

## STEM Grants

ICSW made one-time awards of \$3000 to programs that applied for funding to help them increase the participation of girls in summer enrichment activities related to science, technology, engineering, and math (STEM).

Programs receiving funding were the Science Center of Iowa, Des Moines: \$900; RoboCamp at University of Iowa, Iowa City: \$860; Northeast Iowa Community College Kids on Campus, Peosta: \$860; Girl Scout Camp Little Cloud STEM Program, Epworth: \$200; and Girls Inc Operation SMART, Sioux City: \$180.



State and national data demonstrate that girls and women are underrepresented in STEM fields. Iowa faces an imminent shortage in its STEM workforce for high-tech, high-growth jobs. Research shows that opportunities for hands-on STEM learning outside the typical classroom setting can be an important factor in sparking and/or maintaining girls' interest in further STEM study.

Twenty-one applications requesting a total of \$14,895 were received.

## Iowa Women's Hall of Fame

You are cordially invited to attend, free of charge, the Iowa Women's Hall of Fame Ceremony **at 10:30 a.m. on Saturday, August 23, 2008**, to celebrate the induction of four outstanding women. The ceremony will take place at the Iowa State Historical Building, 600 East Locust, Des Moines.

Induction into the Iowa Women's Hall of Fame is one of the highest honors bestowed upon an Iowa woman by the State of Iowa. These women will be honored for their significant

contributions to society: Joan Axel, of Muscatine, is an attorney and mentor; Barbara Boatwright, of Des Moines, is political activist and social worker; Hualing Engle, of Iowa City, is a world renowned author and editor and co-founded the International Writers Program at the University of Iowa; and Marilyn Russell (deceased) of Des Moines, professionalized public health nursing. (More complete biographical sketches and photographs will appear in the September/October issue of *Forward*.)

**The Cristine Wilson Medal for Equality and Justice** will also be presented to Grinnell College professor Dr. Kesho Y. Scott during the Hall of Fame ceremony. This award is given to a distinguished Iowan who has dedicated her/his life to promoting equality and justice.

Following the induction ceremony, a reception will be held for attendees and family and friends of the award recipients from 11:30 a.m. - 12 p.m.

At 12:30 p.m., the **Friends of the ICSW Fundraising Luncheon** will take place at Embassy Suites, 101 East Locust Street, Des Moines. The featured speaker will be former Ambassador and Speaker of the Iowa Senate Mary Kramer. Cost of the Friends' fund-raising luncheon is \$35 per person and \$280 per table of 8. **Send checks for the luncheon by Friday, August 15** to Friends of ICSW, Lucas State Office Building, Des Moines, Iowa 50319.

The event is held in conjunction with Women's Equality Day, August 26, which commemorates the day in 1920 when American women first obtained the right to vote.

Iowa Women's Hall of Fame  
2008 Inductees



Joan Axel  
Barbara Boatwright  
Hualing Engle  
Marilyn Russell

Cristine Wilson Medal for Equality  
and Justice Recipient



Dr. Kesho Scott

## Did You Know?

Non-mothers earn 10% less than their male counterparts; mothers earn 27% less; and single mothers earn between 34% and 44% less.

## Intergenerational Mentoring: It's Time to Talk

Last month I read the nominations for the Iowa Women's Hall of Fame last month and was struck by the contributions of Joni Axel (who will be inducted into Hall of Fame in August)—especially that she is estimated to have mentored *hundreds* of women. I haven't yet met Joni, but I felt thrilled for those women to whom she's reached out, for whom she met a deep need that had likely been unspoken. Women are by no means a monolithic group; what we need depends upon so many things like what stage of life we're in, whether we've decided to focus most on achievement or connection, whose expectations for our lives we give credence to, and dozens of other factors. The challenge of intergenerational mentoring seems to bring these differences into sharp relief.

A few months ago at a conference I was puzzled to hear a young woman say, "Mentoring is such a charged word." I'd never thought of it that way before, but the more I consider it in the context of what women supposedly want, the more I can see that mentoring has nearly as many complexities as women do. Nearly all the literature about success for women tells us to "find a mentor." But how do we do that? Do you just ask someone, like getting a date for a dance? Or do you stand along the wall, hoping someone notices you and asks? Who leads the dance?

Some of us are lucky enough to have had accomplished and charismatic women reach out to us. But many young professional women are going it alone, be it from lack of connection or from prioritizing family and relationships or some other reason. This isn't a new phenomenon; successful women have been going it alone forever. Much has been written about how women are motivated by community and men are motivated by individuality and competition. Without women mentoring women, we are stuck with the stereotype of women "acting like men" to be successful. And we end up with women who have arrived who say, more or less, "I got where I am without anybody helping me. What do you expect from me now?"

So it's time to talk about women and mentoring in our communities and organizations. When was the last time you reached out to mentor another woman? What do accomplished, experienced women want out of mentoring relationships? If you were never mentored, do you know how to be a mentor to others? What do women who are early or mid-way in their careers want from a mentor? How do we ask? "How high" should we aim when we're looking? The whole reason women come together in organizations is because it feels good to be together, and we hope we can benefit somehow. Perhaps these conversations about our assumptions and expectations can move us further down a path to voicing and acting on our deep and maybe unspoken need to reach out to each other.

--Rachel Scott, Division Administrator

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## ICSW Leadership Changes

At the May ICSW Commission Meeting, new officers were elected to lead the commission. Dr. Jill Olsen of Mount Vernon is the chairperson. Vice chair is Marc Ward of Des Moines. Tom Carnahan of Davenport is serving as treasurer. Olsen, Ward, and Carnahan also make up the executive committee. Their terms will last for two years.

## Women's Health Issues

### Arthritis and Diabetes

A new Centers for Disease Control and Prevention (CDC) study shows that more than 54 percent of Iowa's adults with diabetes also have arthritis. Unfortunately, the painful joint condition tends to discourage regular physical activity – an important part of managing both diseases.

The study found that in Iowa, approximately 34 percent of adults with diabetes and arthritis are not regularly active, compared to about 15 percent of adult diabetics without arthritis.

"This study shows that more needs to be done to increase awareness of physical activity as a component of managing both arthritis and diabetes," said Iowa Department of Public Health (IDPH) Director Tom Newton.

In Iowa, more than 615,000 adults are estimated to have arthritis, while approximately 157,000 have diabetes. To read the full CDC report, visit [www.cdc.gov/mmwr](http://www.cdc.gov/mmwr).

### Sexually Transmitted Diseases

A recent report from the Iowa Department of Public Health (IDPH) states that sexually transmitted diseases reach an all time high in Iowa and that young Iowans are most likely to be diagnosed with sexually transmitted diseases. According to study, total cases of Chlamydia, Gonorrhea and Syphilis reached record levels in 2007. It's notable that the number of cases of STDs in Iowa would be even higher if HPV and herpes were reportable diseases in the state.

The Centers for Disease Control and Prevention estimate up to half of STDs go undiagnosed. The American Social Health Association estimates that every dollar spent on STD prevention saves \$43 in the costs of STD-related complications.

## Pay Inequity: Women of Color

Women of color are at a deep disadvantage in terms of median annual earnings for full-time, year-round work—they earn less than their male counterparts and far less than white men, according to national level data.

African American, Native American, and Hispanic women earn the least and have the largest wage gaps with white men. Women of every racial and ethnic group are outearned by their male counterparts, with the largest gaps between white women and men and Asian American women and men.

Despite large gaps vis-à-vis their male counterparts, Asian American and white women earn the most among women (\$36,500 and \$34,200, respectively), outearning African American, Native American, and Hispanic women by a substantial amount (\$29,600, \$28,000, and \$24,500).

Asian American women have the highest earnings ratio with white men (78.0 percent), followed by white women (73.1 percent). African American women earn less than two-thirds of what white men earn (63.2 percent), Native American women earn three-fifths of what white men earn (59.8 percent), and Hispanic women earn just over half of what white men earn (52.4 percent).

African American women have the greatest work effort among women. Nearly two in three (63.1 percent) are in the labor force. Their participation in the labor force is four to six percentage points higher than every other group of women. White and Native American women have the next highest labor force participation rates, at 58.8 percent and 58.2 percent, respectively. Asian American and Hispanic women participate in the labor force at lower rates (57.5 percent and 56.6 percent).

*Information provided by the Institute for Women's Policy Research, [www.iwpr.org](http://www.iwpr.org).*

## Calendar of Events

### July

- 19 **Henna & Eggrolls, Too.** 1 - 4 p.m., Iowa Coalition Against Sexual Assault & Iowa Coalition Against Domestic Violence Conference Room, Des Moines. Monsoon United Asian Women of Iowa, 515/288-0881, [hibojama@muawi.org](mailto:hibojama@muawi.org), or [mirayusef@muawi.org](mailto:mirayusef@muawi.org).
- 25 **Chrysalis Conversations: When Conversations Turn Crucial.** 7:30 - 8:30 a.m., Plymouth Church, Des Moines. Free. RSVP by July 23 to 515/255-1853 or [info@chrysalisfdn.org](mailto:info@chrysalisfdn.org).

### August

- 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](mailto:kathy.nesteby@iowa.gov).
- 23 **Iowa Women's Hall of Fame Ceremony.** 10:30 a.m. - 11:30 a.m., State Historical Building, Des Moines. Free and open to the public. ICSW, 515/281-4461, 800/558-4427, or [women@iowa.gov](mailto:women@iowa.gov).
- 23 **Friends of ICSW Fundraising Luncheon.** 12:30-2 p.m., Embassy Suites, Des Moines. \$35. Friends of ICSW, 515/281-4461, 800/558-4427, or [women@iowa.gov](mailto:women@iowa.gov).
- 23 **Iowa Commission on the Status of Women Business Meeting.** 2:30-3:30 p.m., Embassy Suites, Des Moines. Free and open to the public. Call or write for special accommodations, 800/558-4427, 515/281-4461 or [women@iowa.gov](mailto:women@iowa.gov).
- 26 **Women's Equality Day Event.** 6:15 p.m., Kirkwood Training and Outreach Center, Marion. Fee varies. Program will include *Write Women Back into History* essay winners from Prairie Middle School and awards honoring local women for their efforts to achieve equality for area women and girls. For more information contact Janey at 365-9100 or [jjtember@gmail.com](mailto:jjtember@gmail.com).

## Iowa Commission on the Status of Women (ICSW) FY 2008-2009 Meeting Dates

August 23, 2008  
*September 24, 2008\**  
*September 30, 2008\**  
*October 2, 2008\**  
November 18, 2008  
January 27, 2009  
March 10, 2009  
June 10, 2009

**\* September 24, September 30, and October 2 are ICSW Public Hearings. On September 24, a hearing will be held at Kirkwood Community College in Cedar Rapids. A hearing will be held at the Urbandale Public Library on September 30. The October 2 hearing will be held in Storm Lake at Buena Vista University. People and organizations with an interest in issues of concern to women/girls in Iowa are encouraged to present written or oral testimony for/at the hearing. Testimony will assist the ICSW in developing the 2009 Proposals to the Governor and General Assembly. Contact the ICSW at 515/281-4461, 800/558-4427 or [lori.schraderbachar@iowa.gov](mailto:lori.schraderbachar@iowa.gov) to find out how you can participate. Information will be also available at [www.women.iowa.gov](http://www.women.iowa.gov) in mid-August. The public is welcome to attend.**

# Bits and Pieces

Beginning with the November 2008 edition, the newsletter will primarily be sent electronically. To ensure you continue to receive the newsletter and other updates from the ICSW, please give us your e-mail address: [women@iowa.gov](mailto:women@iowa.gov). You may opt to still receive it by mail by calling the office: 515/281-4461 or 800/558-4427.



ICSW Commissioner Dr. Jill Olsen and staff Rachel Scott and Lori SchraderBachar are attending the **National Association of Commissions for Women 39<sup>th</sup> annual convention** in Albuquerque, NM on July 16-19. Friends of ICSW is paying registration and travel expenses. For more information about NACW, go to [www.nacw.org](http://www.nacw.org).



The Friends of Iowa Civil Rights, Inc. is currently accepting applications for its

Annual **Friends of Iowa Civil Rights Award**. Awards will be given to individuals or organizations who have made a significant contribution in promoting civil rights in Iowa during the past one to two years in each of the following categories: individual, business, non-profit/community organization, and youth/young adult. For more information, or a nomination form, contact Dawn Peterson at 515/281-8086.



### Interested in interning at the ICSW?

We welcome college students and recent graduates any time during the year. Contact us at [women@iowa.gov](mailto:women@iowa.gov), 515/281-4461 or 800/558-4427.



**Ninety percent of teen girls report being sexually harassed** and 76% have received disparaging comments about their ability to play sports because of

their gender, according to report released from the University of California, Santa Cruz. The study also found that a majority of girls received disparaging comments about their abilities in math and science, and the most common source of both sexual harassment and sexist comments was male peers.



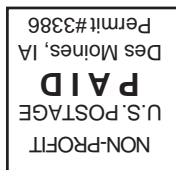
According to a 2007 study by the University of Iowa and the University of California-Davis, when **married couples** move because of a work-related issue, most place a greater emphasis on the man's career. The study also found that when couples relocate, men tend to gain about \$3,000 on average, while women lose \$750. The study looked at more than 9,000 married men and women ages 25-59.



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. 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.

Matt Wissing, Executive Vice President • Rachel Scott, ICSW Division Administrator • Lori M. SchraderBachar, Editor



Vol. XXXVIII, No. 4 July/August 2008

# Iowa Woman