



INDIANA  
COMMISSION  
*for women*

***Moving Indiana Women Forward***  
2010  
Annual Report

July 2009 – June 2010





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COMMISSION  
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2010

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 2009 –June 2010



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# INTRODUCTION

In 1996, the Indiana Commission for Women was established, making it a state entity by statute. Sponsored by sixteen state senators and twenty representatives, the legislation was co-authored by Senator Becky Skillman and Senator Vi Simpson and co-sponsored in the house by Representative Susan Crosby and Representative Sue Scholer. The Commission was established to be bi-partisan and to be 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.

Each year, the Annual Report provides an opportunity to reflect on improvements many Indiana women are seeing in their social and economic status. Nonetheless, many women in our state still face significant barriers to full social and economic participation, particularly in these difficult economic times. The Indiana Commission for Women continues its work to identify those obstacles, address inequities and develop partnerships to help make Indiana a state of opportunity and economic security for all Hoosier women and girls.

The Indiana Commission for Women Board of Commissioners, along with staff and volunteers, continue to set positive direction for the agency which has allowed the Commission to accomplish several key initiatives. We are proud of our achievements in this regard and are pleased to present our 2010 Annual Report. The following information details activities and programs that were carried out between July 1, 2009 and June 30, 2010.

It is the hope of the Commission that we can keep *moving Indiana 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.

# 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 Commission 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

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

Through the efforts of the Board of Commissioners and staff, the duties of Indiana Commission for Women include the assessment of the needs of Indiana women and their families and promotion of the full participation of Indiana women in all aspects of society as stated in Indiana Code IC 4-23-25-7 (1). The Commission 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.

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

In 2009, the Indiana Commission for Women conducted *Working Women in Transition* program for the second year. The program gives women the forum to discover resources and options that can transform their lives as they prepare for their next career and to provide women with information, resources, and networking through an interactive opportunity to discuss and learn critical information for career transition.

The Commission conducted the workshop in South Bend (Oct 16) and Indianapolis (Nov 6). In each location, the program featured keynote speakers focusing on older workers and on green jobs while Linda Rendleman, author of *Women Like Us*, provided a lively and informative workshop on transitioning to a new career. The day ended with a moderated panel discussion of women who shared their personal stories of transition. 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.

## ***Reports***

*Women-owned Businesses Fact Sheet: 2010 (2011)*

*Women in the Indiana General Assembly: 2011 (2010)*

*Women in the Indiana General Assembly: 2009 (2008)*

*We are Indiana Women: a Statistical Snapshot (2007)*

*Economic Status of Women in Indiana (2006)*

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

### ***Sponsoring Organizations***

Indiana Commission for Women

Center for Women's Intercultural Leadership at Saint Mary's College (South Bend)

Indiana University-Purdue University-Indianapolis (Indianapolis)

### ***Partnering Organizations***

IUPUI Office for Women

IUPUI Community Learning Network

IU School of Law-Indianapolis / Shaun Ingram, External Affairs and Special Events Coordinator

### ***Funding Agency***

Women's Bureau,  
U.S. Department of Labor.

# RECOGNIZE AND PROMOTE THE CONTRIBUTIONS HOOSIER WOMEN MAKE

## *2010 Torchbearer Recipients*

Dr. Sally Brown Bassett, Zionsville

Janie Craig Chenault, Bedford

Vida Harley-Bridges, South Bend

Barbara Holder, Indianapolis

Gerry Hollingsworth Jones,  
Michigan City

Aida McCammon, Indianapolis

Crystal S. Meadows, Indianapolis

Betsy Voss Lease, Nashville

Brig. Gen. Margaret S. Washburn,  
Indianapolis

## *Lifetime Achievement Award*

Joan Uebelhoer, Fort Wayne

## *Sponsors*

### *Gold*

AARP

Linda Bloom

Duke Energy

FedEx

Kroger

Ruby Law

Scott Romer Photography

United States Steel Corporation

Vectren

### *Silver*

Betsy Corridan

Pat Koch

Phelco Enterprises

### *Torchbearer Patrons*

Clarian Health Partners

Generations

MBS Associates

Midwestern Engineering, Inc.

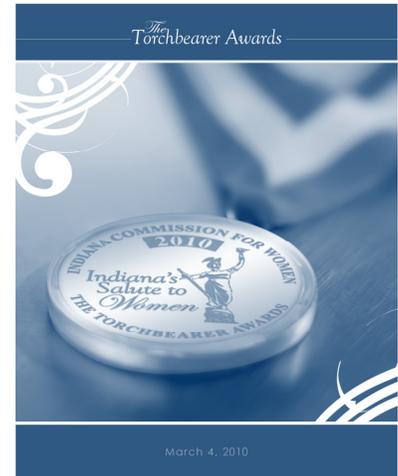
## *Indiana's Salute to Women: The Torchbearer Awards*

By hosting the Torchbearer Awards, the Indiana Commission for Women 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).

On March 4, 2010, ten women were awarded the Torchbearer Awards at a ceremony held at the Indiana Statehouse Rotunda. The Torchbearer Awards were created 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. 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 twenty-nine (129) women have been awarded Torchbearer medallions or special awards.

## *Eligibility*

Recipients will be selected from a pool of nominated candidates who have demonstrated that they have led the way for other women or have overcome obstacles to make great accomplishments. They are women who have been pioneers in their industries, have inspirational stories that set the standard for other women, have faced tough choices, demonstrated character and have made significant contributions to their communities or to the State of Indiana.



# 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 the advisory board, partner organizations and agencies, and constituents to identify priority areas that impact the quality of life for women. The Indiana General Assembly ended the short legislative session on March 12, 2010.

Other activities the Commission has initiated include meetings with officers of Political Organization for Women's Education and Representation (POWER) Women's Caucus to discuss how the Commission can be of service to them. Consequently, the executive director of the Commission was able to speak to POWER's monthly meeting to provide information about the current status of women at the national level, the Commission's current work and its future plans.



## **2010 Bills**

From the published information on the Indiana General Assembly website, the following bills directly affect women:

### **SB 0071**

Unlawful termination of pregnancy  
*(Passed/Effective July 1, 2010)*

### **SB 0096**

Prenatal substance abuse commission  
*(Did not pass)*

### **SB 0140**

Adoption Matters  
*(Passed/Effective March 12, 2010 and July 1, 2010)*

### **SB 0141**

Contraception definition  
*(Did not pass)*

### **SB 0224**

Electronic dissemination of indecent material and sex offender registration  
*(Passed/Effective July 1, 2010)*

### **SB 0228**

Minority and women's business enterprises  
*(Did not pass)*

### **SB 0316**

Dating violence  
*(Passed/Effective July 1, 2010)*

### **HB 1014**

Use of minority and women's business enterprises  
*(Did not pass)*

### **HB 1366**

Informed consent for a hysterectomy  
*(Did not pass)*

# ACHIEVE OPERATIONAL EXCELLENCE

The Governor of the State of Indiana through legislative action has established and delegated the management of the Indiana Commission for Women 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.

## *Strategic Plan*

In December 2009, the 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 approved by the full board in order to confirm the Commission's direction for the 2010-2012 fiscal year. With the refreshed strategic plan, the agency is positioned to address the very complex – and important – challenges of promoting women's full participation in all aspects society. These initiatives 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

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

In conjunction with the strategic plan, the Indiana Commission for Women submits a marketing and communication plan for review and approval. Through the process, the Commission has refined its messaging and developed the following position statement:

*Through our programs, resources and services, we exist to voice women's needs, concerns, and viewpoints. It is our hope that we can keep **moving Indiana women forward** by encouraging them to become better educated, better connected to their communities, more aware of opportunities and resources available to them, and more engaged as leaders so that they can participate in resolving the challenges they face while planning for their community's future.*

## ***Current Board of Commissioners***

According to Indiana Code IC 4-23-25-3, the Board of Commissioners is a bi-partisan board that consists of fourteen members who 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, Indianapolis  
Virginia Calvin, Ed.D., South Bend  
Elizabeth Sierk Corridan, Zionsville  
Cindy Felsten, Columbus  
Erin Houchin, Salem  
Anne Jacoby, Vincennes  
Amy McQueen, Shelbyville  
Rep. Gail Reicken, Evansville  
Patzetta Trice, Indianapolis

## ***Ex-Officio Member***

Anita Samuel, Governor Mitch Daniels' Liaison

## ***Staff***

Kristin Svyantek Garvey, Executive Director  
Chelsea Mason Stauch, Executive Assistant

The Indiana Commission for Women staffs one full-time position and one part-time position. This is periodically supplemented by volunteers and unpaid interns. In addition, the Commission partnered with the Office of Faith-Based and Community Initiatives in May 2010 to recruit two AmeriCorps VISTA members. AmeriCorps VISTA provides full-time volunteers to community organizations and public agencies to create and expand programs that build capacity and ultimately bring low-income individuals and communities out of poverty. Projects identified are original research on issues affecting women in Indiana in order to create reports and statewide capacity building in order to increase partnerships and collaboration on critical issues and programs benefiting women throughout the state.

## ***AmeriCorps VISTA Members***

Jessica Brannam  
New Initiatives Coordinator (August 2010-August 2011)

Stella Tran  
Research Coordinator (August 2010 – August 2011)

## ***Interns***

Hilda Rojas, Torchbearer Awards, (December 2009 –March 2010)  
Ameena Ali, Summer Intern (June 2010-August 2010)

## ***Committee Structure and Meetings***

### *2010-2011 Executive Committee*

Elizabeth Sierk Corridan  
Chair

Dr. Virginia Calvin  
First Vice Chair

Patzetta Trice  
Second Vice Chair

Cindy Felsten  
Secretary

Anne Jacoby  
Treasurer

### *Committees*

Operational and Financial  
Oversight  
Anne Jacoby, Chair

External Affairs  
Patzetta Trice, Chair

Legislative Affairs  
Cindy Felsten, Chair

Nominations  
Virginia Calvin, Chair

### *Board Meetings*

September 16, 2009  
December 1, 2009  
January 20, 2010  
March 4, 2010  
April 14, 2010  
May 19, 2010

## ***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, Franklin

Jade Cooney, Patriot

Janie Craig Chenault, Bedford

Susan Crosby, Roachdale

Jan Ellis, Bloomington

Lisa Hershman, Lafayette

Andrea Heslin-Smiley, Indianapolis

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

## ***Collaboration and External Conferences and Events***

In order for the Indiana Commission for Women 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. 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 2009-2010:

### *Event / Programs*

- 3rd Annual INFLUENCE Women's Health Initiative hosted by the Office of Women's Health, Indiana State Department of Health
- ANEW (A Network of Evansville Women) luncheon
- Butler University's Diversity Speakers Series featuring Madeline Albright
- Community Health Engagement Program (CHEP) Community Advisory Council (CAC) Inaugural Forum
- First Lady's Heartland Walk for Health at the Indiana State Fair
- Girls Inc.'s 2009 Touchstone Awards & 40th Anniversary Celebration
- Indiana Office of Community and Rural Affairs *Advancing Women in Business*
- Indiana Department of Veteran Affairs *Hoosier Women Veterans Conference*
- Indiana State Department of Health
- Indiana Supreme Court Commission for Race and Gender Fairness in Courts
- International Center of Indianapolis delegation from the Near East and Northern Africa
- IU Center for Excellence in Women's Health
- Judges Luncheon held at the Julian Center
- NAWBO monthly meeting feature Deborah Collins Stephens, author of *This is not the Life I Ordered* and founder of the Center for Innovative Leadership
- NAWBO Trailblazers Award
- Network of Women in Business Monthly Leadership Meeting
- Observation of Women's Leadership Training (True Colors) facilitated by the National FFA

- Open Square Forum Addressing International Violence Against Women, part of the 2009-2010 Global Studies Speaker Series presented by the Richard G. Lugar Franciscan Center for Global Studies at Marian University
- POWER Women's Caucus
- Regional National Association of Commissions for Women Meeting hosted by the Women's Bureau of the U.S. Department of Labor
- *Speaking of Women's Health*® Conference
- Women's Bureau of the U.S. Department of Labor
- Women of Influence Recognition Breakfast
- *Women Running for Office*

#### *Conference Calls*

- *Opening Doors to Opportunities in the Green Economy - Why is Green Good for Women?* Sponsored by the Women's Bureau of the U.S. Department of Labor
- Safe Havens for Women with Zainab Salbi, CEO and Founder of Women for Women International
- White House Council on Women and Girls to introduce Lynn Rosenthal, White House Advisor on Violence Against Women

#### *Committees*

- Hoosier Women Veterans Conference
- IU Center on Excellence in Women's Health Advisory Board
- Indy Leadership Forum for Women's Advancement
- Office of Women's Health Advisory Board

#### *Public Speaking Engagements*

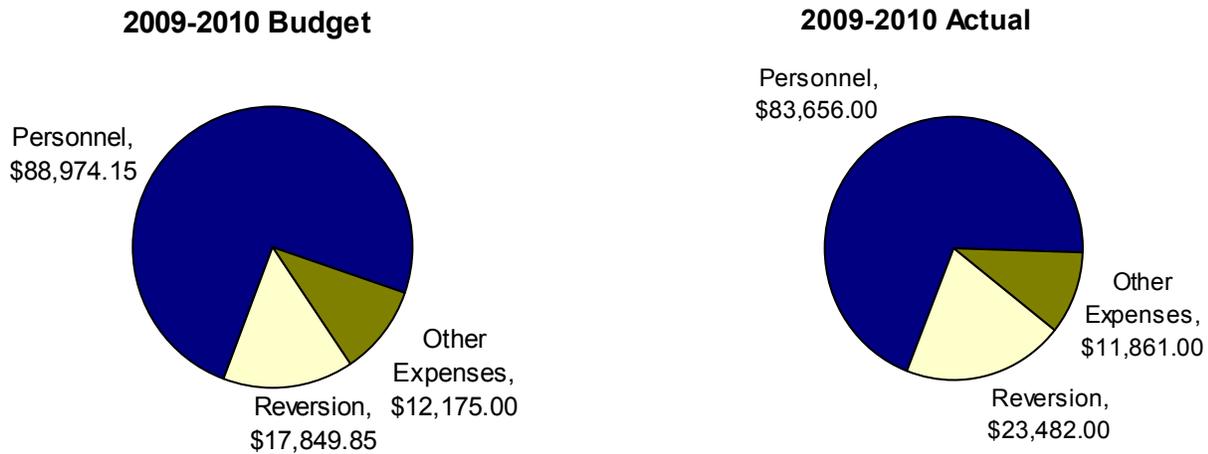
- *Advancing Women in Business* (four locations)
- Hoosier Women Veterans Conference
- Network of Women in Business Leadership Series
- POWER Women's Caucus Monthly Meeting
- State Farm Insurance Women's Affinity Group

#### ***Information / Referral***

The Indiana Commission for Women responds to calls year-round from individuals seeking information or help on issues such as well-being, domestic violence, business ownership and employment assistance. Most calls are referred to the appropriate agency. Upon request, the Indiana Commission for Women also provides information and/or technical assistance on women's issues to organizations, elected officials and state government departments and agencies.

## Agency Operations

The Indiana Commission for Women partners with the Department of Workforce Development for support services including marketing, information technology, procurement, budgeting and accounting services. In addition, the Commission periodically receives grants and sponsorships in order to implement community programming.



### Indiana Commission for Women Budget and Actual

In addition, the Commission has received a \$3000 grant for the past three years from the Women's Bureau of the U.S. Department of Labor to deliver *Working Women in Transition*. Other sponsorships come from corporations and organizations who support the annual Torchbearer Awards.

The Board of Commissioners and staff are committed to acting prudently with allocated funds and will continue to look for efficiencies without jeopardizing the fulfillment of its mandate. The Indiana Commission for Women ended the 2009-10 Fiscal Year under budget. Circumstances allowing the Commission to save monies include:

- Mandatory reversion of funds
- Cost sharing with partners for *Working Women in Transition*
- In-kind contributions by Commissioners

# 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 Commission 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.



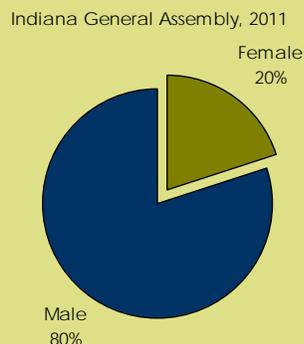
**APPENDIX 1**  
**INDIANA COMMISSION FOR WOMEN REPORT**

***WOMEN IN THE INDIANA GENERAL ASSEMBLY: 2011***



## Election Highlights

- As a result of the election held November 2, 2010, women were elected to serve in 31 (20.6%) of the 150 seats in for the 2011 Indiana General Assembly. This is a .7% decrease of women who served in the 2010 legislative session.
- Women gained two open seats in the General Assembly, and three women unseated incumbents to gain seats in the House of Representatives.
- Among incumbent Legislators (Senate and House), all 18 women ran in contested elections, of which 15 (83%) were re-elected to their seats



## Indiana Commission for Women (ICW)

Kristin Svyantek Garvey  
Executive Director

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## Women in the Indiana General Assembly 2011 Status Report

### Senate

- Women were elected to serve in 10 (20%) of the 50 seats in the Indiana Senate for 2011, which is a decrease from 12 seats in 2010.
- Among the 12 female members of the prior (2009-2010) Senate, four seats were on the November 2nd ballot:
  - 2 women were re-elected in contested elections
  - 1 woman retired and her open seat went to a male candidate
  - 1 woman was defeated by a male candidate.

### House of Representatives

- Women were elected to serve in 21 (21%) of the 100 seats in the Indiana House of Representatives for 2011. which is an increase from 20 seats in 2010.
- While the overall number of women members has not changed, 5 new women were elected to the Assembly.
  - 3 women unseated a male incumbent to gain the seat
  - 3 women were elected to open seats
  - 1 woman won her seat after a contested election (9377 to 9369).
- Among the 20 House seats held by women in the prior (2009-2010) Legislature:
  - 15 women were re-elected and 2 were unseated in contested elections
  - 3 women did not seek re-election (one left the House to run unsuccessfully for a seat in the U.S. House of Representatives, one retired and one was defeated in the 2010 primary) All of these open seats were filled by men.
  - 1 election race saw a woman-vs.-woman contest
- As a result, the overall number of seats in the House of Representatives held by women stayed the same.

How they were elected – 2011 Senate				
Type of Election		Women		Men
Incumbents	Contested	20%	(2)	33% (13)
	Uncontested	0%	(0)	13% (5)
	Not up for re-election	80%	(8)	43% (17)
New Members	Open Seat	0%	(0)	5% (2)
	Defeated Incumbent	0%	(0)	5% (2)
	Unopposed	0%	(0)	1% (1)
<b>Senate Total</b>		<b>100%</b>	<b>(10)</b>	<b>100% (40)</b>

How they were elected – 2011 House				
Type of Election		Women		Men
Incumbents	Contested	75%	(15)	65% (51)
	Uncontested	0%	(0)	20% (16)
	Open Seat	14%	(3)	8% (6)
New Members	Defeated Incumbent	15%	(3)	6% (5)
	Unopposed	0%	(0)	1% (1)
	<b>House Total:</b>	<b>100%</b>	<b>(21)</b>	<b>100% (79)</b>

## **APPENDIX 2**

### **2010-2012 STRATEGIC PLAN**

**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

- Develop relationships with key organizations conducting research in specific areas
- Collect current research and assess breadth and width of research
- 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

- Review, assess and enhance *Working Women in Transition* and other programs for maximum impact
- Build partnerships with other organizations providing programs focused on issues affecting women
- Conduct three (3) programs addressing specific issues throughout the state

#### **OUTCOME 1.3**

Serve as monitoring agency of women's progress as leaders in local, county and state levels

- Prepare report on women's progress in elected positions at local, county and state levels
- 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

- Create and distribute at least one (1) report and/or fact sheet with actions highlighting an issue affecting women in Indiana

## **APPENDIX 2**

### **2010-2012 STRATEGIC PLAN (CON'T)**

**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

- Increase awareness of the Commission's mission, objectives and accomplishments throughout Indiana
- Recognize ten (10) individuals as Torchbearers Awards
- 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.

- Establish collaboration with key agencies and/or organizations that can help with development of content and web presence
- Investigate capacity to create video project(s) highlighting contributions made by all Torchbearers

#### **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

- Develop relationship with key commemoration committees in order to serve as voice of women during the planning phases.
- Investigate capacity for the Commission to spearhead initiatives that will archive primary sources (original material) of women of historical importance

## **APPENDIX 2**

### **2010-2012 STRATEGIC PLAN (CON'T)**

#### **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

- Conduct nine to fifteen (9-15) listening sessions around state to gather information from local women
- Provide online survey/outlet in order to collect additional information from women
- 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

- Attend at least one (1) POWER Women's Caucus meeting General Session
- Provide assistance to legislators if and when it is requested

##### **OUTCOME 3.3**

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

- Monitor all bills introduced to the General Assembly with direct or indirect impact on women and submit to the Board of Commissioners for review
- Review all legislative bills with direct or indirect impact on women in order to decide appropriate course of action
- Prepare a legislative summary which lists the legislative bills and their outcomes

## **APPENDIX 2**

### **2010-2012 STRATEGIC PLAN (CON'T)**

#### **STRATEGIC PRIORITY #4:** Achieve Operational Excellence

**OBJECTIVE:** Increase capacity by enhancing operational efficiency

##### **OUTCOME 4.1**

Provide guidance and direction to the Indiana Commission for Women

- Establish set schedule of board meetings each calendar year
- Meet regularly with established quorum
- 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)

- Convene quarterly Inter-Agency Network meeting to share information on efforts and collaboration opportunities that support women in Indiana
- 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 the Commission's role

- Review 2009 Marketing and Communication Plan
- Update Marketing and Communication Plan for 2010
- Review ways to utilize current and/or emerging technology (e-newsletters, social media, blogs) in order to enhance efforts in promoting the Commission's role
- Distribute e-communications at least 10 times each year
- Expand and maintain website with up-to-date resources and information of interest to the Commission's constituents
- Conduct 10-20 speaking engagements annually

##### **OUTCOME 4.4:** Build a strong infrastructure in order to sustain the Indiana Commission for Women

- Review and revise the Commission's Bylaws to reflect its current structure and needs
- Establish and implement new committee structure in which:
  - Committees meet/hold conference calls on at least a quarterly basis
  - Committees submit reports to Board for review at the regular meetings
- Examine use of AmeriCorps volunteers or interns to achieve strategic priorities.

INDIANA  
COMMISSION  
*for women*

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