



15th Annual Report

State of Iowa Commission on the Status of Women

February 1, 1987



February 1, 1986

The Honorable Terry Branstad
Members of the 72nd General Assembly
State Capitol Building
Des Moines, Iowa 50319

Dear Governor Branstad and Members of the 72nd General Assembly:

I am pleased to transmit to you this 15th Annual Report of the Iowa Commission on the Status of Women. The Commission continues to be an active and visible force throughout the state -- touching the lives of rural women with computer workshops, women in higher education with training in leadership and administration, abused women with the provision of shelters and assistance programs, school children with materials on women in Iowa history, and the general public with information, materials and programs.

The demands for services and information seem to increase and the needs of special populations seem to become more acute -- particularly in relationship to the economic stresses present today. That there is a need for more is clear and that the Commission serves an important role is continually underscored. Visibility and autonomy for the Commission are critical in maintaining our effectiveness. We are pleased that provisions were made for this in the organization of the Department of Human Rights; it is critical that this be provided in the future.

We thank you for the support you have provided and the sensitivity that you have demonstrated in providing for our programs.

Sincerely,

Patricia L. Geadelmann

Patricia L. Geadelmann
Chairperson

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COMMISSIONERS

<u>Commissioner</u>	<u>Community</u>	<u>Term Ending</u>
Patricia L. Geadelmann, chair	Cedar Falls	June 30, 1988
John Ayers	Clear Lake	June 30, 1986
An C. Bergstrom	Cedar Falls	June 30, 1990
Patricia R. Boesen	Des Moines	June 30, 1990
Michele A. Boykin	Sioux City	June 30, 1986
Mary E. Campos	Des Moines	June 30, 1990
Fonda Corson	Dubuque	June 30, 1986
Naomi Christensen	Hastings	June 30, 1988
Clinton P. Davis III	Des Moines	June 30, 1986
Celestine Devine	Corwith	June 30, 1988
Mildred I. Freel	Iowa City	June 30, 1990
Donna Furleigh	Clear Lake	June 30, 1988
Nancy R. Hauserman	Iowa City	June 30, 1990
Ruth I. Holtan	Forest City	June 30, 1990
Beverly Jo Jackson	Marshalltown	June 30, 1988
Eunice Kuyper	Pella	June 30, 1988
R. Joanne Lienemann	Adel	June 30, 1990
Darwin T. Lynner	Des Moines	June 30, 1990
Mignon Manelli	Ames	June 30, 1990
Gretta Merkley	Des Moines	June 30, 1988
James Middleswart	Indianola	June 30, 1988
Mary Jean Montgomery	Spencer	June 30, 1988
Audrey R. Mortensen	Dubuque	June 30, 1990
Nancy Nowiszewski *	Davenport	June 30, 1988
Mary Jean Paschen	West Des Moines	June 30, 1986
Ila R. Plasencia	Des Moines	June 30, 1990
Dorothy Seyfried *	Walcott	June 30, 1988
Virginia Sourbeer	West Des Moines	June 30, 1986
Donald Steege	Council Bluffs	June 30, 1988
Barbara White	West Des Moines	June 30, 1988
Mary Wiberg	Ankeny	June 30, 1988
Cecilia M. Zenti	Urbandale	June 30, 1990

* Resigned during 1986

COMMITTEES OF THE
IOWA COMMISSION ON THE STATUS OF WOMEN
1985-86

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CLINT DAVIS, Chair
Eunice Kuyper
Joyce Lee
Audrey Mortensen

EDUCATION

MARY JEAN MONTGOMERY, Chair
Donna Furleigh
Gretta Merkley
Mary Jean Paschen
Virginia Sourbeer
Mary Wiberg

HALL OF FAME

EUNICE KUYPER, Chair
Naomi Christensen
Gretta Merkley

INTERNAL OPERATIONS & PERSONNEL

NAOMI CHRISTENSEN, Chair
Rosa Cunningham
Clint Davis
Mildred Freel
James Middleswart

LEGISLATIVE

NANCY HAUSERMAN, Chair
An Bergstrom
Fonda Corson
James Middleswart
Dorothy Seyfried
Virginia Sourbeer
Mary Wiberg

PROGRAMMING & PLANNING

JOHN AYERS, Chair
Fonda Corson
Celestine Devine
Nancy Nowiszewski
Dorothy Seyfried
Mary Jean Montgomery

PUBLIC INFORMATION

MARY WIBERG, Chair
An Bergstrom
Mary Campos
Rosa Cunningham
Donna Furleigh
Nancy Nowiszewski

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PATRICIA L. GEADELMANN, Chair
Naomi Christensen, Vice-Chair
Clint Davis, Treasurer
Mary Wiberg, Member-at-large
Eunice Kuyper, Member-at-large

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IOWA COMMISSION ON THE STATUS OF WOMEN
1986-87

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Audrey Mortensen
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HALL OF FAME

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PUBLIC INFORMATION

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Mary Campos
Sally Devine
Tom Lynner
Mary Wiberg

EXECUTIVE COUNCIL

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Naomi Christensen, Vice-Chair
An Bergstrom, Treasurer
Mary Wiberg, Member-at-large
Eunice Kuyper, Member-at-large

STAFF

Permanent Staff Members

Charlotte Nelson has served as ICSW Executive Director since her initial appointment in February 1985. On July 1, 1986 she was appointed by Governor Branstad to be Administrator of the Division on the Status of Women in the Department of Human Rights.

Jane Barker continued in the position of Confidential Secretary III, serving at reduced time (from 1.00 to .80 FTE) effective July 1, 1986. She has provided support to the Commission since September, 1973.

Danita Edwards has served as the Commission's Information Specialist since March 1986. Prior to her employment, Mary Ann Millhone and Ruth Lawrence each assumed several of the Information Specialist's responsibilities.

Grant-funded Staff

The Employment Division was directed by Sue Heysinger from April 1984 until August 1986. The Commission contracted with Ruth Lawrence in September - December, 1986. On November 14, 1986, Bette Crumrine assumed the position of Employment Project Director.

Maria Carras provided part-time clerical support to the Employment Division from September 1985 until March 1986. Marlene Hall has served in this capacity since March 1986.

Grant funding has made other contracts and related staff assistance possible:

- with the Iowa Coalition Against Domestic Violence, to implement a statewide technical assistance project - Dianne Fagner and Diane Finnerty are working part-time on that project;
- with Chris Michalek, to coordinate an Early Equity conference for school districts throughout the state; and
- with Cheryl Barta, to edit written testimony submitted from throughout the state on adolescent pregnancy issues.

1986 ACCOMPLISHMENTS
IOWA COMMISSION ON THE STATUS OF WOMEN

The Iowa Commission on the Status of Women continues to heed its mandate to study the changing needs and problems of the women of this state and recommend new programs and constructive action to the governor and the general assembly. The broad legislative mandate is outlined in the Code reference on page 25 of this report. Several of the special projects, programs and resources are described in detail later. What follows here is a summary of the Commission's 1986 activities and accomplishments - a multi-faceted approach towards the goal of full participation by women in the economic, political and social life of this state.

Annual Events and Activities

- Proposed legislative priorities to the Governor and to the 72nd General Assembly, 1986 session, based on priorities developed in the fall of 1985.
- Formulated legislative priorities for 1987, reflecting public testimony from more than 75 citizens, agencies and organizations which have experience and concerns related to the changing needs and problems of women in Iowa. Consulted with key staff from other state agencies to verify the situations and needs reflected in the proposals. Submitted these proposals to the Governor and the General Assembly.
- Sponsored the 12th annual Iowa Women's Hall of Fame ceremony, with Governor and Mrs. Branstad honoring the inductees. Maintained the *Iowa Women's Hall of Fame Portfolio* which recognizes significant achievements of Iowa women and identifies those whose efforts have improved the quality of life for women in Iowa.
- Assisted organizations, agencies and individuals to celebrate Women's History Week, as proclaimed by the United States Congress and Governor Branstad.
- Cosponsored the "Write Women Back Into History" Essay Contest with the State Department of Education and the State Historical Society for middle school/junior high students.
- Participated in the National Association of Commissions for Women (NACW) by attending the National Convention in Chicago in June, and by cooperating in exchanges of information throughout the year. Commissioner Mary Wiberg was elected to serve as president of the NACW for 1986-87.

Ongoing Responsibilities

- Responded to approximately 100 telephone and written requests per week for information and/or referral.
- Maintained a library of filed material on topics of major concern to the women of this state.
- Monitored state and federal legislation for its potential impact on women, and provided updates and reports related to women and

families; testified and advocated action on behalf of ICSW priorities.

- Published a bimonthly newsletter, *IoWoman*, informing approximately 4000 Iowans of state and federal legislation, research results, and both governmental and private non-profit events relevant to the status of women.
- Submitted names of qualified women to the Governor for consideration and possible appointment to state boards and commissions. Began expansion of this project.
- Spoke to more than 100 organizations on topics related to equal opportunity, legislation, pay equity and the economic status of women - and about the Commission's broad mandate, its programs and policies.
- Provided knowledgeable speakers for organizations throughout the state.
- Maintained a Statewide Advocacy Directory on Women's Issues. This computerized database is coded for particular concerns and identifies resource people and interested citizens with whom information can be shared.
- Met quarterly as a Commission to explore issues, set priorities, and determine policy relative to the changing needs of Iowa women.
- Appeared on radio and television news and public affairs programs, and provided information in writing and through interviews to local and national print media.
- Cooperated with a variety of educational institutions and other community-based organizations and with local, state and federal agencies in assisting women with various needs - including the newly formed Council in the Department of Human Rights.
- Distributed Commission brochures, fact sheets, videotapes and other resources nationally and statewide.
- Served as a clearinghouse on Iowa programs and agencies operating to assist women. Maintained contact with the state's many independent, volunteer organizations concerned with women's issues.

Special Events/Conferences

- Cosponsored "The Way Up IV: A Call for Leadership" in Higher Education Administration on November 11-12. This conference attracted more than 300 persons interested in the advancement of women in educational administration careers.
- Joined several farm, educational, religious, women's and labor organizations in cosponsoring *Harvesting Our Potential: A Rural Women's Conference*. The conference was held January 10-11, 1986 in Des Moines, and was attended by more than 400 persons.
- Cosponsored Legislative Day on February 1, 1986 at Hoyt Sherman Place in Des Moines. More than 300 persons took part in *Women:*

Caring About the Future, focusing on critical economic and education issues that affect Iowa's quality of life.

- Assisted OSACS, an organization which provides low-income, minority women with pre-employment needs and support services in its annual fundraising event.
- Provided insight on the Commission and on the status of women in America at in an informal meeting with a newspaper editor from Amsterdam, Netherlands. Explored similar women's issues and compared policies on maternity leave, day care, flex time and job sharing.
- Participated, along with two representatives from the Iowa Civil Rights Commission, in a luncheon forum on sexism in the work place - sponsored by Women in Communications.
- Attended the Des Moines Human Rights Conference in May to assess women's role as participants/assistants in developing sound affirmative action policies and practices.
- Presented "From Dreams to Reality: Career/Life Planning" to 100 12-16 year olds at the Moingona Girl Scout Council Meeting November 1, 1986.
- Served on the steering committee for "Visions and Decisions," an event celebrating the leadership progress of Iowa women scheduled for February, 1987.

Interagency Task Forces

- State of Iowa Affirmative Action Task Force, Governor-appointed
- Maternal and Child Health Advisory Council, Iowa State Department of Public Health
- Iowa Juvenile Home Advisory Committee, Department of Human Services
- Sex Equity Advisory Council, Department of Education
- Steering Committee for Iowa's White House Conference on Small Business, Department of Economic Development
- State Interagency Task Force on Teenage Pregnancy
- Human Needs Advocates - a weekly public-private information exchange at the State Capitol

Grant-funded Projects

- Sponsored computer introduction workshops targeting older rural women at several merged area schools around the state, with funding from the Carl Perkins Vocational Education monies and the U.S. Department of Labor Women's Bureau.
- Administered \$81,927 in grant funds from the U.S. Department of Health and Human Services for domestic violence programs.
- Hosted a statewide conference, with funding from the Iowa Humanities Board, "A New Decade for Iowa Women" on June 21, 1986, to review

social, political and economic changes in Iowa during the U.N. Decade for Women and to look to the future. More than 200 persons took part.

- Cosponsoring an Early Equity conference in February 1987 for school districts across the state on programming to assist young people in making informed decisions at an early age, and to increase their vocational options as they mature.

Studies/Reports

- Reissued the 34-page handbook *Iowa Women and the Law* with revision and editing by members of the Polk County Women Attorneys Association. The booklet was printed with the assistance of the Iowa State Bar Association. Approximately half of the 15,000 copies have already been distributed.
- Revised and reprinted *Divorce: Things to Consider*, with editing contributed by Attorneys Claire Patin and Patricia Shoff and Todd Jansen.
- Editing is in progress for transcripts from Rural Women's Hearings, reports from the *New Decade for Iowa Women* conference, and revision of *Get Your Bearings*, handbook for displaced homemakers.
- Continued to update and distribute brochures on specific topics of information for women, as well as final reports on special research projects.

Public Hearings

- Solicited testimony from concerned organizations and individuals for consideration in the development of 1987 legislative priorities.
- In conjunction with regional rural women's conferences, the ICSW conducted hearings to document the effect of recent economic and social changes on rural women, their families and communities.
- In cooperation with several state agencies, solicited testimony statewide on adolescent pregnancy.

SPECIAL PROJECTS

EMPLOYMENT

The Employment Project received funding in 1985-86 and in 1986-87 to sponsor a series of introductory computer usage workshops for older rural women across the state. Funds were awarded from the Carl Perkins Vocational Education monies administered by the Iowa Department of Education, and from the Women's Bureau of the Department of Labor. The workshops were offered in cooperation with merged area schools.

The program targets older women who have worked primarily in the home or as part of a family enterprise such as farming and who now must plan for a return to the workforce. Twelve hours of hands-on computer usage are followed by six hours of job-seeking strategies, which include establishing linkages with job and community resources. By acquainting the participants with new workplace technology and with job-seeking strategies, the ICSW seeks to enhance the employment prospects of this population.

The project's goal is a seventy percent job or training placement rate. Although follow-up of participants' progress is an ongoing process, it is already known that 30% of the 1986 workshop participants are employed and 40% are pursuing further training.

The demand for this kind of training is enormous, as is evidenced by the response from those women who have been in the program and by the numbers on waiting lists around the state. The targeted population is clearly aware that an introduction to new types of job skills is fundamental to improving their ability to respond to an information-based employment world.

The Employment Project (this year focusing on computer-introduction workshops) has had a variety of emphases in the past. It is designed to increase the employability of women - to help women feel confident about themselves; to link them with community resources; and to support women in their search for jobs or for further training.

"WRITE WOMEN BACK INTO HISTORY " ESSAY CONTEST

As part of its observance of Women's History Week, and in order to increase awareness of women and their common and uncommon strengths and challenges, the Commission held its second annual "Write Women Back Into History" essay contest in March, with the Department of Education and the Iowa State Historical Society as cosponsors.

The essay contest was directed at middle school/junior high students. Information about the contest and rules were sent to all of the principals and appropriate professional and educational organizations. Students were encouraged to examine the lives of family and community members as well as the lives of women who are well-known in Iowa history. The result was that students and communities uncovered the everyday lives of women and those qualities that make those women outstanding individuals. In addition to contest information, schools received curriculum strategies and other women's history resources with which to pursue additional student activities.

All finalists whose essays were submitted by their classroom teachers received a certificate signed by Governor Branstad. The finalists were judged by a panel of teachers, journalists and community leaders, and eight winners and their families attended an awards ceremony at the State Capitol. These winners received their certificates from the Governor, a picture of themselves with the Governor and a tour of the State Capitol. They were introduced in both the Senate and the House of Representatives. Top essays were read to the Senate and other essays were read to legislators throughout the day. The students also had a chance to meet legislators from their respective communities. An estimated 2500 students were involved in the initial phase of the contest.

RURAL WOMEN'S HEARINGS

The Commission scheduled public hearings in April in conjunction with local conferences for rural women. The Iowa Farm Unity Coalition and local groups of concerned women planned and organized the "Harvesting Our Potential" conferences in different areas of the state; the ICSW hearings were held in Gilbertville, Emmetsburg and Atlantic. More than one hundred women and men "told their story" and helped identify and document the effect of recent economic and social changes on them, their families and their communities. Results of the hearings were utilized in the Commission's priority-setting process, and are being compiled into a report. Partial funding was received from Pioneer Hybrid Corporation.

"WAY UP IV"

On November 11-12, 1986, the Iowa Commission on the Status of Women, the Iowa Coordinating Council and the American Council on Education - National Identification Project cosponsored the "Way Up IV: A Call For Leadership." This two-day conference was designed for women who are in or who aspire to careers in higher education administration. The participants represented the three educational sectors: public universities, four-year independent colleges and universities, and two-year community colleges. Workshops included management, assertiveness, affirmative action, communications, student and academic affairs, fundraising, business/finance and professional development.

"A NEW DECADE FOR IOWA WOMEN"

The Iowa Commission on the Status of Women, with funding from the Iowa Humanities Board, sponsored "A New Decade for Iowa Women" in June on the Iowa State University campus. The conference reviewed the impact on Iowans of the United Nations Decade for Women, 1976-1985, and focused on the potential for economic, political and social advancement of women in the next ten years.

Sylvia Talbot, president of Church Women United in the U.S.A. and delegate to the 1985 United Nations World Conference in Nairobi, Kenya provided a national and international perspective at the conference. Other recognized leaders served as panel speakers and as resource people for the fourteen workshops offered during the day.

All of the workshops were designed to focus on learning from the past, challenging the present and planning for the future. They provided information in the general areas of arts and humanities, child care, economic status, education, employment, family, government, health and aging, law, minority women, rural women, and volunteerism. More than 200 women attended the one-day event.

DOMESTIC VIOLENCE

Following designation by Governor Branstad, the ICSW submitted Iowa's application to the U.S. Department of Health and Human Services for Family Violence Prevention and Services Grant Program. The award of \$81,927 was received, a steering committee evaluated requests for Proposals for Shelter and Related Assistance grants and for a Technical Assistance project contract. Fifteen shelter programs received funding assistance, and the Iowa Coalition Against Domestic Violence was awarded the contract to provide a statewide technical assistance program.

PROGRAMS AND RESOURCES

1986 LEGISLATIVE ACTION

The following report gives bill numbers and summaries of action taken. All were signed by Governor Branstad. Asterisks indicate ICSW priorities.

- *HF 2484 Appropriations bill. Includes:
- Funding to Department of Human Services for Displaced Homemaker Programs and Individualized Education and Training Program.
 - Provides funds to the Department of Health for Women, Infants and Children, and for Maternal and Child Health programs; \$398,411 to administer a statewide program conducting mobile and regional child health specialty clinics and other activities to improve the health of low income women and children; \$125,322 for neuromuscular outreach clinics and metabolic management clinics; and \$41,635 for statewide perinatal care.
 - Funds indigent obstetrical patient care using quotas for counties to begin October 1, 1986, allowing for some decentralization.
 - Does not cancel the expansion of the Medically Needy programs to cover aged, blind and disabled individuals (which was voted in 1985 by an appropriation from the premium tax on Blue Cross/Blue Shield).
 - Funds the Division on the Status of Women within the Department of Human Rights providing \$93,937, restoring the third staff position at .8 FTE.
 - Funds to continue the state's commitment to comparable worth, providing \$16,617,940 to be distributed to the various departments and supplementing general fund moneys.
 - \$1,000,000 to Department of Economic Development for a child care services program, displaced homemaker programs in coordination with the Federal Job Training Partnership Act (JTPA) of 1982, and a child care grants program (up to \$10,000 for before and after school programs, infant/child care, information and referral centers, on-site employer day care, and a needs assessment to make this program self-sufficient within three years time). (Continues 1985 funding from lottery revenues.)
- *HF2465 Optional continuation of medical coverage at group rates to subscribing employees and their dependents, when coverage would otherwise be lost due to temporary layoff, approved leave of absence, death, marriage, dissolution, or annulment.
- *HF2433 Affects situations of domestic violence. Gives primary consideration to safety of victim and children in awarding temporary custody or visitation. Requires a peace officer upon probable cause to arrest an abuser.
- *SJR2002 An amendment to the Constitution of Iowa requiring that due consideration be given to area and gender representation on judicial nominating commissions. (Must be approved with same language during next session of the General Assembly and then by the electorate.)

SF 2175 State Government Reorganization.

- Establishes a Department of Human Rights, encompassing six commissions (Status of Women; Blind; Children, Youth and Families; Persons with Disabilities; Deaf; and Spanish-Speaking), and Community Action Agencies as the seventh division (including federal programs of Low-income Energy Assistance, Weatherization, and the Community Services Block Grant). Division administrators carry out policies and programs as determined by the Commissions.
- Sets aside a minimum of 2% and a goal of 10% per fiscal year for state contracts for women- and minority-owned businesses. Sets up and funds a small business loan program. Insures state purchasing authority identification of at least a proportionate share of small/targeted businesses and assures an opportunity for bids on state government agency/department solicitations.
- Makes statutory what had been by Executive Order - Iowa's policy on equal employment opportunity and affirmative action in state government. Increases accountability of managers for EEO/AA.
- Requires all state boards, commissions, committees and councils to reflect as much as possible a gender balance.

Several proposed bills were delayed at one stage or another and will be proposed again in 1987. These include:

- *HF2364 To prevent discrimination on the basis of sex or marital status in the issuance or operation of any insurance or pension/retirement plan.
- *HF2428 To remove the exclusionary clause from the Code regarding third degree sexual abuse; penalties would have been based on the presumption that a person is not incapable of committing an offense because of cohabitation as husband or wife of the other occupant. (This was passed by the House, and was attached as an amendment to the domestic abuse bill in the Senate but had to be withdrawn in order to achieve passage of that bill.)
- HF 672 Uniform Marital Property Act, to make Iowa a community property state.

LEGISLATIVE PROGRAM 1987

While recognizing the continuing fiscal concerns of the state of Iowa, the Iowa Commission on the Status of Women has attempted to formulate priorities which still meet important human needs and eliminate inequities for women. They are offered with the conviction that meeting those needs and eliminating inequities will benefit all citizens in Iowa.

An emphasis on the needy is deemed essential. Testimony gathered in three rural women's hearings in April 1986, along with information received from many sources for consideration in determining legislative priorities, have provided added documentation of the extent of poverty and its impact among women in this state. In the 1983 public hearings on the feminization of poverty, women who had first-hand experience of poverty told of their needs, as did those who, because of their job or volunteer service to the community - had direct contact with poor women and their children. Census data, a May 1985 public hearing, and testimony from individuals, agencies and organizations presented to the Commission each fall, have verified the fact that the impoverishment of women is increasing in Iowa as it is in the rest of the nation.

The reasons for the prevalence of poverty among women are multifaceted and differ in many respects from the reasons for men's being poor. All too often women bear the full responsibility for the economic and emotional upbringing of children, in a society where there is an increase in divorce, separation and children born out-of-wedlock. This factor contributes to women's vulnerability to poverty, as do their limited labor force opportunities, stemming from the impact of sex discrimination, sex segregation and sexual harassment.

The Iowa Commission on the Status of Women considers it vital that the following legislative priorities be given strong support. The focus includes proposals related to the Commission itself, since a strong state agency devoted to equal opportunity for women is basic to understanding and advocacy on all the other issues.

WELFARE REFORM

To address present weaknesses in the welfare system that discourage women from seeking educational and employment opportunities and that deny adequate living standards to those both on and off public assistance, the Commission supports:

1. Funding and expansion of the medically needy program to make it available to certain classes of persons not currently covered (i.e., the elderly, rural women and other adults in families with an unemployed or absent parent). The medically needy programs funded by the 1984 and 1985 legislatures need to be continued so that low-income Iowans who are not eligible for Medicaid may be assured of medical coverage. The programs adopted in 1984 and 1985 cover pregnant women, children, and SSI-related persons who are not eligible for public assistance programs but whose income and resources fall within state and federal guidelines after a spenddown.
2. Revision of the University of Iowa Hospitals Indigent Patient Program, with the goal of assuring equal access to hospital care

throughout the state and more adequately meeting medical needs of low-income Iowans. Currently Iowa counties have varying standards and quotas regarding who get to avail themselves of the state papers program, with resultant inequity among needy citizens across the state.

3. a. An immediate increase in the amount of AFDC payments, and;
b. A cost of living adjustment for all payment schedules under the AFDC program and provision for periodic adjustments for inflation.
(...in light of the fact that there has been only one increase in AFDC payments since 1979 - the increase was 5.7%, only slightly more than the inflation of the year it was passed (1984) - and in light of the diminished purchasing power of those payments.)
4. In conjunction with continuing efforts for changes that can only be made at the federal level (e.g., housing, child care and transportation stipends, education grants, and increased equity limits), state legislative action to provide incentives for women to work, such as:
 - a. Supplemental hardship payments to working AFDC recipients suffering a loss of earned income; and
 - b. An updated study of the Standard of Need, so that an appropriate standard for Iowa might be determined. (Even using the Standard of Need set by the 1975 study, adjusted for inflation, payments meet only 65% of recipients' basic needs.)
5. Elimination of any inconsistencies between education and training program loan requirements, such as the requirements of the Individual Education and Training Program (IETP), and the effect of those loans on food stamps.
6. State funding to continue the Work Incentive (WIN-Demo) program which promotes economic self-sufficiency for AFDC recipients.
7. Formation and funding of a task force to assess the needs of homeless women in Iowa.
8. Appropriations to fund existing homeless shelters in Iowa.

HEALTH/NUTRITION

1. A state contingency fund to allow the Women, Infants and Children (WIC) nutrition program to spend all of its federal grant.
2. State funding to supplement the federal WIC and Maternal and Child Health (MCH) grants, in order to increase the percentage of the eligible population served by WIC and to expand MCH to uncovered counties.
3. Creation of a statewide nutrition monitoring system to assess and monitor the nutritional status and needs of Iowans.
4. Focus on health needs of rural women by the National Institute for Rural Health Policy.

EMPLOYMENT AND TRAINING OPPORTUNITIES

Department of Employment Services statistics show that in 1985 nearly two-thirds of Iowa women of working age - 590,710 - were in the labor

force. Of that number 61% worked outside the home full-time (more than 35 hours/week) and 39% worked outside the home part-time (less than 35 hours/week). More than 42,000 women were unemployed. Many of the Commission's priorities pertain to the well-being of this employed woman. Women must receive equitable training and employment opportunities so that they may achieve and maintain a decent standard of living for themselves and their families. The ICSW supports:

1. A requirement that credit be given to volunteer and homemaker work experience for purposes of qualifying for hiring and promotion in all personnel selection systems in Iowa government and for all businesses/parties which contract with the state government.
2. A requirement that benefits should accrue to position-types other than permanent, full-time state employment. Issues related to proration of employer contributions and copayment requirements of health insurance plans need to be explored.
3. Funding and support for educational and vocational training at the Iowa Correctional Institution for Women at parity with that provided by the men's correctional facilities and including parenting education and building family strengths, with follow-up after release by community correctional programming and referral/support agencies.
4. Increased attention to job sharing and flex-time policies.
5. Increased funding for displaced homemaker programs and continued funding for JTPA-related displaced homemaker programs.
6. Continuing action to implement state employee pay reform on the basis of comparable worth.
7. Vigorous enforcement of existing affirmative action plans and careful monitoring of promotions made within the upper pay classifications. The state needs to develop, implement and expand career ladders where there are concentrations of women and minorities and offer career counseling and training programs for women who desire to seek nontraditional jobs or to move up the career ladder.
8. Development of a plan for extending a comparable worth policy to all public employees in Iowa. The state should give attention to providing assistance to local government entities in conducting comparable worth studies with the intention of making state revenue-sharing monies at future dates contingent upon adopting comparable worth pay schedules for local government employees.

9. An amendment to the Constitution of Iowa which provides that due consideration shall be given to gender representation in the appointment and election of judicial nominating commission members. Senate Joint Resolution 2002, which was passed in the 2nd Session, 71st General Assembly, must be passed in identical form by the 72nd General Assembly for the amendment to go on the ballot in the general election in 1988.
10. Education of judicial nominating commission members regarding the need to increase the number of women in the Iowa judiciary, and encouragement of judicial nominating commission members to give weight and consideration to relevant background and experience rather than simply to longevity in the selection of women and minority candidates.

INSURANCE

In recognition of the needs of all persons to insure against the risks of disability, retirement and death, and in particular noting the needs of persons following divorce or disability or death of a spouse, the ICSW supports:

1. State use of sex-blended mortality tables on a prospective basis to establish baseline rates necessary to guarantee a level of reserves sufficient to maintain solvency. (Code, Chap.508) "This would not interfere with the insurance industry's freedom to establish appropriate risk classifications for the pricing of policies. It would, however, remove the government from a position of advocacy for sex-based tables." (50 States recommendation)
2. Elimination of unfair, discriminatory practices on the basis of marital status in the issuance or operation of any type of insurance, policy, plan, program, or coverage, including but not limited to rates, payments or benefits.

EDUCATION

The ICSW joins in the national, state and local focus on education. In support of excellence and equity in education, the ICSW recommends:

1. Increased state funding for staff and programs for educational equity, including monitoring implementation of the multi-cultural, nonsexist curriculum mandated by the Code.
2. Until federal regulations are appropriately modified, state subsidies for welfare recipients enrolled in education programs for any loss of federal dollars due to conflicting requirements of state and federal welfare policy. (Recent federal law, when implemented, may resolve the problem; for example, it prohibits counting educational loans against food stamp eligibility.)
3. Establishment of life-planning courses taught by qualified persons who emphasize responsible parenting and adulthood; such courses should be available in grades K-12 and in adult education.
4. Expanding the school foundation program to include pupils of at least 4 years of age enrolled in pre-kindergarten programs of the school districts of this state.

FAMILIES AND CHILDREN

In response to a concern for the physical and emotional well-being of all family members and in the belief that the choice to have a family should be based on an informed and voluntary decision process, the ICSW supports:

1. Removal of the exclusionary clause in the Iowa Code, which appears to permit 3rd degree sexual assault between marriage partners who may still be in the same household.
2. Funding for services to victims of sexual assault.
3. Provision that joint custody should not be presumed when spousal or child abuse is a factor in the marital relationship.
4. Provision for better enforcement of existing alimony orders.
5. Increased funding for domestic abuse programs and services.
6. In cooperation with the Iowa Board of Medical Examiners and the Iowa Board of Psychology Examiners, a study of sexual exploitation of clients/patients by mental health professionals to determine the extent of the problem in Iowa, and to make recommendations accordingly.
7. Continued funding for family planning.
8. Continued implementation of child support recovery in accordance with the federal Child Support Enforcement Amendments of 1984.
9. Study of awards, collection and enforcement of child support for the purpose of identifying and making those changes that will result in fair and adequate support for children.

CHILD CARE

There is a growing need for quality, affordable child care, especially for families where both parents work and for households maintained by one parent. Lacking child care, women will find it all but impossible to get off public assistance, and in the words of the U.S. Civil Rights Commission, "...if employment or educational opportunities cannot be pursued due to inadequate child care, then those are opportunities effectively denied." Thus the Commission supports:

1. Needs-based payments (including child care subsidies) for all Job Training Partnership Act participants until they receive their first full month paycheck.
2. Affordable, accessible, quality child care including but not limited to:
 - Expanded use of state child care subsidies by all counties.
 - Development and funding of school age child care programs.
 - Child care for teen parents who are continuing their secondary school education.
 - Raising the Social Service Block Grant guidelines for child care eligibility to 150 percent of the Federal Office for Management of the Budget (OMB) poverty guidelines.

3. State grants for child care that provide a decent wage for child care workers.
4. Establishment and funding of technical assistance to local communities to enable them to set up child care resource and referral programs to meet their specific needs and to provide ongoing training and consultation for child care providers and parents/consumers.
5. A flexible benefits plan for state employees which will include child care as an optional benefit.

IOWA COMMISSION ON THE STATUS OF WOMEN

1. Continuing the legislative mandate for the Iowa Commission on the Status of Women to have the following objectives and duties:
 - a. study the changing needs and problems of women in Iowa, and develop and recommend new programs and constructive action to the governor and the general assembly, including but not limited to the following areas:
 - 1) Public and private employment policies and practices.
 - 2) Iowa labor laws.
 - 3) Legal treatment relating to political and civil rights.
 - 4) The family and the employed woman.
 - 5) Expanded programs to help women as wives, mothers and workers.
 - 6) Women as citizen volunteers.
 - 7) Education.
 - b. Serve as a clearinghouse on programs and agencies operating to assist women.
 - c. Conduct conferences.
 - d. Cooperate with governmental agencies to assist them in equalizing opportunities between men and women in employment and in expanding women's rights and opportunities.
 - e. Serve as the central permanent agency for the development of services for women.
 - f. Cooperate with public and private agencies in joint efforts to study and resolve problems relating to the status of women.
 - g. Publish and disseminate information relating to women and develop other educational programs.
 - h. Provide assistance to organized efforts by communities, organizations, associations, and other groups working toward the improvement of women's status.
2. Increased funding and staff sufficient for the Iowa Commission on the Status of Women to fulfill its legislative mandate.
3. Reinstatement of the Iowa Commission on the Status of Women as an independent, autonomous state agency - with no sunset clause attached - at a minimum of 4.75 FTEs.
4. Continued existence for the other commissions and program units that are within the Department of Human Rights.

IOWA WOMEN'S HALL OF FAME

The Iowa Women's Hall of Fame was established by the Commission on the Status of Women in 1975, the first program of its kind in the nation. Its purpose is to recognize significant achievements of Iowa women, and to educate the public by identifying those whose efforts have enhanced and improved the quality of life for women in Iowa. The 1986 awards were presented to the recipients by Governor and Mrs. Terry E. Branstad, Patricia L. Geadelmann, chair of the ICSW, and Eunice Kuyper, commissioner and chair of the ICSW Hall of Fame Committee.

MARGUERITE ESTERS COTHORN was honored for her involvement in human services, volunteerism and music. An Albia native, she was the first black to be offered a four-year violin scholarship at Drake University where she obtained a B.A. and an advanced degree in Sociology. In 1954 she completed her second advanced degree, an M.A. in Social Work from the University of Iowa, with a minor in Psychology. Throughout her career she focused on developing and organizing community-centered volunteer services and programs. In 1965 she was appointed to the United Way of Central Iowa. As Associate Director of Planning, she was reportedly the first black executive of a United Way Agency nationwide. She organized and directed the Des Moines Volunteer Bureau and the Retired Senior Volunteer Program, and set precedents for correcting the underutilization of food stamps by elders. Her volunteer service has included the state Republican Party and the Iowa Civil Rights Commission.

WILLIE STEVENSON GLANTON was honored as a pioneer and advocate for minority and women's rights, and for her dedication to the law, human services, and civil rights. Educated in Tennessee and in Washington, D.C., she was admitted to the Iowa Bar in 1953. In the 1960s the U.S. State Department sent her to Africa and Southeast Asia to compare laws and their application to women in these countries and in the U.S. Glanton was the first women Assistant Polk County Attorney. She has served as an attorney and equal opportunity advocate with the Small Business Administration since 1966. She is the first black and second woman in that position, the first and only minority on the Des Moines City Council, and the first black to be elected to the Iowa State Legislature. Glanton has held leadership positions on numerous boards, commissions and councils, and in church, civic and community organizations. A member of "Who's Who," she is the first woman and first black to be elected president of the Iowa Chapter Federal Bar Association, and will represent that association this year in a people-to-people tour of China, Finland, and the Soviet Union.

JESSIE M. PARKER was born February 25, 1879 in Lake Mills. She furthered her education at colleges and universities in Grinnell, Cedar Falls, Des Moines and Valparaiso, Indiana. From 1897 to 1915, Parker taught the third and eighth grades in the Lake Mills schools, and became the city's first woman high school principal. When she became superintendent of schools in 1915, Parker was the first woman elected to a Winnebago County office. Before her last term as superintendent in 1927, she was appointed school supervisor and inspector for Iowa's Standard Rural Schools. In 1938, Parker became state superintendent of public instruction. As superintendent, Parker reorganized the school system, established professional teacher certification guidelines, expanded curriculum aids, revised the school accounting system, and developed the "home-to-school" phone system for ill children. Parker served one term on the Lake Mills Community School Board. In recognition of her contributions to education, Parker was included in the 1940 edition of "Who's Who." Jessie M. Parker died May 1, 1959.

DOROTHY SCHRAMM was honored for her focus on world affairs, government, and art. A Burlington resident, she has been state president and national vice-president of the United Nations Association, First U.N. Day chair, member of national and international assemblies and committees, and author and editor on world affairs. She is on the steering committee for the National Peace Institute in Iowa. Schramm organized the Burlington League of Women Voters, served on state and national League boards, and authored the *Handbook for Citizens*. She was first chair of her city's Planning and Zoning Commission. The Human Relations Survey which she organized resulted in the end of her city's public segregation, several "firsts" in employment, a Mayor's Civic Unity Commission, and a local NAACP. Her concern for justice has been expressed by her work on the Iowa Council of Judicial Reform and the Judicial Selection Committee. A collector of contemporary and African art, she has organized and supported art associations and councils. Schramm's honors include the 1971 University of Iowa Distinguished Service Award, and an LLD degree from Grinnell College.

Nominations for the Iowa Women's Hall of Fame are received from the public and remain current for three years; recipients are chosen by a committee representing the Commission and the public.

THE CRISTINE WILSON MEDAL FOR EQUALITY AND JUSTICE

The Cristine Wilson Medal for Equality and Justice recognizes the efforts and accomplishments of the Commission's first chair and is awarded on an intermittent basis to persons whose work is deemed outstanding and a significant contribution to Iowa's recognition as a state characterized by equality and justice. Governor Robert D. Ray was the medal's first recipient in 1982; civic and civil rights leader Mary Louise Smith was honored by the Commission in 1984; and in 1985 former Commission Director Sue Follon was recognized for the major role she played in improving the legal status of women.

ROSTER OF QUALIFIED WOMEN

The Roster, originated in 1976, continues to be used to submit names for the Governor's consideration in making appointments to state boards and commissions. Roster forms are provided for women upon request; the forms include biographical information, educational background, work experience, organizations, and information on areas of interest. Since the need was perceived and the Roster was developed, the number of appointments of women has increased dramatically - with more than half of Governor Branstad's recent appointments to state boards and commissions being women.

Expansion of the project is underway in conjunction with the Chamber Alliance and cooperatively with the Governor's office, to assist in identifying women who might serve on local boards and also in the private sector as well as in state government.

STATEWIDE ADVOCACY DIRECTORY

Originally undertaken jointly by the American Association of University Women, Iowa Division, and the ICSW, the Statewide Advocacy Directory was designed to provide a computerized, accessible guide to networks on women's issues in Iowa. This computer program was developed by Consultants Pam Blackburn and Barbara Olberding. During 1986, the Directory was continually being expanded and updated; approximately 3000 persons are in the database, representing some 25,000 issue advocates.

As an ongoing Commission program, the directory will continue to expand its database and its usefulness throughout the state, and additional persons and organizations will be identified on a regular basis. Printouts by category were available from the ICSW office early in 1986.

RESOURCES

The Commission office maintains resource materials which it makes available to the public. Information kept on file in our office includes the following topics:

Affirmative Action	Female Offender
Child Care	Feminization of Poverty
Comparable Worth	Health
Credit and Finance	Law
Displaced Homemakers	Marital Rape
Divorce	Media
Domestic Violence	Minority Women
Education	Politics/Government
Employment	Reproductive Health
Equal Rights Amendment	Sexual Abuse
Estate Planning/Inheritance Tax	Sexual Harassment

Information may be obtained through the Commission office. The Commission reference files are available for in-office use by any interested persons.

Requests for information relative to the needs and status of women have come from individuals, organizations, state agencies, legislators, libraries, and students. The Commission is also regularly called upon to answer questions concerning legal rights in employment, education, credit, welfare, insurance, and other areas; these questions are referred to the proper authority. Requests for information and referral have averaged approximately 100 calls per week during 1986.

PUBLICATIONS AND OTHER RESOURCES

The ICSW was able to publish its bimonthly newsletter, the *IoWoman*, only three times in 1986. This publication informs Iowans of state and federal legislation, government appointments, and state and national activities relevant to the status of women. Circulation of the *IoWoman* in 1986 was approximately 4000.

Revision and reprinting of *Iowa Women and the Law and Divorce: Things to Consider* were accomplished in 1986. The Commission publishes brochures on specific topics of information for women, as well as final reports on research projects. These publications are available upon request from the Commission office. Also, ICSW files are open for use by individuals, groups and agencies. Current publications include:

Annual Reports of the Iowa Commission on the Status of Women
Credit Rights Card
Divorce - Things to Consider
How To Use A Helping Agency
Iowa Women and the Law (1986 Revised Edition)
Iowa Women's Hall of Fame Portfolio
IoWoman, bimonthly newsletter
Nontraditional Jobs for Women
Sexism in Education
The Feminization of Poverty... Is This Happening in Iowa?
Title IX: Questions and Answers
Discrimination Against Children in Des Moines Rental Housing

Current Video/Audio Tapes include:

"Harvesting Our Potential"- Tapes of testimony presented at three rural hearings (Emmetsburg, Atlantic, Gilbertville).

The Feminization of Poverty... Is This Happening in Iowa?
(1/2" VHS and 3/4" videotape), 1984. 40 minutes.

A Growing Crisis: Disadvantaged Women and Their Children
(1/2" VHS), 1984.

Daughters of the Middle Border: An Audio History.
Three 30-minute audio dramas. 1980.

The Trail: West to Iowa
Rebellion Years: Civil War on the Prairie
Second Generation Suffragist: Carrie Chapman Catt

of the division directors within the ranges set by the general assembly.

Sec. 1203. NEW SECTION. 601K.3 HUMAN RIGHTS COUNCIL.

1. A human rights policy-coordinating council composed of seven members is created within the department of human rights. The council is composed of the administrators within the department.

2. The council shall meet periodically to:

- a. Identify areas where the divisions within the department might coordinate efforts or share administrative or other support functions to provide greater efficiencies in operation including, but not limited to, accounting, recordkeeping, and administrative support functions.
- b. Develop cooperative arrangements and shared services between the divisions to achieve greater efficiencies, and may establish contracts and agreements between or among the divisions to provide for shared services.
- c. Transfer funds within the divisions agreeing to shared services for the implementation of the contracts or agreements between divisions.
- d. Make recommendations to the governor and general assembly regarding additional consolidation and coordination that would require legislative action.
- e. Advise the department coordinator regarding actions by and for the department.

Sec. 1204. NEW SECTION. 601K.4 DEFINITIONS.

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

- 1. "Department" means the department of human rights.
- 2. "Department coordinator" means the department coordinator of the department of human rights.

DEPARTMENT OF HUMAN RIGHTS

PART 1

ADMINISTRATION

Sec. 1201. NEW SECTION. 601K.1 DEPARTMENT OF HUMAN RIGHTS.

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

- 1. Division of Spanish-speaking people.
- 2. Division of children, youth, and families.
- 3. Division of the status of women.
- 4. Division of persons with disabilities.
- 5. Division of community action agencies.
- 6. Division of deaf services.
- 7. Division for the blind.

Sec. 1202. NEW SECTION. 601K.2 APPOINTMENT OF DEPARTMENT COORDINATOR AND ADMINISTRATORS.

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

- 1. Approve personnel decisions for the department, as submitted by the commissions.
- 2. Receive budgets submitted by each commission and reconcile the budgets among the divisions. The department coordinator shall submit a budget for the department, subject to the budget requirements pursuant to chapter 8.

The governor shall appoint the administrators of each of the divisions subject to confirmation by the senate. Each administrator shall serve at the pleasure of the governor and is exempt from chapter 19A. The governor shall set the salary

Sec. 1221. NEW SECTION. 601K.40 DEFINITIONS.

For purposes of this part, unless the context otherwise

requires:

1. "Commission" means the commission on the status of women.
2. "Division" means the division of the status of women of the department of human rights.
3. "Administrator" means the administrator of the division of the status of women of the department of human rights.

Sec. 1222. NEW SECTION. 601K.41 ESTABLISHMENT.

There is established a commission on the status of women to consist of twenty-four members, appointed by the governor and representing a cross section of the citizens of Iowa. No more than a simple majority of the commission shall be of the same political party. The members of the commission shall appoint one of the members to serve as chairperson of the commission.

Sec. 1223. NEW SECTION. 601K.42 TERM OF OFFICE.

One-half of the members appointed to the initial commission shall be designated by the governor to serve two-year terms, and one-half shall be designated by the governor to serve four-year terms. Vacancies in the membership shall be filled for the unexpired term in the same manner as the original appointment.

Sec. 1224. NEW SECTION. 601K.43 MEETINGS OF THE

COMMISSION.

The commission shall meet at least four times each year, and shall hold special meetings on the call of the chairperson. The commission shall adopt rules pursuant to chapter 17A as it deems necessary for the commission and division. The members of the commission shall be reimbursed for actual expenses while engaged in their official duties. Members may also be eligible to receive compensation as provided in section 7E.3.

Sec. 1225. NEW SECTION. 601K.44 OBJECTIVES OF

COMMISSION.

The commission shall study the changing needs and problems of the women of this state, and develop and recommend new programs and constructive action to the governor and the general assembly, including but not limited to, the following areas:

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

Sec. 1226. NEW SECTION. 601K.45 EMPLOYEES AND RESPONSIBILITY.

The commission shall employ other necessary employees.

Pursuant to section 601K.2, the commission shall have responsibility for budgetary and personnel decisions for the commission and division. The administrator shall carry out programs and policies as determined by the commission.

Sec. 1227. NEW SECTION. 601K.46 DUTIES.

The commission shall:

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

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

Sec. 1228. NEW SECTION. 601K.47 ADDITIONAL AUTHORITY.

The commission may:

1. Do all things necessary, proper, and expedient in accomplishing the duties listed in section 601K.46 and this section.

2. Hold hearings.

3. Enter into contracts, within the limit of funds made available, with individuals, organizations, and institutions for services furthering the objectives of the commission as listed in section 601K.44.

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

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

Sec. 1229. NEW SECTION. 601K.48 ACCESS TO INFORMATION.

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

Sec. 1230. NEW SECTION. 601K.49 ANNUAL REPORT.

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



