

# Iowa Commission on the Status of Women

State of Iowa  
Department of Human Rights

---



*28th Annual Report*  
**February 1, 2000**

Lucas State Office Building  
Des Moines, IA 50319  
Tel: 515/281-4461, 800/558-4427  
Fax: 515/242-6119  
[dhc.icsw@dhc.state.ia.us](mailto:dhc.icsw@dhc.state.ia.us)  
[www.state.ia.us/dhc/sw](http://www.state.ia.us/dhc/sw)



Thomas J. Vilsack, Governor • Sally J. Pederson, Lt. Governor  
Charlotte Nelson, Executive Director  
Lucas State Office Building • Des Moines, Iowa 50319  
Telephone: (515) 281-4461, (800) 558-4427  
E-mail: [dhc.icsw@dhc.state.ia.us](mailto:dhc.icsw@dhc.state.ia.us)  
Web Site: <http://www.state.ia.us/dhc/sw>  
Fax: (515) 242-6119



February 1, 2000

The Honorable Thomas J. Vilsack  
The Honorable Sally J. Pederson  
Members of the 78th General Assembly  
State Capitol Building  
Des Moines, IA 50319

Dear Governor Vilsack, Lieutenant Governor Pederson, and Members of the 78th General Assembly:

At the end of each year, the Iowa Commission on the Status of Women (ICSW) reviews its past accomplishments before proceeding on with the new year. It is with great pride that we present to you this *28th Annual Report* of the ICSW. The following pages detail the activities and programs that were carried out in 1999.

The primary goal of the ICSW is to help the women of Iowa participate fully in the economic, political, and social life of the state. While we work in this advocacy role, which is mandated by the *Code of Iowa*, we try to develop new ideas and to bring a fresh viewpoint to bear on the issues that face 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 [dhc.icsw@dhc.state.ia.us](mailto:dhc.icsw@dhc.state.ia.us) or stop by the Commission office in the Lucas Building, and we will discuss them with you. On behalf of our Commissioners and the staff, I thank Governor Vilsack, Lt. Governor Pederson, and members of the General Assembly for the commitment you have indicated to improving the status of women by funding our Commission and passing legislation that helps Iowa women.

We look forward to working with you all in 2000.

Sincerely,

Kathryn Burt  
Chairperson



# TABLE OF CONTENTS

<b>SECTION 1: Commission .....</b>	<b>1</b>
1999 Commission .....	1
<b>SECTION 2: Legislation .....</b>	<b>3</b>
1999 Legislative Activities .....	3
Legislative Summary .....	4
2000 Proposals to the Governor, General Assembly .....	6
<b>SECTION 3: Programs and Projects .....</b>	<b>13</b>
Employment Project .....	13
Girls .....	14
Recognizing Iowa Leaders .....	16
Women in Policy-Making Positions .....	21
<b>SECTION 4: Information/Participation .....</b>	<b>22</b>
Information .....	22
Participation .....	25
<b>SECTION 5: Contractual Agreements .....</b>	<b>28</b>
Displaced Homemaker Grants .....	29
Violence Against Women .....	29
<b>SECTION 6: Code of Iowa .....</b>	<b>30</b>
<b>SECTION 7: Iowa Administrative Code .....</b>	<b>35</b>

## **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.

## **Guiding Principles**

Customer Focus  
Results/Outcome Orientation  
Long Term Thinking  
Data-based Decisions  
Process Improvement  
Collaboration  
Empowerment  
Inclusivity

## 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.*

### 1999 COMMISSION

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

#### Citizen Commissioners

**Kathryn Burt, Chair**, Marshalltown  
term expires April 30, 2002

**Sandy Blodgett**, Clear Lake  
term expires April 30, 2000

**Judge Brown**, Fort Dodge  
term expires April 30, 2000

**Vicki Brown**, Oskaloosa  
term expires April 30, 2002

**Dennis Bullock**, Sioux City  
term expires April 30, 2000

**Scharron A. Clayton, Ph.D.**, Waterloo  
term expires April 30, 2000

**Lisa L. Green, Treasurer**, Indianola  
term expires April 30, 2002

**Shawn Mullen, Vice-Chair**, Des Moines  
term expires April 30, 2000

**Matt Wissing**, Davenport  
term expires April 30, 2002

**Kathryn Baumann-Reese, ex officio**,  
Department of Human Rights Acting Director  
(January 1, 1999 to February 10, 1999)

**Rose Vasquez, ex officio**, Department of  
Human Rights Director, appointed February,  
1999

#### Legislative Commissioners, *ex officio*

**Representative Betty Grundberg**, Des Moines  
term expires June 30, 2002

**Representative Jack Holveck**, Des Moines  
term expires June 30, 2000

**Senator Patricia Harper**, Waterloo  
term expires December 31, 2001

**Senator Gene Maddox**, Des Moines  
term expires December 31, 2003

#### Commission Meetings

The ICSW meets six times a year. All meetings are accessible and open to the public. 1999 meetings were:

##### February 1

Lucas State Office Building, Des Moines

##### April 19

Lucas State Office Building, Des Moines

##### April 28

Lucas State Office Building, Des Moines

##### June 7

Mercantile Bank, Des Moines

##### August 21

State Historical Building, Des Moines

##### October 25

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

##### December 6

Iowa Correctional Institution for Women,  
Mitchellville

---

## Section 1

---

### 1999-2000 Committees

#### Displaced Homemakers Grant Reviews and Selection

Mary Wiberg, Chair  
Lisa L. Green  
Jule Reynolds  
Carolyn Waddell  
Jo Lerberg  
Charlotte Nelson, *ex officio*

#### Executive Committee

Kathryn Burt, Chair  
Shawn Mullen, Vice Chair  
Lisa L. Green, Treasurer

#### Finance

Lisa L. Green, Chair  
Vicki Brown

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

Kathryn Burt  
Shawn Mullen  
Lisa L. Green  
Sandy Blodgett  
Judge Brown

#### Iowa Women's Hall of Fame

Lisa L. Green, Chair  
Kathryn Burt, *ex officio*  
Judge Brown  
Shawn Mullen  
Tom Morain  
Suzanne O'Dea Schenken

#### Legislative

Matt Wissing, Chair  
Sandy Blodgett, Co-Chair  
Shawn Mullen  
Senator Patricia Harper  
Senator Gene Maddox  
Representative Betty Grundberg  
Representative Jack Holveck

#### Nominating Committee

Lisa L. Green, Chair  
Vicki Brown  
Matt Wissing

#### Program and Planning

Judge Brown, Chair  
Scharron Clayton  
Matt Wissing

#### Public Information

Vicki Brown, Chair  
Dennis Bullock

#### Staff Members

**Executive Director:** In 1999, Charlotte Nelson was appointed as division administrator by Governor Vilsack and subsequently confirmed by the Senate. She 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 in 1991 and 1995.

**Administrative Assistant 2:** Ellen Failor assumed this position in October 1990. Pat Terril temporarily served as administrative assistant July through October 1999.

**Program Planner 2s:** Stephanie R. Pratt, coordinator of publications and special projects, served from June 1994 until August 1999. Lori M. SchraderBachar assumed the position in August 1999. Rhonda Chittenden has served as the Challenge Grant Coordinator since May 1998.

**Intern:** Sara Stevenson, Iowa State University, served as an intern during the spring semester. She worked on *Financial Safety Planning for Older Women* as well as compiled statistics for the Displaced Homemaker program.

---

## SECTION 2: Legislation

---

*Annually, the Iowa Commission on the Status of Women (ICSW) researches, submits, and advocates for a program of legislative priorities for Iowa in the areas of caregiving, economics, government, health, insurance, justice, violence against women, and welfare reform. The ICSW also advocates for women's interests at the federal level, testifies on behalf of women at legislative hearings, and monitors pending legislation for its impact on women.*

### 1999 LEGISLATIVE ACTIVITIES

*The Executive Director of the Iowa Commission on the Status of Women is registered as a lobbyist to the Iowa Legislature and Executive Branch. Following are ICSW lobbying actions for the 1999 Legislation Session.*

**Department of Human Rights reception and open house:** The ICSW assisted with a legislative reception at the Capitol.

**Displaced homemakers/single parents and sex equity programs:** The Commission met over telenet with displaced homemaker/single parents and sex equity program coordinators and the sex equity consultant for vocational education in the Department of Education, focussing on recent federal legislation removing set-asides for those programs. State funding through the ICSW was increased in Governor Vilsack's budget and in the legislature's appropriation bill. The ICSW also processed administrative rules on Iowans In Transition.

**Gender bias in *Code of Iowa*:** The ICSW supported the pre-filed bills intended to remove gender bias from the *Code of Iowa*. These bills will again be considered in the 2000 legislative session.

**Legal Services funding:** The ICSW supported as one of its priorities, increase in funding through the Department of Justice appropriations bill for Legal Services of Iowa. The appropriation was increased to \$700,000.

**Naming of Old Historical Building:** The ICSW successfully advocated for naming the Old Historical Building after Ola Babcock Miller, the first female to be elected Iowa Secretary of State and founder of the Iowa State Patrol.

**Pay equity:** The Commission's proposed resolutions supporting federal pay equity legislation were adopted by the National Association of Commissions on the Status of Women convention in Boston, Massachusetts.

**Welfare reform:** The ICSW requested the Legislative Service Bureau to prepare a pre-filed bill to modify the Family Investment Program to extend the postsecondary education and training limit to thirty-six months. Also, the Commission was represented on the Welfare Reform Advisory Group.

**Legislators:** The ICSW provided information upon request to legislators.



---

## Section 2

---

### LEGISLATIVE SUMMARY

*The ICSW follows legislation pertinent to women and, in particular, those bills that relate to its Proposals to the Governor and the General Assembly. Following is a summary of 1999 legislation tracked by the ICSW, with its support or opposition identified.*

#### Caregiving Bills Passed

**HF 379** changed the name of the care review committee to the resident advocacy committee.

#### Economics Bills Passed

**HF 402** provided the establishment of a scope of practice review committee for the proposed licensure of certified professional midwives by the Department of Public Health.

**HF 737** appropriated a minimum of \$125,775 through the ICSW for displaced homemakers programs. ICSW supported.

**HF 760** appropriated \$5,050,750 child day care assistance from the general fund and \$16,782,891 from the Temporary Assistance for Needy Families block grant. ICSW supported.

**HF 761** amended the Family Investment Program child care assistance requirements and directs DHS to make rule changes to implement a "seamless" child care assistance system. The program will use one eligibility criteria, payment methodology and payment rate. (A single point of entry was not included.) ICSW supported.

#### Health Bills Passed

**SF 276** provided for continuity of care, discussion and advocacy of treatment options, coverage of emergency room services, utilization review requirements and an external review process as related to health care service and treatment coverage. ICSW supported.

**HF 760** appropriated \$1,009,000 for adolescent pregnancy prevention grants to community based programs and child abuse prevention grants; also appropriated for family planning programs in the amount of \$1,958,979, an increase of \$400,000 over FY99. ICSW supported an increase.

**SF 283** sustained federal funding for Maternal and Child Health Services through the Department of Public Health with \$6,969,580.

#### Health/Insurance Bill Passed

**HF 760** appropriated \$10,250,000 for Healthy and Well Kids in Iowa. A HAWK-I trust fund was also created to keep the monies dedicated to the purpose for which intended.

#### Justice Bills Passed

**SF 468** set aside \$3,294,775 to be used solely for educational programs for inmates at state penal institutions, and the Department of Corrections was instructed to establish guidelines and procedures to prioritize the availability of educational and vocational training for inmates based upon the goal of facilitating an inmate's successful release from the institution; also appropriated \$10,844,420 and 198.96 FTEs to operate the Iowa Correctional Institution for Women along with \$500,000 for one-time costs for equipment and furnishings. A total of \$547,000 was also appropriated for payment of contracts to house female prisoners out of state along with \$284,000 for the establishment of a 100-bed special needs unit for women at the Mount Pleasant correctional facility; also appropriated \$700,000 in state funding for legal services via the Attorney General's office. ICSW supported.

**SF 449** established a center for new Iowans to provide immigration counseling, technical assistance, and referral services with a repeal of the new code section effective July 1, 2004. The English as an official language portion of the bill was not passed. Although opposed in the ICSW

---

## Section 2

---

1999 Proposals, the ICSW decided in their meeting of February 1, 1999 to not openly advocate against English as an official language.

**HF 760** appropriated \$6,220,000 and 136.54 FTEs for the Iowa Juvenile Home in Toledo operation during FY00. It is the intent of the General Assembly that beginning in the fiscal year commencing on July 1, 2000, the Iowa Juvenile Home at Toledo will serve only females. In preparation for the change, the Department of Human Services shall develop options to appropriately place the child in need of assistance (CINA) males for whom placement at the Iowa Juvenile Home would otherwise be appropriate. The principal option considered in placing males shall be placement at existing state facilities. Of the funding appropriated in this section, not more than \$50,000 shall be used for expert assistance to prepare for this change and to improve the educational curriculum and other services to females placed at the Iowa Juvenile Home.

### Violence Against Women Bills Passed

**HF 136** amended the sex offender registry chapter by adding two offenses to the list by definition of "criminal offenses against a minor;" and stops a criminal or juvenile justice agency from public notification regarding an individual convicted of kidnapping or false imprisonment when the crime did not involve attempted sexual abuse or sexual abuse and the person has not committed another offense that would require the person to register.

**HF 296** restricted posting bond for any felony offense of stalking.

**SF 216** related to commitment of sexually violent predators by relaxing the deadline for filing a petition by the attorney general; providing a waiver or continuance of the probable cause hearing; granting greater enforcement power to

the prosecuting attorney; extending the time to hold a trial; establishing supervised release for sexually violent persons who have been rehabilitated; and providing for the preservation of and Department of Justice access to certain child abuse reports.

**HF 222** amended *Code* section 915.84 (victim's rights) to waive two-year limitation for requesting compensation if good cause is shown; and in *Code* section 915.86 raises the reimbursable medical expenses from \$10,500 to \$15,000.

**SF 468** appropriated \$1,935,806 to provide grants for services to crime victims of domestic abuse and of rape and sexual assault.

**HF 737** appropriated ICSW \$42,570 for domestic violence and sexual assault-related training grants. ICSW supported an increase.

**HF 713** amended *Code* 236.5 to permit the court to grant an unlimited number of extensions of a protective order if the court finds, after a hearing at which the defendant has an opportunity to be heard, that the defendant still poses a threat to the safety of the victim, the victim's family, or persons residing with the victim; also expands *Code* 236.19 to allow a person who is protected by a permanent foreign protective order to register the order with the district court in any county where the person is present rather than just the county where the person resides. ICSW supported.

**HF 661** amended *Code of Iowa* 709.4 Section 3 to include additional substances that are not classified as "controlled." It deletes the provision that the substance was consumed without the participant's knowledge; an individual's agreement to consume a substance is not an agreement to sexual contact. ICSW supported; also changed "participant" to "person" in the *Code of Iowa* 709 to avoid any implication that a victim

---

## Section 2

---

somehow agreed to participate in the crime of sexual assault. The bill also added 709.1A to make a crime to perform a sex act while someone is mentally incapacitated, physically incapacitated, or physically helpless. ICSW supported.

### Welfare Reform Bills Passed

**SF 221** adds *Code of Iowa* 239B.2 subsection 4 that the Department of Human Services may require an applicant family to commit to a family investment agreement or be denied eligibility for the family investment program. Also requires the Department of Economic Development to adopt rules governing the administration of loans or grants made to individual development account holders to be used to start a business or to acquire training.

**HF 760** appropriation for assistance under the Family Investment Program (FIP) was \$51,830,229 from the Temporary Assistance for Needy Families (TANF) block grant and \$34,330,000 from the FIP general fund. Appropriated for emergency assistance (EAP), which will not exceed \$500 per family, is \$2,694,544, an increase of \$137,544 over FY99, \$10,000 for the community voice mail program, and \$5,697,829 for the family development and self-sufficiency (FaDSS) grant program. ICSW supported increases for EAP and FaDSS.

**HF 745** appropriated \$400,000 (same as last year) through the Department of Economic Development for the shelter assistance fund. ICSW supported an increase.

### Resolutions Passed

**SJR 2** designated the Old State Historical Building as the Ola Babcock Miller State Office Building to honor the outstanding contributions she made to the state in her public and private service. ICSW supported.

March 1999 was designated as Women's History Month by SCR8 that was substituted by **HCR13**, which was adopted.

### Also Passed

On April 7, 1999, the Senate confirmed with a 44/0 vote, the Governor Vilsack's appointment of Charlotte Nelson as the administrator of the Division on the Status of Women in the Department of Human Rights.

### 2000 PROPOSALS TO GOVERNOR, GENERAL ASSEMBLY

*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. After the full Commission approves the proposals, copies are sent to the Governor, General Assembly, and interested organizations and individuals. The ICSW endorses, in no particular order, the following 2000 Legislative Proposals to the Governor and the 78th General Assembly.*

### Priorities

As priority areas being proposed to the Governor and General Assembly for 2000, the ICSW supports:

- Increased funding for displaced homemaker/Iowans in Transition program grants through the ICSW to serve more individuals and to keep up with the rising costs of services. (Economics)
- Increased funding for training of criminal justice personnel, community professionals, service providers, and the general public on issues of domestic violence and sexual assault as well as certification of sexual assault counselors and rape

## Section 2

crisis centers through the ICSW. (Violence Against Women)

- Modifying the Family Investment Program to extend postsecondary education limit from twenty-four to thirty-six months. (Welfare Reform)
- Funding and support for improved educational and vocational training for women throughout Iowa's correctional system. Training for women and men should include parenting education and building family strengths, with follow-up after release by community correctional programming and referral/support agencies. (Justice)

### Aging Issues and Long-Term Care

In 1990, Iowa ranked #1 in the percentage of population over 85 years of age, #2 in the percentage of population over 75 years of age, and #3 in the percentage of population over 65 years of age. As the baby boom generation gets older, the need for both paid and unpaid caregivers will be increasing. In 1997, the average hourly wage for paid caregivers, 89.8 percent of whom are women in positions of nursing aide/orderly, was just \$7.74 with few benefits and high turnover. A typical family caregiver for dependent adults is female, married, 50-60 years of age, and works part or full time outside the home. To address the needs of paid and unpaid caregivers for dependent adults, the ICSW supports:

1. Increased funding for elderly services, including support programs for caregivers, such as respite and adult day care, and affordable, safe assisted living, especially relative to care of disabled or elderly persons in their own homes for as long as possible.
2. Maintaining the increased funding for statewide implementation by the Department of Elder Affairs of integrated case management programs for the frail elderly.

### 1999 Public Hearing Testimony

**Cathy Bullock** and **Carla Paris**, *Mothers on Trial*; **Dr. Hal Pepinsky**, *Iowa State University*; **Kappie Spencer**; **Suzy Mannella**, *Iowa Deaf Services Commission*; **Nansi Tyson**, *Iowa Coalition Against Sexual Assault*; **Nancy Robertson**, *Iowa Coalition Against Domestic Violence*; **Sharon Bennett**, **Renee Schon**, **Maggie Stone**, **Jim Tranel** and **Mary Rausch**, *Iowa New Choices*; **Katie Colling**, *Women Aware*; **Joel Olah** and **Betty Powell**, *Informal Aging Network*; **Di Findley**, *Iowa Caregiving Association*; **Jodi Tomlonovic**, *Family Planning Council of Iowa*; **Merle Fleming**, *Iowa Civil Liberties Union*; **LaVon Cooper**, *Iowa Friends of Legal Services*; **Carolyn Waddell**, *Friends of Iowa Women Prisoners*; **Virginia Petersen**, *Polk County Community and Family Resources*; **Jill June**, *Planned Parenthood of Greater Iowa*; **Linda Frideres**; **Marla Sheffler**, *Iowa Child Care Coalition*.

3. Increased funding for statewide expansion to all counties of the Medicaid Home and Community-based waiver for the elderly to make services available for in-home care; include provision of meals and nutrition counseling by a registered dietitian, adult day care, emergency response system, respite care, hospice, etc.
4. Increased funding for long-term care workers with assurance that wages of direct care workers are increased to a liveable wage.
5. Funding to make affordable benefits available to direct care workers.
6. Higher educational standards for direct care workers.
7. Legislation to assure protection of vulnerable persons who are being abused but who do not fit within Iowa's current criteria.

---

## Section 2

---

8. 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.

9. Continuation of the pilot project that promotes nurse aide recruitment and retention, and expanding the network of support and education of direct care workers throughout the state.

### Economics

In 1993, the median income for females in Iowa was 68 cents to every \$1 earned by males. Eighty percent of females working full-time earned less than \$25,000 compared to 49 percent of males (1989). Of all adults living in poverty in 1990, 61.9 percent were women. The situation for female-headed households was even more tenuous with 45.1 percent of those with children under the age of 18 living in poverty. To address the economic needs of Iowa women, the ICSW supports:

1. Development of a plan to achieve pay equity for employees in private industry thereby eliminating wage discrimination on the basis of gender.

2. Legislative action on child care in Iowa with a focus on employment-related child care issues, including:

- a. Measures designed to guarantee affordable, quality child care, in particular for women seeking training and/or employment;
- b. Increased income eligibility for child care assistance programs to 200% of federal poverty level (FPL), requiring families with incomes over 100% FPL to share in the cost of care;
- c. Adequate compensation, including benefits, for child care workers;
- d. Need-based child care centers of adequate size at state educational institutions;
- e. Increased funding for child care subsidy programs for low-income Iowans;

- f. Improved supply of quality child care by increased funding for local Child Care Resource and Referral services;
- g. Increased training and education for child caregivers/funding for professional development training;
- h. Funding for family child care "home consultants" to work in targeted areas to increase the capacity and improve the quality of child care for low-income working families;
- i. Restructuring of the four child care programs at the Department of Human Services into one, with funding if necessary;
- j. Adequate rate structure and a quality child care grant program that will provide more stable income for child care programs; and
- k. Programs that assure affordable, quality child care for working parents and ease of access for families eligible for child care subsidy programs.

3. Legislative resolution encouraging fair treatment of women by financial advisors.

4. Amending *Code of Iowa Chapter 331.605*, Section 6 to increase marriage license fee to \$50 with \$20 designated to the Iowans in Transition program.

### Education

Females are still clustered into secondary and post-secondary courses that reflect the traditional occupational specializations of women and that are characterized by low pay, low benefits, and low mobility. A lack of female administrators and teacher role models in traditionally male-dominated fields, sexual harassment (affecting 83 percent of Iowa high school females in 1994), and gender role stereotypes all impact the educational experience of females. In support of excellence and equity in education, the ICSW recommends:

---

## Section 2

---

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

### Government

The *1999 Status of Women Report* documents the need for continuing to improve the quality of life for women in this state. In support of the role of government in improving the status of women, the ICSW recommends:

1. Elimination of gender discrimination in the *Code of Iowa* as a follow-up to recommendations in the *50 States Report* and legislative changes in the 1980s.
2. Gender balance on boards and commissions of political subdivisions of the state.
3. 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.
4. A requirement that credit be given for skills developed through volunteer and homemaker work experience for purposes of qualifying for hiring and promotion in all personnel selection systems in Iowa state government, its political subdivisions, and all businesses/parties that contract with the state government.
5. Continued enforcement of existing affirmative action plans and careful monitoring of promotions made within the upper pay classifications. The state needs to develop, implement, and expand career ladders where there are concentrations of women

and offer career counseling and training programs for women who desire to seek nontraditional jobs or to move up the ladder.

### Health

A 1996 study shows that 9.1 percent of Iowa women did not have a health care plan. A higher percentage of women than men, in all age groups, were unable to see a doctor due to cost. In 1996, women between the ages of 25 to 34 were particularly affected with 13.6 percent of those unable to see a doctor for financial reasons. The ICSW supports:

1. Focusing on health care reform until health care coverage is accessible to all Iowans.
2. Full funding and implementation of the State's Children's Health Care Initiative (HAWK-I), with consideration of available options.
3. Sustained funding for Primary Care Recruitment and Retention Endeavor (PRIMCARRE) with a two-year service requirement.
4. Sustained funding to enhance Maternal and Child Health services statewide; and to increase funding for homecare aid, public health nursing, and senior health services.
5. Increase in adolescent pregnancy prevention funds by \$500,000.
6. Continued funding to make the chlamydia screening and treatment program available statewide.
7. Access to mammography and colposcopy for low-income women without Medicaid.
8. Funding for follow-up treatment when screening for breast and cervical cancer indicate abnormalities.

---

## Section 2

---

9. Increased funding for family planning programs through Title XX, with emphasis on education and increasing access for low-income women ineligible for Medicaid.

10. Enhanced programs such as Healthy Families that increase the availability of perinatal care including utilization of nurse midwives, nurse practitioners, and physicians assistants.

11. Expanded Medicaid eligibility for coverage of family planning services for postpartum women at 185% of poverty from 60 days to 2 years.

### Insurance

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

1. Elimination of discriminatory practices on the basis of gender or 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.
2. Legislation requiring insurance plans that cover prescriptions to cover prescriptive contraceptives.
3. Continuing to reform health insurance coverage for the uninsured and underinsured.
4. Broadening the law that prohibits insurers from unlawful discrimination on the basis of domestic violence.
5. Creation of a family leave and medical disabilities benefit fund.
6. Require health insurance companies to provide the same coverage for mental illness that they provide for physical illness.

7. Tax credit for premiums for long-term health 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 421 in 1999, peaking at 616 in 1998. Women of color are disproportionately represented in Iowa's prisons. In June 1998, for example, African-American women represented approximately 23 percent of the state's female prison population while only 1.7 percent of all females in the state. The ICSW supports:

1. Funding for a full-time position to coordinate, develop, and manage legal assistance to meet the needs of low-income women.
2. Increasing staff, including a full-time volunteer coordinator for the Iowa Correctional Institution for Women.
3. Increased state funding for community treatment programs for women convicted of nonviolent crimes.
4. Restoration of state funding to the FY 1996 level of \$950,000 for the Legal Services Grants Program administered by the Office of the Attorney General.
5. Provision of English as a Second Language education and opposition to any English-only bills.
6. The mediation/arbitration approach to child custody except in cases where domestic violence or child abuse are involved.
7. Funding for day treatment and residential programs for adolescent females.
8. Development of preventive programs, early identification of, and intervention for adolescent females.

## Section 2

### Violence Against Women

Between January 1990 and October 1999, 87 women were murdered in Iowa due to domestic violence. In fiscal year 1998, 19,183 victims of domestic violence were served by programs receiving state dollars. That same year, 3,795 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. Training for mediators in court proceedings to screen out cases in which domestic violence is a factor and refer these cases back to court.
2. Increased state funding for community sexual abuse and domestic violence programs to \$3,000,000.
3. Mandatory training for criminal justice personnel in victim-related issues.
4. Confiscating all firearms from a residence involved in a domestic violence assault.
5. Keeping confidential the names and addresses of victims of sexual assault prior to an indictment of an alleged perpetrator.
6. Expanding definition of relationships in the domestic violence statute to include dating.
7. Clarifying the *Code of Iowa* so that sexual assault with an object is considered a sexual assault.
8. Clarifying the definition of intent in *Code of Iowa* Chapter 709.1, Section 1, so that sexual gratification need not be proven as an intent of the sexual assault offender.
9. Redefining *Code of Iowa* Section 229A.2, Subsection 3, to specify that any sexually violent behavior would meet the definition of "mental abnormality."
10. Striking *Code of Iowa* Section 229A.2 Subsection 4--criterion for definition of predatory that the predator has established a relationship with the victim for the purpose of victimization.
11. Amendments to the *Code of Iowa* to clarify the interplay between mandatory child abuse reporting and victim counselor/client privilege.
12. Amending *Code of Iowa* Chapter 236 to waive all fees to file for a civil protection order.
13. Amending *Code of Iowa* Chapter 709.17 to prohibit requests for polygraph testing of rape victims.
14. Maintaining and preserving rebuttable presumption against joint custody in cases where the court finds domestic abuse.
15. Opposing the requirement of joint physical care legislative language.
16. Provision of transitional housing for families leaving abusive situations.
17. Provision of funding to domestic violence/sexual assault projects to meet the needs of non-English speaking persons.
18. Funding to agencies for collaborative pilot projects to cross-train child protective service workers and domestic violence advocates and for collocation or collaborative projects between Child Protective Investigator workers and advocates.
19. Amending *Code of Iowa* Chapter 236 to change the standard to receive a civil protection order from that of immediate physical contact to that of imminent physical contact.
20. Modifying full faith credit legislation to enable easy enforcement and registration of any valid order from another state, territory or tribal government.



---

## Section 2

---

21. Enactment of an address confidentiality program for battered women who have permanently left and whose new location is unknown to the batterer.

22. Legislation to allow domestic violence victims to collect unemployment compensation if they are afraid to go to work after a documented domestic violence incident.

### **Welfare Reform**

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

1. Full funding for child care, education, and training for Family Investment Program (FIP) participants.

2. Continued state funding for the mentoring component for FIP participants administered by the Department of Human Services through contract with Iowa Workforce Development.

3. Continued implementation of safeguards that FIP recipients will not be forced into the job market prior to completing education or training for higher-paying jobs.

4. Increased funding for the Homeless Shelters Operations Grant (HSOG) through the Department of Economic Development.

5. Maintained state funding through the Department of Human Services for the Emergency Assistance Program preventing homelessness through emergency payments of utilities and rent.

6. Dedication of revenue from real estate transfer tax to fund homeless shelters, low income housing, and rehabilitation.

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. Modifying the Family Investment Program to allow continued financial assistance until the recipient earns at least \$7.50 per hour plus medical care.

9. Continued funding for the Family Development and Self-Sufficiency (FaDSS) program.

10. Opposition to any legislation that would exempt Iowa from minimum-wage laws regarding public assistance recipients.

11. Increased grant level for the Family Investment Program.

---

## SECTION 3: 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. It collects employment related information, including job listings, and works toward pay equity; strives to equalize women's participation in policy-making positions in the government and private sectors; 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; and addresses issues relating to female adolescents.*

### **EMPLOYMENT PROJECT**

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

#### **Employment Opportunities**

**Jobs Clearinghouse Project:** The Clearinghouse Project began operations at the ICSW office on January 2, 1990, as an identification and listings resource for employment opportunities for women. It also acts as a recruitment resource for private sector businesses and public agencies.

**Workforce Investment Act:** The ICSW sent memoranda to consultants and chairpersons for Regional Workforce Investment Boards regarding education, training, and placement of women in higher-paying, nontraditional jobs through the Workforce Investment Act.

#### **Publications**

***How to Get Your Bearings - How to Get a Job:*** With funding from Iowa Workforce Development and the Carl D. Perkins Applied Technology and Vocational Education Act, the ICSW printed 8,000 copies in February with a second printing of 4,000 in September. The

guide, for Iowa women who are looking for a job or who are seeking a better job, included 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, was distributed primarily through the displaced homemaker programs across the state and FaDSS.

#### **Wage/Benefits Studies**

***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 of 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

---

## Section 3

---

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.

**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. A recent national study shows that U.S. women's wages relative to men are on the rise. That, coupled with low unemployment in Iowa, propelled the ICSW to ask Iowa Workforce Development to repeat the study, which they are currently conducting.

### **Family-Friendly Initiatives**

**Equal Pay Day:** Collaborating with the National Committee on Pay Equity, the ICSW commemorated Equal Pay Day on April 8, 1999, marking the date that women, on average, have finally made the same amount as men, on average, in 1998. In addition to writing an opinion/editorial piece for leading newspapers around the state, a press release regarding Equal Pay Day was sent to all Iowa newspapers and electronic media. A press release and pay equity advertisement were also sent to select women and other organizations state wide that have an interest in pay equity. On April 8, the ICSW held a New Year's party in the Department of Human Rights.

### **Business-to-Business Mentoring Project:**

The ICSW endorsed the Women's Bureau, United States Department of Labor initiative to support child care and other family friendly efforts. Staff met with Lt. Governor Pederson, Rose Kemp of the Women's Bureau and other agencies to develop strategies. The Iowa Child Care and Early Education Network will be taking the lead in this project. Both the Governor and Lt. Governor have indicated an interest in the initiative.

## **CHALLENGE GRANT**

*The ICSW's initiative specifically aimed toward Iowa's girls is the Challenge Grant Project, which addresses the needs of adolescent females involved with or at risk for involvement in the juvenile justice system.*

### **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 a U.S. Department of Justice Challenge Grant. A program planner for the Commission fulfills the contract terms, including convening the monthly Task Force meetings and supporting other Task Force activities. The Iowa Juvenile Justice Advisory Council developed the Task Force to oversee 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 system change that reflects gender equity for girls and young women. The ICSW made periodical presentations to the Iowa Juvenile Justice Advisory Council on the progress of the Challenge Grant Project.

### **Eldora/Toledo Advisory Committee**

The ICSW provided support and advocacy regarding the possible move of delinquent girls from the Iowa Juvenile Home in Toledo to the Boys' State Training School in Eldora. The ICSW served on and presented the gender-specific services philosophy to the Eldora/Toledo Advisory Committee, a committee formed at the request of the Iowa Speaker of the House. The ICSW strongly discouraged the move of delinquent girls to the Eldora campus, with emphasis placed on developmental research that

recommends girls have space that is physically and psychologically safe for them. Subsequently, the Committee did not recommend the move. As a result of the Committee's further recommendations, it was strongly advised by the 1999 Iowa Legislature that the Iowa Juvenile Home serve exclusively females by mid-year 2000. Further, \$4.5 million was allocated to day treatment and aftercare services for girls and young women and the gender-specific services approach mandated to be utilized whenever possible.

### **"Whispers and Screams" Conference**

Directed by the Task Force, the ICSW coordinated the March 1999 conference, *Whispers & Screams are hard to hear: Creating an audience for girls' voices, Chapter 3: Exchange*, which was held in Des Moines. The conference offered a track of workshops for those professionals who serve girls involved with or at risk for involvement with the juvenile justice system and a girls' track of workshops targeted to adolescent girls. Keynote speakers were author and activist Rebecca Walker and artist C. Kelly Lohr. An evening film festival featured three documentary films related to adolescent female development. Three hundred people attended the conference, including over 100 adolescent girls. The ICSW also began coordination for the fourth annual conference to be held in April 2000, *Whispers & Screams are hard to hear: Creating an audience for girls' voices, Chapter 4: Challenge*.

### **"Creating a New Context for Girls' Anger" Intensive Retreat**

The ICSW coordinated and co-facilitated an intensive retreat for members of the Iowa Gender-Specific Services Task Force and other invited professionals. Co-facilitation was shared with an educator from the Education & Resource Center of Planned Parenthood of Greater Iowa. The retreat combined experiential learning and research-based presentations to support partici-

pants in exploring programmatic approaches to girls' anger. Participants were encouraged to reassess attitudes and practices that reinforce girls' anger as a tool of destruction and to consider that girls' anger can be a tool of empowerment for girls and the greater community. Participants explored differences in girls' expressions of anger based on socioeconomic and cultural backgrounds; discussed the need for opportunities for girls to safely express anger without censure; and, planned ways to address girls' anger in affirming, empowering ways within program settings. Materials were developed from the retreat and shared with all retreat participants.

### **Presentations on the Gender-Specific Services Philosophy and its Implementation**

As part of the Challenge Grant efforts, two conference workshops and one staff in-service were presented on the relationship between adolescent female development and the gender-specific services philosophy. The presentations focused on strategies that girl-serving programs in the juvenile justice system can utilize to serve girls in more equitable ways. The presentations complement and utilize the information provided in the desk protocol, *Providing Gender-Specific Services for Adolescent Female Offenders: Guidelines & Resources*. Presentations were given at "Childhood Experiences, Adult Realities," a Reasonable Efforts conference by Department of Human Services and to Iowa State University's Rehabilitative Treatment Services' Certification staff. A pre-conference workshop at the "Teacher Educators of Children with Behavioral Disorders" annual conference focused on creating a new context for girls' anger, grounded in the gender-specific services approach.

**Other:**

The ICSW coordinated a local satellite site of a live national satellite broadcast of "What About Girls? Females and the Juvenile Justice System," presented by the Office of Juvenile Justice and Delinquency Prevention, U.S. Department of Justice; reviewed Polk County DECAT grant proposals; reviewed formula grant proposals for Criminal and Juvenile Justice Planning; attended the Youth Justice Conference on family group conferencing; attended the Restorative Justice Symposium; toured the Iowa Juvenile Home; attended the Minnesota Conference on Adolescent Females; wrote two editions of *The Girl Connection* for publication in the Friends of ICSW newsletter, *IoWoman*; and, distributed 495 copies of the desk protocol *Providing Gender-Specific Services for Adolescent Female Offenders: Guidelines & Resources* to "Whispers & Screams" conference participants, juvenile justice professionals, and others.

**RECOGNIZING IOWA LEADERS**

*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 Charles H. Bruner, Naomi Christensen, Minnette Doderer, Sue Follon, Patricia Geadelmann, Edna M. Griffin, Louise Rosenfield Noun, Governor Robert Ray, Mary Louise Smith, Lonabelle Kaplan "Kappie" Spencer, Betty Talkington, Maude Esther White, and Mary Molen Wiberg.

**Governor Terry E. Branstad** received the medal at the 1999 Iowa Women's Hall of Fame Ceremony, Des Moines. Governor Branstad has long been an advocate for civil rights in Iowa. Under his leadership, hate crime legislation was passed; minority representation on state boards and commissions was dramatically increased; the percentage of minorities working for the state doubled; the Iowa Civil Rights Commission backlog was eliminated, and a record was set for civil rights victories; and Iowa ranked high in the nation and region in the percentage of women department heads, including key positions. As part of state government reorganization in 1986, he created the Department of Human Rights, and later supported legislative removal of the sunset provision on that department. Governor Branstad was an ardent supporter of state affirmative action goals, signed comparable worth legislation, and was instrumental in Iowa becoming the first state in the nation to complete the 50-States Project, identifying for elimination gender-bias in the *Code of Iowa*.

**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 21, 1999. Held at Younkers Tea Room in Des Moines, Ann Rhodes, Vice President of the University of Iowa, was the featured speaker at the event. State officials, Hall of Fame members, and Commissioners were specially recognized at the event, and the Friends of ICSW endowment fund winners were announced.

## Section 3

### Iowa Women's Hall of Fame Members

Mary Newbury Adams	Jacqueline Day	Anna B. Lawther	Georgia Rogers Sievers
Bess Streeter Aldrich	Gertrude Dieken	Meridel Le Sueur	Ida B. Wise Smith
Julia Faltinson Anderson	Minnette Doderer	Mabel Lee	Jeanne Montgomery Smith
Peg Stair Anderson	A. Lillian Edmunds	Twila Parker Lummer	Mary Louise Smith
Ruth Bluford Anderson	Lois Harper Eichacker	Arabella Mansfield	Marilyn E. Staples
Virginia Bedell	Mamie Doud Eisenhower	Ola Babcock Miller	Helen Navran Stein
Mildred Wirt Benson	Beverly Everett	Margaret "Peg" Mullen	Rowena Edson Stevens
Janice Ann Beran	Rosa Maria Escudé	Marilyn O. Murphy	Ruth Suckow
Professor Mary Jaylene Berg	de Findlay	Alice Van Wert Murray	Phebe W. Sudlow
Jessie Binford	Merle Wilna Fleming	Janette Stevenson Murray	Sister Patricia Clare
Gladys B. Black	Gwendolyn Fowler	Louise Rosenfield Noun	Sullivan
Amelia Jenks Bloomer	Mary Garst	Jessie M. Parker	Ruth Wildman Swenson
Joan Liffing-Zug Bourret	Betty Jean Furgerson	Carolyn Pendray	Elaine Eisfelder Szymoniak
Sue M. Wilson Brown	Willie Stevenson Glanton	Mary Louise Petersen	Lois Hattery Tiffany
Charlotte Hughes Bruner	Susan Glaspell	Mary Louisa Duncan Putnam	Evelyne Jobe Villines
Fannie R. Buchanan	Mary Grefe	Glenda Gates Riley	Nellie Verne Walker
Mary E. Domingues Campos	Edna M. Griffin	Louise Rosenfeld	Jean Adeline Morgan
Carrie Chapman Catt	Virginia Harper	Eve Rubenstein	Wanatee
Mary Frances Clarke, B.V.M.	Helen B. Henderson	Gertrude Durden Rush	Beulah E. Webb
Mary Jane Coggeshall	Dr. Nancy Hill	Edith Murphy Sackett	Mary Beaumont Welch
Roxanne Barton Conlin	Cora Bussy Hillis	Agnes Samuelson	Catherine Williams
Marguerite Esters Cothorn	Helen LeBaron Hilton	Annie Nowlin Savery	Cristine Swanson Wilson
Rosa Cunningham	Pearl Hogrefe	Ruth Sayre	Annie Wittenmyer
Lynn Germain Cutler	Lou Henry Hoover	Dorothy Schramm	Maude Esther White
Jolly Ann Horton Davidson	Dorothy Houghton	Jessie Field Shambaugh	Mary E. Wood
Evelyn Davis	Mabel Lossing Jones	Mary Jane Odell Siegler	

### 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 25th Annual Iowa Women's Hall of Fame Ceremony was held in Des Moines on Saturday, August 21, 1999 at the State Historical Building of Iowa, Des Moines. The punch and cookie reception held 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 Governor and Lt. Governor signed the Women's Equality Day Proclamation. Awards were presented to the recipients by Governor Thomas Vilsack, Lt. Governor Sally Pederson, Commission Chairperson Kathryn Burt, and Chairperson of the Hall of Fame

Nominating Committee, Lisa Green. The 1999 Hall of Fame Nominating Committee was composed of Judge Brown, commissioner; Shawn Mullen, commissioner; Kathryn Burt, commission chairperson; Tom Morain, division administrator for the State Historical Society of Iowa; and Suzanne O'Dea Schenken, Des Moines author. 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 1999 inductees.

### Section 3



#### **Professor Mary Jaylene Berg**

Professor Mary Jaylene Berg of Iowa City is a worldwide leader in fostering the role of women in pharmacy and in the improvement of women's health. In 1995, she became the first female promoted to professor in the College of Pharmacy at The University of Iowa since its founding in 1885. Berg has led international efforts to bring together women pharmacists in order to assure the inclusion of gender-related health issues in pharmacy curricula. Nationally, she has served as a charter member on the advisory committee that reviews the research strategy of the National Institutes of Health's Office of Research on Women's Health and presently serves on the board of directors of the Society for the Advancement of Women's Health Research. Berg's own research involves women with epilepsy who want to have a family. The multidisciplinary research team that she coordinates studies the potential for epileptic women to safely use folic acid-containing multivitamins to reduce the risk of adverse birth outcomes while they are taking anti-folate drugs to control seizures. Berg is the coeditor of four books, *International Leadership Symposium: The Role of Women in Pharmacy* (1990), *Women - A Force in Pharmacy* (1992), *Gender-Related Health Issues: An International Perspective* (1996), and *Global Visions of Women Pharmacists* (1998), and the author of 50 journal articles--almost all of which relate to women's health. In 1992, she served as a Delegate to the 45th World Health Assembly in Geneva, Switzerland. A graduate of North Dakota State University and the University of Kentucky and a post-doctoral fellow at the State University of New York at Buffalo, Berg has been included in *Who's Who in America*, *Who's Who of American Women*, *The World Who's Who of Women*, *Who's Who in the World*, *Who's Who in the Midwest*, and *Who's Who in Science and Engineering*. Berg was born in 1950 in Fargo, North Dakota.



#### **Rosa Maria Escudé de Findlay**

Rosa Maria Escudé de Findlay of Cedar Falls has been serving the Latino population of Iowa and working to advance the understanding of and appreciation for Latino/Hispanic culture throughout the state for 35 years. After moving to Iowa in 1964, de Findlay established networks, programs, and contacts to assist the Latino/Hispanic population in becoming U.S. citizens and in understanding U.S. culture, often times serving as a mentor to immigrants to the U.S. In 1997, de Findlay served as an observer for three days when 156 workers were detained by the Immigration and Naturalization Services (INS) in Newton. While recognizing the authority of the law, de Findlay never forgot the human emotions and struggles of those who were detained, and she performed the role of translator and ombudsperson for many Latino/Hispanic immigrants. She ensured that they understood their rights, their lawyers, and their judge and had adequate facilities. In addition to her efforts in easing the pain of deportation, de Findlay volunteers up to nine hours per time of service as an interpreter for Black Hawk County hospitals, police headquarters, and various agencies. She also gives educational presentations, workshops, and programs about the Latino/Hispanic culture and has served on the Lt. Governor's Diversity Committee. She serves on the Cedar Falls Human Rights Commission and is a member of the Dubuque Archdiocese Board of Education. De Findlay has served as a Spanish teacher, at all grade levels, for the University of Northern Iowa at Price Laboratory School for 35 years. Born in San Juan, Puerto Rico in 1936, de Findlay raised two children, who are following in her footsteps as community volunteers.



### **Helen Navran Stein**

Helen Navran Stein of Des Moines pioneered the *Know Your Neighbor Panel*, which is credited with breaking down racial, religious, and social prejudices at a critical time in American history. In 1960, when Iowa and the nation were experiencing tremendous turmoil in race relations, Stein organized a panel of six Des Moines women of varying races, cultures, and religious beliefs to travel statewide to open communication for better human relations. The panelists told their personal narratives as members of different racial and ethnic groups, promoting understanding through knowledge. The panel made appearances throughout the country, achieving both statewide and national prominence. From 1960 to 1972, the *Know Your Neighbor Panel* appeared before thousands, many of whose attitudes were touched and changed by the panel's message. In 1955, Stein originated a service for blind students in the state of Iowa, making it possible for those students to have their textbooks recorded. Stein's community service also includes serving as a crisis line counselor and as a certified Brailist. At the present time, she is a Court-Appointed Special Advocate for children who are victims of abuse and neglect. She is a graduate of the University of Wisconsin. Born in Kansas City, Missouri in 1923, Stein and her husband, Arthur, have two sons, Jay, Iowa City, and Art, Washington, D.C.



### **Elaine Eisfelder Szymoniak**

Elaine Eisfelder Szymoniak of Des Moines was born in Boscobel, Wisconsin in 1920. Her parents were deaf and an older brother had cerebral palsy. She graduated from the University of Wisconsin with a B.S. degree and a major in Education and Speech

Pathology. Before becoming an Iowa resident she worked in public schools in Wisconsin, New York, and Kansas and at Army Hospital Aural Rehabilitation Center in Oklahoma and the Wisconsin General Hospital and Medical School. In Iowa, she devoted almost 30 years to assisting persons with disabilities through the state Vocational Rehabilitation Agency. During this period, Szymoniak obtained an M.S. degree at Iowa State University. From 1978-89, she was a member of the Des Moines City Council and worked to meet the needs of her constituents with a special emphasis in economic development, equality and justice. From 1989 to the present she has served as an Iowa State Senator where she has been recognized as a leader in Health and Human Services. She has served in leadership positions on many legislative committees. She has also served on numerous committees of the National Conference of State Legislatures and made presentations to annual meetings on ethics, welfare reform, and child protection. Szymoniak has been an active participant in many professional and civil boards, commissions, and foundations. In 1943, she married Casimir Szymoniak; together they raised five children and have five grandchildren.

### ***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 open for the participation of students grades 6-9. Guidelines for the essay contest are mailed each November to every public and non-public middle school in the state, asking teachers to encourage their students to write an original essay about a woman who they believe should be written into history. The purpose of the contest is to celebrate Women's History Month--March--



## Section 3

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, posters, and other memorabilia. The first-place winners also receive cash prizes.

**Judges:** 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 1999 judges were Kim Cheeks, Iowa Commission of the Status of African Americans; Sheri Weathers, Iowa Department of Revenue and Finance; John Burnquist, Division on Community Action Agencies; Joan Moll, Iowa Department of Human Rights; Linda Wessel, State Historical Society of

Iowa; Lora Allison, State Historical Society of Iowa; Mattie Darling, United States Postal Service; Rosemary Roland, Deaf Services Commission; Mary Bingaman, Iowa Department of Education; Susan Andersen, Iowa Department of Education; Rhonda Chittenden, Iowa Commission on the Status of Women; Clarence Key, Jr., Criminal and Juvenile Justice Agency; Lori SchraderBachar, Iowa United Methodist Church Legislative Advocacy Program; Juli Probasco-Sowers, *The Des Moines Register*.

### 1999 Write Women Back Into History Statewide Essay Contest Winners

#### 6-7 Grades Category Contest Winners

**1st place:** Greg Blair

Urbandale Middle School

Sponsoring teacher: Kelly McNace

**2nd place:** Autumn Huinker

Parnell Elementary

Sponsoring teacher: Judy Lillis

**3rd Place:** Emili Vondrak

Kingsley-Pierson Middle School, Pierson

Sponsoring teacher: Valerie Sitzmann

#### 8-9 Grades Category Contest Winners

**1st place:** Meghan Minner

Roland-Story Middle School, Roland

Sponsoring teacher: Wade Nelson

**2nd place:** Portia Abernathy

Franklin Middle School, Cedar Rapids

Sponsoring teacher: Carol Shogren

**3rd Place:** Ingrid Larson

Hoover Middle School, Sioux City

Sponsoring teacher: Carole Johnston

#### Best Essays on Women in Science and Engineering

**6-7 Grades 1st place:** Malia Charleston  
Fairfield Middle School

Sponsoring teacher: Jo Ann Justmann

**2nd place:** Paul Kaldahl

Spencer Middle School

Sponsoring teacher: Mick Ketchum

**8-9 Grades 1st place:** Stacey Goodman  
Lewis Central Middle School, Council Bluffs

Sponsoring teacher: Colleen Wallenberg

**2nd place:** Andrea L. Austin

Tilford Middle School, Vinton

Sponsoring teacher: Jan Roth

**Edith Rose Murphy Sackett Award  
on the Best Essays on a Woman Volunteer**

**1st place:** Alex Munns

Central Academy, Des Moines

Sponsoring teacher: Jan Williams

**2nd place:** Meredith McKean

Armstrong-Ringsted Middle School, Ringsted

Sponsoring teacher: Lori Meyer

## **WOMEN IN POLICY-MAKING POSITIONS**

*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. It has projects aimed at accomplishing both.*

### **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 form are provided upon request; they include biographical information, educational background, work experience, organizations, and information on areas of interest. The Commission expanded the Roster by contacting organizations in specific geographic areas of the state where there were few Roster names. Each year it advertises the availability of appointment resumes in the *IoWoman*, the Friends of ICSW newsletter that is sent to 8,525 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.

## **Women and Minorities on Corporate Boards of Directors Project**

The idea for increasing the number of women and minorities who serve on corporate boards of directors evolved from a 1995 survey conducted by the ICSW and the Iowa Department of Economic Development. Results showed that less than 7 percent of board members in Iowa's 47 largest publicly-owned corporations were female; none were women of color. Similarly, only a handful of men of color were represented. As a result, the ICSW researched the possibility of establishing a database of women and minorities who want to serve on corporations. In 1999, Governor Vilsack endorsed the project.

**Task Force/Steering Committee:** The ICSW and representatives of Drake University's School of Business and Public Administration met several times to discuss the feasibility of such a database. A steering committee was organized to establish a database. The database would be designed in cooperation with Drake University to help break the "glass ceiling" by identifying Iowa women and minorities who wish to sit on corporate boards of directors and matching them with appropriate businesses, thereby increasing their representation on those boards.

## SECTION 4: Information/Participation

*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, nonsexist curriculum in education, and more.*

#### Advocacy Directory

Originally undertaken jointly by the American Association of University Women, Iowa Division, and the ICSW with updating funded by the Family Community Leadership, the statewide advocacy directory was designed to provide a computerized accessible guide to networks on women's issues in Iowa. In 1999, 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 mailed announcements about available internships in its office to all two- and four-year colleges and universities statewide. An intern was selected for the spring semester. Many schools placed the announcements in internship directories

#### Advocacy Directory Listing

Adoption	Housing Services/
Agriculture	Homelessness
Alcoholism	Immigrant/Refugee
Athletics	Services
Business Owners	Insurance
Child Abuse	International relations
Child Development/	Justice/Corrections
Child Care	Labor Force/Movement
Child Support	Law Enforcement/
Communications	Corrections
Career Planning	Leadership Skills /
Computer Science	Development
Comparable Worth/	Mental Health
Pay Equity	Minority Women/
Counseling	Women of Color
Disabilities	Military Services
Discrimination	Nutrition
Displaced Homemakers	Nontraditional Jobs
Environmental	Older Women
Education:	Performing Arts
Adult/Vocational	Pornography
Elementary/Secondary	Peace Issues
Higher Education	Politics/Political Office
Estate Planning/	Rehabilitation
Probate Reform	Reproductive Issues
Employment	Religion
Energy Conservation	Real Estate/Management
Economic Development	Rape Prevention
ERA	Rural Women
Foreign Language	Substance Abuse
Family Planning	Support Groups
Family Violence/	Sexuality
Domestic Violence	Sexual Orientation
Feminization of Poverty	Social Services
Health Care	Sexual Abuse
Homemakers	Teenage Women
Historical Preservation	Voluntarism
History	Work and Family

## Section 4

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. 1999, media contacts and topics discussed included: KJJY, gender-specific services for female adolescents in juvenile justice system; KJAN, women's health; *Mason City Globe Gazette*, ICSW; *The Des Moines Register*, discrimination against women in wills and trusts, Whispers & Screams conference, Equal Pay Day, Iowa Women's Hall of Fame, *Financial Safety Planning for Older Women*, and *Status of Women* featured in Rehka Basu's column; *CityView*, women and politics; Radio station in Waterloo, workplace issues; Radio Iowa, women in politics; and Fort Dodge *Messenger*, Equal Pay Day.

### Publications

**Cristine Wilson Award Recipients:** The ICSW developed a small publication featuring the Cristine Wilson Medal recipients. The piece was printed in August 1999 for the Iowa Women's Hall of Fame Ceremony--when the award is presented.

***Financial Safety Planning for Older Women:*** The ICSW teamed with the Department of Elder Affairs and the Iowa Coalition Against Domestic Violence to write and print this safety and finance publication for older women who are in domestic violence situations. It was written and printed in 1999.

***How to Get Your Bearings - How to Get a Job:*** With funding from Iowa Workforce Development and the Carl D. Perkins Applied Technology and Vocational Education Act, the

Publications Available/Distributed Upon Request in 1999	#
1999 Proposals to the Governor and General Assembly	271
Advocacy Directories on Specific Subject/Category of Interest	28
Credit Rights Card	196
<i>Cristine Wilson Medal for Equality and Justice</i>	53
<i>Divorce: Things to Consider</i>	387
<i>Female Juvenile Justice</i>	75
<i>Financial Safety Planning for Older Women</i>	1033
<i>Iowa Commission on the Status of Women 1998 Annual Report</i>	99
<i>Iowa Commission on the Status of Women Brochure</i>	1063
<i>Iowa Women and the Law (English)</i>	823
<i>Iowa Women and the Law (Spanish)</i>	332
<i>Iowa Women's Hall of Fame Biography Book</i>	101
<i>How to Get Your Bearings. How to Get a Job</i>	8109
<i>Providing Gender-Specific Services for Adolescent Female Offenders</i>	495
<i>Referral Information on Programs to Assist Women/Minorities in Establishing and Expanding Small Businesses</i>	953
<i>Sexism in Education</i>	241
<i>Sexual Harassment: It's Against the Law</i>	345
<i>Status of Iowa Women Report</i>	518
<i>Why Not Women?</i> brochure on nontraditional jobs	275

## Section 4

### Current Video/Audio Tapes

- A Fine and Long Tradition* (1/2" VHS) 1996  
*A Vision of Hope* (1/2" VHS) 1996  
*Breast Health Care Information* (1/2" VHS) 1996  
*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  
*Fairness Pays Off: Gender Equity in Vocational Education* (1/2" VHS) 1995  
*One Fine Day -- A Celebration of American Women from the 18th Century to the Present* (1/2" VHS) 1987  
*School House Rock: History Rock* (1/2" VHS) 1987  
*Stop It: Students Speak Out About Sexual Harassment* (1/2" VHS) 1994  
*Partners in Change -- Tape on Displaced Homemakers* (1/2" VHS) 1992  
*Making Points*—Examines sexual stereotyping for adolescents (1/2" VHS) 1987  
*The Feminization of Poverty...Is This Happening in Iowa?* (1/2" VHS and 3/4" videotape) 1983  
*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 and the Constitution*—Tapes of conference workshops, keynote, and plenary sessions (1/2" VHS) 1987  
*Women on Stamps* (1/2" VHS) 1995  
*Working Women's Summit* (1/2" VHS) 1996

ICSW revised and printed 12,000 copies of this 62-page guide for women who are looking for a job or who are seeking a better job. (See page 14 for more details.)

***Providing Gender-Specific Services for Adolescent Female Offenders: Guidelines & Resources:*** The ICSW, as part of the Challenge Grant, wrote and distributed this desk protocol for professionals serving girls in the juvenile justice system. (See page 15 for more details.)

***IoWoman:*** The ICSW edited this Friends of the Iowa Commission on the Status of Women bimonthly newsletter the scheduled six times in 1999. The publication serves to inform Iowans of state and federal legislation and state and national issues, programs, and services of particular concern to women. The mailing list for the *IoWoman* in 1999 has grown to approximately 8,525. Part of the printing and postage were paid for by the Friends.

***1999 Status of Iowa Women Report:*** Revised, printed, and distributed the report. The 1999, 4th Edition report comprises 65 pages of information

on population, education, health, economics, justice, and politics.

***27th Annual Report:*** The ICSW wrote, printed, and distributed its *1998 Annual Report*. Copies of the report were sent to the Governor, key legislators, and other interested parties.

***Women and Finance:*** Research for a publication on women and finance has been reviewed by staff and will be printed in 2000.

***Other:*** In addition to the previously listed publications, the ICSW reprinted its publications on divorce, women and minorities in small business, sexism in education, sexual harassment and advocacy directory. Video and audio tapes on various topics are also available for public access.

### Technology/Web Site

With the help of Iowa ACCESS, the ICSW developed a website. Contained in the site are such items as ICSW publications, including *IoWoman* newsletters; information on projects

such as Women's History Month, Iowa Women's Hall of Fame and Gender-Specific Task Force; calendar of events; and legislation. Staff was trained to maintain the website.

### **Information/Referral**

Responded to calls year-round from individuals who sought help and/or information on issues related to women's rights. Contacts for the year totaled 3283 of which 124 were unequal status discrimination calls and 116 that were from persons at-risk.

## **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 1999:*

### **Grant Reviews**

The ICSW reviewed grant proposals for domestic violence and sexual assault projects for Violence Against Women Act, Governor's Alliance on Substance Abuse; Adolescent Pregnancy Prevention Program; Iowa Coalition Against Sexual Assault; and Crime Victim Assistance Division of the Office of the Attorney General. (See Challenge Grant on page 15 for additional grant review.)

### **Exhibits**

In order to disseminate important information about women, the ICSW often exhibits at conferences and fairs. In 1999, the Commission exhibited at the Des Moines Branch of American Association of University Women meeting, Des Moines; Whispers & Screams, Des Moines; Collaboration for Self-Sufficiency Resource Fair, Des Moines; Women's Health Conference, Atlantic; Diversity Conference, Des Moines; Minority, Women's and Small Business Owners,

Des Moines; and Governor's Conference on Women's Health, Des Moines

### **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 1999, ICSW spoke to a Simpson College class (topic: the ICSW); Adel City Library (topic: Women's History Month); Metro Women's Network, Des Moines (topic: equity issues); Celebrating Women, Celebrating Life Conference, Des Moines; East High, Des Moines (topic: the ICSW); Commission of Community Action Agencies, Des Moines (topic: legislative advocacy information); Women's Fair, Waterloo (topic: the ICSW); University of Iowa Social Work class, Des Moines (topic: women and oppression); Delta Kappa Gamma (topic: unlocking doors for girls); and Construction Products Manufacturers's Council (topic: equity issues). (See Challenge Grant on page 15 for additional presentations.)

### **Sponsorships**

The ICSW cosponsored the Governor's Conference on Women's Health-- *Health, Policy & the Maturing Women: Prepared, Proactive & Productive.*

### **Other**

**Healthy Iowans 2010:** Year-round, the ICSW participated in the development of *Healthy Iowans 2010*, for the purpose of assuring attention to women's health issues in every chapter.

### **Iowa Council for International**

**Understanding:** Throughout 1999, the ICSW met with many worldwide women leaders through the Council. At the meetings, exchanges were made on programs and initiatives designed to elevate the status of women. Representatives

## Section 4

with whom the ICSW met were from Spain, Italy, Kazakhstan, Russia, and Moldova.

**Iowa New Choices:** The Commission participated in monthly telenet meetings with this group, composed of state coordinators of displaced homemaker/single parent programs.

**Mothers in Prison, Children in Crisis rally:** The ICSW assisted in organizing a rally at Capitol Square in Des Moines to coincide with Mother's Day. The rally was intended to call attention to the number of mothers in prison who are convicted of nonviolent crimes and would be better served in community treatment programs.

**National Association of Commissions for Women (NACW):** Executive Director of ICSW served as a board member until July, attending the 1999 NACW Convention with Commissioner Matt Wissing and the NACW Board meetings in February and July. As a Board member, Charlotte Nelson administered the 1999 Outstanding Achievement Award for the association and chaired its Nominating Committee.

**White House Project:** The White House Project is a nonpartisan, nonprofit effort to create a climate conducive to electing women to the U.S. presidency as well as to other elected positions. In 1998, the ICSW helped with the Project's Ballot Box Initiative -- listing 20 women the Project believes are qualified to fill the presidency, from which each person could vote for five. Results from the initiative were announced in early 1999. The Commission attended a White House Project reception in Des Moines to celebrate the completion of the first initiative.

### Additional Participation

American Society for Public Administration  
Beacon of Life Board of Directors  
Children's Policy Coalition  
Chrysalis Foundation and Women's Alliance  
Reception for Women Legislators and Elected Officials  
Coalition of Prison Reform  
Council on Chemically Exposed Infants and Children  
Crime Victim Assistance Division 10th Anniversary and Open House  
Department of Human Rights Administrative Coordinating Council  
Diversity Conference  
Equal Pay for Working Families Press Conference  
Fort Des Moines Residential Correctional Facility Open House  
Friends of Civil Rights Dinner  
Friends of Iowa Civil Rights Board of Directors  
Friends of ICSW  
Friends of Iowa Women Prisoners  
Governor's 21st Century Workforce Council Luncheon/Reception  
Governor's Bill Signing, HF661 on sexual abuse  
Governor's Conference on Aging Steering Committee and Marketing Committee  
Governor's Conference on Health Issues and the Maturing Woman planning group  
Greater Des Moines Chamber of Commerce Diversity Committee  
HAWK-I Briefing over ICN  
Healthy Iowans 2010 Review Team  
Heartland Conference on Workforce Investment Act  
Informal Network on Aging Iowans  
IowAccess Reception  
Iowa Affirmative Action Task Force meeting and Awards Ceremony  
Iowa Caregivers Association Meeting and Press Conference  
Iowa Caregivers Month Proclamation Signing  
Iowa Child Care Coalition

---

## Section 4

---

Iowa Coalition Against Sexual Assault meeting  
Iowa Coalition on Housing and the Homeless  
Conference  
Iowa Department of Education Consultation  
Team and Special Populations Work Group  
on Carl D. Perkins Vocational and Technical  
Education Act Amendments of 1998  
Iowa Department of Elder Affairs Forum on  
Nursing Home Staff Recruitment and  
Retention  
Iowa Educational Equity Council  
Iowa Excellence Forum  
Iowa Gender-Specific Services Task Force  
Iowa Human Needs Advocates  
Iowa Juvenile Home Foundation Board of  
Directors  
Iowa New Choices Telenet  
Iowa Welfare Reform Coalition  
Iowa Women's Foundation Grant Awards  
Luncheon  
It's a Deaf, Deaf World  
Martin Luther King, Jr. State of Iowa Planning  
Committee and Ceremony  
Knights Hospitality House Open House  
Lt. Governor's Proclamation Signing for  
Domestic Violence Awareness Month  
Minority, Women's and Small Business Owners  
Breakfast  
NACW Board of Directors Meeting; Legislative  
Luncheon at Senate; White House Briefing  
Opening New Doors to Equity Conference  
PACE Girls' Day Treatment Advisory  
Committee  
Public Information Officers and Legislative  
Liaisons  
Quality Jobs in Quality Communities  
Starr Symposium, Beijing +5 follow-up on 4th  
World Conference on Women  
State Leadership Team on Nontraditional  
Occupations and Equity  
State Public Policy Group  
STOP Violence Against Women Coordinating  
Council  
Strategic Planning for Aging Iowans

Strong-Minded Women Awards, Carrie  
Chapman Catt Center  
Untapped Resources Work Group  
Vision 2020 (Iowa Futures Project) Committee  
Voices of Justice Symposium  
Welfare Reform Advisory Group  
Welfare Reform Forum  
Women from the Ukraine on human rights  
Women's Bureau, US. DOL Region VII  
Workforce Development Board  
YWCA Women of Achievement Luncheon



## SECTION 5: 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 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 1999, the ICSW administered \$125,775 in state fund appropriations as grants to 10 public and private nonprofit programs providing services to displaced homemakers. 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 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 1999 show a total of 2514 were served with counseling, support groups, skills evaluation, English as a Second

Language, and pre-employment assistance.

**Fiscal Year 2000 Grants:** The ICSW administered \$200,000 in grants for fiscal year 2000. The program was modified to fund programs for displaced homemakers and female offenders and renamed Iowans in Transition. ICSW processed Administrative Rules amendments. Applicants for the grants were accepted from freestanding entities and subgroups or special programs sponsored by a larger organization. Twenty-six applications were received from the programs located statewide. In June, the six-member Displaced Homemaker Advisory Committee met and made grant recommendations. The committee included Mary Wiberg, chair; Lisa L. Green; Jule Reynolds; Carolyn Waddell; and Jo Lerberg; with Charlotte Nelson, *ex officio*. Fifteen grant proposal applications were denied due to insufficient funding.

#### Fiscal Year 1999 Displaced Homemakers Grant Recipients

Community Programs		Community College Continued...	
Oakridge Neighborhood, Des Moines	\$12,000	Kirkwood Community College,	
OSACS Women's Center, Des Moines	\$10,000	Cedar Rapids	\$ 3,000
Women Aware, Inc., Sioux City	\$30,000	Eastern Iowa Community College District,	
		Davenport	\$10,000
<b>Community Colleges (Iowa New Choices Programs)</b>		Iowa Lakes Community College, Estherville	\$16,000
Des Moines Area Community College,		Indian Hills Community College,	
Boone/Carroll	\$17,775	Ottumwa/Centerville	\$ 9,000
Northeast Iowa Community College,		Hawkeye Community College, Waterloo	\$ 8,000
Calmar/Dubuque	\$10,000		

## Section 5

Fiscal Year 2000 Iowans In Transition Grant Recipients			
<b>Community Programs</b>		<b>Community College (Continued)</b>	
House of Mercy, Des Moines	\$10,000	Eastern Iowa Community College District, Davenport	\$15,000
Move the Mountain Leadership Center, Ames	\$ 6,000	Hawkeye Community College, Waterloo	\$12,000
Women Aware, Inc., Sioux City	\$32,000	Iowa Lakes Community College, Estherville	\$25,000
<b>Community Colleges (Iowa New Choices Programs)</b>		Northeast Iowa Community College, Calmar/Dubuque	\$20,000
Des Moines Area Community College, Boone/Carroll	\$30,000	Southeastern Community College, West Burlington	\$15,000
Des Moines Area Community College, Des Moines	\$20,000	Southwestern Community College, Creston	\$15,000

### 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 1999 and 2000:** The ICSW administered state fund appropriations of \$9,500 to ICADV to provide training to community professionals and the general public, \$6,250 to provide training to service providers and \$5,250 to provide training to criminal justice system personnel on issues of domestic violence. IowaCASA was funded through state appropriations of \$9,665 to provide training to service providers, \$5,667 for training of community professionals, and \$5,668 to provide general public education on issues of sexual assault. In fiscal year 1999, ICSW contracted with ICADV for \$570 to print *Financial Safety Planning for Older Women*.

## SECTION 6: Code of Iowa

### CHAPTER 216A

#### DEPARTMENT OF HUMAN RIGHTS

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

##### SUBCHAPTER 1

##### ADMINISTRATION

- 216A.1 Department of human rights.
- 216A.2 Appointment of department director and administrators.
- 216A.3 Human rights administrative-coordinating council.
- 216A.13 Organization.
- 216A.14 Commission employees.
- 216A.15 Duties.
- 216A.16 Powers.
- 216A.17 Report.
- 216A.18 through 216A.30 Reserved.

##### SUBCHAPTER 2

##### DIVISION OF LATINO AFFAIRS

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

##### SUBCHAPTER 3

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

##### SUBCHAPTER 4

##### DIVISION ON THE STATUS OF WOMEN

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

##### SUBCHAPTER 5

##### DIVISION OF PERSONS WITH DISABILITIES

- 216A.71 Definitions.
- 216A.72 Commission established.
- 216A.73 Ex officio members.
- 216A.74 Membership.
- 216A.75 Term.
- 216A.76 Officers.

- 216A.77 Duties.
- 216A.78 Administrator.
- 216A.79 Gifts, grants, or donations.
- 216A.80 through 216A.90 Reserved.

##### SUBCHAPTER 6

##### DIVISION OF COMMUNITY ACTION AGENCIES

- 216A.91 Definitions.
- 216A.92 Administrator's duties.
- 216A.92A Commission established.
- 216A.92B Duties of the commission.
- 216A.93 Establishment of community action agencies.
- 216A.94 Community action agency board.
- 216A.95 Duties of board.
- 216A.96 Duties of community action agency.
- 216A.97 Administration.
- 216A.98 Audit.
- 216A.99 Allocation of financial assistance.
- 216A.100 Reserved.
- 216A.101 Emergency weatherization fund.
- 216A.102 Energy crisis fund.
- 216A.103 Iowa affordable heating program established.
- 216A.104 through 216A.110 Reserved.

##### SUBCHAPTER 7

##### DIVISION OF DEAF SERVICES

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

##### SUBCHAPTER 8

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

##### SUBCHAPTER 9

##### DIVISION OF CRIMINAL AND JUVENILE JUSTICE PLANNING

- 216A.131 Definitions.
- 216A.132 Council established-terms-compensation.
- 216A.133 Duties.
- 216A.134 Administrator.
- 216A.135 Plan and report.
- 216A.136 Statistical analysis center-access to records.
- 216A.137 Correctional policy project.
- 216A.138 Multiagency data base concerning juveniles.
- 216A.139 and 216A.140 Reserved.

## Section 6

### 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, recordkeeping, and administrative support functions.

b. Develop cooperative arrangements and shared services among the divisions to achieve greater efficiencies, and may establish contracts and agreements between or among the divisions to provide for shared services.

c. Transfer funds within the divisions agreeing to shared services for the implementation of the contracts or agreements between divisions.

d. Make recommendations to the governor and general assembly regarding additional consolidation and coordination that would require legislative action.

e. Advise the department director regarding actions by and for the department.

---

## Section 6

---

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.

---

## 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 by the president of the senate, after consultation with the majority leader of the senate, from the membership

## Section 6

of the senate, and one to be appointed by the minority leader of the senate, after consultation with the president of the senate, from the membership of the senate.

2. Nine members to be appointed by the governor representing a cross section of the citizens of the state, subject to confirmation by the senate.

No more than a simple majority of the commission shall be of the same political party. The members of the commission shall elect one of its members to serve as chairperson of the commission.

86 Acts, ch 1245, § 1222

C87, § 601K.52

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

C93, § 216A.52

### **216A.53 Term of office.**

Four of the members appointed to the initial commission shall be designated by the governor to serve two-year terms, and five shall be designated by the governor to serve four-year terms. The legislative members of the commission shall be appointed to four-year terms of office, two of which shall expire every two years unless sooner terminated by a commission member ceasing to be a member of the general assembly. Succeeding appointments shall be for a term of four years. Vacancies in the membership shall be filled for the unexpired term in the same manner as the original appointment.

86 Acts, ch 1245, § 1223

C87, § 601K.53

88 Acts, ch 1150, § 3

C93, § 216A.53

### **216A.54 Meetings of the commission.**

The commission shall meet at least six times each year, and shall hold special meetings on the call of the chairperson. The commission shall adopt rules pursuant to chapter 17A as it deems necessary for the commission and division. The members of the commission shall receive a per diem as specified in section 7E.6 and be reimbursed for actual expenses while engaged in their official duties. Legislative members of the commission shall receive payment pursuant to sections 2.10 and 2.12.

86 Acts, ch 1245, § 1224

C87, § 601K.54

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

C93, § 216A.54

### **216A.55 Objectives of commission.**

The commission shall study the changing needs and problems of the women of this state, and develop and recommend new programs and constructive action to the governor and the general assembly, including but not limited to, the following areas:

1. Public and private employment policies and practices.
  2. Iowa labor laws.
  3. Legal treatment relating to political and civil rights.
  4. The family and the employed woman.
  5. Expanded programs to help women as wives, mothers, and workers.
  6. Women as citizen volunteers.
  7. Education.
- 86 Acts, ch 1245, § 1225  
C87, § 601K.55  
C93, § 216A.55

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

The commission shall employ other necessary employees. Pursuant to section 216A.2, the commission shall have responsibility for budgetary and personnel decisions for the commission and division. The administrator shall carry out programs and policies as determined by the commission.

86 Acts, ch 1245, § 1226

C87, § 601K.56

C93, § 216A.56

### **216A.57 Duties.**

The commission shall:

1. Serve as a clearinghouse on programs and agencies operating to assist women.
2. Conduct conferences.
3. Cooperate with governmental agencies to assist them in equalizing opportunities between men and women in employment and in expanding women's rights and opportunities.
4. Serve as the central permanent agency for the development of services for women.
5. Cooperate with public and private agencies in joint efforts to study and resolve problems relating to the status of women.
6. Publish and disseminate information relating to women and develop other educational programs.
7. Provide assistance to organized efforts by communities, organizations, associations, and other groups working toward the improvement of women's status.

86 Acts, ch 1245, § 1227

C87, § 601K.57

C93, § 216A.57

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

The commission may:

1. Do all things necessary, proper, and expedient in accomplishing the duties listed in section 216A.57 and this section.
2. Hold hearings.
3. Enter into contracts, within the limit of funds made available, with individuals, organizations, and institu-

---

## Section 6

---

tions 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 7: Iowa Administrative Code

Analysis, p.1

Status of Women[435]

IAC 5/19/99

### 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

- 1.1(216A) Composition
- 1.2(216A) Meetings
- 1.3(216A) Purpose

#### CHAPTER 2 DUTIES

- 2.1(216A) Information
- 2.2(216A) Authority

#### CHAPTER 3 IOWA WOMEN'S HALL OF FAME

- 3.1(216A) Purpose
- 3.2(216A) Committee
- 3.3(216A) Selections procedure
- 3.4(216A) Cristine Wilson Medal for Equality and Justice

- #### CHAPTER 4 PUBLIC RECORDS AND FAIR INFORMATION PRACTICES
- 4.1(22) Adoption by reference
  - 4.2(22) Custodian of records

#### CHAPTER 5 IOWANS IN TRANSITION

- 5.1(216A) Definitions
- 5.2(216A) Program eligibility
- 5.3(216A) Proposals
- 5.4(216A) Selection of proposals
- 5.5(216A) Appeal procedure
- 5.6(216A) Program reports

#### CHAPTER 6 Reserved

- #### CHAPTER 7 DECLARATORY ORDERS
- 7.1(17A) Adoption by reference

- #### CHAPTER 8 PETITIONS FOR RULE MAKING
- 8.1(17A) Adoption by reference

- #### CHAPTER 9 AGENCY PROCEDURE FOR RULE MAKING
- 9.1(17A) Adoption by reference

#### 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.

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]



---

## Section 7

---

Ch 2, p.1

Status of Women[435]

IAC 7/15/87, 4/21/99

### 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, enters into contracts, accepts grants, and seeks ad-vice and counsel outside its membership in the performance of its duties which are to:

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

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

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

Ch 3, p.1

Status of Women[435]

IAC 7/15/87, 4/21/99

### 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.

**435—3.2(216A) Committee.** The Hall of Fame committee shall consist of the chairperson, two other commission members and two public members.

**435—3.3(216A) Selections procedure.** The committee shall solicit nominations for the Hall of Fame. The committee shall recommend to the commission for its approval those individuals to be inducted into the Hall of Fame. The committee shall plan the ceremony and reception each year for the Hall of Fame.

**435—3.4(216A) Cristine Wilson Medal for Equality and Justice.** The Cristine Wilson Medal for Equality and Justice shall recognize the efforts and accomplishments of the commission's first chairperson. The medal is awarded on an intermittent basis to persons whose work is deemed outstanding and a significant contribution to Iowa's recognition as a state characterized by equality and justice. The Hall of Fame committee shall seek nominations from the commission and make recommendations to the commission for persons to receive this award.

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

Ch 4, p.1

Status of Women[435]

IAC 9/7/88, 4/21/99

### 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.

---

## Section 7

---

**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]

Ch 5, p.1

Status of Women[435]

IAC 4/21/99

### CHAPTER 5 IOWANS IN TRANSITION

**435—5.1(216A) Definitions.** “*Iowan in transition*” means an individual who meets the following criteria:

1. Has worked principally in the home providing unpaid household services for family members;
2. Is unemployed or underemployed;
3. Has had, or would apparently have, difficulty finding appropriate paid employment; and
4. Is or has been dependent on the income of another family member but is no longer supported by that income, is or has been dependent on government assistance, or is supported as the parent of a minor; or
5. 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.

**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 section 216A.52.  
[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]

---

## Section 7

---

### 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.

Ch. 7, p.1

Status of Women[435]

IAC 5/19/99

### 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]

Ch 8, p.1

Status of Women[435]

IAC 5/19/99

### 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]

---

## Section 7

---

Ch 9, p.1

Status of Women[435]

IAC 5/19/99

### 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”.
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]



