



INDIANA
COMMISSION
for women

MOVING INDIANA WOMEN *forward*

2016-2017 ANNUAL REPORT

In fulfillment of the requirements of IC 4-23-25-7(15), this report encompasses the activities of the Indiana Commission for Women occurring between July 2016–June 2017

INTRODUCTION

The Indiana Commission for Women (ICW) represents the State of Indiana's commitment to improving the quality of life for women [IC 4-23-25 Sec. 7(3)]. ICW's board and staff have established the following strategic goals as part of its continuing efforts:

- Increase awareness of the status of women in Indiana and the issues they face
- Recognize and promote contributions that Hoosier women make to the community, state and nation
- Influence public policy that impacts women in Indiana
- Achieve operational sustainability

ICW continues to focus its efforts on the five priority areas identified during ICW's [*Hoosier Women Speak*](#) initiative. Those priority areas are: 1) health-related issues; 2) work-based issues; 3) care giving; 4) violence against women, and 5) leadership. The information gathered during this initiative has become integral to the Commission's efforts and helps identify further obstacles, find potential solutions, and develop partnerships that make Indiana a state of opportunity and economic security for all Hoosier women and girls. The Board of Commissioners, staff, and volunteers continue to set positive direction towards its mission by focusing on these priority areas and determining which areas it can serve as a leader, collaborative partner and/or supporter.

We value the opportunity to continue serving the State of Indiana as we work to move Indiana women forward. We recognize that when we help a woman succeed, we help her family, her community, and her state. We thank the appointing authorities who entrust the Indiana Commission for Women with the responsibility of promoting women's full participation in society as well as the ICW Board of Commissioners who generously volunteer their leadership, guidance, and energy to this important work. We look forward to our future work with, and on behalf of, the women and girls of the State of Indiana.

We are pleased to present our 2016-2017 Annual Report, highlighting activities between July 1, 2016 and June 30, 2017.

ABOUT THE COMMISSION

The Indiana Commission for Women is a bi-partisan commission of fourteen appointed members. Established in 1992 by Executive Order and enacted by Legislative Statute in 1996 when Senate Bill 500 was passed, the Indiana Commission for Women represents the State of Indiana's commitment to improving the quality of life for women [IC 4-23-25 Sec. 7(3)].

The Indiana Commission for Women works to move Indiana women forward by acting as the voice of women to the public sector and by aiding agencies, organizations and communities in providing exemplary service to women. The Indiana Commission for Women communicates both women's needs and concerns and their successes and contributions so that they can become better connected to their communities and to the tools, resources and opportunities needed to find their own voice.

In this way, the Indiana Commission for Women's vision for women's equality focuses on its commitment to their full participation in all aspects of society and to the removal of barriers that hinder that participation, making Indiana a better place to live, work and raise a family.

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.

RAISE AWARENESS OF THE STATUS OF WOMEN

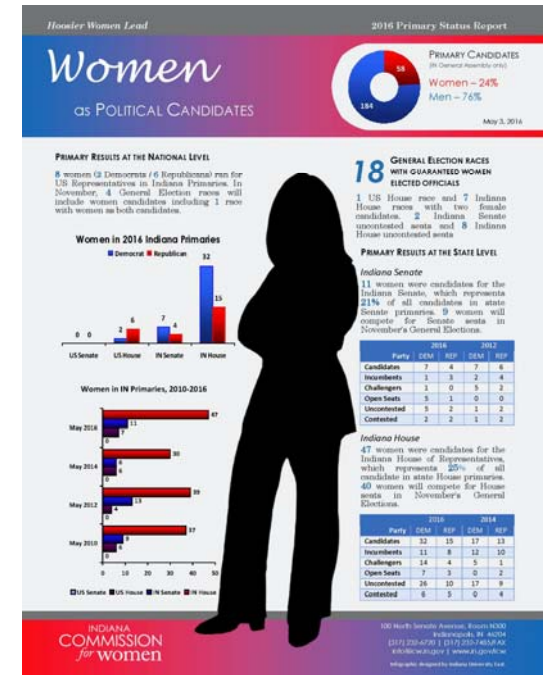
The duties of the Indiana Commission for Women include assessing the needs of Indiana women and their families and promoting the full participation of Indiana women in all aspects of society as stated in Indiana Code IC 4-23-25-7 (1).

Hoosier Women Lead

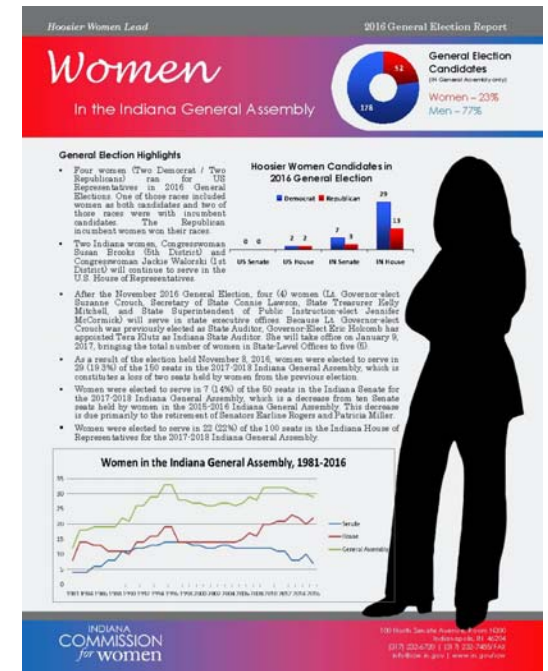
In the Indiana Commission for Women's *Hoosier Women Speak* initiative, women's leadership, particularly in policy- and decision-making offices, was identified as one of the top five priority areas. ICW maintains data on women's progress as leaders and serves as a collection site of women's progress as leaders with an emphasis on local, county, and state government levels. Since 2008, ICW has been monitoring women's progress in leadership positions by providing a benchmark of women's status in the State legislature. In Fiscal Year 2016-2017, ICW published a *Hoosier Women Lead* report following the 2016 General Elections. Both can be viewed at: <http://www.in.gov/icw/2415.htm>.

Paid Family Leave

In 2011-2012, the Indiana Commission for Women conducted *Hoosier Women Speak*. This initiative was designed to identify key issues facing women and understand critical needs women and communities perceive as important. There were seventeen listening sessions in ten communities across the state and accompanying survey responses from eighty of the ninety-two counties in Indiana. Participation included over 1100 participants and respondents. Among participants' top five areas of concern were work-related issues and care giving. Participants noted a general lack of support for caregiver roles, including adequate paid maternity and paternity leave. *(As one participant commented, women are expected to "work like a man but be home like a mother." Another respondent stated that communities have to stop looking at [caregiving] "as a woman's issue. It is a family issue. It is an economic issue. It is a community issue.")* In May 2016, the U.S. Department of Labor's Women's Bureau invited the Indiana Commission for Women to apply for a grant to do a feasibility study on paid family leave for Indiana. The grant provides funding to conduct a study on the public's receptiveness to paid family leave. As part of this research, the Indiana Commission for Women will review what is best for Indiana women and their families, for business, and for communities and will ensure that the project reviews leave-taking from both men and women's perspectives as well as for those who must care for aging loved ones. The study's purpose is to understand the needs of women and their families in Indiana and to determine potential solution and avenues for success. From *Hoosier Women Speak*, participants recognized that not all solutions come from a top-down mandate; some solutions are based in understanding and building awareness around best-practices and work best when all involved stakeholders collaborate on finding solutions. The research will conclude December 2017.



2017 Hoosier Women Lead reports: *Women as Political Candidates* (above) and *Women in the General Assembly* (below)



2016 National Association of Commissions for Women Annual Conference

In July 2016, the National Association for Commissions for Women (NACW) held its annual conference in Honolulu, Hi. Annually, NACW members gather to meet, share best practices, and learn about issues facing women and girls. Members discuss new legislative policies and innovative ways to support women and girls, and strengthen Commissions across the nation. Because of the location, Executive Director, Kristin Garvey, served as registrar for the conference in order to reduce the overall cost of travel to the conference by two-thirds. NACW reimbursed ICW for travel and hotel expenses. The primary function was to assist members with registrations to the annual NACW conference, including providing technical expertise, consistent communication, follow-up, and customer service. The Indiana Commission for Women received a 2016 Achievement Award for the previous year's *Preparing the Next Generation of Leaders* Girls Forum, which was held in conjunction with the 2015 NACW Annual Conference. Kristin Garvey was also elected for a two year term as President of the NACW board of directors.

Girls Leadership Forum

During the 2015 National Association of Commissions for Women 45th annual conference in Indianapolis, the Indiana Commission for Women offered a pilot program for Indiana high school girls who were identified as high-potential and who had demonstrated their desire to become leaders. After the conference and due to the overall success of this program, the ICW Board decided to continue the initiative. The 2016 Preparing the Next Generation Girls Leadership Forum was a one-day workshop for high-potential high school girls and/or young women entering college for the first time who have demonstrated their desire to become leaders. ICW hosted three regional workshops in Evansville, Indianapolis, and Fort Wayne in Fall 2016. Thirty-seven girls participated in this leadership program



Laura Merrifield Albright, Ph.D., University of Indianapolis, speaks on community leadership



Jennifer Magley, professional speaker and Founder of OpenGym, speaks on social leadership



ICW Second Vice Chair Stephanie Moore speaks to the girls about personal leadership.



Pictured L-R: NACW President-Elect Kristin Garvey, NACW President Cecilia Zamora, and Hawaii First Lady Dawn Amano-Ige

When girls begin to perceive themselves as leaders, they begin to live different daily experiences; they have a more positive perception of themselves....

—A National Call to Action: Teaching Young People about Women's Public Leadership and Promoting Public Leadership for Girls, Center for American Women and Politics, Rutgers University

RECOGNIZE AND PROMOTE THE CONTRIBUTIONS OF WOMEN TO THE STATE OF INDIANA

The Indiana Commission for Women is charged with identifying and recognizing the contributions made by Indiana women to their community, state, and nation as outlined in IC 4-23-25-7 (4). The Indiana Commission for Women continues to recognize and promote contributions women make to Indiana.

2016 Torchbearer Awards Ceremony

The Indiana Commission for Women (ICW) honored nine recipients at 2016 Torchbearer Awards on September 21, 2016, at its annual Ceremony held at the Indiana Historical Society. This year's Torchbearer recipients are:

| | |
|-------------------------------|--|
| Dr. Linda Bennett, Evansville | Indiana State Treasurer Kelly Mitchell, Indianapolis |
| Tina Cardarelli, Westfield | Julie Rizzo, St. John |
| Susan Hardwick, Newburg | Kitty Rose, South Bend |
| Ann Manion, South Bend | Helen Seirp, Vincennes |
| Kelly McBride, Indianapolis | |

Tina Cardarelli received the *Keeper of the Light Award*, which is given to a woman who is an unsung heroine who has quietly and persistently worked to better her community. Dr. Linda Bennett received the *Trailblazer Award*, which is given to a woman in recognition of her pioneering contributions that have "blazed a trail" for other Hoosier women. Susan Hardwick received the *Lifetime Achievement Award* for her significant and fundamental contributions to moving Indiana women forward that have had a lasting impact on Indiana.



Pictured L-R: Kitty Rose, Tina Cardarelli, Cynthia Brinker accepting for Dr. Linda Bennett, Indiana State Treasurer Kelly Mitchell, Ann Manion, Kelly McBride, Helen Seirp, Susan Hardwick, and Julie Rizzo



The 2016 Torchbearers Awards Ceremony was endorsed as a Legacy Project by the Indiana Bicentennial Commission.



2016 also marked a special milestone for the Indiana Commission for Women. Twenty years ago, the Indiana General Assembly passed legislation to make the Indiana Commission for Women a state agency by statute. The legislation was co-authored by then Senators Becky Skillman and Vi Simpson and sponsored by 16 state senators and 20 state representatives. In addition, many groups and community leaders worked tirelessly toward establishing a permanent state commission focused on the needs of women.

Writing Her Story

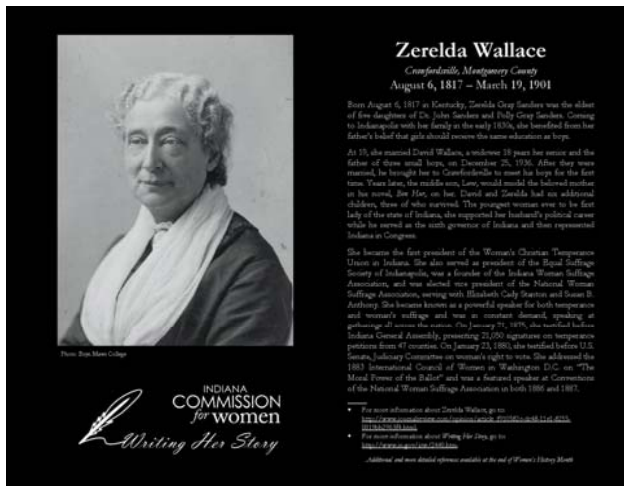
The Indiana Commission for Women continued its *Writing Her Story* efforts in March 2017 by publishing thirty-one profiles of women who have made extraordinary contributions to Indiana's history. The initiative began as a way to raise awareness of the importance women have always played in making a difference in their communities. These profiles remain on ICW's website and are accessible to anyone interested in discovering the importance of both historical and contemporary women. By visiting ICW's website, Indiana residents can discover stories about women who have overcome societal barriers. The full list of profiles can be found at: www.in.gov/2440.htm. In July 2015, ICW received an Achievement Award for *Writing Her Story* by the National Association of Commissions for Women at their annual conference. In 2016, *Writing Her Story* was also endorsed as a Legacy Project by the Indiana Bicentennial Commission. In 2017, efforts were made to increase profile demographic diversity by 29%.

Statistics

31
Profiles

19
Cities

17
Counties



Zerelda Wallace
Crawfordsville, Montgomery County
August 6, 1817 – March 19, 1901

Born August 6, 1817 in Kentucky, Zerelda Gray Sanders was the eldest of five daughters of Ch. John Sanders and Polly Gray Sanders. Coming to Indiana with her family in the early 1830s, she learned from her father's belief that girls should receive the same education as boys.

At 15, she married David Wallace, a widower 18 years her senior and the father of three small boys, on December 25, 1836. After they were married, he brought her to Crawfordsville to run his farm for the first time. Years later, the middle son, Lee, would recall the beloved mother on her farm, her Hay, on her David and Zerelda had six additional children, three of whom survived. The youngest woman was to be first lady of the state of Indiana, she supported her husband's political career while he served as the sixth governor of Indiana and then represented Indiana in Congress.

She became the first president of the Woman's Christian Temperance Union in Indiana. She also served as president of the Equal Suffrage Society of Indianapolis, was a founder of the Indiana Woman Suffrage Association, and was elected vice president of the National Woman Suffrage Association, serving with Elizabeth Cady Stanton and Susan B. Anthony. She became known as a powerful speaker for both temperance and women's suffrage and was an earnest demand, speaking at gatherings all across the nation. On January 21, 1839, she married Lee Wallace, Indiana General Assembly, presenting 20,000 signatures on temperance petitions from 47 counties. On January 21, 1860, she married Rufus H.S. Seward, Judiciary Committee on women's right to vote. She addressed the 1883 International Council of Women in Washington D.C. on "The Moral Forces of the Ballot" and was a featured speaker at Conventions of the National Woman Suffrage Association in both 1890 and 1897.

For more information about Zerelda Wallace, go to <http://www.in.gov/2440.htm>

For more information about Writing Her Story, go to <http://www.in.gov/2440.htm>

Additional and more detailed information available at the end of Women's History Month



INDIANA COMMISSION for women
Writing Her Story



Rosie the Riveter

Rosie the Riveter has become a cultural icon in the United States, representing American women who worked in factories and shipyards during World War II. There are two iconic paintings depicting Rosie the Riveter. The first was painted by Howard Chandler Christy for the crew of the Liberty Bell, which is now headquartered in Indianapolis, Indiana, on May 29, 1942, became a symbol for wartime industry. The second, the *We Can Do It!* poster, painted by J. Howard Miller for Westinghouse Electric, was created to boost worker morale. It endures today and has become a symbol of civil rights and feminism due in part because it lacked copyright protection.

Models for these iconic images were based on a composite of experiences of many real women. One such model was Rose W. Monroe. Like many "Rosies," Monroe had read poverty in Kentucky. When a car accident claimed the life of her first husband in 1942, Monroe and her two young children traveled north to a Michigan factory. The factory trained female pilots to fly armaments around the country, and she hoped to be chosen for the program. Because she was a single mother, however, she was not selected. Instead, she had to settle on assembling planes. While working at the factory, Monroe was discovered by an actor who was visiting the factory to scout for film. She was promoted to the role of a riveter on the set of *The Fighting 6888 Central Postal Directory*. At the time, she was working on the assembly line as a riveter of B-24 and B-49 bombers. Because she had appeared as a Rosie the Riveter in those films, she is most often identified as the real Rosie.

At the end of World War II, Monroe moved to Clarksville, Indiana, with her children. As a single mother, she continued to work outside the home for the rest of her life. After working as a real-estate agent, she founded Rose Builders, a construction company that specialized in luxury homes. At the age of fifty, she owned her pilot's license and became the only woman in her local aviation club.

For more information about the real Rosie the Riveter, go to <http://www.in.gov/2440.htm>

For more information about Writing Her Story, go to <http://www.in.gov/2440.htm>

Additional and more detailed information available at the end of Women's History Month

Social Media Impressions during Women's History Month

30,714
TOTAL

13,490
Twitter

17,224
Facebook

INFLUENCE PUBLIC POLICY

To meet its statutory requirements outlined in IC 4-23-35-7(2)(6)(8)(9), ICW works with constituents and advisory board members to identify priority areas that impact the quality of life for women.

US Department of Women's Bureau

Region 5 State Commissions Meeting: In May 2017, the Executive Directors of the state women's commissions in the U.S. Department of Labor's Region 5 met by conference call to discuss programming. Participating in the call were: Indiana Commission for Women, the Michigan Women's Commission, the Minnesota Office on the Economic Status of Women, and the Wisconsin Women's Council.

Women's Employment Rights: In June 2017, the Indiana Commission for Women partnered with the Wisconsin Women's Council and the U.S. Department of Labor's Women's Bureau on a webinar on *Women's Employment Rights in Wisconsin and Indiana*. During the webinar, the Women's Bureau discussed its recently published *Women's Employment Rights Guide*. In addition, the U.S. Department of Labor Wage and Hour Division shared information on minimum wage, overtime regulations, and the Family and Medical Leave Act, and the Equal Employment Opportunity Commission spoke on the laws it enforces including wage discrimination, pregnancy discrimination, sexual harassment, and equal pay.



Outreach to local commissions

During the year, the ICW Executive Director traveled to Michigan City and Bloomington to meet with local commissions. Currently, Indiana has three municipal commissions and one county commission focusing on women's needs. They are: the Bloomington Commission on the Status of Women, the Gary Commission for Women, the Michigan City Commission for Women, and the Monroe County Women's Commission.

Partnerships

Each year, ICW seeks out collaborative partnerships and outreach opportunities with other state agencies and/or external organizations. In FY 2016-2017, ICW sponsored, supported, or served as community partners for the following organizations and/or their events:

- * Association of International Women
- * Girls Inc.
- * Girl Scouts of Central Indiana
- * Impact of Gender/Sex on Innovation and Novel Technologies
- * Indiana Conference for Women
- * Indiana Historical Bureau
- * Indiana Institute for Working Families
- * Indiana Women Small Business Owners Network
- * Integrating Woman Leaders Foundation
- * IUPUI Office for Women
- * National Association of Commissions for Women
- * National Association of Female Executives/Women in Networking
- * National Association of Women Business Owners Indianapolis Chapter
- * National Center of Excellence in Women's Health
- * Richard G. Lugar Excellence in Public Service Series
- * Stepping Up Evansville
- * U.S. Department of Labor's Women's Bureau

ACHIEVE OPERATIONAL EXCELLENCE

The Board and staff of the Indiana Commission for Women continuously strive to achieve operational effectiveness and efficiency through responsible and prudent decision-making on expenditures based on its strategic priorities. According to its Statute, ICW's leadership is delegated to a Board of Commissioners [IC 4-23-25-8 (1-6)] and management is administered by an executive director. The bi-partisan Commission board consists of fourteen members appointed by the Governor (6), the Speaker of the House of Representatives (4) and the Senate President Pro Tempore (4) [IC 4-23-25-3 Sec. 3].

Current Board of Commissioner Members

The Honorable Christine Altman
Hamilton County Commissioner

The Honorable Vaneta Becker
Indiana Senator, District 50
Evansville, Indiana

The Honorable Linda Bloom
Allen County Commissioner

The Honorable Jean Breaux
Indiana Senator, District 34
Indianapolis, Indiana

Kori Chambers
Attorney/Liability Claim Specialist, Insurance Operations,
IU Health Risk Retention Group, IU Health
Greenwood, Indiana

Melissa Cotterill
Executive Vice President, WestComm
Indianapolis, Indiana

Kayevonne Dailey
Executive Director, Women's Health Link.
Fort Wayne, Indiana

The Honorable Sheila Klinker
Indiana Representative, District 27
Lafayette, Indiana

The Honorable Peggy Mayfield
Indiana Representative, District 60
Martinsville, Indiana

Stephanie Moore
Founder and CEO, Moore Matters, LLC
Newburgh, Indiana

Patzetta Trice
Principal, Trice Strategic Consulting
Indianapolis, Indiana

Heather Willey
Barnes & Thornburg, LLC
Indianapolis, Indiana

The Honorable Joie Winski
La Porte County Auditor
La Porte, Indiana

Executive Director

Kristin Svyantek Garvey
Executive Director (July 2008 – Present)

YEAR IN REVIEW BY THE NUMBERS

43

Programs

16

Partnerships

6

Cities Visited

3

Speaking Engagements

2

Reports

2

Webinars

66,977

Social Media Outreach

7,972

Newsletter Reach

5,437

Unique Web Visitors

1289

Followers

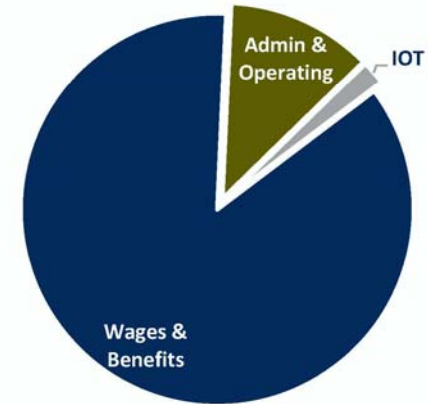
152

Posts

144

Tweets

ICW FY17-12082 Budget



CONCLUSION

Members of the Board of Commissioners and staff value the opportunity to continue serving the State of Indiana as they work to move Indiana women forward. ICW recognizes that when we help a woman to succeed, we help her family, her community and Indiana to prosper.

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 of Commissioners who generously volunteer their leadership, guidance 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.

INDIANA
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for women

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