



**Moving
Indiana Women
*Forward***

2012-2013 Annual Report

INDIANA
COMMISSION
for women
www.in.gov/icw

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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 2010 –June 2011

Introduction

The Indiana Commission for Women (ICW) represents the State of Indiana's commitment to improving the quality of life for women [IC 4-23-25 Sec. 7(3)]. ICW's mission is to understand the needs of Indiana women and their families and work strategically both within government and in communities to help bring about positive change. ICW's board and staff have established the following strategic goals as part of its continuing efforts:

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

Between July 1, 2012 and June 30, 2013, ICW focused its efforts on the five priority areas identified during ICW's *Hoosier Women Speak* initiative. Based on over 1,100 responses collected between February 2011 and June 2012 during a series of listening sessions and online survey, those priority areas are: 1) health-related issues; 2) work-based issues; 3) care giving; 4) violence against women, and 5) leadership. Between July 2012 and June 2013, ICW staff continued to speak with women throughout the state about the findings, which have resonated with individuals throughout the state.

The information gathered during this initiative has become integral to the Commission's efforts and will help to address further obstacles, identify potential solutions and develop partnerships to help make Indiana a state of opportunity and economic security for all Hoosier women and girls. The Board of Commissioners, staff and volunteers continue to set positive direction to accomplish its mission by focusing on these priority areas in order to determine which areas it can serve as a leader, collaborative partner and/or supporter.

We are proud of our achievements and are pleased to present our 2012-2013 Annual Report, highlighting activities between July 1, 2012 and June 30, 2013.

About the Commission

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

Vision

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

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

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.

Commissioners

The Board of Commissioners is appointed by the Governor (6), the Speaker of the House of Representatives (4) and the Senate President Pro Tempore (4) [IC 4-23-25-3 Sec. 3].

Current members

Christine Altman, Hamilton County Commissioner
Senator Vaneta Becker, Evansville, IN
Senator Jean Breaux, Indianapolis, IN
Virginia Calvin, South Bend, IN
Kayevoone Dailey, Fort Wayne, IN
Cindy Felsten, Columbus, IN
Rep. Cindy Kirchhofer, Indianapolis, IN
Rep. Sheila Klinker, Lafayette, IN
Kori McOmber, Greenwood, IN
Stephanie Moore, Newburgh, IN
Kelly Perri, South Bend, IN
Marta Pincheira, Franklin, IN
Erin Smith, Greenwood, IN
Patzetta Trice, Indianapolis, IN

Chair

Christine Altman, Hamilton County Commissioner

Staff

Kristin Svyantek Garvey, Executive Director (July 2008 – Present)

Increase awareness of the status of women and issues they face

The duties of Indiana Commission for Women include assessing the needs of Indiana women and their families and promoting the full participation of Indiana women in all aspects of society as stated in Indiana Code IC 4-23-25-7 (1). Throughout the year, the Indiana Commission for Women aligned its programming and outreach efforts with the five priority areas identified in *Hoosier Women Speak*. Overall, it participated in thirty-three (33) programming and outreach activities and events, touching over 3500 constituents throughout the State of Indiana (See Table 1).

Table 1: Frequency of Issue Represented During Programming and Outreach Efforts

Priority Area	Participation *	Sponsorship †	Speaker
Health-Related Issues	10	2	1
Work-Based Issues	13	2	5
Care Giving	7	1	0
Violence Against Women	14	3	0
Leadership	15	3	4
All 5 Priority Areas	7	2	4
Publicity	11	2	4

Activity Highlights

ICW also produced four (4) one-page Quick Stats factsheets covering the following topics: 1) Women in the Indiana General Assembly; 2) Women in Leadership; 3) Women in the Workforce and 4) Women in Racing (See Appendix 1-Reports).

The Women in Leadership infographic was designed by Indiana University East in Richmond, Indiana through a partnership developed with several community members after ICW conducted a Hoosier Women Speak listening session on July 18, 2012. In addition, Kristin Garvey returned as a guest lecturer during IU East's *Academy for Cultivating Talent* in December 2012. She provided a 3-hour workshop on women's leadership. She was asked to return in February 2013 as a guest lecturer on the same topic in a Gender and Communication class. Finally, she returned for IU East's Spring Leadership Forum in April 2013 to present statistics on leadership.

Using the same format, ICW staff developed a similar infographic on *Women in the Workforce* at the request of Mentoring Women's Network, a newly formed "community of empowered women developing one another personally and professionally through mentoring relationships."

Below is a sample of other activities in which ICW took part in during FY 2013.

Miss Representation Screening and Distribution (August 2013) –*Miss Representation* is a documentary that exposes how mainstream media contribute to the under-representation of women in positions of power and influence in America. ICW partnered with the National Panhellenic Council, IUPUI Office for Women, Vision 2020 and Circle of Sisterhood to host a screening and discussion of this documentary with university women. Presenters included Debby Knox, WISH-TV, and Dr. Kim White-Mills, IUPUI.

* Count represents number of activities ICW participated in, related to one or more of the five priority areas; some activities covered more than one priority issue and are counted separately in each priority area.

† Count represents number of events or activities ICW actively sponsored and/or served as main the organizer.

Trauma-Informed Care for Women Veterans: A Guide for Service Providers (August 2012) – The guide offers best practices, resources and self-assessment tools aimed at improving effectiveness in engaging female veterans. It offers knowledge and guidelines for modifying practices with the goal of increasing re-entry outcomes. ICW partnered with the U.S. Department of Labor’s Women’s Bureau to host a webinar for community members in Indiana in order to educate participants on the guide’s use.

Kick-Off of Michigan City Commission for Women (September 2012) – This kick-off was a celebration of the formation of the Michigan City Commission for Women. The discussion to form this new municipal level commission coincided with the *Hoosier Women Speak* listening session. The staff of the Indiana Commission for Women assisted the women of Michigan City by meeting with them to discuss the purpose of commissions and by providing resources from the National Association of Commissions for Women that would help them as they worked through the process.

2013-2014 Key Strategies

- Continue to align efforts around *Hoosier Women Speak* by participating in and/or leading at least five external events or initiatives
- Produce and/or support at least one major report or four one-page *Quick Stats* on a topic related to the status of women in Indiana
- Provide access to information, opportunities, resources and tools through website, social media and other outreach efforts
- Plan and implement targeted *Hoosier Women Speak* listening sessions for at least one targeted population identified during the initial initiative

Recognize and promote the contributions Hoosier women make

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

Activity Highlights

The 2013 Torchbearer Awards (March 2013) – The annual *Torchbearer Awards*, the Indiana Commission for Women recognizes and promotes contributions women make to Indiana. Indiana Torchbearers are those women who have been pioneers throughout their lives or who have stepped forward as leaders by breaking down barriers to women’s full participation. On March 5, 2013, ICW presented eleven awards to the following individuals:

- Mary Aurtrey, Indianapolis
- Sr. Jeanne Hagelskamp, Indianapolis (Lifetime Achievement)
- Anne Hathaway, Indianapolis
- Deborah Hearn Smith, Indianapolis
- Mary Roberta Heiman, Evansville
- Lyn Isbell, Michigan City
- Nancy King, South Bend (Heart of Indiana)
- Bobbie Magley, South Bend
- Ginny O’Conner, Evansville (Heart of Indiana)
- Shanel Poole, Indianapolis (Young Woman of Promise)
- Kathy Reehling, Thorntown

This year, Governor Mike Pence provided a pre-Ceremony reception in his office for the recipients and Lt. Governor Sue Ellspermann provided opening remarks and presented the awards to each recipient.

Since 2004, ICW has recognized 162 women who have made outstanding contributions to Indiana. Each year the Indiana Commission for Women sets metrics to determine the events success. (See Table 2).

Table 2: 2013 Torchbearer Awards Outcomes Metrics

Metric	2011	2012	2013
Number of Event Registrations	326	219	213
Number of Nominations	45	20	39
Decrease in Nominations from Central Indiana	58%	55%	54%
Decrease in Nominations from the Indianapolis MSA	56%	55%	49%
Selection of 10-12 Outstanding Women as Torchbearers	12	11	11

Writing Her Story - In May 2013, ICW published an article on Pippa Mann, IndyCar Racecar Driver, as a pilot effort as it revamps its *Writing Her Story* initiative. In addition, stories of each Torchbearer Award recipient were produced.

2013-2014 Key Strategies

- Organize annual Torchbearer Awards recognition celebration recognizing significant contributions made by women
- Plan and implement commemoration activities related to 10th Anniversary of the Torchbearer Awards
- Refine and implement one additional way to recognize women in Indiana (*Writing Her Story*)

Provide Balanced Analysis of Public Policy Issues That Impact Women in Indiana

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

Activity Highlights

Women’s Day at the Statehouse (February 2013)—Based on results from the Indiana Commission for Women’s *Hoosier Women Speak* initiative, many participants and respondents recognized that women have a responsibility to be engaged in the legislative process. Women directly affected by these issues should also be encouraged to participate in the public debate through civic engagement. Therefore, ICW hosted a Women’s Day at the Statehouse on February 6, 2013, in order to discuss the findings of the listening sessions.

Expert speakers from external organizations with expertise on each of the five priority areas presented and led a question-and-answer discussion. Below is the list of speakers:

- Overview of Listening Sessions (Kristin Garvey)
- Health Related Issues (Theresa Rohr-Kirchgraber, IU Center of Excellence in Women’s Health and Senator Vaneta Becker)
- Work Based Issues (Akiya Haynes, Indiana Civil Rights Commission and Representative Linda Lawson)
- Care giving (Marsha Thompson, IN Assn of Child Care Resources & Referrals and June Lyle, Indiana AARP)

- Violence Against Women (Katie Jones, Indiana State Department of Health Office for Women’s Health and Julie Marsh, Domestic Violence Network)
- Leadership (Jennifer Holmes, Integrating Women Leaders, Melissa Proffitt Reece, Ice Miller and Paula Kessler DiPaolo, Senior Vice President, National Spend, Clinical Management and Enterprise Solutions Sales)

Event registration was almost three times what was expected, surpassing the initial estimate of 50. Other performance metrics were set to determine the event’s success (See Table 3).

Table 3: Women’s Day Outcome Metrics

Metric	2013
At least 50 participants	139
Identify at least ten (10) guest speakers/facilitators	10
Above Average or excellent event evaluation surveys (Scale 1-Strongly disagree to 5-Strongly Agree)	4.5 average rating
Summary report of session proceedings	Completed

2013-2014 Key Strategies

- Host *Women’s Day* with at least five partner organizations
- Strengthen relationship with legislators by presenting *Hoosier Women Speak* efforts and/or status of women in Indiana to the women’s caucus
- Produce at least one issue briefing based on *Hoosier Women Speak* issues

Achieve Operational Sustainability

The leadership of the Indiana Commission for Women is delegated to its Board of Commissioners [IC 4-23-25-8 (1-6)] and its management is administered by an executive director. The Commission continuously strives to achieve operational effectiveness and efficiency through responsible and prudent decision-making on expenditures based on its strategic priorities.

The bi-partisan Commission board consists of fourteen members appointed by the Governor (6), the Speaker of the House of Representatives (4) and the Senate President Pro Tempore (4) [IC 4-23-25-3 Sec. 3]. Each year, ICW strives to increase board effectiveness and strengthening board commitment, complying with governmental reporting requirements and seeking out collaborative partnerships with other state agencies and/or external organizations. (See Table 4)

Table 4: Operational Sustainability Outcome Metrics

Metric	
Achieve quorum at all meetings	100%
Submit annual legislative report	Completed
Implement social media plan	Completed
Implement strategic plan	Completed

Activity Highlights

Collaboration and Participation – In order for the Indiana Commission for Women to build sustainability and achieve its mission, the board and staff look for opportunities for collaboration and partnership with organizations and other governmental agencies that focus on outreach to women, have a program or service specifically geared towards women or have a direct impact on women’s lives [IC 4-23-25-7 (3)(6)(14)]. Examples of collaborations throughout the year are:

- **National Association of Commissions for Women (July 2012)** – ICW is a member of NACW and participates in its annual conference, which provide an opportunity to connect with colleagues from other states’ commission to determine current trends and innovations affecting women and/or government agencies. In July 2012, Kristin Garvey was elected as Vice President of the board of directors and is tasked with developing a strategic plan that will revitalize the organization as well as benefit the members of the association. At the 2012 conference, the Indiana Commission for Women received an Achievement Award for its *Hoosier Women Speak* Capacity-Building Initiative.
- **International Delegations** – Each year, ICW staff and board members have the opportunity to meet with international delegations to discuss various women’s issues through the International Visitor Leadership Program sponsored by the U.S. Department of State who visit the U.S. In 2012-2013, ICW met with:
 - In November 2012, Kristin Garvey met with a delegation from Lebanon to discuss Women and Justice. In addition, staff members of the Indiana Civil Rights Commission and Indiana Commission on the Social Status of Black Males participated in the conversation.
 - In February 2013, Kristin Garvey arranged a tour of the Indiana Statehouse for exchange students from France who were visiting the International School of Indiana. Glenda Ritz, Superintendent of Public Instruction also met with the students
 - In March 2013, Kristin Garvey arranged a meeting with Malalai Bahaduri, First Sergeant, Afghan National Interdiction Unit (NIU), who was named a Woman of Courage by the U.S. Department of State. Also in attendance was Lt. General (Ret). Carol Mutter, a representative from the Indiana Attorney General’s office and Rep. Linda Lawson.

2013-2014 Key Strategies

- Increase board engagement by conducting extensive board orientation and establishing quorum at every scheduled meeting
- Encourage board members to host informational sessions in their own communities
- Refine and implement communication efforts around five priority areas

In Conclusion

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

We thank the appointing authorities who entrust the Indiana Commission for Women with the significant responsibility of promoting women’s full participation in society; the ICW Board of Commissioners who generously volunteer their leadership, guidance and energy to this important work and the Advisory Board for their wisdom and ongoing support of the Commission and its activities.

We look forward to our future work with, and on behalf of, the women and girls of the State of Indiana.

Appendices-Reports

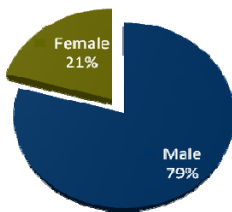
1. Women in the Indiana General Assembly.....	11
2. Women in Leadership	12
3. Women in the Workforce	13
4. Women in Racing	14
5. Writing Her Story – Pippa Mann	15



Election Highlights

- As a result of the election held November 6, 2012, women now serve in 31 (20.6%) of the 150 seats for the 2013-2014 Indiana General Assembly. This is a zero gain of women serving in the 2011-2012 legislative session.
- Women gained two seats in the Indiana House of Representatives and lost two seats in the Indiana Senate.
- In the Indiana House of Representatives, 2 women unseated female incumbents, four women were elected to open seats previously held by men and one woman was elected to an open and uncontested seat.
- In the Indiana Senate, all 6 women running for office were re-elected.
- Among 24 women incumbent Legislators (Senate and House) running for office, 22 (92%) were re-elected to their seats; 15 women ran in contested elections, 7 ran in uncontested elections and 2 were defeated.

Women in the Indiana General Assembly



Indiana Commission for Women (ICW)

www.in.gov/icw

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Hoosier Women Lead Women in the Indiana General Assembly 2012 Status Report¹

Senate

- Women were elected to serve in 8 (16%) of the 50 seats in the Indiana Senate for the 2013-2014 Indiana General Assembly, which is a decrease from 10 seats in 2011-2012 and 12 seats in 2009-2010.
- Among the 10 female members of the prior Senate (2011-2012):
 - 6 seats were on the November 6th ballot and all six were re-elected as incumbents
 - 2 women were not up for re-election
 - 1 woman resigned to run for Lt. Governor on the Democratic ticket (and was defeated)
 - 1 woman resigned to serve as the Indiana Secretary of State when that position was vacated by her predecessor

House of Representatives

- Women were elected to serve in 23 (23%) of the 100 seats in the Indiana House of Representatives for 2013-2014, which is an increase from 21 seats in the 2011-2012 General Assembly and 19 seats in 2009-2010
- Of the overall number of women members, 7 new women were elected to the General Assembly.
 - 2 women unseated a female incumbent to gain the seat
 - 4 women were elected to open seats
 - 1 woman was elected in an uncontested race
- Among the 21 House seats held by women in the prior Legislature (2011-2012):
 - 16 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 State Senate, one retired and one left the house to run successfully for Lt. Governor). All of these open seats were filled by men.

How they were elected – 2012 Senate Elections

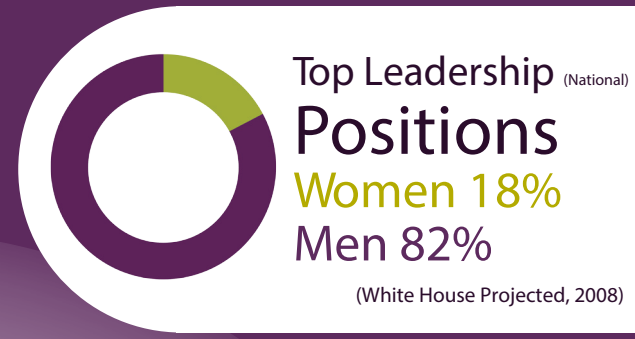
		Women		Men	
Type of Election		Percentage	Count	Percentage	Count
Incumbents	Contested	37.5%	(3)	26%	(11)
	Uncontested	37.5%	(3)	12%	(5)
	Not up for re-election	25.0%	(2)	55%	(23)
New Members	Open Seat	0%	(0)	7%	(3)
	Defeated Incumbent	0%	(0)	0%	(0)
	Unopposed	0%	(0)	0%	(0)
	Senate Total	100%	(8)	100%	(42)

How they were elected – 2012 House Elections

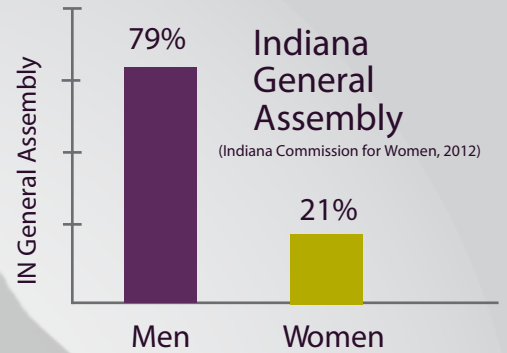
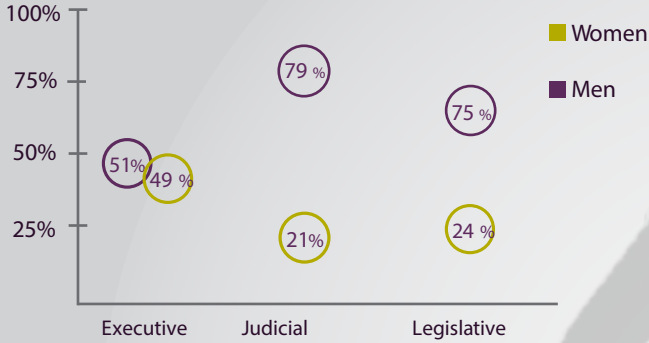
		Women		Men	
Type of Election		Percentage	Count	Percentage	Count
Incumbents	Contested	52%	(12)	50%	(39)
	Uncontested	17%	(4)	25%	(19)
	Open Seat	17%	(4)	17%	(13)
New Members	Defeated Incumbent	9%	(2)	4%	(3)
	Unopposed	5%	(1)	4%	(3)
	Senate Total	100%	(23)	100%	(77)

¹ Findings are based on unofficial election results from the November 6, 2012, General Election for the State of Indiana.

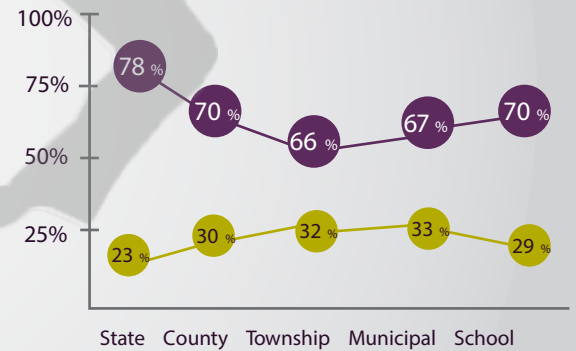
Women in LEADERSHIP



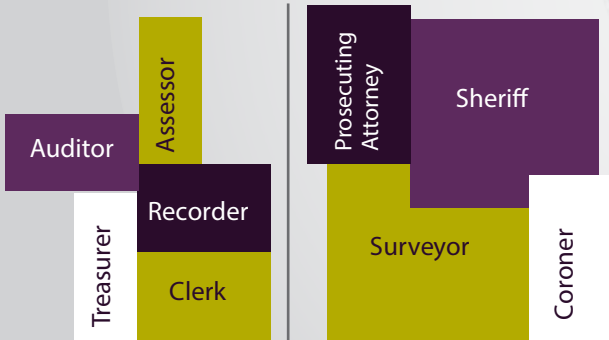
Gender by Branch of Government



Gender by Level of Government

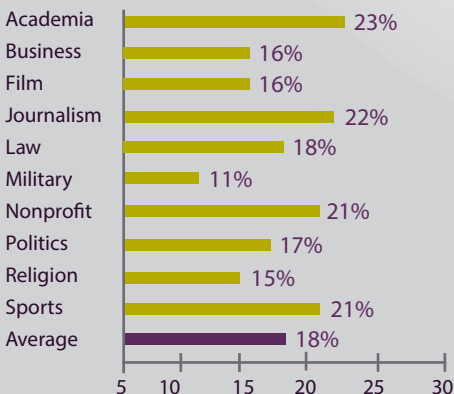


Female Dominated Offices



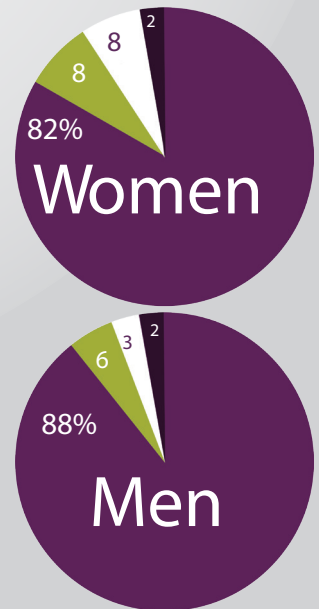
Women in Leadership Roles by Industry (National)

(The White House Project, 2008)

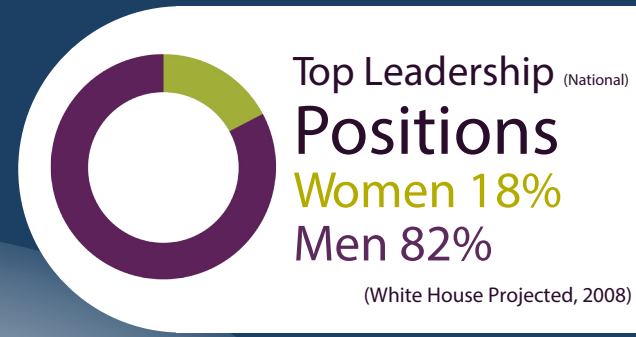


Work by Sector, Indiana

(ACS 2006-2010)

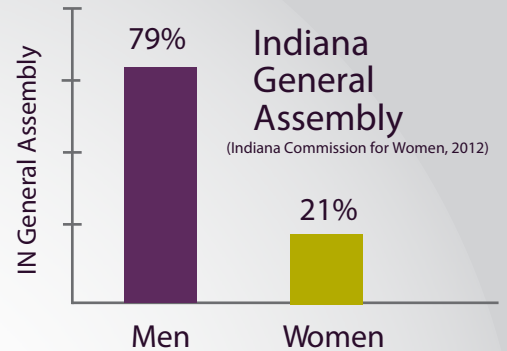
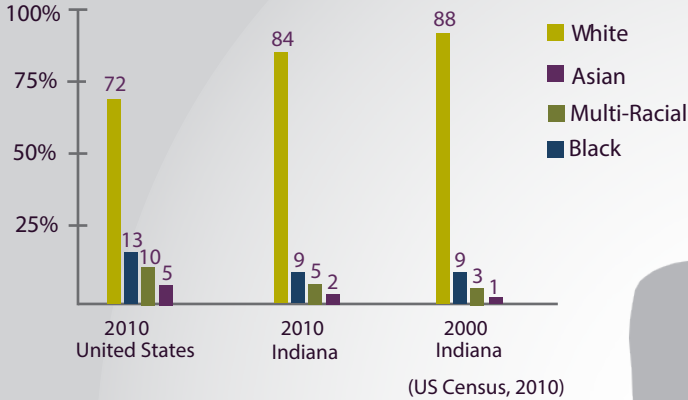


Women in the WORKFORCE



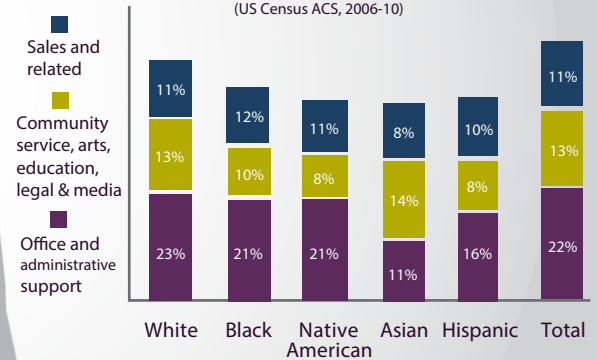
Basic Demographics

Indiana is home to 3,297,065 women (50.9%) of the population.

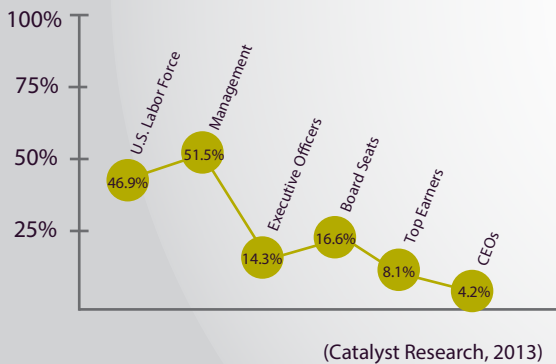


Top 3 Occupational Areas for Women

Indiana, civilian employed population, 2006-2010 (5-yr est).
 (US Census ACS, 2006-10)

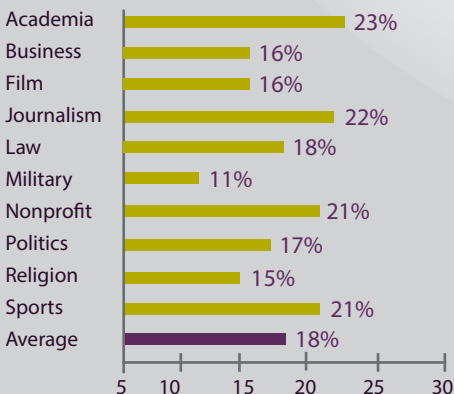


Women in Business (National)



Women in Leadership Roles by Industry (National)

(The White House Project, 2008)



42%
 Women make up 42% of Indiana's full-time, year round civilian employees
 (ACS 2006-2010)

Work by Sector, Indiana

(ACS 2006-2010)

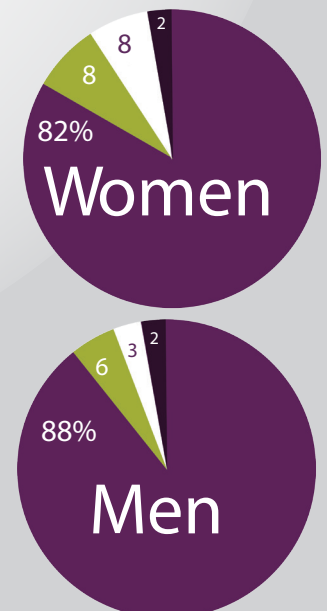




Photo courtesy of: www.blogger.com

Women in Racing

Quick Stats Indianapolis 500

There have been eleven women attempt to qualify for the Indianapolis 500. But, only nine of them actually raced in the “Greatest Spectacle in Racing.” That number translates to only 0.3% of all Indy 500 racecar drivers. Participation by women was discouraged throughout the first several decades of the Indianapolis 500; however, a number of female owners/sponsors were involved since the early years. Maude Yagle was the first female owner (1929-1932) at the Indianapolis 500. She became the first female-owned winner when Ray Keech won the race in 1929. However, it wasn't until 1976, when Janet Guthrie arrived at the Speedway hoping to qualify as a driver and in 1977, she became the first woman to compete at the Indianapolis 500.

Since 2000, at least one woman has always been racing at the Indianapolis 500. Three women have been Rookie of the Year: Lyn St. James (1992), Danica Patrick (2005) and Simona de Silvestro (2010).

List of Women's Firsts at the Indianapolis 500

- 1929 – Maude Yagle becomes the first and only female car owner to win
- 1976 – Janet Guthrie becomes the first woman to attempt to qualify
- 1977 – Janet Guthrie becomes the first woman to start
- 1992 – Lyn St. James becomes the first female Rookie of the Year
- 2000 – Sarah Fisher is the youngest woman to compete at age 19
- 2005 – Danica Patrick becomes the first woman to lead a lap
- 2007 – First race with three women competing in the field (Milka Duno, Sarah Fisher, Danica Patrick)
- 2007 – First race where two women were running at the completion of the event (Fisher, Patrick)
- 2009 – First race where three women (Duno, Fisher, Patrick) finished
- 2009 – Danica Patrick achieves the highest finish for a woman (3rd)
- 2013 – Pippa Mann joins Ana Beatriz at Dale Coyne Racing, the first time women have been teammates

Source: Indianapolis Motor Speedway (www.indianapolismotorspeedway.com)

In its 2012 *Hoosier Women Speak* report, the Indiana Commission for Women (ICW) identified several common themes across all issues affecting women. One of these themes was a general lack of knowledge about how to connect to resources, tools and opportunities and about the status of women in Indiana. To assist with this need, ICW created *Quick Stats*, one-page briefs that provide information highlighting selected topics and are based on current Census and/or other data from sources believed to be reliable. These data briefs on women in Indiana can be used as an entry point to understand women's status, condition and contributions. Further ways to understand issues are:

- Continuing to learn more about the issues affecting women in Indiana.
- Voicing your opinion on issues important to you
- Serving as an advocate for women
- Mentoring other women
- Joining ICW's mailing list or social media outlets to be notified of upcoming events, programs and resources available to women

Go to www.in.gov/icw to learn more about the Indiana Commission for Women and their current initiatives.

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COMMISSION
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Writing Her Story

Pippa Mann, Race car driver for Dale Coyne Racing

2011 Indianapolis 500 rookie, Pippa Mann grew up a race fan in England, watching, but never dreaming she would one day be a race car driver. Then, she attended a friend's birthday party and drove go-karts for the first time. That was the moment she knew she found a new dream and became involved with racing. Not only is she a race car driver, she also helps other young female drivers, is an instructor and announces IndyCar and Indy Lights races for radio and TV.

"Qualifying for the Indianapolis 500 in 2011 has so far been my biggest accomplishment on track," says Pippa. "I was a rookie driver, with one day of testing in an IndyCar before the month of May began, and I was one of the 33 qualifiers for the closest field in Indy 500 history." That year, she became the eighth woman in history to qualify for and race in the Indianapolis 500 and became the first British woman to do so (USA Today, 30 April 2013). In 2013, Pippa will be racing for Dale Coyne Racing along with Justin Wilson and Ana Beatriz, which marks the first time women have been teammates at the Indianapolis 500 (USA Today, 30 April 2013).

Pippa is most passionate about helping other female drivers get more recognition. "The media often looks to turn two female competitors into an extreme rivalry, but mostly in real life that's genuinely not the case," she said. "I work hard, not only to get recognition for the results I have achieved, but also to try and promote other female drivers and help them receive the credit they deserve for results they have achieved."

Pippa doesn't see herself as a role model. She feels that she has more to achieve. "I still have so much I want to do in a racing car, and so much I want to do outside of a racing car!" But, if she can be an advocate for chasing dreams and working hard to turn them into reality, then she wants to be that role model, especially given her connection to young female drivers. "I definitely want to be someone young girls can look up to, and someone who their families are happy for them to look up to, too."

One of the organizations Pippa Mann is involved with to help other young female drivers is called *Glass Hammer Racing*, based in Indianapolis. They support female drivers who are lower down in the ladder system, as they make the transition to professional racing series. They work with young girls to get them into go-karts for the first time up at Fastimes Karting in Indy. "I enjoy being there for the older girls, and instructing the younger girls learning for the first time in go-karts has been a totally new and fun experience for me," says Pippa. If anyone has a daughter aged 10-16 who is interested in driving a go-kart for the first time, she would love for them to check out the Glass Hammer Racing website, at www.beatbyagirl.org.

Women in Indiana quietly do extraordinary things every day. *Writing Her Story* celebrates these accomplishments and sheds light on the resilience and strength of Hoosier women. These articles showcase the women who have helped move Indiana women forward and who inspire others to do great things in their own lives. Women in Indiana have an important role to play. You can make a difference by:

- Learning more about the issues affecting women in Indiana.
- Voicing your opinion on issues important to you
- Serving as an advocate for women
- Mentoring another woman
- Join ICW's mailing list or social media outlets to be notified of upcoming events, programs and resources available to women

Go to www.in.gov/icw to learn more about the Indiana Commission for Women and their current initiatives.

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