

2021

WOMEN4CHANGE ANNUAL REPORT

WOMEN4CHANGEINDIANA.ORG

1100 W 42ND STREET SUITE 228
INDIANAPOLIS, IN 46208

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WHO ARE WE?

MISSION STATEMENT: TO EDUCATE, EQUIP, AND MOBILIZE HOOSIERS TO CREATE POSITIVE CHANGE FOR WOMEN.

VISION STATEMENT: WOMEN, REGARDLESS OF RACE, RELIGION, ETHNICITY, OR SEXUAL ORIENTATION, ACHIEVE EQUITY IN EMPLOYMENT AND EARNINGS; IN HEALTHCARE; AND IN POLITICAL, CIVIC, CULTURAL, AND CORPORATE LEADERSHIP.

W4C STAFF:

Rima Shahid, Executive Director
Haley Bougher, Director of Education & Advocacy
Noelle Snider, Communications & Advocacy Coordinator
Noah Johnson, Program Associate

PAST W4C STAFF:

Jean Louise Webb
Naomi Farahan

BOARD MEMBERS:

Martha Lamkin (C4 Chair)
Patricia Castañeda (C3 Chair)
Deborah Hearn Smith (C4 Vice Chair)
Elcira Villarreal (C3 Vice Chair)
Becky Kendall (C4 Secretary)
Cristina Costa (C3 Secretary)
Karen Kennelly (C3&C4 Treasurer)
Sandy Sasso (Co-founder)
Jennifer Nelson Williams (Co-founder)
Sohyoung Choo Ward
Nicole Conrad
JoAnn Hoskins
Chris Paulsen
Jeannie Sager
Katherine Tyler Scott
Aishah Shamsi
Kathy Marrs
Cindy Simon Skojdt

2021 INTERNS:

Erin Mahan
Rachel Lipofsky
Lauren Glenn
Anna Grace Smith
Nina Baranyk
Jasmine Lykins
Sam Barrett
Peja Keserovic
Alyssa Velez
Maliha Zafar
Asmaa Avdeldaiem
Tibet Alptekin
Jatio Skinner

VOLUNTEERS:

Charlie Richardson
Brenda Freije
Edie Olson
Candi Lange
Jillian Walker
Andrea Richter-Garry
Qing Zhou
Paula Shepley
Jackie Garvey
Mary Redman
Carol Killen
Rita Venable
Jan Clark

THANK YOU TO JEN S. THOMAS, STEPHEN HOSKINS, OUR COMMITTEE MEMBERS, STATE OF WOMEN & READY TO RUN 2021 TASK FORCE MEMBERS, BOARD MEMBERS, INTERNS, VOLUNTEERS, AND #1 FANS.

LETTER FROM BOARD CHAIRS

Dear Women4Change Family,

2021 was a year of change and recovery.

Working together, we overcame the challenges we faced throughout the pandemic.

In a moment when many felt helpless and isolated, Women4Change worked with Hoosiers to build our shared sense of empowerment and solidarity. Our work went beyond reconnecting with community members. It provided a space for women to spur waves of change amid devastating world events. All of this was possible because we worked as a community invested in believing that we could forge hope together in moments of momentous change.

Our programs and campaigns exposed the societal inequalities the pandemic had begun to lay bare, specifically those faced by women and historically marginalized communities. Yet, this work also produced resources and tools to activate Hoosiers to make the change we needed. Not only did we continue to advocate for equity in Indiana, but as part of this project, we also needed to make up the ground that women lost in 2020.

Moving forward, we carry with us a commitment to the community ties we made during the pandemic, knowing that together we can realize our vision for Indiana.

In 2022, we hope you'll join us as we continue the work of making a change in the Hoosier community- pressing onward toward a more equitable future for us all.

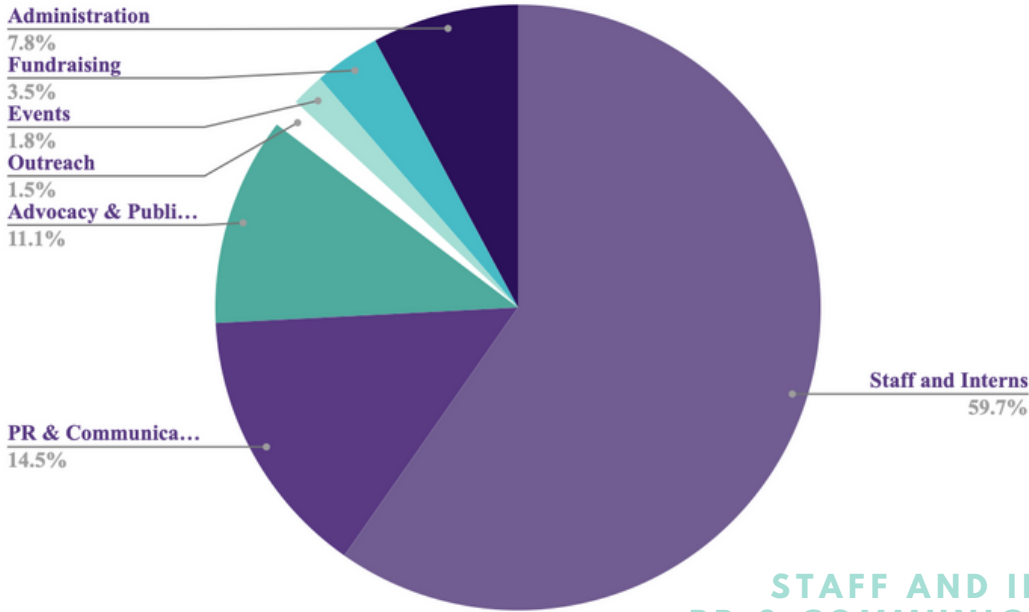
Sincerely yours,

Elcira Villarreal (Women4Change Indiana Chair) &

Martha Lamkin (Women4Change Indiana Action Fund Chair)

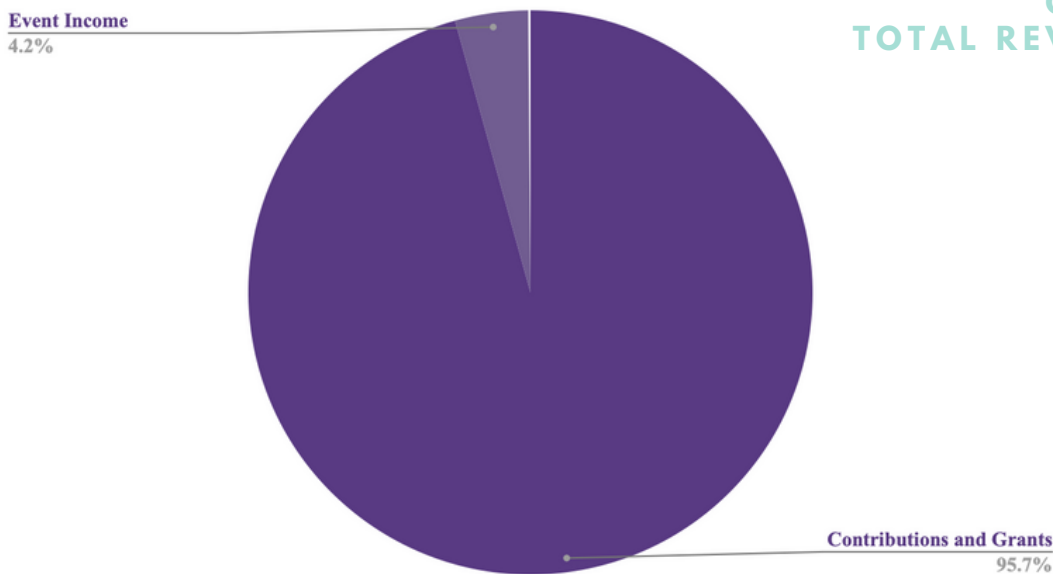
FINANCES

EXPENSES



STAFF AND INTERNS	\$166,088
PR & COMMUNICATIONS	\$40,203
ADVOCACY & PUBLIC POLICY	\$31,000
OUTREACH	\$4,303
EVENTS	\$4,910
FUNDRAISING	\$9,837
ADMINISTRATION	\$21,755
TOTAL EXPENSES	\$278,096

REVENUE



CONTRIBUTIONS & GRANTS	\$278,954
EVENT INCOME	\$12,204
OTHER	\$367
TOTAL REVENUE	\$291,526

SIGNATURE PROGRAMS

EDUCATION

Our year-round programs provide educational opportunities for Indiana residents to learn about women's economic stability, sexual assault & consent, fair voting & voter access, and women's health and how Hoosier communities are effected.

Visit women4changeindiana.org/comingup to learn more.

READY TO RUN

The number of women holding public office in Indiana is far below the national average. We can, and we will do better. As part of a national movement committed to electing more women to office, Ready to Run not only encourages women to run but provides comprehensive training, necessary skill development, and the networking and mentorship opportunities needed to run effective campaigns.



STATE OF WOMEN IN INDIANA: RESILIENCE AND THE INDIANA PATH FORWARD

At State of Women | Resilience and the Indiana Path Forward, attendees connected with inspiring women in history through our continued resilience. The pandemic exacerbated the issues already affecting Hoosier women and women of color in particular. The conference dove into redistricting and voting access, women's economic stability, equity, and human infrastructure, and action steps for those mobilized to make a change.

LISTEN, CONNECT, PARTICIPATE

In 2021, we hosted discussions with two content experts and a Republican and Democrat for a bipartisan discussion on maternal health & infant mortality, and economic stability.

EVENT SPONSORS:

SUPPORTER

- Green Ave Grant & More

DONORS

- Defur Voran LLC
- Calderon Textiles
- Yasmin Stump Law
- Found Search Marketing
- Browning Investments
- Charlie Richardson
- Center for American Women and Politics (CAWP) at Rutgers University.

REDISTRICTING

In early 2021, we commissioned Dr. Christopher Warshaw, Gerrymandering Expert, to explore the data of Indiana's legislative maps over the past 50 years. We wanted to increase public debate and awareness on the Indiana redistricting process, what it means, and how it affects our future. With the help of our redistricting committee, board, volunteers, and supporters, we were able to reach those goals.

PUBLIC RELATIONS

Since June 2021, the Women4Change-funded Warshaw study was mentioned in more than 180 statewide news stories across the state of Indiana and even a Chicago newspaper – the equivalent of more than \$1 million in advertising. Several Op-eds and Letters to the Editor were printed by staff, board, and committee members.

The study was cited by elected officials, applauded by our peers, and never rebutted. It appeared in various news outlets including WFYI, IJB, and the Indianapolis Star.

MEDIA

Through our social media posts we have reached over 35,000 accounts and had approximately 110,000 impressions.

The report had over 350 downloads from our website directly, with even more available from websites citing Women4Change and including the report in their newsletters/articles.

We were able to achieve over 2.5 million impressions with 5 billboards rotating throughout central Indiana on major roads including Fall Creek, I-65, I-70, SR 67, and I-465.

ACTION

We had 6 people testify at public hearings, had speakers at 3 rallies, partnered on the Students4Fair Maps Rally, and over 300 clicks on our EveryAction form.

WHAT IS NEXT?

While this round of redistricting has come to a close, our work is not finished. We will continue to advocate for a state resourced, fully funded, independent redistricting commission. We will continue our #Fight4FairMapsIN and a fair redistricting process.



MEDIA HIGHLIGHT



W4C is a trusted source for media outlets across Indiana. Our staff, interns, and board members speak out on local issues throughout the calendar year.

The list of mediums ranges from radio, social media, television and everything in between. Our reach spreads across the state and even the Chicago Tribune.

**9,750+ SOCIAL
MEDIA FOLLOWERS**

**5,750+ EMAIL
SUBSCRIBERS**

211 ENGAGEMENTS

**3,976,497
AUDIENCE REACH**

Numbers as of Dec 31, 2021.

2021 LEGISLATIVE PRIORITIES

FAIR VOTING & VOTER ACCESS

Indiana consistently ranks in the **bottom 10 states** for **voter turnout**.

Through the Indiana Coalition for Independent Redistricting, and through our partnership at All IN for Democracy, W4C is working to end the current process for establishing districts which leads to noncompetitive districts and lower voter turnout.

A primary barrier to high voter turnout is reduced polling places in communities of color. Counties with larger minority populations have fewer polling sites and workers per voter.

MATERNAL HEALTH & INFANT MORTALITY

W4C will support policies that promote women's health, such as access to birth control, expanded use of doulas, and increased public health funding.

Maternal and infant mortality is an urgent issue with possible bipartisan support, and W4C commends Gov. Holcomb for naming maternal and infant mortality a top priority.

Indiana is ranked 46th in the nation for maternal mortality rates, **with an average of 41.4 women dying per 100,000 births**, more than double the national average of 20.7 deaths per 100,000 births.

SEXUAL HARASSMENT, ASSAULT AND CONSENT

W4C will support legislation closing loopholes in the state's sexual assault and harassment statute. This includes changes to the definition of consent and removing a requirement that an employer agrees before a case may be filed in court.

1 in every 5 Hoosier women has experienced sexual assault. Through proposed state legislation, W4C is working to define sexual assault more specifically and offer justice to victims.

WOMEN'S ECONOMIC STABILITY

W4C will work to strengthen women's economic stability by supporting paid family leave, childcare accessibility and continue to partner with the Equality Pay\$ Coalition.

Indiana **ranks 49th** out of the 50 states and the District of Columbia for **the gender pay gap**.

Caucasian Hoosier women, on average, only make 74 cents for a man's dollar. In Indiana, black and biracial women make 64 cents for a Hoosier man's dollar. The gap between Latinx women and all men who work full-time in our state is 44% -- 56 cents on the dollar.

In the Midwest, 69.3% of mothers are breadwinners or co-breadwinners in their households. Yet, in 2016, almost 40% of single mothers had incomes below the poverty line, and no Indiana law requires private employers to provide parental leave to employees.

2021 LEGISLATIVE WINS

Senate Bill 81 - Training for Investigators of Sexual Assault Cases

Training for investigators of sexual assault cases (authored by Senators Crider and Doriot) is public law and establishes standardized procedures for training and investigating sexual assault cases involving adult victims.

Senate Bill 79 - Protection Orders and Domestic Battery

Protection orders and domestic battery (authored by Senators Crider and Young) is public law and protects survivors of domestic violence, especially in school settings, and increases punishment for perpetrators.

House Bill 1479 - Early Voting

Early voting (authored by Representative Wesco) is public law. This bill permits the circuit court clerk to establish voting sites on the third Saturday before an election, allowing more opportunities to cast early ballots.

House Bill 1365 - Various Elections Matters

Various election matters (authored by Representative Wesco) is public law outlining new voting and vote count policies in order to encourage fair and free elections.

The 2021 legislative session included Governor Holcomb's signing of House Bill 1384, Civics education (authored by Representative Cook), and Senate Bill 6, Statehouse monument to suffragists (authored by Senators Glick, Breaux, and Becker).

[CLICK HERE FOR OUR 2021 IGA BILL TRACKER.](#)



OUR VISION FOR 2022

ACTIVATE Hoosiers to take action during the legislative session virtually and raise Indiana's voter turnout rates during midterm primary and general elections. **ADVOCATE** during the 2022 legislative session for pregnancy accommodations and a legal definition of consent to protect all Hoosiers. **EDUCATE** Hoosiers through our diverse speakers at Listen, Connect, & Participate programs and our Civic Education conference. **COLLABORATE** with local organizations and partners to further our reach across Indiana and increase knowledge on our core topic areas.

THANK YOU.

Thank you, Women4Change supporters, for your dedication over the last year.

After a year filled with a virtual legislative session, Zoom programs and meetings- and plenty of emails, our team had finally returned to the office to work in person together. Although the pandemic made it feel like time had frozen, Indiana continued to move and develop around us. We rose to meet that challenge.

Throughout 2021, we focused on developing relationships with the community through all avenues; outdoor activities, rallies at the Statehouse, virtual programs, and conferences filled our days. We pride ourselves on being Hoosiers and knowing our community from within. We wouldn't be where we are today without your friendship and support- whether that be the encouraging messages you sent us during the legislative session, the time you invested in our programs and speakers, or your tireless advocacy work. Together, we've laid the foundations for future work to make Indiana a more equitable place for us all.

Thank you for being a part of our year of growth and change. Please consider furthering our development by continuing your engagement and making a financial contribution today. Visit www.women4changeindiana.org/donate.

FROM THE W4C STAFF