

Iowa Commission on the Status of Women (ICSW) **2016-2019 Strategic Plan**



Iowa Commission on the Status of Women 2016-2019 Strategic Plan

Table of Contents

Core

Guiding Statements	3
Top Strategic Goals (summary)	5

Strategic Goals

Strategic Goal 1	6
Strategic Goal 2	7
Strategic Goal 3	8

Summary of Retreat Information

SWOT Analysis.....	9
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Iowa Commission on the Status of Women 2016-2019 Strategic Plan

Guiding Statements

Our Mission

The ICSW advocates for and leads collaborative efforts that champion the success and well-being of women and girls.

Our Motto

“Iowa’s commitment to women.”

Our Vision

Empower Iowa women and girls to achieve their full potential.

Iowa Commission on the Status of Women 2016-2019 Strategic Plan

Our Guiding Principles

The Iowa Commission on the Status of Women (ICSW) is a commission within the Iowa Department of Human Rights (DHR), therefore the principles listed below are the same principles listed in the DHR 2015-2018 strategic plan.

DHR is accountable and data-driven.

DHR utilizes thoughtful communication and transparent decision making.

DHR is one organization, built on mutual respect.

DHR is the model of culturally affirmative government.

DHR promotes equality, equal treatment and equity for all Iowans.

DHR promotes equal opportunity and accessibility for all Iowans.

DHR ensures that Iowa's underserved populations are "at the table."

DHR operates as a state agency that applies our resources in a thoughtful way and can make a meaningful difference in the lives of people in the areas in which we work. Each commissioner of the Iowa Commission on the Status of Women is responsible for bringing the words of the following beliefs to life:

- We are privileged to do this work.
- Our pursuit of excellence, with no conventional market signals, requires relentless self-examination and conviction to the ever-increasing importance of the department's work.
- Our success requires continuous personal and intellectual growth, careful listening, honesty and openness in challenging one another, personal and departmental humility, and high quality teamwork, leavened by a sense of humor.
- We must avoid conflicts of interest, honor trust, and maintain appropriate confidentiality.
- We are responsible for making prudent, wise, and leveraged use of all our resources, including our staff, reputation, ideas, networks and money.
- We will make a meaningful difference by recognizing and pursuing opportunities, taking thoughtful action, nurturing a culture of open dialog, and seeking continuous self-renewal.
- We are guided by research, purposeful discussion, fact-based judgments, fairness, clearly articulated expectations, and by acknowledging and sharing our failures and successes with others.
- We hold ourselves to high standards of:
 - a. Proactive outreach and communication
 - b. Responsive direct service
 - c. Effective grant making

Iowa Commission on the Status of Women 2016-2019 Strategic Plan

Top Strategic Goals

- 1. Iowa has a statewide coordinated effort to advocate for the needs of women and girls throughout the state.**
 - a. Coalitions are established to identify and address areas of need and opportunities that support the ICSW vision
 - b. A communication plan is established that supports coordinated efforts

- 2. Systems are in place to support and challenge women to reach their full potential and enhance Iowa's future.**
 - a. Women have greater opportunity for economic stability and career growth
 - b. Women experience increased safety and well-being

- 3. The Office on the Status of Women and the Iowa Commission on the Status of Women are structured to enhance and support the commission and the Iowa Department of Human Rights' goals and priorities.**
 - a. Staff and Commissioners have access to resources and have clearly defined responsibilities that support the goals
 - b. Suggestions are provided and processes are in place to address resource gaps
 - c. Commission members are valued and valuable in achieving the goals

Iowa Commission on the Status of Women 2016-2019 Strategic Plan

Goal 1 – Iowa has a statewide coordinated effort to advocate for the needs of women and girls in Iowa.

Lead: DHR staff
Team: ICSW commissioners

Strategies	Actions	Person(s) Responsible	Due By
a. Coalitions are established to identify and address areas of need and opportunities that support the ICSW vision	<ul style="list-style-type: none"> • Internal collaborations (other commissions within DHR) • External collaborations (non-profits, businesses, other state agencies) 	Staff, All commissioners	Ongoing
b. A communication plan is established that supports coordinated efforts	<ul style="list-style-type: none"> • Increase digital media presence • Communication process and data system • Efforts need to address negative impressions of women 	Staff/DHR Executive Team	FY 2019

Iowa Commission on the Status of Women 2016-2019 Strategic Plan

Goal 2 – Systems are in place to support and challenge women to reach their full potential and enhance Iowa’s future.

Lead: DHR staff
Team: ICSW commissioners

Strategies	Actions	Person(s) Responsible	Due By
a. Women have greater opportunity for economic stability and career growth	Develop initiatives to increase public awareness and gain public support for the following: <ul style="list-style-type: none"> • Childcare and family supports at home and in the workplace • Increased STEM opportunities for women • Pay equity/comparable worth • Women-owned businesses 	Staff	FY 2019
b. Women experience increased safety and well-being	Raise awareness about access or lack of access to the following services for women: <ul style="list-style-type: none"> • Protective services for victims of assault and abuse • Mental health care • Health care 	Staff	Ongoing

Iowa Commission on the Status of Women 2016-2019 Strategic Plan

Goal 3 – (Internal goal) The Office on the Status of Women and the Iowa Commission on the Status of Women are structured to enhance and support the commission and the Iowa Department of Human Rights’ goals and priorities.

Lead: Chair of the ICSW
Team: ICSW commissioners

Strategies	Actions	Person(s) Responsible	Due By
a. Staff and Commissioners have access to resources and have clearly defined responsibilities that support the goals	<ul style="list-style-type: none"> • Monthly e-mails from staff regarding requests for help from commissioners, news, etc. • Feedback and content from commissioners on website, listserv messages, social media, and communications from staff 	Staff, Chair of commission	Ongoing
b. Suggestions are provided and processes are in place to address resource gaps	<ul style="list-style-type: none"> • Identify resource gaps • Send suggestions to staff regarding how to address resource gaps 	Chair of commission	FY 2019
c. Commission members are valued and valuable in achieving the goals	<ul style="list-style-type: none"> • Identify areas in which commissioners could get involved • Form committees to address the areas of action in goal #2a and #2b 	Chair of commission	Ongoing

Iowa Commission on the Status of Women 2016-2019 Strategic Plan

SWOT Analysis

S trengths	W eaknesses	O pportunities	T hreats
Institutional knowledge	Not currently working from a plan	Pay scales disproportionate to societal impact	Cultural barriers to change
Systems focus	Commissioners do not have an engagement plan for them	Single mother data and what it impacts (childcare, economic package, healthcare)	
Celebrate and put focus on women's successes	Community outreach and feedback connection to be more collaborative to up channel information to fix systems	Finding a new way to make change	
New website and its information	Understanding and promoting best practices	Not everyone who needs to be at the table is at the table	
Part of collaborative groups	Fragmentation of DHR divisions	Inform lowans on successes and how they can fix problems	
Have direct access and influence	Understanding the value of ICSW	Connect and create value with other underrepresented groups	
Have a Friends board	Limited staff and need to support Commission and Friends board (basically 1 FTE)	Being more effective in different and changing demographics	
Host annual events and programs	Status quo budget Understanding advocacy		