



Iowa Commission
on the
Status of Women

20th Annual Report

State of Iowa
Department of Human Rights

February 1, 1992



Printed on
Recycled Paper



February 1, 1992

The Honorable Terry Branstad
Members of the 74th General Assembly
State Capitol Building
Des Moines, IA 50319

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

As you read this annual report of the Iowa Commission on the Status of Women, remember that the actions, events, and positions cited are an attempt to see the needs of women in our state and to address those needs.

As a Commission we are proud of our history, in an advocacy role, which now spans 20 years. We make decisions regarding our Commission and advocate for women by using our resources of people, education, money and programs. We sustain a network that helps women survive, develop skills and achieve equality, whether working in the labor force, at home, as volunteers, or in decision-making positions.

We strive to be accountable, as we balance our mission, between the needs of women and the resources of our Commission. We are thankful for our staff who implement the policy that is determined by Commission members.

We thank Governor Branstad and members of the General Assembly for the way you help us impact systems so that together we provide the connection which allows (requires) the development of programs and actions that meet the changing needs and problems of Iowa's Women in the economic, political and social life of our state.

Sincerely,

Naomi Christensen

Naomi Christensen, Chairperson
Iowa Commission on the Status of Women

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1991-92 CITIZEN COMMISSIONERS

<u>Commissioner</u>	<u>Community</u>	<u>Term Expires</u>
Naomi Christensen	Hastings	April 30, 1992
Ruth Holtan	Forest City	April 30, 1994
Mignon Manelli	Ames	April 30, 1994
Michael Montgomery	Knoxville	April 30, 1992
Tom Morain	Ames	April 30, 1994
Mark Snell	Clear Lake	April 30, 1992
Diana Stewart	Oelwein	April 30, 1992
George Stigler	Waterloo	April 30, 1992
Mary Wiberg	Ankeny	April 30, 1994
Almo Hawkins, ex officio	DHR Director	

1991-92 LEGISLATIVE COMMISSIONERS (ex officio)

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

**COMMITTEES OF THE
IOWA COMMISSION ON THE STATUS OF WOMEN
1991-92**

Executive Committee

Naomi Christensen, Chair
Mary Wiberg, Vice Chair
Michael Montgomery, Treasurer

Nominating

Ruth Holtan, Chair
Mark Snell
George Stigler

Finance

Michael Montgomery, Chair
Jean Lloyd-Jones
George Stigler

Hall of Fame

Mary Wiberg, Chair
Mark Snell
George Stigler
Donna Furleigh
Margo Underwood

Public Information

Mignon Manelli, Chair
Ron Corbett
Tom Morain
Paul Pate

Program and Planning

Tom Morain, Chair
Ron Corbett
Ruth Holtan
Mignon Manelli
Mary Neuhauser
Diana Stewart

Legislative

Michael Montgomery, Chair
Ruth Holtan
Jean Lloyd-Jones
Paul Pate
Mary Neuhauser
Mark Snell
Mary Wiberg

20th Anniversary

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 by the Commission and Governor Branstad in February, 1985. On July 1, 1986, she was appointed by the Governor, and confirmed by the Senate, as the Administrator of the Division on the Status of Women within the Department of Human Rights. In 1991 she was reappointed as Division Administrator by the Governor and confirmed by the Senate.

Ellen Failor assumed the position of Administrative Assistant II in October, 1990.

Jane Schockemoehl, Program Planner II, has been the Employment Project Coordinator since July, 1989.

Patrice K. Beam, Program Planner II, has served as the Coordinator of Publications and Special Projects since November, 1989.

TEMPORARY STAFF

The Green Thumb Project, a federally funded program which helps develop work opportunities for older Americans, has paid salaries for part-time clerical support. Helen Jones served the ICSW January through June, and Maxine Harrison provided part-time clerical support to the ICSW in September and October thanks to the Green Thumb program.

Mike Greving from Elk Horn, a student at the Des Moines Area Community College serving an internship with Senator Jean Lloyd-Jones, assisted office staff during the spring semester in expanding the resource files.

1991 ACCOMPLISHMENTS
IOWA COMMISSION ON THE STATUS OF WOMEN

PROGRAMS AND PROJECTS

LEGISLATIVE ACTIVITIES

Advocated legislation relative to the ICSW's 1991 Proposals to the Governor and the General Assembly. (See 1991 Legislative Summary.)

Testified before the State Government Subcommittee in support of confidentiality for victims of sexual assault prior to indictment of alleged perpetrator.

Testified before Department of Education in support of inclusiveness in rules pertaining to implementation of the State's standards for vocational education.

Provided information to Women's Bureau, U.S. Department of Labor, on the Iowa General Assembly's Resolution urging Congress to ratify the United Nations Convention to Eliminate All Forms of Discrimination Against Women (CEDAW) and on national CEDAW Committee's efforts. Supported U.S. House Resolution 116 urging the Senate and the President to ratify CEDAW.

Promoted and scheduled testimony in a public hearing on September 5 encouraging women of Iowa to address issues, changing needs, and problems. Adopted Proposals to the Governor and the General Assembly for 1992 with recommendations for new programs and/or constructive action. (See 1992 Proposals.)

Supported federal legislation on the Family and Medical Leave Act and funding for displaced homemakers assistance.

IOWA WOMEN'S HALL OF FAME

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.

The seventeenth annual Iowa Women's Hall of Fame was held in Des Moines on Wednesday, August 28, 1991 at the State Historical Building.

It was held in conjunction with Women's Equality Day, August 26th, which commemorates the day in 1920 when American women first received the vote.

Awards were presented to the recipients by Governor Terry Branstad, Lt. Governor Joy Corning, Naomi Christensen, chair of the Commission, and Mary Wiberg, commissioner and chair of the Hall of Fame Selection Committee. This year's Hall of Fame committee was composed of Mark Snell, ICSW commissioner; George Lee Stigler, District Court Judge and ICSW commissioner; Donna Furleigh; and Margo Underwood.

The honorees represent a wide range of interests and accomplishments including education, volunteerism, science and museum development. They have made extraordinary contributions in their various fields. Brief biographical sketches follow.

Born in Clayton, Iowa in 1878, **MABEL LOSSING JONES** spent 42 years as a teacher and administrator in India. A graduate of Upper Iowa University, she was appointed by the Methodist Episcopal Church mission schools to a girls' school in Khandwa. Within a year she became its principal. A few years later she was sent to Isabella Thobrun College, the first college for women in India. It was here that she met and married Dr. E. Stanley Jones, also a missionary. Her next move was to Sitapur where she became superintendent of six schools including a boarding school for Christian boys.

It was the boys' school which eventually became the focus of Mabel Jones' work in India and on into retirement. She was responsible for introducing women teachers into the school, at a time in India when women were not considered qualified to teach boys. Thanks to her leadership other schools throughout India followed suit. Mabel Jones mastered the Hindi and Urdu languages and script. She served with 10 Hindu and 10 Muslim males as the only non-Indian, Christian woman elected to the Sitapur administrative body, a position she held for nearly 20 years.

Because of health considerations, Mabel Jones retired in 1945. However, she continued to seek scholarships for students to the Sitapur Boys Boarding School and at age 90 was still raising enough scholarship funds to send 600 boys to school. She died in 1978.

MARY LOUISA DUNCAN PUTNAM's primary contribution was the work she did for the development of the Davenport Academy of Sciences. She became involved with the Academy in 1868 and was its first woman member, later becoming its president.

To make known the findings of the Academy's scientists and its growing collection of artifacts, Putnam organized the Ladies Centennial Committee which raised money and published the first *Proceedings of the Academy*. These proceedings achieved worldwide circulation and the accomplishment was called a "unique enterprise for women."

Through Putnam's efforts, the first Academy of Science building was constructed. Highly committed to public education she established natural history programs for children and adults at the Academy. In 1902 Putnam was made a fellow of the American Association for the Advancement of Science, the highest honor that organization bestowed on anyone at the time. Devoted to family, Putnam bore 11 children, 8 of whom survived to maturity. Several grew up to become professionals and three formed a direct, scholarly association with the Academy, including her son, William Clement Putnam, who left an endowment which assured the financial future of the Academy. When she died in 1903, Mary Louisa Putnam also left a trust for the continued publication and distribution of the *Proceedings*. Today, the Davenport Academy of Sciences serves the Quad-Cities community and the state of Iowa as the Putnam Museum of History and Natural Science.

Throughout her life Marilyn E. Staples has worked continuously as a volunteer to improve the quality of life for Iowans. Her thorough research and unrelenting advocacy have focused on issues of housing, human needs, government, education and the land. She has frequently worked to support causes that were unpopular, but which had far-reaching and beneficial consequences. As president of the Des Moines Housing Council, Staples has been effective in such programs as homesteading, housing for low-income families, and a tool-lending library. She has served on the Polk-Des Moines Taxpayers Association Board; Grand View College Board of Trustees; Des Moines Planning and Zoning Commission; Polk County Land Use Advisory Committee; Greater Des Moines Chamber of Commerce Federation Board; Iowa Post-Secondary Education Coordinating Council; and numerous other boards and committees.

Staples has been president of the League of Women Voters of Metropolitan Des Moines and has chaired widely-distributed background studies on governmental, health services, human resources, natural resources and housing issues. She co-drafted county charter legislation which was enacted in 1988 and helped spearhead the successful drive to establish a Charter Commission in Polk County. This Commission, the first in Iowa, may well provide a model for other counties as it studies possibilities for restructuring county government and finance.

LOIS HATTERY TIFFANY has had a professional career as a professor and administrator, earning an impressive array of awards and honors for her teaching, advising, and service leadership while at Iowa State University. Her field is mycology (the science of fungi) and her research publications (numbering over 65) and recognition at state and national levels attest to the excellence of her contributions.

She served as a role model in ISU's Women in Science and Engineering pilot project to visit junior and senior high school science classes and encourage young women to study math and science and to consider careers in those fields. She cosponsors the Botany Club, one of the most active departmental organizations on the ISU campus.

Known by the general public as the "Mushroom Lady," Tiffany shares her knowledge of fungi, including edible and non-edible mushrooms, with citizens of all ages and backgrounds. Tiffany has received a number of awards including: the first recipient of the annual Mycological Society of America "W.H. Weston, Jr. Award" for Teaching Excellence in Mycology; Distinguished Iowa Scientist Award, Iowa Academy of Science; and the first recipient of the Governor's Medal for Science Teaching.

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. Past recipients were Sue Follon, Governor Robert Ray, Mary Louise Smith, Patricia Geadelmann, Minnette Doderer, and Lonabelle Kaplan "Kappie" Spencer. No medal was awarded in 1991.

EMPLOYMENT PROJECT

The Employment Project of the ICSW is funded by state appropriation and by occasional grants to conduct various employment related programs to assist women statewide.

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 the 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 in targeted areas and movement into private industry in 1990.

From July 1, 1988 to December 31, 1991, 95 mentor-participant matches were made. Twenty matches are currently active in state government in targeted areas in the state of Iowa.

The first training outside of Polk County was held in the Siouxland area. In September 1990, the mentor program continued its expansion by developing a mentor program and conducting mentor training at the Glenwood State Hospital School. Fifty-four mentor-participant matches were made from September 1990 to September 1991.

The private sector expansion efforts began in 1990. Four companies, Pioneer Hi-Bred International, Inc.; American Republic Insurance Company; Meredith Corporation; and Principal Financial Group were targeted for mentor program development for new employees.

Pioneer Hi-Bred continues development efforts for a new employee mentor program with consultation assistance from the Employment Project Coordinator. Principal Financial Group decided to develop a mentoring program for middle management employees with the ICSW providing consultation. American Republic Insurance Company completed the development of their mentoring program with three employees trained and in the process of being matched.

Program development work also continues with the Department of Transportation for their "Partners Program." This program is being tailored after the ICSW mentor program. Implementation of the Partners Program will occur in two districts in 1992, with an eventual statewide focus.

In August 1990, the State of Iowa Volunteer Mentor program was chosen as one of eight finalists for the Council of State Government Innovations awards. The award was presented to the Governor and the Employment Project Coordinator at a state dinner in Newport, RI on December 11, 1991.

Volunteer Mentor Advisory Board members included Gloria Conrad, Dept of Human Services; Minnie Mallard, Dept. of Elder Affairs; Jan Scott, Dept of Employment Services; Bobbie Finch, Governor's Office of Volunteers; Judy Chambers, Dept. of Education; Eloise Lietzow, Dept. of Human Rights; Vallery Jamison, CIETC/JTPA; Nancy Webb, Dept. of Transportation; Sue Wehrman, Dept. of General Services; Marilyn Myers, Dept. of Personnel; Dianne Milobar, Dept of Economic Development; and Gayla Craven, Dept of Personnel.

The Jobs Clearinghouse Project began operations at the ICSW office on January 2, 1990. It operates as an identification and listings resource for employment opportunities for women. It also acts as a recruitment resource for private sector businesses and public agencies. It has served 457 women and men from January 1990 to January 1992.

Nontraditional Occupations Video Project. The ICSW employment project was awarded a \$14,000 sex equity grant by the Department of Education through the Carl Perkins Vocational Education Act and a \$2,000 grant through the Women's Bureau, U.S. Department of Labor. The grants will fund the development and production of a nontraditional occupations video for girls and women. The video will extend the thrust of the career day for 8th grade girls to school districts statewide. It will also target low income women in displaced homemaker programs, Promise Jobs and Job Training Partnership Act assessment and training programs.

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. The ICSW has promoted observances of Women's History Month by groups and organizations statewide, and through its Write Women Back Into History Essay Contest.

WRITE WOMEN BACK INTO HISTORY

In 1991 the seventh 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 educators, journalists, and community leaders. Each finalist received a certificate signed by the Governor. Six winners, selected from the classroom finalists, and their families and teachers attended an awards ceremony at the State Capitol. An additional winner was recognized by the Edith Murphy Sackett Award. 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.

PUBLICATIONS AND OTHER RESOURCES

The ICSW published its bimonthly newsletter, the *IoWoman*, the scheduled six times in 1991. Two of these issues were funded by the Friends of the ICSW. This publication informs Iowans of state and federal legislation, government appointments, and state and national activities relevant to the status of women. The mailing list circulation of the *IoWoman* in 1991 was approximately 5000.

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
Sexual Harassment: Its Against the Law
The Feminization of Poverty. . .Is This Happening In Iowa?
Title IX: Questions and Answers
Targeted Small Business (referral information)
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
rural hearings (Emmetsburg and Atlantic)
The Feminization of Poverty. . . Is This Happening in Iowa?
(1/2" VHS and 3/4" videotape), 1984. 40 minutes
Partners in Change -Tape on Displaced Homemakers
(1/2" VHS) 1989
Equal Coverage, Equal Cost: Ending Sex Discrimination
in Insurance (1/2" VHS) 1989
One Fine Day - "A Celebration of the American Woman from the
18th Century to the Present" (1/2" VHS) 1984
Making Points (Examines sexual stereotyping for adolescents)
(1/2" VHS) 1987

RESOURCES

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

Affirmative Action	Female Offender
Acquaintance Rape	Feminization of Poverty
Child Care	Health Care
Comparable Worth	Homeless Persons
Credit and Finance	Law

Day Care
Displaced Homemakers
Divorce
Domestic Violence
Education
Employment
Equal Rights Amendment

Minority Women
Non-gender Insurance
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 200 calls per month during 1991.

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.

ROSTER OF QUALIFIED WOMEN - APPOINTMENTS TO BOARDS/COMMISSIONS

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 1991 this project was updated and now includes the names of approximately 275 women.

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 1991, the Directory was continually being expanded and updated; approximately 5000 persons are in the database, representing advocates on some 25,000 issues.

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.

ON-GOING RESPONSIBILITIES

Responded to requests for assistance and for publications from 3078 individuals and organizations. Provided information and/or referral on issues including the ratification of the Equal Rights Amendment to the Iowa Constitution, pregnancy leave, family and medical leave, gender balance on boards and commissions, marriage rights, divorce, child support, domestic violence, sexual assault, sexual harassment, housing discrimination, employment issues including sex and age discrimination, pay equity, credit, small business, health, access to education, and displaced homemakers. Provided information on the 19th Amendment Society seeking to restore the childhood home of Carrie Lane Chapman Catt.

Advocated consideration of gender by the Governor in judicial appointments for District 1A and District 5 and by the Judicial Nominating Commission in the 5th District.

Testified at the Equality in the Courts Task Force public hearing in Waterloo by George Stigler and in Des Moines by Charlotte Nelson. Advocated for women seeking legal counsel and referred them to the Equality in the Courts Task Force.

Nominated persons for the Community College Accreditation Advisory Committee. Pursued with Department of Employment Services ways of collecting data on employed women in Iowa including wage disparity. Alerted Department of Transportation to contractor's use of "men working" signs at a work area on I-235.

Explored with Women's Bureau funding for a project to introduce women workers to computers.

Edited and provided for distribution six issues of 4800 copies of the IoWoman newsletter.

Interviewed by print or radio media on a variety of issues including the Equal Rights Amendment, the Iowa Women's Hall of Fame, education and employment, women in executive positions and the glass ceiling, family and medical leave, census trends of older women living alone in rural Iowa, the impact of state employee layoffs on women and former AFDC recipients, sexual assault, increase in reported cases of domestic abuse, sex equity in education, women in legislature, sexual harassment, Johnson Controls Supreme Court Decision, confidentiality for rape victims, displaced homemakers, How to Get Your Bearings. How to Get a Job and other ICSW publications, and Women's History Month. Five one-hour programs on KUCB in Des Moines May 6-10 focused on sexual assault, domestic violence, Iowa Women's Hall of Fame, education and employment issues, and the ICSW in general.

Interviewed by television media: 1) January 9 on the Mary Brubaker Show (KCCI) discussing displaced homemakers by Charlotte Nelson and Judy Conlin, author of How to Get Your Bearings. How to Get a Job.; 2) KGAN forum for high school students in Marion County, represented by Fern Fackler; and 3) KIMT Newsmaker Show in Mason City, represented by Ruth Holtan and Mark Snell.

Supported in writing grant proposals: Department of Education to the Women's Educational Equity Act program to fund a research project in Iowa to improve the state of women and girls; Department of Public Health to the Family and Community Health Division to fund a cooperative agreement with the Center for Disease Control for the early detection and control of breast and cervical cancer; and to the Department for the Blind to Independent Living Services for older blind individuals.

Met June 18 with Ms. Komeiji, Supervisor of the Youth and Women's Division of Yamanashi Prefecture in Japan to discuss women's issues.

Met September 5 with Marie-Christine Vergiat of France, Deputy Secretary General to the Socialist Group, National Assembly, for coordination between parliamentarians and aides; Senior Aid for Family, Cultural and Labor/Social Affairs to discuss women's issues.

Met December 13 with Emmanuele d'Achon, First Secretary at the French Embassy in Washington, D.C.; she and her husband were escorted by Senator Bill Dieleman of Pella. Discussed women's issues.

INTERAGENCY TASK FORCES

Affirmative Action Task Force
American Society for Public Administration
Breast and Cervical Cancer Control Coalition
Central Iowa Artisans Network
Dept. of Human Rights Administrative Coordinating Council
Employee Handbook Committee
Martin Luther King Birthday Celebration Committee
Savings Bonds Committee
Strategic Automation/Communication Planning Project
Unsung Hero Award Committee
Friends of the Iowa Commission on the Status of Women Board of Dir.
Friends of the Iowa Commission on the Status of Women Advisory Board
Human Needs Advocates
Iowa Juvenile Home Advisory Board
Iowa Quality Government Team
Leadership Iowa
Job Placement Network
Maternal and Child Health Advisory Committee
Mentor Advisory Board
National Displaced Homemakers Network Region 7 Conference Committee
National 19th Amendment Society Advisory Board
Polk County Welfare to Employment Oversight Committee
Promise Jobs Coordinating Council
Sex Equity Council, Department of Education Target Alliance
Transportation for Rural Employed Women Advisory Committee
UNA-USA Iowa Division Ad Hoc Committee on Women
Welfare Reform Council
Welfare Reform Work Group

SPECIAL EVENTS/CONFERENCES

Throughout the year, presentations were made on the Commission and issues for women to various groups and organizations including the Des Moines-Ames Broadcasters Association, Women's History Day in Red Oak, Iowa Civil Rights Commission professional staff, Drake Human Relations classes, U.S. West Women, Women in Communications, Professional Women

in Transportation, regional EEO officers of state employment services departments, Promise Jobs statewide coordinators conference, East High School in Des Moines, Federally Employed Women Carrie Chapman Catt Chapter in Ankeny, Broadlawns Adult Day Treatment Program, receptions in Carroll and in Cedar Falls for Friends of the ICSW, and Nexus Breakfast Club in Des Moines.

"Heidi Chronicles" at Iowa State University on February 19-20. Presented a display of materials. Represented by Mignon Manelli, Charlotte Nelson and Patrice Beam.

"In Celebration of Women" Week at Drake University. Presented a display of materials. Represented in panel on feminism by Charlotte Nelson on March 7.

Cosponsored lecture on the "Women's Suffrage Movement" by Louise Noun on March 12 at the Des Moines Public Library. Represented by Charlotte Nelson and Patrice Beam.

UNA-USA "Women Hold Up Half the Sky" meeting in Washington on March 16, 1991. Presented a display of materials. Represented by Mary Neuhauser.

UNA-USA "Women Hold Up Half the Sky" meeting in Charles City on April 9, 1991. Presented a display of material. Represented by Mark Snell.

UNA-USA "Women Hold Up Half the Sky" meeting in Cedar Rapids on April 9, 1991. Presented a display of material. Represented by Nancylee Ziese and Joyce Nielsen.

Business and Professional Women meeting in Toledo on April 20. Presentation on Equal Rights Amendment represented by Harlietta Helland.

Judged the Miss Handicapped Iowa contest April 20 by Ellen Failor.

Heartland Area Education Agency 11 Resource Fair in Des Moines on April 24, 1991. Presented a display of materials.

Cosponsored "Women You Know or Would Like to Meet" reception in Des Moines. Represented by Charlotte Nelson, Patrice Beam, Jane Schockemoehl, and Ellen Failor.

Facilitated development of ERA Iowa 1992 on May 1. Represented by Naomi Christensen, Jean Lloyd-Jones, Charlotte Nelson, Jane Schockemoehl, and Ellen Failor.

Ten-State Women's Conference in Jackson, Wyoming, on May 16-18, 1991. Represented by Naomi Christensen.

Cosponsored Minority and Women Business Expo in Des Moines on May 7. Represented by Jane Schockemoehl.

Governor's Planning and Policy Conference in Ankeny on June 27, 1991. Represented by Charlotte Nelson, Jane Schockemoehl, and Ellen Failor.

National Association of Commissions on Women annual convention in Detroit, Michigan, on August 15-18, 1991. Represented by Naomi Christensen, Mary Wiberg, and Charlotte Nelson.

Iowa Civil Rights Commission Conference, "Unlocking Doors with Fair Housing" in Des Moines on August 29, 1991. Represented by Charlotte Nelson.

Iowa Woman '91 conference in West Des Moines on September 6, 1991. Presented a display of materials. Represented by Ruth Holtan, Charlotte Nelson, Jane Schockemoehl, Patrice Beam and Ellen Failor.

UNA-USA "Women Hold Up Half the Sky" meeting in Sheldon on September 7, 1991. Presented a display of materials. Represented by Marilyn Murphy.

League of Women Voters Briefing in Mount Vernon on September 21. Represented by Charlotte Nelson.

Tri-State Women's Business Conference in Sioux City on October 9, 1991. Presented a display of materials.

Video Conference "Breaking the Glass Ceiling" at Drake University in Des Moines on November 6, 1991. Represented by Charlotte Nelson.

Cosponsored The Way Up IX Conference "Women of the 90s: Our Many Voices" in Des Moines on November 7-8, 1991. Represented by Charlotte Nelson.

American Association of University Women's Gender Equity Workshop in Marshalltown on November 9. Presented a display of materials. Represented by Mary Wiberg and Charlotte Nelson.

Target Alliance Conference: Advancing the Workforce Agenda in Des Moines on November 19, 1991. Represented by Charlotte Nelson and Jane Schockemoehl.

Council of State Governments annual meeting in Newport, Rhode Island, on December 7-10, 1991. Innovations Award accepted by Jane Schockemoehl.

CONTRACTUAL AGREEMENTS

In order to accomplish outreach and to serve the needs of special populations of women, the ICSW contracted during 1991 for the following:

DISPLACED HOMEMAKERS 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 fiscal year 1991 the ICSW administered \$140,000 and for fiscal year 1992 administered \$125,775 in state fund appropriations 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. Reports from programs in grants during fiscal year 1991 showed a total of 1464 persons served.

For fiscal year 1992, ten applications were received from the twenty-one groups located statewide. In July, 1991, the seven-member Displaced Homemaker Advisory Committee recommended ten grants be awarded to:

Project Self-Support, DMACC, Boone and Carroll
Transition Retreat, Southwestern Community College, Creston
A New Leaf, Eastern Iowa Community College District, Davenport
Homes of Oakridge, Des Moines
One's Self Actualizing and Communications Skills (OSACS), Des Moines
Yes, You Can; Iowa Lakes Community College, Estherville
Transitions to Success, Indian Hills Community College, Ottumwa
Women Aware, Sioux City
New Directions, Hawkeye Institute of Technology, Waterloo
New Directions, Southeastern Community College, West Burlington

Advisory Committee members included Judy Conlin, Chair, Denise Hotopp, Tom Slater, Jean Berry, Barb Ettleson, Lyle Krewson, and Mary Wiberg.

ISSUES OF VIOLENCE AGAINST WOMEN

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 fiscal year 1991, the ICSW administered state fund appropriations of \$8,200 each to ICADV and IowaCASA to provide training to community

professionals and service providers on issues of domestic violence and sexual assault; \$7,000 to each agency to provide training to criminal justice personnel on the issues of domestic violence and sexual assault; as well as \$5,250 to each agency to provide educational information to the general public on issues of domestic violence and sexual assault.

For fiscal year 1992, the ICSW administered state fund appropriations of \$9,900 to ICADV to provide training to community professionals and to service providers as well as \$9,450 to provide training to the criminal justice system personnel and the general public on issues of domestic violence; and \$9,675 to IowaCASA to provide training to professional and community service providers as well as \$9,675 to provide public education on issues of sexual assault.

Dianne Fagner is the full-time ICADV executive director, and Marcia Nichols is the part-time secretary. Beth Barnhill is the full-time IowaCASA executive director, and Margie Schaffner is the part-time secretary.

CHOICES: MAKING YOUR DREAMS COME TRUE

On January 19, 1991, the ICSW offered a nontraditional career opportunities conference to 129 eighth grade young women, parents and educators in Polk County, which was sponsored in conjunction with the Des Moines Public Schools and funded by a Carl Perkins Vocational Education grant, Iowa Labor Management Council, Pioneer, Principal, Casey's, and in-kind services from the Des Moines schools and the Des Moines Register.

Besides informing young women about the increasing opportunities available in nontraditional careers and promoting vocational training and apprenticeship programs leading to higher paying jobs, the conference informed young women about taking education seriously and the importance of math and science in preparing for the world of work. Speakers were successful women role models in nontraditional careers who informed about employment trends and future jobs in demand as well as providing techniques for building positive self-esteem.

This project was coordinated under contract with Alicia P. Claypool of Claypool and Associates.

NONTRADITIONAL JOBS VIDEO

See **Employment Project** - page 8. Project administered by Employment Project Coordinator with contract to Kent Newman of Full Spectrum Productions.

1991 LEGISLATIVE SUMMARY

Legislation enacted by the 1991 Session of the 74th General Assembly included the following bills which have special impact on women:

RESOLUTIONS OF SIGNIFICANCE TO WOMEN

- * Senate Joint Resolution 1: Amendment to the Constitution to guarantee equality of rights of men and women under the law. To voters in 11/92.
- * House Concurrent Resolution 15: Urges Congress to ratify the U.N. Convention on Elimination of All Forms of Discrimination Against Women. Passed House and Senate.
- * House Resolution 15: Support Vietnam Women's Memorial Project and honors female Vietnam era veterans. Laid Over.

LEGISLATION SIGNED BY GOVERNOR BRANSTAD

- * Criminalizes sexual exploitation of clients by counselors or therapists. SF 2
- * Establishment/licensure of elder family homes. SF 10
- * Income eligibility level on indigent obstetrical/newborn care costs. SF 115
- * Delete requirement for personal identifying info in collection of domestic abuse reports. SF 180
- * Licensing of marital/family therapists, mental health counselors. SF 193
- * Changing definition of targeted small business. SF 257.
- * Increased funding for domestic violence and sexual assault; revenues from court costs and fees and income tax check off; enhanced penalties for domestic abuse; required treatment for batterers; allows victims to seek a protection order through "pro se;" domestic abuse protocol by hospitals; information about domestic abuse in schools curricula; etc. SF 444
- * Restructuring of codified provisions relating to dependent adult abuse; providing penalties. SF 455
- * Moves the Iowa Commission for Children, Youth and Families to the Department of Human Services and eliminates division administrator. SF 479
- * Appropriates \$170,358 to the Iowa Commission on the Status of Women; \$130,000 displaced homemaker programs; and \$44,000 training in sexual assault and domestic violence (prior to across the board cuts). SF 529
- * Payment of pension benefits to surviving spouses under Chapters 97A, 410, 411 retirement systems; providing retroactive dates. HF 5
- * Prohibits private club expense deductions for individual/corporate state income tax purposes if the club restricts membership. HF 417

- * Requirements for child day care facilities operated in school building in which child day care is an adjunct to primary purpose of building and providing effective date. HF 500
- * Funding/maintenance of certain local civil rights commissions. HF 505
- * Informational requirements of child support recovery unit; receipt and disbursement of child support payments; study of feasibility of suspension, revocation, or denial of license of persons delinquent in child support. HF 558
- * Prohibits unfair or discriminatory practices in housing and real estate, providing civil remedies and a criminal penalty. HF 656
- * Health insurance reforms by limiting small group premium rating practices, increasing access to affordable basic benefits health insurance, and authorizing certain premium credits and tax exemptions for qualifying health insurance plans and insured. HF 688

LEGISLATION INTRODUCED AFFECTING THE STATUS OF WOMEN IN IOWA

- * Law enforcement training course for part-time law enforcement officers. SF 119. Passed Senate. Judiciary & Law Enforcement Subcommittee in House.
- * Providing income tax exemption for payments received by persons providing in-home health-related care services to related individuals, and providing retroactive applicability date. SF 176. Passed Senate. Ways & Means Committee in House.
- * Immunity from liability for volunteers. SF 245. Passed Senate. Referred to Judiciary & Law Enforcement Committee in House. ICSW Supported.
- * Prohibit sexual harassment of state employees, of persons in care/custody of state employee or institution, and of persons attending a state educational institution. SF 316. Laid over. ICSW Supported.
- * Enforcement of child custody and visitation orders. SF 450. Referred to Judiciary Committee in Senate.
- * Enforcement of civil rights law, individual rights, establishing penalties. SF 475. Judiciary Committee in Senate.
- * Inadmissibility of evidence pertaining to manner of dress of alleged victim of sexual abuse in a criminal case. HF 13. ICSW Supported. Referred to Judiciary and Law Enforcement Committee in the House.
- * Issuance of preliminary injunction in actions for dissolution of marriage, annulment, separate maintenance. HF 17. Passed House. ICSW Supported. Referred to Judiciary Subcommittee.
- * Parental leaves of absence from employment by providing availability of the leaves for employees of the state and by establishing tax deduction for a business which causes parental leave to be available to employees and providing retroactive applicability. HF 121. ICSW Supported. Referred to State Government Subcommittee.

- * Family leave for state employees. HF 122. ICSW Supported. Referred to State Government Subcommittee.
- * Human growth and development. HF 279. Referred to Education Subcommittee.
- * Establishment of Iowa universal health insurance plan; providing effective date. HF 329. Referred to Appropriations Subcommittee.
- * Gender balance in appointment of city/county boards; commissions, committees, multimember appointive bodies. HF 469. Passed House. ICSW Supported. Referred in Senate to Local Government Committee.
- * Confidentiality of victim-identifying information in cases of sexual abuse. HF 615. Passed in House. Failed twice in Senate. ICSW Supported.
- * Senate Study Bill 13: Act to establish Iowa crafts commission and Iowa crafts program. Referred to Small Business and Economic Development Committee. ICSW Supported.

PROPOSALS for 1992

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. Meeting needs and creating an environment of equality for women in our state will benefit all citizens of Iowa.

As its top priority, the Iowa Commission on the Status of Women proactively encourages the citizens of Iowa to vote for the Equal Rights Amendment to the Iowa Constitution in November 1992 (as it was passed in the 1989 Session of the 73rd General Assembly and the 1991 Session of the 74th General Assembly). The amendment would add the underlined words as follows:

Rights of Persons. Section 1. All men and women are created free and equal and have certain inalienable rights--among which are those of enjoying and defending life and liberty, acquiring, possessing and protecting property, and pursuing and obtaining safety and happiness. Neither the State nor any of its political subdivisions shall, on the basis of gender, deny or restrict the equality of rights under the law.

ICSW Priorities for 1992

The Iowa Commission on the Status of Women has identified the following priority areas (in alphabetical order) to propose to the Governor and General Assembly for 1992:

Caregiving, including issues of financial need, training, respite care, case management, definitions and spokespersons.

Economic Opportunities, including child care, grants for displaced homemaker programs, job-protected family and medical leave, and assistance to women entrepreneurs.

Education, including monitoring implementation of the multicultural, nonsexist curriculum requirement, encouraging the study of math and science, and promoting of opportunities for women in educational administration.

Health/Nutrition, including support of such services for women as maternal and child health, family planning, mammography, and maintaining a focus on health care reform until health care coverage is accessible to all Iowans.

Insurance, including elimination of discriminatory practices on the basis of gender or marital status.

Violence Against Women, including funding for training and for programs which address issues and serve victims of domestic violence and sexual assault, mandatory training for criminal justice personnel in victim related issues, statutory changes to expand protection of victims, and the Stalker Bill.

Welfare Reform, including issues of economic assistance, services which promote self-sufficiency, and programs to prevent homelessness.

Women and Justice, including support for the Equality in the Courts Task Force, legal services for low-income, issues of child custody and child support, promotion of women in judgeships, and equity in the correctional system.

Women in Government, including gender balance on boards and commissions of political subdivisions of the state, pay equity, flexible workplace policies and opportunities for advancement for women in government employment.

Within these priority areas the ICSW endorses the following proposals, which are coded for legislative action (L), administrative action (A) and/or study (S).

CAREGIVING

The typical caregiver for dependent adults is a 57 year old woman who has been forced to terminate her employment and benefits to assume the role of family caregiver. Only Florida has more people than Iowa older than 85 years. Caregivers often do not recognize this label for themselves. Caregivers gain training only on-the-job. To address the needs of caregivers for dependent adults, the ICSW supports:

1. Support programs for caregivers, especially relative to care of
(L) disabled or elderly persons in their own homes for as long as possible.
2. State pilot program proposed by Interim Committee for financial
(L) support to caregivers.
3. Review of state tax policies to eliminate disincentives to caring for
(S) disabled or elderly people at home including income tax exemption for payments received by persons providing in-home health-related care services to related individuals (caregivers).
4. Exploration of ways to address issues of training, respite care,
(S) definitions, and spokespersons.

5. Coordination of information and service delivery systems for
(A) caregivers; exploration of means to do so via toll free phone.
6. Implementation of integrated case management programs for the frail
(A) elderly statewide.

ECONOMIC OPPORTUNITIES

Department of Employment Services statistics show that in 1990 there were 664,000 Iowa women between the ages of 16 and 65 in the labor force. Of that number 26,000 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:

1. Increased funding for displaced homemaker program grants and for
(L) evaluation of services statewide through the Iowa Commission on the Status of Women, and continued funding for JTPA-related displaced homemaker programs.
2. Legislative review of child care in Iowa with a focus on
(L) 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;
 - b. Adjusting upward the income guidelines to qualify for child care reimbursement;
 - c. Adequate compensation for child care providers, including health benefits; and
 - d. Need-based child care centers of adequate size at state educational institutions.
3. Needs-based payments and support services (including transportation
(L) and dependent care subsidies) for all JTPA participants at least until they receive their first full-month paycheck.
4. Job-protected leave for employees for the birth or adoption of a
(L) child, care for sick relatives or for their own illnesses.
5. Funding for state programs which assist women entrepreneurs.
(L)
6. Exploring tax code options such as a state targeted jobs tax credit
(S) for employers who provide child care for employees.
7. Promotion of state/federal dependent care pre-tax deductions for
(A) in-home day care, in-home nursing care, child day care, adult day care, and household services in conjunction with day care.

EDUCATION

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

1. State funding for staff and programs for educational equity,
(L) including monitoring implementation of the multicultural, nonsexist curriculum mandated by the Code and enforcement of Title IX.
2. Continuation of affirmative action programs to promote opportunities
(A) for women in educational administration.
3. Increased programming to encourage female and minority students to
(A) study math and science in secondary and post-secondary education.

HEALTH/NUTRITION

The Commission on the Status of Women supports keeping the focus on health care reform until health care coverage is accessible to all Iowans. The ICSW also supports:

1. Medicaid reimbursement rates for maternal health services which take
(L) into consideration the usual and customary rates paid by other insurers.
2. Increased funding to make Maternal and Child Health services
(L) available statewide.
3. Continuing the state contingency fund to allow the Women, Infants and
(L) Children (WIC) nutrition program to serve all eligible clients through the federal grant.
4. Continued funding to the Iowa Department of Public Health to provide
(L) transitional living services for female and male adult substance abusers following primary treatment.
5. Continued funding to make the chlamydia screening program available
(L) statewide.
6. Continued funding of the Iowa Health Data Commission, including
(L) enhancement of its ability to collect, analyze and disseminate data on severity of illness and quality measurement, including outcome measures, and beginning to analyze long-term care and ambulatory patient care data.
7. Access for low-income women without medicaid to mammography and
(L) colposcopy for screening and diagnostic purposes.
8. Increased funding for immunization of children.
(L)

9. Increased funding for family planning programs, with emphasis on
(L) education.

INSURANCE

In recognition of the needs of all persons to insure against the risks related to 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. Elimination of discriminatory practices on the basis of gender or
(L) 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.
2. Efforts of the General Assembly to address health insurance
(L) coverage for the uninsured and underinsured.

VIOLENCE AGAINST WOMEN

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

1. Increased funding for services to victims of sexual assault through
(L) local projects.
2. Increased funding for services to victims of domestic violence
(L) through local projects.
3. Continued funding for training of criminal justice personnel,
(L) community professionals, service providers and the general public in issues of domestic violence and sexual assault through the Iowa Commission on the Status of Women (contracting with the Iowa Coalition Against Domestic Violence and the Iowa Coalition Against Sexual Assault).
4. Mandatory training for criminal justice personnel in victim related
(L) issues.
5. Amendment of the Code of Iowa by creating new Section 709.4A,
(L) 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.
6. Keeping confidential names and addresses of victims of sexual assault
(L) prior to an indictment of an alleged perpetrator.

7. Increasing statute of limitations in misdemeanor offenses involving
(L) sexual exploitation by counselor or therapist.
8. Increasing statute of limitations in prosecution for child sexual
(L) abuse.
9. Expanding definition of relationships covered under domestic abuse in
(L) Chapter 236, Code of Iowa.
10. Right of victims to have an advocate in any criminal proceeding.
(L)
11. Revision of Code of Iowa to provide for admissibility of battered
(L) woman syndrome as a defense in criminal proceedings.
12. Rights of victims of sexual assault and domestic violence to
(L) confidentiality in receiving emergency and medical care, in
opposition to proposed legislation requiring health care providers
to report bodily injury.
13. Legislation to criminalize following or harassing another person and
(L) making a credible threat to cause death or serious injury (the
Stalker Bill).
14. Questioning the value/benefit to private individuals and to business
(A) of Caller ID and provision of protective measures without cost if it
is authorized.

WELFARE REFORM

To endorse efforts to reform the welfare system, particularly addressing those aspects 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 ICSW supports:

1. An increase in the amount of ADC payments; and automatic cost of
(L) living adjustments for all payment schedules under the ADC program.
2. In conjunction with continuing efforts for changes that can only be
(L) 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 and full participation in the planning and implementation of SHIP (State Human Investment Program).
3. Funding at a level which will enable the State of Iowa to draw down
(L) the maximum amount of federal JOBS funds for which the State

qualifies. These funds would be used to make available services which promote economic self-sufficiency for eligible ADC recipients, including preemployment training, job search assistance, transportation and child care.

4. Transferring a person receiving transitional Medicaid to the employer's health insurance program when the employer has open enrollment with the state paying the employee's share for the remainder of the year.
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.
6. State funding at \$1.25 million for the Emergency Assistance Program plus federal match, preventing homelessness through emergency payments of utilities and rent.

WOMEN AND JUSTICE

The ICSW supports:

1. Funding for legal services to meet the needs of low-income women.
2. Issuance of a preliminary injunction in actions for dissolution of marriage, annulment and separate maintenance.
3. Reexamination of rules of evidence pertaining to manner of dress of alleged victim of sexual abuse in a criminal case.
4. Strengthened enforcement of child support, including proposals that are consistent with the Family Support Act of 1988.
5. Funding and support for improved educational and vocational training for women throughout Iowa's correctional system. 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.
6. Continued support for the Iowa Supreme Court's Equality in the Courts Task Force.
7. 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.

8. Reexamination of rules which adversely impact women candidates for
(A) judgeships and exploration of measures to increase the number of women in judgeships.
9. Establishment of a task force to examine treatment and equity of
(A) opportunity in education and training programs for women throughout the correctional system.
10. Training for judges on the Code requirement that joint custody should
(A) not be presumed when spousal or child abuse is a factor in the marital relationship.
11. Improved procedures for enforcement of existing alimony orders.
(A)

WOMEN IN GOVERNMENT

The ICSW supports:

1. Gender balance on boards and commissions of political subdivisions of
(L) the state.
2. Development of a plan for extending a comparable worth policy to all
(L) 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 adopting comparable worth pay schedules for local government employees.
3. A requirement that credit be given for skills developed through
(A) 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.
4. A requirement that benefits for state government employees should
(A) 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.
5. Policies that promote job sharing and flex-time in state employment.
(A)
6. Monitoring the implementation of state employee pay reform on the
(A) basis of comparable worth.
7. Continued vigorous enforcement of existing affirmative action plans
(A) 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.

CHAPTER 601K

DEPARTMENT OF HUMAN RIGHTS

SUBCHAPTER 1

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- 601K.2 Appointment of department director and administrators.
- 601K.3 Human rights administrative-coordinating council.
- 601K.4 Definitions.
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- 601K.101 Emergency weatherization fund.
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SUBCHAPTER 7

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- 601K.111 Definitions.

SUBCHAPTER 3

DIVISION OF CHILDREN, YOUTH, AND FAMILIES

601K.31 through 601K.39 Repealed by 91 Acts, ch 109, § 9. SF 479 See § 217.9A.

SUBCHAPTER 4

DIVISION ON THE STATUS OF WOMEN

- 601K.51 Definitions.
- 601K.52 Commission created.
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- 601K.121 through 601K.127. Transferred by 88 Acts, ch 1277, § 31.
- 601K.128 Repeal. Repealed by 87 Acts, ch 230, § 10.
- 601K.129 and 601K.130 Reserved.

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- 601K.131 Definitions.
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- 601K.134 Administrator.
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- 601K.149 Annual report.

601K.1 Department of human rights.

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

1. Division of Latino affairs.
2. Division on the status of women.
3. Division of persons with disabilities.
4. Division of community action agencies.
5. Division of deaf services.
6. Division of criminal and juvenile justice planning.

7. Division on the status of African-Americans.

91 Acts, ch 50, §2 SF 389; 91 Acts, ch 109, §8 SF 479

Subsection 2 stricken and former subsections 3-8 renumbered as 2-7
Subsection 7 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.

