

Indiana Commission for Women Strategic Plan

2010-2012

OUR VISION

The Indiana Commission for Women is committed to the full participation of women in all aspects of society in order to make Indiana a better place to live, work and raise a family.

OUR MISSION

The mission of the Indiana Commission for Women is to understand the needs of Indiana women and their families, and to work strategically both within government and in our communities to help bring about positive change.

OUR MANDATE

We work to remove the barriers that hinder women's participation by:

- Increasing awareness of the status of women (and their families) in Indiana and the issues they face
- Recognizing and promoting contributions that Hoosier women make to the community, state and nation
- Providing balanced analysis of public policy issues that impact women in Indiana
- Achieving operational excellence

We exist to voice the needs, concerns and viewpoints of women in Indiana so that we can encourage them to become:

- Better educated
- Better connected to their communities
- Better aware of resources and opportunities
- Better engaged in resolving the challenges that they face.

STRATEGIC PRIORITY #1: Increase awareness of the status of women and families in Indiana

OBJECTIVE: Increase awareness of the status of women and their families and the issues they face

OUTCOME 1.1: Serve as repository of local, state and national research and statistics on women and the issues affecting them

<i>Strategy</i>	<i>Status</i>		
	2010	2011	2012
Develop relationships with key organizations conducting research in specific areas	Continuous	Continuous	
Collect current research and assess breadth and width of research		In process	
Collate collected research into singular report on the status of women in Indiana			

OUTCOME 1.2: Develop strategic outreach programs that address key issues affecting women

<i>Strategy</i>	<i>Status</i>		
	2010	2011	2012
Review, assess and enhance <i>Working Women in Transition</i> and other programs for maximum impact	Continuous	Continuous	
Build partnerships with other organizations providing programs focused on issues affecting women	In process	In process	
Conduct three (3) programs addressing specific issues throughout the state	Completed	Completed	

OUTCOME 1.3: Serve as monitoring agency of women’s progress as leaders in local, county and state levels

<i>Strategy</i>	<i>Status</i>		
	2010	2011	2012
Prepare report on women’s progress in elected positions at local, county and state levels	Completed (State level)	In process	
Prepare analysis of gender balance on boards and commissions at local, county and state levels			
Review ways to assist the State of Indiana in achieving gender balance on boards and commissions and promoting opportunities for women to serve			
Investigate opportunities to increase women’s participation in leadership roles			

OUTCOME 1.4: Serve as impartial authority on issues related to women

<i>Strategy</i>	<i>Status</i>		
	2010	2011	2012
Create and distribute at least one (1) report and/or fact sheet with actions highlighting an issue affecting women in Indiana	Completed (State level)	In process	

STRATEGIC PRIORITY #2: Increase awareness of the contributions made by Hoosier women

OBJECTIVE: Promote and recognize the contributions Hoosier women make to the community, state and nation

OUTCOME 2.1: Coordinate a successful annual recognition celebration that recognizes significant contributions made by women

<i>Strategy</i>	<i>Status</i>		
	2010	2011	2012
Increase awareness of ICW's mission, objectives and accomplishments throughout Indiana	Continuous	Continuous	
Recognize ten (10) individuals as Torchbearers Awards	Complete	Complete	
Increase number of sponsorships at event			

OUTCOME 2.2: Coordinate efforts to establish a "legacy" website and/or additional media chronicling contributions made by all Torchbearers.

<i>Strategy</i>	<i>Status</i>		
	2010	2011	2012
Establish collaboration with key agencies and/or organizations that can help with development of content and web presence	Continuous	Continuous	
Investigate capacity to create video project(s) highlighting contributions made by all Torchbearers	Complete	In process	

OUTCOME 2.3: Participate in statewide commemoration efforts of significant historical milestones (e.g. War of 1812, Statehood) by encouraging acknowledgement of contributions made by women

<i>Strategy</i>	<i>Status</i>		
	2010	2011	2012
Develop relationship with key commemoration committees in order to serve as voice of women during the planning phases.			
Investigate capacity for ICW to spearhead initiatives that will archive primary sources (original material) of women of historical importance			

STRATEGIC PRIORITY #3: Influence Public Policy

OBJECTIVE: Provide balanced analysis of public policy issues that have an impact on women in Indiana

OUTCOME 3.1: Develop statewide issues platform (action plan) which identifies top priorities shared by partners' consortium

<i>Strategy</i>	<i>Status</i>		
	2010	2011	2012
Conduct nine to fifteen (9-15) listening sessions around state to gather information from local women		In process	
Provide online survey/outlet in order to collect additional information from women		In process	
Hold forum of women's organizations to create women's action plan			
Hold women's summit to disclose finalized women's action plan			

OUTCOME 3.2: Develop relationships with key elected officials

<i>Strategy</i>	<i>Status</i>		
	2010	2011	2012
Attend at least one (1) POWER Women's Caucus meeting during General Session	Completed	In process	
Provide assistance to legislators if and when it is requested	Continuous	Continuous	

OUTCOME 3.3: Identify key bills that will affect women and their families during each legislative session

<i>Strategy</i>	<i>Status</i>		
	2010	2011	2012
Monitor all bills introduced to the General Assembly with direct or indirect impact on women and submit to the Board of Commissioners for review	Completed	In process	
Review all legislative bills with direct or indirect impact on women in order to decide appropriate course of action		In process	
Prepare a legislative summary which lists the legislative bills and their outcomes			

STRATEGIC PRIORITY #4: Achieve Operational Excellence

OBJECTIVE: Increase capacity by enhancing operational efficiency

OUTCOME 4.1: Provide guidance and direction to ICW

<i>Strategy</i>	<i>Status</i>		
	2010	2011	2012
Establish set schedule of board meetings each calendar year	Completed	Completed	
Meet regularly with established quorum	48%	66%	
Hold regular Executive Committee meetings/conference calls to set agenda for board meeting			
Establish level of transparency by providing monthly updates to Board of Commissioners			

OUTCOME 4.2: Formalize relationships, partnerships and collaborations with other state agencies and external organizations through various networks (e.g. Inter-Agency Network, Partners' Consortium, external networks)

<i>Strategy</i>	<i>Status</i>		
	2010	2011	2012
Convene quarterly Inter-Agency Network meeting to share information on efforts and collaboration opportunities that support women in Indiana	Completed		
Convene Partners' Consortium at least twice during FY 2010 to determine viability of collaboration			
Investigate need for Memoranda of Understanding and/or other formal action with regards to partnerships (e.g. IN 211)			

OUTCOME 4.3: Establish comprehensive communication process in order to promote ICW's role

<i>Strategy</i>	<i>Status</i>		
	2010	2011	2012
Review annual Marketing and Communication Plan	Completed	In process	
Update annual Marketing and Communication Plan	Completed	In process	
Review ways to utilize current and/or emerging technology (e-newsletters, social media, blogs) in order to enhance efforts in promoting ICW's role	In process	Plan completed	
Distribute e-communications at least 10 times each year	Completed		
Expand and maintain website with up-to-date resources and information of interest to ICW's constituents	In process	Continuous	
Conduct 10-20* speaking engagements annually			

* Twenty (20) speaking engagements is established as a threshold by the National Speakers Association

OUTCOME 4.4: Build a strong infrastructure in order to sustain ICW

<i>Strategy</i>	<i>Status</i>		
	2010	2011	2012
Review and revise ICW's Bylaws to reflect its current structure and needs	Completed	In process	
Establish and implement new committee structure in which: <ul style="list-style-type: none"> ▪ Committees meet/hold conference calls on at least a quarterly basis ▪ Committees submit reports to Board for review at the regular meetings 	New Committee Structure created		
Examine use of AmeriCorps volunteers or interns to achieve strategic priorities.	Investigation completed	Initial implementation plan completed	

PERFORMANCE METRICS

STRATEGIC PRIORITY #1: Increase awareness of the status of women and families in Indiana

METRIC	2010	2011	2012	CONNECTION
Percentage (%) of research collected on issues affecting women in Indiana	N/A			Outcome 1.1
Number of programs throughout the year	4	7		Outcome 1.2
Percentage (%) of participants with high customer satisfaction rate	N/A	100%		Outcome 1.2
Percentage (%) of research collected on <i>Women in Elected Positions</i>	N/A	80%		Outcome 1.3
Develop at least one (1) report and/or fact sheet/actions	N/A	1		Outcome 1.4

STRATEGIC PRIORITY #2: Increase awareness of the contributions made by Hoosier women

METRIC	2010	2011	2012	CONNECTION
Percentage (%) of Torchbearer Attendees with high customer satisfaction	N/A			Outcome 2.1
Percentage (%) of Torchbearer Nominees from 91 counties outside of Marion County	50%	66.7%		Outcome 2.1
Percentage (%) increase in number of attendees	0%	-27%		Outcome 2.1
Launch of website by 2 nd Quarter	Completed	N/A	N/A	Outcome 2.2
Percentage (%) of Torchbearers researched and added to website	Completed	2011 Added		Outcome 2.2

STRATEGIC PRIORITY #3: Influence Public Policy

METRIC	2010	2011	2012	CONNECTION
Conduct 9-15 listening sessions with at least 20 participants	N/A	9/17		Outcome 3.1
Collect at least 100 responses to online survey	N/A	300		Outcome 3.1
Hold forum of women's organizations with at least 200 participants	N/A			Outcome 3.1
Hold summit on findings with at least 200 participants	N/A			Outcome 3.1
Attend one (1) POWER Women's Caucus Meeting	2	1		Outcome 3.2
Submit legislative summary	Done	Done		Outcome 3.3

STRATEGIC PRIORITY #4: Achieve Operational Excellence

METRIC	2010	2011	2012	CONNECTION
Percentage (%) of meetings with attendance and quorum	48%	66.7%		Outcome 4.1
Distribute twelve (12) monthly updates to Board of Commissioners	100%	100%		Outcome 4.1
Each board committee provides reports at all board meetings	N/A			Outcome 4.4.
Regular (Qtrly) committee mtgs/conference calls	N/A			Outcome 4.4
Distribute ten (10) e-Newsletters to constituents	15	8		Outcome 4.3
Number of speaking engagements	3	7		Outcome 4.3
Number of organizations participating in Partners' Consortium	N/A	N/A		Outcome 4.2
Number of agencies participating in Inter-Agency Network	13/39			Outcome 4.2