

# Moving Indiana Women Forward

2011 – 2012 Annual Report

INDIANA  
COMMISSION  
*for* women

*Moving Indiana Women Forward*

[www.in.gov/icw](http://www.in.gov/icw)



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*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*

## *Introduction*

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 by removing barriers that may hinder their participation. Board and staff work to ***move Indiana women forward*** by acting as the voice of women in the public sector in order to raise awareness of women's needs and concerns, and celebrate their successes and contributions to Indiana.

The Board of Commissioners, staff and volunteers continue to set positive direction to accomplish its mission. Between February 2011 and June 2012, the Indiana Commission for Women (ICW) conducted an initiative to identify issues facing women, understand critical needs communities perceive as important, build trust with constituents, and develop relationships with regional and community partners. The information gathered during this initiative has become integral in the Commission's 2012-2013 strategic goals and will help it to address further obstacles, identify potential solutions and develop partnerships to help make Indiana a state of opportunity and economic security for all Hoosier women and girls. We are proud of our achievements and are pleased to present our 2011-2012 Annual Report, highlight activities between July 1, 2011 and June 30, 2012.

## *About the Commission*

The Indiana Commission for Women is a bi-partisan commission of fourteen appointed members. Established in 1992 by Executive Order and enacted by Legislative Statute in 1996 when Senate Bill 500 was passed, the Indiana Commission for Women represents the State of Indiana's commitment to improving the quality of life for women [IC 4-23-25 Sec. 7(3)].

### **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.

### **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.

### **Values**

***We continually strive for women's EQUALITY*** in all aspects of society by removing barriers that hinder their participation.

***We act as the VOICE of women*** to the public sector, communicating their needs and concerns as well as their successes and contributions so that they can become better connected to their communities and to the tools, resources and opportunities needed to find their own voice.

***We believe that COLLABORATIVE PARTNERSHIPS between like-minded agencies***, organizations, and stakeholders engaged in bringing about positive change for women in Indiana.

## *Commissioners*

The Board of Commissioners is appointed by the Governor (6), the Speaker of the House of Representatives (4) and the Senate President Pro Tempore (4) [IC 4-23-25-3 Sec. 3].

### **Current members**

Hamilton County Commissioner Christine Altman  
Senator Vaneta Becker, Evansville  
Senator Jean Breaux, Indianapolis  
Virginia Calvin, Ed.D., South Bend  
Elizabeth Sierk Corridan, Zionsville  
Cindy Felsten, Columbus  
Erin Houchin, Salem  
Anne Jacoby, Vincennes  
Representative Cindy Kirchhofer, Indianapolis  
Kori McOmber, Indianapolis  
Amy McQueen, Shelbyville  
Representative Gail Riecken, Evansville  
Erin Smith, Greenwood  
Patzetta Trice, Indianapolis

### **Officers**

Elizabeth Sierk Corridan, Chair  
Virginia Calvin, Ed.D., First Vice Chair  
Cindy Felsten, Secretary  
Anne Jacoby, Treasurer  
Patzetta Trice, Second Vice President

### **Ex-Officio Member**

Anita Samuel, Governor Mitch Daniels' Liaison

### **Staff**

Kristin Svyantek Garvey, Executive Director (July 2008 – Present)

## Hoosier Women Speak

Women have made significant progress. In Indiana, women make up 51% of the population and 50% of the workforce (2010 U.S. Census/2011 2011 American Community Survey 1-Year Estimates). However, women still experience considerable inequality and face barriers to full social and economic participation. Between February 2011 and June 2012, the Indiana Commission for Women (ICW) conducted an extensive capacity-building initiative to identify issues facing women, understand the critical needs communities perceive as important, build trust with its constituents, and develop relationships with regional and community partners. During the first phase of the initiative, which ran February to May 2011, ICW facilitated a series of seventeen regional listening sessions (275 participants) and online survey (875 respondents).

Based on 1,100 responses, five categories have been prioritized: health-related issues, work-based issues, care giving, violence against women and leadership. The Indiana Commission for Women will focus on these priority areas by determining which areas it can serve as a leader, collaborative partner and/or supporter.

### Health-Related Issues

In 2007, the National Women's Law Center published its *Making the Grade for Women's Health* Report Card for each state in the United States. According to the 2010 update, Indiana ranks 39<sup>th</sup> in overall health status, resulting in a comprehensive grade of "U" (unsatisfactory). During the Commission's listening sessions, health-related issues were ranked as

the top priority for communities and individuals around the state. Though many health issues were identified, the primary health-related issue discussed during the listening sessions was access to quality, affordable health care, including reproductive health options. Prohibitive costs of health insurance policies, expensive medicine, high deductibles and high co-payments were discussed as factors that cause women to feel little incentive to pursue appropriate health care or maintain a healthy lifestyle. Another contributing factor was that women often had to take unpaid time off from work to receive care for either themselves or for their family, which indicated both real implications of health-related issues on the workforce and a direct connection between workplace policies and women's health.

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*Sometimes the option of living with an ailment outweighed the cost of preventing or treating it.*

—Listening Session Respondent

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### Work-Based Issues

There are many issues that women face in the workplace and discussions during the listening sessions were the most varied between groups due to the complexity of issues existing in the workplace. However, most listening session discussions and survey responses concentrated on themes of economic security and employment.

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*The expectation is to work like a man but be home like a mother.*

—Spencer County Survey Respondent

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With regards to economic security, participants pointed out that women continue to face workplace discrimination in both advancement opportunities and pay equity. For example, in *Graduating to a Pay Gap* (AAUW, 2012), a report recently published by the American Association of University Women, researchers reviewed the earnings of women and men one year after college graduation. In just one year after graduation, women earn about eighty-two percent (82%) of men's earning. The researchers

indicate that women are often paid less than men who hold the same college degree, the same job title and who work the same number of hours (AAUW, 2012).

Work-based issues affect women's lifestyles, their ability to provide for their families and their options to retire securely in the future. For some participants, it was a matter of employment and employability: whether they can pursue high-potential careers, whether they could have access to higher paying jobs or whether employment opportunities will even be available in their communities. For others, it was the availability of social services, accessible childcare, job training, or finding balance between their work and family life. Many survey respondents expressed the added pressure of being both a good mother and a good employee. They felt they lacked work/life flexibility and childcare options, which was a particular problem for single mothers who must work second and third shift.

## Care giving

The realities of modern families are shifting and care giving issues were equally important to both listening session participants and survey respondents. According to the U.S. Census' 2011 American Community Survey 1-Year Estimates (2011 ACS), only 21% of two-parent families in Indiana have a traditional male-breadwinner/female homemaker. In most two-parent families (55%), both the husband and wife work outside the home and in 8% of families, the wife works and the husband stays home (2011 ACS). However, even though family structure is changing, women remain the primary care-giver and in many cases, care for both their children and their aging parents.

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*We have to stop looking at child care as a woman's issue. It is a family issue. It is an economic issue. It is a community issue.*

—Allen County Survey Respondent

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The central theme for participants and respondents was access to affordable quality child care, including care during second and third shifts, care for sick children and after-school supervision for older children. Comments tended to focus on the concern that this issue was a fundamental need because if individuals cannot find quality childcare for their children, they could not do anything else, such as find a good paying job, receive education or training to help them advance in their careers or maintain their households. Other related topics of discussions included parenting education, especially for teenage mothers, care of elderly parents and sandwich generation issues.

## Violence against Women

During the listening sessions, there was no distinction between different types of violence against women. All types of violence against women were identified as important, including dating violence, domestic violence, human trafficking, neglect, rape prevention, sex offenders, sexual abuse (molestation and incest), sexual assault, sexual harassment, and stalking. Statistics show that violence against women supports its importance:

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*More of a network within each and every community between law enforcement, health providers, schools and domestic violence service providers is needed. More men need to be involved to address the issue.*

—Hendricks County Survey Respondent

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- According to the Indiana Coalition Against Domestic Violence, 10,928 adults and children in Indiana were served by emergency shelters.
- According to the Indiana Coalition Against Sexual Assault, there were 5253 primary and secondary victims of sexual assault in 2011.

- According to the Polaris Project, which tracks human trafficking incidents, there were 127 reported incidents of human trafficking in Indiana in 2011; in the first two quarters of 2012, there have already been 118 incidents.

Participants saw a critical need for funding and political lobbying in addressing this particular issue because of its pervasiveness across all income levels. Participants agreed that prevention measures need to start early and in the community and education needs to start at home, in the schools and in the media.

## Leadership

The central theme around leadership for participants and respondents was promoting more opportunities for women and encouraging more women to pursue leadership opportunities in public policy areas. In Indiana, there has been no overall change to the number of women in elected offices at the municipal level after the 2011 elections, due primarily to both net gains in some counties and net losses in other counties. Likewise, there was also no overall change to the number of women in the Indiana General Assembly after the 2012 elections.

An important underlying theme of conversations was the perceived lack of women supporting women and a lack of preparation and support to pursue political office. Participants also believed that women may be intimidated by the process. Other related discussion topics included highlighting women as role models, mentoring, and opportunities for leadership development.

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*It is important to work on getting women involved in the decision making opportunities/leadership positions that are available in our state. Do what you are able to do to get them in positions of authority as women understand the issues facing us.*

—Monroe County Survey Respondent

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## Underlying themes

It is important to note that women's leadership was listed not only as a critical issue but also as a key underlying theme consistently identified as a community action regardless of the issue being discussed. Other themes mentioned were more collaboration amongst organizations and agencies, coordination of resources and services for women and public engagement with both women and men.

Agencies, organizations and individuals committed to moving women's issues forward need to create a collaborative movement that empowers all women to make change happen. Participants and respondents called for a shared effort to address these issues. They believed that organizations supporting women should be networking and communicating with each other so that common ground could be found so that women were supported more effectively and efficiently.

Participants and respondents also remarked that there was a real need for resources because women lacked not only the information on what resources are available but also where to find those resources. Many times, resources exist; however, they are not being communicated effectively with women. Creating, enhancing or highlighting a centralized and comprehensive system to collect information and push resources, tools and opportunities out to women became a general suggestion for action during any discussion.

Finally, there is a need to engage with both women AND men on issues important to women. Many participants and respondents recognized that women have a **responsibility** to be engaged in the process. Women directly affected by these issues should be encouraged to participate in the public debate through civic engagement. However, they need the tools, resources and information to make

informed decisions and be effective advocates for their own needs. Likewise, there was a general sense that these issues were not necessarily limited to one gender. Participants and respondents believe that men needed to join the conversation and be willing to listen to women's concerns.

## **Statewide Debrief**

Once the findings were compiled, a follow-up debrief meeting was held simultaneously in six locations for community leaders and interested individuals. On November 18, 2011 the meetings were held simultaneously at Ivy Tech Campuses in Indianapolis, Lafayette, Fort Wayne, Evansville, Sellersburg, and South Bend and included sixty-five participants. During that meeting, Kristin Garvey, ICW executive director, presented the findings to all locations. At the end of the presentation, participants from each location were given the opportunity to ask questions and then, engage in individual discussions facilitated by a representative from the Indiana Commission for Women. The focus of these meetings was to continue to work of narrowing down the suggestions the Commission received during the listening sessions into a manageable list of community actions.

The final *Hoosier Women Speak: 2012 Compilation Report* collates the findings of the listening sessions and survey and captures the ideas of participants from each debrief location. The recommendations are offered as suggestions to not only ICW but also other agencies, organizations or entities better suited to address particular issues and/or challenges. (See *Hoosier Women Speak: 2012 Compilation Report* at: [www.in.gov/icw/2441.htm](http://www.in.gov/icw/2441.htm)). Outcomes from this effort have included the formation of the Michigan City Commission for Women, a subsequent listening session for Richmond, Indiana, and national recognition of *Hoosier Women Speak* by the National Association of Commissions for Women.

## **2012-2013 Strategic Plan**

The Indiana Commission for Women adopted four objectives in the Commission's 2010-2012 Strategic Plan, which are to:

- Increase awareness of the status of women in Indiana and the issues they face
- Recognize and promote contributions that Hoosier women make to the community, state and nation
- Influence public policy that impacts women in Indiana
- Achieving operational sustainability

Based on the findings from *Hoosier Women Speak*, board and staff updated the plan to include key strategies for Fiscal Year 2012-2013 in order to continue the work of understanding the needs of Indiana women and their families and working strategically both within government and in communities to help bring about positive solutions.

ICW will also consider continuing the process of identifying issues by providing on-demand listening sessions for communities who request them and/or by focusing on specific populations such as ex-offenders, girls, immigrant women, minority women, rural women, senior women, single women, and women veterans to gain information specific to that population. In turn, the work of the Indiana Commission for Women can be utilized by a wide range of stakeholders throughout the state.

## *Increase awareness of the status of women and issues they face*

The duties of Indiana Commission for Women include assessing the needs of Indiana women and their families and promoting the full participation of Indiana women in all aspects of society as stated in Indiana Code IC 4-23-25-7 (1).

### **Activity Highlights**

***Desert Rose Foundation (September 2011)*** – Kristin Garvey was keynote speaker at the Desert Rose Foundation annual event. Desert Rose is a domestic violence shelter in Martinsville, IN, whose mission is to provide transitional shelter for victims of domestic violence and the services they need to break the cycle of violence.

***Start \$mart Workshops*** – \$start \$mart is a workshop developed by the Wage Project and American Association of University Women (AAUW). Research\* shows that women tend not to negotiate their beginning salaries, which can affect their earning potential. Initially designed for college students, the workshop trains participants to benchmark potential salaries and negotiate a starting salary. ICW staff is trained to conduct this workshop and serve as statewide facilitators when needed. In 2011-2012, ICW facilitated three workshops in IU Northwest (October 2011), St. Mary's College (March 2012) and to AmeriCorps VISTAs (April 2012).

***Michigan City, IN (December 2011)*** – In April 2011, ICW staff met with women in Michigan City to discuss how to establish a local commission for women. Staff then returned to Northwest Indiana in May 2011 to conduct a listening session. Subsequently, information gathered at the listening session was a catalyst for establishing a municipal level commission, which was passed by the City Council in December 2011.

***Richmond, IN (January 2012)*** – ICW partnered with the Wayne County Foundation to present findings of the listening sessions at a luncheon with approximately seventy-five women in Richmond. In response, women attending the luncheon asked ICW to conduct a listening session for the Richmond area, which was scheduled for July 18, 2012.

***Hoosier Women Lead (March 2012)*** – ICW maintains data on women's progress as leaders, especially in elected offices in Indiana. In 2008, ICW provided a benchmark of women's status in the state legislature (*Women in the Indiana General Assembly: 2009 Report*) and updated the benchmark in 2010 after the general elections (*Women in the Indiana General Assembly: 2010 Report*). After the municipal elections, ICW collated information on the net change in women's representation in elected offices separated by county (*2011 Municipal Elections: Gender Results and Comparison*).

***Business Women United Network (BWUN), Valparaiso (June 2012)*** – Kristin Garvey was a keynote speaker at the *Women's Wisdom* forum sponsored by BWUN, whose mission is to provide a renewing atmosphere for professional women to share, learn, and CONNECT personally and professional through the resources of others. Garvey presented the findings from the *Hoosier Women Speak* initiative.

***Information and Referral (Year-long)*** – The Indiana Commission for Women responds to inquiries through the year from individuals seeking information or help on issues such as well-being, domestic violence, business ownership and employment assistance. Most calls are referred to appropriate

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\* *Behind the Pay Gap* (2006), American Association of University Women

agencies and organizations. Upon request, ICW also provides information and/or technical assistance on women's issues to organizations, elected officials and state government departments and agencies.

## **2012-2013 Key Strategies**

- Align programming based on the five priority areas identified in *Hoosier Women Speak*
- Serve as repository of local, state and national research and statistics on women and the issues affecting them by producing at least one original report and providing access to all types of information, opportunities, resources and tools through its website, social media plan and outreach efforts [IC 4-23-25-7 (7) (10-12)]
- Become knowledge center for women's progress as leaders with an emphasis on local, county and state government levels and facilitate an increase in women's participation by producing an annual report on women in leadership positions

## *Recognize and promote the contributions Hoosier women make*

The Indiana Commission for Women is charged with identifying and recognizing the contributions made by Indiana women to their community, state and nation as outlined in IC 4-23-25-7 (4).

## **Activity Highlights**

***The 2012 Torchbearer Awards (March 2012)*** – The Torchbearer Awards are ICW's signature event and are the most prestigious program in which the State of Indiana recognizes and honors the women of Indiana. On March 1, 2012, ICW presented eleven awards to the following individuals:

- Diane M. Buyer, DDS, Indianapolis
- Laura Ciriello-Benedict, Indianapolis
- Carol Dawson, Jeffersonville
- Cathy Holloway-Hill, Charlestown
- Lisa Jeff, Indianapolis
- Melissa Martin, Indianapolis
- Carolyn Pearson, Delphi (Heart of Indiana)
- Dana Renay, Carmel
- Dr. Marilyn S. Skinner, Kokomo
- Judge Viola Taliaferro, Bloomington (Lifetime Achievement)
- Vernell Thomas, Bloomington/Crane

***International Women's Day (March 2012)*** – Partnering with the Zonta Clubs of Frankfort, Indianapolis, and Lebanon and Vision 2020, the Indiana Commission for Women (ICW) celebrated International Women's Day on March 7, 2012, at a luncheon with special guest speaker, Elisheva Darar. Originally from Ethiopia, Ms. Darar walked through the Sudanese Desert towards Israel at age 6, with her family and 11,000 other Ethiopians, seeking a better life without persecution. As a young child, she watched 4,000 of those die along the treacherous route. Now in Israel, she works to change the lives of Ethiopian children through education and empowerment. Because of her work, education and experience, she was appointed as the Division Director for Social Planning in the Department of Policy Planning in the Israeli Prime Minister's office.

## 2012-2013 Key Strategies

- Organize an annual recognition celebration that recognizes significant contributions made by women.
- Develop a plan to utilize the “legacy” website and/or additional media chronicling contributions made by other notable Hoosier women.
- Participate in statewide commemoration efforts of significant historical milestones (e.g. Bicentennial of Statehood) by encouraging acknowledgement of contributions made by women

## *Provide Balanced Analysis of Public Policy Issues That Impact Women in Indiana*

To meet its statutorily requirements outlined in IC 4-23-35-7(2)(6)(8)(9), ICW works with constituents and advisory board to identify priority areas that impact the quality of life of women

### Activity Highlights

During the 2012 General Assembly, two bills were passed that directly affect the Indiana Commission for Women.

- **House Enrolled Act 1002** – HEA 1002 transferred both ICW staff to the Indiana Commission for Women and administrative support to the Indiana Civil Rights Commission, which takes effect July 1, 2012 (IC 4-23-25-9).
- **House Enrolled Act 1003** – HEA 1003 will allow a member of the governing body of any public agency of the state to participate in a meeting of the governing body by electronic communication if certain criteria are met. This Act will take effect January 1, 2013.

### Key Strategies

- Develop public policy issues platform which identifies top priorities by creating annual public policy statements based on the five priority areas outlined in *Hoosier Women Speak*
- Strengthen relationships with key elected officials by presenting on the status of Hoosier women to the women’s caucus and/or to the General Assembly
- Identify, monitor and create summary report based on *Hoosier Women Speak* on key bills affecting women and their families during each legislative session

## *Achieve Operational Sustainability*

The leadership of the Indiana Commission for Women is delegated to its Board of Commissioners [IC 4-23-25-8 (1-6)] and its management is administered by an executive director. The Commission continuously strives to achieve operational effectiveness and efficiency through responsible and prudent decision-making on expenditures based on its strategic priorities.

### Activity Highlights

**Collaboration and Participation** – In order for the Indiana Commission for Women to build sustainability and achieve its mission, the board and staff look for opportunities for collaboration and

partnership with organizations and other governmental agencies that focus on outreach to women, have a program or service specifically geared towards women or have a direct impact on women's lives [IC 4-23-25-7 (3)(6)(14)]. Examples of collaborations throughout the year are:

- National Association of Commissions for Women (July 2011) – ICW is a member of NACW and participates in its annual conference, which provide an opportunity to connect with colleagues from other states' commission to determine current trends and innovations affecting women and/or government agencies. In July 2011, Kristin Garvey was elected to the board of directors, which provides an opportunity to be more engaged in its overall direction.
- The First Lady's Heartland Walk for Healthy Heart (August 2011) – For the past four years, ICW has assisted the Office of the First Lady by volunteering for this annual event held at the Indiana State Fair.
- Integrating Women Leaders (September 2011) – ICW participated as a exhibitor and distributed approximately 75 Best Bones Forever material developed by the U.S. Office for Women's Health and geared towards middle school students.
- Coalition of 100 Black Women (October 2011) – ICW worked closely with the local chapter by providing logistical support during the opening plenary of the Biennial Conference held in Indianapolis. Lt. Governor Becky Skillman was the keynote speaker for the session.
- Vision 2020 Annual Congress in Chicago, IL (November 2011) – Cindy Felsten, ICW board member, was named as an Indiana delegate to Vision 2020, a national initiative advancing women's economic and social equality through collaborations with affiliated organizations and members in 50 states. For the next ten years, Vision 2020 will meet at an annual Congress to set goals and monitor progress. Each delegate is charged with providing programming opportunities in her home state that will add to the initiative's outreach and progress.
- International Delegations – Each year, ICW staff and board members have the opportunity to meet with international delegations to discuss various women's issues through the International Visitor Leadership Program sponsored by the U.S. Department of State who visit the U.S. In 2011-2012, ICW met with:
  - Delegation from Yemen (October 2011) to discuss the U.S. Political Process
  - Multi-Regional Delegation from Afghanistan, Burma, Egypt, Greece, Lebanon, Philippines, Somalia and Thailand (December 2011) to discuss Women in Public Service
  - Meeting with Maryam Durani, Afghanistan (March 2012) who was named a Woman of Courage by the U.S. Department of State and featured in *Time* magazine as one of 2012's 100 Most Influential People in the World (April 2012). Ms. Durani owns and operates a radio station that focuses on women's issues and is a member of the Kandahar provincial council. She stands up for the region's women and has survived several assassination attempts.<sup>†</sup>

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<sup>†</sup> Stengel, Rick (18 April 2012). "A World of Possibilities." Retrieved from:  
[http://www.time.com/time/specials/packages/article/0,28804,2111975\\_2111976\\_2112120,00.html#ixzz27nLhQsMp](http://www.time.com/time/specials/packages/article/0,28804,2111975_2111976_2112120,00.html#ixzz27nLhQsMp)

- Advancing Women in Business (June 2012) – Each year, ICW participates in *Advancing Women in Business* seminars sponsored by the Lt. Governor, the Office of Community and Rural Affairs and regional Small Business Development Centers. In June 2012, Kristin Garvey presented at and/or attended seminars in Evansville, Fort Wayne and Bloomington.

**Agency Operations** – During FY 2011-2012, the Indiana Commission for Women was housed within the Department of Workforce Development and received support services from DWD. As a result of HEA 1002, the administrative support transferred to the Indiana Civil Rights Commission, effective July 1, 2012.

## **Key Strategies**

- Increase board effectiveness and strengthen board commitment by establishing quorum at every scheduled meeting.
- Formalize relationships, partnerships and collaborations with other state agencies and external organizations through various networks
- Develop and implement comprehensive communication including a social media execution plan based on our five priority areas

## ***In Conclusion***

Members of the Board of Commissioners and staff value the opportunity to continue serving the State of Indiana as they work to ***move Indiana women forward***. ICW recognizes that when we help a woman to succeed, we help her family, her community and Indiana to prosper.

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 members of 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.