

**Iowa  
Commission  
on the  
Status of Women**

State of Iowa  
Department of Human Rights

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*35<sup>th</sup> Annual Report*

**February 1, 2007**

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February 1, 2007

The Honorable Chester J. Culver  
The Honorable Patty Judge  
Members of the 82<sup>nd</sup> General Assembly  
State Capitol Building  
Des Moines, IA 50319

Dear Governor Culver, Lieutenant Governor Judge, and Members of the 82<sup>nd</sup> General Assembly:

At the end of every year, the Iowa Commission on the Status of Women (ICSW) reviews its accomplishments.

The ICSW is proud of the past year's achievements, and pleased to present to you our 35<sup>th</sup> Annual Report. The following pages detail the activities and programs that were carried out in 2006.

The ICSW celebrates the progress in women's rights that has been made in Iowa, and continues to address inequities, advocating for full participation by women in the economic, social, and political life of the state. In this advocacy role, as mandated by the *Code of Iowa*, we educate, inform, and develop new ideas to bring a fresh viewpoint to bear on the issues facing Iowa women and their families.

If you are interested in any of our concerns and issues, please call or write the ICSW at 515/281-4461 or [dhr.icsw@iowa.gov](mailto:dhr.icsw@iowa.gov), go to our website at [www.state.ia.us/dhr/sw](http://www.state.ia.us/dhr/sw), or stop by the Commission office in the Lucas Building, and we will be happy to discuss them with you.

On behalf of our Commissioners and the staff, I thank Governor Culver, Lt. Governor Judge, and Members of the General Assembly for the commitment you have shown to improving the status of women by funding our Commission and passing legislation that helps Iowa women.

We look forward to working with you in 2007.

Sincerely,



Holly A. Sagar  
Chairperson

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## **Vision Statement**

The Iowa Commission on the Status of women (ICSW) envisions full participation by women in the economic, political and social life of the state.

## **Mission Statement**

The ICSW promotes equality for Iowa women through study and recommendations for legislative and administrative action, public information and education, and development of programs and services.

## **Core Function**

Advocacy

## SECTION 1: Commission

*The Iowa Commission on the Status of Women (ICSW) is a state agency that seeks to assure equality for Iowa women. The ICSW advocates for Iowa women, working to equalize their opportunities and to promote full participation by women in the economic, political, and social life of the state. Established in 1972 by the Iowa Legislature, the ICSW is composed of nine citizens appointed by the Governor and confirmed by the Senate. Two members of the Senate, two members of the Iowa House of Representatives, and the Director of the Department of Human Rights serve ex-officio.*

### 2006 COMMISSION

*Commission terms for citizen members and legislators are four years.*

#### Citizen Commissioners

**Vicki Brown**, Oskaloosa

term expired April 30, 2006

(served as Treasurer through April)

**Tom Carnahan**, Davenport

term expires April 30, 2010

**Carla R. Espinoza**, Ames

term expires April 30, 2010

**Francis Giunta**, Dubuque

term expires April 30, 2008

**Sue B. Mullins**, Corwith

term expires April 30, 2010

**Jill Olsen**, Mount Vernon

term expires April 30, 2010

**Kimberly Painter, Vice-Chair**, Iowa City

term expires April 30, 2008

(served as Chair through April)

**Holly Sagar, Chair**, Des Moines

term expires April 30, 2008

**Michael Whitlatch, Treasurer**, Storm Lake

term expires April 30, 2008

**Matthew Wissing**, Davenport

term expires April 30, 2010

(served as Vice-Chair through April)

**Walter Reed, Jr., ex officio**,

Department of Human Rights Director

#### Legislative Commissioners, *ex officio*

**Representative O. Gene Maddox**, Clive

term expired June 30, 2006

**Representative Cindy Winckler**, Davenport

term expires June 30, 2009

**Senator Matt McCoy**, Des Moines

term expires January 31, 2007

**Senator Maggie Tinsman**, Davenport

term expires January 31, 2009

#### Commission Meetings

The ICSW meets at least six times a year. All meetings are accessible and open to the public. 2006 meetings were:

##### January 24

Lucas State Office Building, Des Moines

##### March 14

Iowa Coalition Against Domestic Violence (ICADV) and the Iowa Coalition Against Sexual Assault (IowaCASA), Des Moines

##### May 9

Lucas State Office Building, Des Moines

##### August 26

Embassy Suites, Des Moines

##### October 10

Urbandale Public Library, Urbandale

##### December 5

Hoover Presidential Library and Museum, West Branch

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## Section 1

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### 2006 Committees

#### Executive Committee

Kimberly Painter, Chair (January - April)  
Matt Wissing, Vice Chair  
Vicki Brown, Treasurer

Holly Sagar, Chair (May - December)  
Kimberly Painter, Vice Chair  
Mike Whitlatch, Treasurer

#### Finance

Vicki Brown, Chair (January - April)  
Sue Mullins  
Mike Whitlatch

Mike Whitlatch, Chair (May - December)  
Sue Mullins  
Tom Carnahan

#### Friends of the Iowa Commission on the Status of Women Board of Directors

Vicki Brown (January - April)  
Carla R. Espinoza  
Kimberly Painter  
Holly Sagar  
Matt Wissing  
Janis Anderson, President (resigned in January)  
Camile Curley, President  
Michelle Durand-Adams, Treasurer  
Claudia Schabel

Carla R. Espinoza (May - December)  
Kimberly Painter  
Holly Sagar  
Matt Wissing  
Mike Whitlatch  
Camile Curley, President  
Michelle Durand-Adams, Treasurer  
Julie Graden  
Claudia Schabel

#### Iowa Women's Hall of Fame

Kimberly Painter, Chair  
Holly Sagar, *ex officio*  
Jill Olsen  
Sue Mullins  
Camile Curley  
David Meeks

#### Iowans in Transition Grant Reviews and Selection

Mike Whitlatch, Chair  
Kile Beisner  
Lora Kelly-Benck  
Joan Kennedy  
Jule Reynolds

#### Nominating Committee

Holly Sagar, Chair (January - April)  
Mike Whitlatch

Sue Mullins, Chair (May - December)  
Tom Carnahan  
Jill Olsen

#### Legislative

Matt Wissing, Chair (January - April)  
Vicki Brown  
Francis Giunta  
Sue Mullins  
Senator Matt McCoy  
Senator Maggie Tinsman  
Representative Gene Maddox  
Representative Cindy Winckler

Matt Wissing, Chair (May - December)  
Tom Carnahan  
Francis Giunta  
Jill Olsen  
Senator Matt McCoy  
Senator Maggie Tinsman  
Representative Gene Maddox  
Representative Cindy Winckler

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## Section 1

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### **Program and Planning**

Sue Mullins, Chair (January - April)  
Matt Wissing

Francis Guinta, Chair (May - December)  
Kim Painter  
Mike Whitlatch

### **Public Information**

Francis Giunta, Chair (January - April)  
Mike Whitlatch  
Matt Wissing

Carla Espinoza, Chair (May - December)  
Mike Whitlatch  
Matt Wissing

### **Staff Members**

**Executive Director:** Charlotte Nelson has served as administrator of the Division on the Status of Women within the Department of Human Rights since her appointment by the Commission and Governor Branstad in February 1985. She was reappointed by the Governor Branstad in 1991 and 1995 and by Governor Vilsack in 1999 and 2003.

**Administrative Assistant 2:** Ellen Failor assumed this position in October 1990.

**Program Planner 2:** Lori M. SchraderBachar, coordinator of publications and special projects, has served since August 1999.

**Juvenile Justice Grant Appointment:** Kathy Nesteby assumed the position in November 2002.

**Interns:** Mollie Michelfelder, University of Iowa School of Social Work Master's Program, researched rural Iowa women in poverty during the winter and spring.

Laura Durden, St. Olaf College, spent the summer putting together a PowerPoint presentation of the Iowa Women's Hall of Fame.

Amy Kotwani, Drake University School of Law, researched updates to the *Referral Information on Programs to Assist Women and Minorities in Establishing and Expanding Small Businesses* during the fall.

Adrienne Dietz, University of Northern Iowa, assisted in updating the *2007 Status of Iowa Women Report*.

## Section 1

### Funding History

Funding for the Iowa Commission on the Status of Women is awarded annually by the General Assembly and Governor. A review of the state appropriation over several years, including pass-through grants, is as follows:

<u>Fiscal Year</u>	<u>Appropriation</u>	<u>Operating Budget</u>
FY 1998	\$328,900	\$161,125
FY 1999	\$335,804	\$168,029
FY 2000	\$419,505	\$187,531
FY 2001	\$426,464	\$185,964
FY 2002	\$400,996*	\$203,996
FY 2003	\$333,415*	\$191,392
FY 2004	\$337,918*	\$205,918
FY 2005	\$329,530	\$211,530
FY 2006	\$335,501	\$217,501
FY 2007	\$343,555	\$225,555

\*Reductions resulted in an actual FY 2002 budget of \$398,426, FY 2003 budget of \$327,392 and FY 2004 budget of \$329,530.

### Income Statement

<u>Revenue</u>	<u>FY 2006 Actual</u>	<u>FY 2007 Budget</u>
State Appropriation	\$335,926.40	\$343,555
Sales	140.40	100
Equal Pay Day	285.00	100
<u>Expenses</u>		
Personnel Services	\$198,614.18	\$207,555
In-State Travel	4,514.99	4,000
Out-of-State Travel	494.02	50
Office Supplies	4,817.90	3,525
Equipment Maintenance	--	35
Other Supply	798.11	215
Printing	2,711.56	4,000
Postage	1,115.08	1,500
Communication	1,693.40	2,250
Rentals	--	150
Outside Services	118,000.00	118,000
Reimburse IDOP	72.00	100
ITS Reimbursement	1,565.61	1,800
DP Non-Inventory	129.55	100
Advertising/Promotion	1,150.00	250
Professional Services	250.00	150
Other	--	75
Reverted Money	--	--

## Section 2: Programs and Projects

*The Iowa Commission on the Status of Women (ICSW) works on numerous projects and programs in seeking to advance the status of women in the economic, political, and social life of the state. It collects employment related information and works toward pay equity; monitors legislation and strives to equalize women's participation in policy-making positions in the government and private sectors; and recognizes Iowa leaders through the Iowa Women's Hall of Fame, the Write Women Back Into History Essay Contest, and the Cristine Wilson Medal for Equality and Justice.*

### ECONOMIC LIFE

*The ICSW strives to improve Iowa women's tenuous economic status by conducting various employment-related programs and studies to assist women statewide to work to achieve pay equity.*

In 2005, Iowa women working full time made 75 cents for every \$1 a man made. In 2005, 60.3 percent of women made \$25,000 or less while 61.8 percent of men made \$25,000 or more. This

wage disparity reflects the occupational choices of males and females, the wage differences between male- and female-dominated jobs, and the gender pay gap that exists in many of the same occupations.

Both women's and men's wages would rise if wage discrimination were corrected. Workers, whether men or women, in female-dominated jobs – such as receptionists, secretaries, nurse aides, and child care providers – are paid less than workers in similar jobs not dominated by women.

### CONCENTRATION OF WORKERS IN JOBS, IOWA, 2005\*

<u>OCCUPATION</u>	<u>%MALE</u>	<u>AVERAGE HOURLY WAGE</u>	<u>OCCUPATION</u>	<u>%FEMALE</u>	<u>AVERAGE HOURLY WAGE</u>
1) Bus/Truck Mechanic	99.6%	\$15.85	1) Dental Hygienist	99.1%	\$28.18
2) Heavy Vehicle Mechanic	99.3%	\$15.48	2) Dental Assistant	99.0%	\$14.11
3) Mechanic/Repairer	99.2%	\$10.88	3) Pre-K/Kindergarten Teacher	98.7%	\$12.42
4) Cement Mason/Finisher	99.2%	\$14.72	4) Secretary	97.7%	\$13.64
5) Automobile Mechanic	98.8%	\$14.46	5) Child Care Worker	96.8%	\$ 7.93
6) Construction Supervisor	98.6%	\$24.94	6) Registered Nurse	95.7%	\$21.62
7) Plumber	98.5%	\$19.42	7) Licensed Practical Nurse	95.4%	\$15.47
8) Carpenter	98.4%	\$16.15	8) Paralegal/Legal Asst.	95.1%	\$18.51
9) Electrical Worker	98.3%	\$24.80	9) Hairdresser/Cosmetologist	95.1%	\$11.09
10) Brickmason	98.0%	\$18.27	10) Typist	94.9%	\$12.05

**\*Ten jobs held primarily by women pay a weighted average of \$14.54 an hour, compared to \$17.66 paid by ten jobs held primarily by men—a difference of \$3.12 per hour, or \$124.80 per week.**

SOURCE: Labor Market Information Bureau, Iowa Workforce Development



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## Section 2

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Differences in pay scales among occupations that are dominated by one gender or the other contribute to pay inequities as seen in the table on page 5.

### **Wage/Benefits Studies**

**Wage Survey:** In 1993, the ICSW initiated a Department of Employment Services study on gender-wage disparity in Iowa. That report revealed, among other things, that Iowa women, on average, made 68 cents per dollar that Iowa men made. In 1999, the ICSW requested that Iowa Workforce Development conduct research to replicate the 1993 study. The results of the updated study, released in 2000, showed that women, on average, earned 73 cents per dollar that Iowa men made. The study also found that 64 percent of women earned annual wages of \$25,000 or less, while 67 percent of males earned \$25,000 or more. In 2003 the U.S. Census Bureau reported that women in the United States made only 76 cents for every dollar men made. The median earnings for Iowa men who worked year-round, full-time was \$39,275 in 2005 compared to \$29,384 for full-time women workers.

**Iowa Certified Nursing Assistant Wage and Benefits Survey:** A statewide wage and benefits survey of Iowa Certified Nurse Assistants (CNAs) was released in June 2001, showing that Iowa CNAs are underpaid – 96 percent earned less than \$12 per hour, with the median wage being \$9.16. In 2004, as part of the Iowa Better Jobs Better Care Coalition, another statewide wage and benefit survey was conducted. In addition to Certified Nursing Assistants, Pool Workers and Home Care Workers were also surveyed. The 2004 survey showed that 96% of CNAs were women. The median wage increased to \$10.55. Eighty-two percent earned less than \$12. Twenty-five percent of respondents have no health insurance,

compared to 14 percent of all Iowans.

**Contingency Workers Study:** The ICSW initiated a study of contingency workers' wages with Boddy Media Group in late 2000. The study, which was released in December 2001, reported the impact on women of contingency jobs, such as temporary, part-time, and contractual work, usually with few or no benefits and no job security. It found that two-thirds of Iowa's contingency workers were female. A typical contingency worker was most likely to be urban, single, parenting pre-school age children, have no more than a high-school education and work in sales/marketing. Forty-one percent earned \$10.99 per hour or less and 57 percent received no benefits.

**Follow-up to *Employees' Wages and Benefits: Domestic Violence and Sexual Assault Projects 1997 Report and Recommendations*:** In 1997, the ICSW conducted a study of the wages and benefits of employees in domestic violence/sexual assault projects (dv/sa) across the state. The study revealed significantly low wages across the board, with many employees living at, below, or barely over the poverty line. Because of the increase over the past several years in federal and state monies available to dv/sa projects, the ICSW made, in its report on the study, wage recommendations for specific job descriptions, using comparable jobs in state government as a comparison. The response was overwhelming. In a 1998 ICSW follow-up to the study, the Commission's study was credited for approximately \$112,000 in pay increases in dv/sa jobs statewide. This study and follow-up survey continue to be distributed and influence wages and benefits for employees in dv/sa projects not only in Iowa but across the United States. In 2004, the ICSW updated the wage ranges.

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## Section 2

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### Pay Equity Initiatives

**Equal Pay Day:** The ICSW commemorated Equal Pay Day on Tuesday, April 25, 2006, which symbolized the day when women's wages catch up to men's wages from the previous week. Because women earn less, on average, they must work nearly seven days to earn what the average man would earn in five.

### ***Show Me The Money: Paycheck Negotiation Workshop: Paycheck Negotiation***

**Workshop:** In order to help address wage disparity, a paycheck negotiation workshop was held on April 22, 2006 in Davenport to give women the tools to negotiate for higher compensation when they are offered employment or at an annual/performance review. The workshop, Show Me The Money, consisted of a panel presentation, role playing, retirement planning and a question and answer session. In addition to the ICSW, the event was sponsored by Business and Professional Women/Davenport, Quad City Federation of Labor AFL-CIO, Quad Cities National Organization of Women, PACG Women's Issues Forum, Progressive Action for the Common Good, and the United Way of the Quad Cities Area.

### Publications

***How to Get Your Bearings - How to Get a Job:*** The guide, for Iowa women who are looking for a job or who are seeking a better job, includes information on how to write a resume, conduct an interview, obtain personal counseling if needed, fix a car, find housing, etc. Containing one-third more information than previous editions, the guide, revised by Dr. Judith Anne Conlin, is distributed primarily through the displaced homemaker programs and Family Development and Self-Sufficiency programs across the state. Funding for the guide was provided by Iowa Workforce Development and

the Carl D. Perkins Applied Technology and Vocational Education Act.

### Videos

***Exploring Nontraditional Occupations for Women: Is This Job for You?:*** This informative 12-minute video (also available with closed captioning) illustrates Iowa women in nontraditional occupations with an emphasis on the skilled trades, apprenticeship and vocational-technical careers. The video is available for both loan and purchase.

### ***Show Me The Money: Paycheck Negotiation Workshop: Paycheck Negotiation Workshop:***

Similar to the 2006 workshop, the November 2001 workshop consisted of a panel presentation, role playing, pension planning and a question and answer session. A video of the workshop was produced and is available to borrow free of charge.

### POLITICAL LIFE

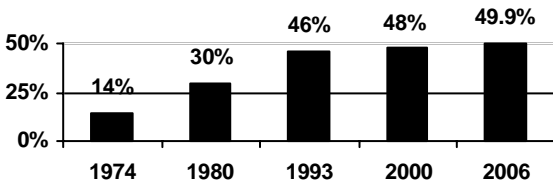
***While the ICSW works hard at eliminating the "sticky floor"--women who are stuck in low-paying jobs with few benefits and opportunities for advancement--it also recognizes the need to break the "glass ceiling" in government and private sector policy-making positions. In addition, the ICSW annually researches, submits, and advocates for a program of Proposals to the Governor and General Assembly. It also follows legislation pertinent to women and, in particular, those bills that relate to its Proposals. The Executive Director of the ICSW is registered as a lobbyist to the Iowa Legislature and Executive Branch.***

## Section 2

### Roster of Qualified Women

In 1970, the Governor's Commission on the Status of Women assumed responsibility for developing a roster of Iowa women qualified for appointments to paid and volunteer positions on state 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. Appointment resume forms are provided upon request; they include biographical information, educational background, work experience, organizations, and information on areas of interest. Each year it advertises the availability of appointment resumes in the *IoWoman*, the Friends of ICSW newsletter that is sent to 8,400 organizations and individuals statewide. The Roster of Qualified Women has contributed significantly to the expanding role of women in government. Since the need was perceived and the Roster was developed, the number of appointments of women has increased dramatically. Since 1987, gender balance on boards and commissions has been mandated, a legislative change for which the Commission advocated.

#### PERCENTAGE OF FEMALES ON STATE BOARDS AND COMMISSIONS, IOWA, 1974-2006

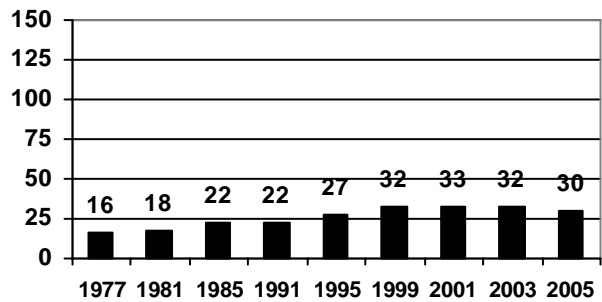


SOURCE: Office of the Governor

### Women in Public Office

Since the first year in which a woman was elected to the Iowa General Assembly in 1928, the total percentage of women legislators has increased from .6 percent to 22.7 percent after the 2006 election. Even with this increase, women, who total 50.8 percent of Iowa's

### FEMALES IN THE GENERAL ASSEMBLY, IOWA, 1977-2006



**Figure 6.5**  
**FEMALE ELECTED OFFICIALS**  
**IOWA, THROUGH SEPTEMBER 2006**

OFFICE	# OF MALES	# OF FEMALES
Governor	39	0
Lieutenant Governor	41	3
Secretary of State	25	3
Treasurer	25	0
Auditor	30	0
Secretary of Agriculture	13	1
Attorney General	31	1

SOURCE: Iowa Official Register

population, represent one-fifth of the General Assembly. Five women served as Senators, while 25 served as Representatives in 2006. Only four women of color have served in the Iowa General Assembly. Furthermore, few Iowa women have served as elected state officials. Iowa is one of two states that have never elected a woman as governor or as a member of Congress.

### Legislative Summary

Following is a summary of 2006 legislation tracked by the ICSW following the 2006 Proposals to the Governor and the General Assembly.

The ICSW supported the following bills and resolutions:

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## Section 2

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4/5/06 Senate Journal - GOVERNOR'S

APPOINTEES ON EN BLOC CALENDAR

The following appointees were confirmed by the Senate with a 50/0 vote: Thomas Carnahan, Carla Espinoza, Sue Mullins, Jill Olsen and Matthew Wissing – Commission on the Status of Women

SCR104 and HCR108 designates March 2006 as Iowa Women's History Month. Passed 3/8/06

### Aging Issues & Long-Term Care

The Department of Elder Affairs has put out a Request for Proposals for the purpose of developing, implementing, and evaluating activities to reduce the turnover of Certified Nurse Aides and/or Direct Care Workers in Iowa in the amount of \$125,000 for FY07 under their administration rather than a line item appropriation.

The Department of Inspection and Appeals is supporting the maintenance and expansion of the Iowa Nurse Aide Registry and Direct Care Worker Registry under their administration without a line item appropriation.

### Child Care

**HF2238** appropriated federal block grant funding for child care and development at \$40,426,890 while **HF2734** appropriated state child care assistance at \$14,556,560 and child care programs at \$21,801,198.

**HF2734** appropriated community-based early childhood programs (birth to 5 years) at \$7,350,000 at a status quo level rather than the increase supported by ICSW.

### Economics

**HF2521** appropriated to the Status of Women division (including the Iowans in transition program, and the domestic violence and sexual assault-related grants) \$335,501 & 3.00 FTEs

**Amendment 8115 to HF2521** to increase appropriation \$93,000 for Iowans in Transition and \$24,000 for training on domestic violence and sexual assault to a total of \$452,501. Failed.

An amendment to the Iowa Constitution providing for public vote on tax increases was not passed.

**HF2332** provides that the child support recovery unit, when issuing an ex parte income withholding order, include the amount of any delinquency and the amount to be withheld in the notice provided to the obligor under the existing Code section relating to provision of notice. The bill also provides that notice of income withholding is to be provided to the obligor and to the payor of income pursuant to existing Code provisions relating to that notice. The bill also authorizes the child support recovery unit to modify the amount specified in an income withholding order or notice of income withholding by providing notice to the obligor and the payor of income.

### Equality

**HF2558** appropriated \$1,075,753 and 27.90 FTEs for the Iowa Civil Rights Commission, an increase supported by ICSW from the FY06 appropriation of \$ 950,788 in HF811.

### Health

**HF2734** appropriated an increase to the hawk-i program at \$19,703,715.

Continued funding for statewide chlamydia screening is being provided by the Department of Public Health under their administration rather than a specifically mentioned item in their appropriation.

**HF2743** (healthy Iowans tobacco trust) appropriated \$35 million to the medical assistance program including a provision of coverage to women who require treatment for breast or cervical cancer.



## Section 2

**HF2734** only appropriated \$143,148 for family planning services since the new Medicaid Family Planning Waiver will cover most of the family planning patients previously served from this funding.

Access to all reproductive health care options for women as currently available continues.

**HF2734** appropriated increased funding for comprehensive adolescent pregnancy prevention programs in the amount of \$1,930,067.

### Justice

**SF2219** (formerly SF2027) relates to human trafficking and related offenses, including the provision of law enforcement training and victim assistance programs, and provides penalties.

**HF2558** awarded \$900,000 for legal services and **HF2792** awarded \$450,000; total \$1.35 million.

**HF2782** appropriates \$5,030,668 in FY07 and \$3.1 million in FY08 of infrastructure funds for the construction of a new school and infirmary building at the Iowa Juvenile Home at Toledo and for the renovation of existing school buildings and the demolition of other buildings and \$1,521,045 for renovation of the powerhouse

**HF2734** adds a representative from ICSW to the study group headed by the Department of Human Services to plan that by July 1, 2009, placements at the Iowa Juvenile Home will be limited to females and that placements of boys at the home will be diverted to other options. Also appropriates \$6,667,400 and 118.5 FTEs.

\$1,070,358 for educational programs for inmates at state penal institutions and \$850,000 was appropriated for the statewide re-entry program initiative.

No-fault dissolution of marriage continues.

\$190,185 was appropriated for the therapeutic community drug treatment program at the Iowa Correctional Institution for Women. **HF2558** also appropriated \$14,925,151 for the operation of the Mitchellville facility.

No reinstatement of the death penalty passed.

### Violence Against Women

**HF2558** only appropriated \$5,000 for victim assistance grants (domestic violence and sexual assault) while ICSW supported a line item of \$2.25 million.

### Welfare

**HF2734** appropriated family investment program \$43,096,689, family investment job opportunities and basic skills (JOBS) program \$13,545,163, and family investment program (FIP) \$42,749,885 (\$9,274,134 for the JOBS program).

**HF2734** appropriated family investment FaDSS at \$1,244,000 and to FaDSS \$5,433,042, a partial restoration of funding.

DHS was allowed in their FY07 appropriation to change the reports on earnings by FIP families from monthly to quarterly. Target date for administrative rules change is January, 2007.

**HF2797** appropriates from the general fund to the housing trust fund \$2 million in FY2007-2008, \$3 million in FY2008-2009, and \$4 million in FY2009-2010.

**SF2217** establishes a new Preparation for Adult Living Services (PALS) program for foster children ages 18-20 to continue living with the foster family, get set up in an apartment, continue their education and prepare for self-sufficiency (and **HF2734** appropriates \$854,012 funds for PALs to get started).

## Section 2

### Administrative Proposal Education

**SR154** urges the Iowa Department of Education, in cooperation with school administrators, teachers, parents, business leaders, concerned citizens, and business-oriented educational programs such as Junior Achievement, to immediately begin: 1. Exploring ways to include in the public school curricula a financial literacy program that includes such topics as budgeting, consumer economics, insurance, investing principles, managing credit, monetary policy, financial planning, retirement savings, consumer loans, and mortgages; and 2. Reviewing existing financial literacy programs and materials that are available, with the aim of formalizing a personal financial management course; and DOE is encouraged to submit a full report to the General Assembly by January 1, 2007.

### Appropriation Bills

#### **HF2238 Federal Block Grant Funding**

Maternal and Child Health Services \$6,737,839  
Preventive Health and Health Services (rape prevention) \$1,342,075  
Stop Violence Against Women Grant Program \$1,446,000  
Residential Substance Abuse Treatment for Prisoners \$100,000  
Social Services \$16,902,644

#### **HF2734 Human Services**

Medical Assistance Reimbursement (abortions, too, as medically necessary) \$708,671,610

#### **HF2743 Healthy Iowans Tobacco Trust**

\$60,000 to ICIW at Mitchellville for a value-based treatment program

### Legislative Bills not included in the ICSW proposals worth mentioning

**SR169** honors Senator Mary Lundby for her years of legislative service – adopted 5/2/06

**SR144** honors Iowa basketball great Deb Remmerde from Rock Valley, Iowa – adopted 3/28/06

**SR139** and **HR155** honors the Norwalk High School Girls' Basketball Team – adopted 3/28/06

**SR131** and **HR144** congratulates the Matilda J. Gibson Memorial Library, the director, Marilyn Ralls, and the library staff for 75 years of service to the people of southwest Iowa – adopted 5/1/06

**SR109** and **HR169** honors the members of the Wartburg College women's track team for their victory in the 2005 National Collegiate Athletic Association Division III Outdoor Track and Field Championships – adopted 4/26/06

**HR153** honors the Des Moines Roosevelt High School Girls' Basketball Team – adopted 3/28/06

**HR115** recognizes Ms. Effie Burt for her composition, "I'll Make Me a World in Iowa" – adopted 2/27/06.

**HF2797** appropriates \$80,000 and one FTE supplement for the Iowa Commission on the Status of Iowans of Asian and Pacific Islander Heritage in the Department of Human Rights

**HF2509** (formerly HF2082) relates to financial education for applicants for and participants in the family investment program (FIP). The promoting independence and self-sufficiency through employment job opportunities and basic skills (PROMISE JOBS) program provides the work and training components for the applicants and participants in FIP. Code section 239B.17

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provides a list of the program activities required to be provided under the PROMISE JOBS program. The bill modifies an item in that list to include financial education.

### Public Hearing

At a public hearing each fall, the ICSW listens to organizations, agencies, and individuals express their legislative concerns regarding women. From that hearing, the ICSW Legislative Committee and staff meet to develop a slate of proposals used as the foundation for the next year's advocacy efforts along with recommendations from previous years.

The 2006 public hearing was held on October 10 in Urbandale. Announcements requesting testimony were sent to statewide media outlets, women's organizations, and state agencies.

Twenty-two individuals/organizations testified. Speaking on Aging Issues and Long-Term Care included Robin White, AFSCME Iowa; Di Findley, Iowa CareGivers Association; and Mark Haverland, Iowa Department of Elder Affairs. Nancy Robertson, Iowa Coalition Against Domestic Violence, spoke about violence against women. Testifying on justice issues were Vicki Place and Chrisy Schuldt, Iowa Friends of Legal Services; Dick Moore, Iowa Child Advocacy Board; Alyson Simmons, Iowa Gender-Specific Services Task Force; Maja Rater; and Deb Breuklander, Friends of Iowa Women Prisoners. Karen Kubby, Emma Goldman Clinic, Carolyn Nelson, Visiting Nurse Services, and Jodi Tomlonovic, Family Planning Council of Iowa; testified on women's health issues. Rachel Scott, Afterschool Alliance and Mary O'Brien, Visiting Nurse Services testified on child care issues. Testifying on equality issues were Rose Keast; and Brad Clark, GLBT Youth in Iowa Schools Task Force. The following provided written testimony: Ralph Rosenberg, Iowa Civil Rights Commission; Suzi Alexander, Iowa Planned Parenthood Affiliate League; Cecilia

Arnold, National Catholic Rural Life Conference; Teresa Bomhoff, National Alliance on Mental Illness of Greater Des Moines; Rhonda Chittenden, FutureNet; Iowa Juvenile Home Foundation Board of Directors; Jeannette Bucklew, Iowa Department of Corrections; Holly Terwilliger and Karl Schilling, Iowa Organization for Victim Assistance; Binnie LeHew, Iowa Department of Public Health; and Kate Karacay, Network Against Human Trafficking.

### 2007 Proposals to the Governor and 82<sup>nd</sup> General Assembly

The ICSW endorses, in no particular order, the following 2007 Proposals.

#### Priorities

As priority areas being proposed to the Governor and General Assembly for 2007, the ICSW supports:

- State investments in Head Start, Early Head Start and other early childhood programs that emphasize school-readiness. (Child Care)
- An increase in the minimum wage. (Economics)
- Legislative proposals addressing predatory lending, including predatory home mortgage lending, payday loans, tax refund anticipation loans and car title loans. (Economics)
- Amending the Iowa Civil Rights Act to prohibit discrimination on the basis of sexual orientation and gender identity. (Equality)
- Focusing on health care reform until health care coverage is accessible and affordable for all Iowans. (Health)

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- Increased funding for domestic violence and sexual assault programs in the state budget. (Violence Against Women)

### Legislative Proposals

#### Aging Issues and Long-Term Care

In 2006, Iowa ranked fourth in the percentage of population over 85 years of age, fifth in the percentage of population over 75 years of age, and fifth in the percentage of population over 65 years of age. Additionally in 2005, 59 percent of Iowans over 65 were women. As the baby boom generation gets older, the need for both paid and unpaid caregivers will increase. A 2004 ICSW study on CNA wages and benefits found that 82 percent earn under \$12 per hour with few benefits and high turnover. A typical family caregiver in today's society is an educated, working, married woman in her mid-forties who spends about twenty hours per week providing unpaid care to her mother. To address the needs of aging Iowans, and of paid and unpaid caregivers for dependent adults, the ICSW supports:

1. Amendment of state tax policy in the *Code of Iowa* Chapter 422.9(2)(e) regarding tax deduction to include spouse, brother, and sister for whom in-home care is given.
2. More standardized education, continuing education, and opportunities for advancement for direct care workers by supporting implementation of the recommendations of the Direct Care Workers Task Force.
3. Increased funding to the Iowa Department of Elder Affairs for the following:
  - Abuse Initiative into additional counties
  - Additional state long-term care ombudsmen within the Iowa Department of Elder Affairs.

- Activation of the Office of Substitute Decision Maker within the Iowa Department of Elder Affairs, which was mandated in 2005.
- Home and Community Based Services, and
- Iowa CareGivers Association funding.

#### Child Care

Seventy-nine percent of married women with children under 18 were in the labor force in 2005. According to the 2004 American Community Survey, Iowa is fourth in the nation to have women in the workforce with children under age six. Child care is an economic and social infrastructure issue that affects the bottom line for business, the standard of living for families, and the future competitiveness of the state. To insure quality affordable child care, in particular for women seeking training and/or employment, the ICSW supports:

1. **State investments in Head Start, Early Head Start and other early childhood programs that emphasize school-readiness. (2007 Priority)**
2. An increase in funding levels for the Iowa Community Empowerment for quality early childhood programs for zero to five.
3. Requirement that all child care/preschool settings adhere to standards that ensure quality care and experiences.
4. Separate appropriation to Iowa Department of Public Health of at least \$1.2 million for child care nurse consultant program.
5. A child care and/or preschool subsidy for every Iowa family whose income is up to 185% of poverty.



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6. A professional development system for child care/preschool workers of prerequisite and on-going training.
7. Increased funding for quality after-school programs from the Healthy Iowans Tobacco Trust Fund to the Department of Education.

### **Economics**

In 2005, 64.6 percent of Iowa women age 16 and older were in the workforce, which represented 47.3 percent of the total workforce. The 2005 American Community Survey found that Iowa women earned 74.8 percent of what Iowa men earn. According to the Iowa wage study released in 2000, 64 percent of female respondents reported annual wages of \$25,000 or less while 66 percent of males reported wages over \$25,000. To address the economic needs of Iowa women, the ICSW supports:

1. **An increase in the minimum wage. (2007 Priority)**
2. **Legislative proposals addressing predatory lending, including predatory home mortgage lending, payday loans, tax refund anticipation loans and car title loans. (2007 Priority)**
3. Increased funding of \$186,000 to ICSW, which includes \$24,000 for training on issues of violence against women, \$93,000 for Iowans in Transition grants, and \$69,000 for an Iowa money school program.
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.

5. Development of a plan to achieve pay equity for employees in private industry furthering the goal of eliminating wage discrimination on the basis of gender.
6. Legislation to outlaw the unfair employment practice of discrimination based on a person's use of Family and Medical Leave.
7. Establishing a vehicle for partial wage compensation for a person taking family and medical leave.
8. Instituting an At-Home Infant Care (AHIC) program.
9. Implementation of the recommendations of the Targeted Small Business Task Force.
10. Opposing an amendment to the Iowa Constitution providing for public vote on tax increases.

### **Equality**

The *2006 Status of Iowa Women Report* documents the need for continuing to improve the quality of life for women in this state. To achieve equality while improving the status of women, the ICSW recommends:

1. **Amending the Iowa Civil Rights Act to prohibit discrimination on the basis of sexual orientation and gender identity. (2007 Priority)**
2. Enactment of a bill requiring all school districts to adopt anti-discrimination, anti-harassment, and anti-bullying policies to protect all students.
3. State funding to provide staff and support for the provision of technical assistance on educational equity for school districts and to monitor implementation of Iowa's

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multicultural, gender-fair curriculum requirement as well as Title IX.

4. Incentives for males and minorities to enroll in programs for training elementary education teachers and secondary family and consumer science teachers, and for females and minorities to enroll in programs of training for secondary industrial technology, mathematics, and science teachers.
5. Legislation to permit qualified children of undocumented peoples to pay in-state tuition rates to attend public universities and community colleges.
6. Gender balance on boards and commissions of political subdivisions of the state.
7. Adequate funding for the Iowa Civil Rights Commission.

### **Health**

Good health is essential to leading a productive and fulfilling life and to participating fully in the economic, social, and political life of the state. It requires safe and healthful physical and social environments, sufficient incomes, safe and adequate housing, proper nutrition, preventive treatment, and education on maintaining healthful behaviors. It is an irony that many health care workers do not earn enough to afford their own health care coverage. To increase the quality of health in women, the ICSW supports:

1. **Focusing on health care reform until health care coverage is accessible and affordable for all Iowans. (2007 Priority)**
2. \$1 tobacco tax increase.
3. Legislation to allow local control in regulating smoke free environments.

4. Full funding and implementation of the State Children's Health Care Initiative (*hawk-i*), with consideration of available options including coverage of parents.
5. Full funding for Medicaid per Iowa Department of Human Services request rather than utilizing the supplemental strategy.
6. Increased provider rates for Medicaid services.-
7. Increased reimbursement rate under Title XIX for dentists to care for children.
8. Access to mammography, colposcopy, and screening for diabetes for low-income individuals.
9. Continued funding for follow-up treatment when screening for breast and cervical cancer indicates abnormalities.
10. Coverage for screening tests for women who are at risk for ovarian cancer.
11. Increased funding of family planning services through Temporary Assistance for Needy Families (TANF).
12. Access to all reproductive health care options for women as currently available.
13. Increased funding for statewide comprehensive adolescent pregnancy prevention programs.
14. Opposition to any legislative language defining when life begins.
15. Requirements that sexuality education be age-appropriate, science-based and medically accurate.

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16. Funding for services for pregnant and parenting teens at the current level.
17. Increased funding to programs for quality substance abuse treatment, including treatment tailored specifically for methamphetamine use.
18. Open access to psychiatric medications that are most effective in treating mental illness.
19. Appropriation to Iowa Department of Public Health for development of a systematic approach of identifying and treating perinatal depression.
20. Increased funding for mental health, mental retardation, developmental disability, and brain injury or change in how the limitation in property taxes is applied.

### **Insurance**

In recognition of the needs of all persons to insure against the risks related to illness, disability, retirement and death, and in particular noting the needs of persons following divorce or disability or death of a spouse, the ICSW supports:

1. Expanding mental health parity to include eating disorders, panic and anxiety disorders, post traumatic stress disorder and substance abuse treatment.
2. 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.
3. Requiring Iowa regulated insurance plans that cover prescriptions and/or vaccines to cover HPV vaccine.

4. Expansion of relationship definition for family coverage health insurance to include members in the same household.
5. Requirement that the phone number to call and obtain more information about the external review process be printed on insurance cards and be posted in a prominent place in health care facilities, so that a person who has been denied coverage knows how to appeal.
6. Tax credits for long-term care insurance.

### **Justice**

Women in Iowa have unique needs relative to the administration of justice in all areas, including legal assistance. The female prison population in Iowa is on the rise, climbing from fewer than 100 in 1985 to 658 in 2006. The ICSW supports:

1. Keeping Iowa's current human trafficking law intact.
2. Increased state appropriation for the Legal Services Grants Program administered through the Iowa Attorney General.
3. Strengthening and expanding our community based corrections as a way to alleviate the growth of our prison population.
4. Corrections budget funding to provide for adequate staffing commensurate with Iowa's growing offender population for the safety of the public, staff and offenders.
5. Elimination of mandatory minimum sentencing and restoring more discretion in sentencing to the judiciary.
6. Intensive residential community-based facilities for drug offenders on probation.

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7. Expansion of substance abuse treatment in prisons and in the community based correction facilities.
8. Re-emphasizing (and supporting with resources) the importance of education in rehabilitation and re-entry programming to reduce recidivism.
9. Continued state funding for the Star Therapeutic Community Program at the Iowa Correctional Institution for Women.
10. Continuation of no-fault dissolution of marriage.
11. Opposition to reinstatement of the death penalty.
12. Changes in the *Code of Iowa* Chapter 729A.2 to add the words “actual or perceived” to the definition of a hate crime.
13. Expanding the Iowa Court Appointed Special Advocate Program statewide.

### **Violence Against Women**

Since 1995, 104 Iowa women and 16 Iowa men have been killed by their partners. In fiscal year 2005, 21,738 victims of domestic violence were served by programs receiving state dollars. That same year, 4,141 adult, teenage, and child survivors of sexual assault sought services from Iowa’s sexual assault crisis centers. In light of the number and degree of violent incidents committed against women, the ICSW supports:

1. **Increased funding for domestic violence and sexual assault programs in the state budget. (2007 Priority)**
2. Amending *Code of Iowa* Chapter 724.26, so that state law is the same as the federal law

that prohibits persons who have committed domestic violence or who are subject to a no-contact order from possessing firearms.

3. Amending the *Code of Iowa* Chapter 562A.36 to ensure that victims of domestic violence can call the police or emergency assistance without facing eviction, and provide a civil penalty for violations of this right.
4. Repeal of or change in *Code of Iowa* Chapter 708.2A(5)a that limits the time frame for counting previous domestic violence convictions.
5. Establishing affirmative defense for victims of domestic violence to the crime of child endangerment for a) knowingly permitting a child or minor to be present at a location where Methamphetamine is manufactured or a precursor is possessed with an intent to manufacture and b) cohabitating with a person after knowing the person is required to register or is on the sex offender registry.
6. Amending *Code of Iowa* Chapter 915.20A, so that state law is the same as the federal law that will clarify confidentiality provisions and prohibit the entrance of any personally identifying victim information into a database and instead provide that only aggregate data is input.
7. Amending *Code of Iowa* Chapter 236.12(1) to allow judges authority “to use all reasonable means to prevent further abuse including but not limited to.”
8. Legislation allowing domestic violence victims to register to vote and keep their address records confidential.

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9. Legislation requiring every state department or agency referenced in the annual Domestic Violence Death Review report to respond to the recommendations in writing within sixty days of the issuance of the report.
  10. An appropriation for the Iowa Domestic Abuse Death Review Team within the Iowa Department of Public Health budget.
  11. Opposition to any legislation to establish a presumption for joint physical care of children.
  12. Mandating sexual harassment prevention training of supervisors for private employers with 50 or more employees.
5. Fully restored funding for the Family Development and Self-Sufficiency (FaDSS) program.
  6. State funded welfare-to-work program with an emphasis on post-FIP funding.
  7. 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.
  8. Expansion of PROMISE JOBS/Iowa Vocational Rehabilitation Services pilot to statewide program in order to better serve persons with disabilities.
  9. Increased funding for utilities payments for low-income Iowans.
  10. Increased percentage of real estate transfer tax dedicated to the Homeless Shelter Operations Grant (HSOG) from five percent to ten percent.
  11. Dedication of 90 percent of revenue from real estate transfer tax to the State Housing Trust Fund.
  12. Continued investment in the Transitional Housing Revolving Loan Fund so that it may become self-perpetuating.
  13. Continued funding for foster children with the Preparation for Adult Living program (PALs).

### Welfare

In 2006 the Iowa FIP grant could be tripled and a family of three receiving the benefit would still be in poverty according to federal guidelines. To endorse Iowa's efforts to reform the welfare system, particularly to make services available that promote economic self-sufficiency, the ICSW supports:

1. Increased grant level for the Family Investment Program (FIP).
2. Full funding for child care, education, and training for Family Investment Program (FIP) participants through the maintenance of effort requirement for Temporary Assistance for Needy Families (TANF).
3. Increasing work deductions (earned income disregards) under Family Investment Program (FIP).
4. Investment of work related TANF High Performance Bonus for one-time use to strengthen FIP employment and training programs, including Family Development and Self-Sufficiency.

### **Study Proposals**

The ICSW supports:

1. Study of the economic, fiscal, and social impact of the establishment of a living wage in Iowa.



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2. Study of materials to determine whether financial advisors are being encouraged to sell products (e.g. insurance, trusts, annuities) based on gender assumptions such as the incompetence or unwillingness of women to handle financial affairs.
3. Study of issues related to child custody, including judicial discretion, rulings of Iowa judges, and consideration of primary caregiver presumption.
4. Review of the statute of limitations in prosecution for child sexual abuse.
5. Study by Iowa Department of Public Health of sickle cell anemia, diabetes, infant mortality and keloid treatment in African-Americans.
6. Study of the reasons why women attorneys do not apply, or reapply, in greater numbers for appointment to judgeships.
7. Study of child support issues, including:
  - Amendment to *Code of Iowa* Chapter 633.425 classifying unpaid child support first in payment of debts of an estate;
  - Providing legal representation for persons seeking child support.
  - Institute child support assurance to aid families unconditionally until the state enforces and collects court-ordered child support.
  - Proposal to move child support enforcement and collections to the Department of Revenue.
8. Study to determine the scope and nature of mandatory training in gender-specific services for appropriate staff at all state agencies involved with juvenile justice as well as any youth-serving agencies that receive state funds.
9. Study of the compensation for workers in treatment programs for adolescent females.
10. Study of the unemployment rate of ex-offenders due to felony convictions to determine what effect this unemployment rate has on recidivism.
11. Study of gender issues in pre-trial and trial matters and the need for different approaches based on gender.

### **Proposals to Executive Branch for Administrative Action**

The ICSW supports:

#### **Aging Issues and Long-Term Care**

1. Expansion of the Direct Care Worker Registry.
2. A standardized formula within state government for measuring and tracking long-term care staff turnover by worker category.

#### **Economics**

1. 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.
2. Promotion of earned income tax credit and child care income tax credit.
3. Promotion of assistance with tax preparation to low-income Iowans.
4. Amending the state plan for implementing the Workforce Investment Act to include a strong initiative for training women for nontraditional, higher-paying jobs.

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5. Policies that promote job sharing and flex-time in employment.
6. Partnership with the Iowa Finance Authority in an effort to educate Iowa women on the opportunities available for down payment assistance and low interest rate mortgages.

### Education

1. Continuation of affirmative strategies to promote opportunities for women and minority persons in educational administration, which in turn results in role models for students and a vehicle for change in the educational environment.
2. Increased educational support for programs that encourage females and minority students to study mathematics, science, and technology at all levels as well as to pursue careers related to mathematics, science, and computer technology.
3. Promotion of female participation in educational programs leading to nontraditional, higher-paying jobs.
4. Promotion of financial literacy courses in schools and communities.
5. Infusion of equity training and strategies for effectively working with diverse learners into the college level preparation programs for school administrators, teachers, counselors, and coaches. (To supplement, not replace the current human relations courses.)
6. Encouragement for school districts to use methods and resources already at their disposal to gain equitable treatment for young women and men and to ensure quality educational environments that ensure that all students achieve to their maximum potential.

7. Provision of English as a Second Language adult education.

### Health

1. Promotion of prenatal screening to include counseling to high-risk women to have confidential HIV test and treatment if necessary to prevent transmission.
2. A Medicaid waiver, for family planning services up to 24 months after a pregnancy has ended.
3. Continuation of funding for chlamydia screenings.
4. Monitoring the delivery of services through Empowerment Zones, to assure that needs of families are being met.
5. Informing policy makers regarding the prevalence of perinatal depression in Iowa.
6. Monitoring managed care for substance abuse and mental health treatment to insure that specific needs of women, including aftercare, are met.
7. Encouraging the state to apply for a federal waiver to allow state employees access to the *hawk-i* program.
8. Education on the illegality of female genital mutilation (AKA female circumcision).
9. Appropriate response from law enforcement to harassment at reproductive health care facilities in Iowa.

### Justice

1. Monitoring the implementation of the Iowa Supreme Court's Equality in the Courts Task Force's final recommendations.

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2. 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.
3. Improvement of the procedures for enforcement of financial settlements, including alimony and other judicial decisions.
4. Educating judges about the current law and problems created by nonpayment of support.
5. Advocacy by legislators with the Department of Corrections in establishing and changing administrative rules involving the cost of telephone calls, visiting hours, and expanding the definition of family so contact from persons closest to the inmates is enhanced.
6. Removing the ban on access to cable television by offenders in our prisons.
7. The mediation/arbitration approach to child custody except in cases where domestic violence or child abuse are involved.
8. Making services, such as mental health services, to families involved in the juvenile court available immediately.

### **Violence Against Women**

1. Monitoring the implementation of recommendations of the Supreme Court Task Force on Courts' and Communities' Response to Domestic Violence.

### **Welfare**

1. Tightening of accountability and rules regarding Social Services Block Grant (SSBG) distribution.

2. Reestablishing a post-FIP program.

### **SOCIAL LIFE**

*The ICSW believes that in order to advocate for the full participation by women in the political, economic, and social life of the state, leaders in those areas need to be identified, recognized, and promoted as role models.*

### **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 in promoting equal opportunity. The medal is given to individuals--male or female--who have exhibited outstanding dedication and service on behalf of the ideals of equality and justice. Past recipients include Governor Robert Ray, Mary Louise Smith, Sue Follon, Patricia Geadelmann, Minnette Doderer, Lonabelle Kaplan "Kappie" Spencer, Charles H. Bruner, Louise Rosenfield Noun, Mary Molen Wiberg, Betty Talkington, Maude Esther White, Naomi Christensen, Edna M. Griffin, Governor Terry E. Branstad, Suzanne O'Dea Schenken, Jane Elliott, Reverend Carlos Jayne, Rekha Basu, Marie C. Wilson, and Susan C. Buckley.



### **Jane Jones Turner Burleson**

Jane Jones Turner Burleson is an Iowa original, born and raised in Fort Dodge. In 1947, Jane went to work for the Hormel Packing Plant in Fort



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Dodge. While working in the sliced bacon department, the sausage production line, and eventually on the cut floor, she became active in the labor union, becoming a steward and serving on the United Packinghouse Workers of America (UPWA) Local 31 Executive Board and working on civil rights issues nationally. Besides her union activities, Jane is a tireless activist in the community. She was the first woman and the first African American elected to the Fort Dodge City Council in 1983, a seat she continues to hold. She was also the first African American to run for the statehouse from Webster County. Although unsuccessful in this bid, she set the stage for other people of color to run in Iowa, and continues to serve as a role model for women in politics in Iowa. She counts among her numerous activities being a member of Coppin Chapel African Methodist Church (AME) for over fifty years, serving as Trustee and Secretary; volunteering with the Fort Dodge Martin Luther King Scholarship Committee; serving as President of the Fort Dodge A. Phillip Randolph Institute; being a member of the League of Women Voters; serving on the Webster County Diversity Team; and volunteering with the African American Historical Museum and Cultural Center of Iowa in Cedar Rapids. In 2002, Jane was named the Citizen of the Year in Fort Dodge. She was honored with the Cristine Wilson Medal for Equality and Justice in 2006. She was honored with the Cristine Wilson Medal for Equality and Justice in 2006.

### **Friends of ICSW Banquet**

The ICSW provided staff support for the Friends of ICSW luncheon and program that followed the Iowa Women's Hall of Fame Ceremony and reception on August 26, 2006. Held at Embassy Suites in Des Moines, the luncheon featured Salome Raheim, Ph.D., and a performance by Romonda Belcher Ford. State officials, Hall of Fame members, and Commissioners were

specially recognized at the event, and the Friends of ICSW Endowment Fund education grants were announced.

### **Iowa Women's Hall of Fame**

The Iowa Women's Hall of Fame 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 33<sup>rd</sup> Annual Iowa Women's Hall of Fame Ceremony was held in Des Moines on Saturday, August 26, 2006 at the State Historical Building of Iowa, Des Moines. The reception in the atrium following the ceremony was funded by the Friends of the ICSW.

As usual, the ceremony was held close to Women's Equality Day, August 26, which commemorates the day in 1920 when American women first received the vote. At the ceremony, the Lt. Governor read the Women's Equality Day Proclamation.

Awards were presented to the recipients by Lt. Governor Sally Pederson, Commission Chairperson Holly Sagar, and Hall of Fame Chairperson Kimberly Painter.

The 2006 Hall of Fame Nominating Committee was composed of Kimberly Painter, committee chair; Sue Mullins, commissioner; Jill Olsen, commissioner; Holly Sagar, commission chairperson, *ex officio*; Camile Curley, citizen; and David Meeks, citizen.

The honorees represented a wide range of interests and accomplishments and have made extraordinary contributions in their various fields.

The following are biographies of the 2006 inductees.

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### Iowa Women's Hall of Fame Members

Mary Newbury Adams	Lois Harper Eichacker	Brenda LaBlance	Dorothy Schramm
Bess Streeter Aldrich	Mamie Doud Eisenhower	Anna B. Lawther	Jessie Field Shambaugh
Julia Faltinson Anderson	Mary Ann Evans	Meridel Le Sueur	Mary Jane Odell Siegler
Peg Stair Anderson	Beverly Everett	Mabel Lee	Georgia Rogers Sievers
Ruth Bluford Anderson	Jeannette Eyerly	Twila Parker Lummer	Margaret Wragg Sloss
Virginia Bedell	Rosa Maria Escudé	Jean Hall Lloyd-Jones	Ida B. Wise Smith
Mildred Wirt Benson	de Findlay	Arabella Mansfield	Jeanne Montgomery Smith
Janice Ann Beran	Diana "Di" L. Findley	Ola Babcock Miller	Mary Louise Smith
Professor Mary Jaylene Berg	Merle Wilna Fleming	Margaret "Peg" Mullen	Marilyn E. Staples
Jessie Binford	Sue Ellen Follon	Marilyn O. Murphy	Helen Navran Stein
Gladys B. Black	Lt. Colonel Phyllis L.	Alice Van Wert Murray	Rowena Edson Stevens
Amelia Jenks Bloomer	Propp Fowle	Janette Stevenson Murray	Ruth Suckow
Joan Liffiring-Zug Bourret	Gwendolyn Fowler	Ruth Cole Nash	Phebe W. Sudlow
Sue M. Wilson Brown	May E. Francis, Ph.D.	Louise Rosenfield Noun	Sister Patricia Clare Sullivan
Charlotte Hughes Bruner	Mary Garst	Denise O'Brien	Adeline Morrison Swain
Fannie R. Buchanan	Betty Jean Furgerson	Jessie M. Parker	Margaret Boeye Swanson
Bonnie Campbell	Willie Stevenson Glanton	Sally J. Pederson	Ruth Wildman Swenson
Mary E. Domingues Campos	Susan Glaspell	Ann Dearing Holtgren	Elaine Eisfelder Szymoniak
Carrie Chapman Catt	Christine H. B. Grant	Pellegrino	Lois Hattery Tiffany
Betty Jean "Beje" Walker Clark	Mary Grefe	Carolyn Pendray	Margaret Mary Toomey
Mary Frances Clarke, B.V.M.	Edna M. Griffin	Mary Louise Petersen	Evelyne Jobe Villines
Mary Jane Coggeshall	Johnie Wright Hammond	Dorothy Marion Bouleris Paul	Nellie Verne Walker
Roxanne Barton Conlin	Virginia Harper	Mary Louisa Duncan Putnam	Jean Adeline Morgan
Joy Cole Corning	Helen B. Henderson	Glenda Gates Riley	Wanatee
Marguerite Esters Cothorn	Dr. Nancy Hill	Louise Rosenfeld	Beulah E. Webb
Rosa Cunningham	Cora Bussy Hillis	Eve Rubenstein	Mary Beaumont Welch
Lynn Germain Cutler	Helen LeBaron Hilton	Shirley Ruedy	Catherine Williams
Jolly Ann Horton Davidson	Pearl Hogrefe	Gertrude Durden Rush	Cristine Swanson Wilson
Evelyn Davis	Lou Henry Hoover	Edith Murphy Sackett	Annie Wittenmyer
Jacqueline Day	Dorothy Houghton	Agnes Samuelson	Maude Esther White
Dr. Ursula Delworth	Phyllis Josephine Hughes, JD	Annie Nowlin Savery	Mary E. Wood
Gertrude Dieken	Mabel Lossing Jones	Ruth Sayre	Jo Ann McIntosh
Minnette Doderer	Alice Yost Jordan	Susan Schechter	Zimmerman
A. Lillian Edmunds			



**Jeannette Eyerly**  
Jeannette Eyerly, an Iowan for more than 90 years, is an award-winning author of books for children and teens and an advocate for mental health. First published at age eight,

she wrote twenty books of fiction for young people, two books of poetry and co-authored a book on writing young adult novels. She graduated from the University of Iowa in 1930 with a bachelor's degree in English. After co-

writing a nationally syndicated column in the late 1950s, Eyerly later wrote eighteen novels for young adults, in which the subject matter was ahead of its time - high school drop-outs, abortion, suicide, divorce, and alcoholism. Her work in the public policy arena for treatment of mental illness in Iowa has changed the face of how services are delivered and the stigma attached to mental illness. Following the Community Mental Health Center Act of 1963, Eyerly began a grassroots effort in Des Moines to establish an alternative to hospital care for mental illness. Her dogged determination led to the 1969 establishment of the Polk County Mental Health

## Section 2

Center, of which she was a founding member. It was renamed the Eyerly-Ball Community Mental Health Services in 1995 to honor her work. She also is a former member of the Iowa Commission for the Blind and past president of the Des Moines Child Guidance Center. She was born on June 7, 1908 in Topeka, Kansas. She was married 65 years to the late Frank Eyerly, managing editor of The Des Moines Register and Tribune and is the mother of two daughters. She has six grandchildren and nine great-grandchildren.



### **Christine H. B. Grant**

Christine H. B. Grant, associate professor of sports administration and former women's athletic director at the University of Iowa, is a nationally known advocate for gender equity in intercollegiate athletics. As a result of her leadership

following her appointment in 1973, the women's athletic program reached national prominence. Her recognition of disparities in the resources allotted to women's and men's athletics led her to become a champion of Title IX of the Education Amendments of 1972. Grant has served as an expert consultant to the Health, Education and Welfare Office for Civil Rights Title IX Task Force. In addition, she has served as an expert witness in numerous Title IX cases, and as a consultant on women's athletics, and has also published widely on intercollegiate athletics and equity issues. She was a founding member of the Association for Intercollegiate Athletics for Women and later served as its President. After serving on the Board of the National Association of Collegiate Women's Athletic Administrators, she was then elected its President. Grant was a member of the U.S. Olympic Committee in 1980 and was selected as a field hockey judge for the 1980 Moscow Olympic Games. Although she

officially retired as athletic director from the University of Iowa in 2000, she continued to teach in the graduate program in the Department of Health and Sport Studies until May 2006. Her work as an advocate for gender equity in college and high school athletics will continue. She was born in Bo'ness, Scotland on May 27, 1936.



### **Dorothy Marion Bouleris Paul**

Dorothy Marion Bouleris Paul, born in New York State, is a world citizen who emphasizes her connections with the world's people by providing leadership in organizations dedicated to

human rights and world peace. A true internationalist, Paul was executive director of the Iowa Division of the United Nations Association of the United States (UNA-USA) from 1979 to 1996. She then served as executive director for programs from 1996 to 2000. She participated in six international conferences, including being the UNA-USA official observer for the 1995 UN Fourth World Conference on Women in Beijing, China and the 1992 UN Conference on Environment and Development in Rio de Janeiro, Brazil. In 1995, she was awarded the UNA-USA Arnold Goodman Award in recognition of her unending creative talents in producing world class programs linking UNA with other non-governmental organizations, public officials, the media and educational institutions throughout the State of Iowa and the region. Since 2000, she has worked with the University of Iowa Center for Human Rights as Executive Director and most recently as the associate director for community affairs. She has been active in many other community activities including the Iowa City Human Rights Commission, Iowa City Foreign Relations Council, Rotary Club of Iowa City

(noon), Emma Goldman Clinic for Women, and Human Rights Iowa City.

### **Margaret Wragg Sloss**

Margaret Wragg Sloss, a pioneer in nontraditional careers for women, was born on October 28, 1901 in Cedar Rapids, Iowa. An incredible leader for women in science, particularly veterinary science, and education, she earned a bachelor's degree in zoology from Iowa State College in 1923, and a master's degree in microscopic anatomy in 1932. In 1923, she became the first female staff member in veterinary medicine at ISU as a pathology laboratory technician. Sloss contributed to changing the admissions policy at the veterinary school to allow admission to women. She applied for admission into the doctoral program and was denied. She persisted and was allowed to enroll in classes following her research on land-grant admissions policies that stated admissions could not be refused based on sex. In 1938, Sloss became the first woman at Iowa State College to earn the Doctor of Veterinary Medicine degree, the 27th in the USA. Although she taught at Iowa State College from 1941, she did not reach full professor until 1965. In 1940, Sloss was one of 100 women pursuing nontraditional careers who were invited by Carrie Chapman Catt to attend the Women's Centennial Congress in New York City. She was invited by Eleanor Roosevelt to the White House in 1944. She established the Women's Veterinary Medicine Association in 1947 and served two years as its president. Sloss died December 11, 1979 and is interred in the Iowa State University cemetery. ISU named the Margaret Sloss Women's Center in her honor in 1981.

### ***Write Women Back Into History* Statewide Essay Contest**

The *Write Women Back Into History* Essay Contest, cosponsored by the ICSW, the Iowa Department of Education, and the State Historical Society of Iowa, is administered each year by the ICSW and is open for participation by students in grades 6-9. Guidelines for the essay contest are made available on the ICSW's website and were e-mailed to previously participating teachers. Announcement of the contest was made to Area Education Agencies and in the press and education-related publications. Teachers are asked to encourage their students to write an original essay about a woman who they believe should be written into history. The purpose of the contest is to celebrate Women's History Month--March--and to increase the awareness of contributions made by Iowa women. Prizes are awarded to the first three winners and their teachers in the two grade divisions 6-7th and 8-9th. Special awards are given to the best essay on a woman volunteer and the best essays on women in science and engineering. Prizes include Women's History Month books and other memorabilia. The first-place winners also receive cash prizes.

**Judging:** Teachers are encouraged to sponsor the contest in their classroom. One finalist may then be submitted from each classroom to be judged by a committee made up of Iowa writers, historians, activists, and representatives of the sponsoring agencies. The 2006 judges were Jillian Duquaine-Watson, Drake University; Charles Grigsby, Crime Victim Assistance Division; Carol Heaverlo, Program for Women in Science and Engineering; Sophia Magill, General Public; Mollie Michelfelder, Iowa Commission on the Status of Women; Naomi Peuse, State Historical Society of Iowa; Michelle Rubin, General Public; Bill Silag, Iowa Department of Education; and Kathy Tumpek, Grand View College.

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### 2006 Write Women Back Into History Statewide Essay Contest Winners

#### 6-7 Grades Category

##### First Place

Emily Wrider, 7<sup>th</sup> Grade  
Teacher: Jean Oberbroeckling  
Harding Middle School,  
Cedar Rapids

##### Second Place

Stephanie Wenclawski, 6<sup>th</sup> Grade  
Teacher: Sarah Remerowski  
Harding Middle School,  
Cedar Rapids

##### Third Place

Fontavia Reynolds, 7<sup>th</sup> Grade  
Teacher: Kathleen Fiscus  
Waukee Middle School

#### 8-9 Grades Category

##### First Place

Paul Hayden, 9<sup>th</sup> Grade  
Teacher: Jane Hanigan  
Thomas Jefferson High School,  
Council Bluffs

##### Second Place

Amanda de Neui, 8<sup>th</sup> Grade  
Teacher: Marcia Klinefelter  
Dunkerton Community School

##### Third Place

Rachel Kuenning, 9<sup>th</sup> Grade  
Teacher: Jane Hanigan  
Thomas Jefferson High School,  
Council Bluffs

#### Best Essay on Women in Science and Engineering for 6-7 Grades

Connor Steffens, 6<sup>th</sup> Grade  
Teachers: Jennifer Stoffer and Lori Danker  
Prairie Middle School, Cedar Rapids

#### Best Essay on Women in Science and Engineering for 8-9 Grades

##### First Place

Allison MacKay, 8<sup>th</sup> Grade  
Teacher: Jon Parrott  
Urbandale Middle School

##### Second Place

Tess Myer, 9<sup>th</sup> Grade  
Teacher: Fay Howie  
Mount Ayr Community High School



## PHOTOGRAPHS



Iowa Women's Hall of Fame Ceremony, August 26, 2006.

Pictured left to right: Charlotte Nelson, Dr. James Howard accepting for Margaret Sloss, Dorothy Paul, Christine Grant, Jeannette Eyerly, Jane Burselson, Lt. Governor Pederson, and Holly Sagar.



Iowa's Women Hall of Fame Members at the 2006 Iowa Women's Hall of Fame.



Lt. Governor Pederson with the winners from the *Write Women Back Into History* Essay Contest

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## SECTION 3: Information/Participation

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*The Iowa Commission on the Status of Women (ICSW) office is a resource center for information on hundreds of topics relative to women and girls--publications, reference materials, and videotapes. And as mandated by the Code of Iowa, the ICSW provides assistance to organized efforts by communities, organizations, associations, government agencies, and other groups working toward the improvement of the status of women in Iowa.*

### **INFORMATION**

*The ICSW provides information to the public and elected officials on many issues, including the status of Iowa women, nontraditional jobs, divorce, sexual harassment, gender-fair curriculum in education, and more.*

#### **Advocacy Directory**

Originally undertaken jointly by the American Association of University Women --Iowa and the ICSW, with updating funded by the Family Community Leadership, the statewide advocacy directory was designed to provide a computerized guide to networks on women's issues in Iowa. In 2006 the directory was continually expanded and updated; approximately 6,200 persons are in the database for one or more of the 66 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 lists are available for a minimal fee from the ICSW; the Iowa women's organizations listing is free.

#### **Internship/Volunteer Opportunities**

The ICSW continued contact about available internships in its office to four-year colleges and universities statewide. Four interns were selected during the year. Many schools placed the

announcements in internship directories at their career planning and placement offices.

#### **Media**

The ICSW Executive Director serves as a media spokesperson for the Commission on issues relative to women across the state. During 2006, media contacts and topics discussed included: *Ames Tribune*, Iowa Women's Hall of Fame; *Daily Iowan*, Equal Pay Day; *Des Moines Register*, lack of women as car salespeople and Iowa Women's Hall of Fame; *Iowa State Daily*, Iowa Women's Hall of Fame; KBBG-FM, Iowa Women's Hall of Fame and Women's History Month; KCCI TV, Iowa Women's Hall of Fame; KILJ Radio, ICSW; KJAN Radio, ICSW proposals; *Muscatine Journal*, wage disparity; Radio Iowa, Equal Pay Day and Iowa Women's Hall of Fame; WHO Radio, Equal Pay Day and wage disparity; WHO TV, Iowa Women's Hall of Fame; WOITV, Iowa Women's Hall of Fame; and WVIK, Paycheck Negotiation Workshop.

#### **Publications**

**34th Annual Report:** The ICSW wrote, printed, and distributed its *2005 Annual Report*. Copies of the report were sent to the Governor, key legislators, and other interested parties.

**2006 Status of Iowa Women Report:** The ICSW revised the 10th Edition report, which comprises information on population, education, health, economics, justice, and politics. It will be printed in early 2007.

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### Publications Available/Distributed Upon Request in 2006

	Paper	Web
2006 Proposals to the Governor and General Assembly	101	443
<i>Contingency Workers Study</i> (2001)	–	334
<i>Cristine Wilson Medal for Equality and Justice</i> (2006)	58	132
<i>Divorce: Things to Consider</i> (2002)	27	6,734
<i>Exploring Nontraditional Occupations for Women: Is This Job for You?</i> video	1	–
<i>Female Juvenile Justice</i> (1996)	5	2,608
<i>Financial Safety Planning for Older Women</i> (2000)	50	1,087
<i>Foundation 2 Discoveries</i>	–	72
<i>How to Get Your Bearings. How to Get a Job</i> (1998)	64	884
<i>Iowa CareGivers Wage and Benefit Report</i> (2004)	–	8,271
<i>Iowa Certified Nursing Assistant Wage and Benefit Survey</i> (2001)	–	1,730
<i>Iowa Commission on the Status of Women 2004 Annual Report</i>		108
<i>Iowa Commission on the Status of Women 2005 Annual Report</i>	17	538
<i>Iowa Commission on the Status of Women Legislative Report</i>	–	1,326
<i>Iowa Commission on the Status of Women Brochure</i>	454	164
<i>Iowa Gender-Specific Services Task Force Brochure</i>	77	40
<i>Iowa Gender Wage Study</i> (2000)	6	–
<i>Iowa Women and the Law</i> (English) (2002)	258	1,028
<i>Iowa Women and the Law</i> (Spanish) (2002)	42	803
<i>Iowa Women's Hall of Fame Biography Book</i> (2006)	30	20,801
<i>My Medical Records</i>	21	136
<i>Pregnancy Discrimination Factsheet</i>	40	1,156
<i>Promising Directions: Programs that Serve Iowa Girls in a Single-Sex Environment</i> (2005)	125	2,696
<i>Protocol Checklist</i> (2003)	–	1,660
<i>Providing Gender-Specific Services for Adolescent Female Offenders</i> (1999)	71	772
<i>Referral Information on Programs to Assist Women/Minorities in Establishing and Expanding Small Businesses</i> (2003)	62	1,835
<i>Sexism in Education</i> (2001)	18	1,616
<i>Sexual Harassment: It's Against the Law</i>	87	1,224
<i>Status of Iowa Women Report</i> (2004)		
Chapter 1	34	1,099
Chapter 2	34	470
Chapter 3	34	532
Chapter 4	34	476
Chapter 5	34	683
Chapter 6	34	644
<i>Why Not Women?</i> brochure on nontraditional jobs (1998)	–	196
<i>Women in Poverty Study</i>	21	384
<i>Write Women Back Into History Essays</i>	91	6,887



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### Current Video/Audio Tapes

- A Century of Women -- Image and Popular Culture* (1/2" VHS) 1995-96  
*A Century of Women -- Sexuality and Social Justice* (1/2" VHS) 1995-96  
*A Century of Women -- Work and Family* (1/2" VHS) 1995-96  
*Equality: A History of the Women's Movement in America* (1/2" VHS) 1996  
*Exploring Nontraditional Occupations for Women: Is This Job For You?* (1/2" VHS) 1992  
*The Feminization of Poverty...Is This Happening in Iowa?* (1/2" VHS and 3/4" videotape) 1983  
*A Fine and Long Tradition* (1/2" VHS) 1996  
*One Fine Day -- A Celebration of American Women from the 18th Century to the Present* (1/2" VHS) 1987  
*League of Women Voters of Iowa -- video history interviews, 8 tapes* (1/2" VHS) 1995-1996  
*Making Points*—Examines sexual stereotyping for adolescents (1/2" VHS) 1987  
*School House Rock: History Rock* (1/2" VHS) 1987  
*Show Me The Money: Paycheck Negotiation Workshop* (1/2" VHS) 2001  
*Stop It: Students Speak Out About Sexual Harassment* (1/2" VHS) 1994  
*The Uses of Suffrage: Women, Politics and Social Change Since 1920* (1/2" VHS) 1996  
*Voices of Women: Thinking Globally, Acting Locally* (1/2" VHS) 1995  
*Women on Stamps* (1/2" VHS) 1995

**Cristine Wilson Award Recipients:** In 1999 the ICSW developed a small publication featuring the Cristine Wilson Medal recipients. The piece was updated in 2006 and printed and posted to the website prior to the Iowa Women's Hall of Fame Ceremony--when the award is presented.

***Io Woman:*** The ICSW edited six issues of this Friends of the Iowa Commission on the Status of Women bimonthly newsletter in 2006. The publication serves to inform Iowans of state and federal legislation and state and national issues, programs, and services of particular concern to women. In 2006, approximately 8,500 individuals and organizations received the *Io Woman* via mail or by e-mail (26.5 percent). Printing and postage of the newsletter were paid for by the Friends.

***Iowa Women's Hall of Fame Book:*** The ICSW updated the book featuring biographies of all 128 women in the Hall of Fame. It also includes updates on members.

**Other:** In addition to the previously listed publications, the ICSW reprinted its brochure; *My Medical Records Manager*; Osteoporosis

Fact Sheet; *Pregnancy Discrimination Fact Sheet*; and *Sexual Harassment: It's Against the Law*. Video and audio tapes on various topics are also available for public access.

### Technology/Web Site

Contained on the site are such items as ICSW publications, including *Io Woman* newsletters; information on projects such as Women's History Month, Iowa Women's Hall of Fame and Gender-Specific Services Task Force; calendar of events; and legislation. Staff update the site on a regular basis. In 2006, the website had 40,684 visitor sessions and 447,116 web hits. (August 2006 data was not available due to a system change at DAS/ITE.)

### Information/Referral

ICSW responded to calls year-round from individuals who sought help and/or information on issues related to women's rights. Contacts, including serving on task forces and committees, for the year totaled 5,579 of which 37 were unequal status/discrimination calls, 113 were from persons at-risk, 16 were for small business information, 1,746 were for information and/or referral, and 3,667 were other issues.

### **PARTICIPATION**

*As mandated by the Code of Iowa, the ICSW participates in many activities/events and serves on committees/task forces to represent the interests of Iowa women. The ICSW participated in the following during 2006:*

#### **Grant Reviews**

The ICSW reviewed grant proposals from sexual assault centers for Iowa Coalition Against Sexual Assault to award education and prevention funds.

#### **Exhibits**

In order to disseminate important information about women, the ICSW often exhibits at conferences and fairs and/or provides information to conference attendees. In 2006, the Commission exhibited at the Central Iowa Society for Human Resource Management Network, Des Moines; FutureNet Legislative Showcase, Des Moines; Human Rights Day, Des Moines; Iowa CareGivers Association Conference, West Des Moines; Iowa's Mosaic Diversity Conference, Ames; and Whispers & Screams, Ames.

#### **Public-speaking Engagements**

Throughout the year, the ICSW was asked by many organizations, schools, and other interested parties to speak on issues related to women in the state. In 2006, ICSW staff spoke to the following: Ellsworth Community College, Marshalltown Community College, Indian Hills Community College and Forest Ridge about gender discrimination in education and employment; Iowa Association of Women in Communications and Equity Leadership Team in the Iowa Department of Education about status of women and ICSW legislative proposals; Des Moines Area Community College on sexual harassment; Polk County Juvenile Detention Center on Women's History Month; Iowa Culture and Language Conference, Grandview

College, Waterloo Human Rights Commission, Iowa's Mosaic Diversity Conference about Iowa Women's Hall of Fame; status of women at Westminster Presbyterian Church in Des Moines; Wells Fargo Des Moines on woman suffrage; Better Jobs Better Care Forum on wage and benefits; led discussion on women in elective office with State Historical Society; and gave presentations on woman suffrage to school students at the State Historical Museum.

#### **Sponsorships**

The ICSW cosponsored a presentation by Dr. Susan Wood, formerly of the Office of Women's Health in the Food and Drug Administration. The Commission sponsored a lunch and learn on January 6, 2006 to discuss the ICSW legislative priorities. The ICSW co-hosted a legislative meet and greet breakfast with the Iowa Commission on the Status of African-Americans, Commission on Latino Affairs, and Commission on the Status of Iowans of Asian and Pacific Islander Heritage. The ICSW also sponsored the Iowa's Mosaic Diversity Conference and Whispers & Screams (see page 42 for information).

#### **Other**

**International Visitors:** The ICSW meets with worldwide women leaders through the Iowa Council for International Understanding, Iowa Resource for International Service, United States State Department, and other entities. At the meetings, exchanges are made on programs and initiatives designed to elevate the status of women. Representatives with whom the ICSW met in 2006 were from Hong Kong and several African nations.

**National Association of Commissions for Women (NACW):** Charlotte Nelson, Ellen Failor, and Lori Schrader Bachar attended the 2006 NACW Convention in Lincoln, Nebraska. Schrader Bachar was elected to a two-year term

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on the Board of Directors, and is chair of the Legislation/Resolutions Committee. Nelson and SchraderBachar presented a workshop on “A Day in the Life of a Commission.”

### **Additional Attendance/Participation**

AARP

American Society for Public Administration

Beacon of Life

Better Jobs Better Care Coalition

Certified Public Manager Program

Child Welfare Conference

Children and Family Policy Center advisory committee on poverty in Iowa

Children and Families of Iowa staff and board member regarding transitional housing for survivors of domestic violence.

Chrysalis Foundation

Chrysalis Foundation and ICSW’s Reception for Women Legislators

Coalition Against Abusive Lending

College Leadership Forum interview

Commission on the Status of Iowans of Asian and Pacific Islander Heritage reception

Dedication of repaired gravestones for Ola Babcock Miller, Washington, IA and performance based on her life in city park

Department of Human Rights Administrative Coordinating Council

Department of Human Rights Professional Development

Department of Human Rights Staff Development Work Group

Department of Elder Affairs Open House

Des Moines Pastoral Counseling Center for Women Helping Women luncheon

Disproportionate Minority Confinement/Contact Committee

Domestic Abuse Death Review Team

East Polk Interagency Association

Equal Justice After Hours - Iowa Legal Aid

Eyes on the Prize

Family Planning Council of Iowa’s 25th Anniversary Reception

Fort Des Moines Museum and Education Center tour and partnering discussion

Friends of Iowa Civil Rights, Inc. and Friends of Iowa Civil Rights, Inc. diversity conference planning committee

Friends of ICSW Women You Know, Women You Want to Meet fundraiser

Friends of Iowa Women Prisoners

FutureNet

Governor’s Afterschool Summit

Human Resources Enterprise - Customer Council

International Women’s Day planning team

International Women’s Group

Iowa Arthritis Task Force

Iowa CareGivers Association Conference Planning Committee

Iowa CareGivers Association Prescription for Health

IowaCASA annual meeting

Iowa Human Needs Advocates

Iowa Juvenile Home Art Exhibit and Chorus

Iowa Juvenile Home Foundation

Iowa Organization of Women Attorney’s Dinner with Chief Justice Marsha Ternus

Iowa Policy Project staff regarding paid leave issues

Iowa Safe Schools Coalition

Legislative Liaisons

Lt. Governor’s Breakfast Reception for women legislators and women leaders in state government

National Juvenile Justice Teleconference

Persons with Disabilities Awards Event

Polk County Women Attorney’s Reception for Chief Justice Marsha Ternus

Public Information Officers

Senator Grassley’s Women’s Conference

State Outreach Council

Uncommon Network

United Methodist Church/Ecumenical Ministries Lobby Day Workshops

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Way Up Conference Planning Committee  
Women of Influence reception -- *Business  
Record*

Women's Bureau conference calls on Flex-  
Options in the workplace and on retirement  
"Women of the Prairie" with Jane Cox

## SECTION 4: Contractual Agreements

*The Iowa Commission on the Status of Women (ICSW) has contractual agreements to administer state fund appropriations to public and private nonprofit programs providing services to Iowans in Transition (displaced homemakers, single parents, and female offenders) and to administer state fund appropriations to the Iowa Coalition Against Domestic Violence (ICADV) and the Iowa Coalition Against Sexual Assault (IowaCASA) for training on issues related to domestic violence and sexual assault.*

### IOWANS IN TRANSITION GRANTS

During fiscal year 2006, the ICSW administered \$92,000 in state fund appropriations -- decreased 53.5 percent from \$198,000 in FY2001 -- as grants to five public and private nonprofit programs providing services to displaced homemakers, single parents, and female offenders, or Iowans in Transition. Displaced homemakers are individuals who have worked principally in the home providing unpaid household services for family members. They are persons who are unemployed or underemployed; have had or would 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. Programs that work with displaced homemakers, single parents, and female offenders help them deal with the trauma of their situation and prepare them for education and training toward self-sufficiency.

Reports from the programs with grants during fiscal year 2006 show a total of 1,376 (597 displaced homemakers, 632 single parents, and 147 female offenders) were served with counseling (995); support services (769); workshop seminars (455); ABE, GED, and English as a Second Language (146); academic upgrading (300); and training for a degree (913). Sixty-six percent went on to education and training to prepare for higher-paying jobs. At intake, 68 percent were receiving welfare. Of those served, 1,307 were women and 69 were men. Racial breakdown follows: 1,059 whites, 205 African-American, 61 Latinas, 40 American Indians, 7 Asian-Pacific Islander and 4 unknown. Since July 1999, 17 of the 23 programs serving displaced homemakers in Iowa have closed. Ten of those programs had received ICSW Iowans in Transition grant funding.

#### Fiscal Year 2006 Iowans In Transition Grant Recipients

##### Community Programs

Women Aware, Inc., Sioux City	\$25,000
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##### Community Colleges

Des Moines Area Community College, Boone/Carroll	\$22,000
Des Moines Area Community College, Des Moines	\$13,000
Iowa Lakes Community College, Estherville	\$19,000
Northeast Iowa Community College, Calmar/Dubuque	\$13,000



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<b>Fiscal Year 2007 Iowans In Transition Grant Recipients</b>	
<b>Community Programs</b>	
Women Aware, Inc., Sioux City	\$25,000
<b>Community Colleges</b>	
Des Moines Area Community College, Boone/Carroll	\$19,000
Des Moines Area Community College, Des Moines	\$19,000
Iowa Lakes Community College, Estherville	\$19,000
Northeast Iowa Community College, Calmar/Dubuque	\$10,000

**Fiscal Year 2007 Grants:** The ICSW also administered \$92,000 in grants for fiscal year 2007. Applicants for the grants were accepted from freestanding entities and subgroups or special programs sponsored by a larger organization. Eleven applications were received from the programs located statewide. In June, the five-member Iowans in Transition Grant Review and Selection Committee met and made grant recommendations. The committee included Mike Whitlatch, chair; Kile Beisner; Lora Kelly-Benck; Joan Kennedy; Jule Reynolds; and Charlotte Nelson, *ex officio*. Six grant proposal applications were denied due to insufficient funding.

**Iowa New Choices:** Commission staff participated in monthly conference calls with displaced homemaker and single parent coordinators and facilitated a meeting on March 23-24 regarding updates and funding issues on programs.

### **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 the 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. The two organizations were located with the ICSW until April of 1995.

**Fiscal Year 2006 and 2007:** The ICSW administered state fund appropriations of \$13,000 to IowaCASA to provide training to the public and community professionals on issues of sexual assault. ICADV was awarded \$13,000 to provide training to the general public, criminal justice system personnel, and community professionals on issues of domestic violence.

During fiscal year 2006, IowaCASA made 23 presentations to 313 members of the general public while providing technical assistance to 2,349 callers. Staff also made 93 presentations to 3,058 community professionals statewide and handled 11,444 technical assistance calls.

During fiscal year 2006, ICADV made 20 presentations to 1,135 members of the general public while providing technical assistance to 4,006 callers. Staff also made 164 presentations to 3,795 community professionals statewide and handled 6,565 technical assistance calls. Forty-three presentations were made to 1,605 members of the criminal justice system personnel and staff fielded 1,356 technical assistance calls in this category.

### JUVENILE JUSTICE GRANT

#### Iowa Gender-Specific Services Task Force

The ICSW renewed its intra-agency contract with the Iowa Division of Criminal and Juvenile Justice Planning (CJJP) to provide staff support to the Iowa Gender-Specific Services Task Force funded through the U.S. Department of Justice. The Coordinator for the Task Force, a Commission employee fulfilled the contract terms, including convening the monthly Task Force meetings. The Iowa Juvenile Justice Advisory Council developed the Task Force to contribute to CJJP's and the State Advisory Group's activities as well as make recommendations related to gender-specific services. The Task Force involves key stakeholders in Iowa's juvenile justice system, particularly service providers who want comprehensive fundamental change in the juvenile justice system that will enhance the understanding and utilization of innovative gender-responsive approaches in all programs and services, particularly those that serve the adolescent female population of Iowa's juvenile justice system. The ICSW made periodic presentations and reports to the Iowa Juvenile Justice Advisory Council on the progress of the Juvenile Justice Grant Project.

#### “Whispers and Screams” Conference

Directed by the Task Force, the ICSW coordinated the conference, *Whispers & Screams are hard to hear: Creating an audience for girls' voices, Chapter 10: You Must Be Present to Win*, which was held June 1-2, 2006 in Ames. One hundred seventy-seven individuals from Iowa, Nebraska, Ohio, and Wisconsin participated in the two day event. Keynote speakers were Dr. LaWanda Ravoira, consultant and former president & CEO of the PACE Center for Girls, Inc., in Florida. and Lyn

Mikel Brown, Ed.D., Professor of Education and Women's, Gender, and Sexuality Studies at Colby College in Maine. Ravoira's inspired keynote, “*It's a Girl! How being present creates opportunities for girls to be winners!?*” provided a critical examination of the specialized treatment interventions necessary in ones work with juvenile female offenders while Brown's enlightening session, “*Fighting Like a Girl: Myth, Reality and Media*” offered a thoughtful look at relational aggression among young women and the media's role in perpetuating the behavior. One hundred percent of respondents evaluated the overall content and level of information offered at the conference as good or excellent.

#### Annual Task Force Retreat

The ICSW organized the annual retreat for members of the Iowa Gender-Specific Services Task Force and other invited professionals October 12 - 13, 2006. The retreat, entitled “*Advocacy: Done Being N.I.C.E. (Not In Charge Enough)*” featured Dr. LaWanda Ravoira, Ed.D. Dr. Ravoira offered intensive training to participants designed to improve their advocacy skills.

#### Girl Connection Newsletter

The *Girl Connection* newsletter continues to be produced bimonthly. During calendar year 2006, six editions of the *Girl Connection* were written and distributed electronically to nearly 700 recipients with another 200 going out by mail: February 2006: “Trauma: Pathway to Delinquency,” April 2006: “Accountability and the Gender Specific Approach,” June 2006: “Addiction and Empowerment,” August 2006: “Boy Crazy?,” October 2006: “Social Action,” December 2006: “Girls and Their Families at the Holidays.” The *Girl Connection* newsletter is circulated in 28 states, the District of Columbia and Canada.

### **Other**

The Task Force coordinator provided training/technical assistance in the following venues: Cedar Rapids, IA – Regional Training sponsored by Horizons (training also provided by Task Force members); Calmar, IA – Girls on the Move Conference (for middle school girls); Des Moines, IA – Young Women’s Resource Center (for young mom’s); Des Moines, IA – Roosevelt High School panel on harassment/bullying; Des Moines, IA – Upper Iowa University; Ankeny, IA – Des Moines Area Community College; North Liberty, IA – Regional Training sponsored by the Iowa Juvenile Home; Waterloo, IA – Quakerdale agency training; Des Moines, IA – Friends of Iowa Women Prisoners. Topics at these trainings included gender-specific programming for girls, relational aggression among young women, sexual harassment, and women’s suffrage.

The Task Force coordinator also maintained involvement in the Disproportionate Minority Contact committee and joined FutureNet, a statewide pregnancy prevention group.





## Section 5

### 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 completed evaluations to the governor and the appropriate commissions or councils, annually.

The governor shall appoint the administrators of each of the divisions subject to confirmation by the senate. Each administrator shall serve at the pleasure of the governor and is exempt from the merit systems provisions of chapter 19A. The governor shall set the salary of the division administrators within the ranges set by the general assembly.

99 Acts, ch 201, §10,11

Subsection 9 stricken

Unnumbered paragraph 2 amended

##### **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, record keeping, 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

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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.** Repealed by 97 Acts, ch 52, § 1.

### **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.

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## 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

#### **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

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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

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### **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 desirous, 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.



## SECTION 6: Iowa Administrative Code

### 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 DESCRIPTION	CHAPTER 7 DECLARATORY ORDERS
1.1(216A) Composition	7.1(17A) Adoption by reference
1.2(216A) Meetings	
1.3(216A) Purpose	CHAPTER 8 PETITIONS FOR RULE MAKING
	8.1(17A) Adoption by reference
CHAPTER 2 DUTIES	CHAPTER 9 AGENCY PROCEDURE FOR RULE MAKING
2.1(216A) Information	9.1(17A) Adoption by reference
2.2(216A) Authority	
CHAPTER 3 IOWA WOMEN'S HALL OF FAME	CHAPTER 10 WAIVER RULES
3.1(216A) Purpose	10.1(17A) Definition
3.2(216A) Committee	10.2(17A) Scope of chapter
3.3(216A) Selections procedure	10.3(17A) Applicability
3.4(216A) Cristine Wilson Medal for Equality and Justice	10.4(17A) Compliance with law
	10.5(17A) Criteria for a waiver
CHAPTER 4 PUBLIC RECORDS AND FAIR INFORMATION PRACTICES	10.6(17A) Division discretion
4.1(22) Adoption by reference	10.7(17A) Burden of persuasion
4.2(22) Custodian of records	10.8(17A) Contents of petition
	10.9(17A) Additional information
CHAPTER 5 IOWANS IN TRANSITION	10.10(17A) Notice
5.1(216A) Definitions	10.11(17A) Hearing procedures
5.2(216A) Program eligibility	10.12(17A) Ruling
5.3(216A) Proposals	10.13(17A) Conditions
5.4(216A) Selection of proposals	10.14(17A) Time for ruling
5.5(216A) Appeal procedure	10.15(17A) When deemed denied
5.6(216A) Program reports	10.16(17A) Service of orders
	10.17(17A) Record keeping
CHAPTER 6 Reserved	10.18(17A) Cancellation of a waiver
	10.19(17A) Violations
	10.20(17A) Defense
	10.21(17A) Appeals

#### CHAPTER 1 DESCRIPTION

**435—1.1(216A) 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. Commissioners are appointed to comply with Iowa Code section 69.16 regarding political affiliation and section 69.16A regarding gender balance.

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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(216A) 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(216A) 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 216A.51 to 216A.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]

[Filed 2/25/03, Notice 11/27/02—published 3/19/03, effective 4/23/03]

### CHAPTER 2

#### DUTIES

**435—2.1(216A) Information.** The commission gathers and distributes information through its office in the Lucas State Office Building, Des Moines, Iowa 50319.

**435—2.2(216A) Authority.** The administrator carries out the program and policies as determined by the commission. The commission holds hearings, adopts rules, 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.

These rules are intended to implement Iowa Code section 216A.54.

[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 2/25/03, Notice 11/27/02—published 3/19/03, effective 4/23/03]

### CHAPTER 3

#### IOWA WOMEN'S HALL OF FAME

**435—3.1(216A) 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, the community, state, nation or world, or a particular profession or discipline.

**435—3.2(216A) Committee.** The Iowa Women's Hall of Fame committee shall consist of three commissioners, one serving as the committee chair; two public members appointed by the committee chair; and the commission chair ex officio.

**435—3.3(216A) Selections procedure.** The committee shall solicit nominations for the Iowa Women's Hall of Fame. The committee shall recommend to the commission for its approval no more than four individuals to be inducted into the Iowa Women's Hall of Fame. The committee shall plan the ceremony and reception each year for the Iowa Women's Hall of Fame.

**435—3.4(216A) Cristine Wilson Medal for Equality and Justice.** The Cristine Wilson Medal for Equality and Justice shall memorialize 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 Iowa Women's Hall of Fame committee shall make recommendations to the commission for persons to receive this award.

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[Filed 6/26/87, Notice 4/8/87—published 7/15/87, effective 8/19/87]  
[Filed 2/25/03, Notice 11/27/02—published 3/19/03, effective 4/23/03]

### 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 216A.6.

[Filed emergency 8/19/88 after Notice 5/18/88—published 9/7/88, effective 8/19/88]

### CHAPTER 5

#### IOWANS IN TRANSITION

**435—5.1(216A) Definitions.** “*Iowan in transition*” means an individual who is unemployed or underemployed, and who has had, or would apparently have, difficulty finding appropriate paid employment; and

1. Is a displaced homemaker who has worked principally in the home providing unpaid household services for family members, and is or has been

\* Dependent on the income of another family member but is no longer supported by that income, or

\* Dependent on government assistance, or

\* Supported as the parent of a minor; or

2 Is a single parent; or

3. Is a female offender, or a female who has a record of criminal offense.

**435—5.2(216A) 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 Iowans in transition. 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(216A) 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(216A) 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 travel, and operational expenses.

**435—5.5(216A) 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 Iowans in transition 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.

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**435—5.6(216A) 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 sections 216A.57 and 216A.58.

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

[Filed 4/1/99, Notice 2/24/99—published 4/21/99, effective 5/26/99]

[Filed 4/27/01, Notice 3/21/01—published 5/16/01, effective 7/1/01]

[Filed 2/25/03, Notice 11/27/02—published 3/19/03, effective 4/23/03]

### CHAPTER 6

#### MENTOR ADVISORY BOARD

Transferred to Workforce Development Department as 345—Chapter 15 in compliance with 1996 Iowa Acts, Senate File 2409, section 16, IAC Supplement 7/17/96, effective 7/1/96.

### CHAPTER 7

#### DECLARATORY ORDERS

**435—7.1(17A) Adoption by reference.** The commission on the status of women hereby adopts the declaratory orders segment of the Uniform Rules on Agency Procedure printed in the first volume of the Iowa Administrative Code, with the following amendments:

1. In lieu of the words “(designate agency)”, insert “division on the status of women”.

2. In lieu of the words “(designate office)”, insert “Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.

3. In lieu of the words “(AGENCY NAME)”, insert “DIVISION ON THE STATUS OF WOMEN”.

4. In lieu of the words “\_\_\_\_\_ days (15 or less)”, insert “10 days”.

5. In lieu of the words “\_\_\_\_\_ days” in subrule 6.3(1), insert “20 days”.

6. In lieu of the words “(designate official by full title and address)”, insert “Administrator, Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.

7. In lieu of the words “(specify office and address)”, insert “Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.

8. In lieu of the words “(agency name)”, insert “division on the status of women”.

9. In lieu of the words “(designate agency head)”, insert “administrator”.

These rules are intended to implement Iowa Code chapter 17A as amended by 1998 Iowa Acts, chapter 1202.

[Filed 4/29/99, Notice 3/24/99—published 5/19/99, effective 6/23/99]

### CHAPTER 8

#### PETITIONS FOR RULE MAKING

**435—8.1(17A) Adoption by reference.** The commission on the status of women hereby adopts the petitions for rule making segment of the Uniform Rules on Agency Procedure printed in the first volume of the Iowa Administrative Code, with the following amendments:

1. In lieu of the words “(designate office)”, insert “Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.

2. In lieu of the words “(AGENCY NAME)”, insert “DIVISION ON THE STATUS OF WOMEN”.

3. In lieu of the words “(designate official by full title and address)”, insert “Administrator, Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.

These rules are intended to implement Iowa Code chapter 17A as amended by 1998 Iowa Acts, chapter 1202.

[Filed 4/29/99, Notice 3/24/99—published 5/19/99, effective 6/23/99]

### CHAPTER 9

#### AGENCY PROCEDURE FOR RULE MAKING

**435—9.1(17A) Adoption by reference.** The commission on the status of women hereby adopts the agency procedure for rule making segment of the Uniform Rules on Agency Procedure printed in the first volume of the Iowa Administrative Code, with the following amendments:

1. In lieu of the words “(commission, board, council, director)”, insert “administrator”.

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2. In lieu of the words “(specify time period)”, insert “one year”.
3. In lieu of the words “(identify office and address)”, insert “Administrator, Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.
4. In lieu of the words “(designate office and telephone number)”, insert “the administrator at (515)281-4461”.
5. In lieu of the words “(designate office)”, insert “Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.
6. In lieu of the words “(specify the office and address)”, insert “Division on the Status of Women, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319”.
7. In lieu of the words “(agency head)”, insert “administrator”.

These rules are intended to implement Iowa Code chapter 17A as amended by 1998 Iowa Acts, chapter 1202.  
[Filed 4/29/99, Notice 3/24/99—published 5/19/99, effective 6/23/99]

### CHAPTER 10 WAIVER RULES

**435—10.1(17A) Definition.** The term “waiver” as used in this chapter means a prescribed waiver or variance from a specific rule or set of rules of this division applicable only to an identified person on the basis of the particular circumstances of that person.

**435—10.2(17A) Scope of chapter.** This chapter creates generally applicable standards and a generally applicable process for granting individual waivers from rules adopted by the division in situations when no other more specifically applicable law provides for waivers. To the extent another more specific provision of law purports to govern the issuance of a waiver from a particular rule, the more specific waiver provision shall supersede this chapter with respect to any waiver from that rule.

**435—10.3(17A) Applicability.** This chapter applies only to waivers of those division rules that are within the exclusive rule-making authority of the division. This chapter shall not apply to rules that merely define the meaning of a statute, or other provisions of law or precedent, if the division does not possess statutory authority to bind a court, to any extent, with its definition.

**435—10.4(17A) Compliance with law.** The division may not issue a waiver under this chapter unless (1) the legislature has delegated authority sufficient to justify the action; and (2) the waiver is consistent with statute and other provisions of law. No waiver may be granted under this chapter from any mandatory requirement imposed by statute.

**435—10.5(17A) Criteria for a waiver.** The division may issue an order, in response to a completed petition or on its own motion, granting a waiver from a rule adopted by the division, in whole or in part, as applied to the circumstances of a specified person, if the division finds that the waiver is consistent with rules 10.3(17A) and 10.4(17A) of this chapter, that the waiver would not prejudice the substantial legal rights of any person, and either that:

1. The application of the rule to the person at issue does not advance, to any extent, any of the purposes for the rule or set of rules; or
2. The following criteria have been met:

\*The application of the rule or set of rules to the person at issue would result in an undue hardship or injustice to that person; and

\* The waiver on the basis of the particular circumstances relative to the specified person would be consistent with the overall public interest.

In determining whether a waiver would be consistent with the public interest, the division administrator shall consider whether, if a waiver is granted, the public health, safety, and welfare will be adequately protected by other means that will ensure a result that is substantially equivalent to full compliance with the rule.

**435—10.6(17A) Division discretion.** The final decision to grant or deny a waiver shall be vested in the division administrator. This decision shall be made at the discretion of the division upon consideration of relevant facts.

**435—10.7(17A) Burden of persuasion.** The burden of persuasion shall be on the petitioner to demonstrate by clear and convincing evidence that the division should exercise its discretion to grant a waiver based upon the criteria contained in rule 10.5(17A) of this chapter.

**435—10.8(17A) Contents of petition.** A petition for a waiver shall include the following information where applicable and known to the requester:



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1. The name, address, and telephone number of the entity or person for whom a waiver is requested and the case number of any related contested case.
2. A description and citation of the specific rule or set of rules from which a waiver is requested.
3. The specific waiver requested, including a description of the precise scope and operative period for which the petitioner wants the waiver to extend.
4. The relevant facts that the petitioner believes would justify a waiver. This statement shall include a signed statement from the petitioner attesting to the accuracy of the facts represented in the petition and a statement of reasons that the petitioner believes will justify a waiver.
5. A history of any prior contacts between the petitioner and the division relating to the activity affected by the proposed waiver, including any notices of violation, contested case hearings, or investigative reports relating to the activity within the past five years.
6. Any information known to the requester relating to the division's treatment of similar cases.
7. The name, address, and telephone number of any public agency or political subdivision which also regulates the activity in question or which might be affected by the granting of a waiver.
8. The name, address, and telephone number of any person or entity that would be adversely affected by the granting of a petition.
9. The name, address, and telephone number of any person with knowledge of the relevant facts relating to the proposed waiver.
10. Signed releases of information authorizing persons with knowledge of the waiver request to furnish the division with information relevant to the waiver.

**435—10.9(17A) Additional information.** Prior to issuing an order granting or denying a waiver, the division may request additional information from the petitioner relative to the petition and surrounding circumstances. If the petition was not filed in a contested case, the division may, on its own motion or at the petitioner's request, schedule a telephonic or in-person meeting between the petitioner and a representative from the division to discuss the petition and surrounding circumstances.

**435—10.10(17A) Notice.** The division shall acknowledge the petition upon receipt. The division shall ensure that, within 30 days of the receipt of the petition, notice of the pendency of the petition and a concise summary of its contents have been provided to all persons to whom notice is required by any provision of law. In addition, the division may give notice to other persons. To accomplish this notice provision, the division may require the petitioner to serve the notice on all persons to whom notice is required by any provision of law and provide a written statement to the division attesting to the fact that notice has been provided.

**435—10.11(17A) Hearing procedures.** The provisions of Iowa Code sections 17A.10 to 17A.18A regarding contested case hearings shall apply to any petition for a waiver of a rule or set of rules filed within a contested case and shall otherwise apply to division proceedings for a waiver only when the division so provides by rule or order or is required to do so by statute or other binding law.

**435—10.12(17A) Ruling.** An order granting or denying a waiver shall be in writing and shall contain a reference to the particular person and rule or portion thereof to which the order pertains, a statement of the relevant facts and reasons upon which the action is based, and a description of the precise scope and operative time period of a waiver if one is issued.

**435—10.13(17A) Conditions.** The division may condition the granting of the waiver on such conditions that the division deems to be reasonable and appropriate in order to achieve the objectives of the particular rule in question through alternative means.

**435—10.14(17A) Time for ruling.** The division shall grant or deny a petition for a waiver as soon as practicable but, in any event, shall do so within 120 days of its receipt unless the petitioner agrees to a later date. However, if a petition is filed in a contested case, then the division may grant or deny the petition at the time the final decision in that contested case is issued.

**435—10.15(17A) When deemed denied.** Failure of the division to grant or deny a petition within the required time period shall be deemed a denial of that petition by the division. However, the division shall remain responsible for issuing an order denying a waiver as required by rule 10.12(17A).

**435—10.16(17A) Service of orders.** Within seven days of its issuance, any order issued under this chapter shall be transmitted to the petitioner or the person to whom the order pertains and to any other person entitled to such notice by any provision of the law.

**435—10.17(17A) Record keeping.** Subject to the provisions of Iowa Code section 17A.3(1) "e," the division shall

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maintain a record of all orders granting and denying waivers under this chapter. All final rulings in response to requests for waivers shall be indexed and copies distributed to members of the administrative rules review committee upon request. All final rulings shall also be available for inspection by the public at the division office during regular business hours.

**435—10.18(17A) Cancellation of a waiver.** A waiver issued by the division pursuant to this chapter may be withdrawn, canceled, or modified if, after appropriate notice and hearing, the division issues an order finding any of the following:

1. The person who was the subject of the waiver order withheld from the division or knowingly misrepresented to the division material facts relevant to the propriety or desirability of the waiver; or

2. The alternative means of ensuring that the public health, safety, and welfare will be adequately protected after issuance of the waiver order has been demonstrated to be insufficient, and no other means exists to protect the substantial legal rights of any person; or

3. The subject of the waiver order has failed to comply with all of the conditions contained in the order.

**435—10.19(17A) Violations.** A violation of a condition in a waiver order shall be treated as a violation of the particular rule for which the waiver was granted. As a result, the recipient of a waiver under this chapter who violates a condition of the waiver may be subject to the same remedies or penalties as a person who violates the rule at issue.

**435—10.20(17A) Defense.** After the division issues an order granting a waiver, the order shall constitute a defense, within the terms and the specific facts indicated therein, for the person to whom the order pertains in any proceeding in which the rule in question is sought to be invoked.

**435—10.21(17A) Appeals.** Appeals within the division from a decision granting or denying a waiver shall be in accordance with Iowa Code chapter 17A and division rules. These appeals shall be taken within 30 days of the issuance of the ruling granting or denying the waiver request, unless a different time is provided by rule or statute. These rules are intended to implement Executive Order Number 11 and Iowa Code section 17A.9A.

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