



Moving Women Forward

2009
Annual Report
of the
Indiana Commission for Women

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 2008 –June 2009

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EXECUTIVE SUMMARY

The Indiana Commission for Women (ICW) Board of Commissioners, along with staff and volunteers, continue to set positive direction for the agency which have allowed the Commission to accomplish several key initiatives that will be outlined in this report, including:

- 2009 Torchbearer Awards
- *Working Women in Transition*
- 2009 Marketing and Communication Plan
- Capacity building through relationships
- Website expansion with new or updated resources and upcoming events

With the momentum created by its 2008-2010 Strategic Plan and 2009 Annual Marketing and Communication Plan, there has been a renewed sense of enthusiasm for the mission of the Commission. (It is ICW's hope that we can keep ***moving women forward*** by encouraging them to become better educated, better connected to their communities, better aware of available opportunities and resources and better engaged as leaders.) ICW 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 and it works to remove barriers that hinder women's participation by:

- Increasing awareness of the status of women and the issues that they face
- Recognizing and promoting the contributions Hoosier women make
- Providing balanced analysis of public policy issues that impact women in Indiana
- Achieving operational excellence in the leadership and management of the agency.

As with any board, there have been changes in the leadership. Longtime board member and recent chair, Melissa Martin (Indianapolis), ended her tenure with the Commission on June 30, 2009. Melissa had been a member of the Board of Commissioners since 1992, when the agency was formed under the Office of the Governor. Sen. Vi Simpson (Bloomington), Representative Suzanne Crouch (Evansville) and Janie Craig Chenault (Bedford) also stepped down. In July 2009, Senator Jean Breaux (Indianapolis) and Representative Jacqueline Clements (Frankfort) joined the board and in September 2009, Elizabeth (Betsy) Sierk Corridan (Zionsville) and Erin Houchin (Salem) joined. Betsy Corridan was named as the Chair of the Board of Commissioners.

CURRENT NATIONAL LANDSCAPE

There is also a renewed sense of urgency in the work that the Commission and its counterparts across the nation are doing. As 2009 comes to an end, several recent national reports are calling attention to a fundamental change occurring throughout the nation. In particular, the *Shriver Report: A Woman's Nation Changes Everything* was published in October by the Center for American Progress. This document is a national report on the status of women, pointing out that, as a nation, we are at the cusp of a huge paradigm shift. The report states that:

- Women make up half of today's workforce, up from 35% in 1969
- Nearly two-thirds of all women are breadwinners, bringing home at least a quarter of a family's earnings
- Nearly four out of ten mothers are the primary breadwinners and one in three families with children is headed by a single parent
- Only 20% of all families have a traditional male breadwinner, female homemaker parent structure

These changes are creating a ripple effect that is "sparking a collective acknowledgement of the interdependence of men and women today." It is a social transformation affecting nearly every aspect of our lives - how we work, how we play and how we care for one another.

Second report

Likewise, *Benchmarking Women's Leadership*, was published in November by The White House Project.* The report states that on average 89% of poll respondents would be comfortable with women as leaders. Based on a 2008 Pew Research Center study, it also states that the public rated women higher than men in five of the eight character traits valued in leaders (honesty, intelligence, creativity, outgoingness, compassion) and equal to men in two others (hardworking, ambition). However, only an average of 18% of all leadership positions is held by women. The report looks critically at this contradiction and offers recommendations that will create a critical mass of diverse women in leadership positions. Marie Wilson, president and founder of The White House Project, states in the report's preface, "Women and men alike bring value to the table, but it is their combined effort that creates the strongest foundation for innovation and prosperity."

These reports, as well as others, are only the beginning of a conversation on the new dynamics of working together, of doing business, and of solving problems and will be a springboard for the upcoming work of the Indiana Commission for Women. (Because ICW recognizes that what women need most is access to knowledge and access to resources, the Board of Commissioners met again to set its vision, refresh its strategic plan for 2010-2012 and develop performance measures for both board and staff in December 2009.)

We are ~~envigorated~~ to begin ~~the work~~ Indiana's own conversation on the ~~new paradigm~~ relationships between men and women so that we can help shape a vision where women have full knowledge of the challenges to achieve full participation in all aspects of life.

* The White House Project, a national, nonpartisan, not-for-profit organization, 501(c)(3), aims to advance women's leadership in all communities and sectors.

ABOUT THE COMMISSION

The Indiana Commission for Women (ICW) 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, ICW represents the State of Indiana's commitment to improving the quality of life for women by working strategically for systematic change in the way our State, our communities and our political, economic and educational spheres interact with them. Commissioners are appointed by the Governor, the Speaker of the House and the Senate President Pro Tempore.

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.

OUR MISSION

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.

OUR MANDATE

We work 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

We exist to voice the needs, concerns and viewpoints of women in Indiana so that we can encourage them to become:

- Better educated
- Better connected to their communities
- Better aware of resources and opportunities
- Better engaged in playing a representative role in resolving the challenges that they face

ACHIEVE OPERATIONAL EXCELLENCE

The Governor of the State Of Indiana through legislative action has 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 a partnership approach with staff, interns and volunteers, its board will oversee the development of concepts, determination of priorities, establishment of performance measurements and evaluation of progress. In 2008-2009, the following achievements were completed:

2009-2010 Annual Marketing and Communications Plan

At the end of FY 2008, each state agency was asked to submit a marketing and communication plan for review. For ICW, this exercise gave board and staff members the opportunity to assess and revalidate its vision and mission, to articulate clearly its strategic direction and to communicate both internally and externally in a frequent and consistent manner. Several items came out of that plan:

- A new positioning statement, which is:
We assure that women's needs and viewpoints are being heard throughout Indiana and ensure that women play a leadership role in resolving the challenges that they face while planning for their community's future. We invite anyone who champions the improvement of women's status in Indiana to partner with us in order to leverage everyone's ability to positively impact women's issues.
- Updated Brochure (See Appendix 1)
- New branding efforts through monthly e-Newsletter and occasional e-Bulletins

Renewed board commitment

In five out of the past six meetings, ICW achieved quorum in order to conduct business. Though a small step, achieving quorum signals the importance of the Indiana Commission for Women's Board of Commissioners ongoing commitment to creating change in the lives of Indiana's women. Board members continue to demonstrate their determination to voice the needs, concerns and viewpoints of women throughout Indiana. At meetings, they engage in thoughtful debate about the best way forward. Given the importance they place on the issues that women face, the Board along with staff's assistance, has begun to review the agency's committee structure in order to consolidate tasks and/or work plans, allocate the limited resources ICW has and achieve operational efficiency. With the Board's continued leadership and guidance, ICW is positioned to fulfill its mission.

will be

Capacity-Building Process and Network Building

In order for ICW 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. Over the course of the year, staff has met with community leaders in key regions and/or demographics to explore ways in which they and the Commission can collaborate. These meetings included:

- Meeting with Torchbearer Recipients in the South Bend area to discuss how ICW can utilize the 115 recipients throughout the state to build awareness of the mission of the Commission. *over time has had*

- Meetings with representatives from state agencies with programs and/or services directed at women or girls in the State in order to gain support for partnering on upcoming projects. Agencies include: Family and Social Services Administration Division of Aging, Indiana Civil Rights Commission, Indiana Department of Veterans Affairs, Indiana Office of Community and Rural Affairs, Indiana Office of Women's Health, Indiana Tobacco Prevention and Cessation, Office of the Attorney General, the Office of the First Lady and POWER, the Political Organization for Women's Education and Representation.
- ^(Aug 20) First quarterly meeting of the *Inter-Agency Network for Women and Girls*. The Inter-Agency Network is an informal network of state agencies with the purpose of introducing agencies to each other, sharing what each agency is doing to support women in Indiana, and discussing ways to collaborate in order to build synergy, efficiency and effectiveness in each agency's outreach to women. Of the approximately forty agencies invited to the meeting, twenty-four representatives attended. Those in attendance agreed to meet on a quarterly basis which will begin in January 2010.
- Meetings with members of the ICW Advisory Board to discuss ways in which ICW can connect with ~~these~~ community leaders in order to expand its circle of influence throughout the state. As ICW pushes forward with this initiative, plans are being made to develop this group into a partners' consortium of external organizations, advisory members and other interested individuals with missions or passion focused on issues affecting women and/or girls. The goal of this loosely organized group would be to create ~~Collaboration~~, synergy, efficiency and effectiveness in outreach to women.

Collaboration and Participation with other groups

The ICW Commissioners and staff are privileged to be involved in activities, projects and partnerships that serve the needs of Indiana women and their families. Below is a listing of activities happening over the course of the fiscal year: ~~July 2009~~

- Indiana Office of Community and Rural Affairs *Advancing Women in Business*
 - Columbus – served as a resource provider for attendees
 - Valparaiso – served as keynote speaker replacement for Lt. Governor who was called away on state business
 - Huntington – served as panel discussion participant
 - Evansville – facilitated a break-out session
- Indiana Department of Veteran Affairs
 - ICW Executive Assistant served on planning committee for IDVA's *Hoosier Women Veterans Conference* ~~Surveyed~~
 - ICW Executive Director served as panel participant during the conference
- Indiana Department of Health
 - ICW Executive Director serves on the Advisory Board of the Office of Women's Health
 - Participated in a statewide, multidisciplinary summit in which the Indiana State Department of Health presented the strategic priorities developed for Indiana's first sexual violence primary prevention plan
- Indiana Supreme Court Commission on Race & Gender Fairness

- ICW Executive Assistant and Board member, Amy McQueen participated in roundtable discussion on the tenth anniversary of the Commission. The mission of the Commission is to study the status of race and gender fairness in Indiana's justice system and investigate ways to improve race and gender fairness in the courts, legal system, and state and local government, as well as among legal service providers and public organizations.
- IU Center for Excellence in Women's Health
 - ICW Executive Director serves on the Policy Formation & Review Subcommittee
- Community Health Engagement Program (CHEP) Community Advisory Council (CAC) Inaugural Forum
 - ICW Executive Director participated in a meeting whose purpose was to engage Indiana Community Organizations - who have an interest in the health needs of their Hoosier constituents - in the development of a formal program to involve the community and academia in partnerships to improve Hoosier health through research and outreach
- International Center of Indianapolis ~~— 17~~

The Commission has been designated as a primary women's agency in order to meet with visiting international delegations through the International Visitor Leadership Program sponsored by the U.S. Department of State and administered by the International Center of Indianapolis. Over the course of the year, ICW has met with the following groups:

 - Multi-regional delegation looking at women's issues. Also in attendance were Melissa Martin, ICW 2008 Chair, and Tanya Parrish, Director of the Office of Women's Health
 - Delegation from Japan looking at women's leadership for a new Japan.
 - Regional delegation from Latin America looking at leadership development for women in business. The meeting was organized by the Indiana Commission on Hispanic and Latino Affairs
- National Association of Commissions for Women (NACW) *With Kristin Garvey*
 - ¶ In July 2008, Kristin Garvey, ICW Executive Director and Melissa Martin, ICW 2008 Chair, traveled to the annual conference. The conference provided valuable education on best practices from commissions for women at the state and local levels across the country. NOTE: The July 2009 conference was canceled due to many commissions' budget cuts in travel.
 - Women's Bureau of the U.S. Department of Labor
 - ¶ Each year, the Women's Bureau hosts a regional meeting of executive directors of state commissions for women from Indiana, Illinois, Michigan, Minnesota, Ohio and Wisconsin. The purpose of the meeting is to share information and best practices about the status of women in each state, hear about current trends affecting women and develop linkages with each other and with federal agencies, mainly the United States Department of Labor's Women's Bureau. Also in attendance at the November 2008 meeting was Cindy Felsten, ICW Board member.

Speeches and Presentations - Ongoing

- ICW staff and commissioners made a number of presentations to women's groups and organizations. Of note, ICW Executive Director presented as the keynote speaker at the Network of Women in Business monthly meeting.

*Network (Aug 2008)
Advancing Women*

ICW Budget

The Indiana Commission for Women ended the 2008-09 Fiscal Year under budget.

Circumstances allowing ICW to save monies include:

- Mandatory reversion of funds
- Operating without an executive director for a month at the beginning of the year after the previous executive director left for another assignment and before a new one was named;
- Cost sharing with partners and in-kind consultant services for *Working Women in Transition*
- Contributions of reimbursable expenses by Commissioners *who claim not to claim for reimbursed travel expenses*

in-kind

The Board of Commissioners and the staff are committed to acting prudently with the allocated funds and will continue to look for efficiencies without jeopardizing the fulfillment of its mandate.

PROVIDE BALANCED ANALYSIS OF PUBLIC POLICY ISSUES THAT IMPACT WOMEN IN INDIANA

To meet the statutorily requirements of the Indiana Commission on Women, the Board of Commissioners and staff ~~will~~ work with constituents and advisory board to identify priority areas that impact the quality of life of women. For the 2009 General Assembly, ICW tracked the approximately forty-five introduced bills that directly or indirectly affected women. The legislation fell into thirteen broad categories, which were:

• Abortion	• Discrimination
• Aged Persons	• Domestic Violence
• Breast and Cervical Cancer	• Marriage and Family Law
• Child Care Programs	• Midwifery
• Child Support, Custody, and Visitation	• Minority and Women Business
• Civil Rights	• Sex Crimes
	• Women's Issues

Of those forty-five bills, seven were signed into law. Those laws focused on six categories, which are: Domestic Violence, Adoption (2), Sex Crimes, Civil Rights, Discrimination, Breast and Cervical Cancer

RECOGNIZE AND PROMOTE THE CONTRIBUTIONS HOOSIER WOMEN MAKE

Since 2004, the ICW commissioners and staff have proudly welcomed nominees, guests and ~~sponsors~~ to an annual event, the *Indiana's Salute to Women: The Torchbearer Awards*. ICW created the Torchbearer Awards to honor the many Hoosier women who have overcome or removed barriers to equality or ~~or~~ whose achievements have contributed to making our state a better place in which to live, work and raise a family. By hosting the Torchbearer Awards, the Indiana Commission for Women (ICW) 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). While there are a number of award programs which honor women, this is the only such event in which the State of Indiana recognizes and honors only the women of Indiana. To date, one hundred eighteen (118) women have been awarded either Torchbearer medallions or special awards.

The Fifth Annual Torchbearer Awards was held on March 3, 2009, and was very successful in many aspects, including recognition of the event, participation, media coverage and especially logistics. Registrations for the event were over 512 with 459 in attendance. There were eighteen recipients; twelve of which were torchbearers and six were special awards. The special awards included: Service to Country, Keeper of the Light, Heart of Indiana, Trailblazer, Young Woman of Promise, and Lifetime Achievement.

INCREASE AWARENESS OF THE STATUS OF WOMEN AND ISSUES THEY FACE

Through the efforts of the Board of Commissioners and staff, the Indiana Commission for Women will enhance the public understanding of issues related to women by providing reports emphasizing significant issues affecting women, developing work-related programs and resources for women in transition, and establishing partnership with external organizations and governmental agencies on matters important to women.

Reports

In December 2008, ICW published, *Women in the Indiana General Assembly: 2009*, which reported on the percentage of women elected to the General Assembly in the November 2008 elections. As a result of that election, women were elected to serve in 32 (21.3%) of the 150 seats. This is a 3% increase of women who served in the 2008 legislative session; however, it is one legislator shy of the highest number of state legislative seats held by women in 1995-96. (See Appendix 2) Other reports that have been completed by ICW are: *Economic Status of Women in Indiana* (2006) and *We are Indiana Women: a Statistical Snapshot* (2005).

Working Women in Transition

On November 14, 2008, sixty (60) people from the Bloomington-Bedford area attended a half-day seminar at Ivy Tech Community College that gave older women the forum to discover resources and options that can transform their lives as they prepare for their next career and offered employers an opportunity to explore trends and strategies that tap into the enormous potential of experienced working women. This program was initiated by the Indiana Commission for Women. Ivy Tech Community College co-sponsored the event and nine additional organizations provided support, guidance and information. The seminar was funded by the Women's Bureau of the U.S. Department of Labor. The goal of the seminar was to provide mature women with information, resources, and networking as they face transitions in their careers while giving employers the tools to engage more mature employees in their workforce.

This program was repeated in South Bend on October 16²⁰⁰⁹ and in Indianapolis on November 6, 2009. This program was initiated by the Indiana Commission for Women (ICW) in all locations. In each location ICW sought to partner with a local institution that would provide the venue and refreshments on the day of the event. ICW partnered with the Center for Women's Intercultural Leadership at Saint Mary's College in South Bend and Indiana University-Purdue University-Indianapolis (IUPUI) in Indianapolis. The seminar again was funded by a grant from the Women's Bureau of the U.S. Department of Labor. Participants attending both programs in South Bend (30 registrants) and Indianapolis (64 registrants) were positive in their evaluations.

The primary responses were that they wanted a longer day, more topics and more assistance with working women in their own personal lives.

A LOOK TO 2010

In December 2009, board and staff met for the Commission's annual retreat. Lisa Tabor from the Indiana State Personnel Department served as ~~our~~ facilitator and walked those in attendance through a process which will help to move the agency from strategic planning to strategic doing. The objectives of the retreat were to:

- Set vision for the agency
- Refresh the 2008-2010 Strategic Plan for 2010-2012
- Develop operational effectiveness through defined board expectations, committee structure and performance metrics
- Team building

From that retreat, several new initiatives were discussed – and will continue to be discussed in upcoming board meetings – in order to confirm ICW's direction for the 2010 fiscal year, so that the agency ~~will~~ can be positioned to ~~solve~~ ^{address} the very complex – and important – challenges of promoting women's full participation in society. ~~These~~ ^{These} initiatives may include:

- Partnering with external organizations and state agencies to develop a shared action plan of top priorities for Indiana Women
- Providing research on women's progress in elected positions at the local, county and state levels
- Collecting data and information on the status of women in Indiana
- Reviewing gender balance on governmental boards and commissions
- Continuing to enhance programs, such as *Working Women in Transition* and *Bridging the Gap* (a 2007-2008 program) in order to build awareness and stimulate conversations on the future of women and girls in Indiana

IN CONCLUSION

Members of the Board of Commissioners and staff value the opportunity to ~~increase~~ ^{develop} our 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; and are encouraged by the renewed sense of enthusiasm and urgency as we work to shape a vision of Indiana in which women can achieve ~~economic stability~~ ^{full participation}.

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 ICW 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.

CURRENT BOARD OF COMMISSIONERS

There are fourteen members[†] of the Board of Commissioners are, by statute, bi-partisan and 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
Virginia Calvin, Ed.D., South Bend
Rep. Jacqueline Clements, Frankfort
Elizabeth Sierk Corridan, Zionsville
Cindy Felsten, Columbus

Lisa Hershman, Lafayette
Erin Houchin, Salem
Anne Jacoby, Vincennes
Amy McQueen, Shelbyville
Rep. Mara Candelaria Reardon, Munster
Patzetta Trice, Indianapolis

EX-OFFICIO MEMBER

Anita Samuel, Governor Mitch Daniels' Liaison

STAFF

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

2009-2010 OFFICERS

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

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
Jane Blessing, Trafalgar
Jade Cooney, Patriot
Janie Craig Chenault, Bedford
Susan Crosby, Roachdale/ Wash. DC
Jan Ellis, Bloomington
Sandi Huddleston, Franklin
Judy Johns-Jackson, Columbus
Pat Keiffner, Indianapolis
Senator Sue Landske, Cedar Point
Sandra D. Leek, Indianapolis

Melissa C. Martin, Indianapolis
Joanne Sanders, Indianapolis
Judy Singleton, Indianapolis
Lt. Governor Becky Skillman, Bedford
Rep. Vanessa Summers, Indianapolis
Mitzi Witchger, Noblesville
Ruth Vignati, Indianapolis
Sharon Walker, Evansville
Peggy Welch, Bloomington
Ann Windley, Seymour
Senator Katie Wolf, Monticello

[†] The Indiana Commission for Women currently has one opening on the Board of Commissioners with the recent resignation of Andrea Heslin Smiley.

APPENDIX 1 – UPDATED AGENCY BROCHURE

Insert ICW Brochure here

**APPENDIX 2 – REPORT
WOMEN IN THE INDIANA GENERAL ASSEMBLY: 2009**

Insert Report Here



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