

Appendix 1: Issues and Topics from Listening Sessions

<i>Category</i>	<i>Topic</i>	<i>Issue</i>	<i>Votes</i>	<i>Total</i>
Care giving	Child Care	24 hour childcare	0	122
Care giving	Child Care	Access to affordable, high quality child care	7	
Care giving	Child Care	Access/cost of childcare	0	
Care giving	Child Care	Affordability and Quality in child care	0	
Care giving	Child Care	Affordable and quality childcare	3	
Care giving	Child Care	Affordable child care	3	
Care giving	Child Care	Affordable extracurricular activities for children	0	
Care giving	Child Care	Affordable, quality childcare	6	
Care giving	Child Care	Affordable/quality childcare	2	
Care giving	Child Care	After hours daycare	1	
Care giving	Child Care	Child care	0	
Care giving	Child Care	Child Care	4	
Care giving	Child Care	Child Care	6	
Care giving	Child Care	Child Care	0	
Care giving	Child Care	Child Care Quality and Affordability	0	
Care giving	Child Care	Child Care quality and affordability	6	
Care giving	Child Care	Childcare	11	
Care giving	Child Care	Childcare for disabled children	0	
Care giving	Child Care	Childcare for sick children (back-up care)	4	
Care giving	Child Care	Childcare program assistance waiting list	3	
Care giving	Child Care	Daycare	0	
Care giving	Early Childhood Education	All-day kindergarten	1	
Care giving	Early Childhood Education	Early childhood/family education	8	
Care giving	Early Childhood Education	Early education	3	
Care giving	Early Childhood Education	Early education of children on equality, self-esteem, citizenship, civics	8	
Care giving	Early Childhood Education	Education of children	1	
Care giving	Early Childhood	Making pres-school required part of education	2	

	Education		
Care giving	Early Childhood Education	Resources for parents for children's education	2
Care giving	Elder Care	Caring for parents	0
Care giving	Elder Care	Quality, affordable eldercare	2
Care giving	Parenting	Acceptance of parental responsibilities (non-traditional for both men & women)	0
Care giving	Parenting	Alternative support for additions esp. parents	1
Care giving	Parenting	Breakdown of the family	0
Care giving	Parenting	Breastfeeding support	2
Care giving	Parenting	Dedicated rooms for breastfeeding mothers	0
Care giving	Parenting	Education of mother	1
Care giving	Parenting	Family education on parenting	0
Care giving	Parenting	Grandparents raising grandchildren	0
Care giving	Parenting	Lack of child support	5
Care giving	Parenting	Lack of parenting skills	1
Care giving	Parenting	Lack of support for single parents	0
Care giving	Parenting	Men who don't pay child support	2
Care giving	Parenting	More support for new moms and babies (expand Healthy Families)	1
Care giving	Parenting	Parenting for young mothers	0
Care giving	Parenting	Raising children/parenting	2
Care giving	Parenting	Raising relatives' kids	0
Care giving	Parenting	Single Mothers	1
Care giving	Parenting	Single mothers	3
Care giving	Parenting	Single parenting	2
Care giving	Parenting	Support for grandparents raising grandchildren	0
Care giving	Parenting	Support for moms with special needs children	0
Care giving	Parenting	Support for second-time around parenting	0
Care giving	Parenting	Support for second-time around parents (grandparents, etc.)	0
Care giving	Parenting	Support for single moms	3
Care giving	Parenting	Support for single mothers	3
Care giving	Parenting	Support for single mothers	8

Care giving	Parenting	Support for single mothers	1	
Care giving	Parenting	Support/education women regarding options for adoption	0	
Care giving	Resources	Lack of care giving resources	0	
Care giving	Sandwich generation	Issues with Sandwich generation taking care of children and aging parents	0	
Care giving	Support	Support for care givers	3	
Consumer Knowledge	Consumer Knowledge	Affordable "stuff"	1	7
Consumer Knowledge	Consumer Knowledge	Assistance with repair services (consumer knowledge)	2	
Consumer Knowledge	Consumer Knowledge	Education/support for mechanically challenged (honest, helpful)	4	
Consumer Knowledge	Consumer Knowledge	Support/education for fair/equitable repair services	0	
Crime and Safety	Crime and safety	Crime/safety	0	1
Crime and Safety	Crime and safety	Issues of safety	0	
Crime and Safety	Crime and safety	Personal safety	0	
Crime and Safety	Crime and safety	Self defense training	1	
Economic Security	Business Owners	Entrepreneurism	2	174
Economic Security	Business Owners	Opportunities for women business owners	1	
Economic Security	Business Owners	Small business start-up info and resources	0	
Economic Security	Business Owners	Small business-women owned	2	
Economic Security	Business Owners	Support of women entrepreneurs	2	
Economic Security	Business Owners	Women-owned businesses	0	
Economic Security	Employment	Employment	1	
Economic Security	Employment	Employment	0	
Economic Security	Employment	Getting/Keeping jobs during pregnancy	0	
Economic Security	Employment	Jobs, Jobs, Jobs - good paying jobs	8	
Economic Security	Employment	Unemployment	2	
Economic Security	Employment	Unemployment	4	
Economic Security	Gender Equity/Discrimination	"Good Ole Boy Network"	0	
Economic Security	Gender Equity/Discrimination	Challenges to women-dominated careers	2	
Economic Security	Gender Equity/Discrimination	Employment discrimination (including gender & age)	9	

Economic Security	Gender Equity/Discrimination	Gender discrimination	4	
Economic Security	Gender Equity/Discrimination	Gender equality	0	
Economic Security	Gender Equity/Discrimination	Gender equality in the workplace	2	
Economic Security	Gender Equity/Discrimination	Gender expectations in workforce	0	
Economic Security	Gender Equity/Discrimination	Gender parity	1	
Economic Security	Gender Equity/Discrimination	Gender role discrimination	1	
Economic Security	Gender Equity/Discrimination	Glass ceiling	0	
Economic Security	Gender Equity/Discrimination	Lack of empowerment	1	
Economic Security	Gender Equity/Discrimination	Male-dominating roles in society	0	
Economic Security	Gender Equity/Discrimination	Opportunities for advancement	1	
Economic Security	Gender Equity/Discrimination	Unequal advancement in workplace	0	
Economic Security	Job-related training	Continuing skills-based training, education and retention	0	
Economic Security	Job-related training	Job training	0	
Economic Security	Job-related training	Job training	3	
Economic Security	Job-related training	Retraining (skills-Based) for women	0	
Economic Security	Non-traditional	Non-traditional jobs	0	
Economic Security	Non-traditional	Support for labor/craft fields	2	
Economic Security	Non-traditional	Support for women pursuing nontraditional jobs and education	1	
Economic Security	Non-traditional jobs	Ability of women to pursue nontraditional roles	0	
Economic Security	Non-traditional jobs	Lack of good quality jobs especially non-traditional jobs	12	
Economic Security	Non-traditional jobs	Promoting non-traditional gender roles	1	
Economic Security	Non-traditional jobs	Support of all female roles (traditional & non-traditional)	0	
Economic Security	Pay Equity	Equal pay for equal work	0	
Economic Security	Pay Equity	Fair labor	0	
Economic Security	Pay Equity	Gender pay equity	5	
Economic Security	Pay Equity	Lifelong economic security	3	

Economic Security	Pay Equity	Pay equity	0	
Economic Security	Pay Equity	Pay equity	0	
Economic Security	Pay Equity	Pay equity	0	
Economic Security	Pay Equity	Pay equity	3	
Economic Security	Pay Equity	Pay equity	6	
Economic Security	Pay Equity	Pay equity	14	
Economic Security	Pay Equity	Pay equity	3	
Economic Security	Pay Equity	Pay equity	4	
Economic Security	Pay Equity	Salary negotiation	1	
Economic Security	Pay Equity	Salary/pay equity	2	
Economic Security	Pay Equity	Unequal pay in workplace	3	
Economic Security	Pay Equity	Wage equity	1	
Economic Security	Pay Equity	Wage parity	5	
Economic Security	Poverty	Access to support/resources for low-income women	1	
Economic Security	Poverty	Affordable low-income housing	1	
Economic Security	Poverty	Female head of households and children in poverty	11	
Economic Security	Poverty	Generational poverty	2	
Economic Security	Poverty	Lack of support for homeless women	0	
Economic Security	Poverty	Poverty	2	
Economic Security	Poverty	Poverty	9	
Economic Security	Poverty	Poverty	3	
Economic Security	Social Benefits	Getting removed from social services once employed	8	
Economic Security	STEM	Gender-equity in STEM	11	
Economic Security	STEM	Lack of girls in STEMM careers	0	
Economic Security	STEM	Lack of interest in math/science (STEM)	3	
Economic Security	Unemployment	Economics and the loss of jobs	0	
Economic Security	Wages and Salary	Adequate income	0	
Economic Security	Wages and Salary	Good paying jobs	1	
Economic Security	Wages and Salary	Minimum wage/better jobs	0	
Economic Security	Work/life flexibility	Family balance / workplace flexibility	0	
Economic Security	Work/life flexibility	Flexible work opportunities	1	

Economic Security	Work/life flexibility	Issues returning to the workforce	0	
Economic Security	Work/life flexibility	More paid time off	0	
Economic Security	Work/life flexibility	Paid time off from work	0	
Economic Security	Work/life flexibility	Work schedules / work-life balance	0	
Economic Security	Work/life flexibility	Work/family balance	5	
Economic Security	Work/life flexibility	Work/life balance	2	
Economic Security	Work/life flexibility	Work/Life balance	2	
Economic Security	Work/life flexibility	Workplace environment issues, e.g. sexual harassment	0	
Economic Security	Work/life flexibility	Workplace flexibility	0	
Education	Access to Education	Access to education & returning to school	3	25
Education	Access to Education	Affordable higher-education	1	
Education	Access to Education	Cost of education	0	
Education	Access to Education	Cost of Higher Education	1	
Education	Access to Education	Financial assistance for education	0	
Education	Children's Education	Support for music/art/physical education (non-academic fields in schools)	2	
Education	Children's Education	Support for special education	2	
Education	Education	Education	2	
Education	Education	Education	1	
Education	Education	Education	2	
Education	Education	Lack of adequate education levels	2	
Education	Gender Issues- Roles	Hierarchy of gender roles in Higher Education	1	
Education	Quality	Lack of quality education and educated population in the area	0	
Education	women-specific	Attitude towards women's colleges	0	
Education	women-specific	Education for women / equality	7	
Education	women-specific	Emotional support to parents returning to school	1	
Environment	Environment	Environment	0	0
Environment	Environment	Environmental Degradation	0	
Financial	Financial	More financial literacy	0	7
Financial	Financial Literacy	Access to financial resources for education and transition	0	
Financial	Financial Literacy	Finances	2	
Financial	Financial Literacy	Financial literacy	5	
Gender Issues	Gender	Focus on women's issues	0	11

	Equity/Discrimination			
Gender Issues	Gender Equity/Discrimination	Misogynist humor	0	
Gender Issues	Stereotypes	Awareness of gender stereotypes	0	
Gender Issues	Stereotypes	Balance between multiple gender roles	6	
Gender Issues	Stereotypes	Objectification of women by media and society	0	
Gender Issues	Stereotypes	Overcoming "superwoman syndrome"	3	
Gender Issues	Stereotypes	Portrayal of women in media	0	
Gender Issues	Stereotypes	Stereotypical gender roles	2	
General	Generational Gap	Intergenerational gap/conflict / generational relationships	1	
General	Generational Issues	Needs at different states of life	2	5
General	Urban/Rural issues	Differences between rural/urban needs	0	
Government	Public Policy and government related	Access to influencing public policy	3	27
Government	Public Policy and government related	Cuts in federal and state budget	3	
Government	Public Policy and government related	Enforcement of Title IX	0	
Government	Public Policy and government related	Gender analysis of public policy	0	
Government	Public Policy and government related	Lack of action plan	0	
Government	Public Policy and government related	Lack of appropriate legislative priorities (too much time spent on unimportant issues)	0	
Government	Public Policy and government related	Lack of knowledge of legislative impact	3	
Government	Public Policy and government related	More women in policy-making careers	8	
Government	Public Policy and government related	Out of date public assistance	6	
Government	Public Policy and government related	Outdated guidelines on eligibility for support services	2	
Government	Public Policy and government related	Outdated rules for housing	0	

Government	Public Policy and government related	Politics	0	
Government	Public Policy and government related	Trust in authority	2	
Government	Public Policy and government related	Women as low legislative priorities	0	
Health	Body Image and self-esteem	Medial portrayal of women/girls	0	185
Health	Body Image and self-esteem	Self esteem/peer pressure	0	
Health	Body Image and self-esteem	Self-esteem	0	
Health	Body Image and self-esteem	Self-esteem and empowerment of young girls	0	
Health	Body Image and self-esteem	Support for self esteem/body image	1	
Health	Body Image and self-esteem	Support for self-esteem issues for girls	5	
Health	Body Image and self-esteem	Unrealistic body image/self-esteem	0	
Health	Body Image and self-esteem	Women devaluing themselves	0	
Health	Dental	Dental care	0	
Health	Dental	Dental care assistance	5	
Health	Dental	Dental health	0	
Health	Education	Health education	1	
Health	Health Care System	24/7 health clinic (not ER)	0	
Health	Health Care System	Access to and cost of health care	1	
Health	Health Care System	Access to Health Care	10	
Health	Health Care System	Access to healthcare	1	
Health	Health Care System	Access to healthcare	9	
Health	Health Care System	Access to healthcare (especially preventative)	0	
Health	Health Care System	Access/cost of healthcare	6	
Health	Health Care System	Affordable care (all ages)	0	
Health	Health Care System	Affordable Healthcare	10	
Health	Health Care System	Comprehensive healthcare coverage for minorities	0	

Health	Health Care System	Cost of healthcare	0	
Health	Health Care System	Health Care	17	
Health	Health Care System	Health care	1	
Health	Health Care System	Health care	0	
Health	Health Care System	Health care affordability and quality	0	
Health	Health Care System	Health disparities	0	
Health	Health Care System	Help navigating the healthcare system (fear of accessing healthcare)	0	
Health	Health Care System	Lack of providers for services/health	0	
Health	Health Care System	Quality and Affordability in Health Care	6	
Health	Healthy relationships Education	Comprehensive health education (e.g. Nutrition, body image, anatomy, etc.)	0	
Health	Healthy relationships Education	Education on healthy relationships	5	
Health	Healthy relationships Education	Educator training on issues e.g. sexual assault, body image	0	
Health	Healthy relationships Education	Healthy relationships	0	
Health	Healthy relationships Education	Healthy relationships	2	
Health	Healthy relationships Education	Healthy relationships	2	
Health	Healthy relationships Education	Wise relationship choices	0	
Health	Insurance	Affordable health insurance	0	
Health	Insurance	Affordable/better healthcare insurance	15	
Health	Insurance	Health coverage discrimination	3	
Health	Insurance	Health insurance after retirement	0	
Health	Insurance	Lack of Insurance	0	
Health	Mental Health	Access to mental health resources	1	
Health	Mental Health	Access to mental health specific to women	4	
Health	Mental Health	Depression	0	
Health	Mental Health	Lack of facilities for mental health	0	
Health	Mental Health	More awareness of mental health issues	2	
Health	Obesity	Obesity	0	

Health	Obesity	Obesity	1	
Health	Prescriptions	Affordable medications in general	0	
Health	Prescriptions	Affordable prescriptions	1	
Health	Prescriptions	Affordable prescriptions (17 Progesterone) for high-risk pregnancy	2	
Health	Preventative Health	Lack of access to healthy, affordable food & physical activity	0	
Health	Preventative Health	More prevention health education	1	
Health	Preventative Health	Preventative healthcare	0	
Health	Rehabilitation	Rehabilitation	0	
Health	Reproductive Health	Access to reproductive healthcare	8	
Health	Reproductive Health	Comprehensive Reproductive Issues	7	
Health	Reproductive Health	Family planning access	5	
Health	Reproductive Health	Health care threat specifically PPIN	8	
Health	Reproductive Health	Low cost/free family planning support	8	
Health	Reproductive Health	Pregnancy prevention	0	
Health	Reproductive Health	Prenatal health care	0	
Health	Reproductive Health	Reproductive health	3	
Health	Reproductive Health	Reproductive health care	0	
Health	Reproductive Health	Support for Planned Parenthood	0	
Health	Reproductive Health	Teen pregnancy	4	
Health	Reproductive Health	Women's health care in particular reproductive health	0	
Health	Self-Care	"Superwoman" complex	2	
Health	Self-Care	Finding one's own identity	0	
Health	Self-Care	Lack of self-care (women tend to take care of others first)	0	

Health	Self-Care	Taking care of yourself	1	
Health	Sex education	Comprehensive sex education	1	
Health	Sex education	Comprehensive sex education	0	
Health	Sex education	Comprehensive sex education	3	
Health	Sex education	Comprehensive sex education for teens	3	
Health	Sex education	Comprehensive sexuality education	2	
Health	Sex education	Education / support for those with STDs	0	
Health	Sex education	Programs for comprehensive sex education, e.g. options, preventative	0	
Health	Smoking and Substance Abuse	Addiction	0	
Health	Smoking and Substance Abuse	Co-dependency / self-sufficiency issues	1	
Health	Smoking and Substance Abuse	Services for high-risk populations, e.g. substance abuse, mental health, etc.	4	
Health	Smoking and Substance Abuse	Smoking Cessation	1	
Health	Smoking and Substance Abuse	Substance abuse	1	
Health	Smoking and Substance Abuse	Substance abuse	5	
Health	Smoking and Substance Abuse	Support for children born with addiction	1	
Health	Smoking and Substance Abuse	Support/prevention of substance abuse	0	
Health	Support for Menopausal Women	Support for menopausal women	0	
Health	Support for Menopausal Women	Support for menopausal women	1	
Health	Support for terminally ill	Support groups for terminally ill	0	
Health	Women's Health	Breast cancer	0	
Health	Women's Health	Support for women's health	4	
History	Women's History	Don't know own history	0	0
Housing	Affordability	Affordable Housing	0	22

Housing	Affordability	Affordable housing	7	
Housing	Affordability	Affordable housing for all	2	
Housing	Affordability	Affordable housing/homelessness	6	
Housing	Availability	Access to housing	0	
Housing	Availability	Housing	1	
Housing	Availability	Housing availability (e.g. Section 8)	5	
Housing	Availability	Temporary housing for families with older children	1	
Housing	Availability	Westside neighborhood revitalization	0	
Leadership	Leadership	Access to student leadership	0	47
Leadership	Mentoring	Lack of mentoring	1	
Leadership	Mentoring	Lack of women supporting women	0	
Leadership	Mentoring	Lack of women supporting women	8	
Leadership	Mentoring	Mentoring opportunities	2	
Leadership	Mentoring	Mentoring opportunities for women who don't know options/possibilities for careers	1	
Leadership	Opportunities	Opportunities in leadership	9	
Leadership	Opportunities	Promoting more women in leadership roles	5	
Leadership	Opportunities	Women in community leadership	0	
Leadership	Political/Government	Equal representation in the legislature and on the bench	1	
Leadership	Political/Government	Getting more women in public policy offices	1	
Leadership	Political/Government	Lack of female leadership in government	0	
Leadership	Political/Government	Lack of female representation (business, government, etc.)	0	
Leadership	Political/Government	Lack of political representation (including lobbyist)	4	
Leadership	Political/Government	Lack of women in elected positions	1	
Leadership	Political/Government	Lack of women in leadership positions	0	
Leadership	Political/Government	Mentoring for women interested in politics	2	
Leadership	Political/Government	More (progressive) women needed in elected legislative positions	4	
Leadership	Political/Government	Training for political leadership	0	
Leadership	Role Models	Lack of female role models	0	
Leadership	Role Models	More positive role modes	1	
Leadership	Role Models	Positive role models	0	
Leadership	Role Models	Positive role models	7	
Legal	Access to assistance	Access to civil legal assistance	0	13
Legal	Access to assistance	Advocacy at time of divorce	0	
Legal	Access to assistance	Affordable legal help	0	
Legal	Access to assistance	Better legal assistance	3	

Legal	Access to assistance	Indiana Legal Services	1	
Legal	Access to assistance	Legal advocacy/support for transitions (ex. Divorce, etc.)	3	
Legal	Access to assistance	Legal aid services	4	
Legal	Access to assistance	Legal support	2	
Legal	Access to assistance	No fault divorce	0	
Mobility Issues	Transportation	24/7 public transportation - 6	0	13
Mobility Issues	Transportation	Lack of transportation	1	
Mobility Issues	Transportation	Public transportation	1	
Mobility Issues	Transportation	Safe transportation	3	
Mobility Issues	Transportation	Transportation	0	
Mobility Issues	Transportation	Transportation	0	
Mobility Issues	Transportation	Transportation	0	
Mobility Issues	Transportation	Transportation	3	
Mobility Issues	Transportation	Transportation	5	
Mobility Issues	Transportation	Transportation (more routes, later hours/24-7)	0	
Mobility Issues	Transportation	Transportation (rural, urban)	0	
Racial/Cultural Issues	Gender Equity/Discrimination	Racial discrimination	0	9
Racial/Cultural Issues	Racial and Cultural Issues	Cultural/religious sensitivity	1	
Racial/Cultural Issues	Racial and Cultural Issues	Diversity and equality	0	
Racial/Cultural Issues	Racial and Cultural Issues	Issues of Race	2	
Racial/Cultural Issues	Racial and Cultural Issues	Lack of communication regarding minorities	1	
Racial/Cultural Issues	Racial and Cultural Issues	Lack of support for women of color as multiplying factor	1	
Racial/Cultural Issues	Racial and Cultural Issues	Other minority issues (race, disabilities, etc)	0	
Racial/Cultural Issues	Racial and Cultural Issues	Stratification of economic/racial groups	4	
Religious	Spirituality	Spirituality/religion	0	0

Resources	Resources	Access to & availability of services	2	10
Resources	Resources	Comprehensive resource center (access to all types of information & referrals)	0	
Resources	resources	How to find resources	4	
Resources	Resources	Lack of Information women receive / access to resources	0	
Resources	Resources	Lack of knowledge about where to go for information/resources	4	
Resources	Resources	Need for centralized resources and information	0	
Specific Population	Ex-Offenders	Assistance in expungement of criminal record	1	42
Specific Population	Ex-Offenders	Education-re-entry after jail	3	
Specific Population	Ex-Offenders	Ex-offender re-entry	0	
Specific Population	Ex-Offenders	Madison Juvenile Correctional Facility (MJCF)	0	
Specific Population	Ex-Offenders	Offender re-entry (Inadequate support/resources)	5	
Specific Population	Ex-Offenders	Offender re-entry for women	1	
Specific Population	Ex-Offenders	Support for ex-offenders	1	
Specific Population	Ex-Offenders	Support for women in incarceration and transportation	0	
Specific Population	Ex-Offenders	Support for women returning from incarceration	0	
Specific Population	Girls	High school issues	2	
Specific Population	Girls	Issues surrounding girls and the lack of options in their communities	0	
Specific Population	Girls	More good activities for teens	2	
Specific Population	Immigration	Immigration	0	
Specific Population	Immigration	Lack of support for immigrant women	2	
Specific Population	Immigration	Ramifications of new immigration law	0	

Specific Population	LGBT Issues	Emotional support for nontraditional partners	0	
Specific Population	LGBT Issues	LGBT issues	0	
Specific Population	LGBT Issues	LGBT issues	0	
Specific Population	LGBT Issues	LGBTQ support	2	
Specific Population	LGBT Issues	Raise awareness of LGBT issues	4	
Specific Population	LGBT Issues	Same-sex marriage support	7	
Specific Population	Senior Women	Needs of older women	1	
Specific Population	Senior Women	Senior women	2	
Specific Population	Senior Women	Support for aging women e.g. health, socialization, etc.	2	
Specific Population	Senior Women	Support for single women 50+	0	
Specific Population	Senior Women	Widow-friendly services	2	
Specific Population	Single Women	Single women in general	0	
Specific Population	Veterans	Support for women veterans	5	
Specific Population	Veterans	Women veterans	0	
Violence Against Women	Abuse	Abuse	2	34
Violence Against Women	Abuse/neglect	Breaking cycle of abuse/neglect	1	
Violence Against Women	Dating Violence	Dating Violence	0	
Violence Against Women	Domestic violence	Domestic violence	0	
Violence Against Women	Domestic violence	Domestic violence	0	
Violence Against Women	Domestic violence	Domestic violence	4	
Violence Against Women	Domestic violence	Domestic Violence	1	
Violence Against Women	Stalking	Domestic violence and stalking	0	

Violence Against Women	Domestic violence	Domestic violence issues	0	
Violence Against Women	Sexual assault	Education on sexual violence	0	
Violence Against Women	Human trafficking	Human trafficking	1	
Violence Against Women	Rape prevention training	Rape prevention training	0	
Violence Against Women	Sex offenders	Sex offenders	0	
Violence Against Women	Sexual assault	Sexual Assault / Gender Based Violence	4	
Violence Against Women	Sexual assault	Sexual assault kits processing	0	
Violence Against Women	Sexual harassment	Sexual harassment	0	
Violence Against Women	Domestic violence	Sexual/domestic violence	4	
Violence Against Women	Violence Against Women	Violence	0	
Violence Against Women	Violence Against Women	Violence against women	0	
Violence Against Women	Violence Against Women	Violence against women	8	
Violence Against Women	Violence Against Women	Violence against women	1	
Violence Against Women	Violence Against Women	Violence against women	3	
Violence Against Women	Violence Against Women	Violence against Women	5	

Appendix 2: Health Related Issues Listening Sessions Summaries

Access to Healthcare

Indianapolis Pilot Session

Frame It

The participants felt that the top two challenges within this issue were:

1. A lack of providers (especially female-friendly providers)
2. The cost and lack of insurance

Other challenges that were identified were:

- Lack of locations/clinics
- Full range of services and accessible hours of operation
 - Women often have to take PTO (or unpaid time off) to get care
- Lack of knowledge about resources
- Transportation
- Childcare

What's In Place Now?

The participants identified the following programs/organizations that currently exist to help improve access to healthcare.

- Indiana University School of Medicine Rural Medical Track in Terre Haute – this program helps to encourage medical students to pursue medical careers in rural areas of the state and has incentives to help students pay off their school loans.
- Federally Qualified Health Centers (FQHC)
- Planned Parenthood
- Pharmacy minute clinics and discounts on prescriptions (Wal-Mart, Target, etc.)
- Indiana drug card, which gives discounts on drugs
- Health Indiana Plan (however, it is currently closed for new enrollments)
- State Children's Health Insurance Plan (SCHIP) – this is for children's health, 250,000 currently enrolled
 - 18% in poverty
- Mobile care

Who Should Be Involved?

The participants identified the following organizations/groups that should be involved to help improve access to healthcare.

- Indiana State Medical Association
- Indiana State Nurses Association
- Indiana General Assembly
- Health professionals
- Health schools
- Consumers
- Youth development organizations
- Mental health and addiction organizations
- Coalitions

- County level officials – including infrastructure
- Purdue Extension
- County Health Departments
- Indiana State Department of Health
- NGO's and nonprofit organizations
- Faith based organizations

Community/State Action

The participants determined that the following actions should be taken in order to help address the issues surrounding access to healthcare.

- Promotion of a culture/mindset shift – healthcare as a right, not a privilege
- Education for policy makers and consumers
- Professional development for providers
 - Women's health – IU Center on Excellence in Women's Health
- Development of a non-partisan healthcare advocacy coalition

Next Steps

The participants proposed the creation of a state-level “Preventative Services Taskforce” coalition as the next step needed in order to start addressing the challenges of access to healthcare.

- The coalition must be non-partisan
- Membership would be rotating
- The purpose would be advocacy and education
- Potential leadership sources for the coalition could be:
 - IU School of Medicine
 - Indiana State Department of Health
 - Local hospitals, health systems (Indiana Hospital Association)
- Potential partners could be:
 - Indiana State Nurses Association
 - Visiting Nurses Association
 - Healthcare law
 - Purdue, Notre Dame, Life Sciences Initiatives
 - Consumers

Northwest Indiana Public Session

Frame It

The participants identified the following main components of this issue:

- Issue of affordability and high deductibles
- Government intrusion in reproductive freedom
- Location is contributing factor based on where health care is available
- People who use ER for urgent care prevent those who need more medical attention from being seen
- Bureaucracy and complexity of whole issue, e.g. insurance, regulations and service resources
- Overwhelming comprehensive services
- Lack of focus on wellness and preventative care
- No benefit to healthy living, e.g. deductible reduction

- Lack of access to alternative or complementary health options, e.g. holistic medicine
- Planned Parenthood of Indiana is closing by June 30 – will create a void in services around wellness, education, STD prevention, contraception, etc.
- Insurance companies as problem
- Potential civil rights issue (division between “have and have nots” based partly on race, ethnicity, gender, disability)
- No safety net to help the most vulnerable – “Sad statement on how we treat the weakest in our society”
- Funding cuts will hurt
- Implications on workforce (no days off to tend to health issues; financial burden, etc.)
- So much responsibility is placed on women that they don’t take care of themselves

What’s in place now?

The participants identified the following programs/organizations that currently exist that provide some form of services.

- Planned Parenthood
- Phase out of Hoosier Insurance Plan (HIP) – confusion on where to go now
- Legislature
- HealthLink – seems to be currently overwhelmed in the area
- Churches
- Social services – receive individuals who are turned away from other points in the health care system (hospitals, ER, Urgent care) when they don’t know what to do with them.

Who should be involved?

The participants identified the following organizations/groups that should be involved to help to improve the situation that exists around this issue.

- Legislature that is informed and educated on the issues
- Citizens – need to be more engaged (finding newer ways of having their voices heard)
- 211 at the Library – community outreach and service providers
- Faith-based and community-based organizations
- Medical community
- Neighborhoods
- Child Protection Services (CPS) when it affects children
- Courts
- Coalitions
- Community Mentoring
- Government with proper representation
- Community and faith-based organizations
- Consumers
- Employers and their employees as consumers
- Elected officials in evaluating wellness
- Schools to understand how to provide healthy options
- Anyone who is passionate about the issues

Community / State Action

The participants determined that the following actions should be taken in order to help address the issues surrounding this issue.

- Actions need to be intergenerational and multicultural in scope
- Provide education (“as a society we have lost the family structure to educate parents”)
- Create service at hospital to ask simple questions (“Ask-A-Nurse” or “Doc in the Box”) on when to seek medical attention and when to wait
- Need some low cost solutions so that people have choices
- Help people to understand that it costs money to have services and that choices have to be made about how money will be spent
- Change attitudes and mindset of society
- Give elected officials the help they need to make informed decisions
- Average person/citizen needs lobbyists so that they can combat the lobbyists of the big health provider lobbyists
- Need advocates for resources and services
- Need more education about resources in language that citizens understand so that the issue is put into perspective in order to gain buy-in
- Bring hospitals and social services together in coalition for community outreach
- Need health advocates or social workers who will look after maternal health when the mother leaves the hospital
- Look at medical “monopolies” in community

Next steps

The participants determined that the next steps that need to be taken in order to begin making progress on this issue are:

- Understand what are the good programs in other communities and states
- Create a coalition to discuss Northwest Indiana-specific issues
- Offer networking
 - ~ Statewide
 - ~ Three-county network (Lake, Porter, LaPorte)
 - ~ Based on ISDH regions
- Hold regional Health Care Summits that creates action items
- Create a medical 211 for simple answers
- Educate citizens and get them involved politically (vote, meet with legislators)
- During legislative session, find groups to focus on issues and generate email blasts to educate on issues
- Outlaw drug commercials on TV

Bloomington Circles

Frame It

The participants identified the following challenges within the topic of affordable healthcare.

- Lack of funding
- Employer-provided insurance not widely available
- Preventative healthcare is expensive
- Insurance is expensive
- Medicine is expensive
- Doctor’s only accept certain healthcare
- Ailments outweigh affordable insurance
- Maintenance dental healthcare is limited
- Affordable healthcare programs are too spread out – needs to be centralized

Who Should Be Involved?

The participants identified the following individuals/organizations/groups that should be involved to help improve access to affordable healthcare.

- Families
- Single parents
- Medical providers
- Social workers
- Insurance companies
- Service providers
- Nurses
- Nurse practitioners
- Legal mediators
- Drug companies
- Medical industry

Community/State Action

The participants determined that the following actions should be taken in order to help address the issues surrounding access to affordable healthcare.

- Doctor's required to perform a pro-bono quota each year (like lawyers)
- Free clinics with volunteers
- Volunteers in Medicine (VIM) should not be a monopoly of affordable healthcare
- More locally organized healthcare
- Legislators should get unbiased education

Next Steps

The participants determined that the next steps that need to be taken in order to begin making progress on this issue are:

- Get funding
- Find doctors willing to work for less
- Find Space
- Find staff
- Find equipment
- All parties need to be involved by coming together in a committed meeting
- Find grant opportunities
- Medical schools to be less expensive or serve underprivileged communities with the incentive of debt forgiveness
- Study other communities or countries for other perspectives for solutions

Lafayette Public Session

Frame It

The participants identified the following main components of this issue:

- Cost of health care is prohibitive
- inadequate incentive for doctors to treat Medicare patients and no-insurance patients

What's in place now?

The participants identified the following programs/organizations that currently exist that provide some form of health care services.

- Riggs Community Health Center (needs more resources)
- Urgent Care facilities (Expensive)
- Meijer Pharmacy (provides free antibiotics)
- Women's cancer program
- Planned Parenthood
- Monon Health Clinic (treats low income women)
- Health fairs
- Emergency Rooms

Who should be involved?

The participants identified the following organizations/groups that should be involved to help to improve access to quality and affordable health care.

- Health Care providers
- Insurance providers
- Ivy tech and Purdue nursing/health programs
- legislators
- small businesses / big businesses
- Women's groups

Community / State Action

The participants determined that the following actions should be taken in order to help address the issues surrounding quality and affordability in health care.

- Awareness campaign
- Overhaul insurance companies
- more funding for community healthcare facilities
- put more money into prevention

Next steps

The participants determined that the next steps that need to be taken in order to begin making progress on this issue are:

- Need to quantify the problem
- What are the healthcare needs
- Prioritize the needs

Muncie Circles Group

Frame It

The participants identified the following challenges within the topic of affordable/better healthcare insurance.

- Benefit issues for women with lower paying jobs
- Set co-pays
- Coverage for birth control
- Coverage for menopausal issues
- Pre-existing conditions
- Affordable healthcare coverage
- More options for deductibles

- Women de-incentivized to work (lose public benefits & can't afford private costs)
- Denied coverage because of past credit history
- Lack of understanding of healthcare coverage explanations

What's In Place Now?

The participants identified the following programs/organizations that currently exist to help improve access to affordable/better healthcare insurance.

- Employer sponsored health insurance programs
- Chamber of Commerce – focusing on small business
- Gateway – federally funded clinics
- Medicaid/Medicare
- Incentives for healthy behaviors

Who Should Be Involved?

The participants identified the following individuals/organizations/groups that should be involved to help improve access to affordable/better healthcare insurance.

- State legislators – need to question if costs are affordable to Hoosiers
- State Attorney General & Insurance Inspector
- Hospitals
- Healthcare providers
- Insurance companies
- General public
 - Women in particular – need more representation from women
- Employers
- U.S. Congress
- Human services agencies
- Media to communicate the story

Community/State Action

The participants determined that the following actions should be taken in order to help address the issues surrounding access to affordable/better healthcare insurance.

- Band together and get the word out
 - Petition
 - Form a taskforce/committee
- Pools of small businesses to buy into group insurance
- Elect people who are in favor of health insurance reform
- Incentivize insurance companies to adopt health insurance reform
- Make business case – it's good for business
- Promote understanding of the needs of women in poverty
- Educate consumers of insurance options/policies
- Discount for combined insurance (medical/dental/vision – like discounts with same agent - home, car, etc.)

Next Steps

The participants determined that the next steps that need to be taken in order to begin making progress on this issue are:

- Assemble a taskforce or committee
- Understand where legislators stand on the issue
- Educate public about the issues
- Educate community of affects on women in poverty
- Educate community on language of insurance
- Broader financial literacy on costs of insurance
 - Retired insurance agents to help counsel individuals – informed, but impartial advocates
- Work with professional associations rather than companies to keep impartiality intact

Fort Wayne Public Session

Frame It

The participants identified the following main components of this issue:

- Quality: No doctor at *Matthew 25*, a faith-based organization providing free primary healthcare services to uninsured, low-income residents of Allen County
- Insurance: Healthy Indiana
- Family planning and sexual health
- Birth control
- Mental health issues
- Disabilities
- Diabetes
- Smoking
- Limited Medicaid
- Single with no kids
- Immigrants health

What's in place now?

The participants identified the following programs/organizations that currently exist that provide some form of services that address this issue.

- Neighborhood health clinics
- Lafayette Medical Center: Title X
- Planned Parenthood
- St. Patrick's Clinic
- Mobile Mammograms
- Visiting nurse and hospice
- Focus on Health
- Board of Health
- Healthy Indiana Plan (HIP)
- Matthew 25
- Park Center
- Bowen Center, a comprehensive community mental health center
- SCAN, Inc. (Stop Child Abuse & Neglect)
- Hope Alive
- Eating disorders support groups
- Other support groups

Who should be involved?

The participants identified the following organizations/groups that should be involved to help to improve the situation for this issue.

- Hospitals, doctors, nurses and nurse practitioners
- “People with the money: banks and foundations
- State government – Women in Government!!
- Board of health
- Educate voters on issues (both men and women)
- Minority Health Coalition
- United Ways
- Girl Scouts
- Women’s Businesses
- YWCA
- Indiana Health Coalition
- All who are already on list
- CANI (Community Action of Northeast Indiana)

Community / State Action

The participants determined that the following actions should be taken in order to help address the issues surrounding this issue.

- Create a coalition of health providers
- Compile a resource and getting it into the community
- Find and create foundations that will support
- Create a way to make people clearly understand
- Create Commission on Women Health Status in Northeast Indiana
- Priority is prevention and early detection, access, cost, quality
- Set priorities

Next steps

The participants determined that the next steps that need to be taken in order to begin making progress on this issue are:

- Help to design a program to look at the access and cost
- Look at the data that is out there to determine where the holes are (access/needs)
- Health education at a young age

Reproductive Healthcare

Indianapolis Public Session

Frame It

The participants identified the following critical components:

- Transportation, ability to get there
- Time (i.e. flexible clinic hours)
- Cost
- Information that is medically accurate
- Culturally sensitive services

They also identified two important aspects that they felt must be considered in the scope of this conversation.

- Creating a balance between religion and policy
 - Need sound educational information in a safe environment
 - Defining what reproductive healthcare means
- Education is key
 - Both about reproductive healthcare and also about what that means

What's In Place Now?

The participants identified the following programs/organizations that currently exist to help improve access to reproductive healthcare.

- Planned Parenthood (they researched that they receive \$3 million in Title X funding)
- Wishard Clinic
- Local health centers
 - Raphael Center
 - Boner Center
- Community Health Department - clinics

Who Should Be Involved?

The participants identified the following organizations/groups that should be involved to help improve access to reproductive healthcare. They felt that any of these organizations could be leaders for this issue.

- Schools
 - Educate educators on what is allowed and what is accurate
- Chamber of Commerce
 - Can help get information to major employers
- Indiana Health Department
- Indiana State Medical Association (ISMA)
- Churches

Community/State Action

The participants determined that the following actions should be taken in order to help address the issues surrounding access to reproductive healthcare.

- Honest conversations between women on what reproductive healthcare and access means to them
- Evidence-based data needed
 - Medicaid savings
 - Low birth weight & infant mortality
- Partner organizations to help share accurate messaging
- Needs to be addressed statewide (and nationally)
- Need to consider rural versus urban issues
 - Access even more challenging

Next Steps

The participants determined that the next steps that need to be taken in order to begin making progress on this issue are:

- ICW and partner organizations need to discuss reproductive healthcare and rights
 - Need a neutral group to convene the discussion (ICW, Women's Fund, etc.)
 - Bring organizations together and get them on the same page

- Make a priority list
- Health Access & Privacy Alliance (HAPA)
- Frame the messaging
 - Not abortion – women’s health in totality needs discussed
 - Address:
 - Contraception
 - Comprehensive sexuality education
 - STD prevention and detection
 - Cancer (especially cervical and breast) prevention and detection
 - Healthy pregnancy
- Meet and re-frame the discussion

IUPUI University Session

Frame It

The participants of this discussion identified the following challenges within the issue of low cost/free family planning support.

- Access to family planning
 - Contraceptives
 - Education
 - Routine care
 - Parenting classes
- Identifying resources/spreading knowledge of current resources
- Maintain funding to current resources (ex. Planned Parenthood) and/or identify new funding sources
- Early education – starting in schools
- Building cultural awareness of sexual issues working within current culture
- Access to birth control affords educational and vocational choices later on
- With girls under 18, also educating parents
- Potential for insurance companies to help address the cost of birth control

What’s In Place Now?

The participants identified the following programs and organizations that are currently working to address low cost/free family planning support.

- Planned Parenthood (they are threatened)
- Hoosier Healthwise – for pregnant/single moms
- WIC
- IN Health Department
 - Limited services (parenting classes)
- Sex education programs
 - Weak – limited educational resource
 - Most are abstinence only
 - Parents can opt out
- Ruth Lilly Educational Center
 - Comprehensive Sex Education
- Promising Futures – for teen moms
- In Michigan, the health department offers sex education/birth control/preventive visits at a very low cost.

Who Should Be Involved?

The participants identified the following organizations and people that they believe should be involved in helping to address low cost/free family planning support.

- State government
- Health department
- State superintendent
- School systems
- Parents
- Planned Parenthood
- Doctors, nurses and other healthcare professionals
- Any nonprofit involved in family planning
- Pharmacies
- The media
- Men
- The legal system (increased paternal accountability)
- Researchers (women's issues/women's health)
- Community leaders – those with connections to minority groups

Community/State Action

The participants determined that the following actions should be taken in order to help address low cost/free family planning support.

- Engage in/share research/educate the wider community about the benefits of access to family planning
- Culture change efforts
- Try to bring in people from both sides of the liberal/conservative spectrum
- Funding for education/outreach/public service efforts
- Include/work with religious organizations

Next Steps

The participants determined that the next steps that need to be taken in order to begin making progress on this issue are:

- Find data on the value of access to family planning and fund research on this topic
- Vote against and express disapproval of defunding of Planned Parenthood
- Create directory/website listing of family planning services available in their area
- Provide education to kids in schools
- Identify barriers to under-implementation
- Revamp sex education – more comprehensive
- Identify disparities along income/racial/other lines
- Research current teen mother to gather information about antecedents of situation
- Identification of “at risk” youth (low income, children of teen parents, etc.)
- Explore income limits and include middle income women as well for prorated services

Bloomington Public Session

Frame It

The participants identified the following main components of comprehensive reproductive issues:

- “These are assaults on women’s decision-making”
- “There is a dissemination of inaccurate information that complicates the issue?”
- Lack of awareness of current events – what’s going on
- Lack of information about threats to rights
- What’s happening legislatively?
- Laws that are taking women backwards
- Education is restricted
- Women are viewed as incapable of making their own decisions about their care
- Takes away confidence of women
 - ~ Disempowerment
 - ~ Controls women’s lives
 - ~ Patriarchy
- Proposed changes (legislation) not always based on fact or science, but instead on ideology
- Dominance of men controlling outcomes
- Must be accurate and fact based
- Women should have freedom of personal choice
- Threatening environment for women to have access to reproductive healthcare
- Lack of community education on what reproductive healthcare means – not just abortion
- Intimidation of Planned Parenthood patients – (they) should feel safe and have confidentiality intact
- If **strong** education and prevention exists then abortion would not be necessary
- Psychological attacks on women
- Lack of insurance for preventative care and treatment – birth control, preventative exams, etc.
- Nurses training – protect life at all costs – refuse to treat and participate in discussions
- Lack of consistent information in schools for sex education
- Abortion services not accessible in hospitals

What’s in place now?

The participants identified the following programs/organizations that currently exist that provide some form of services.

- Planned Parenthood
- Local clinics
 - ~ Help with prenatal care, mammograms
 - ~ Limited information and access
 - ~ Backlogs
- Futures Family Clinic
- Volunteers in Medicine (VIM)

Who should be involved?

The participants identified the following organizations/groups that should be involved to help to improve the situation that exists around this issue.

- Educators
- Women superintendents in Indiana

- Schools
- Doctors and other medical professionals (nurses, nurse practitioners, etc.)
 - ~ Should stand up for medically accurate information
- Collaboration between medical professionals (doctors) and schools
- Legislators
- Faith communities
- National organization for legal support (NARAL, etc.)

Community / State Action

The participants determined that the following actions should be taken in order to help address the issues surrounding this issue.

- Organize with women throughout state to demand equal respect for education and access
- ICW take a leadership role by connecting people to information, legislative summaries of issues affecting women
 - ~ Put it in layman terms - What does it actually say?
 - ~ Take positions on issues with reasoning to back it
 - ~ Weekly basis
 - ~ Non-partisan
 - ~ Fact-based, not just what we agree with
- Women's policy research
 - ~ More fact-based information
 - ~ Based on information for Indiana
- PR Campaign
 - ~ Fact book
 - ~ Widely dispersed
 - ~ Use local commissions (Monroe County and Bloomington)

Next steps

The participants determined that the next steps that need to be taken in order to begin making progress on this issue are:

- Assembling facts and information
 - ~ Need more research
 - ~ Make sure fact based
 - ~ Hard for average person to follow
 - ~ Complicated and difficult to understand how current environment/proposals affect me
 - ~ Break it down for demographic groups
 - Young women
 - Families
 - Single moms, etc.
- Information is not easily sourced – have to do a lot of research to find out information
- Educate on facts and focus on prevention
- Try to engage medical community
- Address legal issues – what does the law allow today and what it should allow
- What is available in your community (hospitals, etc)
- Get other community organizations involved that are not Planned Parenthood or another service provider

- PR campaign to disseminate information to segments of the population (all age groups)
- Build credibility for source – getting information out

Columbus Public Session

Frame It

The participants identified the following main components of health care threats, especially those against Planned Parenthood:

- All agencies who deliver reproductive health care to poor, low-income, working poor available and affordable are suffering shrinking funds

What's in place now?

The participants identified the following programs/organizations that currently exist that provide some form of services that address this issue.

- Women, Infants and Children (WIA) – groceries, etc. (all Medicaid people have access)
- Route 21 – assumed Y-Med program for teen parent education funded through United Way
- Volunteers in medicine – very uneven care and funded through United Way
- Planned Parenthood
- Emergency Rooms – Medicaid
- WindRose County Line office (Greenwood)
- Federally funded clinics

Who should be involved?

The participants identified the following organizations/groups that should be involved to help to improve the situation for this issue.

- Many women
- Physicians
- Families
- Faith leaders
- Legislators (double edged sword – on one hand, they ought not be involved in lives; but they are involved so we must somehow engage, inform and educate)
- Educate electorate

Community / State Action

The participants determined that the following actions should be taken in order to help address the issues surrounding this issue.

- Elect a woman as governor
- Seek bi-partisan support
- Remove stigma of women's care
- Educate – local and statewide school corporations - age appropriate, medically accurate program
- Community-wide women's health fair of existing service providers – money too

Next steps

The participants determined that the next steps that need to be taken in order to begin making progress on this issue are:

- Money

- Public support – media
- Education – adult and youth
- Referral source / volunteers in medicine
- Include reproductive health – can it tag team to Healthy Communities for reproductive/women’s health care needs?

Appendix 3: Work-Based Issues Listening Sessions Summaries

Good Paying Employment

Fort Wayne Public Session

Frame It

The participants identified the following main components of this issue:

- Manufacturing jobs going overseas
- Misconception of what manufacturing jobs are
- Economic development policies and support sustaining manufacturing jobs locally
 - ~ Policy
 - ~ Education
 - ~ Better career planning
 - ~ Public policy to forgive college debt

What's in place now?

The participants identified the following programs/organizations that currently exist that provide some form of services that address this issue. When asked whether there needs to be improvement, the group agreed that there was need for improvement.

- Labor Unions
- Business Groups
- Economic Development groups
- The Innovation Center
- The Alliance
- WorkOne Centers

Who should be involved?

The participants identified the following organizations/groups that should be involved to help to improve the situation for this issue.

- Bi-partisan Commission for Women – a coalition that is established to address women's issues
- University
- Central agency
- High school and middle school guidance counselors
- University counselors
- Business, economic and labor leaders
- Local and state government
- Finance educators
- Environmental agencies
- Nonprofit agencies advocates

Community / State Action

The participants determined that the following actions should be taken in order to help address the issues surrounding this issue. It was also discussed that this issue is an issue that needs to be addressed statewide

- Diverse community roundtables
- Build awareness

Next steps

The participants determined that the next steps that need to be taken in order to begin making progress on this issue are:

- A state and local coalition established to address women's issues as to the lack of good quality jobs.
- A budget
- Follow-through with quarterly meetings

Fort Wayne Public Session (Focused Specifically on STEM careers)

Frame It

The participants identified the following main components of this issue:

- Girls are not thinking they are able to do STEM
- Awareness and education issues
- Women in Engineering at IPFW into schools
- New technology not representing girls
- Stereotyping women in engineering and information technology careers
- Gender discrimination in hiring practices
- Internships at college level for women
- Educational training

What's in place now?

The participants identified the following programs/organizations that currently exist that provide some form of services that address this issue.

- Project Lead the Way in high schools (some schools)
- Agencies – not any group was aware of
- School systems

Who should be involved?

The participants identified the following organizations/groups that should be involved to help to improve the situation for this issue.

- ICW should be involved
- Ft. Wayne Women's Bureau helps women in poverty
- AAUW
- Colleges and universities
- All schools

Community / State Action

The participants determined that the following actions should be taken in order to help address the issues surrounding this issue.

- Coalition of partnerships from many groups of women's organizations
- Teach women how to negotiate for jobs
- ICW can be involved since this is a statewide issue

Next steps

The participants determined that the next steps that need to be taken in order to begin making progress on this issue are:

- Board of Regents in state over all public universities – this group can be a special commission appointed by the political party in power

- Have a group which will help women get jobs when out of work

Evansville Public Session

Frame It

The participants of this discussion identified the following challenges in creating and accessing good paying jobs

- Awareness and availability of jobs at a variety of skills and education levels
- Gender stereotyping
- Better/equal pay

What's In Place Now?

The participants identified the following programs that help address the issue of good paying jobs. They ranked these organizations as follows (3* or less – needs improvement; 4* or more - works well)

- Raising Incomes Committee (Commission on Homelessness)**
- WorkOne*****
- Growth Alliance for Greater Evansville (GAGE)***
- Urban League*****
- Evansville Minority/Women Business Enterprise Utilization Board(WMBE)***
- Evansville Bar Association*****
- Small Business Development Center*****
- Vocational Rehabilitation*****
- Hoosier College Promise (Higher educ. For less tuition)***

Who Should Be Involved?

The participants identified the following organizations/groups that they believe should be involved in helping to address the lack of good paying jobs.

- Workforce Investment Act (WIA) Partners – collaborative
- Evansville Human Resource Association
- Secondary and Higher education
- Major corporations
- Chamber of Commerce
- Male champions
- Community leaders (both formal and informal)
- Women in need of jobs/better jobs
- ANEW
- Women in Construction
- Sororities
- Women Labor/Union groups
- Churches
- Female Veterans
- Univ. of Evansville Women's Awareness
- League of Women Voters
- Department of Labor
- YWCA
- Albion Fellows Bacon Center

- Circles

Community/State Action

The participants determined that the following actions should be taken in order to help promote good paying jobs for women.

- Women's employment report card (complete through USI & the state)
- Chamber of Commerce – exposure
- Education/awareness to reach community regarding women & jobs
- Women's career event – varying venues & types of jobs
- Teaching women how to advance
- Teaching women to be entrepreneurs
- Attract more good employers without raising taxes
 - Good paying
 - Gender equitable
 - Established
 - Woman friendly, etc...
- Teach women to negotiate salary
- Networking
- Teach interviewing skills

Next Steps

The participants determined that the next steps that need to be taken in order to begin making progress on this issue are:

- Create a local commission for women (funded long-term)
- More research
 - On workplace status (commission with USI researchers)
 - On impact on women and children
 - Elderly, widows, single women, etc.
- Create an effective childcare system to support working women including before and after school
- Have equal representation from all economic classes and ethnic groups
- Flexible employer policies to support employees with children (e.g. job matching with social situation)
- Review existing efforts to enhance/modify as needed
- Create a movement to empower women to make change

Gender and Pay Equity in the Workplace

Indianapolis Dress for Success Listening Session

Frame It

The participants identified the following challenges within the topic of gender equality in the workplace.

- Inability to take into consideration the needs of women
- Women should not be penalized for taking time to care for others (lack of support for primary caregivers)
- Difficulty with social services
- Lack of adequate or paid maternity/paternity practices
- Organizations/companies that do not have paid time off for workers
- Sacrifice career for children
 - Lack of recognition/credit for parenting
 - Tangible credit – often penalized instead
- Glass ceiling

What's In Place Now?

The participants identified the following examples and programs that help to improve gender equality in the workplace

- Best practices companies
 - WellPoint
 - Amazon.com
 - Emmis (job share)
- Employers with onsite daycare
- Support for mothers (La Leche League)
- Mentor programs
- Employee Assistance Program (EAP)
- Family Medical Leave Act (FMLA) – however, time off is not paid

Who Should Be Involved?

The participants identified the following groups that they believe should be involved in helping to improve gender equality in the workplace.

- Men (it was discussed that if lasting change was to happen, men have to be involved)
- Women (business-minded)
- Employers
- Representatives of unions

Community/State Action

The participants determined that the following actions should be taken in order to help encourage gender equality in the workplace.

- Improved educational opportunities
- Increase networking (help to show women how)
- Increase resources to incentivize employers to promote female-friendly policies
- Help women to better identify what skills they have that bring value
- Help women learn how to market themselves to potential employers

- Increase training opportunities for women to learn how to negotiate (salary, benefits, etc.)

Next Steps

The participants determined that the next steps that need to be taken in order to begin making progress on this issue are:

- Encourage policies/procedures that promote equality
- Encourage more men to take paternity and to step up to help in care giving responsibilities
- Increase training programs (e.g. building resumes, how to get letters of recommendation)
- Champion and sponsor women to help increase women's roles in work
- Create mentoring opportunities
- Create panels to help determine ways to increase equality practices
 - Promote value of women
 - Dual sex panels (involve men)
- Support for continuing education
- Help educate men to better understand the needs of women
- Avoid stereotypes on both sides (against women *and* men)

Bloomington Circles Listening Session

Frame It

The participants identified the following challenges within the topic of employment discrimination.

- Getting hired and then mobility within company
- 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

They believed that the following should be addressed first:

- Create a law to impose some sort of across the board salary transparency
- Cultural shift with family medical leave – men should take as much time as women

Who Should Be Involved?

The participants identified the following groups that they believe should be involved in helping to improve employment discrimination. The participants emphasized the groups italicized – these stakeholders could help to show the business value of improving childcare.

- The group believed that in order for this to be addressed fully there needs to be a cultural shift
- Media should be involved

Community/State Action

The participants determined that the following actions should be taken in order to help reduce employment discrimination.

- Circles! Bring issues that affect those in poverty into the radar of the middle class
- Be a good example
- Bring the conversation to existing leadership initiatives within the city/county

- State tends to mess this stuff up

Next Steps

The participants determined that the next steps that need to be taken in order to begin making progress on this issue are:

- Start at home! Raise leaders, not followers
- Promote healthy families
- Educate people to advocate for themselves in the workplace
- Organize
- Teach women negotiating skills – get some sort of presentation practice

Indianapolis Pilot Session

Frame It

The participants of this discussion identified the following challenges as barriers to pay equity for women.

- Education about pay in field
- Negotiation methods
- Benefits (things to negotiate)
- Process for pay raises
- Awareness (within county, region, state)
- Financial planning (literacy)
 - Retirement
- How to do your homework!
- Grievance process if you believe you have been discriminated against (current process is not very effective)

What's In Place Now?

The participants identified the following programs and organizations that are currently working to address the gender pay equity.

- WAGE (Women Are Getting Even) Project
 - \$tart \$mart
- AAUW
- Laws (not enforceable)
- Some companies are okay
 - Promote the companies that have programs that work to ensure pay equity
- Push women towards high paying jobs (STEM), still need equality in pay equity in higher paying fields as well

Who Should Be Involved?

The participants identified the following organizations and people that they believe should be involved in helping to address gender pay equity.

- Policy makers
- CEOs
- Human Resource professionals
- Women business organizations
- Universities

- Women's organizations/Girls' organizations
- Public relations pressure
 - Make part of platform
 - Grassroots movement
 - Show how it negatively impacts families
- Investment companies
- Boards

Community/State Action

The participants determined that the following actions should be taken in order to help eliminate the gender wage gap.

- Promote education of pay equity and how to improve the wage gap
- Promote policies that reward companies who practice pay equity
- PR to help promote the issue
- Engage communities
- Raise awareness of Pay Equity Day
- Efforts in high school and universities to inform young women of pay equity challenges
- Continue \$tart \$mart
- Continue Bridging the Gap (past ICW program held in partnership with other organizations to raise awareness on pay equity)
- Raise money for programs
- Find champions for equality

Next Steps

The participants determined that the next steps that need to be taken in order to begin making progress on this issue are:

- Conduct research & promote awareness of pay equity
- Ignite the issue
- Get universities back on board
- Get companies to buy-in to pay equity practices
- Get commitments from policy makers to help address the issue
- Highlight why pay equity is good for business
- Encourage young people to force change
- Promote the value to families

IUPUI University Session

Frame It

The participants identified the following critical components within this issue:

- Economic climate (as an excuse)
- Parent role (societal norms)
- It's okay to negotiate and be aggressive!
- Effective career planning
 - Start early
- Stereotyping
 - Field of interest for women
 - Roles within a company

What's In Place Now?

The participants identified the following programs/organizations that currently exist to help improve pay equity.

- Advocacy
 - Indiana Commission for Women
 - IUPUI Office for Women
- Women specific mentoring
- Companies that provide balanced expectations for parents (FMLA)
- Women's studies courses

Who Should Be Involved?

The participants identified the following organizations/groups that should be involved to help improve pay equity.

- Human resources
- Policy makers
- Management at all levels
- WOMEN & MEN!
- Early education – start young
- Community organizations
- Women in leadership
 - Serve as role models
- Career placement counselors
 - National Career Development Association (NCDA)

Community/State Action

The participants determined that the following actions should be taken in order to help address the issues surrounding pay equity.

- Town hall meetings
- Actual involvement – don't just say it/think it – do it!
- More workshops and forums
 - To build confidence
 - To build awareness
- Be politically involved

Next Steps

Participants at each listening sessions were then asked to identify next steps in the process of implementing community actions. The following list is a summary of those suggested next steps:

- Create public services announcements about gender bias
- Conduct town halls focusing specifically on this issue
- Identify key advocates and constituents

- Empower and educate women to demand more
 - Workshops
 - Mentoring
 - Web sites
 - High school level education for career planning
 - College level education for career planning
- Raise awareness of salary expectations in ALL career areas

Appendix 4: Care Giving Listening Sessions Summaries

Care Giving Issues

Muncie Circles Session

Frame It

The participants identified the following challenges within the topic of childcare.

- Safety – with both the facility and the provider(s)
- Cost prohibitive
- Issues with the need for a second income just to pay for care
- Lack of adequate hours (parents who don't work the day shift)
- Issues with finding care for sick children
- Licensing and quality care
- Having to pay to “protect” spots
- Long waiting lists for best programs
- What to do when school is closed
- Issues with single parents finding adequate care & managing schedules
- At-will employment – parents lose jobs due to childcare issues
- Last minute care
 - Costs extra
 - Costs to job and loss of benefits
- Emotional stability of children if constantly changing caregivers
 - Continuity of care
- Care for disabled children
 - Quality care and affordability
 - Access to care for special needs
- Care for the time between school and work – what happens afterschool during unsupervised time?
- Care for infants
- Issues with teen mothers

What's In Place Now?

The participants identified the following examples and programs that help to improve childcare. They also noted during this discussion that when the economy is bad this creates additional barriers as childcare providers are not highly valued by society for their work.

- Boys and Girls Club
- Latch Key
- Childcare Development Fund (CCDF) – long waitlist
- United Daycare
- Hufford
- Ball Memorial Hospital (for employees only)
- Many private sector centers
- Some employer provided care
- Afterschool programs (ex. Motivate Our Minds)

Who Should Be Involved?

The participants identified the following groups that they believe should be involved in helping to improve childcare. The participants emphasized the groups italicized – these stakeholders could help to show the business value of improving childcare.

- *Employers*
- School administrators
- Neighborhood associations
- Mothers
- Fathers
- *Chamber of Commerce*
- Community Center – make larger daycare opportunities
- YMCA
- Policy makers
- City government
- Schools
- Ball State Early Childhood Department

Community/State Action

The participants determined that the following actions should be taken in order to help improve childcare.

- Develop a community action plan
- Create social networks between moms to create childcare co-ops
 - Need to develop connections & trust
- Utilize volunteers
 - In order to do this must acknowledge issues with certifications & safety
 - Must be certified & must have some training (CPR, etc)
- Rethinking the value of childcare
- Cultural mindset change
 - Provide appropriate compensation reflective of the importance of high quality childcare that is accessible by all (regardless of income level)

Next Steps

The participants determined that the next steps that need to be taken in order to begin making progress on this issue are:

- Publicity & Media
 - Use public access channel – it's free
- Educate community
- Look at the big view – not just an issue for parents, but for ALL community members
 - What is the cost of inadequate childcare to society?
- Petition
- Research – provide more data & statistics
- Put a face on the issue – make it more personal
- Show reality of what it costs to pay for childcare
- Research on companies who offer support for childcare (onsite, vouchers, etc.)
- Show the cost to the community
 - Teen pregnancy rates
 - Violence

- Unsupervised accidents, etc.
- Support for women
- Support for nontraditional care giving roles
 - Ex. More men are taking on care giving roles – how to support them and encourage more participation by fathers as caregivers
- Promote the value for businesses to support childcare policies – “It’s good for business”

Columbus Public Session

Frame It

The participants identified the following main components of this issue:

- Can’t go to school or get a job without child care
- Quality child care options
 - ~ often not affordable
 - ~ Different types of homes not comfortable
 - ~ Location, types of facility, homes/not home, etc.
 - ~ Capacity and number available
 - ~ Safety, activities, not TV, healthy
- Affordability
 - ~ Vouchers – cut back until stimulus
 - ~ No budget line item for childcare
 - ~ 1/6th of states with no childcare
- Beyond regular 6:00-6:30 schedule
 - ~ Available 6:00-6:30
 - ~ Little weekend care options
 - ~ No second shift options
 - ~ No sick care

What’s in place now?

The participants identified the following programs/organizations that currently exist that provide some form of services that address this issue.

- Paths to Quality
 - ~ Rating system through state
 - ~ Slowly becoming more effective
 - ~ More inquiries for quality
- Children’s, Inc, 77 Youth, and Beacon After school – in elementary schools, before and after.
- Private church programs – afternoon
- Pre-school, Ministries Private/Parents programs
- Busy Bees Academy (4 years old)
- Head Start – Early childcare
- Route 21 – young women, pregnant girls/ladies
- Childhood Connections – share information on quality child care.

Who should be involved?

The participants identified the following organizations/groups that should be involved to help to improve the situation for this issue.

- Who should be involved
 - ~ Cross-section of community

- ~ Government/funders/businesses
- ~ Cummins Childcare – other time frames
- ~ Subsidized by business
- ~ Churches
- Who should be responsible
 - ~ Customers
 - ~ Parents
 - ~ Businesses
 - ~ Leaders
 - ~ United Way
 - ~ Providers (cross-section-Children’s Inc, Home Providers, Private Centers, Churches)
 - ~ Schools
- Quality of education could be supported by quality of children

Community / State Action

The participants determined that the following actions should be taken in order to help address the issues surrounding this issue.

- Community
 - ~ Organize groups to discuss
 - o 0-8 Consortium
 - o Doctors/Pediatric/Psychologists
 - o Chamber of Commerce economic development
 - o United Way / Funders
 - o Community Education Coalition
 - o Businesses (Cummins, CRH and Others)
 - ~ Make a plan
 - ~ Answer funding questions
 - ~ Communicate
- Statewide
 - ~ Budget line item for childcare
 - ~ Help people who go to school/work
 - ~ Demonstrate cost savings and return on investment
 - ~ Access and use *Indiana Association for Childcare Resource and Referral* as a tool
 - ~ Look to *Paths to Quality* as example

Next steps

The participants determined that the next steps that need to be taken in order to begin making progress on this issue are:

- Resources
 - ~ Experts – for people to hear
 - ~ Leaders – galvanize, someone/group to take the charge
 - ~ Outcomes – measure % of children are ready for kindergarten
 - ~ Funding
 - ~ Convincing argument / case statement
 - ~ Needs assessment – validate need, data mapping
 - ~ Identify gaps for parents, employers, providers
- Next Steps

- ~ Begin to put puzzle pieces together to develop 0-8 childcare solutions
- ~ Identify leaders

Evansville Circles Session

Frame It

The participants identified the following main components of this issue:

- Need both **quality** and **affordable** child care
- Long waiting lists for assistance
- Lack of funding
- Not affordable – currently in Evansville, families with children, ages 0-5, pay approximately \$135-155 per child and \$35 per child for before and after school care
- Policies of how the whole system is set up prevents quality affordable child care
- Affects whether an individual can get a job (need a job to get child care; need child care to get a job)
- According to policies, individuals can make too much to qualify for assistance so if someone gets a \$10/per week raise, he/she can be disqualified from receiving assistance and expected to pay at the full rate (which can be a more than \$100 per week increase)
- Need off-hour child care
- Lack of options for older kids and teenagers
- School times affect whether older kids can take care of their younger siblings
- Lack of child support from non-custodial parent

What's in place now?

The participants identified the following programs/organizations that currently exist that provide some form of services that address this issue.

- Not many to help teenagers
- Public Libraries have *Teen Zone*
- YMCA but individuals need membership; however at the Caldwell YMCW provides free membership/programs for families who qualify (children are “at-risk”)
- Wired Café
- Dream Center – for elementary and older kids
- Boys and Girls Clubs
- Two places to apply for vouchers
 - ~ Gatekeepers of Vanderburgh County
 - ~ WorkOne Centers
- 4C of Southern Indiana (a resource that provides free child care referrals and child development information)
 - ~ *Paths to Quality* program and trending on service provides
 - ~ Service will pay for one day if in a domestic violence shelter
- Milestones, the Seals Child Development Center in Evansville, IN, offers inclusive day care for children of all abilities, ages 6 weeks to 6 years
- Community Kids
- Homeless Prevention Coalition Child Care Committee

Who should be involved?

The participants identified the following organizations/groups that should be involved to help to improve the situation for this issue.

- Government at all levels
- Employers (“employee-based child care that can be affordable”)
- Churches (“could step up to the plate”)
- Parent Cooperative Day Care (Parents providing child care)
- Child Care Entrepreneurs
- WorkOne (“to tell people how many are on the list”)
- Funders
- Schools
 - ~ When kids get out of schools
 - ~ Need All-Day Kindergartens
- Head Start (has long waiting lists)
- Special needs providers
- First Steps
- Actual users of service (People facing needs should be involved)

Community / State Action

The participants determined that the following actions should be taken in order to help address the issues surrounding this issue.

- Funnel more funding to child care
- Provide studies about issues from economic perspectives and challenges of what’s happening to the community as a whole if there is no childcare / no jobs
- Look at the system and build a better infrastructure – “scrap the current system and fix!”
- Understand what are the numbers (“Just like what’s been done for Breast Cancer”)
- Find ways to find trusting people
- Build awareness of the issue
- Understand and help “latch-key” kids
- Do focus groups
- “Do something like ‘Secret Millionaire’ that goes in and reward the service providers that are doing it right”

Next steps

The participants determined that the next steps that need to be taken in order to begin making progress on this issue are:

- Make government aware of the complexity of the issue and of how important this issue is
- Provide training to people who would like to be child care providers
- Build awareness of how to become a provider
- Develop system to base fees on hourly basis, not daily
- Fund raising and advice from philanthropists to help on this issue and what to do with the money

Early Childhood/Family Education

Indianapolis Public Session

Frame It

The participants of this discussion identified the following challenges within the issues of early childhood/family education

- Role of poverty, single-parent homes
- Need positive role models
- Effects years later
 - Violence
 - Crime
 - Drop out rates
- Definition of “family values”
- Starting too late
- Misleading stats from the top (not giving emphasis on importance of development and early childhood education)

What’s In Place Now?

The participants identified the following programs and organizations that are currently working to address early childhood/family education.

- Preschool
- Head Start
- United Way Agencies

Who Should Be Involved?

The participants identified the following organizations and people that they believe should be involved in helping to address early childhood/family education.

- Early childhood educators
- Parents
- Out of state resources (used as examples)
- Legislature
- Religious institutions
- Employers – small and large
- Chamber of commerce
- Media
- Women’s groups

Community/State Action

The participants determined that the following actions should be taken in order to help address early childhood/family education.

- Newly elected officials/leadership
- Women – need to be organized
- Internet connections – new media
- Connect commonalities – prioritize action over differences
- ICW unite us all
- Make it a statewide effort

Next Steps

The participants determined that the next steps that need to be taken in order to begin making progress on this issue are:

- Start with the data & statistics
 - Colleges, universities, United Ways, children’s fund

- Information on the problem – use models from other states/cities with success stories (example: Evansville, IN)
- Follow the money
- Resources
 - M.W. Edelman
 - Ask the next questions
 - Colleges, universities, United Ways, children’s fund
- Pushing agenda – lobbying
- Coalition of Women’s Groups
- Meet with POWER women’s caucus
- Publicity

Lafayette Public Session

Frame it:

The participants identified the following main components of this issue:

- Awareness of the importance of children’s development by parents, leaders, and the community
- Funding for mandatory kindergarten
- Promotion of preschool opportunities for disadvantaged populations

What’s in place now?

The participants identified the following programs/organizations currently exist that are addressing this issue.

- Private pre-schools & daycare (quality varies)
- Head Start
- Kindergarten – not mandatory in Indiana
- Public “pilot” program in Chicago
- Summer & After-school (not geared to pre-school)
- Scouting

Who should be involved?

The participants identified the following organizations/groups that should be involved to help to improve this issue are:

- Parents
- Educators
- Legislators
- Researchers
- Community organizations
- Community leaders
- Media
- Children as examples of success
- Youth mentors

Community / State Action

The participants determined that the following actions should be taken in order to help address the components of this issue:

- Compile information on preschool needs and current services in our communities
- Push for mandatory full-day kindergarten as soon as possible

Next steps

The participants determined that the next steps that need to be taken in order to begin making progress on this issue are:

- Educate community
- Create a broad-based coalition to advocate and educate for mandatory full-day kindergarten and pre-school opportunities

Appendix 5: Leadership Listening Sessions Summaries

Bloomington Public Session

Frame it:

The participants identified the following main components of this issue:

- Men try to control women candidates
- Outspoken women encouraged to be “softer”
- Women are devalued as leaders
- Women see themselves as being incapable of “doing it all”
 - ~ Mothers
 - ~ Leaving job to go to Senate or House, etc.
- Hard for women to make the choice to run – pressure for women to care for family
- Lack of women supporting women – women shouldn’t be making decisions; “leave it to men”
- Women judged differently than men – how they dress, appearance, etc.
- Women are not encouraged to run by political parties
 - ~ Not sought out
 - ~ Women are looked at last and often for the hardest races
- Women don’t think they are prepared – need to have comprehensive understanding with all the details filled in
- Protect themselves from attack – try to have it all figured out before running
- Lack of support
- Not knowing where to go or what to do
- Women don’t think they can run
- Lack of role models
- Fear of live being ripped open – politics are nasty
- Persistent at all levels – college and up

What’s in place now?

The participants identified the following programs/organizations currently exist that are addressing this issue.

- Democratic Women’s Caucus – several around the State of Indiana
- Emily’s List
- Lugar Series
- Bloomington Commission on the Status of Women
- League of Women Voters
- Girl Scouts – women’s equality day
- AAUW Indiana
- The White House Project
- Hoosier Girls State

Who should be involved?

The participants identified the following organizations/groups that should be involved to help to improve this issue are:

- Current women elected officials
- Becky Skillman and Vi Simpson (top women leaders)
- Political Parties
- Public Schools

Community / State Action

The participants determined that the following actions should be taken in order to help address the components of this issue:

- Create a program like Emily's List or the White House Project on a statewide level
- Educate young girls (elementary to high school) of possibility of holding these positions – leadership training
- Promote through Girls, Inc., Girl Scouts, Boys and Girls Clubs

Next steps

The participants determined that the next steps that need to be taken in order to begin making progress on this issue are:

- Ask women to be involved in taking a leadership role to encourage women to run
- Create taskforce to address issues and challenges to better identify barriers to overcome and best practices
- Develop programs for girls and women to have them understand what it's like to be an elected official (what is it like)
 - ~ mock programs
 - ~ Women in Government
 - ~ Girl Scouts in government
- Promote more awareness of possibility

Indianapolis Pilot Session

Frame It

The participants of this discussion identified the following challenges in getting more women into policy-making careers.

- Knowledge and education for women about policy making careers
- Available positions and recruitment of women
- Leadership skills; resources/networking
- Funding for campaigns, etc.
- Building a foundation – lack of experience

What's In Place Now?

The participants identified the following programs that help to get more women in policy-making careers.

- United Way of Central Indiana & the Central Indiana Community Foundation – Women focused training programs
- Lacy Leadership Association
- Indiana Commission for Women Resource Guide
- Interest-based groups
 - Women's Caucus
 - IU Center for Excellence in Women's Health
- The White House Project
- University groups

Who Should Be Involved?

The participants identified the following organizations/groups that they believe should be involved in helping to get more women into policy-making careers.

- Women policy makers (helping to recruit and retain women in these positions)
- Educational institutions
- Corporations
- College State Government Association representation i.e. Hoosier Girls State, Hoosier Boys State
- Indiana Commission for Women
- Organizations that have youth training i.e. YMCA, Boys and Girls Club, etc.
- The women's political action committee

Community/State Action

The participants determined that the following actions should be taken in order to help encourage more women to pursue policy-making careers.

- Empowerment of women
- Distribution of information about opportunities and need for more women in field
 - Women respond to need
 - Ask women to run for office
- Engage a network
- Develop a coordinating group to focus the needs and to identify opportunities

Next Steps

The participants determined that the next steps that need to be taken in order to begin making progress on this issue are:

- Funding for research and development
- Identify and organization/group to be accountable and responsible for launching/coordinating a campaign to get more women in policy-making roles at all levels
- Regular reporting of outcomes (financial/program)
- Gathering information on why having women in policy-making positions is good for Indiana

IUPUI University Sessions

Frame It

The participants of this discussion identified the following challenges in opportunities for leadership.

- Women are discouraged from pursuing success
- Why are women discouraged?
- Lack of preparation, lack of support
- Expectations for women are high
- Standards are higher for women vs. men
- Women have other responsibilities other than work
- Ivy league study shows women choose lower positions for leadership
- Women are intimidated
- Lack of willingness to have a visible leadership role
- Lack of risk taking
- Lack of supportive mentors
- Sensitivity of "being ignored"

- Men usually give power to people similar to them

What's In Place Now?

The participants identified the following programs that help address the issue of lack of opportunities for leadership.

- Indiana Commission for Women
- Mentoring, leadership could improve
- National Association of Business Women
- Professional organizations
- IUPUI Office for Women
- Youth organizations for girls (Girls Inc.)
- IUPUI Office of Student Involvement – do a great job with involvement
- Different student organizations (to promote success)
- National women's leadership centers

Who Should Be Involved?

The participants identified the following organizations/groups that they believe should be involved in helping to address opportunities for leadership.

- The governor (invite wives)
- Lt. Governor
- People of power
- POWER – women's caucus
- School
- Girl's organizations (Girl Scouts, etc.)
- Educators
- School boards that influence leadership development (for girls and women)
- Early influencers – especially parents
- Male leaders

Community/State Action

The participants determined that the following actions should be taken in order to help address opportunities for leadership.

- Change image of women in the media
- Challenge stereotypes
- Changing the internal unconscious bias
- Educating employers
- State supporting leadership training
- Women's expo
- University women's training

Next Steps

The participants determined that the next steps that need to be taken in order to begin making progress on this issue are:

- Establish accountability measures for employers (disseminate current models that work – ex. New York City, Association Committee on Women)
- Planning committee (need financial resources)

- Young women leaders
- Community leaders
- Plan encouraging programs for women
- Stakeholders
- Influential people
- Government can help spotlight women leaders
- Increase availability of leadership development opportunities
- Work on raising the next generation of women leaders

Evansville Public Session

Lack of Women Supporting Women

Frame It

The participants identified the following main components of this issue:

- Many other problems can be solved by tackling this first
- Lack of acceptance
- Having “right” woman in authority – not just the token woman
- Double standard – women being firm
- Jealousy – especially in minority populations
- Need to focus on serious issues
 - Balancing serious issues with fun events

They also identified some important aspects of this issue

- Progress
- Encourage each other instead of competing
- Acceptance of various roles
- Pushed to hard to succeed (step on each other)
- Back biting

The group determined that the first step is to build trust and to promote self-confidence.

What's In Place Now?

The participants identified the following programs/organizations that currently exist to help improve women supporting women.

- Girl Scouts
- Women in Leadership
- League of Women Voters (LWV)
- Democratic/Republican women's caucus
- Athena Awards (Chamber of Commerce)
- ANEW (A Network of Evansville Women)
- Women's Bar Association
- Spirit of Women
- Sororities
- American Association of University Women (AAUW)
- YWCA – Live Y'ers
- Albion Fellows Bacon Center

- YMCA – DIAMONDS (Determined, Intelligent, Active, Mature, Outstanding, New, Dedicated, Sisters)
- YMCA Community Action Program (Y-CAP)
- The Dream Center
- Boys and Girls Club

The group identified the following issues with some of these programs

- Access and acceptance into programs
- Does it begin with the individual woman or organization?
- Focus more on if the organization is working?
- Interconnection amongst organizations
 - Supporting each other

Who Should Be Involved?

The participants identified the following organizations/groups that should be involved to help improve women supporting women.

- Indiana Commission for Women (ICW)
- All women on list
- Bring women and organizations together on this topic
- YWCA (empowerment of women)
- College-aged women
 - Sororities
 - Women focused organizations
- Women in the media
- Young girls
- All-inclusive women
- Men – be aware
- Kristin Tucker – Evansville Living

Community/State Action

The participants determined that the following actions should be taken in order to help address the issues surrounding women supporting women.

- Starting/continuing dialogue
- Train women to speak publicly
- Men watch kids – women have event
- Get involved in existing organizations
- Focus on young women
- Mentor young women
- Personal introspection
- Religious organizations/churches
- Women in leadership roles
 - Take this initiative as flagship
- Broad focus

Next Steps

The participants determined that the next steps that need to be taken in order to begin making progress on this issue are:

- Find leader
- Don't reinvent the wheel
- Ask existing organizations if they want to get involved
- Personal responsibility – support other women
- ICW statewide theme/campaign
- Create local commission for women

Needed resources:

- Media support
- Point organization (possibly YWCA)
- Rally around this theme
 - Multiple organizations involved
- Location
 - Women's resource center
 - Paid staff to support

Appendix 6: Violence against Women Listening Sessions Summaries

Indianapolis Public Session

Violence against women was identified as another of the top priorities issues by the participants of the Indianapolis listening session. This issue received eight votes. The discussion of this topic is below.

Frame It

The participants of this discussion identified the following challenges in violence against women.

- Prevention
 - Need to start early
- Education
 - At home
 - In the community
 - In school
 - In the media
- Media
 - Music, television, magazines – glorify violence against women & perpetuate negative messaging
- Self image
 - Self esteem, self acceptance
- Lack of funding
 - Need more political lobbying to gain support

What's In Place Now?

The participants identified the following programs that help address the issue of violence against women.

- Indiana Coalition Against Domestic Violence (ICADV)
- Domestic Violence Network (DVN)
- Indiana Coalition Against Sexual Assault (INCASA)
- Latino Coalition (DV & SA)
- Family services
- Churches
- Centers of Hope
- Sexual Violence Primary Prevention Council (SVPPC)
- Legacy House
- Julian Center and other Shelters

Who Should Be Involved?

The participants identified the following organizations/groups that they believe should be involved in helping to address violence against women.

- Victim's family
- Legislators and other government entities
- Funders
- Media
- Agencies (Chart 2)

- Men
- Churches and spiritual leaders
- Law enforcement
- Medical and mental health organizations

Community/State Action

The participants determined that the following actions should be taken in order to help address violence against women.

- Resources (web, brochures, media)
- Collaboration (organizations/agencies)
 - MUST communicate
- Job sharing
- Education & awareness

Next Steps

The participants determined that the next steps that need to be taken in order to begin making progress on this issue are:

- Media outreach
- Obtain funding
- Promote education
 - Should be multilingual
 - Create policy briefings
- Increase female representation (including minority groups)
- Identify male allies
- Create judicial awareness

South Bend Public Session

Violence against Women was one of the top priorities for the participants of this listening session. There were five (5) votes for this issue. The discussion of this topic is below.

Frame It

The participants identified the following main components of this issue:

- 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

What's in place now?

The participants identified the following programs/organizations that currently exist that provide some form of services with regards to this issue.

- YWCA
- Alpha Kappa Alpha
- Churches
- St. Margaret's house
- HOPE
- Law enforcement
- Family support
- Institute for social concern (Notre Dame)
- Student organizations/universities

Who should be involved?

The participants identified the following organizations/groups that should be involved to help to improve the situation for this issue.

- MEN!!!
- YWCA or other group to act as clearinghouse of information (need lead organization)
- Institutions of higher learning
- WOMEN!!!
- Law makers
- Legal systems

Community / State Action

The participants determined that the following actions should be taken in order to help address the issues surrounding this issue.

- Create collaborations between higher education and NGOs
- Find census data and synthesize (not limited to normal channels) and investigate ways to expand census questions
- What are other states doing? – find creative inspiration
- Communicate and coordinate community response
- Start education earlier – add to state curriculum
- Get media involved / multimedia approach

Next steps

The participants determined that the next steps that need to be taken in order to begin making progress on this issue are:

- Identify exactly what we want to accomplish – metrics, vision, goals
- Tap into current resources - Women studies at IUSB
- Create more formal relationships with higher education
- Look at what other communities are doing
- Change cultural mindset – It is not the victim's fault
- Identify one group to take lead to move forward

St. Mary's University Session

Violence against Women was one of the top priorities for the participants of this listening session. There were three (3) votes for this issue. The discussion of this topic is below.

Frame It

- Root of the issue
 - ~ How can we raise male consciousness?
 - ~ Patriarchal society
 - ~ power and control
- Funding
- Pervasive across all income levels
- Starts in the community – needs a societal shift
- “We are a violent society”
- Needs mentoring and education

What's in place now?

- YWCA
- Legal systems – consequences
- Family Justice Center / Family Children's Center
- SOS Rape Crisis Center
- BAVO - Belles against Violence Office on Saint Mary's campus
- Men Against Violence (MAV)
- Indiana Coalition Against Sexual Assault (INCASA)
- Take 10
- Anti-bullying education
- Core to success of these programs is funding

Who should be involved?

- Coordination between groups
- Police and legal systems
- Violence against Women needs to be completely unacceptable
- Parents, teachers, clergy
- Media

Community / State Action

- ****Change entire society****
- Proper trainings
- Local implementation of statewide concepts/resources
- Look at how other states are doing things
- Status of women and girls in Indiana
- Mayor (?) and Governor (?) – start at the top and trickle down
- Women elected to offices
- Coordinated effort
- Social media (twitter) – use effectively

Next steps

- Prosecution and rehabilitation
- Education
 - ~ State point person to coordinate, develop, circulate
 - ~ Punishment and prevention
- Child abuse as a learned behavior – parenting training
- Health relationships
- Media – public awareness
- Eliminate pornography – violence against women

Appendix 7: Other Listening Sessions Discussion Issues

South Bend Public Listening Session

Poverty

Frame it

The participants identified the following main components of this issue:

- Child Care
- Pay inequity
- Transportation
- Lack of safety net
- Lack of feeling safe
- Removing barriers that keep women there – cycles of poverty
- Hidden rules of poverty and middle class
- Lack of training
- Education of societal norms
- Violence against women as contributing factor
- Issues of race
- Attitudinal factors

What's in place now?

The participants identified the following programs/organizations that currently exist that provide some form of services that address this issue.

- Bridges out of Poverty
- Alpha Kappa Alpha
- St. Margaret's House
- YWCA
- St. Mary's College
- Ivy Tech
- Center for Homeless
- Extended families
- Churches
- Rescue component
- Food banks

Who should be involved?

The participants identified the following organizations/groups that should be involved to help to improve the situation for this issue.

- Agencies
- Legislators
- United Way
- People from poverty
- Local politicians
- Schools
- Religious organizations

Community / State Action

The participants determined that the following actions should be taken in order to help address the issues surrounding this issue.

- Change in public policy

- Funding grassroots issues to educate people on how to influence public policy
- Community empowered coalitions
- PSAs/public education
- Taking it to the community
- Use bottom-up **and** top-down approaches (“Start at home and do both’) – Educate the community on issues and educate the women to move out of the situation
- Identify leaders/stakeholders/power brokers
- Broaden community
- Empower people to understand that we all are affected
- ICW to be voice of many communities – empower ICW to speak for women to Governor

Next steps

The participants determined that the next steps that need to be taken in order to begin making progress on this issue are:

- Organize groups into holistic coalition
- Do research on facts, data, statistics
- Communication is needed on this issue
- Make issue it is relative / make it personal
- Formulate action plan with what can realistically be accomplished

Fort Wayne Public Session

Female heads of household and children in poverty

Issues revolving around female heads of household and children in poverty were identified as a top priority during this listening session. There were eleven (11) votes for this issue. The discussion of this topic is below.

Frame It

The participants identified the following main components of this issue:

- The most important aspect of this issue is education and understanding of healthy relationships with education being addressed first
- Unhealthy relationships/lack of hope
- Affordable and quality health care
- Self-esteem and life skills
- Lack of child support and collection
- Lack of resources and where to find them
- Decent and affordable housing
- Male education – how to be husbands/fathers
- Female education – how to be wife/mother (self-esteem)

What’s in place now?

The participants identified the following programs/organizations that currently exist that provide some form of services that address this issue.

- Girl Scouts
- Friends of Bethany mentoring
- Whittington (closing)
- Boys and Girls Clubs of America
- Big Brothers/Big Sisters
- Wellspring

- YWCA
- CANI
- YMCA
- Urban League
- Allen County Network for Safe Families agencies
- SCAN, Inc.
- Churches
- Salvation Army trustees, etc.
- Community awareness of this vulnerable population
- Many mental health issues
- Women in trouble with the law affects success or failure of recovery

Who should be involved?

The participants identified the following organizations/groups that should be involved to help to improve the situation for this issue.

- More social workers
- Volunteers
- Mentors
- United Way model
- Churches
- Communities

Community / State Action

The participants determined that the following actions should be taken in order to help address the issues surrounding this issue.

- Still an education issue
- Provide better choices
- New model built on relationships
- Role models – someone who has walked the walk
- Educate through children – then parents see a difference and change
- Faith needs to be at heart of the change
- Church + Community + Family
- New housing – women with families with prison records (housing first then probation)

Next steps

The participants determined that the next steps that need to be taken in order to begin making progress on this issue are:

- More focus groups (educate)
- Grassroots efforts
- Existing organizations should work together
- Engage Homeless Taskforce at United Way
- Use social media
- United Way model
- Beyond state funding
- Start with elementary to educate children
- Information and resources

St. Margaret's House, South Bend, Session

Housing

Frame It

- System for evaluating need for support has outdated requirements
- Safety/crime is a consideration as most low-income housing locations are in bad parts of town
- Cost is still a factor
- Housing may not be up to code
- Extra costs to consider, e.g. utilities
- Discrimination against truly low-income people
- Delays in processing forms
- System doesn't work
- Long waiting list
- Don't provide enough support

What's in place now?

- Stone Soup Community Center (Methodist Church)
- The Homeless Center
- Section 8 Housing Authority – “some places work, some don't”
- Real Services
- Long-term requirements

Who should be involved?

- Mayor, local government
- Lawyers
- Case Workers
- Housing Authority
- State and federal government
- Landlords
- Law enforcement
- Governor
- Women affected by issue
- NAACP
- Civil Rights groups

Community / State Action

- Support and educate about needs
- Find financial resources to support programs and assistance
- Help in finding and identifying services
- Get churches and other spiritual groups and leaders involved

Next steps

- Place to receive full-service – one place to get support **and** resources
- Create a coalition of women to better support and identify the challenges
- Educate community, leaders **and** people receiving services of the challenges
- Support organizations who are already helping – “support the supporters”

Scott County Circles Session Affordable and Quality Housing

General discussion

- There is no organization that will say that this particular housing site is substandard
- Questions:
 - ~ What to do when an individual has bad credit or felony
 - ~ What are the local ordinances on housing
 - ~ What are Section 8 qualifications
 - ~ What are tenants' legal rights and what are their responsibilities?
 - ~ What are landlords' legal rights and responsibilities?
- Agencies that can help
 - ~ Indiana Housing Authority
 - ~ Building Commission
 - ~ HUD subsidized housing
 - ~ Government Inspections (REAC-Real Estate Assessment Center)
- Management Company Inspections

Possible action to help situation

- Define what affordable housing is
 - ~ How does government define affordable?
- Develop a database of renters/housing
 - ~ Section 8 listings
 - ~ HUD Subsidized listings
- Come up with a "report card" on landlords
- Look for win-win solution
 - ~ Landlords want tenants who are responsible
 - ~ Tenants want landlords that are fair

St. Mary's University Session

Cuts to government funding

After much discussion, the group decided to look at cuts to government funding instead of early education as many issues, including early education, are dependant on government funding. There were three (3) votes for this issue. The discussion of this topic is below.

Frame it

- Main components
 - ~ Women's healthcare
 - ~ Planned Parenthood
 - ~ Education
- Budget cuts are being made by majority male, who aren't being affected by the cuts

What's in place now?

- Access to healthcare
- Unions are fighting for recognition of labor (e.g. teachers unions)
- Budget cuts are primarily political, e.g. Planned Parenthood cannot offer many services without government funding
- Education should be the last budget cut

Who should be involved?

- EVERYONE!
- The people who are involved the least and are affected the most
- Teach young students what is going on in the government (local, state and federal levels)
- Legal women voters (sic) – League of Women Voters

Community / State Action

- Education to all levels and ages – “keep the muscle; take aware the little bits of fat around the edges.”
- Voters need to express their opinions
- Start at home – e.g. eliminate credit card debt

Next steps

- Establish education programs that address political awareness – show them what is really happening

Lafayette Public Session

Comprehensive sex education

Comprehensive sex education was one of the top priorities for the participants of this listening session. Participants cast eleven (11) votes for this issue, making it the top-prioritized issue. The discussion of this topic is below.

Frame it:

The participants identified the following main components of this issue:

- Social issues and pressures on sex
- Feeling comfortable with sex
- Misleading and false information
- Who will teach it? Where/when? (there needs to be consistency in the curriculum)
- What exactly will be taught?

What's in place now?

The participants identified the following programs/organizations currently exist that are addressing this issue.

- Individual school boards (abstinence-only programs not enough)
- Planned parenthood
- YMCA Youth with Vision (YWV)
- Purdue Health services
- Ivy Tech
- Community Centers
- OWL – Our Whole Lives
- Religious Institutions

Who should be involved?

The participants identified the following organizations/groups that should be involved to help to improve this issue are:

- State legislators
- Health department
- Superintendents

- Parents
- Health providers (doctors)
- Educators
- Correctional facilities/jails
- Governor and mayors
- Libraries
- Youth service providers
- Coaches

Community / State Action

The participants determined that the following actions should be taken in order to help address the components of this issue:

- Comprehensive statewide sex education bill
- Medically accurate, age appropriate and complete bill
- Publicize cost to society (media campaign)
- Role parents play (educate parents)

Next steps

The participants determined that the next steps that need to be taken in order to begin making progress on this issue are:

- Cradle to grave sex education
- Pushing local legislators to action
- Donate to existing programs that provide comprehensive study
- Educate yourself!

Appendix 8: Online Survey Questions

Screen 1: Below are a list of issues that sometimes affect women. Please select the issues that you think are a **SERIOUS PROBLEM** for women in your community (select all that apply).

Childcare	Leadership	Sexual Assault
Caring for elderly relatives	Domestic Violence	Transportation
Family issues	Discrimination	Substance abuse
Education	Child custody or child support	Balancing work-life and family-life
Employment	Health care	Other (please specify)
Economic Security	Housing	

Screen 2: Priority Issues

1. We want to know how you think your community is doing in providing services to help women with these problems. Please select the **MOST** important issue that you believe is in need of additional attention in your community.
2. Where can women find support in your community for this issue when they need it?
3. What are the major challenges women in your community face because of this issue?
4. What programs in the community (or the state) effectively address this issue?
5. How can existing programs be expanded or improved to better address this issue?
6. What else should be done to help address this issue?
7. What organizations or government agencies do you think should be involved in addressing this issue in your community and/or the state?
8. Would you like to comment on another issue?

Screens 3 & 4: If survey participants selected “Yes” to question eight, then the same set of questions would be repeated for the second and third most important issues.]

Screen 5: What other information would you like to share with the Indiana Commission for Women?

Screen 6: Please enter your city/town and zip code so that we can better understand the geographic area of our respondents.

Screen 7: What is your sex?