



Iowa Commission  
on the  
Status of Women

19th Annual Report

State of Iowa  
Department of  
Human Rights

February 1, 1991



Printed on  
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February 1, 1991

The Honorable Terry Branstad  
Members of the 73rd General Assembly  
State Capitol Building  
Des Moines, IA 50319

Dear Governor Branstad and Members of the 74rd General Assembly:

It is with pride of accomplishment and pleasure of service that we present to you this Nineteenth Annual Report of the Iowa Commission on the Status of Women. The following pages will detail the programs and activities carried out for the year of 1990.

As we work in our advocacy role which is mandated by the state Code, we try to develop new ideas and bring a fresh viewpoint to bear on the issues that confront women of our state.

In a time of budget crunch, dollars continue to be vital in the work of our commission. So too are our ideas, energy and judgment. To be effective with our limited staff and resources, we have become skilled jugglers who look and learn from the past; perform admirably in the present; and plan faithfully for the future... simultaneously!

As we work within the Department of Human Rights and network with representative groups statewide, we are becoming more sophisticated on how we help others and are helped in return.

We appreciate the support received from Governor Branstad and members of the General Assembly and pledge ourselves to further our mission in this last decade of the nineties.

Sincerely,

*Naomi Christensen*

Naomi Christensen, Chairperson  
Iowa Commission on the Status of Women



# 1990-91 CITIZEN COMMISSIONERS

<u>Commissioner</u>	<u>Community</u>	<u>Term Expires</u>
Naomi Christensen, Chair	Hastings	<i>April</i> <del>June</del> 30, 1992
Patricia Boesen	Des Moines	Resigned 8/90 (1992)
Ruth Holtan	Forest City	" <del>June</del> 30, 1994
Mignon Manelli	Ames	" <del>June</del> 30, 1994
Michael Montgomery	Knoxville	" <del>June</del> 30, 1992
Tom Morain	Ames	" <del>June</del> 30, 1994
<i>Diana Stewart</i>	Oelwein	<i>April</i> 30, 1992
Mark Snell	Clear Lake	" <del>June</del> 30, 1992
George Stigler	Waterloo	" <del>June</del> 30, 1992
Mary Wiberg	Ankeny	" <del>June</del> 30, 1994
Almo Hawkins	DHR Director	ex officio

# 1990-91 LEGISLATIVE COMMISSIONERS

Representative Ron Corbett	Cedar Rapids	June 30, 1994
Senator Jean Lloyd-Jones	Iowa City	June 30, 1992
Representative Mary Neuhauser	Iowa City	June 30, 1992
Senator Paul Pate	Marion	June 30, 1994



**COMMITTEES OF THE  
IOWA COMMISSION ON THE STATUS OF WOMEN  
1990-91**

**FINANCE**

MIKE MONTGOMERY, Chair  
Jean Lloyd-Jones  
George Stigler

**HALL OF FAME**

MARY WIBERG, Chair  
Mark Snell  
George Stigler

**PUBLIC INFORMATION**

MIGNON MANELLI, Chair  
Ron Corbett  
Ton Morain  
Paul Pate

**PROGRAM AND PLANNING**

TOM MORAIN, Chair  
Ron Corbett  
Ruth Holtan  
Mignon Manelli  
Mary Neuhauser

**LEGISLATIVE**

MIKE MONTGOMERY, Chair  
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Jean Lloyd-Jones  
Paul Pate  
Mary Neuhauser  
Mark Snell  
Mary Wiberg

**NOMINATING**

RUTH HOLTAN, Chair  
Patricia Boesen  
George Stigler

**EXECUTIVE COMMITTEE**

NAOMI CHRISTENSEN, Chair  
Mary Wiberg, Vice Chair  
Mike Montgomery, Treasurer

**20TH ANNIVERSARY COMMITTEE**

NAOMI CHRISTENSEN, Chair  
Loren Horton, Co-Chair  
Dorothy F. Goldizen  
Thelma Heflin  
Ruth Holtan  
Roger Natte  
Glenda Riley  
Mary Wiberg



## **STAFF MEMBERS**

### **Permanent Staff**

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

Ellen Failor assumed the position of Administrative Assistant II in October, 1990. Ellen came to the ICSW from the Division of Vocational Rehabilitation Services in the Department of Education, Cedar Rapids area office.

The Employment Project programs have been directed by Jane Schockemoehl, Program Planner II, since July 1989.

Patrice K. Beam, Program Planner II, assumed the position of Coordinator of Publications and Special Projects in November 1989.

Marcia Nichols served as Administrative Assistant II from September 1988 to August 1990 when she resigned to complete her degree.

### **Temporary Staff**

Helen Jones has provided part-time clerical support to the ICSW since August 1990. Her salary is paid by the Green Thumb Project, a federally funded program which helps develop work opportunities for older Americans.

### **Grant-funded Staff**

In 1990 grants from the Carl Perkins Vocational Education Act and the Women's Bureau, U.S. Department of Labor, funded contracts with Chris Mocarski Michalek, Alicia Claypool and Connie Clark.

Marlene Hall provided grant-funded, part-time clerical support to the ICSW from March 1986 through May 1990, when the funding was discontinued.

Contractual agreements by the ICSW enhance the outreach and understanding of special populations of women:

-with the Iowa Coalition Against Domestic Violence, to carry out statewide technical assistance. Dianne Fagner is the full-time ICADV executive director and Marcia Nichols the part-time secretary.

--with the Iowa Coalition Against Sexual Assault, to give support and technical assistance to shelters around the state. Beth Barnhill has served as full-time executive director since January 1990 and Margie Schaffner is the part-time secretary.

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1990 ACCOMPLISHMENTS  
IOWA COMMISSION ON THE STATUS OF WOMEN  
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The Iowa Commission on the Status of Women (ICSW) continues to heed its mandate to study the changing needs and problems of the women of this state and to develop 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 28 of this report. Several of the special projects, programs and resources are described in detail in other parts of this report. What follows here are the highlights of the Commission's 1990 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 73rd General Assembly, 1990 session, based on proposals developed in the fall of 1989. Printed a summary of 1990 legislative action which had impact on women.

--Formulated proposals for 1991, reflecting public testimony from 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 16th annual Iowa Women's Hall of Fame ceremony, with Governor Branstad honoring the four inductees: Mary Jane Coggeshall, Merle Wilna Fleming, Betty Jean Furgerson and Glenda Gates Riley. Maintained the Iowa Women's Hall of Fame Portfolio which recognizes significant achievements of Iowa women and identifies those who have made outstanding contributions to our society. Awarded the Cristine Wilson Medal for Equality and Justice to Kappie Spencer.

--Assisted organizations, agencies and individuals to celebrate Women's History Month, 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 Long Beach, California. Naomi Christensen, chairperson; Mary Wiberg, vice-chair; and Charlotte Nelson, executive director, represented the ICSW at the convention.

## ONGOING RESPONSIBILITIES

--Met as a Commission to explore issues, set priorities, and determine policy relative to the changing needs of Iowa women.

--Addressed mandates to assist organized efforts to improve the status of women and to serve as a clearinghouse on programs and services for women.

--Responded to more than 100 telephone and written requests per month for information and/or referral.

--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.

--Maintained a file of nontraditional job openings and encouraged preparation for such jobs.

--Continued and expanded the Volunteer Mentor Program to assist new employees who have been on welfare to make a successful transition to the workforce.

--Published a bimonthly newsletter, *IoWoman*, informing approximately 4500 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.

--Spoke to more than 40 organizations on topics related to equal opportunity, legislation, families and employment, pay equity, the economic status of women, and the Commission's broad mandate and its programs.

--Provided or identified 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.

--Appeared on a number of the electronic media's 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, including the Council in the Department of Human Rights, in assisting women with various needs.

--Participated in the signing ceremonies for the Governor's Proclamation of Domestic Violence Awareness Month, Women's History Month, and Women's Equality Day.

--Distributed Commission brochures, fact sheets, videotapes and other educational resources nationally and statewide. Especially noteworthy are updates and reprints of *How to Get Your Bearings...How To Get A Job and Divorce: Things to Consider*.

--Submitted testimony on issues of equity to other state agencies.

--Administered state-funded grants to providers of services to Displaced Homemakers.

--Administered state funding for training of criminal justice personnel, community professionals, and service providers on the issues of sexual assault and domestic violence.

--Authorized establishing ICSW subject area resource group on economics, education, politics and the law, and individuals, family and society.

--Enjoyed the support of the Friends of the Iowa Commission on the Status of Women, Inc.

#### SPECIAL EVENTS/CONFERENCES

--Cosponsored "The Way Up VIII" eighth annual conference for women in higher education, November 8-9. Distributed ICSW publications to all participants.

--Cosponsored "Harvesting our Potential," the rural women's conference in Des Moines, February 17-18. Presented a display of materials during the event.

--Cosponsored "Women Hold Up Half the Sky" conference in Des Moines, May 3-5. Presented a display of materials during the event.

#### INTERAGENCY TASK FORCES

--Affirmative Action Task Force for the State of Iowa, by appointment of the Governor.

--Work Group for the Governor's Interagency Council on Welfare Reform.

--Maternal and Child Health Advisory Council, Iowa Department of Public Health.

--Iowa Juvenile Home Advisory Committee, Department of Human Services.

--Sex Equity Advisory Council, Department of Education.

- Human Needs Advocates - a weekly public-private information exchange at the State Capitol.
- Displaced Homemakers Advisory Council.
- Iowa Network for Women, Steering Committee, ex officio.
- Women and Work Task Force with Department of Economic Development.
- Iowa Division UNA-USA follow-up committee for "Women Hold Up Half the Sky."
- Appointed Gretta Merkley, former Commissioner, to represent the ICSW on the Iowa Correctional Institute for Women Advisory Committee.
- Governor's Central Volunteer Committee.
- Job Placement Network, made up of professionals in the public and private job placement field.
- Target Alliance.
- Mentor Advisory Board.
- Iowa Quality Government Team.
- Central Iowa Artisans Work Group.
- Polk County "Moms on the Move" Oversight Committee.
- Private Sector Exploration Committee.
- Department of Human Rights Employee Handbook Committee.
- Department of Human Rights "Unsung Hero Award" Selection Committee.
- Education and Welfare Task Force.
- Persons with Disabilities 25th Anniversary Committee.
- Martin Luther King Jr. State Employees' Celebration Committee.
- Staff member participated in the Leadership Iowa program sponsored by the Iowa Association of Business and Industry.

#### **GRANT-FUNDED PROJECTS**

"Choices: Assisting Young Women in Career Life Choices" was funded by a grant to the ICSW in conjunction with the Des Moines Schools from the Carl Perkins Vocational Education Act through the Iowa Department of Education.

Identification of Higher Paying Jobs project was funded by the Women's Bureau, U.S. Department of Labor, Region VII.

### PUBLIC HEARINGS

--Held a public hearing in October 1990 to solicit testimony from concerned organizations and individuals for consideration in the development of 1991 Proposals to the Governor and the General Assembly.

### SPECIAL PROJECTS

#### EMPLOYMENT PROJECT

Over the years the Employment Project of the Iowa Commission on the Status of Women has received grant funds to conduct various employment related programs to assist women across the state. In 1989, the ICSW received a grant from the Women's Bureau of the U.S. Department of Labor to conduct an Identification of Higher Paying Jobs survey. The Volunteer Mentor Program received state funding and began expansion in July 1989. A proposal for a joint venture between the ICSW and Pioneer Hi-Bred International was implemented to begin a Jobs Clearinghouse.

The ICSW contracted with Connie Clark and Alicia Claypool, consultants, to administer the Identification of Higher Paying Jobs project. The purpose of the survey was to obtain from employers within Iowa information on higher paying jobs and potential growth occupations, and to identify the education and training needed for those job opportunities.

The Volunteer Mentor Program began in July 1988 as a Project Promise related pilot program in Polk County for former ADC recipients who obtained employment with the state. Its purpose is to promote job retention for persons moving from public assistance toward self-sufficiency. It was originally financed by Carl Perkins Vocational Education Act funds from the Iowa Department of Education. The Governor supported state funding for the program and the Legislature appropriated monies for the Employment Project Coordinator position effective July 1, 1989; the program was also expanded to include all new state employees and movement into private industry in 1990.

From July 1, 1988 to December 31, 1990, 64 mentor-participant matches were made. Thirty-nine matches currently are active. Participants requesting mentor support continue their employment with the State of Iowa.

The first training outside of Polk County was held in the Siouxland area. The 14 individuals present from state and private agencies responded favorably to the training. In September 1990, the Mentor Program continued its expansion by developing a mentor program and conducting mentor training at the Glenwood State Hospital School.

The Jobs Clearinghouse project began in response to the Workforce 2000 report, local labor shortages and the need to assist the significant number of female single parent households achieve economic self-sufficiency. In September 1989, a proposal was submitted to Pioneer Hi-Bred International for their consideration. They agreed to partially fund the joint venture and awarded \$10,000 to the project.

The Jobs Clearinghouse began operations at the ICSW office on January 2, 1990. It operates as an identification and listings resource for employment opportunities for women. It will also act as a recruitment resource for private sector businesses and public agencies.

#### WOMEN'S HISTORY MONTH

Annually, from 1981-1987, there was a nationwide observance of the significant role women have played in the history of our country during Women's History Week, which included International Women's Day, March 8. In 1987 the celebration expanded to an entire month. Since that time, the U.S. Congress has designated March as Women's History Month, and a similar proclamation has been signed in Iowa by Governor Branstad.

In 1990 the sixth annual "Write Women Back Into History" essay contest was cosponsored by the Commission, the Iowa Department of Education and the State Historical Society of Iowa for students 6th through 9th grades. Teachers throughout the state were provided curriculum ideas to develop student awareness of women's roles in history. Resource catalogs and other materials were available in the Commission office to assist teachers, organizations, and others in celebrating WHM. Guidelines for the essay contest were mailed to every public and non-public school in the state asking teachers to encourage their students to write an original essay about a woman who they believe should be written into history.

From nearly 4000 entries, teachers submitted a winning essay from each of their classes. The nearly 200 finalists were judged by a panel of teachers, journalists, and community leaders. Each finalist received a certificate signed by the Governor. Seven winners, selected from the classroom finalists, and their families and teachers attended an awards ceremony at the State Capitol. After receiving their prizes in the Governor's formal office, the students were introduced in both the House and Senate and toured the Capitol building.

## DISPLACED HOMEMAKER GRANTS

A "displaced homemaker" is an individual who has worked principally in the home providing unpaid household services for family members. They are persons who are unemployed or underemployed; have had or would apparently have difficulty finding appropriate paid employment; and have been dependent on the income of another family member, or on government assistance, and are no longer supported by that income.

During FY 1989-90 the ICSW administered \$120,000 in state funds, and for FY 1990-91, \$140,000 in state funds, as grants to public and private nonprofit groups providing services to displaced homemakers. Applicants were accepted from free standing entities and sub-groups or special programs sponsored by a larger organization.

For FY 1990-91 eleven applications were received from a variety of groups located statewide. In July 1990, the eight-member Displaced Homemaker Advisory Committee recommended that nine grants be awarded.

One's Self Actualizing and Communications Skills (OSACS)- Des Moines  
New Directions (Southeast Community College) - Burlington  
A New Leaf (Eastern Iowa Community College)  
Des Moines Area Community College - Ankeny  
Indian Hills Community College - Ottumwa  
Iowa Lakes Community College - Estherville  
New Directions (Hawkeye Institute of Technology) - Waterloo  
New Horizons (Iowa Western Community College) - Council Bluffs  
Women Aware - Sioux City

## CHOICES: MAKING YOUR DREAMS COME TRUE

On January 20, 1990 the ICSW offered a career day for eighth grade young women, parents and educators, sponsored in conjunction with the Des Moines Public Schools and funded by a Carl Perkins Vocational Education grant through the Department of Education. Today's young women can expect to work 30-40 years of their adult lives, yet are less likely than young men to have realistic expectations about their futures.

Women and girls continue to be disproportionately enrolled in education and training that prepares them for low-wage jobs in traditional female occupations. Young women make critical decisions about educational paths and career options that affect the course of their whole lives; this conference was designed to help them make these critical decisions with knowledge about the realities of and options for their futures.

Today's young women need encouragement and guidance to continue to study math and science so that their choices remain open. The conference provided an opportunity to explore those careers requiring post-secondary and/or vocational training, and to meet women working in non-traditional occupations and hear about their experiences.

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PROGRAMS AND RESOURCES

IOWA WOMEN'S HALL OF FAME

The 16th annual Iowa Women's Hall of Fame ceremony was held on August 28, 1990 at the State Historical Building. ICSW Chairperson Naomi Christensen presented the Cristine Wilson Medal for Equality and Justice to Kappie Spencer of Des Moines. Governor Terry E. Branstad, Chairperson Naomi Christensen, and the Hall of Fame Committee Chair Mary Wiberg inducted Mary Jane Coggeshall (deceased), Merle Wilna Fleming, Betty Jean Furgerson, and Glenda Gates Riley into the Hall of Fame. At the close of the ceremony Governor Branstad proclaimed August 26 Women's Equality Day, commemorating the day in 1920 when American women first received the vote.

The Iowa Women's Hall of Fame, which is supported by Friends of the ICSW, Inc., was established by the ICSW in 1975 to honor outstanding Iowa women. Each year four women, living or deceased, are recognized for their significant contributions to our society. Committee members for 1990 were Patsy Boesen, ICSW commissioner; George Lee Stigler, District Court Judge and ICSW commissioner; Reverend James Gilliom, Plymouth Congregational United Church of Christ, Des Moines; and Christine Mocarski Michalek, c. michaels and associates, Des Moines.

The 1990 honorees represent a broad range of interests and endeavors including woman's suffrage, civil rights, volunteerism and education. Brief biographical sketches follow.

Mary Jane Coggeshall promoted woman suffrage for forty-one years. Carrie Chapman Catt called her "The Mother of Woman Suffrage in Iowa" and "my greatest inspiration." In 1870 Mrs. Coggeshall became a charter member of the Iowa Woman Suffrage Association and continued as a devoted worker for woman suffrage the rest of her life. She served as president of the Iowa Woman Suffrage Association in 1890 and 1891 and again from 1903 to 1905.

Coggeshall was the first editor of the *Woman's Standard*, the monthly newspaper of the Iowa Woman Suffrage Association, and a continuing contributor to that publication as well. She served as secretary of the Polk County Woman Suffrage Society during its early years. She often acted as spokeswoman for woman suffrage, and addressed the Iowa House and Senate committees and innumerable woman suffrage meetings. Of the early Iowa woman suffrage workers, she was the only one active on the national level. She wrote articles for national newspapers and served on the Board of the National American Woman Suffrage Association beginning in 1895. Her long-time dedication to the woman suffrage cause in Iowa and the nation provided a strong source for continuity and inspiration to other woman suffrage workers. When she died, she left \$15,000 to the suffrage cause -- \$10,000 to

the National Association and \$5,000 to the Iowa Association with which to "carry on." Carrie Lane Chapman Catt wrote, "She gave her life to this cause and was a noble, high minded, consecrated woman."

Margaret Bonney, a board member of the Iowa Chapter, Victorian Society in America, accepted the award on behalf of Mary Jane Coggeshall.

Glenda Gates Riley, professor of history at the University of Northern Iowa since 1969, is an internationally known historian of American women and an advocate for women. In 1972, she taught the first women's history course in Iowa. She later co-designed the first Women's Studies program in the state and served as Director of Women's Studies at UNI. Riley brought Iowa women to national attention through her book, *Frontierswomen: The Iowa Experience*, which received a Distinguished Achievement Award from the Iowa State Historical Society, and through numerous articles. She has also served on the Iowa Historical Records Advisory Board, the Historical Advisory Board of Iowa, and the Board of Trustees of the Iowa State Historical Society.

More recently, she held a Distinguished Fulbright appointment as Mary Ball Washington Professor of American History at University College, Dublin, where she taught the first women's history course in the Republic of Ireland. She has also twice held the Visiting Women's Chair in Humanistic Studies at Marquette University in Milwaukee. She lectures widely in Europe and the United States, and her other books and articles have won numerous prizes and awards. In 1988, she became the first woman to win a Distinguished Scholar Award at UNI. Riley is active in Altrusa International, Rotary, and American Association of University Women, and has chaired the women's committee of several professional associations.

Merle Wilna Fleming's career has focused on civil rights and education reform. She was appointed to the first Iowa Civil Rights Commission, 1965-69, serving as its chair from 1966-68. Later as Hearing Examiner for the Commission, Fleming heard the first sex discrimination case to reach public hearing. Fleming was the founder and president of Equal Opportunity Consultants, a private consulting firm which helps Iowa businesses meet federal, state and municipal requirements concerning civil rights. Volunteer work with the League of Women Voters helped guide Fleming toward her efforts at state education reform. A member of the local board of the League from 1950-54 and 1963-64, she served on the state board of the League for 1965-66 and was its education chair.

Fleming entered the University of Iowa Law School at the age of 50, graduating with distinction in 1980. As an Assistant Attorney General, she wrote opinions concerning education which include those relating to use of school buildings by religious groups on an equal basis with other community organizations; the possible redistricting of Iowa schools every ten years so that voters get an equal voice in choosing school board members; and teaching creationism in public schools. Following her early retirement, Fleming has assisted the

Iowa School Board Association in preparing a manual to implement affirmative action requirements for Iowa's school districts.

Betty Jean Furgerson has been in the forefront of the civil rights movement in Iowa, always advocating on behalf of women and people of color. She has been the Director of the Waterloo Human Rights Commission since 1974. Furgerson was one of the original members of the Iowa Department of Education Multicultural Nonsexist Advisory Committee. She has also contributed her time, skills and abilities to the Excellence in Education Task Force, Iowa Council on Vocational Education, Waterloo Community School Board and numerous other organizations in Waterloo and around the state. Since 1986 she has served as the chair of the Iowa Public Television Facilities Board. In 1989 she was appointed to the Iowa Board of Regents. She was also recently elected to serve as Treasurer of the Regional Executive Council on Civil Rights, an organization which comprises state and local human rights agencies in a tri-state area.

#### CRISTINE WILSON MEDAL FOR EQUALITY AND JUSTICE

The Medal for Equality and Justice was established in 1982 in honor of Cristine Wilson, and is given to individuals who have exhibited outstanding dedication and service on behalf of the ideals of equality and justice. Previous recipients were Sue Follon, Governor Robert Ray, Mary Louise Smith, Patricia Geadlemann, and Minnette Doderer.

The 1990 recipient for this award is Lonabelle Kaplan "Kappie" Spencer of Des Moines. Her list of accomplishments in promoting equality and justice is quite extensive. She has long been an effective advocate for equity for women. Most recently she has almost single-handedly taken the concept of gender balance on boards and commissions (as it was first enacted in Iowa) to state legislatures across the country, garnering support from key women's groups, advocates and legislators. Other examples of her life of commitment to equality and justice are her leadership in the ERA effort in Iowa, her position as women's issues chair for the national AAUW, and successful advocacy with Northwestern Bell to include married women's names in telephone directories.

#### ROSTER OF QUALIFIED WOMEN

In 1970, the Governor's Commission on the Status of Women assumed responsibility for developing a roster of Iowa women qualified for appointments to paid and volunteer positions on boards and commissions. When the Commission was made statutory in 1972, it continued to develop the roster, and to submit names for the Governor's consideration in making appointments. Roster forms are provided upon request; the forms include biographical information, educational background, work experience, organizations, and

information on areas of interest. The Commission expanded the roster by contacting organizations in specific geographic areas of the state where there were few Roster names.

Since the need was perceived and the Roster was developed, the number of appointments of women has increased dramatically. In 1974 female membership on state boards and commissions had reached 14%. By August 1975 that percentage had increased to 25%, and by December 1976 women represented 29% of board and commission membership. By 1984 the total female membership of state boards and commissions stood at one-third, with approximately half of Governor Branstad's appointments to state boards and commissions being women, and the overall percentage of participation increased; not all boards, however, were gender-balanced. In 1986 legislation was passed calling for gender balance "as much as possible" and in 1987 gender balance was mandated for all state boards and commissions.

The ICSW Roster of Qualified Women has contributed significantly to the expanding role of women in government. The Roster has also been expanded to identify women who might serve on local boards and in the private sector across the state, as well as in state government. In 1990 this project was updated and now includes the names of almost 250 women.

#### 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. During 1990, the Directory was continually being expanded and updated; approximately 4500 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 are available from the ICSW office.

#### IOWA COALITION AGAINST SEXUAL ASSAULT (IowaCASA)

#### IOWA COALITION AGAINST DOMESTIC VIOLENCE (ICADV)

The ICSW continues to heed its mandate to study the changing needs and problems of the women in Iowa and to recommend new programs and constructive action to the governor and the general assembly. Other mandated duties include serving as the central permanent agency for the development of services for women; publishing and disseminating information; and assisting organized efforts by others working toward the improvement of women's status.

Addressing the priority area of violence against women is done through a cooperative relationship with the Iowa Coalition Against Domestic Violence (ICADV) and the Iowa Coalition Against Sexual Assault (IowaCASA). Resources and information are shared among the collocated offices, thereby enhancing ICSW's ability to carry out its responsibilities through interaction with these private, non-profit agencies. Together they work to strengthen efforts to prevent sexual assault and domestic violence, and to support programs which provide services to victims.

For FY 1990-91 the ICSW administered \$8,200 each to ICADV and IowaCasa to provide training to community professionals and service providers on issues of domestic violence and sexual assault as well as \$7,000 to each agency to provide training to criminal justice personnel on the issues of domestic violence and sexual assault.

### IOWA NETWORK FOR WOMEN

In March 1987 representatives of nearly 50 organizations came together and confirmed the need for communication and coordination among groups whose concerns include equity for women. The ICSW served as a facilitator for development of the Network and includes Network information and announcements in each issue of the *IoWoman*.

The purpose of the Iowa Network for Women, according to its guidelines, is to act as an association of organizations and individuals committed to achieving the full equality and empowerment of women. The Network seeks to facilitate coordination, provide a communications system, and strengthen the advocacy voice for women, and on issues which have particular impact on women.

In January 1990 the Network sponsored its second annual legislative conference and reception called "Connecting for Change." A Network directory has been developed and is available to members. Several persons met bi-monthly during the legislative session for a Women's Legislative Exchange.

### RESOURCES

The Commission office maintains a vertical library of resource materials which is available to the public. Information on file includes historical and background material as well as current facts and figures about issues of concern to women. Topics include:

Affirmative Action  
Acquaintance Rape  
Child Care  
Comparable Worth  
Credit and Finance  
Day Care  
Displaced Homemakers

Female Offender  
Feminization of Poverty  
Health Care  
Homeless Persons  
Law  
Minority Women  
Politics/Government

Divorce  
Domestic Violence  
Education  
Employment  
Equal Rights Amendment

Reproductive Health  
Sexual Abuse  
Sexual Harassment  
Small Business  
Women in the Media

Information may be obtained through the Commission office. Reference files are available for in-office use by any interested person.

The Commission receives newsletters from several other state commissions for women and from numerous women's organizations. These contain valuable information about the status of women across the nation and are a source of contacts for those seeking a network of women with similar interests and needs.

Also available at the Commission office are books, audio tapes, and videotapes. Topics include job seeking skills, women's development, women in business and employment situations, women and the Constitution, older women, etc. Books and video/audio tapes may be checked out on a limited basis or used in the Commission office.

Requests for information relative to the needs and status of women come from individuals, organizations, state agencies, legislators, libraries, teachers, lawyers, the media 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 more than 100 calls per month during 1990.

The Commission also receives and fills requests for speakers. Commission staff speak to groups on issues such as pay equity, changes in the status of women, women's roles as family caregivers, women's history, dual career issues, and other employment issues. For those engagements the Commission is unable to fill due to available staff time or expertise, referrals are given.

#### PUBLICATIONS AND OTHER RESOURCES

The ICSW published its bimonthly newsletter, the *IoWoman*, the scheduled six times in 1990. This publication informs Iowans of state and federal legislation and state and national activities relevant to the status of women. The mailing list circulation of the *IoWoman* in 1990 was approximately 4500.

The Commission published brochures on specific topics of information for or about women, as well as final reports on research projects. These publications are available upon request from the Commission office. The 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 (1990 Revised Edition)  
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? (Reference copy on file.)  
Title IX: Questions and Answers  
Discrimination Against Children in Des Moines Rental Housing  
How to Get Your Bearings...How to Get A Job (1990 Revised Edition)

Current Video/Audio Tapes include:

"Women and the Constitution" - Tapes of  
conference workshops, keynote, and plenary sessions.  
(1/2" VHS), 1987

"Harvesting Our Potential" - Tapes of testimony presented at three  
rural hearings (Emmetsburg, Atlantic, Gilbertville), 1986

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

Partners in Change -Tape on Displaced Homemakers  
(1/2" VHS) 1989

Equal Coverage, Equal Cost: Ending Sex Discrimination in Insurance  
(1/2" VHS) 1989

Making Points: ALA Selected film for Young Adults  
Challenging Sex Role Stereo Types  
(1/2" VHS) 1987

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1990 LEGISLATIVE SUMMARY

Legislation enacted by the 1990 Session of the 73rd General Assembly and signed by the Governor included the following bills which have special impact on women:

\*Prohibits acts of assault and criminal mischief regardless of that person's race, color, religion, ancestry, national origin, political affiliation, sex, sexual orientation, age, or disability and providing for civil relief against offenders. SF2197

\*Makes changes related to Targeted Small Businesses. Changes necessary due to the Supreme Court ruling on set asides. SF2274

\*Extends the statute of limitations for crimes of sexual abuse when the victim is under the age of 12 to not later than 6 months after the child attains 18 years of age. SF18

\*Any order for garnishment shall include support obligations and such current or delinquent obligations shall be first paid out of the garnisheed funds. HF512

\*Requires the Iowa Department of Health to enter the name of the father on a birth certificate unless the mother is unmarried or paternity has not been determined by the courts. HF2104

\*Peace Officers shall arrest the person whom the peace officer believes is the primary physical aggressor in domestic violence disputes. HF2160

\*Department of Human Rights Appropriation, funding the Commission on the Status of Women and other divisions. Includes \$44,000 for training of law enforcement officials, community professionals and service providers on domestic violence and sexual assault; and \$140,000 for grants to displaced homemaker programs through the ICSW. HF2371

\*Specific facts must be submitted to show good cause when a party seeking discovery of a victim of sexual assault, harassment or alleged sexual abuse, attempts to examine the victim's sexual behavior other than that with the perpetrator. HF2268

\*An Act relating to the Department of Human Rights changing the coordinator of the department to director, modifying administrative procedures, and renaming the Spanish Speaking Peoples Commission the Commission and Division on Latino Affairs. HF2270

\*Provides for a minimum number of toilets for women and men in certain buildings. SF2011

\*Department of Economic Development Appropriation, establishes an Office of Small Business Advocate. Of \$1 million for the Workforce Investment Program, a minimum of \$300,000 must be spent on displaced homemakers, \$47,692 for targeted small business program operations costs, \$5,000 for the small business advisory council, \$151,314 for the small business program, \$496,943 for the Targeted Small Business Financial Assistance Program; \$2 million for jobs retraining program and \$1 million for small business new jobs training program; \$30,000 to provide to employers, employees and educators information about the changing nature of the workforce and \$500,000 to the housing trust fund for operating and staff costs for homeless shelters. SF2327

\*Department of Human Services Appropriation, including an increase in payment levels for ADC by 4%, Adolescent Pregnancy Prevention Grants, and funding for family planning. Continues contingency fund for WIC. SF2435

\*Encourages the selection of Iowa as an evaluation state for a national study of welfare reform. SCR121

\*Proposes establishing Disability Prevention Activities by some state agencies which includes the Department of Human Rights. Geared towards preventing/stopping disabilities due to drug abuse, teenage pregnancy, inadequate prenatal care, et al. SJR2003

\*Members of General Assembly and part-time employees of the Assembly allowed in state group insurance plan. HF2156

\*Appropriates to the Department of Justice, Crime Victims Assistance Program \$100,000 to rape crisis programs (\$50,000 increase), \$440,000 to domestic violence programs (\$200,000 increase). SF2220

\*Establishes a Commission for the Division of Community Action Agencies, Department of Human Rights. Specifically mandates that the gender balance law applies to this Commission. HF2235

\*Requires cities with a population of 29,000 or greater to establish a local civil rights agency or commission. HF2154

\*Revises tax credits allowed for child and dependent care to 75% if income less than \$10,000, 65% if less than \$20,000, 55% if less than 25,000, 50% if less than \$35,000, 40% if less than \$40,000, 30% if less than \$45,000, 20% if less than \$50,000, 10% if less than \$55,000. HF2546

\*Establishes an Advisory Committee to Child Support Recovery to review issues related to implementing the Family Support Act of 1988 and methods of improving services. Makes changes in collection of child support money and where payments are to be recorded and sent. SF2429

\*Mandates criminal and child abuse record checks for persons providing care to children. HF2504

\*Extends to nonpublic schools the requirement of a multicultural, nonsexist approach in educational programs. SF2423

\*Interim committee established by the Legislative Council to study the family in the 1990s.

\*Department of Public Health Appropriations, including \$150,000 for Chlamydia testing and funding for Iowa Health Data Commission. HF2371.

\*Increases funding for substance abuse treatment, including women of childbearing age as one of the priorities for half-way houses. HF2564.

PROPOSALS FOR 1991 TO THE GOVERNOR  
AND THE GENERAL ASSEMBLY

The Iowa Commission on the Status of Women has formulated a program which it deems necessary to meet important human needs and to eliminate inequities for women. Several of the proposals recommend administrative action and/or studies, not statutory legislation, but in most cases those will still require legislative action (for funding and staff). Meeting needs and creating an environment of equality for women in our state will benefit all citizens of Iowa. While the ICSW recognizes its mandate to serve all the women of the state, the continued prevalence of poverty among women suggests the necessity for special emphasis on the economic well-being of women.

**ICSW Priorities for 1991**

The ICSW has identified the following priority areas for 1991:

Equal Rights Amendment - Approval of an equal rights amendment to the Constitution of the State of Iowa, adding the words "and women" and prohibiting the state and all its subdivisions from denying or restricting equality of rights under the law, based on gender (with identical wording to HJR12 as it was passed in the 1989 Session of the 73rd General Assembly).

Caregiving - The average caregiver for dependent adults is a 57 year old woman. Issues which should be addressed include financial need, training, respite care, case management, definitions and spokespersons. The ICSW will be exploring these issues in conjunction with other state agencies.

Non-gender insurance - The ICSW supports the elimination of discriminatory practices on the basis of gender or 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.

Child care - The ICSW supports measures designed to guarantee affordable, accessible, quality child care, as an essential factor in addressing the needs of women related to employment.

Violence against women - The ICSW supports funding for programs which serve victims of sexual assault; funding for programs which serve victims of domestic violence; mandatory training for criminal justice personnel in victim related issues; legislation to address the problem of sexual exploitation of clients by counselors and therapists; establishing as a class "D" felony a sex act by a public employee with a person in the custody of the public employee; work of the Iowa Supreme Court's task force on gender and racial bias in the justice system; and funding for legal services to meet the needs of low-income women.

In addition to the ICSW's advocacy on these priorities and all the 1991 Proposals, the ICSW Program Committee will consider the issues of estate planning and sex discrimination; sexism in the media; and dissolution issues and family court.

The ICSW endorses the following proposals, which are coded for legislative action (L), study (S), and/or administrative action (A):

#### WELFARE REFORM

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

- (L) 1. a. An increase in the amount of ADC payments; and  
b. Automatic cost of living adjustments for all payment schedules under the ADC program.
- (L) 2. 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 who seek employment, such as supplemental hardship payments to working ADC recipients suffering a loss of earned income.
- (L) 3. Funding to make available statewide services which promote economic self-sufficiency for ADC recipients, including preemployment training, job search assistance, transportation and child care.
- (L) 4. Transfer of a person receiving transitional Medicaid whose employer has an open enrollment period during the 12-month period to the employer's health insurance program, with the state paying the employee's share for the remainder of the year.
- (L) 5. Addressing the needs of homeless women and their families in Iowa, including appropriate funding for homeless shelters, transitional housing and low-income housing through the framework of the Housing Trust Fund.

#### HEALTH/NUTRITION

The ICSW supports:

- (L) 1. Medicaid reimbursement rates for maternal health services which take into consideration the usual and customary rates paid by other insurers.

- (L) 2. Increased funding to Maternal and Child Health centers.
- (L) 3. A state contingency fund to allow the Women, Infants and Children (WIC) nutrition program to serve all eligible clients through the federal grant.
- (L) 4. Funding to the Iowa Department of Public Health to provide transitional living services for female and male adult substance abusers following primary treatment.
- (L) 5. Increased funding to make the chlamydia screening program available statewide.
- (L) 6. Continued funding of the Iowa Health Data Commission, including enhancement of its ability to collect, analyze and disseminate data on severity of illness and quality measurement including outcome measures.
- (L) 7. Health Care Expansion Task Force Recommendations (November 15, 1990):
  - 1) Establish a new public financing program to provide coverage to non-Medicaid eligible children below 133% of the federal poverty level.
  - 2) Strengthen the public sector primary and preventive service delivery system.
  - 3) Authorize Medicaid to contribute toward the premium for employmentbased coverage of otherwise eligible persons, including dependents, when such arrangements prove cost-effective.
  - 4) Extend Medicaid coverage to persons who are aged, blind, or disabled with incomes at or below the federal poverty level and above the income eligibility level for the federal Supplemental Security Income (SSI) program.
  - 5) Enact regulatory/reform measures to correct problems in premium setting practices in the small group health insurance market.
  - 6) Establish a state reinsurance program to ensure the availability of health care coverage to all small businesses and their employees.
  - 7) Keep the focus on health care reform until universal coverage becomes a reality.

#### ECONOMIC OPPORTUNITIES

Department of Employment Services statistics show that in 1989 there were 633,470 Iowa women between the ages of 16 and 65 in the labor force. Of that number 24,650 were unemployed. 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, and so that societal goals of equality and justice might be met. The ICSW supports:

- (A) 1. A requirement that credit be given for skills developed through volunteer and homemaker work experience for purposes of qualifying for hiring and promotion in all personnel selection systems in Iowa state government, its political subdivisions, and all businesses/ parties which contract with the state government.
- (A) 2. A requirement that benefits for state government employees should accrue to permanent part-time position-types on a prorated basis. Issues related to proration of employer contributions and copayment requirements of health insurance plans need to be explored.
- (A) 3. Policies that promote job sharing and flex-time in state employment.
- (L) 4. Funding and support for improved educational and vocational training at all Iowa correctional institutions for women. Training for women and men should include parenting education and building family strengths, with follow-up after release by community correctional programming and referral/support agencies.
- (L) 5. Increased funding for displaced homemaker program grants and for evaluation of services statewide through the ICSW, and continued funding for JTPA-related displaced homemaker programs.
- (A) 6. Monitoring the implementation of state employee pay reform on the basis of comparable worth.
- (A) 7. Continued 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. In low-paying job classifications, now filled primarily by women and minorities, the state should develop and implement affirmative action plans to achieve a more equitable gender and racial balance.
- (L) 8. Development of a plan for extending a comparable worth policy to all public employees in Iowa, with state assistance to local government entities in conducting comparable worth studies and a plan for making state revenue sharing monies at future dates contingent upon adoption comparable worth pay schedules for local government employees.

- (L) 9. Employment-related child care issues, including:
  - a. Measures designed to guarantee affordable, accessible, quality child care, in particular to women seeking training and/or employment; and
  - b. Adequate compensation for child care providers, including health benefits; and
  - c. Need-based child care centers of adequate size at state educational institutions.
- (L) 10. Needs-based payments and support services (including transportation and dependent care subsidies) for all Job Training Partnership Act participants at least until they receive their first full-month paycheck.
- (S) 11. Exploring tax code options such as a state targeted jobs tax credit for employers who provide child care for employees.
- (L) 12. Promotion of state/federal dependent care pre-tax deductions for in-home day care, in-home nursing care, child day care, adult day care, and household services in conjunction with day care.
- (L) 13. Job-protected leave for employees for the birth or adoption of a child, care for sick relatives or for their own illnesses.
- (L) 14. Funding for state programs which assist women entrepreneurs.

#### 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:

- (L) 1. Elimination of discriminatory practices on the basis of gender or 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.
- (L) 2. Efforts of the General Assembly to address health insurance for the coverage for the uninsured and underinsured.

#### EDUCATION

In support of excellence and equity in education, the ICSW recommends:

- (L) 1. State funding for staff and programs for educational equity, including monitoring implementation of the multicultural, nonsexist curriculum mandated by the Code.

- (A) 2. Implementation of affirmative action plans to promote opportunities for women in educational administration.
- (A) 3. Programs to encourage female and minority students to study math and science in secondary school.

#### VIOLENCE AGAINST WOMEN

In light of the number and degree of violent incidents committed against women, the ICSW supports:

- (L) 1. Increased funding for services to victims of sexual assault.
- (L) 2. Amendment of the Iowa Code by creating new Section 709.4A, establishing the crime of sexual abuse in the fourth degree by providing that a public employee who engages in a sex act with a person in the custody of the public employee commits a class "D" felony.
- (L) 3. Increased funding for domestic abuse programs and services.
- (L) 4. Mandatory training for criminal justice personnel in victim related issues and continued funding for training of criminal justice personnel, community professionals and service providers in issues of domestic violence and sexual assault.
- (L) 5. Amending the Code of Iowa to include sexual exploitation of clients by counselors or therapists as 3rd or 4th degree criminal sexual abuse.
- (L) 6. Keeping confidential names and addresses of victims of sexual assault prior to an indictment of an alleged perpetrator.

#### WOMEN IN FAMILIES

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:

- (A) 1. Training for judges on the Code requirement that joint custody should not be presumed when spousal or child abuse is a factor in the marital relationship.
- (L) 2. Strengthened enforcement of child support, including proposals that are consistent with the Family Support Act of 1988.
- (A) 3. Improved procedures for enforcement of existing alimony orders.
- (L) 4. Continued funding for family planning programs.

- (L) 5. Measures to address the needs of caregivers for dependent adults, including:
  - (S) a. Support programs for caregivers.
  - b. A state policy of supporting the care of disabled persons in their own homes for as long as possible.
  - c. A study of case management programs for the elderly.
  - d. Review of state tax policies to eliminate disincentives to caring for people (including the elderly and children) at home.
  - e. Exploration of ways to address issues of financial need, training, respite care, definitions and spokespersons.

#### WOMEN AND JUSTICE

The ICSW supports:

- (L) 1. Equal Rights Amendment - Approval of an equal rights amendment to the Constitution of the State of Iowa, adding the words "and women" and prohibiting the state and all its subdivisions from denying or restricting equality of rights under the law, based on gender (with identical wording to HJR12 as it was passed in the 1989 Session of the 73rd General Assembly).
- (L) 2. Funding for legal services to meet the needs of low-income women.
- (A) 3. Support for the Iowa Supreme Court's task force on gender and racial bias in the judicial system.
- (A) 4. Continued education of judicial nominating commission members regarding the need to increase the number of women and minorities 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 years as a lawyer, in the selection of candidates.
- (A) 5. Reexamination of rules which adversely impact women candidates for judgeships.



# CHAPTER 601K

## DEPARTMENT OF HUMAN RIGHTS

### SUBCHAPTER 1

#### ADMINISTRATION

- 601K.1 Department of human rights.
- 601K.2 Appointment of department director and administrators.
- 601K.3 Human rights administrative-coordinating council.
- 601K.4 Definitions.
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#### DIVISION OF LATINO AFFAIRS

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- 601K.12 Commission of Latino affairs — terms — compensation.
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SUBCHAPTER 1  
ADMINISTRATION

**601K.1 Department of human rights.**

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

1. Division of Latino affairs.
  2. Division of children, youth, and families.
  3. Division on the status of women.
  4. Division of persons with disabilities.
  5. Division of community action agencies.
  6. Division of deaf services.
  7. Division of criminal and juvenile justice planning.
  8. Division on the status of blacks.
- 86 Acts, ch 1245, §1201; 87 Acts, ch 115, §70; 88 Acts, ch 1277, §27; 89 Acts, ch 83, §78; 90 Acts, ch 1180, §2

Subsection 1 amended

**601K.2 Appointment of department director and administrators.**

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

1. Establish general operating policies for the department to provide general uniformity among the divisions while providing for necessary flexibility.
2. Receive budgets submitted by each commission and reconcile the budgets among the divisions.

The department director shall submit a budget for the department, subject to the budget requirements pursuant to chapter 8.

3. Coordinate and supervise personnel services and shared administrative support services to assure maximum support and assistance to the divisions.
4. Identify and, with the chief administrative officers of each division, facilitate the opportunities for consolidation and efficiencies within the department.
5. In cooperation with the commissions, make recommendations to the governor regarding the appointment of the administrator of each division.
6. Serve as an ex officio member of all commissions or councils within the department.
7. Serve as chairperson of the human rights administrative-coordinating council.
8. Evaluate each administrator, after receiving recommendations from the appropriate commissions or councils, and submit a written report of the completed evaluations to the governor and the appropriate commissions or councils, annually.

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 the merit system provisions of chapter 19A. The governor shall set the salary of the division administrators within the ranges set by the general assembly.

86 Acts, ch 1245, §1202; 88 Acts, ch 1158, §95; 90 Acts, ch 1180, §3

Section amended

**601K.3 Human rights administrative-coordinating council.**

1. A human rights administrative-coordinating council composed of nine members is created within the department of human rights. The council is composed of the director, who shall act as the chairperson of the council, and 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, clerical, recordkeeping, and administrative support functions.

- b. Develop cooperative arrangements and shared services among 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 director regarding actions by and for the department.

- f. Establish goals and objectives for the department.

86 Acts, ch 1245, §1203; 88 Acts, ch 1277, §28; 90 Acts, ch 1180, §4

Section amended

**601K.4 Definitions.**

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

1. "Department" means the department of human rights.

2. "Department director" means the director of the department of human rights.

86 Acts, ch 1245, §1204; 90 Acts, ch 1180, §5

Subsection 2 amended

**601K.5 Reserved.**

**601K.6 Confidentiality of individual client advocacy records.**

1. For purposes of this section, unless the context otherwise requires:

- a. "Advocacy services" means services in which a department staff member writes or speaks in support of a client or a client's cause or refers a person to another service to help alleviate or solve a problem.

- b. "Individual client advocacy records" means those files or records which pertain to problems divulged by a client to the department or any related papers or records which are released to the department about a client for the purpose of assisting the client.

2. Information pertaining to clients receiving advocacy services shall be held confidential, including but not limited to the following:

- a. Names and addresses of clients receiving advocacy services.

- b. Information about a client reported on the initial advocacy intake form and all documents, information, or other material relating to the advocacy issues or to the client which could identify the client, or divulge information about the client.

- c. Information concerning the social or economic conditions or circumstances of particular clients who are receiving or have received advocacy services.

- d. Department or division evaluations of information about a person seeking or receiving advocacy services.

- e. Medical or psychiatric data, including diagnoses and past histories of disease or disability, concerning a person seeking or receiving advocacy services.

f. Legal data, including records which represent or constitute the work product of an attorney, which are related to a person seeking or receiving advocacy services.

3. Information described in subsection 2 shall not be disclosed or used by any person or agency except for purposes of administration of advocacy services, and shall not be disclosed to or used by a person or agency outside the department except upon consent of the client as evidenced by a signed release.

4. This section does not restrict the disclosure or use of information regarding the cost, purpose, number of clients served or assisted, and results of an advocacy program administered by the department, and other general and statistical information, so long as the information does not identify particular clients or persons provided with advocacy services.

88 Acts, ch 1106, §1

601K.7 through 601K.10 Reserved.

#### SUBCHAPTER 4

##### DIVISION ON THE STATUS OF WOMEN

###### 601K.51 Definitions.

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

1. "Commission" means the commission on the status of women.

2. "Division" means the division on the status of women of the department of human rights.

3. "Administrator" means the administrator of the division on the status of women of the department of human rights.

86 Acts, ch 1245, §1221; 87 Acts, ch 115, §72

###### 601K.52 Commission created.

The commission on the status of women is created, composed of thirteen members as follows:

1. Four members of the general assembly serving as ex officio nonvoting members, one to be appointed by the speaker of the house from the membership of the house, one to be appointed by the minority leader of the house from the membership of the house, one to be appointed by the president of the senate, after consultation with the majority leader of the senate, from the membership of the senate, and one to be appointed by the minority leader of the senate, after consultation with the president of the senate, from the membership of the senate.

2. Nine members to be appointed by the governor representing a cross section of the citizens of the state, subject to confirmation by the senate.

No more than a simple majority of the commission shall be of the same political party. The members of the commission shall elect one of its members to serve as chairperson of the commission.

86 Acts, ch 1245, §1222; 88 Acts, ch 1150, §2; 90 Acts, ch 1223, §30

Appointments by senate majority or minority leader remain in effect until expiration of term; 90 Acts, ch 1223, §32

1990 amendment to subsection 1 effective January 14, 1991; 90 Acts, ch 1223, §33

Subsection 1 amended

###### 601K.53 Term of office.

Four of the members appointed to the initial commission shall be designated by the governor to serve two-year terms, and five shall be designated by the governor to serve four-year terms. The legislative members of the commission shall be appointed to four-year terms of office, two of which shall expire every two years unless sooner terminated by a commission member ceasing to be a member of the general assembly. Succeeding appointments shall be for a term of four years. Vacancies in the membership shall be filled for the unexpired term in the same manner as the original appointment.

86 Acts, ch 1245, §1223; 88 Acts, ch 1150, §3

###### 601K.54 Meetings of the commission.

The commission shall meet at least six 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 receive a per diem as specified in section 7E.6 and be reimbursed for actual expenses while engaged in their official duties. Legislative members of the commission shall receive payment pursuant to sections 2.10 and 2.12.

86 Acts, ch 1245, §1224; 88 Acts, ch 1150, §4; 90 Acts, ch 1256, §52

Section amended

###### 601K.55 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.

86 Acts, ch 1245, §1225

**601K.56 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.

86 Acts, ch 1245, §1226

**601K.57 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.

86 Acts, ch 1245, §1227

**601K.58 Additional authority.**

The commission may:

1. Do all things necessary, proper, and expedient in accomplishing the duties listed in section 601K.57 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.55.
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.

86 Acts, ch 1245, §1228

**601K.59 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.

86 Acts, ch 1245, §1229

**601K.60 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 desirable, including recommendations for legislative consideration and other action it deems necessary.

86 Acts, ch 1245, §1230

**601K.61 through 601K.70 Reserved.**



