

Write Women Back Into History

To give students a deeper and more relevant appreciation of women's role in history, the Iowa Commission on the Status of Women, the Iowa Department of Education, and the State Historical Society of Iowa are sponsoring the 24th annual statewide essay contest, *Write Women Back Into History*, for students in grades 6 - 9. The 2008 theme is "Women's Art: Women's Vision."

Whether you are a student, family member, teacher, or interested citizen, we ask all IoWoman readers to encourage their schools to participate in this contest.

2008 will celebrate and recognize the vision of women artists. The history of women and art is quintessential women's history. It is the story of amazing women's accomplishments acclaimed at the time but written out of history. This year's theme provides a special opportunity to discover and celebrate women's visual arts in a variety of forms and mediums that help expand our perceptions of ourselves and each other.

Prizes will be awarded to the first, second, and third place winner in each of the 6-7th Grade and 8-9th Grade divisions. In addition, prizes will be given to the Best Essays on Women in Science, Technology, Engineering, and Math. Winners will be honored in a ceremony at the

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ICSW Adopts Legislative Agenda

As a state agency, the Iowa Commission on the Status of Women (ICSW) works to eliminate inequities for women by advocating for changes in state laws, by supporting studies in important areas, and by championing gender-specific changes within state government.

To do that, the ICSW annually submits proposals to the Governor and General Assembly. Following is the 2008 Policy Agenda. During the 2008 Session, the ICSW will support or oppose legislative action that relates to any of the proposals. Please note that proposals are not in order of importance.

Opportunities for Women's Economic Success and Self-Sufficiency

The Iowa Commission on the Status of Women supports initiatives that assist women in successful education and work endeavors, including adequate funding for safety net programs for Iowa's women and families. The ICSW supports:

1. Set state targets and accountability standards for the participation of girls and women in Science, Technology, Engineering, and Math (STEM) education (middle school through postsecondary) and other non-traditional occupation training programs and develop a specific state plan for skill-building, education and recruitment of women for key industry sectors that ensures women are fully utilized in addressing the skilled worker shortage.
2. Support the federal Child Support Protection Act of 2007, which would restore the 25% budget cut (\$7.2 million) to Iowa's Child Support Recovery Unit (beginning 10/1/2007) resulting from the Deficit Reduction Act. In the event that federal changes do not restore funding, support the solution sought by the Governor to

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ICSW Policy Lunch & Learns

Save the dates! From January through May, the ICSW will hold a Policy Lunch and Learn on the second Friday of each month. The free events will begin promptly at 12 noon and end at 1 p.m. Bring your own lunch to the Legislative Dining Room of the State Capitol and hear more about the ICSW's Policy Agenda. Below is a list of dates and topics.

January 11	ICSW 2008 Policy Agenda
February 8	Women and the Skilled Worker Shortage
March 14	Protecting Iowa's Families: Child Support and Domestic Violence
April 11	Progress report on women's issues
May 9	Session wrap-up and work that remains for 2009

For more information or for special accommodations, please contact the ICSW, 515/281-4461, 800/558-4427, or chr.icsw@iowa.gov.

identify \$4.6 million in state matching funds to assist children and families in collecting child support.

3. Funding of \$85,000 to ICSW for Women, Workforce and Money programming for ongoing focus on women in non-traditional occupations, wage equity, and financial literacy.
4. Restore \$93,000 in funding (for a total of \$185,000) to ICSW for Iowa New Choices, a network of programs that provide intensive case management and workforce supports not otherwise available for displaced homemakers, single parents, and female ex-offenders.
5. Establishing a vehicle for 12 weeks of partial wage compensation for a person taking family and medical leave.

Women’s Safety and Health

The Iowa Commission on the Status of Women supports legislation aimed to improve health care access and ensure victims of violence are adequately protected from violence. The ICSW supports:

1. Amending Code of Iowa Chapter 724.26 into alignment with federal law that prohibits persons who have been convicted of a domestic violence misdemeanor or who are subject to a no-contact order from possessing firearms.
2. Amending Code of Iowa Chapter 916 to strengthen the rights of sexual assault victims with comprehensive enumerated rights, such as the right to the presence of a victim counselor, the right to a medical exam at no cost to the victim, the right to law enforcement assistance, the right to seek a no-contact order, and the right to register as a victim in order to receive notification of proceedings.
3. Increased funding of \$24,000 to the ICSW for training on issues of violence against women.
4. Increased funding for women’s health issues, including mammography, colposcopy, breast, cervical and ovarian cancer screenings; reproductive health services including chlamydia screenings, HPV vaccine, and family planning services; and statewide comprehensive adolescent pregnancy prevention programs.

Gender Equity and Equal Justice for Women

By its very mission, the Iowa Commission on the Status of Women supports full equality for Iowa women and girls. The ICSW supports:

1. Gender balance on boards and commissions of political subdivisions of the state.
2. Extend the deadline for filing civil rights complaints from 180 to 300 days
3. Establish a gender-specific continuum of care for females in the juvenile justice system, beginning with restricting all 100 placements at the Iowa Juvenile Home to females.
4. Expand state funding and the use of evidence-based practices for the Star Therapeutic Community Program at the Iowa Correctional Institution for Women and community-based correction facilities.

State Capitol in March 2008.

Teachers who sponsor the winning students’ essays will receive classroom resources. All winners and finalists will receive a certificate of participation signed by the Governor.

Guidelines can be found on the Women’s History Page of the ICSW website, www.state.ia.us/government/dhr/sw/wom_history/index.html.

With questions, contact Lori SchraderBachar at ICSW, 515/281-4470 or 800/558-4427 or by e-mail, lori.schraderbachar@iowa.gov.

ICSW Welcomes New Staff Member

Joanne Sackett Parker is the ICSW’s new Administrative Assistant, replacing Ellen Failor, who retired this summer.

Parker began her duties in mid-November.

She is a native Iowan and Grinnell College graduate who returned to the state in 2003 after 10 years of living and working in the Western/Southwestern United States. Parker spent four years working in Phoenix, Arizona both as a Management and Budget Analyst and Employee Benefits Coordinator for Maricopa County. Prior to that, she worked for the United States Olympic Committee at the Olympic Training Center in Colorado Springs, Colorado. Since returning to Iowa and until being hired by the ICSW in November, she was a Title Researcher for Iowa Title Company in West Des Moines.

Parker may be contacted at 515/281-4461, 800/558-4427 or joanne.parker@iowa.gov.

Welcome, Joanne!

Message from the Division Administrator

Dear Friends,

The opportunity to serve as Administrator of the Iowa Commission on the Status of Women is at once humbling and thrilling. Building on the Commission's respected reputation, the inspiring leadership of Charlotte Nelson, and the strong commitment of the Governor's Office to women's issues, my ideas for moving the Commission ahead are very simple: *turn up the volume* and *turn over a few new stones*.

The Commission is pleased to announce that we're holding outreach meetings this year that will highlight issues of women's leadership and women in the workforce. Iowa is one of the nation's leading states in terms of the participation of mothers in the workforce, yet we face a persistent wage gap. At the same time, our state faces a qualified worker shortage with 150,000 surplus jobs anticipated in the next few years. What a ripe opportunity to help girls and women connect to high-growth, high wage careers! We aim to draw attention to communities that are utilizing innovative partnerships and strategies to connect girls and women with the education and training needed for an array of careers that offer upward mobility, good wages and benefits, as well as personal fulfillment.

Additionally, as one of two states in the nation (Mississippi is the other) that have never elected a woman to Congress or as Governor, it is essential that we push more Iowa women to get involved in local decision making and in running for office. Diversity in policy making benefits everyone—not just women. More to come on this...

Our first scheduled event will take place on January 8th at Western Iowa Tech in Sioux City, beginning at 1 pm. Other events will be scheduled in Des Moines and Cedar Rapids later in the spring. For more information or to get involved, please contact me at rachel.scott@iowa.gov. I am honored to contribute to the success and wellbeing of Iowa's women however I can.

Sincerely,
Rachel Scott

ICSW Holds Public Hearing

The Iowa Commission on the Status of Women held its annual Public Hearing on October 9 in Des Moines.

Twenty-one people/organizations presented to the Commission, sixteen of which gave oral testimony.

Topics discussed included violence against women, marriage equality, international issues, legal aid appropriation, direct care workers, women's health, women and girls in the penal system, child support, child care, tax policy, and social justice.

During the legislative session, the ICSW will track bills that impact women and girls. Bookmark our legislative page, www.state.ia.us/government/dhr/sw/legislation/index.html for legislative reports. Reports are typically posted each Friday during the session.

Women Add Value

According to Catalyst's report "The Bottom Line: Corporate Performance and Women's Representation on Boards", Fortune 500 companies with the highest representation of women board directors attained significantly higher financial performance, on average, than those with the lowest representation of women board directors.

The report found higher financial performance for companies with higher representation of women board directors in three important measures: return on equity, return on sales, and return on invested capital.

The correlation between gender diversity on boards and corporate performance can also be found across most industries—from consumer discretionary to information technology.

For more information, visit Catalyst on-line at www.catalystwomen.org.

Girls' Summit Update

Young women involved in the juvenile justice system present with characteristics and experiences that differentiate them from their male counterparts. As such, the juvenile justice system in Iowa must consider these factors if it is to effectively and efficiently impact recidivism and rehabilitation.

Historically, young women have been a smaller segment of the juvenile justice population. They remain so today. Consequently, they are easy to overlook. But Iowa's response to them is no less important. Perhaps, because they are fewer in number, our system can have a true and meaningful influence with prevention of further penetration into both the juvenile and adult systems being the ultimate goal.

The Girls' Summit on young women in Iowa's juvenile justice system, held October 12th, presented a range of pertinent data to participants from justice and policy related fields. These participants were then asked to evaluate the information and make recommendations for action.

Recommendations fell into three broad categories:

1. Designing Gender Specific Programs

It is necessary for programs that address the juvenile justice population to adopt principals that respond to the needs of young women. This includes meaningful educational and vocational alternatives, comprehensive sexuality education and appropriate health care services. Special emphasis should be placed on increasing family involvement, addressing traumatic abuse and deliberative planning for transitions between programs, to and from home and from the juvenile system to independent adulthood. Overall, there needs to be an increase in gender specific programming across the continuum of the juvenile justice system.

2. Shifting the System for Better Results

Justice system entities can more effectively address the unique needs of young women by increasing collaboration within and making a commitment to system improvement. Included in systemic change would be earlier intervention and the use of assessment tools that consider gender differences. In addition, system officials must be given more flexibility in dealing with system involved youth. Currently, services based on need are more easily obtained and funded when young women have delinquent complaints filed against them. Services

should be available without pulling them into the justice system. Of particular importance is the overlap among delinquent females and females with significant mental health and/or substance abuse and trauma related issues.

3. Investing in Young Women for Improved Outcomes

Policymakers and the public need to be better informed about not only the differences that exist among juveniles based on gender but the misconceptions that abound and hamper efforts to effectively divert young women from the juvenile justice system. Community support is important to the success of young women, particularly in the many rural areas of our state. Legislative support for gender specific programming is crucial in order to provide the funds and training necessary to implement it. Moreover, policymakers and program providers would benefit from research about young women and the efficacy of both existing programming and emerging best practices.

A full report will be available soon. Contact Kathy Nesteby, 515/281-6915, 800/558-4427 or kathy.nesteby@iowa.gov for more information.

Women Earning Less

In Fall 2007, the United States Census Bureau released wage figures from the 2006 Current Population Survey, showing the wage gap between men and women remaining stagnant, with women's median wages still 77 percent of men's.

Median salaries for full-time, year-round workers 15 and older show the following:

All men	\$42,261
All women	\$32,515 - 76.9% of men's

For women of color:

Black	\$30,352 - 71.8% of all men's
Asian	\$39,313 - 93.0% of all men's
Hispanic	\$25,198 - 59.6% of all men's

The full report can be found at pubdb3.census.gov/macro/032007/perinc/new05_000.htm.

Equal Pay Day will be April 22, 2008. Educate your friends, neighbors, coworkers, and legislators about gender wage discrimination and what impact it has on your family. Look for more about Equal Pay Day in the March/April *IoWoman*.

If you are fascinated by powerful women,
this is an afternoon you won't want to miss...

Tuesday, January 8th

Western Iowa Tech Community College, Sioux City Campus
Advanced Sciences Building, Multi-purpose Rooms L416-417

1:00- 2:30p Dynamos! Women's Leadership in Siouxland

Iowa women are making landmark achievements in business, philanthropy, science, community leadership, and more. What's next for women's leadership in Sioux City? How can we go even further? This event includes a brief overview of Iowa's Women's Leadership Agenda from the Iowa Commission on the Status of Women and a lively roundtable discussion by some of Siouxland's most dynamic and influential women.

3:15- 5:00p Women and the Skilled Worker Shortage: Siouxland's Solutions and Opportunities

Iowa is expected to have a surplus of 150,000 high-tech, high-growth jobs within the next few years. Are women actively engaging with these opportunities to break new ground and earn more, or will it be business as usual? Expert women from Siouxland and the State of Iowa will highlight what's already working for women in non-traditional career paths, what the challenges are, and how Siouxland can lead the way for women. A panel of working women, moms and students will add their realistic—and optimistic—perspectives.

These events are sponsored by the Iowa Commission on the Status of Women, Western Iowa Tech Community College, the Siouxland Chamber of Commerce, United Way of Siouxland, Junior League, and Women Aware.

Iowa Ranked 12th in Women's Health

While some states made some small gains in critical indicators for improving women's health, the nation as a whole and most states are falling behind in their quest to meet national goals for women's health. *Making the Grade on Women's Health: A National and State-by-State Report Card*, a project of the National Women's Law Center and Oregon Health & Science University, gave Iowa an overall grade of "unsatisfactory" and ranked the state 12th. No state receives an overall "satisfactory" grade for women's health status.

"By and large, states are failing to meet minimum standards when it comes to women's health," said Judy Waxman, NWLC Vice President for Health and Reproductive Rights. "Policymakers must make women's health a top priority. Far too many women are suffering and dying from chronic illnesses and diseases that preventive care, improved health care access could prevent or detect sooner and improve outcomes."

To learn more about how Iowa or the nation fared on critical health status indicators and policies, go to: hrc.nwlc.org.

ICSW Day on the Hill

On Tuesday, January 22, the ICSW will hold an open house with legislators to discuss the ICSW's 2008 policy agenda from 7:30 - 9 a.m. in the Legislative Dining Room of the State Capitol.

Our breakfast event will also kick-off Women's Advocacy Week, which continues from January 22 to January 29. Hope to see you on the Hill!

TSA Jobs in Iowa

The United States Transportation Security Administration has job openings for Transportation Security Officers (screeners) at the Des Moines International Airport.

Women are encouraged to apply.

These federal jobs are part-time, entry-level positions with a starting salary rate of \$12.86/hour and federal benefits. While no previous experience is required, interested applicants must be a U.S. citizen or national; have a high school diploma, GED or equivalent; OR at least one year of full-time work experience in security work, aviation screener work, or x-ray technician work; and be proficient in English.

Go to tsajobs.com or call 800-887-1895 for more information.

Women, Land, and Legacy

The USDA Farm Service Agency (FSA) and the Natural Resources Conservation Service (NRCS) in Iowa, in cooperation with the North Central Regional Center for Rural Development (NCRCRD), announce the availability of the publication *Women, Land and LegacySM: Results from the Listening Sessions*. The publication documents the findings of research conducted by the Women, Land and Legacy (WLL)SM outreach project of the USDA State Outreach Council.

Derryl McLaren, State Executive Director for Iowa's Farm Service Agency, is excited these results are being released and states "the farmland ownership study shows that women have decision making authority over a high percentage of Iowa farmland (47-54%). There is a need to communicate agricultural women's strengths and needs and how farm service providers can respond more effectively."

Women, Land and LegacySM: Results of the Listening Sessions provides information learned from WLLSM listening sessions that took place September 2004 - December 2006. Dr. Cornelia Flora, Director of the NCRCRD says, "This research documents women landowners' multiple-dimension approach to their land. Their concerns with the environment, community, and spirituality and their desire to balance it with financial stability, reveals the possibilities of more holistic approaches to land management and rural development." Richard Van Klaveren, State Conservationist for NRCS says, "The publication includes input from over 800 Iowa agricultural women regarding their relationship to the land, their dreams and visions for Iowa's land, resources that have been helpful to them, and what resources and actions are needed locally to assist them in making sound decisions based on their values for their land, their families, and their communities."

The WLLSM State Team, currently consisting of representatives of FSA, NRCS, National Catholic Rural Life Conference (NCRLC), and the NCRCRD, assist local WLLSM teams and Coordinators of Resource Conservation and Development (RC&D) to conduct WLLSM activities in local counties. The state team develops guidance and support for the future development of WLLSM. *Women, Land and LegacySM: Results of the Listening Sessions* can be found at www.ncrcrd.iastate.edu/wll.html.

Make Tax Time Pay

Make tax time pay for you -- claim the tax benefits you've earned. You may be eligible for the earned income tax credit and child tax credit. You may owe less in taxes and get cash back from the IRS.

If you worked in 2007, had children living with you, and earned less than \$33,241 or did not have children living with you and earned less than about \$12,590, you could qualify.

File a tax return to claim all the tax credits you've earned. Volunteer Income Tax Assistance helps people fill out tax returns for free. For a site near you, call 800/829-1040. You may also learn more about credits from the IRS at 800/829-1040 or www.irs.gov.

National Hall of Fame

The National Women's Hall of Fame held its 2007 Induction Weekend in October in Seneca Falls, New York - birthplace of the women's rights movement. Nine distinguished American women were inducted into the Hall for their significant contributions to society.

Inductees were Dr. Eleanor K. Baum - the first female engineer to be named dean of a college of engineering in the United States; Swanee Hunt - an internationally recognized expert on foreign affairs and diplomacy, working to increase the participation and inclusion of women in peace processes around the world; Winona LaDuke - an advocate for public support and funding for frontline native environmental groups; Dr. Judith L. Pipher - she and her colleagues were the first U.S. astronomers to turn an infrared array toward the skies;

The five women being honored posthumously include Julia Child, Dr. Elisabeth Kübler-Ross, Catherine Filene Shouse, Henrietta Szold, and Martha Coffin Wright.

For complete biographies of all of the inductees, visit the News section of the Hall's website, www.greatwomen.org.

Women's History Month

March is fast approaching. Is your organization planning an event to celebrate Women's History Month? Please send information about events of your group or in your area that you would like to have included on the calendar. Send the information (date, time, short description, contact name/info) to Lori SchraderBachar at lori.schraderbachar@iowa.gov.

Calendar of Events

January

- 4 **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.
- 4 **Iowa Human Needs Advocates.** Meets weekly at 9 a.m. in the State Capitol, Des Moines. Call 515/283-4525 for more information.
- 8 **Dynamos! Women's Leadership in Siouxland.** 1- 2:30 p.m. Western Iowa Tech Community College, Sioux City. Free and open to the public. Joanne Parker, ICSW, 515/281-4461 or 800/558-4427 or joanne.parker@iowa.gov.
- 8 **Women and the Skilled Worker Shortage: Siouxland's Solutions and Opportunities.** 3:15 - 5 p.m. Western Iowa Tech Community College, Sioux City. Free and open to the public. Joanne Parker, ICSW, 515/281-4461 or 800/558-4427 or joanne.parker@iowa.gov.
- 8 **Flex Options Program for Employers.** 8 - 9 a.m., USA Corporate Offices, Ames. Free and open to the public. The U.S. Department of Labor Women's Bureau has partnered with HR Systems to implement Flex-Options in Iowa. To register or for more information, contact Tammy Verbrugge at 515/208-0190 or tverbrugge@hrsincorporated.com.
- 11 **ICSW Policy Lunch and Learn.** 12 noon - 1 p.m., Legislative Dining Room, State Capitol, Des Moines. Free and open to the public. ICSW, 800/558-4427, 515/281-4461 or dhr.icsw@iowa.gov.
- 14 **The 2008 session of the 82nd Iowa General Assembly convenes.**
- 15 **Friends of Iowa Women Prisoners.** 12 noon. Wesley United Methodist Church, Des Moines. Bring your own lunch. 515/283-1911.
- 18-19 **Women in Denim: Celebrating Women of Rural America.** Buena Vista University, Storm Lake. Fee varies. www.womenindenim.com.
- 21 **19th Annual Dr. Martin Luther King, Jr. Holiday Ceremony.** 10:45 a.m. to 12 noon, State Historical Building, Des Moines. Free and open to the public. Kim Cheeks, Iowa Commission on the Status of African Americans, 515/281-3274 or kim.cheeks@iowa.gov.
- 22 **Iowa Commission on the Status of Women Open House with Legislators.** 7:30 - 9 a.m. State Capitol, Des Moines. Free and open to the public. For more information, 800/558-4427, 515/281-4461 or dhr.icsw@iowa.gov.
- 22 **Iowa Commission on the Status of Women Meeting.** 10:30 a.m. - 3 p.m. State Historical

Building, 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.

- 25 **Write Women Back Into History Essay Contest postmark deadline.**
- 25-26 **Overall Women: A Conference for Today's Rural Woman.** Marriott Hotel, Coralville. Fee varies. 515/294-6222, ucs-info@iastate.edu or www.ucs.iastate.edu/mnet/overallwomen/home.html.
- 26 **Emma Goldman Clinic Annual Choice Dinner.** 6 - 9 p.m., Iowa Memorial Union, University of Iowa, Iowa City. Speaker: Judy Norsigian. For tickets or more information, call Toni at 319/337-2112 or ec_egg@yahoo.com.
- 26 **I'll Make Me A World in Iowa Celebration Day.** 10 a.m. - 7 p.m. Polk County Convention Center, Des Moines. Free. For more information, call 515/822-7171 or visit www.worldiniowa.com/celebration_day.htm.
- 28 **Flex Options Program for Employers.** 8 - 9 a.m., Principal Financial Group, West Des Moines and 12 noon to 1 p.m., Ankeny Chamber of Commerce, Ankeny. Free and open to the public. The U.S. Department of Labor Women's Bureau has partnered with HR Systems to implement Flex-Options in Iowa. To register or for more information, contact Tammy Verbrugge at 515/208-0190 or tverbrugge@hrsincorporated.com.

February

African American History Month

- 1 **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.
- 8 **ICSW Policy Lunch and Learn.** 12 noon - 1 p.m., Legislative Dining Room, State Capitol, Des Moines. Free and open to the public. ICSW, 800/558-4427, 515/281-4461 or dhr.icsw@iowa.gov.
- 21 **Governor's Conference on LGBT Youth.** Drake University, Des Moines. Fee varies. For more information, visit www.lgbtgovernorsconference.org, call 515/ 243-1221 or e-mail info@iowasafeschools.org.
- 19-20 **Harvesting Hopes and Dreams: Iowa Culture and Language Conference.** Polk County Convention Center, Des Moines. Fee varies. For more information, go to www.nwaea.k12.ia.us/en/upcoming_events/iowa_culture_language_conference/

Bits and Pieces

The ICSW extends a thank you to intern **Nicole Cooper**, who worked during the fall. Cooper is a third-year law student at Drake University and worked primarily on child custody issues and assisting the Iowa Gender Specific Services Task Force with the Girls' Summit.



Have you visited the **Friends of the Iowa Commission on the Status of Women website**? There you will find information about Friends and upcoming events. Bookmark and visit the site often: www.friendsoficsw.org/index.html.



Women You Know Women You Want to Meet is returning this spring. Watch for details!



Are you interested in serving on a **state board or commission**? The ICSW will have several openings this spring. There are many other boards and commissions that also need interested individuals willing to serve the state. To learn more, visit <http://openup.iowa.gov/boards>.



Thursday, February 7th, 2008, during "**Teen Dating Violence Awareness Week**", the ICSW on behalf of the Office of the Governor and in partnership with several state and non-profit organizations will offer a Summit to school administrators on the issue of teen dating violence. Attendees will have the opportunity to learn more about the issue on both a national and state level, examine how it impacts the educational environment, and

hear about different programs and resources available to assist them as they deal with it in their various settings. Details are coming soon!



Divorce: Things to Consider has been revised and is now available. This pamphlet on divorce is meant to give a broad overview of some of the areas of concern which might arise during a divorce proceeding. For a free copy, go to the publication page on the ICSW website, www.state.ia.us/dhr/sw, or contact the ICSW at 515/281-4461, 800/558-4427, or dhr.icsw@iowa.gov.



February 5 marks the anniversary of the **Family and Medical Leave Act (FMLA)**. The Act has ensured job-protected leave for over 50 million Americans since its passage in 1993.

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 *Iowa Woman* is mailed six times per year to 8,400 persons or organizations.

Julie Graden, President • Rachel Scott, ICSW Executive Director • Lori M. SchraderBachar, Editor

Iowa commission on the status of women
Friends of ICSW

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