

Board of Commissioners
Meeting Notes
Wednesday, October 13, 2021
12:00-1:30 PM
Indiana Government Center South
Conference Room 17
302 W. Washington St, Indianapolis

CALL TO ORDER: Please understand that this is a public forum meeting and will be recorded. If you are connected via WebEx or conference call, please silence your speakers to minimize background noises that may interfere with the recording and present speakers. The meeting was called to order by chair Dr. Lindsay Weaver at 12:03 PM EST.

ESTABLISHMENT OF QUORUM AND ROLL CALL: commissioner Christine Altman **[present]**, Sen. Vaneta Baker **[not present]**, Sen. Jean Breaux **[not present]**, commissioner Kayevonne Daily **[not present]**, commissioner Cyndi Carrasco **[present]**, commissioner Kori Chambers **[not present]**, commissioner Molly Chavers **[not present]**, commissioner Margaret Daniels **[not present]**, Rep. Sheila Klinker **[present]**, Rep. Peggy Mayfield **[present]**, commissioner Stephanie Moore **[not present]**, treasurer Heather Willey **[not present]**, commissioner Joileen (Joie) Winksi **[present]**, Chair Dr. Lindsay Weaver **[present]**. Quorum was not established.

STAFF: Jordan Teske-Harrison


GUESTS: Lisa Welch (Director of Native American Indian Affairs Commission), James Garrett (Director of The Social Status of Black Males), Gretchen Martin (Director of Fatality Review and Prevention Division with the Indiana Department of Health (IDOH)).

APPROVAL OF MINUTES: The April 1, 2020 minutes is tabled for November 10, 2021 subsequent meeting date. Quorum was not established.

REVIEW AND APPROVAL OF FINANCIAL REPORT: Review and approval of financial report is tabled for November 10, 2021 subsequent meeting date. Quorum was not established.

DIRECTOR'S REPORT:

New Director of the Indiana Commission for Women – Jordan Teske-Harrison: Good afternoon everyone, before I begin my full report, I want to review a few items in front of you. The green folder has your travel and voucher claims, I have highlighted the areas that need to be completed and signed. Additionally, if you have not yet completed your W-9 and direct deposit for those who are new. When



you have time, please complete them and return your folder to me after today's meeting. Again, good afternoon everyone, it is a pleasure to introduce myself as the new Director for Indiana Commission for Women. I've had the lovely acquaintance to speak with all of you via email, virtual, phone, or in-person. I'm honored to serve in this role and truly serve the women of Indiana, and I'm excited to be in your presence today to come together to move Indiana women forward!


Updates on ICW: Since I've begun in this role, I've dived into the researching all aspects of the commission in regard to gaining awareness of public opinion of the commission, analyzing ICW's social media platforms, posts, and website; as well as obtaining knowledge on ICW's main events such as the Torchbearer Awards, and Writing Her Story; along with past strategic plans and annual reports on the commission. Through my investigation I've prepared a public relations plan to refresh ICW's outreach and awareness based on a situational analysis. The situational analysis is ICW needs to create a new unique branding to create a greater sense of brand unity among the organization; and uniquely tailor messages and information that align specifically with the commission statutes to meet the needs of the women in Indiana from all cultural and socioeconomic backgrounds.

- Strengths: Torchbearer Awards: popular event that has the most recognition and promotion on ICW website and social media platforms. "Writing Her Story" (Women's History Month that highlights historical women and their contributions to Indiana's history.
- Weaknesses: For the Torchbearer Award Nominations is the commission receiving nominations of community members who may not be as esteemed or highly recognized members of society, but are under the radar? "Writing Her Story" needs to continue to expand the diversity of the women in Indiana; as well as potentially highlight present members of the community who are making a difference in society who are not historically recognize. Social Media Presence & website layout: enhance user-friendly accessibility and ensure brand unity across platforms.
- Threat or Competition: The only threat or competition analyzed is simply the lack of lack of general awareness of ICW: produces social media & website inactivity, and limited circulation among community members by word of mouth. Which was a repeated indication in past ICW meetings minutes and a focus area on 2019 strategic plan.

Thus, I've already made changes to ICW's mission and core values statement that you can find on the new brochure design, as well as updated social media domain name changes from @Indiana4women to @INC4W. The new mission and core values statement aligns more uniformly to ICW's statutes and provides a broader audience outreach. The colors to ICW's brochures have been changed and ordered as well due to align similarly to the brand colors specifically to ICW. The domain name has been changed to match the acronym of ICW and in doing so create a conversation starter with others regarding what our acronym means. I've additionally changed the ICW's social media banner cover photos with a plethora of pictures of women of all ages and various ethnicities with ICW's slogan "Moving Indiana Women Forward," and refreshed the main cover photos with ICW's logo with the brand colors encompassing it.

To increase the audience presence and engagement on the sites and to align with social media trends, Women's March Global has a series of important dates for each month of the year that detail national global





calendar events. These events are traditionally gain a lot of attraction, education, outreach, and awareness. For example, some of the post you may find on ICW's reflect these national global events, such as National Women's Health and Fitness Day (September 29), National Domestic Violence Awareness Month (October), international Day of the Girl Child, Women's Sports Week (Oct 2-8), and much more. The post already conducted on ICW based on these events have already increased engagement, followers, and likes across the social media platforms. Even users on ICW's website sessions time have increased from 1min27s to almost 2 minutes. If you have any posts, you feel good be a great resource for women or a post to highlight an achievement, please feel free to email it to me. Dr. Weaver sent a post on IUPUI's Forbes listing, and it received great results on social media.

Besides these changes, I've represented ICW for LUNA Language Service's webinar regarding understanding reasonable accommodations, IU- National Center of Excellence in Women's Health 2021 Women of INfluence Annual Symposium (resulted in partnership), Indiana Latino Institute Hispanic Heritage Month's Celebration, Indianapolis Urban League's 2021 Equal Opportunity Day Annual Celebration, INDY's Global Village Welcome Center's Grand Opening (international women's gathering), and I will additionally be attending the Indiana Conference for Women in November. Director Alexis Gonzalez has invited me as well to collaborate with speaking with the Latinas Welding Guild regarding their experiences in prominently male dominated field.

Upcoming Partnership Meetings: Department of the Women's Labor Bureau and Women4Change.

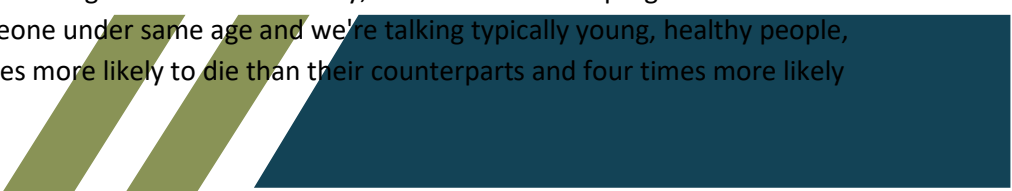
Procurement training for November's commission meeting: ICRC's Chief Financial Officer Erik England will be conducting state procurement training on the next commission meeting on November 10, 2012. Since the last procurement training for the commission occurred February 2019.


Indiana Conference for Women Sponsorship: Quorum was not established.

CHAIRMAN'S REPORT:

New Chairman of the Indiana Commission for Women – Dr. Lindsay Weaver: I'm Lindsey Weaver, I am the Chief Medical Officer for the Department of Health. I have been in that role for I started in February of 2020. So just a month before COVID started, I have been fully engaged with a COVID response during that time, leading our testing initiative for the state of Indiana as well as our vaccine initiative for the state of Indiana. Prior to that, and still, I'm an emergency medicine physician and store one day a week on Tuesdays. So that's why one of the reasons why we had to put the meetings on Wednesdays they always were Tuesdays in the emergency department. I have five daughters, a sister, a mother and a grandmother. And have always found it very important to promote women, support them, mentor them, several mentees, all women involved in the mentorship of women in healthcare, and also in professionalism. So, I'm very passionate about this work.

Maternal Mortality: I'm specifically very passionate about women's health. But I will tell you, it's not very well known, but specifically looking at maternal mortality, and COVID-19 that pregnant women are two times more likely than someone under same age and we're talking typically young, healthy people, right that are pregnant, two times more likely to die than their counterparts and four times more likely





to have to be intubated in the ICU. So definitely higher risk. We've had several pregnant women die during their pregnancy here in Indiana, several more who have lost their children because of their COVID illness. And then even more than that, who have required significant ICU care and had to have early c section babies born prematurely because of their COVID illness.


Indiana depends on what you look at Gretchen's going to talk to us but does not fare well looking at across the country when it comes to more maternal mortality. And that's why it was one of the governor Holcomb couple of years ago, years ago. One of his pillars was to address maternal mortality in Indiana because we don't, we don't do very well unfortunately, it is also one of Dr. Boston, the state health commissioner and one of her missions to improve maternal and infant mortality. So clearly, if you have a sick mom, whether they do or not, the likelihood of that affecting the baby is very significant. So I think in our times now that women's health is very important, I reviewed the minutes from before the strategic plan from before, and there was a lot of really wonderful ideas and plans. From my standpoint as the chairperson, I would like for us to narrow it down.


So that we could really have some measurable outcome and say, okay, here are the three things that we ICW went to work on and accomplished. And I personally, would like to advocate that one of those people have in health, specifically in the realm of maternal mortality, which then also affects infant mortality. So, I did it by Gretchen Martin from the Department of Health who receives in return those from maternal mortality reviewed me. For Indiana, she's going to give a presentation here in a little bit. As far as the other two, you know, strategic plans or goals for ICW. I do think that one of them and again advocating for this, and I want to open up to discussion when it comes time for that would be to improve our partnerships and our notoriety across the state. I think that's how we get better understand what Indiana's future women need and want from us as a commission. I feel like we're all in the realm of public future looks for service, we really should be serving what the what the needs are. And then the other one, really, it really could be anything, but I think by narrowing down narrowing our focus, that maybe when you have better measurables, and then kind of take it a year ahead of time right to work. So, you do we need to continue this as part of our strategic plan.

COMMITTEE REPORTS: No subcommittee reports.

OLD BUSINESS: Commission's introductions and business.

Cindy Carrasco: Well, my name is Cindy Carrasco. And I am deputy general counsel to the governor. This is my first meeting. And I'm very excited to be able to be a part of something that I think is going to really be impactful to Hoosier women. I too am very passionate about advancing women's issues. I am an avid proponent of mentoring young women in my professional field as a lawyer as well. And I very much look forward to learning from past members as to what works, what hasn't worked, what can we do, and I'm very excited about narrowing our focus areas where we can make some measurable impact in the lives of women.





Representative Peggy Mayfield: I currently represent parts of Morgan in Monroe County, on shift and an election. I think I've been on the commission since 2014. Current lieutenant governor's Suzanne Crouch's place when she was appointed to the state auditor, my predecessor One of the things I was not able to attend yesterday's power caucus, but I think one of the things is also very important to women if you want to rank three is financial independence. There was a discussion yesterday that I secondhand of the overall lack of financial awareness for women that keeps them from realizing their full potential.


Representative Sheila Klinker: My district includes Lafayette, West Lafayette, district 27. And I serve on the budget education, and agriculture and rural products. Purdue. I'm not a farm girl, but we deal with a lot of farm issues. I'm delighted to be on the women's commission. Yesterday's discussion at the power symposium was very interesting, particularly about health care, Paul Harper, from IU talked about health care and infant mortality, maternal mortality, and it's very discouraging our healthcare situation in the state of Indiana. He did a great job. But what we heard was not real positive. We've got a long way to go in the state of Indiana. So, it was a very interesting symposium to Ellen, Sue from IBM talked about giving our young people advantages.

Christine Altman: I've been on the commission for many years. And I'm glad to see that it's reenergized. I was very concerned about the direction we were going into the last couple of years. So, this is refreshing to have some energy. I do concur with Dr. Weaver, about maternal health, and women's health in general, to have a little more focus on that. And partnerships. I don't want to lose sight as to the importance of women in public service. I truly do not believe that we will achieve pay equity or leadership opportunities without changing the composition of state, federal and local office holders in terms of women stepping up to the plate and running. So, to the extent we can assist or at least educate as to the opportunities I think it's very important. I'm also an attorney. And as a county commissioner, we handle the jail population locally. And I'm very concerned about our jail populations and composition and the justice system in terms of our percentage of, of detention. Because it, it is truly alarming and the after effects of what happens when you go through that process, and basically being hobbled in terms of job opportunities, etc. So, I know we can't cover everything. But there are certain things that really are pulling down women, especially in low to moderate income and education levels.

Joie Winski: I have to concur with Commissioner Altman. I am very health. Very happy and encouraged that we've, we had a little break and we're reconvening, and I think that's a great thing. I am from probably the farthest point in Indiana, and that's Michigan City, Indiana LaPorte County. Currently I am. I serve as the treasurer of LaPorte County, I'm the former auditor of LaPorte County. I reside in Michigan City. I have three grown children and seven grandchildren. I agree with Dr. Weaver, that I really think that maternal health and women's health in general is it should be the key focus for our group. But I also agree with Commissioner Altman that we do also need to encourage women in public service. And I agree with her that that's the only way we're going to change Indiana, and the country is to get strong women into public service. And in in that vein, I think a lot of us can be wonderful role models and create strong women for these positions. And that's about all I have to say I hope to get down to any firm meeting, maybe for the next meeting or the subsequent ones.

NEW BUSINESS:





Subsequent meeting locations: To make sure ICW has measurables and good outcomes, meetings have been scheduled every month. The Commission Meeting Calendar for 2021-2022 locations, dates, and times for have already been confirmed and emailed to all commissioners. Establishment of quorum is needed for future meetings.

Torchbearer awards: Wednesday, March 9, 2021, for National Women’s History Month was proposed for the Torchbearer Awards during Legislative Assembly in the statehouse’s atrium. In order to gain a bigger audience to inform about ICW’s goals, mission, and values; as well as have a keynote speaker to address ICW’s chosen mission whether on maternal mortality, having more women serve in public service, or whichever the commission decides on. It was addressed Wednesday, March 9, 2021, proposed a conflict due to the date being near the end of legislative assembly.

Maternal Mortality presentation by Gretchen Martin: Gretchen Martin serves as the Director of the Fatality Review and Prevention Division with the Indiana Department of Health (IDOH). In her role, she oversees several state and local fatality review processes and prevention programs, including Maternal Mortality, Suicide/Overdose Fatality Review, and Community Action. Prior to joining the IDOH team, Gretchen was with the Indiana Department of Child Services (DCS) for 19 years and served in a variety of roles. She has worked in both rural and urban settings and has served on numerous local and state teams and national committees. Gretchen has been involved in fatality review for more than 26 years and has spent her career working to improve the lives of children and families.

COMMISSIONER’S COMMENTS: no comments from commissioners.

PUBLIC COMMENTS: Lisa Welch (Director of Native American Indian Affairs Commission) provided a comment.

ADJOURNMENT: The meeting was called to adjourned by chair Dr. Lindsay Weaver at 1:30 PM EST.

Next Meeting: November 10, 2021

Subsequent Meeting: December 8, 2021

