

Florida Commission on the Status of Women



Reflections and Projections: Women in Florida

1999 Annual Report



STATE OF FLORIDA COMMISSION ON THE STATUS OF WOMEN

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Dear Florida Citizen,

Welcome to the Florida Commission on the Status of Women's Eighth Annual Report entitled "*Reflections and Projections.*" Pursuant to Section 14.24, Florida Statutes, we are mandated to annually communicate our accomplishments to the Governor, the Cabinet and the Legislature and to study the changing and developing roles of women in American society. In celebration of the millennium, we have decided to study the past, present and future of women in Florida and the United States of America.

In our millennium report, we begin by reflecting on the rich history of the Commission and the outstanding achievements of our nation's women. We include a "present" section which details our accomplishments for 1999. We then delve into the future of women both on a state and national level and make recommendations for improvements in a myriad of areas including health care, education and employment policies.

Overall, we embrace the notion that by looking to the past, we empower ourselves with knowledge of the victories of our ancestors and integrate valuable lessons for success in the future. We hope that by sharing this vision, all who read this report may be inspired, not only to celebrate the extraordinary women who have paved the way for us today, but to believe that they too can make a difference—no matter what age, race, sex or class. Let us all join together and create a spectacular future for women and the people who share their lives.

Sincerely,

Susan Gilbert, Chair

Lisa A. Tropepe, Vice Chair



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The Florida Commission on the Status of Women would also like to thank the following people for their assistance and support in the production of this annual report.

- Governor Jeb Bush and Lt. Governor Frank Brogan.
- Attorney General Bob Butterworth.
- The Litigation Support Center and the Print Shop in the Office of the Attorney General.
- Employees of the State of Florida Archives.
- Dr. Jean Bryant, Director of Women's Studies Program, Florida State University.
- All those who participated via survey and other forms of suggestion.



Recommendation Summary

**With a new century on the horizon, we have examined issues confronting women in all areas and at all times in their lives.
What must we do to secure a bright future for
the women of our state and nation?**

The Future of Young Women:

- Develop safety support systems for physically and sexually abused girls
- Combat eating disorders and risky behavior through affirmation of worth
- Build success by challenging and motivating—at home, in sports, in school
- Instill and encourage in girls the confidence to be heard
- Mentor young women through committed, compassionate interaction

The Future of Women's Health:

- Continue to improve the quality of health care for women
- Make insurance accessible to all people
- Combat substandard conditions in assisted living facilities
- Ensure our elderly are safe and comfortable
- Bring quality health care to women around the world

The Future of Women in Retirement:

- Eliminate unfair pay gaps so that women can earn livable pensions
- Encourage women not to settle for traditionally low-paying jobs that offer no retirement benefits
- Afford "big company benefits" to those working part-time or in smaller businesses
- Benchmark the companies and countries who have succeeded in these areas

The Future of Women in Immigration:

- Consider the unique issues and challenges faced by immigrant women
- Ensure that immigrants can protest labor law violations without fear of reprisal
- Take normal social responsibility for American children born of immigrants in Florida
- Create initiatives for bilingual education
- Resist cultural stereotypes of immigrant groups through education

The Future of Women in Education:

- Encourage young women to choose careers in science, mathematics, engineering and new technologies
- Improve our curricula and teaching methods to eliminate unconscious discriminations against female students
- Eliminate sexual harassment in schools
- Encourage women to become educational leaders

The Future of Women in Employment:

- Educate young girls in comprehensive life and working skills, including financial management, career planning and retirement options
- End gender-based pay inequities
- Improve job-skill and life-skill assistance to welfare recipients

The Future of Women in Art:

- Establish a Florida Museum of Women in the Arts
- Leverage recognition of women artists through a Title IX strategy



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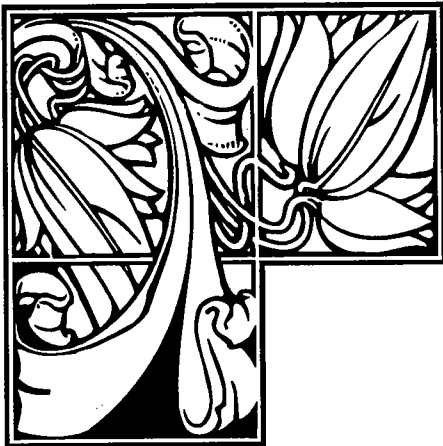
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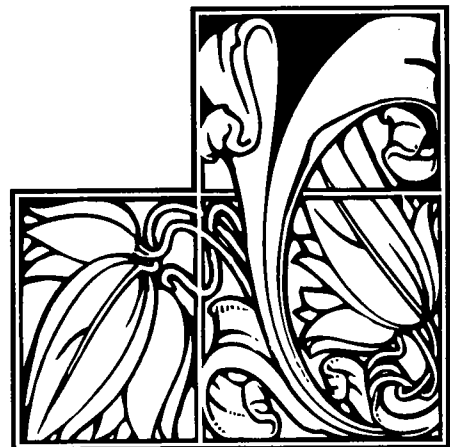
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THE PAST





**Remembrances:
Former Governors Share Memories of Our Past
Arranged by
Jessica Labbé**

Governor Claude Kirk reappointed the Governor's Commission on the Status of Women in 1967.

"When I became Governor of a 'til-then "one-gender-one-party" government, the Commission on the Status of Women was only a political condescension, dominated and ignored, name-only body—a fleshless skeleton hidden somewhere in Florida.



I now know that my determination to bring equal status to all, and to the logical work of the Commission in particular, comes from my Alabama experience of the historic hardships pre-set for the women of my family starting for me with my great-grandmother and the birth of my daughters. Add to that, my riding (sometimes as the only white passenger) in the open front area of our Montgomery bus while the "Mrs. Parks" crowded in the rear behind the sign.

Thanks to Mary Grizzle and the other troopers of my Commission, everything started to change for the better—so much so that later governors just had to ride the wave we had created."



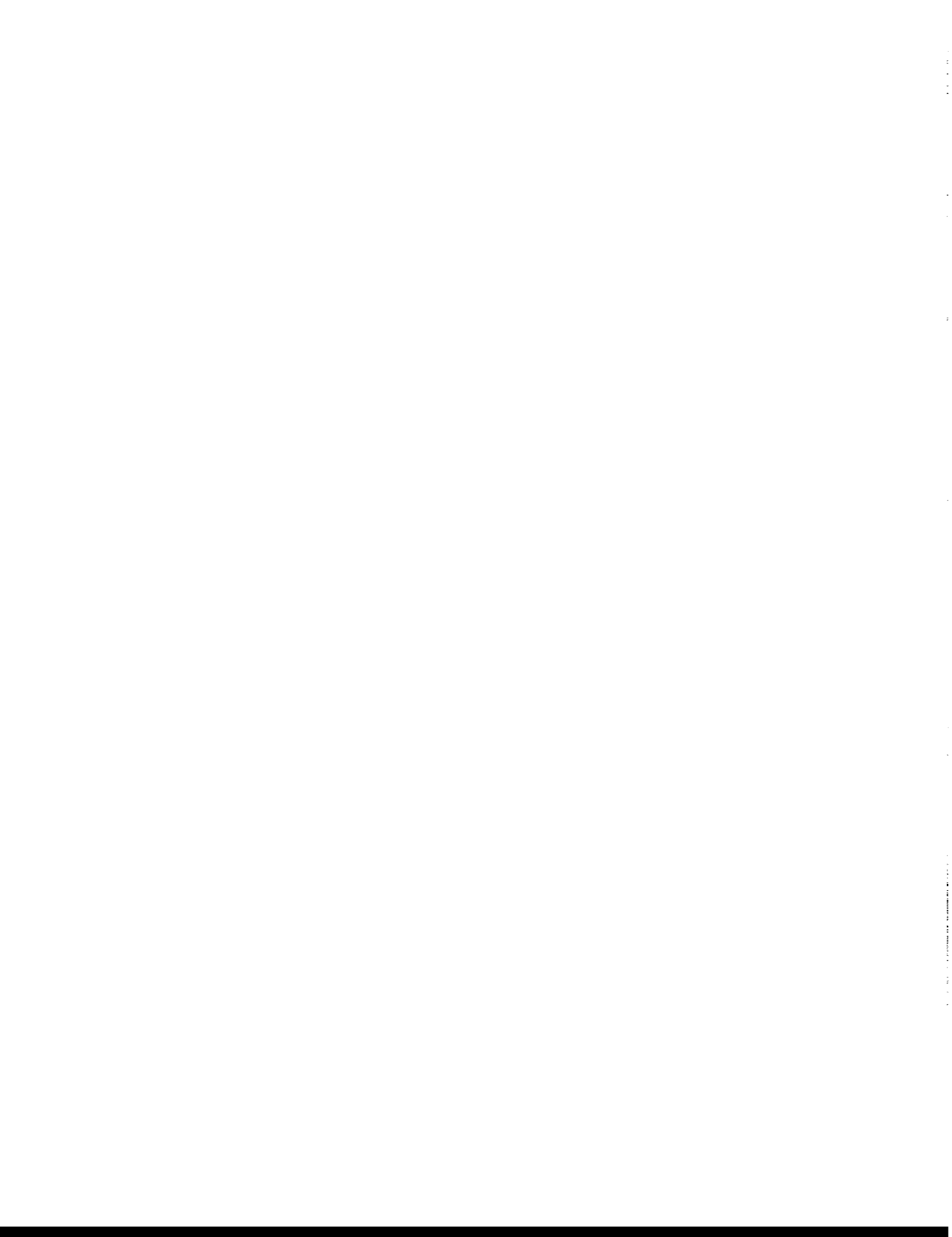
Governor Reubin Askew reappointed the Governor's Commission on the Status of Women in 1972.

"The major thrust the Commission was involved in was the Equal Rights Amendment. There was a tremendous rally that Marlo Thomas and Alan Alda attended. The ERA was lost in the Senate, but the CSW was a useful body that worked hard."

Governor Bob Graham reactivated the Governor's Commission on the Status of Women in 1979.

"As the father of four daughters, I have always recognized the importance of providing equal opportunities for women. The Commission on the Status of Women was reactivated by Executive Order during my first year as governor in 1979 and played an important role throughout our administration. I was proud that we were able to create the Florida Women's Hall of Fame as a way of recognizing and honoring women who made significant contributions in improving the lives of others."





*History of the Florida Commission
on the Status of Women
by Jessica Labbé*

President John F. Kennedy appointed Esther Peterson as head of the Department of Labor's Women's Bureau. Peterson soon urged Kennedy to create a body that would monitor the condition of women in the country, resulting in the 1961 creation of the Presidential Commission on the Status of Women (PCSW). Kennedy appointed Eleanor Roosevelt as chair with Peterson acting as vice chair.

Roosevelt and Peterson established seven committees to examine the Equal Rights Amendment, employment policies and the provision of social services for women. The committees suggested contemporary solutions to the problems women faced such as equal pay for equal work, maternity leave and child-care services. After a number of legislative victories, the PCSW created an institutional structure to continue its efforts. The President's Interdepartmental Committee on the Status of Women and the Citizen's Advisory Council on the Status of Women determined that each state should have a Commission on the Status of Women to carry on the PCSW's work on a state level.

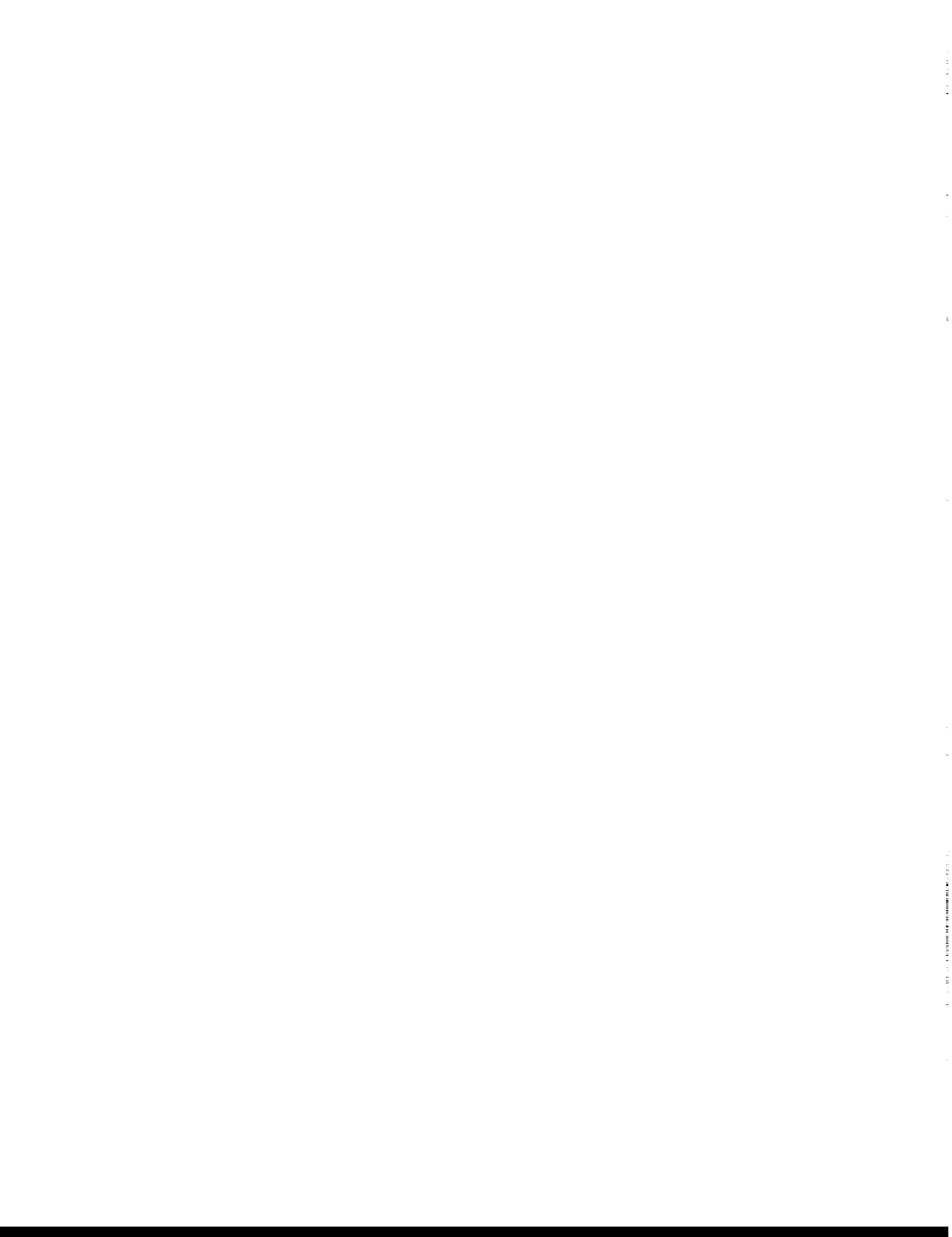
In 1964, Florida Governor Farris Bryant created the Governor's Commission on the Status of Women (COSW). The COSW was designed to study laws and regulations pertaining to women in Florida and make recommendations to the legislature based on their findings. In January 1966, the Commission presented its first report to the governor.

In December 1967, Claude Kirk was elected governor and announced the appointment of 14 new members to the COSW, bringing the total number of commissioners to 24. It took two years for Helen Krauss Leslie, the chair of the COSW, to successfully coordinate a full commission meeting. The greatest obstacle to the COSW was funding, as members had to pay their own travel expenses, plus any mailing and mimeographing costs.

In October of 1968, Governor Kirk appointed eight new members to the Commission, including a new chair, Mary R. Grizzle, a Republican legislator from Pinellas County. Realizing that the COSW's main impediment was lack of funding, Grizzle lobbied for inclusion of the Commission's fiscal needs in the legislative budget. She also redirected the COSW and introduced issues such as women's property rights, civil service on a local level, the Economic Opportunity Act, labor laws affecting women and migrants, equal pay legislation, nursery resources, social services and the governor's employment placement project.

Grizzle's Commission agreed to work closely with the Florida Federation of Professional Business and Professional Women's Clubs to get equal pay legislation passed. The Commission's role was to secure co-sponsors for the bill.

Reubin Askew was elected governor in 1971. The following year, he reestablished the Governor's Commission on the Status of Women by Executive Order. In 1974, Askew appointed



an Executive Director, Sue Hill, to help coordinate the Commission's activities and assist in daily operations. Hill and a part-time secretary, Nancy Wittenberg, ran the Commission on a budget of \$27,000. While Hill was director, the Commission published regular newsletters reporting on legislative and women's issues. The Commission also published brochures and manuals to assist women, created a talent bank and established local commissions throughout the state. In their 1974 annual report, the Commission made numerous recommendations to the Governor. The ratification of the Equal Rights Amendment sat at the top of their list. They also explained in detail the areas they had focused on that year: women and employment, education, law and business.

In 1975, Wittenberg became the Executive Director of the Commission. During her tenure it became apparent that trouble was brewing. The Commission's budget was cut \$7,000 for 1975-76, reducing it to \$20,000. This amount still had to cover the pay of an Executive Director, the Commission's annual meeting and eight brochures. Wittenberg was quick to notice that this left no funding for a part-time secretary, a role that the Commission could not logistically survive without.

Though lack of funding was a major problem for the 1976 COSW, the passion for equality still remained in those running the Commission and the people of the state of Florida. Countless correspondences reside in the State of Florida Archives documenting the COSW's support from women all over the state. It is apparent that the Commission tried to remain active, maintaining deep involvement in legislative developments, the ERA, welfare reform, employment, problems faced by displaced homemakers and female offenders. Due perhaps to poor funding or other unknown problems, the Commission ran out of steam in the late 1970s.

On July 31, 1979, Governor Bob Graham reactivated the Governor's Commission on the Status of Women (still referred to as the COSW) by means of Executive Order 79-60. Throughout his tenure, the COSW maintained adequate funding. The COSW was very active in 1981: printing newsletters, hosting a public program on women and violence, and bringing together numerous local CSW's for an "exchange session" to share ideas and problems women were facing in various areas of the state.

In May 1982, the first Florida Women's Hall of Fame ceremony and reception was held at the Governor's Mansion in Tallahassee. Records suggest there were funding problems, leaving the commissioners to search out a source of income for the inductee plaques.

The Hall of Fame was still going strong in 1984, when eight women were inducted. Thirteen more women were inducted in 1986. Throughout these years, the COSW continued its commitment to the battle for the ERA, working closely with Governor Graham to answer the public's questions and concerns. They did the same with Title IX, employment and economic issues, and domestic violence.

As the Commission existed only by the governor's appointment, it was at the mercy of changing political climates. When Governor Bob Martinez came into office in 1987, no members were appointed. Plaques on the Florida Women's Hall of Fame, which had hung in the Governor's office during the Graham administration, were lost, only to be found in a broom closet in the 1990s.

Only months after Governor Lawton Chiles took office, he lobbied the Florida Legislature to statutorily create the Florida Commission on the Status of Women in its present

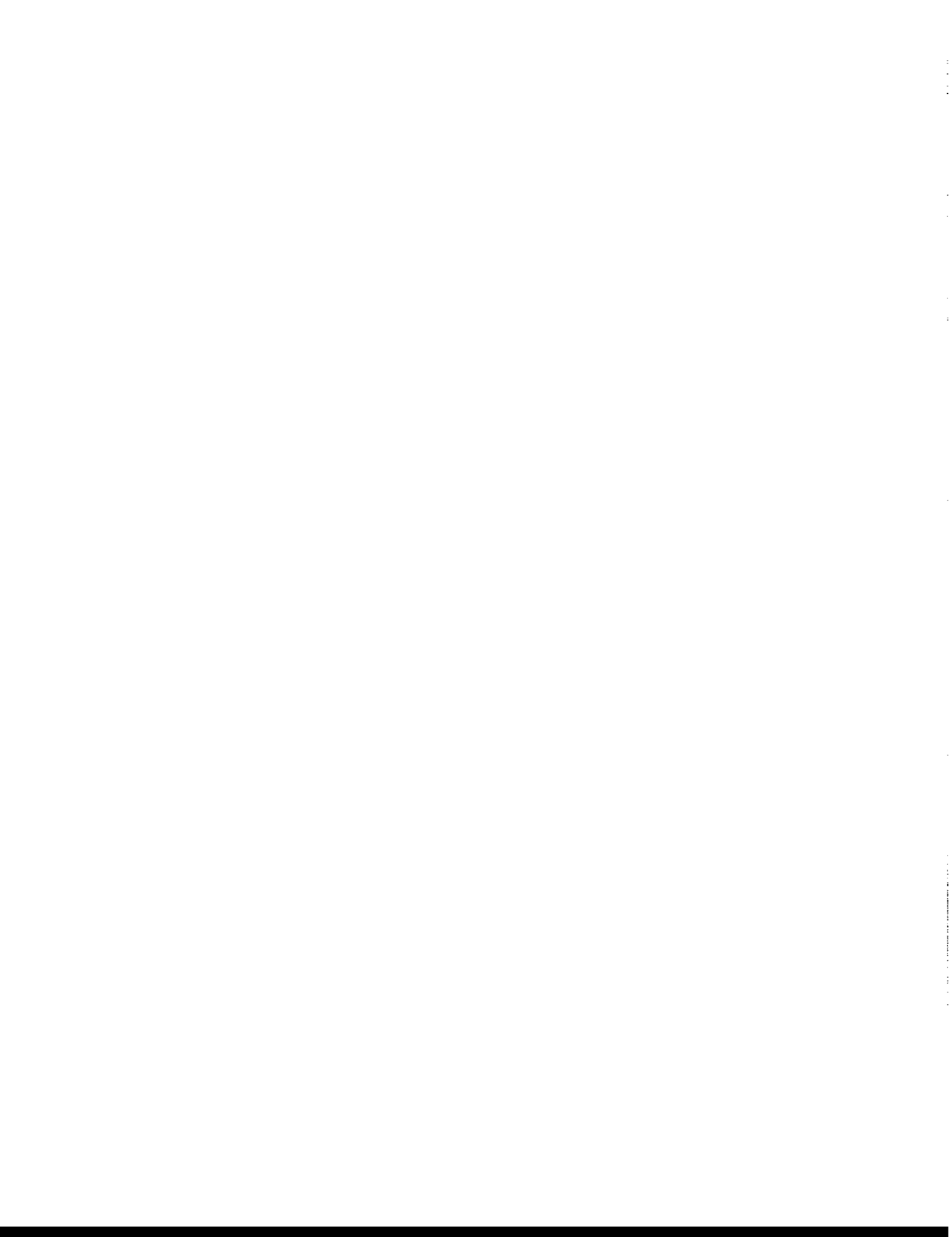


form. The date was May 14, 1991. The leading sponsors for CS/CS/HB 109 were Representative Elaine Gordon in the House and Senator Carrie Meek in the Senate. The Commission's legislative authority is now set forth in Section 14.24, Florida Statutes.

Since 1991, the Florida Commission on the Status of Women has been fully supported by the Governor, the Cabinet and the Florida Legislature. The FCSW is administratively located in the Office of the Attorney General, and is composed of 22 members who represent the diversity of the state's population. The Governor, Attorney General, President of the Senate and Speaker of the House of Representatives each appoint three members to four-year terms. The Secretary of State, Comptroller, Insurance Commissioner, Commissioner of Agriculture and the Commissioner of Education each appoint two members for four-year terms. No member may serve more than eight consecutive years.

As required by Section 14.24, Florida Statutes, the Commission's mandate is to study and to make recommendations to the Governor, Cabinet and Legislature on issues affecting women. The duties and interests of the FCSW include, but are not limited to:

- Identifying and studying the socio-economic factors influencing the status of women;
- Aiding in the development of individual potential;
- Encouraging women to utilize their capabilities and to assume leadership roles;
- Coordinating the efforts of numerous organizations interested in the welfare of women;
- Identifying and recognizing the contributions made by women to the community, state and nation; and
- Implementing recommendations to improve working conditions, financial security and legal status of both sexes.



Reflections:
***A Review of Past Annual and Status Reports of the
Florida Commission on the Status of Women***
Jessica Labbé

1992

“Women in the Workplace”

The first Annual Report of the Florida Commission on the Status of Women dealt with and documented the difficult role of women in the workplace. The report focused on a number of topics, including education, health care, pay equity, sexual harassment, the “glass ceiling” and gender equity in appointments. The report also suggested tactics for improving these conditions, from ensuring insurance coverage for preventive health medicine to removing unspoken and internalized social barriers that prevent the advancement of women in the workplace.

1993 and 1996

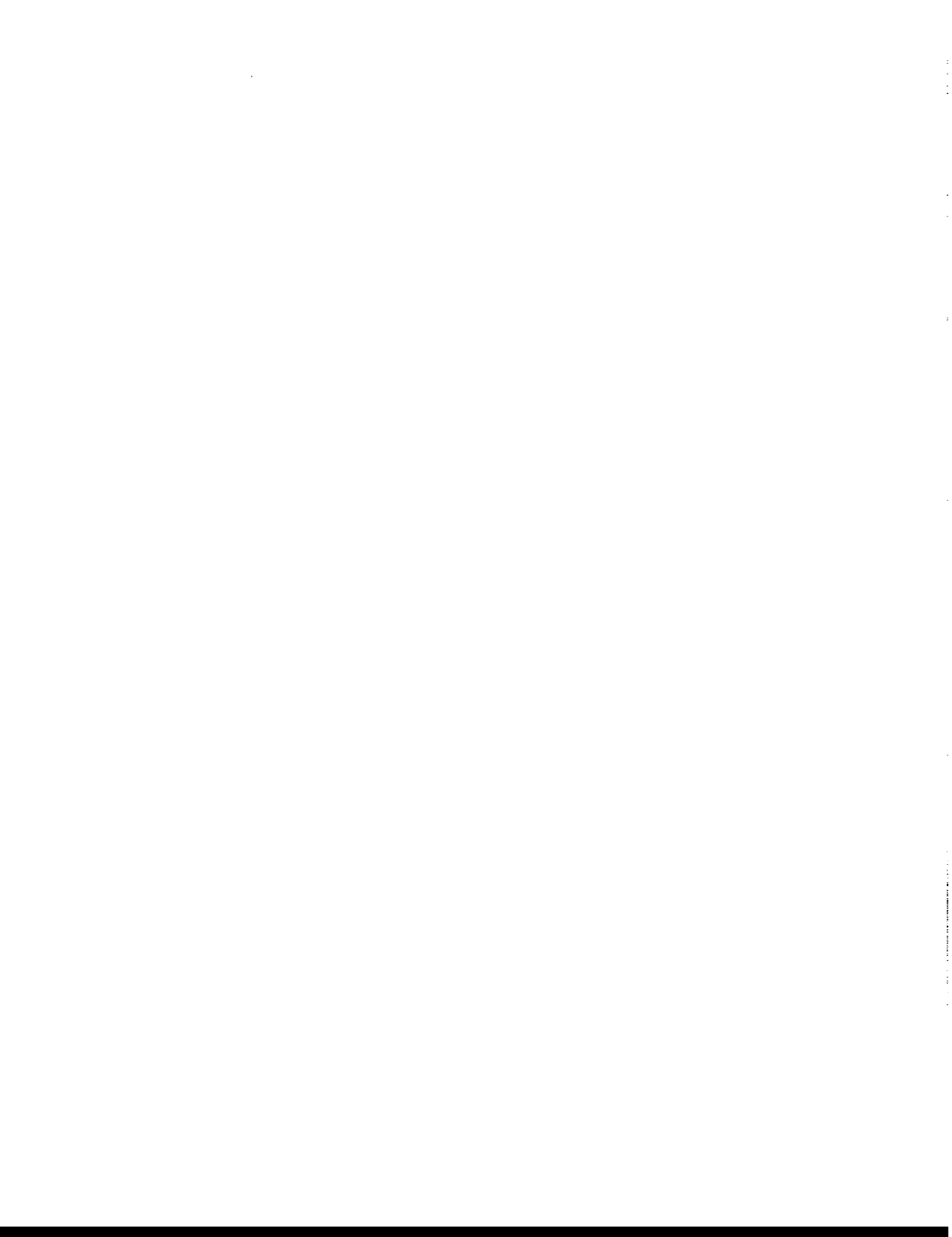
“Women and Health”

In both reports, the Commission studied the state of women’s health in Florida. These reports unveiled the dramatic fact that heart disease was the number one killer of women, who experienced a higher death percentage than men. The reports suggested that this was due to a lack of knowledge in the medical community with regards to women and heart disease. They also explored cancer and revealed that lung cancer, not breast cancer, was the number two leading cause of death for women. These reports also investigated the condition of AIDS, domestic violence and special health concerns for older women. They determined that overall there was a lack of knowledge and proper care in all areas of women’s health and listed nine positive health care initiatives implemented by the state to improve these conditions, one of which was the 1992 Florida Health Care Reform Act.

1994

“Justice and Human Rights—How They Apply To Women”

In this report, the Commission confronted women’s basic rights and the legal system’s treatment of those rights. It dealt with stalking/hate crimes, sexual battery and rape, and domestic violence. It advocated greater education and improved laws regarding these issues, such as self-defense classes in high schools to prevent rape and the need to include gender in the definition of hate crimes. The report scrutinized the plight of women who have killed in



response to their battering in terms of their sentencing and the conditions they face in jail. The report also detailed the extent of sexual harassment and the need to inform women of their legal rights and the availability of legal services. Finally, the report closed with an in-depth look at the myths and realities of welfare reform. It disproved widely-held apathetic and racist misconceptions of the Aid to Families and Dependent Children system by clarifying that the majority of recipients were not adults, but children, and that families receiving AFDC were as likely to be white as black.

1995

“Welfare Reform”

This report opened with a detailed history of welfare reform from colonial times to today, by noting that the colonial welfare system was based on “political patronage and personal favor”¹ as opposed to the “even-handed standards”² of today’s system. The report then presented moving accounts of welfare recipients, notably mothers, arguing that since all welfare situations were different, treating them all “equally,” or the same, failed to benefit everyone in need. In actuality, it could harm them. The report continued with details of the current welfare programs in Florida, while comparing them to past programs. The report concluded with a discussion of issues in what was then the current local and national debates on welfare, such as returning people to the workforce, establishing flexible eligibility standards and simplifying food stamp rules.

1996

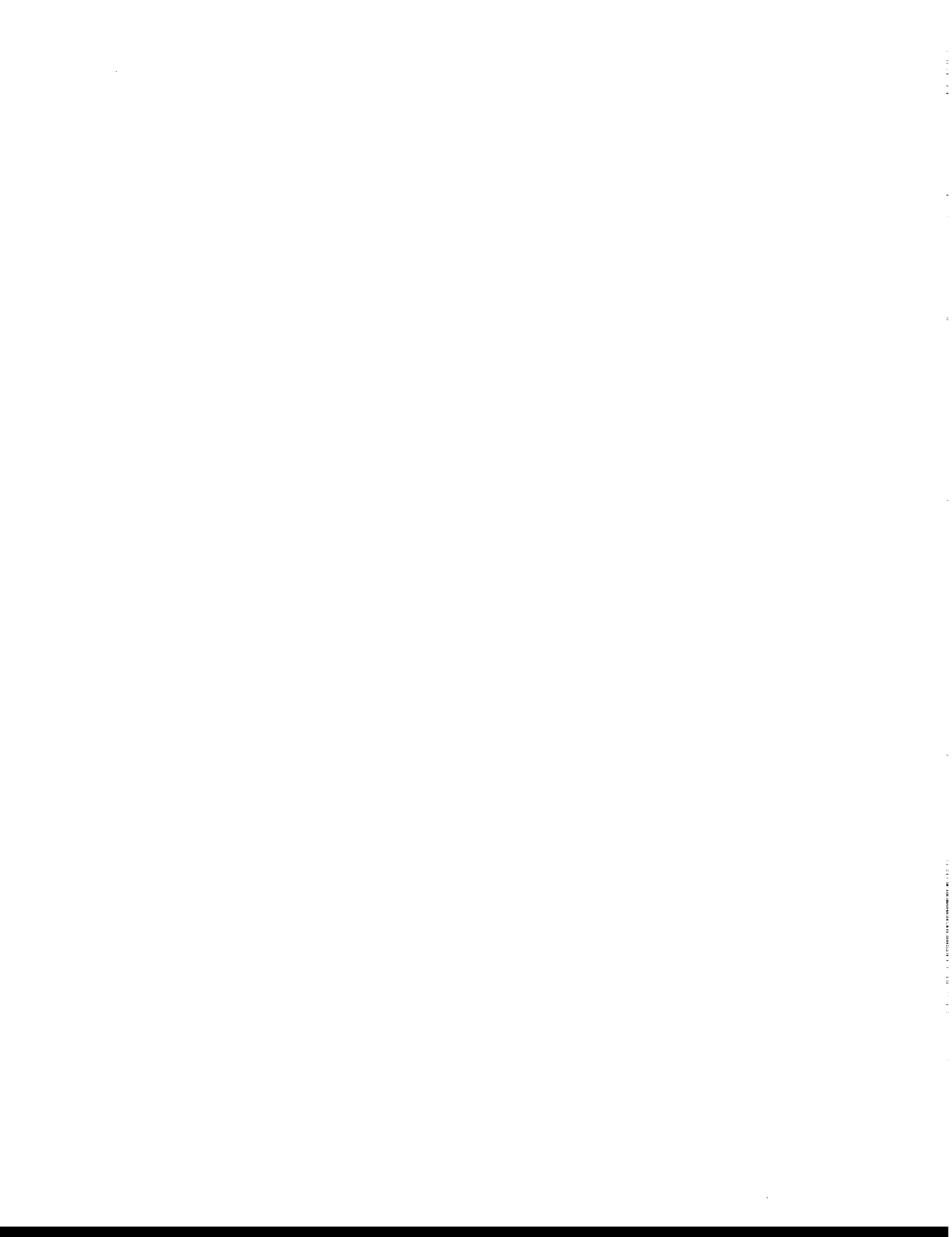
“Benchmark Study”

This report opened with a letter of support from Governor Lawton Chiles on the Commission’s Benchmark Study. The report included a brief but in-depth look at the history and contributions of women in the state of Florida by Doris Weatherford, the FCSW’s historian. Weatherford began her journey through history with tales of the earliest women who braved the violent Spanish influx in the 1500s. She told of great women who visited and incorporated Florida in their work such as Harriet Beecher Stowe. She delved into political history and explored the suffrage movement and the struggle for the Equal Rights Amendment. Weatherford closed with women of Florida who have been honored by the President of the United States, including U.S. Attorney General Janet Reno.

The report also detailed demographic profiles of women in Florida according to such topics as health and marriage, and included in-depth looks at family, education and health care. It suggested the establishment of a Central Health Resource for Florida women, increasing women’s participation in school superintendent positions, and improvement in the cost and quality of child care.

1 1995 FCSW Annual Report, 23

2 1995 FCSW Annual Report, 23



1997

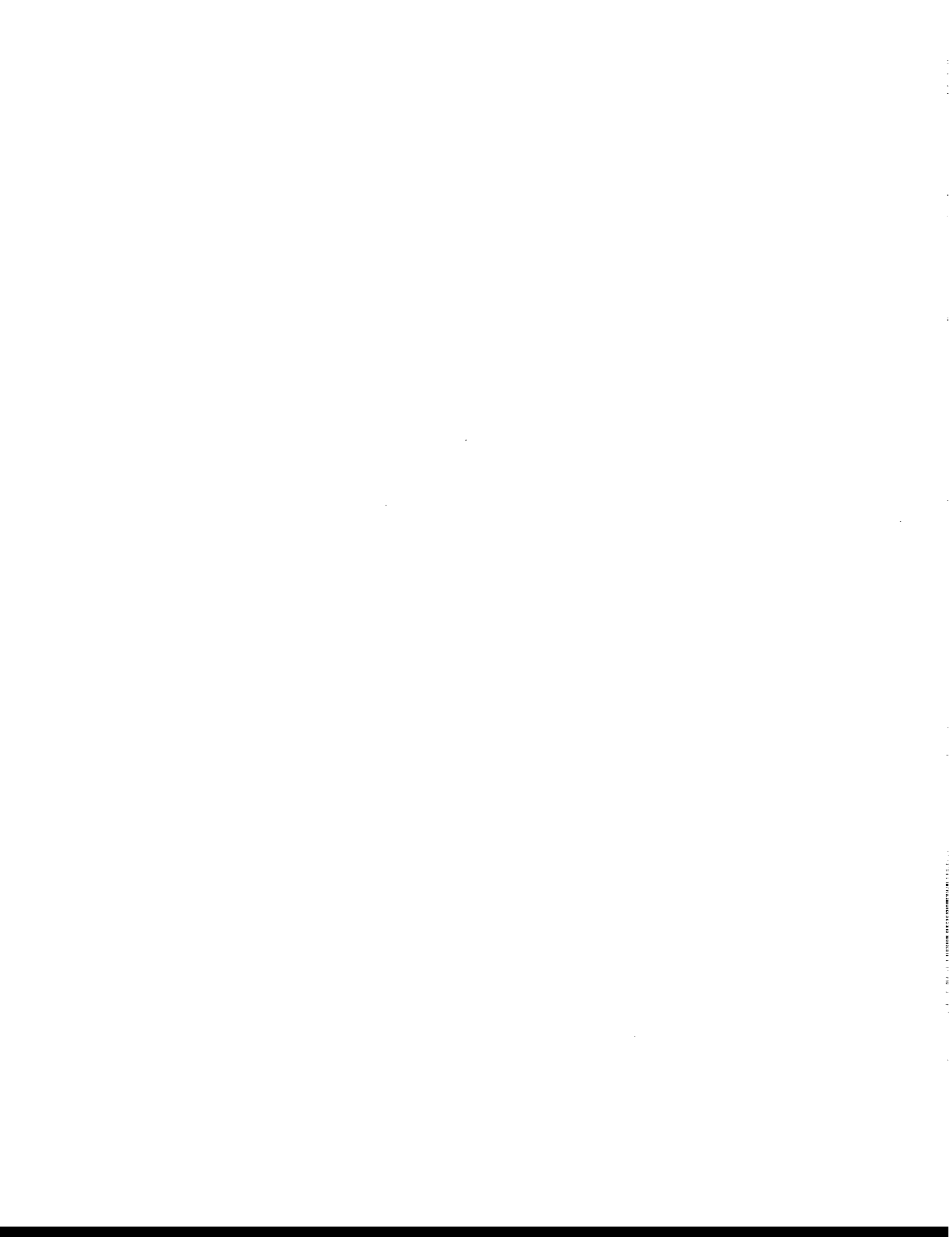
“Women and Economic Development”

This report consisted of six essays analyzing women’s economic development in employment, family, health care, financial management and job training. The employment essays delved into the roadblocks of transportation and child care for welfare recipients trying to “break the cycle” and secure independence for themselves, and amassed the results for the FCSW’s “Women in the Workplace” surveys for the years 1993-1997. The health care essay looked further into the world of “Florida’s Uninsured Women” and revealed the severity of the problem. The financial management essay studied the challenges of improving the financial status of women and offered helpful hints for gaining and preserving economic security. The final essay on job training explained the drastic overhaul which the job training system had undergone in Florida and made suggestions for the future.

1998

“Definitive Study on Young Women Ages 12-18 in Florida”

This report detailing the status of young women in Florida began with an article that recounted a series of interviews done with high school girls and educators in which they discussed politics, family and health. The next essay related educators’ insights into issues pertaining to young women. These essays were intermingled with brief essays from teen girls representing diverse cultures and ages. The final section was comprised of expert articles and journal excerpts, including an essay on the need to educate teen girls about respecting and valuing themselves. Other essays explored adolescent sexual abuse victims, the need to mentor at-risk teens, critical issues for African-American teens, and the future of this generation of young women.



***Triumphs and
Torchbearers***

Collected from Doris Weatherford's *Milestones: A Chronology of American Women's History (Facts on File, 1995)* and her *Women's Almanac (Oryx, 2000)*. Compiled by Jessica Labbé.

1900

- Women make up 21 percent of the turn-of-the-century labor force, just over one in every five workers.
- The International Ladies' Garment Workers' Union (ILGWU) is established.
- The National Association of Colored Women (NACW) sets its goals, which include "equality of pay," "care for the children of absentee mothers," and job training.
- Two sisters from Kentucky who live in New York City write the song "Happy Birthday."

1901

- Congress creates the Army Nurse Corps, the first formal military unit for women.

1903

- The Women's Trade Union League begins at a convention of the American Federation of Labor.

1904

- The St. Louis World's Fair kicks off, offering opportunities for many women, including photographer Jessie Tarbox Beals, sculptor Gertrude Vanderbilt Whitney and entrepreneur Annie Turbo Malone.
- Chicago obstetrician and surgeon Bertha Van Hoosen begins experiments with "twilight sleep," an anesthetic that will become popular for relieving the pain of childbirth during much of the century.

- In Paris, American-born artist Marie Cassatt is made a Chevalier of the Legion d'Honneur.

1905

- Nettie Marie Stevens wins an endowment that will enable her discovery that an embryo's sex is determined by the X or Y chromosome.
- The first women elected to the Hall of Fame for Great Americans are educators Mary Lyon and Emma Willard and astronomer Maria Mitchell.

1906

- The Pure Food Drug Act is a victory for many women, ensuring that they will no longer be forced to buy contaminated goods.
- The nation's first successful female attorney, Belva Lockwood, wins a major case before the Supreme Court at age 76.

1907

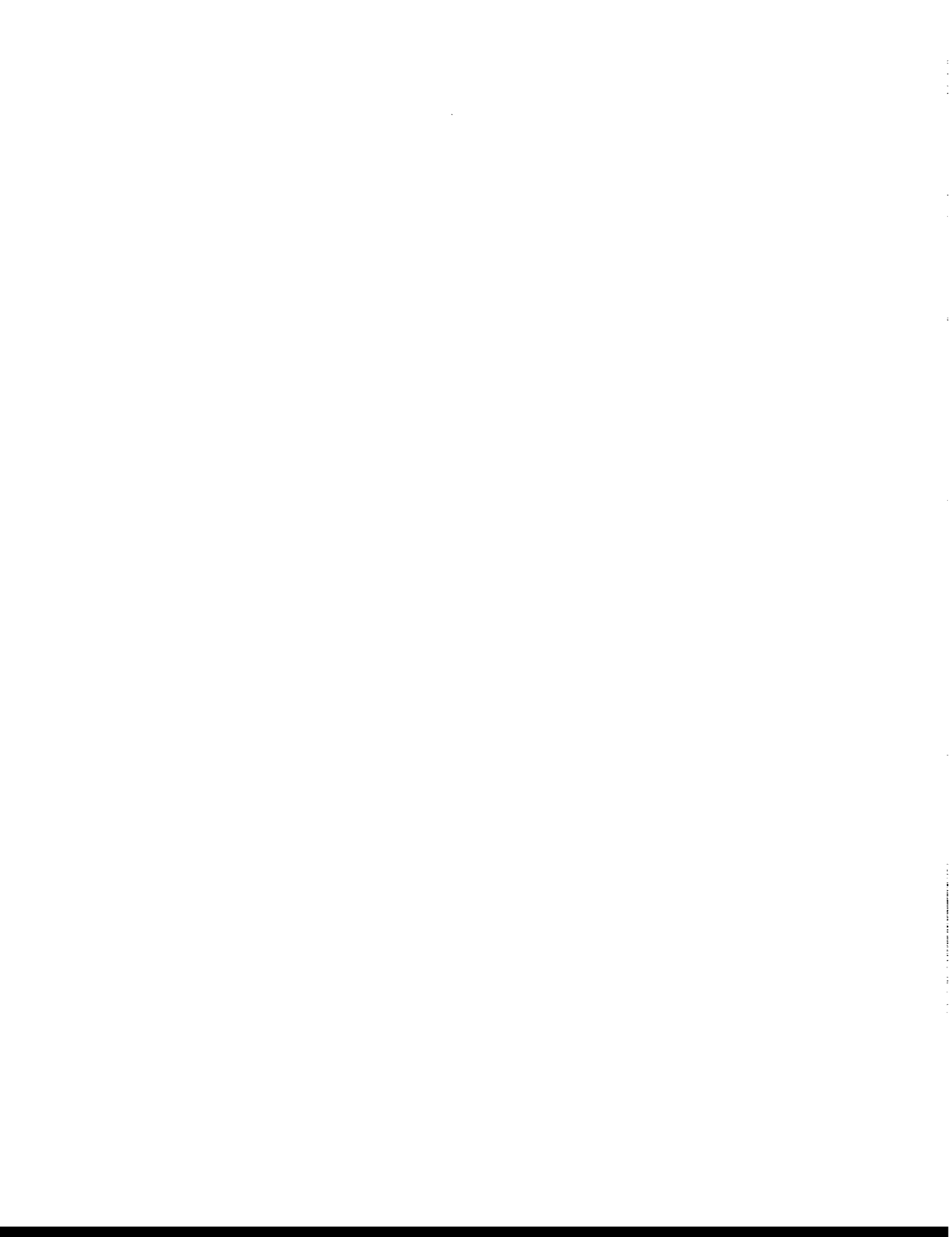
- Astronomer Williamina Fleming publishes a report on her discovery of 222 variable stars.
- The nation's first Mother's Day is celebrated.

1908

- In *Muller v. Oregon*, the Supreme Court upholds an Oregon law establishing a maximum 10-hour day for women employed in laundries.
- The Navy Nurse Corps is founded.
- This year marks the 60th anniversary of the Seneca Falls Women's Rights Convention.

1909

- Chicago is the first city to have a woman head of its school system.



- Over 20,000 female garment workers participate in the greatest strike by women workers in history.

1910

- Congress passes the Mann Act, which prohibits taking women across state or national boundaries for "immoral purposes."

1911

- New York's Triangle Fire kills 146 people, mostly women. This tragedy prompted legislation for safer working conditions.
- Eight years after the Wright Brothers barely got their plane off the ground, Harriet Quimby is the first woman licensed to fly.

1912

- The Girl Scouts begin in Savannah, Georgia.
- Miami hosts the first Miss America pageant.

1913

- Washington, D.C. sees its first giant Suffrage parade, with some 8,000 women marching.

1914

- The Senate votes on Suffrage for the first time since 1887; it fails.

1915

- The House of Representatives takes its first vote on Suffrage; it fails.
- Jane Addams founds the Women's Peace Party.

1916

- The ILGWU wins a strike for better pay and working conditions.
- The first woman is elected to Congress.

1917

- Cornell Medical College has a woman at the top of its graduating class.

1918

- 12,500 women enlist in World War I.

- The Red Cross certifies African-American women as nurses for the first time during World War I.

1919

- The Women's Bureau of the Department of Labor is created.
- Dr. Alice Hamilton becomes the first woman on the staff of Harvard Medical School.

1920

- On August 26, Suffrage is ratified with the 19th Amendment.

1921

- Congress passes the Sheppard-Towner Act, which appropriates up to \$1 million annually for states that provide matching funds to build maternity clinics.

1922

- Congress passes the Cable Act, which repeals previous legalisms that put a woman's citizenship in jeopardy when she married a non-citizen.
- The first woman to serve on the Supreme Court is elected in Ohio.
- The first female U.S. Senator is appointed, at age 87, from Georgia.

1923

- The federal government establishes the Bureau of Home Economics.

1924

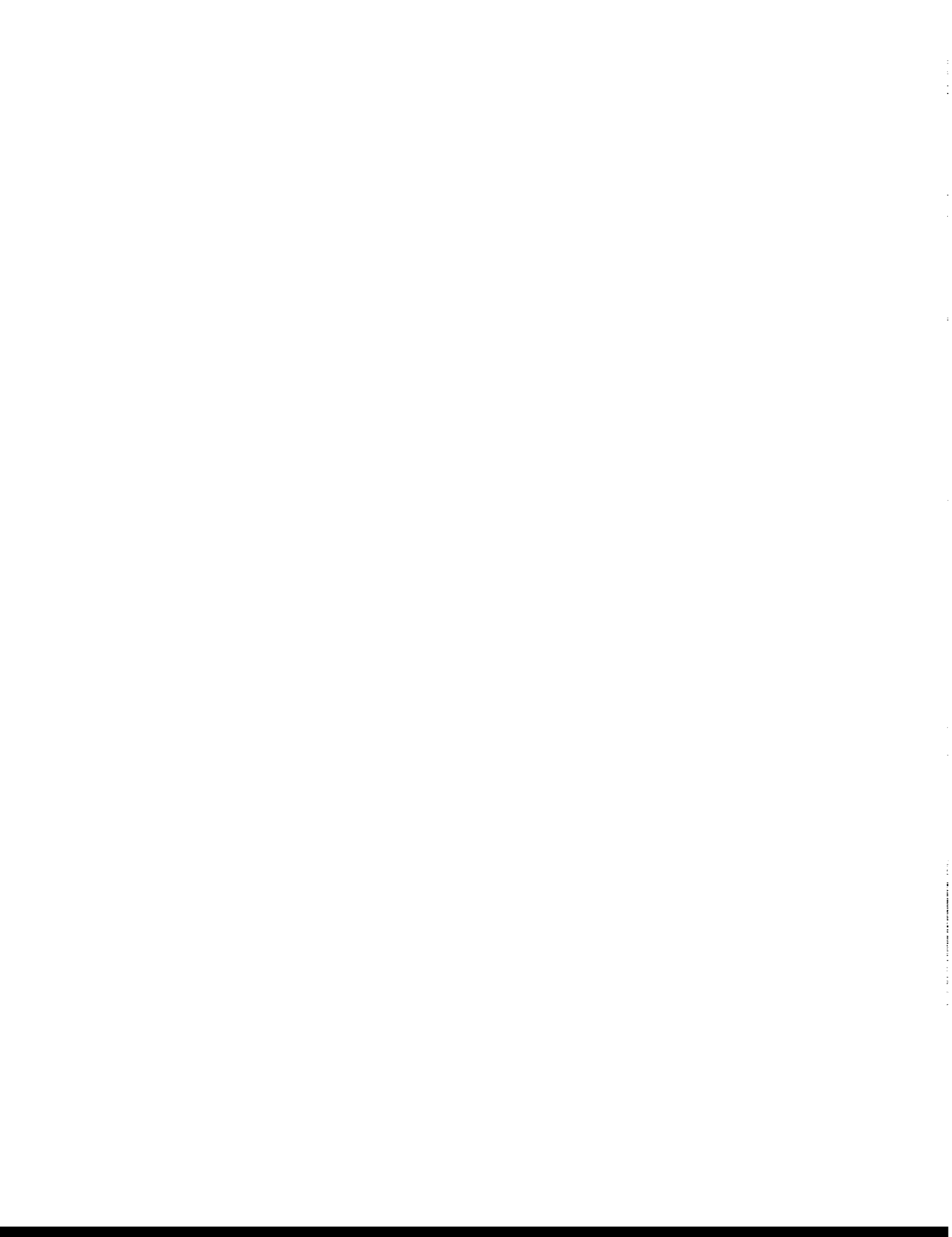
- Texas and Wyoming are the first states to elect women as governors.

1925

- The first woman is invited to membership in the National Academy of Science.

1926

- Seattle, Washington is the first major city to elect a woman as mayor.
- The first black female attorney general is admitted to practice before the U.S. Supreme Court—a half century after the first black man.



- 20-year-old Gertrude Ederle is the first woman to swim across the English Channel.

1928

- The first academy award for Best Actress goes to Janet Gaynor.
- African-American Margorite Joyner invents the permanent wave machine, which she uses to curl the hair of white women and straighten the hair of black women.

1929

- The 1921 Sheppard-Towner Act is repealed.
- The Daughters of the Revolution open Constitutional Hall.

1930

- The number of women serving in the House of Representatives reaches a high of nine.

1931

- Jane Addams is the first American woman to win the Nobel Peace Prize.

1932

- Amelia Earhart is the first woman to fly solo across the Atlantic.
- The first female pilot of a regularly scheduled airline is employed.

1933

- Frances Perkins takes the oath of office for Secretary of Labor and becomes the first female member of the Cabinet.
- The first woman to head the U.S. Mint is appointed.

1935

- The first high-level government position for a black woman goes to Florida's Mary McLeod Bethune who is appointed to head the Office of Minority Affairs of the National Youth Administration.

1936

- Margaret Sanger wins a long series of court cases allowing physicians to begin importing and prescribing contraceptive materials.

1937

- Amelia Earhart disappears.

1938

- The first black woman in a state legislature is elected in Pennsylvania.

1939

- Anthropologist Ruth Benedict coins the term "racism."
- Hattie McDaniel of *Gone With the Wind* fame is the first African-American to win an Academy Award.

1941

- World War II begins; women become prisoners of war in the Philippines.

1942

- Congress establishes women's units in every military branch.

1943

- Millions of women go to work in defense industries.

1945

- After World War II ends, the Future Homemakers of America is formed to encourage women to return to their traditional roles.
- A number of women are involved in the formation of the United Nations.

1946

- Estee Lauder begins a cosmetic company.

1948

- The Women's Armed Services Integration Act formalizes the position of WACs, WAVES, and other non-Nurse Corps military.
- The American Nurse Association begins admitting African-American members.
- Alice Cunningham is the first African-American woman to earn an Olympic award, for the high jump.



1950

- President Harry S. Truman appoints the only woman ever to have served as assistant secretary of defense, Anna Rosenberg.
- For the first time in American history, women are "called involuntarily to military service along with men" for the Korean War.

1953

- Aviator Jacqueline Cochran is the first woman to break the sound barrier.

1955

- The American College of Nurse-Midwives is founded.
- On December 1, Rosa Parks refuses to give up her seat on the bus to a white man.

1957

- Dr. Chien Shiung Wu disproves the law of parity, which had governed modern physics.
- As president of the NAACP, Daisy Bates leads school desegregation in the south.

1958

- The Childbirth Without Pain Association begins to educate women on French Lamaze techniques.

1960

- The birth control pill receives federal approval and goes on the market.
- Leontyne Price is the first African-American woman to receive acclaim as a diva.

1961

- President Kennedy appoints the nation's first Commission on the Status of Women.
- The President's health is under the care of a female physician for the first time in history.
- 50,000 women participate in the Women's Strike for Peace.

1962

- Dolores Huerta is a cofounder of the United Farm Workers.

1963

- Congress passes the Equal Pay Act.

1964

- The 1964 Civil Rights Act is passed and the Equal Employment Opportunity Commission is created.

1966

- The National Organization for Women is founded.

1967

- The National Education Association elects its first African-American president in its 106-year history, Mary Hatwood Futrell.

1968

- The Consumer Credit Protection Plan, which allows women to maintain credit histories separate from their husbands, is passed.
- Marian Wright Edelman, an African-American woman, founds the Children's Defense Fund.
- Shirley Chisholm of New York is the first black woman elected to Congress.

1969

- The National Women's Hall of Fame is established in Seneca Falls, New York.

1971

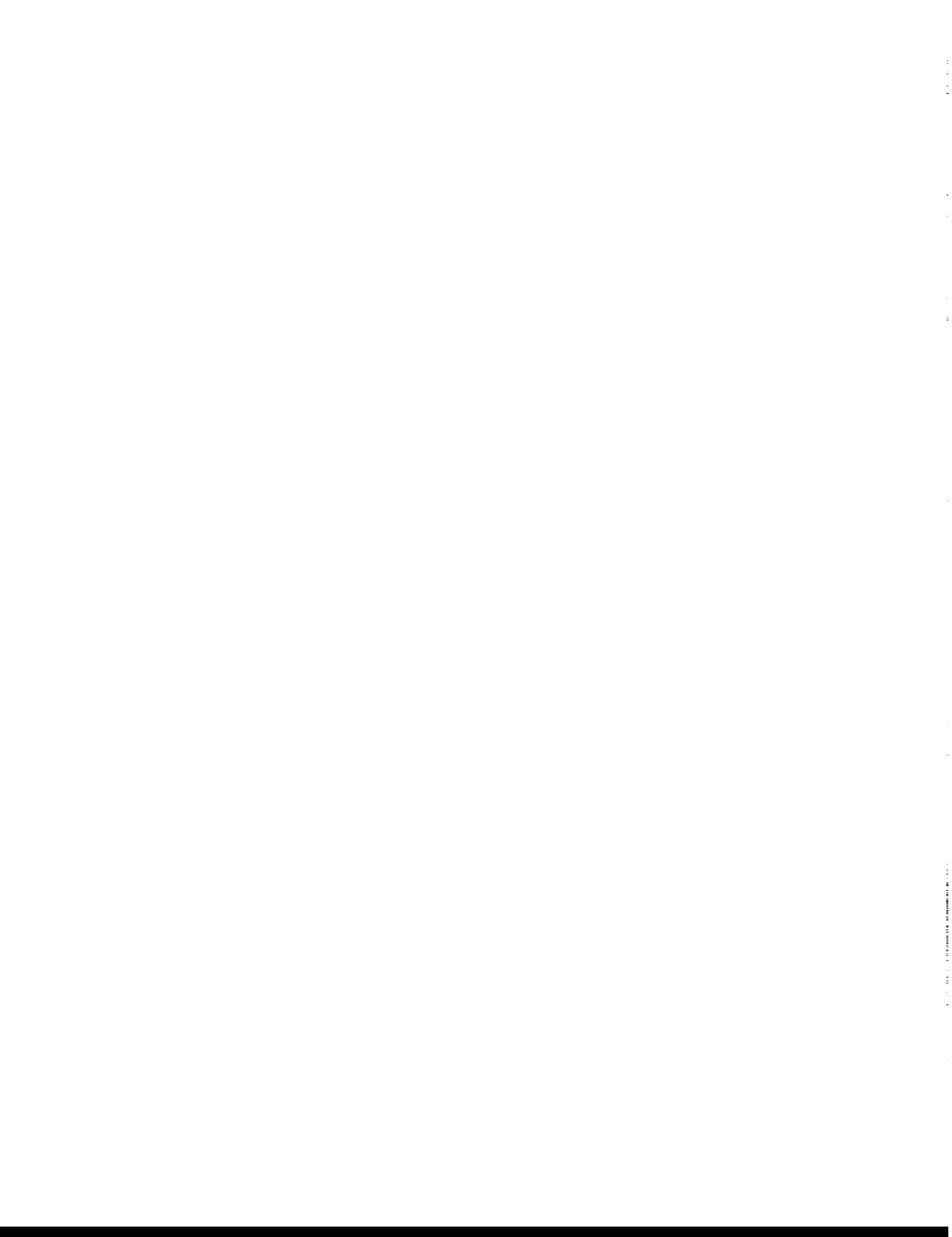
- The U.S. Marine Corps makes barracks gender-integrated and the first female marines are allowed to continue on duty through pregnancy.
- The National Women's Political Caucus begins.

1972

- Congress passes the Equal Rights Amendment. It needs to be ratified by all states.
- The first female rabbi is ordained in the U.S.
- Ms. magazine is launched.
- The FBI finally begins hiring women in jobs other than clerical.

1973

- The Supreme Court legalizes abortion.



1974

- Congress passes the Women's Educational Equity Act which appropriates \$20 million for new programs aimed at girls.
- Girls are allowed to participate in Little League baseball.

1975

- The United Nations hosts its first conference focusing solely on women's issues.
- State legislatures begin to reform rape laws to benefit victims.
- A court rules that girls may participate in all high school sports, including football and wrestling.

1976

- Congress requires the military to open its academies to women.
- Anne Armstrong receives the most prestigious diplomatic appointment yet granted to a woman—the ambassadorship to Great Britain.
- Barbara Jordan becomes the first African-American and the first woman to deliver a keynote address at a national nominating convention.

1977

- Radiologist Dr. Rosalyn Sussman Yalow is the nation's first woman to win the Nobel Prize for Medicine.
- Janet Guthrie is the first woman to qualify for the Indianapolis 500.

1978

- The Navy appoints its first African-American female captain.

1979

- President Jimmy Carter declares the week of March 8 National Women's History Week.
- Susan B. Anthony is the first woman depicted on a U.S. Coin.
- Hazel Johnson-Brown is the first African-American woman to reach top military rank.

1980

- Mothers Against Drunk Driving is founded.

1981

- Jean Kirkpatrick is the first woman to be appointed as United Nations ambassador.
- Sandra Day O'Connor is the first woman to sit on the U.S. Supreme Court.

1983

- Sally Ride is the first American woman in outer space aboard the Challenger.
- Florida State University graduate Ellen Taaffe Zwilich is the first and only woman to win the Pulitzer Prize for music.

1984

- Kathryn Sullivan is the first American woman to walk in space.

1985

- The Cherokee Nation chooses its first female chief.

1988

- African-American sisters-in-law Jackie Joyner-Kersey and Florence Griffith Joyner win five gold medals in running and jumping events at the Olympics.

1992

- Women win all five of the gold medals won by Americans at the Winter Olympics.
- Dr. Mae C. Jemison is the first African-American woman in space when she is part of the Endeavor shuttle mission.

1993

- Miami's Janet Reno is the highest ranked female Cabinet member in history when she is named Attorney General of the United States.
- "Take Your Daughter to Work Day" is celebrated for the first time.
- Julie Krone, who began her career in Tampa, is the first female jockey to win the Triple Crown.
- Rita Dove is the nation's first African-American and youngest poet laureate.



1994

- Congress passes the Violence Against Women Act, making it a federal crime to cross state lines in the assault of a spouse or domestic partner.
- Bonnie Blair becomes the most decorated woman in U.S. Olympic history when she wins five gold medals for speed ice-skating.

1995

- Air Force Lieutenant Colonel Eileen Collins is the first woman to pilot a spacecraft.
- Ground is broken at Arlington National Cemetery for a living memorial to the nation's military women. Florida is the first state to donate funds to the project.

1996

- Shannon Lucid sets an endurance record for American astronauts during six months aboard the Russian space station, Mir.
- The presidential campaign draws women to the polls, and they recover from the 1994 electoral backlash. The Senate reaches a historic high of nine female members; women also hold 49 of 435 House seats.

1997

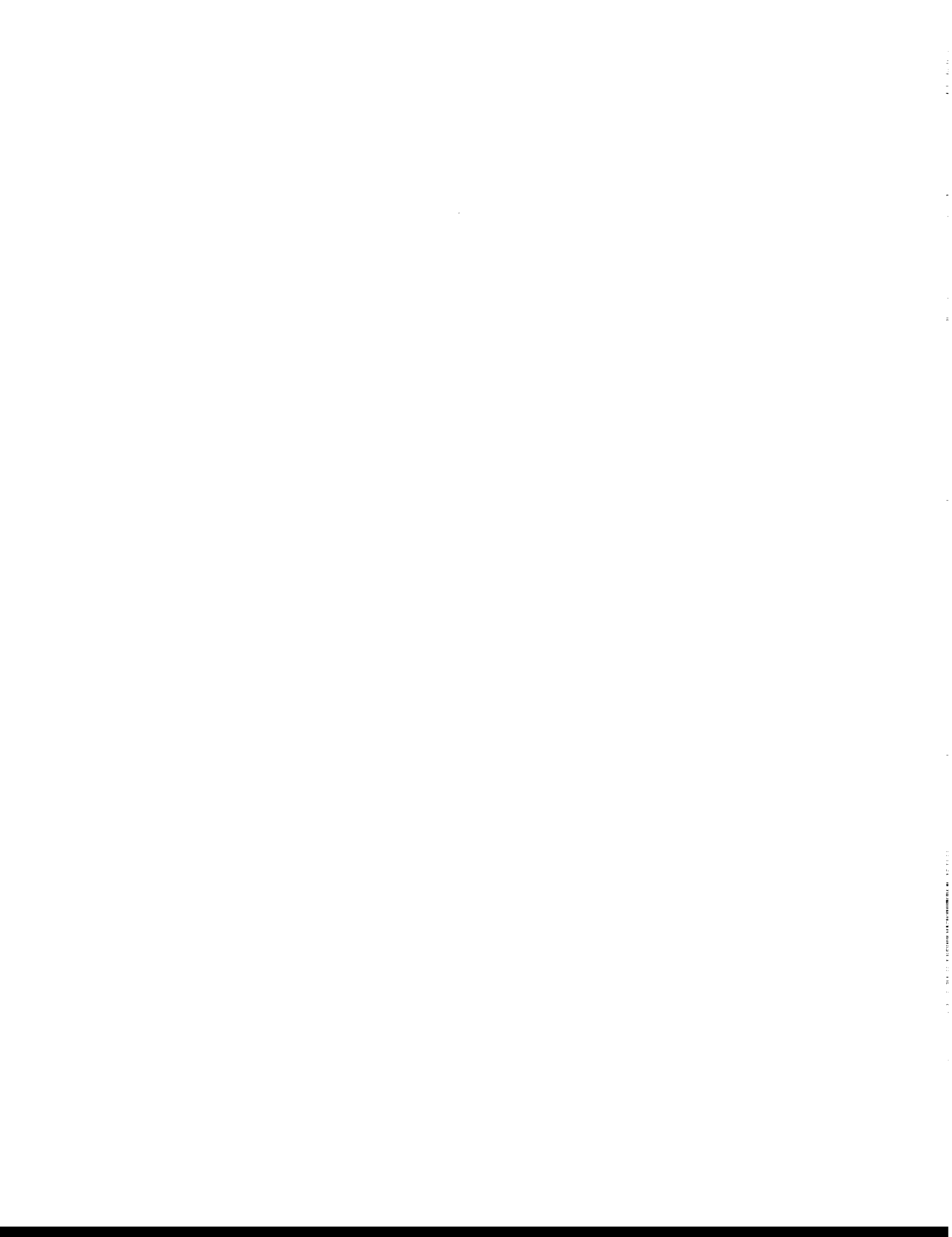
- Vermont's Jody Williams is the third American woman to win the Nobel Peace Prize for her organization International Campaign to Ban Land Mines.

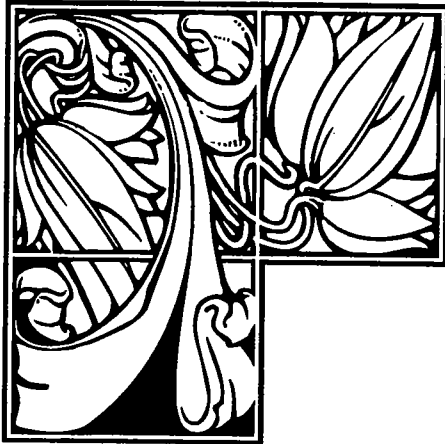
1998

- The 150th anniversary of the first women's rights convention is celebrated in Seneca Falls, New York. The Florida Commission on the Status of Women dedicates a plaque in the state capitol building to Floridians who worked for the vote.

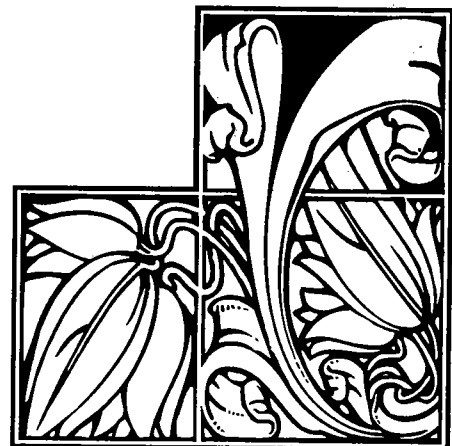
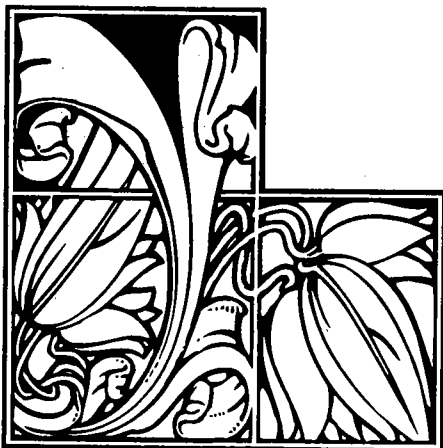
1999

- Millions are glued to their televisions as the United States women's soccer team defeats China. In the larger context, male sports writers directly attribute the victory to Title IX legislation that was vehemently opposed at its 1972 passage.





THE PRESENT





**1999
FCSW
Accomplishments**

COMMITTEE FUNCTIONS

- The Annual Report Committee completed the FCSW's 1998 Annual Report *A Definitive Study on Young Women, Ages 12-18 in Florida*, January 1999.
- The Legislative Reporting Committee guided a donation of \$97,000 to the Women's World War II Memorial through the Florida legislature and monitored legislation affecting women and families, March-June 1999.
- The Employment Committee completed its sixth annual "Women in the Workplace" survey, administered to more than 5,000 large and small companies and governmental entities statewide, September 1999.
- The Employment Committee also created and distributed its first brochure describing the "Women in the Workplace" survey and what it means to be a "woman-friendly" employer, September 1999.
- The Hall of Fame Committee accepted and analyzed over 60 nominations and recommended the names of 10 nominees to the Governor (for his selection of up to three) for induction into the Florida Women's Hall of Fame. The Committee also coordinated the Hall of Fame Induction Ceremony held at the Capitol Rotunda, November 1999.
- The Communications Committee completed its second annual FCSW Calendar, December 1999.
- The Family Committee held a public forum entitled "Obstacles for Women Coming Off Welfare" at Ft. Walton, June 1999.
- The Annual Report, Bylaws, Communications, Employment and Education, Executive, Family, Finance and Budget, Health Care, Legislative Reporting, Resources, Women's Hall of Fame and Women's History Committees of the FCSW held meetings to plan and execute their functions, January-December 1999.

GENERAL FUNCTIONS

- Coordinated and conducted full Commission quarterly meetings in March, Tallahassee; June, Pensacola; September, Coral Gables; and November, Tallahassee, 1999.
- Administered the FCSW web site (<http://legal.firn.edu/units/fcsw>) including a statewide calendar of events, member photographs and biographies, news releases, meeting minutes, and Florida Women's Hall of Fame photographs and biographies, January-December 1999.
- Surveyed all local commissions on the status of women in order to facilitate the coordination of various organizations interested in the welfare of women, July 1999.

MEDIA

- Conducted the "Women-Friendly Workplace" awards press conference in Miami, September 1999.
- Conducted media campaigns including press releases and personal interviews for all Commission activities and projects including the Florida Women's Hall of Fame, the "Women in the Workplace" survey and Women's Equality Day.

FCSW ATTENDANCE/PARTICIPATION 1999 CONFERENCES/SPEAKING ENGAGEMENTS

- *University of South Florida Lecture to Women's Studies Honors Students*, January 1999, Tampa, FL—Doris Weatherford, Women's Hall of Fame/Women's History Committee Chair
- *American Business Women's Association*, March 1999, North Palm Beach, FL—Lisa A. Tropepe, Vice Chair & Annual Report Committee Chair
- *First Ladies Forum*, March 1999, Tallahassee, FL—Patricia Clements, Communications Committee Chair
- *Annual Florida Lecture Series at Florida Southern College*, March 1999, Lakeland, FL—Doris Weatherford, Women's Hall of Fame/Women's History Committee Chair
- *Women's Fund of Miami-Dade County*, April 1999, Miami, FL—Doris Weatherford, Women's Hall of Fame/Women's History Committee Chair
- *Southern Women in Public Service*, May 1999, Atlanta, GA—Conchy Bretos, FCSW Commissioner and Linda P. Nelson, Executive Director

- *31st Annual National Association of Commissions for Women Convention*, July 1999, Boston, MA—Kate Gooderham, Immediate Past Chair and Linda P. Nelson, Executive Director
- *Tampa Chapter of Amnesty International*, September 1999, Tampa, FL—Doris Weatherford, Women's Hall of Fame/Women's History Committee Chair
- *The Governor's Annual Summit on Domestic Violence*, October 1999, West Palm Beach, FL—Michele S. Manning, Administrative Assistant III
- *American Association of University Women*, October 1999, Ft. Myers, FL—Kate Gooderham, Immediate Past Chair
- *9th Annual Florida Civil Rights Conference*, November 1999, Miami, FL—Susan Guber, FCSW Commissioner
- *Public Service Commission Professional Development Seminar*, November 1999, Tallahassee, FL—Elsie B. Crowell, Past Chair
- *Interview with National Public Radio*, November 1999—Doris Weatherford, Women's Hall of Fame/Women's History Committee Chair

RESOLUTIONS

- *1998 "Women-Friendly" Government Employers Recognition*, March 1999.
- *Women's History Month*, March 1999.
- *Equal Pay Day*, April 1999.
- *Protecting women, especially in child support payments, in the bankruptcy reform legislation being considered by Congress*, September 1999.
- *Recognizing the benefits of oral contraception for younger and older women*, November 1999.
- *Urging Congress to retain and enhance the gender equity provisions for federal K-12 education programs*, November 1999.

***Quarterly Meetings of the Florida
Commission on the Status of Women***

<u>DATE</u>	<u>SITE</u>	<u>CITY</u>	<u>PRESIDING OFFICER</u>
<u>1999</u>			
November	The Capitol	Tallahassee	Gilbert
September	The Biltmore Hotel	Coral Gables	Gilbert
June	Pensacola Grand Hotel	Pensacola	Gilbert
March	Doubletree Hotel	Tallahassee	Gooderham
<u>1998</u>			
November	Doubletree Hotel	Tallahassee	Gooderham
September	Orlando Airport Marriott	Orlando	Gooderham
June	Sundial	Sanibel	Gooderham
March	Governor's Inn	Tallahassee	Rydberg
<u>1997</u>			
November	Governor's Inn	Tallahassee	Rydberg
September	Hilton and Towers Hotel	Jacksonville	Rydberg
February	Riverside Hotel	Fort Lauderdale	Rydberg
April	Supreme Court Building	Tallahassee	Rydberg
<u>1996</u>			
November	Governor's Inn	Tallahassee	Rydberg
September	Telephone Conference	Statewide	Rydberg
May	Sheraton Grand	Tampa	Rydberg
March	Governor's Inn	Tallahassee	James
<u>1995</u>			
November	Radisson	Tallahassee	James
September	Hotel Sofitel	Miami	James
June	Sheraton Grand	Tampa	Rydberg/James
February	Hyatt Westshore	Tampa	Crowell
<u>1994</u>			
October	Quality Suites	Indiatlantic	James (VP)
May	South Miami Hospital	Miami	Crowell
March	Supreme Court Building	Tallahassee	Crowell
January	Sheraton Design Center	Dania	Crowell

1993

October	Airport Marriott	Orlando	Crowell
May	Brazilian Court Hotel	Palm Beach	Crowell
February	Supreme Court Building	Tallahassee	Glickman/Crowell

1992

November	Alexander Building	Tallahassee	Glickman
September	Broward County Center	Fort Lauderdale	Glickman
May	Supreme Court Building	Tallahassee	Glickman
February	Supreme Court Building	Tallahassee	Glickman

1991

November	House Office Building	Tallahassee	Glickman/Rep. Elaine Gordon
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Public Hearings

<u>Date</u>	<u>Site</u>	<u>City</u>	<u>Presiding Officer</u>	<u>Subject</u>
1999				
June	Dept. of Children & Families	Ft. Walton Beach	Gilbert	Obstacles for Women Coming off Welfare
1998				
June	Baptist Health Systems	Miami	Gooderham	Women and Finances, "Show me the Money"
1997				
November	Capitol Building Room 214	Tallahassee	Rydberg	Issues Facing Young Women In the 1990s
September	Edward Waters College	Jacksonville	Rydberg	Welfare Reform
1996				
May	Audley Evans Youth Center	Tampa	James	Public Housing
1995				
October	S.M.I.L.E. Center	Apopka	James	Welfare Reform
1994				
December	Pasco-Hernando Comm. College	Dade City	James	Farm Workers

***Florida Commission on the
Status of Women
1999 Committee Reports***

Employment Committee

Lisa A. Tropepe, 1998-1999 Chair
Deborah Lee Johnson, Ph.D.,
Industrial Psychologist

Workplace issues that affect women are impacting the design and development of business practices in Florida. "Women-friendly" employers, as identified through the Employment Committee's "Women in the Workplace" survey, are leading the way. Several new and innovative practices have begun in Florida during the past few years. For example, Baptist Health Systems of Miami has initiated a summer release work agreement which allows mothers to spend summer months with their children and return to work in the fall. Cross Country Staffing of Boca Raton provides dry cleaning pick-up and grocery delivery. And, just this year, the Florida Department of Highway Safety and Motor Vehicles began offering domestic violence seminars. Competition for the best and the brightest employees in the state is spurring on our Florida employers to creatively make the workplace a better place for women. With women making up over 50 percent of the workforce, employers are realizing the need to retain exceptional women to be successful.

Since 1993, the Employment Committee has surveyed Florida employers and honored those that have implemented "women-friendly" programs and policies. These are workplaces that are dedicated to empowering women from all walks of life in achieving their fullest potential. These are workplaces dedicated to eliminating barriers, workplaces that let women balance their family needs with their work responsibilities, workplaces that develop women's skills and abilities to their fullest, and workplaces that pay women equitably and provide important work benefits.

As in previous years, the 1999 "Women in the Workplace" survey used a questionnaire format to seek specific information regarding an organization's record in recruiting, hiring, retaining, developing and advancing women. Published company documents such as employee handbooks and training manuals also were examined. Telephone interviews were conducted with women working in organizations that were identified as finalists. The information gathered was analyzed by an industrial psychologist, who then made recommendations to the Commission.

Each year a special topic related to working women is highlighted in the survey and this year's survey gathered information about employer participation in our state welfare-to-work program (WAGES). Women are the primary participants in the WAGES program and therefore

the success of this program is of particular importance to the Commission. Overall, our survey indicated only a few employers were participating and hiring WAGES recipients, and that many employers were unaware of this program.

This year also marked the creation of the first "Women in the Workplace" brochure. This publication was designed to provide information regarding the purpose of the survey and the process by which the FCSW selects the employers that will be awarded the distinction of "women-friendly."

For 1999, employers illustrated the degree to which they were "women-friendly" by addressing issues in their workplaces such as pay equity, sexual harassment training, glass ceiling barriers, leadership development programs, mentoring programs, on-site schools and elder care programs—just to name a few. The Commission announced the 1999 "women-friendly" employers at a September press conference. Honorees were recognized either as a large, small (50 or less employees), or a governmental employer. While some of the employers had been honorees in previous years, several employers were new to the list. Analysis indicated that previous honorees were not just resting on their laurels, but had continued to improve their workplaces by adding new programs and refining programs. In each case, these employers serve as role models for other Florida employers.

The 1999 "women-friendly" employers are listed below along with a sampling of the kinds of exemplary programs that they have implemented.

Large Employer Category:

- 1. Baptist Health System of South Florida:** succession planning process that includes the growth and development of high potential women, a summer release work agreement for moms; a Women's Advisory Council that coordinates women's health initiatives such as a mammography center and ultrasound screening for osteoporosis at Burdine's department store in the Dadeland Mall.
- 2. Orlando Regional Healthcare System:** on-site Orange County elementary school with grades K-2; a Home Life/Work Life Manager that coordinates all work/life and diversity initiatives; two sick child care centers; and a Parent's Night Out Babysitting Service.
- 3. Florida Hospital Waterman:** a nursing mother's room; before-school, after-school and summer programs for kindergarten through 5th graders; on-site conveniences such as take-home dinners.
- 4. Times Publishing Company:** an elder care consultant and elder care seminars; a work/life administrator and newsletter that covers work/life issues; a Summer Care Fair for kids; on-site massages and meditation/yoga classes.
- 5. Cross Country Staffing:** a formal mentoring program; diversity training; fitness center with a certified fitness instructor; massage therapist; nutrition counseling; yoga; on-site physician visits; health screenings; car detailing; dry cleaning pick-up; grocery delivery.

Governmental Category:

- 1. South Florida Community College:** women equitably represented throughout the organization: a female president, upper level administration and faculty; an on-site child care center; a mentoring and leadership program focused on women and minorities; hires WAGES participants.
- 2. Department of Highway Safety and Motor Vehicles:** an on-site Leon County elementary school with grades K-2; an on-site child care center; an elder care resource and referral program; negotiated child care discounts with centers throughout the state; domestic violence and workplace safety seminars.
- 3. Department of Environmental Protection:** a compensation policy that rewards managers for attaining diversity goals; trains managers on managing the work/life concerns of their employees.
- 4. Santa Fe Community College:** a written diversity policy, diversity training and task force; a formal mentoring and training program for women student leaders; sponsors the Women of Distinction program which recognizes outstanding local women.
- 5. Florida Department of Law Enforcement:** strategic planning that evaluates the growth and development of high potential women; a formal mentoring program; an employee responsible for diversity issues.

Small Employer Category:

- 1. Suncoast Epilepsy Association:** provides job sharing opportunities and work-at-home options for employees; an employee assistance program; a newsletter that covers work/life issues.
- 2. Aquarius Travel Service, Inc.:** provides eight weeks/year maternity leave at full pay; accommodates babies and children with a room equipped with a VCR and toys.
- 3. Leesburg Chamber of Commerce:** has an employee responsible for diversity and work/life issues; provides job sharing and part-time work options.
- 4. The Greater Ft. Myers Chamber of Commerce:** surveys employees on attitudes concerning work/life issues; provides 10 days/year sick leave at full pay; allows babies and children at work.

Most of these employers have sexual harassment policies, diversity policies or programs and flexible work options. Many provide some type of child care or child care assistance. Some are beginning to address the subtle barriers to advancement that are prevalent among large employers. As employers take a closer look at their bottom-line costs, they are beginning to understand the high cost associated with loss of their finest women employees.

The statistics show that women are leaving the large workplaces to open their own businesses and create flexible and challenging places to work. We look forward to innovative and creative programs in the workplace that will retain single women and married women without children, and return mothers to the workplace.

One of our 1999 honoree responded in the following way when asked about being "women-friendly," "...even foregoing the fact that it is the right thing to do, it is definitely in our financial best interest to treat employees as real people and go out of our way to meet special needs."

Legislative Committee Report

Bob M. Levy, Chair

The Legislative Committee of the FCSW performs a monitoring and information function for the members and the Commission at large. We monitor all legislation relating to women and issues that may have an impact on women in Florida. The following is a review of the 1999 Legislative Session with special regard to women's issues.

The Contraceptive Equity Bill passed the Health, Aging & Long Term Care Committee in the House with an amendment that made coverage applicable only to businesses with 50 or more employees. The Senate bill passed all committees of reference but died on the Senate calendar. An attempt to amend it onto the insurance package failed and the bill died on the calendar.

The Equal Pay Act was only heard in one Senate committee and died in the next committee. The House bill was not heard in any committee.

The Hate Crimes bill adding "gender" as a protected class died on the Senate calendar and was never heard in the House. An attempt to amend it onto another bill dealing with the same statute failed in the Senate.

The Women and Heart Disease Task Force died in committee. It is one of the first bills scheduled for a committee hearing in the 2000 Session.

The Judicial Nominating Commissions bill removed all JNC appointees immediately following the election of the new Governor. The bill died in the Senate on a motion to take up a bill not on the calendar. This motion required a two-thirds vote and was defeated.

An attempt to create a Women's Business Development Center at one of the community colleges failed in the appropriations process. This was a \$5 million request and will be heard again in the 2000 Legislative Session. It would create a center at one of the community colleges and allow a grant process to be set up for other entities throughout Florida.

There were 25 pieces of legislation dealing with domestic violence. Only one passed—BSB 1182 (Medical Treatment of Violent Wounds). Existing law required health care providers to report to the sheriff's department "a gunshot wound or other wound indicating an act of violence...." Failure to report as required is punished as a first-degree misdemeanor. The phrase "other wound" was undefined and as a result, health care providers found it difficult to determine exactly which injuries must be reported. This act provides that the "other wound" which triggers the reporting requirements must be life-threatening.

An additional \$4 million in funding was appropriated for domestic violence shelters coming from Temporary Assistance to Needy Family funds and can be accessed for any woman entering a shelter regardless of whether she is on public assistance at the time.

Amended to CS/SB 2231 was a requirement for exclusive provider organizations to grant, without prior authorization, female subscribers one annual visit and follow up care to an OB/GYN. The OB/GYN must be a member of an HMO panel to be eligible for this provision.

A resolution was passed recognizing October 1999 as Breast Cancer Awareness Month in

Florida. The resolution urged all women to understand the risks associated with breast cancer, to take preventative steps to minimize those risks, and to undergo early detection procedures such as mammography.

Family Committee
Mona S. Reis, Chair and
Jessica Labbé, FCSW Intern

The Family Committee is one of the Commission's most critical committees as it serves as the nucleus for many of the most serious and devastating problems facing women today. Our committee has become increasingly interested in the issue of welfare reform and those it affects, mainly single women and their children. We have looked to public forums as a mechanism for getting in touch with these women, thereby learning the issues firsthand.

The subject of this year's public hearing in Ft. Walton was "Obstacles for Women Coming Off Welfare." It was attended by various organizations in Okaloosa-Walton County that work with women on welfare such as Okaloosa Walton Child Care Services. A representative of the Brevard Workforce Development Board also was in attendance. Women who were welfare recipients made up a large portion of the audience.

The fruitful meeting prompted five main action items for the Family Committee:

- research the responsibility of the Department of Revenue and the Office of the Attorney General in regard to child support enforcement;
- research consolidation of agencies so that WAGES participants will be served more efficiently;
- pursue a friendly amendment to the WAGES program, requesting that a multiplier be included as accountable hours for academic courses needing outside study time;
- research how legal aid can better interface with the WAGES program; and
- obtain feedback on how the WAGES program is working.

The WAGES program, which is designed to help women make the transition from welfare to work, is an area of great concern for our committee. We gleaned knowledge in this area from the 1999 WAGES State Board comprehensive survey of former welfare recipients. From this study, we learned that life is better for women after welfare, but that struggles in accomplishing self-sufficiency continue. The fact that few former recipients were able to access transitional benefits heightened their difficulty in sustaining a life free of dependency.

According to a study done by Florida State University, nearly 60 percent of those polled left WAGES for work and of those who left for other reasons, another 50 percent subsequently found employment. About 53 percent reported working full time earning between \$6 and \$7 an hour. Nearly 70 percent have held the same job since leaving welfare and many of these jobs lack benefits.

Roughly half of the respondents consider themselves better off since leaving welfare,

while 17 percent see their situations as worse. Nearly 70 percent said they would never go back on welfare—even if they could. While this all sounds positive, it must be noted that more than half of those women interviewed said they had not been able to pay their rent or utilities, and more than 40 percent said they had been unable to buy food at some point since leaving WAGES.

Looking to the future, we see the FCSW as being essential to aiding and empowering women. Overall, we believe that women in the state of Florida need to know that the FCSW can be instrumental in helping them access the services they require. We advocate the installation of a 1-800-number that would serve as a hotline in the Commission's Tallahassee office, accompanied by a campaign displaying the number and explaining the FCSW's referral services.

Communications Committee
Patricia Clements, Chair

The primary focus of this committee has been to increase the public's awareness of the FCSW's contributions to women, the legislature and history in the state of Florida.

The Committee distributed press releases this year for every major function of the FCSW, including the "Women-Friendly" employers press conference in Miami and the Women's Hall of Fame nominees and inductees.

An audio biography project which involves the ongoing goal of recording the personal history of each woman inducted in the Florida Women's Hall of Fame has been a major undertaking for the Communications Committee this year. These women's histories were recorded on digital sound equipment, then transferred to compact disks which are presently housed at the FCSW office in Tallahassee. Beginning in 1998, the Hall of Fame ceremony was recorded on video and formatted into a 30-minute edited program airing statewide. In addition to preserving a permanent record of this historic event, the airing of this program has allowed all Floridians the opportunity to view the Commission, as well as the governor of our state, honoring women who have worked a lifetime to improve the lives of others.

Another annual project undertaken by the FCSW is the "Women in the Workplace" survey. By making the public aware of the results of this survey through adequate media coverage, it is hoped that Florida employers will raise their standards to a level which will make them eligible to receive this prestigious recognition.

In 1998, we began the production of an annual calendar. The initial printing of the 1998 calendar included 2000 copies which were distributed throughout the state. The calendar contained images of various Hall of Fame recipients and significant dates relating to women's history as well as current events.

Resources Committee
Dee Williams, Chair

The Resources Committee continues its commitment to networking with various women's groups, including local commissions for women, the Florida Women's Consortium and the Florida Coalition Against Domestic Violence. The most essential goal of this committee is the identification of qualified persons who can be recommended for appointments to state, local and national committees and boards. In an effort to replace our veteran commissioners whose appointments will end on December 31, 1999, the Resources Committee requested assistance by way of letter from local women's commissions in identifying women in their areas for consideration.

A resource library was established this year at the FCSW's office in Tallahassee. The library is composed of over 50 video cassettes and 30 books, creating a strong reference for women's accomplishments, studies of problems affecting women presently and historically, and prescriptions for the future. An extensive collection of over 70 annual reports and studies conducted by local, national and international women's organizations also now make their home in the library.

**Florida Women's Hall of Fame &
Women's History Committee**
Doris Weatherford, Chair

This year was highlighted by the discovery of much of our own history, as Commission documents for which we had vainly searched in the early part of the decade finally were located. As is clear elsewhere in this annual report, the Florida Commission on the Status of Women was created in 1991. We were aware of the Governor's commissions that had predated it, but attempts to locate records from those bodies met little success. Indeed, we were not sure that the first commission—appointed by Governor Farris Bryant in response to President John F. Kennedy's 1961 call for each state governor to create a commission—had ever even met. It was wholly fortuitous that a 1998 speech I gave to the state convention of the American Association of University Women was attended by Dr. Mary Elmendorf, a member of Bryant's commission who had saved records from three decades ago.

Inspired by Dr. Elmendorf's materials, the Commission has dedicated the last annual report of the century to the past, present and future. Annual report chair Lisa Tropepe and intern Jessica Labbé evinced great interest in renewing the search for our past and we were especially excited when late in the year, Jessica located 15 boxes of records from Governor Askew's commission.

The Hall of Fame is firmly reestablished since the passing of its enabling legislation in

1991. Over the years, we have finessed its administration, and our nomination form and selection procedure is equal to any in the nation, including the National Women's Hall of Fame.

This year's finalists for the Florida Women's Hall of Fame were:

Blanche Armwood (1890-1939) of Tampa, the first African-American woman to serve as superintendent of schools. After passing the state teacher's exam at age 12, she went on to pioneer the field of home economics and was one of the first African-American women to have a leadership role in a presidential campaign.

Mary Lou Baker (1915-1965) of Pinellas County, the second woman elected to the legislature. An attorney, she kept her maiden name at marriage and was pregnant while in office during the 1940s. She passed property rights legislation for women and unsuccessfully sponsored bills allowing women to serve on juries.

Martha Barnett (1945-) of Tallahassee, the second woman chosen to head the American Bar Association. A Dade City native, she considers her most important case to be winning compensation for descendants of African-American survivors from the 1923 town of Rosewood.

Alene Duerk (1920-) of suburban Orlando, the first female admiral in the US Navy. She headed the Navy Nurse Corps and was promoted to admiral in 1972; her military honors include the Legion of Merit.

Chris Evert (1954-) of Fort Lauderdale, an internationally famous tennis champion. She also has founded a foundation to combat substance abuse and child neglect.

Althea Gibson (1927-) the first African-American to play at England's famous Wimbledon tennis tournament. A FAMU graduate, she won many championships and was named Woman Athlete of the Year by the Associated Press in 1958.

Sister Jeanne O'Laughlin (1929-) of Miami Beach, a two-decade president of Barry University. An official of numerous educational organizations, she has raised \$140 million to advance the state's only women-founded college.

Dessie Smith Prescott (1906-) of Crystal River, a pioneer in hunting, fishing, flying and other traditionally male areas. She served in the Women's Army Corps in World War II and befriended Marjorie Kinnan Rawlings, whose Pulitzer Prize winning novels brought national attention to backwoods Florida.

Justice Peggy A. Quince (1948-) of Tallahassee, the first African-American woman appointed to the Florida Supreme Court.

Ellen Taaffe Zwilich (1939-) the only woman who has won the Pulitzer Prize in musical composition. A Miami native, she holds an endowed chair at Carnegie Hall.

Of these 10, Governor Jeb Bush chose Gibson, O'Laughlin and Prescott. Gibson's health did not permit her to travel, but she sent a representative, Frances Clayton Gray, of East Orange, New Jersey. At 93, Dessie Prescott brought family members from Maryland to Colorado, and Sister O'Laughlin's moving speech will long be remembered. Due to the fact that Governor Bush was out of the country, the induction was performed by Mary B. Hooks, Secretary of the Department of Labor and Employment Security. Attorney General Bob Butterworth opened and closed the ceremony, and a reception followed in the Old Capitol.

Two commissioners who were not committee members rendered important service to history's cause this year: Mona Reis continued to chronicle the Commission's work by faithfully taking pictures at every occasion, and Dee Williams did a spectacular job of shepherding an appropriation through the legislature to benefit the Women's Memorial in Arlington Cemetery, which honors women's contributions to America's military. Florida can be proud that we were the first state to contribute to the memorial and now have added the largest contribution: \$97,000, representing Florida's 97,000 female veterans. General Wilma Vaught, who heads the memorial's foundation, offered her thanks in a luncheon speech at our September meeting in Coral Gables.

Finally, on the last day of the last FCSW meeting of the century, we presented former first lady Rhea Chiles with a video of the 1998 Hall of Fame ceremony, which her husband conducted less than a month prior to his death.

***The Florida Women's Hall of Fame
List of Members***

1982

*Mary McLeod Bethune**, Daytona Beach
Helene S. Coleman, Jacksonville
Elaine Gordon, Miami
Wihelmina Celeste Goehring Harvey, Key West
*Paula Mae Milton**, Miami
Barbara Jo Palmer, Tallahassee

1984

Roxcy O'Neal Bolton, Miami
*Barbara Landstreet Frye**, St. Petersburg/
 Tallahassee
*Lena B. Smithers Hughes**, Orlando
*Zora Neale Hurston**, Eatonville/Orlando
Sybil Collins Mobley, Tallahassee
Helen Lennahan Muir, Miami
*Gladys Pumariega Soler**, Jacksonville
*Julia DeForest Sturtevant Tuttle**, Miami

1986

*Annie Ackerman**, Miami
Rosemary Barkett, Miami
*Gwendolyn Sawyer Cherry**, Miami
*Dorothy Dodd**, Tallahassee
*Marjory Stoneman Douglas**, Miami
*Elisa Jones Hare**, Century
*Elizabeth McCullough Johnson**, Orlando
Frances Bartlett Kinne, Jacksonville
Arva Jeane Moore Parks, Miami
*Marjorie Kinnan Rawlings**, St. Augustine
*Florence Barbara Seibert**, St. Petersburg
*Marilyn K. Smith**, Miami
*Eartha Mary Magdalene White**, Jacksonville

1992

*Jacqueline Cochran**, Pensacola
Carrie P. Meek, Miami
*Ruth Bryan Owen**, Miami

1993

Betty Skelton Frankman, Winter Haven/Tampa
Paulina Pedroso, Tampa
Janet Reno, Miami

1994

Nikki Beare, Miami
Betty Mae Jumper, Indiantown
*Gladys B. Milton**, Laurel Hill

1995

*Evelyn Stocking Crosslin**, Daytona Beach
JoAnn Hardin Morgan, Kennedy Space Center
*Sarah Brooks Pryor**, Ft. Walton Beach

1996

*Marjorie Harris Carr**, Gainesville
Betty Castor, Tampa
*Ivy Julia Cromartie Stranahan**, Ft. Lauderdale

1997

Alicia Baro, Miami
*Carita Doggett Corse**, Jacksonville
M. Athalie Range, Miami

1998

Helen Gordon Davis, Tampa
Mattie Belle Davis, Miami
*Christine Fulwylie-Bankston**, Pensacola

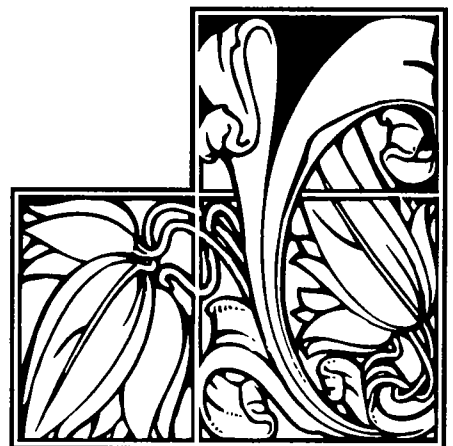
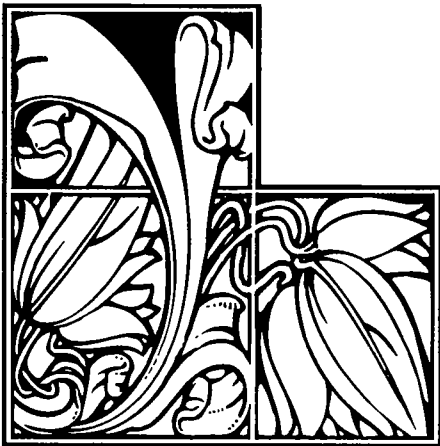
1999

Althea Gibson, East Orange, NJ
Sister Jeanne O'Laughlin OP, Ph.D., Miami
Dessie Smith Prescott, Crystal River

* deceased



THE FUTURE



Sugar and Spice: **The Future of Young Women**

Eileen Nexer Brown
Advocate for Women and Girls

What would be our vision of a future for our girls today?

A world that is safe, equitable and stimulating. A world in which she can be independent and balanced. Where she experiences healthy challenges. Where she is loved and admired. Where she continuously strives and thrives. A place where her own true voice is clearly heard and respected. An environment that breeds a strong sense of self. A world in which women's wisdom is nurtured and sought.

How do we prepare her and our communities so that we create a future for women that makes all this possible? First, we must overcome challenges that face her today.

- Three million children see violence in their homes each year.
- More than one third of all sexual abuse begins in teenage years.
- One in six girls attempts suicide during adolescence.
- Households headed by single women are the fastest growing segment of the nation's poor.
- Homicide is the second leading cause of death for all young women between ages 15 and 24.
- Girls are at greater risk of becoming victims of physical and/or sexual abuse than boys.
- Girls are having increasing problems with eating disorders ranging from anorexia and bulimia to severe obesity.
- In the year 2000, only 14 percent of jobs will be available to workers with less than a high school education—but 58 percent of women will have a high school diploma or less.
- Nearly 75 percent of tomorrow's jobs will require the use of computers; less than one-third of participants in computer courses are girls.
- Though 75 percent of women work at paid jobs, 40 percent of them earn wages below poverty level.

What can we do right now to lay a foundation for a better tomorrow for young women?

- **Keep her safe.**

Recognize that she needs a strong support system, especially in a world where the “Ozzie Nelson” fantasy family often exists only in re-runs. Give her the opportunity to speak freely if she is being physically or sexually abused. Have the facilities available to house her and compassionate adults available who can begin to heal her hurts.

- **Give her information and affirmation that her body is unique and beautiful.**

She will not abuse herself with eating disorders nor engage in risky behavior if she *owns* her image of her perfected self. No one person (or the media) will hold the power to chip away her self-esteem. Instill her with knowledge of the components of healthy relationships. Prepare her for equal partnerships that bring mutual love and support.

***Help her realize
that failure only
occurs when we
give up.***

- **Keep her challenged.**

Success motivates and multiplies future successes. Present her with challenges that exercise her mind and result in the joy of experiencing rewards for her efforts. Lift her gently when she stumbles and assist her in learning from the fall. Our missteps are the rungs of the ladder of our successes. Help her realize that failure only occurs when we give up.

- **Keep her voice strong.**

Young girls begin life with vibrant voices and on equal footing with boys. Studies convey that girls’ confidence and achievements may falter in the middle years. Giving her a strong voice in school to ask questions and to participate is one of our crucial responsibilities. According to an American Association of University Women (AAUW) research review, teachers (often unconsciously) give boys preferential treatment in school. Boys ask more questions, are given more detailed and constructive criticism of their work, and are treated more tolerantly than girls during outbursts of temper or resistance (AAUW, 1991). Listen to her intently. Give her freedom to be bold in expressing her thoughts and in asking the “whys” of life.

- **Keep encouraging her to tap and develop her innate wisdom.**

The dictionary defines “wisdom” as: “accumulated knowledge...insight...good sense...a wise attitude or course of action.” Let us help build a girl’s skeleton of wisdom by providing her with mentors to emulate, involving her in sports, teaching her life skills, engaging her in education that stimulates and encourages a life-long thirst for knowledge, instilling the satisfaction of giving back and being of service to others, and leading by example by living the qualities that make us uniquely humane—with compassion and love.

As we move into the millennium, let us come together to be catalysts for change. Let us focus our attention on harvesting the often untapped resources of our young women so that the fruits of their growth benefit them, our communities, our nation and our global village.

Eileen Nexer Brown is the former Executive Director Women’s Fund of Miami-Dade County. She is a self-proclaimed advocate for women and girls, and the owner of Eileen Brown Communications.

Understanding Your Options: The Future of Women in Retirement

Kate Gooderham, A.P.R.
Immediate Past Chair of FCSW

Today, Florida has a population of over 15 million people. Approximately 550 people move here every day. By 2010, we will have 18 million inhabitants, and by 2025, 21 million.

In 1970, 15 percent of the population were retirees. By 1994, that figure had increased to 18 percent. By 2010, it will be 19 percent and by 2025, 26 percent. The number of retirees will double in the next 28 years.

Ten retirees move to Florida every hour. They are living one or two counties away from population centers in less crowded, more affordable areas. As these people age, their need for public transportation and health care as well as other services will strain community resources. A significant number of these retirees are women. As their numbers increase, their needs will impact the state.

*Ten retirees
move to
Florida every
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Women are the traditional caretakers. Women care for children, parents, other family members, husbands and partners. Often women accept this arrangement with no concern or consideration for what is "in it for me." In retirement years, this can come back to haunt them. This is particularly true with regards to Social Security and pension plans. Women think these programs will always be there. They think the proposals being discussed by government will not impact them.

They are wrong.

Social Security is a women's issue. Of all the benefits given to people over the age of 65, 60 percent go to women. For those over 80, 75 percent is allocated to women. Of the 137,000 people over 100 years of age, 131,000 are women. Pure and simple, women live longer.

What does this mean to women? Financial resources for ages 65 and beyond are more critical to them.

Women tend to receive lower Social Security benefits in the first place, because they receive no credit for a caretaker role that may move them in and out of the workforce.

Social Security is indexed to inflation. Pension plans are not. Savings are not. A pension that may seem adequate at age 65 is grossly inadequate at 80 or 100 because of inflation. Cost of living increases alone are keeping our nation's eldest in poverty.

Pensions also are women's issues. There are two types of pension plans. Defined benefit plans pool all the money and pay a monthly benefit which normally does not increase. Since the benefits end when the person dies, it is a good plan for those who live a long time. But if the pension belongs to the man, when he dies, the pension is gone.

Defined contribution plans are an individual pot of money similar to a 401K. Like Social Security, they can be portable; unlike Social Security, they are not insured. They grow based on their source (e.g., mutual funds, stocks, bonds, certificates of deposit) and work better for

younger people. A combination of defined benefit and defined contribution plans is recommended for women.

Many women must depend on the spouse's pension plan, because their jobs did not provide a pension or they were not in the job market long enough to accrue sufficient benefits. Although survivor benefits are important, many people fail to select them. It is only after a spouse's death that a woman discovers she will receive no benefits.

The relationship of divorce and pensions also is an important consideration. Due to recent legislation, women can only benefit from their husband's Social Security in the case of divorce when they have been married for at least 10 years. In a divorce, pensions can be divided. It is critical to determine when those funds will be available. Is it when you retire or when he retires? In the case of divorce, women have the right to a pension at the earliest date. It also is important to obtain the survivor benefit.

Women need to understand how Social Security and pensions affect us, so we can intelligently respond to the proposals being proffered. The State of Florida also needs to be cognizant of these issues, as it ultimately will be impacted by aging women without the financial resources they will need to survive.

We need to understand how Social Security and pensions affect us, so we can respond to the proposals being proffered.

Kate Gooderham is a public relations firm owner specializing in issues management, grassroots organizing, lobbying and monitoring, coastal permitting and strategic planning.

Sources:

Dr. Lance deHaven-Smith, "Florida in the 21st Century," address at the annual meeting of the Reubin Askew Institute on Politics and Society, February 5, 1999.

Barbara Kennelly, Ellen Bruce, "Retirement Security: Social Security, Medicare and Pensions," workshop at National Association of Commissions for Women Annual Meeting, July 6, 1999.

Life Line:
The Future of Women's Health

Susan Guber

Former Health Care Lobbyist

Here is the history of the women in my family and how changing ideologies of health care have affected them and their families. I believe that looking back upon our own families—and in doing so, looking to the past—can not only illustrate how far we have come, but can shine light upon where we are headed in the new millennium.

Great-Grandma Eva

My great-grandmother Eva did what was socially expected of her and succeeded in birthing and raising five healthy children, all of whom made it across the wide expanse of the Atlantic from Russia to America. Her grown children saved enough money to bring her over as well. She made the great voyage alone at the age of 70, and lived to be 103 years old. She had a lot of good luck and some very determined genes.

Grandma Etta

In 1890, my grandmother Etta came to New York through Ellis Island. She was poor, but healthy enough at the age of 17 to be admitted to this country. Many hopeful immigrants were flatly denied entry to the majestic country that had filled their dreams due to poor health. Besides the lack of vitamins and decent nutrition, chronic disease and epidemic infections plagued thousands immigrants coming by way of steerage class. Good health was a valuable lifesaving commodity and truly a one-way ticket to freedom.

Upon being sent to her brother's house in Boston, Etta was greeted with the news that her family had located a suitable husband. Tired from the lengthy voyage and in shock, she pleaded not to be rushed into marriage, knowing that she was not ready for it. Her brothers explained that marriage was the only means by which she would have a place to live. Their flat was overcrowded and the mere idea of another mouth to feed was overwhelming.

So Etta, against her will, married John Goldberg, who was 16 years her senior. I have been told that there was no happiness in the marriage, but that she did as was expected of her and dutifully bore three children: two girls and a son. The son died of scarlet fever at the age of four. By the time Etta was 45, she had suffered a stroke. In 1926, she passed on at the age of 53.

***Good health
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one-way ticket
to freedom.***

Mother Esther

John Goldberg insisted that both his daughters, Esther and Pauline, go to college. Living in Boston allowed the young ladies some stellar choices for schooling. Esther graduated from Tufts with a major in liberal arts. A visiting professor named Margaret Sanger, a warrior for women's reproductive freedom and the creator of Planned Parenthood, made the biggest impression of Esther's college years.

In 1920, Sanger brought a message to my mother and the other women at the college: through using methods of birth control, a woman could have command of her destiny by controlling the size of her family. Thus, Esther chose to have two children, Anne and myself. This was the general trend for families in the 1930s and 1940s. They became considerably smaller, and as urbanization and industrialization became the norms, the need for more farming hands dramatically decreased. Higher education for children was becoming a necessity in this rapidly growing world.

My mother had decent health until she succumbed to a brain tumor in her seventies. Looking back to my mother's generation, I realize that exercise was not deemed important for women, and diet as a preventative measure was not given any thought. It is sobering to think how the simple things we know now could have so deeply affected the health of our ancestors.

Sister Anne and Myself

Contraception created quality of life over quantity of lives for my mother's generation. However, in the 1950s, women still married and had children at a young age regardless of their level of education. The dominant ideology declared women's place in the home, raising the children. This was reinforced by the concept that women's reproductive organs were not suited for tasks outside the home.

But opportunities were on the horizon. In the 1960s, women demanded fair pay for work and the feminist revolution was rekindled for the first time since the suffrage movement. Medicine in the 1940s and 1950s had conquered many infectious diseases through immunization and antibiotics, thereby freeing the women and their children from numerous nagging illnesses. Women were slowly breaking the chains of society's expectations, and living a type of freedom their ancestors never knew was possible: physical well-being.

Breakthroughs in health care enabled women to live longer, more prolific lives. The discovery of hormone replacement therapy as this generation aged gave menopausal women a new lease on life and a safer future. Preventive medicine was the major health care achievement in this era. Mammograms, ultrasound, cardiovascular tests and preventive health measures enabled women to live into their eighties and nineties.

Daughters Carolyn and Elizabeth

My daughters were born in the early 1960s. Society's message to them was "be all you can be." Their generation was expected to have it all and they were encouraged to do any work that they desired. However, women of this generation soon discovered the limitations of the

glass ceiling. Success did not come easily, for men held most positions of power.

Certainly, for this generation, the advent of "the pill" had the most remarkable impact on women, allowing them to postpone childbearing to compete in the business world or partake of other ventures. A crystal ball of diagnostic testing opened up a world of disease prevention. Now, women can look forward to a healthy old age because of a lifestyle that includes exercise, a good diet and advancement in treating geriatric diseases.

Granddaughters Jacqueline and Katherine

What does the future hold for my granddaughters, born in the 1990s? We know that as we approach the millennium, we will be able to replace faulty body parts, even grow our own cells in test tubes. Computers have opened up a new world of functions from correcting heart beats to monitoring devices. With fertility advances, not only can we prevent conception, but we can create pregnancy. Lastly, we are now beginning to detect and, in turn, prevent environmental hazards that impact our health.

We now have the ability to sustain life for decades. The prolonging of life raises the question of how we will foster quality of life. Will we be able to insure our population so that all can partake of the new research? Who will pay for the insurance? Will all the new tools of medicine be so costly that no one can afford them?

What about quality of life in old age? Will we fight the poor conditions that exist in nursing homes and assisted living facilities? As medicine extends life, we must be prepared to ensure a bright future for our elderly.

Exporting quality health care to third world countries will be an even greater challenge. The poorest countries, mired in customs that are hazardous to women's health, will be hard to change. Most do not know the basic premise for practicing birth control that modern nations have had for this entire century. The challenge will be to bring quality health care and a modern understanding of women and their uniqueness to all people of the world.

Certainly, Jacqueline and Katherine can look forward to a self-determined lifestyle that none of us from Eva to myself could ever imagine. We can only hope that in the coming century, our society can find a way to pay for quality health care, and export our advances to the far corners of the world.

Susan Guber is a member of the FCSW and a former member of the Florida House of Representatives. She also worked in Dade County as a health care lobbyist representing nonprofit hospitals. She has two daughters and two granddaughters.

Valuable Lessons: The Future of Women in Education

Navita Cummings James, Ph.D.

Director of African-American Studies, University of South Florida

Women and girls in education have experienced tremendous gains in the past 30 years. We have seen progress from the growing participation of girls in school-sponsored sports programs to the dramatic increase in female enrollments in college and university undergraduate, graduate and professional programs. However, we need to improve our efforts to ensure women and girls reach their fullest potential in education (*FCSW Seventh Annual Report, 1998, A Definitive Study on Young Women Ages 12-18 in Florida*).

Improve What We Teach (Curriculum) and How We Teach (Methodology) Women and Girls

What we teach matters. How we teach matters. As we reflected in our *1998 Annual Report*, several areas related to curriculum and teaching methodologies need to be addressed. Two curricular considerations include the teaching of women's accomplishments and the struggle for gender equality. Teaching methodology issues include identifying the best ways to teach girls (and boys).

Women's Accomplishments and Struggle for Equality

Women and girls (as well as men and boys) need to be taught the accomplishments of women from all walks of life, especially women who have succeeded in non-traditional fields. Women and girls also need to be educated about historic and contemporary struggles for gender equality. Refreshing, perhaps, is that Florida girls report that they do not see a lot of gender inequality in their daily lives.

Hopefully, they are right. Nonetheless, they need to understand the "equality" that they experience is present due to social and political action of the past. From a historical perspective, they also need to understand that political shifts can have significant consequences for some "women's rights" that girls and women today take for granted. Consequently, women's accomplishments and struggles should be taught in relevant courses at all levels.

***Women's
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levels.***

Life Skills Courses

Based on findings from the FCSW *1998 Annual Report*, girls in the middle and high school years are struggling with many crucial life choices: eating habits, sexual activity, drug and alcohol use, smoking and even their anticipated roles as career woman and mother. A particularly important curricular goal in the next decade would be to maintain and enhance single-sex classes that allow girls to discuss and explore these issues. Also, in our increasingly culturally and ethnically diverse society, all students should be receiving instruction on how to succeed in culturally diverse situations—including their own schools.

Teaching Methods

How we teach girls in comparison to boys has been an issue receiving significant attention this past decade. A variety of reports suggest that girls do not receive “equal” treatment in the classroom. Future research and public policy debate needs to examine the observation that girls whose performance equals or exceeds boys in middle school, fall behind boys in academic performance by the end of high school. More discussion needs to focus on the usefulness of single-sex math and science classes to encourage girls to consider careers in these areas. Teacher training may need to focus more on how girls and boys from different cultural backgrounds can be treated “equally” in the classroom.

Encourage Women and Girls to Choose Careers in the Sciences, Mathematics, Engineering and New Technologies

Women in colleges and universities tend to be under-represented in certain academic areas such as the sciences and engineering. Girls who have interests and talents in math, the sciences and computers should be encouraged to pursue academic degrees in these areas. (This should not be done in a way that disparages traditionally female careers.) Sciences and the new technologies are careers where entrepreneurial excitement and financial rewards will be awaiting Floridians. Women and girls should not be left out of these opportunities.

Support and Protect School-Sponsored Programs for Women and Girls

Title IX opened the door for girls and women to compete on a comparable level to boys and men in school-sponsored sports programs almost 30 years ago. We have reaped the rewards not only at the national level, but in the individual lives of girls and women. Research indicates that girls who participate in sports have lower pregnancy rates, are less likely to be domestically and sexually abused by males, and have higher self-esteem, lower drug use and less truancy than their peers who are not involved in sports programs. On the health side, these young women may even be creating life-long habits of physical fitness that may increase their overall quality of life. The citizens of Florida need to ensure that girls and boys at all levels have opportunities for sports activities in schools at both the intramural and competitive levels.

Eliminate Sexual Harassment in Schools

When the FCSW held a public hearing on "Issues Facing Young Women in the 1990s" in Tallahassee (1997), we were dismayed to learn that girls and young women continued to face sexual harassment from their male peers in the schools. Girls who feel sexually intimidated may not perform as well in school because they are distressed by the harassment. In some cases, they may choose to not attend school to avoid the harassment. Girls need protection and information. They need to know their rights, strategies that may help them avoid and/or reduce the likelihood that they will be harassed, and who in their schools they can approach if they have a sexual harassment problem.

Enhance Opportunities for Women in Education Leadership

Women teachers have been the backbone of K-12 education. Given the wealth of their experiences in the classroom, we would expect that women would rise up the hierarchy and be well represented in leadership positions at not only the elementary and middle school levels, but also at the high school level. Similarly, we would expect to see women in more than half of the top board of education jobs. While we are seeing increasing gender diversity in our principals, we need to be sure that more opportunities are open for women superintendents level as well. In higher education, women have significantly increased their presence on university faculties during the past 30 years, due in large part to affirmative action. However, the presence of women at the full professor rank, vice president and president roles still seems to be problematic. Similarly, salaries of women full professors still appear to lag behind those of male full professors. We need to see that gender is not an obstacle to women attaining the highest leadership positions and that women are rewarded comparably to men with similar credentials.

In conclusion, the future of education for Florida's women and girls is bright, as drop-out and pregnancy rates decrease and more girls and women seek higher education and post-graduate degrees. However, on the eve of the next millennium, Florida's citizens must be vigilant concerning the issues mentioned in this essay. If we meet our objectives, not only will our daughters, sisters, mothers and grandmothers benefit, but so, too, will the state of Florida.

Navita Cummings James is Director of African-American Studies at the University of South Florida. She represented Florida in planning sessions for the 1995 United Nations World Conference on Women in Beijing, China and attended the NGO forum in Beijing.

Tarnished Golden Years: The Future of Older Women

Jessica Labbé

FCSW Intern, Fall 1999

Aging is one of the few things we can count on during our time on this earth. This simple fact makes retirement issues that much more important. In the following essay, I will detail a number of issues presently facing women in this area and make educated suggestions for the future.

What are the origins of retirement obstacles?

- Three out of four working women earn less than \$25,000 a year.
- Nine out of 10 working women earn less than \$40,000 a year.
- Half of all women work in traditionally female, low paying jobs without pensions.
- Women retirees receive only half the average pension benefits that men receive.
- Women's earnings average \$.74 for every \$1 earned by men, equaling a lifetime average loss of over \$250,000.

Simply starting out, women have the weaker hand in retirement when compared to men. Being paid less, they are destined to reap less benefits in the end. This alone should be a powerful argument against the sexist pay gap which still plagues the richest and freest country in the world. Eliminating the pay gap and promoting women out of traditionally low paying jobs is an obvious solution to serious financial problems that the majority of women will have to face at their retirement and afterwards.

Eliminating the pay gap and promoting women out of traditionally low paying jobs is an obvious solution to serious financial problems.

Why are women less likely to have satisfactory retirement income?

- They are less likely to earn pension benefits.
- Their benefits are less than men's benefits.
- They are the principle family care givers.
- Women are twice as likely as men to work part-time.
- Women save less not only because they earn less, but because they first save for their children's education.
- Low-income savers are less likely to take financial risks and therefore capitalize on their savings.
- Retired women rely mostly on Social Security for their income.

These problems are far more cryptic than the origins listed at the opening of this essay. It is much more difficult to target who is responsible for these situations and ascertain who to

approach about improving these circumstances. One basic factor is that women are more concentrated in low-wage, service, part-time, non-union and small-firm jobs that simply do not offer the pensions and benefits of large and powerful companies. A solid solution would be to empower and require these smaller companies to dole out quality benefit programs to their workers, ensuring them a comfortable retirement. Another solution would be to do the same for part-time workers in all companies. The time has come to realize the value of every person in every job and to treat them with fairness and equity.

Why do women need more retirement income?

- Women live an average of five years longer than men.
- Women earn less than men in the long run and short run.
- Women are more likely to be single and never remarry.
- Women are more likely to need long-term institutional care.

What is the relationship of older women and poverty?

- Older women are twice as likely as older men to be poor.
- Nearly 18 percent of single, older women in the U.S. are poor.
- From an international perspective, this is how older industrialized nations rate: In Australia, 3.8 percent of older, single women are poor; in Canada, 3.2 percent; in France, .08 percent; in Germany, 2.4 percent; and in Sweden, 1.7 percent.

All the above are simple facts of life that women will at some point be forced to live with. It is my hope that those in power do not wish their public to live low-quality lives in what are supposed to be their "golden years." Looking to the workings of other nations and even other states for inspiration in the improvement of our own retirement legislation could reap excellent benefits. Perhaps inspiration is all we lack in creating solutions for problems we are facing. In the end, if our government truly cares about the people it is bound to care for, it will place the issue of women in retirement and all surrounding matters at the forefront of its agenda.

Looking to the workings of other nations and even other states for inspiration in the improvement of our own retirement legislation could reap excellent benefits.

Jessica Labbé is a Florida State University student, majoring in English Literature and Women's Studies. She plans to pursue graduate studies in women's issues and writing.

The facts in this article are courtesy of: Women's Institute for a Secure Retirement (WISER) and the Teresa and H. John Heinz III Foundation, *What Every Woman Needs to Know About Money and Retirement: A Simple Guide*.

Casting the Die: **The Future of Women in Politics**

Robert M. Levy

Public and Governmental Relations Firm Owner

Being a student of government, my personal experience is at the municipal and state level. I believe with Florida's impending term limits that local government becomes even more important as a training ground for the state legislature. I think we will see more and more individuals coming to state government with no governmental or elected experience in the decades to come.

Across the country, women policy makers in state governments are still remarkably under-represented in political leadership, according to the Center for Women in Government. In four or five major leadership categories—statewide elected officials, state legislators, highest court justices, and appointed department heads—women hold only one quarter or less of all positions. As top advisors in governor's offices nationwide, women have achieved more success: they hold almost 40 percent of influential jobs such as "chief of staff" or "budget director."

State legislatures begin the new century with an uncertain future. In California, the legislature has nearly become obsolete with an enormous number of referendums making their way to the ballot every two years. Citizens seemingly want to push elected officials aside in favor of a more direct means of exercising their democratic rights and responsibilities.

America in 2025 will be older and more diverse. The U.S. Census Bureau projects that by 2020, those 65 years and older will comprise more than 16 percent of the population compared with about 13 percent now. By 2030, one out of every five Americans will be 65 or older. Growth in the majority white population is expected to slow in the coming two decades. By 2020, non-Hispanic whites are projected to make up about 64 percent of the population, down from almost 74 percent in 1995. African-Americans who currently comprise about 13 percent of the population, will grow to 14 percent in 2020. Hispanics will account for most of the nation's population growth between 1995 and 2020. They are projected to be about 16 percent of the population in 2020, up from about 10 percent today. By 2010, Hispanics will be the second largest ethnic group in the United States and the youngest population group in 2020. By 2030, over half of all American children may be bi-racial and ethnic minorities, while three out of four people 65 and older will be non-Hispanic whites.

It is likely that government and elected office in 2025 will reflect the diversity of society at large. The total number of African-American, Hispanic and Asian legislators will continue to increase. In addition, the number of women legislators will rise. Given the aging of America, more retirees will serve in state legislature.

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If people continue to become more conservative and to vote more frequently as they age, it is possible that older, more conservative whites will be disproportionately represented in state legislatures.

Increased diversity within legislatures and in the number of women in leadership positions is on the horizon. Legislators of the future are likely to use a more collaborative and less confrontational approach. Studies indicate that women tend to favor more collaborative leadership styles.

The rapid convergence of computer and communication technologies will have a major effect on legislatures in the next century. Using technology to speed up the legislative process will put pressure on legislative traditions, rules and procedures.

According to the National Conference of State Legislators, a recent poll of those who will be graduating from college in 2001 found that 94 percent intend to actively participate in the political process by voting. This large group of young Americans will wield considerable influence in coming decades and may be a receptive audience for the message that legislatures are the linchpin of representative democracy.

Some women leaders believe that an increase in women's participation is no guarantee that there will be more female leaders. Despite such challenges, the number of women members, as well as leaders, continues to grow. Today there are 1,652 women state lawmakers, an all-time high, up 35 seats from last year. Since 1989, women's numbers in state legislatures have increased by 400. The term limits movement has actually helped women gain power in many places simply because powerful male incumbents have had to surrender their offices. With that many people coming and going, women have a much better chance of getting elected, and the playing field has been leveled in terms of having a real opportunity for leadership positions.

An increase in the overall number of women members may be accelerated by recent shifts in the way voters perceive women. For decades, voters were unwilling to trust women with important public offices because they were unsure of their reliability. Now women get much higher rankings than men on the reliability question.

Still, until women approach membership parity with men—and no one expects that to happen any time soon—their leadership styles may continue to reflect either their minority status or a basic gender difference as leaders or both. Women place a greater emphasis on the effects of legislation and—despite criticism—issues like health care, child care and education will continue to dominate their agendas.

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Bob Levy is the FCSW Legislative Committee Chair and owner of a public and governmental relations firm. He is active in political campaigns and campaign management.

Yearning to Breathe Free: The Future of Women in Immigration

Nitin R. Patel

Florida State University Student

Home to the nation's fourth largest population—a majority of those baby boomers and retirees—the state of Florida understands and lives with the specter of a shifting median age and its future economic effects. In a country plagued with the lowest saving rate (4.3 cents to every dollar, according to the U.S. Department of Commerce), aging will devastate Florida and reverse an economic boom that has created immense financial growth. Meanwhile, Florida is at the forefront of an increasing trend in immigration, one in which the nationwide percentage of foreign-born residents doubled to 10 percent—or 25.8 million people—from 1970 to 1997.

Advocates for eased naturalization policies point to immigration's ability to combat the increasing retiree-to-laborer ratio. On the other hand, advocates for tighter immigration controls focus on the number of illegal residents and their drain on available resources, whether economic or environmental. In California, supporting the second faction hurt not only Republicans but also moderate Democrats. While seeking to curb illegal immigration, this issue divided the state's voting base, arising at a time when both San Diego and Los Angeles benefitted from immigration-driven economic growth.

That said, an immigration proposal for the state of Florida, inclusive of women's issues, should derive from the proposals of the first group. In doing so, an aging region such as Florida promotes legal immigration and allows for a stronger transition between work forces.

At the center of such a proposal must be human rights considerations. Keeping in mind the incident in which law enforcement officials discovered a Mexican slavery ring that forced approximately 30 women into prostitution, Florida officials should collaborate closely with the U.S. Department of Labor in monitoring labor laws and facilitating worker education. In Quincy, Florida, illegal immigration labor was being utilized at mushroom farms, while gender wage equality and basic labor laws were being ignored. When labor groups tried to organize these workers, predominantly of Mexican origins, they met with resistance from mushroom farmers and local government officials. Immigrants suffering from labor law violations should be empowered to raise complaints under protective status. Such a policy would aid immigrant women, fearful of losing their jobs, in exposing shady employers and "people smugglers."

Second, a proposal should account for the offspring of foreign-born women in Florida. Presently, studies show immigrant women are more likely to be of child-bearing age and have higher birth rates than their American-born counterparts. Furthermore, these women tend to hail from impoverished backgrounds in Latin America (51 percent of immigrants are of Hispanic origin, according to the U.S. Census Bureau). In Florida, where Hispanics are increasing in

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number faster than any other group, initiatives for bilingual education must be implemented. Aside from the publicized arguments against bilingual education, such initiatives preclude young Hispanic immigrants from remediation and address the reality of a bilingual society—one in which Hispanics are already playing a stronger role in politics at every level.

Lastly, an immigration proposal must address the negative perception currently surrounding immigration. Advertisements, local media coverage, and sitcoms have drawn the ire of immigrant groups who view them as the perpetuation of blind nativist ignorance. Hispanic women in Florida continue to blast English-language news programs, saying they portray Hispanic men as criminals and themselves as victims of crime. The Riviera Institute, which conducted these surveys last year, found strong differences between non-Hispanic and Hispanic responses to the portrayal of non-native citizens; such differences should be stressed to state officials as the need to address the mainstream's perception of immigrant groups grows.

Aside from the publicized arguments against bilingual education, such initiatives preclude young Hispanic immigrants from remediation and address the reality of a bilingual society.

Born in Ottawa, Canada and hailing from his hometown in Apopka, Nitin Patel is a senior at Florida State University, majoring in Economics and History. Currently, he is News/Managing Editor of the FSView-Florida Flambeau, FSU's independent student newspaper.

Working for a Living: **The Future of Women in Employment**

Lisa A. Tropepe, P.E.

FCSW Vice Chair & Annual Report Committee Chair

In 1998, 64 million of the 106 million women age 16 and over in the United States were in the civilian labor force working or looking for work. It is projected by the U.S. Department of Labor, Bureau of Labor Statistics, that by 2005, women will comprise 48 percent of the labor force. This fact raises many concerns regarding the employment status of women. Areas such as age, race, education, occupation, self-employment, pay equity, family values, welfare and glass ceiling opportunities are being scrutinized and will continue to be investigated in the future. These issues will be addressed in the following essay with suggestions for realistic and beneficial improvements.

AGE

According to the U.S. Department of Labor, Bureau of Labor Statistics, *Employment & Earnings*, January 1999, the age group with the highest participation in the labor force is between 35 and 44. The age group with the least participation is 65 and over. As the first group, the "Baby Boomers," reach retirement in the next century, there will be an undeniable increase of retired women in America.

Will participation of older women in the workforce increase dramatically? Will they be prepared for retirement? Today, approximately half of retired women live below their standard of living while they were employed. In order to solve this problem, we need to create better options for retired women and help them explore these options. This can be accomplished by providing seminars which educate women on their rights, and passing legislation that will guarantee women the comfortable retirement they have earned. We also should educate the young women of our state and nation on entering and succeeding in the workforce. A school curriculum where money, finances and retirement are part of a "career-oriented" class is a way to educate not only young women, but also young men.

***We also owe it
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RACE

Historically, black women have had higher labor force participation rates than white and Hispanic women. Between 1994 and 1996, however, black and white women had virtually identical participation rates—approximately 59 percent. Hispanic women participated at a rate of about 53 percent and are gradually narrowing the participation gap between themselves and their white counterparts (Table 1). As diversity becomes better realized and embraced within

our state, it will be critical that working women receive the same treatment and respect as each of their male coworkers.

EDUCATION

The more education a woman receives, the more likely she is to be employed (Table 2). The facilitation of women entering college must continue in order to guarantee women the same competitive edge as men in the job search.

OCCUPATION

The largest share of employed women work in technical, sales and administrative support occupations. More women work as teachers, secretaries and cashiers (Table 3). As women continue to further their education and seek non-traditional professions such as medicine, law and engineering, there will be a shift in the type of occupations women hold in the next century. The advice and encouragement of educators and counselors will assist young women in understanding all the possibilities offered in the workforce, and promise more diverse workplaces.

SELF-EMPLOYMENT

There were 3.5 million self-employed women working in nonagricultural industries in 1998 according to the U.S. Department of Labor, Bureau of Statistics. Without a doubt, the popularization of the personal computer has allowed working women the opportunity to stay at home and start their own businesses. Self-employment will continue to grow. Continuing to capitalize on this relatively new way of doing business can be accomplished by providing seminars and assistance to women who wish to start out on their own.

PAY EQUITY

“The wage gap is no longer a woman’s issue—it’s a national priority that impacts the American family. Working women have been short changed long enough and with a healthy economy, now is the time to raise women’s wages to match men’s salaries,” states Gail Shaffer, CEO of Business and Professional Women/USA, the leading advocate for working women. Pay equity has and will continue to be a critical issue with women in the workforce. The gap will inevitably be closed when we change our attitude towards pay equity and realize that it is a family issue—not just a woman’s issue.

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FAMILY VALUES

“Family values” became a household phrase in this century and will continue to be discussed well into the next century. Although mothers of teenaged children are more likely to be in the labor force than mothers of younger children, we cannot penalize our female or male employees for taking a “leave of absence” to raise a family. As with pay equity, this struggle needs to be evaluated as a family issue and not as a women’s issue, as it affects the entire family unit.

WELFARE PARTICIPANTS

According to the May 1999 *WAGES WORKS!* newsletter, the official newsletter of Florida’s Welfare Reform Program, nearly 60 percent of those polled left WAGES for work, and of those who left for other reasons, another 50 percent subsequently found employment. When asked if they were better off, 26.1 percent reported that they were “much better off.” Welfare reform legislation is of the utmost importance as this century draws to a close. Although the situation is improving, there are still many women who need assistance. Understanding why women continue to struggle in the workforce is critical and must be addressed as we enter the new millennium.

Understanding why women continue to struggle in the workforce is critical and must be addressed as we enter the new millennium.

GLASS CEILING OPPORTUNITIES

President Ronald Reagan once said, “If not you, then who? If not now, then when?” This should be the motto for working women climbing the corporate ladder in the next century. If we began this century with women struggling for the ability to own property or vote and ended this century with the first woman C.E.O. of a “Fortune 500” company, the future is boundless for women in the workforce.

Lisa A. Tropepe is a registered professional engineer and an associate with Shalloway, Foy, Rayman & Newell, Inc. She formerly chaired the FCSW Employment Committee.

Tables referenced in this article are included on the following page.

Table 1
Labor Force Participation Rates for Women, by Race, Selected Years

<u>Year</u>	<u>Black</u>	<u>White</u>	<u>Hispanic</u>
1975	48.8	45.9	not available
1980	53.1	51.2	47.4
1985	56.5	54.1	49.4
1990	57.8	57.5	53.0
1995	59.5	59.0	52.5
1998	62.8	59.4	55.6

Source: U.S. Dept. Of Labor, Bureau of Labor Statistics, *Employment & Earnings*, Jan. 1986, 1991, 1996, 1999 and the *Handbook of Labor Statistics*

Table 2
Employment Statuses of Women, Age 25 Years and Over, by Educational Attainment, 1998

<u>Educational Attainment</u>	<u>Participation Rate</u>	<u>Unemployment Rate</u>
Less than H.S. diploma	31.5%	8.6%
H.S. diploma	55.9	4.1
Some college, no degree	65.8	3.4
College graduates	75.0	2.0

Source: U.S. Dept. of Labor, Bureau of Labor Statistics, *Employment & Earnings*, Jan. 1999

Table 3
Leading Occupations of Employed Women, 1998
(numbers in thousands)

<u>Occupation</u>	<u>Number Employed</u>
Teachers, excluding post secondary	4,962
Secretaries	2,868
Cashiers	2,367
Managers and administrators	2,287

Source: U.S. Dept. of Labor, Bureau of Labor Statistics, *Employment & Earnings*, Jan. 1999

Playing the Field: The Future of Women in Sports

Erica Whidden

Florida State University Student

Overcoming the restraints of a traditionally patriarchal society has been the task of every woman desiring a chance to prove herself in the world. The sports arena has only recently become a major forum for women to show excellence in athletic ability. Title IX has given women a chance to excel in the sports world well beyond what would have been possible before the law was passed in 1972. The law guarantees equal sporting opportunities for both males and females in public schools and higher educational institutions who receive money from the government.

Evidence exists to suggest that the implementation of Title IX has helped women make their mark in the sports world beyond the university scene. Funding women's sports programs promotes interest and provides a better training ground to develop raw talent. With greater interest follows a higher level of participation and a larger number of spectators interested in following the progress of their favorite athletes. A sport that attracts numerous fans becomes marketable and allows the formation of professional teams such as the WNBA (Women's National Basketball Association). Miami's new women's team will begin playing in 2000.

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As the Women's World Cup soccer team drew closer and closer to victory, their audiences grew to an astounding 40 million; as many viewers as were drawn to the NBA finals. Would these female-driven teams be as popular had Title IX not given them the chance to nurture their talents and stimulate a widespread, genuine interest in the sport?

A column published in USA Today calls the victory of the Women's World Cup soccer team over China "a defining moment for women's sports." The team members have received the victor's treatment generally lavished on successful men's teams: the trip to Disney World, the promotions, and the interviews and recognition. Their success has done a great deal for the respectability and popularity of women's sports. Supporting girls on and off the playing field is important to the development of future careers. The recent successes of women athletes shows that Title IX has done good things for the development of athletic talent and spawned a new interest in something other than the traditional male-driven sports scene. With women making marks in golf, soccer, tennis, basketball and a host of other athletic areas, sports fans have had to adjust to the growing opportunities to appreciate their favorite games.

Diversifying sports and providing equal opportunities for all people interested in athletic pursuits may crack the door for equality in other areas of society. Sports teach teamwork and leadership skills vital for a person to succeed in the workforce. This was an advantage once provided almost exclusively to men. Title IX has turned the tables and provided a new training ground for a strong, confident, skilled work force of women, ready to face whatever lies ahead.

Title IX benefits an entire new generation of young women with dreams of a strong professional future in sports or in other facets of the working world. The continued development of new women's professional teams will do more than open up an extra night at the ballpark.

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Erica Whidden is a Florida State University student majoring in English. She is a new American citizen, originating from Canada. She hopes to pursue a career in journalism.

**Permanent Collection:
The Future of Florida's Women in Art**

Viki D. Thompson Wylder, Ph.D.

*Florida State University Museum of Fine Arts Curator of Education
& Museum Operations Specialist*

When blind juries select artists for exhibition, statistics show that roughly half the artists picked are women. When the gender identities of artists are known, exhibition coordinators or curators in the United States typically pick/invite only 15 percent women. This statistical disparity can be repeated in other art areas: the breakdown for faculties in the United States consists of 72 percent men and 28 percent women; for recipients of United States grants and fellowships, 66 percent men and 34 percent women; for inclusion in art textbooks, 96.8 percent male artists and 3.2 percent female artists. These shocking 1990s figures exist despite the fact that women make up 52.5 percent of artists in the United States and 56.3 percent of those achieving a degree in art. A national organization, the Women's Caucus for Art, collects and distributes these statistics upon request*.

The Women's Caucus for Art has members and chapters in Miami, Orlando and Sarasota. As statistics on Florida's art institutions are collected and distributed among Florida's women in the visual fine arts, among women art students, women artists, women studio art teachers/professors, women art history teachers/professors, and women working in art museums, they will continue to pressure for and to demand, equity in the field.

Suggestions for a Title IX strategy within art institutions have surfaced among groups of women in places like New York City. Since Richard Nixon signed the Title IX amendment into law in 1972, the increasing status and opportunities for women in areas like school-sponsored athletics shows that such a legislative strategy bears possible use as leverage by Florida women in the arts to secure parity in art organizations receiving federal funds. This strategy holds promise for a number of problems in the collection, employment, education/teaching and exhibition practices of many art institutions within the state.

The conceivable organization of a separate institution, a Florida Museum of Women in the Arts, repeats the successful strategy historically utilized by American women when they experience discrimination or are excluded from opportunities. Such a Florida Museum recalls the promise of approaches like the Florida Women's Hall of Fame begun in 1982 by Governor Bob Graham, as well as the achievement of a model alternative museum at a broader level, the National Museum of Women in the Arts in Washington, D.C.

A Florida Museum of Women in the Arts would include: collections of Florida women's art; exhibition spaces for permanent collections and traveling shows; a sculpture garden; classrooms; an education and tour program based on current theory, standard and practice; a museum press for production of catalogues and journals based on scholarship; a clearinghouse

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for information on how to establish alternative gallery spaces and exhibitions or how to integrate women into existing structures/systems; a library for original research; funds for grants and fellowships; a theater for the performing arts; conference and meeting rooms; and a museum shop. A Florida Museum of Women in the Arts would provide a political base for women who wish to accelerate change already begun in Florida.

Change is evident in pockets of practice within the state. For example, roughly half of the art museum directors in Florida are women. Florida's colleges and universities offer women's art classes with titles like *Baroque Women, Art, and Society* or *Women, Art, and Education*. The scholarship and research needed to teach these classes is now being integrated into the mainstream of traditional art classes. These attainments will be secured and expanded upon, while other achievements will join those already in place.

Floridians will continue to struggle for a visual fine arts practice marked by gender equity. Over time, the statistics will show that: Florida's women artists will reach parity in exhibitions and gallery representation; women will reside on studio art, art history, and art education faculties at least 50 percent of the time; women and men will equitably share grant, fellowship and other monies; and that students in Florida's classrooms at all levels, from elementary to graduate school, will be able to easily access information on historical and contemporary women artists and thus benefit from a fuller human spectrum of role models and ideas.

Viki D. Thompson Wylder, Ph.D., attended Florida State University for her undergraduate, masters and doctoral degrees. She recently organized and exhibited the first retrospective of feminist artist Judy Chicago's work for the Florida State Museum of Fine Art.

* Eleanor Dickinson, *Statistics: Gender Discrimination in the Art Field* (San Francisco, CA: Eleanor Dickinson, 1996) 18.

The Commissioners Speak: **The Future of the Florida Commission on the Status of Women**

Susan Gilbert, FCSW Chair

As I look toward the completion of my two terms on the FCSW, it is with both a sense of pride for all we have accomplished and a sense of urgency for all that has yet to be achieved.

Those of us who were first appointed after the Legislative statute became effective in 1991 started out with the belief that anything was possible. I, for one, found that there were and still are many barriers to the achievement of our fullest potential—not only for the women of Florida, but for the Commission itself.

We have worked very hard to find a voice that unites us. As Commissioners, we come from diverse backgrounds culturally, professionally, politically and geographically. At times, this diversity has been our strength, but also our weakness. As we look toward the next century, it is my wish that future Commission members remember why we exist: to study the role and further the goals of all women in this glorious state.

In order to accomplish this, the FCSW must find a firm and common ground on which to function efficiently and productively for the benefit of the whole, not for any one individual ideal.

Lisa A. Tropepe, FCSW Vice Chair

It is very important for us to continue on with our employment survey and to keep focused on women's health issues. In addition, our Women's Hall of Fame is an integral part of our history and deserves to be recognized and celebrated. Finally, it is very important that we stay up to date on legislative issues affecting Florida women and encourage women to run for elected office.

Rose Marie A. Cossick, Secretary

The vital importance of the Commission is exhibited every day as we educate Floridians on the history and role women have played and continue to play on a daily basis to make our country a better place in which to live. As we embark on a new century, it is my distinctive hope that we as the vanguard of women in the state will be dedicated to promoting a greater awareness of this Commission's role and accomplishments in the state. It should be our objective to be proactive on behalf of women. We must not only report on those policies affecting women, we must shape these policies.

Peggy Morgan, Treasurer

Many legislative mandates are going to have tremendous impact on the lives of women, especially working poor women. Welfare-to-Work and the new school readiness program are two good examples. We need to be vigilant and closely monitor the progress (or lack of progress) of these programs. We also need to be ready to be advocates for these women.

Patricia L. Clements, Ph.D., Member at Large

It is my hope that the Commission will focus its attention on tangible and attainable goals which can be measured as to their effectiveness. It is our nature as women to have a conscience which extends our genuine concerns to the problems of our nation as well as those of other nations. May we never lose our global philosophy of caring but continue to work on improving the quality of life for women and children in our state. By concentrating our efforts on the citizens of Florida either through working with the elderly, youth, imprisoned women, unwed mothers or others in need, we will be able to measure the success of our endeavors and experience the true joy of helping others.

Navita Cummings James, Ph.D., Member at Large

Women have experienced tremendous changes in the career and personal options open to them during the last half of the century. Affirmative action paved the way for women to move from the traditional female jobs of teacher, nurse and secretary to careers as college professors, physicians and business executives. But these and other gains do not signal that the new century will be a time when women can assume that no battles are left to fight. In areas of education, health care, criminal justice, economics, etc., women and commissions such as ours will need to be vigilant and assertive to protect the rights of all women and girls—especially those who do not have significant voice in our political process.

Doris Weatherford, Historian

I am fairly sanguine about the future existence of the Commission and especially the Hall of Fame. The future of *women*, however, will be marked—as it has been in the past—by peaks and valleys. Women have been climbing a mountain range for thousands of years; we have scaled great heights, but also encountered valleys. American women “peaked” in the 1970s and generally went downhill in the following decades. We are, I think, still on the ascent as we enter the next millennium.

My personal hope is that we as women demonstrate more leadership and more concern for our sisters, especially in places like Afghanistan, where women and girls cannot be educated or even work outside the home; in Asian and African nations, where they are sold into sexual slavery and where polygamy, genital mutilation and other crimes are routinely committed against women; and in Middle Eastern nations where women lack the vote and other civil rights,

including even the right to drive a car. My hope is that we expand our horizons and think more of those who are unlike ourselves.

Kate Gooderham, *Immediate Past Chair*

The future role for the FCSW will be to "think outside the box" as advisors to the Governor, Cabinet and Legislature. Florida's society is undergoing tremendous change as we shift from the industrial to information age. At the same time this is occurring, we will see a demographic shift as Floridians grow older and more ethnically diverse. The challenge for the FCSW will be to provide a voice for women and respond to these constant changes.

Cathy Boyer, *Commission Member*

I believe the FCSW should publish a study in an upcoming annual report on stay-at-home mothers. Many of these women home school their children, run part-time businesses from their homes, and volunteer at local schools, churches and other worthwhile organizations. Women who choose not to work outside the home still represent a significant number of women. These women face unique challenges and pressures. We need to take an in-depth look at this group.

Conchy Trelles Bretos, *Commission Member*

Our mission is simple: report on the status of Florida's women. In doing so, we struggle to eliminate barriers, and empower and recognize women. However, we cannot do so effectively unless the women we represent agree that this too is their agenda. Equal treatment and opportunities for all women should come unfettered by political and personal agendas and through a process of self-realization.

The Florida Commission on the Status of Women has brought the great inequalities confronting Florida women to the forefront. It should continue to do so while realizing that the barriers in attaining true equality are mostly self-imposed. Our task should be to free women's minds so that they can enthusiastically embrace the Commission's agenda as their own.

Elsie B. Crowell, *Commission Member*

The FCSW should look at economic development, empowerment of women and the adversaries of women. We should consider what must be done to change the mind set of those who are against the advancement of women.

Barbara S. Effman, *Commission Member*

The future of women in Florida, into the new millennium, is promising. Women will move towards pay equity, equity in marriage, in the workplace, social security, health care and insurance. There will be a newly heightened respect for the value of successful parenting. I am

proud of the progress women have made throughout our great state. It is my hope that through communication and understanding all women will reach their full potential in the years to come.

Allison Doliner Hockman, *Commission Member*

As a statutorily mandated commission to advise the Governor and the State of Florida on the status of women, the Commission is necessary for the observation and reporting of gender inequities in today's world. It also is necessary to advocate for gender equality in all areas of women's lives for the future. While inroads have been accomplished, women's equality is not assured and these achievements are continually challenged.

As highlighted in this report, there are issues of gender inequality in the areas of financial welfare, health care, education, employment, promotional advancements, WAGES integration, domestic violence, sexual harassment, child abuse and women in the justice system. Until those inequities cease to exist, the purpose of the FCSW is clear.

Susan Guber, *Commission Member*

We have a unique opportunity to pick up the standard for women in Florida, whether they are poor, sick or mistreated. I believe that we should have a legislative agenda that includes passing laws protecting women economically and physically. I see the Commission as the bully pulpit for women's rights.

The activities of the Commission such as the calendar, Hall of Fame, annual report, and workplace awards should be continued. We should also reward companies that have women on their boards of directors. Clearly, advocacy is where we can truly make a difference.

Robert M. Levy, *Commission Member*

This has been a dramatic century with regard to the changing role of women in politics and society. As we look back over the past century, we find women who were "first" in many areas. Although they carried the torch for those who are benefitting from their challenges and victories today, their names are bare memories.

I think the future will be determined by our ability to remember each and every one of those standard-breakers; what they did and the obstacles they faced. The challenge for the future of the Commission is to find a common ground between those torchbearers and women who are paving the way today.

As the diversity of the appointing authorities changes the face of the Florida Commission on the Status of Women, so does it change the issues we discuss. While the expression "you've come a long way, baby" may characterize strides made in the past, we all realize that there is still a far way to go.

Our challenge is going to be identifying the issues we can grasp together with the diversity of the Commission. The Commission must be the leader in Florida—on the cutting edge of women's issues. Though women have been successful leaders in Florida, we still need to focus on

economic issues, workplace issues, and issues that may put a woman at a disadvantage because of her gender.

Kayty Pappas, Commission Member

I believe we need greater publicity on the existence of the FCSW with emphasis on how to access us. We have only just begun to explore the myriad problems and issues facing women and as we enter the next millennium, I believe it is incumbent upon us to have a commission as diverse as the issues we will be pursuing—one that will continue to include at least one male as well as a cross-representation of the state.

Mona Reis, Commission Member

I believe there are a number of areas in which the FCSW can improve our service to the women in the state of Florida. A toll-free phone number for the Commission would act as an excellent referral source for women. I also believe we should play a strong role in monitoring federal dollars that are accumulating due to welfare reform. We should introduce legislation mandating the appropriation of these funds (i.e. child care, transportation, job interviewing, technical training and support). On a personal level, I believe the Commission should rethink its stance on women's reproductive rights issue. We seem to forget how essential this freedom is for us all.

Overall, we should create our own niche for the FCSW and not duplicate what other organizations are doing. We need to have more "hands on" contact with women in our state and a greater emphasis on minority women and their unmet needs.

Marsha Rydberg, Commission Member

The millennium marks a transitional time in women's history. Many "firsts" have been accomplished and society, at least superficially, endorses equal treatment regardless of gender. Indeed, our state constitution recently was amended to assure gender equality.

Nonetheless, the insidious roots of discrimination remain alive and well. Backlash exists against affirmative action. The old, overt methods of discrimination have been abandoned for subtler, but equally obnoxious forms of gender-based preferences.

Combine the facial acceptance of equality with the continued reality of disparate treatment, and the foundation is laid for fatal complacency. Young women often believe the political mantra of equality; they recoil from the prospect of the long hours and activism their mothers pursued.

Accordingly, the future remains uncertain. Parity does not exist. Latent gender hostility lurks just below the surface of society. Will the next generation retain and enhance the gains of the past or will complacency and comfort erode those advances leaving future generations with the task of reestablishing a place at the table?

Debbie Warren, Commission Member

Over the last several years, Florida has experienced a time of economic bounty. Unfortunately, there is one segment of our population that continues to be left behind in this time of financial boom. Too many single mothers labor to meet the needs of their families on an income below that of poverty level. As the number of single-parent homes has increased, so too has the occurrence of delinquent child support payments. While Florida has been one of the leading states in bringing our statutes into compliance with new federal policies regulating child support collection, the Florida Department of Revenue has recently identified two issues that should be addressed to continue this effort. These issues will likely be addressed in separate Proposed Committee Bills originating in the Committee on Family and Children and should be supported.

Another approach states are taking (Louisiana for one) to prevent the financial hardships of single-parent homes through divorce is the availability of a marriage covenant, as opposed to a marriage license. These covenants are completely voluntary and provide for a life-long relationship with a spouse, which can be ended only upon proof of unfaithfulness or dereliction of duties in a marriage partner. It is believed that if a couple affirms at the onset of the marriage a life-long commitment to that relationship, they will seek solutions towards working out problems that may hinder the success of their marriage, rather than seeking to end it. This is an idea that bears merit and needs to be considered in this time of no-fault divorce.

Dee Williams, Commission Member

It is my belief that we have enough to do to continue down the path we are treading. We must continue to push on in our endeavors and it is this dedication that will generate the new issues we need to deal with in the future.

The People Speak: **Important Women's Issues in the New Millennium**

Jessica Labbé
FCSW Intern, Fall 1999

This fall, the Florida Commission on the Status of Women's Annual Report Committee, chaired by Lisa A. Tropepe and assisted by FCSW Intern Jessica Labbé, conducted a survey of women's issues for the new millennium. This survey was distributed to Floridians statewide, through various university women's studies centers, women's organizations and individuals. The following is a tally of the reactions we received: suggestions for the future from the residents of Florida themselves.

The Survey's Question:

What issue(s) pertaining to women do you think are important to focus on in the new millennium?

The Responses:

► **Health Care 60%**

Sixty percent of those who participated in the survey denoted health care as a serious women's issue needing to be addressed in greater detail in the new millennium. Many pointed to increased education of women and doctors about health issues specific to the female body. Thirty-three percent of those surveyed also expressed concern over insurance coverage, citing prescription cost, primary care and preventive medicine as major issues.

► **Education 43%**

Education came in second as 43 percent of those surveyed mentioned education as needing greater attention in the years to come. Seventeen percent claimed that the education of young women in such areas as mathematics, science, planned parenthood, self esteem and skills for the workforce were of dire importance to the future of women in Florida. Twenty percent declared that research on women's issues needed improved funding to better educate those that care for and are involved in women's lives and problems. Many cited the need for the education of women in economic matters (20%) and in the welfare system (20%). Most noted that education in all these areas is integral to empowering women.

► **Pay Equity 30%**

The need for pay equity and addressing related issues was noted in 30 percent of the surveys we received. Along this line, 23 percent of participants said that equality within the workplace—from the destruction of the glass ceiling to the fostering of women in leadership roles—was of utmost importance to the advancement of women in Florida. Twenty-three percent claimed that addressing the improvement of childcare in service, cost and availability would assist in making the workplace more “family-friendly.” Thirteen percent noted a need for mentoring programs within the workplace and school system to better prepare women for leadership positions, and 10 percent recognized the need for an increased minimum wage. Another 10 percent suggested making public transportation more readily available to those who wish to work but do not own cars.

► **Family Planning 23%**

The need to facilitate family planning was expressed by 23 percent of those who participated in our survey. Many noted the need for the reinforcement of reproductive freedom while others noted increased education of parenting responsibilities and family options as a method of empowering women of all ages. Seventeen percent of those polled mentioned the need for better enforced family responsibility, especially in the areas of paternal responsibility and child support. Seventeen percent also spoke of a need for addressing domestic violence through education, legal rights and health care. Ten percent said rape needed more attention, not only in the education and empowerment of women, but in the education of men.

► **Retirement 17%**

Women’s retirement issues were raised by 17 percent of our survey participants. Concerns ranged from education of retired women in economics, benefits and financial planning. Some stated that health and insurance in older retired women was in need of being addressed. Others mentioned preventive measures such as securing pay, benefit and pension equality for women in the workforce.

► **Political Involvement 13%**

Thirteen percent of those surveyed see women’s greater involvement in politics as a way of improving the future of women in Florida. The issues stressed by female politicians (women’s issues like family, health, childcare) have a positive impact on the status of women in this state. Others believe that increased political activism will set a good example for the young women in Florida and empower them to take an active role in their futures.



APPENDICES



***Current Members of
the Florida Commission on
the Status of Women***

Cathy M. Boyer of Orlando

Conchy Bretos of Miami Shores

Patricia Clements, Ph.D. of Tallahassee

Rose Marie Cossick of Hollywood

Elsie B. Crowell of Tallahassee

Barbara Effman of Sunrise

Susan Gilbert of Miami

Kathryn L. "Kate" Gooderham, A.P.R. of Ft. Myers

Susan Guber of Miami

Allison Doliner Hockman of Coral Gables

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Donna Hansen
The Honorable Edward Healey
The Honorable Sally Heyman
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Florida Commission on the Status of Women Survey Response Form

The Florida Commission on the Status of Women represents all citizens residing in the State of Florida and is very interested in your opinions regarding issues facing women and families 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.

Name: _____

Address: _____

Telephone No.: _____

Gender: Male Female

Race: Hispanic White Native American African American Asian

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

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

Are you a resident of Florida? Yes No If yes, how long?

How did you become aware of the Commission? _____

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

If yes, please provide the name and address: _____

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

Are you a member of a woman's organization? Yes No If yes, please provide the name and address:

Please indicate the five most critical issues you believe are facing women and families in Florida today. For the most critical, place a "1" in the box to the left of the item. For the next most critical, place a "2," and so on. Use the blank lines to write in additional critical issues not listed.

- | | |
|---|--|
| <input type="checkbox"/> Health Care | <input type="checkbox"/> Domestic Violence |
| <input type="checkbox"/> Education | <input type="checkbox"/> Housing |
| <input type="checkbox"/> Quality of Jobs | <input type="checkbox"/> Child Care |
| <input type="checkbox"/> Age Discrimination | _____ |
| <input type="checkbox"/> Pay Equity | _____ |
| <input type="checkbox"/> Sexual Harassment | _____ |

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 call the Commission office at (850) 414-3300, or FAX (850) 921-4131.

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

Please detach this sheet from the report and return to: FCSW, Office of the Attorney General, The Capitol, PL-01, Tallahassee, FL 32399-1050.

**Place
stamp
here**

**Florida Commission on the Status of Women
Office of the Attorney General
The Capitol, PL-01
Tallahassee, FL 32399-1050**
