



Indiana Commission for Women Hoosier Women Speak Debrief Report

Background

The Indiana Commission for Women (ICW) completed Hoosier Insight in June 2011, a project designed to gain input from Indiana women through listening sessions and an online survey. The goal of the project was to better prioritize the issues affecting women and to begin establishing a statewide shared action plan to address these needs. The ICW compiled the information from the seventeen listening sessions and the survey responses to create our first draft of the *Hoosier INsight Report*. This report highlights the top five issues facing Hoosier women and includes strategies for communities to help alleviate these challenges.

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. It also gave leaders an opportunity to begin a dialogue on how organizations can collaborate to positively impact Indiana.

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.

The following action plans are formatted to try to capture the ideas of participants in all of the 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 take the lead on an action or is currently working on a similar project, please contact kgarvey@dwd.in.gov so the plan can be updated accordingly. Finally 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 Action Plan

Education and prevention

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

Who:

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)

Outcomes:

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, Universities, Reagan-Strife

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

Resources needed:

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

Reproductive healthcare

Market the consequences of the lack of affordable health for women's reproductive health; 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.

Resources needed:

Outcomes: Women have choices and equalities

Protect reproductive healthcare (South Bend)

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

When: Medium term, approximately 1-2 years

Resources needed:

Outcomes:

Work-Related Issues Action Plan

Employment agency improvements

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: DWD and supportive nonprofits

When: Long term, over one year

Resources Needed:

Outcomes:

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

Who: Department of Education, community foundations, state/federal organizations, Department of Workforce Development

When: Medium term, over six months to begin implementation

Resources:

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

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:

Resources Needed:

Outcomes:

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.

Research and highlight effective employment policies

Research and mirror effective supportive employers, such as Clarian. (Indianapolis)

Who:

When: Medium term, six months to a year

Resources Needed:

Outcomes: Company recognition for positive employee policies

Care Giving Action Plan

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

Resources needed:

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

Resources needed:

Outcomes:

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

Resources needed:

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

Leadership 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

Resources needed:

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)

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

When: Medium term, six months to a year

Resources needed:

Outcomes: Young women encouraged and taking on leadership roles

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

Who:

When:

Resources needed:

Outcomes:

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

Resources needed:

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:

Violence Against Women 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

Resources needed:

Outcomes:

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

Resources needed:

Outcomes:

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:

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

Resources needed:

Outcomes:

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).

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:

When:

Resources needed:

Outcomes:

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.

Mayor's Commission in South Bend

The South Bend debrief 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.

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.

Disclaimer

Any report prepared on the *Hoosier INsight: Women's Issues Listening Session and Capacity Building initiative* is presented 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 this initiative. 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 presented in any report, together with input received from other sources, may or may not 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 these meetings 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.