



Governor Kim Reynolds
Lt. Governor Adam Gregg
San Wong, Director

MINUTES

Iowa Commission on the Status of Women
October 25, 2018, 11 a.m. to 1 p.m.
Room 319, Lucas State Office Building
321 E. 12th St, Des Moines, Iowa

Commissioners present (in person or by phone)

Beth Coonan (Chair)
Rachelle Hunt Russian
Sherill Whisenand
Sean Bagniewski
Wendy Musgrave
David Gudenkauf

Commissioners absent

Tom Carnahan

DHR/ICSW staff

Kristen Corey, Program Planner, Office on the Status of Women
Monica Stone, Deputy Director, Department of Human Rights

Member of the public (present for all or part of meeting)

Robyn Mills, from SPPG present
Claire Yocum – coordinator of IYC for DHR
Daniel Zeno

Call to order

Called to order by Chair Beth Coonan at 11:06 a.m.

Approval of agenda

Motion to approve October 25th agenda made by Bagniewski; seconded by Musgrave.

Vote:

Aye: all

No: 0

Motion carried.

Approval of previous minutes

Iowa Commission on the Status of Women

Minutes from August 18th, 2018

Motion to approve minutes from August 18th (as presented) made by Whisenand; seconded by Gudenkauf.

Vote:

Aye: all

No: 0

Motion Carried.

Update from the Iowa Department of Human Rights

Monica Stone gave the last quarter's Division of Community Advocacy and Services (CAS) update that was shared with the DHR board. She stated that for the CAS division, the two over-arching projects currently are the Iowa Talent Bank and the CAS data report that SPPG is working on.

Robyn Mills gave an overview of the data report, which is a year-long project with the goal of giving the CAS division and CAS commissions a document at the end of the project. The CAS division/commissions can choose to use this as the basis for strategies for years to come. Right now, SPPG is working on an environmental, high-level scan. The next phase will include a quantitative report. SPPG will be gathering all of the empirical data they can to give commissions the best comprehensive report from which to make decisions. In January through April, SPPG will be travelling throughout the state to interview leaders in Iowa's communities with the end goal of providing a comprehensive report. This report will be finalized in late August or early September.

Stone mentioned that she is currently serving on the Children's System Board. This Board is putting together a plan for the state of Iowa. Input into the plan is being taken from the public. Stone mentioned that if commissioners have comments on this plan they would like to add, to get those comments to her by November 1st. Stone will send the draft strategic plan to Kristen Corey who will get this plan to commissioners. The goal of the plan is to create regionally directed children's mental health services.

Stone added that the next DHR board meeting is on Nov. 19th, but the Children's System State Board (by an executive order) asks for the Children's System State Board to submit a plan to the Governor by Nov. 15th.

Guest presentation from Daniel Zeno

Daniel Zeno, Policy Director of the ACLU – Iowa gave a presentation on the Iowa Pregnant Workers Rights Act, which is a bill requiring most employers (with 25 employees or above) to provide a reasonable accommodation for pregnant workers in Iowa. In 2017, the bill was introduced and had a subcommittee hearing – but had opposition from the business community. The coalition of supporters

includes the ACLU, the Family Leader, the Catholic conference, Planned Parenthood, and others. Zeno stated that this bill would primarily help low-wage workers (i.e., cashiers; factory workers who need more bathroom/water breaks). ACLU is asking the ICSW is to offer their support.

Coonan asked if the bill's intent is to address a gap between the Americans with Disabilities Act (ADA) and the Iowa Civil Rights Act.

Zeno answered that the point of this bill is to say that in Iowa we can do better. He added that a lot of businesses already do this because it makes good business sense. The bill is for the employers who are not doing this. The bill would restore the standard from 2015, before the Iowa Supreme Court decision.

Zeno added that the ACLU has made the strategic decision to support this bill, but also support others that go above and beyond the requirements listed in this bill. He added that he would send the link to the bill to Corey to forward to the Commission.

Zeno also presented on Marsy's Law, which was introduced in the Iowa legislature last session. He explained that this law would provide for rights of crime victims in the Iowa Constitution.

He added that the ACLU opposes Marsy's law, but does support victim services overall. He explained that putting victims' rights in the Iowa Constitution creates some problems, such as creating the potential to undermine due process in Iowa. He added that Marsy's Law does not make a distinction between juveniles and adults and mentioned that many have been working for a long time in Iowa to make sure juveniles are not treated punitively. The ACLU thinks this could be problematic for juveniles and the work that has been done in Iowa.

Gudenkauf mentioned that he agrees with the ACLU's position on Marsy's law.

Update from the Office on the Status of Women

Corey gave an update from the Office on the Status of Women and outlined the following projects that the office is working on with other organizations or coalitions:

- 1) The Iowa Talent Bank project
- 2) 19th Amendment Centennial Commemoration Committee
- 3) Sexual Violence Prevention Committee & Project

Iowa Talent Bank Project

Corey let the Commission know that DHR received funding from Iowa Access for the Iowa Talent bank earlier this month. She added that DHR is finalizing the contract with QCI, who is a local vendor, and will be beginning work within the next several months to build the Talent Bank. She mentioned that herself, Tina Shaw and Monica Stone traveled to Dubuque to present at the Sustainable Cities conference and had

a good response from the audience. From that conference, DHR was able to make contact with a board member of the Iowa Municipal Finance Officers Association and plans to present at their Spring meeting about the Iowa Talent Bank.

Corey asked for volunteers from the Commission who would be interested in testing the Talent Bank, and also let commissioners know she would be reaching out a later date for additional help in promoting it and filling it with board/commission applicants.

19th Amendment Centennial Commemoration Committee

Corey stated that she is a participant in the statewide 19th Amendment Centennial Commemoration Committee and is working on a number of different projects within the committee: 1) planning the kick-off event with the Catt Center for Women and Politics at Iowa State University, 2) working on adding Iowa historical suffrage sites to a national database, and 3) working on a newly-formed project to research African American women's involvement in Iowa's suffrage movement. She asked commissioners if they had interest in any of these projects to let her know. Hunt Russian indicated she would be interested in helping with this committee.

Sexual Violence Prevention Committee & Project

Corey mentioned that the Iowa Department of Health's Sexual Violence Prevention Coordinator reached out to her for a potential partnership with the Office on the Status of Women, the Iowa Coalition Against Sexual Assault, the Iowa Coalition Against Domestic Violence, the University of Iowa and Futures Without Violence to submit a grant application for a five-year project related to preventing workplace harassment. The Iowa Department of Public Health will be submitting the grant application. Corey added that she should know by January 1, 2019 if the grant application is successful.

Gudenkauf asked if the grant is awarded to Iowa, would the Commission be able to use the metrics from the project. Corey stated yes.

Commission planning for 2019 and beyond

2019 Iowa Women's Hall of Fame committee

Coonan asked for volunteers that would like to serve on the 2019 Iowa Women's Hall of Fame Committee. Whisenand stated that she would be willing to serve in an ex officio capacity or in any other capacity that would be helpful for the committee. Musgrave and Bagniewski also stated they would be willing to serve again.

Coonan asked if there was anyone who would like to serve as chair and added that she would be reaching out individually to ask commissioners if they would be willing to serve as chair.

Discussion with all commissioners

Coonan asked commissioners to comment on whether the 2016-2019 priorities of the Commission are still relevant and important or whether additional priorities should be identified and supported.

Stone mentioned that other commissions have chosen to give a general recommendation document. She added that the Asian and Pacific Islander Affairs commission has two key initiatives in addition to their civic engagement work: 1) healthcare for the elderly/aging, and 2) serving the Marshallese community and Pacific Islanders that do not currently have healthcare.

Stone added that once we have the CAS division data report, it will be important to get this on the radar of the state's leadership.

Hunt Russian stated that she thinks all of the things mentioned under the Commission's goal "Support and challenge women to reach their full potential and enhance Iowa's future" are still important and relevant.

Stone mentioned that within the Community and Advocacy Services division, there are 4 strategic goals and she feels that the Commission's goals could fit within all of them:

- Civic engagement
 - Iowa Talent Bank – opportunities for the Commission could include talking to women about filling this, doing the planning and promotion, consistent outreach and replenishing the Talent Bank
- Youth success
- Government access
 - Increase childcare
 - Increased STEM opportunities
 - Survivors of assault/violence
 - Increase healthcare access
- Community connections/communication
 - Pay equity
 - Women owned businesses
 - Increasing family supports in the workplace

Coonan asked if the Commission wanted to address the request made by the ACLU either as part of ICSW priorities or individually. The Commissioners did not elect to address the request at this time.

Gudenkauf asked if the Commission should put more emphasis on some of the different goals and less on others.

Corey offered and commissioners agreed that Corey would develop a poll in conjunction with Coonan and Hunt-Russian to assist commissioners in ranking the top issues each commissioner feels is important. Once poll data is received, Coonan and Corey would report to the Commission the results and offer a proposed document identifying the Commission's priorities for discussion during the next commission meeting.

Stone asked if it would be helpful if she and Corey put together a document about the steps associated with the Talent Bank and what commissioners' roles could look like. Commissioners agreed that would be helpful.

Adjournment

Gudenkauf made the motion to adjourn. Bagniewski seconded motion.

Vote:

Aye: all

No: 0

Motion carried.

Meeting adjourned at 12:45 p.m.

Minutes prepared by Kristen Corey, staff.