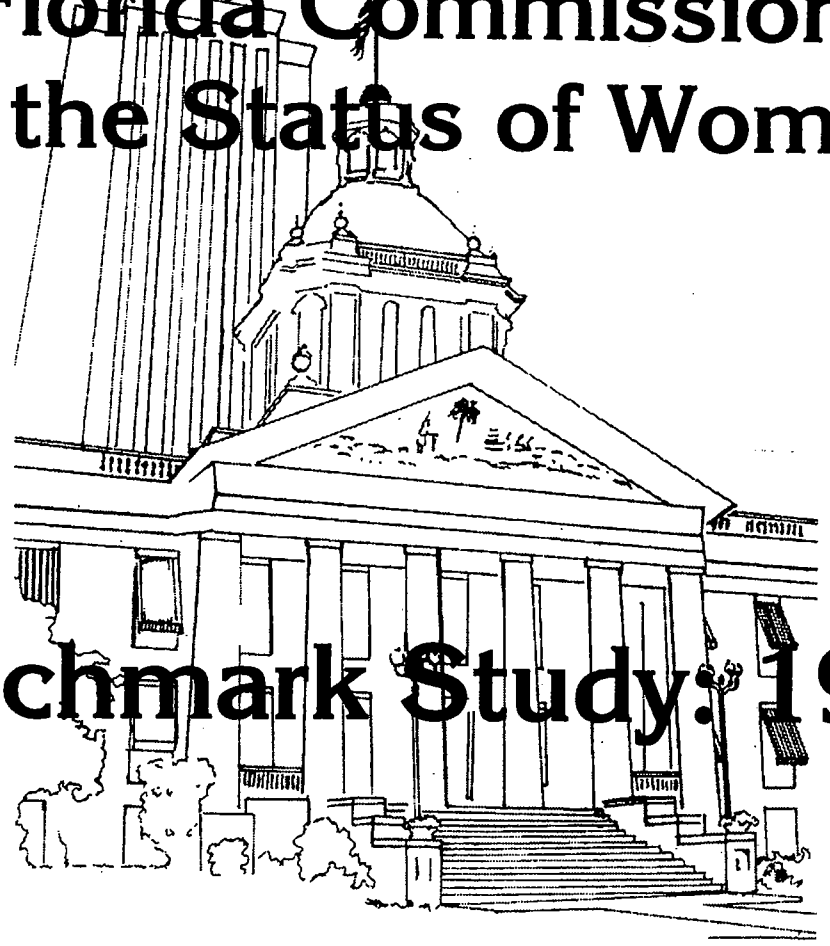
Florida Commission on the Status of Women



Benchmark Study: 1996

Fifth Annual Report

The Florida Commission on the Status of Women, through research, legislation, and communication, is dedicated to the elimination of all barriers to a woman's achievement of her fullest human potential

Florida Commission on the Status of Women

Office of the Attorney General

The Capitol

Tallahassee, Florida 32399-1050

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THE GOVERNOR OF THE STATE OF FLORIDA

November 1996

LAWTON CHILES

Florida Commission on the Status of Women
Office of the Attorney General
The Capitol
Tallahassee, Florida 32399-1050

Dear Commissioners:

Congratulations on your 1996 benchmark study analyzing the status of women in Florida. Your collection of information relating to family issues, education, health care, employment, welfare reform, justice, and human rights will help policy makers, government administrators, and private sector organizations better formulate and target their responses to the needs of women and their families. Through your work, we will have both a baseline of information and a historical perspective in the future.

Even the discovery that gender based statistical information isn't always available, though frustrating in the short-term, has value. It simply means that we need greater precision in evaluating the impact various programs achieve in serving women. We also need to learn how to more effectively encourage women to engage in public policy decision making by running for and winning elected office and seeking and securing appointments to the judiciary and boards and commissions.

This study underscores the necessity for this Commission to continue analyzing, documenting, and advocating change in the status of women. The economic security and quality of life enjoyed by women has impacts elsewhere, such as on their families and communities, and on future generations of adults and workers in this state. As stakeholders in Florida's future, we need reliable and accurate information to design programs for tomorrow, next month, next year, and the next century. The Commission will continue to play a much needed and respected role in future policy discussions.

With kind regards, I am

Sincerely,

Lawton Chiles

LAWTON CHILES

A RECYCLED PAPER PRODUCT PRINTED WITH SOY INK

STATE OF FLORIDA
COMMISSION ON THE STATUS OF WOMEN

Office of the Attorney General
The Capitol
Tallahassee, Florida 32399-1050
(904) 413-3021

Dear Florida Citizen:

Since the 1991 legislative creation of the Florida Commission on the Status of Women, various issues that affect the lives of women, especially Florida women, have come under the Commission's scrutiny.

The Commission's 1996 study is designed to set a benchmark for women to measure how women in the State of Florida live, work, and play. In this report, the Commission has compiled past data from previous annual reports, updated information on such topics as health, employment, family, and legislation, and added to that data national comparisons.

In the process of compiling the information, some things became readily apparent. First, data simply is not available in some areas. The section on Elections and Appointments is a good example. Suggestions on what should be collected follow the information that was available. Second, the reader will notice overlap in certain areas of the report. Given the complicated lives women lead, this should be expected; however, data may be somewhat different in separate areas.

The Commissioners sincerely hope that this Benchmark Study will become a valuable information resource for many. In future years, it will be expanded and should become a springboard and a catalyst for positive change in the quality of women's lives.

Sincerely,

Marsha Griffin Rydberg
Chair

Judith Byrne Riley
Vice Chair

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SECTION I - INTRODUCTION

History Of The Florida Commission On The Status Of Women

by Susan Gilbert, Commissioner, FCSW

"WHEREAS, it is the responsibility of the State of Florida, acting through its appropriate agencies and governmental commissions, to ensure equal treatment on the basis of sex in public and private employment and to develop services which enable all women to maximize their contribution to the world around them,. . ."

Executive Order 79-60

The existence of the Florida Commission on the Status of Women (FCSW) has been anything but consistent. In fact, until the 1991 Legislature established the Commission by statute, its existence was at the whim of the Governor in office at the time.

The FCSW is established in the Office of the Attorney General, State of Florida. The Commission has 22 members. The Governor, Attorney General, President of the Senate, and Speaker of the House of Representatives, each appoint three members, and the Secretary of State, Comptroller, Insurance Commissioner, Commissioner of Agriculture, and the Commissioner of Education each appoint two members for 4-year terms. No member may serve more than 8 consecutive years. Appointees include persons who represent rural and urban interests and the ethnic and cultural diversity of the state's population.

Historically, the first Commission on the Status of Women in Florida was created by Executive Order of Governor Farris Bryant in 1964, in response to a 1963 recommendation by the President's Interdepartmental Committee on the Status of Women and the Citizens Advisory Council on the Status of Women, that each state should form a similar commission. The national body had been created by President Kennedy in 1961, and it was initially chaired by Eleanor Roosevelt.

There was little or no funding to support the state commission. When Claude Kirk became Governor in 1968, he made no appointments and the Legislature provided no funding. In 1972, Governor Reubin Askew reestablished the Commission by Executive Order. By 1978, the Commission's budget had been almost completely absorbed by other entities.

On July 31, 1979, as shown in Figure 1, Governor Bob Graham reactivated the Florida Commission on the Status of Women by means of Executive Order 79-60. Governor Graham continued to actively support the

Commission through his office for the duration of his term, which concluded in 1986.

On May 14, 1991, legislation was passed that created the Florida Commission on the Status of Women in its present form. The leading sponsor for CS/CS/HB 109 was Representative Elaine Gordon. The Commission's legislative authority is under Section 14.24, F.S., and Chapter 91-77, Laws of Florida

As required in Florida Statute 14.24, the Commission's mandate is to study issues affecting women and make recommendations to the Governor, Cabinet, and Legislature on those issues. Topics may include, but are not limited to:

- Socio-economic factors influencing the status of women
- Development of individual potential
- Encouragement of women to utilize their capabilities and to assume leadership roles
- Coordination of efforts of numerous organizations interested in the welfare of women
- Identification and recognition of contributions made by women to the community, state and nation
- Implementation of recommendations to improve working conditions, financial security, and legal status of both sexes

1996 FCSW Accomplishments

National and Statewide Conferences/Conventions

- Participated in a national teleconference on Affirmative Action at the National Forum for Black Public Administrators, April 17, 1996.
- Participated in the Hispanic Women's Health Conference in Miami, Florida, May 9-10, 1996.
- Judged submissions for the National Association of Commissions for Women Outstanding Achievement Award, July 1996.
- Served as a co-host commission for the National Association of Commissions for Women Convention in Miami Beach, Florida, July 10-14, 1996.
- Participated in a forum, Fighting the Spread of HIV Among Women in South Florida: Strategies for Prevention, The Women's Studies Institute, Deerfield Beach, Florida, July 21, 1996.
- Served on the State of Florida Steering Committee for the United Nations Women's Conference One Year Later, September 28, 1996.
- Participated in the Governor's Third Annual Summit on Domestic Violence, October 10, 1996.
- Served on the Planning Committee for the Sixth Annual Florida Civil Rights Conference, November 13-15, 1996.

1996 Publications

- 1995 Annual Report, Welfare Reform in Florida
- 1996 Annual Report, A Benchmark Study
- Florida Women's Hall of Fame Brochure
- Women and Health, A Status Report: 1996

Other Significant Events

- Organized and conducted a public hearing on Public Housing in Tampa, Florida, May 19, 1996.
- Facilitated a press conference spotlighting Women's History Month and a publication by the Florida Humanities Council, *From Then to Now: Women and Political Participation, 1900-1982*. The Governor presented a proclamation declaring March as Women's History Month, March 1996.
- Served on the Planning Committee for the nationally recognized "Take Our Daughters to Work Day" April 1996.
- Facilitated the 3rd Annual Women in the Workplace Survey administered to 1,000 employers in the State of Florida.
- Co-sponsored the Get Out the Women's Vote 1996 education/action campaign, August - November 1996
- Sponsored the Practical Academic and Cultural Education (PACE) Fashion Show, October 17, 1996.
- Submitted and endorsed 10 nominees to the Governor for selection of three individuals for induction into the Florida Women's Hall of Fame and coordinated the annual Florida Women's Hall of Fame Ceremony, November 1996.

Current Commission Members:

Conchy Bretos, Miami Beach
Patricia L. Clements, Ph.D., Tallahassee
Rose Marie Cossick, Hollywood
Toni Crawford, R.N., Jacksonville
Elsie B. Crowell, Tallahassee
Karen Cunningham, Ph.D., Tallahassee
Barbara Effman, M.P.H., Sunrise
Peggy Gagnon, Satellite Beach
Susan Gilbert, Miami
Kate Gooderham, Fort Myers
Susan Guber, Miami
Mohinder "Mona" Jain, M.D., Ph.D., Bradenton
Navita Cummings James, Ph.D., Tampa
Bob Levy, Miami
Mona Reis, West Palm Beach
Judy Byrne Riley, Valparaiso
Marsha Griffin Rydberg, J.D., Tampa
Lisa A. Tropepe, P.E., Coral Springs
Laura Ward, Fort Lauderdale
Doris Weatherford, Seffner
Judy Wilson, Ph.D., Ocala
Susan Wilson, Alachua

Former Commission Members:

Karen Coolman Amlong, J.D., Fort Lauderdale
Honorable Rosemary Barkett, Miami
Roxcy Bolton, Coral Gables
Yvonne Burkholz, Miami
Barbara Carey del Castillo, Fort Lauderdale
Jennifer Knapp Crock, Ormond Beach
Marilyn J. Dewey, St. Petersburg
Susan Glickman, Indian Rocks Beach
Donna Hansen, Fort Myers
Honorable Edward Healey, West Palm Beach
Honorable Sally Heyman, North Miami Beach
Martha "Marty" Pinkston, Ed.D., Plantation
D. Anne Terrell, Esquire, Ponte Vedra Beach
Karen Woodall, Tallahassee

Current and Past Chairs of the FCSW include:

Marsha Griffin Rydberg, J.D., 1996 - present
Navita Cummings James, Ph.D., 1995 - 1996
Elsie B. Crowell, 1993 - 1995
Susan Glickman, 1991 - 1993

Previous annual reports include:

1992 -- Women in the Workplace
1993 -- Women and Health
1994 -- Justice and Human Rights
1995 -- Welfare Reform in Florida

This year's annual report represents the fifth such publication by the FCSW. Each year, the report has grown and its purpose as a repository of benchmark information and data on women's issues and interests has increased in importance. In compiling this year's data, an attempt has been made to organize the facts in appropriate subject order. However, in many cases, categories become indistinct. This melding of information and data only serves to reinforce the idea that no issue stands alone.

We welcome your comments and encourage you to complete and return the survey included at the end of this report.

State of Florida

OFFICE OF THE GOVERNOR

EXECUTIVE ORDER NUMBER 79-60

WHEREAS, the State of Florida has a profound interest in promoting the economy, security and social well-being of its citizens through the most effective and efficient utilization of the skills of all persons; and

WHEREAS, the role of women in civic, government and business affairs is of vital importance to the advancement of our State; and

WHEREAS, women should be ensured the opportunity to develop their capabilities and fulfill their aspirations on the basis of their individual merit, free from limitations based upon sex; and

WHEREAS, the full realization of women's basic rights should be respected and fostered as part of our commitment to human dignity, freedom and democracy; and

WHEREAS, the State of Florida is committed to the ideals of equal opportunity and the fullest utilization of all available human resources; and

WHEREAS, it is the responsibility of the State of Florida, acting through its appropriate agencies and governmental commissions, to ensure equal treatment on the basis of sex in public and private employment and to develop services which enable all women to maximize their contribution to the world around them,

NOW, THEREFORE, I, BOB GRAHAM, by virtue of the authority vested in me as Governor of the State of Florida by Article IV, Section 1(a), Florida Constitution and all other applicable law, hereby reaffirm the continuation of the Florida Governor's Commission on the Status of Women.

RECEIVED
JUL 31 9 49 AM '79
DEPARTMENT OF STATE
TALLAHASSEE, FLORIDA

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused the Great Seal of the State of Florida to be affixed at Tallahassee, the Capitol, this 31st day of July 1979.

GOVERNOR

ATTEST:

SECRETARY OF STATE

Figure 1. Executive Order 79-60

DRAFT

Table 1 shows a summary of significant meetings of the FCSW since 1991.

Table 1. Meetings of the Florida Commission on the Status of Women

Date	*Site*	*City*	*Presiding Officer*
1996			
March	Governor's Inn	Tallahassee	James
May	Sheraton Grand	Tampa	Rydberg
1995			
February	Hyatt Westshore	Tampa	Crowell
June	Sheraton Grand	Tampa	Rydberg/James
September	Hotel Sofitel	Miami	James
November	Radisson	Tallahassee	James
1994			
January	Sheraton Design Center	Dania	Crowell
March	Supreme Court Bldg	Tallahassee	Crowell
May	South Miami Hospital	Miami	Crowell
October	Quality Suites	Indiatlantic	James (VP)
1993			
February	Supreme Court Bldg	Tallahassee	Glickman/Crowell
May	Brazilian Court Hotel	Palm Beach	Crowell
October	Airport Marriott	Orlando	Crowell
1992			
February	Supreme Court Bldg	Tallahassee	Glickman
May	Supreme Court Bldg	Tallahassee	Glickman
September	Broward County Center	Ft Lauderdale	Glickman
November	Alexander Bldg	Tallahassee	Glickman
1991			
November	House Office Bldg	Tallahassee	Glickman/ Rep. Elaine Gordon

Public Hearings

Date	*Site*	*City*	*Presiding Officer*	*Subject*
1996				
May	Audley Evans Youth Center	Tampa	Rydberg	Public Housing
1995				
October	S.M.I.L.E. Center	Apopka	James	Welfare Reform
1994				
December	Pasco-Hernando Community College	Dade City	James	Farm Workers

The Florida Women's Hall of Fame

The Florida Women's Hall of Fame began in 1982. A total of 27 women were selected as members of the Hall of Fame in 1982, 1984, and 1986, but the Hall fell dormant when Governor Graham left office.

In 1992, Governor Lawton Chiles proposed, and the legislature passed, a Bill (CSSB 1148) that created a permanent Florida Women's Hall of Fame. Chapter 92-48 of the Laws of Florida now states: "It is the intent of the Legislature to recognize and honor those women who, through their works and lives, have made significant improvement of life for women and for all citizens of Florida."

In addition to creating clear criteria for additions to the Hall, this legislation mandated the inclusion of the women who had been honored in the previous decade. The project became a responsibility of the Florida Commission on the Status of Women.

Because education is one important purpose of the Hall of Fame, CSSB 1148 provided display space in the Capitol. In 1994, the Commission unveiled plaques that offer a brief biography and photograph of each honoree.

The Commission appreciates public input that assists in honoring meritorious women and in educating the public on the significant and varied accomplishments of women in Florida's history.

FLORIDA WOMEN'S HALL OF FAME

1982
Mary McCleod Bethune*
Helene S. Coleman
Elaine Gordon
Wilhelmina Celeste Goehring Harvey
Paula Mae Milton*
Barbara Jo Palmer

1984
Roxcy Bolton
Barbara Landstreet Frye*
Lena B. Smithers Hughes*
Zora Neale Hurston*
Sybil Collins Mobley
Helen Lennehan Muir
Gladys Pumariega Soler*
Julia DeForest Sturtevant Tuttle*

1986
Annie Ackerman*
Rosemary Barkett
Gwendolyn Sawyer Cherry*
Dorothy Dodd*
Marjory Stoneman Douglas
Elsie Jones Hare*
Elizabeth McCullough Johnson*
Francis Barlett Kinne
Arva Jeane Moore Parks
Marjorie Kinnan Rawlings*
Florence Barbara Seibert*
Marilyn K. Smith*
Earth Mary Magdalene White*

1992
Jacqueline Cochran*
Carrie P. Meek
Ruth Bryan Owen*

1993
Betty Skelton Frankman
Paulina Pedroso*
Janet Reno

1994
Nikki Beare
Gladys D. Milton
Betty Mae Jumper

1995
Evelyn Stocking Crosslin*
JoAnn Hardin Morgan
Sarah "Aunt Frances" Brooks Pryor*

1996
Marjorie Harris Carr
Betty Castor
Ivy Julia Cromartie Stranahan*

*deceased

Nominations may be made to the Florida Women's Hall of Fame by sending a nomination to:

Florida Commission on the Status of Women
Office of the Attorney General
The Capitol
Tallahassee, Florida 32399-1050

Nominations annually open on April 15 and close on July 15. Call (904) 413-3021 to request a nomination form.

A Brief History of Women in Florida

by Doris Weatherford, Historian, FCSW

"Women seem to have no history, and this is particularly true in a rootless state such as Florida. Indeed, as we near the end of the 20th century, we must shamefully acknowledge that no single book on the history of Florida women has been published."

Doris Weatherford

Two decades after Christopher Columbus first reached the western hemisphere, Ponce de Leon landed on Florida's east coast -- and on board was at least one woman from the Caribbean.

The native women here, of course, had no reason to welcome these Spanish expeditions, for the Europeans assumed the right to rape, enslave, torture, and murder at will. When Panfilo de Narvaez landed on Florida's west coast in 1528, for instance, he greeted a Timucuan chief, Hirrihigua, by cutting off his nose; when Hirrihigua's mother objected, Spanish dogs ate her alive.

Though their numbers were small, Spanish women continued as part of future explorations. In 1539, **Ana Mendez** and **Francisca Hinestrosa** sailed with Hernando de Soto from Cuba to Florida. Hinestrosa was killed at the Battle of Chicaga in 1541, but Mendez, who had been Dona Isabel de Soto's servant, survived and testified on her experience before a Spanish commission in 1560. A decade after that, it was a Mexican woman called **Magdalena** who guided Dominican Father Luis Cancer from Vera Cruz to Tampa Bay.

That almost none of us are aware of such facts is indicative not only of trite teaching, but also of stale scholarship -- for most educators seldom go beyond the textbook and most publishers take the conservative route of reissuing known "facts" without funding serious original research.

Another reason for our ignorance of early Florida is the dominance of the Anglo, rather than the Spanish, version of our history: few of us realize that not until 2055 will the American flag have flown over Florida for as long as the Spanish flag did. And how many Thanksgivings have we celebrated without realizing that the first was here in Florida? It was at St. Augustine, on September 8, 1565, many decades prior to the Pilgrims' famous Thanksgiving in 1621. The reason that we are ignorant of this (and of the fact that some 100 women lived at St. Augustine, which was many more than the original settlement at Plymouth) is because Massachusetts has cherished its history and Florida has not.

Spanish Florida developed into a sophisticated society, and by the end of the 17th century, there were women in Florida who lived in much the same

fashion as European nobility. In 1689, for example, when **Antonia Basalia de Leon**, the daughter of a widow with large amounts of land near modern Jacksonville, married Francisco Tomas, who was also heir to a fortune, they established a family that owned tens of thousands of acres in central Florida.

At the opposite end of the economy, the Spanish governor of Florida reported in 1708 that some 10,000 natives had been sold into slavery in the Carolinas. Ironically, at the same time that natives were being sold north, blacks were welcomed into Florida: King Charles II of Spain established a policy on runaway slaves in 1693 that granted "liberty to all...the men as well as the women."

Charles II's motivation for welcoming blacks probably was not so much humanitarian as the monetary loss that this would mean for the British colonies to the north, but Florida nevertheless became a haven for escaped slaves. Even after Florida became a U.S. territory with slavery, it was still seen as a refuge for black people who fled from the harsher conditions in Georgia and Alabama. As many as 40 percent of these runaway slaves were women -- some of whom took on the additional dangers of fleeing with their children.

Spain ceded Florida to the United States in 1819 as a result of military action by Andrew Jackson; two years later, **Rachel Donelson Jackson** left her Hermitage in Tennessee for the only time in her married life, and she spent four months in Pensacola as first lady of Florida. A few years after that, Florida was again home to a future first lady: at Fort Brooke (now Tampa), **Margaret Smith Taylor** nursed future president Zachary Taylor and other soldiers through a yellow fever epidemic.

It was, in fact, these U.S. Army forts that were central to life in the territory and early statehood. Anglo settlement took place near the security that the military offered, for Florida went through three wars with the Seminoles prior to the Civil War. The federal government gave a gender-defined reward for eliminating natives: the bounty for Seminole women was $200, compared with $500 for men. Those not killed were deported to the Indian Territory of Oklahoma, while a small remnant hid deep in the Everglades.

The federal government further subsidized Florida with the Armed Occupation Act of 1842. This early version of the Homestead Act offered free land to those who settled in areas recently taken from the Seminoles. A study of land claims filed under the short-lived act indicates that approximately one in every six claims was made by a woman heading a household.

The Civil War affected Florida less than other Confederate states, but, of course, many women lost their husbands, sons, and other dear ones. They maintained farms and businesses alone, sometimes for the rest of their lives. The South's defeat meant a plunge into poverty for some white women, but Florida soon experienced a growth spurt as a result of the war. Many Deep

South families -- both black and white -- were displaced from the plantation economy and began new lives on cheaper Florida land.

One of the most important aspects of American women's history began in this postwar era, for it was then that the first major organizations of women developed: although men had belonged to lodges, clubs, and other societies from colonial days, female associations had been considered taboo. Generally speaking, Northern women developed organizations during and after the Civil War, while Southern women joined what historians call "the club movement" two or three decades later.

During and immediately after the war, some northern white women came to Florida to assist newly freed slaves. The federal Freedman's Bureau, however, existed only a few years, and even before Reconstruction officially ended in 1876, most of the state's black people had to fend for themselves. For nearly a century, most local governments would grant little or no tax revenue for needs in black communities. To a large extent, it was African-American women who took on the obligation of building schools, hospitals, and other support systems.

It is therefore not surprising that Florida's first official feminist activist was a Massachusetts woman, **Dr. Esther Hill Hawks**, who came to the Jacksonville area along with the Union Army. Both a physician and an educator, Dr. Hawks spent her postwar winters near Indian River, where her physician husband also developed land. She served as the National Woman Suffrage Association's vice president for Florida in the 1870s.

Harriett Beecher Stowe, as she appeared in 1853, a year after publication of Uncle Tom's Cabin

Other Northern women also began slipping down to Florida for winter sun and privacy. Among those who set the trend was **Harriet Beecher Stowe**, who, in 1868, bought an orange grove in Mandarin, hoping that the work would rehabilitate her son, who had become an alcoholic during the Civil War. She wrote several books during winters here, including one about Florida, Palmetto-Leaves (1873)

Stowe took the train from New England to Jacksonville, for throughout the 19th century, Florida life was centered in the northern end of the state. Jacksonville, Tallahassee, and Pensacola were the oldest and most populous cities, and the southern outpost of civilization was Tampa. To a large extent, it was **Julia Tuttle** who transformed south Florida into a cosmopolitan area.

Tuttle moved from Cleveland in 1891 after her husband died, and she bought a square mile of land at the mouth of the Miami River. A clever real estate developer, she sold or donated alternate lots to ensure growth around her property, and she convinced rail executive Henry Flagler to bring train service south by sending him orange blossoms during a northern freeze. "It is the dream of my life," she wrote, "to see this wilderness turned into a prosperous country."

Julia D.S. Tuttle, just before she became South Florida's pioneering land developer.

Tuttle moved to Miami just a year after the national formation of the General Federation of Women's Clubs, and during the next two decades, Florida women would increasingly form organizations. In 1895, some of them, including **Eleanor McWilliams Chamberlain** of Tampa, went to Atlanta for the first meeting of a national suffrage association to be held in the South.

Susan B. Anthony in 1897, still active less than a decade prior to her death at age 86.

Ella Chamberlain was the president of some one hundred members in Florida's two-year old affiliate of the National American Woman Suffrage Association, and **Susan B. Anthony** introduced her warmly at the Atlanta convention: "For several years a big box of oranges has come to me from Florida," Anthony said. "Not long ago, I got home [to Rochester] on one of the coldest nights of the year, and found a box....Next morning the papers reported that all the oranges in Florida were frozen, but the president of the association saved that box full for me."

When Chamberlain moved to the Midwest in 1897, however, Florida's suffrage association died. Though Anthony and her protégé, **Rev. Dr. Anna Howard Shaw,** spent February and March of 1905 in the St. Augustine area, even these top national leaders exhibited the attitude of many, both then and now: Florida is the perennial place to relax, not to work. Although Anthony

rarely traveled anywhere without speaking on women's issues, she used this vacation (in the year prior to her death) for deserved rest. Shaw, who was both an ordained minister and a credentialed physician, played the same visitor's role in Florida. Though she had a winter home in Polk County's Florence Villa for many years, evidence of her activism here is quite slim.

Similarly, **Bertha Honore Palmer** of Chicago, who led the Women's Congress that attracted millions to the 1893 World's Fair for exhibits and symposia on women's issues, never used these leadership abilities in Florida. She spent much of her late life on some 100,000 acres she owned near Sarasota, where she implemented agricultural and architectural innovations, but, like her friend Susan Anthony, Palmer chose not to venture into Florida's conservative politics.

Finally, as the century ended, the Spanish-American War of 1898 brought still more newcomers to transform Florida. Troops bound for Cuba departed from here, and along with such well-known men as Teddy Roosevelt, there were nationally prominent women. Red Cross chief **Clara Barton** used Tampa as her embarkation point, just as Roosevelt did, and a few female journalists represented national media here.

Other women contracted with the Army to work as nurses on hospital ships and at convalescent centers on the east coast. At least one Tampa woman, **Mabel Bean,** spied on the Spanish at the Army's request, and the Sisters of the Holy Names turned their schools into facilities for soldiers. Because the Army failed to supply soldiers with a decent diet, many women, especially black women, made excellent money by going to the military camps and selling food.

Paulina Pedroso after 1900; in her mid 50s, she had just led the fight for Cuban independence.

Cuban women in Key West and Tampa organized societies to raise funds for arms to support the war of independence against Spain. **Paulina Pedroso** was the chief female revolutionary in exile, and the great Latin American leader Jose Marti headquartered his U.S. activities in Pedroso's home -- even though he was white and she was black.

As the twentieth century dawned, Florida women were developing local organizations aimed at creating playgrounds and kindergartens, paving streets and installing sewer systems, and other such civic goals -- but most were still reluctant to see themselves as voters. It was not until the 1913 inauguration of

President Woodrow Wilson infused new energy into the national movement that Floridians again had a suffrage association.

A group of Jacksonville women went to Washington for the suffrage parade at the inauguration. The next month, they moved on to state action and daringly spoke to the legislature in April. **Roselle C. Cooley**, president of the Equal Franchise League of Jacksonville, wrote of the excitement: "The House of Representatives decided to hear us...at an evening session....The whole House, the whole Senate and the whole town [came]. Seats, aisles, the steps of the Speaker's rostrum were filled, windows had people sitting in them and as far as one could see people were standing on chairs to hear the first call for the rights of women ever uttered in the Capitol of Florida."

They were joined by national leader **Jeanette Rankin** of Montana, who went on to become the first woman elected to Congress. Another speaker was **Dr. Mary A. Safford**, a Unitarian minister from Orlando, and the women soon elected her as their state president. Except for 1917, when **Ivy Stranahan** of Broward County served, Safford would be Florida's suffrage league president for most of the issue's existence.

After much parliamentary maneuvering, the House finally voted on May 2, and the women lost 26-39. To their surprise, however, a prominent senator offered to take it up in the upper chamber, where it lost by just one vote -- with one of the women's ostensibly best supporters deserting them at the last minute.

That would presage the future of the suffrage issue in Florida: every year between 1913 and 1920 there were repeated votes on various forms of enfranchisement, and every time the women lost, often on a technicality or by a heartbreakingly slim margin. The full story, of course, is far more complex and features many of the same problems facing feminists today, including internal divisions between radical and moderate approaches to political action.

Perhaps the most effective of any of the suffrage leaders, however, was **May Mann Jennings**, the wife of a former governor, who, as the state president of the General Federation of Women's Clubs, pushed this largest organization into supporting suffrage in 1915.

The other important event of that year, was, in fact, the state's first enfranchisement of women. The town of Fellsmere in St. Lucie County (population 898, compared to Palm Beach's 113) applied for its municipal charter, and because women had played an active role in establishing the community, its men included a provision allowing women to vote. It passed the legislature without notice, along with dozens of other local bills that are not traditionally debated.

As the Fellsmere coup became known, women pushed for the local vote elsewhere, and by the time that full suffrage came through a federal

constitutional amendment in 1920, women were voting in local elections in 23 Florida towns.

Even more surprising is that one of these towns, Moore Haven in DeSoto County, immediately and unanimously elected a woman, **Marion Horwitz O'Brien**, as mayor. Aurantia in Brevard County sent its proposed charter to the legislature with the names of the five city commissioners in the bill -- and all were women.

While Florida never granted full suffrage to women until the federal amendment forced their enfranchisement, it was the first Southern state to elect a woman to Congress: **Ruth Bryan Owen** of Miami, the daughter of former presidential nominee William Jennings Bryan of Nebraska, was elected just eight years after women got the vote. Her mother, **Mary Baird Bryan**, had lobbied for suffrage in Tallahassee, and she successfully managed her daughter's campaign in a district that ran from the Georgia border through the Keys.

Ruth Bryan Owen after 1930, during her service as the first southern woman in Congress

Rep. Owen was elected in the boom years of the Roaring Twenties and lost early in the Great Depression of the thirties. Although President Roosevelt gave Owen precedent-setting diplomatic appointments after her defeat, the situation was a paradigm for women, for many of the early-century gains were wiped out with the depression.

A far more visible Florida writer of the era, of course, was **Marjorie Kinnan Rawlings**, who won the 1939 Pulitzer Prize for The Yearling, a story based in the Cross Creek area near Gainesville. At the same time, **Marjory Stoneman Douglas** of Miami published fiction and non-fiction in national magazines and planned her environmental classic, River of Grass, published in 1947.

Though women held relatively few of the jobs created by the New Deal, Florida was one of the few states in which the era's Federal Writers Project was headed by a woman. **Carita Doggett Corse** of Jacksonville did an exceptionally good job of using the project to document the state's minority history: she sent writers to interview ex-slaves who were still alive, thereby creating an uncommon resource for our state.

Mary McLeod Bethune circa 1930; at ag 55, she was just beginning to establish the reputation that made her the area's most internationally prominent black woman.

In 1935, President Roosevelt made the first appointment of a black woman to a major national position. **Mary McLeod Bethune** of Daytona, who had so courageously built Bethune-Cookman College with no initial resources, was appointed to head the Office of Minority Affairs of the National Youth Administration.

Earlier, the federally funded Household Arts Training Schools that were established in Southern cities owed much of their existence to successful models created by another black Floridian, **Blanche Armwood** of Tampa. Another nationally prominent black woman of this era was aviator **Bessie Coleman,** who moved to Orlando in 1926 and was killed in an air show over Jacksonville the following year. Although few Floridians were aware of her even then, the era also produced sculptor **Augusta Savage** of Green Cove Springs, who was the only black artist commissioned to exhibit at the 1939 World's Fair. And finally, **Zora Neale Hurston** of Eatonville received national attention as a highly original author of African-American folklore.

Zora Neale Hurston in 1937, whe her most famous book, Their Eye Were Watching God, was published.

The next decade, of course, brought World War II, which transformed Florida faster and more profoundly than any other event. Tens of thousands of women trained at Daytona Beach, when the second of three boot camps for the Women's Army Corps was based there early in 1943 -- doubtlessly very quietly influenced by the fact that Daytona's Mary McLeod Bethune, who was then president of the National Council of Negro Women, served on the National Advisory Board for the WACs.

After training, WACs moved throughout the world, but some stayed on in Florida, especially the Air WACs, who maintained planes and ran control towers at Whiting Field in the Panhandle. Hotels up and down both coasts were turned into hospitals, and women from the Army and Navy Nurse Corps were assigned to them. Civilian women worked in shipyards, searched the skies and seas for potential enemies as part of volunteer paramilitary groups, and contributed endless time and money to the Red Cross, the U.S.O, and other organizations.

Edna Giles Fuller as she appeared i 1931 during her service as Florida's first woman in the state legislature.

The era also saw Florida's first feminist legislator. Although **Edna Giles Fuller** was elected in 1928 -- the same year that Ruth Bryan Owen was elected to Congress -- it was not until 1942 that Florida had its second woman and first women's rights advocate in the legislature. She was **Mary Lou Baker** of Pinellas County, an attorney who not only kept her maiden name at marriage, but also was pregnant during her time in office. Moreover, she filed legislation ensuring the property rights of married women and granting power of attorney to women whose husbands were serving in the military. The Florida Law Journal called her work "the most historic change which has occurred in the basic law of the State of Florida in a generation."

Although it seems almost unbelievable today, Rep. Baker's third feminist proposal never passed during the two terms she served. Her bill granting women the right to serve on juries was not enacted until late in the decade, after Baker lost her 1946 reelection bid. Thus, until well after World War II, no Florida woman could hope to be tried by her true peers, and female attorneys always faced an all-male jury. Moreover, the state's women would wait until 1975 for jury service to be truly egalitarian, for until then, the law demanded that women make the extra effort to place their names on potential juror lists, while men were automatically listed.

After 1947, the House always had at least one woman, but none won a Senate race until 1962, when **Beth Johnson** of Orlando, who had previously served in the House, was elected. In what has to be one of the strangest of historical coincidences, the second woman in the Senate was also called **Beth Johnson** -- she was from Cocoa and was elected 1966.

Two African-American women of this era received national attention: FAMU graduate **Althea Gibson** was the first black American to play tennis at England's famous Wimbledon. In 1958, she won the American Tennis Association's women's championship and the U.S. national singles title; she was named Woman Athlete of the Year by the Associated Press. In 1961, **Eula Johnson** received national attention for leading the integration of south Florida's beaches with a swim-in at Fort Lauderdale.

In the seventies, Florida quickly became part of the revived feminist movement nationally; unlike the "club movement" of the 19th century when the state followed the nation by decades, there were Floridians who were among the founding members of the National Organization for Women (NOW) and other

new feminist groups. Older organizations such as the League of Women Voters and the Business and Professional Women's Clubs saw a new infusion of energy in the seventies, and major coalitions were formed to work for the Equal Rights Amendment and other causes.

In 1970, the first African-American woman, **Gwen Cherry** of Miami, was elected to the Florida House. The first in the Senate was **Carrie Meek**, also of Miami, in 1982, and Meek went on to be the first black Floridian elected to Congress since the Reconstruction Era. The first Cuban-American in the legislature, elected also in 1982, was **Ileana Ros-Lehtinen**, who also went on to Congress.

The eighties brought the first woman, **Paula Hawkins** of Maitland, to the U.S. Senate; the first on the Florida Cabinet, **Betty Castor** of Tampa; and the first (and thus far, the only) woman on the state Supreme Court, **Rosemary Barkett** of Miami.

The decade also saw the death of the federal Equal Rights Amendment: with 35 of the 38 necessary states having approved it, the ERA died in Florida, which was the last state to vote before time expired. The House passed it, but the Senate voted it down by 21-19, with one senator deserting his campaign pledge to support it.

Outside of politics, one notable woman of this era has yet to be recognized by our state: In 1983, **Ellen T. Zwilich**, a graduate of Florida State University, was the first woman to win the Pulitzer Prize for musical composition since the 1943 inception of the prize.

Nor do we have a system of recognizing achievers on the other end of the age scale, despite the fact that our state has always attracted famous people who live out their last years here. **Susan B. Anthony II**, the niece of the heroic suffrage leader and a noted feminist author in her own right, died recently without any recognition by her adopted state. Another woman who lives among us now and deserves our attention is **Alene Duerk**, who, as head of the Navy Nurse Corps in 1972, became the nation's first female admiral.

Florida received major honors with the inauguration of President Clinton in 1993: one of our own, **Janet Reno** of Miami, became the highest-ranked female Cabinet member in history when she was named Attorney General. The president also appointed **Carol Browner**, also of Miami, to head the nation's Environmental Protection Agency.

At the same time, the number of women winning elective office -- one of the most objective measures of the status of women -- dropped with the 1994 election. The media discovered "male backlash," confirming the unfortunate fact that women's history, both nationally and locally, is indeed a matter of peaks and valleys, progress and decline. Nothing is automatic: we must work for all that

we have, and we must give ourselves both the inspiration and the strategic advantage of knowing where we have been before. We must research, write, and learn our history.

Demographic Profile -- Women in Florida

•FLORIDA. In 1993, Florida ranked in the "up to 20 percent worse than state median 8.5 to 10.1" in Infant Mortality Rate (deaths per 1,000 live births).

•FLORIDA. In 1993, Florida ranked in the "more than 20 percent worse than state median 41 and higher" in Teen Birth Rate (ages 15-17 births per 1,000 females).

•NATIONAL. More than half (51 percent) of the fathers of children born to women under the age of 18 were in their 20s. The Teen Birth Rate increased from 31 out of 100,000 births in 1985 to 38 out of 100,000 in 1993.

•FLORIDA. From 1985 to 1993, Florida had a 24 percent decrease in the mortality rate (deaths per 1,000 live births) from 11.3 percent in 1985 to 8.6 in 1993. National averages were 10.6 in 1985 and 8.4 in 1993.

The following figures show a comparison of population figures for the U.S. and Florida. Figure 2 shows Florida population estimates and projections by race. Figure 3 shows the U.S. female population by age. Figure 4 is a graphic representation of similar information for Florida. Table 2 shows the ratio of males to females by age group for the U.S. Table 3 depicts the U.S. female resident population by age and race for the year 1994. Table 4 shows the U.S. female population by marital status for a similar time period.

Since 1990, females have consistently made up approximately 52 percent of the Florida population.

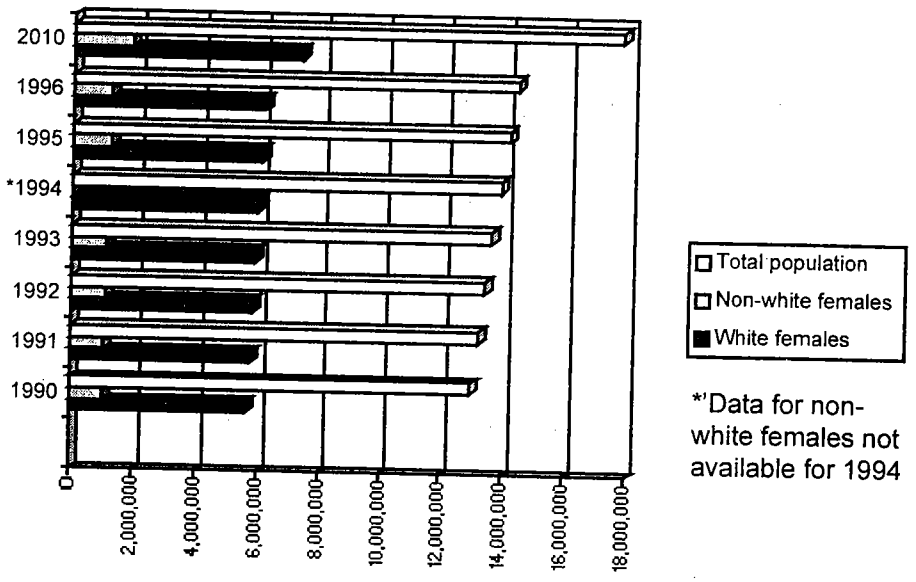


Figure 2. Florida Population Estimates and Projections[1]

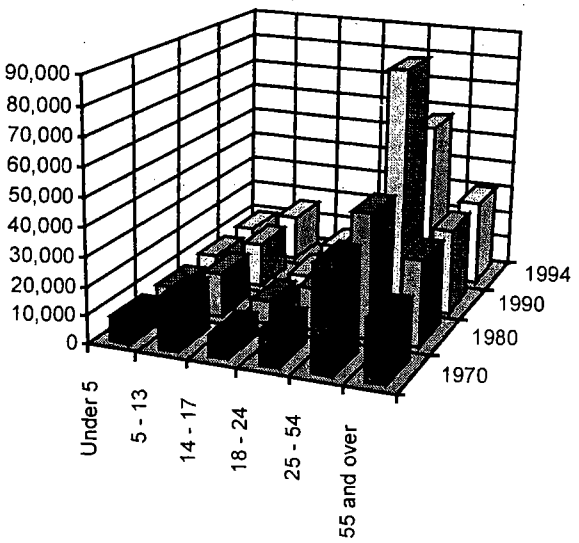


Figure 3. U.S. Female Population by Age (in thousands)[2]

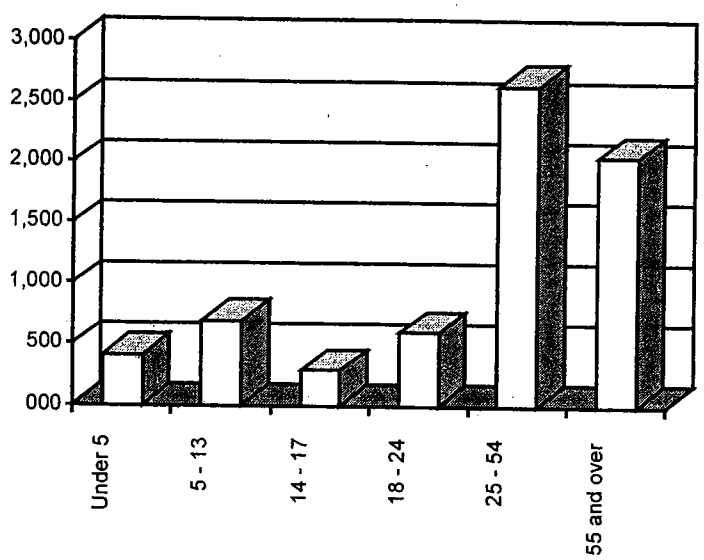


Figure 4. Florida Female Population by Age - 1990 (in thousands)[3]

Table 2. U.S. Ratio of Males to Females by Age Group[4] (number of males per 100 females)

Year	Under 14	14 - 24	25 - 44	45 - 64	65 and over
1950	103.7	98.2	96.4	100.1	89.6
1960	103.4	98.7	95.7	95.7	82.8
1970	103.9	98.7	95.5	91.6	72.1
1980	104.6	101.9	97.4	90.7	67.6
1990	104.9	104.6	98.9	92.5	67.2
1994	104.9	104.4	99.1	93.4	68.5
2000	105.2	104.4	99.1	94.1	70.5
2025	105.4	104.7	98.6	94.2	82.0

Table 3. U.S. Female Resident Population by Age and Race - 1994 (in thousands)[5])

Under 5	5 - 13	14 - 17	18 - 24	25 - 54	55 and over
		White			
7,597	13,118	5,557	9,896	47,078	27,085
		Black			
1,538	2,571	1,109	1,884	7,252	2,827
		American Indian, Eskimo, Aleut			
105	200	82	126	456	146
		Asian, Pacific Islander			
393	636	267	501	2,182	658

Table 4. U.S. Female Population by Marital Status (Percentage of total female population)[6]

Year	Never Married	Married	Widowed	Divorced
		White		
1970	8.2	43.1	8.6	2.3
1994	14.2	50.7	9.4	8.3
		Black		
1970	1.2	4.4	1.1	0.4
1994	4.3	4.9	1.3	1.5

- By the year 2025, black females will comprise approximately 52.7 percent of the U.S. black population.[7]
- In 1980, there were 1,559,000 females 85 years old or over. In 1994, this figure rose to 2,542,000. It is projected that by the year 2000 that number will rise to 3,095,000 females compared to 1,238,000 males.[8]
- In 1994, 40.2 percent of the U.S. female population 65 years old and older lived alone.[9]
- The number of out-of-wedlock births to women in their 20's increased more rapidly than those among teens.[10]

- In 1970, the largest percentage of births occurred to mothers in the age group 20 to 24 years old (1,419,000). By 1992, the largest percentage has shifted to mothers ages 25 to 29 (1,179,000).[11]

- In the United States in 1992, 4,065,014 live births were registered; the figure for Florida was 191,713.[12]

- A nonwhite (includes all races other than white) mother is more likely to have a low birthweight child (less than 2,500 grams) than a white mother. Females are more likely to be born with low birthweight than males.[13]

- In 1970, there were 399,000 live births registered in the United States to unmarried women (never-married, widowed, or divorced), and in 1992, there were 1,225,000 live births registered for this group.[14]

- In 1990, there were approximately 548,556 female householders in Florida.[15]

- In 1990, American Indian Areas/Counties in Florida were represented by the following numbers of females:[16]

  - Big Cypress Reservation 235
  - Brighton Reservation 215
  - Hollywood Reservation 252
  - Miccosukee Reservation 50
  - Seminole Trust Lands 51

SECTION II - COMMITTEE REPORTS

Family

by Barbara Effman, Executive Committee, FCSW

"I do not ever recall seeing my mother by the light of day. She would lie down with me and get me to sleep, but long before I waked she was gone."

Life and Times of Frederick Douglass

- NATIONAL. The share of families headed by a single parent has increased from 22 percent in 1985 to 26 percent in 1993.
- FLORIDA. Between 1985 and 1993, the number of families with children headed by a single parent in Florida increased by 20 percent.
- FLORIDA. In 1993, Florida ranked in the "up to 20 percent worse than state median 26 to 30 Percent" of Families with Children Headed by a Single Parent.

The American Family today no longer consists of a non-working mom, working dad, son, daughter, and dog, all living happily in a single-family brick home. In the last three decades, the percentage of children living in single-parent homes has more than tripled. As shown in Figure 5, the trend has continued since 1960. Today, 17 million children and nearly 29 percent of families live in single-parent homes. In 1992, 7.1 million families with children under the age of 18 were maintained by women. In contrast, 1.4 million families with children under 18 were maintained by men.[17]

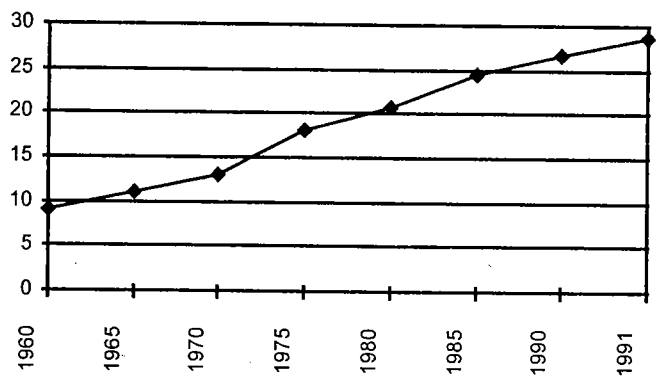


Figure 5. Single Parent Families
Source: U.S. Bureau of the Census[18]

Three and one-half million black families were maintained by women heads of household in 1992. This represents nearly half (47 percent) of all black families in the United States. Of 57 million white families, 7.8 million were maintained by women; however, this accounted for only 14 percent of all white families. One out of every four Hispanic families was maintained by a woman. Sixty-nine percent of female-maintained Hispanic-origin families had children under age 18, compared with 66 percent of black and 58 percent of white families.[19]

Adults in the 1990s are more likely to be single than they were in the 1970s. The tendency to postpone marriage is reflected in the large increase in the proportion of people under 35 who have never been married. Between 1970 and 1990, the proportion of 20- to 24-year olds who had never married increased from 36 percent to 63 percent, while the proportion of 25- to 29-year olds nearly tripled from 11 percent to 31 percent. Not only are young people of both sexes postponing marriage, but more adults are becoming single because of divorce.[20]

Figure 6 depicts marriage and divorce rates in the U.S. from 1960 through 1991, and Figure 7 shows percents of marriages and divorces per 1,000 women. These figures indicate that the number of divorces in America has increased nearly 200 percent in the last 30 years, while today, the percentage of people marrying is at an all-time low.

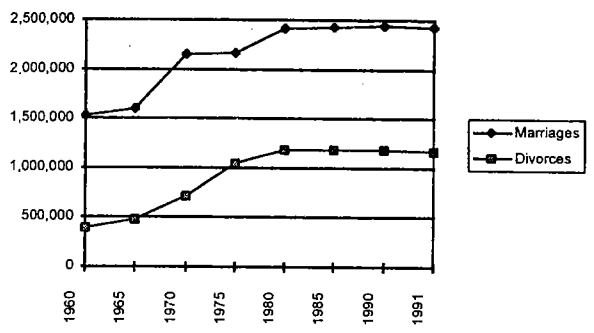


Figure 6. Marriage and Divorce Rates

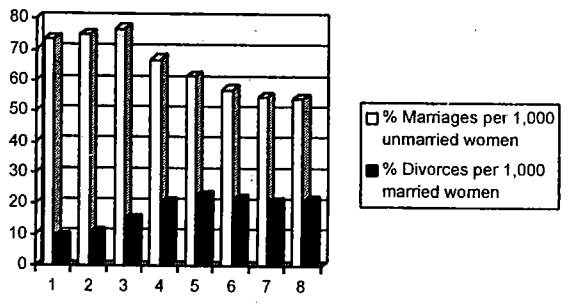


Figure 7. Percents of Marriages and Divorces

Teenage marriages carry the greatest risk of divorce. Of women who married before age 20, almost one-third were divorced by 1985. Today, that number is even higher. Women who marry later seem to have more stability in their marriages.

Elderly women are likely to become single as a result of the death of a spouse. Widowhood is the most common status among elderly women, and more likely to be a permanent one for them than men. In 1988, there were 11.2 million widowed women, compared to only 2.3 million widowers.

With more children living with one parent, child support awards are more commonplace. In 1992, approximately 5.5 million women and 648,000 men had been awarded child support. Of the 4.9 million women actually due payments in 1991, only 76 percent received some payment. Women who received child support in 1991 were paid an average of $3,011 that year, not nearly enough to raise a child on.[21]

Poverty among children is growing at an alarming rate as shown in Figure 8. One child in five who lives in this nation lives in poverty. Of all age groups, children are the most likely to be poor. Of children under the age of 6 who live with married parents, 12 percent live in poverty. For all children who live with only their mother, 66 percent live in poverty.[22] The poverty definition used by the Federal government consists of a set of cash income thresholds that vary by family size and composition and that are updated every year to reflect changes in Consumer Index. In 1991, the poverty threshold for a family of three persons, where two of the family members were children, was $10,973. The table below shows the trend in child poverty statistics for the years 1960 through 1991.

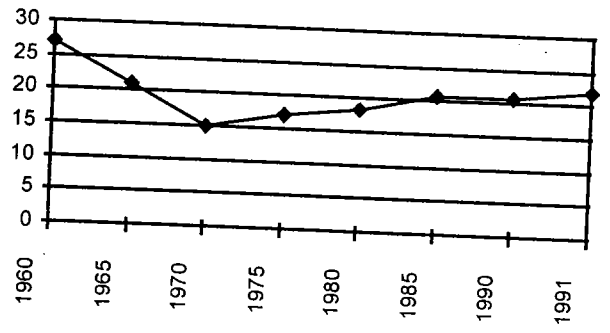


Figure 8. Child Poverty[23] (in millions)

Families maintained by women had the lowest median income of all family types in 1991 -- $16,692 -- when compared with $40,995 for married-couple families, and $28,351 for families maintained by men. In 1991, white families maintained by a women had a median income of $19,547; for similar black families, median income was $11,414; and for comparable Hispanic-origin families, it was $12,132. The female-headed family consists of two or more persons residing together who are related by birth, marriage, or adoption, where the householder (the person in whose name the home is owned, being bought, or rented) is a woman without a spouse present. In addition to families maintained by women where children are present, there are families maintained by women in which other related persons (parents, grandparents, aunts, uncles, and in-laws) reside, regardless of the presence of children.[24] Table 5 shows the trends in median incomes of families from 1980 to 1991.

Table 5. Median Income of Families, by Selected Characteristics[25]

Type of Family	1980	1985	1991
Married-couple family	$23,141	$31,100	$40,005
Wife in paid labor force	26,879	36,431	48,169
Wife not in paid labor force	18,972	24,556	30,075
Male householder, no wife present	17,519	22,622	28,351
Female householder, no husband present	10,408	13,660	16,692

The total number of families maintained by women below the poverty level has increased from 3.0 million in 1980 to 4.2 million in 1991. Thirty-six percent of persons in families maintained by women live below the poverty level. Women in poverty are more likely to live in a family in which no spouse is present. The number of families maintained by women below the poverty level in 1991 was 10 times as high as those maintained by men (4.2 million as compared with 393,000).[26] Figure 9 shows the number of families below poverty status compared to all families.

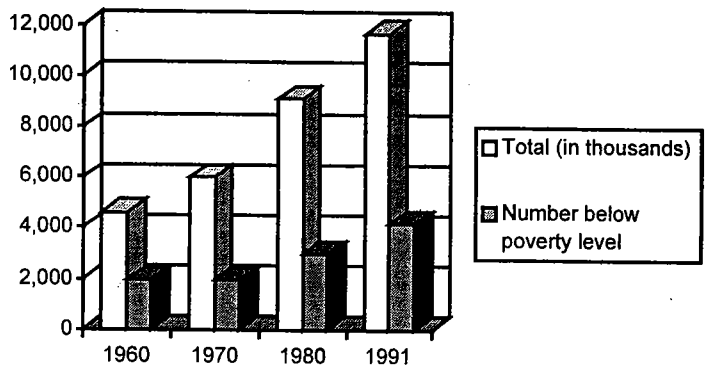


Figure 9. Below Poverty Status of Families (in thousands)

Today, more than one child in eight is being raised on government welfare through the Aid to Families with Dependent Children (AFDC) program. The percentage of American children dependent on AFDC welfare has risen from 3.5 percent in 1960 to 8.5 percent in 1970, to 12.9 percent (supporting nearly 9 million children) in 1991. This large increase in welfare dependency among children is a reflection of the collapse of the family structure, according to Robert Rector, writer in the *Journal of Labor Research*. As he looks at historical data, he finds that two-thirds of the families receiving AFDC will ultimately receive AFDC for eight years or more. Figure 10 depicts the trend in percentage of children relying on AFDC.[27]

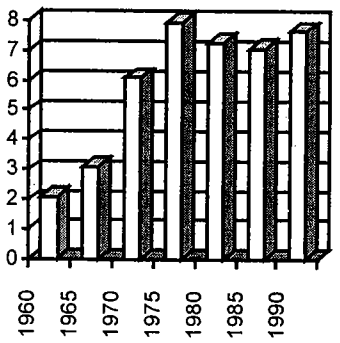


Figure 10. Percent of Children Relying on AFDC[28]

Unfortunately, the modern family deals with many problems. The additional stress of single parenthood and low-income has led, in part, to an increase in child abuse, teen suicides, and births to unwed mothers.[29] Although controversy surrounds the number of reported child abuse cases, clearly the number of children abused in the United States has increased dramatically in the past two decades.

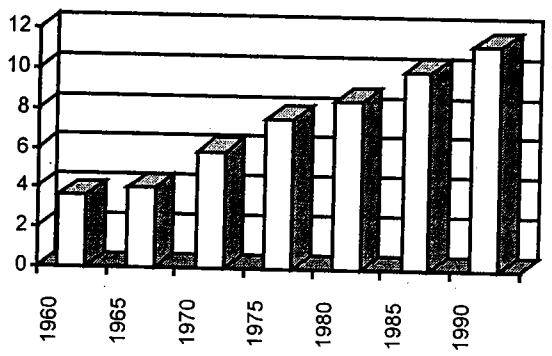


Figure 11. Teen Suicide Rates, 1980 - 1990 (per thousand teens)

Since 1960, the teen suicide rate has more than tripled as shown in Figure 11. Although these statistics alone do not give a complete picture of the problems families with teenagers face, it is evident that the family must deal with the social pressures that too often affect our teens. Suicide is now the third leading cause of death among adolescents - behind motor vehicle accidents and all other accidents. According to Professor Edward Zigler from Yale University, for every successful suicide there are 50 to 100 adolescents who attempt suicide.[30] Looked at another way, in 1990, using conservative estimates, more than 5 percent of all teenagers tried to take their lives, compared with 1 percent in 1960.[31]

One of the contributing factors to the prevalence of single-parent homes is the increase in births to unmarried women. Since 1960, as depicted in Figure 12 births to unmarried women increased more than 400 percent. In 1960, only 5.3 percent of all births were out-of-wedlock. By 1990, this number had increased to 28 percent. Among whites, the number increased from 2.3 percent of all births in 1960 to 21 percent of all births in 1990. Among blacks, the rates are even more startling. In 1990, 65.2 percent of all black children were born to unwed mothers. The table below shows this trend in graphic detail.[32]

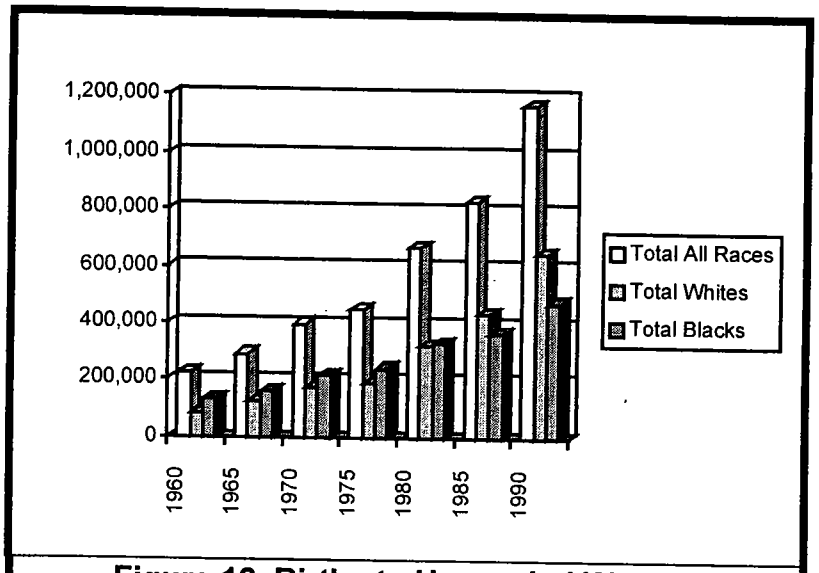


Figure 12. Births to Unmarried Women

When looking at the American Family, child care, parental leave and elder care still remain major concerns to women as they continue to enter the work force. With fewer extended families to help with child care, more working mothers must look outside the family to meet their child care needs. In addition, women, whether or not they work outside the home, are virtually always the caregivers of elderly family members who need assistance. The Bureau of Labor Statistics reports that in 1991, there were 32.2 million families with children under the age of 18. Sixty percent of these families had a working mother. Fifteen million families had children under 6 years of age, and among these, 52 percent had mothers in the workforce. Over 58 percent of married women with a child under 6 years of age were in the labor force. Even a majority (54 percent) of married mothers with children under the age of one were working in 1989.

Education

by Laura Ward, Commissioner, FCSW

"The large gaps between the education levels of women and men that were evident in the 1970s have essentially disappeared for the younger generation."

The Condition of Education, 1995[33]

- NATIONAL. More than one-third of adults in working-poor families are high school dropouts. 9 percent of teens ages 16 to 19 were dropouts in 1993, a decline of 18 percent since 1985. Between 1985 and 1993, there was a 9 percent decline in the number of 16 to 19 year olds neither attending school nor working.
- FLORIDA. Percent of Teens who are High School Dropouts (ages 16-19): in 1993 Florida ranked "more than 20 percent worse than state median 11 and higher."
- FLORIDA. Percent of teens not attending school and not working (ages 16-19): in 1993 Florida ranked "up to 20 percent worse than state median 11 to 12."

In making gender comparisons during the last twenty years, women have made significant progress in overall educational attainment. The high school dropout rate for young women has decreased from 17.3 percent in 1967 to 8.1 percent in 1994. The percentage of female high school graduates enrolling in colleges has increased from 37.9 percent in 1960 to 63.2 percent in 1994. In making gender comparisons, females generally start school at an earlier age than males and are less likely to fall behind; they are less likely to have repeated a grade; their level of reading proficiency, when compared to males, is roughly equivalent to about one and a half years of schooling; and young women are slightly more likely to enroll in a 4-year college after graduation from high school rather than a 2-year institution.[34]

High School Dropouts

The percentage of high school dropouts between ages 16 and 24, with only a few exceptions, has gradually decreased from 17 percent in 1967 to 10.5 percent in 1994. The largest percentage decrease was for females, from 17.3 percent to 8.1 percent. Male dropout rates decreased from 16.5 percent to 12.3 percent. Table 6 shows high school drop out rates from 1967 through 1994.

Table 6. High School Drop Out Rates[35]			
Year	Total	Male	Female
1967	17.0	16.5	17.3
1972	14.6	14.1	15.1
1977	14.1	14.5	13.8
1982	13.9	14.5	13.3
1987	12.7	13.2	12.1
1992	11.0	11.3	10.7
1994	10.5	12.3	8.1

School Programs

The percentage of female high school seniors enrolled in general and college preparatory programs has increased, while the percentage of those enrolled in vocational programs has decreased. This holds true for males, as well. However the increases have been more significant for females as they shift away from vocational programs. In 1982, 25.1 percent of the males and 28.7 percent of the females reported they were enrolled in vocational courses. By 1992, these percentages had decreased to 11.9 and 11.6 percent respectively.[36]

Scholastic Aptitude Test Scores

Test scores for college-bound seniors taking the verbal portion of the SAT have gradually declined by 30 points between 1971-72 and 1993-94 (with the exception of the period from 1984-86). Females scored anywhere from two to thirteen points below their male counterpoints. Overall mathematical scores dropped from 484 in 1971 to 479 in 1993-94. Gender differences on mathematical scores varied by as much as 44 points, with males outscoring females each year.[37]

Just-released average test scores for 1996 graduating high school seniors increased by two points for mathematics, to 508, and by one point, to 505, for the verbal portion of the exam. Both men and women made small gains, with men's average math and verbal scores rising two points each to 527 and 507; women's math scores increased two points, to 492, while their verbal scores increased one point to 503.[38] Florida continues to lag behind the national average scores for both men and women, which are 496 points for math and 498 for verbal.[39]

Enrollment in Institutions of Higher Education

In Florida, 62.71 percent of the high school graduates receiving diplomas in 1995 indicated that they were continuing their education in either a 2-year or 4-year institution of higher learning. An additional 4.48 percent planned to attend technical or trade schools.[40] Table 7 shows the full and part-time enrollment rates for students in the U.S.

Table 7. Full- and Part-Time Enrollment Rates (in thousands) Male/Female

Age	1980	1985	1990	1993
14 - 17 years				
Full-time	84/**132**	102/**101**	70/**71**	10/**6**
Part-time	72/**87**	15/**17**	19/**12**	12/**13**
18 - 19 years:				
Full-time	1,229/**1,352**	1,108/**1,214**	1,198/**1,281**	138/**172**
Part-time	1,086/**1,244**	146/**174**	122/**156**	153/**168**
20 - 21 years:				
Full-time	1,104/**955**	1,027/**948**	1,055/**1,067**	209/**279**
Part-time	1,084/**1,135**	154/**209**	189/**218**	250/**248**
22 - 24 years:				
Full-time	687/**487**	730/**497**	757/**630**	392/**493**
Part-time	868/**770**	377/**438**	318/**388**	350/**429**
25 - 29 years:				
Full-time	379/**232**	395/**299**	413/**389**	564/**689**
Part-time	386/**369**	615/**646**	596/**662**	563/**699**
30 - 34 years:				
Full-time	129/**135**	149/**161**	162/**242**	484/**575**
Part-time	177/**236**	447/**531**	424/**527**	402/**555**
35 years and over:				
Full-time	77/**115**	97/**248**	154/**333**	739/**1,427**
Part-time	30/**799**	542/**998**	747/**1,410**	216/**397**
TOTALS: (By gender)				
Male	5,874	5,818	6,284	7,878
Female	**6,223**	**6,429**	**7,535**	**6,428**

Bold type indicates female enrollment

Nationwide, the overall number and percentage of high school graduates enrolling in colleges increased between 1960 and 1994, with the female population showing the largest percentage gain. Each year since 1988, the percentage of female high school graduates attending college has surpassed that of males. In 1960, 54 percent of male high school graduates were enrolled in college; 37.9 percent of female high school graduates were enrolled. By 1994, the male high school graduation population attending college increased to 60.6 percent, an increase of 4.6 percent. Female high school graduates enrolled in college had increased by 25.3 percent, from 37.9 percent in 1960 to 63.2 percent in 1994.

In 1980, full and part-time fall enrollment for females in institutions of higher education surpassed that of males, due to a dramatic increase from the 1975 level of almost 700,000 part-time students. The chart below shows the number (in thousands) by age and gender of full and part-time students enrolled in institutions of higher learning between 1980 and 1993. Female statistics are highlighted in bold.

The national trend for college freshmen to graduate within 5 years is at an all-time low of 23 percent. However, in Florida, the State University System's five-year graduation rate is 47 percent, up from 40 percent in 1988. Percentages for completing college in four years are 29.4 percent for women and 17.9 percent for men.[41]

Economic Impact Of Education

Young women continue to earn less than young men with similar levels of education. In 1993, the average earnings for female high school graduates in the 25 to 34 age group were 37 percent lower than those for male graduates of the same age. On average, female college graduates' earned 20 percent less than male college graduates' earnings.[42]

In academia, women also lag behind men in average salaries for full-time instructional faculty on 9-month contracts. The 1993-94 average salary for all faculty was $46,364, with men averaging $49,579, and women averaging $40.058. The largest salary difference was in 4-year private institutions where men averaged $51,397 and women averaged $40,378. The smallest salary gap for all institutions, public and private, was in the academic ranks of assistant professor and instructor.[43]

Florida Public Education Employment

Women employed by the public school system in Florida lag significantly behind their male counterparts in superintendent and other noninstructional administrator positions. Florida has 44 school board districts with elected superintendents and 23 with appointed superintendents. Although the number of female superintendents has increased by two since 1993-94, women represent only 19 percent of the superintendents in the state's 67 school districts. Women hold 32 percent of the noninstructional administrator positions and 78 percent of the teacher positions.[44]

Conclusion

Women in the United States generally have higher educational attainment than their counterparts in other parts of the world, although in many countries women are also making significant advances. Employment rate gaps between men and women narrow with increasing levels of education, and even though female college graduates earn less on the average than males, they enjoy an earnings advantage over their high school graduate counterparts that is greater than that enjoyed by males.[45]

Health Care

by Elsie Crowell, Commissioner, FCSW, and
Mona Jain, Commissioner, FCSW

"Women play key roles in nurturing the young and the old, in holding distressed families together, and in maintaining health and economic stability. When they cannot fulfill these roles, the impact can be felt regardless of gender, class, culture, or ethnicity."

- NATIONAL. According to the U.S. Bureau of Census, in 1994 more than 34 percent of all Latinos and 20 percent of African Americans did not have health insurance.
- FLORIDA. In 1993, 18 percent of the children did not have health insurance, which is slightly higher than the national average of 13 percent.

Many women, as well as physicians, still believe the myth that breast cancer is the greatest threat to a woman's health. In a survey conducted by the American Heart Association and reprinted in major newspapers in September 1995, more than 80 percent of women and 32 percent of doctors named cancer, among other killers, as the greatest threat to a woman's health.

The fact remains that heart disease is the leading cause of death in America for both men and women. Even though the death rates from heart disease have actually dropped nearly every year since 1950, 734,000 heart disease deaths occurred in 1994.[46]

Florida has a slightly greater percentage of women who die from heart

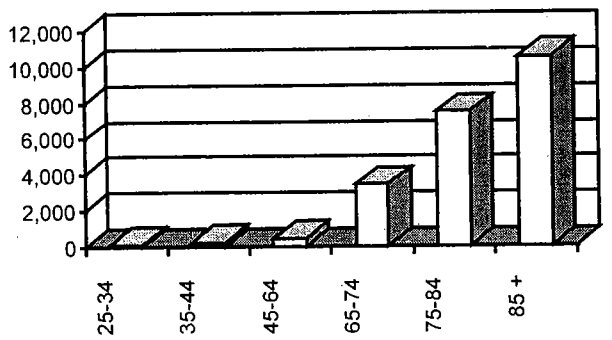


Figure 13. Female Deaths, by Age Group

disease compared to the American female population. Age, gender, and family

history are important considerations when compiling statistics across the entire female population. Figure 13 shows numbers of female deaths, by age group.

For example, among all Florida women residents under age 25, heart disease deaths are infrequent. From age 25-34; though, heart disease emerges as a more prominent killer. It rises steadily as a cause of death for women 35 to 85 plus. However, heart disease is second to cancer in white women until over the age of 85.[47]

Some factors contributing to heart disease cannot be avoided, such as:

- INCREASING AGE-- Chances of developing heart disease increase as women grow older.
- GENDER--More men have heart attacks than women, and men have them earlier in life, but after menopause, more women die from heart attacks.
- HEREDITY (Family History)--Both men and women are more likely to develop heart disease if close relatives had it. Race is also a factor. Black women have a greater risk of heart disease than white women; in large part, this is due to higher average blood pressure levels.

On the other hand, some risk factors such as the ones listed below either can be treated medically, or avoided altogether:

- CIGARETTE/TOBACCO SMOKE-- This greatest single cause of heart disease death can be avoided. For women, smoking is the biggest risk factor for heart attack, especially among women smokers who use some type of oral contraceptives. Long-term exposure to tobacco smoke (second-hand smoke) is also a contributing factor.
- HIGH BLOOD PRESSURE--High blood pressure increases the risk of stroke and heart and kidney disease. Moreover, black women, women over the age of 65, women who are overweight, women who have a family history, women who are pregnant and those who take certain types of oral contraceptives are at greater risk.
- PHYSICAL INACTIVITY--Studies show that heart disease is almost twice as likely to develop in inactive people as in those who are active. Obesity, diabetes, and stress are also risk factors.[48]

Figure 14, Figure 15, Figure 16, and Figure 17 show the leading causes of deaths in women in Florida, for 1980 through 1995, among white and non-white

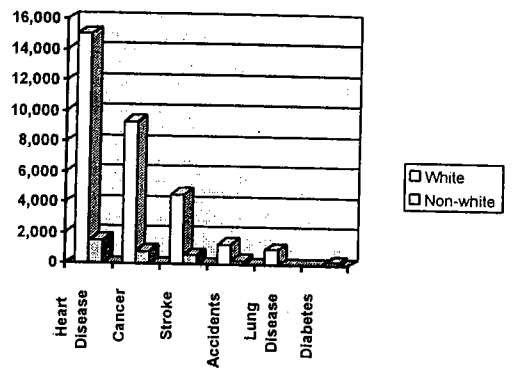


Figure 14. Leading Causes of Death, 1980

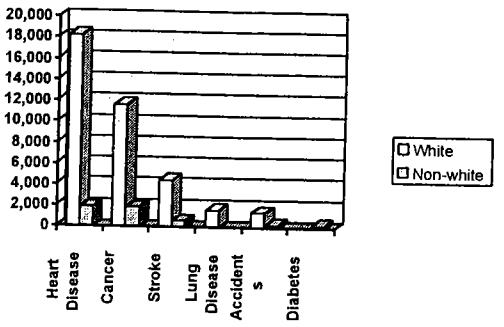


Figure 15. Leading Causes of Death, 1985

women.

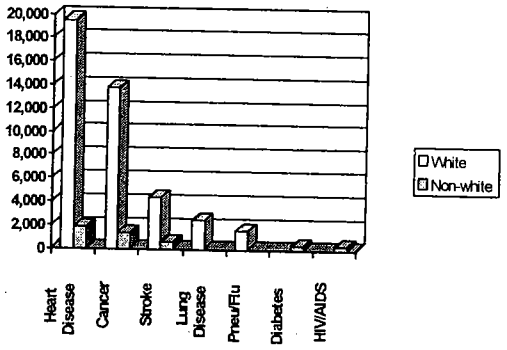


Figure 16. Leading Causes of Death, 1990

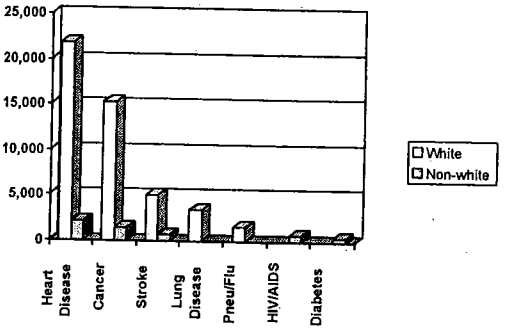


Figure 17. Leading Causes of Death, 1995

Cancer

Nationally, death rates for all cancer sites combined have declined somewhat since 1973, for women under age 55. This is due in part to the major decrease in the incidence of cervical and uterine cancer. Figure 18 shows the distribution of cancer deaths among Florida women. The number of deaths from the two leading causes of cancer death, breast and lung, are increasing.[49]

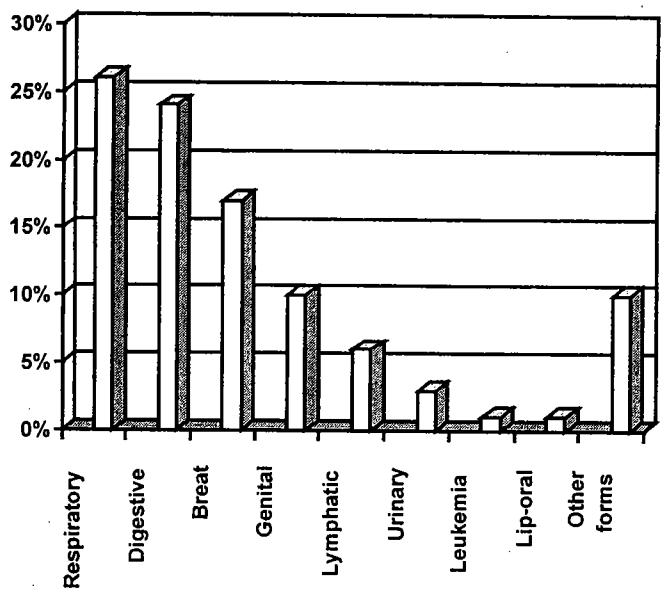


Figure 18. Distribution of Cancer Deaths among Florida Women

In Florida and the United States, cancer is the second leading cause of death in women, with Florida showing a slightly higher than average rate. In addition, the national trends are similar in terms of the rapid rise in lung cancer in women due largely to smoking.

Lung Cancer and Breast Cancer

While the death rate for men is leveling off, the rate for women continues to rise. In 1987, for the first time, more women died from lung cancer than from breast cancer. Most lung cancer deaths occur among women who are between the ages of 55 and 74.[50]

More black women, in proportion to their numbers in the population, get lung cancer than white women. Incidence rates for breast cancer for both races are higher than for lung cancer; however, lung cancer is the leading killer among white women. Approximately 85 percent of lung cancers are attributable to smoking. This trend in female lung cancer deaths is not expected to level off until the year 2013.[51]

Each year 10,000 Florida women are diagnosed with breast cancer, and more than 2,600 will die from the disease. An estimated 150,000 women alive today have been treated for breast cancer. The most effective way to reduce breast cancer mortality is through screening and early detection. However, 43 percent of Florida women age 50 and over have not had the recommended mammogram and clinical breast examination in the past two years.[52]

Cervical Cancer

This kind of cancer is the most detectable and treatable. Therefore, mortality rates for cervical cancer have steadily declined.

Ovarian Cancer

Mortality rates as a result of ovarian cancer are higher for white women than for black women. The survival rate for ovarian cancer is the poorest of all forms of gynecological cancers. Only 39 percent of white women and 36 percent of black women survive for 5 years after diagnosis.[53]

Women's Health Care

Good health is related to the accessibility of care, and care can depend upon economics; i.e, the affordability of health coverage and insurance of all kinds. Without adequate health care, issues such as education, employment, elective office, and other related social concerns become illusive in the minds of those individuals adversely affected. The recommendation to address Affordable and Quality Health Care for families was introduced in the Commission's first report to the public in 1992. Since that time, progress has been made; however, this issue still remains a priority for the Commission as well as for the State of Florida.

Some 81 million Americans are believed to have health problems that make getting insurance difficult and unusually costly. Most would have a gap in their health insurance coverage if they decided to change jobs. Many people remain in a job rather than risk the loss of insurance. Others who take the risk may end up losing their life savings when a medical condition puts them or a family member in the hospital.[54]

The Uninsured Population

Lack of insurance coverage is one of the main barriers to affordable and quality health care for families. According to a report of the United States Regional Conference on Women, September 1994, access to appropriate health care remains unattainable for many women, regardless of their insurance status. More than three-fourths of the 33.6 million Americans living in poverty in 1990 were women and children. Single-parent families, nearly 90 percent of which are headed by women, are far more likely than two-parent families to lack health insurance. Women experience a greater risk of under-treatment when they have no form of medical coverage. Medicaid, the most frequently used source of publicly funded health insurance, limited areas of specialization unique to women's medical needs.[55]

Figure 19 and Figure 20 provide data and comparison on health insurance coverage for selected groups in Florida compared with the same groups nation-

wide.[56] As shown in the "Uninsured" data series, Florida clearly has a larger number of women and children with no health insurance coverage.

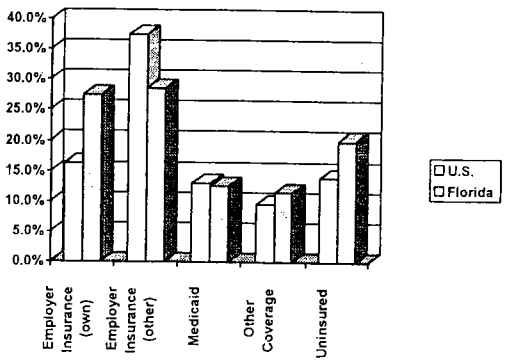


Figure 19. Health Insurance Coverage for Non-elderly Females (18-64 years of age) 1990-92

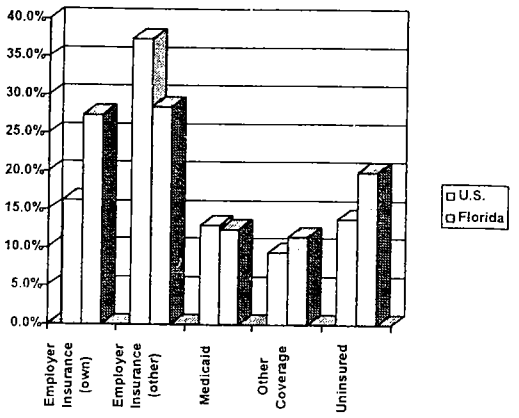


Figure 20. Health Insurance Coverage for Children under 18, 1990-92

The Health Insurance Reform Act of 1995 (S.1028) was introduced in Congress in 1995. It received final approval during the printing of this report. Designed to make health coverage more accessible, more affordable, and more portable, the legislation limits the use of coverage exclusions for pre-existing conditions, prevents insurers from denying coverage to those who need it, and helps small companies form purchasing coalitions to negotiate better rates.[57]

In addition to the national health insurance reform, many states, including Florida, have enacted health care legislation that allows small employers to form the purchasing alliances referred to above. This act does not appear to address some segments of the uninsured population; however, one improvement over the present system is that the act extends coverage for gaps in employment, which benefits people who change jobs.

The Commission will continue to monitor the health care delivery system in Florida and will seek the reforms so essential to affordable, accessible, and quality health care.

Conclusion

FCSW Health Care recommendations for 1996-97 are as follows:

- Establish a Central Health Resource Center for Florida Women.
- Request the newly established Department of Health to create and staff a permanent Women's Health Bureau.
- Continue to monitor the collection of data on women's health with responsible agencies to develop benchmark information and address the unique needs of different ethnic groups for future review and action.
- Coordinate a carefully designed public awareness campaign to educate women on health topics and risk factors that can be avoided to increase the quality of their lives.
- Present an action plan to legislators and other concerned organizations to address health issues as well as the uninsured population of families and children in Florida.
- Assist in the recruitment and encouragement of eligible women to participate in the clinical trials conducted by the National Institutes of Health (NIH) in Florida.
- Monitor and initiate action to ensure that the unique needs of the elderly population are addressed, particularly in view of the large percentage of females who outlive their spouses and/or live alone for long periods of time.
- Research the topic of Women's Mental Health: Lack of Adequate Insurance Coverage for Diagnosis and Treatment.

These recommendations are not only appropriate for adoption by the FCSW, but by all organizations striving to increase the accessibility, affordability, and quality of health care services for women in Florida.

Details regarding other health care issues for women in Florida can be found in the recent publication, Women and Health, A Status Report: 1996, Florida Commission on the Status of Women.

Elections and Appointments

by Kate Gooderham, Treasurer, FCSW

"Miss Edna loves people. She loves doing. She loves God. She'll encourage you to do right ... and if that doesn't work, she'll drive you."

How friends characterized Edna Giles Fuller,
the first woman elected to the state House of Representatives, in 1928

In compiling the information for this section of the FCSW Annual Report, the lack of gender-based statistical information about women in elected and appointed positions became obvious. Thus, the historical perspective for women in these positions is lacking. The requirements of the Gender-Balance bill, passed by the Florida legislature in 1994, should result in improved record-keeping, as all state appointments will be reported by gender beginning in December 1996. Therefore, the following information is presented with the expectation that future reports will provide more comprehensive and meaningful data regarding women elected and appointed to positions of political influence.[58]

Table 8 depicts the number of women elected to Federal and State Offices in Florida.

Table 8. Women Elected to Federal and State Office[59]

	1990	1991	1992	1993	1994	1995
U.S. Congressional delegation	1	---	5	---	5	---
Statewide offices	1	2	2	1	1	1
Cabinet	1	1	1	1	1	1
Supreme Court	1	1	1	0	0	0
Public Service Commission	1	2	2	3	3	3

Figure 21 and Figure 22 provide data about the trends in numbers of women in the Florida legislature.

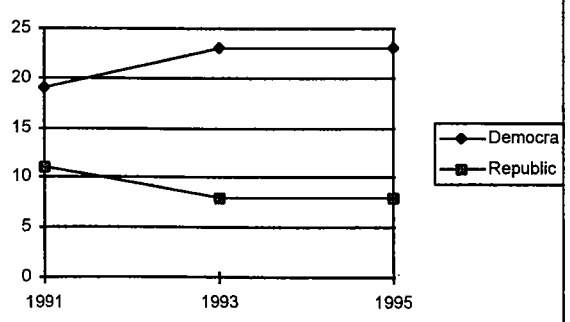


Figure 21. Number of Women in Florida Legislature by Political Party[60]

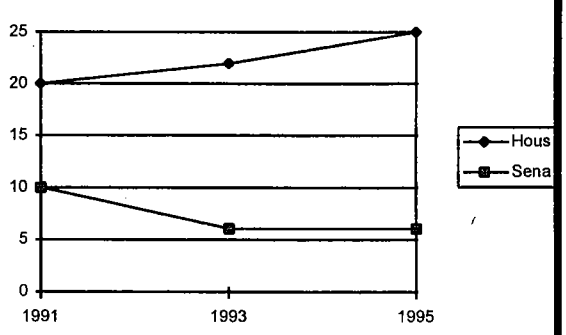


Figure 22. Number of Women in Florida Legislature by House, Senate[61]

The 1992 Statewide district reapportionment assisted women seeking federal office by creating winnable seats for women, thereby increasing the number to five of the 23-member House delegation. However, the same cannot be said for the State of Florida. In 1992, the number of women candidates increased, but the number of women elected declined, a drop that was reversed in 1994. Figure 23 shows the number of women running for public office in Florida versus the number who were elected for the years 1991 through 1995. Figure 24 depicts women as a percentage of the Florida legislature for the years 1991 through 1995. The absence of women incumbents in 1992 can be attributed to two factors: 1) Women legislators moving to run for a congressional seat, and 2) a reapportionment process that protected male incumbents more often than females.

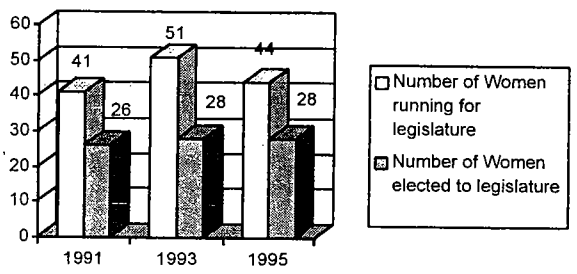


Figure 23. Number of Women Running for Public Office in Florida vs Number Elected[62]

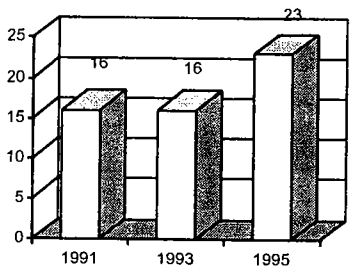


Figure 24. Women as a Percentage of Florida Legislature[63]

The benefit of independent apportionment, where redistricting is achieved by means other than by the elected body which will be directly affected, may be a logical conclusion of these statistics.

The recent turnover in the Legislature has benefited women who were able to hold or win seats, as women serving as committee chairs or vice-chairs rose dramatically after the 1994 elections -- a function of seniority and increased power in the Capitol. Figure 25 shows the percentages of women who chair/vice-chair committees in the Florida legislature

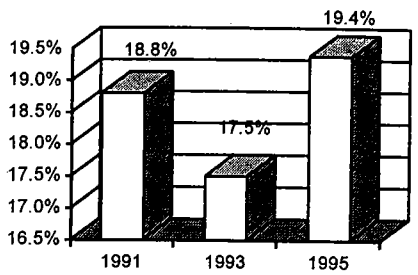


Figure 25. Percentages of Women who Chair/Vice-Chair Committees in Florida Legislature

The increases in women serving at the local level are significant for two reasons. First, it is the best way to "grow" future candidates for higher office, and second, it increases the political perception of women as viable candidates for a variety of offices which helps create future opportunities. Table 9 shows the number of women in elected and appointed positions at the local level for selected years. The statistics would be more meaningful if shown as a percentage of overall office-holders. However, this information is not currently collected.

Table 9. Women in Elected and Appointed Positions - Local Level[64]

	1990	1991	1992	1993	1994	1995
County Officials	---	138	---	148	---	146
County Commissioners	---	40	---	50	---	49
Elections Supervisors	---	---	---	---	---	51
Mayors	54	49	47	55	47	---
Vice-Mayors	20	18	24	26	34	---
City council	350	363	366	347	345	---
Statewide Party Officials	---	5	---	6	---	6

Table 10 shows the number of women in Secretary of State appointed positions, versus the total number of people appointed to the position as depicted in the table below. The number in parenthesis is the number of women appointed to the commission or council, and the number outside the parenthesis is the total membership of each body.

Table 10. Department of State Appointments - Total (Women)[65]						
	1990	1991	1992	1993	1994	1995
Florida Arts Council	16 (8)	19 (8)	21 (9)	20 (11)	17 (7)	19 (8)
Florida Marker Council	---	---	---	---	---	5 (3)
Florida Folklife Council	3 (3)	3 (3)	3 (3)	5 (4)	5 (4)	10 (8)
Historic Preservation Advisory Council	4 (3)	9 (6)	12 (7)	12 (7)	12 (7)	12 (8)
Historical Museum Grants Commission	10 (5)	5 (3)	5 (1)	5 (2)	5 (4)	10 (5)

- Gubernatorial appointments from January 8, 1991 through August, 1996: 3,228 of 8,006 appointments were female (40.32 percent).

- Insurance Commissioner's appointments as of August 1996: 13 of 54 appointments were female (24.07 percent).

- Education Commissioner's appointments as of August 1996: 134 of 336 were female (39.88 percent).

The value of appointed positions should not be underestimated. Aside from making significant policy decisions in a range of areas, such boards and commissions can also serve as starting points for future elected offices.

Cabinet-level appointments, while falling short of full equity seem to be at a consistent level of gender balance. The trend is less encouraging in the university system, as shown in Table 11. Women are woefully under-represented in such appointments, much as they are in higher offices within the system itself. This is particularly problematic because enrollment in the university system is approximately 53 percent female. The gender ratio in the classrooms is apparently not reflected in regents appointments.

Table 11. State University System/Board of Regents Appointments for 1996 - Total (Women)	
University of Florida	18 (4)
Florida State University	6 (0)
Florida A&M	3 (1)
University of South Florida	9 (3)
University of Central Florida	2 (0)
Florida International University	1 (1)
University of North Florida	2 (1)
University of West Florida	2 (0)
Florida Atlantic University	2 (0)
Florida Gulf Coast University	1 (1)

As shown in Table 12, the five state water management boards reflect an attempt at including women in what, often, is a nontraditional role, since many of

these boards draw from fields where women have been less prevalent. Further statistics (not included) from some sub-district boards continue this trend strongly.

Table 12. Women as Members of Regional Water Management Governing Boards[66]

	1990	1991	1992	1993	1994	1995
NW Florida Water Mgmt District	2	2	2	2	0	0
SW Florida Water Mgmt District	2	2	2	2	1	2
Suwanee River Water Mgmt District	2	2	2	2	2	3
St John's River Water Mgmt District	1	3	2	2	2	3
South Florida Water Mgmt District	1	2	2	3	3	3

For reference, we have included population figures, actual and estimated, along with voting-age statistics in Figure 26 and Figure 27. This should serve to remind everyone of the goals in elected and appointed representation that women can expect to see from their state and local governments, and to remind those who make such decisions that women can hold a controlling position in the elective process should their voting power be consolidated into a consistent bloc.

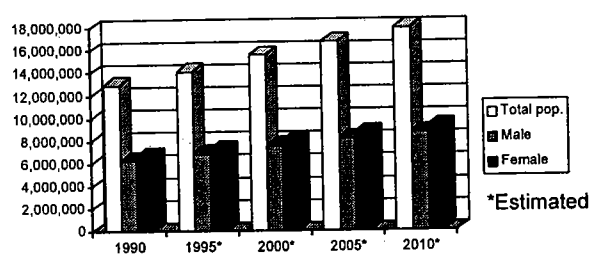


Figure 26. Florida Population by Sex[67]

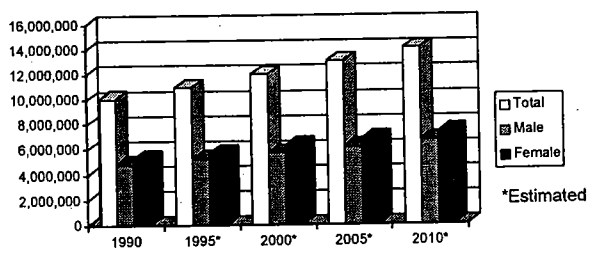


Figure 27. Florida Voting Age Population by Sex[68]

Some initiatives which could assist in creating a reliable information base for women in elected and appointed political positions are listed below.

- Continue statistical compilation in future annual reports by the FCSW to achieve awareness and create a historical database of information for public and official use.

- Require the Department of State, Division of Elections, to maintain records on elected officials based on gender.

- Augment these statistics with data that will become available when the "Gender-Balance bill" takes effect at the end of 1996.

- Encourage other state agencies involved in statistical compilation and analysis to include gender in their databases, again to broaden the scope of statistics available to the general public.

- Evaluate options for improved reporting of gender in elected and appointed positions through existing avenues. For example, work with the state Division of Elections and county-level Supervisors of Elections to collect gender data from financial disclosure forms already mandated by the state.

- Coordinate with appropriate university-level studies statewide on women in politics to expand research in this area.

- Encourage interested groups throughout the state to monitor more closely the appointments process in state and local government, for the purpose of networking with individuals who could be notified of potential openings in appropriate boards, commissions and councils.

Continued data collection will be invaluable to future issues of the FCSW annual report.

Employment

by Judy Byrne Riley, Commissioner, FCSW

"Until recently, the 'old girls' did not know how the 'old boys' network operated. Women didn't know they needed to have a network to capture a top-level position in an institution or organization. They thought that all it took was hard work; eventually the organization would recognize worth and promote able people. Women now know that, besides hard work and lots of skill, the move to the top requires a supportive network."

June E. Gabler

The women in the State of Florida are not dissimilar to women in the rest of the world. Over the decades, as a response to social and economic changes, more women have joined the workforce than ever before. Since the 1940s, Rosie the Riveter has been the symbol of the "We Can Do It!" attitude, encouraging women to seek employment outside the home, helping to fill the family purse. In many instances, the purse of the working mother was the only one being filled.

In 1994, in the United States, the female population over age 16 was 102,000,000. Of that number, 59 percent, or 60,000,000 women over 16, were working or looking for work. In Florida, in the same year, 2,242,000 women were employed full time, the fourth largest number of all the states, behind only California, Texas, and New York.

As shown in Figure 28, in the State of Florida, a woman with children under age 17 is more likely to work than not. If her children are under 6 years of age, she is almost twice as likely to be counted in the workforce, either civilian or armed forces, than not. If her children are over 6, she is three times more likely to be in the workforce full time.

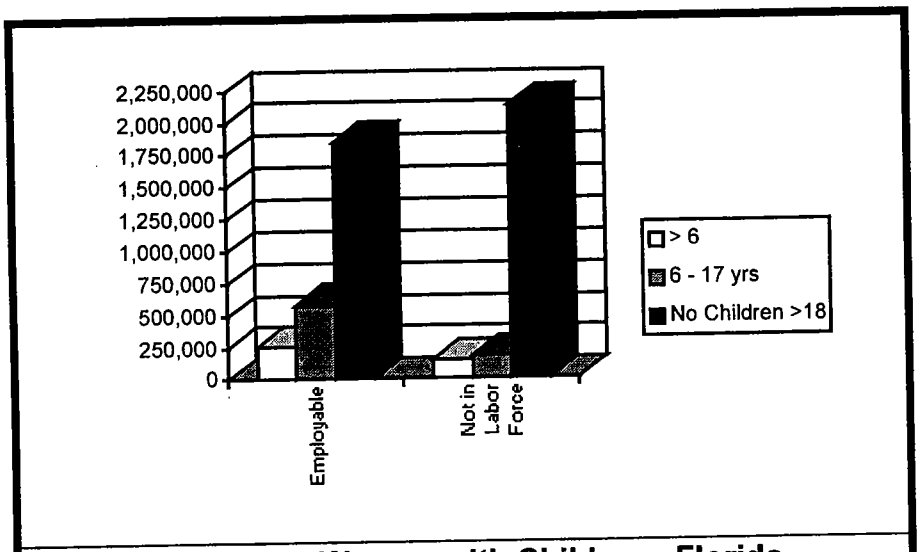


Figure 28. Women with Children - Florida

In addition, many women, balancing roles as main caregiver to children, work part-time. Part-time work is a vehicle used by many women to re-enter the workforce on a slower scale. Hours for the part-time worker are increasingly more variable, as companies strive to bend previously rigid rules to accommodate skilled workers. In the United States, according to the 1994 data, over 23 million people worked part-time.

In Florida, of the six and a quarter million working people, just over 17 percent, or 1,124,000 worked part-time, and a strong majority, 63 percent, were women. Again, the same three states ranked above Florida in number of part-time workers, dispelling the idea that Florida is the state for retirees.

Over the last decade, as family farms gave rise to large corporate agricultural companies, the number of employed people in agriculture has declined. At the same time, with citizens looking to the state to keep records, statistics, rules and regulations, the number of government workers has increased. And with both changes, has come the numerical shifts in the remaining jobs, the nonagricultural industries, including construction, manufacturing, trade, services of all kinds, financing and real estate, and transportation, communications and public utilities.

For years, state studies have shown that the number of unskilled service jobs has increased, far outreaching the number of jobs needing higher skills and advanced education. The numbers in the different categories bear this out. "Services" of all kinds have the highest number of employees in the state of Florida, followed by trade. In comparable states, New York, California, and Texas, only Texas is close in numbers to Florida.

Breaking down the totals of the state, research shows that women's and men's work is very dissimilar. Figure 29 shows that the majority of women in Florida, more than 30 percent, work in the service industry, nearly 10 percent

more than men who work in the service industry. And, while the number of men and women in the trade industry is almost identical, men are almost twice as likely to work in finance than are women. Men, on the other hand, are twice as likely to work in the manufacturing field than women, and six times more likely to work in construction. Finance, including insurance and all areas of real estate, has twice as many men working the field than women.

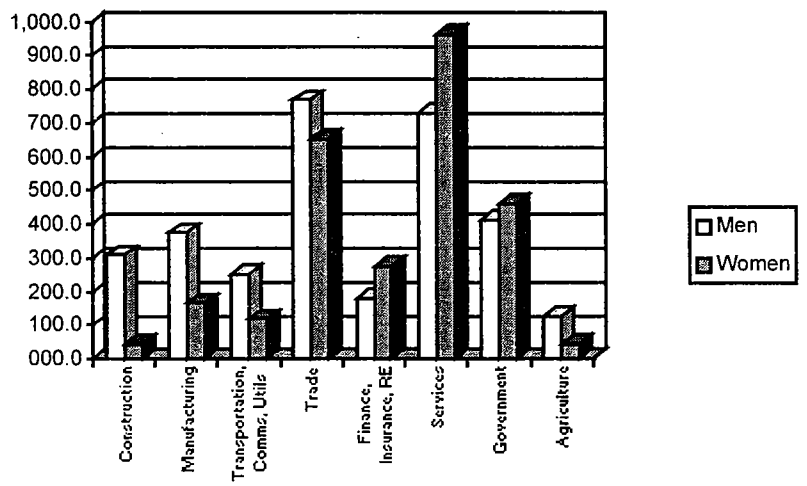


Figure 29. Where We Work
(in thousands)

The three areas of employment traditionally thought of as non-traditional employment areas for women and dominated by men, are finance, construction, and manufacturing. These are often seen as areas of higher wages, especially compared to wages in the services industry.

The Glass Ceiling

The Glass Ceiling refers to invisible, artificial barriers that prevent qualified individuals from advancing within their organization and reaching full potential. The term originally described the point beyond which women managers and executives, particularly white women, were not promoted. Today it is evident that ceilings and walls exist throughout most workplaces for minorities and women.

In a 1992 study for Fortune magazine, a poll of 201 chief executives of the nation's largest companies reveals that a meager 16 percent believe it is "very likely" or "somewhat likely" that they could be succeeded by a female CEO before the year 2000. Only 18 percent think it is "very likely" that even after 20 years a woman would be picked to run their companies. For women in the workplace, most are painfully aware of this bleak outlook, especially when the

CEOs in this study admit that the probable reason for this lack of promotion is discrimination.

The answer to the question of what companies should be doing to reverse this dismal outlook is found in "diversity." Created as part of the Civil Rights Act of 1991, the Glass Ceiling Commission works to identify glass ceiling barriers and expand practices and policies which promote employment opportunities for the advancement of minorities and women into positions of responsibility in the private sector. It focuses on barriers and opportunities in three areas: 1) the filling of management and decision making positions; 2) developmental and skill enhancing activities; and 3) compensation and reward systems.

Some corporate initiatives recommended by the Glass Ceiling Commission are as follows:

- Workplace Flexibility
- Leadership and Career Development
- Rotation/Nontraditional Employment
- Diversity
- Mentoring
- Networks for Women
- Accountability Programs/Succession Planning
- Benchmarking Corporate Initiatives for Women's Advancement

The first annual Women in the Workplace survey was conducted by FCSW in November/December 1993 and published in 1994. Fifty-one of Florida's 300 largest employers responded. The average size of the responding companies was 1,501-5000 employees. Some highlights of the survey are shown in Table 13.

One program which can have great impact in the movement of women into middle and upper levels of companies is succession planning. Data from the survey suggests that companies are doing very little to ensure the upward mobility of women through succession planning. While 35 percent of the companies indicated that they had a succession planning process, and 16 percent of these companies said their planning process targeted women, additional data suggested that these numbers may be overstated. When asked about specific processes, only 20 percent of the respondents (versus 35 percent who said they had a process) indicated they had a formal process to achieve planned promotion of women.

Table 13. Excerpts from Women in the Workplace Survey - 1994[69]
• Many women in the survey sample experience the glass ceiling effect. • Women were not equally distributed across levels of employment in the sample. • Women were underrepresented in the areas of technical professionals, managers, and senior managers. • With rare exceptions, women represented less than 5 percent of senior management in 35 percent of responding companies. • Women represented 10 percent or less of managers in 23 percent of the respondents. • Of those companies that had corporate boards, 42 percent had one or less women on the board.

Other programs which help in facilitating the movement of women into upper levels are recruitment and retention programs. Of the 94 percent of companies who say they recruit externally, only one-third of that number target women in their recruitment efforts. Even fewer companies target women's retention rates. Indeed, most research suggests that the best and the brightest women are the ones who leave companies.

Many companies in the survey have invested in pro-family programs which help families, especially women, as they try to balance and juggle their work and family responsibilities. However, as the Family and Medical Leave Act (FAMLA) took effect in August of 1993, there was no consistent policy among companies affected by the mandate. Approximately 75 percent of the companies indicated that an employee would receive pay that had accumulated from vacation and sick leave. Four percent indicated employees would receive full pay, while the same percentage indicated employees would receive no pay. While employees should be able to take a leave without jeopardizing their jobs or stalling careers, two-thirds of the responding companies indicated that an employee would not be guaranteed her or his former position or an equivalent position upon return from the leave.

Twenty-nine percent of the respondents indicated they had on-site childcare and fourteen percent indicated that they had off-site childcare. Twenty percent of the companies said they subsidized such centers. Other programs directly focusing on children that companies had implemented were: adoption assistance; after school, holiday, or summer programs for children; childcare resource and referral; and absence for illness to include dependents. One company indicated that it reimbursed parents for childcare expenses while traveling.

Other companies have taken such initiatives as flexible hours, compressed work week, part-time options, job sharing, work at home options,

and special summer or holiday hours. Twenty-two percent of the companies indicated that they had an eldercare resource and referral program.

The Earnings Gap

In eliminating barriers to advancement of women, two themes emerge: 1) the need for women to work in non-traditional occupations, and 2) the benefits of education.

Arguably, the primary factor in breaking barriers is closing the earnings gap between men and women. What is the earnings gap? When we talk of comparing women's earnings with men's earnings, we find that in general, no matter how we measure them, women's earnings are below those received by men. Very often men's earnings are used as the "yardstick" to measure women's, and we say women's earnings are a percentage of men's. The earnings gap is the difference between this percentage ratio and 100 percent. The chart below illustrates the "earnings gap" as measured by the Department of Labor for the period 1980 through 1990. Clearly, as shown in Figure 30, the gap is narrowing; in 1980, women's salaries were approximately 60 percent of men's. In 1990, women's salaries had climbed to slightly more than 70 percent of men's.

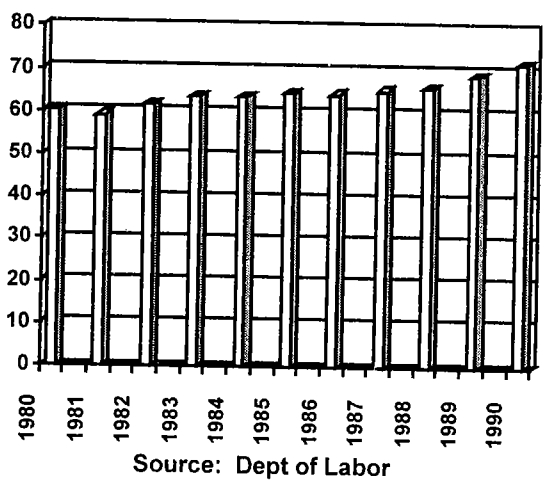


Figure 30. The Earnings Gap -- 1980 through 1990 - U.S.

In answering the question of why closing the gap is taking so long, researchers have suggested that the wages of all working women did not increase relative to those of working men between 1920 and 1980. This is because the skills of working women, as measured by education and experience, did not increase at the same rate as those of working men over this period. Additionally, the earnings ratio data are not uniform among all occupations. In some occupations, such as trade and government, women receive approximately equal, or even greater, compensation than their male

coworkers in the same occupation. As shown in Table 14, taken from the Department of Labor, Women's Bureau Fact Sheet, occupations with higher earnings for women than men are both nontraditional (mechanics/repairers) and traditional (nurses) occupations.

Table 14. Women's Earnings as a Percent of Men's by Occupational Class - U.S. Department of Labor

	1992 %	1983 %
Registered nurses	104.70	99.50
Pharmacists	90.10	---
Therapists	95.80	---
Teachers, secondary school	90.30	88.60
Cashiers	94.80	84.30
Scheduling supervisors/clerks	92.90	---
Secretaries, stenographers, typists	91.60	76.70
Records processing, except financial	90.40	76.20
Postal clerks, except mail carriers	94.60	93.40
Mail carriers, postal service	97.00	---
Mail clerks, except postal service	93.20	89.00
Data-entry keyers	95.00	---
Guards/police, except public service	94.20	91.20
Waiters/waitresses assistants	97.20	---
Miscellaneous food occupations	105.60	102.50
Nurses aids, orderlies, attendants	96.00	81.00
Mechanics/repairers	105.40	89.40
Textile sewing machine operators	91.90	---
Packaging/filling machine operators	90.00	78.50
Stock handlers, baggers	97.40	91.90
Hand packers/packagers	94.60	91.60

Earnings data for the state as compared to the national average are sketchy. Except for the information and the exceptions in the FCSW Workplace Surveys, facts about comparative wages for comparable work are not available.

In addition to the smaller gap for non-traditional occupations, the Census Bureau links higher education and earnings. Figure 31 is an illustration from the U.S. Census Bureau which shows the estimated lifetime earning by educational attainment.

These data apply to both women and men. Although their earnings improve with education, women nonetheless earn less than men regardless of education.

As the 1990s progress into the 21st Century, demographic projections show a greater percentage of females to the male population. This translates to a larger pool of women as new employees; thus, employers will have to interview all qualified job candidates, regardless of race or sex, and hire them.

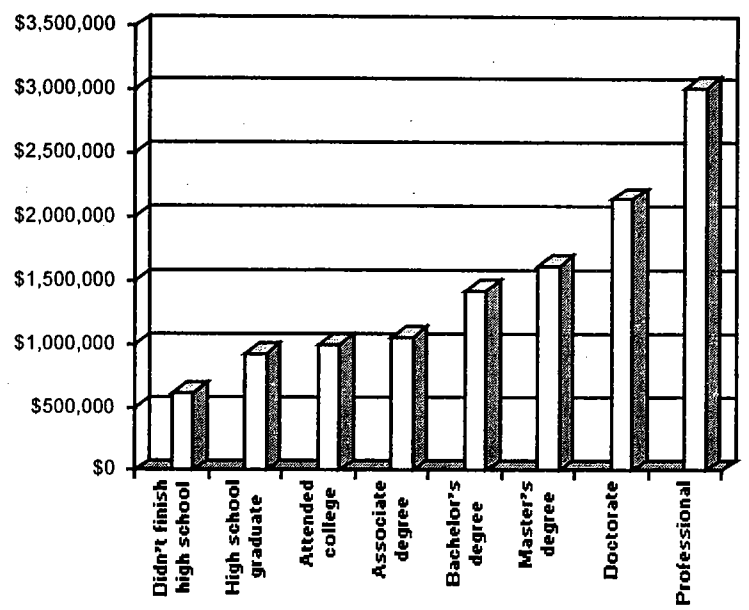


Figure 31. Lifetime earnings by educational attainment

Diversity in the work force describes the impact of women and minorities on today's labor market. Companies such as Monsanto have taken a proactive stance in bringing this diversity to the workplace by holding workshops designed to expose and dismantle workers' prejudices. Their project is aimed at debunking stereotypical myths such as "women make lousy candidates for promotion because they always put their personal lives, particularly their children, ahead of work."

The bottom line is that in a ferociously competitive global economy, no company can afford to waste valuable brainpower simply because it is wearing a skirt. Florida, in its quest for global links for trade and business, can be a leader in encouraging comparable wages for women and minorities. It should begin immediately to collect comparative data, locate areas for improvement and lead the change.

Women and the Justice System

by Judy Wilson, Commissioner, FCSW

"Justice is better than chivalry if we cannot have both."

Alice Stone Blackwell

- NATIONAL. Every 2 hours a child dies from a gunshot wound. From 1979 to 1991, nearly 40,000 15 to 19 year olds died from firearms. The Teen Violent Death Rate was 69 per 100,000 teens in 1993, which was an increase of 10 percent between 1985 and 1993.

- NATIONAL. In 1994, one-fifth of all those arrested for a violent crime were under the age of 18. The Juvenile Crime Arrest Rate increased from 305 per 100,000 in 1985 to 506 in 1993.

- FLORIDA. In 1985 to 1993, the Juvenile Violent Crime Arrest Rate in Florida increased by 63 percent (arrests per 100,000 youths ages 10 - 17). Florida ranks 49th in this category.

Everyone is entitled to a home, workplace, and environment free of violence. Moreover, equal treatment under the law, including access to a non-prejudicial civil and criminal justice system, should be afforded all people in the state of Florida or in America generally. These basic entitlements are at the core of life, liberty, and the pursuit of happiness.

The civil and criminal justice system interfaces with women's lives on a daily basis. Laws and regulations are made almost daily in Florida which affect the livelihood of women and their families. Women often do not have the knowledge, or resources to access these systems in ways which could help them solve their problems.

Florida is often in the news media as one of the states with a very high crime rate among all the states. Florida women and their families must also contend with the alarming rise in juvenile violent crimes and various forms of sexual assault. When victimized by such events, many Florida women find themselves faced with a less than friendly civil and criminal justice system. Marriage, divorce, custody issues, domestic violence, stalking and workplace discrimination such as sexual harassment are other issues which force women to deal with a legal system which has not always been oriented toward women's issues.[70]

The National Crime Victimization Survey completed in 1994 stated for every 1,000 persons age 12 or older there were:

- 2 rapes or attempted rapes
- 3 assaults with serious injury
- 4 robberies with property loss

The Florida Legislature and the Governor's office with the assistance of all cabinet officials, have taken great strides to develop active, working commissions, task forces, and laws to correct problems in the justice system that impact women. Examples include such initiatives as the clemency review procedures for women inmates who are convicted of killing their abusive husbands. The Governor's office implemented the Governor's Task Force on Domestic Violence in 1993, which proposed many workable solutions to the problems created by domestic violence. The Legislature created the state's first Commission on Minimum Standards for Batterer's Intervention in 1994.

The facts listed in the following paragraphs are pertinent issues in how the justice system in Florida affects women:

Marriage

Florida residents may obtain a marriage license without special permission from their parents, guardian or a judge when they are 18 years old. There are special concessions when a female minor is pregnant, was previously married, or has deceased parents.

Contrary to popular thinking there is no Florida law requiring a woman to take her husband's name upon marriage. Changing one's last name to her husband's is a privilege, not a law, and, may, at the woman's option, not be exercised. A married woman also has the right to hold and own property, real and personal, in her own name or her own married name. Common law marriages entered into within Florida after January 1, 1968, are not valid according to Florida statutes.

Many women are unaware of the law defining spousal support in Florida. If a spouse has the ability to contribute maintenance (support) but fails to do so, the unsupported spouse can seek alimony and/or support for their children without pursuing a divorce. One advantage to this procedure is that there is no residency requirement of 6 months, as there is with a divorce petition.[71]

Mothers and Children

The State of Florida assumes the legal husband of a mother is the legal father of any child born during the marriage. Also, if the mother and birth father marry after the birth of a child, the child is recognized as if the parents were married at time of the child's birth. Any woman who is pregnant and has a child can bring a law suit to determine the father of that child and thereby establish the father's obligation to support the child.

Mothers need to understand the correlation between domestic violence and child abuse and/or neglect. Children living in domestic violence homes are abused at a 1,500 percent higher rate than the national average. Research conducted in this field suggests this abuse is not by an overwhelmed mother who cannot handle the stress, but by the abusive husband/father.[72] These children also are at higher risk for drug and alcohol abuse problems and juvenile delinquency.

Divorce

Florida is a no fault or dissolution of marriage state. There does not have to be a specific reason why the party wants a divorce. Adultery, mental cruelty, and other claims are not necessary as reasons for wanting a divorce. A 6-month residency is required. A divorce may be obtained in Florida when the marriage is irretrievably broken or one spouse has been declared mentally incompetent for three years prior to the divorce request. "Irretrievably broken" for all practical purposes means one partner does not wish to be married anymore.

A divorce may be obtained without having to hire an attorney if there are no contested issues, no support is requested, there are no minor children, and the wife is not pregnant. Both parties must appear before the judge and they give up all rights to an appeal or modification.

Florida is not a communal property state. Florida does consider equitable distribution of property according to what is reasonably fair, not necessarily equal. Assets acquired before a marriage remain the property of the spouse who owned the property. Adultery cannot be considered as a factor unless the adultery depleted the financial resources of the marital assets.

Rehabilitative or permanent alimony may be awarded to either spouse. Child custody is decided in the best interest of the child, with a legislative preference for shared parental responsibility. One parent may receive primary residence; meaning that the child lives with that parent most of the time. Evidence of domestic violence may be used to deny custody to a parent. However, many people believe that the judicial system as a whole does not give much credence to this danger yet.

Contested issues in divorce proceedings are often referred to court mediation. Mediation is not recommended by experts in domestic violence cases; however, in some circuits the judicial system has not heeded this advice and appears to not understand that mediation will only work when two partners have relatively equal power. It has even been suggested that mediation in domestic violence cases may be dangerous for the victim.

Domestic Violence

As stated above, Florida demographics in the area of crime are similar to or worse than other states in many aspects. The U.S. Department of Justice estimates that 95 percent of reported assaults on a spouse or ex-spouses are committed by men against women, and a woman is beaten in America every 15 seconds; domestic violence is the leading cause of injury to women between the ages of 15 and 44 in the U.S., more than car accidents, muggings, and rapes combined.[73]

Many progressive changes have occurred in Florida law in the past few years regarding the serious problem of domestic violence. The Governor's Task Force on Domestic Violence reported in May 1996 that domestic violence homicides in Florida decreased by 15.2 percent from the previous year. Arrests increased by 28.8 percent during the same time period.

Domestic violence has been defined as any assault, battery, sexual assault, sexual battery, or any criminal offense resulting in physical injury or death of one family member or household member by another who is or was residing in the same dwelling unit (Florida Coalition Against Domestic Violence, 741.28 Florida Statutes). The Florida Legislature has made domestic violence an illegal act rather than a private matter.

When law enforcement is called to a domestic disturbance, the officers can now arrest the perpetrator without a warrant and regardless of the victim's wishes. If the officer cannot determine that a domestic violence act has taken place and who the offender is, that officer must make a written report which is later sent to the closest domestic violence center. The officer must advise a victim of rights and services available for her and the family. This information is also on a written card and includes the name of the closest domestic violence shelter.

Special prosecution units may now file against an abuser regardless of the victim's cooperation. Deferred prosecution programs have been implemented in most circuits. The abuser is given an opportunity to attend a 10 - 26 week batterer's intervention treatment program. If the batterer's attendance and participation in this program is successful, the case may be dismissed. In the ideal world, the victim will have input at all stages and hearings of the criminal justice process.

The abusive husband can now be sued by his wife in a civil law suit for the results of intentional injuries inflicted upon her.

Orders for Protection

Although Orders or Injunctions for Protection cannot stop a bullet, they do balance the power in favor of the victim when domestic violence is an issue. Temporary Orders for Protection are now easier to obtain and victim advocates are available at the court house and at local shelters to help victims interpret the legalese into everyday language. An Order for Protection prohibits the abuser from hitting, harassing or otherwise molesting the victim. These Orders of Protection can also remove the abuser from the household, giving the victim exclusive use of the home (removal may be done by law enforcement), and can order temporary support and child custody and any other relief the judge deems necessary (Fla. Statute 741.2902 and Fla. Statute 741.046). Many Florida judicial circuits also use this Order for Protection to order the abuser into batterer's treatment counseling.

The Florida Bar, the Governor's Office, the Office of the Attorney General, and the American Bar Association have tried valiantly to educate lawyers, judges, paralegals, and clerks of the circuit courts about the effects and dangers of domestic violence.

For a woman, leaving an abuser is a process and can be dangerous. The violence often does not end with the separation of the parties. In fact, it often becomes worse or lethal[74]. Too often the judiciary still does not take the appropriate legal measures, and women are killed or custody of the children is awarded to the abusive husband. This is an important and life saving educational process that must continue if women are to be safe in their own homes in our communities.

Self Defense for Battered Women

When a woman finds herself forced to defend herself or her children against life-threatening violence they often find themselves being prosecuted by the same system that failed to protect her. Most of these victims end up being convicted or accepting pleas - and serve long prison terms (National Clearinghouse for the Defense of Battered Women).

Florida has developed a clemency investigation and procedure specifically for these cases which considers battered woman syndrome and other mitigating circumstances concerning previous domestic violence within the family.

Sexual Battery (Rape)

Sexual battery in Florida is defined as oral, anal or vaginal penetration by or union with the sexual organ of another or the anal, vaginal penetration of another by any other object. Sexual assault is any non-consenting sexual act forced on one person by another (Florida Coalition Against Domestic Violence).

Reporting rape to law enforcement has been a long-standing problem for victims. The society as a whole still tends to blame the rape victim for what happens to her. In recent years, the rape crisis movement in Florida has been at a standstill. More rapes are being reported to hotlines, yet fewer rapes are being prosecuted. The National Crime Victimization survey of 1994 reported that two-thirds of victims of completed rapes did not report to law enforcement. Yet 1 in 4 females in America will be victims of sexual assault and more than one-third of these victims are assaulted by someone they know while they are in high school or college.

Rape involves a physical and psychological invasion, with consequences to victims which are often long term. Rape is an invasion of the victim's personhood and self. The victim is made to feel unclean, out of control, unsafe and fundamentally violated. Rape is a terrorizing event and includes a loss of personal security. The victim is still not often believed by the community or the justice system.

Florida statutes and case law allow for several things to occur. Rape exams are conducted to gather evidence from the victim's body when she reports the crime to law enforcement. These exams are paid for by Victim's Crimes' Compensation ($150). A sexual assault victim can sue the rapist in civil court if she knows who he is, if she can find a lawyer to take the case, and if the rapist has money or assets to sue against. Whether or not the victim consented is a constant problem for juries, since America is steeped in the tradition that women lie or in some way "ask for it."

In Florida, spouses can be prosecuted for rape under certain conditions. Many marital rape cases are not taken to trial because prosecutors believe they cannot prove lack of consent to a jury under these conditions.

In 1996, numerous acquaintance or date rapes were reported to law enforcement where the victim's drink was spiked with Rohypnol, commonly known as "roofies," a drug which renders the victim unconscious and unable to remember very much, if anything, about the assault. In June of 1996, State of Florida Attorney General Bob Butterworth utilized his emergency powers and declared "roofies" a Schedule I drug, which placed the drug in the same category with heroin, LSD, peyote, and marijuana. A permanent rule became effective on July 29, 1996, which carries the full force and effect of Florida law.

Stalking

In 1992 the Florida Legislature devised a stalking law which has several degrees. In its simplest form, the law defines stalking as when any person "willfully, maliciously, and repeatedly follows or harasses another person" and there is credible threat with the intent to cause fear of death or bodily injury, directed at a specific person, causing substantial emotional distress and serving no legitimate purpose (784.048 Fla. Statute). Stalking is often the mode of terror used by domestic violence abusers after the victim leaves or obtains an order for protection. The graphs in Figure 32 show the numbers of violent crimes committed against women and children for the years 1992 and 1995.

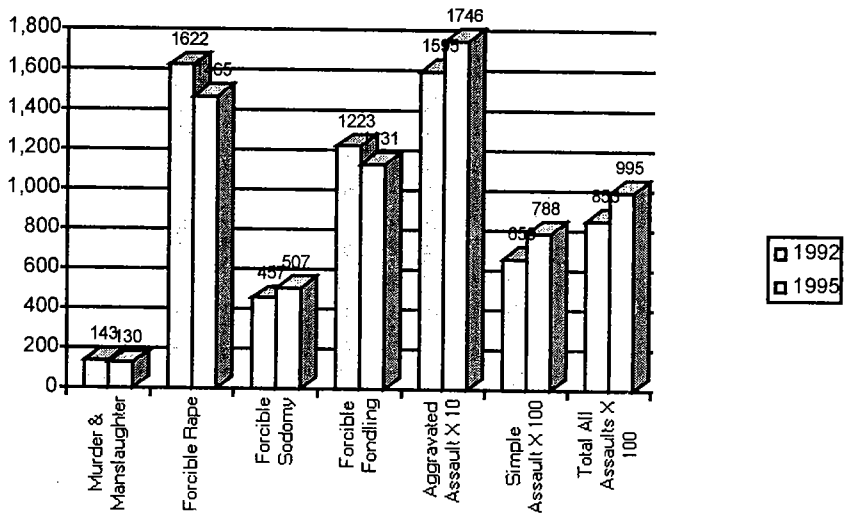


Figure 32. Women and Children Domestic Violence Victims by Types of Offense, 1992 and 1995[75]

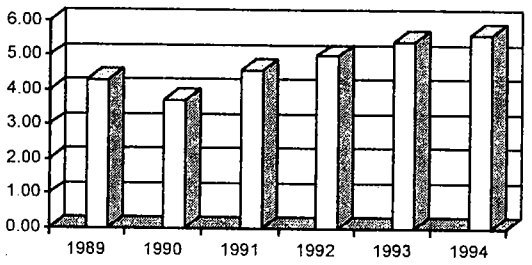
Several educational issues are currently being implemented in Florida to allow more accessibility for women to the legal system. Judges and attorneys are being educated about domestic violence, sexual assault and sexual harassment. Victims and their advocates are strongly insisting that the local State Attorney's offices prosecute cases fairly and without prejudice against the victim. This will only take place when the professional participants in the judicial system understand that these crimes are a pattern of behavior by offenders and not the responsibility of the victims involved.

Welfare Reform

by Susan Wilson, Commissioner, FCSW

"A decent provision for the poor is the true test of Civilization."

Samuel Johnson (1709-84), English author, lexicographer
.Quoted by the Rev. Dr. Maxwell in
James Boswell, Life of Samuel Johnson (1791), 1770 entry.[76]



Trends in American children (in millions) who live in poverty despite the fact that one or both of their parents worked all year.

1996. Over one-third of children belong to families where at least one parent worked 50 or more weeks a year

NATIONAL. Children who lived/live below poverty line.

- ⇒ 1974 10.2 million
- ⇒ 1994 over 15 million
- ⇒ 1996 ¼ of the population under age 6

NATIONAL. In the late 1960s, an adult working a full-time job at the minimum wage could keep a family of three out of poverty. In 1994, a full-time minimum wage job earned only 70 percent of the income needed to keep a family of three out of poverty.

NATIONAL. Since the 1970s, earnings for women with no more than a high school diploma have decreased by 20 percent.

NATIONAL. 40 percent of parents in working-poor families are high school dropouts.

NATIONAL. Research indicates that children's educational achievement and high school completion rates are highly correlated with their mother's educational attainment.

NATIONAL. In 1994, median income of working-poor families was about $9,600; this compares to just under $6,700 for the average family on public assistance.

NATIONAL. In 1994, 27 percent of the children from working-poor families had neither public nor private health insurance.

NATIONAL. In 1994, the Earned Income Tax Credit lifted 1.7 million children of low-income working parents out of poverty.

NATIONAL. According to the U.S. Census Bureau, working-poor families spend over 21 percent of their limited monthly income on childcare while non-poor spend 7 percent.

NATIONAL. A child born to an unmarried, teenage, high school dropout is 10 times as likely to be living in poverty as a child born to a mother with none of these characteristics.

FLORIDA. Percent of Children in Poverty: in 1993 Florida ranked in the "more than 20 percent worse than state median 23 and higher."

Public Opinion, as Diverse as Our Nation and State

The New Merriam-Webster Dictionary contains the following entry: "*welfare: 1: the state of doing well esp. in respect to happiness, well being, or prosperity or 2: organized efforts for the social betterment of a group in society or 3: Relief*"

A significant number of our population responds negatively when the word "welfare" is used; thus we are dealing with the issue of "welfare reform". As citizens we see this meaning and issue very differently. If we are welfare recipients, we may see welfare as a way to buy food for our children. If we are working everyday at a low wage job, we may see welfare as a giveaway program from the taxes withheld from our paychecks. If we are small business owners, we may see welfare as a loss of potential employees. If we are government officials, we may see welfare as an issue for election. We may see welfare as a way to hold the recipients in a mire of no return, or we may see welfare a way to lift a family out of despair. We may even see welfare as Unemployment Insurance, Social Security, Medicaid or Medicare. The possibilities of different views are endless. Table 15 contains data from a public opinion survey of welfare reform:

Table 15. Americans' Perceptions of Government Programs (Views Of American Adults)[77]

Initiative	Percent who say this is a welfare program
• Food stamps	93
• AFDC, or Aid to Families with Dependent Children	85
• Public Housing	85
• WIC, or Women, Infants, and Children program	72
• The school lunch program	62
• Medicaid	60
• Supplemental Security Income (SSI)	43
• Medicare	30
• Social Security	15

In the discussion of welfare, we should not forget that a majority of the individuals being served are poor children under 18 years of age. These children are without blame or fault for their existence, but rather are the result of parental choices. The parents making these choices, in most cases, are disadvantaged individuals facing the extraordinary challenges of youth, poverty, undereducation, domestic abuse and unemployment. Whether we believe in total personal responsibility or governmental intervention on behalf of these individuals, we, as citizens of this nation and state will deal with the good or bad results of our

decisions on welfare reform. We will deal with the results, up close and personal, in our homes, churches, schools, hospitals and communities.

The History of AFDC and Food Stamps in Florida

For this issue of the FCSW Annual Report, we have chosen to cover only Food Stamps and AFDC. Both of these programs have been a major focus in the discussion of welfare reform. The combined programs consume less than 2 percent of Florida's budget.

Aid to Families with Dependent Children (AFDC) provides a monthly cash payment to low-income families with children under age 18 who are deprived of the care or support of one or both parents. To be eligible for AFDC in Florida, a family must have a net income below 30 percent of the federal poverty level, after certain adjustments. For a parent with two children, this would be less than $303 per month. Other eligibility requirements include (1) less than $1,000 in assets, excluding a home, (2) proof of citizenship or legal immigrant status, and (3) a blood relationship between the parent(s) and the child.

Two-parent families have been eligible for AFDC since the early 90's as long as they meet income and other eligibility requirements.

The federal food stamp program is designed to supplement the diet of low-income households. The current requirements are that recipients be U.S. citizens, or have lawful immigrant status, be residents of Florida, and have a social security number for each household member. In addition, the head of the household must have proof of identification and comply with work registration requirements, unless exempt. Residents of institutions are not eligible for benefits, unless they reside in a group home for the blind or disabled and are themselves blind or disabled, are residents of a drug or alcohol abuse treatment facility, are temporarily in a shelter for battered women/spouses, or are residents of a public or private nonprofit shelter for homeless individuals.

Individuals (Assistance Groups) who purchase and prepare meals together must be included in the same household. Certain individuals must be included together, whether or not they purchase and prepare meals together. The household must have income that does not exceed the gross and net income limits outlined in Table 16. However, households with an elderly or disabled member must meet only the net income limit. Additionally, households with an elderly or disabled member have a higher resource/asset limit ($3,000) than the normal $2,000 limit for all other households.

Table 16. Gross and Net Income Criteria -- Florida Food Stamp Program				
Assistance Group Size	Gross Monthly Income Standard	Net Monthly Income Standard	165 Percent Eligibility Test	Maximum Monthly Coupon Allotment
1	$ 839	$ 645	$1,065	$ 120
2	1,123	864	1,425	220
3	1,407	1,082	1,785	315
4	1,690	1,300	2,145	440
5	1,974	1,519	2,506	475
6	2,258	1,737	2,866	570
7	2,542	1,955	3,226	630
8	2,826	2,174	3,586	720
9	3,110	2,393	3,947	810
19	3,394	2,612	4,308	900
Add for each additional member	+ 284	+ 219	+ 361	+ 90

Two parent households may receive cash assistance under the Work and Gain Economic Self-Sufficiency (WAGES) program -- also known as Aid to Families with Dependent Children (AFDC) -- if at least one parent is incapacitated or unemployed and the two parents have at least one child in common. If a parent claims incapacity, it must be of the severity to limit the parent from accomplishing a normal level of support or care for the children for at least 30 days. This must be verified by a doctor and reverified periodically, unless the disability is permanent.

Unemployed parents must work less than 100 hours per month, or be totally unemployed. The parent with the most earnings in the past 24 months must have worked at least 6 of the prior 13 calendar quarters (on the initial determination), not be unemployed due to a strike, and have not refused an offer of employment. Cash assistance under this provision is limited to 6 months in a 12-month period.

Technical criteria similar to that for food stamps must be met for WAGES/AFDC cash assistance. For unemployed parent families, both parents must participate in the employment and training program, unless exempt. All families must have a child under age 18 in the home. Residents of institutions are not eligible for WAGES/AFDC cash assistance.

The income and resource requirements for cash assistance are listed in Table 17 for a family of up to four persons. The income limit varies depending on the amount of the family's rent/mortgage payment.

Table 17. Income and Resource Criteria - WAGES/AFDC Programs				
Family Size	Payment Standard with more than $50 for shelter	Payment Standard with from $1 to $50 for shelter	Payment Standard with no Shelter Cost	Asset Limit
1	$ 180	$ 153	$ 95	$ 1,000
2	241	205	158	
3	303	258	198	
4	364	309	254	

The data in Table 18 and Table 19 show the average number of households, average monthly expenditures, and average monthly amount of AFDC in Florida. The fiscal year runs from the period July 1 through June 30. Note that the two parent program was added in the 91/92 fiscal year. The number of families and expenditures include the two parent program.

Table 18. AFDC by Year For Florida[78]			
Year	**Number of Families**	**Expenditures per Month**	**Family Average per Month**
87/88	108,936	$25,666,000	$236
88/89	115,124	$29,721,000	$258
89/90	129,429	$32,565,000	$252
90/91	154,035	$28,742,000	$252
91/92	197,846	$50,983,000	$258
92/93	245,180	$63,251,000	$258
93/94	244,988	$62,816,543	$256
94/95	230,660	$59,146,112	$256

Table 19. Food Stamps for Florida by Year[79]			
Year	Number of Families	Expenditures	Family Average per Month
91/92	518,550	$97,432,705	$188
92/93	594,740	$113,189,552	$190
93/94	606,229	$110,366,424	$182
94/95	591,644	$109,485,046	$185

How Does Florida Stack Up to the Southeast and the U.S.?

Figure 33 and Figure 34 show comparative data for Florida, the Southeastern U.S. and the U.S. as a whole. As shown in the graphs, Florida has increased in its number of AFDC recipients both in raw numbers and in percentage since the early 90s.

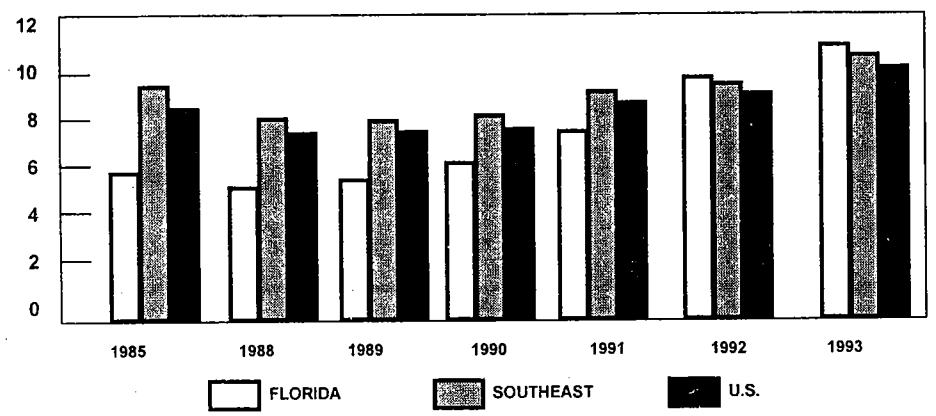


Figure 33. Percent of Population Receiving Food Stamps

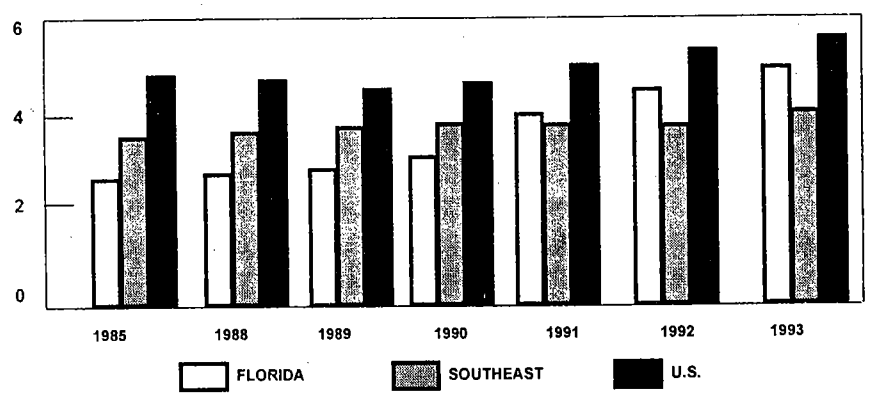
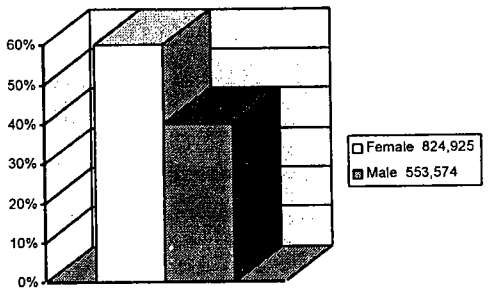


Figure 34. AFDC Recipient Rates

Who are the Current AFDC Recipients in Florida?

The information shown in Figure 35, Figure 36, Figure 37, Figure 38, Figure 39, and Figure 40 provide graphical data on AFDC recipients in Florida. Data were extracted from reports generated by the Office of Economic Services Program, State of Florida, Department of Health and Rehabilitative Services, District III

Number of Cases 211,625 Number of Persons 561,647 Total Cost of Benefits $54,111,297	
Figure 35. ADCR Cases for Florida	**Figure 36. ADCR Cases by Gender for Florida** *(ADC Regular = One Parent)*

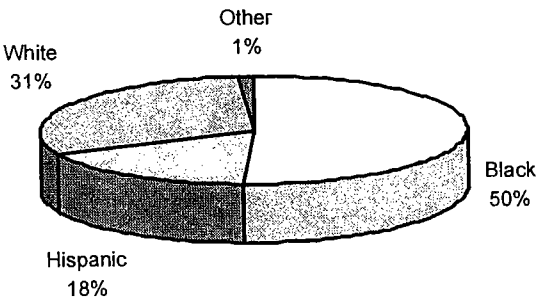
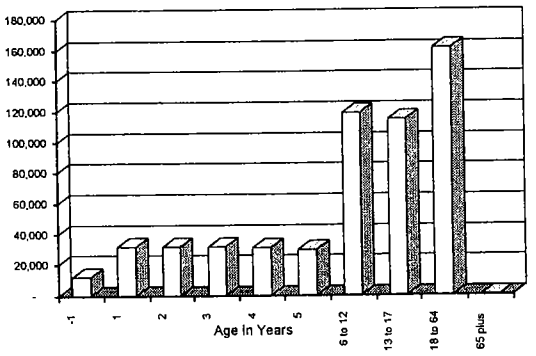
	

Figure 37. ADCR Cases by Race for Florida *(ADC Regular = One Parent)*	**Figure 38. ADCR Cases by Age for Florida**

Number of Cases	2,744
Number of Persons	10,807
Cost of Benefits	$40,932

Figure 39. ADCU Cases for Florida

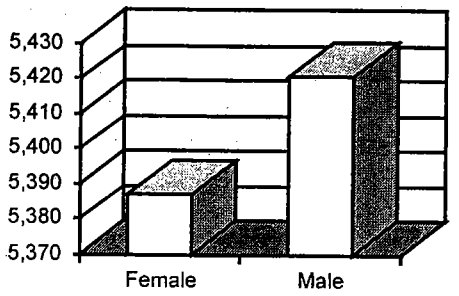


Figure 40. ADCU Cases by Gender for Florida
(ADC Unemployment = Two Parents)

Who Are the Current Recipients of Food Stamps in Florida?

The data shown in Figure 42, Figure 41, Figure 43, and Figure 44 are graphical displays of food stamp recipients in Florida. Data in the figures were extracted from reports supplied by the Economic Services Center for Public Benefit Statistics, State of Florida Department of Health and Rehabilitative Services.

Number of Cases	590,972
Number of Persons	1,378,539
Cost of Benefits	$108,481,439

Figure 41. Food Stamp Cases for Florida
(Two Parents - Unemployment)

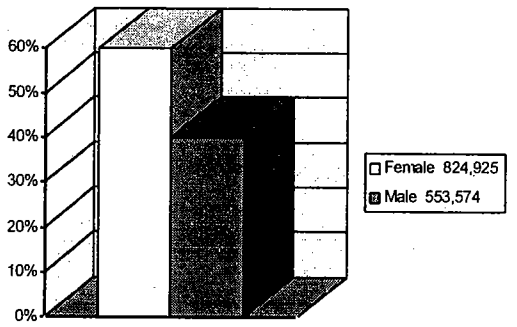


Figure 42. Food Stamp Cases for Florida by Gender
(Two Parents - Unemployment)

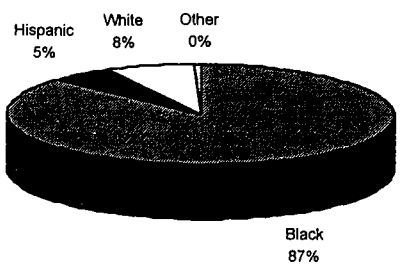


Figure 43. Food Stamp Cases for Florida by Race
(Two Parents - Unemployment)

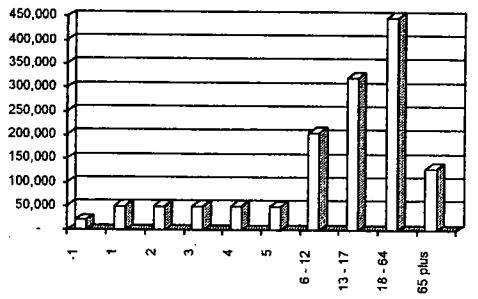


Figure 44. Food Stamp Cases for Florida by Age
(Two Parents - Unemployment)

The Changes

During the last several years, 43 states have received federal waivers to run experimental welfare programs. According to the Sunday, August 11, 1996, Gainesville Sun, *"Welfare changes will take shape slowly" - "A little-noticed provision (in the law) allows these states to continue operating the welfare programs they now have in place."*

Florida received a waiver to begin the Family Transition Program. This project was enacted by the Florida Legislature in 1993. The program began with two demonstration projects. Escambia County was selected for a mandatory client participation project site, and Alachua County was selected for a voluntary client participation site. The highlights of the program are:

- Establishment of time limits for receipt of AFDC benefits
- Higher levels of earned income disregarded for AFDC benefit calculation
- Higher asset limits for AFDC eligibility and benefit calculation
- Required school attendance for all recipients under the age of 18
- Elimination of restrictive policies related to two-parent families
- Allows transitional education and training for individuals who leave AFDC due to employment
- Offers "one stop concept" by integrating eligibility, case management, child care referral, employment and training, job development and health services

The two demonstration projects have been evaluated and fine tuned and the State is proceeding to implement these programs in 11 additional counties.

Florida Legislation

by Bob Levy, Executive Committee, FCSW

"Let us leave woman where she is, the loveliest of all creation, queen of the household."

Congressman Frank Clark, 1915,
voicing political apologia for opposing women's suffrage.

"Men, their rights and nothing more; women, their rights and nothing less."

Susan B. Anthony, Motto, Revolution, 1868.

It is difficult to talk about legislative activities and analyze the past 5 to 6 years in the history of Florida without focusing on data on Women In Elective Office. Much of the information in this section was collected from the Center for the American Woman and Politics (CAWP) National Information Bank on Women in Public Office, Eagleton Institute of Politics, Rutgers University.

In 1996, the number of women in Congress is at a record level. The number of women in the Senate is now at an all-time high of nine, with the appointment of a woman in mid-1996. The previous record number of women in the House (47), first set in 1993 was topped in March 1996 when a special election added a 48th woman to the House of Representatives. The number of women nationally in statewide elective executive posts dropped to 83 from the record of 84 set in 1995, while the proportion of women in state legislatures has held steady. Increases in Republican women accounted for most of the gains at all levels since 1994.

None of the nine women serving in the U.S. Senate in the 104th Congress is from Florida. To date, the total number of women to serve in the Senate is 24, including 14 Democrats and 10 Republicans. Paula Hawkins entered the U.S. Senate by winning in a regular general election. She served from 1981 to 1987. Having won a general election, she was then appointed to fill a vacancy caused by the resignation of her predecessor, and she lost her bid for re-election.

In 1996, 48 women hold seats in the House of Representatives, comprising 11.0 percent of the 435 members. Thirty-one are Democrats and 17 are Republicans. The congresswomen include 14 women of color: 10 African-American women, 3 Latins, and 1 Asian American/Pacific Islander woman.

Our delegation includes Corrine Brown (D), who was elected in 1992; Tillie Fowler (R), who was elected in 1992; Carrie Meek (D), who was elected in 1992; Ileana Ros Lehtinen (R), who won a special election in 1989 to fill the vacancy created by the death of Claude Pepper; and Karen Thurman (D), who

was elected in 1992. The impact of reapportionment on our Congressional delegation can be clearly seen in these statistics.

Florida has only one woman holding statewide elective office today. In 1996 nationally, 82 women hold statewide elective executive offices; women hold 25.3 percent of the 324 available positions. There are currently 11 Secretaries of State nationally who are women (4D, 7R), and our leading Republican woman is Sandra B. Mortham.

In 1996, 1,546, or 20.8 percent of the 7,424 state legislators in the United States, are women. Women currently hold 344, or 17.3 percent of the 1,984 state senate seats and 1,202 or 22.1 percent of the 5,440 state house or assembly seats. Since 1969, the number of women serving in state legislatures has increased five fold!

Florida ranks 30th in the United States in women in state legislatures. In the Florida Senate, there are 3 (D) and 3 (R), which makes 6/40. In the House there are 20 (D) and 5 (R), or 25/120. The total is 31/160 or 19.4 percent.

One of the major trends of this 5-year period, indeed of the last decade, has been the "gender gap" in voting. Clearly women provided the margin of victory for Governor Lawton Chiles (D), by voting 55 percent over 46 percent of men, according to Voter News Service.

The biggest political story for women in the 1985-95 period would be the wage gap becoming the gender gap in voting. This gap will most likely bear influence on the 1996 elections, both in terms of candidates' attempts to appeal to voters and in terms of efforts to mobilize women voters.

According to CAWP Senior Research Associate Susan Carroll, "this year's gender gap has been described by the media as a gender gulf, as a canyon, as approaching record levels, as larger than ever, as extreme."

Thus, the gender gap not only has become an enduring feature of American politics, but also is now evident across a wide variety of political attitudes, preferences, and behaviors.

Voter turnout is another development and factor. After women obtained the right to vote in 1920, they turned out to vote at a much lower rate than men. Since 1980, women have turned out to vote at a higher rate than men in every presidential election. Because women are a larger proportion of the population than men and vote at a slightly higher rate, the gender gap has tremendous influence in this election.

Just as the National Women's Political Caucus showed that the more women run, the more women win, these facts reflect that the more women who vote, the more clout women are likely to have.

There is no simple explanation or single underlying cause for the gender gap, given the attempt to appeal to the broad spectrum of women such as single women, married mothers, homemakers, women of color, moderate Republican women, professional women, working class women, young women, senior women, evangelicals, and southern white women.

We would be remiss in looking at our world today without looking back historically. The great historian of Florida Allen Morris has provided us with Women In The Florida Legislature. In 1928, Florida elected its first woman Member of Congress, Ruth Bryan Owen. She represented a district stretching along the East Coast from Key West to Jacksonville, dipping inland to include Orlando.

The first woman member seated in the 1929 session of the state legislature was Edna Giles Fuller. At that time there were 95 members of the Florida House. Her first bill, HB 14, was passed 73 to 4. The bill was intended to help "poor women" and their dependent children by, in part, increasing the period of residence for welfare eligibility.

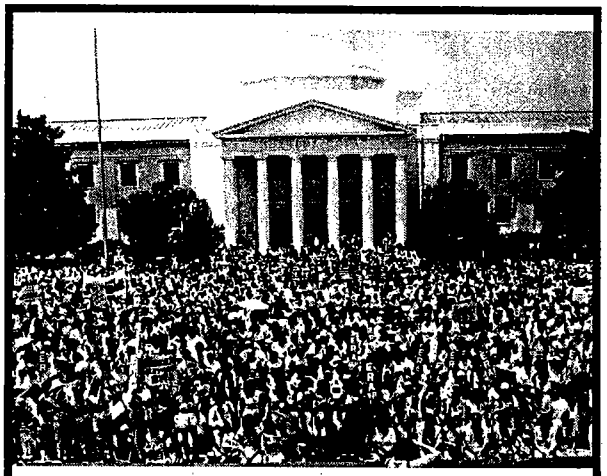
According to Allen Morris, "after 1947, the Florida House of Representatives always had a woman Member. The Senate gained its first woman with the election in 1962 of Beth Johnson of Orlando (then Mrs. George W. Johnson). She had served in the House of Representatives from 1957."

To complete this report we'd have to look back historically to 1990 (which would actually be the 1988/90 Session). At that point there were 16 women serving in the House and 11 in the Senate. That number increased to 20 in the House in 1990-92 and decreased to 10 in the Senate. By 1992-94, the number of women in the House had increased to 23, but had decreased to six in the Senate. As indicated previously, there are currently 25 women in the House and the Senate remains at 6.

The Legislative Committee of the FCSW "proposes, supports and defends and/or lobbies for or against various issues facing women based on input and approval from the Commission." In truth, the legislative thrust of the past 5 years has been one of reporting on the process and monitoring of legislation. Because of the composition of the FCSW and the various sources of appointment, the FCSW is as diverse as the aforementioned gender gap on voting. Thus, it is not often FCSW takes an actual position on a legislative issue, but rather serves as a conduit for information, for information is truly one of the most valuable tools in politics.

Florida Women voice their concerns about ERA

In the 70s, the federal Equal Rights Amendment, with 35 of the 38 necessary states having approved it, died in Florida, which was the last state to vote before time expired. The House passed it, but the Senate voted it down by 21-19, with one senator deserting his campaign pledge to support it.



Florida Voters attend ERA Demonstrations

Michael Gartner, president of NBC News, quoted in Brown Alumni Monthly, May 1991, said "The great thing about democracy is we're free to take in all this information and make up our own minds about what is truth."

ACKNOWLEDGMENTS

The Florida Commission on the Status of Women extends its appreciation and thanks to the following individuals for their efforts and support.

- Governor Lawton Chiles and Lt Governor Buddy MacKay
- Attorney General Bob Butterworth, and his staff, Peter Antonacci, Carlos McDonald, Karen Weaver, Jerry McDaniel, and Pat Gleason.
- Commissioner of Education Frank Brogan, Commissioner of Agriculture Bob Crawford, Comptroller Bob Milligan, Secretary of State Sandra Mortham, Treasurer Bill Nelson, President of the Senate Jim Scott, and Speaker of the House of Representatives Peter Rudy Wallace.
- Dr. Jean Bryant, Director of Women Studies, Florida State University.
- Helga Kraft and Pam Vetro, Women's Studies, University of Florida.
- Carol Darling, Ph.D., Executive Director, Florida Education and Employment Council for Women and Girls.
- Jack Levine, Executive Director, Florida Center for Children and Youth.
- Dr. Diane Barlar and Research Assistant Margaret Stocker, University of West Florida at Ft Walton Beach.
- Ken Gooderham, Researcher, and Heather Harris, Intern/Research Assistance for Elections and Appointments Section.
- Student interns: Jessica Perez-Monforti, Florida State University, Leigh Johnson and Marlann Patterson, University of Florida.
- Lillian Stringer, Director of Special Projects, Tampa Housing Authority, and Renee Williams, Deputy Chief Administrative Officer, Office of the Mayor, City of Tampa.
- Ann Henderson, Executive Director, Florida Humanities Council
- Anila Jain, M.D.
- Guest speakers: Emmy Acton, Hillsborough County Attorney; Sandra Allen, Florida Association for Women Lawyers; Nikki Beare, National Women's Conference Center; Betty Castor, President, University of South Florida; Donna Clarke, American Association of University Women; Diana Dawson, Florida Women's Consortium; Anne Gannon, National Organization for Women; Robin Hassler, Governor's Task Force on Domestic Violence;

Pam Iorio, Supervisor of Elections, Hillsborough County; Arthenia Joyner, Member, U.S. Delegation, Fourth World Conference on Women; Ron McElrath, Florida Commission on Human Relations; Cynthia Perkins, Capitol Women's Political Caucus; Doris Reeves-Lipscomb, Executive Office of the Governor; and Marjorie Turnbull, Florida House of Representatives.

- Members of the Florida Legislature.

Florida Commission on the Status of Women Survey Response Form

The Florida Commission on the Status of Women represents all women residing in the State of Florida, and is very interested in your opinions regarding issues facing women in this state. Your response to this survey will help us to identify key areas of concern and to determine future priorities for the Commission.

Instructions:

Please indicate the five most critical issues to you that are facing women in Florida today,. For the most critical, place a "1" in the box to the right of the item. For the next most critical, place a "2", and so on. The blank spaces are for you to use to write in additional critical issues that are important to you.

- ☐ Health Care
- ☐ Education
- ☐ Quality of Jobs
- ☐ Age Discrimination
- ☐ Pay Equity
- ☐ Sexual Harassment
- ☐ Domestic Violence
- ☐ Housing
- ☐ Child Care
- _____
- _____
- _____

How did you become aware of the Commission?

_____

_____

Do you have a local county or city Commission on the Status of Women? Yes ☐ No ☐

Would you be interested in starting one in your county/city? _____

How long have you been a resident of the State of Florida? _____

Are you a member of a woman's organization? If so, please list with address:

_____

_____

Demographic Information:

Please circle/fill in the following demographic information. It will help us to serve you better.

Sex: Male Female

Race: Hispanic White Native American African American Asian

Education: High School Some College College Degree Some Graduate/Grad. Degree

Age: 16-24 25-34 35-44 45-54 55-64 65+

County in which you live: _____ City in which you live: _____

If you would like additional information about the Florida Commission on the Status of Women and/or would like to provide your expertise to the Commission, please list your name and address below:

_____

_____

_____

Thank you for taking the time to respond to our survey. Your views are very important to us.

Detach this sheet from the report. Fold in thirds, and staple. Please ensure that the Commission's address appears in the mailing area on the outside.

For more information, call:

Nancy Clemons, Executive Director

Florida Commission on the Status of Women

(904) 413-3021

FAX (904) 921-4131

Stamp

Florida Commission on the Status of Women
Office of the Attorney General
The Capitol
Tallahassee FL 32399-1050

COMMISSION MEMBERS

Conchy Bretos of Miami
Conchy Bretos is the Legislative Representative for the American Association of Retired Persons for the State of Florida, Puerto Rico and the Virgin Islands. She served as the Director of the Dade County Commission on the Status of Women for several years.

Patricia Clements, Ph.D., of Tallahassee
Patricia Clements is a communications strategist who has served on publicity and fundraising committees for numerous organizations statewide. She directed communications and publicity for a woman seeking the post of county judge. She also served as the Director of Special Events for the British Olympic Team in Tallahassee.

Rose Marie Cossick of Hollywood
Rose Marie Cossick is the owner of R Cossick Realty in Hollywood. She also serves as an officer for numerous civic organizations in the Broward County area. She served on the City of Hollywood Equity Study Commission and directed the Downtown Hollywood Center, Inc. She has volunteered her time to other various community organizations including the Boy Scouts of America and the United Way.

Toni Crawford, R.N., of Jacksonville
Toni Crawford is a certified disaster nurse for the American Red Cross and a board member of the Emergency Pregnancy Service. She was an administrator of employee life and health care benefits, and director of the Apnea Clinic at Nemours Hospital in Jacksonville. She serves on the Jacksonville Mayor's Commission for the Status of Women.

Elsie B. Crowell of Tallahassee
Elsie Crowell has been employed by the State of Florida in various governmental agencies, including the state university system. She has had extensive experience in several key leadership positions over the past 27 years and presently serves as Director of Insurance Consumer Services for the Department of Insurance. She was recognized as Who's Who in Government and honored as one of 100 Outstanding Black Citizens by the United Negro College Fund. She served on the Florida State University Presidential Search Committee, PACE Center for Girls, Capitol Women's Political Caucus, AAUW, Goodwill Industries, and Chamber of Commerce Leadership Tallahassee VI. She is the Past President of Tallahassee Chapter, Delta Sigma Theta Sorority, Inc.

Karen Cunningham, Ph.D. of Tallahassee
Karen Cunningham is an Associate Professor in the English Department of Florida State University. Her specialties are Shakespearean and Renaissance Drama, and Literature of the 16th and 17th Centuries. She currently is working on Gender Studies and the Law in the 16th and 17th Centuries. The recipient of multiple teaching awards, she serves as a member of the AAUW, the Women's Caucus of the Modern Language Association and the Society for the Study of Early Modern Women.

Barbara Effman of Sunrise

Barbara Effman served as the Executive Director of Planned Parenthood of South Florida, and has a background in public health and business administration. She chaired the Broward Commission on the Status of Women. She is currently a board member of the American Cancer Society and of the Broward Health Planning Council, and is a Trustee of the Westside Regional Hospital Board. Her husband, Steven, is the Mayor of Sunrise, and was recently elected to the Florida House of Representatives.

Peggy Gagnon of Satellite Beach
Peggy Gagnon served as a community volunteer for many years in the Brevard County area, and currently serves on the Brevard Heart Foundation Board of Directors, Selective Service Commission Board, Farm Share/Sea Share Food Distribution, and several panels at the First United Methodist Church of Melbourne. She previously served on the boards of Habitat for Humanity, American Heart Association, the Junior League of South Brevard, Brevard Museum of Art and Science, South Brevard Alumni Panhellenic, and the Haven for Children.

Susan Gilbert of Miami

Susan Gilbert has her own marketing, advertising, and public relations firm. She served as Senior Vice President/Marketing for SunBank in Miami. She has a long history of political advocacy. Susan Gilbert is a past Governor of the 4th District American Advertising Federation and serves on the Florida International University Foundation Board of Trustees. She has been named in Who's Who and Why of Successful Florida Women, named Outstanding Young Women and Women of America for the past 8 years. She has also won many awards for her advertising abilities.

Kate Gooderham of Fort Myers
Kate Gooderham is the owner of a Fort Myers consulting firm, specializing in issues management, grassroots organizing, lobbying and monitoring, coastal permitting and strategic planning. She is First Vice President of the National Women's Political Caucus, and is the Immediate Past President of the Florida Women's Political Caucus. She served as Chair of the National Women's Political Caucus' Political Planning Committee, and is a member of the National Steering Committee of NWPC. She serves as Chair of her church's Committee on the Status and Role of Women.

Susan Guber of Miami
Susan Guber served three terms as a Florida legislator, representing House District 117 in Miami. She now serves as a lobbyist for several hospitals in Florida. She has also published a book, How to Win Your First Election, (2nd Edition, April 1997).

Mohinder "Mona" Jain, M.D., Ph.D. of Bradenton
Mona Jain serves as Director of Family Health for Manatee County Head Start, and she holds both M.D. and Ph.D. degrees along with four other degrees in education and science. Her affiliations include: American Medical Women Association, American Public Health Association, American Association of University Women, Kiwanis International, United Nations Association, President's Council, Life Member of the University of South Florida, and Who's Who in American Education. She is a Fulbright and National Science Foundation scholarship recipient, and she holds leadership positions in many other organizations. Dr. Jain was recently appointed to the Governor's Commission on Education.

Navita Cummings James, Ph.D., of Tampa
Navita James serves as Director of African American Studies at the University of South Florida. She is an educator, and served on the search committee for the University of South Florida President. Navita James represented the Commission at the U.S. Department of Labor's Southeastern Regional Beijing Preparatory Meeting, and attended the United Nations World Conference on Women held in Beijing, China, in 1995.

Robert M. Levy of Miami
Bob Levy is the owner of Robert M. Levy & Associates, a public and governmental relations firm with offices in Miami and Tallahassee. He is active in political campaigns and campaign management. Bob Levy is a veteran of the Vietnam War, where he was awarded the Vietnamese Cross of Gallantry, the Silver Star, the Bronze Star, and three Purple Hearts.

Mona Reis of West Palm Beach
Mona Reis has been a strong advocate of reproductive health care and protecting a woman's right to choose for three decades. She has been President/Director of Presidential Woman's Center since 1980, which provides comprehensive health services for women. She serves on the Board of Directors for the Anti-Defamation League, American Jewish Congress, and Rebekah's House. She has also been a member of the Coalition for Quality Education and the Healthy Start Coalition's Teen Pregnancy Task Force. . She is a single mother of two.

Judith Byrne Riley of Valparaiso
Judith Byrne Riley is a Senior vice President of a real estate development company, focusing on commercial leasing and management in Florida and Alabama. She serves as a member of the Enterprise Florida's Jobs and Education Partnership Board, focusing on workforce development. She is National Board Member and Treasurer of the National Association of Private Industry Councils and vice-chair of Florida's Region II Jobs and Education Partnership Board. She is a wife and mother of five daughters. Judy Riley is Vice Chair of the Commission.

Marsha Griffin Rydberg, J.D., of Tampa

Marsha Rydberg is an attorney focusing in real estate, commercial litigation and bankruptcy law. She has been awarded an AV rating from Martindale-Hubbell, its highest. She serves on the Florida Bar of Governors and was the first woman to serve as President of the Hillsborough County Bar Association. She has chaired the Tampa Downtown Partnership and is on the Board of the Greater Tampa Chamber of Commerce. Marsha Rydberg is Chair of the Commission.

Lisa A. Tropepe, P.E., of Coral Springs

Lisa Tropepe is an Associate of a Palm Beach engineering firm with experience in permitting, paving, grading and drainage plans, and the design of sanitary sewer collection and water distribution. She has developed several water management plans for Indian Trail Water Control District.

Laura Ward of Fort Lauderdale

Laura Ward is an Urban Affairs Coordinator for Broward County. She serves on Florida's Historic Preservation Advisory Council. A native Floridian, she has a B.A. in American Studies from Florida State University and a Masters in Urban and Regional Planning from Florida Atlantic University. Laura Ward is married to retired Circuit Judge Lavon Ward and has three grown children.

Doris Weatherford of Seffner

Doris Weatherford, who serves as the Commission's historian, is an author whose works include Foreign and Female: Immigrant Women in America, which was reissued in an expanded edition this year. Among her other books are American Women and World War II, which is being translated into Japanese, and American Women's History: An A to Z of People, Organizations, Issues and Events, which was published by Prentice Hall in 1994. She also has many years of experience as a political consultant and is listed in Who's Who of American Women, and Who's Who in America.

Judy Wilson, Ph.D. of Ocala

Judy Wilson is a psychotherapist who specializes in survivors of physical and sexual abuse. She is the Executive Director and original founder of the 21-year-old Ocala Rape Crisis-Domestic Violence Center. Her expertise includes expert witnessing in sexual battery and battered women trials. She has a private counseling practice for victims, offenders and other types of mental health problems. She also serves as an adjunct professor at Central Florida Community College in Women's Studies and law enforcement training.

Susan D. Wilson of Alachua

Susan Wilson served several terms as Treasurer of the Florida AFL-CIO (the first female to do so), managing a $1 million annual budget. She is actively involved in state politics, and is experienced in labor/management relations. She has taught "Personal Empowerment" Courses for women, and is interested in health care issues. Susan was selected for the Civil Rights Advocacy Award in Business and Industry by the Florida Commission on Human Relations in 1993. Susan recently built an eco-friendly house, and has studied environmentally sustainable building and development.

Nancy Clemons, Executive Director

The Florida Commission on the Status of Women is staffed by Nancy Clemons, Executive Director, and Michele Manning, Administrative Assistant III.

Michele Manning, Administrative Assistant III

END NOTES

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