



Iowa  
Commission  
on the  
Status of Women

21st Annual Report

State of Iowa  
Department  
of Human Rights







February 1, 1993

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:

Preparation of this annual report each year reminds me of the combined hours of work that our Commissioners and Staff give on behalf of the Iowa Commission on the Status of Women.

For me it reveals that :

That our Citizen Commissioners are volunteers who give freely of their time in attending meetings and special events sponsored by the Commission, but especially in their preparation and the energy required to make informed decisions as an Advocacy Group that impacts all women in the state of Iowa.

That our effective staff spends considerable time in preparation for events; preparing resources; sharing information; speaking to a variety of groups; and making sure that content is pertinent and housekeeping details are in order. They are an important resource for both the Commissioners and the citizens of our state. I have come to the conclusion that the staff are also volunteers, even when on the job, because of the extra time and effort they give beyond the standard working hours, on behalf of the Commissioners' decision-making, interpretation and implementation.

For you it will reveal:

The 1992 accomplishments of the Iowa Commission on the Status of Women through their programs and projects listed in this report.

On behalf of our Citizen Commissioners and the staff, I thank Governor Branstad and members of the General Assembly for your foresight in funding our advocacy Commission and passing legislation that helps the women of Iowa develop their full potential economically, politically, and socially.

Sincerely,

*Naomi Christensen*

Naomi Christensen, Chairperson  
Iowa Commission on the Status of Women



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## 1992-1993 CITIZEN COMMISSIONERS

<u>Commissioner</u>	<u>Community</u>	<u>Term Expires</u>
Naomi Christensen	Hastings	April 30, 1996
Ruth Holtan	Forest City	April 30, 1994
Mignon Manelli	Ames	April 30, 1994
Michael Montgomery	Knoxville	April 30, 1996
Tom Morain	Ames	April 30, 1994
Mark Snell	Clear Lake	April 30, 1996
Diana Stewart	Oelwein	April 30, 1996
George Stigler	Waterloo	April 30, 1996
Mary Wiberg	Ankeny	April 30, 1994
Almo Hawkins, ex officio	DHR Director	

## 1992-93 LEGISLATIVE COMMISSIONERS (ex officio)

Representative Ron Corbett	Cedar Rapids	April 30, 1994
Senator Jean Lloyd-Jones	Iowa City	April 30, 1992
Senator Elaine Szymoniak	Des Moines	April 30, 1996
Representative Mary Neuhauser	Iowa City	April 30, 1992
Representative Jane Teaford	Cedar Falls	December 31, 1992
Senator Paul Pate	Marion	April 30, 1994

## STAFF MEMBERS

Charlotte Nelson has served as 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.

COMMITTEES OF THE  
IOWA COMMISSION ON THE STATUS OF WOMEN  
1992-1993

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  
Kathleen Wood

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  
Mary Neuhauser  
Paul Pate  
Mark Snell  
Elaine Szymoniak  
Mary Wiberg



**1992 ACCOMPLISHMENTS  
IOWA COMMISSION ON THE STATUS OF WOMEN**

**PROGRAMS AND PROJECTS**

**LEGISLATIVE ACTIVITIES**

Advocated legislation relative to the ICSW's 1992 Proposals to the Governor and the General Assembly. (See 1992 Legislative Summary on page 19.)

Wrote Governor supporting grant funding for training on issues of domestic violence and sexual assault and grant funding for programs which serve displaced homemakers; also addressed support budget for the ICSW.

Provided information on displaced homemaker grant programs to Legislative Fiscal Bureau and on Mentor Program to Department of Management.

Urged members of Congress to cosponsor Equal Remedies Act.

Presented written testimony on gender equity issues in regard to Department of Employment Services Workforce Centers at public hearing at Job Service of Iowa.

Promoted and scheduled testimony in a public hearing on October 8 encouraging individuals, organizations and agencies to address issues, changing needs, and problems of Iowa women. Adopted Proposals to the Governor and the General Assembly for 1993 with recommendations for new programs and/or constructive action. (See 1993 Proposals on page 23.)

Submitted support for federal legislation including the Violence Against Women Act, Family and Medical Leave Act and Equal Remedies Act.

**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 eighteenth annual Iowa Women's Hall of Fame was held in Des Moines on Wednesday, August 26, 1992 at the State Historical Building. It was held in conjunction with Women's Equality Day 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, vice-chair of the commission 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 Kathleen Wood.

The honorees represent a wide range of interests and accomplishments and have made extraordinary contributions in their various fields. Brief biographical sketches follow.

Virginia Harper, an advocate for equality and justice for all Iowans, became an activist at eleven years of age, when she led in desegregating the local theatre. In 1946, as a freshman at the University of Iowa, she and four other African-American women integrated Currier Hall. As the first African-American woman on the State Board of Public Instruction, she effectively spearheaded the move for multicultural, nonsexist requirements in Iowa education. Her efforts aided in the adoption of the human relations requirement for teachers.

Harper was also the first African-American woman appointed to the Iowa Board of Parole. A life member of the NAACP, working on the state and regional levels, she has been president of the local Branch from 1978 until the present. She has served on the Fort Madison Human Rights Commission and the Library Board of Trustees, and has been a prison volunteer. She is a member of Amnesty International, League of Women Voters, the National Council of Negro Women and the Iowa and American Corrections Association. She currently serves on the Fort Madison School District Human Equity Committee and is involved in a variety of activities which deal with equity and justice.

Helen Brown Henderson has spent much of her life as an advocate for the needs of mentally retarded persons. In the late 1940s, as the mother of a child born with special needs, she was faced with the reality that the avenues for assistance were limited. Through her questions and attempts to use the existing system, she developed an extensive network of supporters. In 1950 she began a campaign which developed 95 county chapters of the National Association for Retarded Children (ARC). In 1954 Henderson was elected the first president of the Black Hawk County chapter. She was also a founding member of the Iowa ARC, which sponsored the first three Special Olympics. From 1970-1978 she served as its Executive Director. She trained hundreds of Iowa parents in skills to advocate for community based services to incorporate all citizens into community life. She also spent many hours volunteering her time to lobby the State Legislature on issues related to the education of children with disabilities.

Henderson's vision eventually led to the development of the Area Education Agencies designed as a resource to local school districts to enable them to provide K-12 education for disabled children in their home communities. She was the executive director of the Polk County Health Services from 1978-1983, where she continued her advocacy for mentally ill and substance abusing citizens of Polk County.

**Eve Rubenstein:** A pioneer in broadcasting, Eve Schmoll was born, raised and educated in Fort Dodge. In 1930 she married Charles Rubenstein. When he died suddenly in 1953, she began her career in broadcasting at station KVFD-TV in Fort Dodge. The following year she was named to the national Board of American Women in Radio and Television (AWRT). In 1960 she helped organize the Hawkeye Chapter of AWRT and in 1969 was named manager of KVFD-TV. In 1970 she was a delegate to the International Convention of AWRT in London, where she interviewed the Lord Mayor of London and later the Mayor of Berlin. In 1971 she won the prestigious New York Frany Award for First in Fashion Coverage. By 1972 she had been on the air for 19 years and logged more time on television than any woman in the nation. In 1988 she was named Fort Dodge's "Most Respected Citizen."

Rubenstein has served on numerous boards and foundations including the Catholic Daughters of America, the Webster County Board of Health, and the North Central Alcoholism Research Foundation, and was the first woman president of the Blanden Memorial Art Museum. She is a permanent member of the lecture staff at the Substance Abuse Recovery Center of Trinity Regional Hospital and is a lifetime honorary member of the Des Moines Advertising Club.

**Mary Beaumont Welch** promoted the cause of women's education at Iowa State Agricultural College for over 15 years. Born in 1841 in Lyons, NY, she came to Ames in 1868 when her husband, Adonijah Welch, was appointed the College's first president. In 1871 she initiated a course of lectures on housekeeping. She was an instructor of Domestic Economy, English and elocution from 1875-83. After attending cooking schools in New York and London, she established the first of its kind experimental kitchen at Iowa State. She published an article in the July 1879 issue of *The College Quarterly* expounding on the need to honor women's efforts in the home. "It is hard to give one's life to that which, according to general opinion, is an inferior pursuit." In 1882 Welch began to lecture throughout Iowa on home economics, a precedent for the extension courses which did not begin until 1903. In 1884 she published *Mrs. Welch's Cookbook*, the first book published in home economics at Iowa State.

In 1888 Welch became president of the Iowa Woman Suffrage Association. She proclaimed that women "...claim the absolute and inherent right to guard by vote all laws that affect in any manner the personal virtue of our sex. No man, or body of men, has the right to legislate away my control over myself...."

#### **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.

The 1992 recipient for this award was Charles H. Bruner of Ames. Bruner serves as Executive Director of the Child and Family Policy Center, a nonprofit center designed to better link research and policy on issues vital to children and families. He retired from the Iowa General Assembly in 1990, after serving four years in the House and eight years in the Senate, where at different times he chaired the joint human services appropriations committee, the Senate energy and environment committee, and the Senate ways and means committee.

Bruner has published a number of articles and several books on public policy issues affecting children and families, including a guide published by the National Conference of State Legislatures, *Improving Children's Services: Learning from Iowa*; a consortium of education and human services agencies, *Thinking Collaboratively: Ten Questions and Answers to Help Policy Makers Improve Children's Services*; a guide on state health care policy, *Improving Maternal and Child Health*; and a monograph *Women, Work, and Poverty*.... Bruner also serves on a number of national boards and task forces in the areas of health, education, and children's services. He holds a Ph.D. in political science from Stanford University.

### 20th ANNIVERSARY CELEBRATION

In honor of the 20th anniversary of the ICSW, the Friends of ICSW sponsored a banquet and speaker after the Iowa Women's Hall of Fame ceremony and reception on August 26, 1992. The Friends' banquet was held in the atrium of the State Historical Building.

The keynote speaker for this celebration was Pat Boddy, the well known host of "Iowa This Weekend" which airs on IPT. She is also the president of Selzer Boddy, Inc., a communication research and video production company.

Boddy's topic for the evening was "The Earth Spinners: Women Mend the Planet." She has just finished preparing a documentary on women in the environment, about the activities at the Earth Summit in Brazil. The documentary was commissioned for the Womens' Environment and Development Organization.

### 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 was 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, 1992, 101 mentor-participant matches were made. Six matches are currently active in state government. Few matches have been made in 1992 as there have been limited new hires.

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. There is currently only one match active due to attrition and lack of new hires.

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 made up the mentor program development committee for the private sector.

American Republic Insurance Company completed the first phase of the development of their mentoring program with 5 employees trained. Two employees were matched with new hires. Mentor recruitment activities will continue in 1993.

Program development work also continues with the Department of Transportation for their "Partners Program." This program is similar to the state mentor program in that new hires are targeted for matching. Implementation of the Partners Program will occur in two districts in 1993 with an eventual statewide focus.

Other mentor program development work has been initiated with the Department of Human Services, Department of Employment Services and the Department of Economic Development to train former ADC recipients who have successfully achieved self-sufficiency to mentor current ADC recipients. Expansion of this effort is targeted for 1993.

Presentations relating to the mentor program included ones to an Iowa Department of Personnel New Supervisory training program; a Glenwood State Hospital-School "Lunch and Learn" seminar; and the Iowa Department of Transportation Partners Advisory Board.

Volunteer Mentor Advisory Board members include Gloria Conrad, Dept. of Human Services; Minnie Mallard, Dept. of Elder Affairs; Jan Scott, Dept. of Employment Services; Bobbie Finch, Volunteer program, Governor's Office; Judy Chambers, Dept. of Education; Eloise Lietzow, Dept. of Human Rights; Glen Hanson, Job Training Partnership Act (JTPA); Marilyn Myers, Dept. of Personnel; Dianne Milobar, Dept. of Economic Development; Fran Rout, Dept. of Transportation; and Gayla Craven, Dept. of Personnel.

The Jobs Clearinghouse Project began operations 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. Between January 1990 and January 1993, 702 women and men have been served.

**Nontraditional Occupations Video Project.** The ICSW employment project was awarded a \$16,180 sex equity grant by the Department of Education through the Carl Perkins Vocational Education Act, a \$2,000 grant through the Women's Bureau, U.S. Department of Labor, a \$400 grant from the Iowa Women's Political Caucus and \$513 from the Department of Economic Development. The grants funded the development and production of a nontraditional occupations video for girls and women. The video targets middle and high school students and women in displaced homemaker programs, Promise Jobs and JTPA/Iowa Department of Employment Services assessment and training programs.

The video was premiered September 1, 1992 at eleven Job Service of Iowa offices statewide. The event was cosponsored by the Department of Employment Services, Target Alliance, and the Iowa Commission of the Status of Women Employment Project. Statewide 221 individuals viewed the video at the premiere.

Other presentations relative to the video included ones to the Iowa State Apprenticeship Council; the "NEW IOWA" program; and a training session of the State Target Alliance Coordinators.

On a statewide basis as of December 8, 1992, 2,142 individuals from Iowa displaced homemaker programs, middle schools, high schools, Promise Jobs offices and special conferences viewed the video. The video will also be distributed to individuals served by Region VII, Women's Bureau, U.S. Department of Labor. Since December 12, 1992 over 260 videos and resource packets have been distributed.

#### 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 1992 the eighth 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. 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.

#### WRITE WOMEN BACK INTO HISTORY WINNERS FOR 1992

The 6th-7th grade winners were:

- 1st- Alexis Fishbaugh, Sioux City
- 2nd- Kathie Trede, Underwood
- 3rd- Elley Schaffer, Madrid

The 8th-9th grade winners were:

- 1st- Lynne Petefish, Charles City
- 2nd- Jennifer Neises, Milford
- 3rd- Lindsey Reed, Fort Dodge

Kyle Thomas of Eldridge was the winner of the Edith Rose Murphy Sackett Award for the best essay that focused on a woman whose life was dedicated to public service and volunteerism.

A special award initiated this year is the Howard Draper Brayton and Jessie Sellman Brayton Award presented by the State Historical Society of Iowa. The 1st place winners in each of the two grade categories received a cash prize of \$25. Distinctive awards related to Women's History were also presented by the Iowa Department of Education.

#### ADVOCACY DIRECTORY

Originally undertaken jointly by the American Association of University Women, Iowa Division, and the ICSW, and updated with support from the Family Community Leadership Project, the Statewide Advocacy Directory was designed to provide a computerized, accessible guide to networks on women's issues in Iowa. During 1992, the Directory was continually being expanded and updated; approximately 1957 persons are in the database.

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 for a minimal fee from the ICSW office.

## PUBLICATIONS AND OTHER RESOURCES

The ICSW published its bimonthly newsletter, the *IoWoman*, the scheduled six times in 1992. Five 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 1992 has grown to approximately 6000.

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  
Your Credit Rights Card (1992 Revised Edition)  
Divorce - Things to Consider (1992 Revised Edition)  
Iowa Women and the Law (1993 Revised Edition)  
Iowa Women's Hall of Fame Portfolio (includes 1992 updates)  
*IoWoman*, bimonthly newsletter  
Sexual Harassment: It's Against the Law (1992)  
Sexism in Education (1993 Revised Edition) *The*  
*Feminization of Poverty. . . Is This Happening In Iowa?* (1984)  
Title IX: Questions and Answers (Currently being updated)  
Targeted Small Business (referral information - 1992 Revised Edition)  
*How to Get Your Bearings...How to Get A Job* (1990 Revised Edition)

Current Video/Audio Tapes include:

"Exploring Nontraditional Occupations for Women, Is This Job For You"  
(1/2" VHS) 1992

"Harvesting Our Potential" - Tapes of testimony presented at rural  
hearings (Emmetsburg and Atlantic)

"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

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

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

## 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 onethird, 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 genderbalanced. 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. This project includes the names of approximately 302 women.

## 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  
Acquaintance Rape  
Child Care  
Comparable Worth  
Credit and Finance  
Day Care  
Displaced Homemakers  
Divorce  
Domestic Violence  
Education  
Employment  
Equal Rights Amendment  
Female Offenders

Feminization of Poverty  
Glass Ceiling  
Health Care  
Homeless Persons  
Law  
Minority Women  
Non-gender Insurance  
Reproductive Health  
Sexual Abuse  
Sexual Harassment  
Small Business  
Women in the Media  
Women in Politics

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.

ICSW staff provided information and referrals relative to the needs and status of women upon request from individuals, organizations, state agencies, legislators, libraries, teachers, lawyers, the media and students.

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. Referrals for those engagements the Commission is unable to fill due to available staff time or expertise referrals are given.

#### ON-GOING RESPONSIBILITIES

Responses to requests for assistance and for publications totalled 4707, including serving on task forces and committees. Provided information and/or referral on issues including the ratification of the Equal Rights Amendment to the Iowa Constitution (process and issue); pregnancy leave; family and medical leave; gender balance on boards and commissions; marriage rights; divorce; child support; domestic violence; sexual assault; sexual harassment; legal rights in employment; education; welfare; insurance; housing discrimination; employment issues including sex and age discrimination; pay equity; credit; small business; health; access to education; Title IX; sports (Little League, women's basketball); Civil Rights Act of 1991 and Equal Remedies Act; displaced homemakers; and the Iowa Woman's Hall of Fame. Also provided information to the 19th Amendment Society seeking to restore the childhood home of Carrie Lane Chapman Catt.

Administered programs and projects related to employment. (See Employment Project page 6.)

Advocated consideration of gender by the Governor in judicial appointments for District 5 and for District 1. Recent appointments have been Margaret Lingreen (1A) and Donna Paulsen (5C), increasing the number of women as district judges in Iowa to five of 101. Also advocated consideration of women and minorities by the Judicial Nominating Commission in selection of nominees for the associate

district judgeship in Judicial District 5-C. Polk County currently has two women and four men associate judges; the state has six women out of 46 associate judgeships.

Met regarding Worker Culture Project focusing on equity issues. Processed \$2000 Sex Equity funded contract with Lee County Labor Council.

Drafted letter for Governor to send to U.S. Senators supporting funding for Displaced Homemaker programs.

Explored with ad hoc group identification of attorneys with expertise in issues pertaining to women and funding for domestic abuse litigation.

Reviewed survey questions with the executive directors of the Equality in the Courts Task Force, Iowa Coalition Against Domestic Violence and Iowa Coalition Against Sexual Assault.

Referred to the Governor's Office seven women who responded to the IoWoman's announcement of the need for a woman on the Iowa Economic Forecasting Council.

Edited and provided for distribution six issues of 6000 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, and confidentiality for rape victims.

Interviewed on radio included 1) KUCB about ICSW programs and issues, the Iowa Women's Hall of Fame and "Positive Parenting in the 90s"; 2) Jan Michelson call-in program on WHO; and 3) KOEL and KGGO on the nontraditional occupations video. Interviewed on television media: 1) "Young People Speak Out" on WOI-TV; 2) Cable TV program hosted by Rich Eychaner.

Print media interviews included: 1) feature article in *Cityview*, and 2) ERA related story in *The Des Moines Register*.

Also filmed a public service announcement regarding the conference "Toward a Positive Change: Reversing the Effects of Racism and Sexism on Hunger and Poverty."

Letters to the Editor, *The Des Moines Register*, regarding pay equity and sexual harassment. Editorial in *The Des Moines Register* in support of the nomination of Carrie Chapman Catt for the Iowa Award, sponsored by the Iowa Centennial Memorial Foundation. Editorial on ERA for the Presbytery of Des Moines.

Supported in writing grant proposals: County Prosecuting Attorneys Training Coordinator and ICADV; 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 Homes of Oakridge proposal to the U.S. Department of Housing and Urban Development.

#### INTERAGENCY TASK FORCES

Affirmative Action Task Force  
American Society for Public Administration  
Breast and Cervical Cancer Control Coalition  
Carrie Chapman Catt "Appearance"/League of Women Voters Dept. of Human Rights Administrative Coordinating Council  
Equality in the Courts Task Force Friends of Prisoners at Mitchellville  
Friends of the ICSW Board of Directors  
Friends of the ICSW Advisory Board  
Health Care in the '90s Forum  
Human Needs Advocates  
Iowa Displaced Homemakers Network  
Iowa Humanities Board "Time Slice Project"  
Iowa Juvenile Home Advisory Board  
Iowa Quality Government Team  
Job Placement Network  
Leadership Iowa Alumni Association  
Maternal and Child Health Advisory Council  
Martin Luther King Birthday Celebration Committee  
Mentor Program Advisory Board  
National Displaced Homemakers Network Training  
National 19th Amendment Society Advisory Board  
National Association of Commissions for Women Board of Directors Polk County Welfare to Employment Oversight Committee  
Promise Jobs Coordinating Council  
State Human Investment Plan Work Group, Focus Group, Council and Roundtable  
Target Alliance Steering Committee  
Target Alliance Model System Subcommittee  
Target Alliance Workforce Utilization Committee  
Total Quality Management Forum  
Transportation for Rural Employed Women Advisory Committee  
UNA-USA Iowa Division Ad Hoc Committee on Women  
US Census Data Training  
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 Muscatine Human Rights Commission; U.S. West Women in Des Moines; Drake University's Human Relations classes; Simpson College; Eastern Iowa Community College district faculty and staff; Lt. Governor's luncheon meeting with women from Charles City; East High School,



Des Moines; Women in Communications in Waterloo; and the Department of Employment Services' Lunch and Learn in Des Moines.

Change Management Workshop January 28, 1992. Cosponsored by ICSW Mentor Program with Iowa Department of Personnel.

Publications display at "Harvesting Our Potential" rural women's conference January 31 to February 2. Cosponsored by ICSW.

Publications displayed at Hate Crimes Training Conference February 5-6.

Provided information on legislative action to the Displaced Homemaker Training Conference February 7.

Iowa Commission of Persons with Disabilities Legislative Reception.

Chamber Alliance Women's Annual Legislative Dinner.

"In Celebration of Women" Week at Drake University. Presented a display of materials.

Women's History Month poster display in the lobby of Department of Employment Services building.

Publications table at U.S. West Women's History Month event, Cedar Rapids.

Cosponsored, with Des Moines Public Library, a Women's History Month talk on "Women of the '90s" by Almo Hawkins.

National Association of Women Business Owners "Women Making History" Breakfast for Tournament Basketball Players.

Publications table at Beyond Rubies Conference in Cedar Rapids March 13.

Region VII Displaced Homemakers Network Conference May 4-5.

Developed fact sheet used at Minority and Women Business Expo May 8. Distributed Small Business information booklets.

Governor's Target Alliance Retreat May 28.

Leadership Development Institute by Wider Opportunities for Women in Potosi, Missouri, June 5-7.

Seamless Delivery System Workshop on June 9.

Attended ERA IOWA 1992 Kickoff.

Writer's Workshop at University of Iowa July 1992.

Targeted Small Business Recognition Luncheon.

Commission of Persons with Disabilities Awards Ceremony.

Public Hearing on expanding definition of relationship covered by Domestic Abuse legislation.

National Association of Commissions on Women annual convention in South Bend, Indiana, July 29-August 2, 1992. Represented by Naomi Christensen, Charlotte Nelson, and Ellen Failor. Nelson elected to two-year term on NACW Board of Directors.

Iowa Woman '91 conference in West Des Moines August 14. Presented a display of materials.

Statewide premiere of nontraditional occupations video at Job Service offices statewide September 1.

"Wings of Women"/ Japanese Visitors September 11-15 (Cosponsored by ICSW with Sister States)

International Mentoring Institute workshop in Washington, D.C. September 15-18.

Forum at Carrie Chapman Catt Center for Women and Politics at Iowa State University September 26.

Iowa Displaced Homemakers Network Retreat October 6-7.

Carrie Chapman Catt Iowa Award presentation October 14-15 in Des Moines and Ames.

Symposium on Women and Politics and Dedication of Iowa Women's Archives at the University of Iowa October 28.

"Toward a Positive Change: Reversing the Effects of Racism and Sexism on Hunger and Poverty" conference October 31. (Cosponsored by ICSW.) Conducted conference workshops on Equalizing the Status of Women and on Career Barriers and Career Alternatives.

Served as resource for United Nations Youth Symposium roundtable on the status of women.

Cosponsored The Way Up X Conference for women in higher education administration November 12-13.

Participated in the FRIENDS of ICSW sponsored autograph party for *More Strong-Minded Women* author Louise Noun and the women portrayed in the book. Held at Border's Book Shop in West Des Moines December 6.

Met with planning committee for conference on Strategies for Providing Women's Health Care in Iowa's Smaller Communities and Rural Areas. To be cosponsored by ICSW with Family Planning Council of Iowa.

Planned Roundtable on Gender Equity in Education to be held January 29, 1993. Cosponsored by AAUW, ICSW, and Iowa Dept. of Education.

Attended training on state's policies on sexual harassment, Americans with Disabilities Act, substance abuse and Employee Assistance Program.

### CONTRACTUAL AGREEMENTS

In order to accomplish outreach and understanding of special populations of women, the ICSW contracted 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 1992, the ICSW administered \$125,460 and for fiscal year 1993 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 with grants during fiscal year 1992 showed a total of 1457 persons served.

For fiscal year 1993, 15 applications were received from the programs located statewide. In July, 1992, the seven-member Displaced Homemaker Advisory Committee recommended ten grants be awarded to:

Project Self-Support, Des Moines Area Community College, Boone and Carroll

New Horizons, Iowa Western Community College, Council Bluffs

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

Advisory Committee members included Judy Conlin, Chair, Jean Berry, Gladys Ebert, Barbara Ettleson, Lyle Krewson, Tom Slater 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 1991-92, the ICSW administered state fund appropriations of \$9,900 to ICADV to provide training to community professionals and to service providers; \$9,450 to ICADV to provide training to criminal justice system personnel and the general public on issues of domestic violence; \$9,675 to IowaCASA to provide training to professional and community service providers and \$9,675 to IowaCASA to provide public education on issues of sexual assault.

For fiscal year 1992-93, the ICSW administered \$42,570 state fund appropriations including \$9,900 to ICADV and \$5,668 to IowaCASA to provide training to service providers on issues of domestic violence and sexual assault; \$7,500 to ICADV to provide training to criminal justice personnel on issues of domestic violence; \$3,885 to ICADV to provide training to the general public and community professionals on issues of domestic violence; \$9,950 to IowaCASA to provide educational information to the general public on issues of domestic violence and sexual assault; and \$5,667 to IowaCASA to provide training to community professionals.

Dianne Fagner served as the executive director for ICADV from 1986 until September 1992. Lynda Taylor is currently serving as ICADV's interim executive director. Beth Barnhill is the full-time IowaCASA executive director, and Margie Schaffner is the part-time secretary.

## NONTRADITIONAL JOBS VIDEO

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

## 1992 LEGISLATIVE SUMMARY

Legislation enacted by the 1992 Session of the 74th General Assembly included the following bills which have special impact on women:

### Caregiving

Support services to family caregivers including development and maintenance of family support service delivery systems by creating accessible services, facilitating integration of families and family members, and providing a continuum of programs and services to families of a person with a disability or chronic illness in the community. House Concurrent Resolution 109 Supported by ICSW Adopted by House and Senate

### Economic Opportunities

Encourage efforts to combat racism by establishing an Iowa immigration program to increase awareness and education regarding the contributions of other cultures, to encourage people of other cultures and backgrounds to locate in Iowa and support people with diverse backgrounds to locate their businesses and families in Iowa, and to work with immigrants to ease their assimilation into Iowa culture while recognizing the dignity of each immigrant's cultural identity. Senate Concurrent Resolution 117 Adopted by Senate and House

Unfair and discriminatory practices in housing definitions were expanded to include civil actions and existing criminal penalties for the refusal to sell, rent, lease, assign, sublease, negotiate, or otherwise make unavailable, or deny any real property or housing accommodation or part, portion or interest therein to any person because of race, color, creed, sex, religion, national origin, disability or familial status of such person. Familial status includes a person who is pregnant or who is in the process of securing legal custody of an individual who has not attained the age of 18 years. SF 2301 Signed by Governor 4/23/92

Providing education and training of existing workers for new jobs or expanding small businesses or for the retraining of workers of an existing business by the Department of Economic Development making funds available to the community colleges. SF 2295 Signed by Governor 4/9/92

Change in name and composition of Department of Human Services' state child day care advisory council; technical assistance, training, and coordinating services statewide; and authority to contract for providing care, supervision, or guidance of a child. HF 2322 Supported by ICSW Signed by Governor 4/14/92

Provides an exception to the definition of child day care as regulated by the Department of Human Services. Child day care requirements would not apply to a program administered by a political subdivision of the state which is primarily for recreational or social purposes and is limited to children who are five years of age or older and attending school. HF 2224 Signed by Governor 4/21/92

Department of Human Rights, Status of Women Division for no less than \$125,775 for displaced homemakers program. HF 2457 Signed by Governor 6/3/92

### Education

Ensure through a family support program that all children are ready for school and that parents have an opportunity to learn about the physical, mental, and emotional development of their children; in-service and preservice training programs in each school district will be developed and provided by July, 1993. SF 2167 Signed by Governor 4/28/92

Establish a community-based workplace learning program (Workstart) as a voluntary collaborative effort between business and secondary education systems to allow students appropriate high level job-specific skills needed to enter the workforce. HF 2287 Signed by Governor 5/4/92

Exempt nonpublic schools from vocational education requirement for grades 7 thru 12. SF 2236 Signed by Governor 4/23/92

### Health/Nutrition

Support efforts to promote early detection of and effective treatment modalities for breast cancer and urge U.S. Congress to enact legislation to ensure adequate funds to find a cure and effective preventive measures for breast cancer. SCR 110 Supported by ICSW Adopted by Senate and House

A third-party payor providing health care coverage or service shall not deny or fail to renew, or include an exception to or exclusion of benefits in, a policy or contract of individual or group accident and sickness insurance solely based upon an insured being diagnosed as having a fibrocystic condition; applicability after 7/1/92. HF 2033 Supported by ICSW Signed by Governor 4/9/92

Rules specifying the minimum training and performance standards for an individual using a radiation machine for mammography. HF 2426 Signed by Governor 4/9/92

### Insurance

Mandating inclusion of newborn infant coverage for treatment, including routine well-baby care, in group accident and sickness



insurance, group nonprofit health service plans and prepaid group plans of health maintenance organizations. HF 2158 Supported by ICSW Signed by Governor 4/22/92

### Violence Against Women

Requires institutions of higher education to develop and implement a written policy addressing areas relating to sexual abuse: counseling; campus security; education including prevention, protection, and rights; and facilitating the accurate and prompt reporting to law enforcement. Written policy will be disseminated during student registration or orientation. Annual report will be filed to gain statistics. HF 2028 Supported by ICSW Signed by Governor 4/21/92

Any person knowingly allowing or permitting a minor to engage in or otherwise perform in a live act intended to arouse or satisfy the sexual desires or appeal to the prurient interests of patrons shall have all permits and licenses issued under state or local law revoked for six months. SF 2287 Signed by Governor 4/7/92

Establish additional criminal offenses and violations of an individual's rights. Specifically this adds arson and trespassing to the list of hate crime acts that could be prosecuted. SF 2065 Supported by ICSW Signed by Governor 4/28/92

If a report is determined to constitute a child abuse allegation, the Department of Human Services shall promptly commence an appropriate investigation. If a report is determined to not constitute a child abuse allegation, but a criminal act harming a child is alleged, the Department shall immediately refer the matter to the appropriate law enforcement agency. Child abuse information shall not be considered a part of the public record if used by the Department of Personnel in a grievance or arbitration proceeding. Mandatory reporters are required to have a training program. SF 2231 Signed by Governor 4/27/92

Prohibit stalking when a person, on more than one occasion, willfully follows, pursues, or harasses another person and, while doing so and without legitimate purpose, makes a credible threat against the other person. "Credible threat" means a threat made with the intent to place a reasonable person in like circumstances in fear of death or bodily injury, coupled with apparent ability to carry out the threat. "Harasses" means repeated, intrusive, or unwanted acts, words, or gestures that are intended to adversely affect the safety, security or privacy of another person, regardless of the relationship between the offender and the intended victim. HF 2025 Supported by ICSW Signed by Governor 4/29/92

Change in criminal statute of limitations to five years for an indictment or information for sexual exploitation by a counselor or therapist. HF 2476 Supported by ICSW Signed by the Governor 5/4/92

Department of Human Rights, Status of Women Division for no less than \$42,570 for domestic violence and sexual assault related grants. HF 2457 Signed by Governor 6/3/92

### Welfare Reform

Development and implementation of a governmental services card to allow the electronic transfer of funds and allow the user to receive state benefits and entitlements or to pay indebtedness to the state. SF 2117 Signed by Governor 5/4/92

### Women and Justice

Department of Human Services and the Judicial Department shall mutually agree on a schedule to complete the transfer of child support payment collection and disbursement responsibilities by June 30, 1994. SF 2168 Signed by Governor 4/7/92

Change in child support recovery related to collection enhancements, foster care collection enhancements, compliance with federal child support recovery requirements and technical corrections. SF 2316 Signed by Governor 5/4/92

### Women in Government

Prohibits sexual harassing conduct by or toward a state employee, any person in the care or custody of state employee or institution, and any person attending a state educational institution. SF 316 Supported by ICSW Signed by Governor 4/15/92

## PROPOSALS for 1993

### 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. The ICSW continues to support the concept of adding women to the Iowa Constitution.

### ICSW Priorities for 1993

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 1993:

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

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

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

Health/Nutrition, including support of such services for women as maternal and child health, family planning, mammography and coloposcopy, substance abuse treatment, 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 and review of malpractice policies discouraging obstetrical services in rural areas.

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, and statutory changes to expand protection of victims.

Welfare Reform, including issues of economic assistance, services which promote self-sufficiency, planning and implementation of the State Human Investment Program, 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. 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. Implementation of integrated case management programs for the frail  
(L) elderly statewide.
3. Expansion statewide of the Medicaid Home and Community based waiver  
(L) for the elderly to make services available for in-home care including adult day care, emergency response system, respite care, etc.
4. 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).
5. Exploration of ways to address issues of training, respite care,  
(S) definitions, and spokespersons.
6. Coordination of information and service delivery systems for  
(A) caregivers; exploration of means to do so via toll free phone.

### ECONOMIC OPPORTUNITIES

Department of Employment Services statistics show that in 1991 there were 676,000 Iowa women between the ages of 16 and 65 in the labor force. Of that number 29,000 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:

E

1. Continued funding for displaced homemaker program grants through the  
(L) Iowa Commission on the Status of Women, and continued funding for JTPA-related displaced homemaker programs.
2. 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.
3. Job-protected leave for employees for the birth or adoption of a  
(L) child, care for sick relatives or for their own illnesses.
4. 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.
5. 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. Funding the Iowa Commission on the Status of Women to research gender  
(L) equity in public schools.
3. Continuation of affirmative action programs to promote opportunities  
(A) for women in educational administration.
4. 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 which will encourage physicians to  
(L) participate for maternal health services which take 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. Continued state contingency fund to allow the Women, Infants and  
(L) Children (WIC) nutrition program to serve all eligible clients through the federal grant.
4. Funding adult substance abuse treatment programs specifically for  
(L) women.
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.
8. Adequate funding for immunization of children.  
(L)
9. Increased funding for family planning programs, with emphasis on  
(L) education and increasing access for low income women ineligible for Medicaid.
10. Developing programs which will increase the availability of perinatal  
(L) care including utilization of nurse midwives and nurse practitioners.

#### 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 coverage  
(L) for the uninsured and underinsured.
3. Review of malpractice insurance policies which discourage obstetrical  
(S) services in rural areas.



## VIOLENCE AGAINST WOMEN

Estimates on the frequency of sexual assault are that one in every three women will be sexually assaulted in their lifetime. About one-half of the women in this country have experienced violence in an intimate relationship. Men commit 95% of all the assaults on spouses, and battering is the single major cause of injury to women exceeding rapes, muggings, and even auto accidents. 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. Keeping confidential names and addresses of victims of sexual assault  
(L) prior to an indictment of an alleged perpetrator.
6. Eliminating statute of limitations in prosecution for child sexual  
(L) abuse.
7. Expanding definition of relationships covered under domestic abuse in  
(L) Chapter 236, Code of Iowa.
8. Right of victims to have an advocate in any criminal proceeding.  
(L)
9. Revision of Code of Iowa to provide for admissability of battered  
(L) woman syndrome as a defense in criminal proceedings.
10. Rights of victims of sexual assault and domestic violence to  
(L) confidentiality in receiving emergency and medical care, in opposition to requiring health care providers to report bodily injury.
11. Amending Code of Iowa 702.11 so that third degree sexual abuse when  
(L) one participant is 14 or 15 and the other is six or more years older will be considered a forcible felony.
12. Assuring a victim professional legal assistance with contempt actions  
(L) when a restraining order obtained through pro se is violated.

## 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. Addressing the needs of homeless women and their families in Iowa,  
(L) including appropriate funding for homeless shelters, transitional housing and low-income housing through the framework of the Housing Trust Fund.
5. State funding for the Emergency Assistance Program plus federal  
(L) 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.  
(L)
2. Issuance of a preliminary injunction in actions for dissolution of  
(L) marriage, annulment and separate maintenance.
3. Reexamination of rules of evidence pertaining to manner of dress of  
(L) alleged victim of sexual abuse in a criminal case.
4. Strengthened enforcement of child support, including proposals that  
(L) are consistent with the Family Support Act of 1988.
5. Funding and support for improved educational and vocational training  
(L) 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. Strengthening the Code to require that joint custody and unsupervised  
(L) visitation rights should not be presumed when spousal or child abuse is a factor in the marital relationship, and that the non-abusive parent should be presumed to have physical care.
7. Establishment of a task force to examine treatment and equity of  
(A) opportunity in education and training programs for women throughout the correctional system.
8. Continued support for the Iowa Supreme Court's Equality in the Courts  
(A) Task Force.
9. Continued education of judicial nominating commission members  
(A) 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.
10. Reexamination of rules which adversely impact women candidates for  
(A) judgeships and exploration of measures to increase the number of women in judgeships.
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. Monitoring the implementation of state employee pay reform on the  
(A) basis of comparable worth.
4. 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.

5. 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.
6. Policies that promote job sharing and flex-time in state employment.  
(A)
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 216A

## DEPARTMENT OF HUMAN RIGHTS

This chapter not enacted as a part of this title;  
transferred from chapter 601K in Code 1993

### SUBCHAPTER 1

#### ADMINISTRATION

- 216A.1 Department of human rights.
- 216A.2 Appointment of department director and administrators.
- 216A.3 Human rights administrative-coordinating council.
- 216A.4 Definitions.
- 216A.5 Reserved.
- 216A.6 Confidentiality of individual client advocacy records.
- 216A.7 through 216A.10 Reserved.

### SUBCHAPTER 2

#### DIVISION OF LATINO AFFAIRS

- 216A.11 Definitions.
- 216A.12 Commission of Latino affairs — terms — compensation.
- 216A.13 Organization.
- 216A.14 Commission employees.
- 216A.15 Duties.
- 216A.16 Powers.
- 216A.17 Report.
- 216A.18 through 216A.30 Reserved.

### SUBCHAPTER 3

- 216A.31 through 216A.50 Reserved.

### SUBCHAPTER 4

#### DIVISION ON THE STATUS OF WOMEN

- 216A.51 Definitions.
- 216A.52 Commission created.
- 216A.53 Term of office.
- 216A.54 Meetings of the commission.
- 216A.55 Objectives of commission.
- 216A.56 Employees and responsibility.
- 216A.57 Duties.
- 216A.58 Additional authority.
- 216A.59 Access to information.
- 216A.60 Annual report.
- 216A.61 through 216A.70 Reserved.

### SUBCHAPTER 5

#### DIVISION OF PERSONS WITH DISABILITIES

- 216A.71 Definitions.
- 216A.72 Commission established.
- 216A.73 Ex officio members.
- 216A.74 Membership.
- 216A.75 Term.
- 216A.76 Officers.
- 216A.77 Duties.
- 216A.78 Administrator.
- 216A.79 Gifts, grants, or donations.
- 216A.80 Reserved.
- 216A.81 through 216A.90 Reserved.

### SUBCHAPTER 6

#### DIVISION OF COMMUNITY ACTION AGENCIES

- 216A.91 Definitions.
- 216A.92 Administrator's duties.

- 216A.92A Commission established.
- 216A.92B Duties of the commission.
- 216A.93 Establishment of community action agencies.

- 216A.94 Community action agency board.
- 216A.95 Duties of board.
- 216A.96 Duties of community action agency.
- 216A.97 Administration.
- 216A.98 Audit.
- 216A.99 Allocation of financial assistance.
- 216A.100 Reserved.
- 216A.101 Emergency weatherization fund.
- 216A.102 Energy crisis fund.
- 216A.103 Iowa affordable heating program established.
- 216A.104 through 216A.110 Reserved.

### SUBCHAPTER 7

#### DIVISION OF DEAF SERVICES

- 216A.111 Definitions.
- 216A.112 Commission created.
- 216A.113 Commission employees.
- 216A.114 Duties of commission.
- 216A.115 Powers.
- 216A.116 Report.
- 216A.117 Interpretation services account.
- 216A.118 through 216A.120 Reserved.

### SUBCHAPTER 8

- 216A.121 through 216A.130 Reserved.

### SUBCHAPTER 9

#### DIVISION OF CRIMINAL AND JUVENILE JUSTICE PLANNING

- 216A.131 Definitions.
- 216A.132 Council established — terms — compensation.
- 216A.133 Duties.
- 216A.134 Administrator.
- 216A.135 Plan and report.
- 216A.136 Statistical analysis center.
- 216A.137 Correctional policy project.
- 216A.138 Multiagency data base concerning juveniles.
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### SUBCHAPTER 10

#### DIVISION ON THE STATUS OF AFRICAN-AMERICANS

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SUBCHAPTER 1  
ADMINISTRATION

**216A.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.
- 86 Acts, ch 1245, §1201  
C87, §601K.1  
87 Acts, ch 115, §70; 88 Acts, ch 1277, §27; 89 Acts, ch 83, §78; 90 Acts, ch 1180, §2; 91 Acts, ch 50, §2; 91 Acts, ch 109, §8  
C93, §216A.1

Section transferred from §601K.1

**216A.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  
C87, §601K.2  
88 Acts, ch 1158, §95; 90 Acts, ch 1180, §3  
C93, §216A.2

**216A.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  
C87, §601K.3  
88 Acts, ch 1277, §28; 90 Acts, ch 1180, §4  
C93, §216A.3

Section transferred from §601K.3

**216A.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  
C87, §601K.4  
90 Acts, ch 1180, §5  
C93, §216A.4

Section transferred from §601K.4

**216A.5 Reserved.**

**216A.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

C89, §601K.6

C93, §216A.6

Section transferred from §601K.6

#### SUBCHAPTER 4

##### DIVISION ON THE STATUS OF WOMEN

###### 216A.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

C87, §601K.51

87 Acts, ch 115, §2

C93, §216A.51

Section transferred from §601K.51

###### 216A.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

C87, §601K.52

88 Acts, ch 1150, §2; 90 Acts, ch 1223, §30

C93, §216A.52

Appointments by senate majority or minority leader remain in effect until expiration of term; 90 Acts, ch 1223, §32  
Section transferred from §601K.52

###### 216A.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

C87, §601K.53

88 Acts, ch 1150, §3

C93, §216A.53

Section transferred from §601K.53

###### 216A.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

C87, §601K.54

88 Acts, ch 1150, §4; 90 Acts, ch 1256, §52

C93, §216A.54

Section transferred from §601K.54

###### 216A.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  
C87, §601K.55  
C93, §216A.55
- Section transferred from §601K.55

#### **216A.56 Employees and responsibility.**

The commission shall employ other necessary employees. Pursuant to section 216A.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  
C87, §601K.56  
C93, §216A.56

Section transferred from §601K.56

#### **216A.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  
C87, §601K.57  
C93, §216A.57

Section transferred from §601K.57

#### **216A.58 Additional authority.**

The commission may:

1. Do all things necessary, proper, and expedient in accomplishing the duties listed in section 216A.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 216A.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  
C87, §601K.58  
C93, §216A.58

Section transferred from §601K.58

#### **216A.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  
C87, §601K.59  
C93, §216A.59

Section transferred from §601K.59

#### **216A.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  
C87, §601K.60  
C93, §216A.60

Section transferred from §601K.60

**216A.61 through 216A.70 Reserved.**





