



Indiana Commission for Women
Moving Indiana Women *Forward*



2014-2015 Annual Report

July 1, 2014- June 30, 2015

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 2014-June 2015

INDIANA
COMMISSION
for women

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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 to work strategically both within government and 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
- Achieve operational sustainability

ICW continued to focus its efforts on the five priority areas identified during ICW's *Hoosier Women Speak* initiative. Those priority areas are: 1) health-related issues; 2) work-based issues; 3) care giving; 4) violence against women, and 5) leadership. 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 towards its mission by focusing on these priority areas and determining which areas it can serve as a leader, collaborative partner and/or supporter.

In July 2014 at the National Association of Commissions for Women (NACW) Annual Conference in Sarasota, Florida, the Indiana Commission for Women was awarded the 2015 NACW annual conference. Although the conference will take place July 19-23, 2015, the majority of the work took place during Fiscal Year 2014-2015. Because of the effort needed to host the conference, the staff and board dedicated this year's work primarily to the planning and coordination of this prestigious conference.

Members of the Board of Commissioners and staff value the opportunity to continue serving the State of Indiana as we work to ***move Indiana women forward***. ICW recognizes that when we help a woman succeed, we help her family, her community, and Indiana. We thank the appointing authorities who entrust the Indiana Commission for Women with the 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.

We are pleased to present our 2014-2015 Annual Report, highlighting activities between July 1, 2014 and June 30, 2015.

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.

VALUES

We continually strive for women's EQUALITY in all aspects of society by removing barriers that hinder their participation.

We act as the VOICE of women to the public sector, communicating their needs and concerns as well as their successes and contributions so that they can become better connected to their communities and the tools, resources and opportunities needed to find their own voice.

We believe that COLLABORATIVE PARTNERSHIPS between like-minded agencies, organizations, and stakeholders engaged in meaningful dialogue will augment individual efforts to shift societal attitudes and change cultural mindsets.

CURRENT COMMISSIONER ROSTER

Officers

Marta Pincheira, Franklin, *Chair*
Patzetta Trice, Indianapolis, *First Vice Chair*
Stephanie Moore, Newburgh, *Second Vice Chair*
Kori Chambers, Greenwood, *Secretary*
Kelly Perri, South Bend, *Treasurer*

Commissioners

Commissioner Christine Altman, Hamilton County	Representative Cindy Kirchofer, Indianapolis
Senator Vaneta Becker, Evansville	Representative Sheila Klinker, Lafayette
Commissioner Linda Bloom, Allen County	Heather Willey, Indianapolis
Senator Jean Breaux, Indianapolis, Indiana	Joie Winski, LaPorte County Auditor
Kayevonne Dailey, Fort Wayne, Indiana	

INCREASE AWARENESS OF THE STATUS OF WOMEN IN INDIANA AND THE ISSUES THEY FACE

The duties of the 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). Each year, the Indiana Commission for Women aligns its programming and outreach efforts with the five priority areas identified in *Hoosier Women Speak*. In addition, the initiative assists ICW to identify where it can serve as a supporter, a collaborator, or a leader. Overall, ICW participated in eleven (11) programming and outreach activities and events, touching over 1500 constituents throughout the State of Indiana (See Table 1). Among the highlights for the 2014-2015 fiscal year, ICW worked on the NACW Annual Conference that will take place in Fiscal Year 2015-2016 and hosted an International Woman of Courage.



NATIONAL ASSOCIATION OF COMMISSIONS FOR WOMEN 45TH ANNUAL CONFERENCE

The Indiana Commission for Women (ICW) is a member of the National Association of Commissions for Women (NACW), a national association of grassroots agencies and organizations working in communities throughout the United States to further equality and justice for all women and girls and to represent the interests of millions of women and girls. At the 2014 Annual Conference in Sarasota, Florida, the NACW Board of Directors unveiled its new strategic plan that updated our vision, mission, and goals. Its new Mission is *to sustain, strengthen, and advocate for women's commissions in their work to promote equality and justice for all women and girls and ensure they are represented and empowered in their communities.*

In early 2014, ICW submitted a bid to host the 2015 Annual Conference because of the potential benefits of hosting this national conference, including increased visibility for ICW. At their July 2014 Annual Conference in Sarasota, Florida, the National Association of Commissions for Women (NACW) conference selection team announced that ICW was selected to host the 2015 Annual Conference Meeting in July 2015. Though the conference takes place in the upcoming fiscal year, the majority of planning took place in FY2014-2015. In addition, the ICW Board of Commissioners decided to devote ICW resources to coordinating this conference because the conference had not been held in the Midwest region since 2007.

By hosting the conference, the ICW board recognized the potential of cultivating a larger network and forming relationships with national partners beyond the traditional member agencies and organizations. In

addition, holding the conference in Indiana will allow more members of the ICW board to participate in networking and sharing best practices with other women's commissions throughout the country.

The ICW board also recognizes the opportunity to expand its circle of influence with other women's organizations throughout Indiana doing similar work. The conference will offer professional development geared towards building successful organizations along with workshops in skills development, critical women's issues, and creative programming ideas. Therefore, registration for the three-day conference is open to all women's organizations. Workshops will be offered in professional skills development, women's issues and creative programming ideas. Confirmed speakers include U.S. Representative Susan W. Brooks, IN-5th District, and Co-Vice Chair of the Congressional Caucus for Women's Issues and Dr. Corey Hebert, a nationally known medical broadcast journalist, who has appeared on numerous TV shows, including *The Oprah Winfrey Show*, *CNN*, *Good Morning America* and *The Today Show*. In addition, the Indiana Commission for Women has incorporated a Girls Forum entitled, *Preparing the Next Generation of Leaders Girls Forum*. Open to forty (40) high school girls, the Girls Forum will train these young women on mentoring, leadership and reputation safety.

2015 INTERNATIONAL WOMAN OF COURAGE

In March 2015, ICW staff coordinated a meeting with government officials and 2015 *International Woman of Courage*, Rosa Julieta Montaña Salvatierra, Founder and Director, Oficina Jurídica para la Mujer. Ms. Montaña was traveling to the United States to celebrate her recognition from the U.S. Department of State as a 2015 International Woman of Courage award recipient. Each year, women leaders from around the globe are recognized for their efforts to advance women's rights in their countries, many times at great personal risk. Jailed during the dictatorship era and a fierce defender of independent civil society, Ms. Montaña has never shied from advocating for the rights of Bolivian women. Through her NGO Oficina Jurídica para la Mujer, Ms. Montaña has provided legal assistance to women in some of the most emblematic cases of rape, sexual assault, and domestic abuse in Bolivia.



The following people attended the meeting for Ms. Montaña:

- Judge Patricia Riley, Indiana Court of Appeals
- Representative Sue Errington, District 34
- Representative Christine Hale, District 87
- Representative Melanie Wright, District 35
- Peggy Welch, Director, Intergovernmental Affairs, Office of the Lt. Governor
- Akia Haynes, Deputy Director and General Counsel, Indiana Civil Rights Commission (ICRC)
- Brad Meadows, Deputy Director of External Affairs, ICRC
- Danielle Dean, Executive Director, Indiana Commission on Hispanic and Latino Affairs
- Kristin Garvey, Executive Director, Indiana Commission for Women
- Kerry Steiner, Executive director, Indiana Native American Indian Affairs Commission
- Abby Kuzma, Assistant Indiana Attorney General
- Michelle McKeown, General Counsel of Indiana State Charter School Board and ICRC Commissioner

AT-A-GLANCE: 2014-2018 KEY STRATEGIES AND PROGRESS

Priority 1: Increase awareness of the status of women in Indiana and the issues they face	
Goals	
<ul style="list-style-type: none"> ▪ Advance the public’s awareness of the status of Indiana women in the areas of: <ul style="list-style-type: none"> ~ Health-Related Issues ~ Violence Against Women ~ Work-Based Issues ~ Leadership ~ Care Giving ▪ Increase women’s participation in the political process ▪ Establish ICW as a statewide repository of and resource for local, state and national research and statistics on women and the issues affecting them 	
Tactics	
<ul style="list-style-type: none"> ▪ Gather, research and disseminate data on topics related to the status of women and girls in Indiana 	<ul style="list-style-type: none"> ▪ Collated gender wage and leadership gap statistics for ICW commissioner (Oct 2014) ▪ Collated statistics on maternity leave for the IU Center of Excellence for Women’s Health (Dec 2014)
<ul style="list-style-type: none"> ▪ Monitor and report on women’s progress in elected positions by producing reports during each election cycle focusing on to women in government 	<ul style="list-style-type: none"> ▪ Collated post-election <i>Women in Indiana Elected Offices</i> (Nov 2014); press release January 2015 (Update: Sent Feb 3, 2015) (See Appendix 1)
<ul style="list-style-type: none"> ▪ Continue to build partnerships with other organizations providing programs focused on the five priority areas 	<ul style="list-style-type: none"> ▪ Serves on board of directors for the Integrating Woman Leaders Foundation and sponsored 2014 <i>IWL Brand You Conference</i> (Aug 2014); Participated in first <i>IWL Brand You Conference</i> in Louisville (May 2015) ▪ Served on planning committee for and attended <i>Women of INfluence Health Symposium</i> sponsored by the IU Center of Excellence in Women’s Health (Sep 2014) ▪ Participated as Community Partner for <i>Indiana Governor’s Conference for Women</i> (Oct 2014) ▪ Coordinated roundtable discussion with the 2015 <i>International Woman of Courage</i>, sponsored by US Department of State and The International Center (Mar 2015) ▪ Participated on panel discussion entitled <i>Life after IUPUI: Women in the Workforce</i>, organized by IUPUI Office for Women and SOAR (Student Organization for Alumni Relations) (Mar 2015)
Performance Metrics	
<ul style="list-style-type: none"> ▪ Reach at least 2500 constituents per year through ICW activities 	<p style="text-align: right;">2062 (82.5%)</p> <p>Q1: NACW Conference (550); Integrating Women Leaders Brand You Conference, Indianapolis (550); Women of INfluence (100)</p> <p>Q2: WFIU Radio Interview (Bloomington)(Estimated WFIU Listenership=500)</p> <p>Q3: Bloomington Women’s Group (70); IUPUI Panel Discussion – Life after IUPUI: Women in the Workforce (30) ; International Woman of Courage, International Center (12)</p> <p>Q4: IWL Brand You! Conference Louisville, KY (250)</p>
<ul style="list-style-type: none"> ▪ Participate in at least five (5) external events and sponsor one (1) original initiative per year, which are aligned with the five identified priority areas 	<p style="text-align: right;">External Events = 11 (220%) ICW Sponsored Event = 1 (100%)</p>
<ul style="list-style-type: none"> ▪ Produce at least two (2) reports per election cycle related to women in government and two (2) reports per year related to any topic related to the status of women 	<p style="text-align: right;">1 (50%)</p>
<ul style="list-style-type: none"> ▪ Conduct listening session for at least one targeted population 	<p style="text-align: right;">N/A</p>

RECOGNIZE AND PROMOTE THE CONTRIBUTIONS 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). The Indiana Commission for Women continues to recognize and promote contributions women make to Indiana.



Women's History Month 2015 *Telling 31 stories in 31 days this March.*

WRITING HER STORY

The Indiana Commission for Women created *Writing Her Story* in 2011 as a result of its *Hoosier Women Speak* initiative. It captures stories of everyday women who are quietly doing extraordinary things. The initiative became a way to raise awareness of the importance women play in making a difference in their communities. Prior to 2014, the articles focused on contemporary women. In August 2014, the Indiana Commission for Women published its first historical article with a tribute to Toni Stone, Mamie “Peanut” Johnson and Connie Morgan, three women who were signed as regular baseball players by the *Indianapolis Clowns* in the 1950s.)

In March 2015, the Indiana Commission for Women expanded this historical focus to shed light on the resilience and strength of Hoosier women and to celebrate their contributions to history by releasing one article each day during Women’s History Month through its *Writing Her Story: 31 Stories in 31 Days* initiative. The articles all tied to Indiana and were a mixture of topical articles such as “Women Enter the Election Process” (Julia Nelson, Elizabeth Rainey, Arcada Stark Balz), and biographical articles on key women in Indiana history, such as Mme C.J. Walker, Amelia Earhart, and Virginia Jenckes.

The Indiana Commission for Women was able to produce, reprint and/or receive twenty-nine (29) stories (articles) on topics related to Women’s History in Indiana. Through those twenty-nine articles, thirty-nine (39) women who contributed to Indiana’s history were highlighted.

See Appendix 2 for Samples: Read these stories about these amazing women at: www.in.gov/2440.htm.

AT-A-GLANCE: 2014-2018 KEY STRATEGIES AND PROGRESS

Priority 2: Recognize and Promote the contributions Hoosier women make	
<i>Goals</i>	
<ul style="list-style-type: none"> ▪ Expand public’s awareness of women’s contributions to their communities, state and nation ▪ Ensure that women’s history is an integral part of Indiana’s history 	
<i>Tactics</i>	
<ul style="list-style-type: none"> ▪ Organize at least one statewide event annually for Women’s History Month in March 	The Indiana Commission for Women organized <i>Writing Her Story: 31 Stories in 31 Days</i>
<ul style="list-style-type: none"> ▪ Participate in statewide commemoration efforts of significant historical milestones to include women’s history in those events 	The Indiana Commission for Women has joined the planning committee for the 2016 <i>Hoosier Women at Work</i> Conference sponsored by the Indiana Historical Bureau as part of Indiana’s Bicentennial Celebration
<ul style="list-style-type: none"> ▪ Increase use of video and social media in documenting women’s contributions to Indiana 	In process
<i>Performance Metrics</i>	
<ul style="list-style-type: none"> ▪ Increase number of Torchbearer nominations and annual event registrants 	N/A*
<ul style="list-style-type: none"> ▪ Decrease number of Torchbearer nominations coming from Central Indiana and Indianapolis MSA¹ 	N/A*
<ul style="list-style-type: none"> ▪ Select 10-12 Outstanding Women as Torchbearers 	N/A*
<ul style="list-style-type: none"> ▪ Publish at least five (5) Writing Her Story articles 	30

***Torchbearer Awards:** In January 2015, the Board of Commissioners voted to postpone the annual Torchbearer Awards to September 2015 in order to accommodate the needed effort to plan and implement the 2015 National Association of Commissions for Women Annual Conference and Empowerment Summit which will be held in July 2015.

¹ The Indianapolis Metropolitan Statistical Area (MSA) includes the following counties: Boone, Hamilton, Hancock, Hendricks, Johnson, Madison, Marion, Morgan, and Shelby

INFLUENCE 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.

WHITE HOUSE SUMMIT ON WORKING FAMILIES

At the end of FY 2013-2014, Second Vice-Chair Stephanie Moore attended a regional forum organized by the Women's Bureau of the U.S. Department of Labor in Chicago, Illinois. As a representative of the Indiana Commission for Women, she was the only representative from Indiana. Each regional forum was held in preparation for a national White House Summit on Working Families in Washington, DC. The national Summit was hosted by the White House Council on Women and Girls, the Department of Labor (DOL), and the Center for American Progress (CAP) with the purpose of focusing on creating a 21st century workplace that works for all Americans. The six identified priorities during the forums and Summit were:

- Paid Family Leave
- Child Care (and universal preschool)
- Workplace Flexibility
- Minimum Wage Increase
- Pay Equality
- Pregnant Workers' Protection

As an outcome of Second Vice Chair Moore attending the regional forum, and her continued involvement in this national initiative, ICW was able to secure Latifa Lyles, the national Director of the Women's Bureau, U.S. Department of Labor, as a keynote speaker for the 2015 NACW Annual Conference.

WOMEN'S BUREAU MIDWEST REGION COMMISSION MEETING

In March 2015, the Women's Bureau, US Department of Labor, Midwest Regional office organized a meeting with women's commissions in Illinois, Indiana, Michigan, Minnesota, Ohio and Wisconsin to gain a more global perspective of women's issues in the area and find potential cross-connections for future work together. The purpose of the meeting was to connect with other state women's commissions, share work and recent focus areas, learn best practices from one another, and have a greater view of issues affecting women in the Midwest.

In addition, participants engaged in a brainstorming session to explore how to increase the number of women participating in apprenticeship programs and pursuing careers in nontraditional occupations such as technology, skilled trades, and advanced manufacturing. Program and research ideas included a status report from Minnesota on older women and the basic cost of living and a new program from Wisconsin called MoneySavvy, which promotes financial fluency for women, including online tools, information and resources to help women become more financially literate.

One area of interest for all commissions was the ability to access statistical information on a regional and/or state level that complemented the national information that the Women's Bureau produced on an ongoing basis.

AT-A-GLANCE: 2014-2018 KEY STRATEGIES AND PROGRESS

Priority 3: Influence public policy that impacts women in Indiana	
Goals	
<ul style="list-style-type: none"> ▪ Inform public policy by monitoring, critiquing and recommending changes to legislation as it relates to women ▪ Assess programs and practices in State agencies for their effect on the state's women 	
Tactics	
<ul style="list-style-type: none"> ▪ Identify, monitor and summarize information on key bills affecting women and their families during each legislative session ▪ Assist local communities around the state in replicating successful programs ▪ Plan and execute annual policy briefing event ▪ Produce at least one issue briefing based on one of the five priority areas ▪ Expand public recognition of board members as experts on women's issues 	
Performance measurements	
<ul style="list-style-type: none"> ▪ Host Women's Day annual event focused on engaging women in the political process with at least 150 registrants followed by an increase in registration by 5% each year 	N/A**
<ul style="list-style-type: none"> ▪ Expand collaboration efforts by identifying five (5) partner organizations followed by an increase of five (5) additional organizations per year 	N/A**
<ul style="list-style-type: none"> ▪ Produce summary of annual Women's Day event with above average or excellent evaluations each year 	N/A**
<ul style="list-style-type: none"> ▪ Present on Hoosier Women Speak efforts and/or status of women in Indiana to women's caucus 	Deferred
<ul style="list-style-type: none"> ▪ Develop speaking points/presentation for board members to use during speeches 	Deferred
<ul style="list-style-type: none"> ▪ Deliver presentations by at least five board members in their communities 	3

****Women's Day:** In January 2015, the Board of Commissioners voted to partner with other organizations such as NAWBO-Indy and participate in their legislative day. NAWBO-Indy held their event on Monday, March 9, 2015, with the Indiana Commission for Women identified as a partner.

ACHIEVE OPERATIONAL EXCELLENCE

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, strengthen board commitment, comply with governmental reporting requirements and seek out collaborative partnerships with other state agencies and/or external organizations.

Current Board of Commissioner Members

Marta Pincheira, *Chair*
Indiana Army National Guard
Franklin, Indiana

The Honorable Christine Altman
Hamilton County Commissioner

The Honorable Vaneta Becker
Indiana Senator, District 50
Evansville, Indiana

The Honorable Linda Bloom
Allen County Commissioner

The Honorable Jean Breaux
Indiana Senator, District 34
Indianapolis, Indiana

Kayevonne Dailey
Executive Director, Friends of Bethany, Inc.
Fort Wayne, Indiana

The Honorable Cindy Kirchhofer
Indiana Representative, District 89
Beech Grove, Indiana

The Honorable Sheila Klinker
Indiana Representative, District 27
Lafayette, Indiana

Governor's Liaison

Lindsey Craig
Director of Public Health & Family Policy
Office of Governor Mike Pence

Kori Chambers
Attorney/Liability Claim Specialist, Insurance
Operations, IU Health Risk Retention Group
IU Health
Greenwood, Indiana

Stephanie Moore
Founder and CEO, Moore Matters, LLC
Newburgh, Indiana

Kelly Perri
Director of Fund Development and Expansion
Heroes Camp, Inc.
South Bend, Indiana

Patzetta Trice
Principal, Trice Strategic Consulting
Indianapolis, Indiana

Heather Willey
Barnes & Thornburg, LLC
Indianapolis, Indiana

The Honorable Joie Winski
La Porte County Auditor
La Porte, Indiana

Staff

Kristin Svyantek Garvey
Executive Director (July 2008 – Present)

Intern

Lillian Bailey
Indianapolis, Indiana

AT-A-GLANCE: 2014-2018 KEY STRATEGIES AND PROGRESS

Priority 4: Achieve Operational Excellence	
Goals	
<ul style="list-style-type: none"> ▪ Position ICW as a significant contributor in areas of women’s equality in order to combat discrimination against women ▪ Create organizational structure that provides functional and programmatic autonomy through use of endowment and/or “friends of” non-profit ▪ Increase board effectiveness and strengthen board commitment 	
Tactics	
<ul style="list-style-type: none"> ▪ Create an endowment or “friends of” foundation as support to ICW efforts 	<ul style="list-style-type: none"> ▪ Observed the Indiana Native American Indian Affairs Commission Meeting (February 2015)
<ul style="list-style-type: none"> ▪ Convene Commission meetings to address key women’s issues and conduct meetings by including external speakers 	<ul style="list-style-type: none"> ▪ Invited Office of Women’s Health (OWH) to ICW Board to present on OWH activities and initiatives (January 2015)
<ul style="list-style-type: none"> ▪ Educate the public about ICW through newsletters, alerts and social media 	<ul style="list-style-type: none"> ▪ Participated in WFIU radio panel to discuss the Girl Scouts’ recent <i>Status of Girls in Indiana</i>; participated with Deborah Hearn Smith, CEO of Girl Scouts and representative from Girls Inc. Bloomington (December 12, 2014)
<ul style="list-style-type: none"> ▪ Increase ICW outreach to include diversity and inclusion 	<ul style="list-style-type: none"> ▪ Spoke to Bloomington women’s groups, including the Bloomington Commission on the Status of Women and the Monroe County Women’s Commission regarding ICW’s work and upcoming events (January 9, 2015)
<ul style="list-style-type: none"> ▪ Comply with statutory and departmental procedural requirements 	
<ul style="list-style-type: none"> ▪ Identify ways to incorporate interns who will assist in achieving some of the areas 	<ul style="list-style-type: none"> ▪ Developed internship program using templates obtained from the Massachusetts Commission on the Status of Women, on developing internship program Set up account with Indiana InternNet to post position
Performance Metrics	
Increase diversity/inclusion in programs, outreach, and research by 3% per year (10% increase total)	
Achieve quorum for all regularly scheduled meetings	33%
Research and create concept paper identifying legitimate ways to secure funds and/or establish a 501(c)(3) “Friends of” organization	2015-2016 Project
Produce quarterly newsletters (4), monthly ICW press releases and/or announcements (12), and robust social media campaign with at least 15 notices each month	0 – Newsletters (0%) 2- Announcements (50%) 244 – Social media (135%)
Host and/or participate in information sessions in at least five (5) communities	2 (40%)
Speak publicly at a minimum of five (5) events throughout the state, including three counties outside the Indianapolis MSA	3 (60%) Bloomington, Monroe County (2x)
Create concept paper with metrics and communication plan for each ICW event/activity	Completed
Convene subcommittee to review Strategic Plan in order to identify places where interns can be supportive of efforts.	2015-2016 Project
Submit annual report to Board of Commissioners and required entities	Completed

APPENDICES

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