

Hoosier Women Speak

2012 Compilation Report

INDIANA
COMMISSION
for women

Moving Indiana Women Forward
www.in.gov/icw



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INTRODUCTION

By definition, boards and commissions like the Indiana Commission for Women (ICW) are designed to give citizens a voice in their government and provide a meaningful way for citizens to influence decisions that shape the quality of life for residents of a state. Commissions are fundamental to encouraging citizen interest in the work of public servants, keeping government innovative and responsive, and improving the overall performance of state agencies and institutions. They educate their constituents on certain issues, connect to the information that can help make informed decisions and explore alternative ways of inspiring social change. Government boards and commissions are particularly poised to achieve greater citizen input by connecting similar government agencies, by collaborating with external partners and by offering more participation by citizens.

The Indiana Commission for Women engaged in such an initiative to identify key issues facing women and learn what is need to build capacity for women's progress. Establishing this plan of action can be shared by individuals, public agencies and community organizations throughout Indiana. The first phase of this initiative, *Hoosier INsight*, was a series of regional listening sessions and online survey designed to facilitate conversations with Hoosiers across the state to categorize critical issues affecting women regionally and statewide. The dialogue helped ICW to initiate discussion, prioritize challenges, and develop key partnerships with stakeholders to create a coordinated effort to move Indiana women forward.

The information and results compiled from these listening sessions and accompanying survey served as a guide for next steps that will mobilize community stakeholders from all sectors to find positive, meaningful and lasting solutions to challenges that are uncovered. Topics of discussion during these sessions included:

- Recognition of the primary issues affecting women in communities across Indiana
- Consensus on the critical issues in most need of immediate attention
- Identification of key stakeholders and current efforts addressing the issues
- Creation, improvement or expansion of current and potential programs and services that address these issues.

Hoosier Women Speak, a follow-up to the *Hoosier INsight* process, was a debriefing meeting for community organizations and leaders to continue to work towards completing a community action plan. The meeting was designed to provide a forum to discuss the findings from the *Hoosier INsight* project and create action steps that are measureable and obtainable. The meetings also gave community leaders an opportunity to begin a dialogue on how organizations can collaborate to positively impact Indiana.

BACKGROUND

Functioning as a legislatively-mandated state government agency, the Indiana Commission for Women is committed to *the full participation of women in all aspects of society* in order to make Indiana a better place to live, work and raise a family by removing barriers that may hinder that participation. Its mission 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. The agency is committed to *moving Indiana women forward* by amplifying

women's voices in the public sector, by raising awareness of their needs and concerns, and by celebrating their contributions and successes.

The Commission is charged by statute to provide many services to Indiana women on a wide range of topics. Through its efforts, the agency encourages constituents to become more aware of the overall issues women face in Indiana and assists women in becoming better connected to the opportunities and resources available to them in their communities and throughout the State of Indiana and more engaged as leaders in resolving challenges that they face.

Particularly in the last several years, the Commission has focused efforts on women's economic security needs. In 2008, it sponsored a summit on *Bridging the Gap: Reaching Pay Equity in Indiana*. This event was structured to examine key components of the pay equity debate and provide recommendations in five key areas, including poverty, diversity, and intergenerational issues. That same year, the agency launched *Working Women in Transition*, a program designed to give women the forum to discover resources and options that could transform their lives as they prepare for their next career opportunity. Women learned about trends affecting them in the workforce, received training on key skills and learned about opportunities, programs and services available as they transition to a new career. The workshop series also focused on current issues important to women and addressed specific issues of older women in the workforce and women in green or non-traditional jobs as well as needed skills like networking, starting a business and negotiating a competitive wage.

National research continues to be published supporting the societal shift in the status of women occurring across the United States. These studies support that, even though women have made great strides in the past ninety years, there is still work to be done. They also show that women's progress in some areas has stagnated and, if attention is not focused on women's unique needs, will begin to regress. A December 2010 report¹ compiled by the Majority Staff of the Joint Economic Committee indicates that today's women make up half of the workforce; nearly two-thirds of all women are breadwinners; and women now obtain the majority of college degrees. However, it also underscores a persistent gender gap in several key areas, including pay equity and top-level leadership. The report states:

...women face serious constraints to achieving their full potential. A persistent wage gap not only cheats women and their families out of the earnings they deserve, but artificially constrains the purchasing power of women, and therefore hampers the American economy as a whole. Women's continued under-representation in corporate leadership means that America's companies are missing out on the proven economic value to having women in the boardroom and the C-suite. A patchwork social support system – particularly in the work-family arena, where the United States offers virtually no institutionalized support for working families – means that America's economy suffers as women struggle to balance demands from work and demands from home. And a retirement system that disadvantages women means that too many hard-working women spend their elder years on the precipice of economic disaster.

¹ *Invest in Women, Invest in America*, Majority Staff of the Joint Economic Committee, December 2010

A second report² published in March 2011 provides a statistical picture of women in America in five critical areas: demographic and family changes, education, employment, health, and crime and violence. By presenting a quantitative snapshot of the well-being of American women based on Federal data, the report greatly enhances our understanding both of how far American women have come and where there is still work to be done. The report shows that gains in education and labor force involvement have not yet translated into wage and income equity. At all levels of education, women earned about 75 percent of what their male counterparts earned in 2009. This wage and income gap exists in part because of lower earnings and because unmarried and divorced women are most likely to have responsibility for raising and supporting their children. Subsequently, women are more likely to be in poverty than men. In addition, women generally live longer than men but are more likely to face certain health problems, such as mobility impairments, arthritis, asthma, depression, and obesity. Even though women are less likely than in the past to be the target of violent crimes, including homicide, they are still victims of certain crimes, such as intimate partner violence and stalking, at higher rates than men.

No comparable comprehensive report is currently available on the status of women in Indiana, even though there have been issue-specific, city-level and regional reports done in various parts of Indiana. For example, the Women's Fund of Central Indiana publishes a report entitled, *Still on Shaky Ground*, which focuses on three of its key areas: caregiving, domestic violence, and insufficient income. Regardless, strong indicators suggest that Indiana follows the nation. A report³ done in 2007 on the economic status of women in Indiana shows that Indiana ranks 38th in the nation and 5th in the East North Central region (IL, IN, MI, OH, WI) in a composite employment and earnings ranking.

One of the Commission's values that is communicated throughout its strategic goals is to act as the voice of women in Indiana to the public sector, communicating their concerns and their contributions so that they can become better connected to their communities and to the tools, resources and opportunities needed to find their own voice. To accomplish its work, the Commission works on original research projects. Since 2008, the Commission has published *Women in the Indiana General Assembly*, which tracks the number of women in the Indiana state legislature. In 2010, it published a one-page state level summary on *Women-Owned Businesses*, compiled from the U.S. Census Bureau 2007 Survey of Business Owners, released July 2010. A second one-page summary of *Women-Owned Businesses in the Great Lakes* was compiled through collaboration with state-level Commissions for Women in Michigan, Ohio, Minnesota and Wisconsin. In 2011, a qualitative study entitled *Mothers in Transition* focused on women transitioning into single motherhood to ascertain how that transition impacts on three dimensions of their autonomy (economic stability, physical health and psychological well-being). Finally, throughout 2011 and 2012, the Commission will compile information about women's status in elected positions at all levels of government in Indiana through its *Hoosier Women Lead* initiative.

To understand the current status of women in Indiana, the Commission realized a fundamental need to listen to the women of Indiana. It needed to understand the perceived community needs

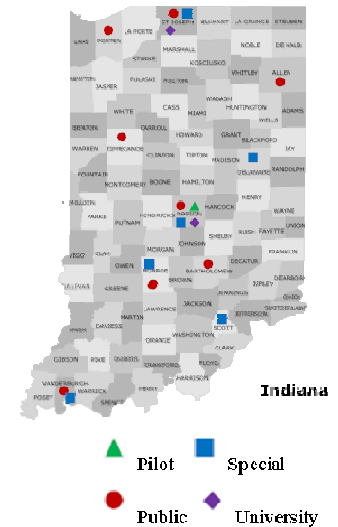
² *Women in America: Indicators of Social and Economic Well-Being*, White House Council on Women and Girls, March 2011

³ *The Economic Status of Women in Indiana: Highlights*, Institute for Women's Policy Research, November, 2007.

in a collaborative and supportive way, to build trust with its constituents, and identify and link with regional partners. Similarly, individuals and communities had to recognize what their needs were through civic participation. To realize more effective participation from its constituents, the agency worked to find innovative ways to create opportunities for citizens to provide greater input on issues or community situations. Through the *Hoosier Women Speak/Hoosier INsight* project process, the Indiana Commission hopes to empower constituents to recognize that their participation has the potential to have an impact and that they may already have the solutions to the challenges women face.

PROJECT PROCESS AND METHODOLOGY

Beginning in February 2011, the Indiana Commission for Women held seventeen listening sessions in ten communities across Indiana. In all, 275 people participated. Three types of sessions were conducted and structured to engage women and men from a wide spectrum of backgrounds. In addition, a pilot listening session with ICW supporters was held in February to test the listening session format.



Eight (8) public sessions with participants from the general public were conducted in Allen, Bartholomew, Marion, Porter, St. Joseph, Tippecanoe, and Vanderburgh Counties. These sessions were generally held after 5:00 pm local time in order to accommodate participants' work schedule. Two (2) sessions were conducted on university campuses in order to include faculty and young women, ages 18-24. Those campuses were Indiana University-Purdue University at Indianapolis (IUPUI) and St. Mary's College in South Bend, Indiana. These sessions were held over the lunch hour and shortened to accommodate students' class schedule.

Six (6) sessions were conducted with individuals associated with low-income programs. Four (4) of these sessions were coordinated by local organizers of Circles™ National Campaign, which works to transform communities by building relationships that inspire and equip people to end poverty. These sessions were held in the cities of Bloomington, Evansville, Muncie, and Scott County during each group's *Big View* meeting, which focuses on the problems of and solutions for barriers that hold people in poverty. The group generally meets once a month for dinner and community conversation on a specific issue, at which staff members from the agency were featured presenters.

The other two (2) sessions in this category were held at similar organizations. In Indianapolis, staff members presented at Dress for Success, an organization focused on economic independence of disadvantaged women by providing professional attire, a network of support and the career development tools to help women thrive in work and in life. All but one of the participants in this session were ex-offenders who spoke to issues faced by incarcerated women. In South Bend, staff members also presented at St. Margaret's House, which is a day center that works to improve the lives of women and children by providing individual attention to their immediate needs, breaking the bonds of isolation and helping them acquire skills to better their lives. Women who use the services of St. Margaret's House are generally homeless and/or

transient. The session immediately followed the Center's lunch hour to accommodate the program schedule for its clients.

During the listening sessions, participants were asked to identify multiple issues facing women in Indiana. After those issues were listed, the group was asked to determine the top one to four issues facing women in order to explore those topics more thoroughly. Once these issues were chosen, the participants either stayed together as a single group or broke up into two to four groups of 8-10 people to continue the discussion on the components of each issue. Participants were asked to consider a series of questions regarding these issues in order to brainstorm a plan of action that could be taken to address the issue in Indiana. The questions were divided into five categories and are listed below:

Frame It

1. What are the critical components of this issue?
2. What should be addressed first?

What's in Place Now?

3. Are there any existing programs in place to help solve this issue?
4. Are there any agencies or organizations who currently deal with this issue?

Who should be involved?

5. Who are the people/organizations that should be involved in this issue?
6. Who should be responsible for strategizing ideas and implementing solutions for this issue?

Community/State Actions

7. How can the community work on solving this issue?
8. Is this an issue that should be addressed statewide? How?

Next Steps

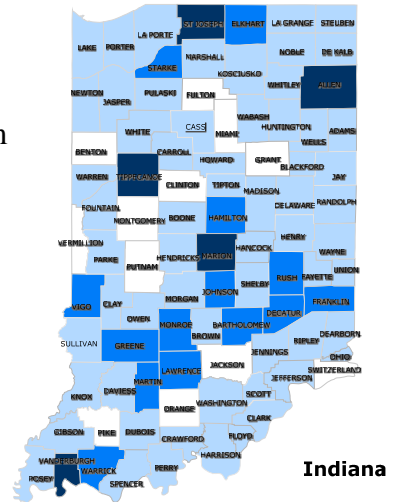
9. What resources are needed to work on this issue?
10. What are the next steps that should be taken to address this issue?

An online survey was developed to supplement the work of the statewide listening sessions by providing additional feedback from individuals who were not able to attend any of the sessions in person or from individuals who may wish to comment on additional issues not discussed during the listening sessions. Results from the survey detail the list of issues identified as well as highlight the top three to five recurring issues.

Survey questions were designed with open-ended questions in order to mirror the listening session process. Respondents were given the option to select general issue themes that they felt were a serious problem for women in their communities. They were then allowed to comment on up to three issues in more depth by identifying the most important issues. Questions regarding each issue included:

1. Where can women find support in the community for this issue?
2. What are the major challenges women in the community face because of this issue?
3. What programs in the community (or state) effectively address this issue?
4. How can existing programs be expanded or improved to better address this issue?
5. What else should be done to help address this issue?
6. What organizations or government agencies should be involved in addressing this issue in the community and/or State of Indiana

Initially, the survey was not expected to receive the number of responses it did; however, 825 respondents began and 422 respondents or 51.2 percent completed the survey. Given the response, a subsequent goal of receiving at least one response from each of the 92 counties in Indiana was established. To make the survey as anonymous as possible, the only demographic questions asked were gender, city, zip code and county; however, these questions were not required. The final tally of counties disclosed from responses received was 80 counties or 86 percent. However, because over half of the respondents did not answer the question regarding county of residence, we are confident that we received responses from every county.



Neither the listening sessions nor the survey were intended to be either a statistically significant analysis of the current issues facing women or an academically based qualitative research study. The objectives of the project were to:

- Assess perceived community needs of women in a collaborative and supportive way
- Identify current programs addressing women’s needs already in place at local, regional or state levels
- Identify and link with local, regional and state partners
- Be community driven by encouraging communities to recognize what the needs are of the women in their communities so that they could understand their capacity in the community to address those women
- Initiate public deliberation on what course of action could be taken to address issues

Both mechanisms were designed to provide individuals with the opportunity to comment openly and freely on the issues important to women. Results in this report are presented as a compilation of the findings from both mechanisms.

DETERMINING THE ISSUES

Because the conversation during the listening sessions and the responses from the survey were structured to be open-ended and free-flowing, topics of discussion were first grouped within overarching categories. To determine the top five issues, the following criteria were used to review the data (See Table 1):

- Number of times an issue was listed and number of “votes” it received during the listening session (Vote)
- Number of times the issue was chosen as a topic during the discussion portion of the listening sessions (Group)
- Frequency of occurrence the issue was mentioned in the survey (Survey)

Table 1: List of Issues

Category	Vote	Group	Survey	TOTAL
Health-Related Issues	185	11	520	716
Work-Based Issues	174	9	656	839
Caregiving	122	5	470	597
Leadership	47	4	190	241
Specific Population ⁴	42	1	6	49
Violence Against Women	34	3	377	414
Government	27	2	2	31
Education	25	0	88	113
Housing	22	2	220	244
Mobility Issues	13	1	201	215
Legal	13	0	0	13
Gender Issues	11	0	3	14
Resources	10	0	1	11
Racial/Cultural Issues	9	0	0	9
Consumer Knowledge	7	0	0	7
Financial	7	0	0	7
General	3	0	0	3
Environment	0	0	3	3
History	0	0	0	0
Religious	0	0	0	0

In all three criteria, the top three issues were: health-related issues, work-based issues, and care giving. The next two issues were determined to be: leadership and violence against women. By taking into account survey responses, housing issues had three more “votes” than leadership issues. However, because leadership issues were listed as an issue and discussed more often at the listening sessions, it was determined that leadership would be considered in the top five issues.

TOP 5 ISSUES

- *Health-related issues*
- *Work-based issues*
- *Care giving*
- *Violence against women*
- *Leadership*

COMMON THEMES

Several underlying themes that are fundamental components of all issues were mentioned and should be considered as this process moves forward to implementation. In order to make any lasting systemic shift, participants and respondents indicated that societal attitudes and cultural mindsets need to be changed. Agencies, organizations and individuals committed to moving women’s issues forward need to create a movement that empowers all women to make the change happen. Participants and respondents called for a collaborative and coordinated effort to address these issues. Organizations supporting

⁴ Specific population included: ex-offenders, girls, immigrant women, LGBT (Lesbian, Gay, Bi-sexual and Transgender) groups, minority women, rural women, senior women, single women, and veterans. Because of the wide range of responses, this category was not considered in determining the five top issues. However, it did provide a list of target areas to consider for supplemental reports that could expand understanding of issues important to women.

women must be networking and communicating with each other so that they can find common ground and support women more effectively and efficiently.

Participants and respondents remarked that there was a real need for more resources because there was a lack of information women receive and a general lack of knowledge about where to find resources. As one participant said, “People don’t know what they don’t know.” Creating a centralized and comprehensive mechanism so that women have access to all types of information, resources and referrals became a general suggestion for action in all discussions.

Other comments expressed a need for women directly affected by these issues to participate and be heard in the debate on women’s issues. Many participants and respondents recognized that women had a *responsibility* to be engaged in the process; however, they needed the tools, resources and information to make informed decisions and be effective in advocating for their own needs. Finally, there was a general sense that these issues were not necessarily limited to a single gender. Participants and respondents believe that men needed to join the conversation because as one participant stated, “If there a lasting change was to happen, men have to be involved.”

DEBRIEFING MEETINGS DESCRIPTION

During the planning phase of the debrief, the ICW created a steering committee of leaders whose influence helped to make the listening sessions a success in each of their communities. The steering committee spoke to the fact that it would be a challenge for women to travel to Indianapolis for a half-day meeting, especially those that live far north or south within the state. The benefits of a video broadcast from Indianapolis were discussed and two locations in each of the south, central, and north parts of the state were determined to host the meetings. The plan was that anyone who wanted to attend the debrief would travel no further than two hours to get to one of the destinations. On November 18, 2011 the meetings were held simultaneously at Ivy Tech Campuses in Indianapolis, Lafayette, Fort Wayne, Evansville, Sellersburg, and South Bend

Kristin Garvey, the ICW Executive Director, spoke at the Indianapolis location and was video broadcasted to the other five locations across the state. At the finale of the speech participants from each location had the opportunity to ask questions through the video system. In addition a representative from the Indiana Commission for Women was present at each site to facilitate the conversation and answer any questions.

The focus of the meeting was on the issues previously determined through the Hoosier INsight project. Based on 1,100 responses from listening sessions and the online survey, the top five issues for Hoosier women are health issues, work-based issues, care giving, leadership, and violence against women. After the video broadcast, women from each site split into small groups to focus on the action plan for one key issue. The meeting lasted three hours and 65 leaders from across the state were in attendance.

REPORT LAYOUT

The layout of the report provides information about each of the five identified issues gleaned from both the listening sessions and the statewide debrief. Each section highlights the discussion from the listening sessions and online survey so that the issue is framed in the context of those dialogues. High level basic statistics and quotes are provided while examples of best practices are inserted for consideration of the issues.

At the end of each issue section, action plans are formatted to try to capture the ideas of participants in all of the debrief locations. The organizations listed are suggestions by participants on who they believe should take the lead on the action step(s). If participants provided timelines, resources, or outcomes for the suggested action items, these items are also included. The locations that suggested each action item are listed in parentheses.

This action plan is intended to be a living document. If your organization wants to participate on an action or is currently working on a similar project, please contact kgarvey@dwd.in.gov at the Indiana Commission for Women so the plan can be updated accordingly.

At the end of this report, other outcomes from the event are provided, including some potential events for the ICW in the west and northwest parts of the state.

HEALTH-RELATED ISSUES

Those without health care coverage do not find any support – they simply go without appropriate care. –St. Joseph County

With regards to health-related issues, the following topics of discussion were areas of consideration.

Access to Quality Affordable Health care	Health Insurance	Self-Care
Body Image and self-esteem	Mental Health	Sex education
Dental	Obesity	Smoking and Substance Abuse
General Health Education	Prescriptions	Support for Menopausal Women
Health Care System	Preventative Health	Support for terminally ill
Education on Healthy relationships	Rehabilitation	Women's Health
	Reproductive Health	

However, the two primary health-related themes discussed throughout the project were: access to quality affordable health care and reproductive health issues, including the lack of funding and/or threats to women's ability to access reproductive health services. Health-related issues were ranked first as discussion topics during the listening sessions and ranked second as responses in the survey.

Access to affordable quality healthcare was a primary concern of many listening session participants. Many commented that there was so much responsibility placed on women that the stress caused by it can be a detriment to their own health. They emphasized the importance of finding ways to address this issue. Several contributing factors were discussed on various components of this issue that make it complex. The overall cost and availability of health care options were seen as prohibitive factors that overwhelmed and prevented women from being healthy contributing members of their community. A corollary was the perceived lack of availability of health insurance and public benefits for those individuals in low-income situations. Physicians only accepted certain health care and denied treatment based on either pre-existing conditions or past credit history.

Prohibitive costs of health insurance policies, expensive medicine, high deductibles and high co-payments contributed to a feeling of little options. Doctors were not given adequate incentives to treat patients who were on Medicare or who had no insurance. A participant remarked that women were actually "de-incentivized" to work because they would lose their public benefits while not being able to afford the cost of private insurance. Contributing to this fact was that women often had to take unpaid time off from work to get care for themselves or for their family which demonstrated the real implications of health care on the workforce, e.g. lost productivity, society's financial burdens, etc.

Another factor of this issue is the lack of clinics providing free or low-cost care for women. In addition, a participant commented that finding female-friendly doctors can be difficult. The lack

of transportation and convenient locations providing health care services can affect a large majority people; however, low-income women and women in rural areas can be disproportionately affected.

Participants also remarked that there is a lack of attention made to wellness and preventive care and is seen as being more expensive. There was no benefit to having a healthy life and one participant commented that sometimes the option of living with an ailment outweighed the cost of preventing or treating it. A corollary to this factor is a lack of resources for women to make informed decision about their own and their family's health care. There is a lack of understanding of health insurance coverage and explanations and a lack of knowledge about available resources in their communities or regions. Finally, there was a lack of transportation options to help them get to health care facilities and a lack of childcare options to take care of their children while they took care of their health.

Specific population groups were also addressed during the listening sessions. Issues faced by individuals with disabilities, single women with no children, and immigrants should be reviewed to understand their specific needs and concerns.

Likewise, specific health concerns were mentioned, including mental health, substance abuse, smoking cessation, diabetes, obesity and women's heart health. Finally, the principal concern that was identified by session participants was women's reproductive health, which is discussed more fully in the following section. However, it is important to note here that women's reproductive health was seen as more than pregnancy-related. Breast and uterine health were discussed, including cancer screenings and support for women going through menopause.

In the context of the listening sessions, reproductive healthcare was a significant sub-category of access affordable quality healthcare with participants becoming extremely passionate about the debate in the Indiana General Assembly happening at the same time. Comments were made suggesting that all agencies who deliver free or low-cost reproductive healthcare to low-income and working poor were suffering from shrinking funds. One participant expressed concern about the lack of reproductive healthcare options in rural communities. The only clinic in the area was being threatened with closure because of the ramification of the proposed legislation.

Overall, participants identified many components of reproductive healthcare and stressed that they perceived the debate and subsequent laws as threats to women's decision-making ability. One participant stated, "There is a dissemination of inaccurate information that complicates the issue." Participants believed there was a lack of awareness of current events and commented that recent laws were taking women backwards. One participant remarked, "Women are viewed as incapable of making their own decisions about their healthcare."

According to the National Center for Health Statistics (2008), one out of seven women age 18-24 had no usual source of health care which is highly associated with the lack of insurance. Almost half of all uninsured women had no usual source of care compared to seven percent of women who had been continuously insured for the prior twelve months

Participants believed that the current environment was based on men's dominance in controlling the outcomes and disempowered women by taking away their confidence. Proposed changes being considered in the legislature was not always based on fact or science; instead, they were based on individual ideology.

Participants stressed that women must be provided with accurate and fact-based information that allows them to make informed decision about their own healthcare. They felt that there was a lack of community education on what reproductive healthcare really means and that it was **not** just about abortion. Parenting education, access to family-planning and contraceptives, routine care of a woman's reproductive system and support during each phase of a woman's reproductive life – from puberty to menopause - were also regarded as important aspects of reproductive healthcare. Women who use other services at clinics should not feel intimidated. Instead, they should feel safe about the services they are receiving and secure in knowing that confidentiality was being maintained. At several listening sessions, participants commented that **if** a strong comprehensive and consistent sex education program that began at an early age and a comprehensive prevention strategy existed, then abortion would **not** be necessary.

Regarding practical matters, participants believed that there was a lack of insurance options for preventative care and treatment, such as regular exams and birth control. Transportation, cost and inability get to a clinic for healthcare during regular business hours were also issues contributing to the inaccessibility of reproductive healthcare. Participants felt flexible clinic hours that accommodated women's work schedules would be an opportunity for improvement. In addition, participants recognized that services needed to be culturally sensitive for their patients. Service providers needed to build cultural awareness about individual perceptions of sexual issues. In all, participants believed that education was key to both reproductive healthcare and to creating a balance between religion and public policy.

Action Plan

Education and prevention

Action: Provide community education about the different resources available for consumers of healthcare and preventive healthcare measures. Compile a comprehensive resource guide that provides the health information needed to make informed decisions. (Indianapolis)

Who: To be determined

When: Short term, within next 6 months

Resources needed: An assessment of what organizations have to offer in the health field and the available research of each organization (St Joseph's Medical Center currently creating an assessment)

Action: Empower individuals to take responsibility and be accountable for their own health. (Indianapolis)

Who: Create a working group of state agencies, such as ICW, ISDH and universities

When: In the next 3 years provide evidence of outcomes; development of strategic plan with specific goals

Outcomes: Document the research to move project forward and provide suggestions of how to outreach to individuals

Reproductive healthcare

Action: Market the consequences of the lack of affordable health for women's reproductive rights; work to remove stigma about women's reproductive healthcare that exists. (South Bend, Lafayette)

Who: Coalition of agencies

When: Short term, begin establishing within the next 6 months.

Outcomes: Women have choices and equalities

Protect reproductive healthcare (South Bend)

Who: League of Women Voters to monitor legislation; additional organization to market information and inform public of current legislation

When: Medium term, approximately 1-2 years

Outcomes: To be determined

BEST PRACTICE

*The **Community Guide** is a free guide that helps communities to assess their health and target prevention resources to individuals. Preventative resources are available for a variety of topics like asthma, cancer, adolescent health and obesity. The guide helps determine the best marketing strategies and provides a variety of prevention programs for different health-related issues. The Community Guide can be found at www.thecommunityguide.org*

*The Vermont State Auditor 2011 Health Initiative, **“Accountable to You, Accountable to Me”** is a statewide initiative to encourage residents to make healthy decisions. The program allowed participants to choose from four goals: quit smoking, quit drinking alcohol, lose 25 points, or save \$2012 to be donated to a local organization. The goal of the program was to encourage 1,000 residents to take responsibility for their own lives. Those participants were provided daily support and had opportunities to win cash and other prizes. The full description of this program can be found at <http://auditor.vermont.gov/Health%20Initiative>.*

WORK-RELATED ISSUES

The expectation is to work like a man but be home like a mother. –Spencer County

Work-based issues were ranked first as responses from the survey and ranked second during the listening sessions and discussions. A large majority of survey participants selected economy security as the most important issue that they believe needs attention within their own community. From the range of answers received it appeared that there was not a single definition for economic security, but rather several explanations depending on the individual's background. For some it was a matter of employment, for others it was the availability of social services, accessibility of childcare, job training, or finding balance between their work-life and family-life. After reading through survey responses a theme became clear, the feeling of being economically secure was connected with a much larger concern of work-based issues.

Women in Indiana continue to face workplace discrimination in advancement opportunities and pay equity. These issues affect a woman's lifestyle now as well as if she is able to afford to retire in the future. Survey participants expressed the added pressure of being a good mother and a good employee. Mothers who work need a trusted affordable childcare facility, and even then can be easily faced with a dilemma when a child becomes sick. This is a particular problem for single mothers who must work second and third shift.

Everyone can provide all types of justifications, but the bottom line is that women are financially disadvantaged. And when life gets complex, women have fewer resources available to lean on - and the social services may favor women, but they also are designed to support subsistence level improvement without impacting the inequities that are built into the system. –Marion County

It should be noted that discussions during the listening sessions on work-based issues also varied widely between groups due to the many facets of issues that exist in the workplace. Discrimination, gender and pay equity, job-related training and work/life flexibility were all important work-based issues. However, the two primary work-based themes discussed during the listening sessions were: high-paying and high-skilled jobs and gender equality and pay equity. Discussion on work-based issues during the listening sessions centered on themes of economic security and employment with topics of discussion including such topics as:

Careers in Science, Technology, Engineering and Mathematics (STEM) Employment	Non-traditional jobs
Gender Equity/Discrimination	Pay Equity
Job-related training	Poverty
Loss of public benefits when an individual finds a low-paying job	Unemployment
	Women Business Owners
	Work/life flexibility

Finding high paying jobs in critical industries was viewed as a primary concern at several listening session. During discussions, some groups focused on jobs in general while others focused on specific industries, such as non-traditional jobs, e.g. manufacturing or STEM (Science, Technology, Engineering and Mathematics) careers. Participants believed that manufacturing jobs were going overseas; however, they also commented that there was a misconception of what a manufacturing job was.

Participants commented that there was a need for economic development policies that supported sustaining manufacturing jobs locally and educational policies to support women in these careers or forgive their college debt if they stay in those careers. Participants also recognized many challenges in creating and accessing good paying jobs. There was a need for awareness of job availability at a variety of skills and education levels. There was a need to address and overcome gender stereotyping on what each gender could or could not do. Finally, there was a need for better jobs and equal pay for those jobs.

Regarding STEM careers, participants identified components that could help to address this aspect of employment. They commented that girls did not think they were capable of pursuing STEM careers. There was a need for more awareness and education on what a STEM career was. Like comments made about other types of male-dominated employment, participants believed that there was a stereotyping of women in engineering and other technology related careers and that there was gender discrimination in hiring practices. They felt that raising awareness, providing internships at the college level and continuing educational training could be a way to encourage more girls to pursue STEM careers.

According to Catalyst (2010), Fortune 500 companies that rank in the top quartile for women representation on their boards outperform the bottom quartile by more than fifty-three percent (53%) on return on equity.

When addressing employment and economic security issues, primary topics of discussion focused on gender equality in the workplace and pay equity. Participants felt that there was a general inability in workplaces to take women's needs into consideration. Recognizing that there were societal norms that placed women in the primary parenting role, they commented that there was a lack of support for primary caregivers as well as a lack of adequately paid maternity/paternity practices. There are organizations and companies that do not provide paid time off for their workers. Women especially were penalized for taking time to care for others.

Participants also commented that women sometimes had to sacrifice their careers for their children. There was a lack of recognition or tangible "credit" for parenting. Instead, women are often penalized and experience the "glass ceiling" in their careers. In addition, participants felt that it was difficult to get hired as a woman and once women are in the company, there is no mobility for them. Some participants identified the following additional challenges affecting of employment discrimination.

- Age discrimination often means pay discrimination
- Workplaces don't reward typically feminine communication methods
- More women are getting degrees than men
- Male dominated fields (construction, etc.) are disproportionately affected

Session participants commented that the current economic climate should not be an excuse to pay women less than men and recognized that women need to be comfortable in being aggressive and negotiating a fair wage. Gender stereotypes played a large role in limiting women's confidence in pursuing certain fields of interest as well as women's roles within a company. Women needed effective career planning that starts early. They need to be educated about pay equity in their fields of choice, about negotiation methods for both their salaries and benefits, about how to do the homework to increase their salaries and wages and about financial literacy and retirement planning. Participants also commented that there needs to be a transparent process for pay raises as well as an effective grievance process if women believe they have been discriminated against.

Action Plan

Employment agency improvements

Action: Fund long-term case management services for 5-7 years that can address resources, educational and financial supports. Provide viable employment tracks and client tracking software that tracks resources/social services used. (Indianapolis)

Who: Department of Workforce Development (DWD) and supportive nonprofits

When: Long term, over one year

Action: Provide funding to programs to offer scholarships for women to attend educational opportunities (Sellersburg)

Who: Department of Education; community foundations; state/federal organizations; DWD

When: Medium term, over six months to begin implementation

Outcomes: Performance measurement data: percentage of women accessing funding, percentage of women progressing in educational advancement, and percentage of women employed after attending programs

Research and highlight effective employment policies

Action: Research and mirror effective supportive employers, such as Indiana University Health.

Who: To be determined

When: Medium term, six months to a year

Outcomes: Company recognition for positive employee policies

BEST PRACTICES

*Deloitte, an international financial company, created the **Women's Initiative (WIN)** to help women to be promoted to leadership positions within the company. WIN focuses on two major areas: leadership development programs and a mentoring program to help women be a success. Information about WIN can be found at:*

http://www.deloitte.com/view/en_US/us/About/Womens-Initiative/index.htm

*The **Families and Work Institute** focuses part of their research on the changing workforce and reports on new ideas to make work more effective for employees and employers. This nonprofit recognizes the changing workforce, family dynamics and communities and works to help make work and families work more efficiently. Information about the Families and Work Institute can be found at:*

<http://www.familiesandwork.org/>

Community outreach efforts

Work to make sure that current economic climate is not used as an excuse to pay women less. Monitor and encourage employers to assess the wage gap in our communities. (South Bend)

Who: Human Rights Commission; Young Professional networks

When: To be determined

Outcomes: To be determined

Have community conversations with women to get information about their concerns. (Lafayette)

Who: Community groups

When: Medium term, six months to one year

Resources Needed:

Outcomes: Continued discussion over work based issues. Group can highlight work related problems and positive employers.

BEST PRACTICES

Pay Equity Commission of Ontario, Canada provides how to construct a plan to collect salary and work data on private and public sector jobs. The Commission also gives tips on how to create a pay equity commission, communications plans, and pay equity plan samples. Information can be found at www.payequity.gov.on.ca.

*The **She Decides** program in Maine created a voting "Pocketbook Agenda" designed to fit into a purse and provides five ways to improve the work environment for women and families. The purpose is to increase women's voting power by supporting candidates that create healthier workplaces. One example is pushing for workplaces to provide paid sick days as a method for job security. Information can be found at www.shedecides.org.*

*The **Center for Michigan's Community Conversations** are small, informal town hall style meetings hosted across the state. Each year has a different focus and seeks to improve the state based on input from its residents. The process began in 2006 and has had over 10,000 participants. Information can be found at: <http://thecenterformichigan.net/community-conversations/>*

CARE GIVING

Given that early childhood development is proven to be critically important in the social and educational development of a child, let's focus our funds on our youngest citizens to prevent having to focus on their remediation issues in school or their unemployment later. –Vigo County

*We have to stop looking at child care as a woman's issue. It is a family issue.
It is an economic issue. It is a community issue. –Allen County*

Care giving issues were equally important to both listening session participants and survey respondents. The central theme for participants and respondents was access to affordable quality child care, including care for second and third shifts and after-school supervision for older children. Early childhood education options were a significant sub-category of this issue so information is provided about discussions. Comments tended to focus on the concern that this issue was a fundamental concern because if individuals cannot find quality childcare for their children, they could not do anything else such as find a good paying job, receive education or training to help them advance in their careers or maintain their households. Other related topics of discussions included education on appropriate parenting, especially for teenage mothers, care of elderly parents and sandwich generation issues.

Table 2: Income Eligibility Limits for State Assistance for a Family of Three in 2011⁵

State	As annual dollar amount	As percent of poverty (\$18,350 a year)	As percent of state median income
Indiana	\$23,256	126%	39%
Illinois	\$36,624	198%	54%
Iowa	\$26,556	143%	43%
Michigan	\$23,880	129%	37%
Minnesota	\$34,348	185%	47%
Missouri	\$23,520	127%	40%
Ohio	\$27,468	148%	44%
Wisconsin	\$34,281	185%	52%

Participants identified several critical challenges regarding childcare. Low-income parents were particularly vulnerable to these challenges. Participants commented that parents could not go to school or get a job without childcare so having access to affordable quality childcare affected whether an individual could be employed.

⁵ These figures were a part of the National Women's Law Center's "State Child Care Assistance Policies 2011" report. The complete chart and report can be found at:
http://www.nwlc.org/sites/default/files/pdfs/state_child_care_assistance_policies_report2011_final.pdf

Overall, the cost of childcare can be prohibitive and participants commented that low-income parents needed a second job just to pay for childcare. Single mothers were especially vulnerable because of Indiana’s policies on child support from non-custodial parents. Participants commented that cut-backs in funding and waiting lists for low-income parents contribute to policies that prevented them from receiving affordable quality childcare. An example that was used indicated that if an individual received a \$10 per week raise, he/she could be disqualified from receiving assistance and expected to pay at the full rate, which can be a more than \$100 per week increase. Another example demonstrated that because of Indiana’s at-will employment policies, parents have lost their jobs because of childcare issues. Participants also recognized that children could not achieve emotional stability if parents were constantly changing caregivers; however, there was a lack of understanding about child care provider licensing to ensure safe quality childcare.

One of the primary components of child care issues is its availability. There is a lack of adequate hours that accommodate parents’ work schedules. Parents who work second or third shifts or weekends are especially affected by the lack of childcare options. Other facets of availability affecting parents who have to be at work regardless of the situation include how to care for sick children and what to do when the school closes. Participants were especially cognizant of school issues. They asked what do parents between school and work when older children and teenagers are unsupervised. A corollary concern was school times. With elementary schools starting and ending earlier than secondary schools, many participants felt that older children would not be available to care for their younger siblings.

90.1% of Hoosiers said they have dinner with their families two or more times per week.

—Indiana Civic Health Index, 2011

Participants also expressed concern about finding quality care for children with disabilities or special needs as well as for infants. They also expressed concern about educating teen mothers on the appropriate ways to care for their own children. One participant commented that young mothers were not receiving the informal education from their own mothers.

A major component of childcare focused on early childhood education. Participants who looked at this aspect of the larger childcare discussion identified specific challenges that prevented everyone from having access to quality early childhood education options. Participants commented that the role of poverty and single-parent homes contributed to some children falling behind in school as well as experiencing detrimental effects years later, including violence, crime and dropping out of school. They recognized that there are misleading statistics that did not give emphasis to the importance of development and early childhood education. All participants agreed that mandatory kindergarten needed to be reviewed and pursued as well as preschool opportunities for disadvantaged populations.

Action Plan

Campaigns to inform the general public of services (television ads, radio, online postings/blogs). Market the Indiana website listing childcare centers to enable educated decisions, encourage childcare center tours and assist parents in finding referrals for affordable, quality childcare. (Lafayette)

Who: Child Resource Network

When: Long term, marketing, materials and compliance

Outcomes: Materials and website are readily available at agencies across the state

Churches start working together to provide affordable childcare to offer income based childcare centers. (Fort Wayne)

Who: Associated churches

When: Long term, 2-3 years

Outcomes: Over 20 based childcare centers

Provide cooking classes for families and promote the family table. Campaign to promote the family time at the table. (Fort Wayne)

Who: The Allen County Extension Office

When: Medium term, 6 months to a year

Outcomes: To be determined

BEST PRACTICE

Time at the Table in South Dakota works to unite families through spending dinner time together. The program provides cooking classes for parents and children and also includes a "Family Time pledge." Information can be found at <http://timeatthetable.org/>

LEADERSHIP

When did the state legislature become so anti women? I have daughters and work with youth; I can't in good conscience encourage any of them to remain living in this state!!
—Warren County

It is important to work on getting women involved in the decision making opportunities/leadership positions that are available in our state. Do what you are able to do to get them in positions of authority as women understand the issues facing us.
—Monroe County

Women are suffering in Indiana...I feel like there is a band of women who have a voice, and those whose voices are never heard...—Franklin County

Even though housing issues outpaced leadership issues by three votes, it was determined that issues of women's leadership were more important to listening session participants during discussion than housing issues because having women in leadership positions cut across all issues. The central theme for participants and respondents was promoting more opportunities for and encouraging more women to step forward as leaders in public policy areas. An important underlying theme of conversations was the perceived lack of women supporting women. Other related topics of discussions included attracting more women into elected and other policy making positions, highlighting women as role models, mentoring, and opportunities for leadership development.

In 2011, only 21.3% of the Indiana General Assembly were women. On the municipal level only 32% of elected officials are women.

—Indiana Commission
for Women, 2011

Participants who focused on this topic of discussion believed identified challenges in getting more women into policy-making careers. They recognized that women needed the knowledge and education about policy making careers in order to have the confidence to pursue positions. They indicated that women had a lack of preparation and support to pursue political office. Participants identified key skills that women needed, including leadership and networking skills, campaign funding and building a foundation of support for their efforts. Likewise, they needed resources and information about available positions as well as recruitment efforts and networking opportunities to encourage them to seek office.

However, participants commented that women may be intimidated by the process. Women do not think they are prepared so they need to have “comprehensive understanding with all the details filled in.” Women also may feel devalued as leaders or discouraged from entering into political arenas because the standards and leadership expectations for women were higher than for men. Women are judged differently than men in such ways as how they dress or how feminine or masculine they appear. Women also have additional responsibilities at home that keep them from stepping forward as leaders and contribute to an unwillingness to take a visible leadership role and to a sensitivity of “being ignored.” They see themselves as being incapable of

“doing it all.” Participants thought that women were less likely to take risks and lacked supportive mentors.

Participants also commented that policy making leadership roles were generally held by men and that they were likely to give power to other men who were similar to them. When women do seek political leadership, participants felt that men tried to control women candidates by such tactics as encouraging them to appear “softer” rather than more forceful. One participant commented that women are not encouraged by the political parties to run for office and are looked at last and often for the hardest races to win.

Participants also felt that there was a lack of women supporting women and that if we as a society could tackle this issue first, many other problems could be solved. They felt that there were women who discouraged other women from becoming leaders because “women shouldn’t be making decisions; they should leave it to men.” They lack role models as well as acceptance as a leader. Participants believed that there was a certain level of jealousy among groups of women that contributed to the lack of support. By promoting an acceptance of the variety of roles that women have, participants hoped that women could encourage each other rather than competing with each other.

Action Plan

Media Campaign

Well-informed spokespeople/organization who can answer media questions about women’s issues, work on changing existing gender stereotypes and change the negative stereotype of “feminism” or “feminists.” These issues should all be addressed in a manner than men can be allies. (Indianapolis, Fort Wayne)

Who: ICW, Fort Wayne Women’s Bureau, JLFW, SCAN, Family Council, WCC

When: Medium term, six months to a year to begin media campaign and have marketing materials available

Outcomes: Increased participation in women’s issues by men and women across the state

Leadership Education

Create more opportunities for younger women in to be involved in community and increase service-learning programs in schools. (Lafayette, Evansville)

BEST PRACTICE

*The social organization **Name It, Change It** seeks to point out instances of sexism in the media when discussing female political candidates. The objective of the organization is to change how the media discusses female candidates and create equality in reporting for all candidates and hold reporters responsible for how they present women in the media. For more information go to: <http://www.nameitchangeit.org/>*

Inform young women and girls about existing gender issues and push for women to become mentors/role models. (Indianapolis)

Who: Big Brothers, Big Sisters; Leadership Lafayette; Girl Scouts; Junior Achievement; Brownies

When: Medium term, six months to a year

Outcomes: Young women encouraged and taking on leadership roles

Leadership Training

Develop opportunities for leadership development—and collaborations between existing programs—to encourage women and groom them to run for office. Train women to speak publicly (training and mentoring). Identify those women who should be encouraged to take leadership roles and to run for office or community need. (South Bend, Lafayette, Evansville, Sellersburg)

Who: Current leadership organizations; ICW; YWCA; League of Women Voters

When: Long term, more than one year

Outcomes: Increased civic participation by Hoosier women; increased number of female elected officials.

Add more advanced women leadership training in Girl Scouts or elementary schools

Who: Girl Scouts; Department of Education

When: Long term, over one year

Resources needed: Leadership development materials/program for organizational use

Outcomes: To be determined

VIOLENCE AGAINST WOMEN

More of a network within each & every community between law enforcement, health providers, schools, and domestic violence service providers is needed. More men need to be involved to address the issue.—Hendricks County

During the listening sessions, violence against women included all types of violence. Specific topics were abuse, dating violence, domestic violence, human trafficking, neglect, rape prevention, sex offenders, sexual assault, sexual harassment, stalking and other general violence against women.

Framing the Issue

The participants identified many components of violence against women, including:

- Domestic violence
- Sexual assault
- Trafficking
- Physical harm
- Child abuse/elder abuse
- Homelessness
- Poverty
- Substance abuse
- Lack of education / knowledge
- Societal norms
- Gender roles
- Lack of employment
- Cost of abuse
- Embarrassment
- Self esteem
- Mental illness
- Neglect
- Verbal abuse
- Psychological abuse

Participants suggested that the roots of the issue were based on a patriarchal society based on power and control and on a violent society in general. They asked how we as a society can raise the male consciousness of this issue because it is as much an issue for men as it is for women. They agreed that there needed to be a shift in societal attitude away from an acceptance of violence and saw a critical need for funding and political lobbying in addressing this issue because it was pervasive across all income levels.

Prevention measures need to start early and in the community and education needs to start at home, in the schools and in the media. Media was targeted as a critical piece in addressing this issue. Music, television, magazines and the internet glorify violence against women and perpetuate negative messaging, which affects women and girls' self-image, self-esteem and self- acceptance.

In 2011, 37% of Indiana domestic violence programs reported being underfunded for needed programs and services. Additionally, 30% said their organization needed more staff.

—Domestic Violence Counts
(Indiana Summary), 2011

Action Plan

Prevention and education programs

Healthy relationship workshops for young boys and girls (Indianapolis, South Bend)

Who: Boys and Girls Clubs; Girl Scouts; police departments

When: Long term, more than one year to prepare and begin the programming

Outcomes: To be determined

Prevention programs (male and female); funding for teen dating violence prevention programs (Fort Wayne, South Bend)

Who: YWCA; FJC; local colleges/universities; SBCSC

When: Long term, more than one year to train educators and change policies

Outcomes: To be determined

High-profile figures to address at-risk youth about domestic violence. (South Bend)

Who:

When: Medium term, six months to a year

Resources needed: Contacts for people willing to speak out against domestic violence

Outcomes: To be determined

Media campaigns

Media involvement/public education campaigns to inform general public of the realities of the domestic violence cycle (Fort Wayne, Sellersburg)

Who: Media organizations; Center for Nonviolence; Victims assistance;

When: Long term, over a year to begin media and public campaigns

Outcomes: To be determined

Screen “Miss Representation” with YWCA and Saint Mary’s College (South Bend)

Who: YWCA; Saint Mary’s College; other universities

When:

Resources needed: Contacts from each university, dates/locations selected, and community outreach about the event(s). Website www.missrepresentation.org

Outcomes: Film screening in five different locations with more than ___ attendees. At least two media outlets promote the movie viewing.

Influence Public Policy

Legislative enhancements--Change policies to gain more government funding (Indianapolis, South Bend)

Who: To be determined

When: To be determined

Outcomes: To be determined

BEST PRACTICE

***Start Strong Indianapolis: Building Healthy Teen Relationships** is an initiative designed to teach teenagers about having healthy relationships. The program includes a curriculum for high school health classes and other partner agencies, works to improve Indianapolis school policies surrounding violence, and utilizes online marketing by advertising on popular teen websites. The Indianapolis chapter website is*

<http://www.startstrongteens.org/communities/indianapolis>

OTHER OUTCOMES

Community-based model in Lafayette

Women who participated in the work-based issues group in the Lafayette debrief felt that more discussions needed to be held on the topic. This group is hoping to bring together community members to discuss work-based issues more in depth and create solutions.

Municipal level Commissions on the Status of Women in Northwest Indiana and South Bend

Concurrent with the listening sessions, a city councilor in Michigan City contacted the Indiana Commission for Women to ask for assistance in formulating a plan for a municipal level commission on the status of women. During their listening session, the Northwest Indiana group discussed expanding the scope of that idea to include a regional level commission. At the South Bend debrief meeting, participants also discussed the idea of forming a Mayor's Commission for Women to bring these five topics to the community level.

Partners

In January, the ICW partnered with the Wayne County Foundation to host a luncheon with women in the Richmond area. The luncheon was an opportunity to discuss the listening session results and some of the points made with the debriefing meetings. Women who attended this meeting spoke about hosting additional listening sessions in Wayne County and the idea of hosting a women's summit in the spring of 2013. Wayne County Foundation is partnering with the ICW to host first listening session in Richmond on July 18, 2012.

The ICW is looking to partner with organizations in Terre Haute and northwest Indiana to host a similar event in these areas of the state. Please contact kgarvey@dwd.in.gov for more information.

CONCLUSION

The information and results compiled from these listening sessions and accompanying survey highlight current issues and concerns of women in Indiana. The initial results assessment presents many of the same issues that have been discussed in both recent and historical national reports. However, it is critical to have information pertaining specifically to women in Indiana.

There is a need for more effective and efficient communication and collaboration between organizations committed to moving Indiana women forward. There is a need for gender-specific data and data on specific demographic populations to be compiled by agencies, departments and organizations for an effective basis for quantitative reports on the status of women and girls in Indiana. There is a need for a centralized and comprehensive resource mechanism so that women can be connected with services, resources, referrals and opportunities that already exist in Indiana.

The primary topics (health-related concerns, work-based concerns, care giving, leadership and violence against women) outlined in this report can now serve as a guide for next steps that help our communities better address critical issues and mobilize stakeholders from all sectors to find positive, meaningful, and lasting solutions to help move Indiana women forward.

Throughout this process, it is evident from the *Hoosier Women Speak* initiative that Hoosier citizens want to work with the Indiana Commission for Women and with each other to frame the dialogue on how to make lasting changes so that women can live, work and raise a family. It is also encouraging that there that there can be ways that the Indiana Commission for Women can be of service to the women of Indiana. Participants believe that both women and men have a responsibility to be engaged in the process and that community organizations and public agencies have the responsibility to provide the needed tools, resources and information for citizens to make informed decisions and be effective in advocating for their own needs.

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- Alpha Kappa Alpha Sorority Eta Mu Omega Chapter, South Bend
- American Association of University Women (AAUW), Fort Wayne Chapter
- Area 10 Agency on Aging Rural Transit
- Pat Boy, City Commissioner, Michigan City
- Cathi Crabtree, Chair of the Bloomington Commission on the Status of Women
- Center for Women’s Intercultural Leadership, South Bend
- Circles™ Initiative of Bloomington, Indiana
- Circles™ Initiative of Muncie, Indiana
- Circles™ Campaign of Evansville, Indiana
- Dress for Success Indianapolis
- Evansville Christian Life Center
- Heritage Fund – the Community Foundation of Bartholomew County
- Indiana Department of Workforce Development
- IUPUI Office for Women
- League of Women Voters of Fort Wayne
- League of Women Voters of Greater Lafayette
- League of Women Voters of Indianapolis
- Regina Moore, Bloomington City Clerk University of Evansville
- St. Margaret’s House, South Bend
- St. Mary’s College, South Bend
- Scott County Partnership Circle™ Campaign Initiative
- Women’s Bureau, Fort Wayne
- Women’s Giving Circle of Bartholomew County
- YWCA of Fort Wayne

Numerous state legislators, organizations and community members have generously given much time and attention to the by publicizing the project to their constituents, clients and supporters. The Commission gives thanks to all!

COMPILATION REPORT DISCLAIMER

This compilation report was prepared as an account of key issues, challenges, and suggested solutions described during public discussions and an online survey sponsored by the Indiana Commission for Women (ICW) and supported by local partnering organizations in conjunction with its *Hoosier INsight: Women's Issues Listening Sessions* or *Hoosier Women Speak* initiatives. The compilation of this report should not be considered in any way as an endorsement or promotion by the Indiana Commission for Women, by the State of Indiana or by ICW's partners and supporters. Opinions expressed are strictly those of session participants and respondents and not necessarily those of the Indiana Commission for Women, of the State of Indiana or of its partners and supporters. Recommendations from this report, together with input received from other sources, may inform the creation of a plan of action to address the issues and challenges discussed as well as potential ICW initiatives, programs and services. Furthermore, ICW may use information obtained from this meeting and from the results of this initiative to offer suggestions to other agencies, organizations or entities better suited to address particular issues and/or challenges uncovered during this initiative in order to facilitate maximum cooperation and collaboration between ICW and other entities. The Indiana Commission for Women and those associated with the agency do not assume any legal liability or responsibility for the accuracy or completeness of any comment made or of any third party's use or results of such use of any information contained in this summary report.

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