

**Iowa
Commission
on the
Status of Women**



24th Annual Report

February 1, 1996

State of Iowa
Department of Human Rights



February 1, 1996

The Honorable Terry Branstad
Members of the 76th General Assembly
State Capitol Building
Des Moines, IA 50319

Dear Governor Branstad and Members of the 76th General Assembly:

It is with pride of accomplishment and pleasure of service that we present to you this Twenty-fourth Annual Report of the Iowa Commission on the Status of Women. The following pages will detail the programs and activities carried out for the year of 1995.

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

This report shows that our effective staff spends considerable time in preparation for events, preparing resources, sharing information, speaking to a variety of groups, and advocating for laws that will improve the status of women. They are an important resource for both the Commissioners and the citizens of our state. Women should have equal rights to men in all areas of their lives, and it is up to Iowa's leaders to help change those systems and institutions that inherently hinder the growth of women.

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 we will discuss them with you.

On behalf of our Commissioners and the staff, I thank Governor Branstad and members of the General Assembly for the commitment you have made to improving the status of women by funding our Commission and passing legislation that helps the women of Iowa develop their full potential economically, politically, and socially.

Sincerely,



Naomi Christensen, Chairperson
Iowa Commission on the Status of Women

Table of Contents

Commissioners, 1995 Staff Members	2
Committees and Officers, 1995	3
Commission Meeting Dates	3
Accomplishments--Programs and Projects	4
Legislative Activities	4
Iowa Women's Hall of Fame	5
Cristine Wilson Medal for Equality and Justice	7
Annual Friends of ICSW Banquet	8
Employment Project	8
Volunteer Mentor Program	8
Jobs Clearinghouse Project	9
Nontraditional Occupations Video Project	9
Women's History Month	10
Write Women Back into History	10
Advocacy Directory	11
Publications	11
Roster of Qualified Women	12
Other Resources	12
Diversity	13
Advocacy/Education/Public Information	14
Media Contacts	16
Attendance/Participation/Interagency Task Forces	17
Contractual Agreements	19
Displaced Homemakers Grants	19
Issues of Violence Against Women	20
1995 Legislative Summary	20
Proposals for 1996	25
Statute	34
Administrative Rules	41

1995 Citizen Commissioners

<u>Commissioner</u>	<u>Community</u>	<u>Term Expires</u>
Naomi Christensen, Chair	Malvern	April 30, 1996
Judge Brown	Fort Dodge	April 30, 1996
Kathryn Burt	Marshalltown	April 30, 1998
Lisa L. Green	Indianola	April 30, 1998
Mignon Manelli	Ames	April 30, 1998
Michael D. Montgomery	Knoxville	April 30, 1996
Tom Morain	Ames	Resigned Sept. 1, 1995
Mark H. Snell	Ames	Resigned Nov. 13, 1995
Diana L. Stewart	Oelwein	April 30, 1996
Paul Walther (Sept. 1, 1995)	Audubon	April 30, 1998
Almo Hawkins, <i>ex officio</i>	Des Moines	

1995 Legislative Commissioners (*ex officio*)

Representative Betty Grundberg	Des Moines	June 30, 1998
Representative Jack Holveck	Des Moines	June 30, 1996
Senator Don Redfern	Cedar Falls	June 30, 1998
Senator Elaine Szymoniak	Des Moines	June 30, 1996

1995 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 subsequently confirmed by the Senate, as the administrator of the Division on the Status of Women within the Department of Human Rights. In 1991 and 1995, 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 coordinator since July, 1989. Stephanie R. Pratt, program planner 2, has served as the coordinator of publications and special projects since June, 1994. Karen DeKock Francis, secretary 1, started part-time on October 28, 1994.

Wendy Clupper of Rutgers University and JoAnne Rockwell of Simpson College did internships researching statistics on Iowa women, helping organize Commission programs, and conducting legislative work.

**Committees of the
Iowa Commission on the Status of Women
1995**

Executive Committee

Naomi Christensen, Chair
Mark Snell, Vice Chair
Michael Montgomery, Treasurer

Finance

Michael Montgomery, Chair
Judge Brown
Lisa Green

Legislative

Mignon Manelli, Chair
Michael Montgomery
Mark Snell
Representative Jack Holveck
Representative Betty Grundberg
Senator Don Redfern
Senator Elaine Szymoniak

Hall of Fame

Mark Snell, Chair
Kathryn Burt
Diana Stewart
Debbie Gitchell
Dale H. Ross

Program and Planning

Tom Morain, Chair
Kathryn Burt
Mignon Manelli
Diana Stewart

Friends of the ICSW

Board of Directors
Naomi Christensen
Kathryn Burt
Lisa Green
Mignon Manelli
Michael Montgomery
Mark Snell

**75th Anniversary of
Woman Suffrage
Committee**

Kathryn Burt, Chair
Mignon Manelli
Tom Morain
Diana Stewart

Public Information

Lisa Green, Chair
Judge Brown
Tom Morain

Nominating Committee

Kathryn Burt
Lisa Green
Judge Brown

1995 Commission Meetings

March 1—Grimes State Office Building, Des Moines

May 3—Iowa Communications Network, Des Moines, Glenwood, Marshalltown, and Oelwein

July 7—Lucas State Office Building, Des Moines

September 27—State Capitol Building, Des Moines

November 7—State Capitol Building, Des Moines

1995 Accomplishments Iowa Commission on the Status of Women

Programs and Projects

Legislative Activities

- Tracked legislation and advocated for bills in accordance with the ICSW's 1995 Proposals to the Governor and the General Assembly. (See 1995 Legislative Summary on page 20.) Advocated legislative action by registering on bills supported by ICSW and by memo and phone calls, including expanding the definition of relationships in domestic violence, and opposing legislation that would eliminate the multicultural nonsexist curriculum requirement.
- Distributed Proposals for 1996 to the Governor and General Assembly, advocates, and interested organizations.
- Reviewed prefiled bills from other state departments.
- Attended and submitted testimony to U.S. Senate Committee's Public Hearing on Welfare Reform, chaired by Senator Tom Harkin.
- Wrote to U.S. Representative Jim Nussle regarding funding for child care for the working poor, to Senator Tom Harkin thanking him for introducing the Fair Pay Act of 1995, to the U.S. Senators supporting equity staff for the Iowa Department of Education, and to the entire Iowa Congressional Delegation opposing any weakening of Title IX. Wrote members of Congress advocating for support of funding through a block grant for Maternal and Child Health, including prevention of sexual assault. Called U.S. Senators opposing S1085 and supporting affirmative action.
- Prepared drafts of the Governor's Proclamation of May as Displaced Homemakers Month, March as Women's History Month, of 1995 as Women's Equality Year, and of House and Senate Women's History Month Resolutions, including observance of 1995 as the 75th anniversary of woman suffrage.
- Wrote *The Des Moines Register* supporting revocation of licensure for delinquency in paying child support and support continued implementation of Title IX. Interviewed by Council Bluffs *Daily Non-Parrell* on affirmative action and again on pay equity and by Drake Line-TV on gender discrimination in insurance.
- Gave testimony opposing HF 51 that would have eliminated multicultural, nonsexist approach/perspectives in education.

Iowa Women's Hall of Fame

The Iowa Women's Hall of Fame, which is supported, in part, 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 Twenty-first Annual Iowa Women's Hall of Fame Ceremony was held in Des Moines on Saturday, August 26, 1995 at the State Historical Building of Iowa. 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 E. Branstad, Lt. Governor Joy Corning, Commission Chairperson Naomi Christensen, and Chairperson of the Hall of Fame Committee, Mark Snell. This year's Hall of Fame committee comprised Mark Snell, ICSW Commissioner; Diana Stewart, ICSW Commissioner; Kathryn Burt, ICSW Commissioner; and citizen committee members Debbie Gitchell and Dr. Dale H. Ross, both of Ames.

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

Sue M. Wilson Brown, was born in Staunton, Virginia in 1877. She graduated from Oskaloosa High School, married attorney S. Joe Brown of Muchiknock, Iowa in 1902, and moved to Des Moines. Brown dedicated her life to improving the status of African Americans on both a state and national level. To achieve that, Brown founded several clubs, including the Intellectual Improvement Club, the Iowa Colored Women, and the Des Moines League of Colored Women Voters. She served as president of the Iowa Federation of Colored Women, the Colonel Charles Young Auxiliary of the American Red Cross, and the Des Moines Branch of Church Women's Interracial Commission, and as the first female president of the Des Moines Branch of the NAACP. She served as a charter member of the Central Association of Colored Women and the First Interracial Commission on Civil Rights. As chairperson of the Iowa Association of Colored Women, she supervised the building of the University Girls' Home in Iowa City, which became one of the first owned and operated university dormitories for African Americans outside any traditional African-American colleges or universities. Brown served as a delegate to the International Council of Women of the World and to the Eighth Quinquennial Session of the International Council of Women. She also authored three books about African-American women. Brown is featured in *Who's Who in Colored America*. She died in 1941. As Gwendolyn Wilson Fowler, 1987 Hall of Fame member, described Brown, "Her life was a commitment to the foundational development of women leaders and the social, political, ethical, and economic upward mobility of African Americans... She was the great organizer of her day and we have yet to see her equal."

Mary E. Domingues Campos, born in McAlester, Oklahoma, is an advocate for women and children in Iowa and has helped to establish better relationships among people of diverse ethnic backgrounds. Campos serves on numerous boards and councils as a champion for human rights, including the Community Housing Education Resources, Bidwell Riverside Community Center, Des Moines Human Rights Commission, Hispanic Education Resource Center, Council for International Understanding, Mid-City Vision Committee, Our Lady of Guadalupe Chapel, Hispanic Ministry, Senior Citizens Advisory Council, Adult and Youth Ministries

Diocese of Des Moines Advisory Council, and *The Des Moines Register* Advisory Council. She served as president of the United Mexican-American Community Center. Campos has also been active politically, serving as the Hispanic representative to the Iowa Democratic Party in 1983 and as the Democratic cochair of the Polk County Democratic County Convention in 1992. With the Hispanic population increasing in Iowa, Campos spends countless hours helping non-English speaking families who are relocating in Des Moines and Perry become more informed about social and health issues. As Randolph J. Davis wrote in a nomination letter, "She has represented her Latino ethnic group with dignity and courage."

Gertrude Dieken, born in Grundy County, Iowa, graduated with her BA from Coe College and following graduate studies in consumer economics and journalism at Iowa State University, launched her career as an editor and businesswoman. As an editor, Dieken garnered first the resources of the United States Department of Agriculture Extension Service in Ames, Iowa and then of the most influential farm magazine in the world, the *Farm Journal*. As a longtime editor of the family magazine within *Farm Journal*, she championed farm women as vital partners in farm production, as effective community leaders, and as intelligent and strong nurturers. The differences she made in the lives of farm families during an era of great change in agriculture reached far beyond her readers of the 1940s-70s, into the lives of the next generations. Dieken established herself firmly as a brilliant businesswoman as well as effective editor. She established the book publishing division of *Farm Journal, Inc.*, and within the first decade, over ten million books were distributed. During this period, she became a vice president and a member of the board of directors of *Farm Journal, Inc.* She was the first woman recipient of the Reuben Brigham Award for outstanding service to agriculture and rural living through mass communication media. Dieken is listed in *Who's Who of American Women*. As Coe College President John E. Brown stated, "Gertrude Dieken is a pioneering home economist, gifted journalist, and a woman who authentically and most successfully dedicated her life's work to advancing the status of women."

Rowena Edson Stevens, born near Columbus, Wisconsin in 1852, graduated from Iowa State College in its second class. She taught school in Iowa and Nebraska. She married John L. Stevens, a graduate of the first Iowa State class in 1876. The family lived in Ames and later in Boone. Rowena Edson Stevens became socially and politically active, founding and supporting charitable organizations, as well as playing a prominent role in the struggle for woman suffrage. She organized the Political Equality Club in Ames and served as its president. She also served as president of the Boone Equality Club and organized chapters in other cities. She served as president of the Benevolent Society in Ames for twelve years, as Worthy Matron of the Order of Eastern Star in Ames, as state Regent of the Daughters of the American Revolution, and on the board of the first hospital in Boone. She held various offices in the Iowa Equal Suffrage Association, including president in 1894, in which capacity she addressed the Iowa Legislature on behalf of the suffragist movement. As president of the Boone Equality Club, Rowena Edson Stevens organized the first woman suffrage parade in the United States for the annual convention of the Iowa Equal Suffrage Association in Boone in 1908. She died in 1918, just one year before the 19th Amendment was ratified and women won the right to vote. She was honored by the League of Women Voters in 1931 as one of the 24 "women in Iowa whose courageous work opened the opportunities of complete citizenship to all women in the state."

Iowa Women's Hall of Fame Members Include:

Mary Newbury Adams	Mary Garst	Louise Rosenfeld
Julia Faltinson Anderson	Betty Jean Furgerson	Eve Rubenstein
Peg Stair Anderson	Willie Stevenson Glanton	Gertrude Durden Rush
Ruth Bluford Anderson	Susan Glaspell	Edith Murphy Sackett
Virginia Bedell	Mary Grefe	Agnes Samuelson
Mildred Wirt Benson	Edna M. Griffin	Ruth Sayre
Jessie Blinford	Virginia Harper	Dorothy Schramm
Gladys B. Black	Helen B. Henderson	Jessie Field Shambaugh
Amelia Jenks Bloomer	Dr. Nancy Hill	Mary Jane Odell Siegler
Sue M. Wilson Brown	Cora Bussy Hillis	Georgia Rogers Sievers
Fannie R. Buchanan	Helen LeBaron Hilton	Ida B. Wise Smith
Mary E. Domingues Campos	Pearl Hogrefe	Jeanne Montgomery Smith
Carrie Chapman Catt	Lou Henry Hoover	Mary Louise Smith
Mary Frances Clarke, B.V.M.	Dorothy Houghton	Marilyn E. Staples
Mary Jane Coggeshall	Mabel Lossing Jones	Rowena Edson Stevens
Roxanne Barton Conlin	Anna B. Lawther	Ruth Suckow
Marguerite Esters Cothorn	Mabel Lee	Phebe W. Sudlow
Rosa Cunningham	Twila Parker Lummer	Sister Patricia Clare Sullivan
Jolly Ann Horton Davidson	Arabella Mansfield	Ruth Wildman Swenson
Evelyn Davis	Ola Babcock Miller	Lois Hattery Tiffany
Jacqueline Day	Marilyn O. Murphy	Evelyne Jobe Villines
Gertrude Dieken	Alice Van Wert Murray	Nelle Verne Walker
Minnette Doderer	Louise Rosenfeld Noun	Jean Adeline Morgan Wanatee
A. Lillian Edmunds	Jessie M. Parker	Mary Beaumont Welch
Lois Harper Eichacker	Carolyn Pendray	Catherine Williams
Mamie Doud Eisenhower	Mary Louise Petersen	Cristine Swanson Wilson
Beverly Everett	Mary Louisa Duncan Putnam	Annie Wittenmyer
Merte Wilna Fleming	Glenda Gates Riley	
Gwendolyn Wilson Fowler		

Cristine Wilson Medal for Equality and Justice

This award was established in 1982 and honors the woman who served on the Governor's Commission on the Status of Women and who first chaired the statutory Commission. From 1972 to 1976, Cristine Wilson led the Commission in combatting sex discrimination and promoting equal opportunity. The medal is given to individuals who have exhibited outstanding dedication and service on behalf of the ideals of equality and justice. Past recipients are Sue Follon, Governor Robert Ray, Mary Louise Smith, Patricia Gadelmann, Minnette Doderer, Lonabelle Kaplan "Kappie" Spencer, Charles H. Bruner, Louise Rosenfeld Noun, and Mary Molen Wiberg.

The 1995 recipient for this award was **Betty Talkington**. Talkington is a veteran worker for women in the labor movement. As former director of women's activities of the Iowa Federation of Labor, AFL-CIO, Talkington has provided leadership, direction, encouragement, and inspiration to women across the state. Over the decades, Talkington has educated other labor leaders regarding their policies toward women and at the same time helped other women find their voices and make their concerns known to their unions and their employers. Her work has directly and indirectly influenced the working lives of thousands of Iowa women. She was active in both the 1980 and 1992 Iowa ERA campaigns, serving as a member of the ERA IOWA 1992 Board. Talkington also served on the Governor's Commission on the Status of Women that was formed by Governor Harold Hughes in October of 1963. She was one of a small group of charter members of the National Organization for Women when it was founded in 1966.

Annual Friends of ICSW Banquet

The Friends of ICSW sponsored a luncheon and program after the Iowa Women's Hall of Fame ceremony and reception on August 26, 1995. The Friends banquet was held at the Metropolitan Club in Des Moines. Lt. Governor Joy Corning spoke at the event and Tom Morain, ICSW Commissioner, led a suffrage song sing-a-long.

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. The program was expanded to include all new state employees in targeted areas, Glenwood State Hospital-School and movement into private industry in 1990.

In September 1990, the mentor program continued its expansion by developing a mentor program and conducting mentor training at the Glenwood State Hospital-School. Efforts are currently underway to reinstate the program due to the recent increase in new hires.

The private sector expansion efforts began in 1990 through a public-private partnership with ICSW and American Republic Insurance Company. American Republic took the lead in developing the first private sector mentor project in Des Moines for entry level new hires. The ICSW State Volunteer Mentor Coordinator provided training for American Republic's mentor candidates from 1990-1995. American Republic will provide in-house training for their mentor candidates through their training department in 1996. The ICSW Coordinator will continue to consult with them on developing training materials.

To expand mentor services to Family Investment Program (FIP)/PROMISE JOBS participants, statewide implementation of the Iowa Invests Volunteer Mentor Project began in July 1994, by ICSW in cooperation with the Departments of Human Services, Economic Development, Employment Services and Education. It was mandated in the Iowa Invests legislation of 1993 (SF 268) and is an initiative of the Iowa Human Investment Program (IHIP). The Mentor Project is designed to be a support service for FIP/PROMISE JOBS participants to help them reach self-sufficiency.

To implement this project statewide, an application for 15 VISTAs (Volunteers in Service to America) was submitted and approved March 1, 1994. These volunteers worked full-time as mentor coordinators with no state dollars being spent for their salaries or benefits. The state appropriation of \$45,241 (matched by federal funds through Department of Human Services by means of a 28 E Agreement) provided funds for operation costs.

Individual project site offices were established in six Iowa cities: Des Moines, Council Bluffs, Sioux City, Waterloo, Iowa City, and Davenport. Former FIP recipients and other volunteers are recruited and trained to serve as mentors. Mentees (current PROMISE JOBS recipients) are recruited from PROMISE JOBS offices and other human service programs in the community. Five of the offices maintained clothes closets for the distribution of business clothing for PROMISE JOBS participants.

In May 1995, the VISTA Volunteers began to transition out of their assignment with the Volunteer Mentor Project. In April 1995, ICSW initiated recruitment efforts to select five half-time consultants who would move the project into its second year. By December 1995, all five consultants were contracted with to make 25 mentor-mentee matches and continue project operations in Davenport, Des Moines, Council Bluffs, Sioux City, and Waterloo. The clothes closets were moved to other agencies due to the half-time contracts. As of December 31, 1995, 83 mentor-mentee matches were made in the five project sites.

Oversight of the Volunteer Mentor Project is provided by the Volunteer Mentor Advisory Board. This board is made up of individuals from a number of state agencies and two PROMISE JOBS participants. The members of the board include Gloria Conrad, Dept. of Human Services; Minnie Mallard, Dept. of Elder Affairs; Jan Scott, Dept. of Employment Services; Bobbie Finch, Governor's Office; Judy Chambers, Dept. of Education; Marilyn Myers, Dept. of Personnel; Dianne Milobar, Department of Economic Development; Gayla Craven, Dept. of Personnel; Fran Rout, Dept. of Transportation; and Virginia Ludwick and Lorraine Bennett, PROMISE JOBS participants.

■ **The Jobs Clearinghouse Project** began operations at the ICSW office on January 2, 1990, 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. The project has served 1,066 women and men from January 1990 to December 1995.

■ **Nontraditional Occupations Video Project.** In 1992, the ICSW employment project developed and produced a nontraditional occupations video for girls and women. The video targets middle and high school female students and women in displaced homemaker programs, PROMISE JOBS and JTPA/Iowa Department of Employment Services assessment and training programs. Since 1992, 519 videos have been distributed to displaced homemaker programs, middle schools, high schools, PROMISE JOBS offices, and other individuals in Iowa, Regions VII, Women's Bureau, U.S. Department of Labor and nationwide.

■ Served as a partner with the Women's Bureau of the U.S. Labor Department in holding two "stakeholders" meetings, one in Tama and one in Des Moines, to discuss issues of concern to employed women.

■ Consulted with Warden Barbara Olk Long, Iowa Correctional Institution for Women, regarding recruitment of women applicants for correctional officer positions; gave information to PROMISE JOBS workers for Family Investment Program participants and announced in *IoWoman*.

■ Conducted a study of the number of women on Iowa's publicly-owned corporations' boards of directors.

■ Supported proposal by Iowa Department of Economic Development for a Nontraditional Employment for Women grant through the Women's Bureau of the U.S. Department of Labor.

■ Assisted Equal Employment Opportunity Office of Des Moines in recruitment of women for city jobs.

- Displayed Women's Work Counts posters at the Iowa Department of Employment Services.
- In partnership with the Women's Bureau of the U.S. Department of Labor and the Des Moines Chamber of Commerce, held a meeting with Iowa businesses on the Working Woman Count Honor Roll.

Women's History Month

Annually, from 1981-1987, there was a nationwide observance of the significant roles 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 observance 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 1995, the eleventh 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 sixth through ninth 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.

In the 6th and 7th grade category, the winners were: First place, Joe Barron of Kirn Jr. High School, Council Bluffs, writing about his great-grandmother Eufemia Barron, an Iowa suffragist and fighter for racial equality; second place, Melissa Meyer of Resurrection School, Dubuque, focusing on Hannah Senesh, a woman who risked her life to save Hungarian Jews; and third place, Amber Phillips of Kirn Jr. High School, Council Bluffs, reporting on her mother, Angela Phillips, who is a co-owner of a remodeling company, doing the paper work along with the carpentry.

In the 8th and 9th grade category the winners were: First place, Katharine Freeman of Mt. Vernon High School, writing about the life of Harriette Jay Cooke, a professor of German and History at Cornell College in the Nineteenth Century who demanded an equal salary to that of her male colleagues; second place, Matthew R. Moothart of Resurrection School, Dubuque, focusing on Virginia Minnehan, a leader in the small community of Churdan; third place, Daniel Dean Olmstead of Iowa Falls High School, writing about the life of Loretta Moon, his school's librarian/media specialist, a woman whose primary objective is to help her students become "intellectual people."

The Edith Rose Murphy Sackett Award for best essay on voluntarism was a tie. The winners were Kim Schroeder of Saint Joseph the Worker School, Dubuque, writing about Donna Ginter who, every year, serves Thanksgiving dinners to the poor and homeless people in Dubuque and Katie Greiman of Hudson High School, reporting on Jean Klingamen, a woman from Waterloo who has dedicated her life to voluntarism, especially within Goodwill Industries.

The first place winners in each age category received \$25 cash prizes through the Howard Draper Brayton and Jessie Sellman Brayton Award.

Advocacy Directory

Originally undertaken jointly by the American Association of University Women Iowa Division and the ICSW with updating from support 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 1995, the directory was continually being expanded and updated; approximately 1,887 persons are in the database for one or more of the 65 categories of interest and/or experience. 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 Iowa women's organizations listing is free.

Publications

■The ICSW published its bimonthly newsletter, the *IoWoman*, the scheduled six times in 1995. Printing and postage were funded by the Friends of 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 1995 has grown to approximately 7,500 from last year's 7,000.

■The Commission published brochures on specific topics of information for or about women. 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)
How to Get Your Bearings. How to Get a Job (1990 Revised Edition)
Iowa Volunteer Mentor Program brochure (1995 Revised Edition)
Iowa Women and the Law (1993 Revised Edition in English)
Iowa Women and the Law (1993 Revised Edition in Spanish)
Iowa Women's Hall of Fame book (Includes Updates on all inductees)
IoWoman, bimonthly newsletter
Nontraditional Jobs for Women brochure (1992)
Sexism in Education (1993 Revised Edition)
Sexual Harassment in Education: It's Against the Law (1993)
Sexual Harassment in Housing: It's Against the Law (1993)
Sexual Harassment in the Workplace: It's Against the Law (1993)
Small Business Referral Information (1992 Revised Edition)

■Current Video/Audio Tapes Include:

Stop It: Students Speak Out About Sexual Harassment (1/2" VHS) 1994
Exploring Nontraditional Occupations for Women: Is This Job For You? (1/2" VHS) 1992
Partners in Change --Tape on Displaced Homemakers (1/2" VHS) 1992
One Fine Day -- A Celebration of American Women from the 18th Century to the Present (1/2" VHS) 1987

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

■The ICSW contracted with McCarney, Inc. to translate the *Iowa Women and the Law* book into Spanish. Friends of ICSW received \$1,000 from Principal Financial Group for printing and \$1,000 from *The Des Moines Register* for distribution. Printed 3,000 copies and began distribution.

■Requested Attorney Sharon Mellon to make necessary revisions in *Divorce: Things to Consider*, which she has revised before.

■Began researching, writing, and editing the *Status of Iowa Women Report*. The comprehensive report addresses the status of women in education, health, economics, politics, and crime. Two interns assisted in making graphs and researching for the publication.

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 percent. By August 1975, that percentage had increased to 25 percent, and by December 1976, women represented 29 percent 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. In 1995, women total 48.2 percent of people on state boards and commissions.

The ICSW Roster of Qualified Women has contributed significantly to the expanding role of women in government. This project includes the names of approximately 375 women.

Other Resources

■The Commission office maintains a vertical library of resource materials that 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
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
Pay Equity
Sexual Abuse
Sexual Harassment
Small Business
Women in Politics

■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 video tapes. 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. In 1995, Sarah Pedersen cataloged some Commission books.

■ICSW staff provides 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 members speak to groups on issues such as pay equity, changes in the status of women, women's roles as family caregivers, women's history, sexual harassment, the United Nations Fourth World Conference on Women, and employment issues. Referrals are given for those engagements the Commission is unable to fill due to available staff time or expertise.

■The Commission is on-line with Women's Wire on CompuServe and accesses information on women in pertinent news groups and in World Wide Web. The ICSW e-mail address is 102726.3357@compuserve.com.

Diversity

The Commission is committed to issues of diversity as shown through the following activities:

■Staff member attended the United Nations Fourth World Conference on Women Non-governmental Organizational Forum in Beijing, organizing a panel entitled *Perspectives on Migrant and Refugee Women: Rejecting Racism, Xenophobia, and Gender-based Violence* and speaking at a workshop on migrant and refugee women.

■The ICSW co-sponsored the Iowa 75th Anniversary of Woman Suffrage March held in Des Moines on the 75th anniversary of women's right to vote on August 26, 1995. Approximately

2,000 people from across the state participated in the commemorative and forward-looking event. Former ICSW commissioners and staff were invited to march alongside current commissioners and staff.

- Staff members attended the Dr. Martin Luther King, Jr. Day Celebration at the Capitol Rotunda in January.
- Staff participated in the Iowa Affirmative Action Task Force.
- Translated and received grant monies to print and distribute the *Iowa Women and the Law* book in Spanish.
- Attended Dialog with African Women luncheon with guests from 12 African countries, sponsored by the Iowa Commission on the Status of African Americans and LINKS.
- Staff participated in the Iowa Immigrant Rights Committee.
- Shared information on the status of women with women visiting from the Sudan and Egypt.
- Met with a visitor from Mali at the YWCA and in the ICSW office regarding common issues.

Advocacy/Education/Public Information

- Advocated for legislative proposals.
- Assisted in steps toward establishing the Knight's Hospitality House as a half-way facility for female offenders coming out of prison.
- Organized "Take Our Daughters to Work Day" in the Iowa Department of Human Rights.
- Scheduled Friends of the ICSW book-signings in five cities with Suzanne O'Dea Schenken, author of *Legislators and Politicians: Iowa's Women Lawmakers*.
- Issued press release on ICSW Public Hearing, received testimony and scheduled presenters on September 27 at the State Capitol Building in Des Moines.
- Wrote State Judicial Nominating Commission, encouraging consideration of women in selecting nominees for the Iowa Court of Appeals.
- Wrote Governor Branstad encouraging consideration of a woman in filling the vacancy on the Iowa Court of Appeals.
- Edited, printed, and mailed between 7,000-7,500 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 6,125 for 1995. Provided information and/or referral regarding: "Take Our

Daughters to Work Day," 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:**

183	1995 Proposals to the Governor and General Assembly
40	Advocacy Directories on Specific Subject/Category of Interest
62	Annual Report
51	Appointment Resumes
997	Brochure on ICSW Mission
244	Credit Rights Card
303	<i>Divorce: Things to Consider</i>
2,288	<i>Iowa Women and the Law</i> (English)
1,612	<i>Iowa women and the Law</i> (Spanish)
40	<i>Iowa Women's Hall of Fame</i> book
204	<i>How to Get Your Bearings. How to Get A Job</i>
201	Referral Information on Programs to Assist Women/Minorities in Establishing and Expanding Small Businesses
696	<i>Sexual Harassment: It's Against the Law</i>
493	<i>Sexism in Education</i>
673	Nontraditional Jobs for Women brochure
20	<i>Exploring Nontraditional Occupations for Women: Is This Job For You?"</i> video/ packet

■ Also distributed *Sexual Harassment: It's Not Academic* (U.S. Department of Education, Office of Civil Rights), *Caregiver's Guide: Help for Helpers of the Aging* (BlueCross BlueShield of Arizona, compliments of BlueCross BlueShield of Iowa), Iowa Coalition Against Sexual Assault and Iowa Coalition Against Domestic Violence publications, *U.S. Department of Labor 1993 Handbook, Women Workers: Trends and Issues*, and the Crime Victim Assistance flyer on Stalking. From the *Know Your Rights* series distributed the following in English and Spanish: *Sexual Harassment, Pregnancy Discrimination, Wage Discrimination, Age Discrimination, and Family & Medical Leave* (Women's Bureau of the U.S. Department of Labor).

■ **Provided publications and/or exhibited for:**

Community Focus Fair for low-income women, Des Moines
 "Harvesting Our Potential" Rural Women's Gathering
 Lt. Governor's Diversity Conference
 Student Voices, program on IPTV
 United Nations Fourth World Conference on Women
 "Way Up" Conference for women in higher education

■ **Spoke on ICSW issues, programs and legislation to:**

American Association of University Women of Indianola
 Broadlawns Hospital
 Cargill, Inc.
 Drake University
 East High School in Des Moines
 Friends of the Iowa Civil Rights Commission

Granger Federated Women's Club
Iowa Caregivers Association
Iowa Heritage Expo
Simpson College
Soroptimist Club of Des Moines
Tama Community High School
United Nations Fourth World Conference on Women, China
University of Iowa School of Social Work

■ **Spoke on Employment Issues to:**

American Association of University Women of Fort Dodge
Business and Professional Women of Mason City
Des Moines Area Community College, Des Moines
Drake University
Iowa State University Women's Center

■ **Spoke on Woman Suffrage to:**

Bernie Lorenz Recovery House
Des Moines Area Community College, Newton
Highland Park Presbyterian Church
Iowa Civil Rights Commission
Midwest Business Associates
PEO of Clive
Roland City Library
Simpson College
State of Iowa Employees at the Hoover Building, Lucas Building, and Wallace Building
University of Northern Iowa
USDA in Ames
West Des Moines Christian Church
YWCA of Altoona

■ **Spoke on the United Nations Fourth World Conference on Women to:**

American Association of University Women of Des Moines
American Association of University Women of Marshalltown
American Friends Service Committee
Buena Vista University
First Presbyterian Church of Leon
Iowa Council on Foreign Relations
Iowa Department of Human Rights
Lt. Governor's Diversity Conference

Media Contacts

■ Interviewed regarding promotion of Donna Bacchus to Sergeant in Iowa State Patrol (first woman to hold supervisory role).

■ Interviewed by Drake Line-TV on gender discrimination in insurance, by Radio Iowa on the ICSW 1996 Legislative Proposals, by *Daily Iowan* regarding the ICSW and increased percentages of women in certain jobs, by the Council Bluffs *Daily Non-Parvill* on affirmative

action and pay equity, by WHO-TV on wage disparity, and by the *Waterloo Courier* on the Women's Bureau, U.S. Department of Labor, and by *Iowa State Daily* on the advancement of women in politics.

■ Interviewed by various media on the Iowa Women's Hall of Fame, the Iowa 75th Anniversary of Woman Suffrage celebration, and the United Nations Fourth World Conference on Women.

■ Drafted press release on median weekly wages for predominately male and predominately female job titles from 1990 Census. Met with State Data Center director and Department of Employment Services Labor Market Information director regarding data collection and interpretation.

Attendance/Participation/Interagency Task Forces

75th Anniversary of Woman Suffrage Planning Committee

AFSCME contract update training

American Society for Public Information

Apprenticeship Conference (first annual)

Beacon of Life, Des Moines, Board of Directors

Breast and Cervical Cancer Coalition

Breast and Cervical Cancer Public Education Subcommittee

Candlelight Vigil, Domestic Violence Awareness Month

Caregiving Subcommittee and Eldercare Coalition

Carrie Chapman Catt Center for Women and Politics Mentoring Event with High School Students, Ames

Child Care Coalition Legislative Breakfast

Child Care Coalition Strategy Session

Coalition for Family Self-sufficiency

Collaboration for Low-Income Women

Consortium Club, Rear Admiral Evans

Council on Human Investment (presentations on programs addressing teenage pregnancy)

Cultural Competency Coalition

Dedication of Carrie Chapman Catt Hall at Iowa State University

Department of Human Rights Administrative Coordinating Council

Directors of Volunteers in Agencies

Displaced Homemaker State Network

Diversity Booth, Iowa State Fair

Domestic Violence Alternative/Sexual Assault Center Board of Directors, Marshalltown

Drake Law School: Justice Ruth Bader Ginsburg Lecture

Educational Equity Council

Equal Employment Opportunity Commission, Milwaukee Regional Staff

Family Planning Council of Iowa Reception for graduates of Ob-Gyn Nurse Practitioner Program

Fort Des Moines Historical Landmark Re-Use Committee

Friends of ICSW, Inc., Board of Directors

Friends of Prisoners of Mitchellville

Good Samaritan, Des Moines, Board of Directors

Governor's Conference on Aging Planning Committee

Governor's Proclamation of October as Domestic Violence Awareness Month
Governor's Proclamation of Volunteer Week
Governor's Volunteer Awards
Harvesting Our Potential Rural Women's Conference
Human Needs Advocates
Individual Development Accounts Meeting
Iowa Affirmative Action Task Force
Iowa Affirmative Action Task Force Awards Ceremony
Iowa Child Care Coalition
Iowa Child Care Coalition Legislative Forum
Iowa Coalition Against Domestic Violence Gold Seal Awards
Iowa Coalition Against Domestic Violence Reception for AmeriCorps Workers
Iowa Educational Equity Council
Iowa Excellence Forum
Iowa Juvenile Home Advisory Board
Iowa Tech Prep Conference
Iowa Quality Government Team
Iowa Volunteer Mentor Project Advisory Board
Iowa Women's Archives program, AAUW
Iowa Women's Archives Second Anniversary Program
Iowa Women's Foundation
JTPA 8% Grant Awards Committee
Juvenile Justice Gender Specific Services Task Force
Leadership Committee on Nontraditional Occupations
League of Women Voters 75th Anniversary Events at State Capitol
Martin Luther King Day Proclamation Signing and Ceremonies****
Maternal and Child Health Advisory Council
Maternal and Child Health Needs Assessment Forum
Media and World Women Conference, University of Iowa
Meeting in Omaha, Nebraska and Topeka, Kansas with other commissions in Region VII and
Women's Bureau staff
National Association of Social Workers Forum with U.S. Secretary of Health and Human
Services Donna Shalala
National Association of Commissions for Women Annual Conference, Baltimore, Maryland
National Violence Prevention Conference
One-on-One Mentoring Board
OSACS Reception
Polk County Women Attorneys Professional Women's Dinner
Preventive Health Summit, Iowa Department of Public Health
State Agency Public Information Officers
School-to-Work Roundtable
School to Work/Tech Prep/Work Start/Sex Equity Advisory Board
State Leadership Committee on Nontraditional Occupations and Sex Equity
State Training Facet Team
University of Iowa Law School Students Reception for *Iowa Journal of Gender, Race and
Justice*
Vocational Education Gender Equity Advisory Board (research, video, and educator training)
Vocational Education Teleconference

Welfare Reform Coalition of Iowa
Welfare to Employment Oversight Committee
Women of Distinction Special Award Ceremony, Nebraska Commission on the Status of Women
Women Work Region VII Conference, Kansas City, Missouri
Women's Bureau, U.S. Department of Labor, Region VII Advisory Group in Kansas City
Women's Bureau, U.S. Department of Labor, 75th Anniversary, Washington, D.C.
Women's Health Conference Planning Committee and Conference
Workforce Cluster/Federal Reforms
Workforce Development Centers Work Group and Council
Workforce Development Labor Market Information Advisory Committee
Workforce Development/PROMISE JOBS meetings with Department Heads
Workforce Development Marketing/Resource Development Committee
Workforce Development Statewide Conference (first annual)

Contractual Agreements

Displaced Homemaker Grants

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

During fiscal year 1995, the ICSW administered \$125,775 in state fund appropriations as grants to 13 public and private nonprofit programs providing services to displaced homemakers. Applicants were accepted from free standing entities and subgroups or special programs sponsored by a larger organization. Reports from programs with grants during fiscal year 1995 showed a total of 2,797 were served with counseling, support groups, skills evaluation, English as a Second Language, and pre-employment assistance.

For fiscal year 1996, 13 applications were received from the programs located statewide. In July, 1995, the seven-member Displaced Homemaker Advisory Committee recommended the following 9 grants be awarded to:

\$14,500	Oakridge Neighborhood, Des Moines
\$ 9,500	OSACS First Step, Des Moines
\$30,000	Women Aware, Sioux City
\$18,000	Des Moines Area Community College, Boone and Carroll
\$ 6,000	Eastern Iowa Community College, Council Bluffs
\$12,000	Eastern Iowa Community College, Davenport
\$11,000	Des Moines Area Community College, Ankeny
\$15,000	Iowa Lakes Community College, Estherville
\$ 8,000	Hawkeye Community College, Waterloo

The committee included Dr. Judith Conlin, chair, Jean Berry, Judge Brown, Amy Hintz, Denise Hotopp, Karen McCarthy, 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 offices thereby enhancing ICSW's ability to carry out its responsibilities through interaction with these private, nonprofit agencies. Together, they work to strengthen efforts to prevent sexual assault and domestic violence, and to support programs that provide services to victims. ICADV and ICASA were located with the ICSW until April of 1995.

■ For fiscal years 1995 and 1996, the ICSW administered state fund appropriations of \$9,500 to ICADV to provide training to community professionals and the general public, \$6,250 to provide training to service providers and \$5,250 to provide training to criminal justice system personnel on issues of domestic violence; and \$5,668 to IowaCASA to provide training to service providers, \$5,667 for training of community professionals, and \$9,665 to provide general public education on issues of sexual assault.

■ Supported financially with a \$300 donation and attended the "Clothesline Project" for women who are victims of violence against women, Iowa City.

1995 Legislative Summary

***Denotes legislation was supported by ICSW.**

Senate Files

SR 7 Reappoints Charlotte Nelson, division administrator; appoints Judge Brown, ICSW Commissioner, 9/1/94 to 4/30/96. Confirmed by Senate.

SF 82 Extends ambulatory prenatal care to an eligible pregnant woman. Signed 4/25/95.

SF 84 Reforms health care and health care costs to promote availability of health insurance coverage to individuals regardless of their health status or claims experience, to prevent abusive rating practices, to require disclosure of rating practices to purchasers, to establish rules regarding the renewal of coverage, to establish limitations on the use of preexisting condition exclusions, to assure fair access to health plans, and to improve the overall fairness and efficiency of the individual health insurance market. Signed 3/2/95.

***SF 93** Requires registration by persons convicted of a criminal offense. Support against a minor, sexual exploitation, or a sexually violent offense for ten years commencing from the date of probation/parole/release; registration is via county sheriffs to Department of Public Safety. Signed 5/3/95.

SF 116 Allows access to dependent adult abuse information by a representative of the department involved in the certification or accreditation of an agency/program providing care or services to a dependent adult believed to have been a victim of abuse. Signed 4/24/95.

SF 120 Effective 7/1/97, requires each prison inmate who is physically and mentally capable to demonstrate functional literacy competence at or above the sixth grade level or make

progress towards completion of the requirements for a high school equivalency diploma (GED) prior to release on parole or work release. Signed 5/16/95.

SF 132 Provides compensation to "secondary victims" of crimes; increases amount victim can receive for loss of income from work to \$6,000. Signed 4/26/95.

SF 142 Establishes felonious child endangerment as nonbailable offense. Signed 4/26/95.

***SF 149** Allows child support recovery to send an obligor's employer notice of an order to pay on the same date the order is sent to the clerk of court and makes the order binding whether or not it is file-stamped; also clarifies paternity or non-paternity establishment procedures. Signed 4/24/95.

SF 150 Terminates parental rights in child abuse or neglect cases; access by other states to child abuse information. Joint custody shall not be presumed where there has been a history of domestic abuse. Signed 5/19/95.

SF 174 Defines sexual exploitation by a caretaker in health facility as any consensual or nonconsensual sexual conduct with a dependent adult but does not include touching which is part of a necessary exam, treatment, or care by the caretaker or the exchange of a brief touch or hug for the purposes of reassurance, comfort or casual friendship. Signed 4/24/95.

SF 208 Establishes an Iowa Child Death Review Team to better enable the state to identify preventable deaths and reduce incidents; develops pilot projects for child abuse assessments involving three previous child abuse reports within two years where the previous reports did not identify any child protection concerns. Signed 5/3/95.

SF 223 Establishes that a person receiving federal supplementary security income or state supplementary assistance or who is a resident of a health care facility, shall be deemed unable to contribute to public revenue. Signed 5/4/95.

SF 239 Unless domestic abuse exists, the court may require mediation of divorcing parties and their children to effectuate a resolution of differences without court intervention; if the court does not grant joint custody, it shall cite clear and convincing evidence that it is not in the best interest of the child(ren). Signed 5/19/95.

SF 352 Requests federal waiver to the family investment program by 7/1/96:

- minor recipient parents under age 19 shall be required to live with their parent or legal guardian or to participate in a family development program, and to attend parenting classes
- the Department of Human Services will discuss with recipients the implications of newly born children on the family, available family planning resources, and include family counseling as an option of the job opportunities and basic skills (JOBS) program. Signed 4/24/95.

SF 366 Denies exhibiting humans without their permission; denies either a parent or guardian from compensation of any such exhibition. Signed 5/4/95.

***SF 367** Includes domestic abuse and victim protection measures:

- a child who has committed a delinquent act of domestic abuse and placed in detention may be required to participate in a batterers' treatment program
- a defendant who is held in contempt or convicted may be ordered by the court to pay the plaintiff's attorney fees and court costs incurred during violation of an order
- a protective order entered in another state may be filed with an Iowa clerk of district court in which the person now resides and the order will be enforced in the same manner of an Iowa protective order
- a court shall not issue mutual protective orders against the victim and the abuser unless both file a petition requesting a protective order
- a parent/guardian may file a pro se protection order on behalf of a minor who is the victim of domestic abuse
- definition is expanded to include juveniles who are married, have a child together or have lived together within the past year
- the commissioner of insurance shall evaluate model legislation which will be proposed by the National Association of Insurance Commissioners regarding using domestic abuse as a factor in determining whether a person shall be offered insurance coverage and make recommendations to the general assembly regarding adopting of the model legislation. Signed 5/16/95.

***SF 371** Prohibits a polygraph examination of a victim (or a witness) of sexual abuse as a precondition to an investigation by a law enforcement agency; must inform person that performance of the polygraph exam is voluntary, results are not admissible in court, and refusal to take the exam will not be the sole basis for a decision by the agency to not investigate. Signed 4/26/95.

***SF 431** Allows proceedings to refuse to issue or renew, or to suspend or revoke the obligor's license to register or operate a motor vehicle or to engage in a business, occupation, profession or industry if child support payments are not paid and become delinquent in an amount equal to child support payments for 90 days. Signed 4/27/95.

SF 432 Requires the following:

- Department of Corrections to notify county attorney six month prior to the impending release of a sexually violent predator
- Department of Human Services to notify a victim registered regarding a juvenile adjudicated delinquent of a violent crime when the juvenile escapes or is expected to be released
- that the costs incurred by a filing of a sexually violent predator petition shall be paid by the state. Signed 5/1/95.

SF 433 Revises limited benefit plan for participants in the family investment program (FIP). Signed 4/27/95.

SF 436 Authorizes access to founded child abuse information by an administrator of a facility or program operated by the state, city or county that provides services or care directly to children. Signed 4/26/95.

SF 438 Authorizes associate juvenile judges to perform marriage ceremonies. Signed 4/26/95.

SF 459 Appropriates in fiscal year 1996, \$6,288,619 for the operation of the Mitchellville correctional facility and for not more than 132 full-time equivalent staff members; appropriates \$1,850,600 for the educational programs for inmates at all state penal institutions. Signed 5/4/95 .

SF 462 Appropriates for fiscal year 1996 to the Department of Human Services: \$7,740,000 for protective child day care assistance; \$4,980,000 to the Iowa Juvenile Home with 118.54 full-time equivalent positions; \$754,000 for adolescent pregnancy prevention grants; \$32,820,032 for the family investment program. Signed 4/27/95.

SF 481 Appropriates a \$47,000 donation to the women in military service for America memorial foundation construction at the gateway to Arlington national cemetery in Virginia; \$100,000 for remodeling of the visitation area at the Mitchellville correctional facility. Signed 6/1/95.

HF 51 Eliminates multicultural, nonsexist approach/perspectives in education. DIED. ICSW opposed.

HF 94 Permits divorce without a hearing IF: 1) no reasonable likelihood of marriage preservation exists; 2) all issues are settled in writing, 3) no children need support and 4) all documents are filed. Signed 5/4/95.

HF 215 Requires all inmates of institutions to perform hard labor forty hours a week as suited to the inmate's age, gender, physical and mental condition; hard labor may include chain gangs, menial labor, treatment programs, or training for work or marketable vocational skills. Signed 5/4/95.

HF 247 Adds new paragraph to insurance regulations: making or permitting any discrimination in the sale of insurance solely on the basis of domestic abuse as defined in section 236.2 an unfair trade practice. Signed 5/22/95.

HF 481 Appropriates federal block grant monies in 1996, \$6,949,058 for maternal and child health services including \$284,548 for statewide prenatal care; \$29,397,925 for women, infants and children; \$1,106,712 for AIDS prevention project; \$598,468 for family planning projects; \$2,662,000 for sexually transmitted disease control program; \$4,076,355 for education shall not be used to aid schools or programs that illegally discriminate in employment or educational programs on the basis of sex, race, color, national origin or disability; \$8,306,132 for child care and development; \$28,161 for the prevention of elder abuse and \$192,240 for the older blind independent living. Signed 5/16/95.

HF 512 Appropriates \$10,000 for a community voice mail pilot project at a homeless emergency shelter(s) to be coordinated with the Iowa Finance Authority. Signed 4/24/95.

***HF 530** Appropriates for the ICSW, fiscal year 1996, total \$390,486: \$125,775 minimum for displaced homemaker grants; \$42,570 minimum for domestic violence and sexual assault

related grants; \$41,297 minimum for the mentoring project for the family investment program participants; with \$180,844 remaining for ICSW operations and 4.5 full-time equivalent staff. Signed 5/19/95 with line item veto on the requirement that the division on the status of women and the director of the department of Economic Development should plan for incorporating the division into the department.

Concurrent and Joint Resolutions

***SCR 13** Recognizes the 75th anniversary League of Women Voters. Passed Senate 2/14/95.

***SCR 19** Designates March 1995 as Iowa Women's History Month. Adopted, substituted for HCR 25.

***HJR 13** Adds "and women" to Iowa Constitution Rights of Persons Section 1. (The resolution will be referred to the next general assembly (1997-98) before being submitted to the electorate for ratification.) Passed House 4/5/95, 95/3. Passed Senate 4/26/95, 49/0. Sent to Secretary of State 5/2/95.

***HJR 16** Makes appropriation toward the construction of a national women's military service memorial DIED House State Government Subcommittee. See SF 481 appropriations bill allowing \$47,000

***HCR 13** Recognizes the 75th anniversary of founding of League of Women Voters on February 14, 1920 and commends its many accomplishments. Adopted 2/14/95.

***HCR 25** Designates March 1995 as Iowa Women's History Month. Companion to SCR 19.

Proposals for 1996 to the Governor and the 76th General Assembly

The Iowa Commission on the Status of Women has formulated a program that 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 as passed in House Joint Resolution 13 by the 76th General Assembly for action by the 77th General Assembly: Rights of Persons.

Section 1. All men ***and women*** are, by nature, free and equal, and have certain inalienable rights — among which are those of enjoying and defending life and liberty, acquiring, possessing and protecting property, and pursuing and obtaining safety and happiness.

Additional priority areas being proposed to the Governor and General Assembly for 1996 are:

- Full funding for child care and training for Family Investment Program participants.
- Increased funding for displaced homemaker program grants through the Iowa Commission on the Status of Women, and continued funding for JTPA-related programs. Attach \$20 surcharge to the marriage license fee, to be deposited in the general fund for grants through the ICSW to programs that serve displaced homemakers.
- Recognition and inclusion of the contributions and achievements of women in Iowa's history in celebration of the sesquicentennial.
- Reviewing insurance coverage for prenatal care, birth of baby, and postnatal services, including the length of hospital stay of mothers and newborns.
- Increased funding for services to victims of sexual assault and domestic violence.
- Improved visiting conditions for families at the Iowa Correctional Institution for Women as funded in 1995.
- Urging the Legislature to evaluate the mission and performance of the ICSW in accordance with the "sunset provision" and then to reauthorize the Commission beginning July 1, 1997 as an affirmation of the state's commitment to improve the status of women of Iowa.
- Urging the Legislature to evaluate the mission and performance of the Department of Human Rights in accordance with the "sunset provision" and then to reauthorize the department beginning July 1, 1997 as an affirmation of the state's commitment to improve the status of all its citizens.
- Exploration of ways to address issues relating to caregivers including training, respite care, hospice, definitions, and advocates.

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. Statewide implementation of integrated case management programs for the frail elderly.
- (L) 3. Statewide expansion of the Medicaid Home and Community-based waiver for the elderly to make services available for in-home care including provision of meals and nutrition consultation by a registered dietitian, adult day care, emergency response system, respite care, hospice, etc. (in any integrated case management program).
- (A) 4. Coordination of information and service delivery systems for caregivers; exploration of means to do so via toll free phone.
- (S) 5. 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 caregivers providing in-home health-related care services to relatives.
- (S) 6. Exploration of ways to address issues relating to caregivers including training, respite care, hospice, definitions, and advocates.

Economic Opportunities

In 1993 in Iowa, females earned on the average 68 cents to every \$1 earned by males. While 75% of females earned less than \$24,000, 40% of males earned less than \$24,000 a year. The ICSW supports:

- (L) 1. Increased funding for displaced homemaker program grants through the Iowa Commission on the Status of Women and continued funding for JTPA-related programs. Attach \$20 surcharge to the marriage license fee, to be deposited in the general fund for grants through the ICSW to programs that serve displaced homemakers.
- (L) 2. Appropriation to compensate for the loss of federal funding for programs that serve single parents and displaced homemakers, linking with workforce development centers.
- (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 to 155% of poverty level;
 - c. Adequate compensation including health benefits for child care workers;
 - d. Need-based child care centers of adequate size at state educational institutions.
 - e. Increase funding for child care subsidy programs by \$23 million for low-income Iowans;
 - f. Support local Child Care Resource and Referral services for parents, providers, and employers and expand core services by including a Single Point Access service for parents needing child care subsidy assistance; and
 - g. Increase training and education for child caregivers/funding for professional development training.
- (A) 5. Including in local Service Delivery Area plans 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.
- (A) 6. 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.
- (A) 7. Continued efforts in training and placement of women in nontraditional jobs through employment and training programs operated in the state.
- (A) 8. Encouragement of women in starting and operating small businesses.
- (S) 9. Review of Targeted Small Business policies which require personal financial statements.
- (S) 10. Study of how the Iowa tax code affects children and their full-time caretakers.

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.
- (A) 2. Continuation of affirmative action programs to promote opportunities for women in educational administration which, in turn, results in role models for students and a vehicle for change in the educational environment.

- (A) 3. Increased programming to encourage female and minority students to study math and science in secondary and post-secondary education.
- (A) 4. Recognition and inclusion of the contributions and achievements of women in Iowa's history in celebration of the sesquicentennial.
- (A) 5. Training and retraining of educators, students, and governing boards in a curriculum on harassment and respect for diversity.
- (A) 6. Infusion of equity training into college programs in counseling, administration, teaching, media and coaching. (Supplement, not replace, human relations courses.)
- (A) 7. Recruitment of male teachers in elementary classrooms and female teachers in industrial technology.
- (A) 8. Urging districts to use methods already at their disposal to gain equitable treatment for young women and men.

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. Sustained and increased funding for Primary Care Recruitment and Retention Endeavor (PRIMCARRE) with a two-year service requirement.
- (L) 2. In the emerging Medigrant/Medicaid system, insuring sustained funding to enhance Maternal and Child Health services statewide, specifically initiatives to increase funding for homecare aid, public health nursing, and senior health services.
- (L) 3. Continued funding for the community adolescent pregnancy prevention and information services grant program. Juvenile institutions are to be defined as a community.
- (L) 4. Continued funding to make the chlamydia screening and treatment program available statewide.
- (L) 5. Access for low-income women without medicaid to mammography and colposcopy.
- (L) 6. Increased funding for family planning programs through Title XX, with emphasis on education and increasing access for low-income women ineligible for Medicaid.
- (L) 7. Enhanced programs such as Healthy Families that increase the availability of perinatal care including utilization of nurse midwives, nurse practitioners, and physician's assistants.

- (L) 8. Appropriation to fund the Iowa Repetitive Premature Birth Prevention Service.
- (L) 9. Opposing legislation requiring HIV testing for newborn babies. Promote pre-natal screening to include counseling to high-risk women to have confidential HIV test and treatment if necessary to prevent transmission.
- (L/A) 10. Continued funding for immunization of children and assuring the ability of the state to buy vaccine under federal contract.
- (A) 11. Holding the Community Health Management Information System (CHMIS) accountable to the consumer in its ability to collect, analyze and disseminate data on severity of illness and quality measurement, including outcome measures.
- (A) 12. Monitoring managed care for substance abuse treatment to insure that specific needs of women including aftercare are met.
- (A) 13. Recommending a designated portion of continuing education credits for medical practitioners to be on the topic of women and HIV/AIDS.
- (A) 14. During the Medicare/Medicaid debate, insuring the continuance of cost-based Medicare and Medicaid reimbursement rates to rural health centers and to community health centers to encourage the continuance and expansion of access to primary care services in under-served areas.
- (A) 15. Providing information that clearly outlines a mother's legal rights and options before completion of a birth certificate or an affidavit of paternity.

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. Continuing to reform health insurance coverage for the uninsured and underinsured.
- (A) 3. Expansion of relationship definition for family coverage insurance.
- (A/S) 4. Monitoring impact of managed care health plans on women and children.
- (S) 5. Reviewing insurance coverage for prenatal care, birth of baby, and postnatal services, including the length of hospital stay of mothers and newborns.

- (S) 6. Review of malpractice insurance policies to determine if they discourage obstetrical services in rural areas.

Violence Against Women

From January 1990 to January 1, 1996, 53 women have been murdered in Iowa due to domestic violence. Between 20,000 and 44,000 women suffer abuse in their homes each year. About 6,000 survivors of sexual assault seek services from rape crisis centers each year, and 1,365 children were reported sexually abused in Iowa in 1994. Approximately three women seek assistance from domestic abuse programs every hour, and every two and a half hours, a woman and children seek safe shelter. In light of the number and degree of violent incidents committed against women, the ICSW supports:

- (L) 1. Increased funding for services to victims of sexual assault.
- (L) 2. Increased funding for services to victims of domestic violence.
- (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 the names and addresses of victims of sexual assault prior to an indictment of an alleged perpetrator.
- (L) 6. Amending Code of Iowa 702.11 so that the forcible felony exemption will apply only in cases of third degree sexual abuse in which one participant is age 14 or 15 and the other is age 25 or younger.
- (L) 7. Confiscating firearms at the scene of a domestic violence assault.
- (L) 8. Expanding definition of relationships in the domestic violence statute to include dating.
- (L) 9. Clarifying the Code of Iowa so that sexual assault with an object is considered a sexual assault.
- (L) 10. Maintaining and preserving rebuttable presumption against joint custody in cases where the court finds domestic abuse.
- (L) 11. Opposing joint physical care legislative language.
- (A) 12. Monitoring the implementation of recommendations of the Supreme Court Task Force on Courts and Communities Response to Domestic Violence.
- (S) 13. Reviewing the statute of limitations in prosecution for child sexual abuse.

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. Full funding for child care and training for Family Investment Program participants.
- (L) 2. Continued state funding for the mentoring component for the Family Investment Program (FIP) participants administered by the ICSW.
- (L) 3. Continued implementation and enhanced funding of the Iowa Invests Program; e.g., reduce staff case loads.
- (L) 4. 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 Iowa Finance Authority.
- (L) 5. Increased state funding for the Emergency Assistance Program preventing homelessness through emergency payments of utilities and rent.
- (L) 6. Appropriation of \$10 million to the Iowa Finance Authority to replace federal funds and expands current programs such as rehabilitation loans.
- (L) 7. Allowing counties to keep 78% of revenue from real estate transfer tax to fund homeless shelters, low income housing, and rehabilitation.
- (L) 8. Funding for Transitional Child Care for Family Investment Program participants.
- (L) 9. Continued medical coverage for former welfare recipients beyond the one year limit to cover the gap between leaving public assistance and becoming totally self-sufficient.
- (L) 10. Modifying the Family Investment Program to allow continued financial assistance until the recipient earns at least \$7.50 per hour plus medical care.
- (L) 11. Modifying the Family Investment Program to allow some participants to be full-time mothers, and to recognize the need for a parent to stay at home to care for a sick child.
- (A) 12. Review of the PROMISE JOBS spend-down formula for inclusion of necessary car repairs as transportation expenses in the PROMISE JOBS spend-down formula for Pell Grant money.

Women and Justice

The ICSW supports:

- (L) 1. Funding for legal services to meet the needs of low-income women.

- (L) 2. 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) 3. Funding a full-time volunteer coordinator for the Iowa Correctional Institution for Women.
- (L) 4. Iowa's efforts to strengthen child support across state lines.
- (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 in the selection of candidates.
- (A) 8. Improved procedures for enforcement of existing alimony orders.
- (A) 9. Measures to increase clients' accessibility to child support services.
- (A) 10. Hearings with prisoners and families regarding the Iowa Correctional Institution for Women operations.
- (A) 11. Improved visiting conditions for families at the Iowa Correctional Institution for Women as funded in 1995.

Women in Government

The ICSW supports:

- (L) 1. Urging the Legislature to evaluate the mission and performance of the ICSW in accordance with the "sunset provision" and then to reauthorize the Commission beginning July 1, 1997 as an affirmation of the state's commitment to improve the status of women in Iowa.
- (L) 2. Urging the Legislature to evaluate the mission and performance of the Department of Human Rights in accordance with the "sunset provision" and then to reauthorize the department beginning July 1, 1997 as an affirmation of the state's commitment to improve the status of all its citizens.
- (L) 3. Gender balance on boards and commissions of political subdivisions of the state.

- (L) 4. 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) 5. 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) 6. Policies that promote job sharing and flex-time in state employment.
- (A) 7. Continued vigorous enforcement of existing affirmative action plans and careful monitoring of promotions made within the upper pay classifications. The state needs to develop, implement, and expand career ladders where there are concentrations of women and 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
 Chapter repealed effective July 1, 1997; §216A.5
 Intermediate criminal sanctions task force; duties of division
 of criminal and juvenile justice planning; 93 Acts, ch 171, §6, 11,
 94 Acts, ch 1196, §23

	SUBCHAPTER 1	216A.77	Duties.
	ADMINISTRATION	216A.78	Administrator.
		216A.79	Gifts, grants, or donations.
216A.1	Department of human rights.	216A.80	Reserved.
216A.2	Appointment of department director and administrators.	216A.81	through 216A.90 Reserved.
216A.3	Human rights administrative-coordinating council.		
216A.4	Definitions.		
216A.5	Repeal.		
216A.6	Confidentiality of individual client advocacy records.		
216A.7	through 216A.10 Reserved.		
	SUBCHAPTER 2		
	DIVISION OF LATINO AFFAIRS		
216A.11	Definitions.	216A.91	Definitions.
216A.12	Commission of Latino affairs — terms — compensation.	216A.92	Administrator's duties.
216A.13	Organization.	216A.92A	Commission established.
216A.14	Commission employees.	216A.92B	Duties of the commission.
216A.15	Duties.	216A.93	Establishment of community action agencies.
216A.16	Powers.	216A.94	Community action agency board.
216A.17	Report.	216A.95	Duties of board.
216A.18	through 216A.30 Reserved.	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.31	through 216A.50 Reserved.	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.71	Definitions.	216A.134	Administrator.
216A.72	Commission established.	216A.135	Plan and report.
216A.73	Ex officio members.	216A.136	Statistical analysis center.
216A.74	Membership.	216A.137	Correctional policy project.
216A.75	Term.	216A.138	Multiagency data base concerning juveniles.
216A.76	Officers.	216A.139	and 216A.140 Reserved.

SUBCHAPTER 10

DIVISION ON THE STATUS OF
AFRICAN-AMERICANS

- 216A.141 Definitions.
216A.142 Establishment.

- 216A.143 Meetings of the commission.
216A.144 Objectives of commission.
216A.145 Employees and responsibility.
216A.146 Duties.
216A.147 Additional authority.
216A.148 Access to information.
216A.149 Annual report.

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

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 com-

pleted 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

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

216A.5 Repeal.

This chapter is repealed effective July 1, 1997.

93 Acts, ch 170, §10

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

216A.7 through 216A.10 Reserved.

SUBCHAPTER 2

DIVISION OF LATINO AFFAIRS

216A.11 Definitions.

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

1. "Administrator" means the administrator of the division of Latino affairs of the department of human rights.

2. "Commission" means the commission of Latino affairs.

3. "Division" means the division of Latino affairs of the department of human rights.

86 Acts, ch 1245, §1205

C87, §601K.11

90 Acts, ch 1180, §6

C93, §216A.11

Subsections renumbered to alphabetize

216A.12 Commission of Latino affairs — terms — compensation.

The commission of Latino affairs consists of nine members, appointed by the governor. Commission members shall be appointed in compliance with sections 69.16 and 69.16A and with consideration given to geographic residence and density of Latino population represented by each member. The members of the commission shall be appointed during the month of June and shall serve for terms of two years commencing July 1 of each odd-numbered year. Members appointed shall continue to serve until their respective successors are appointed. Vacancies in the membership of the commission shall be filled by the original appointing authority and in the manner of the original appointments. Members shall receive actual expenses incurred while serving in their official capacity. Members may also be eligible to receive compensation as provided in section 7E.6.

86 Acts, ch 1245, §1206

C87, §601K.12

87 Acts, ch 115, §71; 90 Acts, ch 1180, §7; 91 Acts, ch 50, §1

C93, §216A.12

216A.13 Organization.

The commission shall select from its membership a chairperson and other officers as it deems necessary and shall meet not less than six times a year. A majority of the members of the commission shall constitute a quorum.

86 Acts, ch 1245, §1207

C87, §601K.13

C93, §216A.13

216A.14 Commission employees.

The commission may employ personnel who shall be qualified to assume the responsibilities of their several offices. The administrator shall be the administrative officer of the commission and shall serve the commission by gathering and disseminating information, forwarding proposals and evaluations to the governor, the general assembly, and state agencies, carrying out public education programs, conducting hearings and conferences, and performing other duties necessary for the proper operation of the commission. The administrator shall carry out programs and policies as determined by the commission.

86 Acts, ch 1245, §1208

C87, §601K.14

90 Acts, ch 1180, §8

C93, §216A.14

216A.15 Duties.

The commission shall:

1. Coordinate, assist, and cooperate with the efforts of state departments and agencies to serve the needs of Latino persons in the fields of education, employment, health, housing, welfare, and recreation.

2. Develop, coordinate, and assist other public organizations which serve Latino persons.

3. Evaluate existing programs and proposed legislation affecting Latino persons, and propose new programs.

4. Stimulate public awareness of the problems of Latino persons by conducting a program of public education and encouraging the governor and the general assembly to develop programs to deal with these problems.

5. Conduct training programs for Latino persons to enable them to assume leadership positions on the community level.

6. Conduct a survey of the Latino people in Iowa in order to ascertain their needs.

7. Work to establish a Latino information center in the state of Iowa.

8. Pursuant to section 216A.2, be responsible for budgetary and personnel decisions for the commission and division.

9. Maintain information on the qualifications of Spanish language interpreters and maintain and provide a list of those deemed qualified to Iowa courts or administrative agencies, as requested.

86 Acts, ch 1245, §1209

C87, §601K.15

90 Acts, ch 1180, §9

C93, §216A.15

216A.16 Powers.

The commission shall have all powers necessary to carry out the functions and duties specified in this subchapter, including, but not limited to the power to establish advisory committees on special studies, to solicit and accept gifts and grants, adopt rules according to chapter 17A for the commission and division, and to contract with public and private groups

to conduct its business. All departments, divisions, agencies and offices of the state shall make available upon request of the commission information which is pertinent to the subject matter of the study and which is not by law confidential.

86 Acts, ch 1245, §1210

C87, §601K.16

C93, §216A.16

216A.17 Report.

The commission shall make a detailed report of its activities, studies, findings, conclusions and recommendations to the general assembly not later than February 15 of each odd-numbered year.

86 Acts, ch 1245, §1211

C87, §601K.17

C93, §216A.17

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.

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

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

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

3. "Division" means 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

Subsections renumbered to alphabetize

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

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

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

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

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

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

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

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

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

216A.61 through 216A.70 Reserved.

SUBCHAPTER 5

DIVISION OF PERSONS WITH DISABILITIES

216A.71 Definitions.

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

1. "Administrator" means the administrator of the division of persons with disabilities of the department of human rights.
2. "Commission" means the commission of persons with disabilities.
3. "Division" means the division of persons with disabilities of the department of human rights.

86 Acts, ch 1245, §1231
C87, §601K.71
C93, §216A.71

Subsections renumbered to alphabetize

216A.72 Commission established.

There is hereby established a commission to be known as the "commission of persons with disabilities".

86 Acts, ch 1245, §1232
C87, §601K.72
C93, §216A.72

216A.73 Ex officio members.

The following or designee shall serve as ex officio members of the commission:

1. The director of public health.
2. The director of the department of human services and any administrators of that department so assigned by the director.
3. The director of the department of education.
4. The director of vocational rehabilitation.
5. The director of the department for the blind.
6. The labor commissioner.
7. The industrial commissioner.
8. The job service commissioner.
9. The director of the department of personnel.

86 Acts, ch 1245, §1233
C87, §601K.73
C93, §216A.73

216A.74 Membership.

The commission shall be composed of a minimum of twenty-four members appointed by the governor and additional members as the governor may appoint. Insofar as practicable, the commission shall consist of persons with disabilities, family members of persons with disabilities, representatives of industry, labor, business, agriculture, federal, state, and local government, and representatives of religious, charitable, fraternal, civic, educational, medical, legal, veteran, welfare, and other professional groups and organizations. Members shall be appointed representing every geographic center and employment area of the state and shall include members of both sexes.

86 Acts, ch 1245, §1234
C87, §601K.74
C93, §216A.74

216A.75 Term.

Members of the commission appointed by the governor shall serve for a term of two years. Vacancies on the commission shall be filled for the remainder of the term of the original appointment. Members whose terms expire may be reappointed.

86 Acts, ch 1245, §1235
C87, §601K.75
C93, §216A.75

216A.76 Officers.

The members of the commission shall appoint a commission chairperson and a vice chairperson and such other officers as the commission deems necessary. Such officers shall serve until their successors are appointed and qualified. Members of the commission shall receive actual expenses for their services. Members may also be eligible to receive compensation as provided in section 7E.6. The commission shall adopt rules pursuant to chapter 17A for the commission and division.

86 Acts, ch 1245, §1236
C87, §601K.76
C93, §216A.76

216A.77 Duties.

The commission shall:

1. Carry on a continuing program to promote the employment of persons with disabilities.
2. Cooperate with all public and private agencies interested in the employment of persons with disabilities.
3. Cooperate with all agencies responsible for or interested in the rehabilitation and placement of persons with disabilities.
4. Encourage the organization of committees at the community level and work closely with such committees in promoting the employment of persons with disabilities.

5. Assist in developing employer acceptance of qualified workers who are persons with disabilities.

6. Inform persons with disabilities of specific facilities available in seeking employment.

7. Conduct such educational programs as members deem necessary.

8. Report annually to the governor and general assembly on commission activities and submit any recommendations believed necessary in promoting the employment of persons with disabilities.

9. Pursuant to section 216A.2, be responsible for budgetary and personnel decisions for the commission and division.

86 Acts, ch 1245, §1237

C87, §601K.77

C93, §216A.77

216A.78 Administrator.

The commission officers may designate the duties and obligations of the position of administrator. Any person so employed may be the employee of another agency of state government appointed with the consent of the executive officer of such agency. The officers may appoint such other personnel as may be necessary for the efficient performance of the duties prescribed by this part. The administrator shall carry out programs and policies as determined by the commission.

86 Acts, ch 1245, §1238

C87, §601K.78

C93, §216A.78

216A.79 Gifts, grants, or donations.

The commission may receive any gifts, grants, or donations made for any of the purposes of its program and disburse and administer the same in accordance with the terms thereof.

86 Acts, ch 1245, §1239

C87, §601K.79

C93, §216A.79

216A.80 Reserved.

216A.81 through 216A.90 Reserved.

SUBCHAPTER 6

DIVISION OF COMMUNITY ACTION AGENCIES

216A.91 Definitions.

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

1. "Administrator" means the administrator of the division of community action agencies of the department of human rights.

2. "Commission" means the commission on community action agencies.

3. "Community action agency" means a public agency or a private nonprofit agency which is authorized under its charter or bylaws to receive funds to administer community action programs and is designated by the governor to receive and administer the funds.

4. "Community action program" means a program conducted by a community action agency which includes projects to provide a range of services to improve the conditions of poverty in the area served by the community action agency.

5. "Delegate agency" means a subgrantee or contractor selected by the community action agency.

6. "Division" means the division of community action agencies of the department of human rights.

86 Acts, ch 1245, §1240

C87, §601K.91

90 Acts, ch 1242, §1

C93, §216A.91

216A.92 Administrator's duties.

The administrator shall:

1. Administer the division.

2. Implement programs required in the division.

3. Issue an annual report to the governor and general assembly regarding the community action programs conducted within the state.

86 Acts, ch 1245, §1241

C87, §601K.92

90 Acts, ch 1242, §2

C93, §216A.92

216A.92A Commission established.

1. The commission on community action agencies is created, composed of nine members appointed by the governor, subject to confirmation by the senate. The membership of the commission shall reflect the composition of local community action agency boards as follows:

a. One-third of the members shall be elected officials.

b. One-third of the members shall be representatives of business, industry, labor, religious, welfare, and educational organizations, or other major interest groups.

c. One-third of the members shall be persons who, according to federal guidelines, have incomes at or below poverty level.

2. Commission members shall serve three-year terms which shall begin and end pursuant to section 69.19. Vacancies on the commission shall be filled for the remainder of the term of the original appointment. Members whose terms expire may be reappointed. Members of the commission shall receive actual expenses for their services. Members may also be eligible to receive compensation as provided in section 7E.6. Members as specified under subsection 1, paragraph "c", however, shall receive per diem compensation as provided in section 7E.6 and actual expenses. The membership of the commission shall also comply with the political party affiliation and gender balance requirements of sections 69.16 and 69.16A.

3. The commission shall select from its membership a chairperson and other officers as it deems necessary. A majority of the members of the commission shall constitute a quorum.

239.22 *Mentoring.

A statewide mentoring program is established to recruit, screen, train, and match former recipients and other volunteers with current recipients in a mentoring relationship. The commission on the status of women of the department of human rights shall implement the program in collaboration with the departments of human services, economic development, employment services, and education. The availability of the program is subject to the funding appropriated for the purposes of the program.

93 Acts, ch 97, §9

STATUS OF WOMEN DIVISION[435]

Created within the Human Rights Department[421] by Iowa Code section 601K.52

Prior to 7/15/87, see Status of Women[800]

	CHAPTER 1		CHAPTER 4
	DESCRIPTION		PUBLIC RECORDS AND FAIR
			INFORMATION PRACTICES
1.1(601K)	Composition		4.1(22) Adoption by reference
1.2(601K)	Meetings		4.2(22) Custodian of records
1.3(601K)	Purpose		
	CHAPTER 2		CHAPTER 5
	DUTIES		DISPLACED HOMEMAKERS
2.1(601K)	Information		5.1(601K) Definitions
2.2(601K)	Authority		5.2(601K) Program eligibility
	CHAPTER 3		5.3(601K) Proposals
	IOWA WOMEN'S HALL OF FAME		5.4(601K) Selection of proposals
3.1(601K)	Purpose		5.5(601K) Appeal procedure
3.2(601K)	Committee		5.6(601K) Program reports
3.3(601K)	Selections procedure		
3.4(601K)	Cristine Wilson Medal for Equality and Justice		CHAPTER 6
			MENTOR ADVISORY BOARD
			6.1(601K) Purpose
			6.2(601K) Duties
			6.3(601K) Membership
			6.4(601K) Meetings

CHAPTER 1 DESCRIPTION

435—1.1(601K) Composition. The commission on the status of women consists of nine voting members appointed by the governor subject to confirmation by the senate; and five members 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 majority leader of the senate from the membership of the senate, one to be appointed by the minority leader of the senate from the membership of the senate, and one to be the director of the department of human rights.

The chairperson is a commission member elected by the commission. The commission has an executive director who is the administrator of the division on the status of women, department of human rights.

435—1.2(601K) Meetings. The commission meets at least six times each year and, additionally, holds special meetings on the call of the chair. A majority of the membership constitutes a quorum.

435—1.3(601K) Purpose. The commission studies the changing needs and problems of women as wives, mothers, workers, and volunteers and develops and recommends new programs and constructive action to the governor and the general assembly. The commission has no enforcement powers. Each year the commission files a report of its proceedings with the governor and the general assembly.

These rules are intended to implement Iowa Code sections 601K.51 to 601K.60.

[Filed without Notice 10/16/75—published 11/3/75]

[Filed 6/26/87, Notice 4/8/87—published 7/15/87, effective 8/19/87]

[Filed 5/17/91, Notice 2/20/91—published 6/12/91, effective 7/17/91]

CHAPTER 2
DUTIES

435—2.1(601K) Information. The commission gathers and distributes information through its office in the Lucas State Office Building, Des Moines, Iowa 50319.

435—2.2(601K) Authority. The administrator carries out the program and policies as determined by the commission. The commission holds hearings, enters into contracts, accepts grants, and seeks advice and counsel outside its membership in the performance of its duties which are to:

1. Serve as the central permanent agency for the development of services for women and act as a clearinghouse on present programs and agencies that operate to assist women.
2. Publish and disseminate information relating to women, develop educational programs, and conduct conferences.
3. Provide assistance to organized efforts by communities, organizations, associations, and other groups working toward the improvement of the status of women.
4. Assist governmental agencies in equalizing and expanding opportunities and rights of women and join in efforts of public and private agencies to study and resolve problems relating to the status of women.

[Filed without Notice 10/16/75—published 11/3/75]

[Filed 6/26/87, Notice 4/8/87—published 7/15/87, effective 8/19/87]

CHAPTER 3
IOWA WOMEN'S HALL OF FAME

435—3.1(601K) Purpose. The purpose of the Iowa Women's Hall of Fame shall be to recognize significant achievements of Iowa women and to educate the public by identifying those whose efforts have enhanced and improved the quality of life for women in Iowa.

435—3.2(601K) Committee. The Hall of Fame committee shall consist of the chairperson, two other commission members and two public members.

435—3.3(601K) Selections procedure. The committee shall solicit nominations for the Hall of Fame. The committee shall recommend to the commission for its approval those individuals to be inducted into the Hall of Fame. The committee shall plan the ceremony and reception each year for the Hall of Fame.

435—3.4(601K) Cristine Wilson Medal for Equality and Justice. The Cristine Wilson Medal for Equality and Justice shall recognize the efforts and accomplishments of the commission's first chairperson. The medal is awarded on an intermittent basis to persons whose work is deemed outstanding and a significant contribution to Iowa's recognition as a state characterized by equality and justice. The Hall of Fame committee shall seek nominations from the commission and make recommendations to the commission for persons to receive this award.

[Filed 6/26/87, Notice 4/8/87—published 7/15/87, effective 8/19/87]

CHAPTER 4
PUBLIC RECORDS AND FAIR INFORMATION PRACTICES

435—4.1(22) Adoption by reference. The commission adopts by reference 421—Chapter 2, Iowa Administrative Code.

435—4.2(22) Custodian of records. The custodian for the records maintained by this division is the division administrator.

These rules are intended to implement Iowa Code chapters 17A and 22 and section 601K.6 [Filed emergency 8/19/88 after Notice 5/18/88—published 9/7/88, effective 8/19/88]

CHAPTER 5
DISPLACED HOMEMAKERS

435—5.1(601K) Definitions. “*Displaced homemaker*” means an individual who meets the following criteria:

1. Has worked principally in the home providing unpaid household services for family members;
2. Is unemployed or underemployed;
3. Has had, or would apparently have, difficulty finding appropriate paid employment; and
4. Is or has been dependent on the income of another family member but is no longer supported by that income, is or has been dependent on government assistance, or is supported as the parent of a minor.

435—5.2(601K) Program eligibility. In any year in which the legislature appropriates funds, the department of human rights division on the status of women shall provide moneys for certain selected programs to provide services to displaced homemakers. The amount of money provided shall be contingent upon the amount of funds available. Programs shall include the provision of intake, assessment, planning and personal counseling services. Only nonprofit organizations or governmental units are eligible.

435—5.3(601K) Proposals. Agencies wishing to apply for funding shall submit a funding proposal to the division. Proposals shall contain all the information specified in the request for proposals (RFP).

435—5.4(601K) Selection of proposals. The division administrator shall appoint an advisory committee of no fewer than five persons. All proposals received will be evaluated by the advisory committee and the division administrator to determine which agencies will receive grants. Agencies submitting applications for continuing programs which have demonstrated both a need and the ability to effectively operate the program will be given first consideration for funds. The division administrator shall make the final decision with respect to the expenditure of funds. The applicant may be requested to modify the proposal through the contracting process. The following factors will be considered in selecting proposals:

1. The demonstrated need for the service in the program area serviced;
2. The community support demonstrated and the relationship to existing agencies;
3. The emphasis of the plan on helping clients achieve economic self-sufficiency through education, training, and job placement in conjunction with other agencies;
4. The general program structure including, but not limited to; how well goals can be met, how realistic the objectives are, the administration of funds, stability of the organization, the overall quality in comparison to other proposals and the services offered; and
5. The plan for using the funds; funds may be used for salaries, fringe benefits, contract services, job related in-state travel, and operational expenses.

435—5.5(601K) Appeal procedure. The following appeal and hearing procedure shall be used:

1. An applicant denied assistance or who wishes to file a complaint about the displaced homemakers program has ten days from the date of denial or complaint action to submit an appeal in writing to the administrator of the division on the status of women;
2. The administrator and the advisory committee will respond with a decision within ten days of receipt of the appeal or complaint.

435—5.6(601K) Program reports. Grantees shall submit program performance reports to the division on the status of women as prescribed in the contract.

These rules are intended to implement Iowa Code section 601K.52.

[Filed 5/17/91, Notice 2/20/91—published 6/12/91, effective 7/17/91]

CHAPTER 6
MENTOR ADVISORY BOARD

435—6.1(601K) Purpose. The purpose of the Mentor advisory board is to serve in an advisory capacity to the volunteer mentor coordinator and the volunteer mentor program administered by the Iowa commission on the status of women.

435—6.2(601K) Duties. The mentor advisory board's duties include:

1. Promoting the volunteer mentor program throughout state government;
2. Assisting in the development of policies and procedures;
3. Recommending changes in the program model as necessary;
4. Assisting in the recruitment of mentors and participants; and
5. Providing written information on any related programs or state policies and procedures that would impact the volunteer mentor program.

435—6.3(601K) Membership. The mentor advisory board consists of 10 to 15 board members appointed by their respective department director or division administrator. The board members will serve two-year staggered terms and may be reappointed. The volunteer mentor coordinator and the board members or their designees will determine the number of departments represented. Vacancies will be filled through appointment by the appropriate department director or division administrator.

435—6.4(601K) Meetings. The board will meet at least quarterly. Additional board meetings will be held as deemed necessary by the volunteer mentor coordinator. There must be at least one-half of the existing membership plus one present to maintain a quorum for programmatic changes. If a board member cannot be in attendance, then a designee may be sent. If a board member has three unexcused absences from meetings and does not send a designee, the volunteer mentor coordinator will ask for clarification of this board member's participation.

These rules are intended to implement Iowa Code sections 601K.57 and 601K.58.

[Filed 11/14/91, Notice 9/4/91—published 12/11/91, effective 1/15/92]



