



## *Moving Women Forward*

# 2009 Annual Report of the *Indiana Commission for Women*

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 2008 –June 2009\*

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\* Unless noted in parenthesis

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## EXECUTIVE SUMMARY

The Indiana Commission for Women (ICW) Board of Commissioners, along with staff and volunteers, continue to set positive direction for the agency which have allowed the Commission to accomplish several key initiatives that will be outlined in this report, including:

- 2009 Torchbearer Awards
- *Working Women in Transition*
- 2009 Marketing and Communication Plan
- Capacity building through relationships

As with any board, there have been changes. Longtime board member and chair, Melissa Martin (Indianapolis), ended her tenure with the Commission on June 30, 2009. Melissa had been a member of the Board of Commissioners since 1992, when the agency was formed under the Office of the Governor. Her determination and dedication to ICW was a guiding force for the agency. In addition to Ms. Martin, Sen. Vi Simpson (Bloomington), Representative Suzanne Crouch (Evansville), Janie Craig Chenault (Bedford), and Andrea Heslin Smiley (Indianapolis) have also stepped down.

In July 2009, Senator Jean Breaux (Indianapolis) and Representative Jacqueline Clements (Frankfort) joined the board and in September 2009, Elizabeth (Betsy) Sierk Corridan (Zionsville) and Erin Houchin (Salem) joined. Betsy Corridan was named Chair of the Board of Commissioners. These new additions to the Board of Commissioners will bring new vitality and perspective as the agency pushes forward in new directions.

With the momentum created by its *2008-2010 Strategic Plan*, the *2009 Annual Marketing and Communication Plan*, successful programming and new leadership, there is a renewed sense of enthusiasm for the mission and work of the Indiana Commission for Women. ICW 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. It works to remove barriers that hinder women's participation by:

- Increasing awareness of the status of women and the issues that they face
- Recognizing and promoting the contributions Hoosier women make
- Providing balanced analysis of public policy issues that impact women in Indiana
- Achieving operational excellence in the leadership and management of the agency.

It is ICW's hope that we can keep ***moving women forward*** by encouraging them to become better educated, better connected to their communities, better aware of available opportunities and resources and better engaged as leaders.

There is also a renewed sense of urgency in the work that the Commission and its counterparts across the nation are doing. In the past months, several recent national reports are calling attention to a fundamental change occurring throughout the nation. In particular, the *Shriver Report: A Woman's Nation Changes Everything* was published in October by the Center for American Progress. This document is a national report on the status of women, which points out that, as a nation, we are at the cusp of a huge paradigm shift. The report states that:

- Women make up half of today's workforce, up from 35% in 1969
- Nearly two-thirds of all women are breadwinners, bringing home at least a quarter of a family's earnings

- Nearly four out of ten mothers are the primary breadwinners and one in three families with children is headed by a single parent
- Only 20% of all families have a traditional male breadwinner, female homemaker parent structure

These changes are creating a ripple effect that is “sparkling a collective acknowledgement of the interdependence of men and women today.” It is a social transformation affecting nearly every aspect of our lives - how we work, how we play and how we care for one another.

A second report, *Benchmarking Women’s Leadership*, was published in November by The White House Project.<sup>†</sup> The report states that on average 89% of poll respondents would be comfortable with women as leaders. Based on a 2008 Pew Research Center study, it also states that the public rated women higher than men in five of the eight character traits valued in leaders (honesty, intelligence, creativity, outgoingness, compassion) and equal to men in two others (hardworking, ambition). However, only an average of 18% of all leadership positions is held by women. The report looks critically at this contradiction and offers recommendations that will create a preponderance of diverse women in leadership positions. Marie Wilson, president and founder of The White House Project, states in the report’s preface, “Women and men alike bring value to the table, but it is their combined effort that creates the strongest foundation for innovation and prosperity.”

These reports, as well as others, are only beginning the conversation on the new dynamics of working together, of doing business, and of solving problems. They will be a springboard for the upcoming work of the Indiana Commission for Women. The Board of Commissioners met in December 2009 to set its vision, refresh its strategic plan for 2010-2012 and develop performance measures for both board and staff. We are invigorated to begin Indiana’s own conversation on these new paradigms between men and women so that we can help to shape a vision where women have the knowledge and the resources to achieve full participation in all aspects of society.

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<sup>†</sup> The White House Project, a national, nonpartisan, not-for-profit organization, 501(c)(3), aims to advance women’s leadership in all communities and sectors.

## **ABOUT THE COMMISSION**

The Indiana Commission for Women (ICW) 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, ICW represents the State of Indiana's commitment to improving the quality of life for women by working strategically for systematic change in the way our State, our communities and our political, economic and educational spheres interact with them. Commissioners are appointed by the Governor, the Speaker of the House and the Senate President Pro Tempore.

## **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 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 playing a representative role in resolving the challenges that they face

## **ACHIEVE OPERATIONAL EXCELLENCE**

The Governor of the State Of Indiana through legislative action has established and delegated the management of the Indiana Women's Commission to its Board of Commissioners. Efforts to reach the legislative mandate are directly related to how the agency utilizes its resources. Through partnership with staff, interns and volunteers, its board will oversee the development of concepts, determination of priorities, improvement of performance measurements, and evaluation of progress. In 2008-2009, the following achievements were completed:

### ***2009-2010 Annual Marketing and Communications Plan***

At the end of FY 2008, each state agency was asked to submit a marketing and communication plan for review. For ICW, this exercise gave board and staff members the opportunity to assess and revalidate its vision and mission, to articulate clearly its strategic direction and to communicate both internally and externally in a frequent and consistent manner. Several items came out of that plan:

- A new positioning statement, which is:  
We assure that women's needs and viewpoints are being heard throughout Indiana and ensure that women play a leadership role in resolving the challenges that they face while planning for their community's future. We invite anyone who champions the improvement of women's status in Indiana to partner with us in order to leverage everyone's ability to positively impact women's issues.
- Updated Brochure (See Appendix 1)
- New branding efforts through monthly e-Newsletter and occasional e-Bulletins

### ***Renewed Board Commitment***

In five out of the past six meetings, ICW achieved quorum in order to conduct business. Though a small step, achieving quorum signals the importance of the ongoing commitment of the Board of Commissioners to creating change in the lives of Indiana's women. Board members continue to demonstrate their determination to voice the needs, concerns and viewpoints of women throughout Indiana. At meetings, they engage in thoughtful debate about the best way forward. Given the importance they place on the issues that women face, the Board along with staff's assistance, has begun to review the agency's committee structure in order to consolidate tasks and/or work plans, allocate the limited resources ICW has and achieve operational efficiency. With the Board's continued leadership and guidance, ICW is positioned to fulfill its mission.

### ***Capacity-Building Process and Network Building***

In order for ICW to build sustainability and achieve its vision of women's full participation in society, the board and staff look for opportunities for collaboration and partnership with organizations and other governmental agencies that are focused on outreach to women, have a program or service specifically geared towards women or have a direct impact on women's lives. Over the course of the year, staff has met with community leaders in key regions and/or demographics to explore ways in which the Commission can collaborate. These meetings included:

- Meeting with Torchbearer award recipients in the South Bend area to discuss how ICW can utilize over one hundred award recipients throughout the state to build awareness of the mission of the Commission.
- Meetings with representatives from state agencies with programs and/or services directed at women or girls in the State in order to gain support for partnering on upcoming projects. Agencies include: Family and Social Services Administration Division of Aging, Indiana Civil Rights Commission, Indiana Department of Veterans Affairs,

Indiana Office of Community and Rural Affairs, Indiana Office of Women's Health, Indiana Tobacco Prevention and Cessation, Office of the Attorney General, the Office of the First Lady and POWER, the Political Organization for Women's Education and Representation.

- First quarterly meeting of the *Inter-Agency Network for Women and Girls* (August 31, 2009). The Inter-Agency Network is an informal network of state agencies with the purpose of introducing agencies to each other, sharing what each agency is doing to support women in Indiana, and discussing ways to collaborate in order to build synergy, efficiency and effectiveness in each agency's outreach to women. Of the approximately forty agencies invited to the meeting, twenty-four representatives attended. Those in attendance agreed to meet on a quarterly basis which will begin in January 2010.
- Meetings with members of the ICW Advisory Board to discuss ways in which ICW can connect with community leaders in order to expand its circle of influence throughout the state. As ICW pushes forward with this initiative, plans are being made to develop this group into a partners' consortium of external organizations, advisory members and other interested individuals with missions or passion focused on issues affecting women and/or girls. The goal of this loosely organized group would be to create collaboration, synergy, efficiency and effectiveness in outreach to women.

#### ***Collaboration and Participation with other groups***

Commissioners and staff are privileged to be involved in activities, projects and partnerships that serve the needs of Indiana women. Below is a listing of activities happening during 2008-2009:

- Indiana Office of Community and Rural Affairs *Advancing Women in Business*
  - Columbus – served as a resource provider for attendees
  - Valparaiso – served as keynote speaker replacement for Lt. Governor who was called away on state business
  - Huntington – served as panel discussion participant
  - Evansville – facilitated a break-out session
- Indiana Department of Veteran Affairs
  - ICW Executive Assistant served on planning committee for IDVA's *Hoosier Women Veterans Conference*
  - ICW Executive Director served as panel participant during the conference
- Indiana Department of Health
  - ICW Executive Director serves on the Advisory Board of the Office of Women's Health
  - ICW Executive Director participated in a statewide, multidisciplinary summit in which the Indiana State Department of Health presented the strategic priorities developed for Indiana's first sexual violence primary prevention plan
- Indiana Supreme Court Commission on Race & Gender Fairness
  - ICW Executive Assistant and Board member, Amy McQueen participated in roundtable discussion on the tenth anniversary of the Commission. The mission of the Commission is to study the status of race and gender fairness in Indiana's justice system and investigate ways to improve race and gender fairness in the courts, legal system, and state and local government, as well as among legal service providers and public organizations.
- IU Center for Excellence in Women's Health
  - ICW Executive Director serves on the Policy Formation & Review Subcommittee

- Community Health Engagement Program (CHEP) Community Advisory Council (CAC) Inaugural Forum
  - ICW Executive Director participated in a meeting whose purpose was to engage Indiana Community Organizations - who have an interest in the health needs of their Hoosier constituents - in the development of a formal program to involve the community and academia in partnerships to improve Hoosier health through research and outreach
- International Center of Indianapolis – The Commission has been designated as a primary women’s agency in order to meet with visiting international delegations through the International Visitor Leadership Program sponsored by the U.S. Department of State and administered by the International Center of Indianapolis. Over the course of the year, ICW has met with the following groups:
  - Multi-regional delegation looking at women’s issues. Also in attendance were Melissa Martin, ICW 2008 Chair, and Tanya Parrish, Director of the Office of Women’s Health.
  - Delegation from Japan looking at women’s leadership for a new Japan. Also in attendance was Chelsea Stauch, Executive Assistant from Indiana Commission for Women and media specialist and minority business owner, Deborah Morton.
  - Regional delegation from Latin America looking at leadership development for women in business. The meeting was organized by the Indiana Commission on Hispanic and Latino Affairs.
  - Regional project from the Near East and North Africa, offered through the U.S. Department of State International Visitor Leadership Program, interested in women as political leaders. Also in attendance were Betsy Corridan, ICW Chair, and Representative Jacque Clements. (November 2009)
- National Association of Commissions for Women (NACW)
  - In July 2008, Kristin Garvey, ICW Executive Director and Melissa Martin, ICW 2008 Chair, traveled to the annual conference in Albuquerque, NM. The conference provided valuable education on best practices from commissions for women at the state and local levels across the country. NOTE: The July 2009 conference was canceled due to many commissions’ budget cuts in travel; however, a video teleconference was offered covering *Strategies for Thriving Women’s Commissions*.
- Women’s Bureau of the U.S. Department of Labor
  - Each year, the Women’s Bureau hosts a regional meeting of executive directors of state commissions for women from Indiana, Illinois, Michigan, Minnesota, Ohio and Wisconsin. The purpose of the meeting is to share information and best practices about the status of women in each state, hear about current trends affecting women and develop linkages with each other and with federal agencies, mainly the United States Department of Labor’s Women’s Bureau. Also in attendance at the November 2008 meeting was Cindy Felsten, ICW Board member.
  - For the 2009 meeting state representatives had the opportunity to discuss a landmark report on the national status of women entitled, *A Woman’s Nation*, published on October 16, 2009. This report and its findings will have a long-term affect on the work that the Indiana Commission for Women does and the direction

that is taken to achieve the agency's mission 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 solutions. (November 2009)

### ***Speeches and Presentations - Ongoing***

- ICW staff and commissioners made a number of presentations to women's groups and organizations. Of note, ICW Executive Director presented as the keynote speaker at:
  - *Advancing Women in Business* (June 2009) – these one-day events are sponsored by Lt. Governor Becky Skillman, the Indiana Office of Community and Rural Affairs, and the Indiana Small Business Development Center Network that focus on entrepreneurship and feature successful women business owners from local community.
  - Network of Women in Business monthly meeting (August 2009) – NOWIB is an association committed to serving as a resource for continuing education and current best practices for women in business

### ***Budget***

The Indiana Commission for Women ended the 2008-09 Fiscal Year under budget.

Circumstances allowing ICW to save monies include:

- Mandatory reversion of funds
- Operating without an executive director for a month at the beginning of the year after the previous executive director left for another assignment and before a new one was named;
- Cost sharing with partners and in-kind consultant services for *Working Women in Transition*
- In-kind contributions by Commissioners who chose not to claim for reimbursable travel expenses.

The Board of Commissioners and staff are committed to acting prudently with the allocated funds and will continue to look for efficiencies without jeopardizing the fulfillment of its mandate.

## **PROVIDE BALANCED ANALYSIS OF PUBLIC POLICY ISSUES THAT IMPACT WOMEN IN INDIANA**

To meet the statutory requirements of the Indiana Commission on Women, the Board of Commissioners and staff work with constituents and advisory board to identify priority areas that impact the quality of life of women. For the 2009 General Assembly, ICW tracked the approximately forty-five introduced bills that directly or indirectly affected women. The legislation fell into thirteen broad categories, which were:

- Abortion
- Aged Persons
- Breast and Cervical Cancer
- Child Care Programs
- Child Support, Custody, and Visitation
- Civil Rights
- Discrimination
- Domestic Violence
- Marriage and Family Law
- Midwifery
- Minority and Women Business
- Sex Crimes
- Women's Issues

Of those forty-five bills, seven were signed into law. Those laws focused on six categories, which are: Domestic Violence, Adoption (2), Sex Crimes, Civil Rights, Discrimination, Breast and Cervical Cancer

## **RECOGNIZE AND PROMOTE THE CONTRIBUTIONS HOOSIER WOMEN MAKE**

Since 2004, the ICW commissioners and staff have hosted an annual event, the *Indiana's Salute to Women: The Torchbearer Awards*. ICW created the Torchbearer Awards to honor the many Hoosier women who have overcome or removed barriers to equality or whose achievements have contributed to making our state a better place in which to live, work and raise a family. By hosting the Torchbearer Awards, the Indiana Commission for Women (ICW) fulfills one of its four strategic goals outlined in its 2008-2010 Strategic Plan as well as its mandate as outlined in Indiana Code IC 4-23-25-7 (4). While there are a number of award programs which honor Indiana citizens, this is the only such event in which the State of Indiana recognizes and honors only the women of Indiana. To date, one hundred eighteen (118) women have been awarded either Torchbearer medallions or special awards.

The Fifth Annual Torchbearer Awards was held on March 3, 2009, and was very successful in many aspects, including recognition of the event, participation, media coverage and especially logistics. Registrations for the event were over 512 with 459 in attendance. There were eighteen recipients; twelve of which were torchbearers and six were special awards. The special awards included: Service to Country, Keeper of the Light, Heart of Indiana, Trailblazer, Young Woman of Promise, and Lifetime Achievement.

## **INCREASE AWARENESS OF THE STATUS OF WOMEN AND ISSUES THEY FACE**

Through the efforts of the Board of Commissioners and staff, the Indiana Commission for Women will enhance the public understanding of issues related to women by providing reports emphasizing significant issues affecting women, developing work-related programs and resources for women, and establishing partnership with external organizations and governmental agencies on matters important to women.

### ***Reports***

In December 2008, ICW published, *Women in the Indiana General Assembly: 2009*, which reported on the percentage of women elected to the General Assembly in the November 2008 elections. As a result of that election, women were elected to serve in 32 (21.3%) of the 150 seats. This is a 3% increase of women who served in the 2008 legislative session; however, it is one legislator shy of the highest number of state legislative seats held by women in 1995-96. (See Appendix 2) Other reports that have been completed by ICW are: *Economic Status of Women in Indiana* (2006) and *We are Indiana Women: a Statistical Snapshot* (2007).

### ***Working Women in Transition***

On November 14, 2008, sixty (60) people from the Bloomington-Bedford area attended a half-day seminar at Ivy Tech Community College that gave older women the forum to discover resources and options that can transform their lives as they prepare for their next career and offered employers an opportunity to explore trends and strategies that tap into the enormous potential of experienced working women. This program was initiated by the Indiana Commission for Women. Ivy Tech Community College co-sponsored the event and nine additional organizations provided support, guidance and information. The seminar was funded

by the Women's Bureau of the U.S. Department of Labor. The goal of the seminar was to provide mature women with information, resources, and networking as they face transitions in their careers while giving employers the tools to engage more mature employees in their workforce.

This program was repeated in South Bend on October 16, 2009, and in Indianapolis on November 6, 2009. In each location ICW sought to partner with a local institution that would provide the venue and refreshments on the day of the event. ICW partnered with the Center for Women's Intercultural Leadership at Saint Mary's College in South Bend and The Office for Women at Indiana University-Purdue University-Indianapolis (IUPUI) in Indianapolis. The seminar again was funded by a grant from the Women's Bureau of the U.S. Department of Labor. Participants attending both program in South Bend (30 registrants) and Indianapolis (64 registrants) gave positive evaluations. The primary responses were that they wanted a longer day, more topics and more assistance as they work through their individual transitions. ICW is looking at several options and locations around the State of Indiana, including Evansville, Merrillville, and Jeffersonville.

## **A LOOK TO 2010**

In December 2009, board and staff met for the Commission's annual retreat. Lisa Tabor from the Indiana State Personnel Department served as facilitator and walked those in attendance through a process which will help to move the agency from strategic planning to strategic doing. The objectives of the retreat were to:

- Set vision for the agency
- Refresh the 2008-2010 Strategic Plan for 2010-2012
- Develop operational effectiveness through defined board expectations, committee structure and performance metrics
- Team building

From that retreat, several new initiatives were discussed – and will continue to be discussed in upcoming board meetings – in order to confirm ICW's direction for the 2010 fiscal year. Once the full board votes to accept the recommendations, the agency will be positioned to address the very complex – and important – challenges of promoting women's full participation in all aspects society. These initiatives may include:

- Partnering with external organizations and state agencies to develop a shared action plan of top priorities for Indiana Women
- Providing research on women's progress in elected positions at the local, county and state levels
- Collecting data and information on the status of women in Indiana
- Reviewing gender balance on governmental boards and commissions
- Continuing to enhance programs, such as *Working Women in Transition* and *Bridging the Gap* (a 2007-2008 program) in order to build awareness and stimulate conversations on the future of women and girls in Indiana

## **IN CONCLUSION**

Members of the Board of Commissioners and staff value the opportunity to develop further capacity to serve both Hoosier women and the State of Indiana. We recognize that when we help a woman to succeed, we help her family, her community and Indiana to prosper. We are

encouraged by the renewed sense of enthusiasm and urgency as we work to shape a vision of Indiana in which women can play an active role in determining solutions to challenges they face and participating in the new dynamics in which women and men share equally in innovation and prosperity.

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.

## **CURRENT BOARD OF COMMISSIONERS**

There are fourteen members<sup>‡</sup> of the Board of Commissioners are, by statute, bi-partisan and are appointed by the Governor, the Speaker of the House and the Senate President Pro Tempore.

Sen. Vaneta Becker, Evansville  
Linda K. Bloom, Fort Wayne  
Sen. Jean Breaux  
Virginia Calvin, Ed.D., South Bend  
Rep. Jacqueline Clements, Frankfort  
Elizabeth Sierk Corridan, Zionsville  
Cindy Felsten, Columbus

Lisa Hershman, Lafayette  
Erin Houchin, Salem  
Anne Jacoby, Vincennes  
Amy McQueen, Shelbyville  
Rep. Mara Candelaria Reardon, Munster  
Patzetta Trice, Indianapolis

## **EX-OFFICIO MEMBER**

Anita Samuel, Governor Mitch Daniels' Liaison

## **STAFF**

Kristin Svyantek Garvey, Executive Director (July 2008 – Present)  
Chelsea Mason Stauch, Executive Assistant, IUPUI (May 2007 – Present)

## **2009-2010 OFFICERS**

Chair: Elizabeth Sierk Corridan  
1st Vice Chair: Dr. Virginia Calvin  
2nd Vice Chair: Patzetta Trice  
Secretary: Cindy Felsten  
Treasurer: Anne Jacoby (TBC)

## **ADVISORY BOARD MEMBERS**

The 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  
Janie Craig Chenault, Bedford  
Susan Crosby, Roachdale/ Wash. DC  
Jan Ellis, Bloomington  
Sandi Huddleston, Franklin  
Judy Johns-Jackson, Columbus  
Pat Keiffner, Indianapolis  
Senator Sue Landske, Cedar Point  
Sandra D. Leek, Indianapolis

Melissa C. Martin, Indianapolis  
Joanne Sanders, Indianapolis  
Judy Singleton, Indianapolis  
Lt. Governor Becky Skillman, Bedford  
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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<sup>‡</sup> The Indiana Commission for Women currently has one opening on the Board of Commissioners with the recent resignation of Andrea Heslin Smiley.

## **APPENDIX 1 – UPDATED AGENCY BROCHURE**



The Indiana Commission for Women is dedicated to improving the economic stability and success of women in Indiana. Some of our programs and services include:

- **Indiana’s Salute to Women: The Torchbearer Awards** – the most prestigious award is given to women by the State of Indiana at an annual Gala ceremony attended by dignitaries
- **Economic summits and regional meetings on women’s issues** –These meetings are held in all areas of the state to ignite the conversations of what’s on women’s minds
- **Work-related programs and resources for women in transition** – these forums help women discover options and strategies that empower them to transform their lives
- **Reports and/or fact sheets** emphasizing significant issues affecting women
- **Speakers’ bureau and leadership rosters** of talented and accomplished women
- **Partnerships** with external organizations and governmental agencies on matters important to women and their families



## Indiana Commission for Women

Igniting the Conversation for the Future of Indiana’s Women and Girls

“When you strengthen women, you strengthen families.”

**BONNIE COFFEY**

*President, National Association of Commissions for Women*

### The Indiana Commission for Women

Kristin Svyantek Garvey  
*Executive Director*

[www.in.gov/icw](http://www.in.gov/icw)

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.....  
Governor Mitchell E. Daniels, Jr.  
.....

## Who We Are

The Indiana Commission for Women (ICW) 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.

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

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

**We are the conduit between women and the services provided by state government in order to:**

- Voice the needs and viewpoints of women; and
- Ensure that women play a representative role in resolving the challenges they face.

## What We Do

**OUR MISSION** ▶ Our mission 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 solutions.

We accomplish our mission by:

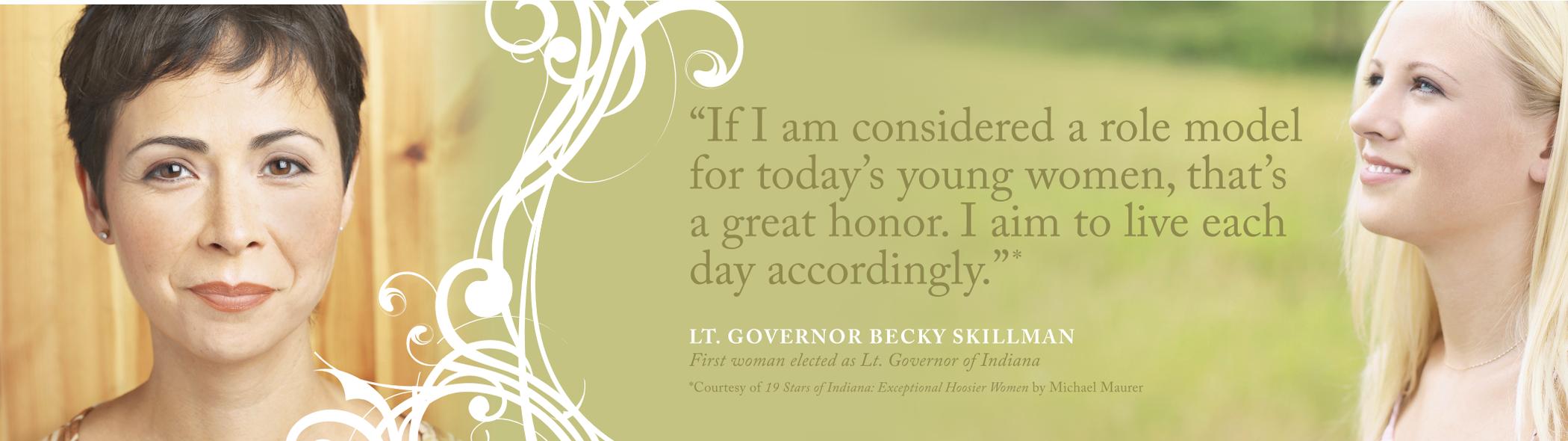
- **Assessing** the current needs and working toward the improvement of the status of women and their families across the state;
- **Advocating** and acting as a voice for Indiana women;
- **Partnering** with other governmental agencies and outside organizations to leverage the ability to make a positive impact on women's lives; and
- **Representing** Indiana's commitment to improving the quality of life for women and their families.

## Why We Are Needed

Approximately 51% of Indiana's population is comprised of women. They are more likely to complete four-year degrees than men and are increasingly becoming new business owners. Women are making strides as elected officials as well, including the first elected female Lt. Governor and leadership roles in the Indiana General Assembly.

Yet, women in Indiana still lag the rest of the nation in educational achievement and wage equity. They still do not receive comparable wage earnings to their male counterparts. Women have only achieved one-fifth representation in state government and only a handful of municipal mayors are women.

**PLEASE VISIT OUR WEBSITE AT** ▶ [www.in.gov/icw](http://www.in.gov/icw) to learn more and to see a listing of the organizations and agencies that partner with the Indiana Commission for Women.



“If I am considered a role model for today's young women, that's a great honor. I aim to live each day accordingly.”\*

**LT. GOVERNOR BECKY SKILLMAN**  
*First woman elected as Lt. Governor of Indiana*

\*Courtesy of 19 Stars of Indiana: Exceptional Hoosier Women by Michael Maurer

**APPENDIX 2 – REPORT**  
***WOMEN IN THE INDIANA GENERAL ASSEMBLY: 2009***



Indiana Government Center South  
402 W Washington St, Room W252  
Indianapolis, IN 46204

Office: (317) 232-6720  
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## WOMEN IN THE INDIANA GENERAL ASSEMBLY: 2009 STATUS REPORT

As a result of the election held November 4, 2008, women were elected to serve in 32 (21.3%) of the 150 seats in the 2009 Indiana General Assembly. This is a 3% increase of women who served in the 2008 legislative session; however, it is one legislator shy of the highest number of state legislative seats held by women in 1995-96.

### *Senate*

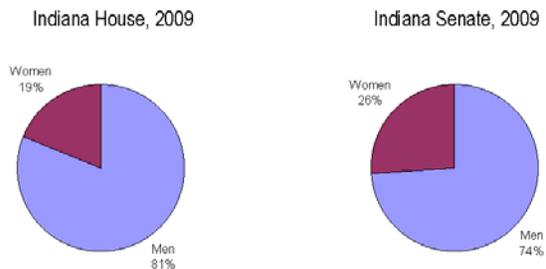
As a result of the general election held November 4, 2008, 13 (26%) women were elected. As a result, the number of women serving in the Indiana Senate increased by one person. Senator Jean Leising, District 42, who will replace Senator Robert Jackman, will serve her first term after a 12-year hiatus.

The current trend in Senate leadership shows women gaining ground. Currently, seven female senators serve in leadership positions. Senator Connie Lawson serves as Majority Floor Leader and is the second-ranking Republican in the Senate. Senator Vi Simpson was elected as Minority Leader and is the first female caucus head in the Indiana General

Assembly. The Republican leadership also includes Senator Sue Landske as the Assistant President Pro Tempore and Senator Teresa Lubbers as the Assistant Majority Floor Leader. The Democratic Caucus leadership also includes Senator Connie Sipes as Caucus Chair, Senator Earline Rogers as Whip and Senator Jean D. Breax as Assistant Caucus Chair. In addition to these legislative officials, Lt. Governor Becky Skillman presides over the Senate during session days with the constitutional ability to break ties.<sup>1</sup>

### *House of Representatives*

Women were elected to hold 19 (19%) of the 100 seats in the Indiana House of Representatives in the 2008 general election. This is a 3% increase over women elected in the 2006 general election. Four women will serve their first term in the Indiana House of Representatives starting in 2009. They are Rep. Jacqueline Clements, Rep. Cherrish Pryor, Rep. Gail Reiken and Rep. Mary Anne Sullivan.



	Democrat	Republican	Total
House	13	6	19
Senate	6	7	13
Legislature	19	13	32

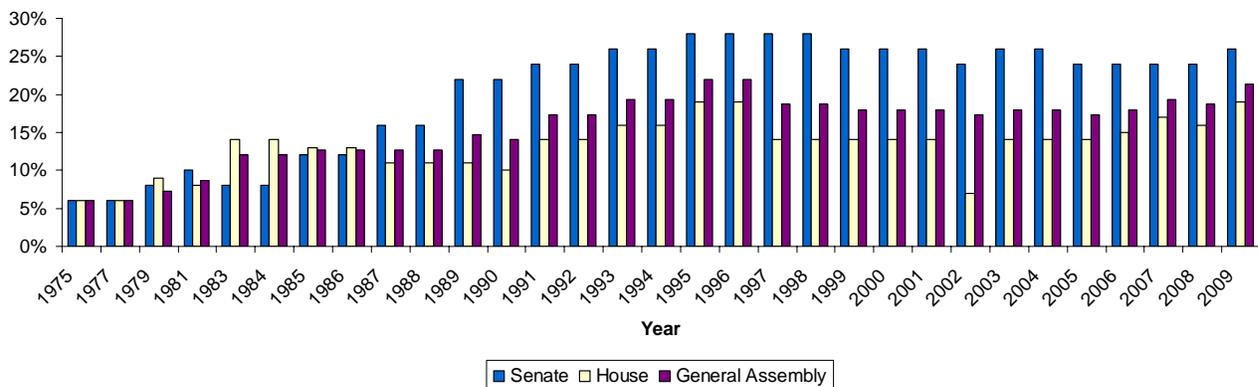
<sup>1</sup> Howey Politics Indiana, [www.howeypolitics.com/2008/11/18/female-power-in-the-indiana-senate/](http://www.howeypolitics.com/2008/11/18/female-power-in-the-indiana-senate/), November 11, 2008

Women will also serve in leadership positions in the House of Representatives. Rep. Kathy Richardson serves as Minority Caucus Chair. Rep. Jackie Walorski serves as the Assistant Floor leader. Rep. Sheila Klinker is the Assistant Democratic Leader while Rep. Nancy Michael serves as the Assistant Democratic Whip.

### *Historical Note*

In 1920, the Indiana Legislature ratified the 19th Amendment to the U.S. Constitution, granting women the right to vote. That same year, Julia D. Nelson, of Delaware County, became the first woman to serve in the General Assembly as a member of the House of Representatives.<sup>2</sup> In 1923, Elizabeth Rainey of Marion County was the first woman officially elected to her seat.<sup>3</sup> In 1942, Arcada Stark Balz became the first woman elected to the Indiana Senate and served until 1946.<sup>4</sup> In 1972, Julia Carson, the first African-American woman to serve in the Indiana General Assembly, was elected to the House of Representatives. On Jan. 4, 2006, state Rep. Phyllis Pond became the first female lawmaker to sit in the front row of the House of Representatives.<sup>5</sup> Also in 2006, Rep. Mara Candelaria Reardon became Indiana’s first female Hispanic state legislator.

**Women Elected to Indiana General Assembly, Senate and House, 1975-2008<sup>6</sup>**



For more information about the Indiana Commission for Women, please call (317) 232-6720 or (317) 233-6303 or email ICW at [icw@dwd.in.gov](mailto:icw@dwd.in.gov).

<sup>2</sup> “A historic look back at the Statehouse”, *Indianapolis Star*, January 9, 2005

<sup>3</sup> “Lawyers in the Legislature”, <http://www.in.gov/judiciary/citc/museum/law-leg/html/index.html>

<sup>4</sup> Indiana Women’s History Association website, [www.iwh.iupui.edu](http://www.iwh.iupui.edu).

<sup>5</sup> “Lawmaker is first lady of the front row: State Rep. Phyllis Pond’s 27 years include few foes but enough grit to defy her party on occasion.” Schneider, Mary Beth, *Indianapolis Star*, December 28, 2005

<sup>6</sup> From Rutgers University Center for American Women and Politics, [http://www.cawp.rutgers.edu/fast\\_facts/resources/state\\_fact\\_sheets/IN.php](http://www.cawp.rutgers.edu/fast_facts/resources/state_fact_sheets/IN.php)



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