Moving Indiana Women Forward

2011 Annual Legislative Report

2011

Annual Report of the

In fulfillment of the requirements
of IC 4-23-25-7(15)

This report encompasses the activities of the
Indiana Commission for Women
occurring between

July 2010 –June 2011

"...most of the success we have in life, whether professionally or personally, is due to the strength of our relationships. I think the Indiana Commission for Women can be a great relationship building organization."

- Lt. Governor Becky Skillman

INTRODUCTION

Each year, the Annual Report provides an opportunity to reflect on achievements the Indiana Commission for Women has accomplished as it fulfills its mission. In recent years, the Commission has focused its educational efforts on women's economic security needs. In 2008, it sponsored a summit on *Bridging the Gap: Reaching Pay Equity in Indiana*, at which participants examined key components of the pay equity debate and provided recommendations in five key areas, including poverty, diversity, and intergenerational issues. Since 2008, the agency presented *Working Women in Transition*, a program designed to give women the forum to learn about resources, options and trends affecting them in the workforce as well as specific issues of older women in the workforce and women in green or non-traditional jobs. During this year's seminar, women received training on key skills such as networking and wage negotiation that will assist them in becoming a productive part of the workforce.

Beginning in February 2011, the Commission engaged in an initiative to identify key issues facing women and learn what is needed to build capacity for progress in the hopes of establishing a plan of action that can be shared by individuals, community organizations and public agencies throughout Indiana. The first phase of this initiative, called Hoosier INsight, has been a series of regional listening sessions and online survey designed to facilitate conversations with Hoosiers across the state to categorize critical issues affecting women regionally and statewide. The dialogue is helping the Commission to create an environment for honest and positive public deliberation on women's issues, prioritize challenges, and develop key partnerships with stakeholders to establish a coordinated effort to ***move Indiana women forward***.

Also, the Commission worked on several research projects. *Women in the Indiana General Assembly*, which was published in 2008 and 2010, reviewed the number and political distribution of women legislators in the General Assembly. Two reports, *Women Business Owners in Indiana* and *Women Business Owners in the Great Lakes Region* were

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published in December 2010 as a collaborative effort with women's commissions in Michigan, Minnesota, Ohio, and Wisconsin. Ranking Indiana among the Great lakes states and the nation, this fact sheet uses data compiled and released from the U.S. Census Bureau's 2007 Survey of Business Owners released in July 2010.

Nonetheless, many women in our state still face significant barriers to full social and economic participation, particularly in these difficult economic times. The Indiana Commission for Women continues its work to identify those obstacles, address inequities and develop partnerships to help make Indiana a state of opportunity and economic security for all Hoosier women and girls. Board and staff have made great process towards fulfilling its mission to understand the needs of Indiana women and their families, and to work strategically both within government and in our communities to help bring about positive change. The Board of Commissioners, staff and volunteers continue to set positive direction for the agency which has allowed the Commission to accomplish several key initiatives. We are proud of our achievements in this regard and are pleased to present our 2011 Annual Report. The following information details activities and programs that were carried out between July 1, 2010 and June 30, 2011.

The Indiana Commission for Women is a bi-partisan advisory commission of fourteen appointed members from across the State. Established in 1992 by Executive Order and enacted as a State Commission in 1996 through the passage of Senate Bill 500, the Indiana Commission for Women represents the State of Indiana's commitment to improving the quality of life for women. The Commission works strategically for systematic change in the way our State, our communities and our political, economic and educational spheres interact with Indiana women.

Our Vision

The Indiana Commission for Women is committed to the full participation of women in all aspects of society in order to make Indiana a better place to live, work and raise a family.

About the Indiana Commission for Women

The mission of the Indiana Commission for Women is to understand the needs of Indiana women and their families, and to work strategically both within government and in our communities to help bring about positive change.

The Indiana Commission for Women works to remove the barriers that hinder women's participation by:

- Increasing awareness of the status of women in Indiana and the issues they face
- Recognizing and promoting contributions that Hoosier women make to the community, state and nation
- Providing balanced analysis of public policy issues that impact women in Indiana
- Achieving operational excellence

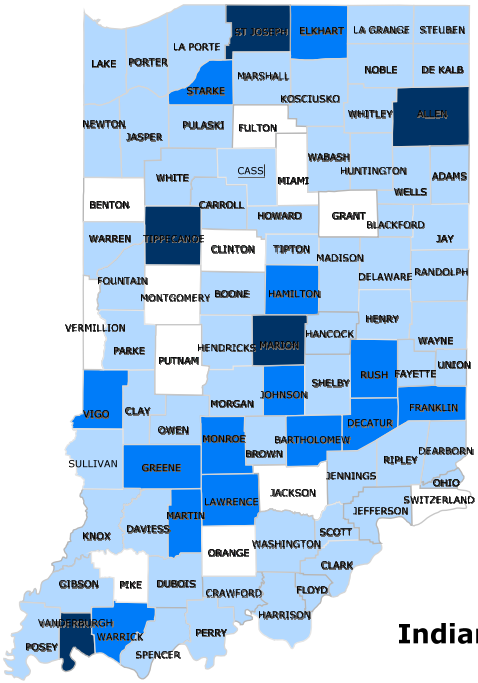
The Commission exists to voice the needs, concerns and viewpoints of women in Indiana. It encourages all citizens to become more aware of the overall issues women face in Indiana and assists women to become better connected to the opportunities and resources available to them in their communities and throughout the State of Indiana while being more engaged as leaders in resolving challenges they face.

INCREASE AWARENESS OF ISSUES

Through the efforts of the Board of Commissioners and staff, the duties of Indiana Commission for Women include the assessment of the needs of Indiana women and their families and promotion of the full participation of Indiana women in all aspects of society as stated in Indiana Code IC 4-23-25-7 (1). To fulfill its mandate, the Commission enhances the public understanding of issues related to women by providing reports emphasizing significant issues affecting women, developing programs and resources for women, and establishing partnership with external organizations and governmental agencies on matters important to women.

Hoosier INsight: Listening Sessions and Capacity Building

The Indiana Commission for Women is currently engaged in an initiative to identify key issues facing women and learn what is needed to build capacity for women's progress. The hope is to build a plan of action that can be shared by individuals, public agencies and community organizations throughout Indiana. The first phase of this initiative took place between February and May of 2011. It was a series of regional listening sessions and online survey designed to facilitate conversations with citizens across Indiana to categorize critical issues affecting women regionally and statewide. The dialogue helped the Indiana Commission for Women to initiate discussion, prioritize challenges, and develop key partnerships with stakeholders to create a coordinated effort to move Indiana women forward.



The Commission held a pilot session in February 2011 with key community leaders and friends in order to test the process. It then held sixteen additional listening sessions in ten communities across Indiana. In all, 275 people participated.

Three types of sessions were conducted and structured to engage women and men from a wide spectrum of backgrounds. Eight (8) public sessions with participants from the general public were held in Allen, Bartholomew, Marion, Porter, St. Joseph, Tippecanoe, and Vanderburgh Counties. Two (2) sessions were conducted on university campuses in order to engage faculty and young women, ages 18-24. Those campuses were Indiana University-Purdue University at Indianapolis (IUPUI) and St. Mary's College in South Bend, Indiana.

Six (6) sessions were conducted with individuals associated with low-income programs. Four (4) of these sessions were coordinated by local organizers of the Circles™ National Campaign, which works to transform communities by building relationships that inspire and equip people to end poverty.

These sessions were held in Bloomington, Evansville, and Muncie, as well as in Scott County. Two (2) other sessions in this category were held at similar organizations. In Indianapolis, the Indiana Commission for Women staff presented at Dress for Success, an organization focused on economic independence of disadvantaged women by providing professional attire, a network of support and the career development tools to help women thrive in work and in life. In South Bend, staff members also presented at St. Margaret's House, which is a day center that works to improve the lives of homeless and transient women and children by providing individual attention to their immediate needs, breaking the bonds of isolation and helping them acquire skills to better their lives.

Participants were asked to identify multiple issues facing women in Indiana. After the issues were listed, the group was asked to determine the top one to four issues facing women in order to explore those topics more thoroughly. Once these issues were chosen, participants were asked to consider a series of questions to brainstorm ideas for action that would address the issue in Indiana.

An online survey was developed to supplement the work of the statewide listening sessions by providing additional feedback from individuals who were not able to attend or from individuals who wished to comment on additional issues not discussed during the listening sessions. Eight hundred twenty-five (825) respondents began and 422 respondents or 51.2 percent completed the survey. Of those who provided county information, eighty (80) counties were represented by the responses. However, because over half of the respondents did not answer the question regarding their county of residence, we are confident that we received responses from every county.

Because the conversation during the listening sessions and the responses from the survey were structured to be open-ended and free-flowing, discussion topics were grouped under overarching issues. Those issues were then narrowed to the top five issues, which were: ***health-related issues, work-based issues, care giving, leadership and violence against women***.

Neither the listening sessions nor the survey were intended to be used for a statistically-significant analysis of the current issues facing women or an academically based qualitative research study. However, the findings indicate that there is a fundamental need for women of Indiana to be heard. Women conveyed a desire to be part of the solution! They demonstrated the ability to work together to find common ground on issues important to them and offered innovative ideas and clear solutions on what is needed to move Indiana women forward.

Several underlying themes were viewed as fundamental components of any issue and will be considered as this process moves forward. Agencies, organizations and individuals committed to promoting women's issues need to create a movement that empowers all women to make the change happen. Participants and respondents called for a cooperative, coordinated and collaborative effort to address any issue. Organizations supporting women must be networking and communicating with each other so that they can find common ground and support women more effectively and efficiently.

Participants and respondents remarked that there was a need for resources because there was a lack of information women receive and a general lack of knowledge about where to find information or resources. Creating a centralized and comprehensive mechanism to give women access to all types of information, resources and referrals became a general suggestion for action in all discussions.

Other comments expressed a need for women directly affected by these issues to participate in discussion. More importantly, there was a sense that women felt a need to be heard in the debate on women's issues but currently were not. Many participants and respondents recognized that women had a **responsibility** to be engaged in the process; however, they needed the tools, resources and

information to make informed decisions and be effective in advocating for their own needs. Finally, there was a general sense that these issues were not necessarily women's issues. Instead, they were community and family issues; therefore, participants felt that men must be engaged in the conversation.

A full compilation report and a summary report regarding the progress thus far are available that provides more detail on all five issues. In addition, there is a summary report for each listening session. The initial results assessment presents many of the same issues that have been discussed in national reports; however, it is apparent that information pertaining specifically to women in Indiana is needed. The information and suggestions from the five primary topics (health-related concerns, work-based concerns, care giving, leadership and violence against women) can serve as a guide for next steps to help our communities better address these critical issues and to mobilize community stakeholders from all sectors to find positive, meaningful, and lasting solutions that will move Indiana women forward.

In order to continue this dialogue and follow up on suggestions presented in this report, the Indiana Commission for Women will facilitate a statewide debriefing effort scheduled for November 2011 that will provide community partners, leaders and key stakeholders the opportunity to react to the project's results. Its format will provide an opportunity for participants to synthesize the results into a statewide plan of action that can be shared with community organizations, public agencies and citizens across Indiana. Those who attend the debriefings will help to further prioritize the suggestions for community actions and next steps into five to ten recommendations for action to address the five pressing issues identified during the listening sessions. During those meetings, participants will help answer questions about what realistically can be done, who should be the lead group, and what are the metrics to be used to determine if the actions have been accomplished.

Working Women in Transition

In Fall 2010, The Indiana Commission for Women completed a series of three *Working Women in Transition* (WWIT) seminars entitled *Building Essential Skills for Success* in September and October 2010. The events were structured as day-long events and each location featured a keynote address from a local businesswoman, a presentation on networking, and the $tart $mart program workshop.

The U.S. Department of Labor Women's Bureau provided $3000 and the Indiana AAUW provided $750 sponsorship in funding to offset the cost of the programs. The venues where the seminars were held were provided to the Indiana Commission for Women as in-kind contributions. As a result of these contributions, the actual costs of these events came in well under budget for all three programs.

EVANSVILLE

- There were 26 women at the Evansville WWIT program. Representative Suzanne Crouch and Magistrate Jill Marcrum welcomed the women at the event and gave opening remarks.
- Kristin Garvey made a presentation on the status of women in Indiana in regards to the wage gap and also discussed the Indiana Commission for Women's mission and vision.
- The keynote presentation was given by Kristin Tucker, Publisher & Editor at Tucker Publishing Group.
- Hazel M. Walker, a woman business owner, author, and speaker, presented the networking portion of the program. She gave participants suggestions on how to network, discussed best practices, and went over key ideas to make networking efforts have more impact.

- Annie Houle, National Director of Campus and Community Initiatives from the WAGE Project, facilitated the $tart $mart Workshop.
- A facilitator training session was held following the seminar for individuals who wanted to be able to facilitate future $tart $mart sessions in their communities. There were 7 participants in this training session.

HAMMOND

- There were 14 participants at the Hammond WWIT program.
- Representative Mara Candelaria-Reardon welcomed the women at the event and gave opening remarks.
- Kristin Garvey made a presentation on the status of women in Indiana in regards to the wage gap and also discussed the Indiana Commission for Women's mission and vision.
- The keynote presentation was given by Suzy Vance, Owner and President of Suzy Vance LLC.
- Cindy Cohen, a woman business owner and health coach presented the networking portion of the program. She highlighted key ideas to keep in mind when networking and gave suggestions for furthering your networking efforts and making the best impression on the people you meet.
- Kristin Garvey and Chelsea Stauch facilitated the $tart $mart Workshop.

LOCATIONS AND DATES

- Evansville, Indiana – September 17th Southern Indiana Career and Technical Center
- Hammond, Indiana – October 8th Purdue Calumet – Student Union and Library
- Indianapolis, Indiana – October 15th IUPUI School of Informatics

INDIANAPOLIS

- There were 30 participants at the Indianapolis WWIT program.
- Kristin Garvey made a presentation on the status of women in Indiana in regards to the wage gap and also discussed the Indiana Commission for Women's mission and vision.
- The keynote presentation was given by Stephanie Fuhrmann, President of Technology Integration Group at Telamon Corporation.
- April Morris, a woman business owner and entrepreneur, presented the networking portion of the program. She highlighted how networking was the key to her success and gave her the ability to meet her goals. She walked participants through her inspirational story and discussed the importance of networking in life.
- Lunch was sponsored by the Women's MBA Alumni Board, Kelley School of Business.
- Kristin Garvey, Kathy Grove and Chelsea Stauch facilitated the $tart $mart Workshop.

PARTICIPANT FEEDBACK

The WWIT seminars were successful events that helped participants learn new skills that they could implement in their lives. The speakers were dynamic and the content delivered could be adapted by different women from different life experiences. The feedback provided by the women who attended the WWIT seminars was very positive. In one-on-one conversation with participants, many expressed their gratitude for the information they obtained from the seminars and enjoyed finding out about the Indiana Commission for Women. Participants at

each seminar were given a survey to complete to help evaluate the WWIT program and to help identify topics for future programs that the Indiana Commission for Women may want to implement. Many were not familiar with the Commission and expressed their desire to be more involved and to learn more. At all locations, the participants expressed a desire to see more events and trainings for women; especially in the regions outside of Indianapolis. Multiple participants stated that they thought the information was valuable and that it was unfortunate that more women were not able to get the information the workshop provided.

Research and Reports

Mothers in Transition

Starting in August, 2010, the Indiana Commission for Women initiated a qualitative research project that looked at single mothers in Indiana, specifically, 24 single mothers across the state with varying ages and backgrounds. The research was designed to reveal the impact of women in transition into single motherhood on three dimensions of autonomy: economic stability, physical health, and psychological well-being. While all the women interviewed were single mothers, they had made the transition from divergent circumstances, including: divorce, pregnancy, separation, family care giving, and the death of a spouse. Although each of their narratives portrays a unique perspective colored by differences in race, socioeconomic status, and personal life histories, together they reflect a shared reality of the transition into single motherhood.

The common elements of each of their stories echo national trends as revealed by a concurrent review of secondary sources. Thus, by combining a literature review of existing research and personal, one-on-one interviews, this research seeks to name and contextualize the challenges associated with single motherhood. Many key findings in the final report are familiar and have long been a part of the research and policy conversation. Other findings emerged from the data that warrant much greater attention than previously received. Scheduled to be released in 2012, the final report will highlight a few ways policy makers and community members can strengthen the public safety net and support single mothers are they make the psychological and financial transition.

Other Reports

Women-Owned Businesses in Indiana

In December 2010, the Indiana Commission for Women released new statistics based on data from the U.S. Census Bureau on women's business ownership in Indiana in its two fact sheet entitled *Women-Owned Businesses in Indiana* and *Women-Owned Businesses in the Great Lake Region.* Through collaboration with other state commissions, similar fact sheets have been released in Michigan, Minnesota, Ohio and Wisconsin.

Women in the Indiana General Assembly: 2011

Following the November 2010 election, the Commission released its fact sheet on *Women in the Indiana General Assembly: 2011*. As a result of the election held November 2, 2010, women were elected to serve in 31 (20.6%) of the 150 seats in for the 2011 Indiana General Assembly; which is a .7% decrease of women who served in the 2010 legislative session.

RECOGNIZE AND PROMOTE HOOSIER WOMEN

Indiana's Salute to Women: The Torchbearer Awards.

By hosting the Torchbearer Awards, the Indiana Commission for Women (the Indiana Commission for Women) fulfills one of its four strategic goals outlined in its 2008-2010 Strategic Plan as well as its mandate as outlined in Indiana Code IC 4-23-25-7 (4).

The 2011 event was held Wednesday, March 9, 2011, at the Indiana Government Center Auditorium. The Indiana Commission for Women awarded twelve recipient medallions with two special awards for the *Heart of Indiana* and *Lifetime Achievement.* Event registration sold out at 326 people with approximately 275 in attendance. The event was moved from the Indiana Statehouse due to a large number of demonstrators scheduled the day before and the day after the event. External circumstances beyond the Indiana Commission for Women's control influenced its decision to relocate the event from the Rotunda to the Government Center Auditorium, which was unforeseen good fortune that added to the success of the event.

The evening program ran smoothly and was well-scripted. It began with an all-women's chorus singing *Blue Skies*, followed by the *Star-Spangled Banner* while an Indiana National Guard Color unit presented the Flag. Gerry Dick of Inside Indiana Business was the emcee for the evening. Announcer Ken Knowles read a special legacy tribute to all 129 Torchbearers before introducing the 12 recipients for 2011. Each recipient was introduced by a member of the Indiana Commission for Women board or a previous Torchbearer. Katie Stam, Seymour, was named the Heart of Indiana while Harriet Miller, Ft. Wayne, was presented with the Lifetime Achievement Award. Senator Jean Breaux provided a short presentation on the Indiana Commission for Women for its 15th year of service.

The 2011 Annual Torchbearer Awards event was successful in many aspects, including recognition of the event, participation, media coverage and logistics. The Indiana Commission for Women has an opportunity to continue to build the event in order to position it as the premier event in Indiana that recognizes outstanding women who have broken barriers or made extraordinary or pioneering contributions to their field of work.

Eligibility

Recipients are selected from a pool of nominated candidates who have demonstrated that they have led the way for other women or have overcome obstacles to make great accomplishments. They are women who have been pioneers in their industries, have inspirational stories that set the standard for other women, have faced tough choices, demonstrated character and have made significant contributions to their communities or to the State of Indiana.

2011 TORCHBEARER RECIPIENTS

Ellen Annala, Indianapolis
Elaine Bedel, Indianapolis
Tanya Bell, Brownsburg
Susan W. Brooks, Carmel
Maria del Rio Hoover, Evansville
Cheryl Joan Hillenburg, English
Cindy Hubert, Indianapolis
Maria Larrison, Avon
Harriet Miller, Fort Wayne (*Lifetime Achievement)*
Janice Montgomery, Columbus
Dessie Partenheimer Koch, Indianapolis
Katie Stam, Seymour/Carmel (*Heart of Indiana)*

Writing Her Story

In celebration of the 15th anniversary of the Indiana Commission for Women (ICW) as a state agency the commission launched *Writing Her Story: Inspirational Hoosier Women*. Women in Indiana quietly do extraordinary things every day. *Writing Her Story* celebrates these accomplishments and sheds light on the resilience and strength of Hoosier women. This series of articles showcases the women who have helped move Indiana women forward and who inspire others to do great things in their own lives.

The project started with a spotlight on Lt. Governor Becky Skillman and Senator Vi Simpson, who co-wrote the legislation that enacted ICW. The articles have been published on the Commission blog and website. To date, eight articles have been written on the following people:

- Lt. Governor Becky Skillman
- Senator Vi Simpson
- Senator Vaneta Becker
- Virginia Calvin
- Betsy Corridan
- Cindy Felsten
- Anne Jacoby
- Patzetta Trice

"The most important thing I do is making sure that young women have doors to walk through and that we open opportunity for the next generations of leaders in all realms of life."

- Senator Vi Simpson

Provide Balanced Analysis of Public Policy Issues

To meet the statutorily requirements of the Indiana Commission on Women, the Board of Commissioners and staff work with constituents and advisory board to identify priority areas that impact the quality of life of women. From the published information on the Indiana General Assembly website, the following bills directly affect women:

Bill	Subject	Status
SB 581	HIV testing of pregnant women	Effective July 1, 2011
HB 1210	Abortion matters	Portions effective on passage
HB 1474	Terminate pregnancy form	Effective July 1, 2010

Achieve Operational Excellence

The Governor of the State Of Indiana through legislative action established and delegated the management of the Indiana Women's Commission to its Board of Commissioners. Efforts to reach the legislative mandate are directly related to how the agency utilizes its resources. Through partnership with staff, interns and volunteers, its board will oversee the development of concepts, determination of priorities, improvement of performance measurements, and evaluation of progress.

Current Board of Commissioners

The Board of Commissioners consists of fourteen members. Commissioners are appointed by the Governor, the Speaker of the House and the Senate President Pro Tempore.

Sen. Vaneta Becker, Evansville
Linda K. Bloom, Fort Wayne
Sen. Jean Breaux, Indianapolis
Virginia Calvin, Ed.D., South Bend
Elizabeth Sierk Corridan, Zionsville
Cindy Felsten, Columbus
Erin Houchin, Salem
Anne Jacoby, Vincennes
Rep. Cindy Kirchhofer, Indianapolis
Kori McOmber, Indianapolis
Amy McQueen, Shelbyville
Rep. Gail Reicken, Evansville
Erin Smith, Franklin
Patzetta Trice, Indianapolis

2010-2011 Officers

Chair: Elizabeth Sierk Corridan
1st Vice Chair: Dr. Virginia Calvin
2nd Vice Chair: Patzetta Trice
Secretary: Cindy Felsten
Treasurer: Anne Jacoby

Ex-Officio Member

Anita Samuel, Governor Mitch Daniels' Liaison

Staff

Kristin Svyantek Garvey, Executive Director (July 2008 – Present)
Chelsea Mason Stauch, Executive Assistant (May 2007 – July 2011)

AmeriCorps VISTA

K.D. Thurman, Resource Development (June 2011 – June 2012)
Stella Tran, Research (August 2010 – August 2011)

Advisory Board Members

The Advisory Board is comprised of past Commissioners and interested women who – through their experience and insight - support and advise the Commission on projects and initiatives.

Rep. Terri Austin, Anderson	Sandra D. Leek, Indianapolis
Jane Blessing, Trafalgar	Melissa C. Martin, Indianapolis
Jade Cooney, Patriot	Joanne Sanders, Indianapolis
Janie Craig Chenault, Bedford	Judy Singleton, Indianapolis
Susan Crosby, Roachdale/ Wash. DC	Lt. Governor Becky Skillman, Bedford
Jan Ellis, Bloomington	Rep. Vanessa Summers, Indianapolis
Lisa Hershman, Lafayette	Mitzi Witchger, Noblesville
Andrea Heslin-Smiley, Indianapolis	Ruth Vignati, Indianapolis
Sandi Huddleston, Franklin	Sharon Walker, Evansville
Judy Johns-Jackson, Columbus	Peggy Welch, Bloomington
Pat Keiffner, Indianapolis	Ann Windley, Seymour
Senator Sue Landske, Cedar Point	Senator Katie Wolf, Monticello

Collaboration and External Conferences and Events

In order for the Indiana Commission for Women to build sustainability and achieve its vision of women's full participation in society, the board and staff look for opportunities for collaboration and partnership with organizations and other governmental agencies that are focused on outreach to women, have a program or service specifically geared towards women or have a direct impact on women's lives. Commissioners and staff are privileged to be involved in activities, projects and partnerships that serve the needs of Indiana women.

HIGHLIGHTS

Throughout the year, the Commission has the opportunity to meet with international delegations as part of the U.S. Department of State's International Visitor Leadership Program, a program that is administered by the International Center. These delegations come to the United States to meet with counterparts in their field of interest. Representatives of the Commission met with a group of women from Morocco to discuss women in politics and a group from the Western Hemisphere to discuss women in leadership.

Each year, the Indiana Commission for Women is asked to participate in *Advancing Women in Business* seminars sponsored by the Lt. Governor, the Office of Community and Rural Affairs and local business organizations. In July 2010, staff presented at seminars in New Albany, Richmond, South Bend, and Terre Haute. In June 2011, Kristin Garvey, executive director, was asked to make closing remarks at all three seminars in Bedford, Elkhart and Lafayette.

The Indiana Council on World Affairs approached the Commission to co-sponsor their March 16th dinner program, which featured Margot Badran, a Fellow at the Woodrow Wilson Center who spoke on ***The 2011 Revolution in Egypt: The New Feminism called Freedom, Equality, and Justice for All.*** Dr. Badran had just returned from Cairo after the political demonstrations that affected that country at the beginning of the year.

A city council member in Michigan City, contacted the Commission to discuss the possibility of setting up a city-level commission for women. Staff traveled to Michigan City in April to meet with about fifteen interested women to discuss what the agency does, how a commission is created, and what some of the questions to ask.

On Saturday, April 16, Commission staff participated in the 2011 Hoosier Women Veterans Conference held at the AMVETS Post 99. Chelsea Stauch served on the planning committee and Kristin Garvey spoke to conference participants about the Commission's initiatives.

Vincennes University Aviation Technology Center in Indianapolis contacted the Commission to help them identify professional women in engineering and technology careers who would participate in their 6th Annual ***FEARLESS FEMALES in Engineering & Technology.*** Staff publicized the event and identified a keynote speaker for the event. Tasha Phelps, a 2008 Torchbearer Award Recipient, spoke to a group of 100 women and high school girls.

Many of the AmeriCorps VISTA members who ended their year of service in June requested a *$tart $mart* Wage Negotiation Training program in order to prepare them as they begin to look for another job. Staff provided the training to the group in May 2011 and was open to all current AmeriCorps VISTA members, many of whom are young women.

Other Events and Programs

Below is a listing of activities happening during 2009-2010:

Event / Programs

- 100th Anniversary of International Women's Day, Columbus, Indiana
- 100th Anniversary of International Women's Day, Bloomington, Indiana
- Bridges and Circles Indianapolis Leadership Forum
- Center for Women's Intercultural Leadership, St. Mary's College, interdisciplinary conference
- Corporate for National and Community Service Community Dialogue
- Domestic Violence Network Media Campaign Launch of their new series, *A Power of Images*
- First Lady's *Heartland Walk for Health*, at the State Fair
- 2010 Girls Inc. of Greater Indianapolis Touchstone Awards
- Hazlett Forum on Women's Leadership
- IBJ Women of Influence Breakfast
- INCASA Annual Conference booth participation
- INCASA Sexual Assault Month Kick-Off Event
- 2010 Indiana Nonprofit Capacity Building Conference
- Indiana Women's History Association's celebration of *Women's Equality Day*
- IU Center on Excellence in Women's Advisory Committee Retreat
- IUPUI Celebration of Hoosier Women
- Marian University's Speakers Series featuring Madeline Albright
- National Association of Commissions for Women (NACW) Conference
- Regional National Association of Commissions for Women Meeting hosted by the Women's Bureau of the U.S. Department of Labor
- NAWBO Indy CONNECTIONS 2010 Reception
- NAWBO-Indianapolis seventh annual awards luncheon
- POWER/Women's Caucus luncheon
- WFYI's *Speaking of Women's Health*
- WMBE Resource Fair and Educational Workshop Series
- Women of Influence Recognition Breakfast
- Women Like Us Afternoon Tea & Speaker Series Event

Training and Professional Development

- Bridges Out of Poverty Training
- Citizen Engagement Survival Guide (Webinar)
- Indianapolis Women's Club as Kathy Grove's guest
- Poverty Simulation (Participation)
- Run Lady Run
- Tobias Leadership Conference
- The White House Project Tweet-up

Committees

- Community Health Engagement Program (CHEP) Community Advisory Council (CAC)
- Hoosier Women Veterans Conference
- IU Center on Excellence in Women's Health Advisory Board
- Indy Leadership Forum for Women's Advancement
- Indiana State Department of Health Office of Women's Health Executive Committee and Advisory Board

Marketing and Communications

SOCIAL MEDIA

One of the Commission's specific mandates is to gather, study, and disseminate information on women and their families. Social networking outlets can be an effective tool to fulfill this mandate by connecting with Indiana women and their supporters to communicate current information as quickly as possible. Therefore, the Indiana Commission for Women sought and received approval for its social media plan. As part of the plan, the Commission was approved to have a Facebook page, a Twitter account and a blog. The blog is used in conjunction with *Twitter* and *Facebook* to extend the Commission's reach to its constituents in a cost-effective manner. Through these social media tools, the Commission has a useful and immediate way to stay in touch with its constituents so that it can strengthen relationships between those who already know each other and between those who are committed to ICW's mission. In addition the Commission has the ability to encourage constituent feedback. By using these three tools together, it is able to target the information to specific constituents' needs and ensure that the Commission is able to reach them through the technology that is most convenient to them.

NEW LOGO

This year, the Indiana Commission for Women explored and approved a new logo design that was more in line with the overall branding of the agency.

INDIANA
COMMISSION
for women

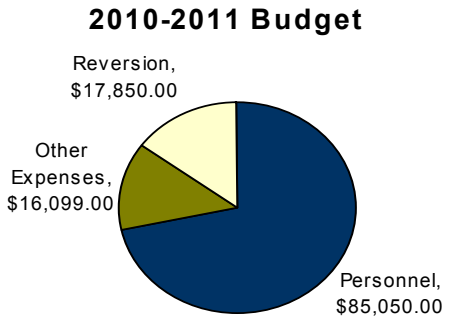
Information / Referral

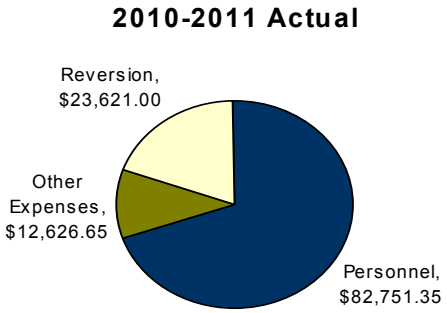
The Indiana Commission for Women responds to calls year-round from individuals seeking information or help on issues such as well-being, domestic violence, business ownership and employment assistance. Most calls are referred to the appropriate agency. Upon request, the Indiana Commission for Women also provides information and/or technical assistance on women's issues to organizations, elected officials and state government departments and agencies.

Agency Operations

The Indiana Commission for Women partners with the Department of Workforce Development for support services including marketing, information technology, procurement, budgeting and accounting services. The Board of Commissioners and staff are committed to acting prudently with allocated funds and continuously look for efficiencies without jeopardizing the fulfillment of its mandate.

Indiana Commission for Women Budget and Actual





ACKNOWLEDGEMENTS

The Indiana Commission for Women appreciates the many women and men who have participated in its programming, who attended the seventeen listening sessions held in ten communities across Indiana and who completed the online survey as well as the support and guidance of its Board of Commissioners. In addition, numerous state legislators, organizations and community members have generously given time, treasure and attention to publicizing the Commission's projects, programs and special events. The following Organizations provided additional support and assistance during the year:

Hoosier INsight: Listening Sessions and Capacity Building

Alpha Kappa Alpha Sorority Eta Mu Omega Chapter, South Bend
American Association of University Women (AAUW), Fort Wayne Chapter
Area 10 Agency on Aging Rural Transit
Pat Boy, City Commissioner, Michigan City
Cathi Crabtree, Chair of the Bloomington Commission on the Status of Women
Center for Women's Intercultural Leadership, South Bend
Circles™ Initiative of Bloomington, Indiana
Circles™ Initiative of Muncie, Indiana
Circles™ Campaign of Evansville, Indiana
Dress for Success Indianapolis
Evansville Christian Life Center
Heritage Fund – the Community Foundation of Bartholomew County
Indiana Department of Workforce Development
IUPUI Office for Women
League of Women Voters of Fort Wayne
League of Women Voters of Greater Lafayette
League of Women Voters of Indianapolis
Regina Moore, Bloomington City Clerk
University of Evansville
St. Margaret's House, South Bend
St. Mary's College, South Bend
Scott County Partnership Circle™ Campaign Initiative
Women's Bureau, Fort Wayne
Women's Giving Circle of Bartholomew County
YWCA of Fort Wayne

Working Women in Transition

Funding Organization

Women's Bureau of the U.S. Department of Labor.

Sponsoring Organizations

Indiana Commission for Women
Indiana Association of American University Women (AAUW)

Partnering Organizations

Indiana Federation of Business and Professional Women
IUPUI Office for Women
IUPUI Community Learning Network
Women MBAs Alumni Advisory Board, IU School of Business

2011 Torchbearer Awards Sponsors

Platinum

Duke Energy

Gold

Ivy Tech
Pat Koch
Kroger

Bronze

AARP
Virginia Calvin
Julie Griffith
MBS Associates

In Conclusion

Members of the Board of Commissioners and staff value the opportunity to develop further capacity to serve both Hoosier women and the State of Indiana. We recognize that when we help a woman to succeed, we help her family, her community and Indiana to prosper. We are encouraged by the renewed sense of enthusiasm and urgency as we work to shape a vision of Indiana in which women can play an active role in determining solutions to challenges they face and participating in the new dynamics in which women and men share equally in innovation and prosperity.

We thank the appointing authorities who entrust the Indiana Commission for Women with the significant responsibility of promoting women's full participation in society, the Indiana Commission for Women Board of Commissioners who generously volunteer their leadership, guidance and energy to this important work and the Advisory Board for their wisdom and ongoing support of the Commission and its activities.

We look forward to our future work with, and on behalf of, the women and girls of the State of Indiana.

INDIANA
COMMISSION
for women

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