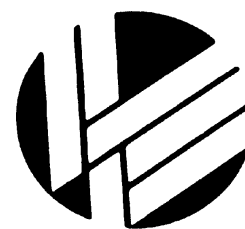


Iowa Commission on the Status of Women

State of Iowa
Department of Human Rights



30th Annual Report
February 1, 2002

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February 1, 2002

The Honorable Thomas J. Vilsack
The Honorable Sally J. Pederson
Members of the 79th General Assembly
State Capitol Building
Des Moines, IA 50319

Dear Governor Vilsack, Lieutenant Governor Pederson, and Members of the 79th General Assembly:

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

The ICSW is proud of our achievements of the past year and pleased to present to you our 30th Annual Report. The following pages detail the activities and programs that were carried out in 2001.

After 30 years, the ICSW's primary goal continues to be advocating for full participation by women in the economic, political, and social life of Iowa. In this advocacy role, as mandated by the Code of Iowa, we try to educate, inform, and develop new ideas to bring a fresh viewpoint to bear on the issues facing Iowa women and their families.

If you are interested in any of our concerns and issues, please call or write the ICSW at 515/281-4461 or dhr.icsw@dhr.state.ia.us or stop by the Commission office in the Lucas Building, and we will be happy to discuss them with you. On behalf of our Commissioners and the staff, I thank Governor 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 in 2002.

Sincerely,



Lisa L. Green
Chairperson

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Vision Statement

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

Mission Statement

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

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.

2001 COMMISSION

Commission terms for citizen members and legislators are four years.

Citizen Commissioners

Judge Brown, Jr., Fort Dodge
term expires April 30, 2004

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

Kathryn Burt, Marshalltown
term expires April 30, 2002

Lisa L. Green, Chair, Indianola
term expires April 30, 2002

Francis Giunta, Dubuque
term expires April 30, 2004

Holly Mennen, Mason City
term expires April 30, 2004
(appointed September 19, 2001 to replace
Marcia Nichols)

Shawn Mullen, Vice-Chair, Des Moines
term expires April 30, 2004

Marcia Nichols, Des Moines
resigned August, 2001

Kimberly Painter, Iowa City
term expires April 30, 2004

Matthew Wissing, Davenport
term expires April 30, 2002

Rose Vasquez, ex officio,
Department of Human Rights Director

Legislative Commissioners, *ex officio*

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

Representative Mary Mascher, Iowa City
term expires June 30, 2004

Senator Patricia Harper, Waterloo
term expired December 31, 2001

Senator Gene Maddox, Clive
term expires December 31, 2003

Commission Meetings

The ICSW meets six times a year. All meetings are accessible and open to the public. 2001 meetings were:

February 19

Lucas State Office Building, Des Moines

March 28

Telephone Conference Call

April 23

Telephone Conference Call

April 26

Telephone Conference Call

June 4

Telephone Conference Call

August 25

Yunker's Tea Room, Des Moines

October 22

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

December 10

Lucas State Office Building, Des Moines

Section 1

2001 Committees

Executive Committee

Lisa L. Green, Chair
Shawn Mullen, Vice Chair
Vicki Brown, Treasurer

Finance

Vicki Brown, Chair
Francis Giunta
Marcia Nichols (January - August)

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

Lisa L. Green
Shawn Mullen
Vicki Brown
Judge Brown
Holly Mennen (October - December)
Marcia Nichols (January - August)
Suzanne O'Dea Schenken, President
Michelle Durand-Adams, Treasurer
Betty Grandquist
Mary Wiberg

Iowa Women's Hall of Fame

Kathryn Burt, Chair
Lisa L. Green, *ex officio*
Judge Brown
Shawn Mullen
Patricia Ohlerking
Sheila Sidles

Iowans in Transition Grant Reviews and Selection

Mary Wiberg, Chair
Vicki Brown
Jule Reynolds
Lorie Houghton
Joan Moll
Charlotte Nelson

Legislative

Matt Wissing, Chair
Kathryn Burt
Francis Giunta
Kim Painter
Senator Patricia Harper
Senator Gene Maddox
Representative Betty Grundberg
Representative Mary Mascher

Nominating Committee

Matt Wissing, Chair
Marcia Nichols (January - August)
Kim Painter

Program and Planning

Judge Brown, Chair
Kathryn Burt
Matt Wissing

Public Information

Vicki Brown, Chair
Francis Giunta
Kim Painter

Section 1

Staff Members

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

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

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

Challenge Grant Appointment: Robin Kniech served as the Challenge Grant Coordinator from December 2000 until June 2001. Sue Ryan-Anderson assumed the position in June 2001.

Interns: Erin Van Etten, University of Northern Iowa, served as an intern during the summer semester. She worked with the Gender Specific Services Task Force in developing their speaker's bureau. Vie Khammanivong, Drake University Law School, worked during the summer and fall on family leave research.

Section 2: Programs and Projects

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

ECONOMIC LIFE

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

In 1999, Iowa women made just 73 cents for every \$1 a man made. Sixty-four percent of women made \$25,000 or less, while 67 percent of men made \$25,000 or more. This wage disparity reflects the occupational choices of males and females, the

wage differences between male- and female-dominated jobs, and the gender pay gap that exists in many of the same occupations.

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

Differences in pay scales among occupations that are dominated by one gender or the other contribute to pay inequities as seen in the graph below.

CONCENTRATION OF WORKERS IN JOBS, IOWA, 1999*

<u>OCCUPATION</u>	<u>%MALE</u>	<u>AVERAGE HOURLY WAGE</u>	<u>OCCUPATION</u>	<u>%FEMALE</u>	<u>AVERAGE HOURLY WAGE</u>
1) Automobile Mechanic	98.9%	\$12.57	1) Child Care Provider	99.5%	\$ 6.52
2) Carpenter	98.6%	\$13.88	2) Secretary	98.9%	\$10.16
3) Electrician	97.9%	\$17.61	3) Registered Nurse	96.5%	\$16.04
4) Construction Laborer	97.4%	\$11.21	4) Receptionist	95.7%	\$ 8.33
5) Mechanic/Repairer	96.5%	\$13.61	5) Hairdresser/ Cosmetologist	95.7%	\$ 8.67
6) Machinist	95.3%	\$13.14	6) Typist	95.7%	\$10.35
7) Truck Driver	94.1%	\$15.58	7) Bank Teller	94.0%	\$ 7.91
8) Welder/Cutter	93.7%	\$12.61	8) Bookkeeper/Accounting Clerk	91.5%	\$10.17
9) Farm Manager	91.5%	\$21.65	9) Data Entry Keyer	90.9%	\$ 8.75
10) Material Handler	89.9%	\$ 9.96	10) Nursing Aide/Orderly	89.8%	\$ 7.94

**Ten jobs held primarily by women pay a weighted average of \$10.45 an hour, compared to \$14.58 paid by ten jobs held primarily by men—a difference of \$4.13 per hour, or \$165.80 per week.*

This graph and others can be found in the *2001 Status Report, 6th Edition*

Wage/Benefits Studies

Wage Survey: In 1993, the ICSW initiated a Department of Employment Services study on gender-wage disparity in Iowa. That report revealed, among other things, that Iowa women, on average, made 68 cents per dollar that Iowa men made. In 1999, the ICSW requested that Iowa Workforce Development conduct research to replicate the 1993 study. The results of the updated study, released in 2000, showed that women, on average, earned 73 cents per dollar that Iowa men made. The study also found that 64 percent of women earned annual wages of \$25,000 or less, while 67 percent of males earned \$25,000 or more. Nationally, women earned 72 cents for every dollar a man made in 1999.

Iowa Certified Nursing Assistant Wage and Benefits Survey: A statewide wage and benefits survey of Iowa Certified Nurse Assistants (CNAs) was released in June 2001, showing that Iowa CNAs are underpaid – almost three-fourths earn less than \$10 per hour. Cosponsored by a number of organizations and state agencies in collaboration with the ICSW, the study revealed that 94 percent of CNAs are female. Although 77 percent of CNAs are offered health care insurance, 41 percent cannot afford the cost.

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

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

Pay Equity Initiatives

Equal Pay Day: The ICSW commemorated Equal Pay Day on Tuesday, April 3, 2001, which symbolized the day when women's wages catch up to men's wages from the previous week. Because women earn less, on average, they must work nearly seven days to earn what the average man would earn in five. In addition to writing an opinion/editorial piece for leading newspapers around the state, the ICSW distributed a press release regarding Equal Pay Day. A press release and pay equity advertisement were also sent to select women and other organizations statewide that have an interest in pay equity.

Paycheck Negotiation Workshop: In order to help address wage disparity, a paycheck negotiation workshop was held in November 2001 to give women the tools to negotiate for higher compensation when they are offered employment or at an annual/performance review. The workshop, Show Me

The Money, consisted of a panel presentation, role playing, pension planning and a question and answer session. A video of the workshop was produced and is available to borrow free of charge. In addition to the ICSW, the event was sponsored by AFSCME Iowa; American Association of University Women – Iowa; Business and Professional Women – Iowa; Iowa Commission on Latino Affairs; Iowa Commission on the Status of African-Americans; Iowa Department of Personnel; Iowa New Choices, DMACC Urban Campus; Iowa Workforce Development; and League of Women Voters – Metro Des Moines. Additional funding was provided by the United State Department of Labor, Women’s Bureau, Region 7.

Publications

How to Get Your Bearings - How to Get a Job:

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

Videos

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

Show Me The Money: Paycheck Negotiation Workshop: As part of the paycheck negotiation workshop held in November 2001, a video was produced of the speakers. See Paycheck Negotiation Workshop under Pay Equity Initiatives for more information.

POLITICAL LIFE

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

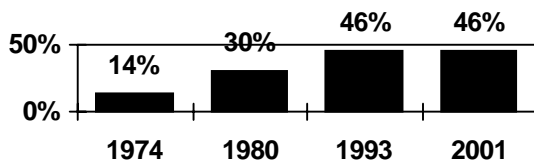
Roster of Qualified Women

In 1970, the Governor’s Commission on the Status of Women assumed responsibility for developing a roster of Iowa women qualified for appointments to paid and volunteer positions on state boards and commissions. When the Commission was made statutory in 1972, it continued to develop the roster and to submit names for the Governor’s consideration in making appointments. Appointment resume forms are provided upon request; they include biographical information, educational background, work experience, organizations, and information on areas of interest. Each year it advertises the availability of appointment resumes in the *IoWoman*, the Friends of ICSW newsletter that is sent to 8,500 organizations and individuals statewide. The Roster of Qualified Women has contributed significantly to the expanding role of women in government. Since the need was

Section 2

perceived and the Roster was developed, the number of appointments of women has increased dramatically. Since 1987, gender balance on boards and commissions has been mandated, a legislative change for which the Commission advocated.

PERCENTAGE OF FEMALES ON STATE BOARDS AND COMMISSIONS, IOWA, 1974- 2001

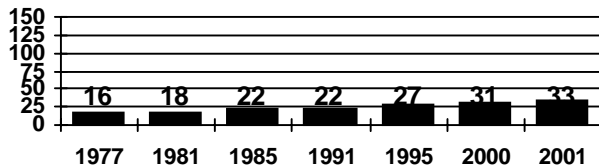


This graph and others can be found in the *2001 Status Report, 6th Edition*

Women in Public Office

Since the first year in which a woman was elected to the Iowa General Assembly in 1929, the total percentage of women legislators has increased from .6 percent to 22 percent in 2001.

FEMALES IN THE GENERAL ASSEMBLY, IOWA, 1977-2001



This graph and others can be found in the *2001 Status Report, 6th Edition*

Even with this increase, women, who total 50.9 percent of Iowa's population, represent about one-fifth of the General Assembly. Eleven women serve as Senators, while 22 serve as Representatives in 2001. Only two women of color have served in the Iowa General Assembly. Furthermore, few Iowa women have served as elected state officials. No females have ever been elected Governor or US Senator or Representative.

**Figure 6.5
FEMALE ELECTED OFFICIALS**

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

This graph and others can be found in the *2001 Status Report, 6th Edition*

Legislative Summary

Following is a summary of 2001 legislation tracked by the ICSW following the 2001 Proposals to the General Assembly.

Appropriations

SF267 did not de-appropriate any funds from DHR for fiscal year 2001

3/13/01 signed by Governor

HF726 - FY02 Human Rights appropriation for ICSW is \$400,996 and 3 Full-Time Equivalents (\$25,468 less than FY01)

4/24/01 passed House 51/42

4/30/01 passed Senate 28/20

5/1/01 passed House 57/39

5/3/01 passed Senate 29/20

5/24/01 signed by Governor

SF525 - FY02 Federal Block Grant appropriation

For maternal and child health \$7,022,990

(increase of \$54,803)

For STOP Violence Against Women \$1,592,000

(decrease of \$78,000)

For child care and development \$39,478,642

(increase \$9M)

4/17/01 passed Senate 46/0

4/23/01 passed House 98/0

5/24/01 signed by Governor

Section 2

HF732 - FY02 Human Services appropriation
For TANF \$39,287,318
For FIP \$36,150,000
For pregnancy prevention grants and family planning \$2,514,413
For child care \$28,638,329 and \$5,050,752
For Iowa Juvenile Home \$6,707,500 and 140.54 FTEs [and development of a plan to relocate the Child in Need of Assistance (CINA) males off the campus paragraph was vetoed by the Governor]
HAWK-I funding at \$8.4 million (ICSW requested full funding; increase from \$4.98 million in FY01)
Adolescent pregnancy prevention state money was \$281,000 (ICSW wanted \$1.5 million - TANF funds of \$1.3 million are added to remain at current level)
Termination/no funding of mentoring component for FIP participants through contract with the Iowa Workforce Development (program started at ICSW who proposed continuation)
Emergency assistance program preventing homelessness through payment of utilities and rent \$2,846,432 (ICSW proposed maintained funds)
Family development and self-sufficiency (FaDSS) program \$5,697,825 (same as FY01; ICSW proposed continued funding)
4/25/01 passed House 55/42
5/1/01 passed Senate 28/19
5/3/01 passed House 55/41
5/3/01 passed Senate 30/20
5/31/01 signed by Governor

SF530 - FY02 Justice appropriation
Legal Services grants program administered by the Attorney General is \$670,000 (down from the \$700,000 recommended by the Governor and \$950,000 by ICSW)
Domestic violence and sexual assault programs via the Crime Victim Assistance Division \$1,918,384 (down \$17,422 from FY01; no where near \$3 million requested by ICSW)

Iowa Correctional Institution for Women at Mitchellville \$12,229,337 with 236 FTEs (up \$268,580 and down 1.5 FTE from FY01)
ICSW PRIORITY: For educational funds in correctional institutions \$3,075,014 with high school completion and adult literacy the priority but including an establishment of guidelines and procedures to prioritize the availability of education and vocational training for inmates based upon the goal of facilitating a successful release from prison (down \$219,761 from FY01)
4/24/01 passed Senate 29/20
5/1/10 passed House 56/41
5/30/01 signed by Governor

SF537 tobacco settlement endowment fund bill
1) includes \$250,000 to create a Medicaid Option for medical assistance program for women who require treatment for breast or cervical cancer
2) and \$3.1M for the Departments of Corrections and Public Health to design a new facility (Knoxville- 50 beds) for substance abuse treatment (six months) for those under probation
4/26/01 passed Senate 48/0
5/3/01 passed House 93/0 with amendment
5/7/01 passed Senate 45/0 with amendment
5/7/01 passed House 94/0
5/29/01 signed by Governor

Child Custody

HF180 mandates a court ordered course for divorcing parents to educate and sensitize the parties to the needs of any child
2/12/01 passed House 99/1
4/18/01 passed Senate 48/0 with amendment
4/24/01 passed House 96/0
5/3/01 signed by Governor

Section 2

ICSW PRIORITY

HF413 adds \$40 million from the general fund to the Department of Education for FY01-02 for teacher compensation reform and student achievement savings account fund

5/7/01 passed House 86/8

5/8/01 passed Senate 39/5

5/23/01 signed by Governor

Government

HF579 directs the Department of Personnel to file an affirmative action report with the Governor's Office instead of the Department of Management; transfers supervisory authority for the implementation of affirmative action programs in all state agencies from DOM to DOP

3/26/01 passed House 98/0

4/30/01 passed Senate 35/15 with amendment

5/7/01 passed House 82/7

5/18/01 signed by Governor

HF326 amends mediation language in the Civil Rights Act to provide that a mediator may be designated to conduct formal mediation of a complaint filed with the Iowa Civil Rights Commission, and that once this designation is made, certain confidentiality provisions and privileges apply

2/27/01 passed House 89/0

4/16/01 passed Senate 49/0

4/24/01 signed by Governor

Health

SF433 amended the Code of Iowa Chapter 124 to include GHB on the controlled substance list.

3/27/01 passed Senate 48/0

4/10/01 passed House 97/0

4/16/01 passed Senate 49/0

4/23/01 signed by Governor

ICSW OPPOSED

HF341 is a new section of Code 146A.1 called "Woman's Right to Know Act" - imposes a 24-hour waiting period for adult women seeking an

abortion; requires her to be offered information designed to dissuade her from having an abortion and authorizes criminal penalties for the physician for failure to follow the mandate

3/6/01 passed House 67/31

4/16/01 passed Senate 33/16

4/26/01 vetoed by Governor

Violence Against Women

HF270 strikes language requiring colleges to file campus crime statistics with CJJP

2/14/01 introduced by Judiciary and placed on the calendar

2/27/01 passed House 98/0

4/10/01 passed Senate 50/0

4/17/01 signed by Governor

HF458 extends the statute of limitations period for filing a criminal charge for incest from 3 years to 10 years after the victim reaches the age of 18 (formerly HF342)

3/21/01 passed House 97/0

4/10/01 passed Senate 48/0

4/17/01 passed House with Senate amendment 98/0

4/23/01 signed by Governor

ICSW SUPPORTED

SF347 eliminates court costs and filing and service of process fees for plaintiffs seeking relief from domestic abuse; allows court to determine whether these fees should be assessed to the defendant

3/19/01 passed Senate 48/0

4/9/01 passed House 97/0

4/19/01 signed by Governor

ICSW PRIORITY

SF259 allows \$100,000 from the victim compensation fund for victim service provider training

4/9/01 passed Senate 45/0

4/18/01 passed House 94/0

4/26/01 signed by Governor

Section 2

Welfare

SF65 provides supplemental funding before 9/30/01 for low-income home energy assistance program; including \$2.3 million from the innovations fund, \$2.4 million from the housing program fund, and \$6.5 million from the groundwater protection fund

- 1/24/01 passed Senate 30/20
- 1/30/01 passed House with amendments 56/44
- 1/31/01 passed Senate 29/21
- 2/6/01 signed by Governor

HF694 would have created a housing trust commission including one person with expertise in working with low-income housing issues with a nonprofit organization

- 3/28/01 passed House 97/0
- 4/17/01 passed Senate 48/0 with amendment
- 4/24/01 passed House 55/42
- 5/3/01 vetoed by Governor

ICSW PRIORITY

SF198 specifies that a participant of the Family Investment Program may stretch out post-secondary education classes over a period of 48 months (increased from 36 months), for a maximum of 24 months of classes. ICSW requested this change through a pre-filed bill since some FIP participants were getting cut off before their educational programs were completed.

- 3/8/01 passed Senate 46/1
- 5/7/01 passed House 86/0
- 5/17/01 signed by Governor

Resolutions of interest

HR3 salutes and honors Chief Clerk Elizabeth Isaacson upon her retirement after 33 years in serving the Iowa House of Representatives

SR2 salutes Wilma Lee Cooper who was inducted into the Society for the Preservation of Bluegrass Music of America's Preservation Hall of Greats on 2/4/01 and who celebrated her 80th birthday on 2/7/01

SR7, SR5 and HR7 recognize Dr. Nancy Coover Andreasen, MD, PhD, on receiving the President's National Medal of Science on 12/1/00, which has been awarded to only 3 Iowans in its 374 awards since 1959

SR8 and HR14 recognize Christine Grant, former Women's Athletic Director of the University of Iowa

SF12 and HR16 honor Theresa J. Uchytel as Miss Iowa 2000

SR15 designates March 6, 2001 as Lymphedema D-Day, and **HR17** designates March 6, 2001, as Breast Cancer Awareness and Lymphedema D-Day

SCR10 and HCR17 designate March 2001 as Iowa Women's History Month

HR20 congratulates Jacklyn Murray from Onawa for achieving the 2001 Prudential Spirit of Community Award

HR25 honors Anne Wignall from Newton for achieving the 2001 Prudential Spirit of Community Award

SF27 and HR30 honor the Drake Women's Basketball Team and Head Coach Lisa Stone

SR31 and HR27 honor Women's Basketball Team of Northwestern College of Orange City

SR30 and HR32 honor Iowa State Cyclones Women's Basketball Team

SR34 and HR34 honor University of Iowa Women's Basketball Team and Head Coach Lisa Bluder

SR36 and HR37 honor University of Northern Iowa Panthers Women's Basketball Team

Section 2

Public Hearing

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

The 2001 public hearing was held on October 22 in Des Moines. Announcements requesting testimony were sent to statewide media outlets and women's organizations.

Fifteen individuals/organizations testified. Speaking on women's health and family planning were Karen Kubby, Emma Goldman Clinic; Judith Rutledge, Planned Parenthood of Greater Iowa; Jodi Tomlonovic, Family Planning Council of Iowa; and Jane Meyer, Global Campaign for Microbicides: The Iowa Connection. LaVon Cooper of Iowa Friends of Legal Services testified about the need for Legal Services. Di Findley, Iowa CareGivers Association, addressed caregiving issues. The Iowa Child Care Coalition, represented by Karen Thelin, testified on child care in Iowa. Molly Greiner of Iowa Women Initiating Social Change told her story about the roadblocks she encountered trying to get services from the Iowa Department of Human Services. Lyle Krewson of Iowa Human Needs Advocates spoke about the need for higher FIP payments. Melissa Williams of Iowa Women Initiating Social Change urged the ICSW to adopt a proposal advocating expansion of the Iowa Civil Rights Act to include sexual orientation. Testifying about violence against women were Nancy Robertson, Iowa Coalition Against Domestic Violence; and Beth Barnhill, Iowa Coalition Against Sexual Assault. Pat Forret, speaking on behalf of Friends of Iowa Women Prisoners, testified in regards to corrections. Shawn Beirman, representing the Iowa Gender-Specific Services Task Force, spoke about the need for gender-specific services. The Iowa Juvenile Home Foundation provided written testimony to the ICSW regarding the need

for gender-specific services at the Iowa Juvenile Home in Toledo.

2002 Proposals to the Governor and 79th General Assembly

The ICSW endorses, in no particular order, the following 2002 Proposals.

Priorities

As priority areas being proposed to the Governor and General Assembly for 2002, the ICSW supports:

- Development of a plan to achieve pay equity for employees in private industry furthering the goal of eliminating wage discrimination on the basis of gender. (Economics)
- Maintaining the program that increases teacher pay. (Economics)
- Amending the Iowa Civil Rights Act to prohibit discrimination on the basis of sexual orientation. (Equality)
- Continuing redesign of the delivery system for financial assistance services so that families are served more quickly and effectively, which includes one point of entry. (Government)
- Increased funding to programs for quality substance abuse treatment programming and increased length of stay to support programs such as those intended for the Knoxville facility. (Health)
- Monitoring Adolescent Pregnancy Prevention Program to make sure that services are funded and are comprehensive. (Health)
- Parity for mental health and substance abuse care coverage. (Insurance)

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- Funding and support for improved educational and career and technical 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)
- Amending Iowa Code Chapter 236 definition of domestic violence to include dating relationships. (Violence Against Women)
- Maintained state funding for the Emergency Assistance Program preventing homelessness through emergency payments of utilities and rent. (Welfare Reform)

Legislative Proposals

Aging Issues and Long-Term Care

In 1999, Iowa ranked second in the percentage of population over 85 years of age, fourth in the percentage of population over 75 years of age, and fifth 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 increase. In fact, 59 percent of persons over age 65 in Iowa are women. A 2001 ICSW study on CNA wages and benefits found that the mean hourly wage was \$9.31 with few benefits and high turnover. The typical family caregiver is a married women in her mid-forties to mid-fifties, works full-time outside of the home, and spends an average of 18 hours per week on caregiving. To address the needs of paid and unpaid caregivers for dependent adults, the ICSW supports:

1. Increased funding for long-term care workers with assurance that wages of direct care workers are increased to a livable wage and benefits are affordable.

2. Legislation to assure protection of vulnerable persons who are being abused but who do not fit within Iowa's current criteria.
3. 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.
4. Continued funding of Iowa CareGivers Association project to maintain and expand Certified Nurse Assistant (CNA) Recruitment and Retention Program and advocacy efforts for direct care workers.

Economics

According to a wage study released in 2000 by the Iowa Commission on the Status of Women and Iowa Workforce Development, Iowa women made 73 cents for every \$1 a man made. Also, that study found that 64% of female respondents reported annual wages of \$25,000 or less while 67% of males report wages over \$25,000. To address the economic needs of Iowa women, the ICSW supports:

1. 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.
2. 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.

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3. 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. A child care and/or preschool subsidy for every Iowa family below 85% of the state median income;
- c. Adequate compensation, including benefits, for child care workers;
- d. Need-based child care centers of adequate size at state educational institutions;
- e. Improved supply of quality child care by increased funding for local Child Care Resource and Referral services for programs such as providing parent/consumer information and odd hour, out of school time, and infant and toddler care;
- f. A professional development system for child care/preschool providers of prerequisite and on-going training, and a process for credentialing providers; and
- g. Reimbursing child care providers actual/full cost of care.

4. Continued funding for displaced homemakers/Iowans in Transition program grants through the ICSW.

5. Establishing a vehicle for 12 weeks of partial wage compensation for a person taking parental leave for the birth or adoption of a child.

Equality

The 2001 *Status of Women Report* documents the need for continuing to improve the quality of life for women in this state. To achieve equality while improving the status of women, the ICSW recommends:

1. 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.

2. Gender balance on boards and commissions of political subdivisions of the state.

3. Provision of English as a Second Language education and opposition to any English-only bills.

Health

Good health is essential to leading a productive and fulfilling life and to participating fully in the economic, social, and political life of the state. It requires safe and healthful physical and social environments, sufficient incomes, safe and adequate housing, proper nutrition, preventive treatment, and education on maintaining healthful behaviors. To increase the quality of health in women, 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 including coverage of parents.

3. Continued funding to make the chlamydia screening and treatment program available statewide.

4. Access to mammography, colposcopy, and screening for diabetes for low-income women without Medicaid.

5. Continued funding for follow-up treatment when screening for breast and cervical cancer indicates abnormalities.

6. Increased funding for family planning program so that funds are available for the whole year.

7. Access to all reproductive health care options for women as currently available under Iowa law.

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8. Making the practice of female genital mutilation (AKA female circumcision) illegal.

9. Restoration of Medicaid Reimbursement Payments for family planning to FY2001 levels.

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. Continuing to reform health insurance coverage for the uninsured and underinsured.

3. Broadening the law that prohibits insurers from unlawful discrimination on the basis of domestic violence.

4. Tax credit for premiums for long-term health care insurance.

5. Expansion of relationship definition for family coverage insurance to include extended family members.

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 604 at midyear 2000, peaking at 616 in 1998. Women of color are disproportionately represented in Iowa's prisons. In June 1999, for example, African-American women represented approximately 22 percent of the state's female prison

population while only one percent of Iowa's female population. The ICSW supports:

1. Increased state funding for community treatment programs for women convicted of nonviolent and non-person crimes.

2. 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.

3. The mediation/arbitration approach to child custody except in cases where domestic violence or child abuse are involved.

4. Addressing child support issues, including:
a. Amendment to *Code of Iowa* Chapter 633.425 classifying unpaid child support first in payment of debts of an estate; and
b. Providing legal representation for persons seeking child support.

5. Legislation to reverse mandatory sentencing and the 85% time served laws.

6. Intensive residential community-based facility for drug offenders on probation.

7. Allocation of all 102 placements at the Iowa Juvenile Home to females.

8. Continuation of Court Appointed Special Advocate (CASA) program.

Violence Against Women

Since January 1, 1995, 55 Iowa women and 9 Iowa men have been killed by their partners. In fiscal year 2000, 18,458 victims of domestic violence were served by programs receiving state dollars. That same year, 3,482 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

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women, the ICSW supports:

1. Restored state funding for sexual assault and domestic violence programs to FY2001 appropriation level.
2. Confiscating all firearms from a residence involved in a domestic violence assault.
3. 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.
4. Amending *Code of Iowa* Chapter 709.17 to prohibit requests for polygraph testing of rape victims.
5. Legislation to allow domestic violence victims to collect unemployment compensation if they are afraid to go to work after a documented domestic violence incident or forced to leave their jobs to assure their safety.
6. Legislation requiring community colleges, university campuses, and private postsecondary school premises to prescribe policies and procedures for handling sexual assault.
7. Providing victims with the right to an advocate in civil proceedings.
8. Legislation allowing persons applying for a driver's license to show passport or other such documentation rather than social security number.
9. Lowered penalty for the use of false documents from a felony to an aggravated misdemeanor for battered immigrant women.
10. Legislation allowing victims of sexual assault to seek a civil protection order.

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 funding for the Homeless Shelters Operations Grant (HSOG) through the Department of Economic Development.
3. Dedication of revenue from real estate transfer tax to fund homeless shelters, low income housing, and rehabilitation.
4. 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.
5. Modifying the Family Investment Program to allow continued financial assistance until the recipient earns a living wage.
6. Continued funding for the Family Development and Self-Sufficiency (FaDSS) program.
7. Increased grant level for the Family Investment Program.

Administrative Proposals

The ICSW supports:

Economics

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

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2. Promotion of earned income tax credit.
3. Amending the state plan for implementing the Workforce Investment Act to include a strong initiative for training women for nontraditional, higher-paying jobs.
4. Recommending CEUs for conferences or workshops which deal with the financial advice and possible adverse consequences of practices dealing with wills and trusts for women.
5. Policies that promote job sharing and flex-time in employment.

Education

1. Continuation of affirmative strategies to promote opportunities for women and minority persons in educational administration, which in turn results in role models for students and a vehicle for change in the educational environment.
2. Increased educational support for programs that encourage females and minority students to study mathematics, science, and technology at all levels as well as to pursue careers related to mathematics, science, and computer technology.
3. Promotion of female participation in educational programs leading to nontraditional, higher-paying jobs.
4. Infusion of equity training and strategies for effectively working with diverse learners into the college level preparation programs for school administrators, teachers, counselors, and coaches. (To supplement, not replace the current human relations courses.)
5. Incentives for males and minorities to enroll in programs for training elementary education teachers and secondary family and consumer science teachers, and for females and minorities to enroll in programs of training for secondary industrial

technology, mathematics, and science teachers.

6. Encouragement for school districts to use methods and resources already at their disposal to gain equitable treatment for young women and men and to ensure quality educational environments that ensure that all students achieve to their maximum potential.
7. Increasing programs/courses in financial affairs and money management.

Government

1. Restructuring Iowa state agencies to make their designated regions consistent with each other.
2. Making services through the Department of Human Services (DHS) more accessible and understandable particularly emphasizing the need for advocates for clients of DHS.

Health

1. Promotion of prenatal screening to include counseling to high-risk women to have confidential HIV test and treatment if necessary to prevent transmission.
2. Monitoring managed care for substance abuse and mental health treatment to insure that specific needs of women, including aftercare, are met.
3. Monitoring the delivery of services through Empowerment Zones, to assure that needs of families are being met.
4. Encouraging the state to apply for a federal waiver to allow state employees access to the HAWK-I program.

Justice

1. Establishment of a task force to examine treatment and equity of opportunity in education and training programs for women throughout the correctional system.

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

3. Continued education of judicial nominating commission members regarding the need to increase the number of women and minorities in the Iowa judiciary, and encouragement of judicial nominating commission members to give weight and consideration to relevant background and experience in the selection of candidates.

4. Improvement of the procedures for enforcement of financial settlements, including alimony and other judicial decisions.

5. Improvement of visiting policies for families at the Iowa Correctional Institution for Women, including monitoring the opening of the new visiting room.

6. Encouraging the Department of Corrections to explore gender-specific models for implementation in staff training at the Iowa Correctional Institution for Women.

7. Educating judges about the current law and problems created by nonpayment of support.

8. Monitoring the practice of telephone rebates at the Iowa Correctional Institution for Women.

9. Development of a new program to house children with their young mothers who are residents of the Iowa Juvenile Home.

Violence Against Women

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

Study Proposals

The ICSW supports:

1. Study of issues related to the awarding of guardianships, conservatorships, and designation of other substitute decision-makers, taking into account the rights and needs of the parties involved.

2. Study by the Consumer Protection Division of the Attorney General's Office and/or other appropriate agency of check-cashing centers and currency exchanges, payday loans, rent-to-own operations, pawn shops, and warranties for used cars, to ascertain extent of victimization of the working poor.

3. Study of materials to determine whether financial advisors are being encouraged to sell products (e.g. insurance, trusts, annuities) based on gender assumptions such as the incompetence or unwillingness of women to handle financial affairs.

4. Study of child care/pre-school issues, including Empowerment Board, licensing and registration requirements, and standards that ensure quality care and experiences.

5. Review of treatment of mental health patients in the judicial system and in health care.

6. Study of the need for substance abuse training for nurses.

7. Study of the compensation for workers in treatment programs for adolescent females.

8. Study of issues related to child custody, including judicial discretion, rulings of Iowa judges, consideration of primary caregiver presumption, and consideration of shared custody presumption.

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9. Study of same-gender staffing policies for prisoners in other states related to privacy issues.

10. Study to determine the scope and nature of mandatory training in gender specific services for appropriate staff at all state agencies involved in juvenile justice as well as any juvenile justice agency that receives state funds.

11. Reviewing the statute of limitations in prosecution for child sexual abuse.

12. Study regarding the elimination of parental rights of a man who impregnates a woman in the course of rape.

13. Study of ways to establish and implement a battered women's clemency project.

14. Study by Iowa Department of Public Health on sickle cell anemia, diabetes, infant mortality and keloid treatment in African-Americans.

SOCIAL LIFE

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

Cristine Wilson Medal for Equality and Justice

This award was established in 1982 and honors the woman who served on the Governor's Commission on the Status of Women and who first chaired the statutory Commission. From 1972 to 1976, Cristine Wilson led the Commission in combatting sex discrimination and in promoting equal opportunity. The medal is given to individuals--male or female--who have exhibited outstanding dedication and service on behalf of the ideals of equality and justice. Past recipients include Governor Robert Ray, Mary

Louise Smith, Sue Follon, Patricia Geadelmann, Minnette Doderer, Lonabelle Kaplan "Kappie" Spencer, Charles H. Bruner, Louise Rosenfield Noun, Mary Molen Wiberg, Betty Talkington, Maude Esther White, Naomi Christensen, Edna M. Griffin, Governor Terry E. Branstad, and Suzanne O'Dea Schenken.

Jane Elliott was honored with the medal at the 2001 Iowa Women's Hall of Fame Ceremony, Des Moines. She has worked to combat discrimination, ignorance, and racism for over 30 years. Best known for her "Blue Eyes, Brown Eyes" discrimination exercise, Elliott has attempted to encourage racial sensitivity in children and adults of all kinds. Believing that racism is a learned behavior, she facilitates the experience of prejudice and discrimination by labeling participants inferior or superior based on their eye color. From her first exercise, on April 5, 1968, the day following Dr. Martin Luther King, Jr.'s assassination, Elliott strove to "inoculate [children] against the disease of racism," something she did until her retirement from the classroom in 1984. Since then, she has brought her work to adults, conducting workshops in corporate, military, and academic arenas. Elliott and her work have been the subject of several documentaries -- "Eye of the Storm," "Eye of the Beholder," "A Class Divided," "Blue Eyed," and, most recently, "The Angry Eye." For her extraordinary work, she has received the National Mental Health Association Award for Excellence in Education.

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 25, 2001. Held at Younkers Tea Room in Des Moines, the luncheon featured Dr. Christine Grant, retired University of Iowa women's athletic director, as the speaker. State officials, Hall of Fame members, and Commissioners were specially recognized at the event, and the Friends of ICSW endowment fund winners were announced.

Iowa Women's Hall of Fame

The Iowa Women's Hall of Fame was established by the ICSW in 1975 to honor outstanding Iowa women. Each year four women, living or deceased, are recognized for their significant contributions to our society.

The 27th Annual Iowa Women's Hall of Fame Ceremony was held in Des Moines on Saturday, August 25, 2001 at the State Historical Building of Iowa, Des Moines. The reception held in the atrium following the ceremony was funded by the Friends of the ICSW.

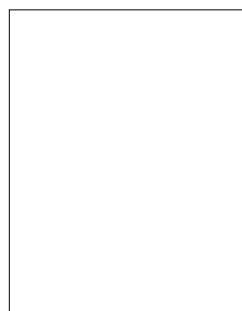
As usual, the ceremony was held close to Women's Equality Day, August 26, which commemorates the day in 1920 when American women first received the vote. At the ceremony, the Lt. Governor read the Women's Equality Day Proclamation.

Awards were presented to the recipients by Lt. Governor Sally Pederson, Commission Chairperson Lisa Green, and Hall of Fame Chairperson Kathryn Burt.

The 2001 Hall of Fame Nominating Committee was composed of Kathryn Burt, committee chair; Judge Brown, commissioner; Shawn Mullen, commissioner; Lisa Green, commission chairperson, *ex officio*; Patricia Ohlerking, State Historical Society of Iowa; and Sheila Sidles, Centerville attorney.

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 2001 inductees.



Dr. Ursula Delworth

Dr. Ursula Delworth's lifelong commitment to her profession has positively influenced the field of psychology as well as the status of women. Gender differences in education was a focus in her career long

before the institutionalization of "Women's Studies." A counseling psychologist by training, Delworth joined the faculty at the University of Iowa in 1976 as the first woman hired with tenure status. She was an expert in the field of women in psychology and multicultural issues and chaired the Affirmative Action Subcommittee of the University of Iowa Council on the Status of Women. Delworth's contributions to academia were extensive. She served as departmental chair as well as associate dean of the College of Education. She was published regularly in prestigious journals and volunteered tirelessly for professional organizations and university committees. She was often sought after as a panel presenter, organizational consultant, and task force member. She was dedicated to helping the system of education become more inclusive in scope. In recognition of her efforts she received many professional honors. In addition to her work with the University of Iowa, Delworth's dedication extended to the Iowa City community evidenced by her involvement with the Johnson County Humane Society and Altrusa Club of Iowa City. Delworth was born October 22, 1934 and died May 24, 2000.



Lt. Colonel Phyllis L. Propp Fowle

Lieutenant Colonel (Retired) Phyllis L. Propp Fowle was the first to open the door for women lawyers to serve their country as soldiers and attorneys. Fowle was born in Jasper County, Iowa, and was

educated in the Marshalltown Schools. She obtained her law degree from the University of Iowa Law School in 1933 – the only woman in her graduating class. During the United States' engagement in World War II, Fowle, along with ten other women, was chosen to the Women's Army Auxiliary Corps leadership to start the Corps. She was detailed to the Judge Advocate General's Corps (JAG) and

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Iowa Women's Hall of Fame Members

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

became the first woman Judge Advocate General officer in the United States Army on May 4, 1944. She immediately asked to attend the JAG's School, but was denied as the school, housed at the University of Michigan, did not accept women. She was assigned as the Staff Judge Advocate at Ft. Des Moines, which is the highest legal position an attorney can hold at an Army post. She later was sent to Europe and was the only woman Judge Advocate to serve overseas during World War II. At the end of World War II after all women were discharged from service, she was invited to stay in the Office of the Staff Judge Advocate as a civilian attorney acting as the Chief of Legal Assistance. After returning to the United States, Fowle served as Judge Advocate in the United States Army Reserves. She was born May 8, 1908 and died June 12, 2000.

Phyllis Josephine Hughes, JD

Phyllis Josephine Hughes, of Manchester, was born knowing she would be an attorney. The day after she received her doctorate from Marquette University Law School, she began practicing law in Milwaukee, Wisconsin. Her law career took her to New York, Washington D.C. and Europe. She was the first woman executive with the Curtis Wright Corporation, who offered her employment not knowing she was a woman. Hughes returned to Iowa in 1950 after the death of her mother to assist her father as co-owner of the E.M. Hughes Store, continuing her legal work at night. Since 1983, Hughes has volunteered her time helping distressed

farmers with their legal needs. Pope John Paul II honored Hughes for her devoted service to farmers. She is a 75-year member of the Democratic Party; and in the last 50 years, she has not missed a county, district, or state Democratic Convention. She is a long time member of the General Federation of Women's Clubs, National Council of Catholic Women, Catholic Daughters of America, and the Manchester Chamber of Commerce. Hughes designed and presented the "Tribute to Iowa Women: Past, Present, and Future" bronze medallion as a gift from the women of Iowa during Iowa's sesquicentennial, which is displayed in the Governor's Conference Room at the State Capitol. She has just completed her first novel, *Thirty-six Inches Makes a Yard*. Hughes was born in The Dalles, Oregon in 1912.



Ann Dearing Holtgren Pellegreno

Ann Dearing Holtgren Pellegreno has been a professional musician, teacher, author, lecturer, and farmer. In 1960, on the day she obtained her private pilot's license, she took her

mother up for a flight as her first passenger, a surprise because Mrs. Holtgren was not aware that her daughter had learned to fly. Within five years, Pellegreno obtained a commercial pilot's license to which she added ratings for instrument, multi-engine, and flight instructor for airplanes and instruments. On June 9, 1967, she and a crew of three took off from Oakland, California, in a twin-engine Lockheed 10, a sistership to that flown by Amelia Earhart on her fateful world flight in 1937. Exactly thirty years later Pellegreno found Earhart's flight-planned destination – tiny Howland Island – dropped a wreath, and returned to Oakland on July 7th, completing the 28,000-mile commemorative flight. In 1974 Pellegreno was appointed to the Aeronautics Commission, the first woman thus

serving in Iowa, and also to the Iowa Department of Transportation Commission, the first woman in the nation to serve in that capacity. Pellegreno was inducted into the Iowa Aviation Hall of Fame (1990), the Michigan Aviation Hall of Fame (1991), and the Experimental Aircraft Association – Vintage Aircraft Association Hall of Fame (1997). Her first book, *World Flight, the Earhart Trail*, was published in 1971. The first two volumes of her trilogy *Iowa Takes to the Air* were published in 1980 and 1986. She was born in Chicago, Illinois.

***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--and to increase the awareness of contributions made by Iowa women. Prizes are awarded to the first three winners and their teachers in the two grade divisions 6-7th and 8-9th. Special awards are given to the best essay on a woman volunteer and the best essays on women in science and engineering. Prizes include Women's History Month books and other memorabilia. The first-place winners also receive cash prizes.

Judging: Teachers are encouraged to sponsor the contest in their classroom. One finalist may then be submitted from each classroom to be judged by a committee made up of Iowa writers, historians, activists, and representatives of the sponsoring agencies. The 2001 judges were Manjari Saha-Long, Friends of Iowa Civil Rights, Inc.; Dawn Peterson, Iowa Civil Rights Commission; Jan Huss,

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2001 Write Women Back Into History Statewide Essay Contest Winners

6-7 Grades Category Contest Winners

1st place: Carla Schaffer

Parkview Middle School, Ankeny
Sponsoring teacher: Nicholas Pauly

2nd place: Melissa Dunlap

Colo-Nesco Middle School
Sponsoring teacher: Cassandra Green

3rd Place: Caitlyn Levetzow

Wood Intermediate School, Davenport
Sponsoring teacher: Matthew DeBaene

8-9 Grades Category Contest Winners

1st place: Katie Bartlett

Central Academy, Des Moines
Sponsoring teacher: Jan Williams

2nd place: Molly Gallentine

BCLUW High School
Sponsoring teacher: Shaellynn Bonwell

3rd Place: Erin Wonder

Indianola Middle School
Sponsoring teacher: Anthony Asmus

Best Essays on Women in Science and Engineering 6-7 Grades

1st place: Valerie Brophy

Prairie Middle School, Cedar Rapids
Sponsoring teacher: Gwen Gano

2nd place: Emily A. Nagle

Jefferson Junior High School, Dubuque
Sponsoring teacher: Kristen Koeller

Best Essays on Women in Science and Engineering 8-9 Grades

Grades 1st place: Kathleen M. Vonderhaar

Marquette Junior/Senior High School
Sponsoring teacher: Holly Sanders

2nd place: Daniela Vigliotti

Lourdes Catholic School, Bettendorf
Sponsoring teacher: Rachel Smith

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

Iman El Khatib

Jefferson Junior High School, Dubuque
Sponsoring teacher: Art Miller

Iowa Department of Education; Sharon Shypkowski, Iowa Department of Education; Jada Collier, Office of the Governor; Lynda Wessel, State Historical Society of Iowa; Jane Meyer, American Association of University Women and Planned Parenthood of Greater Iowa; Ellie Webb; Kristin Clark, Iowa United Methodist Church; Peggy Whorton-Folsom, Planned Parenthood of Greater Iowa; Angie Jameson, Iowa Coalition Against Sexual Assault; Lorenzo Sandoval; John Burnquist, Division of Community Action Agencies, Iowa Department of Human Rights; and Joan Moll, Iowa Department of Human Rights.

SECTION 3: 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, gender-fair 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 guide to networks on women's issues in Iowa. In 2001 the directory was continually expanded and updated; approximately 6,200 persons are in the database for one or more of the 66 categories of interest and/or experience. As an ongoing commission program, the directory will continue to expand its database and its usefulness throughout the state, and additional persons and organizations will be identified on a regular basis. Printouts of category lists are available for a minimal fee from the ICSW; the Iowa women's organizations listing is free.

Internship/Volunteer Opportunities

The ICSW continued contact about available internships in its office to four-year colleges and universities statewide. Interns were selected for the summer semester. Many schools placed the announcements in internship directories at their career planning and placement offices.

Media

The ICSW Executive Director serves as a media spokesperson for the Commission on issues relative to women across the state. During 2001, media contacts and topics discussed included: Associated Press, comparable worth; Iowa Radio News, legislation and women judges; *The Des Moines Register*, Cristine Wilson Medal for Equality and Justice 2001 recipient Jane Elliott, and sexual harassment; KMAQ, ICSW and Iowa Women's Hall of Fame; WOIR Radio, ICSW, Iowa Women's History Quiz, and Women's History Month; and a Des Moines local cable television interview on Iowa Women's Hall of Fame inductees.

Publications

Cristine Wilson Award Recipients: In 1999 the ICSW developed a small publication featuring the Cristine Wilson Medal recipients. The piece was updated in 2001 and posted to the website prior to 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 update the safety and finance publication for older women who are in domestic violence situations. It was reprinted in 2000.

Iowa Women and the Law: The ICSW initiated a revision by volunteer attorneys in conjunction with attorney Roxann Ryan. It answers various legal

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questions, from citizenship to domestic violence. It will be printed by the Iowa State Bar Association in 2002.

IoWoman: The ICSW edited six issues of this Friends of the Iowa Commission on the Status of Women bimonthly newsletter in 2001. The publication serves to inform Iowans of state and federal legislation and state and national issues, programs, and services of particular concern to women. In 2001, approximately 8,500 individuals and organizations received the *IoWoman* via mail or e-mail. A portion of the printing and postage was paid for by the Friends.

Sexism in Education: The ICSW revised, printed, and distributed this brochure, which includes a checklist to ascertain if a school system has a balanced program to meet the needs of its female and male students.

Divorce: Things to Consider: The ICSW initiated a revision of this report with Evie Ochletree of the Legal Services Corporation of Iowa, which gives a broad overview of issues to consider in obtaining a divorce. It will be printed in 2002.

Publications Available/Distributed Upon Request in 2001	#
2001 Proposals to the Governor and General Assembly	154
Advocacy Directories on Specific Subject/Category of Interest	71
Credit Rights Card (1992)	1
<i>Contingency Workers Study</i> (2001)	46
<i>Cristine Wilson Medal for Equality and Justice</i> (2001)	web only
<i>Divorce: Things to Consider</i> (1998)	244
<i>Female Juvenile Justice</i> (1996)	61
<i>Financial Safety Planning for Older Women</i> (2000)	176
<i>Iowa Certified Nursing Assistant Wage and Benefit Survey</i> (2001)	198
<i>Iowa Commission on the Status of Women 2000 Annual Report</i>	51
Iowa Commission on the Status of Women Brochure (2001)	899
Iowa Gender-Specific Services Task Force Brochure (2001)	722
<i>Iowa Gender Wage Study</i> (2000)	114
<i>Iowa Women and the Law</i> (English) (1997)	1
<i>Iowa Women and the Law</i> (Spanish) (1997)	0
<i>Iowa Women's Hall of Fame Biography Book</i> (2001)	101
<i>How to Get Your Bearings. How to Get a Job</i> (1998)	341
<i>Promising Directions: Programs that Serve Iowa Girls in a Single-Sex Environment</i> (2000)	230
<i>Providing Gender-Specific Services for Adolescent Female Offenders</i> (1999)	549
<i>Referral Information on Programs to Assist Women/Minorities in Establishing and Expanding Small Businesses</i> (2000)	105
<i>Sexism in Education</i> (2001)	117
<i>Sexual Harassment: It's Against the Law</i> (2001)	362
<i>Status of Iowa Women Report</i> (2001)	200
<i>Why Not Women?</i> brochure on nontraditional jobs (1998)	153

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Current Video/Audio Tapes

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

2001 Status of Iowa Women Report: The ICSW revised, printed, and distributed the report. The 2001, 6th Edition report comprises 66 pages of information on population, education, health, economics, justice, and politics.

29th Annual Report: The ICSW wrote, printed, and distributed its *2000 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 updated by staff and will be printed in 2002.

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

Technology/Web Site

Contained on the site are such items as ICSW publications, including *IoWoman* newsletters; information on projects such as Women's History

Month, Iowa Women's Hall of Fame and Gender-Specific Services Task Force; calendar of events; and legislation. Staff update the site on a regular basis. The activity of the site has increased during 2001.

Information/Referral

ICSW responded to calls year-round from individuals who sought help and/or information on issues related to women's rights. Contacts, including serving on task forces and committees, for the year totaled 3,235 of which 54 were unequal status/discrimination calls and 140 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 2000:

Grant Reviews

The ICSW reviewed grant proposals for domestic violence and sexual assault projects for the Crime

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Victim Assistance Division of the Office of the Attorney General and Iowa Coalition Against Sexual Assault for education and prevention funds. (See Challenge Grant on page 30 for additional grant reviews.)

Exhibits

In order to disseminate important information about women, the ICSW often exhibits at conferences and fairs and/or provides information to conference attendees. In 2001, the Commission exhibited at the Celebrating Women/Celebrating Life, Des Moines; Family Planning Conference, West Des Moines; National Association of Social Workers, Iowa Chapter Conference, Urbandale; Status of African-Americans State Conference, Des Moines; and Whispers & Screams, Ames

Public-speaking Engagements

Throughout the year, the ICSW was asked by many organizations, schools, and other interested parties to speak on issues related to women in the state. In 2001, ICSW spoke to the following: AFL-CIO (Iowa Women's Hall of Fame); American Association of University Women -- Denison (ICSW); American Association of University Women -- Maquoketa (Iowa Women's Hall of Fame); American Society for Public Administration (ICSW); Commission of Persons with Disabilities (Friends of ICSW); Delta Kappa Gamma (equity); Department of Human Services (Iowa Women's Hall of Fame); Department of Human Services Policy Management Team (Iowa Women's Hall of Fame); Des Moines Area Community College class (equity); Des Moines Area Community College staff in-service (equity); Directors of Iowa Greek Houses (Iowa Women's Hall of Fame); Investment Club (Iowa Women's Hall of Fame; Iowa State University class (women and politics); Iowa CareGivers Forum (pay equity); IRS Management Team (Iowa Women's Hall of Fame); League of Women Voters of Metropolitan Des Moines (pay equity); Luther College class (legislative proposals);

Mercy Medical Center, Diversity Panel (ICSW); Midlife and Older Women, Des Moines (ICSW and legislation); and Simpson College class (women as executives in business).

Sponsorships

The ICSW sponsored Show Me the Money: Paycheck Negotiation Workshop (see page 5 for information), Iowa New Choices Coordinators Meeting (see page 29 for information), and Whispers & Screams (see page 30 for information).

Other

Battered Women's Clemency Project: In 2001, the ICSW convened a work group focusing on a battered women's clemency project. Participants came from various state agencies and organizations, and included the Governor's General Counsel. No action was taken, but the group will meet again.

Iowa Council for International Understanding:

The ICSW meets with worldwide women leaders through the Council. At the meetings, exchanges are made on programs and initiatives designed to elevate the status of women. Representatives with whom the ICSW met in 2001 were from the Democratic Republic of the Congo.

Mothers in Prison, Children in Crisis Rally:

The ICSW assisted Friends of Iowa Women Prisoners in organizing a rally at the State Capitol 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 attended the 2001 NACW Convention with Commission Chair Lisa Green. Charlotte Nelson administered the 2001 Outstanding Achievement Award for the association.

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Ola Babcock Miller Building Dedication

Ceremony: A workgroup met during 2001 to plan a dedication ceremony for the renaming of the Old Historical Building as the Ola Babcock Miller State Office Building after Iowa's first female Secretary of State.

Additional Participation

AARP luncheon
American Society for Public Administration
Battered Women's Clemency Project
Business Record's Women of Influence reception
Chrysalis Foundation luncheon
Coalition for Healthy and Save Families and Communities
Council for Chemically Exposed Infants and Children
Different Colors of Violence Conference
Direct Care Coalition
Domestic Abuse Death Review Team
Family Planning Conference
Fort Des Moines Memorial Park and Education Center Board of Directors
Friends of Iowa Civil Rights, Inc. and Friends of Iowa Civil Rights, Inc. diversity conference planning committee
Friends of ICSW
Friends of Iowa Women Prisoners
Governor's Conference on Aging Steering Committee and Marketing Subcommittee
Governor's Volunteer Awards Ceremony
Institute of Women's Policy Research
Iowa CareGivers Association conference planning committee and Hospitality subcommittee
Iowa CareGivers forum
Iowa CareGivers proclamation signing
Iowa Collaboration for Youth Development
Iowa Department of General Services, Print 101 Seminars
Iowa Department of Human Rights, Human Rights Administrative Coordinating Council
Iowa Department of Public Health, Arthritis Task Force
Iowa Diversity Committee

Iowa Educational Equity Council
Iowa Gender-Specific Services Task Force
Iowa Human Needs Advocates
Iowa Juvenile Home Foundation Board of Directors
Iowa Organization for Victim Assistance legislative forum
Iowa State Bar Association, Domestic Abuse Symposium
Iowa Women in Public Policy
Iowa Women's Foundation awards luncheon
Justice Reform Consortium Rally Day
Latino Heritage Festival Committee and Education subcommittee
Legislative Liaisons
Martin Luther King, Jr. Ceremony
New Economy Enterprise Planning Team
Nineteenth Amendment Society
Ola Babcock Miller Dedication Ceremony planning group
Pathways to Progress
Planet Breakfast
Public Information Officers
Public Relations Society of American luncheon
State Board of Education
State Government Redesign Team as AFSCME liaison
State Library Open House
State of Black Iowa forum
State of Iowa Youth Action Committee (SIYAC) reception
STOP It Now! Child sexual abuse training
STOP Violence Against Women Coordinating Council
Undiscovered Resources Work Group
Violence Against Women lobbying day
Welfare Reform Advisory Group
Women in the Workforce Training
Youth Development Task Force

SECTION 4: Contractual Agreements

The Iowa Commission on the Status of Women (ICSW) has contractual agreements to administer state fund appropriations to public and private nonprofit programs providing services to Iowans in Transition (displaced homemakers 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 2001, the ICSW administered \$185,000 in state fund appropriations as grants to 8 public and private nonprofit programs providing services to displaced homemakers and female offenders, or Iowans in Transition. Displaced homemakers are individuals who have worked principally in the home providing unpaid household services for family members. They are persons who are unemployed or underemployed; have had or would have difficulty finding appropriate paid employment; and have been dependent on the income of another family member or on government assistance, and are no longer supported by that income. Programs that work with displaced homemakers and female offenders help them deal with the trauma of their situation and prepare them for education and training toward self-sufficiency. Reports from the programs with grants during fiscal year 2001 show a total of 1,654 (1,551 displaced homemakers and 103 female offenders) were served

with counseling (1,559 persons); support services (878); workshop seminars (963); ABE, GED, and English as a Second Language (128); academic upgrading (411); and training for a degree (879). At intake, 47 percent were receiving welfare. Of those served, 1,572 were women and 82 were men. Racial breakdown follows: 1,329 whites, 174 African-American, 60 Latinas, 77 American Indians, 10 Asian-Pacific Islander and 4 unknown. Since July 1999, 14 of the 23 programs serving displaced homemakers in Iowa have closed. Eight of those programs had received ICSW Iowans in Transition grant funding.

Fiscal Year 2002 Grants: Effective July 1, 2001, the definition of Iowans in Transition was expanded to include single parents. The ICSW administered \$172,000 in grants for fiscal year 2002. Applicants for the grants were accepted from freestanding entities and subgroups or special programs sponsored by a larger organization. Eighteen applications were received from the programs

Fiscal Year 2001 Iowans In Transition Grant Recipients			
Community Programs		Community College (Continued)	
Women Aware, Inc., Sioux City	\$32,000	Hawkeye Community College, Waterloo*	\$13,500
Community Colleges (Iowa New Choices Programs)		Indian Hills Community College, Ottumwa	\$18,000
Des Moines Area Community College, Boone/Carroll	\$32,000	Iowa Lakes Community College, Estherville	\$27,000
Des Moines Area Community College, Des Moines	\$20,000	Northeast Iowa Community College, Calmar/Dubuque	\$22,000
Eastern Iowa Community College District, Davenport	\$15,000	Southwestern Community College, Creston	\$19,000
		<i>*Hawkeye's Iowa New Choices program closed on August 1, 2000 and reverted the money to ICSW.</i>	

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Fiscal Year 2002 Iowans In Transition Grant Recipients	
<p>Community Programs</p> <p>Women Aware, Inc., Sioux City \$30,000</p> <p>Community Colleges (Iowa New Choices Programs)</p> <p>Des Moines Area Community College, Boone/Carroll \$26,000</p> <p>Des Moines Area Community College, Des Moines \$20,000</p> <p>Eastern Iowa Community College District, Davenport \$15,000</p>	<p>Community College (Continued)</p> <p>Indian Hills Community College, Ottumwa* \$17,000</p> <p>Iowa Lakes Community College, Estherville \$27,000</p> <p>Northeast Iowa Community College, Calmar/Dubuque \$21,000</p> <p>Southwestern Community College, Creston \$16,000</p> <p><i>*Recommended award was not contracted due to a significant change in program personnel, finalized budget, and lack of ability to meet goals..</i></p>

located statewide. In June, the six-member Iowans in Transition Grant Review and Selection Committee met and made grant recommendations. The committee included Mary Wiberg, chair; Vicki Brown; Jule Reynolds; Lorie Houghton; Joan Moll; with Charlotte Nelson, *ex officio*. Ten grant proposal applications were denied due to insufficient funding.

Iowa New Choices: The Commission participated in monthly telenet meetings with displaced homemaker/single parents and sex equity program coordinators and the sex equity consultant for vocational education in the Department of Education, focusing on recent federal legislation removing set-asides for those programs and other pertinent issues.

On December 19, 2001, the ICSW sponsored the Iowans in Transition Program Coordinators' Meeting. Coordinators learned about federal legislation, which impacts vocational education; DOT training; Women Work! National Conference review; Workforce Investment Act; and Temporary Assistance to Needy Families funding and Family Investment Program limits.

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 2001: 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.

Fiscal Year 2002: The ICSW administered state fund appropriations of \$21,000 to IowaCASA to provide training to the public and community

professionals on issues of sexual assault. ICADV was awarded \$21,000 to provide training to the general public, criminal justice system personnel, and community professionals on issues of domestic violence.

CHALLENGE GRANT

Iowa Gender-Specific Services Task Force

The ICSW renewed its intra-agency contract with the Iowa Division of Criminal and Juvenile Justice Planning (CJJP) to provide staff support to the Iowa Gender-Specific Services Task Force funded through a U.S. Department of Justice Challenge Grant. A co-employee with the Commission fulfills the contract terms, including convening the monthly 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 periodic presentations to the Iowa Juvenile Justice Advisory Council on the progress of the Challenge Grant Project.

“Whispers and Screams” Conference

Directed by the Task Force, the ICSW coordinated the conference, *Whispers & Screams are hard to hear: Creating an audience for girls' voices, Chapter 5: Expanding the Circle*, which was held May 1-2, 2001 in Ames. More than 220 individuals from Iowa and nearby states participated in the two-day event, which succeeded in drawing greater representation than previously from the Juvenile Court, the Department of Human Services, and men. Keynote speakers were Joe Kelly, executive

director of the national non-profit Dads and Daughters and co-founder of *New Moon Magazine* for girls, and University of Northern Iowa Professor of Social Work, Katherine van Wormer. Kelly focused on fathering girls, media, and body image while van Wormer addressed prevention of alcohol use by adolescent girls. Another keynote speaker was Reanae McNeal, an internationally recognized poet and playwright who spoke on the use of storytelling as a prevention tool. The ICSW also began coordination for the annual conference to be held May 16-17, 2002, *Whispers & Screams are hard to hear: Creating an audience for girls' voices, Chapter 6: Developing Lasting Commitments to Girls - Communities, Programs, and Leadership*.

“Strong Girls: A Medley of Facts and Stories” Intensive Retreat

The ICSW organized a two-day intensive retreat for members of the Iowa Gender-Specific Services Task Force and other invited professionals on October 4-5. The retreat featured presentations by local clinical social workers on critical thinking, self-care, going from domestic abuse victim to survivor, and an individual perspective of what works with girls in the juvenile justice system or girls at risk for involvement with the juvenile justice system. Presenters Shawn Beirman, LMSW, Julie Hoshaw, MSW, Binnie LeHew, LISW, and Patti Campidilli, LISW all shared their extensive knowledge of how girls at risk are strong *and* stay strong.

Development of Speaker's Bureau and Program Development Training

As part of the Challenge Grant efforts, several members of the Iowa Gender-Specific Services Task Force were involved in doing training and presentations at conferences and throughout different Iowa communities. This developed into the Task Force Speaker's Bureau, which consists of members willing to present on the gender-specific philosophy, the efforts of the Task Force, or their area of

expertise. For example, one member trained professionals in “Gender Programming/Expectations” in April as well as gave a “Gender-Specific 101” presentation to the Juvenile Court Officers Conference in May. Another member gave a unique presentation to the Council on Human Services on the progress of the Task Force itself. In addition, two Task Force members provided an innovative joint training on “Program Evaluation.” Yet another Task Force member delivered nine presentations throughout the state of Iowa on “Gender-Specific 101,” “Advocacy for Young Women,” and the “Differences in Female Development and How This Should Affect Programming.”

Gender-Specific Program Evaluation

In collaboration with Criminal and Juvenile Justice Planning (CJJP), the ICSW reviewed grants for gender-specific services for girls as well as reviewed and approved formula grant proposals. Two program evaluation proposals were funded: 1) *Girls’ Circle*, an after-school prevention program for girls ages 11-15, and 2) *Foundation 2 Discoveries*, a day-treatment program for girls ages 14-17 who are involved with juvenile court. The expected outcomes of the evaluation processes will be reported in July 2002 identifying how gender-specific service components impact the juvenile females being served by gender-specific programs. Outcomes will also be beneficial to the programs being evaluated, as the conclusions can guide future program development. The conclusions will also be used to guide statewide policy regarding services for juvenile females.

Other

The Challenge Grant Project continues to make gender awareness and community planning a permanent part of the juvenile justice system/child welfare system in Iowa. The Task Force formed a

subcommittee to develop materials to assist with community planning and technical assistance efforts, which is responsible for providing creative approaches that local officials can use to better plan for the needs of girls. In addition, the ICSW wrote two editions of *The Girl Connection* for publication in organizations’/agencies’ newsletters.

SECTION 5: 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	216A.77	Duties.
	ADMINISTRATION	216A.78	Administrator.
		216A.79	Gifts, grants, or donations.
		216A.80	through 216A.90 Reserved.
216A.1	Department of human rights.		
216A.2	Appointment of department director and administrators.		SUBCHAPTER 6
216A.3	Human rights administrative-coordinating council.		DIVISION OF COMMUNITY ACTION AGENCIES
216A.13	Organization.	216A.91	Definitions.
216A.14	Commission employees.	216A.92	Administrator's duties.
216A.15	Duties.	216A.92A	Commission established.
216A.16	Powers.	216A.92B	Duties of the commission.
216A.17	Report.	216A.93	Establishment of community action agencies.
216A.18	through 216A.30 Reserved.	216A.94	Community action agency board.
	SUBCHAPTER 2	216A.95	Duties of board.
	DIVISION OF LATINO AFFAIRS	216A.96	Duties of community action agency.
216A.11	Definitions.	216A.97	Administration.
216A.12	Commission of Latino affairs-terms-compensation.	216A.98	Audit.
216A.13	Organization.	216A.99	Allocation of financial assistance.
216A.14	Commission employees.	216A.100	Reserved.
216A.15	Duties.	216A.101	Emergency weatherization fund.
216A.16	Powers.	216A.102	Energy crisis fund.
216A.17	Report.	216A.103	Iowa affordable heating program established.
216A.18	through 216A.30 Reserved.	216A.104	through 216A.110 Reserved.
	SUBCHAPTER 3		SUBCHAPTER 7
	DIVISION OF DEAF SERVICES		
216A.31	through 216A.50 Reserved.	216A.111	Definitions.
	SUBCHAPTER 4	216A.112	Commission created.
	DIVISION ON THE STATUS OF WOMEN	216A.113	Commission employees.
216A.51	Definitions.	216A.114	Duties of commission.
216A.52	Commission created.	216A.115	Powers.
216A.53	Term of office.	216A.116	Report.
216A.54	Meetings of the commission.	216A.117	Interpretation services account.
216A.55	Objectives of commission.	216A.118	through 216A.120 Reserved.
216A.56	Employees and responsibility.		SUBCHAPTER 8
216A.57	Duties.	216A.121	through 216A.130 Reserved.
216A.58	Additional authority.		SUBCHAPTER 9
216A.59	Access to information.		DIVISION OF CRIMINAL AND JUVENILE JUSTICE PLANNING
216A.60	Annual report.	216A.131	Definitions.
216A.61	through 216A.70 Reserved.	216A.132	Council established-terms-compensation.
	SUBCHAPTER 5	216A.133	Duties.
	DIVISION OF PERSONS WITH DISABILITIES	216A.134	Administrator.
216A.71	Definitions.	216A.135	Plan and report.
216A.72	Commission established.	216A.136	Statistical analysis center-access to records.
216A.73	Ex officio members.	216A.137	Correctional policy project.
216A.74	Membership.	216A.138	Multiagency data base concerning juveniles.
216A.75	Term.	216A.139	and 216A.140 Reserved.
216A.76	Officers.		

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SUBCHAPTER 10

DIVISION ON THE STATUS OF AFRICAN-AMERICANS

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

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

SUBCHAPTER 1

ADMINISTRATION

216A.1 Department of human rights.

A department of human rights is created, with the following divisions:

1. Division of Latino affairs.
2. Division on the status of women.
3. Division of persons with disabilities.
4. Division of community action agencies.
5. Division of deaf services.
6. Division of criminal and juvenile justice planning.
7. Division on the status of African-Americans.

86 Acts, ch 1245, § 1201

C87, § 601K.1

87 Acts, ch 115, §70; 88 Acts, ch 1277, §27; 89 Acts, ch 83, §78; 90 Acts, ch 1180, § 2; 91 Acts, ch 50, § 2; 91 Acts, ch 109, § 8

C93, § 216A.1

216A.2 Appointment of department director and administrators.

The governor shall appoint a director of the department of human rights, subject to confirmation by the senate. The department director shall serve at the pleasure of the governor. The department director shall:

1. Establish general operating policies for the department to provide general uniformity among the divisions while providing for necessary flexibility.
2. Receive budgets submitted by each commission and reconcile the budgets among the divisions. The department director shall submit a budget for the department, subject to the budget requirements pursuant to chapter 8.
3. Coordinate and supervise personnel services and shared administrative support services to assure maximum support and assistance to the divisions.
4. Identify and, with the chief administrative officers of each division, facilitate the opportunities for consolidation and efficiencies within the department.
5. In cooperation with the commissions, make recommendations to the governor regarding the appointment of the administrator of each division.
6. Serve as an ex officio member of all commissions or

councils within the department.

7. Serve as chairperson of the human rights administrative-coordinating council.

8. Evaluate each administrator, after receiving recommendations from the appropriate commissions or councils, and submit a written report of the completed evaluations to the governor and the appropriate commissions or councils, annually.

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

99 Acts, ch 201, §10,11

Subsection 9 stricken

Unnumbered paragraph 2 amended

216A.3 Human rights administrative-coordinating council.

1. A human rights administrative coordinating council composed of nine members is created within the department of human rights. The council is composed of the director, who shall act as the chairperson of the council, and the administrators within the department.

2. The council shall meet periodically to:

- a. Identify areas where the divisions within the department might coordinate efforts or share administrative or other support functions to provide greater efficiencies in operation including, but not limited to, accounting, clerical, record keeping, and administrative support functions.
- b. Develop cooperative arrangements and shared services among the divisions to achieve greater efficiencies, and may establish contracts and agreements between or among the divisions to provide for shared services.
- c. Transfer funds within the divisions agreeing to shared services for the implementation of the contracts or agreements between divisions.
- d. Make recommendations to the governor and general assembly regarding additional consolidation and coordination that would require legislative action.
- e. Advise the department director regarding actions by and for the department.

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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

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

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

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

86 Acts, ch 1245, § 1222

C87, § 601K.52

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

C93, § 216A.52

216A.53 Term of office.

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

86 Acts, ch 1245, § 1223

C87, § 601K.53

88 Acts, ch 1150, § 3

C93, § 216A.53

216A.54 Meetings of the commission.

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

86 Acts, ch 1245, § 1224

C87, § 601K.54

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

C93, § 216A.54

216A.55 Objectives of commission.

The commission shall study the changing needs and problems of the women of this state, and develop and recommend new programs and constructive action to

the governor and the general assembly, including but not limited to, the following areas:

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

216A.56 Employees and responsibility.

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

86 Acts, ch 1245, § 1226

C87, § 601K.56

C93, § 216A.56

216A.57 Duties.

The commission shall:

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

86 Acts, ch 1245, § 1227

C87, § 601K.57

C93, § 216A.57

216A.58 Additional authority.

The commission may:

1. Do all things necessary, proper, and expedient in accomplishing the duties listed in section 216A.57 and

this section.

2. Hold hearings.

3. Enter into contracts, within the limit of funds made available, with individuals, organizations, and institutions for services furthering the objectives of the commission as listed in section 216A.55.

4. Seek advice and counsel of informed individuals, or any agricultural, industrial, professional, labor or trade association, or civic group in the accomplishment of the objectives of the commission.

5. Accept grants of money or property from the federal government or any other source, and may upon its own order use this money, property, or other resources to accomplish the objectives of the commission.

86 Acts, ch 1245, § 1228

C87, § 601K.58

C93, § 216A.58

216A.59 Access to information.

The commission shall have access to all nonconfidential records, data, information, and statistics of all departments, boards, commissions, agencies, and institutions of this state, and upon terms which may be mutually agreed upon, have studies and research conducted.

86 Acts, ch 1245, § 1229

C87, § 601K.59

C93, § 216A.59

216A.60 Annual report.

Not later than February 1 of each year the commission shall file a report with the governor and the general assembly of its proceedings for the previous calendar year, and may submit with the report such recommendations pertaining to its affairs as it deems 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.

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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]

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

CHAPTER 2 DUTIES

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CHAPTER 3 IOWA WOMEN'S HALL OF FAME

- 3.1(216A) Purpose
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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]

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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 advice and counsel outside its membership in the performance of its duties which are to:

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

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

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

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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.

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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 5/16/01

CHAPTER 5 IOWANS IN TRANSITION

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

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

- Dependent on the income of another family member but is no longer supported by that income, or
- Dependent on government assistance, or
- Supported as the parent of a minor; or

2. Is a single parent; or

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

435—5.2(216A) Program eligibility. In any year in which the legislature appropriates funds, the department of human rights division on the status of women shall provide moneys for certain selected programs to provide services to Iowans in transition. The amount of money provided shall be contingent upon the amount of funds available. Programs shall include the provision of intake, assessment, planning and personal counseling services. Only nonprofit organizations or governmental units are eligible.

435—5.3(216A) Proposals. Agencies wishing to apply for funding shall submit a funding proposal to the division. Proposals shall contain all the information specified in the request for proposals (RFP).

435—5.4(216A) Selection of proposals. The division administrator shall appoint an advisory committee of no fewer than five persons. All proposals received will be evaluated by the advisory committee and the division administrator to determine which agencies will receive grants. Agencies submitting applications for continuing programs which have demonstrated both a need and the ability to effectively operate the program will be given first consideration for funds. The division administrator shall make the final decision with respect to the expenditure of funds. The applicant may be requested to modify the proposal through the contracting process. The following factors will be considered in selecting proposals:

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

435—5.5(216A) Appeal procedure. The following appeal and hearing procedure shall be used:

1. An applicant denied assistance or who wishes to file a complaint about the Iowans in transition program has ten days from the date of denial or complaint action to submit an appeal in writing to the administrator of the division on the status of women.

2. The administrator and the advisory committee will respond with a decision within ten days of receipt of the appeal or complaint.

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.

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

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.

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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 6

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]