

IOWA COMMISSION ON THE STATUS OF WOMEN

**PERFORMANCE REPORT**

Performance Results Achieved for Fiscal Year 2008

# TABLE OF CONTENTS

<u>SECTION</u>	<u>PAGE</u>
INTRODUCTION	3
AGENCY OVERVIEW	4
KEY RESULTS	5
AGENCY PERFORMANCE PLAN RESULTS	6
RESOURCE REALLOCATION	7
AGENCY CONTACTS	7

## INTRODUCTION

The Performance Report for Fiscal Year 2008 reflects some accomplishments by the Iowa Commission on the Status of Women (ICSW) within a context of major organizational change. Information is provided in accordance with the Accountable Government Act to improve decision-making and increase accountability to stakeholders and citizens.

However, FY08 is a difficult year by which to judge the Commission's yearly progress. In the first half of FY08, a new Division Administrator was appointed, replacing an Administrator who had led the Commission for more than 20 years. Similarly, another long time staff member retired and was replaced. For any agency with four FTEs, these staffing changes would represent major changes. Moreover, before the end of FY08, five of nine Commissioners had terms expire and were replaced by new appointees, comprising a very different Commission by year's end.

For a variety of reasons, this report is submitted with the disclaimer that the performance measures at its basis are not necessarily a good representation of the work of the ICSW for FY08. First, with major changes in agency administration and in overall guidance from Commissioners, many of the activities and daily approaches changed. Second, performance measures for an advocacy agency can be problematic as the real results of advocacy are changes in other people's behavior. While some of these performance measures may indeed be long-term indicators of statewide progress of policies and services, the ICSW cannot ultimately or singly be responsible for annual changes in major social and economic phenomena like violence against women or wage equity. (Early in FY09, the ICSW adopted a new strategic plan with performance measures relevant to those goals and activities.)

With a core function of advocacy, the ICSW met its previous Strategic Plan goals of study and recommendations to the Governor and General Assembly; providing information and education on equity issues for women; and developing programs and services to address issues of equity.

We attempt to identify results for each of the outcome targets in this report. Measures met the target for staff response to requests for assistance and inductees into the Iowa Women's Hall of Fame. Legislative action was not measured according to the previous criteria. Again, as the maxim goes, "Not everything that's measured counts, and not everything that counts is measured." For this reason, ICSW staff devoted more resources in this transitional period to raising the agency's profile, making deeper progress on fewer policy priorities, modernizing agency functions, and readying the agency for comprehensive strategic planning. Thus, staff time was not devoted to counting telephone calls and measuring other output-based, non-essential indicators.

The ICSW's advocacy takes many forms, and the Commission and staff are continuing to seek ways to improve the outcomes for women of the state.

## AGENCY OVERVIEW

The vision of the ICSW for FY08 was full participation by women in the economic, political and social life of the state. Its mission at that time was to promote equality for Iowa women through study and recommendations for legislative and administrative action, public information and education, and development of programs and services. With the core function of advocacy, the overarching service, product, or activity is systems change to improve the lives of women.

The ICSW advocates for all the women of the state, so they are the agency customers and stakeholders. By promoting the well-being of women, the agency promotes the well-being of all residents of the state. Participants in the pre-employment services of the Iowans in Transition grants are unemployed or under-employed displaced homemakers, single parents, and/or female offenders. Grants for training on violence against women enhance community capacity to address domestic violence and sexual assault.

Delivery mechanisms for ICSW's information services include telephone, e-mail, postal service, website, and person to person. ICSW staff respond to requests for assistance on a regular basis from victims of discrimination, persons at risk, and those seeking information or referral. Legislative and administrative proposals are sent to the Governor and General Assembly electronically, and printed copies are available upon request. Public information is provided via the website and in printed form, as the ICSW develops educational materials on issues of concern for women. While there is an emphasis on disseminating requested materials via the website, the ICSW has also developed an emphasis on actively engaging the public with presentations. Therefore, far more paper copies of publications have been disseminated, reflecting a change from passively fulfilling requests for information. Administering the Iowa Women's Hall of Fame through an annual awards ceremony and a publication of biographies provides a vehicle for recognizing the accomplishments and significance of outstanding women and sets them forth as role models.

The nine public members of the ICSW are appointed by the Governor and confirmed by the Senate, for four-year terms. Four legislators and the Director of the Department of Human Rights serve *ex officio*. The Governor also appoints the Division Administrator, who, by statute, carries out the program and policy as determined by the Commission. There are two other state-funded positions in the agency. One position is funded through a federal grant to focus on female juvenile justice.

The office is on the second floor of the Lucas State Office Building in Des Moines.

The FY2008 state appropriation was \$353,303, which included Iowans in Transition grants of \$92,000 and training grants on violence against women of \$26,000.

## KEY RESULT

### CORE FUNCTION

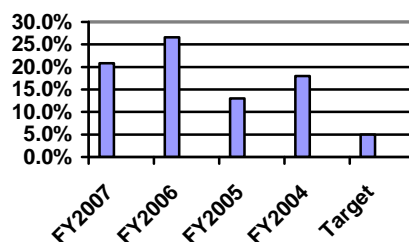
**Name:** Advocacy for Women

**Description:** To study and recommend legislative and administrative action to the Governor and the General Assembly to address equity issues for women. ***Though the ICSW has formerly adopted a detailed and comprehensive list of policy recommendations, the Commission changed its strategy in FY08. Greatly reducing the number of proposals and priority areas, the ICSW advocated for only 11 priorities. Therefore, the previous performance measure does not apply.***

**Why we are doing this:** Statutory mandate

**What we're doing to achieve results:** ICSW annual public hearing, development of legislative and administrative proposals, development of data briefs on key priorities, registering on bills, and lobbying. Legislative reports to constituents.

#### Previous Results



#### **Performance Measure:**

Percent of bills enacted that reflect ICSW positions (*Does not reflect FY08 strategy*)

**\*Percent of priorities that are enacted into law, even in part**

#### **Performance Target:**

5% of the ICSW legislative proposals will be enacted (*Does not reflect FY08 strategy*)

**\*Percent of ICSW's 2008 enacted into law, at least in part**

#### **What was achieved:**

In fiscal year 2008, legislative action touched on 6 of the 11 legislative proposals. This calculates to 67 percent of ICSW positions.

#### **Data Sources:**

Iowa General Assembly Website

#### **Resources:**

The ICSW Division Administrator is a registered lobbyist for the executive and legislative branches. The ICSW proposals are the resource by which the Division Administrator makes lobbying decisions between Commission meetings.

## AGENCY PERFORMANCE PLAN RESULTS FY 2008

<b>Name of Agency: Iowa Commission on the Status of Women</b>			
Agency Mission: 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.			
<b>Core Function: Advocacy</b>			
Performance Measure (outcome)	Target	Actual	Performance Comment & Analysis
1. Ratio of women's earnings to men's	.76	.78	What Occurred: The national ratio increased from \$0.773 to \$0.78.  Data Source: American Community Survey of the U.S. Census Bureau in 2007
2. Percentage of state legislative positions held by women	32%	22.7%	What Occurred: 11/06 election actually 22.7% female  Data Source: Iowa Secretary of State election results
3. Number of women reporting instances of domestic violence	7,000	5,516	What Occurred: The reported DV cases declined from 7,047 in 2005 to 6,496 in 2007. It appears that, historically this data has been reported to include all victims, including men. Women comprise about 80% of the reported victims. This trend is not necessarily reflective of rising violence in women offenders, but the increasing likelihood that males "make the call" to police and/or that both parties are arrested. In 2007, females accounted for 78% of the total reported victims, or 5,516.  Data Source: Iowa Department of Public Safety, Uniform Crime Report
<b>Note: As discussed in the introduction, ICSW has no direct effect on these state and national indicators.</b>			
<b>Service, Product or Activity: Advocacy for Women</b>			
Performance Measure	Target	Actual	Performance Comment & Analysis
1. Percent of constituents receiving information or referral	100%	n/a	What Occurred: Staff responded to all requests for information and/or referral  Data Source: staff monthly performance reports
2. Percent of bills enacted that reflect ICSW positions	10%	67%	What Occurred: legislation passed regarding 6 of 11 ICSW proposals, or <b>67%</b>  Data Source: Iowa General Assembly website and ICSW proposals

3. Web access for publications	85%	96%	What Occurred: More than 96 percent of publications were accessed from the ICSW website where 100% of publications are available  Data Source: Iowa Information Technology, IDAS
4. Number of inductees	4	4	What Occurred: Four women were inducted into the Iowa Women's Hall of Fame ceremony in August 2008  Data Source: ICSW
5. Percent of lowans in Transition who enter post-secondary education or training having received pre-employment services funded by ICSW	50%	78%	What Occurred: lowans in Transition pre-employment services emphasize the need for post-secondary education or training in order to obtain high skill, high wage jobs. There are concerns in the accuracy of how this data has been reported as well.  Data Source: quarterly reports submitted by programs contracting with ICSW to provide pre-employment services

**Service, Product or Activity: Female Juvenile Justice Advocacy**

Performance Measure	Target	Actual	Performance Comment & Analysis
1. Percent of persons trained evaluating training as good or excellent	95%	100.0%	What Occurred: training at the 2008 Whispers and Screams conference for girl-serving professionals was rated as good or excellent by 100.0% of participants completing an evaluation form  Data Source: conference evaluation forms

**RESOURCE REALLOCATIONS**

None.

**AGENCY CONTACTS**

Copies of the ICSW Strategic Plan and Performance Plan are available on the ICSW website at [www.women.iowa.gov](http://www.women.iowa.gov). A copy of the report can also be obtained by contacting Rachel Scott at 515/281-4461 or 800/558-4427.

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