



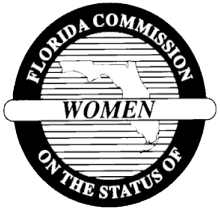
# MOVING FORWARD

**20 Years of the Florida Commission on the Status of Women**



**2012 Annual Report**





## Florida Commission on the Status of Women

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2013

Dear Florida Citizen:

On behalf of the Florida Commission on the Status of Women, we are honored to present our 2012 Annual Report, ***Moving Forward: 20 Years of the Florida Commission on the Status of Women***. This report is the twentieth annual report issued by the Commission, with the first report presented in 1992. Each report makes recommendations in the hope of improving the lives of women and men in our great state. This report will chronicle the work and accomplishments of the Commission over the last twenty years. In addition, the report will look at the issues and challenges facing women over the last two decades as well as what we are looking at moving forward.

The Florida Legislature, through Section 14.24, Florida Statutes, mandates the Commission to study the changing and developing roles of women in American society, including the implementation of recommendations to improve the development of individual potential. The focus of the Commission's mission is to empower women from all walks of life in achieving their fullest potential. It is in fulfillment of our mandate and mission that the Commission has chosen 20 Years of the Florida Commission on the Status of Women as the focus of this 2012 Annual Report.

It is our desire that the information provided in this written report impacts those we serve – girls and women, and acts as a catalyst to ensure their challenges and needs of are met.

Sincerely,

A handwritten signature in black ink that reads "Laurie Pizzo".

Laurie Pizzo  
Chair,  
Florida Commission on the Status of Women

A handwritten signature in black ink that reads "Amy Kryak".

Amy Kryak  
Chair,  
Annual Report Committee

## Acknowledgements

**The Florida Commission on the Status of Women (FCSW)** is grateful to the many individuals whose knowledge and dedication to Florida's women made this report possible. A special note of appreciation goes to the FCSW Annual Report Committee for their input and guidance of this project: *Amy Kryak, Chair, Susanne Hebert, Genean Hawkins McKinnon, Anne Voss, Barbara Wall, and Laurie Pizzo, Ex. Officio.* For their contributions throughout the creation of this report, current FCSW employees Veronica Vasquez, Kimberly Mehr, Michele S. Manning, and Kelly S. Sciba, are thanked.

FCSW would also like to extend our gratitude to Governor Rick Scott, The Florida Legislature and the Office of the Attorney General for their continued support of the Commission and making this publication possible.

Members of the 2012 Florida Commission on the Status of Women would like to especially recognize the members of the 1991- 1992 Florida Commission on the Status of Women on the twentieth anniversary of the first report of the Commission:

Hon. Rosemary Barkett

Roxcy Bolton

Conchy Bretos

Yvonne Burkholz

Jennifer K. Crock

Elsie Crowell

Marilyn J. Dewey

Barbara Effman

Susan Gilbert

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Karen Woodall

### Staff

Sandi Beare, Executive Director

**The Florida Commission on the Status of Women is dedicated to empowering women in achieving their fullest potential, to eliminating barriers to that achievement, and to recognizing women's accomplishments.**

## Foreword: FCSW Turns 20!

By **Sandi Beare Schenker, FCSW Executive Director 1992**

I am truly honored to have been asked by Kelly Sciba to write this introduction in the Florida Commission on the Status of Women's (FCSW) annual report. It is hard to believe that 20 years have passed since I began my service as the first director of FCSW in its legislatively-created identity. When I arrived in Tallahassee to begin work, the process of creating FCSW had to start from the ground up.

The Commission was blessed with being housed in Attorney General Bob Butterworth's Department of Legal Affairs (DLA), a first for Florida's women's commissions. That the Florida legislature in 1991 mandated that FCSW be housed in the Attorney General's office was an anomaly; such commissions nationwide are more commonly made up solely with gubernatorial appointments. It was the vision of the late Dean of the House of Representatives Elaine Gordon, then-Senator Carrie Meek and Governor Lawton Chiles that the commission serve as independently as possible to enable it to accomplish its mission in a bipartisan manner. Florida Statute 14.24 requires appointments from the Governor, Attorney General, Senate President, Speaker of the House of Representatives, as well as the Chief Financial Officer and Commissioner of Agriculture and Consumer Services, ensuring a well-balanced commission with viewpoints from many different Floridians.

I was also very fortunate to have as first chairwoman Susan Glickman as well as then-member and later chairwoman of FCSW the incredible public servant Elsie Crowell, and a fine commission of 20 other members. Susan, Elsie and I worked closely with the other commissioners and later chairwomen to make this commission the best minority commission on record. The commissioners, first (and still serving!) administrative assistant Michele Manning, and I developed friendships that remain strong and are held dear yet today. Current director Kelly Sciba, who has also become a cherished friend, Michele and the commission staff do fantastic work in this intense, multifaceted agency. Those same strong bonds that surpass age, race, gender, and life status have been continued by later commissioners and staff and have helped make this commission the success it is today.

The commission in its 20th year has grown up and grown into a stable state agency that fulfills its mandate well, thanks to the hard work of Kelly Sciba and her staff, and the multitude of women and men who are serving and have served on the commission over the years. The decisions made by each ensuing body have been sound, strong and sensible. Their individual and collective work has helped make Florida one of the best

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states in the nation in addressing many issues dealing with women and families.

During the period that the commission existed in Governor Bob Graham's administration, it thrived and the first members of the Florida Women's Hall of Fame were selected. Those selected for the honor by Governor Graham were named to the Women's Hall of Fame in 1982-1986. They were recognized in a framed photograph with each profiled, that I found standing behind a file cabinet in the Old Capitol. It took a place of honor and inspiration in my first office and in later moves to the Koger Center and back downtown on Gaines Street. The Florida Women's Hall of Fame was also legislatively created in 1992 and today, the women so honored now line the hallways and rotunda in the Capitol building for all to see and learn what staunch female leaders Florida has known. I am very proud that my mother, Nikki Beare, is included in the Florida Women's Hall of Fame for her advocacy in helping women, children, minorities and the disabled.

Times are tough all over within today's economy: when entire cities are going bankrupt, when charities have declining donations, when gas prices are at an all-time high, when food and medicine costs are sky-high. The annual reports produced by FCSW over the years takes on these and many other serious issues and helps educate the public about their importance.

Each Attorney General has taken FCSW as a natural part of their department, and has dedicated time, effort and resources to help ensure the board's success. I thank God every day for having had the opportunity to serve as FCSW's first legislatively-created commission director. Thank you for this opportunity!

With fond regards and best wishes for the next 20 years of successes,  
Sandi Beare Schenker



1993 FCSW Chair Elsie Crowell, Governor Lawton Childs, and Executive Director Sandi Beare

## History of the Florida Commission on the Status of Women An Enlightening and Fulfilling Journey Then (1991) and Now (2012)

By Commissioner Mona Jain, M.D., Ph.D.

The Florida Commission on the Status of Women (FCSW) was created by the 1991 State Legislature. I received a call from Governor Lawton Chiles' office of Appointments (Director Samelia King) on November 5, 1991 that I had been appointed to the Commission. I came home after work in the evening and got the message on my answering machine. I started thinking how I would be able to attend the FCSW meeting in Tallahassee the next day (November 6, 1991) starting at 8:00 a.m. Both my husband, Kailash Jain, and my daughter, Dr. Anila Jain, were very keen on me going to Tallahassee. No airline flights were available. I gave up, but our daughter said, "Mom, don't worry. I will drive you to Tallahassee." We left Bradenton at 2:00 a.m. the next morning, and reached Tallahassee at 7:15 a.m., ready for my first Commission meeting in the House Office Building (subsequent meetings took place on February 10, 1992 and May 20, 1992 in the Supreme Court Building; September 10, 1992 at the Broward County Center in Ft. Lauderdale; and November 17, 1992 at the Alexander Building in Tallahassee). Thinking about my first Commission meeting in 1991, I cannot imagine how time flies after 20 years of writing Annual Reports (from 1992 to 2012).



Dr. Mona Jain with Governor Lawton Chiles

Governor Chiles lobbied the Florida Legislature to statutorily create the Florida Commission on the Status of Women only months after he took office. The date was May 14, 1991. The leading sponsor in the House of Representatives for CS/CS/HB 109 was Representative Elaine Gordon, while Senator Carrie Meek sponsored the companion bill SB 1324. The Commission legislative authority now exists in Section 14.24 of the Florida Statutes. In 1961, the Presidential Commission on the Status of Women (PCSW) was created by President John F. Kennedy. Florida Governor Farris Bryant created the Governor's Commission on the Status of Women (COSW) in 1964; Governor Claude Kirk (1967) and Governor Reubin Askew (1971) continued to have COSW's. According to records, however, the Commission was forced to

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discontinue projects due to budget constraints. Documentation as to the Commission's fate between the years 1977 and 1978 has not been found. Governor Bob Graham reactivated the COSW on July 31, 1979 by Executive Order 79-60.

I remember that COSW under Governor Graham was very active in 1987 and also brought numerous local Commissions on the Status of Women for an "exchange session" to share ideas and discuss issues facing women and families. The first Florida Women's Hall of Fame (WHOF) ceremony and reception was held by the Commission at the Governor's Mansion in Tallahassee in May 1982. The WHOF was still going on in 1984 and 1986. As the Commission existed only by gubernatorial appointment, it found itself at the mercy of changing climates. When Governor Bob Martinez came in office in 1987, no Commission members were appointed. Florida Women's Hall of Fame inductees' plaques, which had hung in the Governor's office during the Graham administration, were located in a broom closet in the 1990's.



The Honorable Gwen Cherry

I remember marching on the steps of the Capitol during Governor Graham's administration along with such notables as Honorable Betty Castor, Senator Elaine Gordon, Representative Carrie Meek, Roxcy Bolton, Nikki Beare, and members of state and local organizations who worked tirelessly for women's issues. I also have had the honor of knowing Honorable Gwen Cherry and many other trailblazer women in our state of Florida. Since 1991, the Commission has been fully supported by the Governor, the Cabinet, and Florida Legislature. The FCSW is administratively located in the Office of the Attorney General. The Commission has been composed of 22 members who represent the diversity of the state's population. Two men, Honorable Edward Healey and Bob Levy, have also served on the Commission. No member may serve more than two terms of four years concurrently. We as commissioners had a discussion about staggering terms and I, along with some others, volunteered to serve for only two years in our second term. The executive director, Sandi Beare, was to let the appointing officials know who would leave after 4 + 2 years. In 1995, the Commission hired Michele Manning as a staff member. I remember Eric Tournay as the

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Governor's photographer. He was always there to take pictures to save in Florida Archives. As required by Section 14.24, the Commission's mandate is to identify, study, and make recommendations on issues affecting women and families at local, state, and national levels.

***Introduction, Recommendations, and Accomplishments:  
The 1992 FCSW Annual Report***

The FCSW is directed under Florida Statute 14.24 to submit an Annual Report to the Governor, the Cabinet, the Attorney General, the President of the Senate, the Speaker of the House of Representatives and the Minority Leaders of the Senate and House on issues affecting the changing and developing roles of women in American society.

This year the Commission:

- Monitored legislation affecting the wellbeing of women in the 1992 Legislative session.
- Reinstated the Florida Women's Hall of Fame (WHOF), which would be on permanent display in the plaza level of the State Capitol.
- Created an office and hired a full-time staff person.
- Secured funding for projects and administration.
- Created a Women's Appointment Committee to assist the Governor with recommendations of qualified women to serve on advisory boards, commissions, and in the judiciary.
- Co-authored a brochure on sexual harassment with the Florida Bar's Special Committee for Gender Equality in the Profession.
- Compiled and developed a Florida Women's Organizations directory throughout the state, to be published in 1993.
- Formed a committee to study women's health issues and write an Annual Report in 1993 (chaired by Commissioner Mona Jain, M.D., Ph.D.).
- Developed an intern program with colleges and universities.
- Initiated a Speaker's Bureau which has been active and available to all groups and organizations in Florida.
- Recommended that a study be conducted in conjunction with

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the Florida Department of Labor and Employment Security to identify the impact of the term “glass ceiling” that inhibits the advancement of women and minorities through the management ranks in the public and private sectors.

- Requested the Legislature provide funds sufficient to carry on the objectives assigned to the Commission as top priority.
- Recommended that the State of Florida recognize the inequities in the wage structure and job classifications system, and to address these inequities (70¢ to \$1).
- Acknowledged that home as well as career callings are equally valid life choices.

*Find all of the  
FCSW Annual  
Reports on  
our website,  
[www.fcsw.net](http://www.fcsw.net)*

### **Of Note**

For the first Annual Report the Commission had focused on the longstanding barriers that impede the advancement of “Women in the Workplace”. This report was not intended to be all-encompassing, but sought to identify areas where government’s leadership and commitment to progress could improve the lives of women in Florida. Other topics discussed were education, health, equity in sports, etc. The second Annual Report (1993) was an extension of the first Annual Report. A survey of the top 300 private employers in Florida was conducted and its findings were included in this subsequent report.

### **Other Highlights of Annual Reports**

Over the years, the annual reports, other publications, website, newsletters and calendars have been extremely useful tools. It will fill up a page if a mention is made of town meetings, and national and statewide conferences in which FCSW has been actively involved. FCSW believes that you will gain as much from reading these as we have gained in publishing these. It is also the goal of the Commission to take what we have learned and help affect changes that will benefit our society, especially women and young girls. We invite your constructive feedback on how we can accomplish FCSW objectives. For further information,

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contact our staff or explore the FCSW website at [www.fcsw.net](http://www.fcsw.net).

### **Survey of the Important Women's Issues in the New Millennium: A Summary:**

A survey was conducted in 1999. 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 received and suggestions from the groups about the future:

Health Care	-	60% of respondents
Education	-	43% of respondents
Pay Equity	-	30% of respondents
Family Planning	-	23% of respondents
Retirement	-	17% of respondents
Political Involvement	-	13% of respondents



The above is just a sample of a few issues which were important to women at that time.

### **Creation of the Florida Commission on the Status of Women Foundation, Inc.,**

It would be remiss on my part not to mention the Foundation. The Florida Commission on the Status of Women Foundation, Inc., was created in 2004 by private citizens to financially support various projects and programs of the Commission. The Foundation is a not-for-profit corporation and a 501(c)3. The purpose was to further the mission of FCSW and collect money to be used to improve/enhance the status of women - especially young women and girls. The Foundation financially supports projects of the Commission that would otherwise not be possible with only state dollars, including: The Florida Women's Hall of Fame, FCSW Educational Seminars, FCSW Florida Achievement Awards, Educational Scholarships for Women and Girls and much more.

### **Moving Forward: Some Reflections**

I was asked by President of the Senate John McKay to serve on the Commission in 2003 to fill a partial vacant seat left open. He appointed

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me to a regular term in 2006 and then I was reappointed by President of the Senate Tom Lee in 2010. It has been an honor to serve the two terms of four years each concurrently. I am honored and humbled to have the privilege of having served the Commission as Chair, Executive Committee member, and member of almost all of the committees and task forces. To work with such committed and dedicated Commission members and staff is indeed a humbling experience. We have worked as a “team” for the last 21 years, which have been very productive years due to the hard work of all individuals involved. We have accomplished a lot in two decades but we have to continue to keep on working for many more decades. I have seen the talented group of commissioners, who are all volunteers, to be committed to carry on the mission of the Commission and have been the catalysts of change for betterment.

My term on the Commission shall be over in the year 2013. I have special memories of the days spent together in order to serve the great state of Florida. I wish all of the team members healthy, happy, and productive future years. I shall be around to assist in any way I can, because I believe in the FCSW Mission:

“The Florida Commission on the Status of Women is dedicated to empowering women in achieving their fullest potential, to eliminating barriers to that achievement, and to recognizing women’s accomplishments.”

#### **Acknowledgments**

My special thanks go to Kelly Sciba, Michele Manning, Sandi Beare, Kim Mehr, Veronica Vasquez, Juanita Williams, and Jessica Labbe for assistance in writing/compiling this report. They have been doing such a great job over the years, always ready to go an extra mile with a positive attitude.

## Florida Women's Health: A Status Report 1992—2012

By Commissioners and Past Chairs Mona Jain, M.D., Ph.D. and  
Elsie Crowell, Ph.D.

The Florida Legislature enabled and charged the Florida Commission on the Status of Women (FCSW) to not only study and report on the ever-changing roles of women in American society, but to explore and present new challenges to encourage and foster individual development. The Annual Reports over the years – especially in 1993, 1996, and 2008 – were designed to fulfill the mission at a time when it was evident that our basic methodologies must change if we are to be successful in meeting and finding the solutions to the diverse health care challenges at hand.

The previous reports were not intended to cover every aspect of “women’s health”, which has a vast field of literature intended for health care providers. The purpose was to look at key health care issues facing women in Florida as compared with national issues and to provide the public an updated overview. Also, these reports reflected on some aspects of health, identified continued deficiencies and improvements, and sought support for areas requiring persistent attention. Thus the information represents a starting point to initiate dialogue and develop solutions.

Health outcomes are determined by mortality (length of life) and morbidity (quality of life) rates within a given state or community. These outcomes are influenced by a number of factors such as health behaviors, clinical care, social and economic factors, and physical environment. In state-by-state and county rankings conducted nationwide by Robert Wood Johnson (2012), social and economic, and health behaviors represent the largest percentage of health outcomes at 40 and 30 percent respectively. The remaining factors include clinical care and physical environment at 20 and 10 percent respectively ([www.rfw.org](http://www.rfw.org)).

Since the publications of 1993 and 1996, Benchmark Study of 1996, and 2008-2009 by the Commission, significant strides have been made in terms of data collection, educational interventions, particularly among health care providers and medical schools, and overall publicity

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*“Women’s  
health care is  
not only a  
gender  
concern, but  
also a human  
concern.”*

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emphasizing unique challenges related to women's health. However, the economics of health care continues to be a barrier for women in terms of accessibility and affordability of quality health care (both preventive and curative).



Since women make up slightly more than half of Florida's population and they experience a longer life expectancy than men, it is both critical as well as of utmost importance to examine the status of women's health in a more comprehensive and holistic manner. A broad range of studies confirmed that women identify cost as the major reason for delaying seeking basic health care services. Barriers to care and treatment include gender rating (higher premiums), accessibility and affordability, uninsured, wage gap and poverty (low income, education and employment). The consequence of these barriers includes postponing getting needed care, skipping a recommended medical test or treatment and failure to fill prescriptions recommended by a health care provider. The key issues for women are affordability, preventive services and primary care, reproductive care, Medicaid, Medicare and long-term care, along with mental health maintenance. The 2010-2011 uninsured rate for Florida women between the ages of 19-64 is 26 percent (U.S. Census; [www.statehealthfacts.org](http://www.statehealthfacts.org)).

Florida demographics project a more diverse population and women of all races/ethnicity will remain constant for several years. It is critical to further examine and monitor how to improve universal, comprehensive, accessible, affordable, and quality continuous health care as well as promotion, prevention and early intervention of diseases/disabilities.

We must forge a conglomerate of public and private employers, profit and non-profit organizations, and individuals representing grassroots, and national efforts to become staunchly committed to eliminating these barriers that are so fundamental to a woman's basic right: adequate health care throughout the span of her life.

We need to educate women, men, and policymakers on the urgency of

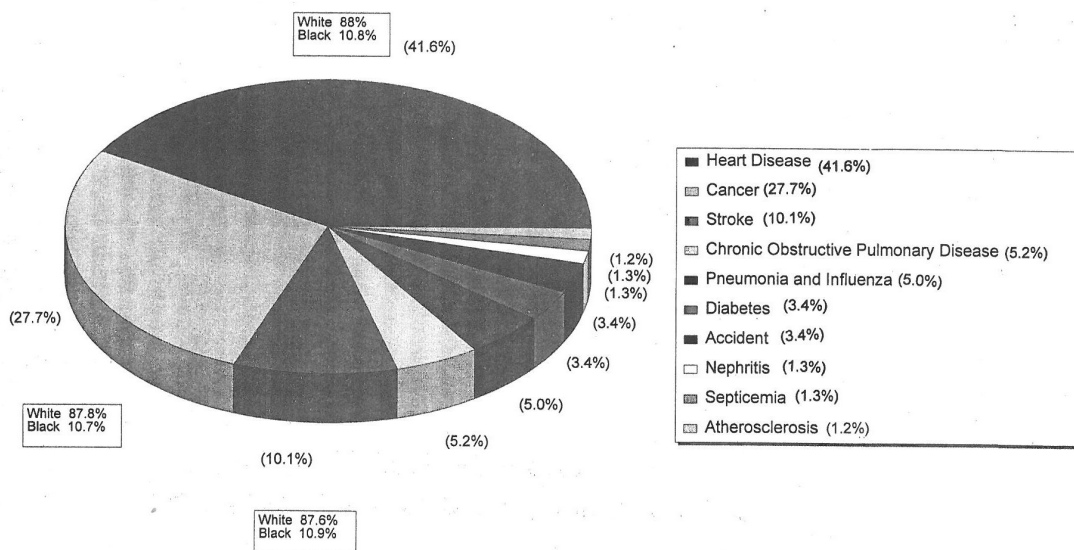
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taking immediate action to improve the quality of life for women and their health care coverage. We also need to monitor closely the health care legislation and changes that specifically address women and their families (including homeless women, female veterans, incarcerated women, etc.).

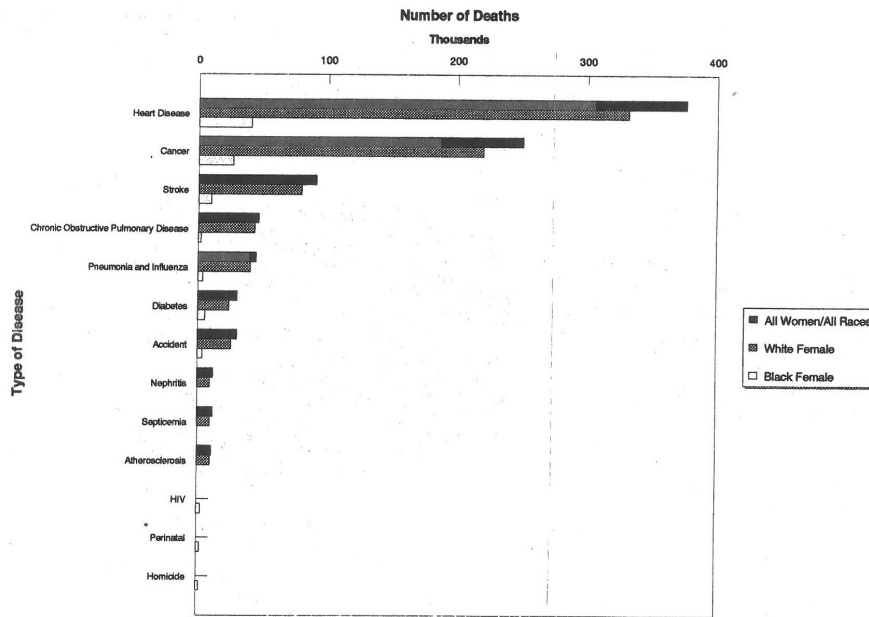
The Florida Commission on the Status of Women (FCSW) has strengthened its efforts and continues to intensify community awareness and involvement regarding health issues affecting women across the life span and the quality of life of Florida's communities. It is the desire of the Commission to have a positive impact on the health status of women and families, especially in our state of Florida and in the nation in general.

Top Ten Causes of Death In American Women (1993)



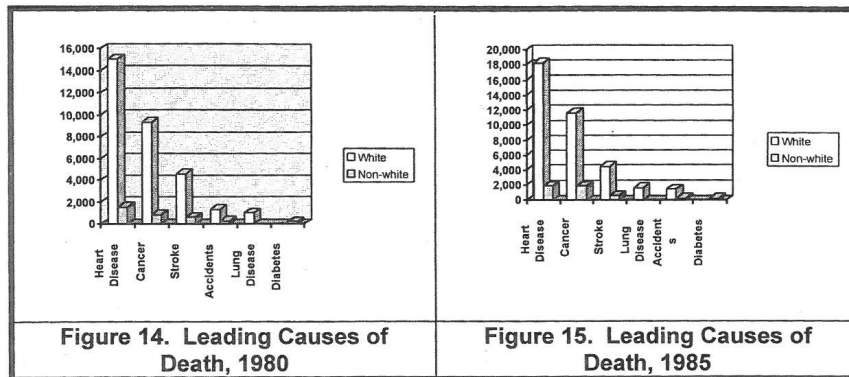
National Center for Health Statistics, 1993

**Table 1. Top Ten Causes of Death in American Women by Race (1993)**

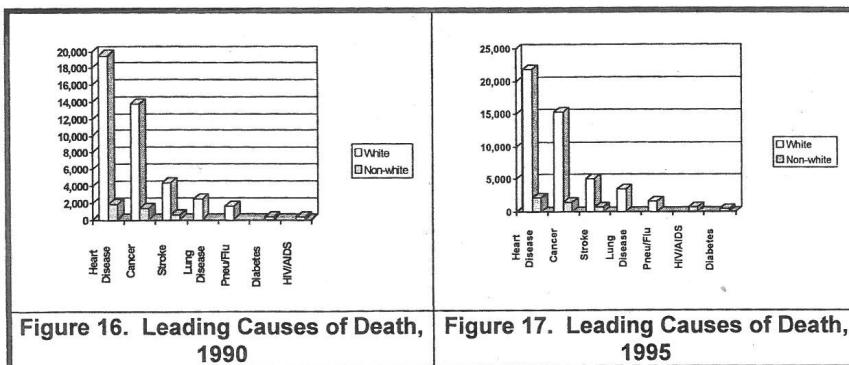


National Center for Health Statistics, 1993

**Figures 1—4 Leading Causes of Deaths in Women in Florida (1980-1995)**



women.





**Table 2. Age-Adjusted Rates by Race for Leading Causes of Death  
Among Florida**

Age-Adjusted Rates (2005-2007)	WHITE	BLACK	HISPANIC	TOTAL
Deaths from Heart Diseases (2005-07)	131.9	177.8	137.6	136.8
Deaths from Stroke (2005-07)	31.5	60.1	27.5	34.2
Deaths from Lung Cancer (2005-07)	39.5	25.0	14.9	38.0
Deaths from C.L.R.D. (including Asthma) (2005-07)	34.7	16.1	18.5	33.0
Deaths from Alzheimer's Disease (2005-07)	18.9	17.6	20.8	18.8
Deaths from Unintentional Injury (Accidents) (2005-07)	28.6	19.7	15.6	27.0
Deaths from Breast Cancer (2005-07)	19.9	27.6	15.8	20.8
Deaths from Diabetes (2005-07)	14.5	43.1	18.8	17.2
Deaths from Colorectal Cancer (2005-07)	12.6	17.2	12.5	13.0
Deaths from Influenza & Pneumonia (2005-07)	8.0	11.0	7.7	8.3

Source: Florida Department of Health, Office of Vital Statistics

**Table 3. YEARS OF LIFE EXPECTANCY AT BIRTH BY RACE FOR FLORIDA WOMEN  
SELECTED YEARS 1919-1991 AND 2002-2007**

YEAR	WHITE	NON-WHITE	DIFFERENCE
1919-1921	60.6	NA	NA
1929-1931	64.2	48.9	15.3
1939-1941	68.8	54.4	14.4
1949-1951	74.0	62.2	11.8
1959-1961	76.2	65.9	10.3
1969-1971	76.8	67.9	8.9
1979-1981	78.9	72.4	6.5
1989-1991	80.9	75.3	5.6
2002	81.7	77.7	4.0
2003	81.9	77.8	4.1
2004	82.4	78.5	3.9
2005	82.5	78.9	3.6
2006	83.0	79.4	3.6
2007	83.4	80.5	2.9

Source: Florida Vital Statistics Annual Report 2007

### **Historical Perspective**

From a historical perspective, it is important to review the earlier recommendations of the FCSW Annual Reports dating back to 1993, 1996, and 2008-2009. The following recommendations and assessments remain critical and relevant.

Recommendations and accomplishments over the years until now:

1. Conduct research in Florida to determine the extent of gender differences in medical interventions. Shortly after the Commission completed its 1992 report, the National Institutes of Health announced the establishment of the Women's Health Initiative which was designed to address many important health issues facing women.
2. Develop a systematic method for collecting and reporting women's health data. Progress was made in this area as a direct result of the Commission's recommendations in addition to follow-up letters to each agency responsible for providing such data.
3. Develop and conduct public educational campaigns to inform women about prevention measures to protect themselves against diseases.
4. Develop promotional materials for distribution to employers emphasizing the importance and cost-efficiency of providing health coverage for women. The Commission supported the Small Employers Health Care Access Act passed by the 1992 Florida legislature.
5. Establish required courses in Florida's medical schools that address a holistic approach to women's health care. The National Institute of Health Initiative completed an evaluation of curricula in each medical school in the U.S. The evaluation was designed to look at how much was required of students in addressing women's health.
6. Train all participants working with and in the Judicial System in domestic violence. Since the initial health report was published, the Governor's Task Force on Domestic Violence recommended extensive changes to include increased awareness and providing training to the law enforcement community. Many of the recommendations were included in a series of statutory changes by the Florida legislature.
7. Provide access to long-term care for Florida's elderly population. Since the FCSW Report, the Commission on Long-Term Care in Florida was created under proviso language under the 1994-1995 General Appropriation Act. The majority of Florida's population requiring long-term care services are women. The Department of

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Elderly Affairs was created to provide more focused and extensive care to elderly.

8. Create and staff a permanent Women's Health Bureau in the state of Florida.
9. Establish a central health resource center for Florida women.
10. Research the topic of women's mental health: lack of adequate insurance coverage for diagnosis and treatment.

### **The Present (2007-2012)**

Since these earlier recommendations were published, we are pleased to report significant progress in all areas. According to the Department of Health's Annual Report (2007), an officer of Women's Health Strategy was created by the 2004 legislature, (section 381.04015, Florida Statutes) within the Department of Health for the purpose of improving the overall health status of women in Florida through research, awareness, and education.

Specific policy issues and directions are provided to the Department of Health to address a wide range of issues relating to women's health. Those specifically relating and applicable to the FCSW's past recommendations are as follows:

- Continue to assess the health status of women through the collection of health data and trend.
- Review the state's insurance code as it relates to women's health issues.
- Work with medical school curriculum committees to develop course requirements on women's health.
- Promote employer incentives for wellness programs.
- Serve as the primary state resource for women's health information.
- Develop a statewide, web-based clearinghouse on women's health issues and resources.
- Promote public awareness campaigns and education on the health needs of women.

## Title IX At 40: Education for Everyone

By The National Coalition for Women and Girls in Education

Forty years ago, Congress passed Title IX of the Education Amendments of 1972 to ensure equal opportunity in education for all students, from kindergarten through postgraduate school, regardless of sex. This landmark legislation states:

Celebrate 40 years of



*No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.*

— 20 U.S.C. §1681

Girls and women have made great strides in education since the passage of Title IX. The days when girls were blatantly told that they could not take shop or advanced math are, for the most part, gone. Females make up a growing proportion of students in many math, science, and technology-related fields, particularly in the life sciences. Given greater opportunities to participate in athletics, they are now doing so in record numbers. They have also made gains in career and technical education at the high school and community college levels. Time and again, girls and women have proved that they have the interest and aptitude to succeed in areas once considered the exclusive purview of males.

Despite tremendous progress, however, challenges to equality in education still exist. Women's advancement in some areas, including computer science and engineering, has stagnated or even declined in recent years. Pregnant and parenting students are frequently subjected to unlawful policies and practices that deter them from completing their education. Nearly half of all middle and high school students report being sexually harassed in school. Furthermore, single-sex classrooms often cater to stereotypes about how boys and girls learn, to the detriment of both sexes.

These and other challenges affect the ability of all students—male and female—to get the most out of their education. This in turn endangers the ability of U.S. schools and universities to produce skilled workers who can

*(Continued on page 19)*

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succeed in an increasingly competitive global marketplace.

### **Who Benefits from Title IX?**

Contrary to the opinion of critics, Title IX is not an entitlement program; it offers no special benefits or advantages for girls and women. Rather, it is a gender-neutral piece of legislation designed to ensure equality in education for all students by eliminating sex-based discrimination. Title IX and related regulations provide guidelines, procedures, and tools for preventing and addressing inequities that can hinder students' ability to succeed in school and beyond.

Title IX benefits girls and women who want to achieve their maximum potential in education without barriers on the basis of their sex. It also benefits boys and men who want equal access to all education and career options. By prohibiting hostile, threatening, and discriminatory behavior, Title IX protects the rights of all students to learn in a healthy environment. These advantages extend beyond individual to the nation itself, which stands to gain a well-prepared workforce in which the brightest minds are allowed to advance.

### **Title IX and Equity in Education: Where Things Stand**

In recent years Title IX has come under attack from critics who claim that the law, which mandates equality in education, actually favors girls and women at the expense of boys and men. However, studies show that Title IX has made greater educational opportunities available for students of both sexes.

This report outlines issues and recommended solutions in six areas covered by Title IX: athletics; science, technology, engineering, and mathematics (STEM); career and technical education; sexual harassment; single-sex education; and the rights of pregnant and parenting students. Through this examination, the National Coalition for Women and Girls in Education (NCWGE) seeks to inform the continued search for policies that will promote equal educational opportunity in all of these areas.



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### **Athletics**

Title IX has increased female participation in sports exponentially. In response to greater opportunities to play, the number of high school girls participating in sports has risen tenfold in the past 40 years, while six times as many women compete in college sports. These gains demonstrate the key principle underlying the legislation: Women and girls have an equal interest in sports and deserve equal opportunities to participate.

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*Despite these advances, hurdles for female athletes remain. Girls and women still have fewer opportunities to participate in school sports than their male counterparts.*

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Despite these advances, hurdles for female athletes remain. Girls and women still have fewer opportunities to participate in school sports than their male counterparts. In addition, different groups are not represented equally: Less than two-thirds of African-American and Hispanic girls play sports, while more than three-quarters of Caucasian girls do. In addition to having fewer opportunities, girls often endure inferior treatment in areas such as equipment, facilities, coaching, and scheduling.

Criticism of the effects of Title IX on athletics often springs from misconceptions about how the law works. Title IX does not mandate quotas or demand equal funding for all sports. Nor do opening opportunities for girls and women come at the expense of boys and men; in fact, athletic participation among males has continued to rise over the past 40 years.

### **Science, Technology, Engineering and Math (STEM)**

With greater opportunity to study and work in science, technology, engineering, and math, girls and women have made great progress in these fields over the past 40 years. Nonetheless, more work is needed to achieve equality. Stereotypes about male and female abilities—none of which are supported by science—can affect access to opportunities for girls and women in STEM as well as student performance. Hiring and promotion policies in academia and elsewhere also hold women back.

Recent gains in girls' mathematical achievement demonstrate the importance of cultural attitudes in the development of students' abilities

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and interests. They also demonstrate the law's impact on society. As learning environments have become more open since the passage of Title IX, girls' achievement has soared. For example, the proportion of seventh and eighth-grade girls who scored in the top 0.01% of students on the math SAT rose from 1 in 13 in the early 1980s to 1 in 3 by 2010.

At the college and postgraduate levels, women have made huge gains in some STEM fields but only modest progress in others. Women now earn more than half of all bachelor's degrees in biological and social sciences. In math, physics, engineering, and computer science, however, the proportion of women earning bachelor's degrees has remained stagnant or even declined over the past decade.



The FCSW supports STEM Programs for girls throughout Florida

Women's share of PhDs across all STEM fields has risen dramatically, from just 11% in 1972 to 40% by 2006; the numbers vary widely by field, though, with women earning over half the PhDs in the life sciences but just over 20% in computer science and engineering. Continuing female attrition in STEM programs at all levels comes at a devastating cost to U.S. businesses and research institutions, which need access to the brightest minds in STEM.

### **Career and Technical Education**

Career and technical education (CTE) prepares youth and adults for a wide range of careers as well as further education in areas such as information technology, construction, manufacturing, auto engineering, and other skilled trades. Expanding access to technical occupations can help to shrink the gender wage gap. Through CTE, women can gain the knowledge and skills required to enter higher-paying, "nontraditional" occupations for women, defined as those in which less than 25% of the workforce is of their gender.

Since the passage of Title IX, there has been a gradual increase in the number of females in technical and other occupational programs leading to nontraditional careers. Although women and girls have made some advances in CTE since Title IX passed, barriers to entry— including gender stereotypes, implicit bias, unequal treatment, and sexual harassment— remain high. Males may also be discouraged from taking

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nontraditional courses, including courses in relatively high-growth, high-wage professions in health care and other fields.

Federal law needs to offer states both incentives and resources for ensuring gender equity. It should also mandate sanctions for discrimination. Better tracking and reporting of data, incentives for increasing girls' and women's participation in high-wage occupations, and resources for developing effective recruitment and retention strategies are needed to ensure equal access to CTE for all students.



Bullying is unwanted, aggressive behavior among school aged children that involves a real or perceived power imbalance.

### **Sexual Harassment and Bullying**

Harassment based on sex, including failure to conform to gender stereotypes, is prohibited by Title IX. Much of what is referred to as “bullying” is actually unlawful peer-on-peer harassment. The law applies whether the harassment involves students of the opposite or of the same sex, and whether it is conducted in person, online, or through other media. Title IX’s protection extends to sexual harassment in all of a school’s programs or activities, whether the harassment occurs on school property, on a school bus, or at an off-site school event.

Despite efforts to curb sexual harassment, this form of discrimination is still prevalent in schools and on college campuses. More than half of girls and 40% of boys in grades 7 through 12 reported being sexually harassed during the 2010–2011 school year. Among lesbian, gay, bisexual, and transgender students, harassment is even more extensive: 85% say they have been verbally harassed, and 19% report physical assault. In addition, nearly two-thirds of college students aged 18–24 experience some form of sexual harassment. The numbers for men and women are similar, although women report greater emotional and educational disruption from harassment.

When sexual harassment occurs, Title IX requires that schools take immediate, effective action to eliminate the hostile environment, prevent its recurrence, and remedy the effects on the victim. These steps are essential for creating a learning environment in which all students can succeed. Better training and strengthening of the law—for example,

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giving students the same protection from harassment that employees have in the workplace—would help curb this widespread and damaging conduct.

### **Single Sex Education**

In recent years, there has been a growing trend of separating students on the basis of sex. This trend raises serious equality and policy concerns, and may violate numerous provisions of state and federal law. In public schools, the circumstances under which students can be separated by sex are limited by the Constitution and Title IX. Although the U.S. Department of Education loosened restrictions on single-sex education in 2006, schools must still meet a host of legal requirements before separating students by sex.

Few schools meet these requirements. Many single-sex programs alleging a basis in research are in fact based on claims that amount to little more than repackaged sex stereotypes—for instance, that boys need authority and excel at abstract thinking, while girls need quiet environments that focus on cooperation and following directions. In the classroom, separating boys and girls can reinforce such stereotypes in ways that are stigmatizing and damaging to both groups. Moreover, single-sex programs can discriminate against one group in allocating resources or educational opportunities.

Despite assertions to the contrary, separating students by sex has not been proven to improve educational outcomes. Evaluations generally fail to compare single-sex programs with comparable coed programs or to control for other factors that affect outcomes, such as class size and student ability. Given the flaws in the justification for single-sex education and the documented inequities that spring from separating boys and girls, stricter regulation and compliance monitoring are essential. The Department of Education should rescind the looser 2006 regulations and clarify what is and is not permissible to help put an end to inequitable programs.

### **Pregnant and Parenting Students**

Despite legal protection under Title IX, pregnant and parenting students

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often face discrimination in school, including being pushed toward separate education programs, facing inequitable absence policies, and being denied access to extracurricular activities.

Pregnant and parenting teens face many obstacles to enrolling in, attending, and succeeding in school. Without adequate support, many drop out, lowering their chances of finding employment that offers economic security. This issue affects boys as well as girls: Close to half of female dropouts and one-third of male dropouts say that becoming a parent is a factor in their decision to leave high school.

Lack of knowledge of the law is a major issue in overcoming discrimination. Measures such as training school officials to understand the rights and needs of pregnant and parenting students and tracking compliance are important for ensuring equal access to education. In addition, greater support for pregnant and parenting students—including flexible leave options and services such as child care, counseling, and tutoring—can help ensure that these students have the opportunity to succeed in school.

### **Continued Progress**

Even today, 40 years after the passage of Title IX, the goal of gender equity in education has not been fully realized. In addition, NCWGE believes that the following overarching recommendations will enable continued progress:

1. **Awareness.** All stakeholders, including advocacy groups and the federal government, must actively educate the public and educational entities about Title IX and its broad application of educational equity. Education institutions should be fully aware of their responsibilities under Title IX.

2. **Enforcement.** The U.S. Department of Education's office for Civil rights (OCR) should continue to enhance its Title IX enforcement and public education efforts and should conduct compliance reviews in areas not currently monitored, such as the treatment of pregnant and parenting students. Granting agencies should conduct regular and random Title IX compliance reviews of their grantee institutions,

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ensuring educational equity across all areas of Title IX.

**3. Transparency.** Congress should require schools and universities to provide enhanced education data collection and reporting, including full disaggregation and cross-tabulation by gender, race, ethnicity, and disability, so that schools, parents, policy makers, and advocates can see how smaller subgroups of students are doing in school. Data collection among federal grantee institutions should be standardized and include students as well as faculty and administrators at all levels, broken out by salary/compensation, promotion/tenure status, and field of study.

**4. Coordination.** Title IX coordinators in each state, district, and school must be identified, notified of their responsibilities, and given training and resources to do their jobs. A complete list of these individuals and their contact information should be readily available on the U.S. Department of Education website, as well as on the websites of each state Department of Education and school district. OCR should have regular communication with Title IX coordinators to keep them informed. Congress and the Department of Education should coordinate the efforts of state and local Title IX coordinators in expanding programs to attract girls and women to fields in which they are underrepresented, particularly in STEM and trade careers.

**5. Funding.** Congress should restore federal funding to state education agencies for gender equity work, including funding for state Title IX coordinators and programs and for technical assistance with compliance. Funding should also be maintained for the Department of Education's regional Equity Assistance Centers.

#### ***About NCWGE***

*The National Coalition for Women and Girls in Education is a nonprofit organization established to educate the public about issues concerning equal rights for women and girls in education, monitor the enforcement and administration of current legislation, conduct and publish research and analysis of issues concerning equal educational rights for women and girls, and take the steps necessary and proper to accomplish these purposes.*

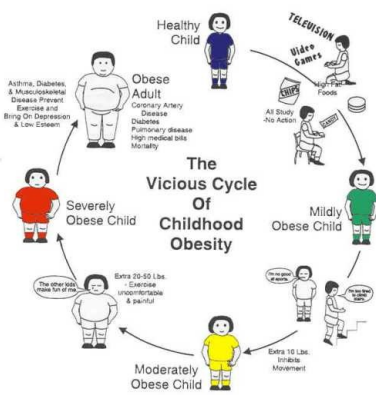


Visit [www.ncwge.org](http://www.ncwge.org) for more information.

# Childhood Obesity

By Commissioner Shannon Miller

According to the Centers for Disease Control and Prevention, obesity now affects 17% of all children and adolescents in the United States - triple the rate from just one generation ago.



From <http://obesityinchildren.net/what-causes-childhood-obesity/>

The CDC keeps track because the ever-rising rate of childhood obesity also correlates to the ever-rising rate of diabetes, high blood pressure, high cholesterol, and even joint and bone injury. In the long term, as a child grows, he is far more likely to die from these problems at an early age. The long term impact on health and health care is staggering.

Obesity brings a slew of medical problems, including high risk for:

- heart disease
- diabetes
- stroke
- certain cancers
- depression

For a child as young as six, a set up such as this is pretty frightening. Beyond great strides in medicine, we are looking at an entire generation of people who may not outlive their parents, and those children may become parents of the next overweight generation. It is a cycle that could spin out of control...or it could stop here?

There are many medical doctors who believe they have no business in the field of obesity. They feel under-trained in nutrition and exercise. They can look at a patient and either refer her to a registered dietician, or prescribe weight loss medications. In many cases, registered dieticians are backed up or unable to take more patients. They may only see their patients every quarter, and many of them are not trained in children's needs. Medication, on the other hand, fights a symptom, but not a cause.

What message could it send to a family and a child to prescribe a pill rather than prescribe nutrition?

*(Continued on page 27)*

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Food is medicine. Good food is good medicine. And, in many cases, this kind of medicine can heal a child and heal a family. Exercise is also medicine. Exercise can solve many health problems, perhaps even reversing symptoms of diabetes and heart disease. Nutrition and exercise are the solution, and some doctors have returned to this kind of medicine.

Dr. Caroline Cederquist is the head doctor and CEO of Cederquist Medical Wellness Center in Naples, Florida. Dr. Cederquist takes a “Total Approach” to every patient. Her youngest is six, and her oldest is ninety. The total approach means nutritional counseling, referral to a personal trainer for exercise, and even psychological counseling, as issues surrounding weight loss can be preceded by traumatic events, or can bring up social and psychological questions. Upon meeting Dr. Cederquist, the patient gets a personal approach to the family dynamic questions, DNA connections, and personal habits that can add up to an individual’s weight problem. She says that most people who come to see her have a problem in their metabolism. It is not working the way it should. This can happen because of family history, or because of dietary and physical habits that have impacted the person’s overall metabolism. Regardless, she takes the blame game away, and focuses on the now and the future. She is descriptive and precise with instruction, and then sees her patients every week for the course of the program.

Another Florida doctor is Dr. Sejal Shah. She devised a system now franchised into several clinics, called Medi Weight Loss Clinics. This is not your typical fly-by-night weight loss clinic. This is led by a medically trained staff, and works on each individual’s weight loss based on sound nutrition and exercise prescription. When Dr. Shah works with children and families, she gives them simple solutions with simple instructions. When it comes to kids, Shah says “No kid wants to do her mother’s workout, and no kid is going to Mom’s weight loss meetings.”

Kids speak the language of technology, and technology is where Dr. Shah is. Instead of journaling on a notebook every day, kids can text in their foods as they go through their day. Their journal entries are

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*(Continued from page 27)*

automatically uploaded into a journal. Dr. Shah and her doctors review the journal every week, with gentle nods toward small changes. These small changes, when added together, equal a much healthier life. She also does not prescribe a typical workout to an obese child. Obese children will not run lap after lap with a trainer, and they do not feel comfortable joining their neighborhood swim team. Instead, she starts where they are already; the world of gaming. She has a list of great workouts and accidental-exercise games from systems such as Wii and Kinect. Dr. Shah believes these systems are self-motivating and can lead to greater adherence to a kid or teenaged program.

Other programs for kids include [proactivekids.org](http://proactivekids.org) and [collaborateforhealthyweight.org](http://collaborateforhealthyweight.org). Because of the dire need for help in this area, many more organizations and clinics will be opening.

To look for a good child obesity program, look for one that offers:

- Medical staff with credentials
- Food-first nutritional programming
- Appropriate exercise programming
- A policy of seeing clients on a regular basis for the life of the program

There is no single or simple solution to the childhood obesity epidemic, but we can all work together to help make the healthy choice the easy choice for children, adolescents, and their families.



The Shannon Miller Foundation is dedicated to fighting childhood obesity. Today, an estimated one third of all children in the United States are overweight, while the occurrence of obesity has more than quadrupled in the last 25 years. This epidemic leads to life threatening issues such as heart disease, asthma, hypertension and type II diabetes. Through education and awareness of the health risks associated with this disease Shannon strives to make a positive impact on children's health. The Shannon Miller Foundation offers children the opportunity to be physically active, and gain greater nutritional knowledge.

## The Glass Ceiling

By Commissioner Yvonne Fry

The glass ceiling has not been shattered, but rather is dissolving in some very surprising areas. Women are making gains in many areas of business, leadership, financial decisions and policy making. The most notable gains for women at the top are in technology with women in leadership at Facebook, IBM, Hewlett Packard, Xerox, Yahoo, Google, Oracle, HTC, and WikiMedia. This points to how women are shaping the society-changing new medias as well as the long established technology giants.



Women are politically more powerful than ever before as Forbes Magazine's recent listing of the world's most powerful women listed the top three as the Chancellor of Germany, US Secretary of State and President of Brazil as well as the President of the India National Congress at number six. Women are also leading philanthropy changes worldwide, including Melinda Gates, who is championing leveraging the wealth of many to dig deeper into global issues for systemic change. The media is being shaped by women as well, with The New York Times Co, Huffington Post Media Group and Sony Pictures Entertainment as examples of women at the helm.

Taking into consideration the long standing challenges of decisions to raise families or pursue a career, many companies and organizations have found ways to keep women engaged with creative working arrangements utilizing technology advances for the benefit of the worker and the company. As a result, women are getting farther quicker as they do not have to be totally removed from the workplace while still raising a family. The economic downturn of recent years has hit women especially hard, but many women are pursuing the entrepreneurial dream with huge payoffs both financially and in terms of lifestyle, personal growth and development, and flexibility.

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There are still challenges and lagging results when comparing women to men in most fields in regards to leadership, advancement, and pay ratios. Equal opportunity must remain a priority and focus of advocates for women, lawmakers and business leaders in order to sustain the advances in this area and to achieve even more gains. Communities and companies benefit from the talents, perspective and abilities of women and must continue the intentional promotion of women on their merits.



2001 Members of the Florida Commission on the Status of Women become Honorary Conch's in Key West, FL.



## Women in the Media

By Commissioner Elizabeth Pines

Recent studies show that the media is the most influential venue of our society. As such, it is of utmost importance that in order to accomplish equality and respect, we ensure that the role of women does not continue to be degraded in this medium.

A study conducted by the Kaiser Family Foundation in 2010 proved that youngsters spend an average of 7 hours and 38 minutes a day using entertainment media (more than 53 hours/week). However, because much of that time is spent 'media multitasking' (using more than one medium at a time), they actually pack the equivalent of 10 hours and 45 minutes into those 7.5 hours.

In many places in America, women today are not being respected, or treated equally.

Facts that prove current women's lack of representation in the U.S. government include the following:

- In the United States we are 80th\* in the world in terms of women in national legislature positions. Only 17% of women hold seats in the U.S. Congress. Furthermore, very few women are participating in the coming general elections.
- Only 34 women have ever served as governors, compared to 2,319 men, that is 1.4%!
- In positions of power, women merely hold 3% of Fortune 500 CEO positions. In mainstream media, that is telecommunications, entertainment, publishing and advertising, women in America only hold 3% of clout positions.
- Out of the top 250 grossing films, women comprise only 18% of the directors and 13% of the film writers.

Media in America should be the means to influence society for the purpose of advancing women's careers. But even more important, it

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Youngsters spend an average of 7 hours and 38 minutes a day using entertainment media (more than 53 hours/week).

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should be the means to making young girls feel good about themselves, and not influence them to become unrealistic mannequin looking women, like the ones portrayed in media, which have been altered with technology.

In America today, 65% of women and girls have eating disorders, while 53% of 13 year-old girls are unhappy with their bodies. This number increases to 78% by age 17. From 1997 to 2007 the number of cosmetic surgical procedures performed on girls 18 years old and under has more than tripled, liposuctions nearly quadrupled and breast augmentations increased almost six-fold during this period of time.

The media plays a crucial part in sending these subliminal messages to our society. Given that children and young adults watch more than an average of 10 hours of media a day, and studies show that girls between the ages of 11 and 14 see an average of 500 ads a day. The influence of the media on our youngsters is monumental and not positive for women.

Awareness must be created towards ads, statements, and subliminal messages that are derogatory to women, unreal in appearance, or violent. The media should become aware of the effect their subliminal messages are having on women and our society as a whole. Further, the public should also be aware of these subliminal messages and not tolerate nor be influenced by the negative media messages on women. A conscious effort must be made to portray woman as the capable and whole human being she is, and thus enable her - and young girls in particular - to accomplish her fullest potential with the support of our society.

Sources:

\* IPU.Org, Women in National Parliaments. Data by Inter-Parliamentary Union, 31 July 2012

Documentary Film: Miss Representation

Kaiser Family Foundation, "DAILY MEDIA USE AMONG CHILDREN AND TEENS UP DRAMATICALLY FROM FIVE YEARS AGO," 01/20/2010.

## Women in Politics

By Commissioner Barbara Wall

In the past twenty years, women have made enormous strides when running for public office. Nonetheless, women are still far from enjoying gender equality in the political arena, women in Florida have historically had to fight their way into elected office. In 1929 Ruth Bryan Owen of Miami became the first woman from Florida to be elected to the US House of Representatives. However, the need to encourage more women to become candidates continues.

Florida currently ranks 20th out of the 50 states in total percentages of women in the state legislature. In 2010, Florida elected the first African-American female Lieutenant Governor and Florida's first female Attorney General.

Since the ratification of the 19th Amendment gave women the right to fully participate in the political system, women have gradually increased their interest in all levels of government. In Florida, traditional attitudes limited women's opportunities and women were considered second-class citizens economically and politically. Women were limited and Florida was among some of the southern states binding women to traditional roles.

The 19th Amendment was ratified without the support of Florida and neither of the chambers of the Florida Legislature voted for the

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2008 Members of the Florida Commission on the Status of Women with Florida Senator Paula Dockery.

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ratification of the 19th Amendment. However, on May 13, 1969, the Florida Senate and House of Representatives passed the ratification of the 19th Amendment. Since then, Florida women have played important roles as voters and office holders on every political level in Florida and the nation.

The long held belief that politics is an inappropriate activity for women continues to plague female candidates today. Women interested in politics face numerous barriers, limiting their ambition to the hierarchy of political offices. After many years of progress, the attitudes of the public show how society is still finding it hard to let go of the norm that politics is a man's domain. However, when it comes to honesty and intelligence, the public believes women have the right characteristics to be political leaders.

There are three overarching structural barriers that prevent women from achieving success in electoral politics, incumbency, outsider status and candidates eligibility pool (Scanbonmatsu 2003.)

Running against an incumbent is a detriment to the likelihood of winning and decreases and discourages potential female candidates from running for office. Women, therefore, benefit from term limits because it creates more open seats.

The second major barrier to women's political success is "outsider" status. Outsider status keeps women out of politics because women have been socialized away from entering a male dominated field. Thus, women are still finding it difficult to think of themselves as politicians.

The third major barrier to women's political success is the eligibility pool. The candidate's eligibility pool depicts a pool of initial prospective candidates. It depicts candidates and their progress to elective office.

Campaigns are grueling, often public and tiring. Only those who are willing to enter politics in a very public manner have the ambition to gain political office. Women still fall short when attempting to climb the political ladder to higher office.

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Outsider status keeps women out of politics because women have been socialized away from entering a male dominated field. Thus, women are still finding it difficult to think of themselves as politicians.

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Women’s overall low representation in politics is not only a dilemma but Florida’s low numerical inclusion of women of color is also a pressing problem. The term “women of color” is meant to be inclusive, describing and including all women who are not white. Thus it is used to refer to African American, Asian American/Pacific Islander, Caribbean American, Latina/Hispanic and Native American women as a group. And Florida is a melting pot of various races and cultures. In terms of race and ethnicity, the state continues to welcome racial diversity and we continue to see more women of color in our state of Florida.

Of the 40 women that held seats in the Florida Legislature in 2010, only 11 are women of color. Women of color face subordination because of cultural patterns of hierarchy, domination and oppression based on race, class and gender built into the structure of society.

The number of women in the Florida State Legislature increased following the highly anticipated November 2010 general election from 38 in 2009 to 40 in 2011. The total percentage of seats held by women is 25%. See Chart.

In the judiciary, women hold two of seven judicial seats on the Florida Supreme Court and women hold a total of 23% of judicial seats, while men make up a total of 77% of Florida’s District Court.

Year	Senate	House	Total
1975	1	12	13
1977	2	16	18
1979	3	15	18
1981	4	13	17
1983	9	19	28
1985	9	22	31
1987	10	23	33
1989	10	16	26
1991	10	20	30
1993	6	22	28
1995	6	25	31
1997	6	32	38
1999	7	31	38
2001	7	31	38
2003	10	29	39
2005	9	30	39
2007	10	27	37
2009	9	27	37
2011	13	26	39

Florida continues to wait for a woman to serve as Florida’s governor and we currently have no women in the US Senate. Florida still remains a state with a poor history of electing women in a very male-dominated establishment. Florida continues to struggle with traditional attitudes that have limited women’s entrance into government. Women’s involvement in the political life of the state continues to gradually grow by more women running for office and fewer getting elected. The prospect for women’s full inclusion in Florida’s political system still looks bleak because public attitudes regarding

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electing women continue to pose barriers for women in Florida. Women need to convince themselves they are qualified enough to run for office and select themselves to partake in campaigns.

Despite recent progress, the prospect for women's full inclusion in Florida's political system seems distant. Unlike men, women have a harder time entering into the inner world of politics simply because of deeply embedded elements such as the media, perceptions of qualifications and gender gap in political recruitment. These elements affect women candidates making politics a path less likely for women in Florida.

Little has been done to encourage women in Florida to become politically active and aware. Given that women are less likely to think of themselves as qualified and more likely to feel uncomfortable with the idea of their own candidacy, in order to help more women get elected, we need to create a new wave of women candidates. Likewise, women need to have a new perceptual process when considering running for office. Thus, a big step in helping women get elected is having women start thinking of themselves differently, more along the lines of thinking of themselves as competitors. The new perceptual process women need to take follows this sequence.

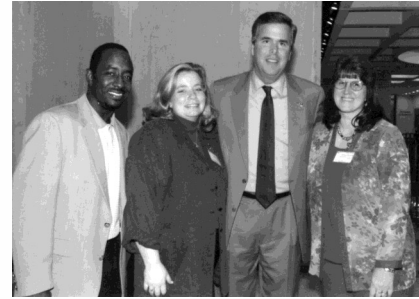


March 2000 Commission Chair Susan Gilbert accepts Florida Cabinet Resolution.

## 20 Years in Review

By Staff Member Michele Manning, Assistant Director

My resume stated that I was looking for a “Challenging Job,” I received just that when I began my employment with the Commission in October 1994. Executive Director, Sandi Beare and I shared an office together for about a week until I was moved to an office of my own. We literally were in arms reach of each other. The Attorney Generals have provided well for the Commission from then till now, however, we did have humble beginnings. My first Hall of Fame ceremony that I participated in was November 1994, when Nikki Beare, Betty Mae Jumper and Gladys Milton were inducted. Since that time I have served in 18 Hall of Fame ceremonies/receptions.



2002 FCSW Staff Members with Florida Governor Jeb Bush.

Throughout the years, the xeroxing of the nominations when I had to share a copier with other sections was quite a challenge. I was well known for spending hours at the copy machine. When budget allowed we were able to afford our very own copier! Great progress has been made, now they are digitized to the pleasure of Staff and Commissioners.

The Hall of Fame ceremonies have been held at the Governor’s Mansion, Capitol Rotunda with no seats, to the Capitol Rotunda with providing 100 seats and now in the Capitol Courtyard with 300 seats under a huge tent. Down through the years my family and friends have attended and supported the work of the Commission. After one of the Hall of Fame ceremonies my Mother (Janet Weaver Smith) let me know that Florida Women’s Hall of Fame Member “Betty Skelton Frankman” is a cousin to my Grandmother (Ora Robinson Weaver) through her Grandfather Burrell Weaver. That was very exciting for me to find out and to this day, I love to share the story that “truly it is a small world.”

The Hall of Fame is my most favorite event of the Commission. One of the most favorite lines I love to share is I have performed a lot of duties that are not the norm for State office work ... such as sliced tomatoes,

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pushed a garbage can across the Capitol Courtyard at 11:00 p.m. after the Hall of Fame to make sure everything was clean and cleared out for the next day's event. Advised the Governor that it is time for him to take the podium and stood on guard of a flame torch plaque that was set on the edge of the podium and ensured it did not fall or break. Just to hear the Hall of Fame ceremony begin with one spoken word that led on to a truly amazing captivating ceremony for the inductees, their families and friends and anyone who was in earshot. That brought great triumph to a racing away heart and gave me the needed enthusiasm to finish up this ceremony and begin planning the next one right away. I love being a part of history in the making!!

The first quarterly meeting that I attended was in February of 1995 and I have only missed one meeting due to a severe car accident that my son-in-law, his father and grandfather were in on June 10, 2006. The quarterly meetings down through the years have been very informational, enlightening, tough, educational and rewarding. It has been a real honor to be a part of the amazing group of Commissioners and see the work of the Commission come to life! My passion and drive has been and continues to be that the agenda for Women be moved to the forefront. The creativity that occurs brings such excitement and yields to fruitful work for the women and families across the State Of Florida and the entire United States.

The Commission has afforded me the opportunity to work with a lot of great people. One in particular is the Governor's Photographer Eric Tournay a.k.a "ET." I was at the doctors' office with my daughter and my cell phone rang...she answered it...and with a puzzled look responded Mom this is ET for you. I had to chuckle and quickly took the phone knowing that it was the Governor's photographer who needed a few details from me.



## Women in the Workforce

By Commissioner Nancy C. Acevedo

For the first time in US history women are about to become the majority of the nation's paid workers. The recently released Shriver Report: A Women's Nation Changes Everything is a comprehensive study of this milestone. Today, women are the primary breadwinners or co-breadwinners in 63.3% of American families.

Women's lives began to change significantly with the American Revolution. Every war means more women taking charge during the absence and after the deaths of husbands and fathers. After the war, talk of rights raised issues of women's rights and education. From the late colonial period through the American Revolution, women's work usually centered on the home, but romanticizing this role as the Domestic Sphere came in the early 19th century.

In early America, the work of a wife was often alongside her husband, running a household, farm or plantation. Cooking for the household took a major part of a woman's time. Making garments -- spinning yarn, weaving cloth, sewing and mending clothes -- also took much time. After the Revolution and into the early 19th century, higher expectations for educating the children fell, often, to the mother. Widows and the wives of men off to war or traveling on business often ran large farms and plantations pretty much as the sole managers. Many women, especially but not only widows, owned businesses. Women worked as apothecaries, barbers, blacksmiths, sextons, printers, tavern keepers and midwives.

In the 1840s and 1850s, as the Industrial Revolution and factory labor took hold in the United States, more women went to work outside the home. By 1840, ten percent of women held jobs outside the household; ten years later, this had risen to fifteen percent. Factory owners hired women and children when they could, because they could pay lower wages to women and children than to men. For some tasks, like sewing, women were preferred because they had training and experience, and the jobs were "women's work." During World War II, a large number of women joined the workforce as the demands of the war created a need to put able bodies to work creating the goods that our servicemen were using to protect our freedoms.

*(Continued on page 40)*



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In 1950, only one in every three women entered the workforce; by the 1960s, social and economic forces made higher education more available to women, thus increasing their job opportunities.

Manufacturing plants and assembly lines that had never before played host to women were being manned almost entirely by female staff. Former housewives now found themselves suddenly among the many women in the workplace. Upon their return from overseas, many husbands were surprised to learn that their wives were actually relishing their new roles in the workplace and were hard pressed to convince them to step back into the kitchen.

In 1950, only one in every three women entered the workforce; by the 1960s, social and economic forces made higher education more available to women, thus increasing their job opportunities. As a result, more women married later and postponed having children. In 1998, the number of women entering the workforce had climbed to three out of every five women. And in 2006, women comprised 46 percent of the paid workforce. The influx of women has been "one of the most important forces shaping the economy over the past 30 years, influencing economic factors such as average family income, productivity, and consumer behavior," according to *Workplace Visions: Exploring the Future of Work*, a report by the Society for Human Resource Management (SHRM). Statistics show, that in 2003 women held less than 40 percent of managerial positions, 21.5 percent of CEO positions and only 13.6 percent of board memberships in Fortune 500 companies.

According to Rutgers University's Center for Women and Work (CWW), women are still heavily concentrated in the clerical and service sectors in positions regularly deemed "women's work." Women are obtaining more degrees than men at virtually every level of education. In 2005 and 2006, women earned 60 percent of master's degrees and approximately 50 percent of doctoral degrees; by 2012, it is projected that women will earn 2.8 million more undergraduate and graduate degrees than men. Though there is no doubt that women's gains in educational attainment have drawn increased attention to their role in the workforce, women continue to be underrepresented in the most senior level leadership positions.

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The Kiplinger Letter, a weekly business and economic forecasting publication, recently released a report that says women will overtake men and make up the majority of the workforce sometime this year. It would be the first time in the nation's history with a female majority. For example, women hold 52 percent of all managerial and professional jobs, compared to 26 percent 30 years ago. They hold 60 percent of announcing jobs, 32 percent of physician's jobs and 31 percent of legal jobs, according to the Kiplinger report.

It was not so terribly long ago that it would be unusual to find women in the workplace, in positions of power. Within the last 100 years, the landscape of the American workplace has changed dramatically, especially for women. Where their roles had traditionally been limited to activities such as teaching, nursing and waiting tables, today's women are taking on roles in unexpected places, such as the boardroom. Once thought to be too sensitive, or tenderhearted to succeed in business, women have proven that they have what it takes to not only succeed, but excel in roles long thought to be best suited to men.

The emergence of women in the workplace has not been without its own difficulties. Many men have been reluctant to accept direction from a female boss, and have applied unfair double standards to roles when assigned to women. Surprisingly, women are often the biggest and hardest critics of other women who work outside of the home. With time, and concerted effort though, we should fast close in on the day when men and women are treated and considered completely equally in any and all workplaces. And when that day comes, perhaps stay at home dads can find a voice too.

It would appear as if for men in America, the sky is the limit. For women, however, the limit is the sky. In the corporate world, this is referred to as a "glass ceiling", in that it the underlined bias essentially prevents women from reaching beyond a certain level in their respective careers. In addition to substandard pay and the "glass ceiling" theory, there are many other situations and circumstances that women experience in the workplace that men do not.

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Today, it is not uncommon to find women in the workplace in virtually every role that you find men in. There are female doctors, lawyers and dentists. Women are police officers, fire fighters and ambulance drivers. There are wives that are construction foreman, and grandmothers that are CEOs of major, Fortune 500 companies. Though the glass ceiling still exists, more and more women have found ways to cross gender barriers and soar to heights that were never before imagined possible. More than ever before in history, men and women are becoming equals in the workplace.

Women are striving for the same things in life as their men counterparts such as money, prestige and power. Women do not have to act in the mode of scarcity. There is enough business to go around. There are women in all areas of the workforce to support each other. Next time you want a doctor, a lawyer, an accountant or business professional think about hiring women in those areas and give them your business. It may be as simple as altering the way you think about who to hire that changes the faces in boardrooms across the country. Solidarity breeds success.

Sources:

Shriver Report:

Women in the Early Times

Workplace Visions: Exploring the Future of Work, a report by the Society for Human Resource Management (SHRM).

Rutgers University's Center for Women and Work (CWW),

The Kiplinger Letter

## FCSW Florida Achievement Awards 1999—2012

In appreciation of their selfless contributions and in recognition of their time, dedication and talent in improving the lives of many women in Florida, through their direct service to their community or by serving as positive role models for women and girls in their communities.

Mary Lynch	Dade	Judy Katrina Wilson	Marion
Michelle Akers	Seminole	Dr. Kim Costello	Pinellas
Danielle Fotopulos	Seminole	Amy C. Wick Mavis	Manatee
Helen Landers	Broward	Kathryn Owen	Alachua
Judge Cindy Lederman	Dade	Margarita Romo	Pasco
Sherry Ulsh	Dade	Benaja Samedi	Hillsborough
Patricia Whitely	Dade	Carolyn House Stewart	Hillsborough
Margaret O'Connor Hall	Leon	Dorothy Inman-Johnson	Leon
Melanie Ann Hines	Leon	Kim Rosier	Leon
Freddie Barrett Rainwater	Santa Rosa	Patricia Smith	Leon
Dr. Mary Vaughn	Leon	Patricia Summerline	Liberty
Dr. Doreatha J. Fields	Brevard	Karen Woodall	Leon
Dr. Mary Chambers	Alachua	Dr. LeClair Bissell	Lee
Dr. Terry Hynes	Alachua	Jamil Collins	Manatee
Dr. Lillia M. Loriz	Duval	Dr. Kay Glasser	Sarasota
Katherine H. Pierce	Alachua	Fay Murphy	Manatee
Ari Rodriguez	Alachua	Mariamamma Thomas	Manatee
Audrey Lincourt Schiebler	Duval	Tonya Austin	Duval
Emily G. Hudson	Leon	Sandra Thompson	Duval
Dr. Brenda Jarmon	Leon	Annetta Burch	Taylor
Alice B. Sims	Leon	Brenda Hawkins	Leon
Betty Howard	Duval	JoAnn Townsend	Hamilton
Elizabeth G. Means	Duval	Anne Voyles	Alachua
Fredi Brown	Manatee	Rosie Andre	Dade
Susan Whaley Fox	Hillsborough	Micheline Louis Charles	Palm Beach
Dr. Susan A. MacManus	Hillsborough	Jane J. Herron	Dade
Lucille Sellars	Escambia	Tania Lopez	Dade
Valeria Robinson-Baker	Orange	Sandra Merritt	Dade
Ilene Silverman Budd	Alachua	Venghan (Winnie) Tang	Leon
Mary J. Hughes	Alachua	Rev. Dr. Betsy Goehrig	Hillsborough
Deborah Markham	Marion	Barbara Newlin	Hernando
Roniece Weaver	Orange	Julianna C. Baggott	Leon

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Voncea Brusha	Alachua	Betty Gissendanner	Charlotte
Betty Roberts	Leon	Donna Parker	Orange
Lisette Shaw	Leon	Patricia A. Snow	Palm Beach
Judy Burnett	Duval	Judy Weisman	Okaloosa
Jean Dutton	Walton	Doby Flowers	Leon
Virginia G. Goren	Orange	Bettina Tharpe	Liberty
Dorothy Wilkins Middleton	Manatee	Deirdre Macnab	Orange
Linda O. Simmons	Hillsborough	Linda Nottingham	St. Johns
Marijo Strauss	Okaloosa	Shawna Machado	Sarasota
Dr. Kamala Anandam	Broward	Dr. Josephine Beoku-Betts	Palm Beach
Honorable Brenda Carey	Seminole	Katherine Koch	Broward
Eunice Nuekie Cofie	Leon		
Amanda C. Evora	Manatee		
Betty Gissendanner	Charlotte		

### **FCSW Florida Achievement Youth Awards (Under 25) 1999—2012**

Sara Lyn Sutz	Leon
Elena Sokol	Duval
Laura Lockwood	Manatee
Kaycee Brock	Leon
Monique Gillum	Leon
Ngoc M. Du	Manatee
Mellori Lumpkin	Leon
Michele S. Cogswell	Sarasota
Katherine Marie Stone	Walton
Jennifer L. Berrian	Leon
Dominique Gelin	Seminole
Erica Lindegren	Sarasota
Erin DiMeglio	Broward

# FCSW INTERNS THROUGH THE YEARS



The Florida Commission on the Status of Women is dedicated to empowering women in achieving their fullest potential, to eliminating barriers to that achievement, and to recognizing women's accomplishments.

The Florida Commission on the Status of Women is grateful to our interns whose knowledge, dedication, and commitment ha helped the Commission improve the status of women throughout Florida. We hope this section of the report inspires more young women to intern with the Florida Commission on the Status of Women and help us continue our fight to improve the quality of life for many women throughout Florida . This section is dedicated to all of the FCSW interns who contributed countless hours to empowering and encouraging women by means of factsheets, reports, attending events, etc. Thank you for the numerous contributions and ongoing devotion and support to the Florida Commission on the Status of Women.

VERONICA VASQUEZ



FCSW Intern from  
August 2010– March 2011

Born in Miami, Fl and raised in Orlando, Fl , Tallahassee became my home away from home. I graduated from Florida State University with a B.A. in Political Science, Philosophy, and English and a M.S. in Applied American Politics and Policy. While working on my Master's at FSU , I was Vice-President of the Peruvian Student Association and a C.A.R.E tutor. On my spare time, I love to read, run, dance and play tennis. As an animal activists, I have previously worked with rescues in Orlando, Fl. I also dedicated two years serving as a Guardian for the Guardian Ad Litem in Leon, Jefferson and Gadsden counties. My great-grandmother taught me this:

"The strength of a woman is not measured by the impact that all her hardships in her life have had on her; but the strength of a woman is measured by the extent of her refusal to allow those hardships to dictate her and who she becomes." - C. JoyBell C.

**1)Why did you decide to intern with the FCSW?** After many years of advancement, and growth, women are still not meeting their fullest potential. I never felt a victim of my own gender until I became aware of gender roles and what it really meant to be a woman. After taking many women studies courses at FSU, I realized the dilemmas that women faced in the past and the continual issues that women continue to face in today's society.

**2)What did you hope to learn or get out of your internship with FCSW?** Previously interning in male dominated internships, I knew I was doing a disservice to my own inner growth by not working side by side strong female leaders. I was right!! Working by women leaders throughout Florida and working on projects raising awareness on issues affecting women throughout our sunshine state, I learned a great deal. I hoped to learn about women issues today and what needs to be done to break the cycle.

**3) What projects did you work on while interning with the FCSW?** While interning with the FCSW, I worked on various projects. I started writing the 2010 Annual Report: A Comprehensive Analysis on Florida Women in Public Office and co-wrote the 2011 Annual Report: Florida Women Veterans: Challenges and Needs of Those Who Served along with various fact sheets. I also attended events throughout Florida and helped with the Florida Women's Hall of Fame.

**4)Did interning with the FCSW help you with your future endeavors?** Interning and now working closely with the FCSW has in fact helped me with my future endeavors. I cannot begin to tell you how many doors have opened and how amazing it is to have the support of my amazing co-workers/ Commissioners. It is refreshing to be surrounded by so many amazing women who serve as excellent role models.

**5)What are you doing now/future goals?** After my internship, I started working with the FCSW as a Research Specialist. Working with the Commission has helped me learn the importance of research and the importance of getting information out so society can start seeing, women are not reaching their fullest potential despite the plethora of women who are more than qualified. My future goals is to continue to promote women issues while getting a law degree from Florida State University.



# JUANITA WILLIAMS



FCSW Intern from  
November 2010– April 2012

I will be graduating in December 2012 from Florida State University with a Bachelors of Science degree in Political Science, History and Criminology with a Minor in Communications. I was born in Jamaica, but raised in Miami Gardens. When I graduate, I would like to continue my education by going to Law School and eventually becoming an attorney/United States Supreme Court Justice. My ambitions are high because I strongly believe that I can attain anything I set my mind to. On my spare time I like to kick back and read, or hangout with friends. I am part of SISTUHS Inc., a community service organization for women, on FSU's campus. I love Giving back to my community and helping young children from troubled neighborhoods/backgrounds and see how their own potential grows. I, myself, have experienced many obstacles, throughout my life and am thankful to have such wonderful support, especially from the FCSW staff. I love them all to pieces!

**1) Why did you decide to intern with the FCSW?** I decided to intern with the FCSW because of its purpose. Helping to extend the knowledge of women on all the amazing things we do and stand for is something I cherish, being a woman myself.

**2) What did you hope to learn or get out of your internship with FCSW?** I learned the history and background of those inspirational women that made an impact on the State of Florida and helped bring awareness to others that follow in their footsteps. I gained knowledge of what I can do as a citizen of the State of Florida to help other women become inspirational women as well.

**3) What projects did you work on while interning with the FCSW?** I worked on three factsheets ( Florida Women Veterans, The Aging out Dilemma and Foster Care in Florida, and Women-Owned Businesses in Florida) and the 2011 Annual Report on Female Veterans.

**4) Did interning with the FCSW help you with your future endeavors?** My internship at the FCSW helped me become aware of the struggles that women go through and how far we have come.

**5) What are you doing now/future goals?** I am currently about to graduate with my Bachelors of Science in Political Science, History, and Criminology from Florida State University and hoping to get into law school.

**6) What would your recommendations be to a new FCSW Intern?** I would recommend that new interns to be energetic and jump on every opportunity/ task given instead of waiting for someone to give them a task. It is always better if you bring new innovative ideas to the internship.

★  
★  
**LAURA MURTHA**  
★



★  
★  
★  
**FCSW Intern from  
March 2012– April 2012**  
★  
★

I received a Bachelor of Arts degree in International Affairs and Criminology with a concentration in Italian and Human Rights. Some of the organizations I was part of as a student at Florida State University are: Lady Spirithunters, Theta Alpha Christian Sorority (president 2010-2011; Treasurer 2009-2010), Tavola Italiana, Fashion Incorporated, FSU Fishing Club, and Empowering Women Globally. I was also a part of Tallahassee Citizens' Police Academy and a mentor with the Department of Juvenile Justice. On my spare time I like to travel, learn new languages (French Mandarin), visit America's National Parks, Hike, Run, Photograph, and design clothes/jewelry. Some of the places I have been fortunate enough to travel to are as follows:

China– One summer I volunteered in an orphanage for children with special needs. The experience was life changing and I knew when I came back that I wanted to spend the rest of my life helping empower women and children. Israel– I was part of the inaugural group to study aboard in Israel. I studied Arab-Israeli relations, terrorism, courts, police, and prisons. I have also traveled to Jordan, Greece, Italy, and France.

**1) Why did you decide to intern with the FCSW?** I am passionate about empowering women. Quoting Nicholas Kristof and Sheryl WuDunn from their book *Half the Sky*, "The greatest unexploited economic resource is the female half of the population". I wanted to be surrounded by other women who were passionate about helping women reach their fullest potential.

**2) What did you hope to learn or get out of your internship with FCSW?** During my internship with FCSW, I hoped to meet inspiring women, spread the word about the wonderful things FCSW is doing, and help raise awareness on issues affecting women– and I did just that! It was encouraging to meet so many passionate and ambitious women who were driven to make a difference in the lives of women.

**3) What projects did you work on while interning with the FCSW?** While interning at FCSW, I helped with the set-up of the 2011-2012 Women's Hall of Fame, organized quarterly meeting materials, attended and represented FCSW at Women's History Month events, and created two factsheets (Human Trafficking: A reality in Florida and Childhood Obesity in Florida).

**4) Did interning with the FCSW help you with your future endeavors?** During job interviews, I am always asked about FCSW. It is rewarding to share with others about my time at FCSW and also be able to spread the word about the work of the Commission.

**5) What are you doing now/future goals?** My dream is to work with women and children in both the US and developing countries, helping them unleash their fullest potential and equipping them with resources necessary for success.

# MARISSA STANDFAST



FCSW Intern from  
May 2012– August 2012

I graduated from Florida State University in the Spring of 2012 with a Bachelor of Arts degree in Creative Writing/English with two minors in Environmental Studies and Psychology. During my time as an undergraduate, I was involved with La Table Francaise, a French club; was a National Society of Collegiate Scholars (NSCS) member; and worked/ volunteered at a Presbyterian Camp called Cedarkirk Camp and Conference Center in Lithia, Florida from 2010-2012. My hobbies include playing soccer, doing yoga, reading Frank O'Hara's poetry, and finding new, interesting coffee and nature spots in Tallahassee and in Saint Petersburg, Florida.

**1) Why did you decide to intern with the FCSW?** My decision in interning with the FCSW was solely based on my interest in Women's issues on the local as well as international level. The present and equally as pressing dilemmas that I wanted to focus on concerning women would surround the environmental and astronomical concerns/ values of the two intellectual women that I look up tremendously. These women are Vendana Shiva and Sally Ride. I, of course have a mild interest in women who's main area concerns politics but I do tend to steer clear of this realm sometimes just because of the "cut-throat sort of nature that national and international politics endures day-to-day.

**2) What did you hope to learn or get out of your internship with FCSW?** I hoped to develop significant, fresh perspectives that I could appropriate for personal future endeavors focusing majorly on women's health, career, and eco-feminist points of view during my internship time with the FCSW.

**3) What projects did you work on while interning with the FCSW?** I handled an assortment of duties as an intern with the Florida Commission on the Status of Women. These duties included but were not limited to: Calling nominators for 2012-2013 Florida Women's Hall of Fame to resubmit nominees, writing the Gestational Diabetes Fact Sheet along with fact-checking all female Florida Mayors.

**4) Did interning with the FCSW help you with your future endeavors?** Yes, my internship with the FCSW certainly did aid in my search concerning future career and academic aspirations.

**5) What are you doing now/future goals?** I am praying and journaling everyday in my search for the path that God has been calling me towards. This includes the possibilities of graduate school at Savannah College of Art and Design (SCAD) Atlanta Campus in January 2013, Americorps NCC program, or the possibility of an editing career for a small press-editing or publishing company. Another future goal of mine is to 'road trip' across the United States and visit a plethora of National Parks that I have been craving to explore-- some of these parks include Congaree National Park, Olympic National Park, Biscayne National Park and Grand Canyon National Park.

CIARA BUTLER



FCSW Intern from  
August 2012– Present

I am Ciara Jewell Butler born in Jacksonville Fl, and raised in Tallahassee, Fl. I am currently a full time student at the Florida State University where I study Women's Studies with a minor in Social Work. I graduated from Stanton College Preparatory School where I was a scholar and all around student. I have always had a commitment to serving the community and music. I was a member of Senior Women, the marching, symphonic and concert band. I had various leadership positions such as section leader, band captain, head of the quarter master staff, and Librarian. On the weekends I devoted my time to health fairs and SWAT. I received my A.A. from Tallahassee Community College. I was an active member of FAMU's Marching 100 for 3 years. I am a dedicated volunteer of Second Harvest of the Big Bend, and occasionally find service opportunities throughout the Leon County area to participate in. I enjoy nature, theme parks, current events, service to the community, arts and crafts and playing my flute and piccolo. I am passionate about proper services to those with disabilities, hoping to one day be a big time advocate for quality care. A mother, daughter, and student, I am determined to achieve my goals and have a positive impact on the people around me.

**1) Why did you decide to intern with the FCSW?** I decided to intern with FCSW because I knew I would gain knowledge about a variety of topics related to women especially the status of women in Florida. The FCSW does a lot of research and uses the data to create solutions that will improve the lives of women as well as educate the public. The internship is very educational and establishes a teaching atmosphere where I can master research, statistics, writing and professionalism.

**2) What did you hope to learn or get out of your internship with FCSW?** I look forward to learning about the variety of issues that women face and what is directly related to my community. Also, I will get first hand experiences with those who are working towards women equality.

**3) What projects did you work on while interning with the FCSW?** Thus far, I have researched various topics to gather information for publications. I have also assisted in various clerical duties that help bring everything together such as preparing for out of town events, assembling Quarterly meeting folders, contacting nominators for the Achievements Award, and creating an invitation list of community leaders in St. Lucie and Martin Counties for upcoming Panel Discussions.

**4) Did interning with the FCSW help you with your future endeavors?** My primary goal is to impact my community in a humble but valuable manner. To achieve this, my plan begins with learning as much as I can about society and the justices and injustices within it. From there I would like to become a Licensed Clinical Social Worker (LCSW). I believe that the more I learn, the more ideas I will get about the direct path I would like to take in my career and what population I will target.

**5) What are you doing now/future goals?** While interning here I would like to create various fact sheets that give fundamental information on the issues affecting our daily lives. I have a special interest in promoting healthy pregnancy and healthy babies (Maternal and Child Health). I look forward to getting to know about the great achievements of women while working on the Women's Hall of Fame Award.

**6) What would your recommendations be to a new FCSW Intern?** Learn as much as possible, be proactive, and be capable of doing quality research. Be efficient and able to respond to changes at any time. Be kind, loving, and compassionate.



*Florida Commission on the  
Status of Women  
2012 Annual Report*





# The Florida Commission on the Status of Women

## ***Mission***

The Florida Commission on the Status of Women is dedicated to empowering women in achieving their fullest potential, to eliminating barriers to that achievement, and to recognizing women's accomplishments.

## ***About the Commission***

The Florida Commission on the Status of Women (FCSW) is established in the office of the Florida Attorney General, and consists of 22 members. The Governor, Speaker of the House of Representatives, President of the Senate, Attorney General and Commissioner of Agriculture each appoint members to the Commission. Each member serves for a term of four years. No member may serve more than eight consecutive years.

## ***Mandate***

As required by Section 14.24, Florida Statutes, the Commission is mandated to study and make recommendations to the Governor, Cabinet and Legislature on issues affecting women. These recommendations are presented in the form of an annual report, which is distributed during the first quarter of each year. Topics may include, but are not limited to:

- socioeconomic factors influencing the status of women;
- the development of individual potential;
- the encouragement of women to utilize their capabilities and assume leadership roles;
- the coordination of efforts of numerous organizations interested in the welfare of women;
- the identification and recognition of contributions made by women to the community, state and nation; and
- the implementation of recommendations to improve working conditions, financial security, and legal status of both sexes.

## ***Priorities***

The Commission studies and makes recommendations on various issues including domestic violence, employment and education, family, welfare reform, gender equity, health care, and the judicial system.

## ***Publications***

The Commission studies and makes recommendations on various issues including domestic violence, employment and education, family, welfare reform, gender equity, health care, and the judicial system.

- 1992 Annual Report “Women in the Workplace”
- 1993 Annual Report “Women’s Health Care”
- 1994 Annual Report “Justice and Human Rights; How They Apply to Women”
- 1995 Annual Report “Welfare Reform in Florida”
- 1996 Annual Report Benchmark Study
- 1996 Publication “Women and Health, A Status Report”
- 1997 Annual Report “Women and Economic Development”
- 1998 Annual Report “A Definitive Study on Young Women Ages 12-18 in Florida”
- 1999 Annual Report “Reflections and Projections: Women in Florida”
- 2000 Annual Report “A Study of Women’s History Education in Florida’s Public Schools”
- 2001 Annual Report “Prevention by Intervention: Girls in Florida’s Juvenile Justice System”
- 2002 Publication “Creating Change Challenging Tradition: Florida Women Public Officials”
- 2002 Annual Report “A Passion to Play! 30 Years of Women’s Athletics in Florida”
- 2003 Annual Report “Women and Money: Practical Money Skills for Women”
- 2004 Annual Report “Legally Yours: A Guide for Florida Women”
- 2005 Annual Report “Florida Women Mean Business”
- 2006 Annual Report “Life Issues of Florida Women: Mid-life and Beyond”
- 2007 Annual Report “Smart Surfing: Protecting You and Your Family from Cyber-crime”
- 2008 Annual Report “Good Health for a Lifetime”
- 2009 Annual Report “Thriving in Tough Economic Times”
- 2010 Annual Report “Political Pearls: A Comprehensive Analysis on Florida Women in Public Office”
- 2011 Annual Report “Florida’s Women Veterans: Challenges and Needs of Those Who Served”
- 2005—2012 “Summary of Florida Laws Affecting Women”
- 1999, 2000, 2004, and 2011 FCSW Calendar
- 2001, 2002 and 2003 Women’s History Calendar
- Women’s Hall of Fame Brochure

## History of the Florida Commission on the Status of Women



**1961**

President John F. Kennedy created the Presidential Commission on the Status of Women (PCSW).



**1964**

Florida Governor Farris Bryant created the Governor's Commission on the Status of Women (COSW) to study laws and regulations pertaining to women in Florida and make recommendations to the legislature based on their findings.



**1966**

The Commission presented its first report to Governor Farris Bryant.



**1967**

Florida Governor Claude Kirk announced the appointment of 14 new members to the COSW, bringing the total number of commissioners to 24.



**1971**

Governor Reubin Askew reestablished the Governor's Commission on the Status of Women by executive order.



Governor Reubin Askew appointed an executive director to help coordinate the Commission's activities.

**1974**



The Commission's budget is cut and its fate between 1977 and 1978 are not known.

**1977**

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.

**1979**



The first Florida Women's Hall of Fame ceremony and reception was held by the Commission at the Governor's Mansion in Tallahassee in May of 1982.

**1982**

Governor Lawton Chiles lobbied the Florida Legislature to statutorily create the Florida Commission on the Status of Women after he took office in 1991. The leading sponsor in the House of Representatives for CS/CS/HB 109 was Representative Elaine Gordon, while Senator Carrie Meek sponsored the companion bill, SB 1324. The Commission's legislative authority now exists 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.

**1991**



## 2012 FCSW Year in Review

**This section briefly highlights the work and accomplishments of the Commission in 2012.**

The Florida Commission on the Status of Women engages in numerous activities each year in order to empower women of the State of Florida to achieve their fullest potential. Much of the work of the Commission takes place through its committees. The standing committees of the Commission include: Annual Report, Bylaws, Finance and Budget, Public Policy, and the Women's Hall of Fame/Women's History Committee. In addition, the Commission established several ad-hoc committees to work on special projects, including the Awards and Recognition Task Force, Mentoring Task Force and the Public Outreach Task Force. Committees meet on a regular schedule by teleconference to coordinate the work of the Commission. Following is a diary highlighting many of the Commission events and accomplishments.

The Florida Commission on the Status of Women held a successful and productive first quarterly meeting on March 7, 2012, at the Tallahassee Community College Capitol Center. The Commission also held its annual election of officers, who were sworn in by Pat Gleason of the Office of the Attorney General with a ceremony during the meeting.

The Florida Commission on the Status of Women had the honor of participating in a number of exciting and informative conferences this spring, including the Women's Leadership Conference at the University of Florida, the Women's History Month Celebration at Tallahassee Community College and the National Osteoporosis Foundation's *Healthy Bones, Build Them For Life* Consumer and Patient Forum in Orlando. These conferences offered not only a wealth of new information, but an opportunity to educate the public and inform them about the important work of the Commission.



The *2012 Summary of Florida Laws Affecting Women and Families* was published by the FCSW Public Policy Committee. This report is an annual publication designed to encourage women from across the state to become educated about the legislative process and new laws that affect Florida's families. The *2012 Summary of Florida Laws Affecting Women and Families* is available on the Commission's website, [www.fcsw.net](http://www.fcsw.net).

The Commission held its second meeting of the year in Ft. Myers, Florida

*(Continued on page 57)*

*(Continued from page 56)*

on June 23, 2012 and was addressed by Dr. Amanda Evans, EdD, MSW and Florida Representative Kathleen Passidomo. Dr. Evans is a member of the social work faculty at Florida Gulf Coast University and addressed the Commission on the issue of human trafficking. Representative Passidomo is a former FCSW Commissioner and addressed the Commission regarding women in public office and her current role in the Florida Legislature.

Commission Chair Laurie Pizzo and Assistant Director Michele Manning represented the Florida Commission on the Status of Women at the National Association of Commissions for Women (NACW) during its 42<sup>nd</sup> Annual Conference held July 25-27, 2012 at the Embassy Suites in Charleston, West Virginia. Hosted by the West Virginia Women's Commission, the conference theme was "Count Us In!". The FCSW received a Gold Award Designation for its work on Osteoporosis education initiative, and Assistant Director Michele Manning was elected to represent Florida on the NACW Board of Directors for a two-year term. In addition, the FCSW received national recognition for publication of a series Florida Women Fact Sheets, on numerous topics important to women and families, including women veterans, voter registration, women in public office, women-owned businesses, foster care, childhood obesity and human trafficking. The well-researched fact sheets have been widely distributed and have increased interest among Florida women on the issues they address. Because of the success of this project, the Commission intends to continue to develop additional fact sheets that are relevant to Florida women.

August 26 is Women's Equality Day - the anniversary of the day that, 92 years ago in 1920, the 19th Amendment to the U.S. Constitution was ratified, granting women the right to vote. The Florida Commission on the Status of Women was pleased to participate in the Sarasota and Manatee Commissions on the Status of Women's Annual Women's Equity Luncheon on Saturday, August 25, 2012 at the Polo Grill, Lakewood Ranch. Nearly 500 women were in attendance at the celebration. FCSW Commissioner Dr. Mona Jain, and staff members Michele Manning and Veronica Vasquez represented the Commission at the celebration. The program focused on Title IX-women in high school and college athletics.

*(Continued on page 58)*



Commission Chair Laurie Pizzo and Assistant Director Michele Manning represented the Florida Commission on the Status of Women at the National Association of Commissions for Women .

(Continued from page 57)

The guest speaker was Blair Bloomston, Associate Director, *Game on Nation*, who spoke on "Building Leadership with Women's Sports."



The Florida Commission on the Status of Women released its 2011 Annual Report *Florida's Women Veterans: Challenges and Needs of Those Who Serve*. Florida has become one of the leading states with women veterans - home to at least 140,871 female vets according to the latest report from the Florida Commission on the Status of Women. This report is a comprehensive and collective analysis of Florida women veterans. It focuses on the challenges and needs that women veterans face and offers solutions to resolve these issues.

Following the third quarterly meeting on September 15, 2012 at Keiser University College of Golf in Port St. Lucie, the Commission hosted "*All Grown Up and Nowhere to Go*," a panel discussion that focused on the issue of girls aging out of Florida foster care. Representatives of child advocacy organizations, academia, and government, shared with participants their perspectives and experiences in dealing



with the challenges of girls who age out of the foster care system in Florida. The event was moderated by Big Brothers Big Sisters of St. Lucie, Indian River & Okeechobee Counties CEO Judi Miller, and included the following panelists: Ashley Rhodes-Courter, New York Times Bestselling Author and Florida Senate Candidate; Sabrina Barnes, Director of Program Operations, Children's Home Society of Florida, Treasure Coast; Pam Hindman, 12th Circuit Director, Guardian ad Litem Program; Josie Kirchner, MA, Road to Success Supervisor, United for Families; Leo F. Armbrust, Founder and Chairman, Vita Nova; Former Florida Senator Ken Pruitt; and Florida Representative Gayle Harrell.

The FCSW Florida Achievement Awards were presented to eight outstanding women from throughout the state of Florida during a special

(Continued on page 59)

*(Continued from page 58)*

awards ceremony and luncheon following the fourth quarterly meeting on Thursday, November 15, 2012. The eight honorees included Dr. Josephine Beoku-Betts of Delray Beach, Erin DiMeglio of Plantation, Doby Flowers of Tallahassee, Katherine Koch of Ft. Lauderdale, Shawna Machado of Sarasota, Deirdre Macnab of Winter Park, Linda Nottingham of Ponte Vedra Beach, and Tina Tharpe of Bristol. In addition to the Achievement Award from the Commission, each received a congratulatory letter from Governor Rick Scott. The awards ceremony included a very special Keynote address by Victoria Wegwert and Cassaundra St. John of the F7 Group, an organization built to serve female veterans and women of military service, both in and beside the uniform.



Commissioners with recipients of the 2012 FCSW Florida Achievement Award.



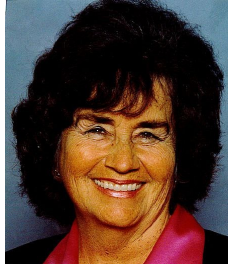
## Florida Women's Hall of Fame



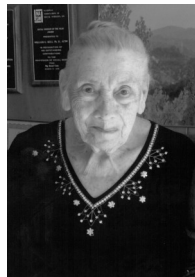
The Florida Women's Hall of Fame began in 1982 under the aegis of the Governor's Commission on the Status of Women. A total of 27 women were selected as members of the Hall in 1982, 1984 and 1986. In 1992, legislation was passed that created a permanent Florida Women's Hall of Fame. Since 1993, up to three women have been inducted into the Hall annually pursuant to Section 265.001, Florida Statutes. Nominations to the Hall may be made between April 1 and July 15 of each year.

To obtain a nomination form or review member biographies, visit the Commission's web site at [www.fcsw.net](http://www.fcsw.net) or contact the office at 850-414-3300. The Commission appreciates the public input that assists in honoring meritorious women and in educating citizens on the significant and varied accomplishments of women in Florida's history.

### 2011/2012 Florida Women's Hall of Fame Inductees



**Dr. Ruth Alexander**  
1938 -



**Elizabeth "Budd" Bell**  
1915-2009



**Vicki Bryant Burke**  
1953-

*The Hall of Fame recognizes and honors women who, through their works and lives, have made significant contributions to the improvement of life for women and for all citizens of the state of Florida.*

## Florida Women's Hall of Fame Members 1982—2011

### 2010/2011 Inductees

Mary Brennan Karl  
Anna I. Rodriguez

### 2009/2010 Inductees

Louise H. Cortelis  
Senator Gwen Margolis  
Betty Schlesinger Sembler

### 2008/2009 Inductees

Louise H. Courtelis  
Senator Gwen Margolis  
Betty Schlesinger Sembler

### 2007/2008 Inductees

Justice Barbara J. Pariente  
Dr. Pallavi Patel  
Congresswoman Ileana Ros-Lehtinen

### 2006/2007 Inductees

Maryly VanLeer Peck  
Peggy A. Quince

### 2005/2006 Inductees

Caridad Asensio  
Tillie Kidd Fowler  
Lucy W. Morgan

### 2004/2005 Inductees

Shirley D. Coletti  
Marion P. Hammer  
Judith Kersey

### 2003 Inductees

Sarah Ann Blocker  
Gloria Estefan  
Mary R. Grizzle

### 2002 Inductees

Victoria Joyce Ely, R.N.  
Senator Toni Jennings  
Frances Langford Stuart

### 2001 Inductees

Jessie Ball DuPont  
Lenore Carrero Nesbitt  
Lynda Keever

### 2000 Inductees

Chris Evert  
Paula Fickes Hawkins  
MG Marianne Mathewson-Chapman, Ph.D.

### 1999 Inductees

Althea Gibson  
Sister Jeanne O'Laughlin, OP, Ph.D.  
Dessie Smith Prescott

### 1998 Inductees

Helen Gordon Davis  
Mattie Belle Davis  
Christine Fulwylie-Bankston

### 1997 Inductees

Alicia Baro  
Carita Doggett Corse  
M. Athalie Range

### 1996 Inductees

Marjorie Harris Carr  
Betty Castor  
Ivy Julia Cromartie Stranahan

### 1995 Inductees

Evelyn Stocking Crosslin, M.D.  
JoAnn Hardin Morgan  
Sarah 'Aunt Frances' Brooks  
Pryor

### 1994 Inductees

Nikki Beare  
Betty Mae Jumper  
Gladys Nichols Milton

### 1993 Inductees

Betty Skelton Frankman  
Paulina Pedroso  
Janet Reno

### 1992 Inductees

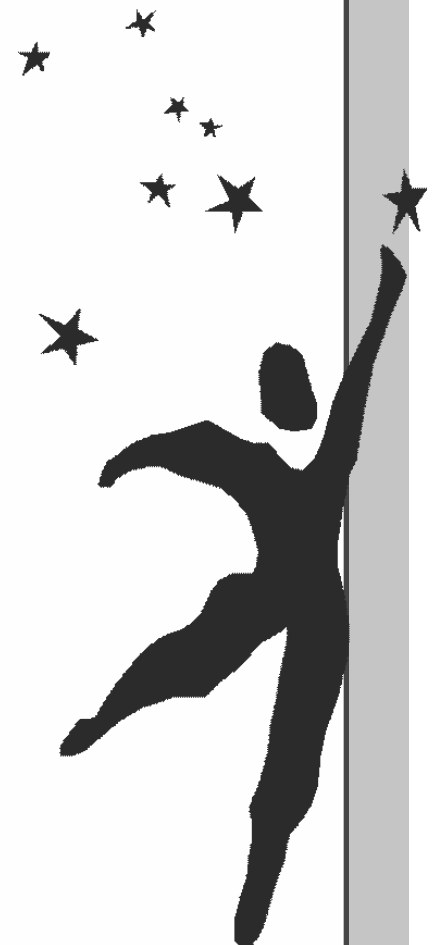
Jacqueline Cochran  
Carrie P. Meek  
Ruth Bryan Owen

### 1986 Inductees

Annie Ackerman  
Rosemary Barkett  
Gwendolyn Sawyer Cherry  
Dorothy Dodd  
Marjory Stoneman Douglas  
Elsie Jones Hare  
Elizabeth McCullough Johnson  
Frances Bartlett Kinne  
Arva Moore Parks  
Marjorie Kinnan Rawlings  
Florence Barbara Seibert  
Marilyn K. Smith  
Eartha Mary Magdalene White

### 1984 Inductees

Roxcy O'Neal Bolton  
Barbara Landstreet Frye  
Lena B. Smithers Hughes  
Zora Neale Hurston  
Sybil Collins Mobley  
Helen Muir  
Gladys Pumariega Soler



## 2012 FCSW Commissioners



### NANCY C. ACEVEDO

Commissioner Nancy C. Acevedo of Winter Springs was last appointed to the Commission in 2008 by former Speaker of the House Marco Rubio. Commissioner Acevedo is currently an Intelligence Analyst with the Seminole County Sheriff's Office/ Domestic Security Unit. She is a graduate of the University of Puerto Rico and the Inter-American University, and holds a Ph.D. in Education. In 2007 she graduated from the SCSO Community Law Enforcement Academy and in 2009 was re-appointed to the Seminole County Sheriff Citizens Advisory Council for the Response to Resistance Council. She is the President of the Florida Crime Intelligence Analyst Association (FCIAA), an active member of the International Association of Crime Analysts (IACA) and the International Association of Law Enforcement Intelligence Analysts (IALEIA). Commissioner Acevedo currently serves as Diplomat to the Florida International Business Council and as a political activist in the Central Florida area. In 2004 she was appointed by the former Governor Jeb Bush to the East Central Florida Regional Planning Council., and in 2006 she received a Presidential appointment to the U.S. Small Business Administration National Advisory Board.



### CLAUDIA KIRK BARTO

Commissioner Claudia Kirk Barto currently serves as the President & CEO of Junior Achievement of the Palm Beaches. Commissioner Barto has numerous years of non-profit leadership experience, most recently Executive Director of the Lupus Foundation of America Southeast Florida Chapter. She has also served at the Palm Beach Office of the Cystic Fibrosis Foundation, the Leukemia & Lymphoma Society's Palm Beach Area Chapter, and United Way of Palm Beach County. Commissioner Barto grew up in Palm Beach where philanthropy is a way of life. She currently serves on Florida Atlantic University's Women's Studies Advisory Board.

She received her degree in communications from Florida State University. In April 2000, she was appointed to the Florida Commission on the Status of Women by Comptroller Bob Milligan and recently reappointed by Commissioner of Agriculture Charles Bronson. Commissioner Barto lives in West Palm Beach with her two sons, Wen and Kirk, and daughter Marina.



**TONIE BENSE**

Commissioner Tonie Bense was appointed to the Commission in September 2011 by CFO Jeff Atwater. She is owner and director of Tonie's Dance Workshop in Panama City, Florida, is a dance educator and avid dance enthusiast. Her studio has been in operation since 1976 and it has grown to two locations and over 600 students. A successful businesswoman, Tonie travels the country participating in and teaching at dance seminars and conventions ensuring that she stays up with the latest dance trends. Tonie is a native of Meridian, Mississippi and graduate of the University of Southern Mississippi. Panama City has been her home since 1974 where she continues to be active in numerous community service projects including the "Special Needs for Special Kids" at Pediatrics Plus, and the "Spirit of Women" Board at Gulf Coast Medical Center. Commissioner Bense is also a past Board Member of Mentor for Bay Education Foundation, Bay Arts, and Gulf Coast Community College. She is married to Allan Bense and they have three children and four grand girls.

**LOURDES CASTILLO DE LA PEÑA**

Commissioner Lourdes Castillo de la Peña was appointed in 2008 by Attorney General Bill McCollum. Commissioner Castillo de la Peña was born in New Jersey and moved to South Florida at the age of five. She graduated from St. Thomas University in 1991, and studied at the Universidad de Maria Cristina in El Escorial, Spain. Commissioner Castillo de la Peña married Leoncio E. de la Peña, a prominent international banking attorney, in 1997, and has three daughters and one son.



Commissioner Castillo de la Peña founded the boutique public relations firm LMC Communications in 1994 as the first of its kind in South Florida with a unique specialization in the Latin American market. She has represented a highly sought-after client roster including Paramount Pictures, Bausch & Lomb, Toy Manufacturer of America, People en Español, BMI, Fashion Week of the Americas, and Fisher Island Club & Resort. She is also owner and publisher of Nuestros Hijos, Latin America's premier parenting magazine.

Commissioner Castillo de la Peña also serves numerous charitable organizations. When Castillo de la Peña's father was diagnosed with Alzheimer's disease, she worked tirelessly to raise awareness among the Hispanic Community. Her significant contributions in this area were recognized by Governor Jeb Bush, who appointed her to the State of Florida Alzheimer's Disease Advisory Board in September 2001. In 2005, she was honored with the Mercy Ambassador Award for all her efforts.



### CHARLOTTE DANCIU

Commissioner Charlotte Danciu of Tequesta was appointed to the Commission in 2012 by Attorney General Pam Bondi. Commissioner Danciu opened her own law practice in Boca Raton, Florida following her 1980 graduation from Florida State College of Law. In the last 29 years she has handled over 2000 adoptions and several hundred surrogacies and egg donations. She's also attended over 100 births and fostered numerous children. She adopted a special needs child in 1984, and gave birth to a daughter 1987, who is now a graduate of FSU. Charlotte married in 2001 and also has two teenage stepsons. Charlotte has numerous accomplishments in the adoption and surrogacy arena. She won the "Baby Emily" case, establishing that birth fathers had no rights when they prenatally abandoned a birthmother. This case involved a convicted rapist challenging the adoption of his child. In 2003, Charlotte was awarded the 2003 Florida Adoption Advocate of the Year award for having Florida's now infamous "Scarlet Letter" law declared unconstitutional. This law required women to place their names in the newspapers and the names of their sexual partners if they wanted to give their baby up for adoption. Charlotte was also distinguished with "The Congressional Angels in Adoption Award", for her advocacy and promotion of adoption in the country and was Palm Beach Community College Leroy Collins Lifetime Achievement Award Nominee as their most distinguished alumni. More recently Ms. Danciu was awarded the 2008 Distinguished Alumni Award from Palm Beach Community College and the 2008 distinguished Alumni Award from Florida State University College of Law.



### SHARON DAY

Commissioner Sharon Day of Fort Lauderdale was appointed to the Commission in 2008 by Governor Charlie Crist. Sharon is a retired executive with marketing, group health insurance and re-insurance experience. She is an entrepreneur who has built and sold numerous businesses and is a strong supporter of small business. Commissioner Day serves on the Broward County Housing Authority as Chairman of the Commission and is Broward County's State Committeewoman and Florida's Republican National Committeewoman. In 2000, she was appointed to serve on the Committee for Election Reform for the State of Florida by Governor Bush. In 2006, she was appointed to act as Florida's representative on the 2008 Republican Convention Committee on Arrangements and was selected to be Chairman of the 2008 Republican Convention's Special Events.

**YVONNE FRY**

Commissioner Yvonne Fry is a community activist and advocate for women's issues, chairing the Hillsborough Commission on the Status of Women, the Spring of Tampa Bay's board of directors (Hillsborough County's only domestic violence shelter) and serves on many other boards and commissions. Yvonne was appointed to the Florida Commission on the Status of Women in 2012 by Attorney General Pam Bondi with the goal of continuing to increase the awareness of women's issues as well as to develop even stronger collaboration statewide to find solutions and partnerships

Yvonne is an expert in the telecommunications industry as President of Lines of Communication, which services medium and large corporations as well as many non-profit and government agencies with audits, design, and management of communication and network services. Focusing on cost containment and efficiencies, her team's measure of success is the customer's satisfaction. Yvonne also leads Revolutionary Strategies, an IT and business process improvement consulting firm. Additionally, she is a producer in the entertainment industry with a very successful teenage performance group. She has two very active children and enjoys fishing in Tampa Bay.

**ANASTASIA GARCIA, ESQ.**

Commissioner Anastasia Garcia, Esq. of Coral Gables was appointed to the Commission in 2004 by Commissioner of Agriculture Charles Bronson. Commissioner Garcia is an attorney practicing in the area of Matrimonial Law. She is also a Florida Supreme Court Certified Family Mediator. Commissioner Garcia earned her J.D. in 1992 from the George Washington University National Law Center. Commissioner Garcia has served on various boards including the Cuba Museum, where she currently serves as secretary. Commissioner Garcia is the owner of the Law Offices of Anastasia M. Garcia, she is a partner in Lakes Title Services LLC and she is a shareholder and corporate counsel for Dade Steel Sales Corporation.





### **CHLOÉ GENTRY**

Commissioner Chloé Gentry is the Marketing Manager for Cherry Lake Tree Farm, a leading producer and wholesaler of container trees, shrubs and palms in the SouthEast United States. As a part owner of this family business, she sits on the Board of IMG Enterprise, the holding company for Cherry Lake Tree Farm and IMG Citrus.

Chloé is a past member of the Give Kids the World Landscape Advisory Board and is the coordinator for the Fairchild Challenge in Lake County – a non-profit, environmental outreach program catered towards high school students. She also volunteers to bring the Agriculture in the Classroom programs to Lake County schools.

Chloé received a Bachelors of Arts in Economics and Psychology from Tufts University, and later completed a Masters in Business at the SKEMA Business School in France. She is an alumna of the University of Florida's Wedgworth Leadership Institute for Agriculture and Natural Resources. She resides in Clermont Florida, where she also grew up as a child. She is married and has 2 daughters, Penelope and Daphne.



### **PATTI HAMILTON**

Commissioner Patti Hamilton currently serves as Vice President and Director of Business Development at Southern Waste Systems and its affiliate companies, Sun Recycling, Sun Disposal and All Star. As part of the Executive team she is instrumental in the strategic planning and operation of all companies with a focus on sales, marketing, training and legislative planning. She represents the company regarding recycling issues at both the local and state level and is called on to participate in speaking engagements on the subject throughout the U.S. She has held leadership roles with a wide variety of non-profit organizations over the past 20 years and brings her philanthropic spirit to the community minded culture of Southern Waste Systems. A resident of Tequesta, Florida, she and her husband Charlie are the parents of three children, Parker, Madison and Reed.

### SUSANNE HEBERT

Commissioner Hebert of Clearwater received her first appointment in November of 2003 to the Commission by Senate President Jim King. A graduate of the University of Florida in Ornamental Horticulture, Susanne is a past president of the Tampa Bay Chapter of the Florida Nurserymen and Grower's Association. Currently an executive with Macy's – Florida, Susanne is active in a variety of community activities. She is a board member and vice chairman of the Feather Sound Municipal Services Taxing District, and currently serves as Chairman of the Board of Directors of the Tampa Metropolitan Youth Orchestra, where she enjoys helping talented young musicians realize their dreams.



### MONA JAIN , M.D., Ph.D.

Commissioner Mona Jain has had a lifelong focus on education and health, and is a former Fulbright Scholar and National Science Foundation Scholar. Since 1961, she has been an educator and administrator in American, British, and Indian education systems, has worked for educational opportunities for all students (pre-K to University), especially continuing education for non-traditional, mature students. Dr. Jain also served as Adjunct Professor and Director of Children and Families Health Services for Manatee County Head Start Program. Now retired after 45 years as an educator and health professional, Dr. Jain is actively involved in numerous local, state, national, and international community, civic and professional organizations/associations.



Throughout her career, Dr. Jain has been recognized for outstanding professional and community involvements including: Community Service Award from the American Medical Women's Associations; the 2001 Distinguished Alumnus Award from the University of South Florida; Jewish Family and Children's Services "Women of Valor"; Kappa Delta Sorority "Women of Achievement"; USF Women and Philanthropy "Community Leadership Award"; recognition from the United Negro College Fund for her distinguished career in education; received a Proclamation and recognition from the Sarasota County Commission and City of Bradenton; and Leadership and Professional Awards from the American Association of University Women and Delta Kappa Gamma International. Dr. Jain has also been honored by placement in American and International "Who's Who". Recognition of her commitment and dedication is not limited to the United States. During her visit to India, her country of birth, she was granted a private audience with the International Humanitarian Mother Teresa. Commissioner Jain received her first appointment to the Commission in 1991 and the second appointment in 1993 by the late Governor Lawton Chiles, and subsequently her third appointment in 2002 and fourth appointment in 2006 by Senate Presidents John McKay and Tom Lee.



### **DEBORAH JALLAD**

Commissioner Deborah Jallad of Winter Park was appointed to the Commission in 2007 by Attorney General Bill McCollum. She is the President/Chairman of Accredited Holding Corporation and Accredited Surety and Casualty Company, Inc. – a Florida-based insurance company holding system specializing in the underwriting of non-contract surety bonds that was founded in 1959. With more than 40 years experience in non-contract surety bonds, Commissioner Jallad has been actively involved in developing industry standards and lobbying for reform. She works closely with Accredited's political consultants, state and national bail associations, and legislatures to increase safety for bail agents and the public. Accredited is the nation's only insurance company owned by women that specializes in bail bond underwriting. Commissioner Jallad has earned numerous awards for both her community service and professional expertise.



### **GLORIOUS JOHNSON**

Commissioner Glorious Johnson of Jacksonville was appointed to the Commission in 2008 by Governor Charlie Crist. She has been an elected official since 2003. Prior to becoming an elected official, Commissioner Johnson was an educator, in which she taught music in the public school system. Later, she became an instructor at the college level, teaching business courses. She received her Bachelor Degree from Jacksonville University in Music as a concert pianist, her first Master Degree was from Nova Southeastern University (Ft. Lauderdale, FL.), in School Administration and Supervision; and her second Master Degree came from Teachers College/Columbia University (New York City), majoring in Educational Administration/Organizational Leadership.

**AMY KRYAK**

Commissioner Amy Kryak of Port St. Lucie was appointed to the Commission in 2008 by Senate President Ken Pruitt. She is the Associate Dean of Academic Affairs of the Keiser University College of Golf. She is also the Founder of Lost Art Entertainment, Inc., a marketing consulting firm. An entrepreneur and business owner since 1986, Kryak has won more than 200 awards for creative excellence in advertising, along with the prestigious ANGEL award for public service. She was Soroptimist Business Woman of the Year in 2002 for St. Lucie County; she has served as president of the Port St. Lucie Business Women and is a former board member of the Treasure Coast Advertising Federation. Commissioner Kryak is a former Assistant Dean at Indian River State College and former Director of the college's Small Business Development Center. In addition to her successful business and education career, Commissioner Kryak and her husband are co-founders of Never Leave a Child Unattended®, a public education campaign founded in 1993 to help prevent injury and drowning of children which results from children not being supervised.

**GENEAN HAWKINS MCKINNON**

Commissioner McKinnon of Winter Park received her first appointment in April 2011 to the Commission by Speaker of the House Dean Cannon.

Genean Hawkins McKinnon is President of McKinnon Associates, Inc., a strategic consulting firm specializing in governmental arenas. Founded in 1983 the company has successfully represented clients at the federal, state and local levels. Active in her community, Ms. McKinnon serves (or served) on the Florida Federal Judicial Nominating Commission (Senator Martinez appointment), Florida Bar Grievance Committee 9th Circuit, Brigham Young University Alumni Board, Winter Park Florida Hospital Board, Mennello Museum of Art Board, Hamilton Holt Board at Rollins College, and is a member of Tiger Bay.

Commissioner McKinnon graduated from Brigham Young University with a degree in Humanities. She and her husband Joel live in Winter Park in their home that was built in 1883. They have five children and ten grandchildren.





### ALCI MALDONADO

Commissioner Alci Maldonado of Lakeland was first appointed to the Commission in 2008 by Governor Charlie Crist. She is an Interior Designer but dedicates much of her time to charity. She is a long time volunteer of the United Methodist Church, especially with its Music Ministries to Children. Commissioner Maldonado has also volunteered with the Boy Scouts of America, has served as the Lakeland Senior High School Band Parents Head Chaperone and was a Board member of the Florida State University Parents Association. A veteran Republican activist, she has served on political campaigns at all level of politics. She has volunteered, worked with, advised or has been the manager of political campaigns for over thirty years in Florida and has also worked with the Massachusetts Republican Party as a volunteer.



### JOANNE MCCALL

Commissioner Joanne McCall was appointed to the Commission in 2010 by CFO Alex Sink. Hard work, determination and teamwork play a fundamental part in Joanne McCall's role as Vice President of the Florida Education Association (FEA). She believes those values have motivated her as a leader, as a mom, and as a teacher. Her role as Vice President is focused on making FEA the best it can be by activating and increasing the membership base.

During Joanne's tenure as FEA Vice President, she's helped establish financial stability, membership growth, and groundbreaking bipartisan partnerships with political forces in Florida. The accomplishments are many, but the successes she's most proud of have made an impact in the classrooms around Florida. Joanne's career in education began as a speech language pathologist at North Sumter Primary School in Sumter County. While in that role, she also managed many responsibilities with her local FEA affiliate.

Joanne balances her role as Vice President of FEA with her responsibilities as mom to sons, Spencer and Trevor, and pet Labradors, Cash and Gator. Her boys are avid motocross racers, so Joanne and her husband Robin, split their free time between the race track and following the Florida Gators.



### NANCY PEEK MCGOWAN

Commissioner Nancy Peek McGowan of Jacksonville, was appointed to the Commission in 2008 by Attorney General Bill McCollum. A conservative activist since 1990, she has a passion for public policy. Married to P. Ted McGowan, and mother of 5 children, Nancy began a career in politics in the United States Senate as a legislative intern while attending the U.F. in Gainesville, where she obtained a B.A. in Political Science in 1982. She's served on school P.T.A. boards, twice commissioned as a Respect Life Coordinator for the Diocese of St. Augustine, a 28 year lector in the Catholic Church, President of San Jose Country Club Swim Team 2006, serves on the Executive Board of the Justice Coalition, a victims' rights organization in Jacksonville. Nancy is currently President of the Conservative Republican Forum of Jacksonville, and is a member of the Republican Executive Committee of Duval County. She was the Duval Co-Chair, Mitt Romney for President 2008, 2010 State Finance Team, Marco Rubio for U.S., Senate, Duval County Co-Chair, Women for Marco Rubio for Senate, State Co-Chair, Social Conservatives Pam Bondi for A.G., State Co-Chair, Social Conservative for Mitt Romney for President 2012. Nancy was recognized with an award from the Justice Coalition, along with Sen. Steve Wise and State Rep. Dick Kravitz for her roll in moving the Final Closing Arguments legislation out of the Senate Judiciary Committee. She gave the pro-side of the argument against former Judiciary Senate Chairman, John Grant. The bill came out of committee 8-0. The State of Florida now has Final Closing Arguments in a jury trial for the first time in 150 years. H.B. 147 was signed into law by Gov. Jeb Bush on June 7th, 2006. Nancy also authored the original legislation for the Mandatory Physical Fitness Act for Florida public schools signed into Law by Gov Charlie Crist in 2007.



### LAURA MCLEOD

Commissioner Laura McLeod of Tallahassee was last appointed to the Commission in 2006 by Commissioner of Agriculture Charles Bronson. Commissioner McLeod, a native of Orlando, Florida, began her professional career in the field of health prevention, education and treatment. This encompassed her career for over a decade, as well as opening her first business in management consulting and personnel placement in health care. Commissioner McLeod then entered association management for a statewide, not-for-profit association where she implemented a statewide drug prevention/education program for which she won a national education award. Commissioner McLeod most recently was a governmental consultant for fifteen years and is now Executive Director for the Florida Association of DUI Programs.





### SHANNON MILLER

Commissioner Shannon Miller of Jacksonville was appointed to the Commission in 2012 by Commissioner of Agriculture Adam Putnam. Commissioner Miller is the most decorated American gymnast, male or female, in history. She is the only American to rank among the Top 10 All-time gymnasts and is the only female athlete to be inducted into the U.S. Olympics Hall of Fame ---- twice! (Individual in 2006 and Team in 2008). At the 1996 Olympic games, she led the “Magnificent Seven” to the U.S. Women’s first ever Team Gold, and for the first time for any American gymnast, she captured Gold on the balance beam. Ms. Miller holds a law degree from Boston College Law School. She founded the Shannon Miller Foundation, which is dedicated to fighting childhood obesity. Shannon is the President of Shannon Miller Lifestyle: Health & Fitness for Women which is dedicated to helping women make their health a priority. In early 2011, Ms. Miller was diagnosed with a malignant germ cell tumor (a form of ovarian cancer) and underwent surgery and chemotherapy. Now cancer-free, she continues to be a passionate advocate for early detection and overall health. Shannon is the television host of The Wish List with Shannon Miller (Health & Wellness Channel) and her weekly radio show Shannon Miller Lifestyle where she interviews experts on the latest health issues. She continues to travel the country as a highly sought after motivational speaker and advocate for the health and wellness of women. As a wife, mother and cancer survivor, Shannon hopes that by sharing her story she can encourage other women to make their health a priority.



### RAMOLA MOTWANI

Commissioner Ramola Motwani was appointed to the Commission in 2010 by CFO Alex Sink. She is the Chairwoman and CEO of Merrimac Ventures, a real estate management, investment and development company with interests all over the U.S. and India. Current projects include the Trump International Hotel and Tower on the Fort Lauderdale Beach.

Commissioner Motwani began her career in the U.S. with an import/export business she started with her late husband Bob Motwani in St. Charles, MO. In the mid-1980’s, they expanded the business into hotels by purchasing numerous properties on the Fort Lauderdale Beach. They owned and operated (among others) the Merrimac and Gold Coast Beach Resort Hotels on the Fort Lauderdale Beach from December 1986-October 2004, at which point she partnered with Donald Trump to make way for the five-star Trump International Hotel and Tower on the Fort Lauderdale Beach (currently under construction). As a Development Partner in the 298 – unit condominium hotel, Ramola handled the acquisition, design and entitlement process, and is currently active in managing local representation and public relations.

### **ELIZABETH C. PINES**

Commissioner Elizabeth C. Pines has been practicing immigration law for nearly 20 years and is the founding partner of Elizabeth C. Pines, P.A., a boutique law firm dedicated to helping foreign nationals with immigration matters in the U.S. Ms. Pines is very involved in the state and local communities in which she lives. She sits on the board of the League of Women Voters of Florida and LWV of Miami-Dade County. She has taken on leadership roles, as Chair of the Fair Districts Committee and the Executive Committee at the state level and she chairs the nominating committee and the Immigration Task Force for LWV of Miami-Dade County.



She remains active in her local school as a mentor to high school girls from the Carrollton School of the Sacred Heart. Ms. Pines has been a member of the American Immigration Lawyers Association since 1996 and formerly served on the South Florida Chapter board. Ms. Pines received her Bachelor of Business Administration Degree from the University of Miami in 1985 and earned an M.B.A. there in 1988. She received her Juris Doctor degree from St. Thomas University School of Law in 1994. She is also a graduate of the University of Florida Wedgworth Leadership Institute.

### **LAURIE PIZZO**

Laurie Pizzo, Commissioner of Spring Hill was appointed to the Commission by Attorney General Bill McCollum in 2007 and reappointed in March 2012 by Speaker of the House Dean Cannon. Commissioner Pizzo has been a Multi-Million \$\$ Real Estate Producer since 2004. She has completed her AHWD, GREEN and GRI designations in her profession as a REALTOR® and proudly works with Keller Williams Realty- Elite Partners. She is an appointed member to several committees for the Florida REALTORS® that deal with Public Policy. She is very involved with Governmental Affairs both with the Hernando County Association of REALTORS® and the Greater Hernando County Chamber of Commerce. Commissioner Pizzo serves on the Community Advisory Council for HCA Oak Hill Hospital and the Board of Directors for Habitat for Humanity of Hernando County. For many years she has fundraised and/or ran grassroots campaigns for many political candidates in Hernando County. Commissioner Pizzo is also a 2007 graduate of Leadership Hernando for the Greater Hernando County Chamber of Commerce and a 2007 graduate of Hernando County Association of Realtors Leadership Development Program. She loves to travel, kayak, the gym and her 3 wonderful felines. She is a bit of an adventurer and has skydived, whitewater rafted, swam with stingrays and dolphins. This is just a sampling of her bucket list.





### CINDY HARTLEY ROSS

Commissioner Cindy Hartley Ross is a Lakeland, Florida native. She has been married to Dennis Alan Ross since 1983 and they have two children, Shane and Travis. They are all members of First Presbyterian Church, and have enjoyed traveling to 49 United States and several countries together as a family.

Community service has been a way of life for Cindy since serving as a hospital volunteer in Middle School. Mrs. Ross is in the 12th year serving her alma mater Polk State College as a Trustee. Additionally she serves on the PSC Foundation, is immediate past president of the PSC Alumni Association, and represents PSC in the Florida Association of Community Colleges (FACC) and the national organization Association of Community College Trustees (ACCT) where she assisted in educating and persuading legislators to retain and increase the Perkins and Pell Grants and also supported development of a national course title and numbering system synonymous for all colleges, public, private, Community Colleges and Universities to benefit transfer students.

Cindy is President of Polk Arts Alliance, and is editor for its Art-i-facts magazine. She serves on the Board of Governors for the Polk Museum of Art; Polk County Tax Collector's Kids Tag Art Board; Florida House – Washington DC, Lakeland Council; the Advisory Boards of Habitat for Humanity and Junior League of Greater Lakeland; and is a past board member, currently an Ambassador for Girls Inc. At George Jenkins High School (GJHS) she is President of the Academic Booster Club, serves on the Athletic Booster Club, Eagle Football Booster Club and was the GJHS volunteer of the Year 2008/09. Mrs. Ross was awarded the Kids Count Award in 1997/98; Rochelle School of the Arts Volunteer of the Year 2006/07 and Presidents Volunteer Service Award in 2007/08. Cindy Ross has been a member of the Republican Women's Club of Lakeland, Federated for 25 years. She has attended 3 Republican National Conventions serving as a Delegate (2000) and Alternate Delegate (1996). Cindy believes strongly in America's electoral process. "Giving, sharing and helping others brings an amazing feeling of comfort, joy and peace to my inner self as I try to please God in all that I do."

## NATASHA SIMON

Commissioner Natasha Simon of Tallahassee was appointed in March 2011 to the FCSW by House Speaker Dean Cannon. She is originally from Wildwood, Florida. Natasha graduated from Florida State University with a BS in Psychology and a minor in Special Education. Upon graduating from FSU, she taught Middle School Special Education in both Osceola and Leon counties.

Commissioner Simon currently serves on the Board of Directors for Boys Town North Florida, a non profit, publicly-supported organization that reaches out to help fragile children and families in need. She is a member of Jack and Jill of America, Incorporated, an African-American organization of mothers who nurture future leaders through chapter programming, community service, legislative advocacy and philanthropic giving. Along with her husband, Simon co-founded The Corey Simon Success Center in 2003, a nonprofit after school mentoring program that serves at risk youth in the city of Tallahassee.

Commissioner Simon is the owner of Accessible Transport, Inc., a non-emergency medical transportation company. She is happily married to Corey Simon, and they are the proud parents of a son, Corey Simon, Jr.



## BARBARA WALL

Barbara Wall has lived in Okaloosa County since 1992. After moving to Florida, she became actively involved in politics. She is past President of the Republican Women of Okaloosa Federated, Silver Sands Republican Women and the Florida Federation of Republican Women. Barbara works within the community as Past Chairman of the Northwest Florida State College Institute for Senior Professionals, and serves on The Okaloosa County Commission on the Status of Women. She is on the Executive Leadership team for the American Heart Association Heart Walk and is currently the Chairman of the Okaloosa County Republican Executive Committee. Past involvement includes serving on the Boards of Director for the Youth Village and Twin Cities Women's Club. In 2007, she was inducted into the Okaloosa County Commission on the Status of Women Hall of Fame.





***COMMISSION STAFF***

Kelly S. Sciba, Executive Director  
Michele S. Manning, Assistant Director  
Kimberly Mehr, Staff Assistant  
Veronica Vasquez, Research Specialist  
Juanita Williams, Intern (Not pictured)





**The Florida Commission on the Status or Women**

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