

**Indiana  
Commission  
For  
Women**

*Annual Report  
1994-1995*

Evan Bayh, Governor  
Anne Nobles, Chair

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*Mission*

**To address the  
concerns of all women in Indiana and  
eliminate barriers to equality**

*Vision*

**To be nationally recognized as a  
premier group having achieved both equality  
and improved quality of life for  
the women of Indiana**

## Annual Report of the Indiana Commission for Women 1994-1995

### Introduction

This annual report of the Indiana Commission for Women is prepared for Governor Evan Bayh as required in Executive Order 92-15. Commission members met seven (7) times during the year as directed by the order, in January, March, May, July, September, November and December. This executive order identifies the following duties and responsibilities of the Commission:

- conferring with agencies regarding the impact upon women of current and emerging policies, procedures, practices, laws and administrative rules and regulations.
- maintaining information about state agencies, private agencies and organizations serving women, as well as lists of names and vitae of women available to serve as agency appointees.
- cooperating with agencies and with private groups to combat discrimination against women, including referral of complaints to the appropriate agencies or organizations.
- gathering and disseminating information concerning women and women's issues through publications, public hearings, conferences and other means.
- strengthening quality of home and work life for women as mothers, wives, homemakers, caregivers, professionals and workers.
- promoting the consideration of qualified women for all levels of government, private, and public organization positions.
- publicizing the purpose and activities of the Commission.

### 1994-95 Activities

1994-95 was a year of accomplishment and increased visibility for the Commission for Women. Commission members and committee volunteers were instrumental in the development of several exciting programs for women throughout the state. These programs and projects included:

#### ***H.B. 1644***

The Indiana Commission for Women actively supported H.B. 1644, a bill authored by

Commission member and State Representative **Susan Crosby** in the 1995 legislative session. This bill allowed a donation to be made from individual state tax refunds for use in areas of breast and cervical cancer screening, and follow-up treatment for indigent women. The donations would provide funds to initiate a breast and cervical cancer screening program at the State Board of Health. **Connie Rufenbarger**, along with the Breast Cancer Coalition, worked in support of the bill. However, the legislation eventually died after passage in the Indiana Senate.

### *Cooperation with Step Ahead*

In an effort to strengthen the quality of home and work life for women as mothers and professionals, the **Indiana Commission for Women** became involved with local and regional councils of the **Step Ahead** program. This cooperative effort was an attempt to address childcare concerns in a united fashion. Topping the agenda was the issue of company sponsored child care.

Commission members **June Luse** and **Sarah Morgan** met with **Step Ahead** representative June Tonk to discuss how to help working mothers be assured their children receive quality care from qualified caregivers. The three women identified the key to success in this endeavor as the workplace. They found that companies that offer childcare programs cite improvements in absenteeism, tardiness and turnover as well as in morale, productivity and recruitment.

**Sarah Morgan** continues to be active with the local Step Ahead council in her own community of Madison, Indiana. She has attended several child care seminars with the local Step Ahead Coordinator.

### *Altrusa "Nineties Club"*

**June Luse**, along with the Bedford Altrusa Club, initiated a support committee in October 1993. The program was developed in conjunction with the **Lawrence County Department of Family Services**. It was designed to help young women move off welfare and into the workforce. By the end of 1994, the group disbanded because of the core group of ten women, eight had jobs. The support group worked to develop the women's self-esteem and improve their life skills.

It is hoped that this group will be used as a pilot program for other communities throughout the state.

### *Status Reports*

The Commission for Women began publication of a news letter called the *Status Report*. The *Status Report* is published twice yearly by the Indiana Civil Rights Commission. It documents the activities of the Commission for Women and serves as an informational tool.

### *Fair Pay Factsheet*

The Pay Equity Subcommittee of the Economic Status of Women committee, under the leadership of **Linda Edington** and **Ruth Vignati**, compiled a Fair Pay Factsheet to serve as an informational tool. The factsheet details the issue of pay equity and explains the Fair Pay Act of 1994. This factsheet was distributed at various conferences and meetings sponsored by the Commission for Women. **Ruth Vignati** made invaluable contacts with **Susan Bianchi-Sand** and the National Committee on Pay Equity. Through those contacts, **Bianchi-Sand** spoke in Indianapolis at the June, 1994 Annual Meeting of the Indiana Consortium of State and Local Human Rights Agencies and a Committee Representative spoke at the Women and Work Conference.

### *Women's Economic Summit*

On Saturday June 17, 1995 the first Indiana Women's Economic Summit was held at Ivy Tech State College in Indianapolis. The event was organized by chairperson **Barbara Hansen** and members of the Economic Status of Women Committee of the Indiana Commission for Women. The Women's Bureau of the U.S. Department of Labor, Region V, provided financial support.

Approximately forty (40) women from various socio-economic backgrounds attended the Summit. The women were divided into small groups led by a trained facilitator, to discuss issues impacting their economic lives. The issues and concerns ranged from pay equity to sexual harassment, glass ceiling, to quality child and elder care. The Summit gave the participants an opportunity to express their own ideas for solutions. Input from the summit was summarized in a report written by **Joanne Sanders**.

This summit was designed to serve as a pilot program for other communities throughout the state. Following the summit in Indianapolis, a how-to kit was assembled by **Barbara Hansen** to assist other communities in organizing their own event.

### *Kentucky Connection*

On July 23-24, 1995 **Joanne Sanders**, **Ruth Vignati**, and **Andrea Hadley** travelled to Louisville representing the Indiana Commission for Women at the Kentucky Women's Economic Summit. The Summit was an all-day affair sponsored by the Kentucky Women Advocates. The Indiana delegation had an opportunity to meet with **Marsha Weinstein**, Executive Director of the Kentucky Commission for Women. They shared ideas and experiences on involvement with Commissions for Women.

### *Take Action for Women's Health Week in Indiana*

Governor Bayh designated the week of September 18-22, 1995 as **Take Action for Women's Health Week in Indiana**. The event was sponsored by the Indiana Commission for Women,

Indiana Committee on Women's Health, Indiana State Department of Health and Eli Lilly and Company.

The week marked the official public release of the booklet, *Indiana Women's Call to Action for Health*, and a companion piece, *Take Action for Women's Health*. These publications included facts, trends, and resources for fifteen major health issues affecting Indiana women.

Activities during the week included, a proclamation of Women's Health Week and press Conference in the State House Rotunda, a Sexual Assault Conference, and a National Women's Health Panel Discussion and Health Fair. **The Honorable Pamela Carter**, Indiana Attorney General, moderated the expert panel speaking on depression, osteoporosis, menopause and female cancers.

### *Statutory Indiana Commission for Women*

In the fall of 1995, **Joanne Sanders, Ruth Vignati, Andrea Hadley, and Marla Zimmerman** held the first meeting to begin organizing a coalition to promote the passage of a bill that would give the Indiana Commission for Women permanent statutory status. A core committee of women acted as the driving force behind the effort. These women included: **Jill Chambers, Jan Ellis, Sheila Gold, Linda Edington, Patricia Orloff Grow, Melissa Martin, Barbara Hansen, Kim Hackett, Ann Neal-Winston, Rita Venable, Michelle Sherburn, Jan Williams, and Marilyn Sadler**. The coalition is now comprised of many organizations and individuals (including the Indiana Commission for Women) from all over the state. As a result, S.B. 500 was introduced in the Senate during the 1996 short legislative session. S.B. 500 sailed through both chambers of the legislature and was signed into law by Governor Bayh on March 6, 1996.

In addition to those mentioned above, many other members of the current Indiana Commission for Women committed their time and resources to support the passage of S.B. 500. These members included: **Pam Border, June Luse, Karen Freeman-Wilson, Sarah Morgan, Connie Rufenbarger, Judy Clark, Harriet Chafant, Annette Henderson, Sue Cook and Sandra Leek**. **Mary Ann Maroon-Davis**, lobbyist for Gender Fairness and Planned Parenthood, and **Andrea Hadley** acted as the primary lobbyists for S.B. 500.

S.B. 500 was authored in the Senate by **Senators Becky Skillman and Vi Simpson**. Co-sponsors in the Senate included: **Tom Wyss, Beverly Gard, Teresa Lubbers, Sue Landske, Kathy Smith, Bob Hellmann, Billie Breaux, Anita Bowser, Katie Wolf, Earline Rogers, Sandy Dempsey, Glenn Howard, Richard Thompson, and Robert Meeks**. The bill passed out of the Senate with a vote of 47-3.

In the House, S.B. 500 was sponsored by **Senators Sue Scholer and Susan Crosby**. Co-sponsors in the House included: **Veneta Becker, Katherine Willing, Mary Kay Budak, Mae Dickinson, Cleo Duncan, Barbara Engle, Gloria Goeglein, Irene Heffley, Sheila Klinker, Sally Rideout Lambert, Claire Leuck, Candy Morris, Phyllis Pond, Kathy**

**Richardson, Vanessa Summers, Esther Wilson, Martha Womacks, and Robert Hayes.**  
The bill passed out of the House with a vote of 92-5.

S.B. 500 will be effective July 1, 1996. The bill provides for a fourteen member commission appointed by the Governor, Senate President pro tempore and the Speaker of the House. The Commission will remain under the aegis of the Civil Rights Commission.



# Indiana Commission for Women

## Membership

Anne Nobles, Chair  
Indianapolis

Pamela Ann Border, Vice Chair  
Yorktown

Harriet Chalfant  
New Albany

Barbara Cook (resigned 1995)  
West Lafayette

Susan Cook  
Carmel

The Honorable Susan R. Crosby  
State Representative  
Roachdale

Janet Ellis  
Noblesville

Karen Freeman-Wilson  
Gary

Annette Henderson  
Carmel

Judy Jackson  
Columbus

The Honorable Sue Landske  
State Senator  
Cedar Lake

Sandra Leek  
Indianapolis

Neva June Luse  
Bedford

Melissa Martin  
Indianapolis

Sarah T. Morgan  
Madison

Connie Rufenbarger  
Warsaw

Joanne Sanders  
Indianapolis

### **Ex-officio Member**

Susan Bayh  
First Lady of the State of Indiana

The Honorable Pam Carter  
Attorney General, State of Indiana

Judy O'Bannon  
Chair, Indiana Dept. of Commerce  
Main Street Council

The Honorable Marjorie O'Laughlin  
Treasurer, State of Indiana

The Honorable Suellen Reed  
Superintendent of Public Instruction  
State of Indiana

STATE OF INDIANA  
EXECUTIVE DEPARTMENT  
INDIANAPOLIS

EXECUTIVE ORDER 92-15

FOR: ESTABLISHING COMMISSION FOR WOMEN

TO ALL TO WHOM THESE PRESENTS MAY COME, GREETINGS:

WHEREAS, it is in the best interest of the citizens of the State of Indiana to provide women with full opportunities to serve as productive citizens of the State and productive members of society; and

WHEREAS, a need exists to examine and address the difficulties and impediments which prevent the full participation of women as citizens and members of society:

NOW THEREFORE, I, Evan Bayh, by virtue of the authority vested in me as the Governor of the State of Indiana, do hereby order that:

1. The Indiana Commission for Women (hereinafter the "Commission"), is established and shall encourage full participation of the women of Indiana in government, politics, business, education, the judicial system, and all other aspects of state life. The Commission shall be a unit of the Indiana Civil Rights Commission.
2. The Commission shall consist of seventeen (17) members, all of whom are to be appointed by the Governor. No more than (9) members shall be members of the same political party. Members shall represent diverse geographical, racial, ethnic, age, education, volunteer, economic and employment populations.
3. Each member shall serve for a three (3) year term, except that of the members first appointed, five (5) each shall be appointed for terms of 1 and 2 years respectively and seven (7) members appointed for 3 years. Any member may be reappointed to one additional term as a member of the Commission. Each member shall serve until their successor is appointed.
4. The Governor shall designate a chairman and vice-chairman for the Commission. The Chairman is the chief executive officer of the Commission. The Chairman shall select all other officers necessary for operation of the Commission.

The Commission shall adopt rules of procedure and bylaws consistent with the provisions of this Order. A quorum shall consist of five (5) members. A vacancy on the Commission shall not impair the power of the quorum to transact business. A majority vote of members present for a meeting shall be sufficient for all actions of the Commission.

Regular meetings of the Commission shall be held at least quarterly. The Commission shall furnish the Governor with an annual report of its activities for the preceding calendar year by October 31 of each year. The Commission shall have no authority to promulgate rules and regulations.

The Commission shall have the full cooperation of all departments and agencies of the executive branch of state government in the performance of its duties.

5. The duties and responsibilities of the Commission are as follows:

- a. Conferring with agencies regarding the impact upon women of current and emerging policies, procedures, practices, laws and administrative rules and regulations.
- b. Maintaining information about state agencies, private agencies and organizations serving women, as well as lists of names and vitae of women available to serve as agency appointees.
- c. Cooperating with agencies and with private groups to combat discrimination against women, including referral of complaints to the appropriate agencies or organizations.
- d. Gathering and disseminating information concerning women and women's issues through publications, public hearings, conferences and other means.
- e. Strengthening quality of home and work life for women as mothers, wives, homemakers, caregivers, professionals and workers.
- f. Promoting the consideration of qualified women for all levels of government, private, and public organization positions."
- g. Publicizing the purpose and activities of the Commission.

6. The Commission may apply for and accept federal funds granted by Congress or executive order for any or all of the purposes of the commission, as well as private gifts and donations from individuals, private organizations or foundations, provided the acceptance and use of federal funds commits no state funds and places no obligation upon the legislature to continue the funds are made available.

Members of the Commission shall receive no compensation, but shall be reimbursed for necessary expenses actually incurred in the conduct of their official business, as provided in the state travel and expense policies and procedures established by the Department of Administration and approved by the State Budget Agency.

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Indiana at the Capital in Indianapolis on this 14th day of July, 1992.

*Evan Bayh*

BY THE GOVERNOR: Evan Bayh  
Governor of Indiana

*Joseph H. Hognatt*  
ATTORNEY: Joseph H. Hognatt  
Secretary of State



STATE OF INDIANA  
EXECUTIVE DEPARTMENT  
INDIANAPOLIS

EXECUTIVE ORDER 93-3

FOR: APPOINTING HONORARY MEMBERS AND THE DIRECTOR OF THE INDIANA CIVIL RIGHTS COMMISSION TO THE INDIANA COMMISSION FOR WOMEN

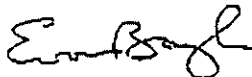
TO ALL TO WHOM THESE PRESENTS MAY COME, GREETINGS:

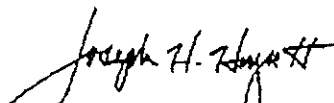
- WHEREAS, the Indiana Commission for Women was established on July 14, 1992 by Executive Order 92-15; and
- WHEREAS, the Indiana Commission for Women is currently composed of seventeen (17) members who represent diverse geographical, racial, ethnic, age, education, volunteer, economic and employment populations; and
- WHEREAS, the Indiana Commission for Women is currently a unit of the Indiana Civil Rights Commission; and
- WHEREAS, it is in the best interest of the citizens of the State of Indiana and the Indiana Commission for Women to seek representation and counsel from women in public life who serve Hoosiers through their volunteer and civic activities; and
- WHEREAS, fifty percent of the statewide officeholders in the State of Indiana are women and it is in the best interest of the citizens of the State of Indiana and the Indiana Commission for Women to seek representation and counsel from the women who have been elected to statewide offices and from other public officials; and
- WHEREAS, it is in the best interest of the citizens of the State of Indiana and the Indiana Commission for Women to appoint the Director of the Indiana Civil Rights Commission as a full member of the Commission;

NOW THEREFORE, I, Evan Bayh, by virtue of the authority vested in me as the Governor of the State of Indiana, do hereby order that:

1. All provisions of Executive Order 92-15 which established the Indiana Commission for Women (hereinafter the "Commission"), remain in full force and effect.
2. The Director of the Indiana Civil Rights Commission is appointed as a full member of the Commission for a four year term.
3. The following statewide elected officials are appointed as honorary, ex officio members of the Commission for the duration of their respective terms in public office:
  - The Honorable Pamela Carter  
Attorney General of the State of Indiana
  - The Honorable Suellen Reed  
Superintendent of Public Instruction for the State of Indiana
  - The Honorable Marjorie O'Laughlin  
Treasurer of the State of Indiana
  - The Honorable Ann G. Devore  
Auditor of the State of Indiana
4. The following individuals are appointed as honorary, ex officio member of the Commission for a four year term:
  - Mrs. Susan Bayh  
First Lady of the State of Indiana  
Honorary Chairperson of Indiana Literacy Coalition
  - Mrs. Judy O'Bannon  
Chairperson of Indiana Department of Commerce Main Street Council
5. Members and honorary members of the Commission shall receive no compensation, but shall be reimbursed for necessary expenses actually incurred in the conduct of their official business, as provided in the state travel and expense policies and procedures established by the Department of Administration and approved by the State Budget Agency.

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Indiana at the Capitol in Indianapolis on the 3rd day of February, 1993.

  
BY THE GOVERNOR: Evan Bayh  
Governor of Indiana

  
ATTEST: Joseph H. Hogsatt  
Secretary of State

