

# *Indiana Commission for Women*

2008  
Annual Report

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This report encompasses  
ICW activities occurring between  
July 2007 –June 2008



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## EXECUTIVE SUMMARY

During the 2008 fiscal year, the Indiana Commission for Women (ICW) Board set positive operational direction for the agency. In October 2007, the Board and staff had the opportunity to meet at a fall retreat to review ICW's mission and goals and to develop a three-year strategic plan for the agency.

On January 22, 2008, ICW held the Fourth Annual Torchbearers Award event at the Indiana Roof Ballroom. From all accounts the event was a resounding success with continued increase in participation both in attendance and in news media attention around the state. In April 2008, the Commission hosted *Bridging the Gap: Reaching Pay Equity in Indiana*, a half-day forum at Saint Mary's College on how women can achieve wage equity in Indiana. In May 2008, the Executive Director left the Commission and a new Executive Director joined the agency in mid-July 2008.

We thank the appointing authorities who entrust the Indiana Commission for Women with the significant responsibility of promoting women's full participation in society, the ICW Board who generously volunteer their time and energy to this important work and the Advisory Board for their wisdom and ongoing support of the Commission and its activities.

We look forward to our future work with, and on behalf of, the women and girls of the State of Indiana.

## **ABOUT THE COMMISSION**

The Indiana Commission for Women is a bi-partisan advisory commission of fourteen appointed members from across the State. Established in 1992 by Executive Order and enacted as a State Commission in 1996 through the passage of Senate Bill 500, the ICW is symbolic of Indiana's commitment to improving the quality of life for women and families. Commissioners are appointed by the Governor, the Speaker of the House and the Senate President Pro Tempore.

## **OUR MISSION**

*Our mission...* is to assess the needs of Indiana women and their families and to work strategically for systematic change in the way our State, our communities and our political, economic and educational spheres interact with them. The ICW is committed to the full participation of women in all areas, making Indiana a better place to live, work and raise a family.

The ICW accomplishes this mission by:

- Identifying barriers to equality and full participation in Indiana's economy, social and political sphere.
- Serving as a first response referral resource to women and families across the state via email, phone and written inquiries.
- Serving as a liaison between government and private interest groups concerned with services for women. This includes having a speaker's bureau of accomplished women who speak before groups upon request.
- Identifying and recognizing contributions made by Indiana women to their community, state and nation annually through the Torchbearer Awards event.
- Evaluating laws and governmental policies with respect to the needs of women, monitoring legislation and other legal developments in order to make recommendations to the General Assembly and the Governor on issues concerning women.
- Representing Indiana's commitment to improving the quality of life for women and their families and consulting with state agencies about the impact of policies and laws.

## **OUR PURPOSE**

*Our purpose....* is to foster a greater understanding of 21st century women's issues and to encourage the full participation of the women of Indiana in government, politics, business, education, the judicial system and all other aspects of life. We will:

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

## **STAFF CHANGES**

In 2006, legislation was passed authorizing the formation of a new Sexual Assault Standards and Certification Board (SAVASC) under the ICW office. This Board's establishment laid the foundation for enhancing the training, expertise and professionalism of victim advocates in all areas of response. Given the SAVASC Board's extraordinary mission and the limited staff resources at ICW, the ICW Commissioners made the difficult decision to allow the SAVASC Board to be moved to another agency. In June 2008, it was transferred to the Indiana Criminal Justice Institute. Sharon Langlotz, ICW executive director during the 2008 fiscal year, decided that she would follow the SAVASC Board and continue to serve as its staff liaison.

During May and June, members of the ICW Board recruited Kristin Svyantek Garvey to join the Commission as its executive director. Prior to joining ICW, Kristin was employed by the International Center of Indianapolis for nineteen years in several capacities including operations, financial and information technology administration, event coordination and government relations. She also oversaw management of the International Visitor Leadership Program (IVLP), a U.S. State Department-sponsored program which identifies emerging leaders from around the world to travel to the U.S. in order to increase mutual understanding through interaction at a personal and a professional level.

Kristin began working at the Commission on July 14, 2008. With her experience in all aspects of nonprofit management, in particular, her work with boards, the Indiana Commission for Women is poised for growth in the 2009 fiscal year.

## **STRATEGIC PLAN**

In October 2007, the ICW Commissioners met at a board retreat in French Lick, Indiana, to set a course for the agency by establishing a 2008-2010 Strategic Plan. The strategic plan determines where the Commission is going, how it will get there and how it will know if it has succeeded. This plan outlined four goals and five key objectives using the SMART model (Specific, Measurable, Realistic, Timeline) that will guide the agency forward.

The Strategic Plan is as follows:

### **Goal #1: Achieve Operational Excellence**

Key Objective 1.1: The ICW will define a written plan of major task that is required to maintain and enhance our operational excellence.

Background: The Governor of the State of Indiana through legislative action has established and delegated the management of the Indiana Commission for Women to the Commissioners. Efforts to reach the legislative mandate are directly related to how resources of the Commission and our strategic plan are utilized and implemented. Through a partnership approach with the staff and interns/volunteers and the volunteer board by working together on common directives and evaluating our results will help assure operational excellence.

### **Goal #2: Influence Public Policy**

Key Objective 2.1: The Commission will identify and promote three (3) bills that will positively affect women and their families during each legislative session.

Background: To meet the statutory requirements of the Indiana Commission for Women, we will work with our Commission and advisory board to identify priority areas that impact the quality of life of women. When feasible, the commission will partner with other groups or organizations to pursue legislative change.

Key Objective #2.2: The ICW will host a *Women in Legislature Day* within 30 Days of the beginning of the General Assembly or when the Assembly is in session.

Background: Statistics identify that in Indiana there has been a decrease in the number of statewide elected officials that are women. It is cost-prohibited to collect the data on a local level, but anecdotal evidence supports the fact that women continue to lag behind male counterparts in running and winning local elections.

Goal #3: Increase awareness of the contributions made by Hoosier women to their community, state and nation

Key Objective #3.1: An annual recognition celebration will be coordinated by the ICW to recognize women who have made a significant contribution to their community, state or nation.

Background: Statistics support that women are still under-represented in areas such as specific professional careers, elected office and as community leaders. The annual recognition program called *Indiana's Salute to Women: The Torchbearers Award* encourages all communities and all professions to nominate women of distinction.

Goal #4: Increase awareness of the status of women and families in Indiana

Key Objective #4.1: The Commission will enhance the public understanding of issues related to women and their families by disseminating three (3) different fact sheets during the year to media and other key stakeholders.

Background: The community at large lacks understanding of the issues affecting women. Through the efforts of the Commission, understanding will be enhanced by developing fact sheets that can be distributed to the ICW database partners, including elected officials; used as a basis for press releases, and for ICW's speakers' bureau presentation, ICW legislative efforts, etc. Definition of fact sheet: a one-page fact sheet emphasizing significant issues affecting women.

There is much work to be done in order to achieve the goals set forth in the plan. Given that the new executive director has just joined the agency, Commissioners and staff are using the final months of 2008 to regroup and map out a successful path for the Strategic Plan's implementation.

## ACTIVITIES

### *U.S. Department of State and the International Center of Indianapolis - Ongoing*

The Commission has been designated as a primary women's group to meet with visiting foreign delegations. The International Center of Indianapolis acts as host to these delegations and invites the ICW to meet with visiting groups when appropriate.

- July 13, 2007: ICW chairperson, Melissa C. Martin, met with Ms. Pan Wei-Kang, a four-term legislator from Taipei City. Ms. Pan Wei-Kang was particularly interested in U.S. state government organization, social services funding at the state and local level, women in politics and U.S. women's issues.

- March 12-15, 2008: ICW chairperson, Melissa C. Martin, met with Dr. U-Maporn KARDKARNKLAI, Srinakarinwirot University and Mr. Satit LEELATHAWORNCHAI, Naresuan University, from Thailand. The delegation traveled to the U.S. to learn about American Studies. While in Indianapolis, they focused on intercultural communications, teaching English as a second language and women and gender issues

#### *Speeches and Presentations - Ongoing*

- ICW staff and commissions made a number of presentations to women's groups and organizations. Presentations included keynote speeches at the Western Indiana Women's Leadership Meeting and the AAUW Summer Summit in Indianapolis. Other presentations were given at various group meetings and include presentations on "The top 10 Issues Facing Indiana Women" and *The Sandwich Generation: Secrets of Women Who Do It All and Make it Work*".
- Several Commissioners, in response to press releases on Women's History Month, were interviewed by local media reporters.

#### *National Association of Commissions for Women (NACW) - July 2007, Louisville, KY*

- The ICW director and 8 commissioners attended all or part of this three day convention and business meeting, learning much from the speakers and workshops, but gaining most from the networking with peers from across the country. The NACW is the professional network for commissions on women. At this meeting the ICW director was elected to the office of Region V Board Director.

#### *ICW Commissioner Recognition Luncheon: 15 Years of Continuous Service - September 11, 2007, Governor's Residence, Indianapolis*

- All past and current ICW Commissioners were invited to attend a luncheon at the Governor's residence in honor of 15 years of continuous service. The very first commission was established in 1973 and the first chairperson, Judge Margret Robb attended. The Director of the U.S. Department of Labor's Women's Bureau, Nancy Chen, flew in from Chicago to attend the event.
- The Commissioners were presented with a booklet prepared by the ICW staff and Governor's Fellow Sarah Fritz. The booklet contained a comprehensive history of the ICW from 1973 – 2007 along with listings of the commissioners who served, as well as the projects and accomplishments of the ICW since 1992.

#### *Torchbearers' Awards: Indiana's Salute to Women – January 22, 2008, Indiana Roof Ballroom*

- The Indiana Commission for Women's fourth annual Torchbearers' Award event was a resounding success with a continued increase in participation, in attendance and in news media attention around the state. Registrations exceeded expectations with 580 registered guests. The program began following a VIP reception for the sponsors and nominees with Lt. Governor Becky Skillman. Honorary hosts, Senator Teresa Lubbers and State Auditor Tim Berry, added an extra dimension to the evening. This year, ICW awarded 20 winner medallions in 18 categories (one tie and one team) and 6 special awards.

#### *Bridging the Gap: Reaching Pay Equity in Indiana – April 22, 2008, St. Mary's College, South Bend*

- On National Equal Pay Day, April 22, 150 people from the Michiana community attended a half-day forum at Saint Mary's College on how women can achieve wage equity in Indiana. This community-wide collaboration was initiated by the Indiana Commission for Women

(ICW) and planned by 18 local organizations. The goal is to replicate this program around the state and gather data to mobilize support for a statewide bipartisan effort. Key messages from the five breakout sessions were: Best Practices: How Businesses Can Help Women Bridge the Gap; Women in Poverty: What Our Communities Must Do; Opening the Doors: Education as a Pathway to Non-Traditional and Higher Paying Jobs; Listening to Our Future: Dialogue with Younger Women; and A Closer Look at Pay Inequity: Why Diversity Matters. There were 29 presenters that covered five focus areas (see below) and a closing panel of decision makers who responded to the concerns and ideas brought forward from the breakout groups. The keynote, closing speakers, and closing panel included:

- Patrick Bauer, Indiana Speaker of the House
- Virginia Calvin, Chancellor, Ivy Tech Community College
- Nancy Chen, Regional Administrator, Women's Bureau, U.S. Department of Labor
- Phil Damico, Director of Business Growth St. Joseph Chamber of Commerce
- Sue Errington, Indiana State Senator (C-Muncie)
- Jeff Gibney, Executive Director South Bend Dept Community & Economic Development
- Marnia Kennon, Vice Provost Academic Affairs, Ivy Tech Community College
- Melissa Martin, Chair, Indiana Commission on Women
- Carol Ann Mooney, President, Saint Mary's College

The ICW Commissioners and staff are privileged to be involved in activities, projects and partnerships that serve the needs of Indiana women and their families. We look forward to increasing our capacity to serve both the women of Indiana and the State of Indiana by improving the quality of life for women and families.



## **CURRENT ICW COMMISSIONERS**

The ICW Commissioners are, by statute, bi-partisan and are appointed by the Governor, the Speaker of the House and the Senate President Pro Tempore.

Senator Vaneta Becker, Evansville  
Linda K. Bloom, Fort Wayne  
Virginia Calvin, Ed.D., South Bend  
Janie Craig Chenault, Bedford  
Rep. Suzanne Crouch, Evansville  
Cindy Felsten, Columbus  
Lisa Hershman, Lafayette

Anne Jacoby, Vincennes  
Melissa C. Martin, Indianapolis  
Amy McQueen, Shelbyville  
Rep. Mara Reardon, Munster  
Senator Vi Simpson, Bloomington  
Andrea Heslin Smiley, Indianapolis  
Patzetta Trice, Indianapolis

## **EX-OFFICIO MEMBER**

Anita Samuel, Governor Mitch Daniels' Liaison

## **ICW STAFF**

Sharon Langlotz, Executive Director (2007 – May 2008)  
Kristin Svyantek Garvey, Executive Director (July 2008 – Present)  
Chelsea Mason Stauch, Intern, IUPUI (May 2007 – Present)  
Sarah Fritz, Governor's Fellow (July 2007 – September 2007)  
Katie Sheean, Stonybrook College, NY (September 2007 – January 2008)

## **2007 ICW OFFICERS**

Chair: Melissa C. Martin  
1st Vice Chair: Dr. Virginia Calvin  
2nd Vice Chair: Patzetta Trice  
Secretary: Cindy Felsten  
Treasurer: Janie Craig Chenault

## **ICW ADVISORY BOARD MEMBERS**

The ICW Advisory Board is comprised of past Commissioners and interested women who, through their experience and insight, support and advise the Commission on projects and initiatives.

Rep. Terri Austin, Anderson  
Jane Blessing, Trafalgar  
Jade Cooney, Patriot  
Susan Crosby, Roachdale/ Wash. DC  
Jan Ellis, Bloomington  
Sandi Huddleston, Franklin  
Judy Johns-Jackson, Columbus  
Pat Keiffner, Indianapolis Rep.  
Senator Sue Landske, Cedar Point  
Sandra D. Leek, Indianapolis

Joanne Sanders, Indianapolis  
Judy Singleton, Indianapolis  
Lt. Governor Becky Skillman, Greenwood  
Rep. Vanessa Summers, Indianapolis  
Mitzi Witchger, Noblesville  
Ruth Vignati, Indianapolis  
Sharon Walker, Evansville  
Peggy Welch, Bloomington  
Ann Windley, Seymour  
Senator Katie Wolf, Monticello



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