

The Indiana Commission for Women

**Final Report
September 1996**



**Evan Bayh, Governor
Anne Nobles, Chairperson**

Acknowledgements

The Indiana Commission for Women is a unit of the Indiana Civil Rights Commission (ICRC). This report was compiled and written by Andrea L. Hadley, Civil Rights Specialist, ICRC, edited by Sandra D. Leek, Executive Director, ICRC and type set by Kathy I. Williams, Administrative Assistant, ICRC.

September 1996

FINAL REPORT
Table of Contents

Topic	Page No.
Introduction	1
Take Action for Women's Health Week Project	2
Take Action for Women's Health Contacts	2
Indiana Breast Cancer Coalition	3
Indiana Breast Cancer Coalition Contacts	3
Cooperation with Step Ahead	3
Step Ahead Contacts	3 - 4
Altrusa "Nineties Club"	5
Economic Summits	6
Economic Summits Contacts	6 - 7
Pay Equity Committee	7
Pay Equity Contacts	7
Co-Sponsorships	7 - 8
"Status Reports"	8
"Status Reports" Contact	8
Indiana Women Advocates	8
Indiana Women Advocates Contacts	8
Appendix	9

Take Action for Women's Health Week Project

Governor Bayh designated the week of September 18-22, 1995 as *Take Action for Women's Health Week in Indiana*. The project was a joint effort of the Commission, the Indiana Department of Health and Eli Lilly and Company. Commission members **Annette Henderson**, **Harriet Chalfant**, and **Anne Nobles** were active in the planning phases of this project. It was an effort to focus on all aspects of women's health and to involve both public and private sector sponsors. Lilly sponsored the panel discussion and provided logistical help during all phases of planning and completing the project. A number of law firms and health care providers helped sponsor a brunch at the Governor's residence to launch the campaign.

The week's activities included a press conference, proclamation of Women's Health Week, a panel discussion on women's health issues that featured national experts in their field, a brunch at the Governor's Residence and publication of two booklets, **Indiana Women's Call to Action for Health and Take Action for Women's Health**. These publications included facts, trends, and resources for fifteen major health issues affecting Indiana Women.

There are no outstanding tasks to complete on this project, but the purpose of the brunch was to develop private sector interest in the

making the women's health week an annual event. Several people have expressed interest in participating in the planning of the next year's event. In addition, Maureen McLean from the Indiana Department agreed that the most suitable home for this annual event is that department but it would be ideal for the commission to be prominent sponsor and participant in the planning of future events.

This was an effort to focus on all aspects of women's health and involve both public and private sector sponsors.

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Indiana Breast Cancer Coalition

The Commission has been active in the fight against breast cancer. In 1993, the Healthcare committee conducted a letter writing campaign in conjunction with the Indiana Breast Cancer Coalition. The campaign obtained over 1000 letters and sent them to President Clinton, urging him to initiate a comprehensive strategic plan to fight breast cancer.

Connie Rufenbarger and **Harriet Chalfant** worked with the Indiana Department of Health on the implementation of a Centers for Disease Control grant for the increased detection of breast and cervical cancer among Indiana women. As a representative of the Commission, Connie helped build a public/private partnership to ensure that the State of Indiana develops a program that reaches as many Hoosier women as possible. Connie served as a member of the Advisory Council for the Breast and Cervical Cancer program and a member of the Council's Data and Surveillance Committee.

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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.

Commissioner member **Sarah Morgan** and the Committee on Women and children in Poverty began their efforts with a fact sheet stressing the importance of childcare. The committee met with Susan

USA Group has been nationally recognized as one of the best companies for working women.

Hebert from USA Group during one meeting. USA Group has been nationally recognized as one of the best companies for working women. In 1993-1994, Morgan worked in Austin, Indiana to secure a \$500,000 grant for community daycare center. In 1994-95, the Committee on Women and Children in Poverty was disbanded and Sarah Morgan began working with her local Step Ahead Council. She encouraged other commission members to do the same. Morgan attended various childcare seminars with the local Step Ahead Coordinator. In 1995-96, she served on the Welfare Reform Planning Council. She and representatives of other concerned groups met locally to determine a plan to be sent to the state government to deal with welfare reform.

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Altrusa "Nineties Club"

The discussions in the Women and Children in Poverty committee, prompted June Luse of Bedford to try to make an immediate and personal impact in her home community. Luse coordinated the efforts of the Lawrence County Department of Public Welfare and her local Altrusa Club to establish a program aimed at getting women off welfare. The Altrusa Club established a support group to help the young women acquire the self-esteem and the skills needed to be productive in society. The support group met in the Community building of a local HUD complex where most of the women lived.

The Welfare Department provided the names of about twenty (20) young mothers between the ages of eighteen (18) and thirty-five (35). The Altrusa Club mailed letters to these women inviting them to join the program. They enrolled a total of twenty (20) women initially. Over the course of the program, they generally had a total of ten (10) to fourteen (14) attending regularly. The entire project lasted for a year and a half. Toward the end of the program, fewer women were attending because they were finding jobs. Most of the women found jobs in the evening hours so that their husbands or boyfriends could care for the children. By the end of 1994, ten (10) of the women were working, and one is attending Bedford College Center. June Luse reported that it has been difficult to follow-up with the women because many of them moved away from the HUD complex as soon as possible.



The Altrusa Club established a support group to help young women acquire self-esteem and skills to be productive.

Some of the meeting topics included:

- Hair care and styling
- Skin care and make-up
- Budgeting
- Grocery shopping - comparison shopping
- Cooking from "scratch"
- Cake decorating
- GED
- Crafts - Christmas Ornaments, painting sweatshirts, home crafts
- How to use clothing accessories mix and match
- How to clean your house
- Self-assurance - poise

At the end of the program, the Altrusa Club compiled a cook book of simple recipes to aid the women in cooking from "scratch." The cook book contains explanations of cooking terms and other helpful hints.

This program is one that would be relatively easy to replicate in other communities throughout the state. It is also the program that captured the interest of several of the legislators who supported the passage of Senate Bill 500. The Commission should consider replication and promotion of this program.



Women's Economic Summits

On June 17, 1995, the Indiana Commission for Women sponsored its first Economic Summit for Women in Indianapolis. Women from all walks of life in Central Indiana were invited to attend a one-half day workshop where small group discussions focused on the issues and concluded with the identification of solutions.

The organizational tasks surrounding the summit were undertaken by a subcommittee of the Economic Status Committee. Chaired by Barbara Hansen, the Economic Summit Committee began its work by identifying its mission, goals and objectives.

Mission Statement: *To provide all women the opportunity to voice concerns that impact and solutions that could improve the economic well being of women in the Indianapolis area.*

Other goals and objectives included:

- Developing and disseminating information on community resources, training, education, and employment opportunities.
- Developing a clearinghouse for on-going assistance.
- Providing voter registration forms and mobilizing grass roots efforts to vote.
- Replicating the summit in other Indiana communities in the forthcoming year.
- Networking with state officials and legislators to raise consciousness regarding inequities in social services, in employment and in training.

- Developing and impacting future legislation.

The Summit Committee felt that discussion groups should be driven by the participants, with some general guidelines provided by a trained facilitator. The number of facilitators was to be determined by the size and number of small groups. It was decided that no more than ten or twelve participants would constitute a group. Estimating the attendance at two hundred, the committee decided to recruit no less than twenty women from the local community to be trained as facilitator. Training for the facilitator was developed and provided by Marla Zimmerman, MA, CCSW, CMFT.

The Chicago regional office of the Women's Bureau awarded a grant for \$3,500 to conduct summit.

Funding the Summit was another issue faced by the Committee. Since the Commission itself had no source of funding, the committee recognized the need to identify sponsors and other sources of funding in order to provide a professional, well-rounded summit. Local advocates for women and families were approached for donations of cash and in-kind services. The Chicago regional office of the Women's Bureau, USDOL entertained a proposal for funding other costs which were not covered by the local donors. The Women's Bureau had available programmatic funds aimed at improving the status of working women. After reviewing the committee's request the

Women's Bureau awarded a grant for \$3,500 to conduct the summit.

The committee made a concerted effort to use various forms of media to reach women in the greater Indianapolis area. In addition to fliers, brochures and registration forms distributed throughout the area, Committee members were invited to speak on local public access television programs and radio talk shows.

Approximately fifty (50) women attended the summit on June 17, 1995. The participants were enthusiastic and brought many of their own ideas for solutions to the table. Among the expressed desires was a permanent, legislated and funded Commission for Women. After the summit in Indianapolis, part of the grant money remained. It could be used as seed money for summits in other locations. Encouraging other Indiana community groups to host these summits in other locations. Encouraging other Indiana community groups to host these summits needs to be a priority for the next year.

The second summit sponsored by the Commission the U.S. Dept. of Labor grant, is scheduled for Sept. 21, 1996, in Northwest, IN. In addition, the Women's bureau has granted an additional \$2,000 for the continuation of this program in 1997.

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Pay Equity Committee

The Pay Equity Committee, a subcommittee of the Economic Status of Women Committee, was active in 1994-1995. During that time, committee members developed a Fair Pay Fact Sheet to be used as an educational tool. The fact sheet outlined the pay equity issue in the state of Indiana and the nation and explained the provisions of the Fair Pay Act. The fact sheet was provided as an educational flyer during the Indianapolis Women's Economic Summit, the Gender Equity Conference and the Women and Work Conference in 1995.

Ruth Vignati, a member of the Pay Equity Committee, attended several events on the issue of Fair Pay. She made contacts within the National Committee on Pay Equity, including the Executive Director, Susan Bianchi-Sand. Susan Bianchi-Sand was the key note speaker for a luncheon at the Indiana Consortium of State and Local Human Rights Agencies Conference held in June 1995, in Indianapolis, Indiana and sponsored by the Indiana Civil Rights Commission.

During the 1995 Women and Work Conference held in Indianapolis, Pay Equity Committee members Ruth Vignati and Linda Edington conducted a workshop on the issue of Pay Equity along with a representative from the National Committee on Pay Equity.

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Indiana Commission for Women Co-Sponsorships

Throughout the Commission for Women's term, a conscious effort was made to co-sponsor conferences organized by other groups addressing women's issues. Sponsorship of these activities increased public awareness of the Commission's existence and mission, often with minimal cost and effort. Since the Commission was largely unfunded, co-sponsorship often took the form of providing postage, publicity, access to data bases, staff resources, or other inkind resources.

Event: Women Managers in State Government

Sponsoring Organization: National Association of Women Executive in State Government.

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Event: Women in Legislative Process

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Event: Women and Work Conference

Sponsoring Organization: IN Dept. of Labor and the U.S. Dept. of Labor Women's Bureau

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Status Reports

In 1994, the Commission for Women began publishing two newsletters a year reporting on the activities and issues addressed by the Commission. *The Status Reports* were produced in the Indiana Civil Rights Commission office with short articles provided by members of the Commission, interns and staff. These newsletters were used as an outreach tool for the Commission.

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Indiana Women Advocates

Indiana Women's Advocates was initially founded in September 1995 as grassroots coalition to promote the passage of a bill that would give the Indiana Commission for Women permanent statutory status. The Coalition drafted the proposed legislation, sought legislative sponsors and organizational support. Those individual and organizational members of the Coalition were instrumental in getting Senate Bill 500 passed.

Since the passage of Senate Bill 500, the coalition has begun the process of reinventing itself to form the Indiana Women's Advocates (IWA). The vision for IWA is based on the model of the Kentucky Women's Advocates, an organization which works in tandem with the Kentucky Commission for Women. IWA's statement of purpose reads: "IWA is a bipartisan association of organizations and individuals committed to achieving full equality for women. IWA pledges to focus on critical issues facing Indiana Women and their families, and to make recommendations to legislators and government officials that improve the quality of life for every person in the state

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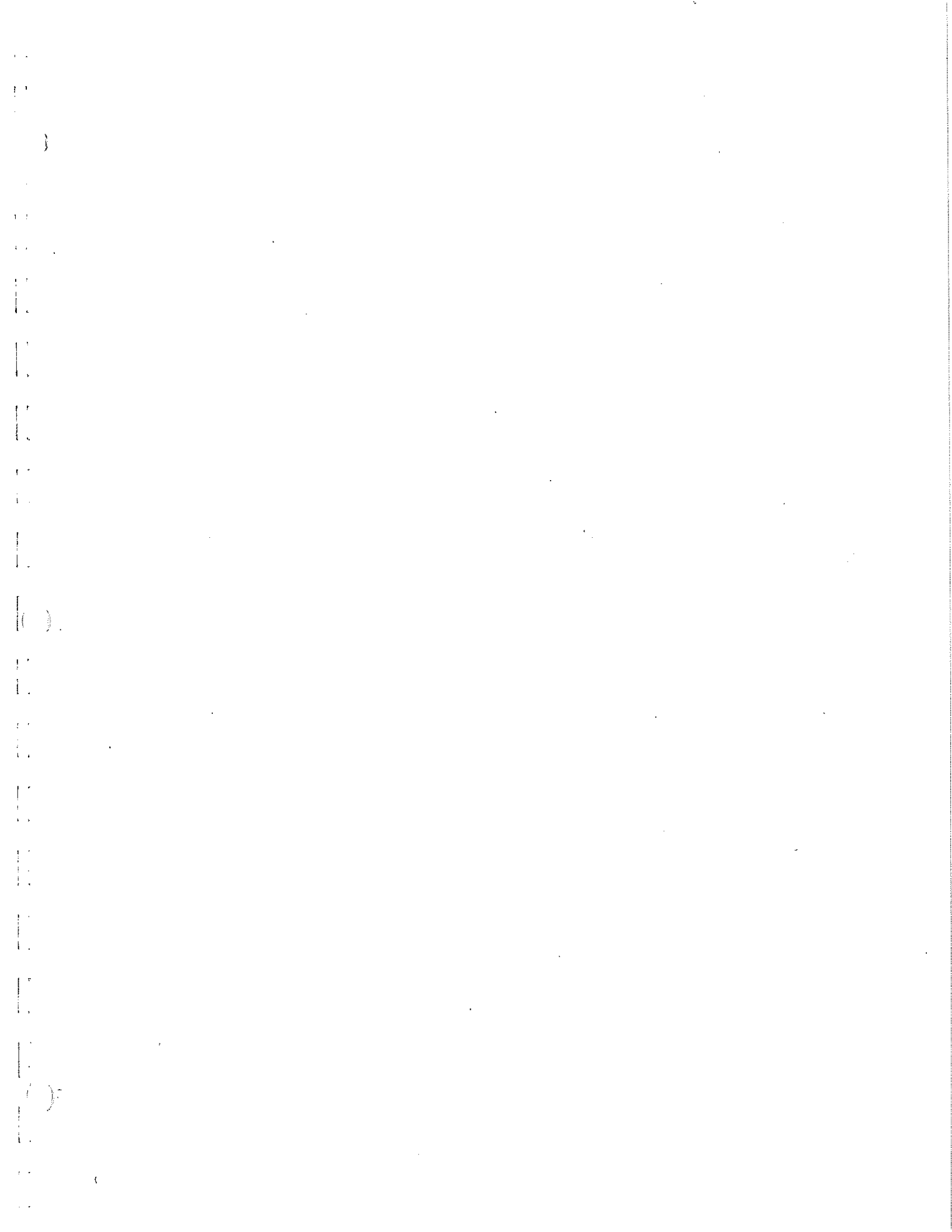
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APPENDIX

Topic	Page No.
Executive Order 92-15 Membership List	i
Enrolled ACT Senate Bill 500 Membership List	ii
Fair Pay Fact Sheet	iii
Executive Order 92-15	iv
Executive Order 93-3	v
Senate Enrolled Act. No. 500	vi
Indiana Commission for Women Fact Sheet	vii



Indiana Commission for Women Established Under Executive Order 92-15 Term Expired July 1996

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The Commission was formed to examine and address difficulties and impediments which prevent the full participation of Indiana Women in politics, business, education, the judicial system and all other aspects of state life.

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Indiana Commission for Women Established Under Enrolled Act SB 500, July 1, 1996

THE PURPOSE:

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

THEREBY:

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

THE MISSION:

Eliminate barriers to equality.

BY:

- ▶ *informing leaders of business, education, governments and media of the nature and scope of the problem of 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;*
- ◆ *oversee coordination and assess programs and practices in all state agencies as they affect women.*

THE VISION:

To improve the quality of life for the 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 alter and fall between the cracks greatly harms Indiana's economy.*

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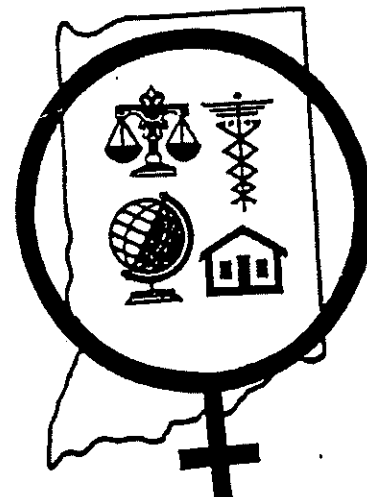
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FAIR PAY ACT FACT SHEET

- 1) **What is Pay Equity?** Pay Equity is requiring an employer to pay equal pay for equal work. It's being **FAIR IN THE WAY EMPLOYERS PAY THEIR WORKERS.**
- 2) **What's the problem?** Many jobs have historically been undervalued due to race or sex bias. Families dependent on these jobs suffer pay inequities. Present laws have failed to correct sex based wage discrimination.
- 3) **Who does it affect?** Every woman, man, child, **EVERY FAMILY.**
Is this a gender issue? **NO.**
- 4) **What's the solution?** **The Fair Pay Act.**
- 5) **What is the Fair Pay Act?** Pay equity is the cornerstone of the Fair Pay Act. It requires employers to pay equal wages to employees in equivalent jobs. The result: **FAIR** compensation for all employees.
- 6) **Why is the Fair Pay Act important?** Everyone wants to work and be paid fairly for their work, regardless of sex, race, religion, or national origin. The law is important because it:
 - * expands the 1963 Equal Pay Act's discrimination protections.
 - * requires equal pay for equivalent jobs with similar skills.
 - * provides easier access to legal remedies.
 - * requires disclosure of employer's job classifications and pay statistics.
- 7) **How will the Fair Pay Act will achieve pay equity?** The bill will require the Equal Employment Opportunity Commission (EEOC) to:
 - * conduct studies and research.
 - * provide valuable information and assistance to employers, labor organizations, and the public to prohibit wage discrimination.
- 8) **How will the Fair Pay Act work?** Employers will be required to evaluate and compensate jobs fairly based on these requisites:
 - 1) combination of skills required on job.
 - 2) effort required on job.
 - 3) responsibility required to perform jobs.
 - 4) working conditions.The work performed in equivalent jobs *may not be* identical--but if the requisites are comparable, the pay must also be comparable.
- 9) **Who supports the Fair Pay Act?** The National Committee on Pay Equity (NCPE) founded in 1979 is supported by 170 women's and civil rights organizations, commissions on women, religious, professional, educational and legal associations, state and local pay equity coalitions, and individuals working to eliminate sex- and race-based wage discrimination to achieve pay equity.

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 project if 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 Capitol in Indianapolis on this 14th day of July, 1992.

Evan Bayh

BY THE GOVERNOR: EVAN BAYH
Governor of Indiana

Joseph H. Hoagatt
ATTENY: Joseph H. Hoagatt
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 comprised 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

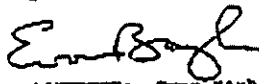
4. The following individuals are appointed as honorary, ex officio member of the Commission for a four year term:

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 WITNESS 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. Nogaatt
Secretary of State



ENROLLED

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 a statute 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



subdivision must be women.

(2) Two (2) members appointed by the president pro tempore of the senate who are not members of the general assembly. Members appointed under this subdivision may not be members of the same political party. At least one (1) of the members appointed under this subdivision must be a woman.

(3) Two (2) members appointed by the speaker of the house of representatives who are not members of the general assembly. Members appointed under this subdivision may not be members of the same political party. At least one (1) of the members appointed under this subdivision must be a woman.

(4) Two (2) senators appointed in the same manner as members of senate standing committees are appointed. The appointed senators may not be members of the same political party. At least one (1) of the members appointed under this subdivision must be a woman.

(5) Two (2) members of the house of representatives appointed in the same manner as members of standing committees of the house of representatives are appointed. The appointed representatives may not be members of the same political party. At least one (1) of the members appointed under this subdivision must be a woman.

(6) The governor or the governor's designee serves as an ex officio member of the commission.

(c) A member appointed to the commission under subsection (b)(1) serves a term of four (4) years or until a successor is appointed.

(d) A member appointed to the commission under subsection (b)(2) or (b)(3) serves a term of three (3) years or until a successor is appointed.

(e) A member appointed to the commission under subsection (b)(4) or (b)(5) serves the remainder of the member's term in office.

(f) The governor or the governor's designee serves while the governor remains in office.

(g) Notwithstanding subsections (c) through (d), if a member's term expires before a successor is appointed, the member's term is extended until a successor is appointed.

(h) Not more than four (4) members who are not members of the general assembly may be employees of state agencies.



(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



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.

Sec. 8. The commission may do the following:

(1) Appoint advisers or advisory committees.

(2) Transact business and enter into contracts that support the commission's purposes.

(3) Apply for, receive, and disburse gifts, contributions, and grants of funds or in-kind services.

(4) Adopt rules concerning the commission's operations and



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.



Frank O'Connor

President of Senate

Robert O. Johnston

President Pro Tempore

Paul Munroe

Speaker of the House of Representatives

Approved: March 6th, 1996

Ernest Boyer

Governor of the State of Indiana



Indiana Commission for Women

Background & Mission

On July 14, 1992, by Executive Order 92-15, Governor Evan Bayh established the 17-member bipartisan Indiana Commission for Women. The Commission was formed to examine and address the difficulties and impediments which 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 a diverse population.

Duties and Responsibilities

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

1. Confer with agencies regarding the impact upon women of current and emerging policies, procedures, practices, laws and administrative rules and regulations.
2. 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.
3. Cooperate with agencies and with private groups to combat discrimination against women, including referral of complaints to the appropriate agencies or organizations.
4. Gather and disseminate information concerning women and women's issues through publications, public hearings, conferences and other means.
5. Strengthen the quality of home and work life for women as mothers, wives, homemakers, caregivers, professionals and workers.
6. Promote the consideration of qualified women for all levels of government, private and public organization positions.
7. Publicize the purposes and activities of the Commission.

Current Committees

The Commission has formed the following standing committees:

1. Legislative
2. Women and Their Families
3. Healthcare
4. Economic Status of Women
5. Public Relations

Commission Members

Pamela Ann Border
Vice Chairperson
Yorktown, IN

Karen Freeman-Wilson
Gary, IN

Neva June Luse
Bedford, IN

Harriet Chalfant
New Albany

Annette Henderson
Carmel, IN

Melissa Martin
Indianapolis, IN

Barbara I. Cook
West Lafayette, IN

Judy Jackson
Columbus, IN

Sarah T. Morgan
Madison, IN

Susan S. Cook
Carmel, IN

Sue Landske
Cedar Lake, IN

Anne Nobles
Chairperson
Indianapolis, IN

Susan R. Crosby
Roachdale, IN

Sandra Leek
Indianapolis, IN

Connie Rufenbarger
Warsaw, IN

Janet S. Ellis
Noblesville, IN

Ex-Officio Members

Mrs. Susan Bayh
First Lady of the State of Indiana
Honorary Chairperson of Indiana
Literacy Coalition

Mrs. Judy O'Bannon
Chairperson, Main Street Council,
Indiana Department of Commerce

The Honorable Pamela Carter
Attorney General of 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

The Honorable Suellen Reed
Superintendent of Public Instruction for
the State of Indiana

Commission Address

Indiana Commission for Women
c/o Indiana Civil Rights Commission
Indiana Government Center North
100 North Senate Avenue, Room N103
Indianapolis, Indiana 46204