, 124 persons at risk, and 1,173 information or referral calls in fiscal year 2004 out of the 3,963 staff contacts
- 55% (771 of the 1,402 total) lowans in Transition were training in a degree program during fiscal year 2004
- 49% excellent and 50% good ratings were compiled from the March, 2004 Whispers and Screams conference – total 99%

Analysis of results: Staff responded to all requests for information and referral as a first priority. Staff gave assistance to those experiencing discrimination such as harassment, pregnancy rights in the workplace, and employment advancement, and/or who are at risk regarding housing, poverty, domestic violence, and legal assistance. Encouragement for lowans in Transition to pursue post-secondary education or training is in line with the Governor's leadership goals. The Challenge Grant trainings continue to fulfill the needs of professionals working with adolescent females.

PERFORMANCE PLAN RESULTS TEMPLATE

CORE FUNCTION

Name: Advocacy

Description: ICSW serves as a focal point for the promotion of equity for women in the economics, political, and social life of the state.

Why we are doing this: ICSW is mandated to improve the status of women in Iowa.

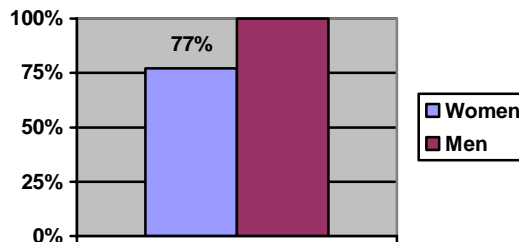
What we're doing to achieve results: ICSW continually seeks information regarding the status of women and ways to improve it and then using technology as appropriate to communicate the findings and results.

Results

Performance Measure:

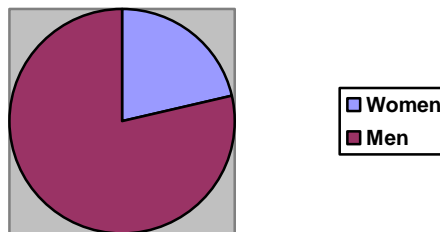
Ratio of women's earnings to men's.

Earnings Ratio



Percentage of state elected positions held by women.

Gender of Iowa Legislators



Number of women reporting instances of domestic violence.

(no graph)

Performance Target:

.76 ratio on earnings
Establish baselines

Data Sources:

U.S. Census Bureau
Iowa Secretary of State
Iowa Department of
Public Safety

Data reliability: Federal and state agencies report reliable data.

Why we are using this measure: Among the multitude of measures relative to the status of women, these represent one aspect in each category.

What was achieved:

.77 ratio of women's earnings relative to men's (2002 last known report)
21.3% of legislators serving in 2003-2004 were female
7,607 reports of domestic violence acts to law enforcement (2002 last known report)

Analysis of results: Women are not participating fully yet in the economic, political, and social life of the state. Wage disparity persists. The increase in the ratio of women's earnings relative to men's was not due to an actual increase in women's wages, rather it was a decrease in men's earnings. Women are underrepresented in elective office at all levels. Violence against women is documented by the Iowa Department of Public Safety and by projects that serve victims.

Factors affecting results: Social change is slow.

Resources used: State appropriation of \$329,530 and 3 FTEs