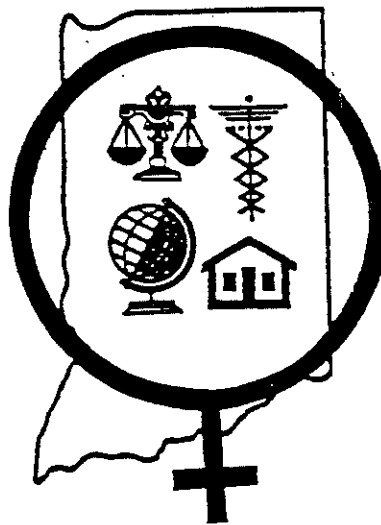


Preface

The Indiana Commission for Women, established in 1992, was created by Executive Order 92-15. During the 1996 legislative session, members of the Commission for Women supported and actively sought the passage of Senate Bill 500, which created by statute the Indiana Commission for Women.

The Annual Report 1996-97 of the Indiana Commission for Women is prepared in compliance with I.C. 4-23-25-745. This is the first annual report of the statutory Commission for Women. The purpose of this report is to provide information on the activities of the Commission that have taken place during the 1996-97 year.



Indiana Commission for Women 1996-97 Annual Report

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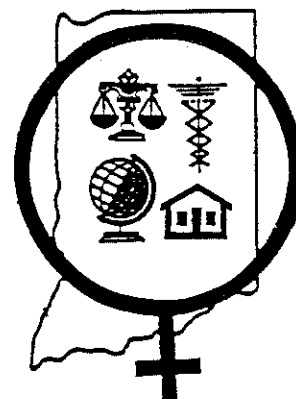
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Appendix

Commission Members

Senate Enrolled Act No. 500

Women's Day Proclamation



The Indiana Commission For Women

The Purpose

To encourage full participation of the women of Indiana in government, politics, business, education, the judicial system and all other aspects of life by:

- ◆ Promoting women's full participation in public policy making at all levels of local, state and national life.
- ◆ Advocating for women the removal of legal and social barriers.
- ◆ Representing Indiana's commitment to improve the quality of life for women and their families.

The Vision

To improve the quality of life for women of Indiana because:

- ◆ Throughout life, Indiana females face legal and social barriers.
- ◆ Indiana females do not reach their full potential.

The loss of Indiana girls and women who fall between the cracks greatly impacts Indiana's social and economic future.



The Mission

To eliminate barriers to equality by:

- ◆ Informing leaders of business, education, governments and media of the nature and scope of the problem sex discrimination with a view to enlisting their support in working toward improvement.
- ◆ Serving as a liaison between government and private interest groups concerned with services for women.
- ◆ Promoting consideration of qualified women for all levels of government positions.

Overseeing coordination and assessing programs and practices in all state agencies as they affect women.

The Indiana Commission for Women

Background & Mission

On July 14, 1992, by Executive Order 92-15, Governor Evan Bayh established the seventeen-member bipartisan Indiana Commission for Women. The Commission was formed to examine and address the difficulties and impediments that prevent the full participation of Indiana women in politics, business, education, the judicial system and all other aspects of state life. The Commission is a unit of the Indiana Civil Rights Commission and its membership represents the diverse population of all women in the State of Indiana.

Duties and Responsibilities

The Indiana Commission for Women is charged with fulfilling the following duties and responsibilities:

- Confer with agencies regarding the impact upon women of current and emerging policies, procedures, practices, laws and administrative rules and regulations;
- Maintain information about state agencies, private agencies and organizations serving women, as well as lists of names and titles of women available to serve as agency appointees;
- Cooperate with agencies and with private groups to combat discrimination against women, including referral of complaints to the appropriate agencies or organizations;
- Gather and disseminate information concerning women and women's issues through publications, public hearings, conferences and other means;
- Strengthen the quality of home and work life for women as mothers, wives, homemakers, caregivers, professionals and workers;
- Promote the consideration of qualified women for all levels of government, private and public organization positions; and
- Publicize the purposes and activities of the Commission.



The budget appropriation for the Indiana Commission for Women Passed Legislation in 1997.

Commission Organization and Structural Development

Budget

A 1997-1998 biennium budget of \$200,000 was approved by the Indiana General Assembly for the Indiana Commission for Women, \$100,000 being appropriated for each of the two (2) fiscal years. Among the groups offering supporting testimony: ICW Commissioners, the American Association of University Women (AAUW), the Gender Fairness Coalition, and the Indiana chapter of the National Organization for Women (NOW).

Retreat

The Indiana Commission for Women held a retreat on January 23-24, 1997 at the St. Vincent's Marten House Hotel and Conference Center. Commissioners participating in the retreat were: Chairperson Gloria Lowe-Walker, Commissioners Jade Cooney, Sandi Huddleston, Sandra D. Leek, Melissa Martin, Joanne Sanders, Judy Singleton and Ruth Vignati. Indiana Civil Rights Commission staff members Blynn Staton, Kathy Williams and Pamela Messer were also present. Shirley Boardman served as the retreat facilitator.

The retreat began at 5:00 p.m. on Friday with dinner, followed by an introductory evening session. The group reconvened Saturday morning to continue its work. Executive Director of the Kentucky Commission on Women, Virginia Wood, provided advice and counsel during the retreat. Director Wood shared the evolution of the Kentucky Commission on Women, established in 1968, and highlighted its projects and activities.

The purpose of the retreat was to get to know each Commissioner better, to gain an understanding of each Commissioner's expectations, discuss Commission commitments, identify the structural needs of the Commission, and to identify a strategy for obtaining funding for the Commission.

Other key points brought to the table during the retreat were the importance of partnering with other organizations, developing a state-wide network by having a designated contact person in each county, as well as creating a data bank of women. The Commissioners agreed that a monthly meeting

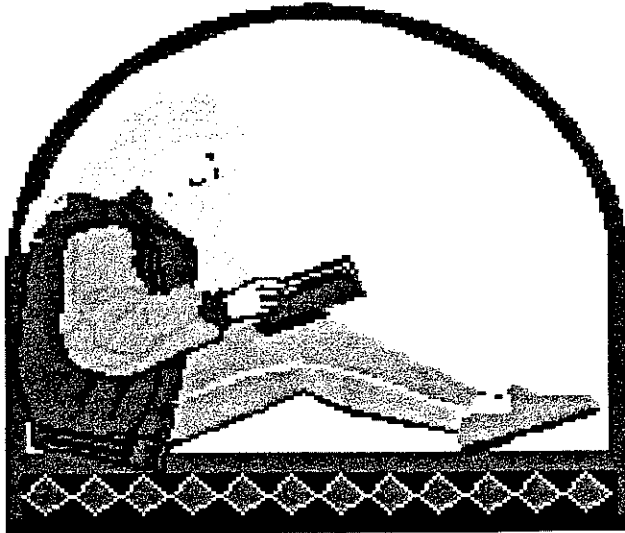
Retreat continued

was essential during this initial organizational phase of the Commission.

Overall, the retreat was a success in bringing the Commissioners together as a united group. Important issues and goals were discussed that will help shape the future development of the Commission.

Bylaws

The other critical component of the Commission's organization and development was the publishing of bylaws. For the first half of the year, a great deal of time was spent drafting and reviewing the Commission's bylaws. Commissioner Jade Cooney spearheaded the initiative and the Indiana Commission for women recognizes her leadership on this project.



Currently, the Indiana Commission for Women is working on the hiring of staff. The proposed staffing would include an Executive Director and an Administrative Assistant for the Indiana Commission for Women.

The Bylaws for the Indiana Commission for Women were adopted in June 1997.

Commission Activities

Women's Day - March 8, 1997

In accordance with the United Nation's proclamation, Governor Frank O'Bannon proclaimed March 8, 1997 "International Women's Day." The Governor's executive order set aside the day to recognize Indiana's women, who play a vital role in the growth and development of their families, communities and nations. The purpose of the International Women's Day is to commemorate the contributions of and continuing struggles for equal opportunity of ordinary women.



1997 Osteoporosis Day

On April 9, 1997, the Women's Caucus of the Indiana State Legislature gathered at the State House in support of osteoporosis education. Indiana Women's Commission members Representative Susan Crosby and Representative Vaneta Becker were among the legislators who conceived and developed the osteoporosis education program conducted by the Women's Legislative Caucus.

As defined by the Arthritis Foundation, osteoporosis is "a disease that causes bones to lose mass and break easily." Statistics from the Arthritis Foundation indicate that more than 224 million people in the U.S. are victims of the disease and most are women. "Figures from the National Osteoporosis Foundation indicate that more than 620,000 Indiana residents, age fifty and over, have osteoporosis or low bone mass and are at high risk of developing the disease," Crosby said. "By the year 2015, this number is projected to increase to as high as 820,000."

The Osteoporosis Kick-Off Program began with a breakfast at 7:30 a.m. for all women legislators. Following the breakfast, a press conference began at 9:00 a.m. and concluded with free bone density screening for anyone who wanted to be tested. Although she could not be in attendance, First Lady Judy O'Bannon provided her

Commission Activities Continued

1997 Osteoporosis Day continued

support saying, "When it comes to our health, we have to fight the urge to 'hide our heads in the sand,' educate ourselves and take preventative action. What we do know for certain about osteoporosis is that regular screening, beginning early in life, can help prevent severe complications. This is an important choice that women can make now to guarantee their quality of life later. With all we know, there is no reason we can't beat this disease."

Overall, Osteoporosis Day was a success. We recognize Representative Susan Crosby and Representative Vaneta Becker of the Women's Commission for their leadership efforts.



National Working Women's Summit June 5, 1997

On Thursday, June 5, 1997, the Indiana Commission for Women presented the U.S. Department of Labor's Women's Bureau's National Working Women's Summit by downlinking the satellite event into three local "mini-summits." The theme was "Economic Equity: Realities, Responsibilities and Rewards" and the purpose of the summit was to encourage America's working women—and women who have the desire to work—to get the facts, know their rights, and find out about programs and policies instituted across the country that help make work better for women and their families.

The interactive broadcast focused on issues of importance to women such as welfare to work, pensions, health and safety, childcare, fair pay, lifelong learning, workplace violence, and other work and family issues. The national presentation from Washington, D.C. was broadcast live via satellite from 12:00 - 2:00 p.m. (EST).

Following the broadcast, in order to facilitate statewide grassroots participation, the Indiana Commission for Women (ICW) co-hosted, in conjunction with local organizations, a panel of ICW Commissioners and other women dedicated to the advancement and support of women in the workplace. The panels led discussions on issues addressed during the broadcast as well as concerns specific to local women.

National Working Women's Summit continued

Three cities partnering with the Indiana Commission for Women were Gary, Indianapolis, and New Albany. In Gary, ICW co-hosted with the Indiana University Northwest Labor Studies Department; in New Albany ICW co-hosted with the Indiana University South Women's Studies Department and in Indianapolis, ICW co-hosted with Indiana University - Purdue University at Indianapolis' Women's Studies Department.



The Indiana Commission for Women

Indiana Government Center - North
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APPENDIX

Second Regular Session 109th General Assembly (1996)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in this style type, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in this style type. Also, the word NEW will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 1995 General Assembly.

SENATE ENROLLED ACT No. 500

AN ACT to amend the Indiana Code concerning state offices and administration.

Be it enacted by the General Assembly of the State of Indiana:

SECTION 1. IC 4-23-25 IS ADDED TO THE INDIANA CODE AS A NEW CHAPTER TO READ AS FOLLOWS [EFFECTIVE JULY 1, 1996]:

Chapter 25. Indiana Commission for Women

Sec. 1. As used in this chapter, "agency" refers to any agency of the executive, legislative, or judicial branch of state government. The term includes a state educational institution (as defined in IC 20-12-0.5-1).

Sec. 2. As used in this chapter, "commission" refers to the Indiana commission for women established by section 3 of this chapter.

Sec. 3. (a) The Indiana commission for women is established.

(b) The commission consists of the following members:

- (1) Six (6) members appointed by the governor. Not more than three (3) of the members appointed under this subdivision may be members of the same political party. At least four (4) of the members appointed under this



(i) Commission membership must reflect a diversity of experience, skills, and backgrounds.

(j) A member's term may be renewed unless the member is:

- (1) a member of the general assembly who no longer serves in the general assembly; or
- (2) the governor or the governor's designee, and the governor is no longer in office.

(k) A member of the commission may be removed for cause.

Sec. 4. (a) If there is a vacancy on the commission, a new member must be appointed to fill the remainder of the unexpired term. The new member shall be appointed in the same manner as the vacating member.

(b) A member of the general assembly who is appointed to an unexpired term may not serve longer than the member's term in office.

Sec. 5. (a) The governor shall annually select one (1) member to serve as chairperson.

(b) The commission may select other officers for the commission.

Sec. 6. (a) The commission shall meet at least one (1) time quarterly.

(b) The commission shall meet at the call of the chairperson.

(c) Eight (8) members of the commission constitute a quorum.

Sec. 7. The commission's duties include the following:

(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



procedures.

(5) Adopt, rescind, and amend bylaws to regulate the conduct of the commission's business.

(6) Assign duties to the commission's officers under the commission's bylaws.

Sec. 9. The civil rights commission established by IC 22-9-1-4 shall provide staff and administrative support to the commission.

Sec. 10. (a) The Indiana commission for women special fund is established for the purpose of providing money for special projects of the commission. The fund shall be administered by the treasurer of state.

(b) Expenses of administering the fund shall be paid from money in the fund. The fund consists of gifts, contributions, and funds donated to the commission.

(c) The treasurer of state shall invest the money in the fund not currently needed to meet the obligations of the fund in the same manner as other public funds may be invested. Interest accrues to the fund.

(d) Money in the fund at the end of a state fiscal year does not revert to the state general fund.

SECTION 2. [EFFECTIVE JULY 1, 1996] (a) Notwithstanding IC 4-23-25-3, as added by this act, the initial term of office for each of the six (6) members appointed to the Indiana commission for women under IC 4-23-25-3(b)(1), as added by this act, is one (1) year.

(b) The initial terms begin July 1, 1996.

(c) This SECTION expires July 1, 1997.

SECTION 3. [EFFECTIVE JULY 1, 1996] (a) Notwithstanding IC 4-23-25-3, as added by this act, the initial term of office for each of the two (2) members appointed to the Indiana commission for women under IC 4-23-25-3(b)(2), as added by this act, is two (2) years.

(b) The initial terms begin July 1, 1996.

(c) This SECTION expires July 1, 1998.

SECTION 4. [EFFECTIVE JULY 1, 1996] (a) Notwithstanding IC 4-23-25-3, as added by this act, the initial term of office for a member of the Indiana commission for women appointed under IC 4-23-25-3(b)(3), as added by this act, is two (2) years.

(b) The initial term begins July 1, 1996.

(c) This SECTION expires July 1, 1998.

