



# Iowa Woman

A Publication of the Friends of the Iowa Commission on the Status of Women • Vol. XXXVII, No. 2, March/April 2007

## Pay Equity Hearing

Pay equity -- getting paid a comparable wage for comparable job-- is a no brainer. Wage disparity is a real issue. Iowa women, on average, make 75 cents for every one dollar men make.

On April 3, the ICSW will hold a public hearing to gather women's personal stories about the pay inequities they face. The hearing will be held at AARP, 600 East Court Avenue, Des Moines beginning at 1:30 p.m.

The ICSW encourages women to share their experiences with wage discrimination, such as how they and their families have been impacted by wage inequities, or if they've ever pursued a wage inequity complaint or lawsuit. Specific examples might include being hired with a compensation package less than that of a male, being passed over for promotions, losing ground when taking time off to care for family, and more.

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## Gotta Have Friends

Friends of the Iowa Commission on the Status of Women (Friends) has a presence on the web! You'll find information about upcoming events, including Women You Know Women You Want to Meet and the Friends fundraising luncheon following the Iowa Women's Hall of Fame; endowment fund scholarships; and how to become a Friend. Bookmark [www.friendsoficsw.org/index.html](http://www.friendsoficsw.org/index.html) and visit often to find out the latest on Friends activities.

## Students Celebrate *Writing Women Back Into History*

Each year the month of March is observed as Women's History Month. It is a celebration that is affirmed and supported by Governor Culver and by a concurrent resolution of the Iowa Senate and House of Representatives. It is a time to celebrate the achievements of women in the nation and Iowa.

Women's History Month is an excellent opportunity to highlight the contributions, concerns, and importance of women in our society. In order to bring the accomplishments of women to the forefront, the Iowa Commission on the Status of Women, the Iowa Department of Education, and the State Historical Society cosponsor an essay contest, *Write Women Back Into History*.

This year's theme, Generations of Women Moving History Forward, highlighted an important anniversary in women's history -- the 30th anniversary of the National Women's Conference in Houston in 1977, which marked a high point in the influence of second-wave feminist ideas on government policy formulation.

The winners will be honored on Wednesday, April 11 at a 10:30 a.m. ceremony by Lt. Governor Judge in the Kennedy Conference Room (G-9) of the State Capitol. The awards ceremony is free and open to the public. Students will also be introduced in the Iowa Senate and House of Representatives and have the opportunity to meet with their legislators. They will also tour the Capitol.

The first place essays in the 6-7th and 8-9th grade general and science categories begin on page 4. To view all winning essays, go to [www.state.ia.us/government/dhr/sw/wom\\_history/index.html](http://www.state.ia.us/government/dhr/sw/wom_history/index.html).

### 2007 WWBH Winners

#### 6-7 Grade Category

1<sup>st</sup> Place: Kaylyn Barrett, Taft Middle School, Cedar Rapids

2<sup>nd</sup> Place: Laurel Fraser, Urbandale Middle School

3<sup>rd</sup> Place: Matthew Lee, Prairie Middle School, Cedar Rapids

#### 8-9 Grade Category

1<sup>st</sup> Place: Erica Christensen, Thomas Jefferson High School, Council Bluffs

2<sup>nd</sup> Place: Emily Raecker, Urbandale Middle School  
3<sup>rd</sup> Place: Bobi Jo Rockwell, Glenwood Middle School

#### Best Essay on Women in Science and Engineering for 6-7 Grades

1<sup>st</sup> Place: Taylor Soeken, Prairie Middle School, Cedar Rapids

#### Best Essays on Women in Science and Engineering for 8-9 Grades

1<sup>st</sup> Place: Kylene Carlson, Thomas Jefferson High School, Council Bluffs

2<sup>nd</sup> Place: Katie Jobes, Ames Middle School

# Happenings from the Hill: ICSW Legislative Report

The Iowa Commission on the Status of Women tracks bills according to its Proposals to the Governor and General Assembly. A report giving the current bill status is posted weekly on the ICSW web site at [www.state.ia.us/government/dhr/sw/legislation/index.html](http://www.state.ia.us/government/dhr/sw/legislation/index.html). The report following is current as of February 27, 2007.

One legislative proposal deemed as a priority by ICSW has already been made into law: **HF1 raises the state's hourly minimum wage** to \$6.20 beginning April 1, 2007, and to \$7.25 beginning January 1, 2008. The state hourly minimum wage for employees serving a 90-day training period is raised to \$5.30 on April 1, 2007, and to \$6.35 on January 1, 2008.

## **ICSW is registered in support of the following bills:**

Two bills appropriate \$2,243,043 to the Department of Elder Affairs in FY08 for **statewide expansion of the elder abuse initiative program** established for the prevention, intervention, detection, and reporting of elder abuse, neglect, and exploitation of citizens of Iowa who are 60 years or older.

SF141 appropriates \$635,126 from the general fund to Elder Affairs for FY07-08 for the **office of substitute decision maker** (HSB197 and SSB1222 same action).

HF527 creates a **preschool** for four-year-old children program (SSB1119 same action).

HF5 **prohibits a lender from contracting for or receiving a finance charge which exceeds 21 percent per year** on the unpaid balance of a loan for money which is secured by a certificate of title to a motor vehicle.

SF137 (SSB1030) requires **registration of associate real estate appraisers** (HSB58 and HF464 similar action)

Two bills provide that a person or employer shall not discriminate in

providing compensation for work of **comparable worth** between jobs predominately held by women and men. The bill defines "comparable worth" as being the value of work as measured by the skill, responsibility, and working conditions involved in performing the work. A violation of this provision constitutes a simple misdemeanor (SF182 and HF496).

Two bills define "sexual orientation" and "gender identity" and **prohibit discriminatory employment, public accommodation, housing, education, and credit practices based upon a person's sexual orientation or gender identity**. However, the bill does allow for the imposition of qualifications by bona fide religious institutions based upon sexual orientation or gender identity if related to a bona fide religious purpose (SF224 and HF92).

SF61 relates to **harassment and bullying of elementary and secondary school students** and establishes a state policy that school employees, volunteers, and students in Iowa schools shall not engage in harassing or bullying behavior.

Several bills address **increasing the cigarette tax** varying amounts (HF14, SF128, SSB1055, HF346, and HF395).

Two bills provide that a city, county, or local board of health may adopt an ordinance or rule to provide for the enforcement of standards and requirements that are higher or more stringent than those imposed under Code chapter 142B --**smoking prohibitions** (HF35 and HF187).

SF236 also relates to **local regulation of smoking**.

HF214 directs the director of human services to seek a waiver from the Center for Medicare and Medicaid services to provide coverage for low-income children of state employees under the **state children's health insurance program**.

SF43 requires that the educational program which school districts and accredited nonpublic schools provide include, in the human growth and development areas and the health curriculum or health education unit, **age-appropriate and science-based information** (HSB87 similar action).

SF268 **adds eating disorders**, including but not limited to bulimia nervosa and anorexia nervosa, to the definition of "biologically based mental illness" for which certain third-party payment of health care coverage costs for treatment is required.

SSB1177 amends Code section 135H.3 to provide that a **child who requires treatment for mental illness** or substance abuse as provided in new Code section 514C.23, and meets the medical assistance program criteria for admission to a psychiatric medical institution for children is deemed to meet the acuity criteria for specified third-party payment of inpatient benefits; also creates a new Code section 514C.23 and provides that a group policy or contract providing for third-party payment or prepayment of health or medical expenses issued by a carrier... shall provide coverage benefits for treatment of mental illness or substance abuse

HF495 **prohibits the use of gender** as a factor supporting any type of discrimination in the business of insurance.

HF239 appropriates \$1.2 million from the general fund of the state to the department of justice for FY07-08 to be used for **legal services** for persons in poverty grants.

HF340 amends the definition of "**hate crime**" to include an assault, individual rights violation, criminal mischief, or trespass committed against a person or a person's property because of the offender's bias against a person's actual or perceived race, color, religion, ancestry, national origin, political

affiliation, sex, sexual orientation, age, or disability.

HSB57 **confiscates firearms** where there is a domestic violence protective order (SSB1234 similar action).

HF347 creates an **energy utility assessment and resolution program** for certain persons with low incomes who have or need a deferred payment agreement to address home energy utility costs. \$1 million appropriation (SSB1123 same action).

Two bills would create a program under the purview of the college student aid commission to provide financial assistance for **postsecondary education** or training for young adults age 18 through 24 who were involved with the state's foster care program (SF27 and HF243)

HF43 adds a one-half unit course in **personal finance literacy** to the educational program each school district and accredited nonpublic school is required to offer in grades nine through 12, and requires all students to take the course as a condition of graduation.

HF427 adds one-half unit of **personal finance literacy** to the education program school districts and accredited nonpublic schools must offer in grades nine through twelve

HF441 adds one-half unit of **personal finance literacy** to the education program school districts and accredited nonpublic schools must offer in grades nine through twelve and makes an appropriation.

HF215 directs the executive director of the ICSW to convene a commission to review the implementation of the recommendations made by the **Iowa Supreme Court's Equality in the Courts Task Force**. The bill establishes the membership of the commission and directs the commission to report on its findings by December 15, 2007.

HF390 provides that the chief justice shall require regular **diversity training for judges** regarding the impact of the court system on women, racial and ethnic minorities, and any other areas the chief justice deems appropriate under the circumstances.

HR22 introduced on 2/15/07 and SR18 introduced 2/22/07 designate March 2007 as **Iowa Women's History Month**.

#### **ICSW is registered as opposed to these bills:**

Two resolutions propose an amendment adding a new Article XIII to the **Constitution of the State of Iowa**, giving the people of Iowa the right to vote on certain adopted increases of taxes and fees, so that the increases will not take effect unless approved by majority vote at a state general election (HJR1 and SJR1).

SF194 allows the **death penalty** for certain crimes.

To obtain information on a specific bill, go to [www.legis.state.ia.us](http://www.legis.state.ia.us) or you may call the Legislative Information Office at 515/281-5129.

Reach your Senator at 515/281-3371 and your Representative at 515/281-3221.

## **Iowans in Transition RFP Released**

The Iowa Commission on the Status of Women has issued a request for proposals (RFP) for grant awards to fund programs with pre-employment services to Iowans in Transition. Awards are contingent upon receipt of funding from the State of Iowa as appropriated by the 2007 Session of the 82<sup>nd</sup> General Assembly and signed by Governor Culver.

For these grant funds Iowans in Transition must meet the definition of displaced homemaker, single parent, or female offender. The deadline for receipt of proposals in the office of the Division on the Status of Women in the Department of Human Rights is no later than 4 p.m. on Friday, May 25, 2007.

The RFP is available on the website at [www.state.ia.us/dhr/sw](http://www.state.ia.us/dhr/sw) or by calling the office at 515/281-4461 or 800/558-4427.

*-- Pay Equity, continued from page 1*

For those who cannot share their personal experiences at the hearing, written testimony will be accepted.

Through the hearings the ICSW seeks to document what the wage gap looks like for women in Iowa. The feedback received will be released on Equal Pay Day on April 24. While discussing salary information and discrimination is very personal and private, women need to begin addressing these issues to facilitate change.

Those who wish to present **written information** for consideration at the public hearing must have 15 copies of the material, including the participant form, **in the office by 4:30 p.m., Wednesday, March 28:** Iowa Commission on the Status of Women, Lucas State Office Building, Des Moines, IA 50319.

Persons or groups wishing to participate in the **oral discussion** (for no longer than 15 minutes) should call or write for scheduling on the agenda. Deadline for scheduling oral discussion is **12 noon, Monday, March 26:** Lori SchraderBachar at 515/281-4470, 800/558-4427, or [lori.schraderbachar@iowa.gov](mailto:lori.schraderbachar@iowa.gov).

**“Women should have equal pay for equal work and they should be considered equally eligible to the offices of principal and superintendent, professor and president. So you must insist that qualifications, not sex, shall govern appointments and salaries.”**

**~ Susan B. Anthony (1820-1906)**

**Still seeking equal pay for equal work over 100 years later.**

# Write Women Back Into History Winning General Essays

## 6-7th Grade Category

*“Victoria Woodhull: A Woman of the Future” by Kaylyn Barrett, Taft Middle School, Cedar Rapids*

Once upon a time, there was a woman. She was a woman of the future, living beyond her time; a bold and courageous woman. A woman who spoke her mind, believed in equal rights for all, but especially for women and children. She had a troubled childhood, born in Homer, Ohio in 1838, but was dragged from town to town by a heavy-handed father who used his children to make money for the family. This woman’s childhood not only made her stronger, but also made her who she became.

I heard about this woman when my mom came home from the bookstore, placed a children’s book on the table and asked, “Did you know there was a woman who ran for president in 1872?”

I looked at the title of the book, A Woman for President: The Story of Victoria Woodhull. I had never heard of her. She was the first woman to run for president, first woman, along with her sister Tennessee, to publish and run her own newspaper, first woman stockbroker, and the first to speak before Congress. That was a lot of firsts. I was shocked! Why had I never heard of her? Erased from history books, overlooked perhaps?? What a tragedy! But not today...here is my story, or shall I say... her story. Victoria Woodhull: A Woman of the Future.

Victoria Woodhull lived in a time where women wore corsets, wore dresses past their ankles, and pinned their long hair up on their head. Women couldn’t vote and weren’t allowed to even eat in a restaurant without being accompanied by a man. Victoria used her words and her actions to rebel against these societal injustices. She refused to wear a corset; she pinned up her dresses, cut her hair, and was arrested eight times for going against the “laws of society.” She was an eloquent speaker, speaking out against the inequalities that women and children endured. She wasn’t afraid to do things that “proper” women wouldn’t dare do.

Her quest to become president was her biggest statement towards the betterment of women. Election day was on November 2, 1872. Victoria Woodhull, a presidential candidate, was hauled off to jail for voting.

Victoria Woodhull died in 1927 when she was 89 years old. This was only seven years after women could cast their first ballots to vote for the president of the United States. Only two women, since her, have run for President of the United States. I hope a woman will be President of the United States someday to move women forward in history. It could very well be because of the past actions of brave and courageous women, like Victoria Woodhull. Wood

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## 8-9th Grade Category

*“Arabella Mansfield: Moving Women Forward through Practice of Law” by Erica Christensen, Thomas Jefferson High School, Council Bluffs*

The history of our great state includes the accomplishments of many fine Iowa women, though their stories do not always receive the attention which their achievements merit. Arabella Mansfield was one such famous woman from Iowa. A pioneer in the practice of law, Arabella Mansfield moved women forward by being the first female in the nation to be admitted to the bar. Born on May 23, 1846, in Burlington, Iowa, Arabella’s father moved to California so that he might work in the mines. When Arabella was four years old, however, her father died tragically in a mining accident. In 1860, Arabella’s mother decided to move Belle (as she came to be known to her family) and her brother, Washington, back to the town of Mount Pleasant, where her mother believed the children would receive a better education.

As is the case in my own home, education was valued greatly by Belle’s family. In a day when few women had the opportunity to seek higher education, Belle attended Iowa Wesleyan University and graduated with her degree in 1866. The following year, Belle herself took up teaching at Simpson College in Indianola, Iowa, then returned home to practice law with her brother. In 1868, Belle married John Mansfield, a fellow professor. Together, the Mansfields both passed the bar exam in Henry County on June 9, 1869.

Arabella Mansfield was truly someone who moved opportunities for women forward in the state of Iowa and throughout the nation. For a young woman living in her time, the things that Arabella accomplished were astounding. Belle was the first woman approved to study law in the United States of America. She also became the nation’s first female lawyer. Arabella was lauded by other great women who have themselves fought for women’s equality and the privilege to vote, including Elizabeth Cady Stanton and Susan B. Anthony, both of whom personally recognized the famous Iowan’s accomplishments.

In 1870, Belle followed Stanton and Anthony’s examples and further took up the cause of women’s equality by leading the Iowa Women’s Suffrage Convention, which worked to gain voting rights for women.

Until her death in 1911, Arabella Mansfield worked tirelessly for women’s causes. It is because of her conviction and strength that future generations of young women from Iowa, like myself, have the opportunity to participate in our democracy and cast of our own votes.

In 1980, Arabella Mansfield was inducted into the Iowa Women’s Hall of Fame and in my opinion, it was an honor

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# Write Women Back Into History Winning Science Essays

## 6-7th Grade Category

*“Williamina Paton Stevens Fleming”* by Taylor Soeken, Prairie Middle School, Cedar Rapids

Williamina Paton Stevens Fleming was a witty and clever woman. She was simple yet special. She was a person who could look up into the sky and find wonders so spectacular; you wouldn't believe your eyes. She was simply magnificent.

Williamina Paton Stevens Fleming was a beautiful baby girl born on May 15, 1857, in Dundee, Scotland. This bright young lady, known as Mina Fleming, attended public school in Dundee; she never experienced any formal higher education. She taught at the same public school she attended up until her marriage to James Fleming.

In 1877, when Mina turned twenty-one she and her husband immigrated to Boston, Massachusetts. One year later her husband abandoned her while she was pregnant with their child.

To support herself and her new baby son, Mina obtained work as a maid for Professor Edward Pickering, the director of the Harvard Observatory. Professor Pickering was unhappy with the quality of work his male workers were performing, so he hired Mina to do some mathematical work along with some clerical work for the observatory. Mina soon discovered that she was capable of doing scientific work. She invented a system used for classifying stars. This system categorized stars according to their own spectra; the pattern produced by every star when it's light is passed through a prism.

Mina used her system, called the Henry Draper Catalogue, to successfully catalog over 10,000 stars over the following nine years. Later her duties were expanded, and she was put in charge of dozens of young women who had been hired to do mathematical calculations for the observatory. The overall quality of her work was so exemplary that in 1898, the Harvard Corporation made her curator of all astronomical photographs.

In 1906, she became the first American woman to be elected to the royal Astronomical Society. That same year she published her discovery on “white dwarf” stars, stars that are very hot and dense and appear bluish or white in color. In 1907 alone, she was able to publish a study of 222 variable stars she had discovered. One British astronomer made an excellent observation of her. He said, “Many astronomers are deservedly proud to have discovered one...the discovery of 222... is an achievement bordering on the marvelous.”

Mina was able to excel in a specific field that not many women worked in. She received many great rewards throughout her life. I especially admire her for all of the work that she was able to do with only a public school

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## 8-9th Grade Category

*“Ada Hayden, a Protector of Iowa's Prairies”* by Kylee Carlson, Thomas Jefferson High School, Council Bluffs

Long ago, before settlers even came to this country, the land now known as Iowa was mostly prairie. Today, according to the Iowa Prairie Network, it is estimated that “less than 0.1 percent of Iowa's original prairie remains.” The fact that any prairie land remains in Iowa at all is a direct result of the efforts of one Iowa woman.

Ada Hayden was born August 14, 1884, in rural Ames, Iowa. Her parents, David and Christina Hayden, set aside a tract of unplowed prairie on their family farm for their daughter, Ada. “In (this) small remnant of Iowa's largest pre-settlement ecosystem, Ada Hayden found her calling,” according to Marcy M. Seavey, author of “A Protector of Iowa's Prairies.”

While still a student at Ames High School, Ada met Dr. Louis Pammel, a man who would prove to be most influential in her life. Pammel, an Iowa State College (now Iowa State University) professor, later became known as the “father of the Iowa park system.” It was Pammel who encouraged Ada to study botany. The two became close friends, and later collaborated on many botanical projects.

This was a time when women were still struggling against old traditional roles, and any woman attending college was a rare event. Ada not only graduated from ISC with a degree in botany, but later she became the first woman and fourth person ever to earn a Ph.D. from Iowa State.

Throughout her life, Ada crusaded for the preservation of Iowa's prairies. It wasn't until 1945, that Iowa purchased its first virgin prairie preserve. Today, there are over 20 prairie preserves owned by the state.

Like Ada, I am a native of Iowa. Also like Ada, I have a deep love for Iowa's prairies, and am grateful of the work she did to preserve them. Without her work, we would not have this living link to our great past.

I have had the good fortune to grow up in a place where there is still natural prairie land to experience and enjoy. Besides filling the landscape with colorful flowers and graceful grasses, the prairies have much to teach us about soil conservation and other invaluable lessons.

Today, as in Ada's time, there is still a need to stand up for the conservation of Iowa's prairies. Cemeteries are frequently some of the only remaining examples of prairie land, but it is rare to find large tracts of prairie land today. There is one such tract in my area, formerly abundant in prairie land, and that is at Vincent Bluffs in Council Bluffs, Iowa, which has been set aside to be reclaimed as a prairie

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Victoria faced obstacles, but overcame them in a time where women’s rights were limited. Victoria Woodhull was a woman who wanted to take a stand for women’s rights. She was a very good role model for women, in history and today.

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richly deserved. I feel that Arabella Mansfield proved to many people that women are capable of achieving more than just the traditional stereotypes to which some would limit us. Arabella demonstrated power in becoming the first woman to practice law and the country’s first female lawyer.

Like Arabella, I have interest in a career in the legal profession. If I am able to someday achieve my own goals, I will have women like her – who moved history forward – to thank.

Work Cited

http://desmoinesregister.com/extras/iowans/mansfield/html  
http://epics.enc.purdue.edu/abiwt/work/GAW/Iowa.html

reserve. As a member of the Franklin Ecology Club, I helped remove dead trees from this preserve so that new prairie grass could grow in its place. That work helped me learn firsthand how important prairies are and the kind of work required to keep them alive.

For these reasons I believe that Ada Hayden should be written into Iowa’s history. Although she was not widely recognized for her work during her lifetime, it is to her credit that young Iowa women, like me, can enjoy this amazing living piece of history.

Work Cited

http://www.reflectiveimages.com/AdaHayden.htm  
http://www.public.iastate.edu/~herbarium/adapage.html

education. She was working in a field where you needed a higher education to perform in her career. I also admire how hard working and disciplined she was.

Williamina Paton Stevens Fleming deserves to be written back into history for all of which she has accomplished.

Mina Fleming was a witty and clever woman. She was simple, yet special. She was a person who could look into the sky and find wonders so magnificent, you wouldn’t believe your eyes.

Williamina Paton Stevens Fleming died May 21, 1911, at the young age of fifty-four. She died at her longtime home in Boston, Massachusetts.

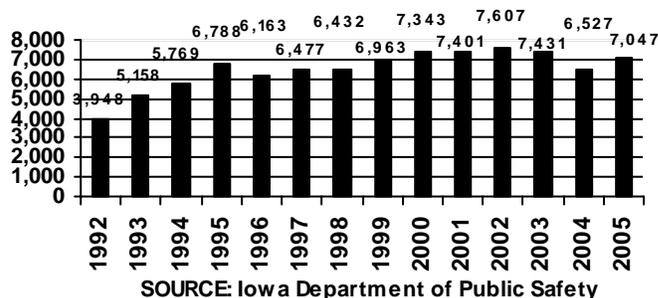
I’m not sure of the cause of Mina’s death, but the impact of her love for astronomy will live on forever.

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http://awnsers.com/topic/williamina-fleming

More from the Status of Iowa Women Report

REPORTED DOMESTIC ABUSE ASSAULT CASES, IOWA, 1992-2005



# Status of Iowa Women Report Released

The 2006 Edition of the *Status of Iowa Women Report* reveals many positive changes toward women's full participation in all aspects of society. Still, old and new challenges to women's equity are also revealed in the tenth edition of the Iowa Commission on the Status of Women (ICSW) report.

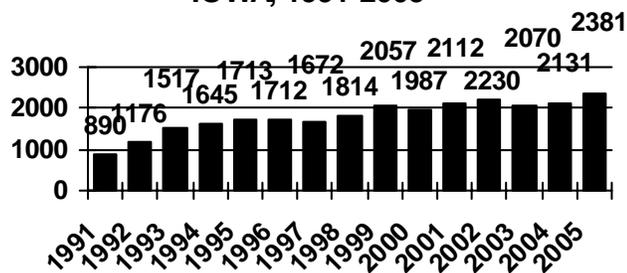
As an advocacy agency, the ICSW studies changing needs and problems facing women of Iowa and recommends or develops programs and constructive action. The status report is an effort in that direction, reporting on the status of women and identifying needs in reference to education, health, economics, justice, and politics.

The 2006 report shows that more women than ever are getting post-secondary education, more women than men, in fact; women have made significant inroads into some traditionally male-dominated work domains, e.g., lawyers and doctors; and more women than ever before are participating in the political process, e.g., serving in an elective office.

Still, much remains to be done. The report also reveals that girls, by and large, are not enrolling in upper-level high-school computer courses; gender-wage disparity is a reality; and women continue to be raped, beaten, and battered at staggering rates. Much work needs to be done at the community and state levels to address those and other challenges noted in this publication.

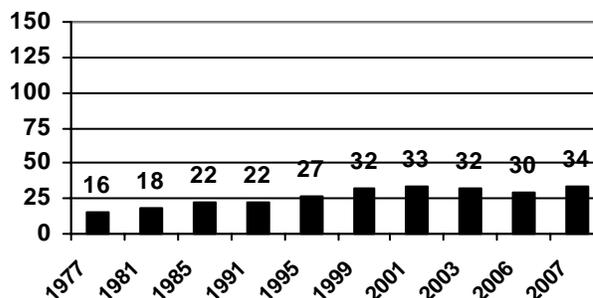
To obtain the entire report or individual chapters of the report, visit [www.state.ia.us/government/dhr/sw/publications/index.html](http://www.state.ia.us/government/dhr/sw/publications/index.html). Chapters include 1. Population Characteristics, 2. Women and Education, 3. Women and Economics, 4. Women and Health, 5. Women and Justice, and 6. Women and Politics. A limited number of printed copies are available from the office. For more information, contact the ICSW at 515/281-4461, 800/558-4427, or [dhr.icsw@dhr.state.ia.us](mailto:dhr.icsw@dhr.state.ia.us).

**REPORTED SEXUAL ASSAULTS  
IOWA, 1991-2005**



SOURCE: Iowa Department of Public Safety

**FEMALES IN THE GENERAL  
ASSEMBLY, IOWA, 1977-2007**



**CONCENTRATION OF WORKERS IN JOBS, IOWA, 2005\***

<u>OCCUPATION</u>	<u>%MALE</u>	<u>AVERAGE HOURLY WAGE</u>	<u>OCCUPATION</u>	<u>%FEMALE</u>	<u>AVERAGE HOURLY WAGE</u>
1) Bus/Truck Mechanic	99.6%	\$15.85	1) Dental Hygienist	99.1%	\$28.18
2) Heavy Vehicle Mechanic	99.3%	\$15.48	2) Dental Assistant	99.0%	\$14.11
3) Mechanic/Repairer	99.2%	\$10.88	3) Pre-K/Kindergarten Teacher	98.7%	\$12.42
4) Cement Mason/Finisher	99.2%	\$14.72	4) Secretary	97.7%	\$13.64
5) Automobile Mechanic	98.8%	\$14.46	5) Child Care Worker	96.8%	\$ 7.93
6) Construction Supervisor	98.6%	\$24.94	6) Registered Nurse	95.7%	\$21.62
7) Plumber	98.5%	\$19.42	7) Licensed Practical Nurse	95.4%	\$15.47
8) Carpenter	98.4%	\$16.15	8) Paralegal/Legal Asst.	95.1%	\$18.51
9) Electrical Worker	98.3%	\$24.80	9) Hairdresser/Cosmetologist	95.1%	\$11.09
10) Brickmason	98.0%	\$18.27	10) Typist	94.9%	\$12.05

*\*Ten jobs held primarily by women pay a weighted average of \$14.54 an hour, compared to \$17.66 paid by ten jobs held primarily by men—a difference of \$3.12 per hour, or \$124.80 per week.*

SOURCE: Labor Market Information Bureau, Iowa Workforce Development

## 11<sup>th</sup> annual Whispers & Screams Conference: Stand Up & Be Counted

*Whispers & Screams are hard to hear: Creating an Audience for Girls' Voices* is an annual conference sponsored by the Iowa Gender-Specific Services Task Force. Whispers & Screams programs work to define what it means to provide equal services for girls involved in or at-risk for involvement in the juvenile justice and child welfare systems.

This year is the 11th anniversary of Whispers & Screams and the theme is Stand Up & Be Counted. The conference will build on the foundation laid in previous years by bringing together forward-thinking individuals who are committed to comprehensive system change that makes gender equity for girls a priority.

This year's Whispers and Screams will showcase keynotes by Dr. Charlotte Kasl and Joe Kelly. Kasl, a PhD in Counseling Psychology and Certified Addictions Specialist, was part of a task force funded by the State of Minnesota Department of Human Services that created a model treatment program for chemically dependent women. Her keynote will discuss her empowerment model for recovery from addiction. The 16-step empowerment model brings a flexible, socially conscious approach to recovery and seeks to build self esteem and empower people to find their own voice. Kelly is the President and Cofounder of the national nonprofit Dads and Daughters, whose mission is making the world safe and fair for our daughters. His keynote will discuss effective advocacy for and with girls and how fathers and stepfathers can be motivated to become advocates for girls and allies in initiatives that help girls.

In addition to basic and advanced workshops in keeping with the theme of the conference, attendees will continue to be offered information on gender-specific programming, female development and experiences, as well as practical tools for working with young women.

Courageous Advocacy Awards will be presented to three outstanding advocates for young women and the Task Force will also honor a courageous young woman. Nomination forms are available on the web site and in the conference registration brochure.

There will also be a performance by the Iowa Juvenile Home Choir as well as exhibitors, door prizes, a silent auction and other experiences for attendees to enjoy.

Whispers & Screams: Stand Up & Be Counted will be held May 24th and 25th at the Hotel at Gateway Center in Ames, Iowa. Registration fees vary. To receive registration information, please contact Kathy Nesteby at 515/281-6915 or 1-800-558-4427, or [Kathy.Nesteby@iowa.gov](mailto:Kathy.Nesteby@iowa.gov). Registration information will also be available on-line in coming weeks: [www.state.ia.us/dhr/sw/girls.html](http://www.state.ia.us/dhr/sw/girls.html).

## March is Women's History Month

Governor Culver and the Iowa General Assembly, along with President Bush and the United States Congress, have declared March as Women's History Month. It is a time for Iowans and Americans to learn about the important contributions women have made to our state and country.

Women's History Month's roots go back to March 8, 1857, when women from New York City factories staged a protest over working conditions. In 1909, International Women's Day was first observed on March 8. Women's History Week was established in 1981 by Congress during the second week of March to coincide with International Women's Day. In 1987, Congress expanded the week to a month.

## Small Business Information Available

*SMALL BUSINESS: Referral Information on Programs to Assist Women and Minorities in Establishing and Expanding Small Business* has been revised and is available free of charge from the Iowa Commission on the Status of Women.

*SMALL BUSINESS* lists programs and agencies that assist women and minorities either start or expand a small business. The Iowa Departments of Economic Development, as well as the Departments of Administrative Services and Inspections and Appeals offer assistance to Targeted Small Businesses. In addition the Department of Economic Development has several programs aimed at small businesses: community block grant program, community economic betterment accounts, economic development set-aside and comprehensive management assistance.

The United States Business Administration also offers assistance as do the Iowa Small Business Development Centers and ISED Ventures.

The final section of the publication lists on-line resources.

*SMALL BUSINESS* is available on our website at [www.state.ia.us/government/dhr/sw/publications/index.html](http://www.state.ia.us/government/dhr/sw/publications/index.html) or by contacting the ICSW at 515/281-4461, 800/558-4427, or [dhr.icsw@iowa.gov](mailto:dhr.icsw@iowa.gov).

## Women Fact Sheet

In collaboration with the State Data Center of Iowa, the ICSW has released *Women's History Month March 2007: Women in Iowa*, which details statistics on Iowa women. The four-page publication is available at [www.iowadatacenter.org](http://www.iowadatacenter.org) and [www.state.ia.us/dhr/sw](http://www.state.ia.us/dhr/sw).

## Iowa Women and Money Conference

Anyone interested in boosting their financial skills has an opportunity to gain a wealth of information at the first Iowa Women and Money Conference hosted by State Treasurer Michael L. Fitzgerald.

The conference will be held Saturday, April 21, 2007 at Drake University's Olmstead Center in Des Moines.

This day-long event, including lunch, is free, thanks to several sponsors such as Citigroup. Conference sessions will focus on money management for women of all economic backgrounds, ages, and levels of financial knowledge. An impressive line-up of speakers and financial experts will discuss credit and borrowing, identity theft, college savings, investing, money basics, and more. In addition, conference attendees will have the opportunity to hear how other women have succeeded financially.

Those interested in attending must register at [www.WomenandMoneyConference.com](http://www.WomenandMoneyConference.com).



## Breaking the Silence: Preventing Violence Against Asian American Women

Breaking the Silence is a three-module violence prevention curriculum designed to educate Asian women about definitions of sexual violence and intimate partner violence, strategies for prevention, and opportunities for social change. It is intended to be implemented as a series of discussion groups encouraging participants not only to engage in healthy relationships free of sexual and intimate partner violence, but also to serve as violence prevention advocates and peer mentors.

Topics include violence against women in the Asian community, which focuses on the relationship between Asian American women and violence based on stereotypes and gender roles they face within and outside of their community; sexual violence and intimate partner violence, which highlights the unique dynamics, risks, and barriers Asian American women must overcome when dealing with and reporting acts of violence; and prevention strategies, resources, & advocacy, which offers strategies and approaches to working with young Asian American women to reduce their risk of violence and engage them in prevention activities through education and advocacy.

The curriculum is available by going to [www.nawho.org/vioprevent.html](http://www.nawho.org/vioprevent.html). To receive a hard copy with CD, send an email to [info@nawho.org](mailto:info@nawho.org).

## Equal Pay Day

On Tuesday, April 24, 2007 thousands of women from across the United States will join in a national day of action against unfair pay called Equal Pay Day. April is symbolic of the point into the new year that a woman must work in order to earn the wages paid to a man in the previous year.

In 2005, women nationally earned only 77 cents on the dollar to their male counterparts. Minority women face a larger wage gap: compared to white men, African American women make 67 cents on the dollar (African American men make 75 cents); Latinas make almost 58 cents (Latinos make almost 66 cents).

The wage gap has real consequences. With a record 69 million women in the workforce, wage discrimination hurts the majority of American families. In addition, wage discrimination lowers total lifetime earnings, reducing women's benefits from Social Security and pension plans and inhibiting their ability to save not only for retirement but for other lifetime goals such as buying a home and paying for a college education.

On Tuesday, March 6, Representative Rosa DeLauro and Senator Hillary Rodham Clinton will introduce the Paycheck Fairness Act. This bill would expand upon the original scope of the Equal Pay Act of 1963 and would, among other things, allow individuals to sue for fair wages; force employers to explain wage gaps; and develop training for women and girls on compensation negotiations.

The Iowa Commission on the Status of Women has long supported the Paycheck Fairness Act as has the National Association of Commissions for Women.

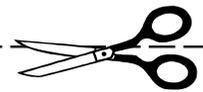
Equal pay for equal work is a simple matter of justice for women. Contact Senators Grassley and Harkin and your Representative to tell them your Stories and urge them to cosponsor the Paycheck Fairness Act on the federal level. Contact your local Representatives and Senators to urge them to support comparable worth laws in Iowa (see ICSW Legislative Report for more information.)

Working together, women and men and Iowa can make a difference in pay equity.

## Hall of Fame Nominations Sought

Nominations for the 33rd Annual Iowa Women's Hall of Fame are being accepted by the Iowa Commission on the Status of Women until **May 1, 2007** (postmarked). Any group or person may submit a nomination by sending the completed form and six copies to the Commission office. Nominations remain current for three years and then may be resubmitted.

Forms can be obtained on the ICSW website at [www.state.ia.us/dhr/sw](http://www.state.ia.us/dhr/sw) or by contacting the ICSW office at 515/281-4470, 800/558-4427 or [lori.schraderbacher@iowa.gov](mailto:lori.schraderbacher@iowa.gov).



# Iowa Sexual Assault Centers

April is Sexual Assault Awareness Month. If any of the following numbers are no longer in service, contact the hotline number to find the project nearest you. Also, note that most of the sexual assault projects double as domestic violence projects. This list was provided by the Iowa Coalition Against Sexual Assault's website, [www.iowacasa.org](http://www.iowacasa.org).

<b>Adel</b> Crisis Line ..... 800/400-4884 Office ..... 515/993-4095 Spanish Line ..... 800/550-0004	<b>Des Moines</b> Crisis Line ..... 515/286-3535 Office ..... 515/286-3600 <b>Dubuque</b> Crisis Line ..... 888/557-0310 Office ..... 563/557-0310 URL..... <a href="http://www.riverviewcenter.org">www.riverviewcenter.org</a>	<b>Muscatine</b> Crisis Line ..... 563/263-8080 Office ..... 563/263-0067 <b>Oskaloosa</b> Crisis Line ..... 800/270-1620 Office ..... 641/673-0336 Pella ..... 641/622-1707 URL..... <a href="http://www.cismc.org">www.cismc.org</a>
<b>Ames</b> Crisis Line ..... 800/203-3488 Office ..... 515/292-0500 Boone ..... 515/432-3606 URL..... <a href="http://www.assaultcarecenter.org">www.assaultcarecenter.org</a>	<b>Fort Dodge</b> Crisis Line ..... 888/356-2006 Office ..... 515/955-2273 URL..... <a href="http://www.dsaoc.com">www.dsaoc.com</a>	<b>Ottumwa</b> Crisis Line ..... 800/464-8340 Office ..... 641/683-1750 URL... <a href="http://www.ottumwacrisiscenter.com">www.ottumwacrisiscenter.com</a>
<b>Atlantic</b> Crisis Line ..... 800/696-5123 Office ..... 712/243-6615 Harlan ..... 712/755-3242 Red Oak ..... 888/767-3620	<b>Grundy Center</b> Crisis Line ..... 888/746-4673 Office ..... 319/824-5522 Eldora ..... 641/939-8186 Waterloo ..... 319/272-1400 URL..... <a href="http://www.seedsofhopeiowa.com">www.seedsofhopeiowa.com</a>	<b>Sioux Center</b> Crisis Line ..... 800/382-5603 Office ..... 712/722-4483
<b>Burlington</b> Crisis Line ..... 800/693-1399 Office ..... 319/752-0606 URL <a href="http://www.burlingtony.org/shelter.htm">www.burlingtony.org/shelter.htm</a>	<b>Iowa City</b> Crisis Line ..... 800/228-1695 Office ..... 319/335-6001 URL..... <a href="http://www.rvap.org/pages/home/">www.rvap.org/pages/home/</a>	<b>Sioux City</b> Crisis Line ..... 800/982-7233 Office ..... 712/277-0131 LeMars ..... 712/546-6764 URL..... <a href="http://www.safefromabuse.com">www.safefromabuse.com</a>
<b>Carroll</b> Crisis Line ..... 800/383-9744 Office ..... 712/792-6722	<b>Keokuk</b> Crisis Line ..... 800/498-5095 Office ..... 319/524-8520	<b>Spencer/Cherokee</b> Crisis Line ..... 877/362-4612 Office ..... 712/262-4612 Cherokee..... 712/225-5003
<b>Cedar Rapids</b> Crisis Line ..... 800/208-0389 Office ..... 319/365-1458 URL..... <a href="http://www.waypointservices.org">www.waypointservices.org</a>	<b>Knoxville</b> Crisis Line ..... 800/433-7233 Office ..... 641/828-8888	<b>Waverly</b> Crisis Line ..... 800/410-7233 Office ..... 319/352-1108 URL... <a href="http://www.cvfriendedsofthefamily.org">www.cvfriendedsofthefamily.org</a>
<b>Clinton</b> Crisis Line ..... 800/381-9319 Office ..... 563/242-2118 Maquoketa ..... 563/652-4162	<b>Marshalltown</b> Crisis Line ..... 800/779-3512 Office ..... 641/752-3245 Newton ..... 641/791-3446 Grinnell ..... 641/236-7226	<b>Statewide</b> Crisis Line ..... 800/284-7821 Office ..... 319/335-6015
<b>Council Bluffs</b> Crisis Line ..... 888/612-0266 Office ..... 712/256-2059	<b>Mason City</b> Crisis Line ..... 800/479-9071 Office ..... 641/424-9071 Charles City ..... 641/288-0015 Hampton ..... 641/456-5835 Algona ..... 515/295-8646 Osage ..... 641/832-8456 Forest City ..... 641/585-1050 URL..... <a href="http://www.cisnci.org">www.cisnci.org</a>	<b>Deaf Iowans Against Abuse</b> Office (TTY only) ..... 877/244-0875 Relay ..... 847/385-9011 URL..... <a href="http://www.dwiaa.org">www.dwiaa.org</a>
<b>Creston</b> Crisis Line ..... 888/782-6632 Office ..... 641/782-2706		<b>Latinas Unidas por un Nuevo Amanecer (LUNA)</b> Crisis Line ..... 866/256-7668 Office ..... 515/271-5060 URL..... <a href="http://www.lunaiowa.org/home.asp">www.lunaiowa.org/home.asp</a>
<b>Davenport (Moline)</b> Crisis Line ..... 563/326-9191 Office ..... 563/322-1200 URL..... <a href="http://www.famres.org">www.famres.org</a>		
<b>Decorah</b> Crisis Line ..... 800/383-2988 Office ..... 563/382-1260 URL..... <a href="http://www.helpingservices.org">www.helpingservices.org</a>		

**Iowa Sexual Abuse Hotline ..... 800/284-7821**

# Calendar of Events

**Art Exhibit:** TRAUMA REFLECTED IN ART, a traveling show of art work by students at the Iowa Juvenile Home, is now on exhibit at Patient and Visitors' Activity Center, 8<sup>th</sup> floor, University Hospitals in Iowa City, until the end of April. Free.

## March

### Women's History Month

- 8 International Women's Day.**
- 9 Des Moines Pastoral Counseling Center Women Helping Women Annual Luncheon.** 11:30 - 1 p.m., Hotel Fort Des Moines, Des Moines. Speaker: Rekha Basu. Contact 515/274-4006 to make reservations or for more information.
- 14 Nonprofit Speed Networking Extravaganza.** 8 - 10 a.m., United Way Conference Center, Des Moines. Free. E-mail [jody@askresources.org](mailto:jody@askresources.org) for more information.
- 15 History Like No Other.** 6:30 p.m., Fort Des Moines Museum and Educational Center, Des Moines. Speaker: Penelope Blake, Ph.D. \$10. For additional information, contact the Fort Des Moines Museum at 515/282-8060 or 888/828-3678.
- 20 Women of Excellence Recognition Ceremony and Banquet.** 5:30 p.m. Sioux City Convention Center, Sioux City. Silent auction included. Tickets are \$35. Contact Women Aware at 712/258-4174 or 800/465-6165 or visit [www.womenaware.org](http://www.womenaware.org).
- 30 Diversity: Many Faces, One Vision Conference.** Indian Hills Community College, Ottumwa. Free. Visit [www.indianhills.edu/diversity/index.asp](http://www.indianhills.edu/diversity/index.asp) to register.

## April

- 3 Iowa Commission on the Status of Women Meeting and Pay Equity Public Hearing.** 10:30 a.m. - 3 p.m. AARP Iowa, Des Moines. Free and open to the public. Call or write for special accommodations, 800/558-4427, 515/281-4461 or [dhr.icsw@iowa.gov](mailto:dhr.icsw@iowa.gov).
- 5, 12, 19 Taking the Road Less Traveled: A Career Conference for Girls, grades 6-12.** Program for Women in Science and Engineering, Iowa State University, 515/294-5319, [trlt@iastate.edu](mailto:trlt@iastate.edu), or [www.pwse.iastate.edu](http://www.pwse.iastate.edu).

- 6 Celebrating Diversity in Healthcare.** 8:30 a.m. - 12 noon, Mercy College of Health Sciences, Des Moines. Visit [www.mchs.edu](http://www.mchs.edu) for more information.
- 6 Iowa Gender-Specific Services Task Force.** 10 a.m.-12 noon, Urbandale Public Library, Urbandale. Kathy Nesteby, ICSW, 515/281-6915, 800/558-4427, or [kathy.nesteby@iowa.gov](mailto:kathy.nesteby@iowa.gov).
- 7 Principles of Feminist Marketing.** 9 a.m. - 2 p.m., Pomerantz Center, Iowa City. Contact 319/335-1486, [wrac@uiowa.edu](mailto:wrac@uiowa.edu), or [www.uiowa.edu/~WRAC](http://www.uiowa.edu/~WRAC).
- 10 HerStory Celebration.** 4-6 p.m., Drake University, Des Moines. Free and open to the public. Chrysalis Foundation, 515/255-1853 or [info@chrysalisfdn.org](mailto:info@chrysalisfdn.org).
- 11 Write Women Back Into History Essay Contest Celebration Day.**
- 12-13 Choosing to Lead: Empowering Women in Work and Life.** Marriott Hotel, Coralville. Fee varies. For more information, visit [www.iowawomensconference.com](http://www.iowawomensconference.com) or call 800/551-9029.
- 15-21 National Volunteer Week.**
- 18 21st Annual Civil Rights Symposium: Building Partnerships in Human and Civil Rights.** 8 a.m. - 2 p.m., Hotel Fort Des Moines, Des Moines. \$25. Greater Des Moines Friends of Human Rights, Inc., Rudy Simms, 515/237-1457 or [rusimms@dmgov.org](mailto:rusimms@dmgov.org).
- 19 History Like No Other.** 6:30 p.m., Fort Des Moines Museum and Educational Center, Des Moines. Speaker: Hal Chase, Ph.D. \$10. For additional information, contact the Fort Des Moines Museum at 515/282-8060 or 888/828-3678.
- 20-21 Iowa American Association of University Women Annual Conference: Creating Future Gateways.** Marshalltown. Fee varies. For more information, go to [www.aauwia.org](http://www.aauwia.org).
- 21 Iowa Women and Money Conference.** 8:30 a.m. - 3 p.m., Drake University, Des Moines. Free. RSVP required at [www.womenandmoneyconference.com](http://www.womenandmoneyconference.com).
- 24 Equal Pay Day.**
- 26 Take Our Daughters and Sons to Work Day.** [www.daughtersandsonstowork.org](http://www.daughtersandsonstowork.org)
- 27 Third Annual Iowa Women's Leadership Summit.** 9:30 a.m. - 4 p.m., Iowa State University, Ames. Free and open to the public. RSVP required by April 10. A complete schedule of events and registration is available at [www.wlc.provost.iastate.edu](http://www.wlc.provost.iastate.edu) or call 515/294-9591.

# Bits and Pieces

Mark your calendars. Women You Know Women You Want to Meet will be held on May 10th in Des Moines. Visit [www.friendsoficsw.org](http://www.friendsoficsw.org) in April for details.



Congratulations to **Kelsey Bolte**, from Ida Grove, who was named one of the 20 young women from across the nation to participate in the 16th Annual Women's Basketball Coaches Association All-Star Game, which will be held during the NCAA Women's Final Four week in Cleveland. **Tanaeya Worden** of Sioux City was an honorable mention selection.



The **2006 Annual Report**, (February 2007, 35th Edition) is available. The annual report details the activities of the ICSW during calendar year 2006. If you wish to receive a report, contact the ICSW at 515/281-4461 or 800/558-

4427, or e-mail [dhr.icsw@iowa.gov](mailto:dhr.icsw@iowa.gov). The publication is also available on-line at [www.state.ia.us/government/dhr/sw/publications/index.html](http://www.state.ia.us/government/dhr/sw/publications/index.html).



As his first judicial appointment, Governor Culver appointed a woman, **Fae Hoover-Grinde**, as a District Court Judge for the 6th Judicial District of Iowa.



On March 2, the ICSW held a **Legislative Lunch and Learn** to discuss progress on the ICSW's 2007 Legislative Proposals. Panel members included Nancy Robertson and Laurie Schipper, Iowa Coalition Against Domestic Violence; Machel Shaffer and Linda Hildreth, Iowa Department of Elder Affairs; Victor Elias, Child and Family Policy Center; John Hedgecoth, Governor's Office; Rhonda Chittenden, FutureNet; Brenda Easter, Iowa College

Student Aid Commission. Moderating the panel was Charlotte Nelson, Iowa Commission on the Status of Women.



**Frances Allen** won the Turing Award in Computer Science. She is the first woman to receive the honor. The award, which has been presented by the Association for Computing Machinery since 1966, is often referred to as the "Nobel Prize of Computing." She plans to create a scholarship fund for working class computer science students with the award money.



The Alliance for the Mentally Ill of Iowa has a new website: **namiowa.org**. There you can find resources, links, and classes to inform the public on mental illnesses and support groups.



Help save printing/postage costs! If you no longer wish to receive this newsletter, please write or call the ICSW office. You may also send your e-mail address. Thank you!

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Enclosure of items in the newsletter does not necessarily connote endorsement by the Friends of the ICSW or by the ICSW. All information must be mailed or faxed to the ICSW no later than the 15th day of all even numbered months. The use of any submitted material is at the discretion of the editor. The *IoWoman* is mailed six times per year to 8,400 persons or organizations.

Matt Wissing, Executive Vice President • Charlotte Nelson, ICSW Executive Director • Lori M. SchraderBachar, Editor

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