

# women 4change ANNUAL REPORT



# 2019

1100 W 42ND ST, SUITE 370 | INDIANAPOLIS, IN 46208

WOMEN4CHANGEINDIANA.ORG

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## 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.*



# OUR TEAM

## LETTER FROM LEADERSHIP

Dear Supporter,

This past year has been defined by our progress and growth. Our most impactful year yet, we have grown to 4,500+ members, 5,400+ followers on social media, and 23 community partners. One resistant voice is enough to cause a stir; 4,500 united voices create a momentous roar. Together, we have become a powerhouse in Indiana. We are creating a new standard – one that is inclusive, united, and determined.

In 2019, we have become a staple in the Statehouse, lobbying for legislation on sexual harassment, equal pay, hate crimes, and redistricting, to mention a few. We held conferences, such as the State of Women in Indiana, giving women of all ages and backgrounds the opportunity to learn about problems hindering Hoosier women today and to address them through civil, nonpartisan collaboration. We are proud of our progress in 2019, and we are determined to grow even more in 2020.

Our voices are needed more than ever as we build up to the general election. 100 years ago women were granted the right to vote, and our votes will shape the future of our country. Through our votes, we have elected more women to legislative bodies than ever before; we have shown that hate has no place in Indiana or in our government. With your help, we look forward to paving the path of equity and empowerment for all Hoosier women. Our success is grounded in your support, and we are thankful for your continued participation. Thank you for your passion and engagement. We look forward to continuing this progress in 2020.

In Sisterhood,

*Martha Lamkin*  
Action Fund Board Co-Chair

*Patricia Castañeda*  
W4CI Board Chair

*Ali Slocum*  
Action Fund Board Co-Chair

*Rima Shahid*  
Executive Director

## 2019 BOARDS OF DIRECTORS

Patricia Castañeda, Cristina Costa, Stephanie Grabow, Tamara Winfrey Harris, JoAnn Hoskins, Rebecca Kendall, Martha Lamkin, Jeannie Sager, Sandy Sasso, Katherine Tyler Scott, Cindy Simon Skjodt, Ali Slocum, Deborah Hearn Smith, Elcira C. Villarreal, Jennifer Nelson Williams, Barbara Wolanin

## 2019 STAFF



**Alysa Vilelli**  
Communications &  
Community Coordinator

**Rima Shahid**  
Executive Director

**Haley Bougher**  
Education & Advocacy  
Coordinator



# SIGNATURE EVENTS

## STATE OF WOMEN IN INDIANA

Women4Change partnered with the Indiana Historical Society for our second annual conference. Attendees learned how to increase their power to create change during an inspiring day of discussion, activities, and action steps with leading ChangeMakers from across the state.



## EL TENDEDERO/THE CLOTHESLINE

Artist Mónica Mayer presented her El Tendedero/The Clothesline project, an installation at the Museum of Modern Art in Mexico City, in 1978. W4C is now working with Mayer to expose the rate of sexual assault in Indiana and persuade the IGA to enact legislation defining consent. We kicked off our year-long programming in September with more than 30 arts and advocacy organizations.

## UPLIFTING WOMEN

With our partner, Summit Performance Indianapolis, we enjoyed an empowering evening of stories, poems, and live-painting from courageous women of different ages and backgrounds in the community. The event sold out prior to the performance.





# EDUCATE & COLLABORATE

## EDUCATE

**Indy Gov 101** - Women4Change and Beth White, Executive Director of the Greater Indianapolis Progress Committee, hosted a discussion series on central Indiana's government structure, election process, and local challenges.

**Listen, Connect, & Participate** - Women4Change Indiana and WomenChangeMakers organized several nonpartisan expert panels on pay equity, human trafficking, and violence against women. Hundreds of community members engaged in important conversations to move Indiana forward. Discussions always included at least one Republican and Democrat representative as well as two subject matter experts.

**Civics, Civility, & Consensus** - Peer-led workshops opened conversations about civility and consensus to develop a unifying culture.

**Other Programs:** News We Can Trust, Constitution 101, and Authors and Activists

## COLLABORATE

**Youth Advocacy Training with Girls Inc of Greater Indianapolis** - Women4Change partnered with Girls Inc. to facilitate our new Youth Advocacy Training workshop and Feminism 101 seminar for their Young Women in Leadership group. These young women will make Indiana a better place as they grow into scholars, citizens, and advocates.

**Constitution Day** - In celebration of Constitution Day, we partnered with the ACLU to give away 1,000 pocket constitutions.

**Women Behaving Badly** - We joined the Indiana Historical Society to commemorate the women in the shadows of Hoosier history.

**Coalitions:** All IN for Democracy, Equality Pay\$, Indiana Forward

## COLLEGIATE CHAPTERS



IUPUI



IUPUC

# INDIANA GENERAL ASSEMBLY PRIORITIES

— 2019 —

## HATE CRIMES

- Indiana was one of five states without a hate crimes law. Hoosiers have experienced a 17% rise in hate crimes over the last year nationwide. As a state, we can do more to protect our citizens.
- W4C is a proud member of the Indiana Forward Coalition, working together to pass strong, inclusive hate crime legislation that will send the clearest message that Indiana has no room for hate against any individual.

## REDISTRICTING & VOTER ACCESS

- Through the Indiana Coalition for Independent Redistricting, W4C is working to end the gerrymandering present in our elections. The current opaque process for establishing districts leads to noncompetitive districts and, consequently, low voter turnout.
- Fair districts and expanded voter access will increase Hoosiers' voices in government and create a stronger democracy.

## EQUAL PAY

- Indiana ranks 49th out the 50 states and the District of Columbia for the gender pay gap with Hoosier women, on average, making only 74 cents for a man's dollar.
- As a member of the Equality Pay\$ Coalition, W4C is working to secure equal pay for equal work.

## OPIOIDS

- Hoosier families and communities tragically suffer the effects of the opioid crisis. 1,809 Hoosiers died from a drug overdose in 2017, 63% being opioid-related.
- Our partnerships with the Overdose Lifeline and Dove Recovery House for Women aid people overcoming addiction, and fight the growing presence of opioids in our communities.

## DOMESTIC GUN VIOLENCE PREVENTION

- At least 52 percent of American women killed with guns are killed by intimate partners or family members. Women are 16 times more likely to be killed with guns in the U.S. than in other developed countries. W4C advocates to keep firearms out of the hands of domestic abusers and dangerous individuals.

## SEXUAL HARASSMENT

- W4C is working, through proposed state legislation, to more specifically define sexual harassment, and offer justice for victims. W4C supports proper education and training of state officials around the issue of sexual harassment.

## MATERNAL & INFANT MORTALITY

- Indiana is ranked 46th in the nation for maternal mortality rate, 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. Women in Indiana deserve to have children without fear of mortality, and W4C supports the work to create a safer outcome for mothers and infants.

## WOMEN'S HEALTH

- W4C advocates for the health, safety, and reproductive freedom for all Hoosier women. We support women's rights to obtain health care without government interference.



# ADVOCATE & ACTIVATE

## LEGISLATIVE WINS

- Successfully lobbied for and helped pass Indiana's first ever criminal and civil bills protecting victims of nonconsensual pornography
- W4C was the only women's organization to petition the Indiana state government on behalf of the people for hate crimes.
- W4C also lobbied to pass the precursors of Indiana's first red flag laws for domestic abuser gun ownership.



## MEMBER ADVOCACY

- Nearly a thousand emails and phone calls were sent to legislators during the 2019 session using our OneClick Politics tool.
- Wrote over one hundred letters to pass a comprehensive hate crimes bill
- Hosted and partnered on press conferences about pay equity, comprehensive hate crimes, and the opioid crisis
- Spoke out at rallies for fair redistricting and women's health



## ACTION ADVOCATES

- 70 Action Advocates — This inaugural group of citizen activists who remained on-call to attend bill hearings, call and write to legislators, and march at rallies.



# METRICS & FINANCIALS

## 2019 AT A GLANCE



**7**  
INTERNS

**55+**

**32**

SCHOLARSHIPS  
GIVEN TO  
ATTEND EVENTS

**FREE  
EVENTS**

**2.5**

DOUBLE THE  
AMOUNT HELD LAST  
YEAR

STAFF  
MEMBERS

**4500+**

**#23**

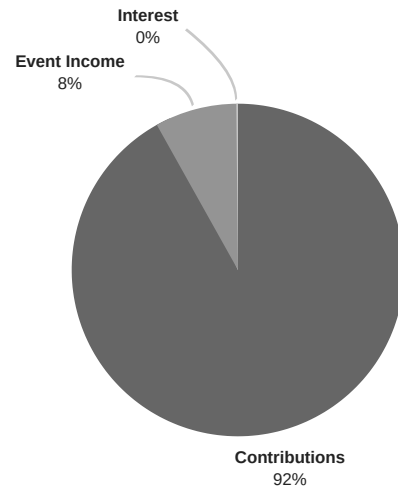
EMAIL  
SUBSCRIBERS

COMMUNITY  
PARTNERS

**6000+**

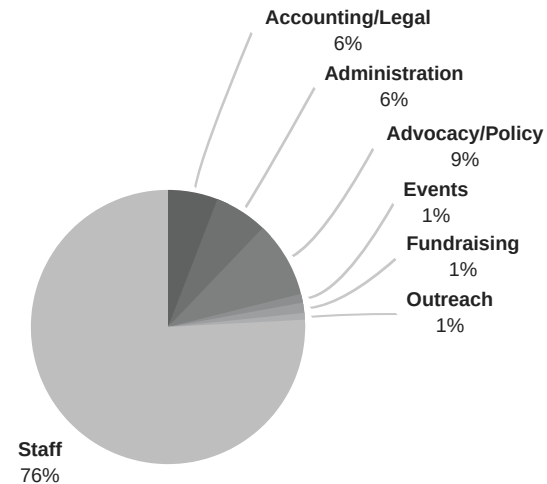
SOCIAL MEDIA FOLLOWERS

## REVENUE



Contributions	\$189,621.26
Event Income	\$16,413.30
Interest	\$342.65
<b>TOTAL</b>	<b>\$206,377.21</b>

## EXPENSES



Accounting & Legal	\$9,654.84
Administration	\$10,325.72
Advocacy & Public Policy	\$14,750.98
Events	\$1,709.77
Fundraising	\$1,994.25
Outreach	\$1,293.03
Staff	\$124,827.53
<b>TOTAL</b>	<b>\$165,238.12</b>

\*Expenses as of Dec. 17, 2019, consolidated budgets for the Women4Change Indiana and the Women4Change Indiana Action Fund in 2019. Contributions as of Nov. 30, 2019. Women4Change Indiana has 501(c)(3) tax-exempt nonprofit status; gifts are eligible for tax-deductibility. The Women4Change Indiana Action Fund is a 501(c)(4) tax-exempt nonprofit organization.



# THANK YOU

## TO OUR INTERNS:

Women4Change had the privilege of working with several hard-working future leaders who believe in a better Indiana for women. Thank you to Daniela Cervantes, Elisabeth Huls, Maya Kislyuk, Isabelle Matthies, Alexis Meyers, Amanda Murphy, and Margaret Schnabel.

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## TO OUR VOLUNTEERS:

Women4Change could not operate without the hard work and generosity of our dedicated volunteers. We would like to recognize the following volunteers who have gone above and beyond for our organization: Diane Crabtree, Daniell Wilkins, Nancy Fitzgerald-Bellovary, Peggy Thompson-Rutledge, Sandy Hudson, Sue Nonweiler, Cynthia McCorkle, Stephen Hoskins, and Carlos Sosa.

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## TO OUR MEMBERS:

We would like to thank all of you who support our organization by contributing your ideas, personal engagement, and financial resources. We are a grassroots movement, and YOU are the heart of Women4Change.

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## TO OUR DONORS:

Jennifer Knebel, Martha Lamkin, Dr. Theresa Rohr-Kirchgraber, Aftab & Azher Khan, Donald Knebel, Marnie Maxwell, Marilyn & Eugene Glick Foundation, Ann Stack, Cindy Simon Skjodt, Deborah Simon, Robin & David Miner, Jerry Litwack, Kate Appel, Karen A Kennelly In Memory of Boni Kennelly, and many more — we are grateful!

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## TO OUR SPONSORS:

Upland Brewing  
CIFC  
Indiana Bar Foundation

Cluck Scholars  
Calderon Textiles  
Cotton & Calm

Samerian Foundation  
Browning Foundation  
Cunningham Group

# LOOKING FORWARD

## OUR VISION FOR 2020

*Women4Change is committed to moving Indiana forward with our 2020 projects.*

**Legislative Priorities** - This coming Indiana General Assembly we will lobby for: Women's Economic Stability, Maternal & Infant Mortality and Women's Health, Sexual Harassment and Consent, Comprehensive Sex Education, Fair Voting and Voter Access

**19th Amendment Commemoration** - In honor of the 19th amendment centennial, we will partner with organizations across the state to celebrate 100 years of suffrage and remember those who the movement left behind.

**Get Out the Vote (GOTV)** - We will work to increase voter registration and turnout to address Indiana's low civic participation.

**Educational Programs** - Listen, Connect, & Participate, Constitution 101, State of Women Indiana, among other programs

**Collegiate Chapters** - We will continue to develop and connect with our collegiate organizations.

## HOW YOU CAN SUPPORT WOMEN4CHANGE

Activate	Educate	Collaborate	Advocate
Donate to one of W4C's two entities: - W4C Indiana Action Fund: lobbying branch (not tax-deductible) - W4C Indiana: our civic education branch (tax deductible)	- Attend our educational events to learn about state and local issues - Host a living room conversation - Become a Civics Champion	- Share your talents as a volunteer -Suggest a community partner to us	- Engage friends and neighbors in civil conversations -Contact your legislators - Write op-eds about why you stand for change - Become an Action Advocate



