



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

**MINUTES**  
**Iowa Commission on the Status of Women**  
**March 3, 2016**  
**Lucas State Office Building, Room 201**  
**321 E. 12<sup>th</sup>, Des Moines, Iowa**

**Commissioners present (in-person or by phone)**

Phyllis Peters, chair  
Tom Carnahan (phone)  
David Gudenkauf  
Beth Coonan  
Aaron Sewell (phone)  
Sherill Whisenand

**Commissioners absent**

Rachelle Hunt Russian

**DHR/ICSW staff**

Kristen Corey, Program Planner, Office on the Status of Women  
Monica Stone, Deputy Director, Iowa Department of Human Rights  
Sonya Streit, Assistant to the Director, Iowa Department of Human Rights

**Members of the public - present for all or part of the meeting**

None

**Call to order**

Called to order by chair, Phyllis Peters at 9:34 a.m.

No public observers.

Motion to approve agenda for March 3<sup>rd</sup>, 2016:  
Gudenkauf made motion; Carnahan seconded.

Aye: all

Nay: none

Motion carried.

Motion to approve minutes from January 26<sup>th</sup>, 2016:  
Carnahan made motion; Coonan seconded.

Aye: all

Nay: none

Motion carried.

### **Public comment**

No public comment.

### **Iowa Department of Human Rights update**

Monica Stone gave an update from the Department. Stone told the commission about a new training initiative the Division of Community Advocacy and Services (CAS) will be taking on called “diversity and inclusion circles.” In these circles, CAS staff will work with state agencies as their consultants to help agencies retain and engage employees of diverse backgrounds. The pilot agency will be the Iowa Department of Human Rights.

Chair Peters asked if Program Planner Kristen Corey will be included as a consultant. Stone answered that Corey will be one of the consultants for the diversity and inclusion circles. Stone added that July 2016 is a tentative date to begin the circle initiative with the first state agency (DHR), with a rollout to other agencies in January 2017.

Peters asked if gender issues such as equity in pay and positions will be covered in this training. Stone answered that yes, gender issues will be covered.

Peters added that if CAS does this well, it could be a model for other states.

Coonan asked if the training was voluntary or required for state agencies and if CAS will be collecting pre and post-data. She added that staffing could become an issue.

Stone answered that it will be difficult for CAS to serve more than one agency at a time and that yes, CAS will be collecting pre and post-data.

### **Office on the Status of Women report**

Corey gave an update from the Office on the Status of Women. Corey stated that she will be spending the next several months through August working on the Iowa Women's Hall of Fame.

She also outlined several events that will be taking place in April 2016 around Pay Equity Week:

- 1) A roundtable discussion with the U.S. Department of Labor Women's Bureau and women's groups throughout the state of Iowa to talk about needs in Iowa and the work of the Women's Bureau.
- 2) A panel to discuss pay equity that Corey organized with AAUW of Grand View University and Des Moines consisting of the Iowa Commission on the Status of Women's Chair Phyllis Peters, Maxine Lampe (former President of AAUW – Iowa), Zachary Florent from

the U.S. Equal Employment Opportunity Commission, and Ella Heinicke, a recent graduate of Grand View University.

- 3) A three part series called "Build a Better Future" geared toward college-aged women consisting of financial literacy, networking, and salary negotiation workshops.

Corey also handed out the office's recently published "Women in Iowa: 2016 Report" and the fliers for Pay Equity Week.

### **Friends of the Iowa Commission on the Status of Women update**

Peters gave a brief update for the Friends of the Iowa Commission on the Status of Women (ICSW). Peters stated that the Friends of ICSW is down to 6 people and is looking to expand in membership.

Peters stated that the Talent Bank is an initiative the Friends of ICSW is excited about and wants to see continue. Peters added that the Iowa Department of Human Rights' Division of Community Advocacy and Services has expressed an interest in taking over management of the Talent Bank database.

Peters suggested that the Friends of ICSW could possibly fund an intern to dedicate to the Gender Balance initiative, but would want to make sure the intern's duties were focused on that item and not on other areas.

Peters also added that the Friends of the ICSW will be hosting its annual Women You Know Women You Want to Meet event on March 8<sup>th</sup> and asked Corey to send information out to commissioners about that event.

### **2016 legislative update**

Sonya Streit gave a 2016 legislative update on bills that specifically affect women that are travelling through the legislature.

She highlighted several key areas of note and gave a brief summary of several bills:

- A big issue this year was domestic abuse. Currently there is no extension of domestic violence to a person who is in an intimate relationship or not.
- SF 336: Was introduced and passed through funnel last year. If a person is in a domestic relationship, that person can go to the courthouse and file for a no contact order without a court order. This bill would extend this to relationships that include sexual abuse.
- SF313: Providing reasonable accommodations to workers who are pregnant.
- SF2217: Employees would be entitled to take at least 40 hours of leave to attend prenatal appointments.

- HF 2159: Wage discrimination bill; this bill would create a task force to study wage discrimination. The Director of the Iowa Department of Human Rights and Director of the Iowa Civil Rights Commission would be involved in task force.
- Human trafficking bill: this bill would establish an office within the Iowa Department of Public Safety to combat human trafficking.
- HF 2399: Domestic abuse: when a person files for a civil protective order (no contact order), this bill would allow the court to ask the defendant to submit paperwork to see if the court should order financial support. This bill would order a risk-assessment of a person convicted of a no-contact order.

Streit let commissioners know that March 11<sup>th</sup> is the date of the second funnel. If these bills pass the second funnel, they will then go to the Governor to be signed. April 19<sup>th</sup> is the 100<sup>th</sup> day of calendar session and will tentatively be the last “official” day of the session.

Commissioner Carnahan made reference to HF2159 and stated that there is already a lot of research on wage inequality – why is another study necessary?

Streit answered that this time it may be a different make-up of the task force and people involved in the discussion.

#### **Action Item: Hall of Fame committee**

Peters let commissioners know that April 1<sup>st</sup> is the deadline for nominations for the Iowa Women’s Hall of Fame and the Cristine Wilson Award for Equality and Justice. She added that she is going to ask commissioner Hunt Russian to chair the Iowa Women’s Hall of Fame selection committee again and stated that commissioners Gudenkauf and Whisenand have volunteered to sit on the Iowa Women’s Hall of Fame selection committee this year. Commissioner Coonan volunteered to chair the committee if Hunt Russian is not able to serve this year.

Corey added that this year is the first year we are taking nominations for the Cristine Wilson Award for Equality and Justice from the general public and asked the commissioners to send in nominations for this award. Corey agreed to send out a list of those who have received the award in the past and will send the nomination form to all commissioners.

Gudenkauf asked if the Friends of the ICSW could help with getting the message out about the change in nomination process for the Cristine Wilson Award. Gudenkauf asked if the Friends of the ICSW could talk about this at a future Friends’ meeting.

Commissioners talked about the need to expand our network and reach those in different areas throughout the state, such as Western Iowa. Coonan stated the need for sustainable contacts and relationships with other women’s groups to have those groups help push out the information.

Peters stated that after the selections are made for this year's Iowa Women's Hall of Fame, the commission will need to convene by phone to approve the selection committee's recommendations. Peters added that the next meeting will be in May/June to approve these recommendations and then the following meeting will be in person on Saturday, August 20<sup>th</sup> – the same date as the Iowa Women's Hall of Fame.

Commissioner Sewell thanked the commissioners and staff for the time he spent on the Iowa Commission on the Status of Women.

**Adjournment**

Carnahan made a motion to adjourn. Gudenkauf seconded the motion.

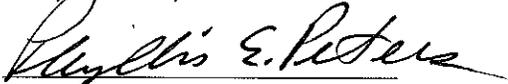
Ayes: all

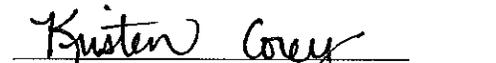
Nay: none

Motion carried.

Meeting adjourned at 11:03 a.m.

Respectfully submitted:

  
Phyllis Peters, Chair

  
Kristen Corey, Program Planner

