



Governor Terry E. Branstad
Lt. Governor Kim Reynolds
San Wong, Director

Iowa Commission on the Status of Women
Virtual Quarterly Commission Meeting
December 20, 2021 12:30 to 2:30 p.m.

Minutes

Call to Order

Meeting called to order at 12:34 pm by chairperson Elizabeth Coonan.

Roll call

Present: Elizabeth Coonan, Michael Fleming, Wendy Musgrave, Rachele Hunt-Russian

Absent: Tom Carnahan, Matthew Gilbert, Sherill Whisenand, San Wong, ex-officio

Staff:

Kim Cheeks, Monica Stone

Approve agenda

Motion made to approve by Musgrave, 2nd by Russian, approved unanimously

Approve minutes of 11/29/21

Motion made to approve the minutes by Fleming, 2nd by Russian, approved unanimously

Public Comment

None

Old/New Business

Strategic Planning/SPPG Data/Legislative Agenda

Stone started the discussion by giving the commission options to consider when creating the legislative agenda:

1. Use 2021 recommendations policy statement draft
2. Optional – use specific recommendations or the most important topic areas – create short term goals
3. Use data to set what is most important and make recommendations for action in the next 1-3 years

Discussion points made from commission:

- Need 1 page outline – who we are, what we focus on, does it represent everyone on the board

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- Does recommendations represent the diversity of women in Iowa? Considering options do we have a voice, someone who listens to us?
- Create a publication
- Opportunity to be more proactive due to having data now
- Focus on 2-3 areas

Stone expressed, if the commission just met the expectations in Iowa Code priorities could include:

- Giving advice to DHR,
- Making recommendations to governor & legislature, the issues impacting women are vast and very wide, where the governor & legislature could reach out for expert advice from commission,
- Having the data to influence decision makers
- Determine the most important areas to address, create a pathway to address them, eg. Talking points for interested groups to advocate to legislature

Stone gave examples of what other commissions are working on:

- Latino Affairs – civic engagement / education
- Persons with Disabilities – workforce / investigate policies
- Asian and Pacific Islanders – new communities
- Status of African-American – education, community input, law enforcement issues

Other topic areas from commissioners:

- Pay equity - easily identifiable, how it impacts disparate populations
- childcare
- mental health
- overlap – impacting all women
- Educating women & girls – using Hall of Fame (HOF) recipients
- intergenerational perspective - role of caregiving, caregiving of youth and elderly, heavily on women
- self care, work environment – ability to take time off
- Hall of Fame recipients – develop pathways to leadership, recognizing emerging leaders, the next generation
- Family leave

Stone suggested taking a root cause analysis, using caregiving roles, identify 5 “whys”, women take care of women right after childbirth, women are responsible for childcare when returning to work, they enter workforce later, pay increases are less due to less years. Use data used to tell the story of the status of women in Iowa.

Example: Leadership institute Hall of Fame –

- conversation to choose a topic to present on,
- invite young women to the “convocation” and spend a day learning about these topics from HOF members, choose the time of year,
- open invitation to schools for participants,
- application process, (DHR has experience in building inclusive youth programs),
- series of speakers to address specific topics – leadership – connecting women to STEM at ISU

Review of ICSW Policy Statement Draft

Focus areas that stick out:

- Supporting IoWoman

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- Gender roles, childcare, education HOF
- Celebrating the achievements of women – HOF

More discussion and models to examine:

- Florida Status of Women – program recognizes younger women
- UNI program, mentors for violence prevention, includes leadership development, talk to schools to find a cross spectrum of leaders, consider range of spheres that may be emerging among students, working with ID of Ed to bring in leadership curriculum during COVID, HS athletic assoc. coaching boys into men – dev. leaders in athletes, - all could be partnerships, understanding what is holding women back from developing leadership

Gender Equity Study Report

The study was distributed to the commission to review prior to the meeting and there was no discussion regarding the report.

Fleming motioned to support the study's use of the commission's name, and endorsing, the partnership with Iowa Workforce Development and other entities, 2nd by Russian, approved unanimously.

Book – Use of Iowa Women's Hall of Fame website Information Request

Cheeks read the email request by a constituent to write a small booklet on the Iowa Women's Hall of Fame.

Coonan – feels the commission has no editorial control on what she includes, she wouldn't advise granting her permission to use the logo.

Stone - all the information is on our website and is public information. She feels the challenge is her asking for money from the public from the book, for living members of recipients. They do sign a release for information published on the website, and use of photos, anytime anyone sends an application – it becomes public information.

Coonan suggests – Kim or Monica respond to the request with the following verbiage, information is public and she's free to do with it what she pleases, we don't have the time to offer any support, we offer her all the best with her project, and hope a percent of profits good to the cause. Cheeks will send out the reply.

Russian – left the meeting

Coonan stated since there was no longer a quorum – she would refine the document, narrowing down to 2-3 priorities, and circulate to all members to offer input. She will have a draft ready for the next meeting where it can be voted on to adopt.

Monica – stated she will edit 2021 Recommendations and Policy Statement and will distribute amongst the commission members.

Meeting calendar – proposed dates

March 1 – DHR Day on the Hill

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May 3
August 20 - IWHOF
October 21

Adjourn

Motion to adjourn made by Fleming, 2nd by Musgrave. Meeting adjourned at 2:38 p.m.

Minutes prepared by Kim Cheeks, staff

Kim Cheeks

DRAFT

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