



INDIANA COMMISSION *for* women

2023 ANNUAL REPORT



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A LETTER FROM THE CHAIR

DR. LINDSAY WEAVER

In 2023, “ICW” focused on improving infant and maternal mortality, promoting financial literacy, encouraging women to engage in public service, and more. Collaboration is a force multiplier to achieving our goals, which is why ICW fostered partnerships with organizations that share similar values to support its initiatives.

I’ve thoroughly enjoyed my time getting to know the brilliant, successful, and giving women who serve on the commission. I feel blessed to have been a part of restarting the Commission after a several year hiatus and focusing on our mission to move Indiana women forward.

I’m confident ICW will continue to remove barriers and help more women achieve their goals, which in turn improves our communities and our state.

Thank you to all Hoosier women who strive to improve the future of not just women but all Hoosiers.



A WORD FROM THE DIRECTOR

JORDAN TESKE- HARRISON

I'm thrilled to showcase the 2023 initiatives with our partners. It's been vital this year to develop a synergized network of statewide partnerships to communicate and support women more efficiently. This report illustrates the collaborative partnerships with agencies, organizations, and individuals committed to the advancement of girls and women in Indiana.

It's an honor to serve the state of Indiana as the Director of ICW and be a part of a community of unique and accomplished Commissioners dedicated to helping Hoosier women. They continue to share their expertise, resources, time, and devotion to the mission of ICW to move Indiana women forward.

Thank you to the appointing authorities who entrust ICW with the responsibility of promoting women's full participation in society and the Commissioners who generously provide their leadership, guidance, and energy to the mission of ICW.



EXECUTIVE SUMMARY



ICW recognizes the importance of moving Indiana women forward by continuing to prioritize partnering with other entities to develop, assist, and promote programs and services to address the needs of Hoosier women and girls. Our strategic plan has been to devote efforts to infant and maternal health, assess affordable and quality childcare in Indiana, and support emerging and current women leaders.

In January 2023, the Indiana University School of Medicine – National Center of Excellence in Women’s Health, the American Medical Women’s Association (AMWA), and the Global Initiative Against HPV and Cervical Cancer invited ICW to create the second promotional video for their annual Us vs HPV webinar series. This week-long webinar took place from January 22-25 to bring awareness about HPV and HPV-related diseases.



For years the Indiana Department of Correction’s Breann Leath Maternal Child Health Unit (MCHU) sought support to implement a doula program for the mothers and babies at the facility. As part of ICW’s commitment to infant and maternal health, sponsoring the doula program was the first mission to support the mothers most overlooked by society. In March 2022, the program was implemented into action, and the first two births occurred on February 15 and February 17, 2023, with the doulas.

In March 2023, we had an action-packed month in celebration of Women’s History Month. In partnership with the Indiana Historical Bureau, we showcased each day the historical accomplishments of the Indiana women who’ve contributed to Indiana’s history and progression. On March 8, we hosted a four-part panel on how women can learn, lead, leap, and lift each other for International Women’s Day. Then on March 14, we hosted seven Indianapolis schools at the Indiana Statehouse to present their community service projects during the legislative session. Furthermore, the AMWA, invited ICW to collaborate on the first-ever promotional video for their 108th anniversary and annual meeting from March 23-26, 2023.

Next, on September 27, 2023, we celebrated seven phenomenal women for their outstanding achievements to their community, state, and nation at the Indiana Historical Society.

Lastly, in December we presented a statewide campaign and virtual seminar in collaboration with the Indiana Department of Health’s Maternal and Child Health Division. The seminar focused on breaking barriers within maternal health communications and featured five of Indiana’s maternal and child healthcare professions.

ICW is honored to share our initiatives this year alongside our partners and value the opportunity to continue serving the State of Indiana!



INDIANA COMMISSION *for* women

Mission

The Indiana Commission for Women (ICW) exists to voice women's needs, concerns, and challenges; as well as celebrate their successes and contributions to Indiana.



info@icw.in.gov



@INC4W



@INC4W

Organization

The Commission consists of fifteen members appointed by the Governor (7), the Speaker of the House of Representatives (2), the Senate President Pro Tempore (2), and the Indiana General Assembly (4). The Director provides support to the Commission [IC 4-23-25-3].

ICW is one of the State of Indiana's five cultural commissions housed under the umbrella of the Indiana Civil Rights Commission to provide education, resources, and initiatives for Indiana's minority, underrepresented, and ethnically diverse communities.

Core Values

Identifying and recognizing the contributions made by Indiana women to their community, state, and nation.

Collaborating with other governmental agencies and outside organizations to assess the needs of women in all aspects of society, and combat discrimination of women.

Working for the advocacy of removing legal and social barriers for women.



OUR Statute IC 4-23-25-7

Pursuant to **IC 4-23-25-7**, the following are listed as the Commission's duties:

- (1) Assessment of the needs of Indiana women and their families and promotion of the full participation of Indiana women in all aspects of society, including:
 - (A) government;
 - (B) the economy;
 - (C) employment;
 - (D) education;
 - (E) social and family development;
 - (F) health care;
 - (G) the justice system; and
 - (H) other aspects of society identified by the commission.
- (2) Advocacy for the removal of legal and social barriers for women.
- (3) Cooperation with organizations and governmental agencies to combat discrimination against women.
- (4) Identification and recognition of contributions made by Indiana women to their community, state, and nation.
- (5) Representation of Indiana's commitment to improving the quality of life for women and their families.
- (6) Consultation with state agencies regarding the effect upon women and their families of agency policies, emerging policies, procedures, practices, laws, and administrative rules.
- (7) Maintenance of information concerning:
 - (A) organizations and governmental agencies serving women and their families; and
 - (B) the names, resumes, and other professional and career information about women available to serve as agency appointees.
- (8) Evaluation of laws and governmental policies with respect to the needs of women and their families.
- (9) Monitoring of legislation and other legal developments in order to make recommendations that support the commission's purposes to the general assembly and the governor.
- (10) Action as a central clearinghouse for information concerning women and their families.
 - (11) Gathering, studying, and disseminating information on women and their families through publications, public hearings, conferences, and other means.
- (12) Assessment of the needs of women and their families and the promotion of, development of, and assistance to other entities in providing programs and services to meet those needs.
- (13) Provision of publicity concerning the purposes and activities of the commission.
- (14) Service as a liaison between government and private interest groups concerned with serving the special needs of women.
- (15) Submission of an annual report on the commission's activities to the governor and to the legislative council. An annual report submitted to the legislative council must be in an electronic format under **IC 5-14-6**.

Meet the 2023 Board of Commissioners



Dr. Lindsay Weaver
Chair

State Health Commissioner
Indiana Department of Health
Indianapolis, IN



Cynthia Carrasco
Chair, July -October 2023

Vice President & General Counsel
The University of Indianapolis
Indianapolis, IN



Kori Chambers
1st Vice Chair

Associate General Counsel
IU Health &
IU Health Risk Retention Group
Indianapolis, IN



Molly Chavers
2nd Vice Chair

Executive Director
IndyHub
Indianapolis, IN



Christine Altman
Treasurer

Hamilton County Commissioner
Carmel, IN



Stephanie Moore
Secretary

Founder & CEO
Moore Matters, LLC
Newburgh, IN



Kayevonne Parham

Equity & Empowerment Advocate
YWCA
South Bend, IN



Caryl Auslander

Managing Principal
Torchbearer Public Affairs
Indianapolis, IN



Ambre Marr

State Legislative Director
AARP
Indianapolis, IN



Sen. Veneta Becker

District 50
Evansville, IN



Sen. Shelli Yoder

District 40
Bloomington, IN



Rep. Peggy Mayfield

District 60
Martinsville, IN



Rep. Tonya Pfaff

District 43
Terra Haute, IN



Sharon Jackson

Governor's Designee
Deputy General Counsel
Office of Eric Holcomb
Indianapolis, IN



EVENTS & PROGRAMS





ICW PROMOTIONAL VIDEOS

January 2023

Each year the Indiana University School of Medicine - National Center of Excellence in Women's Health, the AMWA, and the Global Initiative Against HPV and Cervical Cancer host the US vs. HPV webinar series. This webinar took place from January 22-25 and is intended for healthcare providers, parents, patients, community leaders, women health advocates, students, young leaders, and public members.

Each day featured a 1-hour live panel discussion on various topics related to HPV and HPV-related diseases. This is the second year in a row the organizations have invited ICW to be a promotional sponsor by designing a promotional video to encourage participation and registrations.



March 2023

Due to the success of the promotional video for the US vs. HPV webinar series, the AMWA invited us to collaborate on the first-ever promotional video for its 108th annual meeting in conjunction with the Medical Women's International Association North American Congress.

AMWA's annual meetings aim to bring together women physicians and women healthcare entrepreneurs from across the nation to advance women in medicine, advocate for equity, and ensure excellence in healthcare. The 108th annual meeting took place March 23-26, 2023, in Philadelphia, PA and focused on evolving healthcare and the culture of medicine.





The Writing Her Story campaign captured the extraordinary stories of Indiana Women who've contributed to Indiana's history and progression. In partnership with the Indiana Historical Bureau, the historical profiles were shared each day within the month of March in honor of Women's History Month. Each of the stories are available for viewing via the Indiana Historical Bureau or ICW's website and social media platforms.



in.gov/history



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International Women's Day

March 8, 2023





International Women's Day Event Presented by ICW

March 8, 2023 | 10:00 am - 3:30 PM
Indiana Government South Building
302 W. Washington St., Indianapolis, IN 46204

Keynote Speakers



Suzanne Crouch
Lieutenant Governor of Indiana
(Morning Remarks)



Dr. Lindsay Weaver
Chair
Indiana Commission For Women
(Opening Keynote)



Karrah Herring
Chief Equity, Inclusion and Opportunity Officer
Indiana State Government
(Lunch Keynote)



Joanna Millunchick
Dean
IU Luddy School of Informatics, Computing, and Engineering, and IU School of Informatics
(Closing Remarks)

LIFT Panelist



Alexis Gonzalez
Director of Hispanic and Latino Affairs
State of Indiana
(Moderator)



Cynthia Cardona
President, Lilly Foundation and Assoc. VP
Lilly



Gina Ashley
Chief Operating Officer
United Way of Central Indiana



Rupal Thanawala
President
Trident Systems
(Program Chair)

LEARN Panelist



Becky Schlomann
Associate Director
IU Kelley School of Business in Indianapolis
(Moderator)



Leigh Anne Taylor Knight
Executive Director & COO
The DeBruce Foundation



Stephanie Bothun
VP & Co-Founder
Ascend Indiana



Chris Lowery
Higher Ed Commissioner
Indiana State Government

LEAD Panelist



Mukti Patel
*Senior Marketing
Consultant
(Moderator)*



Tracy Ellis-Ward
*Senior Vice President for DE&I
Pacers Sports & Entertainment*



Beth Keyser
*President
Anthem Blue Cross and
Blue Shield Indiana*



Melissa Proffitt
*Partner
Ice Miller*

LEAP Panelist



Jordan Teske-Harrison
*Director
Indiana Commission for Women
(Moderator)*



Melissa St. John
*CEO
Relocation Strategies*



Keshia Rich
*Deputy Commissioner,
Indiana Department of
Administration*



Nadine Givens
*Senior Vice President, Indiana
Market Director, Private Bank
PNC Bank*



International Women's Day

March 8, 2023

POWER UP!

YOUTH SYMPOSIUM

MARCH 14 2023 | 12-2PM | INDIANA STATEHOUSE

Event Co-hosts



PARTICIPATING SCHOOLS



NORTHVIEW
MIDDLE SCHOOL



WILLOW LAKE
ELEMENTARY SCHOOL



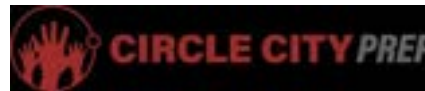
GREENBRIAR
GRIZZLIES



PROVIDENCE
CRISTO REY
COLLEGE & CAREER PREPARATORY HIGH SCHOOL



WESTLANE
MIDDLE SCHOOL



CIRCLE CITY PREP

On March 14, 2023, ICW hosted ProAct Indy's first Power Up! Youth Symposium at the Indiana Statehouse. Each year ProAct Indy partners with 110 youth leaders around Indianapolis to strategically plan their legacy service projects on a social issue that impacts their communities. Students provided their own testimonies and addressed topics such as bullying prevention, building care packages for the homeless, mental health, and the environment.

We are grateful to have partnered together with the Indiana Civil Rights Commission, the Indiana Native American Indian Affairs Commission, the Indiana Commission on Hispanic/Latino Affairs, and the Indiana Commission on the Social Status of Black Males to provide a platform where young leaders were encouraged and elevated to be the leaders of tomorrow.



Torchbearer Awards

On September 27, 2023, ICW hosted the annual Torchbearer Awards to honor seven extraordinary women at the Indiana Historical Society. The Torchbearer Awards is the only program in which the State of Indiana recognizes and honors her finest resource - the women of Indiana. This ceremony was created in 2004 by ICW to honor the many achievements of Hoosier women.



Our 2023
Recipients!



Anushree Bag
Torchbearer



Marlene
Dotson
Torchbearer



Inez Evans
Torchbearer



Judge Nancy
Vaidik
Trailblazer



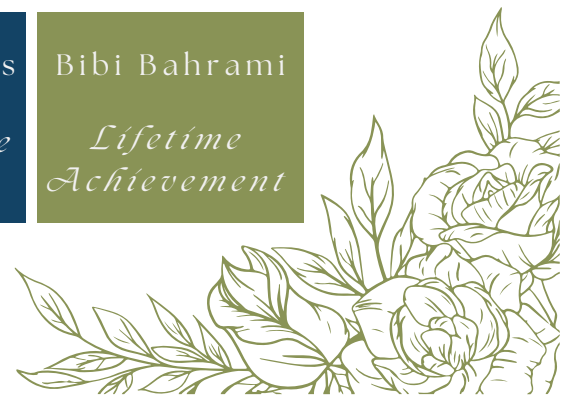
Dr. Nicky
Jackson
*Heart of
Indiana*



Paige Wilkins
*Keeper of the
Light*



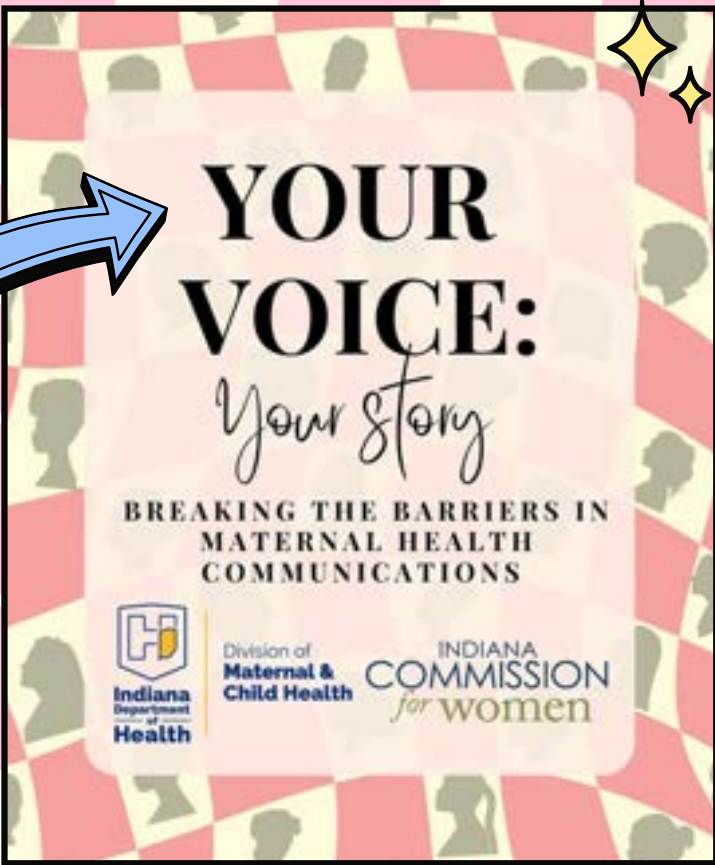
Bibi Bahrami
*Lifetime
Achievement*











Watch Now 

To address maternal health in Indiana, ICW partnered with the Indiana Department of Health's Maternal and Child Health Division to organize, "Your Voice, Your Story," an all-encompassing panel discussion about breaking down the barriers within maternal healthcare. The 45-minute seminar featured five of Indiana's maternal and child healthcare professionals dedicated to improving the health of women during pregnancy, childbirth, and the postnatal period. Produced by Radio One Indianapolis, this on-demand seminar was marketed at the beginning of December in Northwest Indiana, South Bend, Fort Wayne, Evansville, Indianapolis, and other regions.



Moderator



Ashley Rainey
MSN, RNC-OB, IAP
Maternal & Child Health Clinical Director
Indiana Department of Health's Maternal and Child Division

Speakers



Belva Willis
Patient Advocate
Raphael Health Center



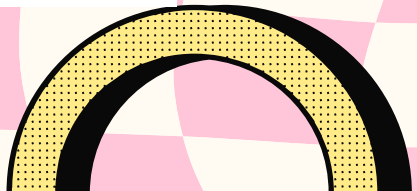
Ariana McGee
Founder & CEO
Navigate Maternity



Sarah Briley
MPH, CHES
Program Manager
Clinical Quality Improvement
Colorado Perinatal Care
Quality Collaborative



Cheyenne Starner
RN, MSN, APR-CNM
Certified Nurse Midwife



RESULTS



01



STREAMING AUDIO

50,102 Impressions
49,350 Completions
98.5% Completion rate



02



SOCIAL MEDIA

77,621 Impressions
1,959 Clicks to landing
.25% Click through rate
33,203 People reached



03



DIGITAL VIDEO

65,469 Video views
33,131 Video completions
51% Video completion rate
46 Clicks
.07% Click through rate



04



YOUTUBE PERFORMANCE METRICS

5,386 Video views
53% Video view rate
10,244 Impressions
25 Clicks
.25 Click through rate



05



CAMPAIGN TOTALS

2,030 Total clicks to website
70,855 Promo video views
203,436 Total Impressions
7.9k Seminar views on YouTube

Social Media

355

*Instagram
Followers*

1,121

*Facebook
Followers*

10,128

*Website
Users*

11,991

*Website
Sessions*

18,744

*Website
Pageviews*







A Little Bit of Gratitude

ICW would like recognize our partners and express our gratitude for helping to advance the lives of Hoosier women.



Thank You!



-  100 N. Senate Avenue, Room N300, Indianapolis, IN 46204
-  317-232--2600 (choose the ICW option)
-  info@icw.in.gov
-  www.in.gov/icw