

MOVING

INDIANA

FORWARD

# Annual Report



2022

2022

INDIANA  
COMMISSION  
*for* women



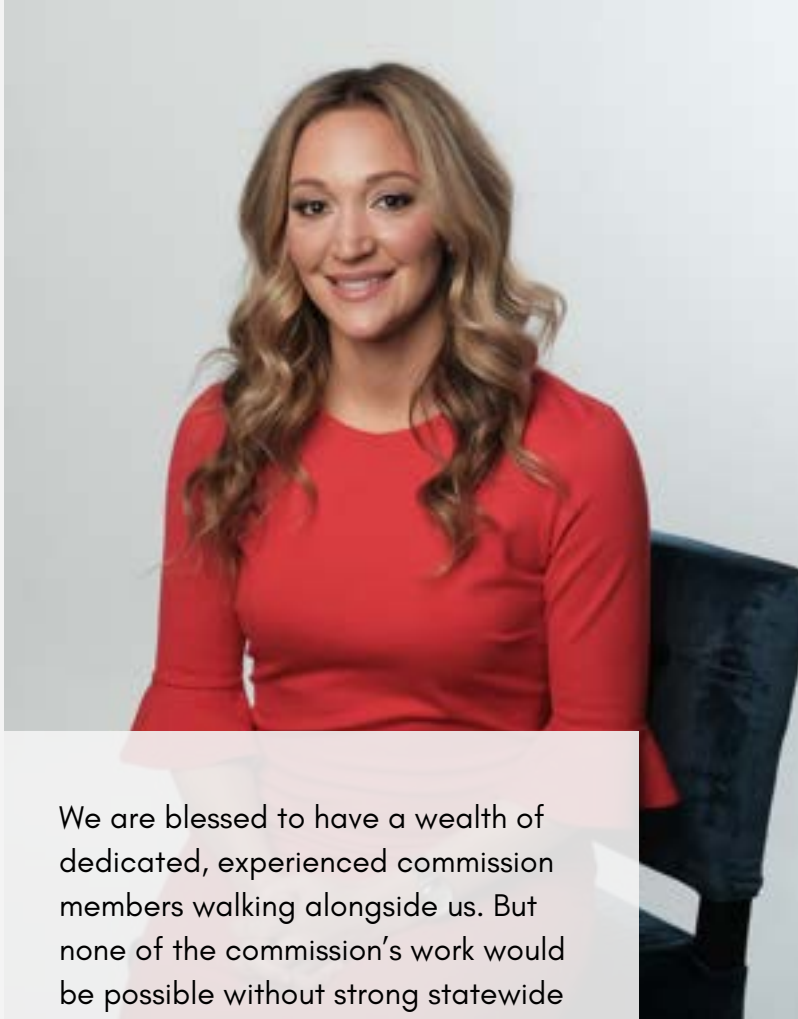
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# A LETTER FROM THE CHAIR

As we start 2022 with a new leadership team, we remain committed to addressing issues that impact women across Indiana. Reducing infant and maternal mortality, increasing the number of women in public service, and helping women build financial literacy and independence are our top priorities. Each of us brings a unique perspective to this work, drawing upon our medical, legal, and communications backgrounds.



We are blessed to have a wealth of dedicated, experienced commission members walking alongside us. But none of the commission's work would be possible without strong statewide outreach and partnerships, which we will continue to foster in the coming year.

The last two years have presented incredible challenges for Hoosiers across the state. As an emergency room physician and chief medical officer for the Indiana Department of Health, I have seen firsthand the physical and mental toll the pandemic has taken.

Yet I am constantly encouraged by Hoosiers' resilience and their determination to address other pressing issues in order to improve the health and wellbeing of our state.

We look forward to making strides in those areas.

*Dr. Lindsay Weaver*



# FROM THE DIRECTOR

It's been a blessing this year to serve as the new Director of the Indiana Commission for Women. It's an honor to be a part of a community of unique and accomplished commissioners dedicated to helping Hoosier women. They continue to share their expertise, resources, time, and devotion to the mission of ICW to move Indiana women forward.

This year ICW committed to foster collaborative partnerships to advance programs and services to women and girls. In support of the Indiana Department of Correction's The Officer Breann Leath Memorial Maternal-Child Health Unit, ICW sponsored the first Doula Program implemented at a correctional facility in Indiana.

ICW also was a leading supporter of the Latinas Welding Guild's 2022 Equitable Employer Program (EEP) to encourage women currently and entering the workforce of a traditional male-dominated field. Our goal is to synergize a network of statewide partnerships to communicate with one another in support of each other, and women, more effectively and efficiently.

The priority remains to actively listen and engage Hoosier women to address their needs, concerns, and challenges within the government, the economy, employment, education, social and family development, health care, and the justice system.

I look forward to the future projects we have in store for Hoosier women with our partners!

*Jordan Teske-Harrison*

# EXECUTIVE SUMMARY

The Indiana Commission for Women (ICW) represents the state of Indiana's commitment to improving the quality of life for women, and we value the opportunity to continue serving Hoosier women. Boards and commissions like ICW are advisory or regulatory groups that work with partners and stakeholders that advise and make recommendations to improve the quality of life for residents.

This year we have dedicated efforts to partner with organizations and governmental agencies to improve the quality of life for women and their families, and develop services to meet those needs.



Correspondingly, we have improved the notice and accessibility to our bimonthly meetings for public members to participate in the conversation to assess the needs of Indiana women and identify solutions. The Open Door Law, also known as IC 5-14-1.5-1, states “government agencies must publicly hold official meetings of a majority of their governing body;” accordingly, we have expanded statewide outreach invitations to our public meetings.

We are honored to share our successes this year and the accomplishments to promote initiatives that focus on providing opportunities and advancements for women. We look forward to the next year to continue expanding strong statewide partnerships to address further obstacles within caregiving, work-based issues, and domestic and intimate partner violence within the state of Indiana.





# INDIANA COMMISSION *for women*

## *Our Mission*

The Indiana Commission for Women (ICW) is a bipartisan state commission that exists to voice women's needs, concerns, and challenges; as well as celebrate their successes and contributions to Indiana.



**info@icw.in.gov**



**@INC4W**



**@INC4W**

## *Our Organization*

The Board of Commissioners consists of fifteen members appointed by the Governor (7), the Speaker of the House of Representatives (2), the Senate President Pro Tempore (2), and the Indiana General Assembly (4), and supported by the executive director [IC 4-23-25-3].

ICW is one of the State of Indiana's five cultural commissions housed under the umbrella of the Indiana Civil Rights Commission to provide education, resources, and initiatives for Indiana's minority, underrepresented, and ethnically diverse communities.

## *Our Core Values*

Identifying and recognizing the contributions made by Indiana women to their community, state, and nation.

Collaborating with other governmental agencies and outside organizations to assess the needs of women in all aspects of society, and combat discrimination of women.

Working for the advocacy of removing legal and social barriers for women.



**OUR**  
*Statute*  
**IC 4-23-25**



Pursuant to **IC 4-23-25** the following are listed as the commission's duties:

- (1) Assessment of the needs of Indiana women and their families and promotion of the full participation of Indiana women in all aspects of society, including:
  - (A) government;
  - (B) the economy;
  - (C) employment;
  - (D) education;
  - (E) social and family development;
  - (F) health care;
  - (G) the justice system; and
  - (H) other aspects of society identified by the commission.
- (2) Advocacy for the removal of legal and social barriers for women.
- (3) Cooperation with organizations and governmental agencies to combat discrimination against women.
- (4) Identification and recognition of contributions made by Indiana women to their community, state, and nation.
- (5) Representation of Indiana's commitment to improving the quality of life for women and their families.
- (6) Consultation with state agencies regarding the effect upon women and their families. of agency policies, emerging policies, procedures, practices, laws, and administrative rules.



(7) Maintenance of information concerning:

- (A) organizations and governmental agencies serving women and their families; and
  - (B) the names, resumes, and other professional and career information about women available to serve as agency appointees.
- (8) Evaluation of laws and governmental policies with respect to the needs of women and their families.
  - (9) Monitoring of legislation and other legal developments in order to make recommendations that support the commission's purposes to the general assembly and the governor.
  - (10) Action as a central clearinghouse for information concerning women and their families.
  - (11) Gathering, studying, and disseminating information on women and their families through publications, public hearings, conferences, and other means.
  - (12) Assessment of the needs of women and their families and the promotion of, development of, and assistance to other entities in providing programs and services to meet those needs.
  - (13) Provision of publicity concerning the purposes and activities of the commission.

(14) Service as a liaison between government and private interest groups concerned with serving the special needs of women.

(15) Submission of an annual report on the commission's activities to the governor and to the legislative council. An annual report submitted to the legislative council must be in an electronic format under **IC 5-14-6**.





# Meet the 2022 Board of Commissioners

## **DR. LINDSAY WEAVER** **CHAIR**

**Chief Medical Officer  
Indiana Department of Health  
Indianapolis, IN**

"Serving as chair of the Indiana Commission for Women has been an invaluable opportunity to recognize the extraordinary contributions Hoosier women make to our state, as well as work to ensure that Indiana is a great place for women to thrive in every area of their lives. Through its initiatives focused on vital issues like maternal health, financial literacy, and increasing the number of women entering public service, ICW identifies and addresses barriers women face and provides opportunities for growth. In continued community engagement and partnership with mission-aligned organizations, the Indiana Commission for Women is committed to supporting all Hoosier women and celebrating the outstanding accomplishments women achieve in Indiana every day."



## **KORI CHAMBERS** **1ST-VICE CHAIR**

**Associate General Counsel, Litigation,  
Insurance Operations IU Health Risk  
Retention group  
IU Health  
Greenwood, IN**

"The Indiana Commission for Women was reenergized in 2022 with clear goals focused on reducing maternal and fetal mortality, increasing the number of Hoosier women in public office, and helping Hoosier women attain financial literacy. "





**MOLLY CHAVERS**  
**2ND-VICE CHAIR**

**Executive Director**  
**IndyHub**  
**Indianapolis, IN**

"It's a privilege to work on issues that matter most to the women of Indiana. While we come from different areas of the state, with different stories and backgrounds, we share a deep desire for a better life for every woman and her children. "

**CHRISTINE ALTMAN**  
**TREASURER**

**Hamilton County Commissioner**  
**Carmel, IN**

"ICW has been energized with new leadership and the addition of Jordan. We are again proactively seeking partnerships with community organizations to further the advancement of women of all ages in community and governmental leadership."



**STEPHANIE MOORE**  
**SECRETARY**

**Founder & CEO**  
**Moore Matters, LLC**  
**Newburgh, IN**



## **KAYEVONNE PARHAM**

**Family Self-Sufficiency Coordinator  
Elkhart Housing Authority  
Elkhart, IN**

"What I most enjoyed about serving on the commission in 2022 was the Torchbearer Award.

The Award is an excellent way to showcase phenomenal women who otherwise would not be recognized."

## **CYNTHIA CARRASCO**

**INDIANAPOLIS, IN**

"I am incredibly proud of the work we did this past year to highlight the needs and concerns of Hoosier women. While we have made much progress, our work must continue. I look forward to advocating for progress on issues that are central to women and continue finding ways to feature Hoosier women who have made significant contributions to our State."



## **CARYL AUSLANDER**

**Managing Principal  
Torchbearer Public Affairs  
Indianapolis, IN**

"I am so grateful to have the opportunity to connect, lead, and advocate on behalf of Hoosier women across the state through the Indiana Commission for Women. I am always learning something new from my fellow Commissioners and am proud of the work that we do to advance issues that affect women in Indiana."





**AMBRE MARR**  
**State Legislative Director**  
**AARP**  
**Indianapolis, IN**

"As a new board member in 2022, I enjoyed diving into the important work that the Commission is doing. I look forward to engaging in future conversations to bring additional change and resources to increase opportunities for more women of all ages."

**SEN. VANETA BECKER**  
**District 50**  
**Evansville, IN**

"It is a pleasure to serve on the Indiana Commission for Women. It's important to recognize the accomplishments of women throughout Indiana and to understand the issues they face each day."



**SEN. SHELLI YODER**  
**District 40**  
**Bloomington, IN**

"As a member of the Indiana Commission on Women and a citizen, I am keenly aware of the challenges and inequities Hoosier women face in Indiana and am always ready to work alongside my colleagues to affect positive change. I remain committed to building a world where women are seen by themselves and others as leaders, as legislators, and as full and equal citizens. We've got a lot of work ahead of us to ensure that Hoosier women are guaranteed equality, autonomy, and opportunity—I'm looking forward to doing that work."





**REP. PEGGY MAYFIELD**

**DISTRICT 60  
MARTINSVILLE, IN**

**REP. TONYA PFAFF**

**District 43  
Terre Haute, IN**

"I love the energy of being around a table of all women, planning and doing great things for women in our great state."



**SHARON JACKSON**

**GOVERNOR'S DESIGNEE  
Deputy General Counsel  
Office of Eric Holcomb  
Indianapolis, IN**

"As women leaders, what could be more inspiring than supporting and seeing more women leading in public service roles, more women equipped with the tools to exercise financial freedom, and enhanced maternal and infant care throughout Indiana? That's why I'm honored to serve on the Indiana Commission for Women, and it's why I'm proud that together with the Governor's Office, we're empowering more Hoosier women."





# COMMUNITY OUTREACH & PROGRAMS

**This year ICW allocated \$31,500 towards programs and services to address infant and maternal mortality, financial independence, and advancing civil and professional leadership for girls and women.**



# "Empower, Educate, Embrace"



The Elkhart Chapter of the Indiana Black Expo began hosted its FIRST EVER Black Women's Expo & Conference in honor of Women's History Month in celebration of African-American women.

ICW committed as a title sponsor for the event to empower and support Black Women Owned-businesses, and to close the wealth gap for all women of color.



# COURAGE, COMPASSION, CURIOSITY



The Indiana Conference for Women is the largest one-day professional conference in the Midwest; which exists to help women build careers, develop professionally, and experience lives that are rewarding, healthy, and fulfilling.

Founded in Indiana, the conference serves over 2,000 people each year, and is a catalyst for fostering an environment where women can grow and develop connections.

ICW served as a Friend Sponsor to continue the elevation of support for women's personal and professional development in Indiana.

Already joining us? Thank you!  
Please consider forwarding this to a friend.

Visit Website Buy Tickets Event App

RepuCare IVY TECH ONEAMERICA IceMiller FOX  
BELDEN aes Indiana HONDA Lumina  
WGU INDIANA BONDRIY PINELINE INDIANA COMMISSION for Women DARTHA

 Tuesday, November 1, 2022  
7:00am Doors & Breakfast  
8:00am-4:00pm Program  
JW Marriott Indianapolis





**The Women Equity Brunch is a leisure environment connecting women committed to advancing equity in Central Indiana. This event connects Indiana women to discuss the gender pay gap, diversity and inclusion in the workplace, infant and maternal mortality health, women's health, and violence against women. As a Unity Sponsor, ICW's priority is addressing health inequities in every capacity, but specifically with infant and maternal mortality.**



# **WOMEN'S HEALTH** *Equity*



ICW served as the Presenting Sponsor for the 2022 Women of INfluence symposium. This event is an avenue for women from government, business, health care, higher education, faith-based communities, and non-profit organizations to come together to play an influential role in providing education and empowerment in areas affecting women's health.



**HYBRID**

# WOMEN OF INFLUENCE

11TH ANNUAL SYMPOSIUM - REAL WOMEN, REAL ISSUES.

**JOIN US**  
OCTOBER 26, 2022  
9 AM - 1 PM

**THIS YEAR'S TOPICS:**  
REPRODUCTIVE JUSTICE  
COMBATING BURNOUT  
LONG COVID EFFECTS ON WOMEN

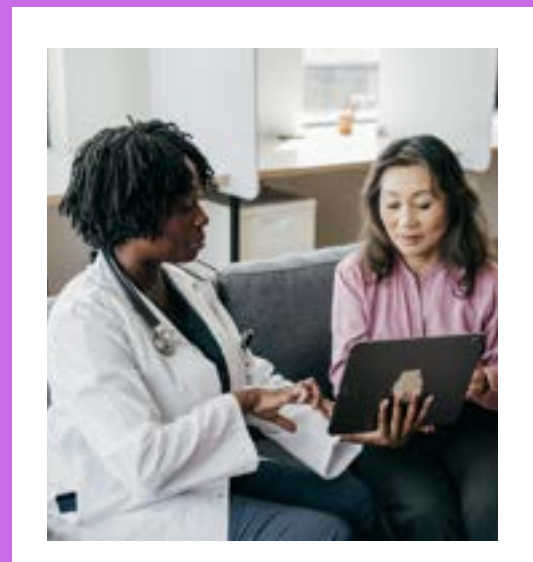
**ONLINE OR IN-PERSON**

**INDIANA BIOSCIENCES  
RESEARCH INSTITUTE  
1210 WATERWAY BLVD  
INDIANAPOLIS, IN 46202**

**REGISTER**

LIGHT REFRESHMENTS WILL BE SERVED

INDIANA UNIVERSITY NATIONAL CENTER OF EXCELLENCE IN WOMEN'S HEALTH  
PRESENTING SPONSOR: INDIANA COMMISSION FOR WOMEN  
SPONSORSHIPS AVAILABLE - CONTACT [TBDUELL@IU.EDU](mailto:TBDUELL@IU.EDU)





# CIVIC EDUCATION: THE DNA OF DEMOCRACY

## OCTOBER 6, 2022

# women 4change

ACTIVATE • EDUCATE • COLLABORATE • ADVOCATE

### SPONSORSHIPS

THANK YOU TO OUR COMMUNITY PARTNERS FOR SPONSORING OUR 2022 CIVIC EDUCATION CONFERENCE

HERBERT SIMON FAMILY FOUNDATION



Lilly Endowment Inc.  
A Private Philanthropic Foundation



INDIANA COMMISSION FOR WOMEN  
INDIANACOMMISSIONFORWOMEN.ORG

One of the three priorities for ICW is advancing the number of women in public service. To further that priority ICW sponsored the 2022 Civic Education Conference organized by Women4Change to help educate and equip Hoosier women with the tools to implement change in their community and state.

ICW is proud to assist entities that provide programs and services to inspire civil engagement.



# EQUITABLE EMPLOYMENT PROGRAM

The Latinas Welding Guild (LWG) is a nonprofit organization that offers welding training and job placement for marginalized groups. LWG designed the Equitable Employer Program (EEP) as a need-based program focused on creating barrier-less education and the advancement of women (18+ ages) in a field that has traditionally been less accessible to them. ICW sponsored the pilot program to encourage and support women currently within and entering the industry to ensure they receive the tools and training for self-advocacy and increase their interest, and chances of staying in these industries.

EEP offers workshops on harassment, employee rights, safe working environments, sensitivity training, resume building, certifications, mock interviews, and professional development with the aid of advisors. EEP Advisors are professionals in the manufacturing industry, employment agencies, and human and civil rights organizations who create sessions that are current and relevant to the soft and hard skills needed to be successful in the workforce. Additionally, as graduates successfully complete the program, LWG works with the graduates to place them into positions.



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# JOB SEARCHING & RESUME BUILDING

## OUR EEP ADVISORS:

INDIANA  
COMMISSION  
*for women*



we grow with you

JAMES COOK  
PRODUCTION MANAGER



SATURDAY  
MAY 28, 2022

WELDING  
WORKSHOP:  
END TABLES  
*(Adults 18+ ages)*

SPONSORED BY:

INDIANA  
COMMISSION  
*for women*

1PM - 3PM

1417 COMMERCE AVE  
INDIANAPOLIS, IN 46201

# CONGRATULATIONS

TIG GRADUATES  
FALL 2022



# MOCK INTERVIEWS



# DOULA PROGRAM

INDIANA  
**COMMISSION**  
*for women*



# Breann Leath Maternal Child Health Unit (Leath MCHU)



The unit was initially funded by grants from the Women's Fund of Central Indiana and the Indiana Department of Health. It housed up to ten mothers scheduled to deliver while incarcerated and who had a release date less than 18 months after delivery. The mothers were able to participate in child-related programming and learn parenting skills to foster a long-term bond with their child in their first months of life. At the time, the nursery program was the first of its kind in Indiana, and one of only six states to have a prison nursery program.

Leath MCHU was formally established in 2008 as the Wee One's Nursery to permit eligible nonviolent offender mothers to reside with their infants in a special unit at the Indiana Women's Prison (IWP).

Famously, the unit was featured in TLC's 2011 documentary special, *Babies Behind Bars* to highlight the impact of the program in comparison to other U.S. facilities that have mothers give up their babies just hours after delivery.



In 2019, the program was transferred from the Programs Division to the Health Services Division under the Transitional Healthcare Team and renamed on April 16, 2020, to honor and share the legacy of Officer Breann Leath.



Recently, Leath MCHU has initiated major changes to the unit to increase their intake criteria model to remove selection bias, expand bedspace for more mothers and infants, intensified holistic release planning for mothers and babies, expanded maternal health and child develop programming as well as incorporated educational awareness on maternal and parenting behaviors of infants in lieu of punishment.

The facility partners with Eskenazi Health and the Marion County Public Health Department to provide on-site checkups and vaccination appointments within the walls of the IWP. Additionally, Grassroots MCH assists mothers navigate a post-prison world.



***"Our goal is to help equip the moms in the Leath Unit with the information and skills that will allow them to be successful as mothers and members of their communities."***

**Christine Daniel  
Executive Director  
Transitional Health  
Indiana Department of Correction**

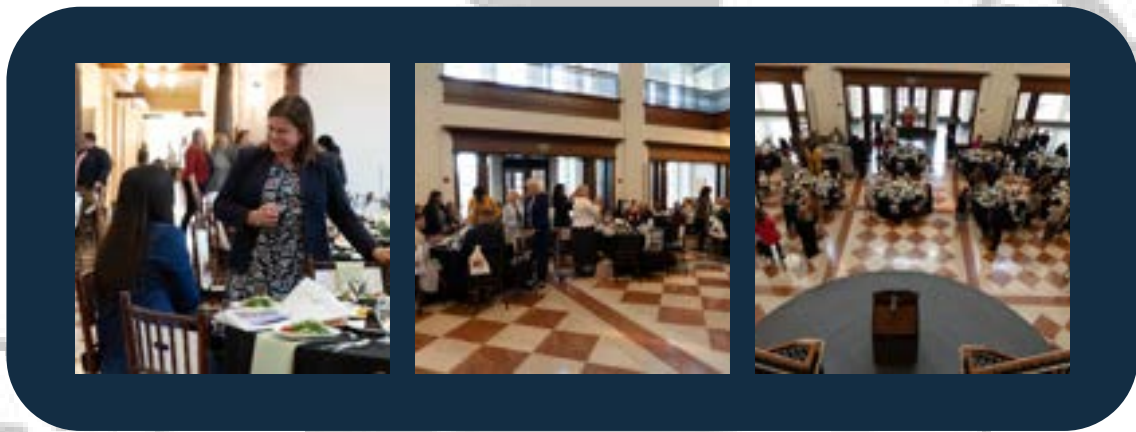


For years, Transitional Health wanted to implement a Doula Program but were unable to receive the requested funds. Thus, as part of ICW's commitment to prioritizing Infant and Maternal Health in the state of Indiana, sponsoring the Doula Programs was the first mission to support the mothers most overlooked by society. In March 2022 ICW's Doula Program was implemented into action.



# What are the Torchbearer Awards?

On September 28, 2022, the ICW hosted its annual Torchbearer Awards ceremony to honor six extraordinary women at the Indiana Historical Society.



The Torchbearer Awards is the only program in which the state of Indiana recognizes and honors her finest resource - the women of Indiana. "Women are a strong force in our history and our future," said Dr. Lindsay Weaver, Chair of the Indiana Commission for Women. "Each year in celebration, The Indiana Commission for Women hosts the Torchbearer Awards to honor exceptional women who, through their character, resiliency, and leadership, have made significant contributions to their communities and to Indiana."





# Marisa Kwiatkowski

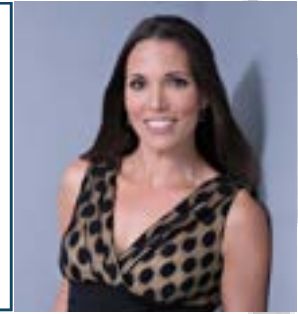
## *Our Keynote Speaker*

Marisa Kwiatkowski received the “Keeper of the Light” Torchbearer Award in 2020. She is an investigative reporter at USA TODAY and previously worked for media outlets in Michigan, South Carolina, and Indiana. Marisa’s work has spurred federal and state investigations, criminal charges, resignations, and changes to federal law and state policy. She and her IndyStar colleagues earned national and state awards for their investigation into USA Gymnastics’ handling of child sexual abuse allegations, including those against former doctor Larry Nassar. Marisa has earned more than 50 other journalism awards. She has a bachelor’s degree in journalism from Grand Valley State University and a master’s degree in business administration from Indiana University.



**AMY HANNA**  
**TORCHBEARER**

Amy is the founder and Executive Director of the RespectTeam, a local non-profit organization that serves the youth in Allen, Whitley, Noble, Dekalb, Huntington, and LaGrange counties.



**RAEVEN RIDGELL**  
**YOUNG WOMEN OF PROMISE**

Raeven is the Executive Director of the Indiana Black Legislative Caucus and has dedicated her life to clearing space for the next generation of Indiana's leaders.



**CONSUELO POLAND**  
**TRAILBLAZER**

Consuelo is the founder and Executive Director of the Latinas Welding Guild, a local non-profit organization located in Indianapolis, IN that is dedicated to evolving the path for women in the welding industry.



**MARY RUSSELL**  
**KEEPER OF THE LIGHT**

Mary is the Certified Recovery Coach for the SPA Women's Ministry Homes in Elkhart, IN and using her personal experiences with trauma and addiction, has mentored, supported, and guided women to overcome life's challenges and map out a plan of recovery.



**HOLLI HARRINGTON**  
**HEART OF INDIANA**

Holli is the Sr. Director of Supplier Diversity & Diversity Officer at the Indianapolis Airport Authority and has dedicated her time to advance business diversity and inclusion, leadership development, and advocacy for the removal of social barriers for women.



**DR. JUDITH MONROE**  
**LIFETIME ACHIEVEMENT**

Dr. Monroe is the President and CEO of the CDC Foundation and was the first woman appointed to serve as the Indiana Department of Health (IDOH) Commissioner. Since the beginning of her career, she has prioritized medical education and service especially to our most vulnerable populations here in Indiana, across the United States, and the world.





# SOCIAL STATISTICS



**214**  
FOLLOWERS



**838**  
FOLLOWERS



**1,020**  
FOLLOWERS

## WEBSITE STATISTICS

**5,950**  
USERS

**4,037**  
NEW USERS

**7,153**  
SESSIONS

**13,251**  
PAGEVIEWS

**1.85**  
PAGES PER SESSION

**1:56**  
AVERAGE  
DURATION PER  
SESSION

# A Little Bit of Gratitude

The Indiana Commission for Women would like recognize our partners and express our gratitude for helping to advance the lives of Hoosier women.



# Thank You!



INDIANA  
COMMISSION  
*for* women

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Indianapolis, IN 46204  
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Hearing Impaired: (800) 743-3333  
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**@INC4W**

