



Michael R. Pence, *Governor*
Kristin Svyantek Garvey, *Executive Director*

Board of Commissioners

August 14, 2014

Minutes

IN ATTENDANCE: Christine Altman, Rep. Bionca Gambill, Stephanie Moore, Kelly Perri, Patzetta Trice

VIA PHONE: Linda Bloom, Kayevonne Dailey, Marta Pincheira

STAFF: Kristin Garvey

GUEST: Erica Hall, Indiana House Republicans

CALL TO ORDER: Chair Christine Altman called the meeting to order at 12:23 PM. She asked all members to introduce themselves. Quorum was established at 12:26 PM.

CHAIR'S REPORT: Chair Altman indicated she had no formal report. She did indicate that she and Executive Director Kristin Garvey had an additional meeting with the Governor's Office to continue dialogue on the upcoming Torchbearer Awards. She will alert the board of any additional discussion.

APPROVAL OF JUNE MINUTES: Commissioner Kelly Perri moved to accept the minutes as presented. Commissioner Stephanie Moore seconded. The motioned carried by unanimous vote.

ELECTION OF OFFICERS: Patzetta Trice presented the slate of officers for the board to approve. She reported that the ICW Bylaws state that officers will have staggered terms based on the following schedule: 1st Vice Chair and Secretary will be elected on even-numbered years and 2nd Vice Chair and Treasurer will be elected on odd-numbered years. Those officers include:

- Stephanie Moore, 2nd Vice Chair
- Kelly Perri, Treasurer
- Marta Pincheira, Secretary

First Vice-Chair Trice moved to accept the slate of officers as presented. Christine Altman seconded. Discussion was opened. The motion carried by unanimous vote.

Commissioner Kayevonne Dailey requested a copy of the Bylaws for her record. After discussion, Chair Altman asked that the ICW Board Manual be collated into a PDF and distributed to all board members.

FINANCIAL REPORT: Executive Director Kristin Garvey referred to the financial report submitted to the board prior to the meeting. She indicated the fiscal year had just begun on July 1, 2014, so there was not much activity. Garvey reported that there was an expense of approximately \$1000 applied to our account in FY 2014 that was actually for the Torchbearers. She stated that she had budgeted for this amount in FY 2013 but it was not applied until July. Chair Altman asked Garvey to speak with the financial officer or auditor's office to request the expense be applied to FY 2013. A clarifying question was asked regarding the ICW special fund. Garvey stated that according to ICW's Indiana statute, the special fund was established "for the purpose of providing money for special projects of the commission" (IC 4-23-25-10 Sec. 10(a)) and the "fund consists of gifts, contributions, and funds donated to the commission" (IC 4-23-25-10 Sec. 10(b)). Chair Altman stated that going forward she would prefer that the annual Torchbearer Awards be funded through donations.

Chair Altman asked for a motion to accept the financial report as presented. First Vice-Chair Trice so moved and Second Vice-Chair Moore seconded. The motion carried by unanimous vote.

REPORTS

- *Review and Discussion of Annual Report:* Executive Director Kristin Garvey reported that the annual report was submitted to the board for their review. The annual report was due to the Indiana Civil Rights Commission by the end of the month. Chair Altman asked for any changes or corrections. First Vice-Chair Trice asked that the name of her firm and her title be corrected. Chair Altman asked for a motion to approve the annual report as submitted. First Vice-Chair Trice so moved; Treasurer Perri seconded. The motion carried by unanimous vote.
- *Legislative Session/Legislative Summer Study Committees:* Executive Director Kristin Garvey reminded the Board that at the last meeting, they had gone through the list of study committees and identified potential topics of interest. She collated a list of meetings with agendas that were coming up. She will continue to monitor as needed. Chair Altman requested that should ICW have expertise pertinent to the topics, it should present it to the legislators for their consideration. She reiterated that it was ICW's job to be helpful on issues affecting women. On a similar topic, Second Vice-Chair Moore requested that additional information be sent to the board regarding the EEOC's recommendations on pregnancy discrimination changes in procedures.
- *White House Summit on Working Families:* Second Vice-Chair Moore reported on her experience attending the Chicago regional forum. She indicated that she was the only representative from Indiana. Each regional forum led to the national White House Summit on Working Families. Second Vice-Chair Moore listed the six priorities the President of the United States identified:
 1. Paid Family Leave
 2. Child Care (and universal preschool)
 3. Workplace Flexibility
 4. Minimum Wage Increase
 5. Pay Equality
 6. Pregnant Workers' Protection

Second Vice-Chair Moore then reported to find a Congressperson's town hall meeting, anyone can go to www.accountablecongress.com. She also reported there is a morning conference call each day at 9:30 AM EST that gives updates on progress. That telephone number is (888) 325-3989; the access code is #546571. Executive Director Garvey also stated that the national summit was televised at <http://www.workingfamiliesummit.org>. Board members can go to the website to find additional information.

- *Executive Director's Report:* Executive Director Kristin Garvey reported that she is experimenting with a way to present the information in a way that aligns with ICW's strategic plan. She stated that it was the beginning of the fiscal year so not much activity has been recorded. She mentioned that she attended the 2014 NACW conference in Sarasota, FL and indicated she brought the material for their review. The conference was conducted very well. The one thing that Florida did to make the conference successful was to get participants to connect with each other. She indicated that as Vice President, she presented the new strategic plan, which she led NACW through over a two year process. The main point of the new strategic plan is focused on how NACW can help commissions at all levels to strengthen themselves. As the 2015 NACW Conference host, ICW can use that information to structure the conference around helping commissions do their work better. She reported that she attended a program put on by the Women Like Us Foundation that hosted a general session on the status of women in Indiana. She remarked that it was a good start and they will continue to make the program better. They have pillars that they work on, which are

Education, Economic Development, Health, and Human Rights. The speakers focused on these four areas. She indicated that the one thing that came out of the session was that women wanted to talk about the issues.

She also reported that the Massachusetts executive director presented at the NACW conference on the internship program that she uses to run her office. Garvey indicated that there are a few areas she has identified for which she could utilize an intern in the office. Chair Altman asked that because this year will be a budget year, ICW should consider requesting additional funding to cover any additional costs associated with the internship program. She also asked that Garvey check with the state regarding details such as worker's compensation and other employee considerations. Garvey indicated that the Civil Rights Commission had already begun an internship program so she is mirroring what they are doing.

- *2015 NACW National Conference and Annual Business Meeting:* Second Vice-Chair Moore began the discussion that she was already in discussions with three groups regarding sponsorships. All three are interested and are waiting for the sponsorship packet. First-Vice Chair Trice asked about attendance. Garvey clarified that past conferences had about 50-60 participants and Florida saw about 90 participants. Garvey is hoping to attract many of the commissions in the Midwest who typically don't attend national conference because the 2015 conference will be located near them. She also is planning to invite the Canadian commissions since Ontario is close to Indianapolis. Chair Altman suggested that they include an opportunity for people to share a room so that they can share expenses, which might make it easier for people to attend. Garvey also reported that even though ICW will be doing a lot of the fundraising and planning, the bills would be paid by NACW so the contributions will be made to NACW, which is a 501(c)(3) organization. Second-Vice Chair Moore asked if there would be any opportunity for non-commission people to attend. Garvey indicated that there were different ways to do that. In Maryland, they had a day-long symposium within the conference that focused just on the issues. In Florida, they had luncheons in which outside individuals attended. Chair Altman then mentioned that she had received a letter from the President of NACW acknowledging the hard work that Kristin Garvey had done for this year's conference.

UNFINISHED BUSINESS: There was no unfinished to come before the board.

NEW BUSINESS: Rep. Gambill reported she had attended a luncheon about tobacco secession and how smoking affects pregnant women, causing low birth weight. She asked whether that issue could tie into ICW's work. Garvey indicated that it would fit under the health-related issues. Rep. Gambill stated she would continue to follow that issue. Garvey offered to have a conversation with the executive director of the Office of Women's Health to see how to partner.

ANNOUNCEMENTS: Second Vice-Chair Moore announced that Women's Equality Day will be on August 26th and activities are going on statewide. Rep. Gambill announced that there will be a Women's Equality March in Terre Haute.

ADJOURNMENT: As there was no other business to come before the board, Chair Altman adjourned at 1:52 PM.

Respectively submitted as reviewed by Secretary Marta Pincheira,
Kristin Garvey, Executive Director