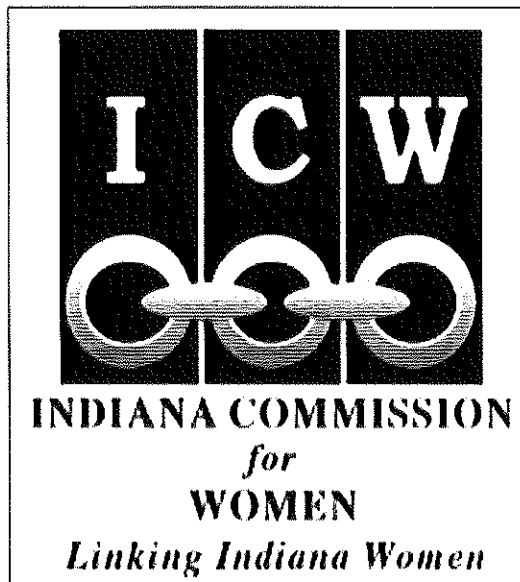


ANNUAL REPORT 1997-1998



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Frank O'Bannon, Governor
Gazella Summitt, Chairperson

THE INDIANA COMMISSION FOR WOMEN

Linking Indiana Women

The Indiana Commission for Women (ICW), a state agency, was established in 1992 by Executive Order 92-15. During the 1996 legislative session, members of the ICW supported and actively sought the passage of Senate Bill 500, which created by statute the Indiana Commission for Women. Indiana became the 27th state to create a Commission for Women.

The ICW and its Commissioners represent the diverse population of women in the State of Indiana. The ICW is housed within the Indiana Civil Rights Commission.

The 1997-1998 Annual Report of the Indiana Commission for Women is prepared in compliance with I.C. 4-23-25-745. The purpose of this report is to provide information on the activities of the ICW that have taken place during the 1997-1998 fiscal year.

**Indiana Commission for Women
1997-1998 Annual Report**

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Our Mission

To enhance the lives of Indiana women and their families by:

- ◆ Addressing their concerns
- ◆ Promoting justice and fairness
- ◆ Promoting equity of resources and services.

Our Vision

The Indiana Commission for Women (ICW) and its staff work to improve the quality of life for current and future generations of women by serving as a repository of information for dissemination throughout the state, by providing a concentrated force for action on behalf of Indiana women, and by joining forces with statewide organizations, agencies and the executive and legislative branches of state government to be the voice of Indiana women by promoting their full participation in the life of our state including:

- ◆ Government
- ◆ Economy
- ◆ Employment
- ◆ Education
- ◆ Social & Family Development
- ◆ Health Care
- ◆ Justice System

Message From Chair

On behalf of the Indiana Commission for Women (ICW), it is my pleasure to present to you the ICW Linking Indiana Women 1997-1998 Annual Report.

This Annual Report documents our activities over the past year as we strive to be a role model in defining, implementing and enhancing the lives of Indiana women and families. This Annual Report also contains information regarding the history of the ICW, our strategic plan, statistical highlights, and information about our Commissioners.

To accomplish the Commission's directives and to begin to satisfy our mandated charges, the ICW hired staff, started networking with both state and public organizations serving women and families, and launched a information and referral system to address women's special concerns. From July 1998-December 1998 the ICW office received 131 calls from individuals seeking information in education, employment, health, housing, individual/family services, legal/law, economic development, domestic violence, child care, civil rights and community services. In our continuing efforts to provide an effective information and referral system, the ICW launched *our Linking Indiana Women Web Site*. We are very proud of the success our web site has achieved; from February 1998-December 1998 the site was accessed 12,896 times. In July the site received the *1998 Outstanding Achievement Award* from the National Association of Commissions for Women.

(Add something about Gloria)

As the year draws to a close, the Indiana Commission for Women's renewed commitment to its mission continues, and 1999 promises to strengthen the new directions and established paths of 1997-1998. Therefore, on behalf of the Commissioners and staff, we offer this 1997-1998 Annual Report with pride in the year gone by and high expectations for the year to come.

COMMISSION ACTIVITIES

FEBRUARY, 1998

The Indiana Commission for Women (ICW) *Linking Indiana Women Web Site* was developed. The ICW web site provides information for women on ICW activities/calendar of events, articles, legislative updates, press releases, education, employment listings, women's health, domestic violence, childcare, women in politics, economic self-sufficiency, conferences, and women's history. The web site also links to the Indiana Civil Rights Commission, Building Bright Beginnings, Family & Social Service Administration, the Foundation for Equality in Marriage & the National Association of Commissions for Women. From February 1998-December 1998 the web site received 12,896 hits. The ICW web address is <http://www.state.in.us/icw>

MARCH, 1998

Women's History Month

Governor Frank O'Bannon signed a Proclamation declaring March as *Women's History Month*. The proclamation declared that "women have been leaders not only in securing their own rights of suffrage and equal opportunity, but also in the abolitionist, emancipation, industrial labor and civil rights movements". The Proclamation invited "all Hoosiers to take note of the observance" and "to set aside a month in which to recognize the important role that women have played throughout our nation's history and to renew our commitment to equal right for all citizens."

In honor of Women's History Month, the Indiana Commission for Women distributed the *Building Bright Beginnings Parent Information Packet* and *The Big Book of Opportunities for Women* to all public and college libraries in the state.

The *Building Bright Beginnings Packet* contained information on the stages of child development during the first five years and resource information for parents. The packet is being distributed to parents of

all newborns in hospitals throughout the state and is a component of Governor O'Bannon's initiative for putting Hoosier families first.

The Big Book of Opportunities for Women was designed to provide women with resources to help with their education and careers. It contains information on over 4,000 programs to assist women.

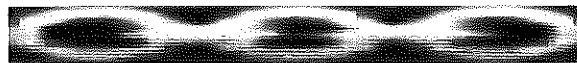
APRIL, 1998

Representative Susan Crosby, ICW Commissioner, presented a Proclamation from Governor O'Bannon to the Buchanan Counseling Center proclaiming April 17, 1998 as "**Women Empowering Women Day.**" Buchanan Counseling Center is a pastoral counseling service, which works to integrate the mental and spiritual aspects of an individual. The Counseling Center is a Pastoral Service of Clarian Health. Over the past 31 years the Counseling Center has expanded its facilities and now has satellite offices in 15 sites around greater Indianapolis and in Bloomington and Columbus, in addition to the main offices on the campus of Methodist Hospital. In 1997, the Center did approximately 9,000 hours of counseling.



The ICW co-sponsored "**Eyes on Indiana: Focusing on Women's Health**" conferences. The conferences took place in Indianapolis, April 27th, in Fort Wayne, on April 29th, and in Evansville, on May 6th. Eyes on Indiana provided a full day of instruction for medical professionals. An Initial Needs Assessment Survey conducted in the fall of 1997, healthcare professionals the need for education in regard to women's health issues. Recent legislation was passed in the Indiana mandating osteoporosis education. It was then decided to combine osteoporosis education with other health-related issues for women into a series of conferences and target the medical community first. Conference topics were mammography, plastic surgery, bone density testing, osteoporosis, reproductive change, ovarian cancer, and heart disease. *ICW Commissioners, State Representative Susan Crosby, and State Representative Vaneta Becker, addressed the group on The Importance of Legislation in Relation to Healthcare Issues.*

The ICW participated in The White House Economic Summit with over 150 women from Commissions from more than 26 states. The report ***America's Economic Agenda--Women's Voices for Solutions*** was presented to Vice President Al Gore. The report outlines a paradigm shift from a women's economic agenda to a *women-led* economic agenda for America that is based on the strength of women's leadership and economic contributions. The report is a blueprint for action with issue overviews, key statistics, recommendations and model programs and policies for economic self-sufficiency; entrepreneurship; family and work, and health and security.



The ICW staff attended the ***Healthy People 2000 Women's Health Progress Review*** teleconference, moderated by the Surgeon General, Dr. David Satcher at the IU School of Nursing. The Women's Health Progress Review was televised and linked to sites all over the country where women's health leaders and advocates were able to participate in discussions regarding the current status of the year 2000 health objectives for the nation. The teleconference provided a understanding of how national objectives are translated into opportunities for action, and the opportunity to learn and then distribute information on the health status and trends of women. The priority women's health issues were health care practices; heart disease; stroke; cancer; Chronic Obstructive Pulmonary Disease; HIV/Aids; Autoimmune Diseases; mental illness; substance abuse, smoking, violence, reproductive health; environmental health; and chronic disabling conditions.

JUNE, 1998

The ICW exhibited during the Federal Women's Program 1998 Seminar ***In Touch With Our Future***. Approximately 500, female federal employees from all over the State of Indiana attended. The ICW distributed information facts about women's health, the economy of Indiana female citizens and statistics about women voters in Indiana.

The ICW staff assisted in the preparation of the ***Building Bright Beginnings*** mission, vision, & outcomes.

Background of the Governor's Initiative Building Bright Beginnings-- Governor Frank O'Bannon recognized the importance of new brain research and its implications for our children's lifelong healthy development. In response to national initiatives, the former Indiana I Am Your Child Campaign Coalition came together to assess Indiana's current services, identify gaps and develop a White Paper consisting of recommendations, the Governor's Initiative, Building Bright Beginnings was born. As a major thrust for sustaining the initiative statewide, the Working Group, representing state agencies, was also formed.

As an active member of the Working Group the ICW attends monthly working group meetings. The working group is made up of various state agencies and was formed to draft the vision, mission, and goals of the initiative. In addition, the working group members are asked to support the goals of the initiative through each member's agency. After working on the vision, mission, goals/outcomes, and benchmarks the working group will be launching a community mobilization plan. Other responsibilities of the working group are to develop a monitoring mechanism, evaluate the goals/outcomes and benchmarks, and develop a marketing plan.

Vision

Every child, from birth to four years of age, has the opportunity to develop to his or her greatest potential.

Mission

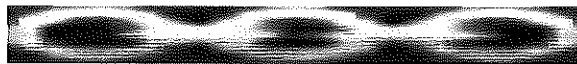
Every child during his or her most formative stages-from birth to four years to age has the opportunity to develop to their greatest potential. The initiative will intensify the support and commitment of individuals, families, organizations, communities and policy makers to the goal through the processes of education, public policy, service delivery and research efforts that benefit families.

The ICW hosted a Tea at the Governor's Residence to announce the formation of the **Office of Women's Health** within the Indiana Department of Health. Also announced, was the partnerships the ICW had formed with the Office of Women's Health and Ovar'Coming Together. Invitees included the bipartisan women's political caucus members, and women agency heads in Indiana State government. Judy O'Bannon welcomed the group and stressed the importance of women's health.

JULY, 1998

Commissioners' Gloria Lowe-Walker, Gazella Summitt, and the ICW staff attended the **Twenty-ninth Annual Convention of the National Association of Commissions for Women (NACW)**, Annual Convention in Las Vegas, Nevada. The 1998 NACW Convention was three days full of learning the latest in the areas of women's history, justice for women and equity in the workforce, & building and improving your commission.

During the NACW Convention the Indiana Commission for Women Linking Indiana Women: Web Site was awarded the **1998 Outstanding Achievement Award**. The NACW Outstanding Achievement Award was established by the NACW Board of Directors to identify and publicly recognize exemplary innovative commission programs.



The ICW co-sponsored **Ovar'Coming Together "Put Yourself in the Driver's Seat"** Women's Health Forum. The health forum took place on July 15, 1998. The Ovar'Coming Together "Put Yourself in the Driver's Seat" was a day long forum targeted to inform, educate and instill an attitude among women to take charge of their individual health programs by asking questions, listening to warning signs, acting on any suspicions and seeking medical advice and support. The forum focused on various cancers affecting women ovarian, cervical, endometrial, uterine, breast, and colon cancers. The Forum was open to the public approximately 300 of women throughout the state attended.

The ICW exhibited during the **28th Annual Indiana Black Expo, Strengthening Our Youth...Mind, Body & Soul II**. The Indiana Black Expo Strengthening Our Youth...Mind, Body & Soul II take place July 17-19th in the Indiana Convention Center. The ICW distributed materials regarding women's history, & the women's suffrage movement as well as information about key issues affecting Indiana women.



Governor Frank O'Bannon appointed *Commissioner Gazella Summitt* of Vincennes, Indiana as chair of the Indiana Commission for Women. Mrs. Summitt is the director of personnel and affirmative action officer for Vincennes University. Mrs. Summitt has held several offices on various state, regional and national boards. She brings to the ICW chairmanship and sincere passion for women's issues.

AUGUST, 1998

Women's Equity Day Activities

The ICW exhibited during a luncheon program at the United States Department of Agriculture for **Women's Equity Day**. The ICW staff shared Women's Suffrage & Women's History quiz facts, with the participants, which proved to be of great interest and excitement.

Commissioner Sandra D. Leek spoke at the Social Security Administration to mark the anniversary of the **Women's Suffrage Act**. *Commissioner Leek* shared with the group the importance of women's equality and issues related to women's equality.

SEPTEMBER, 1998

ICW *Chairperson Gazella Summitt* and the ICW staff attended the first **Indianapolis Speaking of Women's Health** conference, co-sponsored by Eli Lilly & Company. The conference provided valuable information on how women could improve their quality of life by preventing the diseases and illnesses that disproportionately affect

women. Approximately 900 women attended this informative, worthwhile conference.

OCTOBER, 1998

The ICW staff & commissioners participated in the **American Cancer Society Tell-A-Friend Tuesday** program. Tell-A-Friend Tuesday was a nationwide personal out reach program of encouragement and support among friends through telephone calls that provided education about breast cancer and the need for mammograms according to the American Cancer Society guidelines. Along with the Tell-A-Friend Tuesday activities the American Cancer Society had a 5K walk in downtown Indianapolis. The walk was entitled **Making Strides Against Breast Cancer** the ICW Commissioners; staff and friends participated in the walk and raised a total of \$550 for breast cancer research.



The ICW was invited by the Indiana Women Veterans Council to exhibit during their second annual **Women's Veterans Expo**. The Expo was established to celebrate and recognize Indiana's women veterans. Additionally, the Expo shared with Indiana's women veterans' information and resources about Federal & State benefits as well as other community resources. The ICW shared information with the group on voting and various issues concerning Indiana women.



The ICW staff attended the **Community Mobilization Kick-Off for Building Bright Beginnings**. The Community Mobilization Kick-Off was held at the Pike Branch Public Library. Governor Frank O'Bannon spoke of the importance of early childhood development. The community mobilization campaign involved organizing and convening a constituency of diverse stakeholders including parents to design and implement an agenda for change within the various Indiana communities.

The ICW co-sponsored the **12th Annual Women & Work Conference Celebrating 150 Years of Working Together**. The Women & Work conference serves to demonstrate and encourage a way or women to work together to ensure the best education, job training, employment and supportive services in the workforce. Conference workshops included Building a Dream: Investment Basics, Domestic Violence as Gender Entrapment, Establishing Small Business Enterprises, & Laughter, and the Bottom Line.

NOVEMBER, 1998

Commissioners' Vaneta Becker, Susan Crosby, Joanne Sanders, Vi Simpson, and the ICW staff attended the 1st Advisory Board Meeting for the Office of Women's Health. The Advisory Board represents a diverse group of women from doctors to economic development coordinators throughout the state of Indiana. The goal of the 1st Advisory Board meeting was to establish area by which the group will focus its interest on for the first year of development. The two areas the Advisory Board established were Breast, Cervical & all Gynecological Cancer, and Heart Disease & Stroke.



*Commissioner Representative Susan Crosby presented a **House Resolution of support to Ovar'Coming Together** founders Kai Binford, Pam Faerber, & Nancy Hines. The Resolution urged the ICW, the Office of Women's Health, and the public and private sector to support the efforts of Ovar'Coming Together to reduce late stage diagnosis of ovarian cancer through education. Ovarian cancer is the fourth leading cause of cancer deaths among US women, with 400 new cases diagnosed annually in 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 rule and regulations;
- ◆ Maintain information about state agencies, private groups and organizations serving women, as well as lists of names and titles of women available to serve as agency appointees;
- ◆ Cooperate with state agencies and private groups and organizations 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.

COMMISSION ORGANIZATION & STRUCTURE

BUDGET

The biennium budget of \$200,000 for 1996-1998 was appropriated by the Indiana General Assembly for the Indiana Commission for Women (ICW) with \$100,000 being appropriated for each of the two (2) fiscal years.

The Indiana Commission for Women 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.



Proclamation
Women's History Month



Proclamation
Women Empowering Women Day



Resolution
Ovar'Coming Together



Senate Bill 500

STATE OF INDIANA

EXECUTIVE DEPARTMENT
INDIANAPOLIS

PROCLAMATION

Executive Order

TO ALL TO WHOM THESE PRESENTS MAY COME, GREETING:

- WHEREAS, women of every race, class and ethnic background have made historic contributions to the growth and development of their families, communities and nations; and
- WHEREAS, women have been leaders not only in securing their own rights of suffrage and equal opportunity, but also in the abolitionist, emancipation, industrial labor and civil rights movements; and
- WHEREAS, the United Nations has observed that the advancement of women and the achievement of equality between women and men are matters of human rights and conditions for social justice, and should not be seen only as issues for women; and
- WHEREAS, women's access to education and proper healthcare has increased, their participation in the labor force has grown and legislation promises equal opportunities for women and respect for their human rights in the State of Indiana, the United States and in many countries across the globe; and
- WHEREAS, despite this progress, inequalities between women and men persist, with serious consequences for the well-being of all people; and
- WHEREAS, the twenty-first century will find an ever-increasing need for women to share in the fundamental responsibilities for our national life and the blessings that must result from full and equal participation in society; and
- WHEREAS, it is appropriate to set aside a month in which to recognize the important role that women have played throughout our nation's history and to renew our commitment to equal rights for all citizens;
- NOW, THEREFORE, I, FRANK O'BANNON, Governor of the State of Indiana, do hereby proclaim March 1998 as

WOMEN'S HISTORY MONTH

in the State of Indiana, and invite all Hoosiers to take due note of the observance.



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 25th day of February, 1998.

Frank O'Bannon

BY THE GOVERNOR: Frank O'Bannon
Governor of Indiana

ATTEST:

Sue Anne Gilroy
Sue Anne Gilroy
Secretary of State