

Revisions for
1994



Iowa
Commission
on the
Status of Women

22nd Annual Report

February 1, 1994

State of Iowa
Department of Human Rights



February 1, 1994

The Honorable Terry Branstad
Members of the 75th General Assembly
State Capitol Building
Des Moines, IA 50319

Dear Governor Branstad and Members of the 75th General Assembly:

Greetings!

At the end of every year the Iowa Commission on the Status of Women reviews its past actions and reactions before proceeding on with the new year. We also resolve to face the promise of the next 12 months with the same enthusiasm as the year before.

The goals of the Iowa Commission on the Status of Women are varied, but the basic challenge is always the same: to help the women of Iowa develop their full potential, economically, politically, and socially.

As we enter this new year, perhaps the most pressing concern is what are we going to accomplish in the future? In spite of our limited resources, my hope is that in 1994 both the private and public sectors will increase their awareness of the needs of women. Needs that are often only addressed by so called "women's groups." Women are (or should be) equal to men in all areas of their lives and it is up to Iowa's leaders, regardless of their gender, to help change those systems and institutions which inherently stunt the growth of women.

The accomplishments of the Iowa Commission on the Status of Women are spelled out in the pages of the 1993 annual report. If you are interested in any of our concerns and issues, please call the Commission staff at 515-281-4461 or stop by the Commission office in the Lucas Building, and let us discuss them with you.

On behalf of our Citizen Commissioners and the staff, I thank Governor Branstad and members of the General Assembly for your support of the Commission's endeavors through past funding and legislation. We look forward to working with you in 1994.

Sincerely,

Naomi Christensen

Naomi Christensen, Chairperson
Iowa Commission on the Status of Women

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1993-1994 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	Ames	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	

1993-94 LEGISLATIVE COMMISSIONERS (ex officio)

Representative Linda Beatty	Indianola	April June 30, 1996
Representative Ron Corbett	Cedar Rapids	April June 30, 1994
Senator Elaine Szymoniak	Des Moines	April June 30, 1996
Senator Paul Pate	Marion	April June 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 2 in October, 1990. Jane Schockemoehl, program planner 2, has been the employment project coordinator since July, 1989. Patrice K. Beam, program planner 2, has served as the coordinator of publications and special projects from November, 1989 to January, 1994.

Lorraine Ryan worked as a full-time intern assisting staff in a variety of projects from July, 1993 to October, 1993. Jennifer Komos, a Drake University student, did an internship researching legislative action on recommendations from the 50 States Report, under the direction of Dr. Suzanne Schenken.

**COMMITTEES OF THE
IOWA COMMISSION ON THE STATUS OF WOMEN
1993-1994**

Executive Committee

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

Nominating

Tom Morain
~~Ruth Holtan, Chair~~
~~Mark Snell~~
~~George Stigler~~
Diana Stewart
Mignon Manelli

Hall of Fame

Finance

Michael Montgomery, Chair
George Stigler

Mary Wiberg, Chair
Mark Snell
George Stigler
Karen King
Jackie Manatt

Public Information

Mignon Manelli, Chair
Ron Corbett
Tom Morain
Paul Pate

Program and Planning

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

Legislative

Michael Montgomery, Chair
Linda L. Beatty
Ruth Holtan
Paul Pate
Mark Snell
Elaine Szymoniak
Mary Wiberg

COMMISSION MEETINGS

February 5 - Des Moines
April 23 - Mitchellville - Iowa Correctional Institute for Women
August 25 - Des Moines
September 29 - Ames - Iowa State University
November 5 - Des Moines

**1993 ACCOMPLISHMENTS
IOWA COMMISSION ON THE STATUS OF WOMEN**

PROGRAMS AND PROJECTS

LEGISLATIVE ACTIVITIES

Advocated legislation relative to the ICSW's 1993 Proposals to the Governor and the General Assembly. (See 1993 Legislative Summary on page 21.)

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.

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 1994 with recommendations for new programs and/or constructive action. (See 1994 Proposals on page 23.)

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

Distributed Proposals for 1993 to the Governor and General Assembly, advocates, and interested organizations. Advocated legislative action by registering on bills supported by ICSW and by memo and phone calls, including expanding definition of relationships in domestic abuse; gender balance on local boards and commissions; presence of victim counselor during judicial proceedings; including male policyholders in medical insurance costs for pregnancy; and opposing taking funds from domestic violence shelters to pay courts costs where the pro se process is used. Identified in *IoWoman* several bills being supported by ICSW. Presented testimony to House Judiciary Committee regarding HIV testing of convicted sex offenders. Wrote relevant legislative committees regarding disparate and negative impact on girls of caps on foster care. Wrote Legislative Council stating ICSW support for an interim study of the Department of Human Rights. Attended press conference on the State Human Investment Program and Energy Assistance.

Submitted to Iowa's Washington D.C. Office ICSW support for federal legislation including the Violence Against Women Act, Family and Medical Leave Act and Equal Remedies Act. Sent written testimony to the U.S. Department of Labor regarding issues of mid-life women and employment. Advocated support from Senator Harkin, Senate Appropriations Committee, for funding through the Centers for Disease Control for medical care for victims of domestic violence.

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 nineteenth annual Iowa Women's Hall of Fame was held in Des Moines on Wednesday, August 25, 1993 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; Karen King; and Jackie Manatt.

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

Born in New York in 1831, Phebe W. Sudlow became a teacher at the early age of 15. In 1856 she moved with her family to Scott County, Iowa and by 1859 she had become the first woman public school principal in the U.S. supervising both a grammar school and a district school in Davenport. In 1869 she became the first woman to present a program at the Iowa convention of county superintendents. In 1872 she was the first principal of the Davenport Training School for Teachers. Two years later she became the first woman superintendent of public schools in the United States. In 1877, Sudlow was elected the first female president of the Iowa State Teachers' Association and a year later was appointed the first female professor at the University of Iowa (department of English). Due to ill health, Sudlow retired from teaching in 1881, but continued to be active in her community. Among her later accomplishments were being co-owner of a bookstore, helping to establish a library in Davenport, and personally directing for 15 years The Ladies Industrial Relief Society which assisted poor families and working mothers by providing a day nursery, washing machines, and cooking and sewing lessons. Sudlow died in 1922 at the age of 91.

Mamie Doud Eisenhower was born in Boone in 1896 and spent her early years in Cedar Rapids. At age six she moved with her family to Colorado. In 1915 she met and later married Lieutenant Dwight D. Eisenhower. The Eisenhowers moved 35 times, living in a variety of army posts, including Panama, France, and the Philippines. Two sons were born to them. Mamie Eisenhower was a well-known and admired First Lady, who served with her husband in the White House from 1953-1961. For over 25 years she was listed on the Gallup Poll of the "Ten Most Admired Women in America." Her years in the White House were marked with dignity, grace, charm, and charitable works. After the Eisenhowers retired from public office they returned to their farm in Gettysburg, PA. In 1970 Eisenhower received the "Nation's Foremost Heart Volunteer" award from the American Heart Association and was the first woman to receive the coveted Iowa Award. In 1971 President Nixon presented her the "Military Wife of the Century" award at a Diamond Jubilee Dinner. Mamie Eisenhower died in 1979, ten years after the former President. Eisenhower's birthplace in Boone was restored to its 1890s period and dedicated as a museum/library in 1980. It is open to the public from April through October and by appointment.

Jean Adeline Morgan Wanatee was born in 1910 on the Mesquakie Indian Settlement in Tama. She is a member of the peaceful Wolf Clan. As a child, she attended the Sac and Fox Day School in Tama, the Flandreau Indian School in South Dakota, and then in the 8th grade returned to Iowa to attend the Tama Public Schools. In her late teens, Wanatee worked for two years at the Toledo Sanatorium and later at the Sac and Fox Day School. Wanatee and her husband raised seven children on the settlement. Over the years she became a role model and advocate on the state and national level for the rights of women. She is a Mesquakie language specialist and resource for the Smithsonian Institution. Wanatee has served on the Governor's Advisory Committee and was a member of the Iowa Arts Council's "artist-in-the-schools" program. She also chaired the local Mesquakie School Board and was the first woman representative on the local pow-wow association. Nationally Wanatee was the first woman to become elected to the Mesquakie Tribal Council, serving two 4-year terms. When asked what she would like people to know about her, Wanatee replied, "Where I came from. I am proud that my people never left Iowa, never became prisoners. They are the reason I want to help."

Julia Faltinson Anderson was born in Iowa in 1919. Her assistance to the international community includes serving in the Navy during WWII, helping to train Peace Corps volunteers, and as a director of work camps in Austria, Yugoslavia, and Malawi. During the early part of Anderson's career she served as an extension home economist, a 4-H youth leader, and later as Associate Dean for undergraduate programming at ISU's College of Family and Consumer Sciences. Since her retirement she has been active as a member of the United Way, Mary Greeley Medical Center, and the Iowa division of the United Nations Association Boards; a chair for the International Relations committee, Iowa division of AAUW; and the first woman on the Iowa Banking Board. She has also served on the Ames Fair Housing and Parks and Recreation Commissions, and the Story County Housing Commission, where she was a strong proponent of affordable housing. A member of the Board of Governors of the ISU Foundation, Anderson recently received the Helen

LeBaron Hilton Recognition Award for her lifelong commitment to international affairs pursued through work with UNESCO, Partners of the Americas, and USAID. Currently she is the co-chair of a task force developing a College for Seniors which will offer non-credit courses for retirees living in central Iowa.

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, Lonabelle Kaplan "Kappie" Spencer and Charles H. Bruner.

The 1993 recipient for this award was Louise Rosenfield Noun. Noun has been involved with both the Iowa and American Civil Liberties Unions for years, serving as President of ICLU and a board member of ACLU. In 1971 she helped found the Des Moines chapter of the National Organization for Women. Her books include *Strong-Minded Women*, a history of the women's suffrage movement in Iowa, and *More Strong-Minded Women*, which portrayed 23 Iowa women who were advocates for equity for women in the late 1960s and early 1970s. In 1990 she wrote Journey to Autonomy: A Memoir.

Noun also founded the Chrysalis Foundation, which funds educational expenses for low-income women, and helped co-found the Women's Archives at the University of Iowa - the first such repository in the nation. To found the Archives, Noun contributed not only her own papers, but funds received from the sale of her Frieda Kahlo painting recently sold at auction. She, and the Chrysalis Foundation, were also the impetus for the "Women's Voices" Conference held in November. Noun was inducted into the Iowa Women's Hall of Fame in 1981.

ANNUAL FRIENDS OF ICSW BANQUET

The Friends of ICSW sponsored its annual banquet and speaker after the Iowa Women's Hall of Fame ceremony and reception on August 25, 1993. The Friends' banquet was held in the atrium of the State Historical Building.

The entertainment featured Jane Cox, assistant professor and state director for Iowa State University Theater. She performed selections from *The Yellow Rose of Suffrage*, a one woman play based on the life of Carrie Chapman Catt. A musical interlude was provided by Father Gander and the Family Geese.

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, 1993, 118 mentor-participant matches were made. Five matches are currently active in state government. Few matches were made in 1993 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 mentors were matched with new hires from September 1990 to September 1991. The program has been on inactive status since October 1991 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. Ten more employees were trained in 1993 and matched with new hires. The program successfully continues to recruit mentors and match them with new employees.

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 is targeted for 1994.

In 1993 the Iowa Legislature passed the Iowa Human Investment Program which includes a mentoring component for Family Investment Program (FIP) participants (formerly ADC recipients). The Iowa Commission on the Status of Women implemented the Polk County pilot program in 1993 in collaboration with the Departments of Human Services, Economic Development, Employment Services, and Education.

Volunteer mentors are recruited from former public assistance recipients who have successfully reached self-sufficiency. Recruitment efforts will also be directed at private sector businesses, churches, volunteer organizations and business organizations.

This project is targeted to begin statewide expansion in 1994 through a joint venture with Volunteers in Service to America (VISTA). VISTA volunteers will be recruited nationally and locally to be

trained as volunteer mentor coordinators to establish statewide mentoring programs for current FIP participants.

Presentations relating to the mentor program were given to Polk County Department of Human Services income maintenance staff.

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 Gardner, 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 December 1993, 971 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 those to the "New Iowa" Nontraditional Exploration program, State Target Alliance Coordinators training, Nontraditional Occupations Seminar for Mid-Life and Older Women, Good Samaritan Urban Ministries Single Moms program, South Alternative High School students program, and the African women delegation through the Council for International Understanding.

On a statewide basis as of December 8, 1992, over 2,500 individuals from Iowa displaced homemaker programs, middle schools, high schools, PROMISE JOBS offices and special conferences viewed the video. The video was distributed to individuals served by Region VII, Women's Bureau, U.S. Department of Labor and other interested individuals nationwide. Since December 12, 1992, 378 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, a similar proclamation has been signed in Iowa by Governor Branstad and a Resolution has been passed by The House and Senate. 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 1993 the ninth 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 200 finalists were judged by a panel of educators, journalists, and community leaders. Each finalist received a certificate signed by the Governor. The 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 1993

The 6th-7th grade winners were:

- 1st Place:** Rosina Hendrickson
 Indian Hills Junior High, Clive
- 2nd Place:** Mandy Davenport
 Hoover Middle School, Sioux City
- 3rd Place:** Dung Huynh
 Woodrow Wilson Middle School, Sioux City

The 8th-9th grade winners were:

- 1st Place:** Jenny Tindall
 Urbandale Middle School, Urbandale

2nd Place: Cara Moothart
Resurrection School, Dubuque

3rd Place: Molly Marie Dankert
Jefferson Jr. High School, Dubuque

Meghan Frommelt, Wahlert High School, Dubuque, 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.

The Howard Draper Brayton and Jessie Sellman Brayton Award was 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.

A special award given this year was the Prairiefire Award. Awarded to the best essay that focused on the subject's work in agriculture. This award was given to Blair Hansen, Hudson Community School, Hudson. 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 with updating from support later by the Family Community Leadership, the statewide advocacy directory was designed to provide a computerized accessible guide to networks on women's issues in Iowa.

During 1993, the Directory was continually being expanded and updated; approximately 2150 persons are in the database for one or more of the 65 categories of interest and/or experience. Special effort was made this year to update and make available upon request the Iowa Women's Organizational Directory which currently has just over 200 listings.

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 of category listings are available for a minimal fee from the ICSW office; the women's organizations listing is free.

PUBLICATIONS

The ICSW published its bimonthly newsletter, the *IoWoman*, the scheduled six times in 1993. All 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 1993 has grown to approximately 6500.

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 (1993 Revised Edition)
Iowa Women and the Law (1993 Revised Edition)
Iowa Women's Hall of Fame Portfolio (includes 1993 updates)
IoWoman, bimonthly newsletter
Sexual Harassment: It's Against the Law (1993)
Sexism in Education (1993 Revised Edition)
Targeted Small Business (referral information - 1992 Revised Edition)
How to Get Your Bearings...How to Get A Job (1990 Revised Edition)
Nontraditional Jobs for Women Brochure (1992)
Iowa Volunteer Mentor Program Brochure (1993)

Current Video/Audio Tapes include:

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

"Partners in Change" - Tape on Displaced Homemakers
(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 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. This project includes the names of approximately 311 women.

OTHER RESOURCES

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

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

ADVOCACY/EDUCATION/PUBLIC INFORMATION

Advocated for legislative proposals (see page 3).

Assisted Church Women United plan for public hearing on Economic Alternatives for women. Represented by Marge Snater at the hearing.

Issued press release on ICSW Public Hearing, received testimony and scheduled presenters on September 29.

Edited, printed and mailed between 6,000 and 6,500 of the *IoWoman* in six bimonthly issues.

Responded to requests for information, referral and assistance from individuals and organizations. Provided information and/or referral on programs, issues, and problems. Staff contacts, including information, referral, and participation on program related committees and task forces, totaled 4802 for 1993. Provided information and/or referral regarding:

"Take Your Daughter to Work Day" on April 28, and individual problems including divorce, child support, child custody, sexual harassment in the work place, job rights of pregnant women, credit, and job sharing.

Publications distributed upon request:

7,093	<i>Iowa Women and the Law</i>
161	<i>How to Get Your Bearings. How to Get a Job.</i>
54	Referral Information on Programs to Assist Women/Minorities in Establishing and Expanding Small Businesses
432	<i>Sexual Harassment in the Workplace: It's Against the Law</i>
1,267	<i>Divorce: Things to Consider</i>
641	<i>Sexism in Education</i>
313	<i>Your Credit Rights cards; and</i>
31	<i>Iowa Women's Hall of Fame Portfolio</i>
40	Advocacy Directors on Specific Subject/Category of Interest
449	ICSW brochure

Also distributed *Sexual Harassment: It's Not Academic* (U.S. Department of Education, Office of Civil Rights), *A Working Woman's Guide to Her Job Rights* (U.S. Department of Labor, Women's Bureau), Iowa Coalition Against Sexual Assault and Iowa Coalition Against

Domestic Violence publications and the Crime Victim Assistance flyer on Stalking.

Provided publications and/or exhibited for:

Prairiefire's "Harvesting our Potential"
Community Focus Conference
Job Placement Division of the Iowa Rehabilitation Association
Des Moines Sesquicentennial Observance at the Capitol
Iowa State Fair - Cultural Diversity Booth

Received from Roxann Ryan, Polk County Women Attorneys, revised copy of *Iowa Women and the Law* as completed by volunteer attorneys; edited and prepared for printing. Obtained agreement by the Iowa State Bar Association to print 15,000 copies. Obtained agreement from Field Paper Company to provide paper at cost. Obtained financial assistance from the Polk County Women Attorneys, Iowa Organization of Women Attorneys, the Iowa Coalition Against Sexual Assault and the Iowa Coalition Against Domestic Violence.

Consulted with Iowa Civil Rights Commission staff regarding revision of *Sexual Harassment in the Workplace*.

Assisted by the Department of Education in revision of *Sexism in Education*. Spoke on ICSW issues, programs and legislation to:

Internal Revenue Service Women's Program
Girl Scout Leaders Diversity Conference
League of Women Voters, American Association of University Women,
Business and Professional Women and others in Oskaloosa
Department of Employment Services Lunch and Learn
American Association of University Women in Des Moines
Maternal and Child Health Conference panel on women in poverty
health issues
Women in Communications in Waterloo
Women's Studies class from Upper Iowa University
Business and Professional Women in Humboldt
Business and Professional Women of Iowa
American Business Women's Association, Newton Chapter
Visiting delegation from South America
Upper Iowa University human services class
Business Links Breakfast Club
Area Education Agencies' staff training on equity
Drake Center for Law and Civic Education program
Council for International Understanding Program for Women
Leaders from Africa
Delta Kappa Gamma State Convention
Communications Data Services
East High School Women's Studies Class
"Women Across the Globe: Realities, Aspirations, Connections"
Duke University Women's Studies Gathering in Chicago
Tri-State Women's Conference in Sioux City
Iowa Corrections Association Conference in Burlington

Spoke on sexual harassment:

House of Mercy Job Club
Southwestern Community College in Creston faculty members

Spoke on employment issues:

Job Placement Division "Brag and Steal" Workshop
NEW Iowa
Good Samaritan Urban Ministries
Target Alliance Coordinators training
International Asso. of Personnel Employment Specialists Council
Iowa Methodist Medical Center
State of Iowa Aging staff
Indian Hills Community College "Career Fair for Girls"

Joint Seminar with Iowa Older Workers Planning Council and Department of Elder Affairs on "Exploring Nontraditional Occupations for Mature Women."

Worked with the planning committee, handled registrations, and presented at the Educational Equity Roundtable January 29, 1993; cosponsored by the American Association of University Women, the Department of Education and ICSW.

Cosponsored "The Way Up X" for women in higher education administration on November 12-13. Provided 400 copies of publications for folders.

Met with planning committee for conference "Moving Past the Barriers: Strategies for Providing Women's Health Care in Iowa's Underserved Areas" which was cosponsored with the Family Planning Council of Iowa.

Served on the "Women's Voices" Steering Committee, Executive Committee, and Program Planning Committee, and Conference cosponsored by the Chrysalis Foundation and Drake University, supported by the Young Women's Resource Center and the ICSW on November 5-7, 1993.

Endorsed "Too Good for Her Own Good" workshop on Learning to Balance Self and Relationships by the Des Moines Pastoral Counseling Center on October 9, 1993.

"Stop Rape on Campus" Conference September 28-29 in Ames cosponsored by Iowa Coalition Against Sexual Assault and ICSW. Attended "Until Someone Wakes Up" play production by the ISU Theatre and Department of Music; conceived and originally directed by Carolyn Levy and written by students at Marquette College in St. Paul, Minnesota.

Provided information on gender balance law for news reporter from Florida, advocate Kappie Spencer, and Minnesota House staff. Gender and ethnic balance on state boards and commissions passed Florida House and Senate, but was vetoed by the Governor.

Provided information on the 50 States Report to Florida legislative staff. Sent 50 States Report to committee in U.S. House of Representatives for use in reviewing federal statutes for gender discrimination.

Received report and interpretation of Gender Wage Equity Pilot Study from the Department of Employment Services personnel. Issued press release and interviewed for the story in the Des Moines Register carried on January 25.

Advocated consideration of women by Judicial Nominating Commission for judgeships; supporting naming Fort Des Moines as a national historic landmark; opposing use of sexist language in Polk County Courtroom; supporting grant proposals for IowaCASA and ICADV; supporting Work Start application for funding; and supporting JTPA grant request from the US Department of Labor Women's Bureau.

Affirmed with two Supreme Court justices ICSW's support of implementation of recommendations of the Equality in the Courts Task Force.

Provided information on eligibility for income waivers during the first year of a small business for AFDC recipients to the Indiana Commission on Women.

Responded to Waterloo Courier reporter query regarding the Family and Medical Leave Act in relation to Iowa's pregnancy leave law.

Wrote members of Congress encouraging consideration of a woman in making recommendations for U.S. Attorneys.

Commended Firststar Bank for appointing Marcia Hanson as first women president and CEO of a major bank in Iowa.

Reviewed copy for *Goldfinch* on notable women of Iowa including several from the Iowa Women's Hall of Fame.

Judged Businesswomen of the Year nominations for Business and Professional Women.

Recruited Elsa Conner to serve on Minority Over-Representation in the Juvenile Justice System Task Force.

Wrote ISU chair of history department encouraging teaching of women's history during leave of Dorothy Schwieder.

Wrote Iowa Department of Education Director William Lepley encouraging consideration of a women for appointment as Administrator, Division of Vocational Rehabilitation. Marge Knudsen was hired.

Wrote in support of the University of Iowa's application to the National Cancer Institute to sponsor a Breast Cancer Education Summit.

Wrote *The Des Moines Register* regarding Iowa Women's Hall of Fame member Ida B. Wise Smith.

Developed press release and public relations contacts for November as Family Caregivers Month.

Grant Reviews:

Adolescent Pregnancy Prevention and Services - Department of
Human Services
Crime Victim Assistance Division Grant Review Committee for Domestic
Violence and Sexual Assault Projects
Sex Equity for the Department of Education
Women in Science and Engineering Career Days for Girls Projects

ATTENDANCE/PARTICIPATION/INTERAGENCY TASK FORCES

Ad hoc Committee on Legislative Proposals on Women's Health
Ad hoc Group on Equal Rights Amendment
Advisory Group, Women's Bureau, U.S. Department of Labor
Affirmative Action Task Force
American Society for Public Administration
American Society for Public Administration Executive Council
Breast and Cervical Cancer Control Coalition
Breast and Cervical Cancer Public Education Subcommittee
Business and Professional Women's Club Awards
Caregiving Committee with Department of Elder Affairs
Carrie Chapman Catt "Appearance"/League of Women Voters
Carrie Chapman Catt Center for Women and Politics "Changing the Rules
of the Game" Conference and "Yellow Rose of Suffrage" Drama
Community Focus: Collaboration on Low-Income Women Meeting
Council for International Understanding's International Visitors
Program, for Visit from Women Leaders of Africa May 23-27
Department of Human Rights Administrative Coordinating Council
Department of Human Rights Facet Teams:
Service Delivery, Staffing, and Technology Teams
Des Moines Human Rights Commission Symposium
Directors of Volunteers in Agencies (DOVIA)
Equality in the Courts Task Force
*Expanding the Focus of What We Teach" Multicultural Women's History
Training for Teachers, cosponsored by ICSW
Family Investment Program Operations Group
Focus Group of ADC recipients regarding Welfare Reform
Friends of the Iowa Commission on the Status of Women
Board of Directors, Advisory Board, and Banquet
Friends of Prisoners at Mitchellville
Funding Abuse Litigation ad hoc group
Governor's Conference on Volunteerism
Governor's Proclamation Signings of:
Martin Luther King, Jr. Holiday Observation
Victim Counselor bill
Domestic Abuse bill
March as Women's History Month
October as Domestic Violence Awareness Month
Health Care in the '90s Forum
Human Needs Advocates
Energy Assistance Press Conference
ICADV Gold Seal Awards Luncheon
Interagency Alliance Workforce Group, Utilization Committee and
Steering Committee
Interagency Model Systems Work Group

Iowa Commission of Persons with Disabilities Awards Ceremony
 Iowa Humanities Board Conference
 Iowa Juvenile Home Advisory Board
 Iowa Kids Count Summit
 Iowa Organization for Victim Assistance Forum on Legislative Issues
 Iowa State University Women in Science and Engineering Open House
 Iowa Quality Government Team
 Job Placement Network
 Leadership Iowa Alumni Association
 Martin Luther King Birthday Celebration Committee
 Maternal and Child Health Advisory Council
 Mentor Program Advisory Board
 Nancy Drew Conference Planning Committee of Iowa
 National Association of Commissions for Women Board of Directors
 Meetings and Annual Conference in Albuquerque, New Mexico
 National 19th Amendment Society Advisory Board
 NAWBO's "Women Making History" Breakfast for Girl Basketball Players
 Older Workers Conference
 Personal Development Seminar Planning Committee, "Moving Past the
 Barriers: Strategies for Providing Women's Health Care in Iowa's
 Underserved Areas"
 PROMISE JOBS Coordinating Council
 Sexual Harassment in the Schools Planning Committee with the
 American Association of University Women
 Sex Equity State Planning Committee
 State Displaced Homemakers Network Telenet Meetings, State Retreat,
 and Region 7 Conference May 2-4 in Overland Park, Kansas
 State/Iowa Human Investment Program Work Group, Focus Group, Council
 and Roundtable
 State Government Food Bank Committee
 Target Work Force Development Centers Implementation Team
 Targeted Small Business Workshop
 Tech Prep Advisory Board, Central Iowa Regional Planning Board
 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
 Welfare to Employment Oversight Committee, Polk County
 "Women in Jazz" Women in Science and Engineering at Iowa State
 University Program
 "Women Take Back the Night"
 Work Keys Seminar
 Workforce Development Forum
 Workforce Development Centers Orientation
 Work Start Advisory Board, Central Iowa Regional Planning Board

CONTRACTUAL AGREEMENTS

In order to accomplish outreach and understanding of special populations of women, the ICSW contracted during 1993 for the following: grants to displaced homemakers programs, training on issues of violence against women, and research on sexual harassment in the Iowa schools.

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 1993, the ICSW administered \$125,775 and for fiscal year 1994 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 1993 showed a total of 1875 persons served.

For fiscal year 1994, 13 applications were received from the programs located statewide. In July, 1993, the six-member Displaced Homemaker Advisory Committee recommended 12 grants be awarded to:

Project Self-Support, Des Moines Area Community College,
Boone and Carroll
Expanding Horizons, Kirkwood Community College, Cedar Rapids
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
Project Self-Sufficiency, Des Moines Area Community College,
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, Mike Crawford, Denise Hotopp, Rod Huenemann 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 1993, 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 the 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 information to the general public on issues of sexual assault; and \$5,667 to IowaCASA to provide training to community professionals.

For fiscal year 1994, the ICSW administered state fund appropriations of \$9,500 to ICADV to provide training to community professionals and the general public, \$5,250 to provide training to service providers as well as \$5,250 to provide training to the criminal justice system personnel on issues of domestic violence; and \$5,668 to IowaCASA to provide training to professional and community service providers, \$5,667 to community professionals as well as \$9,665 to provide general public education on issues of sexual assault.

Lynda Taylor worked to fill in the ICADV office void until August 30, 1993; Cassandra Amesley began May 3 and terminated September 16, 1993, in the ICADV executive director position. Laurie Schipper began November 22, 1993 as the full-time executive director and Joan Kennedy began December 20, 1993 as the full-time office coordinator for ICADV.

Beth Barnhill continued throughout 1993 as the full-time IowaCASA executive director with Margie Schaffner as the part-time administrative assistant. Britta Penca began May 17, 1993 as the full-time IowaCASA training coordinator.

SEXUAL HARASSMENT IN THE IOWA SCHOOL SYSTEM

The United States Department of Labor Women's Bureau agreed to provide \$3,000 in funding as a supporter of the study and research on sexual harassment in secondary schools in Iowa, and used the Iowa Commission on the Status of Women as the financial pass-through agency. The contract specifically is to research and study sexual harassment, the extent and nature of the problem, where harassment occurs, how Iowa students perceive behaviors considered harassing, to what extent harassing behaviors discourage females from pursuing nontraditional roles, what educational needs are of Iowans as related to sexual harassment, and considering the nature of this information, what students see as the best way to communicate information on this topic.

Saydel Consolidated School District and Selzer Boddy Incorporated had applied for other federal sex equity funds through the Iowa Department of Education to assist in the research and video production. The study and research began after October 1st, the federal fiscal year; and a report is anticipated early in 1994.

**1993 IOWA LEGISLATION REPORT
ISSUES IMPACTING WOMEN**

RESOLUTIONS

Condemn the atrocities of systematic rape of women and abandonment of children in Bosnia. Senate Concurrent Resolution 9. ICSW supported. Adopted.

Designate March 1993 as Iowa Women's History month. Senate Concurrent Resolution 16. ICSW supported. Adopted.

NEW BILLS PASSED AND SIGNED BY THE GOVERNOR

Establishment of elder group homes which provide personal assistance, room, and board to three or more elders in a single-family residence as a special licensing category of residential care facilities. Senate File 3. ICSW supported.

Adds children to Chemically Exposed Infants Council and removes barriers to getting help for chemically exposed children; allows testing and referral to the Department of Human Services whether or not the parent is in treatment. Chemical exposure becomes justification for Child in Need of Assistance (CINA) adjudication, but not for criminal prosecution. Senate File 117.

Beginning March 1994, changes in the Department of Human Services' statutory provisions involving child abuse (such as termination of parental rights or allowing investigation of child abuse if the suspected abuser resides in Iowa), dependent adult abuse, child day care. Senate File 221.

Appropriations to Attorney General's office at \$1,359,812 for victim assistance to provide grants to care providers providing services to crime victims of domestic abuse or to crime victims of rape and sexual assault. Senate File 267. ICSW supported.

"Iowa Invests," creating a council on human investment. Welfare reform, replacing aid to dependent children with a family investment program designed for self-sufficiency via an individualized social contract; an ability to set aside savings through individual investment accounts; work incentives that continue partial income assistance if wages are low; increased resource allowances; mentor program administered by Iowa Commission on the Status of Women. Workforce development center guidelines for collocating state and federal employment/training programs (seamless service concept). Senate File 268. ICSW supported.

Permits the presence of victim counselors for survivors in proceedings pertaining to the crime/offense. Senate File 293. ICSW supported.

Expands definition of domestic abuse to include assaults between persons who are parents of the same minor child, regardless of whether

they have been married or have lived together at any time; no age restrictions pertaining to the age of the defendant in these circumstances; includes assault between persons who have been family or household members residing together within the past year and are not residing together at the time of the assault. Current law defines "family or household members" as spouses, persons cohabiting, parents, or other persons related by consanguinity or affinity except children under 18. Prohibits fines in lieu of minimum sentences. Prohibits deferred sentences for contempt. Senate File 342. ICSW Supported.

Adds coordination of nutrition and health services to Family Resource Centers. Senate File 387.

Criminal trial testimony by minors, certain victims and witnesses allowed by closed-circuit television. House File 79.

Provides well-child care under group accident and sickness insurance, group nonprofit health service plans, and prepaid group plans of health maintenance organizations; changes the age limit to under seven years. House File 236. ICSW supported.

Increases tracking of immunizations by sending out-of-wedlock birth certificates to local boards of health. (Out-of-wedlock birth certificates were unavailable to the county.) House File 348.

At victim's request, provides for testing of person for HIV following conviction of certain offenses including sexual assault; makes provision for counseling of survivors regarding the meaning of receiving an offender's HIV results. House File 418. ICSW supported counseling of survivors.

Status of Women division appropriation at \$340,788 with four full-time staff, specifically including \$125,775 for grants for displaced homemaker direct services and \$42,570 for training funds on issues of domestic violence and sexual assault. Also requests the legislative council to create an interim study on the organizational structure of the Department of Human Rights and would eliminate the Department of Human Rights and all of its subdivisions as of July 1, 1997. House File 429.

Appropriations to the Department of Human Services at \$7,680,962 for child day care assistance and child care assistance; \$7,718,000 for JOBS program; \$4,307,709 for child support recovery; \$3,590,000 for court-ordered services to juveniles; \$1,050,000 for family support subsidy program; \$342,058,555 for medical assistance including reimbursement for abortion services which are medically necessary with \$5,542,950 for medical contracts and drug utilization; \$18,792,860 for state supplementary assistance; \$67,538,435 for child and family services including \$629,918 national adoption and foster care information system, \$21,161,299 for group foster care maintenance/ services, with \$6,889,756 for shelter care; and \$1,624,226 for community-based programs including \$652,451 for adolescent pregnancy prevention grants and \$532,789 for child abuse prevention grants. House File 518.

PROPOSALS for 1994

to the GOVERNOR and the 75th 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.

Additional priority areas being proposed to the Governor and General Assembly for 1994 are as follows (in alphabetical order):

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

Economic Opportunities, including pay equity, child care, and grants for displaced homemaker programs.

Education, including monitoring implementation of the multicultural, nonsexist curriculum requirement, requiring a sexual harassment policy in each school, encouraging the study of math and science, and promoting opportunities for women in educational administration.

Health, including support of such services for women as maternal and child health, family planning, mammography, colposcopy, and substance abuse treatment, maintaining a focus on health care reform until health care coverage is accessible to all Iowans, and recommending education of medical practitioners on women and HIV/AIDS.

Insurance, including elimination of practices which are discriminatory on the basis of gender or marital status, review of malpractice policies discouraging obstetrical services in rural areas, and expansion of relationship definition for family coverage.

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 including modification of the Code of Iowa on stalking and harassment.

Welfare Reform, including implementation of the Iowa Human Investment Program, funding the mentor component of the Family Investment Program, programs to prevent homelessness, and monitoring the effect on girls of caps on foster care.

Women and Justice, including monitoring the implementation of the Equality in the Courts Task Force's recommendations, legal services for low-income persons, issues of child custody and child support, promotion of women in judgeships, and enhancement of services in the women's correctional system.

Women in Government, including gender balance on boards and commissions of political subdivisions of the state, comparable worth, 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:

- (L) 1. Support programs for caregivers, especially relative to care of disabled or elderly persons in their own homes for as long as possible.
- (L) 2. Implementation of integrated case management programs for the frail elderly statewide.
- (L) 3. Expansion statewide of the Medicaid Home and Community-based waiver for the elderly to make services available for in-home care including adult day care, emergency response system, respite care, etc. (dependent upon integrated case management programs)
- (S) 4. Review of state tax policies to eliminate disincentives to caring for 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).
- (S) 5. Exploration of ways to address issues of training, respite care, definitions, and spokespersons.
- (A) 6. Coordination of information and service delivery systems for caregivers; exploration of means to do so via toll free phone.

Economic Opportunities

Department of Employment Services statistics show that in 1992 there were 711,000 Iowa women age 16 or older in the labor force. A recent study indicates that 40.5% of working women in Iowa have an average annual income of less than \$12,000. 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:

- (L) 1. Continued funding for displaced homemaker program grants through the Iowa Commission on the Status of Women, and continued funding for JTPA-related programs.
- (L) 2. Needs-based payments and support services (including transportation and dependent care subsidies) for all JTPA participants at least until they receive their first full-month paycheck.
- (L) 3. Development of a plan to achieve pay equity for employees in private industry thereby eliminating wage discrimination on the basis of gender.
- (L) 4. Legislative review of child care in Iowa with a focus on 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.

- (A) 5. Promotion of state/federal dependent care pre-tax deductions for in-home day care, in-home nursing care, child day care, adult day care, and household services in conjunction with day care.

Education

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

- (L) 1. State funding for staff and programs for educational equity, including monitoring implementation of the multicultural, nonsexist curriculum mandated by the Code of Iowa and enforcement of Title IX.
- (L) 2. Requiring the Department of Education to collect and report basic educational data by gender, race, national origin and disability.
- (A) 3. Continuation of affirmative action programs to promote opportunities for women in educational administration.
- (A) 4. Increased programming to encourage female and minority students to study math and science in secondary and post-secondary education.
- (A) 5. Requiring a specific sexual harassment discrimination policy in each school.
- (A) 6. Recognition and inclusion of the contributions and achievements of women in Iowa's history in celebration of the sesquicentennial.
- (S) 7. Study the content of educator preparation programs in order to insure that Iowa educators gain an understanding of diversity and learn strategies to address issues of diversity with sensitivity in the classroom and the school.

Health

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:

- (L) 1. Medicaid reimbursement rates which will encourage physicians, physician's assistants and advanced registered nurse practitioners to provide maternal health services especially in rural underserved areas.
- (L) 2. Increased funding to make Maternal and Child Health services available statewide.
- (L) 3. Continued funding for adolescent pregnancy prevention and services grant program.
- (L) 4. Funding adult substance abuse treatment programs specifically for women.
- (L) 5. Continued funding to make the chlamydia screening program available statewide.
- (L) 6. Continued funding of the Iowa Health Data Commission, including enhancement of its ability to collect, analyze and disseminate data on severity of illness and quality measurement, including outcome measures, and beginning to analyze long-term care and ambulatory patient care data.
- (L) 7. Access for low-income women without medicaid to mammography and colposcopy.

- (L) 8. Increased funding for family planning programs, with emphasis on education and increasing access for low income women ineligible for Medicaid.
- (L) 9. Adequate funding for immunization of children.
- (L) 10. Developing programs which will increase the availability of perinatal care including utilization of nurse midwives, nurse practitioners, and physician's assistants.
- (A) 11. Recommending a designated portion of continuing education credits for medical practitioners to be on the topic of women and HIV/AIDS.

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:

- (L) 1. Elimination of discriminatory practices on the basis of gender or marital status in the issuance or operation of any type of insurance policy, plan, program, or coverage, including but not limited to rates, payments or benefits; for example, exclusion of obstetrical care for unwed dependents.
- (L) 2. Efforts of the General Assembly to address health insurance coverage for the uninsured and underinsured.
- (A) 3. Expansion of relationship definition for family coverage insurance.
- (S) 4. Review of malpractice insurance policies which discourage obstetrical 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. In fiscal year 1992, 26,446 victims of domestic abuse were served by Iowa shelters. 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:

- (L) 1. Increased funding for services to victims of sexual assault through local projects.
- (L) 2. Increased funding for services to victims of domestic violence through local projects.
- (L) 3. Continued funding for training of criminal justice personnel, 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).
- (L) 4. Mandatory training for criminal justice personnel in victim related issues.
- (L) 5. Keeping confidential names and addresses of victims of sexual assault prior to an indictment of an alleged perpetrator.

- (L) 6. Eliminating statute of limitations in prosecution for child sexual abuse.
- (L) 7. Revision of Code of Iowa to provide for admissability of battered woman syndrome as a defense in criminal proceedings.
- (L) 8. Amending Code of Iowa 702.11 so that third degree sexual abuse when one participant is 14 or 15 and the other is six or more years older will be considered a forcible felony.
- (L) 9. Assuring a victim professional legal assistance with contempt actions when a restraining order obtained through *pro se* is violated.
- (L) 10. Strengthening the Code of Iowa to require that joint custody and unsupervised visitation rights should not be presumed when spousal or child abuse is a factor in the marital relationships; and that the non-abusive parent should be presumed to have physical care.
- (L) 11. Reexamination of rules of evidence pertaining to manner of dress of alleged victim of sexual abuse in a criminal case.
- (L) 12. Revision of anti-stalking legislation (Code of Iowa 708.11) to enhance the penalty to a felony; include threats against family members; and replace "credible threat" with "threat implied by conduct."
- (L) 13. Revision of Code of Iowa 708.7 to include face-to-face confrontation in definition of harassment.

Welfare Reform

To endorse Iowa's efforts to reform the welfare system, particularly to make services available which promote economic self-sufficiency, the ICSW supports:

- (L) 1. State funding for the mentoring component for the Family Investment Program (FIP) participants administered by the ICSW.
- (L) 2. Implementation and funding of the Iowa Human Investment Program (IHIP).
- (L) 3. 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.
- (L) 4. State funding for the Emergency Assistance Program plus federal match, preventing homelessness through emergency payments of utilities and rent.
- (A) 5. Monitoring the effect on girls of caps on group foster care and of the current emphasis on alternatives to group placement.

Women and Justice

The ICSW supports:

- (L) 1. Funding for legal services to meet the needs of low-income women.
- (L) 2. Strengthened enforcement of child support to meet the needs of Iowa citizens.

- (L) 3. 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.
- (L) 4. Funding a full-time volunteer coordinator for the Iowa Correctional Institution for Women.
- (A) 5. Establishment of a task force to examine treatment and equity of opportunity in education and training programs for women throughout the correctional system.
- (A) 6. Monitoring the implementation of the Iowa Supreme Court's Equality in the Courts Task Force's final recommendations.
- (A) 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.
- (A) 8. Improved procedures for enforcement of existing alimony orders.

Women in Government

The ICSW supports:

- (L) 1. Gender balance on boards and commissions of political subdivisions of the state.
- (L) 2. Development of a plan for extending a comparable worth policy to all public employees in Iowa, with state assistance to local government entities in conducting comparable worth studies and a plan for making state revenue-sharing monies at future dates contingent upon adopting comparable worth pay schedules for local government employees.
- (A) 3. Monitoring the implementation of state employee pay reform on the basis of comparable worth.
- (A) 4. A requirement that credit be given for skills developed through volunteer and homemaker work experience for purposes of qualifying for hiring and promotion in all personnel selection systems in Iowa state government, its political subdivisions, and all businesses/parties which contract with the state government.
- (A) 5. Policies that promote job sharing and flex-time in state employment.
- (A) 6. Continued vigorous enforcement of existing affirmative action plans and careful monitoring of promotions made within the upper pay classifications. The state needs to develop, implement and expand career ladders where there are concentrations of women and 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.
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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.

