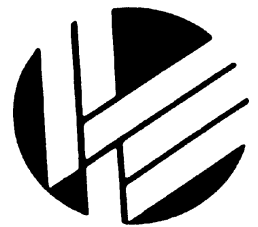


**Iowa
Commission
on the
Status of Women**

State of Iowa
Department of Human Rights



29th Annual Report

February 1, 2001

Lucas State Office Building
Des Moines, IA 50319
Tel: 515/281-4461, 800/558-4427
Fax: 515/242-6119
dhr.icsw@dhr.state.ia.us
www.state.ia.us/dhr/sw

Thomas J. Vilsack, Governor € Sally J. Pederson, Lt. Governor
Charlotte Nelson, Executive Director
Lucas State Office Building • Des Moines, Iowa 50319
Telephone: (515) 281-4461, (800) 558-4427
E-mail: dhr.icsw@dhr.state.ia.us
Web Site: <http://www.state.ia.us/dhr/sw>
Fax: (515) 242-6119



February 1, 2001

The Honorable Thomas J. Vilsack
The Honorable Sally J. Pederson
Members of the 79th General Assembly
State Capitol Building
Des Moines, IA 50319

Dear Governor Vilsack, Lieutenant Governor Pederson, and Members of the 79th General Assembly:

At the end of every year, the Iowa Commission on the Status of Women (ICSW) reviews its annual accomplishments before proceeding on with the new year. We are proud of our endeavors of the past year and pleased to present to you this 29th Annual Report of the ICSW. The following pages detail the activities and programs that were carried out in 2000.

The primary goal of the ICSW is to help Iowa women participate fully in the economic, political, and social life of the state. In this advocacy role, as mandated by the Code of Iowa, we try to develop new ideas and 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 dhr.icsw@dhr.state.ia.us or stop by the Commission office in the Lucas Building, and we will be happy to 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 in 2001.

Sincerely,

Lisa L. Green
Chairperson

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Vision Statement

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 Statement

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.

Guiding Principles

Customer Focus
Results/Outcome Orientation
Long Term Thinking
Data-based Decisions
Process Improvement
Collaboration
Empowerment
Inclusivity

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.

2000 COMMISSION

Commission terms for citizen members and Legislators are four years.

Citizen Commissioners

Sandy Blodgett, Clear Lake
term expired April 30, 2000

Judge Brown, Jr., Fort Dodge
term expires April 30, 2004

Vicki Brown, Treasurer, Oskaloosa
term expires April 30, 2002

Dennis Bullock, Sioux City
term expired April 30, 2000

Kathryn Burt, Marshalltown
term expires April 30, 2002
(served as Chair until May)

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

Lisa L. Green, Chair, Indianola
term expires April 30, 2002
(served as Treasurer until May)

Francis Giunta, Dubuque
term expires April 30, 2004

Shawn Mullen, Vice-Chair, Des Moines
term expires April 30, 2004

Marcia Nichols, Des Moines
term expires April 30, 2004

Kimberly Painter, Iowa City
term expires April 30, 2004

Matthew Wissing, Davenport
term expires April 30, 2002

Rose Vasquez, *ex officio*,
Department of Human Rights Director

Legislative Commissioners, *ex officio*

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

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

Representative Mary Mascher, Iowa City
term expires June 30, 2004

Senator Patricia Harper, Waterloo
term expires December 31, 2001

Senator Gene Maddox, Des Moines
term expires December 31, 2003

Commission Meetings

The ICSW meets six times a year. All meetings are accessible and open to the public. 2000 meetings were:

February 14

Lucas State Office Building, Des Moines

April 24

Lucas State Office Building, Des Moines

June 5

Iowa Juvenile Home, Toledo

August 26

State Historical Building, Des Moines

October 16

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

November 14

Office of the Attorney General, Crime Victim
Assistance Division, Des Moines

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2000 Committees

Executive Committee

Kathryn Burt, Chair (January - April)
Shawn Mullen, Vice Chair
Lisa L. Green, Treasurer

Lisa L. Green, Chair (May-December)
Shawn Mullen, Vice Chair
Vicki Brown, Treasurer

Finance

Lisa L. Green, Chair (January - April)
Vicki Brown

Vicki Brown, Chair (May-December)
Francis Guinta
Marcia Nichols

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

Kathryn Burt, Chair (January - April)
Shawn Mullen, Vice Chair
Lisa L. Green, Treasurer
Sandy Blodgett
Judge Brown

Lisa L. Green, Chair (May-December)
Shawn Mullen, Vice Chair
Vicki Brown, Treasurer
Judge Brown
Marcia Nichols

Iowa Women's Hall of Fame

Lisa L. Green, Chair
Kathryn Burt, *ex officio*
Judge Brown
Shawn Mullen
Patricia Ohlerking
Suzanne O'Dea Schenken

Iowans in Transition Grant Reviews and Selection

Mary Wiberg, Chair
Vicki Brown, Treasurer
Janet Gartin
Jule Reynolds
Carolyn Waddell
Charlotte Nelson, *ex officio*

Legislative

Matt Wissing, Chair (January - April)
Sandy Blodgett, Co-Chair
Shawn Mullen
Senator Patricia Harper
Senator Gene Maddox
Representative Betty Grundberg
Representative Jack Holveck

Matt Wissing, Chair (May-December)
Kathryn Burt
Marcia Nichols
Kim Painter
Senator Patricia Harper
Senator Gene Maddox
Representative Betty Grundberg
Representative Mary Mascher

Nominating Committee

Lisa L. Green, Chair (January - April)
Vicki Brown
Matt Wissing

Matt Wissing, Chair (May-December)
Marcia Nichols
Kim Painter

Program and Planning

Judge Brown, Chair (January - April)
Scharron Clayton
Matt Wissing

Judge Brown, Chair (May-December)
Kathryn Burt
Matt Wissing

Section 1

Public Information

Vicki Brown, Chair (January - April)
Dennis Bullock

Vicki Brown, Chair (May-December)
Francis Giunta
Kim Painter

Staff Members

Executive Director: Charlotte Nelson has served as administrator of the Division on the Status of Women within the Department of Human Rights since her appointment by the Commission and Governor Branstad in February 1985. She was reappointed by the Governor Branstad in 1991 and 1995 and by Governor Vilsack in 1999.

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

Program Planner 2: Lori M. SchraderBachar, coordinator of publications and special projects, has served since August 1999.

Challenge Grant Appointment: Rhonda Chittenden served as the Challenge Grant Coordinator from May 1998 until October 2000. Robin Kniech assumed the position in December 2000.

Interns: Amy Glicker, Grinnell College, served as an intern during the spring semester. She worked with the Gender Specific Services Task Force and assisted with *Promising Directions: Programs that Serve Iowa Girls in a Single-Sex Environment*. Jessica Bishop, Buena Vista University, spent the summer working on *Women and Finance*.

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 aging issues and long-term care, 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.

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 2000 legislation tracked by the ICSW, with its support or opposition identified. The Executive Director of the Iowa Commission on the Status of Women is registered as a lobbyist to the Iowa Legislature and Executive Branch. Lobbying activity was carried out for the bills the ICSW supported.

Aging Issues and Long-Term Care Bill Enacted

SF 2193 creates senior living trust fund; provides for the development and provision of senior living program information and electronic access; provides for a caregiver support and education program; provides for a senior living insurance policy and incentives study; provides for allocation of moneys in the senior living trust fund; makes appropriations and effective date upon enactment with retroactive applicability to October 1, 1999. **ICSW supported.**

Economics Bills Enacted

HF 683 explains the intent of the General Assembly to rewrite mediation services related to custody, visitation, and child support effective July 1, 2001; calls for a report by the Supreme Court by January 1, 2001 for recommendations to implement, modify and fund this act.

HF 686 provides registration requirements and establishes scope of authority for dental assistants

HF 2329 extends time period to qualify for Link Investment programs

HF 2422 allows surplus moneys to provide assistance to local housing assistance program for low-to-moderate-income families (not for infrastructure or administration purposes)

HF 2168 removes the condition for divorce without a hearing if there were no children of the marriage for whom support might be ordered

SF 2428 creates a new employment opportunity fund program through Iowa Workforce Development (Code Section 84A.10); makes appropriation at \$500,000 with 1.79 full-time equivalent positions. **ICSW supported.**

Government Bills Enacted

HF 475 (pre-filed in 1999 by the ICSW for elimination of gender discrimination in the Code of Iowa as called for in the 50 States Project published in 1984) changes nonsubstantive gender-related provisions in the Code of Iowa including striking numerous uses of "landlord" and inserting "property lessor" and by striking "soldiers, sailors, marines" and inserting "members of the armed services." It also deletes the last known phrase that "words of the masculine gender include the feminine and the neuter, and when the sense so indicates words of

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the neuter gender may refer to any gender” in Section 554.1102.5.b. **ICSW supported.**

SF 2452 repeals the direction in HF 475 to strike “landlord” and insert “property lessor.”

Health Bill Enacted

SF 2435 The adolescent pregnancy prevention grants to community based programs receives an increase of \$570,000. **ICSW supported.**

Insurance Bill Enacted

SF 2126 relates to covering third-party payment of prescription contraceptive drugs, devices, and services effective July 1, 2000. **ICSW supported.**

Justice Bill Enacted

HF 2552 appropriates \$700,000 for legal services grants programs. (ICSW supported an increase to \$950,000).

Violence Against Women Bills Enacted

SF 2015 clarifies definition of prior conviction associated with sexually predatory offenses.

SF 2031 tightens sex offender registry reporting by requiring registration notification or address changes within five days (instead of ten days).

SF 2142 further defines relationships to victims for crime victim compensation for health care; expands from homicides to crime scenes compensation for clean up.

SF 2308 specifies confidentiality in domestic violence court case files by allowing the entire file or any portion of it sealed at any time ordered by the court to protect privacy or promote safety; enhanced upholding a foreign protective order; and adds a penalty for harassment via electronic communication.

HF 2420 extends the statute of limitations for filing a sexual abuse or sexual exploitation criminal indictment to ten years after the act (was five years) or after the victim turns age 18 (was five years).

HF 2362 establishes the domestic abuse death review team as an independent state agency staffed by the Department of Public Health; allows confidentiality of information and rule making; calls for an annual report with contributing factors and recommendations regarding the prevention of future domestic violence deaths. **ICSW supported.**

HF 2522 provides that victims seeking confidentiality may use a domestic violence shelter’s address, a public or private post office address, or any other mailing address with the permission of the resident at that address for purposes of filing court petitions. **ICSW supported.**

Welfare Reform Bill Enacted

SF 2435 continues funding for the Family Development and Self-Sufficiency (FaDSS) programs at the \$5,697,825 level. **ICSW supported.**

Resolutions Passed

HCR 103 relates to the fair treatment of women in estate planning. **ICSW supported.**

March 2000 was designated as Women’s History Month by **SCR 107**. **ICSW supported.**

Also Enacted

On April 5, 2000, the Senate confirmed with a 49/0 vote the following appointments to serve a term on the ICSW from May 1, 2000 to April 30, 2004: Judge Brown, Fort Dodge; Francis Giunta, Dubuque; Shawn Mullen, Des Moines; Marcia Nichols, Des Moines; and Kimberly Painter, Iowa City.

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SF 2429 appropriates for ICSW three full-time equivalent positions and \$426,464 including at least \$125,775 for Iowans in transition and \$42,570 for domestic violence and sexual assault related grants.

Health Bill Vetoed

HF 2229 relates to informed consent provisions relating to an abortion; provides civil remedies and criminal penalties (called Woman's Right to Know bill).

Economics Bills that Died

ICSW supported several bills to increase child and dependent care credit under state individual income taxes that were not passed. The bills include **HF 19**, **HF 42**, and **SF 2003**. **SF 373** would have increased child and dependent care credit on state individual income taxes by increasing the percentage of the allowable federal credit (also raised standard deduction to \$3400 from \$1440; and reduced tax rates 10 percent across the board.

A set of wage discrimination bills were also supported by ICSW. **HF 512** would have created a new Code chapter governing wage discrimination and applicable remedies effective upon enactment. **SF 415** would have provided for determination of wage discrimination, applicable remedies. **HF 2301** related to wage discrimination in employment by providing for the determination of wage discrimination. **HF 2352** would have provided payment of employees based on comparable worth.

Government Bill that Died

HF 396 would have required appointive authorities in city/county governments with a population of 50,000+ to gender balance appointments to local boards, committees, commissions or other multimember bodies (racially balanced appointments would have been made to reflect the ratio of the racial groups in the general population of the city/county. **ICSW supported.**

Health Bill that Died

SF 2008 would have prohibited female genital mutilation; provided education, prevention, and outreach activities; provided penalty.

Insurance Bills that Died

SF 141 related to an individual income tax credit for long-term care insurance premium. **ICSW supported.**

HF 2237 would have directed DHS to request a waiver from US Health Care Financing Administration for purchase of family coverage under HAWK-I. **ICSW supported.**

SF 2069 would have provided that a third-party payor would not deny coverage for services provided by a specialist that are covered under a policy to the patient by the primary care physician. **ICSW supported.**

HF 2080 related to third-party payment of health care coverage costs for biologically based mental illness treatment services (mental health parity for only the large group market and did not include substance abuse). **ICSW supported.**

Justice Bills that Died

SF 2021 would have provided that if both parents are deemed by the court to be capable of adequately providing for the routine care of the child, the court in awarding custody or physical care of the child would give primary consideration to the historical performance by a parent, of parenting functions relating to the routine care of the child; in this determination, the court would have been directed to disregard the income or income source of that parent.

HF 91 would have provided legal assistance for *pro se* domestic abuse complaints in contempt proceedings where the defendant is represented by counsel; and would have made an appropriation of \$950,000 for legal services to persons in poverty grants. **ICSW supported.**

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HF 2379 related to juvenile crime prevention programs and youth development grant fund requirements. **ICSW supported.**

Violence Against Women Bills that Died

HF 154 would have defined domestic abuse to include acts of harassment and permitted the issuance of no-contact orders for acts of harassment in domestic abuse circumstances. **ICSW supported.**

HF 2070 related to domestic violence between persons in a dating relationship. **ICSW supported.**

HF 2183 related to assault, including domestic abuse and harassment, by changing the definition of assault; would have included penalties for second and subsequent violations of certain no-contact orders – specifically changes “immediate” to that of “imminent” physical contact. **ICSW supported.**

HF 2407 related to domestic violence protective orders by modifying full faith and credit legislation that would have enabled easy enforcement and registration of any valid order from another state, territory, or tribal government. **ICSW supported.**

HF 2089 would have provided unemployment compensation benefits to individuals who quit employment due to domestic violence. **ICSW supported.**

SF 2055 would have provided unemployment compensation benefits to individuals who quit employment due to domestic violence. **ICSW supported.**

Welfare Reform Bills that Died

SF 2365 (formerly SSB 3096) would have modified the Family Investment Program to extend postsecondary education limit to 36 months (the Department of Human Services did a \$1.4 million fiscal note on child care on HSB524 that died in the

first funnel). **ICSW supported as a priority.**

HF 724 dealt with the real estate transfer tax and housing councils. **ICSW supported.**

Resolution that Died

HJR2 would have made Iowa Constitution’s language gender neutral. **ICSW supported.**

2001 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 2001 Legislative Proposals to the Governor and the 79th General Assembly.

Priorities

As priority areas being proposed to the Governor and General Assembly for 2001, the ICSW supports:

- Appropriation for long-term care staff retention program. (Aging Issues and Long-Term Care)
- 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. (Economics)
- Legislation to increase teacher pay. (Education)
- Increased funding to programs for quality

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substance abuse treatment programming and increased length of stay. (Health)

- Parity for mental health and substance abuse care coverage. (Insurance)
- 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. (Justice)
- \$100,000 funding matched by victim compensation fund through the Crime Victim Assistance Division for certification of sexual assault and domestic violence advocates. (Violence Against Women)
- Modifying the Family Investment Program to extend postsecondary education limit to thirty-six months. (Welfare Reform)

LEGISLATIVE PROPOSALS

Aging Issues and Long-Term Care

In 1998, Iowa ranked number one nationally in the percentage of population over 85 years of age, number three in the percentage of population over 75 years of age, and number five 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 increase. In 1998, the average hourly wage for paid caregivers, 89.8 percent of whom are women in positions of nursing aide/orderly, was just \$7.94 with few benefits and high turnover. A typical family caregiver for dependent adults is female, married, 50-60 years of age, and works full time outside the home. To address the needs of paid and unpaid caregivers for dependent adults, the ICSW supports:

1. Increased funding for long-term care workers

2000 Public Hearing Testimony

Angie King, Iowa State Education Association; **Angie Jameson**, Iowa Coalition Against Sexual Assault; **Kay Pealstrom**; **Nancy Robertson** and **Sonia Parras-Konrad**, Iowa Coalition Against Domestic Violence; **Maja Rater**, the Association for Children for Enforcement of Support, Inc.; **Di Findley**, Iowa CareGivers Association; **Jeri Prescott** and **Sue Bullard**, American Association of University Women - Iowa; **LaVon Cooper**, Iowa Friends of Legal Services; **Jodi Tomlonovic**, Family Planning Council of Iowa; **Karen Kubby**, Emma Goldman Clinic; **Mary O'Riley**, Bernie Lorenz Recovery Center; **Sue Nelson** and **Kathy Nesteby**, Iowa Juvenile Justice Gender Specific Task Force; **Sheryl Lockwood**, Iowa Correctional Institution for Women; **Jeanette Bucklew**, Iowa Department of Corrections; **Carla Paris**, **Cathy Bullock**, and **Rebecca Morey**, Mothers on Trial; **David Stout** and **Mary Gesireich**, Iowa Child Care Coalition; **Judith Rutledge**, Planned Parenthood of Greater Iowa; **Jackie Evitts**, Iowa New Choices; **Margaret Stout**, Alliance for the Mentally Ill; **Kathryn Gregor**, Healthy Linn Care Network.

with assurance that wages of direct care workers are increased to a liveable wage and benefits are affordable.

2. Higher educational standards for direct care workers.
3. Legislation to assure protection of vulnerable persons who are being abused but who do not fit within Iowa's current criteria.
4. 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.
5. Appropriation to provide a system of assistance for immigrant, mature workers, and welfare recipient populations entering the direct care work force.
6. Appropriation for long-term care staff retention program. (Priority)

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Economics

In 1999, Iowa women made 73 cents for every \$1 earned by men. Sixty-four percent of females working full-time earned less than \$25,000 compared to 33 percent of males (1999). Of all adults living in poverty in 1990, 61.9 percent were women. The situation for female-headed households, no husband present, 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:

1. Development of a plan to achieve pay equity for employees in private industry thereby eliminating wage discrimination on the basis of gender.
2. Legislative action on child care in Iowa with a focus on employment-related child care issues, including:
 - a. Measures designed to guarantee affordable, quality child care, in particular for women seeking training and/or employment;
 - b. Increase in income eligibility for child care assistance programs to 85% of the state median income;
 - 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. Improved supply of quality child care by increased funding for local Child Care Resource and Referral services for programs such as providing parent/consumer information and odd hour, out of school time, and infant and toddler care;
 - 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;

- k. Adequate rate structure and a quality child care grant program that will provide more stable income for child care programs, and allow child care providers effective training and direct financial support to attain higher standards and accreditation; and
 - j. Programs that assure affordable, quality child care for working parents and ease of access for families eligible for child care subsidy programs.
3. 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. (Priority)

Education

Females are still clustered into secondary and postsecondary courses that reflect the traditional occupational specializations of women and that 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:

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, gender-fair curriculum requirement as well as Title IX.
2. Legislation to increase teacher pay. (Priority)

Government

The *2000 Status of Women Report* documents the need for continuing to improve the quality of life for

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women in this state. In support of the role of government in improving the status of women, the ICSW recommends:

1. Gender balance on boards and commissions of political subdivisions of the state.
2. 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.
3. 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.

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:

1. Focusing on health care reform until health care coverage is accessible to all Iowans.
2. Full funding and implementation of the State's Children's Health Care Initiative (HAWK-I), with consideration of available options.
3. Sustained funding for Primary Care Recruitment and Retention Endeavor (PRIMCARRE) with a two-year service requirement.

4. Sustained funding at FY 2001 level to enhance Maternal and Child Health services statewide; and to increase funding for homecare aid, public health nursing, and senior health services.

5. Continued funding for the Community Adolescent Pregnancy Prevention Program at current level of \$1.5 million.

6. Continued funding to make the chlamydia screening and treatment program available statewide.

7. Access to mammography and colposcopy for low-income women without Medicaid.

8. Funding for follow-up treatment when screening for breast and cervical cancer indicates abnormalities.

9. Increased funding for family planning program by \$300,000 to fully fund the program for one year.

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

11. Access to all reproductive health care options for women as currently available under Iowa law.

12. Making the practice of female genital mutilation (AKA female circumcision) illegal.

13. Increased funding to programs for quality substance abuse treatment programming and increased length of stay. (Priority)

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 person following divorce or disability or death of a spouse, the ICSW supports:

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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.
 2. Continuing to reform health insurance coverage for the uninsured and underinsured.
 3. Broadening the law that prohibits insurers from unlawful discrimination on the basis of domestic violence.
 4. Creation of a family leave and medical disabilities benefit fund.
 5. Tax credit for premiums for long-term health care insurance.
 6. Parity for mental health and substance abuse care coverage. (Priority)
3. Restoration of state funding to the FY 1996 level of \$950,000 for the Legal Services Grants Program administered by the Office of the Attorney General.
 4. Provision of English as a Second Language education and opposition to any English-only bills.
 5. The mediation/arbitration approach to child custody except in cases where domestic violence or child abuse are involved.
 6. Funding for day treatment and residential programs for adolescent females.
 7. Development of preventive programs, early identification of, and intervention for adolescent females.
 8. Addressing child support issues, including:
 - a. amendment to Code of Iowa classifying unpaid child support first in payment of debts of an estate; and
 - b. providing legal representation for persons seeking child support.
 9. Legislation to reverse mandatory sentencing and the 85% time served laws.

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 540 at midyear 1999, peaking at 616 in 1998. Women of color are disproportionately represented in Iowa's prisons. In June 1999, for example, African-American women represented approximately 21 percent of the state's female prison population while only one percent of Iowa's female population. The ICSW supports:

1. Funding for a full-time position to coordinate, develop, and manage legal assistance to meet the needs of low-income women.
 2. Increased state funding for community treatment programs for women convicted of nonviolent crimes.
10. Additional appropriation for drug court expansion.
 11. Intensive residential community-based facility for drug offenders on probation.
 12. 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. (Priority)

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Violence Against Women

From 1990 to 1999, 87 women were murdered in Iowa by their partners -- husbands, men with whom they lived, and men they had dated. In fiscal year 1999, 18,407 victims of domestic violence were served by programs receiving state dollars. That same year, 3,356 adult, teenage, and child survivors of sexual assault sought services from Iowa's sexual assault crisis centers. In light of the number and degree of violent incidents committed against women, the ICSW supports:

1. Training for mediators in court proceedings to screen out cases in which domestic violence is a factor and refer these cases back to court.
2. Increased state funding for community sexual abuse and domestic violence programs to \$3,000,000.
3. Mandatory training for criminal justice personnel in victim-related issues.
4. Confiscating all firearms from a residence involved in a domestic violence assault.
5. Keeping confidential the names and addresses of victims of sexual assault prior to an indictment of an alleged perpetrator.
6. Amending Iowa Code Chapter 236 definition of domestic violence so that those in dating relationships will be able to acquire a protective order.
7. Clarifying the *Code of Iowa* so that sexual assault with an object is considered a sexual assault.
8. 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.
9. Redefining *Code of Iowa* Section 229A.2,

Subsection 3, to specify that any sexually violent behavior would meet the definition of "mental abnormality."

10. 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.
11. Amendments to the *Code of Iowa* to clarify the interplay between mandatory child abuse reporting and victim counselor/client privilege.
12. Amending *Code of Iowa* Chapter 236 to waive all fees to file for a civil protection order.
13. Amending *Code of Iowa* Chapter 709.17 to prohibit requests for polygraph testing of rape victims.
14. Maintaining and preserving rebuttable presumption against joint custody in cases where the court finds domestic abuse.
15. Opposing legislation that requires joint physical care.
16. Provision of transitional housing for families leaving abusive situations.
17. Provision of funding to domestic violence/sexual assault projects to meet the needs of non-English speaking persons.
18. Funding to agencies for collaborative pilot projects to cross-train child protective service workers and domestic violence advocates and for collocation or collaborative projects between Child Protective Investigator workers and advocates.
19. Amending *Code of Iowa* Chapter 236 to change the standard to receive a civil protection order from that of immediate physical contact to that of imminent physical contact.

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20. Modifying full faith and credit legislation to enable easy enforcement and registration of any valid order from another state, territory or tribal government.

21. Legislation to allow domestic violence victims to collect unemployment compensation if they are afraid to go to work after a documented domestic violence incident or forced to leave their jobs to assure their safety.

22. Legislation requiring community colleges, university campuses, and private postsecondary school premises to report sexual assault offenses and prescribe policies and procedures for handling sexual assault cases.

23. Providing victims with the right to an advocate in civil proceedings.

24. Legislation allowing persons applying for a driver's license to show passport or other such documentation rather than social security number.

25. Establishing affirmative defense for battered immigrant women who are found to have false documentation.

26. \$100,000 funding matched by victim compensation fund through the Crime Victim assistance Division for certification of sexual assault and domestic violence advocates. (Priority)

Welfare Reform

To endorse Iowa's efforts to reform the welfare system, particularly to make services available that promote economic self-sufficiency, the ICSW supports:

1. Full funding for child care, education, and training for Family Investment Program (FIP) participants.

2. Continued state funding for the mentoring component for FIP participants administered by the Department of Human Services through contract with Iowa Workforce Development.

3. Continued implementation of safeguards that FIP recipients will not be forced into the job market prior to completing education or training for higher-paying jobs.

4. Increased funding for the Homeless Shelters Operations Grant (HSOG) through the Department of Economic Development.

5. Maintained state funding through the Department of Human Services for the Emergency Assistance Program preventing homelessness through emergency payments of utilities and rent.

6. Dedication of revenue from real estate transfer tax to fund homeless shelters, low income housing, and rehabilitation.

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.

8. Modifying the Family Investment Program to allow continued financial assistance until the recipient earns a living wage.

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

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

11. Increased grant level for the Family Investment Program.

12. Modifying the Family Investment Program to extend postsecondary education limit to thirty-six months. (Priority)

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ADMINISTRATIVE PROPOSALS

The ICSW supports:

Aging Issues and Long-Term Care

1. Opportunities for specialization certificates for professional caregivers.

Economics

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 training, at least until they receive their first full-month paycheck.

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.

3. Amending the state plan for implementing the Workforce Investment Act to include a strong initiative for training women for nontraditional, higher-paying jobs.

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.

5. The Community Workforce Partnership in Polk County as a model to work toward a more integrated, customer-centered service delivery system.

6. Amending Iowans in Transition definition to include single parents.

Education

1. Continuation of affirmative strategies to promote opportunities for women and minority persons in educational administration, which in turn results in role models for students and a vehicle for change in the educational environment.

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.

3. Training and retraining of educators, students and board members on issues related to the prevention of harassment, and to the promotion of character education, citizenship education, and respect for diversity.

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.)

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.

6. Promotion of female participation in educational programs leading to nontraditional, higher-paying jobs.

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.

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8. Increasing programs in math, financial affairs, and money management.

9. Strengthening the emphasis by the Department of Education on nontraditional education and training programs.

Government

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

2. Continued enforcement of existing affirmative action plans and careful monitoring of promotions made within the upper pay classifications. The state needs to develop, implement, and expand career ladders where there are concentrations of women and offer career counseling and training programs for women who desire to seek nontraditional jobs or to move up the ladder.

Health

1. Promotion of prenatal screening to include counseling to high-risk women to have confidential HIV test and treatment if necessary to prevent transmission.

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

3. Recommending a designated portion of CEUs for medical practitioners to be on the topic of women and HIV/AIDS.

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.

5. Providing information that clearly outlines a mother's legal rights and options before completion of a birth certificate or an affidavit of paternity.

6. Encouraging workplace accommodation and support for breast-feeding mothers.

7. Monitoring the impact of welfare reform on health of families by assessing the quality and availability of well-being visits.

8. Monitoring the delivery of services through Empowerment Zones, to assure that needs of families are being met.

9. Monitoring the Council for Chemically Exposed Infants and Children, including prenatal chemical exposure.

10. Encouraging the state to apply for a federal waiver to allow state employees access to the HAWK-I program.

Insurance

1. Expansion of relationship definition for family coverage insurance to include extended family members.

Justice

1. Establishment of a task force to examine treatment and equity of opportunity in education and training programs for women throughout the correctional system.

2. Monitoring the implementation of the Iowa Supreme Court's Equality in the Courts Task Force's final recommendations.

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.

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4. Improvement of the procedures for enforcement of financial settlements, including alimony and other judicial decisions.

5. Hearings with prisoners and families regarding the Iowa Correctional Institution for Women operations.

6. Improvement of visiting policies for families at the Iowa Correctional Institution for Women.

7. Structured long-term treatment programs for nonviolent offenders, including follow-up.

8. Encouraging the Department of Corrections to explore gender-specific models for implementation in staff training at the Iowa Correctional Institution for Women.

9. Educating judges about the current law and problems created by nonpayment of support.

Violence Against Women

1. Requiring health CEUs for training on increased sensitivity to domestic violence.

2. Monitoring the implementation of recommendations of the Supreme Court Task Force on Courts' and Communities' Response to Domestic Violence.

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

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.

5. Working with area providers to establish violence prevention courses at the middle school level.

Welfare Reform

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

STUDY PROPOSALS

The ICSW supports:

Aging Issues and Long-Term Care

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

2. Study of issues related to the awarding of guardianships and conservatorships taking into account the rights and needs of the parties involved.

Economics

1. 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.

2. 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.

3. 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.

Health

1. Review of treatment of mental health patients in the judicial system and in health care.
2. Study of the need for substance abuse training for nurses.

Insurance

1. Monitoring the impact of managed care health plans on women and children.

Justice

1. Study of the compensation for workers in treatment programs for adolescent females.
2. 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.
3. Study of same-gender staffing policies for prisoners in other states related to privacy issues.
4. Study to determine the scope and nature of mandatory training in gender specific services for appropriate staff at all state agencies involved in juvenile justice as well as any juvenile justice agency that receives state funds.

Violence Against Women

1. Reviewing the statute of limitations in prosecution for child sexual abuse.
2. Study regarding the elimination of parental rights of a man who impregnates a woman in the course of rape.

SECTION 3: Programs and Projects

The Iowa Commission on the Status of Women (ICSW) works on numerous projects and programs in seeking to advance the status of women. It collects employment related information 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.

Publications

How to Get Your Bearings - How to Get a

Job: The guide, for Iowa women who are looking for a job or who are seeking a better job, includes information on how to write a resume, conduct an interview, obtain personal counseling if needed, fix a car, find housing, etc. Containing one-third more information than previous editions, the guide, revised by Dr. Judith Anne Conlin, is distributed primarily through the displaced homemaker programs across the state and FaDSS. Funding for the guide was provided by Iowa Workforce Development and the Carl D. Perkins Applied Technology and Vocational Education Act.

Wage/Benefits Studies

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. This study and follow-up survey continue to be distributed and influence wages and benefits for employees in dv/sa projects.

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. The ICSW requested that Iowa Workforce Development conduct research to update the 1993 study. The results of the 1999 study showed that women, on average, earn 73 cents per dollar that Iowa men made. The study also found that 64 percent of women earned annual wages of \$25,000 or less, while 67 percent of males earned \$25,000 or more. Nationally, women earned 72 cents for every dollar a man made in 1999.

Contingency Employment Wage Study: The ICSW initiated a study of contingency workers' wages with Boddy Media Group in late 2000. The study, which will report information on women in contingency jobs (such as temporary, part-time and contractual work), will address the concern that contingency jobs are female-dominated occupations, have few to no benefits, and have no job security. Employers will use the information obtained to attract and retain workers. Lt. Governor Pederson endorsed the study in 2000. Support for the study comes from United States Department of Labor, Women's Bureau; AFSCME; and Perkins money from Indian Hills Community College.

Family-Friendly Initiatives

Equal Pay Day: The ICSW commemorated Equal Pay Day on May 11, 2000, marking the date that women, on average, had finally made the same amount that men, on average, earned in 1999. In other words, women had to work more than four additional months to earn the amount men made in twelve months. In addition to writing an opinion/editorial piece for leading newspapers around the state, a press release regarding Equal Pay Day was distributed. A press release and pay equity advertisement were also sent to select women and other organizations state wide that have an interest in pay equity. On May 11, the ICSW, in collaboration with several Iowa organizations and the National Committee on Pay Equity, held a commemoration and press conference on pay equity. Governor Vilsack signed a proclamation of Equal Pay Day and results of the 1999 Wage Disparity Study were released. Partners in the event were AFSCME Iowa, American Association of University Women -- Iowa, Business and Professional Women -- Iowa, Des Moines Metro League of Women Voters, Iowa AFL-CIO, Iowa Commission on Latino Affairs, Iowa Commission on the Status of African-Americans, and Iowa Workforce Development.

CHALLENGE GRANT

The ICSW's initiative specifically aimed toward Iowa's girls is the Challenge Grant Project, which addresses the needs of adolescent females involved with or at risk for involvement in the juvenile justice system.

Iowa Gender-Specific Services Task Force

The ICSW renewed its intra-agency contract with the Iowa Division of Criminal and Juvenile Justice Planning (CJJP) to provide staff support to the Iowa Gender-Specific Services Task Force funded through a U.S. Department of Justice Challenge Grant. A co-employee with the Commission fulfills the contract terms, including convening the monthly Task Force meetings and supporting other Task Force activities. The Iowa Juvenile Justice Advisory Council developed the Task Force to oversee CJJP's and the State Advisory Group's activities as well as make recommendations related to gender-specific services. The Task Force involves key stakeholders in Iowa's juvenile justice system, particularly service providers who want comprehensive system change that reflects gender equity for girls and young women. The ICSW made periodic presentations to the Iowa Juvenile Justice Advisory Council on the progress of the Challenge Grant Project.

“Whispers and Screams” Conference

Directed by the Task Force, the ICSW coordinated the April conference, *Whispers & Screams are hard to hear: Creating an audience for girls' voices, Chapter 4: Challenge*, which was held in Des Moines. The conference served as a vehicle to connect professionals who desire equitable, gender-responsive services for adolescent girls involved with or at risk for involvement with the juvenile

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justice system. Keynote speakers were Dr. Meda Chesney-Lind, nationally recognized for her work on women and crime, and psychologist Dr. Charlotte Sophia Kasl. The ICSW also began coordination for the fifth annual conference to be held in May 2001, *Whispers & Screams are hard to hear: Creating an audience for girls' voices, Chapter 5: Expanding the Circle*.

Promising Directions: Programs that Serve Iowa Girls in a Single-Sex Environment

A resource guide intended for professionals across the state who seek girl-serving resources in their communities was printed in September 2000. The guide describes services provided in single-sex environments for girls and young women involved with or at risk for involvement with the juvenile justice system, and lists programs that serve girls in a coed environment and other resources.

“Using Circle Groups with Girls: Juvenile Justice Applications” Intensive Retreat

The ICSW coordinated an intensive retreat for members of the Iowa Gender-Specific Services Task Force and other invited professionals, which was led by Minnesota Department of Corrections staffers Susan Stacey and Paula Schaefer. The retreat, held on October 12-13, combined experiential learning and research-based presentations to support participants in exploring programmatic approaches to using circle groups with girls.

Presentations on the Gender-Specific Services Philosophy and its Implementation

As part of the Challenge Grant efforts, numerous presentations were made on the relationship between adolescent female development and the

gender-specific services philosophy. Five staff in-service programs were presented on “Creating a New Context for Girls’ Anger.” One presentation focused on strategies that girl-serving programs in the juvenile justice system can utilize to serve girls in more equitable ways. The presentations complemented and utilized the information provided in the desk protocol, *Providing Gender-Specific Services for Adolescent Female Offenders: Guidelines & Resources*. Assistance on gender-specific services was also given to the Sioux City Task Force in creating their strategic plan.

Other:

The ICSW reviewed Department of Human Services grants for gender-specific aftercare services for girls; reviewed formula grant proposals for Criminal and Juvenile Justice Planning; participated in the Restorative Justice Initiative in Polk County; and wrote four editions of *The Girl Connection* for publication.

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. Past recipients include Governor Terry E. Branstad, Charles H. Bruner, Naomi Christensen, Minnette Doderer, Sue Follon, Patricia Geadelmann, Edna M. Griffin, Louise Rosenfield Noun, Governor Robert Ray, Mary Louise Smith, Lonabelle Kaplan “Kappie” Spencer, Betty Talkington, Maude Esther White, and Mary Molen Wiberg.

Suzanne O’Dea Schenken was honored with the medal at the 2000 Iowa Women’s Hall of Fame Ceremony, Des Moines. Schenken is a feminist scholar and activist. Her newest publication, *From Suffrage to the Senate: An Encyclopedia of American Women in Politics*, is a two-volume reference guide listing people and events that have influenced the role of women in the United States. *Legislators and Politicians: Iowa’s Women Lawmakers* delves into the experiences of the women who have served in Iowa’s General Assembly. However, Schenken’s work for women does not stop with research alone. She worked tenaciously on two campaigns for the passage of the Equal Rights Amendment and the successful campaign in 1998 to Add Women to the Iowa Constitution. As a member of its advisory board, Schenken has fostered the mission of the White House Project to have more women run for public office by coordinating a local initiative to mentor young women interested in holding elective office. She has served on the Friends of the Iowa Commission on the Status of Women since 1992 and been president for the past six years. As a fundraiser for the group, Schenken wrote *Iowa Women of Achievement* and edited a weekly planner featuring Iowa Women’s Hall of Fame inductees. Currently, she is part of a group raising money to build a sacred place at the Iowa Correctional Institution for Women in Mitchellville.

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 26, 2000. Held at Younkers Tea Room in Des Moines, the luncheon featured Beverly Everett, Hall of Fame member, as the speaker. 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 26th Annual Iowa Women’s Hall of Fame Ceremony was held in Des Moines on Saturday, August 26, 2000 at the State Historical Building of Iowa, Des Moines. The reception held in the atrium following the ceremony was funded by the Friends of the ICSW. This year the ceremony was held on Women’s Equality Day, which commemorates the day in 1920 when American women first received the vote. At the ceremony, the Lt. Governor read the Women’s Equality Day Proclamation. Awards were presented to the recipients by Lt. Governor Sally Pederson, Commission Chairperson Lisa Green, and Hall of Fame Nominating Committee Member, Shawn Mullen. The 2000 Hall of Fame Nominating Committee was composed of Lisa Green, committee chair; Judge Brown, commissioner; Shawn Mullen, commissioner; Kathryn Burt, commission chairperson, *ex officio*; Patricia Ohlerking, 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 2000 inductees.

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Iowa Women's Hall of Fame Members

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

Betty Jean "Beje" Walker Clark

Betty Jean "Beje" Walker Clark of Rockwell, born in 1920, has made public service her life's work. Long involved with social justice work in the United Methodist Church, Clark has been a leader in her local congregation, Iowa Conference and United Methodist Women. Perhaps best known as a legislator, Clark served 14 years in the House of Representatives where she worked primarily on issues of human services and criminal and juvenile justice. Clark was appointed in 1990 to the Advisory Council of the Iowa Division of Criminal and Juvenile Justice Planning where she was instrumental in the planning and development of alternatives to prison. A halfway house in Mason City named the Beje Clark Residential Center opened in 1992. In 1993

she initiated a program through the Iowa Conference of the United Methodist Church that broadened into a non-profit organization, Restorative Justice Advocacy, Inc. Clark travels extensively throughout Iowa to help introduce the principles of restorative justice and works on a national scale with the newly created Restorative Justice Ministries. In addition to authoring numerous articles and co-authoring a book, *Nearer to Thee*, Clark is a skilled editor, broadcaster, and public speaker.

Denise O'Brien

Denise O'Brien is a self-employed farmer from Atlantic who uses organic practices. She founded and is coordinator for Women, Food, and Agriculture Network, an organization dedicated to the

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empowerment of farm and rural women whose mission statement is “to link and amplify women’s voices on issues of food systems, sustainable communities and environmental integrity.” Through her work as a past president of the National Family Farm Coalition, she lifted the concerns of farm families and rural communities on international, national, state, regional, and local levels. In 1997, she spoke before the United Nations General Assembly on behalf of the world’s farmers. Her efforts have aided the establishment of many organizations, including Rural Advocacy 2000, Iowa Fair Trade Watch, the Women’s Task Force of the Iowa Farm Unity Coalition, and Progressive Prairie Alliance. She served on the Governor’s Farm Emergency Task Force for the past year. O’Brien continues to serve on the Iowa Secretary of Agriculture Local Food Task Force. An extensive lecturer, O’Brien has shared her expertise in rural development and farming with thousands throughout the United States and world. She and her family have been regular hosts to international delegations. She was the 1997 recipient of the “Gloria Steinem Award” and the Iowa Farmers’ Union “Young Leadership Award” in 1990. O’Brien was born in 1949.



Adeline Morrison Swain

Adeline Morrison Swain was born in Bath, New Hampshire in 1820. After moving to Fort Dodge following her marriage in 1846, she recognized the lack of cultural opportunities for young women and organized French, English, music, botany, and art classes and a children’s lyceum. In 1869, she organized the first woman’s suffrage meeting in Fort Dodge. During the 1870s she traveled the state, often speaking and accompanying nationally recognized women’s rights leaders such as Susan B. Anthony and Amelia Jenks Bloomer. She was active in the National Women’s

Congress and National Woman’s Suffrage Association, which elected Swain vice-president for life. She was a regular contributor to the *Women’s Tribune*. Swain also had expertise in history, theology, and natural sciences. She was a correspondent of the Entomological Commission of the United States Department of Agriculture to study the Colorado grasshopper, which was devastating agriculture in western Iowa during the 1870s. Swain’s accomplishments in the field earned her membership in the American Association for the Advancement of the Sciences and she was one of the first women to prepare and read a paper before that body’s national convention. She was active in the Greenback Party because of its support of equal political and legal rights for women and monetary reforms, and was the first woman to run for state office in Iowa. She was a leader in the temperance movement, and as a spiritualist, she advocated equal opportunity for women as religious leaders. Swain died in 1899.



Margaret Boeye Swanson

Margaret Boeye Swanson has been called Des Moines’ best known and most beloved volunteer by *The Business Record*, a Des Moines newspaper. Since moving to Des Moines in 1949, she has been a tireless community supporter, volunteer, and philanthropist. She has given golden anniversary years of service to both the Red Cross and Girl Scouts, silver anniversary years of service to Iowa Lutheran Hospital, and thousands of hours to over twenty local, regional, and national organizations. Swanson has been recognized by numerous organizations including the YWCA, Iowa Lutheran Hospital, National Conference for Community and Justice, East Des Moines Chamber of Commerce, National Tri-Delta Sorority, Sertoma Club, and Red Cross. Swanson has also received a Doctor of Laws

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degree from Grand View College. A lodge at the Girl Scouts' camp in Boone bears her name. She was instrumental in creating the Botanical Center, the first woman in Iowa to serve on a draft board, a founding member of Union Park Neighborhood Association, and active with the League of Women Voters and American Association of University Women. Swanson was born in Webster City in 1919.

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 and other memorabilia. The first-place winners also receive cash prizes.

Judging: 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, activists, and representatives of the sponsoring agencies. The 2000 judges were Jane Meyer, American Association of University Women; Juli Probasco-Sowers, *Des Moines Register*; Tom Andersen, Iowa Department of Education; Clarence Key, Jr., Board of Parole;

2000 *Write Women Back Into History* Statewide Essay Contest Winners

6-7 Grades Category Contest Winners

1st place: Xue Cheung

Grinnell Middle School

Sponsoring teacher: Tom Dayton

2nd place: Matt Egesdal

Prairie Middle School, Cedar Rapids

Sponsoring teacher: Gwen Gano

3rd Place: Eric Peyton

Urbana Middle School

Sponsoring teacher: Kelly McNace

8-9 Grades Category Contest Winners

1st place: Ashley Hecox

Keokuk High School

Sponsoring teacher: Ellie Vets

2nd place: Ryan Gourley

Dowling High School, West Des Moines

Sponsoring teacher: Susan Busch

3rd Place: Lidia Chamale

Hiatt Middle School, Des Moines

Sponsoring teacher: Karen Presswood

Best Essays on Women

in Science and Engineering

6-7 Grades 1st place: Melissa Puls

Jefferson Junior High School, Dubuque

Sponsoring teacher: Kristen Koeller

2nd place: Elizabeth Schlichte

Manning Junior High School

Sponsoring teacher: James Heithoff

8-9 Grades 1st place: Jenna Anderson

Woodrow Wilson Junior High School, Council Bluffs

Sponsoring teacher: Sue Griswold

2nd place: Lauren Adams

Central Academy, Des Moines

Sponsoring teacher: Jerry Leventhal

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

Co-winner: Megan McCarthy

Durant Middle School

Sponsoring teacher: Nancy Moore

Co-winner: Caitie Rumberger

Hoover Middle School, Sioux City

Sponsoring teacher: Carole Johnston

Kim Cheeks, Iowa Commission on the Status of African Americans; Sheri Weathers, Iowa Civil Rights Commission; Rhonda Chittenden, Iowa Commission on the Status of Women; Sonni Martens-Vierling, Iowa Department of Public Health; John Burnquist, Division on Community Action Agencies; Joan Moll, Iowa Department of Human Rights; Mary Bingaman, Iowa Department of Education; Sharon Shypkowski, Iowa Department of Education; Dave Kuker, Division of Criminal Justice and Juvenile Planning; Rosemary Roland, Deaf Services Commission; Crystal Bailey, State Historical Society of Iowa; and Lynda Wessel, State Historical Society of Iowa.

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 forms are provided upon request; they include biographical information, educational background, work experience, organizations, and information on areas of interest. Each year it advertises the availability of appointment resumes in the *IoWoman*, the Friends of ICSW newsletter that is

sent to 8,500 organizations and individuals statewide. The Roster of Qualified Women has contributed significantly to the expanding role of women in government. 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. In 1999, Governor Vilsack endorsed the project.

Task Force/Steering Committee: The ICSW and representatives of Drake University's School of Business and Public Administration met several times and established a steering committee to discuss the feasibility of such a 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.

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, gender-fair 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 guide to networks on women's issues in Iowa. In 2000 the directory was continually expanded and updated; approximately 6,200 persons are in the database for one or more of the 66 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 mailed announcements about available internships in its office to all four-year colleges and universities statewide. Interns were selected for both the spring and summer semester. Many

Advocacy Directory Listing

Adoption	Housing Services/ Homelessness
Agriculture	Immigrant/Refugee Services
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	Volunteerism
Historical Preservation	Work and Family
History	

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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. During 2000, media contacts and topics discussed included: *Ames Tribune*, Equal Pay Day; an Atlantic radio station, ICSW legislative proposals; *Carroll Today*, Women's History Month; *Cedar Rapids Gazette*, Equal Pay Day and the retirement of Representative Minnette Doderer; *The Des Moines Register*, *Status of Iowa Women Report*, Iowa Women's Hall of Fame, the retirement of Representative Minnette Doderer

and Senator Elaine Szymoniak, and salary disparity of state government employees; KCRG-TV, salary disparity of state government employees; Radio Iowa, women and politics and Equal Pay Day; Iowa Radio News, Census Report on older women and poverty and Equal Pay Day; WHO Radio, Iowa Women's Hall of Fame and older women and poverty; and WOI-TV, Iowa Women's Hall of Fame.

Publications

Cristine Wilson Award Recipients: In 1999 the ICSW developed a small publication featuring the Cristine Wilson Medal recipients. The updated piece was printed in August 2000 for the Iowa Women's Hall of Fame Ceremony--when the award is presented.

Publications Available/Distributed Upon Request in 2000	#
2000 Proposals to the Governor and General Assembly	219
Advocacy Directories on Specific Subject/Category of Interest	7
Credit Rights Card	10
<i>Cristine Wilson Medal for Equality and Justice</i>	38
<i>Divorce: Things to Consider</i>	238
<i>Female Juvenile Justice</i>	125
<i>Financial Safety Planning for Older Women</i>	143
<i>Iowa Commission on the Status of Women 1999 Annual Report</i>	79
Iowa Commission on the Status of Women Brochure	542
Iowa Gender-Specific Services Task Force Brochure	190
<i>Iowa Gender Wage Study</i>	50
<i>Iowa Women and the Law</i> (English)	141
<i>Iowa Women and the Law</i> (Spanish)	35
<i>Iowa Women's Hall of Fame Biography Book</i>	68
<i>How to Get Your Bearings. How to Get a Job</i>	1064
<i>Promising Directions: Programs that Serve Iowa Girls in a Single-Sex Environment</i>	168
<i>Providing Gender-Specific Services for Adolescent Female Offenders</i>	425
<i>Referral Information on Programs to Assist Women/Minorities in Establishing and Expanding Small Businesses</i>	1739
<i>Sexism in Education</i>	113
<i>Sexual Harassment: It's Against the Law</i>	714
<i>Status of Iowa Women Report</i>	659
<i>Why Not Women?</i> brochure on nontraditional jobs	133

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Current Video/Audio Tapes

- A Century of Women -- Image and Popular Culture* (1/2" VHS) 1995-96
A Century of Women -- Sexuality and Social Justice (1/2" VHS) 1995-96
A Century of Women -- Work and Family (1/2" VHS) 1995-96
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
The Feminization of Poverty...Is This Happening in Iowa? (1/2" VHS and 3/4" videotape) 1983
A Fine and Long Tradition (1/2" VHS) 1996
One Fine Day -- A Celebration of American Women from the 18th Century to the Present
(1/2" VHS) 1987
League of Women Voters of Iowa -- video history interviews, 8 tapes (1/2" VHS) 1995-1996
Making Points—Examines sexual stereotyping for adolescents (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
The Uses of Suffrage: Women, Politics and Social Change Since 1920 (1/2" VHS) 1996

Financial Safety Planning for Older

Women: The ICSW teamed with the Department of Elder Affairs and the Iowa Coalition Against Domestic Violence to update the safety and finance publication for older women who are in domestic violence situations. It was reprinted in 2000.

Iowa Women and the Law: The ICSW initiated a revision in conjunction with attorney Roxann Ryan, which contains information on various legal questions, from citizenship to domestic violence.

Promising Directions: Programs that Serve Iowa Girls in a Single-Sex Environment:

The ICSW, as part of the Challenge Grant, wrote and distributed a resource guide for professionals serving girls in the juvenile justice system. (See page 20 for more details.)

IoWoman: The ICSW edited six issues of this Friends of the Iowa Commission on the Status of Women bimonthly newsletter in 2000. 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 2000 is approximately 8,500. A portion of the printing and postage was paid for by the Friends.

2000 Status of Iowa Women Report: The ICSW revised, printed, and distributed the report. The 2000, 5th Edition report comprises 65 pages of information on population, education, health, economics, justice, and politics.

28th Annual Report: The ICSW wrote, printed, and distributed its *1999 Annual Report*. Copies of the report were sent to the Governor, key legislators, and other interested parties.

Women and Finance: Research for a publication on women and finance has been updated by staff and will be printed in 2001.

Other: In addition to the previously listed publications, the ICSW reprinted its publications on divorce, women and minorities in small business, sexism in education, sexual harassment and advocacy directory. Video and audio tapes on various topics are also available for public access.

Technology/Web Site

Contained in the site are such items as ICSW publications, including *IoWoman* newsletters; information on projects such as Women's History Month, Iowa Women's Hall of Fame and Gender-Specific Task Force; calendar of events; and legislation. Staff update the site on a regular basis. The activity of the site has increased during 1999.

Information/Referral

ICSW 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 3,408 of which 55 were unequal status/discrimination calls and 117 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 2000:

Grant Reviews

The ICSW reviewed grant proposals for domestic violence and sexual assault projects for Crime Victim Assistance Division of the Office of the Attorney General, Iowa Coalition Against Sexual Assault for education and prevention funds, and adolescent pregnancy prevention for the Department of Human Services. The ICSW participated in a peer review of Young Women's Resource Center for United Way. (See Challenge Grant on page 20 for additional grant reviews.)

Exhibits

In order to disseminate important information about women, the ICSW often exhibits at conferences and fairs and/or provides information to conference attendees. In 2000, the

Commission exhibited at the African-American Women's Conference; Des Moines Branch of American Association of University Women meeting, Des Moines; Iowa Branch of American Association of University Women annual meeting, Ames; Celebrating Women/Celebrating Life, Des Moines; Whispers & Screams, Des Moines; Undiscovered Resources Conference and Job Fair, Des Moines; Way Up Conference, Des Moines; Opening New Doors to Equity Conference; Youth Diversity Conference, Des Moines; and Women and Minority Expo, 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 2000, ICSW spoke to the following: Drake University journalism class (the ICSW and equity issues); Des Moines Area Community College human services class (the ICSW and equity issues); Luther College, women's studies class (the ICSW and equity issues); Des Moines Human Rights Council (equity issues); American Association of University Women -- Des Moines, (equity issues); US West (political and economic status of Iowa women); Oakridge Neighborhood (employment discrimination); Des Moines Register Learning Center (voting); Muscatine High School (wage discrimination); Des Moines East High School (ICSW and Iowa Women's Hall of Fame); Human Rights Symposium (ICSW and equity issues); Carrie Chapman Catt Center for Women and Politics Leadership Workshop panel with women in state public administration, Department of Human Rights Lunch and Learn (Iowa Women's Hall of Fame). The ICSW also presented testimony on women and poverty to Dialogue 2000 with community action agencies and on ICSW issues to the Council on Human Services. The ICSW provided testimonials on wage discrimination to the U.S. Department of Labor Women's Bureau for a pay equity event.

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Sponsorships

The ICSW cosponsored the Undiscovered Resources Conference and Job Fair.

Other

Iowa Council for International

Understanding: Throughout 2000, 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 and Taiwan.

Mothers in Prison, Children in Crisis rally:

The ICSW assisted Friends of Iowa Women Prisoners in organizing a rally at the State Capitol in Des Moines to coincide with Mother's Day. The rally was 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 Association of Commissions for Women (NACW): Executive Director of ICSW attended the 2000 NACW Convention with Commission Chair Lisa Green. Charlotte Nelson administered the 2000 Outstanding Achievement Award for the association and served on its Nominating Committee.

White House Project: The White House Project is a nonpartisan, nonprofit effort to create a climate conducive to electing women to the U.S. presidency as well as to other elected positions. In 2000, the ICSW helped with the Project's Pipeline to the Future.

Additional Participation

African-American Women's Conference
American Association of University Women --
Iowa State Meeting
American Society for Public Administration

Americans with Disabilities Act 10th
Anniversary observance
Baldrige Examiner Training
Celebrate Arts in Women Committee and
Publicity Subcommittee
Celebrating Women, Celebrating Life Conference
Chrysalis Foundation Reception for Women
Legislators and Elected Officials
Congressman Boswell's Press Conference on the
Paycheck Fairness Act
Council on Chemically Exposed Infants
and Children
Direct Care Forum
Domestic Abuse Death Review Team
Equal Pay Matters Forum
Fort Des Moines Black Officers and WAACS
Memorial Park Board of Directors
Friends of Iowa Civil Rights Board of Directors
Friends of Iowa Civil Rights Dinner
Friends of ICSW
Friends of Iowa Women Prisoners
Governor's Bill Signing on Insurance Coverage
for Prescription Contraceptives and on
Domestic Abuse Death Review Team
Governor's Conference on Aging Steering
Committee and Marketing Committee
Governor's Press Conference on Long-Term
Care Trust
Governor's staff on constituent correspondence
Grant-mining workshop
Iowa Caregivers Month Planning Meeting
Iowa Child Care Coalition
Iowa Coalition Against Domestic Violence Gold
Seals Awards Luncheon
Iowa Committee on Diversity
Iowa Department of Elder Affairs strategic
planning -- "The Boomers Are Coming"
Iowa Department of Human Rights, Human
Rights Administrative Coordinating Council
Iowa Department of Public Health, Arthritis
Task Force
Iowa Department of Public Health, Healthy
Iowans 2010

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Iowa Diversity Committee and Outreach and
Education Subcommittee
Iowa Educational Equity Council
Iowa Executive Academy
Iowa Gender-Specific Services Task Force
Iowa Human Needs Advocates
Iowa Juvenile Home Foundation Board of
Directors
Iowa Juvenile Home Foundation Legislative
Reception
Iowa New Choices Telenet
Iowa Quality Forum
Iowa Youth Development State Collaboration
Iowa's Ending Violence Project
Knights Hospitality House Open House
Mental Health Insurance Parity Rally
Metro Des Moines League of Women Voters
Minority, Women's and Small Business Owners
Breakfast
New Economy Enterprise Planning Team
Opening New Doors to Equity Conference
Paycheck Fairness Act Forum
Public Information Officers and Legislative
Liaisons
Roundtable on Legal Services Funding
State Leadership Team on Nontraditional
Occupations and Equity
Stop the Hate Rally
STOP Violence Against Women Coordinating
Council
Strong-Minded Women Awards, Carrie
Chapman Catt Center
Targeted Small Business Task Force
Undiscovered Resources Work Group
WAAC/WAC Historic Celebration
Women of Influence
Women in Science and Engineering
Women, Minorities and Small Business
Networking Breakfast
Welfare Reform Advisory Group
Women's Bureau, US. DOL Region VII
"Women in the Constitution" lecture by the
Honorable Martha Daughtrey, 6th
Circuit Court of Appeals

Women Work! Region VII Meeting
Young Women's Health 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 Iowans in Transition (displaced homemakers and female offenders) 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.

IOWANS IN TRANSITION GRANTS

During fiscal year 2000, the ICSW administered \$189,972 in state fund appropriations as grants to 11 public and private nonprofit programs providing services to displaced homemakers and female offenders, or Iowans in Transition.

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 and female offenders 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 2000 show a total of 2,166 (2,050 displaced

homemakers and 116 female offenders) were served with counseling (1,990 persons); support services (679); workshop seminars (809); ABE, GED, and English as a Second Language (259); academic upgrading (285); and training for a degree (740). At intake, 731 persons were receiving welfare. Since July 1999, 13 of the 23 programs serving displaced homemakers in Iowa have closed. Eight of those programs had received ICSW Iowans in Transition grant funding.

Fiscal Year 2001 Grants: The ICSW administered \$198,500 in grants for fiscal year 2001. Applicants for the grants were accepted from freestanding entities and subgroups or special programs sponsored by a larger organization. Twenty-five applications were received from the programs located statewide. In June, the six-member Displaced Homemaker Advisory Committee met and made grant recommendations. The committee included Mary

Fiscal Year 2000 Iowans In Transition Grant Recipients			
Community Programs		Community Colleges (Continued)	
House of Mercy, Des Moines	\$4,860	Eastern Iowa Community College District, Davenport	\$15,000
Move the Mountain Leadership Center, Ames	\$ 6,000	Hawkeye Community College, Waterloo	\$12,000
Women Aware, Inc., Sioux City	\$32,000	Iowa Lakes Community College, Estherville	\$25,000
Community Colleges (Iowa New Choices Programs)		Northeast Iowa Community College, Calmar/Dubuque	\$20,000
Des Moines Area Community College, Boone/Carroll	\$30,000	Southeastern Community College, West Burlington	\$10,114
Des Moines Area Community College, Des Moines	\$20,000	Southwestern Community College, Creston	\$15,000

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Fiscal Year 2001 Iowans In Transition Grant Recipients			
Community Programs		Community College (Continued)	
Women Aware, Inc., Sioux City	\$32,000	Hawkeye Community College, Waterloo*	\$13,500
Community Colleges (Iowa New Choices Programs)		Indian Hills Community College, Ottumwa	\$18,000
Des Moines Area Community College, Boone/Carroll	\$32,000	Iowa Lakes Community College, Estherville	\$27,000
Des Moines Area Community College, Des Moines	\$20,000	Northeast Iowa Community College, Calmar/Dubuque	\$22,000
Eastern Iowa Community College District, Davenport	\$15,000	Southwestern Community College, Creston	\$19,000
		<i>*Hawkeye's Iowa New Choices program closed on August 1, 2000 and reverted the money to ICSW.</i>	

Wiberg, Chair; Vicki Brown; Janet Gartin; Jule Reynolds; and Carolyn Waddell; with Charlotte Nelson, *ex officio*. Sixteen grant proposal applications were denied due to insufficient funding.

Iowa New Choices: The Commission participated in monthly telenet meetings with displaced homemaker/single parents and sex equity program coordinators and the sex equity consultant for vocational education in the Department of Education, focussing on recent federal legislation removing set-asides for those programs and other pertinent issues. The ICSW also participated in in-service training.

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 2000 and 2001: 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.

SECTION 6: Code of Iowa

CHAPTER 216A

DEPARTMENT OF HUMAN RIGHTS

This chapter not enacted as a part of this title;
transferred from chapter 601K in Code 1993

	SUBCHAPTER 1	216A.77	Duties.
	ADMINISTRATION	216A.78	Administrator.
		216A.79	Gifts, grants, or donations.
		216A.80	through 216A.90 Reserved.
216A.1	Department of human rights.		
216A.2	Appointment of department director and administrators.		SUBCHAPTER 6
216A.3	Human rights administrative-coordinating council.		DIVISION OF COMMUNITY ACTION AGENCIES
216A.13	Organization.	216A.91	Definitions.
216A.14	Commission employees.	216A.92	Administrator's duties.
216A.15	Duties.	216A.92A	Commission established.
216A.16	Powers.	216A.92B	Duties of the commission.
216A.17	Report.	216A.93	Establishment of community action agencies.
216A.18	through 216A.30 Reserved.	216A.94	Community action agency board.
	SUBCHAPTER 2	216A.95	Duties of board.
	DIVISION OF LATINO AFFAIRS	216A.96	Duties of community action agency.
216A.11	Definitions.	216A.97	Administration.
216A.12	Commission of Latino affairs-terms-compensation.	216A.98	Audit.
216A.13	Organization.	216A.99	Allocation of financial assistance.
216A.14	Commission employees.	216A.100	Reserved.
216A.15	Duties.	216A.101	Emergency weatherization fund.
216A.16	Powers.	216A.102	Energy crisis fund.
216A.17	Report.	216A.103	Iowa affordable heating program established.
216A.18	through 216A.30 Reserved.	216A.104	through 216A.110 Reserved.
	SUBCHAPTER 3		SUBCHAPTER 7
	DIVISION OF DEAF SERVICES		
216A.31	through 216A.50 Reserved.	216A.111	Definitions.
	SUBCHAPTER 4	216A.112	Commission created.
	DIVISION ON THE STATUS OF WOMEN	216A.113	Commission employees.
216A.51	Definitions.	216A.114	Duties of commission.
216A.52	Commission created.	216A.115	Powers.
216A.53	Term of office.	216A.116	Report.
216A.54	Meetings of the commission.	216A.117	Interpretation services account.
216A.55	Objectives of commission.	216A.118	through 216A.120 Reserved.
216A.56	Employees and responsibility.		SUBCHAPTER 8
216A.57	Duties.	216A.121	through 216A.130 Reserved.
216A.58	Additional authority.		SUBCHAPTER 9
216A.59	Access to information.		DIVISION OF CRIMINAL AND JUVENILE JUSTICE PLANNING
216A.60	Annual report.	216A.131	Definitions.
216A.61	through 216A.70 Reserved.	216A.132	Council established-terms-compensation.
	SUBCHAPTER 5	216A.133	Duties.
	DIVISION OF PERSONS WITH DISABILITIES	216A.134	Administrator.
216A.71	Definitions.	216A.135	Plan and report.
216A.72	Commission established.	216A.136	Statistical analysis center-access to records.
216A.73	Ex officio members.	216A.137	Correctional policy project.
216A.74	Membership.	216A.138	Multiagency data base concerning juveniles.
216A.75	Term.	216A.139	and 216A.140 Reserved.
216A.76	Officers.		

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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.
216A.146 Duties.
216A.147 Additional authority.
216A.148 Access to information.
216A.149 Annual report.

SUBCHAPTER 1

ADMINISTRATION

216A.1 Department of human rights.

A department of human rights is created, with the following divisions:

1. Division of Latino affairs.
2. Division on the status of women.
3. Division of persons with disabilities.
4. Division of community action agencies.
5. Division of deaf services.
6. Division of criminal and juvenile justice planning.
7. Division on the status of African-Americans.

86 Acts, ch 1245, § 1201

C87, § 601K.1

87 Acts, ch 115, §70; 88 Acts, ch 1277, §27; 89 Acts, ch 83, §78; 90 Acts, ch 1180, § 2; 91 Acts, ch 50, § 2; 91 Acts, ch 109, § 8

C93, § 216A.1

216A.2 Appointment of department director and administrators.

The governor shall appoint a director of the department of human rights, subject to confirmation by the senate. The department director shall serve at the pleasure of the governor. The department director shall:

1. Establish general operating policies for the department to provide general uniformity among the divisions while providing for necessary flexibility.
2. Receive budgets submitted by each commission and reconcile the budgets among the divisions. The department director shall submit a budget for the department, subject to the budget requirements pursuant to chapter 8.
3. Coordinate and supervise personnel services and shared administrative support services to assure maximum support and assistance to the divisions.
4. Identify and, with the chief administrative officers of each division, facilitate the opportunities for consolidation and efficiencies within the department.
5. In cooperation with the commissions, make recommendations to the governor regarding the appointment of the administrator of each division.
6. Serve as an ex officio member of all commissions or

councils within the department.

7. Serve as chairperson of the human rights administrative-coordinating council.

8. Evaluate each administrator, after receiving recommendations from the appropriate commissions or councils, and submit a written report of the completed 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 systems provisions of chapter 19A. The governor shall set the salary of the division administrators within the ranges set by the general assembly.

99 Acts, ch 201, §10,11

Subsection 9 stricken

Unnumbered paragraph 2 amended

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, record keeping, 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.

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f. Establish goals and objectives for the department.
86 Acts, ch 1245, § 1203
C87, § 601K.3
88 Acts, ch 1277, §28; 90 Acts, ch 1180, § 4
C93, § 216A.3

216A.4 Definitions.

For purposes of this chapter, unless the context otherwise requires:

1. “*Department*” means the department of human rights.
2. “*Department director*” means the director of the department of human rights.
86 Acts, ch 1245, § 1204
C87, § 601K.4
90 Acts, ch 1180, § 5
C93, § 216A.4

216A.5 Repeal. Repealed by 97 Acts, ch 52, § 1.

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 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

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

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of the senate, and one to be appointed by the minority leader of the senate, after consultation with the president of the senate, from the membership of the senate.

2. Nine members to be appointed by the governor representing a cross section of the citizens of the state, subject to confirmation by the senate.

No more than a simple majority of the commission shall be of the same political party. The members of the commission shall elect one of its members to serve as chairperson of the commission.

86 Acts, ch 1245, § 1222

C87, § 601K.52

88 Acts, ch 1150, §2; 90 Acts, ch 1223, § 30

C93, § 216A.52

216A.53 Term of office.

Four of the members appointed to the initial commission shall be designated by the governor to serve two-year terms, and five shall be designated by the governor to serve four-year terms. The legislative members of the commission shall be appointed to four-year terms of office, two of which shall expire every two years unless sooner terminated by a commission member ceasing to be a member of the general assembly. Succeeding appointments shall be for a term of four years. Vacancies in the membership shall be filled for the unexpired term in the same manner as the original appointment.

86 Acts, ch 1245, § 1223

C87, § 601K.53

88 Acts, ch 1150, § 3

C93, § 216A.53

216A.54 Meetings of the commission.

The commission shall meet at least six times each year, and shall hold special meetings on the call of the chairperson. The commission shall adopt rules pursuant to chapter 17A as it deems necessary for the commission and division. The members of the commission shall receive a per diem as specified in section 7E.6 and be reimbursed for actual expenses while engaged in their official duties. Legislative members of the commission shall receive payment pursuant to sections 2.10 and 2.12.

86 Acts, ch 1245, § 1224

C87, § 601K.54

88 Acts, ch 1150, §4; 90 Acts, ch 1256, § 52

C93, § 216A.54

216A.55 Objectives of commission.

The commission shall study the changing needs and problems of the women of this state, and develop and recommend new programs and constructive action to

the governor and the general assembly, including but not limited to, the following areas:

1. Public and private employment policies and practices.
2. Iowa labor laws.
3. Legal treatment relating to political and civil rights.
4. The family and the employed woman.
5. Expanded programs to help women as wives, mothers, and workers.

6. Women as citizen volunteers.

7. Education.

86 Acts, ch 1245, § 1225

C87, § 601K.55

C93, § 216A.55

216A.56 Employees and responsibility.

The commission shall employ other necessary employees. Pursuant to section 216A.2, the commission shall have responsibility for budgetary and personnel decisions for the commission and division. The administrator shall carry out programs and policies as determined by the commission.

86 Acts, ch 1245, § 1226

C87, § 601K.56

C93, § 216A.56

216A.57 Duties.

The commission shall:

1. Serve as a clearinghouse on programs and agencies operating to assist women.
2. Conduct conferences.
3. Cooperate with governmental agencies to assist them in equalizing opportunities between men and women in employment and in expanding women's rights and opportunities.
4. Serve as the central permanent agency for the development of services for women.
5. Cooperate with public and private agencies in joint efforts to study and resolve problems relating to the status of women.

6. Publish and disseminate information relating to women and develop other educational programs.

7. Provide assistance to organized efforts by communities, organizations, associations, and other groups working toward the improvement of women's status.

86 Acts, ch 1245, § 1227

C87, § 601K.57

C93, § 216A.57

216A.58 Additional authority.

The commission may:

1. Do all things necessary, proper, and expedient in accomplishing the duties listed in section 216A.57 and

this section.

2. Hold hearings.

3. Enter into contracts, within the limit of funds made available, with individuals, organizations, and institutions for services furthering the objectives of the commission as listed in section 216A.55.

4. Seek advice and counsel of informed individuals, or any agricultural, industrial, professional, labor or trade association, or civic group in the accomplishment of the objectives of the commission.

5. Accept grants of money or property from the federal government or any other source, and may upon its own order use this money, property, or other resources to accomplish the objectives of the commission.

86 Acts, ch 1245, § 1228

C87, § 601K.58

C93, § 216A.58

216A.59 Access to information.

The commission shall have access to all nonconfidential records, data, information, and statistics of all departments, boards, commissions, agencies, and institutions of this state, and upon terms which may be mutually agreed upon, have studies and research conducted.

86 Acts, ch 1245, § 1229

C87, § 601K.59

C93, § 216A.59

216A.60 Annual report.

Not later than February 1 of each year the commission shall file a report with the governor and the general assembly of its proceedings for the previous calendar year, and may submit with the report such recommendations pertaining to its affairs as it deems desirous, 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.

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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]

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- 1.2(216A) Meetings
- 1.3(216A) Purpose

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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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IAC 7/15/87, 4/21/99

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]

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IAC 7/15/87, 4/21/99

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]

Ch 4, p.1

Status of Women[435]

IAC 9/7/88, 4/21/99

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.

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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]

Ch 5, p.1

Status of Women[435]

IAC 4/21/99

CHAPTER 5 IOWANS IN TRANSITION

435—5.1(216A) Definitions. “*Iowan in transition*” 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; or
5. Is a female offender, or a female who has a record of criminal offense.

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 Iowans in transition. 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;
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 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 Iowans in transition 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]

[Filed 4/1/99, Notice 2/24/99—published 4/21/99, effective 5/26/99]

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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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IAC 5/19/99

CHAPTER 7 DECLARATORY ORDERS

435—7.1(17A) Adoption by reference. The commission on the status of women hereby adopts the declaratory orders segment of the Uniform Rules on Agency Procedure printed in the first volume of the Iowa Administrative Code, with the following amendments:

1. In lieu of the words “(designate agency)”, insert “division on the status of women”.
2. In lieu of the words “(designate office)”, insert “Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.
3. In lieu of the words “(AGENCY NAME)”, insert “DIVISION ON THE STATUS OF WOMEN”.
4. In lieu of the words “_____ days (15 or less)”, insert “10 days”.
5. In lieu of the words “_____ days” in subrule 6.3(1), insert “20 days”.
6. In lieu of the words “(designate official by full title and address)”, insert “Administrator, Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.
7. In lieu of the words “(specify office and address)”, insert “Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.
8. In lieu of the words “(agency name)”, insert “division on the status of women”.
9. In lieu of the words “(designate agency head)”, insert “administrator”.

These rules are intended to implement Iowa Code chapter 17A as amended by 1998 Iowa Acts, chapter 1202.
[Filed 4/29/99, Notice 3/24/99—published 5/19/99, effective 6/23/99]

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CHAPTER 8 PETITIONS FOR RULE MAKING

435—8.1(17A) Adoption by reference. The commission on the status of women hereby adopts the petitions for rule making segment of the Uniform Rules on Agency Procedure printed in the first volume of the Iowa Administrative Code, with the following amendments:

1. In lieu of the words “(designate office)”, insert “Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.
2. In lieu of the words “(AGENCY NAME)”, insert “DIVISION ON THE STATUS OF WOMEN”.
3. In lieu of the words “(designate official by full title and address)”, insert “Administrator, Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.

These rules are intended to implement Iowa Code chapter 17A as amended by 1998 Iowa Acts, chapter 1202.
[Filed 4/29/99, Notice 3/24/99—published 5/19/99, effective 6/23/99]

Section 7

Ch 9, p.1

Status of Women[435]

IAC 5/19/99

CHAPTER 9 AGENCY PROCEDURE FOR RULE MAKING

435—9.1(17A) Adoption by reference. The commission on the status of women hereby adopts the agency procedure for rule making segment of the Uniform Rules on Agency Procedure printed in the first volume of the Iowa Administrative Code, with the following amendments:

1. In lieu of the words “(commission, board, council, director)”, insert “administrator”.
2. In lieu of the words “(specify time period)”, insert “one year”.
3. In lieu of the words “(identify office and address)”, insert “Administrator, Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.
4. In lieu of the words “(designate office and telephone number)”, insert “the administrator at (515)281-4461”.
5. In lieu of the words “(designate office)”, insert “Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.
6. In lieu of the words “(specify the office and address)”, insert “Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.
7. In lieu of the words “(agency head)”, insert “administrator”.

These rules are intended to implement Iowa Code chapter 17A as amended by 1998 Iowa Acts, chapter 1202.

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