

Indiana Commission for Women
Meeting Minutes
Wednesday, September 15, 2010, at 12:00 pm
Indiana State Library, Room 425
Betsy Corridan, Chair, presiding

Present: Sen. Vaneta Becker, Linda Bloom, Sen. Jean Breaux, Virginia Calvin, Betsy Corridan, Cindy Felsten, Erin Houchin, Anne Jacoby, Amy McQueen, Patzetta Trice

Also Present: Jessica Brannam, AmeriCorps VISTA member, Kristin Garvey, Executive Director; Anita Samuel, Governor's Liaison; Stella Tran, AmeriCorps VISTA member **Guests:** Dwight Dorsey, Dan Hackler, and Kristi Hall, State Personnel Department

Call to Order: The meeting was called to order at 12:00 pm by Chair Betsy Corridan

Presentation by State Personnel Department (SPD): As requested at the July meeting, the State Personnel Department submitted a more extensive report to the board on the current status of pay equity based on gender for state employees. The report was distributed prior to the meeting with the request that questions be submitted so that SPD had an opportunity to gather additional information if needed. No questions were submitted prior to the meeting and there was indication that sufficient amount of time was not given to thoroughly go through the report prior to the meeting. Questions and responses to the discussion were:

Were there plans to address the 6% disparity that the report indicates (based on 2009 figures that there is a 94.4% pay equity)? Most of the 6% missing is explained by digging into where the differences occur. Some reasons for the differences occur because of recent hires that are entering into the workforce or because of male dominated fields that are just seeing women entering into the employee pool. In addition, factors related to longevity, seniority, union negotiations, different administrations, promotions and outside or other experience, etc. can contribute to the differences in pay. In addition, Indiana does look at other states and participate in an annual report through the Central States Compensation Council. This group is made up of about twenty-five states that use about one hundred jobs for benchmarking against other states. SPD has just submitted the statistics and the 2010 report should be available by the end of October.

Is race/ethnicity tracked through this report? SPD does not track race/ethnicity issues through this particular database; however, they submit a EEO4 report annually to the Equal Employment Opportunity Commission (EEOC). That report breaks down the data by major job functions based on race and gender. It was noted that there has never been a pay disparity case come before the State Employee's Appeals Commission (SEAC). A statement was made that it was not about whether there is any problems but that this discussion has to do with making sure that there is equity so that ICW can insure that its constituents are being represented well.

Is there a formal process to address when there is a disparity? SPD provides the information to the agencies and allows the agencies to deal with the issues. When true inequities are discovered, the information is routed back to the agency. SPD then has a discussion with the agencies about why it has happened and how to correct the issue. As was explained at the last meeting the mechanism that SPD uses to classify jobs in state government is gender-neutral. It is based on what the job is and what the duties, skills and experience needed.

There were final comments made that reiterated that as a commission, ICW is a partner with the rest of the government. ICW recognizes that many heads of household are now women. If there is something that ICW can do for its constituents, we want to provide a vehicle, if we need to be training employees, we have a role to encourage, support, and serve as advocates for women to promote nontraditional jobs to women that will help them bring income into their household and support their families. If there are any further questions after the board reviews the report, they can be submitted to Dan Hackler at (317) 234-3830.

President's Remarks: Betsy Corridan announced that the meeting scheduled for November 17 was tentatively set as a board retreat. She suggested that the board consider having an extended meeting rather than a full-day retreat. She asked Kristin Garvey to discuss what could be on the agenda. Garvey indicated by having a longer meeting, the board could take more time to discuss in detail current projects, look at the performance

metrics set last year to see if the right things are being measured, and discuss how ICW might achieve sustainability and how to keep the momentum going forward to move programs and services forward. There will be one piece of board business to conduct at that meeting, which is to review the legislative report that is to be submitted by January 1. Sen. Breaux asked for a clarification whether ICW appears before the budget committee during session. Garvey responded by explaining that ICW's budget is included with DWD and DWD makes the presentation to the budget committee. It was suggested that there be included time to socialize with each other and to meet somewhere other than the normal room. Consensus is to include lunch during the meeting, which will be held from 11:00 to 3:00 p.m. Anita Samuel offered to check with the Governor's Mansion on availability.

Approval of Consent Agenda: Cindy Felsten moved to accept the materials submitted in the consent agenda prior to the meeting. Those materials include: July Board Minutes and September Executive Director's report. Sen. Jean Breaux seconded. The motion was unanimously approved by the board.

Committee Reports

Internal Operations and Financial Oversight: Anne Jacoby reported there was no financial report for this month due to delays from the accounting department. She will review them as soon as they are available. She reminded everyone of the current economic climate and assured all the staff is being frugal and monitoring expenses.

Communications and Outreach: Patzetta Trice reported she, Betsy, and Kristin met with the proposed event planner, Rayna Traylor, for the Torchbearer Awards to discuss opportunities for improvement. There will be a lot of learning to be done in the next thirty days to get Traylor up to speed. She indicated there was excitement on the opportunities to streamline the process and develop a road map for the event so ICW can use resources more efficiently. Discussion of the fee reminded everyone that up to \$3500 was approved at the previous meeting. Trice reassured the board Traylor is aware this is not a corporately funded event and the fee would be minimal.

Garvey also reported the process for the call for nominations included sending out early notification to the inner circle (torchbearers, advisory board, etc), then to expand it to the full mailing list and then to send out a press release. All of October and November will be spent encouraging people to submit nominations. The deadline for nominations is November 17.

Legislative Affairs: Cindy Felsten reported the United States just celebrated the ninetieth anniversary of women's right to vote. She indicated until the session really gets going, there was not much to report. This coming legislative session will be focused primarily on the budget. However, there might be other things that make it to the agenda. She reminded the board that all state agencies were asked to reduce their budget by 15%.

Nominations and Appointments: Virginia Calvin reported ICW still has two open appointments to be identified by the Governor's Office and one opening to be identified by the president pro temp of the Senate. Garvey indicated as of the last update, they were still working on the appointments. Senator Long's office is asking for names of someone who is a non-Democrat. Interested persons can send their resume directly to Senator Long's office or send Garvey an email of interest to forward. Current locations with no representations are: Lafayette/Frankfort, Bedford/Bloomington, and Muncie/Richmond areas. Senator Becker offered former Rep Sue Scholler as a possibility.

Executive Director's Report: Kristin Garvey reported the first *Working Women in Transition* program is on Friday, September 17. To date, there are about 20 people registered. The second one is October 8 and the final one is October 15. Chelsea has taken the lead on this program and has done a great job of pulling in all of the speakers.

Garvey also reported she had a good meeting with Mark Everson, the new commissioner of DWD, to introduce herself. He facilitated a meeting with Gina DelSanto, senior deputy commissioner of policy and performance, to see how ICW might partner with DWD on programs. She indicated she was pleased that conversation is moving forward.

Garvey also indicated because of the change over the past two years in ICW's branding and tagline (*Moving Indiana Women Forward*), the current logo has become out of date. The graphic designer with DWD has put together a couple of options for potential new logos. Included in the executive director's report were three options to consider. A question was posed about whether the State of Indiana dictates what each agency should use. Garvey indicated she was working with Marc Lotter, DWD director of communications, on the process. Before she goes further, she would like to have the board's approval to go forward. The consensus of the group was to move forward. Of the three options, the third was the most liked. Garvey stated that her recommendations were to make "women" larger and "commission" smaller so that the emphasis is on "women."

Garvey then introduced Jessica Brannam and Stella Tran, ICW's AmeriCorps VISTA members who will be with ICW for a year. They have been with ICW for about four weeks and have spent the first week introducing them to the Commission's mission, objectives and strategic plan. After their week of orientation, they have worked on putting together proposals for their projects.

Jessica Brannam presented on a statewide women's summit concept. The material is contained in information provided prior to the program and the board has been speaking about this possibility during previous meetings. A concern was raised about whether ICW can go forward with these plans if there is not approval from the Governor's office. In addition, the question about budget and potential sponsors was raised. Brannam indicated there were two budgets for summits from the Iowa Commission on the Status of Women and the Ohio Governor's Office for Women which can be used as models for the cost. Another question was raised about the long-range goals of the event, sustainability, timing, capacity and how it will benefit the Commission. However, it was also recognized this event can provide ICW the opportunity to change the paradigm of ICW's impact on the status of women. With the many questions, it was decided to postpone the discussion until a conference call on October 6 (Note: date changed to October 28) in order to get additional information. Meetings have been requested with the DWD General Counsel to discuss options and considerations for fundraising for a statewide event and with the Lt. Governor's office to ascertain her interest in participating in this type of event. In addition, the Governor's office will be approached to see if ICW would receive support for the event.

Stella Tran then reported she would like to conduct research on the impact of women going through the transition into single-motherhood, including economic stability, physical health and emotional wellness. She will be conducting interviews and focus group discussions with women who have experienced this transition within seven years of divorce, separation, becoming a widow or other circumstance and are custodial parents or primary caregivers of at least one child.

Next Board Meeting: In the past, the last meeting of the year has been a retreat. It was discussed that the next meeting should be a longer meeting but may not have to be a full day retreat. Therefore, the board will meet on Wednesday, November 17, from 11:00 – 3:00 p.m.

Adjournment: Betsy Corridan adjourned the meeting at 2:00 pm.

Respectfully submitted by Kristin Garvey as reviewed by Cindy Felsten, Secretary