

Iowa Commission on the Status of Women

PERFORMANCE PLAN FY 2009

Agency Mission: Through responsive advocacy, the Iowa Commission on the Status of Women (ICSW) champions the success and well-being of women and girls in Iowa..

Agency Vision: Growing Iowa’s opportunities so every woman and girl can reach her full potential.

- Agency Strategic Plan Goals:**
1. Girls in Iowa are safe, healthy, and prepared for success.
 2. Women, girls and their allies are fully engaged with the ICSW vision.
 3. Systems are in place to support and challenge women to reach their full potential and enhance Iowa’s future.

Core Function
Advocacy

Services, Products, Activities	Performance Measures	Performance Target(s)	Strategies/Recommended Actions
1. Legislative Advocacy	Percentage of ICSW policy priorities that are drafted into legislation and sponsored by a legislator annually # of partner organizations working with ICSW to achieve its mission through legislative action, per year	75% 5 state agencies 5 non-profit	Grow effective partnerships with legislators, other state government agencies, and the private sector to achieve our mission. Coalition building where appropriate. Connect with IGOV/Enterprise Planning Teams to determine agency needs and opportunities.
2. Technical Assistance to State and Local Agencies	Percentage of agencies served that rate ICSW services as helpful or very helpful Percentage of agencies that say ICSW services are likely or very likely to improve their services to women and/or girls in the future Percentage of attendees satisfied with female juvenile justice conference(s)	100 75 100%	Develop agency survey to measure utility and likelihood for policy or practice enhancement as a result of ICSW services. Explore technical assistance options for the private sector as a source of revenue. Increase agency/sector diversity on Conference and Summit planning committees.

Core Function Research, Analysis, and Information Management			
Services, Products, Activities	Performance Measures	Performance Target(s)	Strategies/Recommended Actions
3. Information dissemination about gender wage equity	Total # of persons reached with wage equity information annually (lunch and learns, presentations, unique web visitors, etc.)	1,500	Partner with other organizations who share an interest in equal pay to disseminate info.
	# of businesses that take the US Dept of Labor Wage Equity Self-Audit	25	Institute Best Places for Women to Work in Iowa awards.
4. Accessibility of data about women and girls	# new data briefs per year on topics related to women and girls	3	Utilize Public Hearings and other meetings to develop topics. Leverage work of other state local women's commissions through NACW.
	Total # of website visitors who download data briefs plus # of persons to whom briefs are distributed	800	Continue to add new resources and tools for women to website. Survey questionnaire to legislators and partner agencies