

2020 ANNUAL REPORT

Celebrating
100 Years
& Planning 100 more



**Florida Women's
Suffrage, Voting,
& Representation**



FLORIDA COMMISSION
on the STATUS of WOMEN

LETTER *from* the CHAIR

Dear Fellow Floridian,

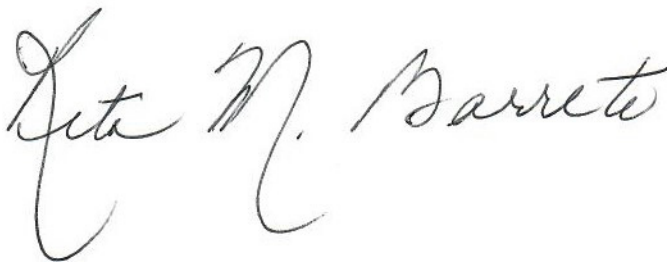
The Florida Commission on the Status of Women proudly presents its 2020 Annual Report. Pursuant to Section 14.24, Florida Statutes, the Commission is mandated annually to study the changing and developing roles of women in American society, including the implementation of recommendations to improve working conditions, financial security, and the legal status of both sexes.

This year has presented all of us with challenges, but also opportunities. By focusing on celebrating the Women's Suffrage Centennial, the Commission shared the stories of the brave women who paved the way for women's equality. They taught us about tenacity and leadership through adversity. They gave us a reason to come together to celebrate the great achievements of women throughout Florida.

We believe that the research and information provided herein sheds light on the issues and challenges specific to Florida women and highlights the tremendous achievements and progress that women have made statewide. To that end, we are pleased to present our Annual Report to the citizens of Florida for their thoughtful consideration.

Thank you for your support of the Commission, and through us, your support for the Women of our State. If you have any questions or need assistance, please feel free to contact the FCSW Office at (850) 414-3300.

Sincerely



Rita M. Barreto,
2020 Commission Chair



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Get
Social
with us



COMMISSIONERS

Members of the FCSW represent all areas of the state and volunteer their time to make life better for the women and girls of Florida.



Jennifer Canady
Lakeland



Anne Corcoran
Tampa



Lori Day
St. Johns



Gayle Harrell
Stuart



Karin Hoffman
Lighthouse Point



Carol Schubert Kuntz
Winter Park



Jenna Persons
Fort Myers



**Rachel Saunders
Plakon**
Lake Mary



Marilyn Stout
Cape Coral



Maruchi Azorin, MBA
Tampa



Rita M. Barreto
Palm Beach Gardens



**Melanie Parrish
Bonanno**
Dover



Madelyn Butler, MD
Tampa



Denise Dell-Powell
Orlando



Sophia Eccleston
Wellington



Candace D. Falsetto
Coral Gables



Heather Fitzenhagen
Fort Myers



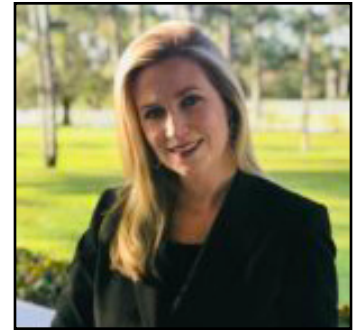
Wenda Lewis
Gainesville



Roxey Nelson
Tampa



Rosie Paulsen
Tampa



Cara C. Perry
Palm City



**Lady Dhyana Ziegler,
DCJ, Ph.D.**
Tallahassee

Kelly S. Sciba, APR
Executive Director

Rebecca Lynn
*Public Information
& Events Coordinator*

Kimberly S. Mehr
Operations Coordinator

STAFF

**THE FLORIDA
COMMISSION ON
THE STATUS OF
WOMEN SERVES
TO ENRICH THE
ABILITY OF FLORIDA
WOMEN AND
GIRLS TO ACHIEVE
THEIR FULLEST
POTENTIAL.**

FCSW Mission Statement

ENABLING LEGISLATION

The Commission's legislative authority exists in Section 14.24 Florida Statutes.

(1) There is established in the Office of the Attorney General the Florida Commission on the Status of Women, consisting of 22 members. The Speaker of the House of Representatives, the President of the Senate, the Attorney General, and the Governor shall each appoint four members, and the Chief Financial Officer and the Commissioner of Agriculture shall each appoint three members, for a term of 4 years. The members appointed shall include persons who represent rural and urban interests and the ethnic and cultural diversity of the state's population. No member shall serve more than 8 consecutive years on the Commission. A vacancy shall be filled for the remainder of the unexpired term in the same manner as the original appointment.

(2) The Commission shall meet once in the first, second, and fourth quarters of each year and upon the call of the chairperson or two other officers. Annually, at the meeting in the first quarter, officers consisting of a chairperson, vice chairperson, secretary, and treasurer shall be elected. Each officer shall serve until a successor is elected and qualified. No officer shall serve more than two consecutive terms in the same office.

(3) Members of the Commission shall serve without compensation, but shall be reimbursed for per diem and travel expenses in accordance with s. 112.061.

(4) It shall be the duty of the Commission to study the changing and developing roles of women in American society. The study shall include, but not be limited to, the following areas:

- (a) The socioeconomic factors that influence the status of women.*
- (b) The development of individual potential.*
- (c) The encouragement of women to utilize their capabilities and assume leadership roles.*
- (d) The coordination of efforts of numerous women's organizations interested in the welfare of women.*
- (e) The identification and recognition of contributions made by women to the community, state, and nation.*
- (f) The implementation of paragraphs (a)-(e) where working conditions, financial security, and legal status of both sexes are improved.*

(5) The Commission may apply for and accept funds, grants, gifts, and services from the state, the government of the United States or any of its agencies, or any other public or private source for the purpose of defraying clerical and administrative costs as may be necessary in carrying out its duties under this section.

(6) Beginning January 1, 1993, the commission shall report annually on January 1 to the Governor, the Attorney General, the Cabinet, the Speaker of the House of Representatives, the President of the Senate, and the minority leaders of the House and Senate on the study carried out under the provisions of this section.



ABOUT *the* FLORIDA COMMISSION *on the* STATUS *of* WOMEN

Since 1991, leaders from across Florida have been appointed to the Florida Commission on the Status of Women. Collectively, these leaders, with the support of dedicated staff, work to deliver programming aimed at improving the well-being of Florida women and girls – and by extension, all Floridians.

We have a three-fold mission:

Collaboration. Education. Celebration.

We **COLLABORATE** with organizations statewide to raise awareness of the challenges and issues facing Florida women and families, and the resources available for assistance.

We **EDUCATE** Floridians by hosting educational forums and seminars on far-ranging women's issues; from economic challenges to climbing the ladder of success.

We **CELEBRATE** the contributions and successes of women and girls.

2020 Year in Review

SOCIOECONOMIC FACTORS THAT INFLUENCE THE STATUS OF WOMEN

Section 14.24 Florida Statutes

The socioeconomic status of women refers to the social standing or class of the group. It is often measured as a combination of education, income, and occupation.

Florida is the country's third largest state by population, according to the U.S. Census Bureau. The state has grown from approximately 13 million residents in 1990, to nearly 22 million in 2019, with continued growth expected.

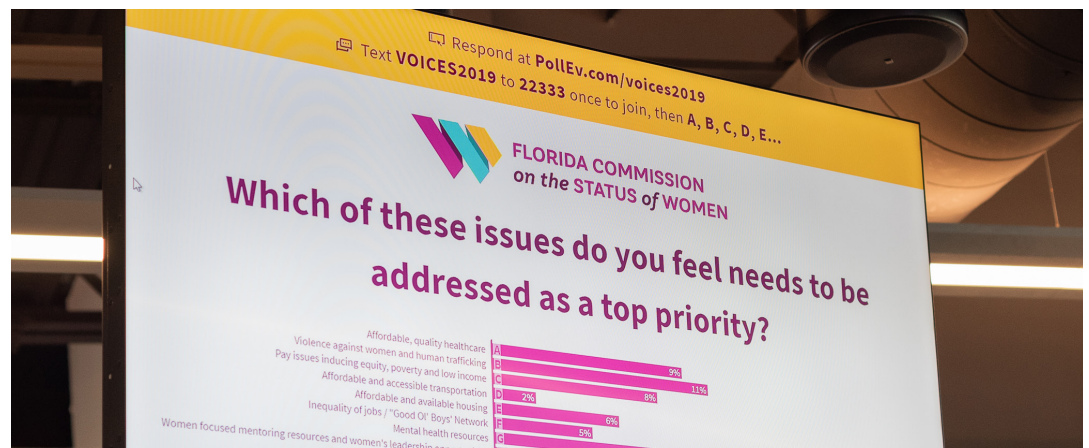
Women and girls make up 51.2% of Florida's total population - approximately 10.9 million individuals according to the U.S. Census Bureau's 2019 population estimates (data.census.gov.)

From June 2019 - January 2020, the Commission conducted this ambitious state-wide listening campaign, inviting women to join in identifying issues they cared about through in-person community conversations and an online survey. Overall, the Commission received input from more than 1,500 women. The Florida Commission on the Status of Women began 2020 by hosting the final four community conversations that were part of our comprehensive Voices of Florida Women project. Sessions were held in Tampa, Panama City, North Tallahassee, and South Tallahassee.

Florida Women expressed concerns over a wide range of subjects, all of which we believe are important and deserve attention. These five key issues, listed in alphabetical order, received the most mentions across the forums and survey:

- » **Affordable Housing**
- » **Caregiving (child and senior)**
- » **Economic Security**
- » **Healthcare (physical and mental)**
- » **Women's Leadership**

While these issues seem to be very different, almost all of them are tied to economic security in some way. For more detailed information on this project, please see the Voices of Florida Women Community Conversations and Survey Report (March 2020.)



Continuing the Conversation



On February 5, 2020, the Florida Commission on the Status of Women invited women from across the state to gather in Tallahassee to first learn from a panel of experts on each of the five key issues and then to brainstorm answers to the framing questions in round-table discussions.

Recommendations developed during *Continuing the Conversation* are available on the Commission's website at www.fcswnet.net.



The Experts on the Issues

Affordable Housing
Economic Security
Women in Leadership
Caregiving
Healthcare Concerns

Nicole Travis Director of Community and Economic Development, City of Lakeland
Paula Liang Chair, Catalist, Jacksonville Women's Leadership Coalition
Andrea Messina Executive Director, Florida School Board Association
Tamara A. Price Early Learning Program Manager Dept of Education, Office of Early Learning
Gail Ryder Vice President, Behavioral Health Services, BayCare Hospitals

LEAD Lunch & Learn: COVID-19 IMPACT PANEL

Florida Commission on the Status of Women is committed to providing resources and information in support of the empowerment and success of women. FCSW Lunch and Learn sessions bring together commissioners, experts in their fields, advocates, and other community members to explore key issues concerning Florida women.

Due to the COVID-19 pandemic, all educational programming moved on-line, offering high caliber speakers and timely, sometimes difficult conversations.

The Florida Commission on the Status of Women hosted its inaugural virtual LEAD Lunch & Learn on June 11 to discuss the impact of

COVID-19 on women. Participants learned from an expert panel of Commissioners about education, healthcare, eldercare, and business as they discuss how the COVID-19 pandemic has impacted women uniquely in each of these areas, and gained knowledge from other women on how to address and overcome these challenges. Following the panel, participants were given the opportunity to share insights and stories about how COVID-19 has affected them, their families, and their communities. Nearly 150 women from across the state engaged in the virtual event when it was launched, and many more accessed the recording through the Commission's YouTube Channel.

Commissioner Panelists



Rita M. Barreto
Business



Madelyn Butler, MD
Health



Jennifer Canady
Education



Senator Gayle Harrell
Eldercare



Karin Hoffman
Moderator

Special Report: COVID-19 IMPACT on WOMEN

As the calendar turned to 2020, women across the nation anticipated celebrating the **Women's Suffrage Centennial** and the great advances women have made over the last 100 years. However, the emergence of the COVID-19 pandemic quickly and quietly turned back many women's advancements, especially in the workplace. The economic and social impacts have been felt by everyone, but women have been hit disproportionately hard.

During the Great Recession from 2007 - 2009, men lost twice as many jobs as women. Not true with COVID-19's economic downturn. In fact, this is the first U.S. recession to cause substantially more job losses for women than men. According to the National Women's Law Center, women accounted for nearly 54% of all job losses since the pandemic began. In Florida, statistics from the U.S. Department of Labor show that 52.8% of Unemployment Claimants are women. Women have been particularly likely to

lose jobs in leisure and hospitality, a big piece of the Florida Economy.

It is also important to note that only those actively looking for work are included in government unemployment statistics. Those who have stopped looking for work are not counted. In September 2020 alone, 865,000 women were forced out of the labor force, and an estimated 2.2 million women have left the workforce, many with no plans to return, according to the Institute for Women's Policy Research.

Childcare poses an additional challenge to working mothers during the pandemic. Coronavirus shutdowns have closed schools and daycare centers around the country, keeping kids at home and making it even harder for mothers, who tend to provide the majority of childcare, to keep working. This additional commitment leaves women strained and overly stressed and many give up their paid jobs.

According to Misty Heggeness, Senior Advisor/Research Economist U.S. Census Bureau, "While advancements have been made over recent decades regarding women's rights, wage equality, and participation in formal labor markets, this pandemic has made it clear that something has got to give. Moms are trying to juggle multiple responsibilities: the job they get paid to do in the formal labor market alongside the responsibilities of parenting and childcare."

These socioeconomic changes are likely to persist long after the pandemic. According to research by the Pew Foundation, gender is also linked to how people see the post-coronavirus landscape. Women are more likely than men to say they expect their lives will remain changed in major ways (54% vs 47%).

Works Cited

- Ewing-Nelson, C. (2020, October). Four times more women than men dropped out of the labor force in September. National Women's Law Center.
- Catalyst. (2020 December 8). The detrimental impact of Covid-19 on gender and racial equality: Quick Take. (2020, December 8). Catalyst.
- M.L. Estimating the immediate impact of the COVID-19 shock on parental attachment to the labor market and the double bind of mothers. *Rev Econ Household* 18, 1053–1078 (2020). <https://doi.org/10.1007/s11150-020-09514-x>
- U.S. Department of Labor Office of Unemployment Insurance. 2020. "Characteristics of Unemployment Insurance Claimants." (Accessed November 23, 2020).

STATE COVID-19 IMPACT PLANNING REPORT

Florida (FIPS 12)

KEY FACTS

20,598,139

Total Population

7,621,760

Total Households

2.65

Average Household Size

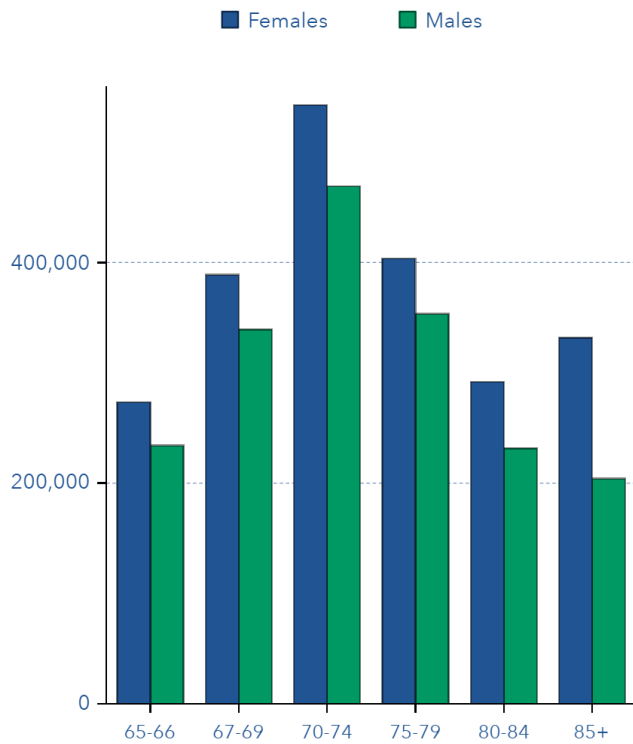
41.9

Median Age

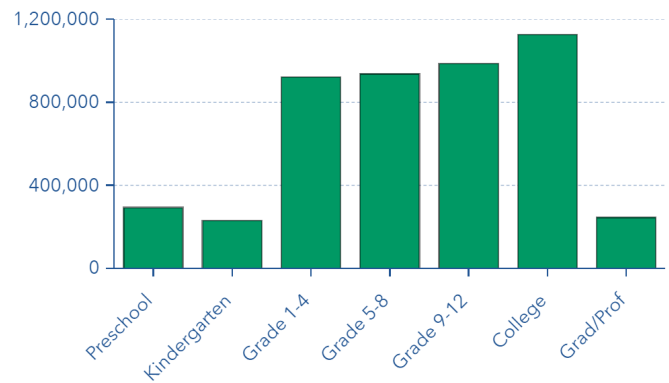
81.2%

Internet At Home

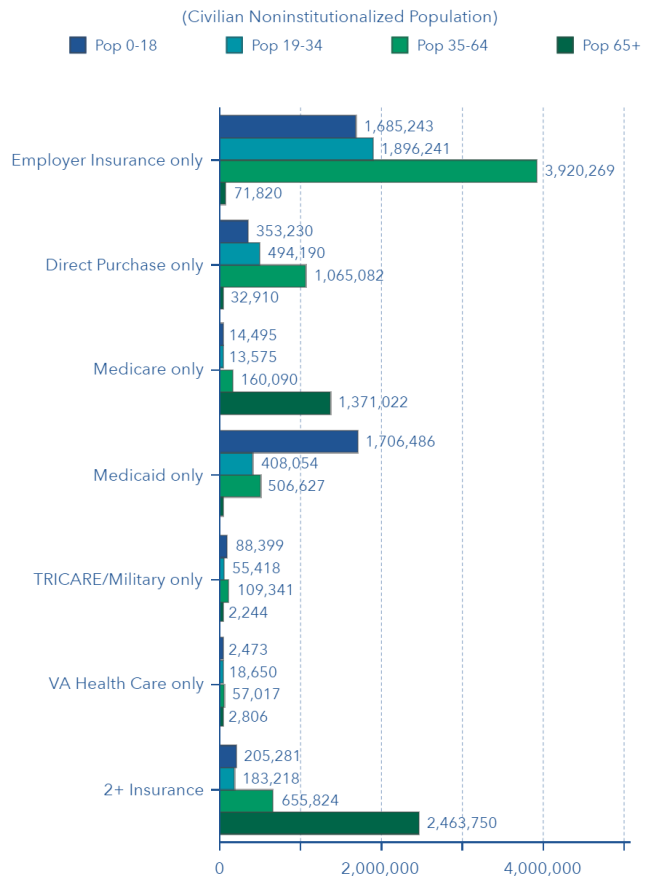
POPULATION 65 AND OLDER



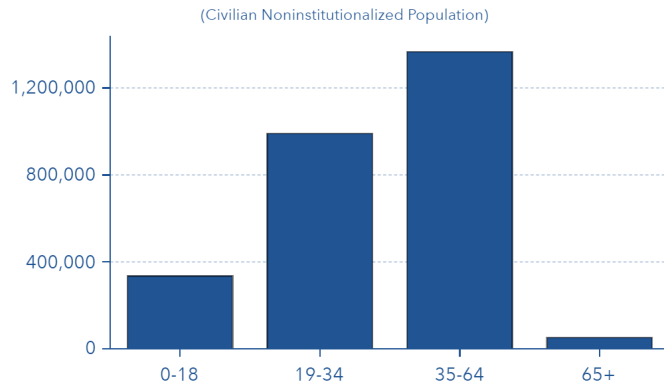
SCHOOL ENROLLMENT (AGE 3 AND OVER)



HEALTH INSURANCE COVERAGE BY AGE



POPULATION WITH NO HEALTH INSURANCE BY AGE



POPULATION AND POVERTY STATUS Total

Population for whom Poverty Status is Determined	20,178,544
Income to Poverty Ratio <0.50	1,299,551
Income to Poverty Ratio 0.50-0.99	1,684,300
Income to Poverty Ratio 1.00-1.24	1,043,650
Income to Poverty Ratio 1.25-1.49	1,031,014
Income to Poverty Ratio 1.50-1.84	1,468,272
Income to Poverty Ratio 1.85-1.99	610,299
Income to Poverty Ratio 2.00+	13,041,458

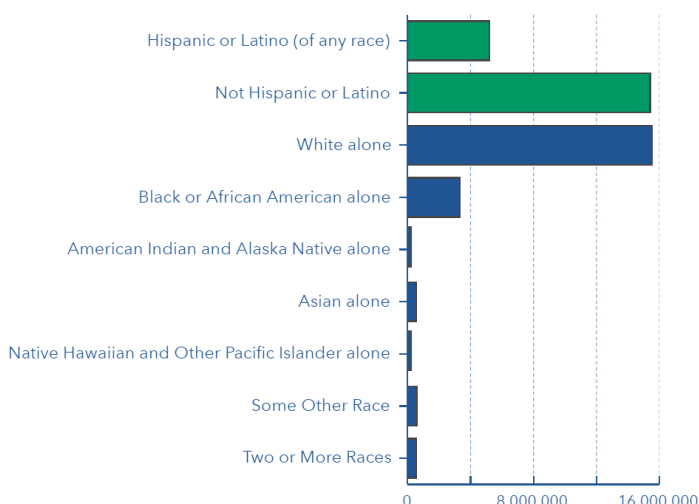
POVERTY LEVELS Below At or Above Total

All Households	1,058,418	6,563,342	7,621,760
Married-Couple Family Households	213,068	3,347,450	3,560,518
Other Families Hhlds w/Male Householder	54,281	315,950	370,231
Other Families Hhlds w/Female Householder	254,408	732,684	987,092
Nonfamily Hhlds w/Male Householder	215,855	1,015,900	1,231,755
Nonfamily Hhlds w/Female Householder	320,806	1,151,358	1,472,164

OTHER POPULATION FACTS Total

Population Density (per square km)	148.2
Population in Dependent Age (under 18 and 65+)	8,212,928
Population 65+ Living in Group Quarters	80,238
Average Household Size of Owner-Occupied Unit	2.63
Average Household Size of Renter-Occupied Unit	2.68

HISPANIC ORIGIN AND RACE



LANGUAGE SPOKEN AT HOME BY AGE 5-17 18-64 65+ Total

Language	5-17	18-64	65+	Total
English Only	2,160,566	8,425,329	3,224,916	13,810,811
Spanish	676,957	2,950,520	572,201	4,199,678
Speak English "very well"	562,162	1,668,349	172,483	2,402,994
English less than "very well"	114,795	1,282,171	399,718	1,796,684
Other Indo-European	138,561	685,068	198,804	1,022,433
Speak English "very well"	117,769	450,242	107,834	675,845
English less than "very well"	20,792	234,826	90,970	346,588
Asian-Pacific Island	36,241	229,458	48,852	314,551
Speak English "very well"	28,066	130,820	20,155	179,041
English less than "very well"	8,175	98,638	28,697	135,510
Other Languages	18,807	94,836	19,603	133,246
Speak English "very well"	16,046	70,133	11,984	98,163
English less than "very well"	2,761	24,703	7,619	35,083

BUSINESSES



557,308
Total Employer Establishments



8,385,577
Total Employees



\$378,219,262
Total Annual Payroll (\$1,000)



2,245,127
Total Non-Employer Establishments



\$98,320,439
Total Non-Employer Revenue (\$1,000)

POVERTY



1,058,418
Households Below Poverty Level



1,080,766
Households Receiving Food Stamps/SNAP

AT-RISK POPULATION



1,972,051
Households With Disability



972,146
Households w/Pop 65+ Living Alone



493,915
Households Without Vehicle

United States™
Census
Bureau

LEAD Lunch & Learn: A Woman's Heart: Racism, Impact, & Change

"We all must continue to engage in open dialog in a safe environment where people feel comfortable about sharing their life experiences and perspectives for greater understanding of our views and differences."

- Attendee

The Florida Commission on the Status of Women held its second Virtual LEAD Lunch & Learn on Tuesday, June 23. This open and heartfelt discussion about women's perspectives and experiences with race

and how women can better understand and support each other drew nearly 150 viewers. The discussion, moderated by Commissioner Karin Hoffman, founder and CEO of Key Innovative Solutions, included:

Lakesha Burton, Assistant Chief of the Jacksonville Sheriff's Office and Founder of Tesha's Hands Incorporated

Dr. Patrice A. Harris, the 174th president of the American Medical Association

Stacy Campbell-Domineck, President & CEO of Career Source Polk

Commissioner Sophia Eccleston, External Affairs Manager at Florida Power and Light

Commissioner Lady Dhyana Ziegler, Ph.D., DCJ, President, and CEO of ZCreators and former Dean of the School of Journalism at Florida A&M University



2020 Year in Review

DEVELOPMENT OF INDIVIDUAL POTENTIAL

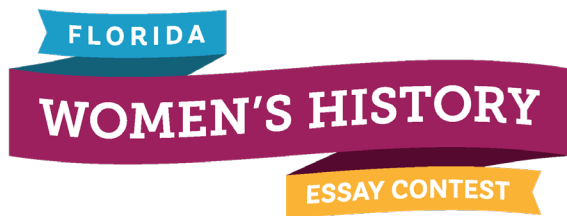
Section 14.24 Florida Statutes

Individual development includes activities that improve awareness and identity, develop talents and potential, build human capital and facilitate employability, enhance the quality of life, and contribute to the realization of dreams and aspirations.

The Commission supported the development of individual potential in 2020 through hosting the **2020 Florida Women’s History Essay Contest** and **Video Contest**.

Celebrating women’s history presents the opportunity to honor and recount stories of our female leaders’ talents, sacrifices, and commitments and inspires today’s generations. The Florida Women’s History Essay Contest is designed to inspire the future leaders of our state and to help them learn about women’s history.

In recognition of the Centennial of Women’s Suffrage the middle-school participants in this year’s contest were challenged to write about “What the right to vote means to you and explain why everyone should vote in the 2020 election.” The Commission honored the winners of the contest during a celebration luncheon on the 22nd floor of the Florida Capitol as part of the 2020 LEAD Summit.



2020 Women’s History Essay Contest

THE RIGHT TO VOTE

What the right to vote means and why everyone should vote in the 2020 election

Read the winning essays at fcsww.net

6th Grade Winners

Ziya Chambers

Paul Laurence Dunbar Middle School

Peyton Sidwell

Paul Laurence Dunbar Middle School

7th Grade Winners

Milana Fonte

Nova Southeastern U-School

Daniella Gold

Walter C. Young Middle School

8th Grade Winners

Meadow Stanley

Paul Laurence Dunbar Middle School

Jaansi Parsa

Paul Laurence Dunbar Middle School

The **Inaugural Florida Women’s History Video Contest** asked high-school students to help get out the vote for the 2020 Florida elections by creating a public service announcement encouraging eligible voters to register and turn out at the polls.

Two Florida Students, Grace Stanley of West Florida High School of Advanced Technology in Pensacola and Autumn “Pepper” Rhodes of Cypress Lake High School Center for the Arts in Fort Myers, tied and won first place honors. Both videos can be viewed at www.fcsw.net



FLORIDA
WOMEN’S HISTORY
VIDEO CONTEST

2020 Year in Review

ENCOURAGEMENT OF WOMEN TO UTILIZE THEIR CAPABILITIES AND ASSUME LEADERSHIP ROLES

Section 14.24 Florida Statutes

Women are powerful agents of change, and the far-reaching benefits of diversity and gender parity in leadership and decision-making are increasingly recognized in all spheres.

The Florida Commission on the Status of Women has developed two powerful programs to inspire women to continue to seek new leadership roles; the **Annual LEAD** (Leadership, Education, Advocacy, and Development) **Summit** and **LEAD Lunch & Learn**.

In addition, the Commission participated in several leadership events including the Girl Scouts, and Chomp the Vote with the University of Florida.

2020 LEAD SUMMIT

This year, more than 150 participants from across the state took part in the free, two-day event to learn about how to engage with the Florida Legislature and navigate the legislative process. Attendees had the opportunity to hear presenters, discuss topics important to women, and better understand how to strengthen their local community and by extension the State of Florida. The Summit is a valuable resource to women across Florida, inspiring them to engage in the legislative process.





University of Florida Chomp the Vote

On September 9th, University of Florida’s Chomp the Vote hosted FCSW Commissioners Maruchi Azorin, Wenda Lewis, Rachel Saunders Plakon, Sophia Eccleston, and Rita Barreto for

a virtual discussion of women in leadership, suffrage, and the next 100 years. The event was open to all University of Florida students.

Girl Scouts of Southeast Florida Centennial of Suffrage Virtual Experience

Commission Chair Rita Barreto served as a keynote speaker during the Girl Scouts of Southeast Florida’s Centennial of Suffrage Virtual Experience on August 5, 2020. Speaking

to more than 300 girls, Commissioner Barreto gave an overview of the Suffrage Centennial and encouraged Scouts to become leaders in their communities.

2020 Year in Review

COORDINATION OF EFFORTS OF NUMEROUS WOMEN'S ORGANIZATIONS INTERESTED IN THE WELFARE OF WOMEN

Section 14.24 Florida Statutes

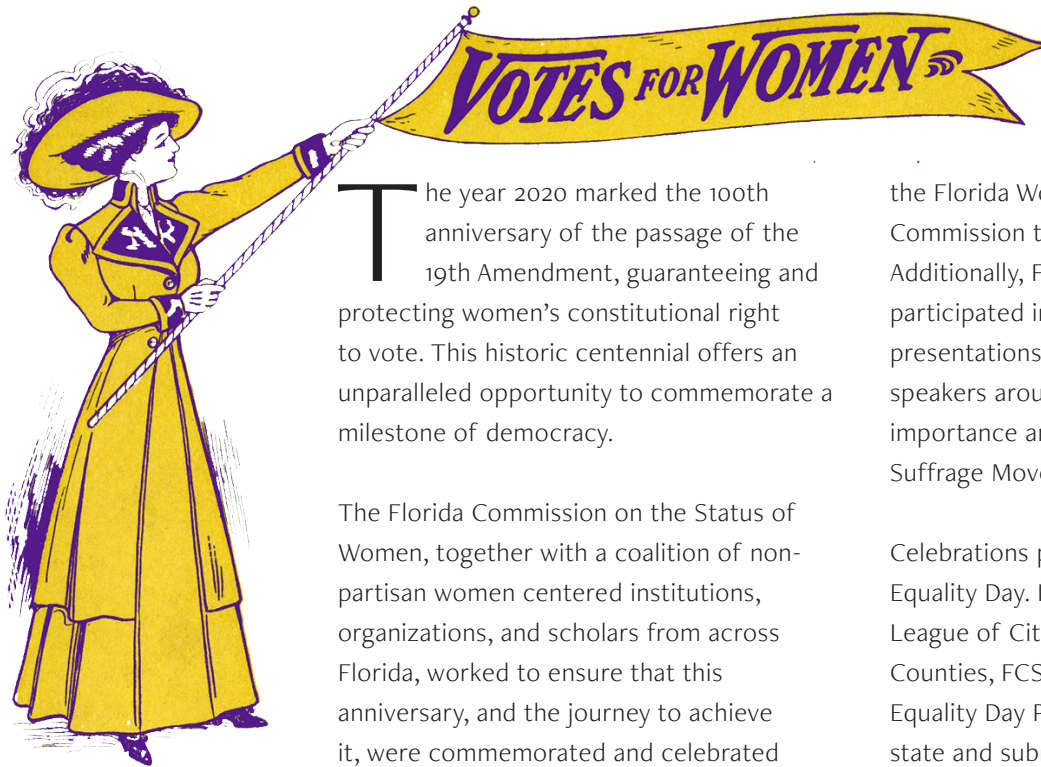


Image inspired by postcard from the National Museum of American History

The year 2020 marked the 100th anniversary of the passage of the 19th Amendment, guaranteeing and protecting women’s constitutional right to vote. This historic centennial offers an unparalleled opportunity to commemorate a milestone of democracy.

The Florida Commission on the Status of Women, together with a coalition of non-partisan women centered institutions, organizations, and scholars from across Florida, worked to ensure that this anniversary, and the journey to achieve it, were commemorated and celebrated throughout the state.

FCSW began celebrations by developing and distributing Florida Suffrage branding and templates for fliers, presentations, and proclamations. The Commission designed and maintained a website and social media accounts on Facebook and Twitter dedicated to documenting Florida’s commemoration. Several resources and promotional materials were made available, including toolkits from national women’s organizations, historic newspaper clippings, reading materials on the history of the Suffrage Movement, and a list of 100 ideas to celebrate 100 years of Women’s Suffrage, among others. The website also hosted an up-to-date statewide calendar.

The Commission also coordinated two statewide conference calls for the public to collaborate and share ideas of centennial celebration plans, and FCSW Executive Director Kelly Sciba made a presentation to

the Florida Women’s Suffrage Centennial Commission to offer support and assistance. Additionally, FCSW Commissioners participated in press conferences, gave presentations, and appeared as keynote speakers around the state to discuss the importance and impact of the Women’s Suffrage Movement.

Celebrations peaked on August 26, Women’s Equality Day. In partnership with Florida League of Cities and Florida Association of Counties, FCSW distributed the Women’s Equality Day Proclamation throughout the state and submitted same for execution by the governor. Commissioners sent editorials to their area press and participated in the nationwide Toast to Tenacity video project to honor suffragists’ tenacious efforts in the fight for women’s voting rights.

Finally, from June through November, the Commission hosted a monthly live virtual series, Florida Suffrage Tea Time, and invited experts in the fields of history, voting, and women’s rights for panel discussions and audience Q&A. Recordings of these events remain available on the Florida Commission on the Status of Women’s Facebook, Youtube, and website, www.fcsw.net



Florida Suffrage Tea Time



June 25 - Spanish Flu and its Impact on Women's Suffrage with Dr. Katheryn Steinhaus, Seminole State College and FCSW Commissioner Rachel Saunders Plakon



July 23 - Women's Voting after Suffrage with Florida Secretary of State Laurel Lee and FCSW Commissioner Sophia Eccleston



August 18 - African American Women Leaders in the Suffrage Movement: A special celebration of the date that Tennessee became the 36th state to ratify the 19th Amendment in collaboration with Florida Humanities and Florida Women's Suffrage Centennial Celebration Commission with Dr. Sharon Austin of the University of Florida, Dr. Ashley Roberston Preston, and Commissioner Lady Dhyana Ziegler, Ph.D., Immediate Past-Chair

September 24 - Rightfully Hers in conjunction with the Florida Historic Capitol Museum with Tiffany Baker, Museum Director, Rachel Porter, Director of Research & Programing, and Commissioner Cara Perry

October 19 - The Impact of Women's Voting Past and Present with University of South Florida Professor Emerita and Author Dr. Susan MacManus and Commissioner Lori Day

November 19 - Women and the Judiciary with Florida Supreme Court Justice Jamie R. Grosshans, Florida State Representative and member of the Florida Women's Suffrage Centennial Commission Fentrice Driskell, Florida Bar President Dori Foster-Morales, and FCSW Commissioner Melanie Bonanno



Special Report: INFLUENCE of WOMEN VOTERS

Information provided by Dr. Susan MacManus, Distinguished University Professor at the University of South Florida (retired).

A century after the 19th Amendment gave women the right to vote, about half of U.S. adults (49%) – including 52% of men and 46% of women – say granting women the right to vote has been the most important milestone in advancing the position of women in the country, relative to other notable events and achievements, according to data from the Pew Research Center. And women have largely exercised this right: In every U.S. presidential election dating back to 1984, women reported having turned out to vote at slightly higher rates than men.

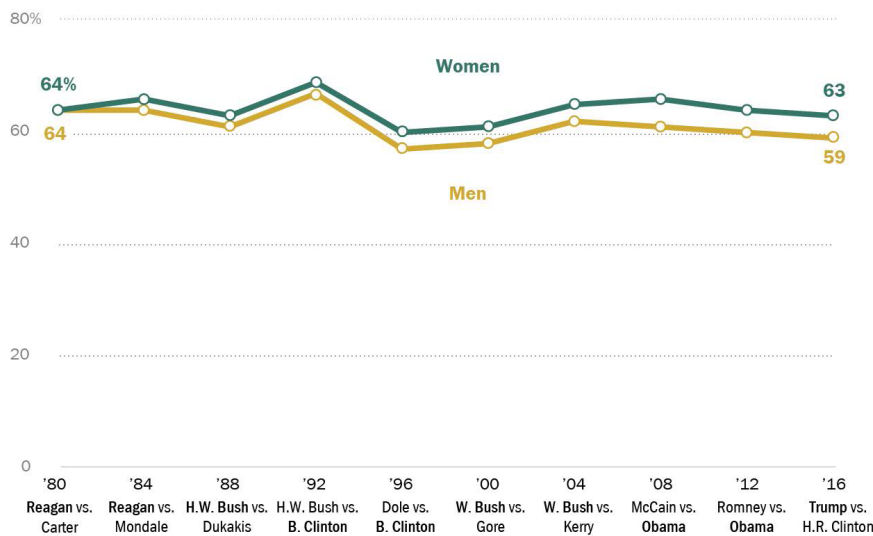
Florida's 29 electoral votes make up 10.7% of the electoral college votes. Florida is the nation's most diverse swing state and has been for decades, and women make up 52%

of Florida's registrants. Although women make up a larger share of Florida's Democrats (58% statewide) than Republicans (49% statewide), they're still important to both parties as well as NPAs, libertarians, and minor parties.

Over one-third of Florida registered voters are non-white. It is notable that women are the majority of registered voters, and the gender registration gap is widest among Hispanics, Blacks, and Asian populations in Florida. The gap is narrower among Florida's White population. This gender gap among women of color is not just in Florida, but across the country, and it can be tied to greater percentages of women earning degrees than men, especially among Black and Hispanic populations.

Historically, women have had slightly higher rates of voter turnout than men

% of eligible voters who say they voted, by gender



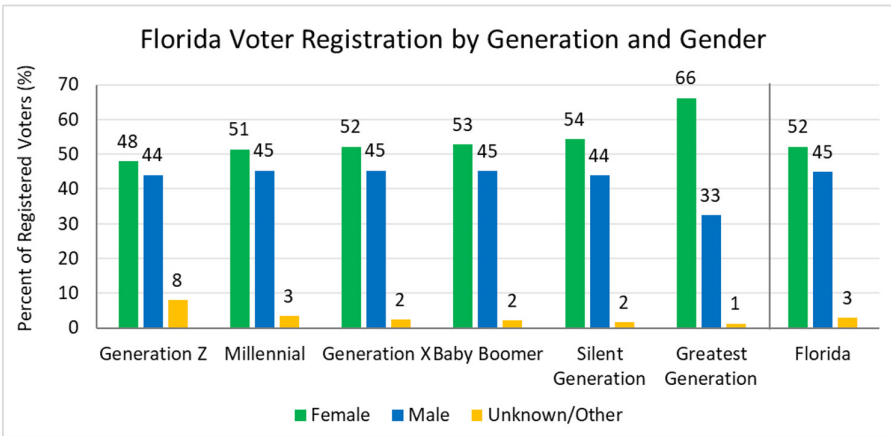
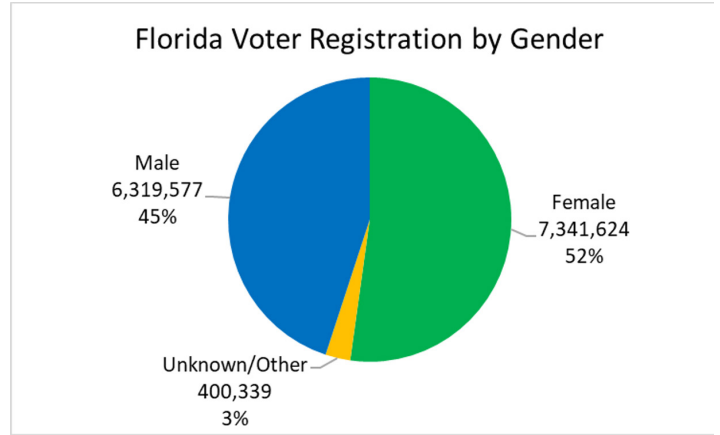
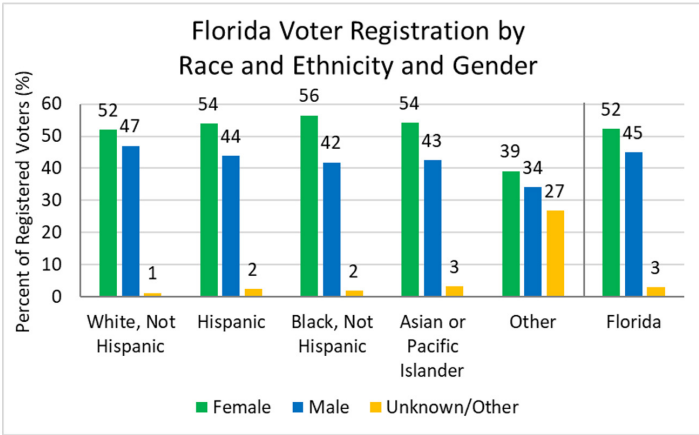
Note: Eligible voters are U.S. citizens ages 18 and older. Prior to 1996, the CPS did not collect information on citizenship in a uniform way. Estimates for voter turnout prior to 1996 should be interpreted with caution, as they are not directly comparable to estimates from 1996 and after.

Source: Pew Research Center tabulations of the 1980-2016 Current Population Survey November Supplement.

PEW RESEARCH CENTER

Florida also has a very diverse population when it comes to age, with 45% of voters under the age of 50 and 28% over age 65. The Florida voter registration gender gap is greatest among older generations.

All of these factors mean that political campaigns cannot reach all women in Florida with the same messages, regarding the same issues, or even by the same means of communications. Women do not vote as a block, as their opinions, values, and beliefs differ greatly, but they are becoming a powerful political force. Beyond voting behaviors, more and more women are becoming involved in the political process by making monetary contributions, volunteering on political campaigns, or running for elective office.



Graphics created by Dr. MacManus; calculated from Florida Division of Elections, Florida Voter Registration System data as of September 2020.

Special Report: **WOMEN in the 2020 ELECTIONS**

National Election

The general election of 2020 was significant for women as the U.S. President-Elect selected the nation’s first woman and woman of color, Kamala Harris, as Vice President. Beyond that milestone, the Center for American Women and Politics (CAWP), a unit of the Eagleton Institute of Politics at Rutgers University, reports a record number of women will serve in the 117th Congress: 143 women, with Georgia races not yet final.

Nationally, a record of at least 2,275 women will serve in state legislatures in 2021, with several more races still too close to call at the time of publication. For the first time in history, women will hold more than 30% of seats in state legislatures. Nevada is the only state where women will represent 50% or more of the state legislature.

Florida Election

Florida has no female U.S. Senators in 2021, and seven women of a total 27 members of the U.S. House, a net loss of one seat.

In our state government, Lieutenant Governor Jeanette Nunez, Attorney General Ashley Moody, and Agriculture Commissioner Nicole Fried hold three of five statewide elective executive positions.

Florida ranked in the middle of all states for the number of women serving in the state legislature. For the 2021 session, women will hold 15 of 40 seats in the Florida Senate and 40 of 120 seats in the Florida House of Representatives. The Florida legislature as a whole will be made up of 34.4% women, a record proportion.

2020 Year in Review

IDENTIFICATION AND RECOGNITION OF CONTRIBUTIONS MADE BY WOMEN TO THE COMMUNITY, STATE, & NATION

Section 14.24 Florida Statutes

By celebrating women's historic achievements, we present an authentic view of history. The knowledge of women's history provides a more expansive vision of what women can do and encourages us all to think larger and bolder.

Women's achievements are recognized on both the state and local level each year, through the

Florida Women's Hall of Fame and the **FCSW Spirit of Community Awards**.

Florida Women's Hall of Fame

The Florida Women's Hall of Fame was created by Florida Statute in 1982 to honor women who, through their lives and efforts, made significant contributions to the improvement of life for women and all Florida citizens. They are pioneers who have broken down barriers, created new opportunities, and championed issues to better Florida and its people. These women are immortalized in a special display in the halls of the Florida Capitol.

Each year, the Commission is charged with choosing just ten nominees to forward to the governor, who then determines the three inductees. While there will only be three women chosen each year to be forever recognized in the Rotunda of the Florida Capitol, it is truly an honor to be nominated and be among the ten finalists.

In February 2020, FCSW began accepting nominations for induction to the Florida Women's Hall of Fame. Commissioners were thrilled to read of the contributions and successes so many Florida women, both historic and contemporary, provide their state and nation. The Commission accepted nominations to the 2020 Women's Hall of Fame through May 15, 2020.

On August 13, 2020, the Commission made a live, virtual announcement of their ten nominees. Each of the finalists exemplify the outstanding achievement and the great diversity of women's contributions to Florida life. Finally, on November 24, Governor Ron DeSantis announced the three inductees to the 2020 Florida Women's Hall of Fame, and they are:



Alice Scott Abbott



Alma Lee Loy



E. Thelma Waters

SAVE *the* DATE

FLORIDA
WOMEN'S
HALL OF FAME
EST. 1982

**2020 VIRTUAL INDUCTION
CEREMONY**

Thursday

January 28, 2021

5:30 p.m.

on Facebook Live and YouTube

Florida Women's Hall of Fame Kiosk

For almost 50 years, the Florida Women's Hall of Fame has honored and celebrated the extraordinary contributions and accomplishments of Florida women. Commemorated in the halls of Florida's Capitol Rotunda, these pioneering women have broken down barriers, created new opportunities, and championed issues to better the lives of Florida citizens.

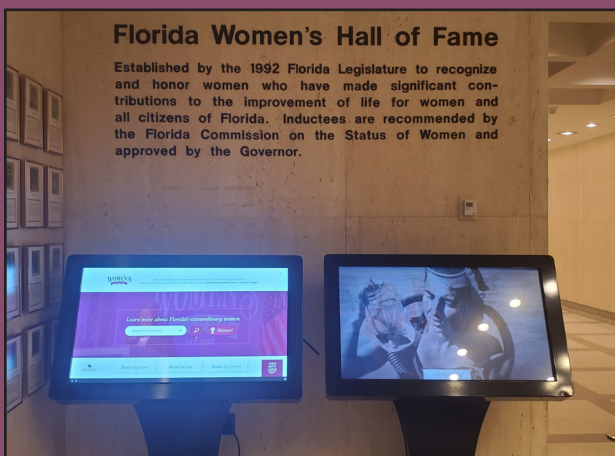
Until 2020, each member of the Hall of Fame has been immortalized with a plaque, etched with the stories of their lives and works, and hung on a wall in the Capitol Rotunda. This year, the Commission worked to bring these legacies to life in a digital format through the introduction of two video kiosks, allowing visitors greater engaging interaction with history.

By visiting one of two kiosks in the Rotunda, guests can now learn about the accomplishments and victories of more than 100 trailblazers who broke glass ceilings and fought to provide a better future for Florida women and girls. The units allow searches by interest area to learn about civil rights leaders, athletes, entrepreneurs, artists and more. This has been a year-long project that will be officially unveiled during the 2020 Florida Women's Hall of Fame induction ceremony.

Spirit of Community Awards

The Spirit of Community Award recognizes meritorious women and men who have improved the lives of Florida women and girls and have served as positive role models in their communities. Each year, the Commission accepts and reviews nomination packets of Florida residents by Florida residents and ultimately selects nine nominees to award. 2020 recipients will be honored virtually with a special ceremony during the 2021 LEAD Summit in the spring. This year's award recipients are:

- Okaloosa* **Peggy Brockman**
- Broward* **Felicia Brunson**
- Duval* **Lakesha Burton**
- Polk* **Lucia Campbell**
- Palm Beach* **Dolly Hand**
- Leon* **Zenani D. Johnson**
- Leon* **Diane McCain**
- Collier* **Denise Murphy**
- Leon* **Adrienne Stephenson Ph.D.**



2020 Year in Review

**IMPLEMENTATION
WHERE WORKING
CONDITIONS,
FINANCIAL SECURITY,
AND LEGAL STATUS
OF BOTH SEXES ARE
IMPROVED**

Section 14.24 Florida Statutes

The Florida Commission on the Status of Women represents the State of Florida's commitment to improving the quality of life for women and families. We recognize that when we help a woman succeed, we help her family, her community, and her state.

This Annual Report summarizes our continued commitment to improving the working conditions, financial security, and legal status of all Florida residents. As we look forward to 2021 and the 30th anniversary of the Commission, we will focus our research and educational efforts on one of the five key issues identified in the Voices of Florida Women initiative; women in leadership. The information and data we gather is integral to the Commission's efforts and helps identify challenges, potential solutions, and develop partnerships that will ensure Florida continues to be a state of opportunity and economic security for all women and girls.

While the events of 2020 have effected people globally, women have been impacted more than men due to challenges such as childcare and homeschooling responsibilities, mental health, and burnout. Women have also lost a disproportionate number of jobs during the pandemic. The report Women in the Workplace 2020 states that, "Due to the challenges created by the Covid-19 crisis, as many as two million women are considering taking a leave of absence or leaving the workforce altogether." This statistic represents approximately 1 in 4 women.

We thank the appointing authorities who entrust the FCSW with the responsibility of promoting women's full participation in society, making Florida a better place to live, work and raise a family.

Women in the Workplace

Despite a record-high number of Fortune 500 Women CEOs in 2020, there are still nearly 13 companies run by a man for every company run by women in the United States, according to Catalyst.

In 2019, women employees represented:

	<i>All Women</i>	<i>Women of Color</i>
C-Suite	21%	4%
Senior Vice President	25%	5%
Vice President	30%	7%
Senior Manager/Director	34%	9%
Manager	38%	12%
Entry Level	48%	18%

www.catalyst.org/research/women-in-management

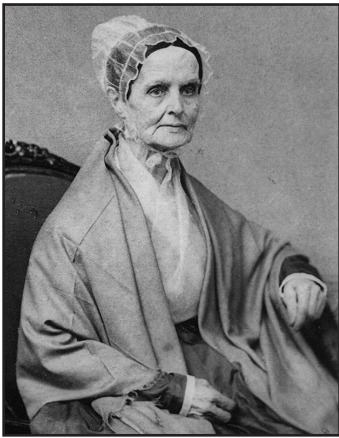
FLORIDA WOMEN'S SUFFRAGE CENTENNIAL COMMEMORATION

*Celebrating the 100th anniversary of
the passage of the 19th Amendment*



VOICES FOR WOMEN

Celebrating 100 years of Women's Suffrage



Lucretia Mott

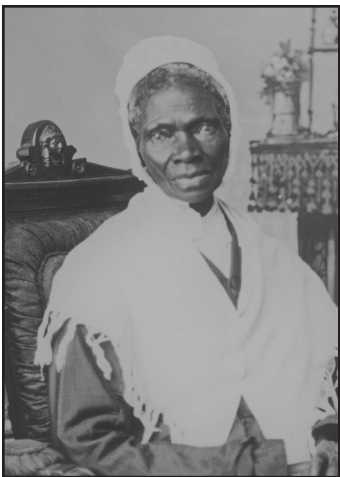
The path to voting rights for women was long and winding. Rooted in the U.S. abolitionist movement, women's rights first found a platform at the 1837 Anti-Slavery Convention of American Women. Lucretia Mott attended this convention representing Pennsylvania as a founding member of the Philadelphia Female Anti-Slavery Society. In 1840, Mott attended the World's Anti-Slavery Convention in London, England. Despite being a delegate, Mott and five other women delegates were made to sit separate from the men. This incident, her years organizing for abolition, and her proximity to the matriarchal culture of the Haudenosaunee (Iroquois) Confederacy fueled Lucretia Mott to organize the first convention in the States to focus solely on women's rights: The Woman's Rights Convention at Seneca Falls, New York in 1848.

Another prominent abolitionist, Sojourner Truth, attended another Woman's Rights Convention, this time in Akron, Ohio in 1851. Truth had begun delivering anti-slavery sermons as a minister in 1843, and as no stranger to public speaking, she delivered her famous extemporaneous speech, "Ain't I A Woman" at the 1851 convention. Other local conventions were organized alongside a series of National Women's Rights Conventions

throughout the 1850's. Upon breakout of the American Civil War in 1861, many suffragists focused on abolition efforts.

After the Civil War ended in 1865, suffragists merged their abolitionist work with their women's rights activism, submitting A Petition for Universal Suffrage in 1866. Early drafts of the 14th Amendment contained the word "male," a word not previously seen in the Constitution. Sojourner Truth and other prominent suffragists disapproved of the language. The version eventually ratified includes the word "male" three times.

One of those other prominent suffragists was Susan B. Anthony. Also an abolitionist, Anthony had been organizing for women's rights since the 1848 Seneca Falls convention. With the 14th and 15th Amendments ratified in 1868 and 1870, granting first citizenship and then the vote to Black men, Anthony and other suffragists organized the National Women's Suffrage Association to continue the fight for a women's suffrage constitutional amendment. Other suffragists still focused women's suffrage amendments at the state level; they organized as American Woman Suffrage Association. In 1878, the "Susan B. Anthony Amendment" was introduced to



Sojourner Truth

Congress. The bill calling for the amendment would be introduced unsuccessfully for forty years, and progress toward success slowed.

The 1890's saw the creation and merger of several women's groups. The National Woman Suffrage Association and American Woman Suffrage Association formed after the Civil War merged to become the National American Woman Suffrage Association. The National Association of Colored Women was also created by merger in this time. Anna Julia Cooper and Marcy Church Terrel, among other notable Black women in Washington, D.C., formed the Colored Women's League, a coalition of 113 organizations, with the goal of national unity. Josephine St. Pierre Ruffin, publisher of *The Woman's Era*, the first newspaper for Black women, organized the First National Conference of the Colored Women of America in 1895. At this conference, Ruffin, Ida B. Wells, and others formed the National Federation of Afro-American Women. In 1896, leaders of both merged the League and the Federation into the NACW.

Progress toward Woman Suffrage lulled for over three decades after the amendment bill was first introduced. However, in the 1910's,

the movement was renewed by a younger generation of suffragists who were influenced by the more militant suffragettes of Great Britain. Alice Paul, returning from London in 1910, was appointed chair of the NAWSA's Congressional Committee and aimed to revive the drive for a Constitutional Amendment. Paul stationed herself in Washington D.C. where in 1913 she organized a Woman Suffrage Parade, the first public demonstration for women's rights in the nation's capital. Between 5,000 and 10,000 marchers were present, among a crowd of a quarter to a half a million, as Paul had planned the parade for the day before Woodrow Wilson's presidential inauguration.

After leaving NAWSA, Paul formed the National Woman's Party and organized protests in front of the White House, the first of their kind. These pickets occurred daily for two and a half years, from 1917 until Congress approved the "Susan B. Anthony" amendment and submitted it to the states for ratification in June 1919. On August 18, 1920, Tennessee became the final state needed to ratify the amendment, and on August 26, 1920, the 19th Amendment was formally adopted into the United States Constitution.



Susan B. Anthony



Alice Paul

Florida Women's Suffrage

Though small, the Woman Suffrage Movement in Florida was led by distinguished women leaders of their day. One of Florida's most powerful and influential women, May Mann Jennings served as president Florida Federation of Women's Clubs and is often cited as catalyst to her husband's rise in politics to governor. After the passage of the 19th Amendment, Jennings co-founded the Florida State League of Women Voters.

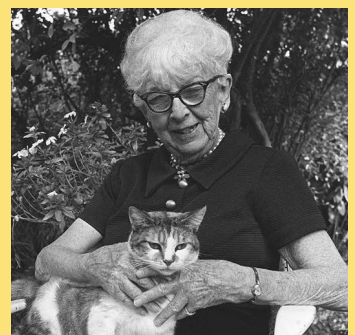
Another major figure in Florida's suffrage movement was Ivy Julia Stranahan. Known as "First Lady of Lauderdale, she and her

husband, Frank Stranahan, were early inhabitants of Fort Lauderdale, and Ivy worked tirelessly for Native rights and equality. She was joined also by Marjory Stoneman Douglas, regarded as "Grand Dame of the Everglades," known world-wide as one of the United States major conservationists.

Known as "The First Lady of the Struggle," Mary McLeod Bethune, womanist and civil rights activist, was integral to Florida suffrage. Bethune served as NACW Florida Chapter president from 1917 to 1925, during which time she risked her life to register Black voters.



Mary McLeod Bethune



Marjory Stoneman Douglas

Join us in 2021

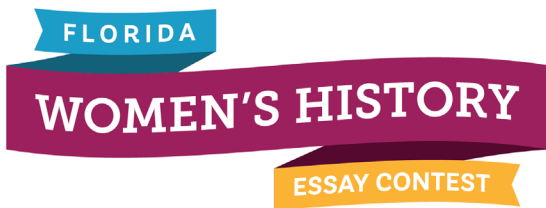


FLORIDA COMMISSION
***on the STATUS of* WOMEN**

Celebrating 30 Years of serving
Florida women & families



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Florida Commission on the Status of Women