

IOWA COMMISSION ON THE STATUS OF WOMEN

**PERFORMANCE REPORT**

Performance Results Achieved for Fiscal Year 2005

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## INTRODUCTION

The Performance Report for Fiscal Year 2005 reflects major accomplishments by the Iowa Commission on the Status of Women (ICSW), and identifies areas where continued efforts must be made to improve the status of women in Iowa. Information is provided in accordance with the Accountable Government Act to improve decision-making and increase accountability to stakeholders and citizens. Increasing public awareness of issues of equity is one of the ways through which positive change is effected. With a core function of advocacy, the ICSW met its Strategic Plan goals of study and recommendations to the Governor and General Assembly; providing information and education on equity issues for women; and developing programs and services to address issues of equity.

Results for each of the outcome targets are identified in this report, as are results for the performance targets. Results for performance exceeded the targets in the areas of staff response to calls for assistance; legislative action; publications accessed on the web site; attendance at ICSW events honoring women; and percent of Iowans in Transition enrolled in post-secondary education or training.

Results for two of the three outcome measures are disappointing, and show the need for further advocacy by the ICSW. The U.S. Census Bureau's 2004 American Community Service survey reports that median earnings by women in Iowa are 73.7% of men's, whereas the target was 76% (and the national percentage is 76.2%). The percentage of state legislative positions held by women declined from 21.3% to 20%, whereas the target was 25%. The target for a reduced number of 7,500 women reporting instances of domestic violence was met as the number declined from 7,607 in 2002 to 6,979 in 2004.

The ICSW's advocacy takes many forms, and the Commission and staff are continuing to seek ways to improve the outcomes for women of the state.

## AGENCY OVERVIEW

The vision of the ICSW is full participation by women in the economic, political and social life of the state. Its mission is to promote equality for Iowa women through study and recommendations for legislative and administrative action, public information and education, and development of programs and services. With the core function of advocacy, the overarching service, product, or activity is advocacy for women.

The ICSW advocates for all the women of the state, so they are the agency customers and stakeholders. By promoting the well-being of women, the agency promotes the well-being of all residents of the state. Participants in the pre-employment services of the Iowans in Transition grants are unemployed or under-employed displaced homemakers, single parents, and/or female offenders. Grants for training on violence against women enhance services for victims of domestic violence and sexual assault.

Delivery mechanisms include telephone, e-mail, postal service, website, and in person. ICSW staff respond to requests for assistance on a regular basis, from victims of discrimination, persons at risk, and those seeking information or referral. Legislative and administrative proposals are sent to the Governor and General Assembly electronically, and printed copies are available upon request. Public information is provided via the website and in printed form, as the ICSW develops educational materials on issues of concern for women. Administering the Iowa Women's Hall of Fame through an annual awards ceremony and a publication of biographies provides a vehicle for recognizing the accomplishments and significance of outstanding women and sets them forth as role models.

The nine public members of the ICSW are appointed by the Governor and confirmed by the Senate, for four-year terms. Four legislators and the Director of the Department of Human Rights serve *ex officio*. The Governor also appoints the Division Administrator, who, by statute, carries out the program and policy as determined by the Commission. There are two other state-funded positions in the agency. One position is funded through a federal grant to focus on female juvenile justice.

The office is on the second floor of the Lucas State Office Building in Des Moines.

The FY2005 state appropriation was \$329,530, which included Iowans in Transition grants of \$92,000 and training grants on violence against women of \$26,000.

# KEY RESULT

## CORE FUNCTION

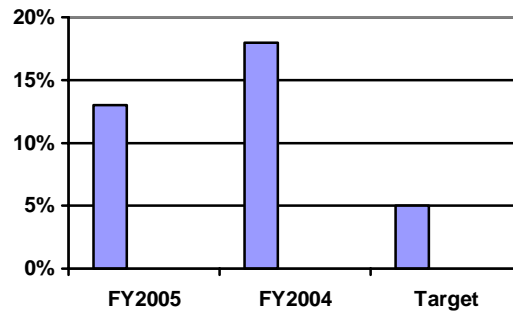
**Name:** Advocacy for Women

**Description:** We will study and recommend legislative and administrative action to the Governor and the General Assembly to address equity issues for women.

**Why we are doing this:** Statutory mandate

**What we're doing to achieve results:** ICSW annual public hearing, development of legislative and administrative proposals, registering on bills, and lobbying. Legislative reports to constituents.

### Results



**Performance Measure:**

Percent of bills enacted that reflect ICSW positions

**Performance Target:**

5% of the ICSW legislative proposals will be enacted

**What was achieved:**

In fiscal year 2005, 12 of the 92 legislative proposals were enacted. This reflects 13 percent of ICSW positions.

**Data Sources:**

Iowa General Assembly Website

**Resources:**

The ICSW Executive Director is a registered lobbyist for the executive and legislative branches. The ICSW proposals are the resource by which the executive director makes lobbying decisions between Commission meetings.

## AGENCY PERFORMANCE PLAN RESULTS FY 2005

<b>Name of Agency: Iowa Commission on the Status of Women</b>			
Agency 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.			
<b>Core Function: Advocacy</b>			
Performance Measure (outcome)	Target	Actual	Performance Comment & Analysis
1. Ratio of women's earnings to men's	.76	.737	What Occurred: Average earnings of Iowa women relative to men's increased .002 since the 2000 census; the national ratio stayed at .762  Data Source: American Community Survey of the U.S. Census Bureau in 2004
2. Percentage of state legislative positions held by women	25%	20%	What Occurred: 11/04 election actually 20% female; preceding term was 21.3% females in the Iowa House and Senate; highest ever in Iowa was 22%  Data Source: Iowa Secretary of State election results
3. Number of women reporting instances of domestic violence	7,500	6,979	What Occurred: The reported DV cases declined from 7,607 in 2002 to 6,979 in 2004, hopefully reflecting that fewer instances are occurring  Data Source: Iowa Department of Public Safety
<b>Service, Product or Activity: Advocacy for Women</b>			
Performance Measure	Target	Actual	Performance Comment & Analysis
1. Number of calls for assistance	1,000	1,299	What Occurred: Staff responded to 100 percent of calls for information and referral  Data Source: staff monthly performance reports
2. Percent of bills enacted that reflect ICSW positions	5%	13%	What Occurred: 12 of 92 proposals were enacted  Data Source: Iowa General Assembly website and ICSW proposals
3. Web access for publications	85%	91%	What Occurred: More than 90 percent of publications were accessed from the ICSW website where 100% of publications are available  Data Source: Iowa Information Technology, IDAS
4. Number of participants at ICSW events	300	335	What Occurred: 250 attended the Iowa Women's Hall of

			Fame ceremony in August and 85 attended the Write Women Back Into History Essay Contest awards ceremony in March  Data Source: staff estimate based on room capacity
5. Percent of lowans in Transition who enter post-secondary education or training having received pre-employment services funded by ICSW	50%	58%	What Occurred: lowans in Transition pre-employment services emphasize the need for post-secondary education or training in order to obtain high skill, high wage jobs  Data Source: quarterly reports submitted by programs contracting with ICSW to provide pre-employment services
<b>Service, Product or Activity: Challenge Grant</b>			
Performance Measure	Target	Actual	Performance Comment & Analysis
1. Percent of persons trained evaluating training as good or excellent	95%	98%	What Occurred: training at Whispers and Screams conference for girl-serving professionals was rated as good or excellent by 98% of participants completing an evaluation form  Data Source: staff compilation of evaluation forms

## RESOURCE REALLOCATIONS

One unfilled commission position the entire fiscal year realized unutilized expense for per diem and travel that resulted in savings to compensate for lack of salary appropriation bill for two of the three full-time state funded positions.

## AGENCY CONTACTS

Copy of the ICSW Performance Report is available on the ICSW website at [www.state.ia.us/dhr/sw](http://www.state.ia.us/dhr/sw). Copy of the report can also be obtained by contacting Charlotte Nelson at 515/281-4461 or 800/558-4427.

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