

LETTER *from* the CHAIR

January 2022

Dear Fellow Floridian Citizen:

On behalf of the Florida Commission on the Status of Women, we are honored to present our 2021 Annual Report, “On the Shoulders of the Women Who Came Before Us”. This report is the thirtieth 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 girls in our great state. This report will chronicle the work and accomplishments of the Commission over the last thirty years. In addition, the report will look at some of the issues and challenges facing women and girls over the last three 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 enrich the ability of Florida women and girls to achieve their fullest potential. It is in fulfillment of our mandate and mission that the Commission presents this 2021 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 are met.

Sincerely,



Karen Hoffman,
2021 Commission Chair



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**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.

2021 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.

The COVID-19 pandemic has impacted the vital role women play in our families, communities, and economy, both nationally and in Florida. The pandemic also had a significant impact on women, especially in the workforce, and brought new attention to the long-standing difficulties many women face, balancing their responsibilities at home and at work.

Florida is still the country's third largest state by population behind California and Texas, according to the U.S. Census Bureau. Florida's population grew by 2.7 million or 14.6% between 2010 and 2020, double the rate of the overall U.S. population growth. The state now has a population of nearly 21.5 million, according to the 2020 U.S. Census, and it is estimated to keep growing by nearly 1,000 people a day. Women make up 51.1% of Florida's population.

21,477,737

Total Population

51.1%

Percent Women

42 years

Median Age

KEY FACTS

7,736,311

Total
Households

\$55,660

Median
Household Income

12.7%

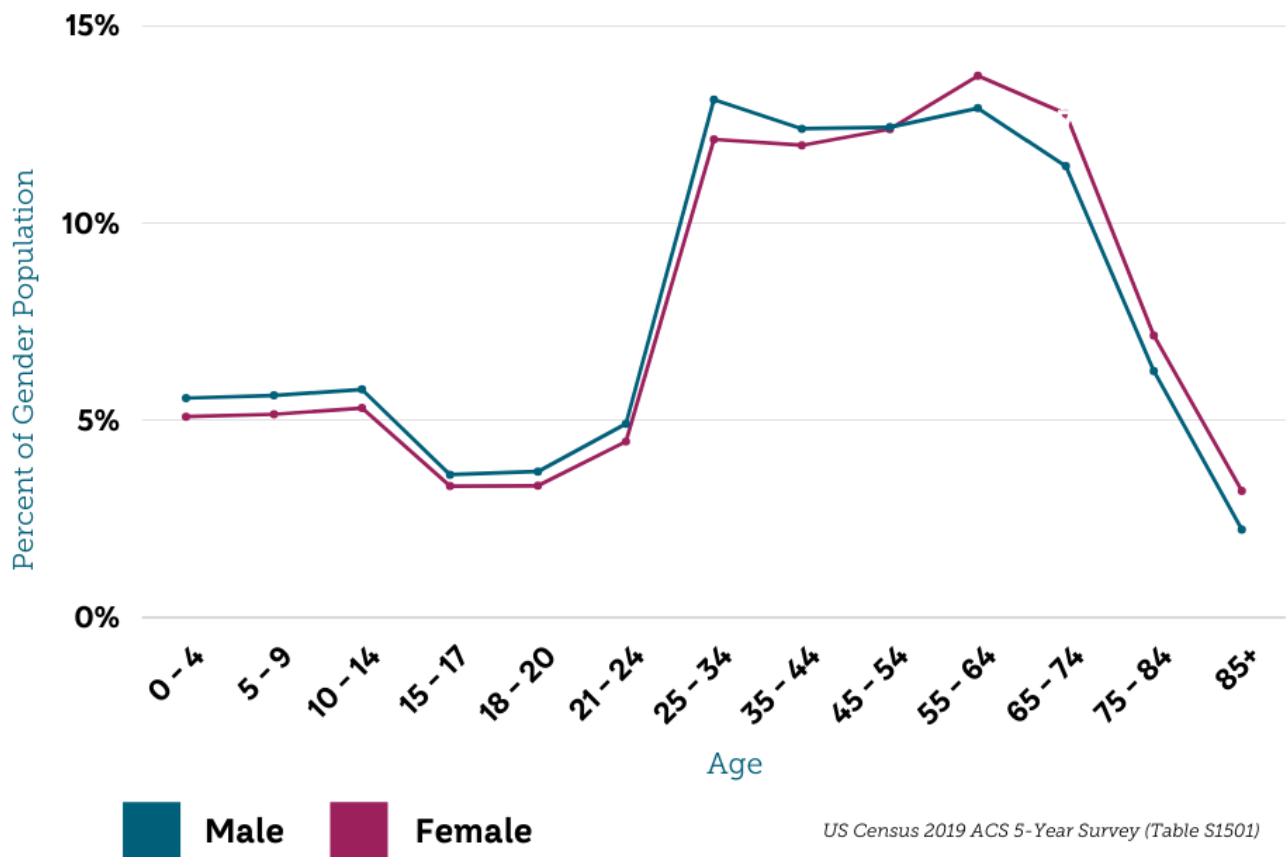
Persons in
Poverty

census.gov/quickfacts/FL 2021

Because of its mild climate and low tax rate, Florida has long been one of the most popular states for retirement living. Florida's population is older than the rest of the United States, with 4.2 million residents over the age of 65, making 20.9% of the population 65 years of age and older compared to only 16.5% in rest of the nation. (U.S. Census Bureau.) Population aged 65 and over is forecast to represent 24.4% of the total population in 2030, compared with 20.5% in 2020 and 17.3% in 2010.

Senior women outnumber men in all age groups, with women representing 55% of those over 60 and men 45% of the group.

POPULATIONS BY AGE AND GENDER FLORIDA



Ethnicity & Languages

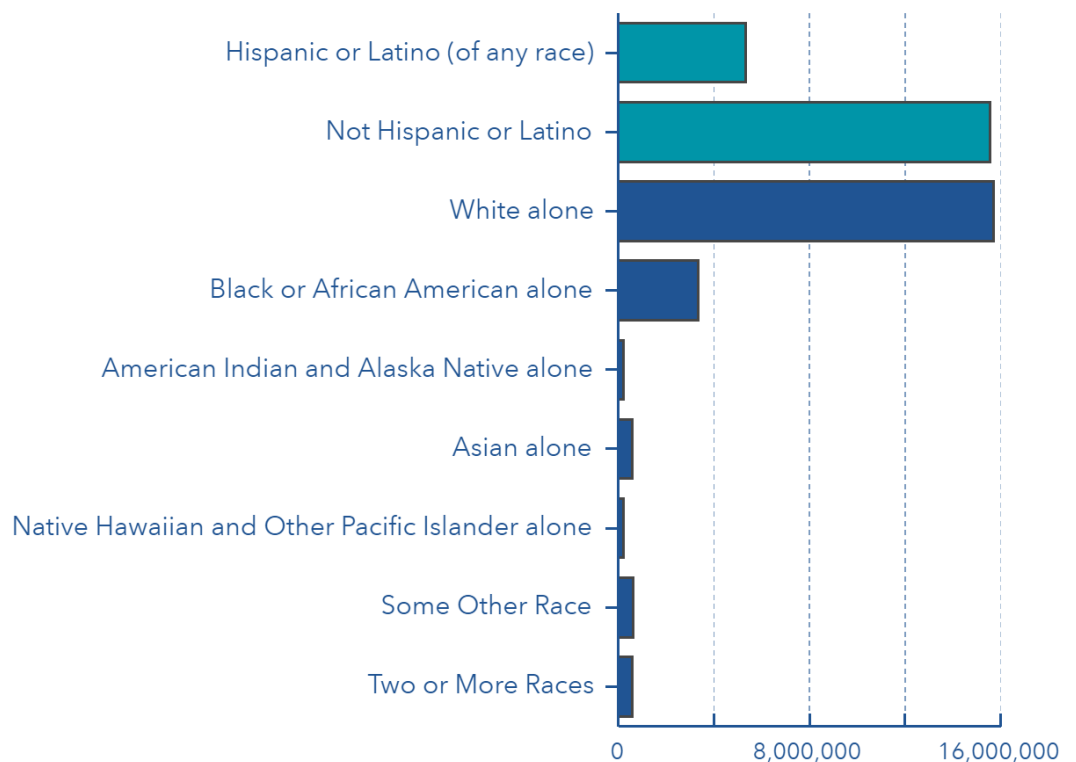
The 2020 U.S. Census shows that Florida has not only grown in population over the last ten years, from 18.8 million residents to 21.5 million residents, but also Florida became much more ethnically diverse. According to 2020 Census data, 69 percent of Floridians identified themselves as White only; 18 percent of Floridians identified themselves as Black or African American only — up from 16 percent in 2010 — and 9 percent identified as multiracial, a 55 percent increase over 2010.

If you live in Florida, there is also a good chance you were born outside the state. According to the U.S. Census Bureau, 64.1% of Florida residents are non-native to the state.

(Table B05002: Place of Birth by Nativity and Citizenship Status in the American Community Survey 2018 1-year estimates.) According to the state’s Office of Economic and Demographic Research, an estimated 329,717 new residents settled in Florida between April 2020 and April 2021.

21.1% of Florida’s population is foreign born, and of those, 57.4% are naturalized U.S. citizens. 70.58% of Florida residents speak only English, while 29.42% speak other languages. The non-English language spoken by the largest group is Spanish, which is spoken by 21.81% of the population.

HISPANIC ORIGIN AND RACE



LANGUAGE SPOKEN AT HOME BY AGE	5-17	18-64	65+	Total
English Only	2,167,544	8,460,558	3,328,770	13,956,872
Spanish	687,717	3,025,637	599,621	4,312,975
Speak English "very well"	571,770	1,723,186	187,901	2,482,857
English less than "very well"	115,947	1,302,451	411,720	1,830,118
Other Indo-European	142,958	701,308	204,470	1,048,736
Speak English "very well"	123,171	464,516	110,506	698,193
English less than "very well"	19,787	236,792	93,964	350,543
Asian-Pacific Island	36,592	230,677	51,878	319,147
Speak English "very well"	28,268	131,109	21,591	180,968
English less than "very well"	8,324	99,568	30,287	138,179
Other Languages	19,437	95,566	20,689	135,692
Speak English "very well"	16,805	71,333	13,058	101,196
English less than "very well"	2,632	24,233	7,631	34,496

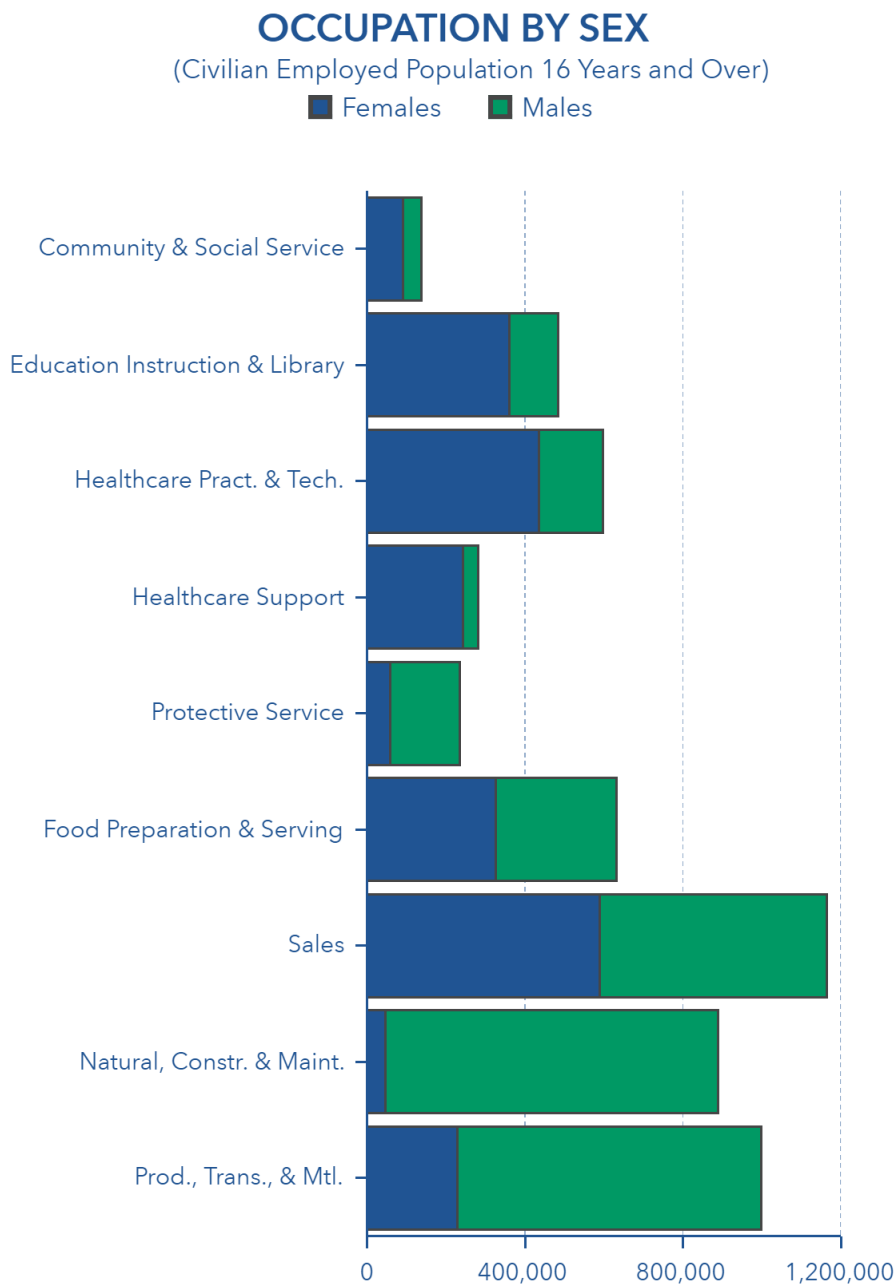
Wages & Occupations

According to the Office of Economic & Demographic Research, Florida's average annual wage has typically been below the U.S. average. The most recent data for the 2020 calendar year showed that Florida's average wage, relative to the U.S. average, continued to fall from 2016 when it was 87.7% to 87.2% in 2020. In part, the lower-than-average wage gains has to do with the mix of jobs that have been growing the fastest in Florida and their average wages. For example, the Accommodation & Food Services employment sector is large, has the lowest average annual wage, and had—until the pandemic—been growing faster than overall employment in the state.

\$35,212 Average Earnings (both sexes)

\$39,873 Average Male

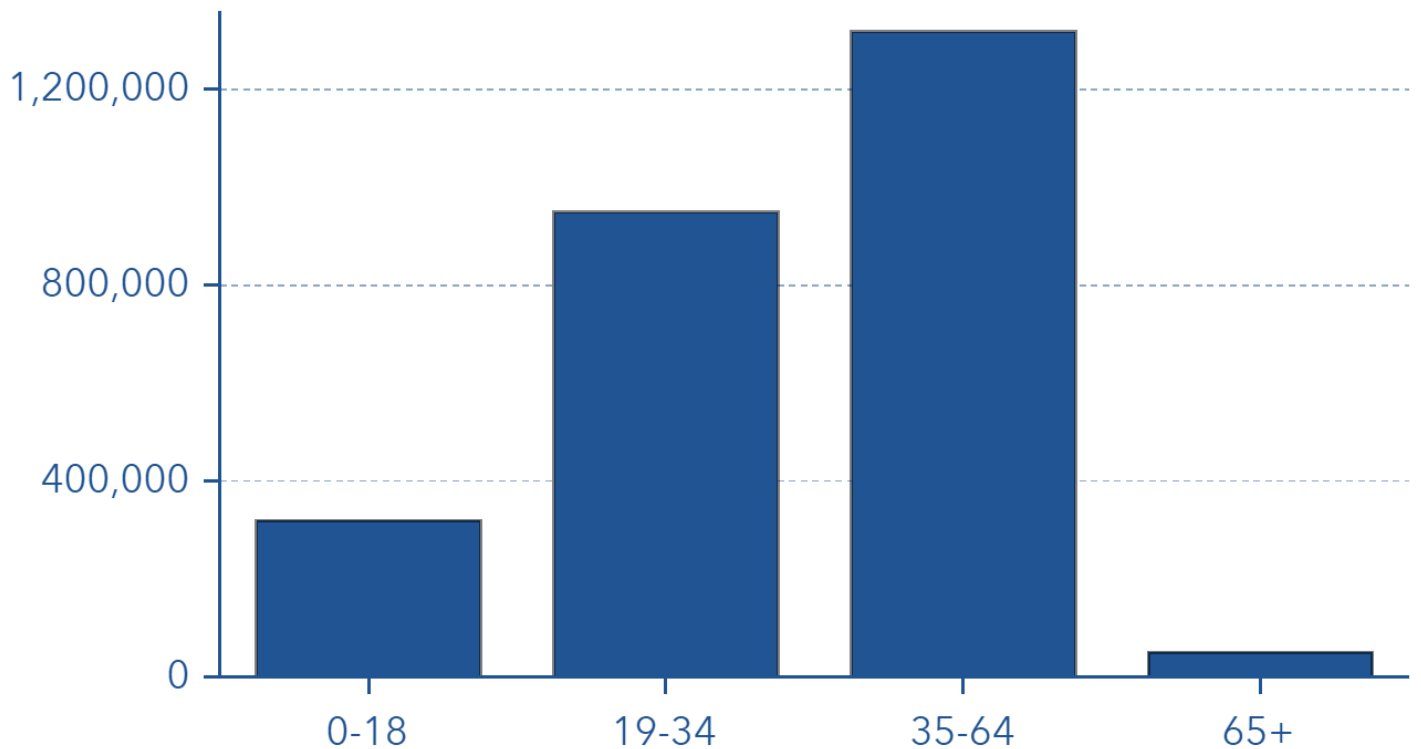
\$31,083 Average Female



Health Insurance

There are now more than 2.8 million Floridians who are uninsured. Florida had the fourth-highest rate of uninsured in the country at 13.2%.

POPULATION WITH NO HEALTH INSURANCE BY AGE (Civilian Noninstitutionalized Population)



The COVID-19 pandemic has made clear the vital role women play in our economy and in the economic security of families. Now more than ever, Florida women are focusing on economic security for themselves and their families.

Women play critical roles as both providers and caregivers—roles that the COVID-19 pandemic has proven are critical to the well-being of families, communities, and the

economy. Families rely on the income and earnings of working mothers to make ends meet. According to the Institute for Women’s Policy Research, there are approximately 15 million breadwinner mothers in the U.S., whose income account for at least 40 percent of their household income. In Florida, mothers are the sole, primary, or co-breadwinners in 68.8 percent of families, and these numbers are higher for some mothers of color across the United States.

Labor Participation

The labor force participation rate is **the percentage of the civilian noninstitutional population 16 years and older that is working or actively looking for work**. It is an important labor market measure because it represents the relative amount of labor resources available to produce goods and services.

According to the National Women’s Law Center, more than 1.4 million women have left the labor force compared to just of 921,000 men since the beginning of the pandemic. With a labor force participation rate of 59.1 percent, Florida ranks 43rd in the nation.

Pay Equity and Poverty

In 2020 Florida women who were full-time wage and salary workers had median usual weekly earnings of \$831, or 84.1 percent of the \$988 median usual weekly earnings of their male counterparts, according to the U.S. Bureau of Labor Statistics.

FLORIDA WOMEN

FLORIDA EARNING BY EDUCATIONAL ATTAINMENT *AGES 25 AND OVER*

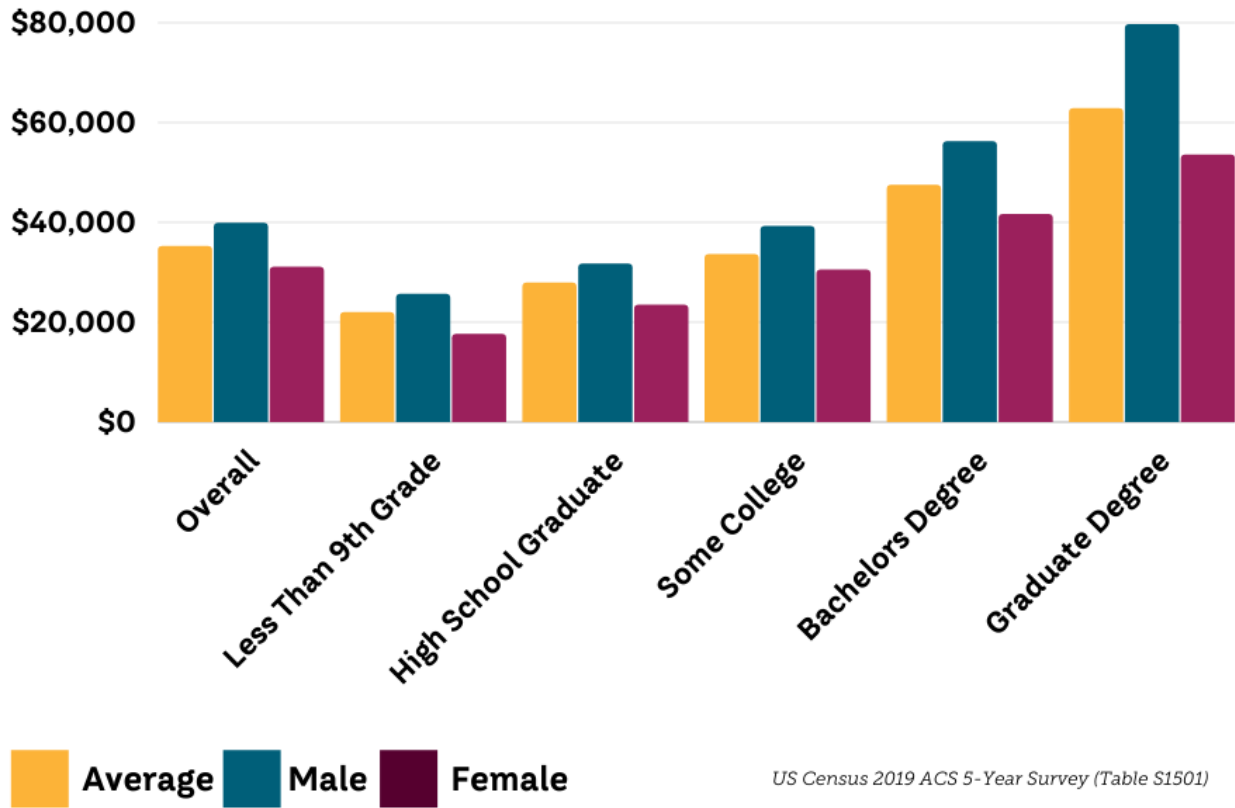
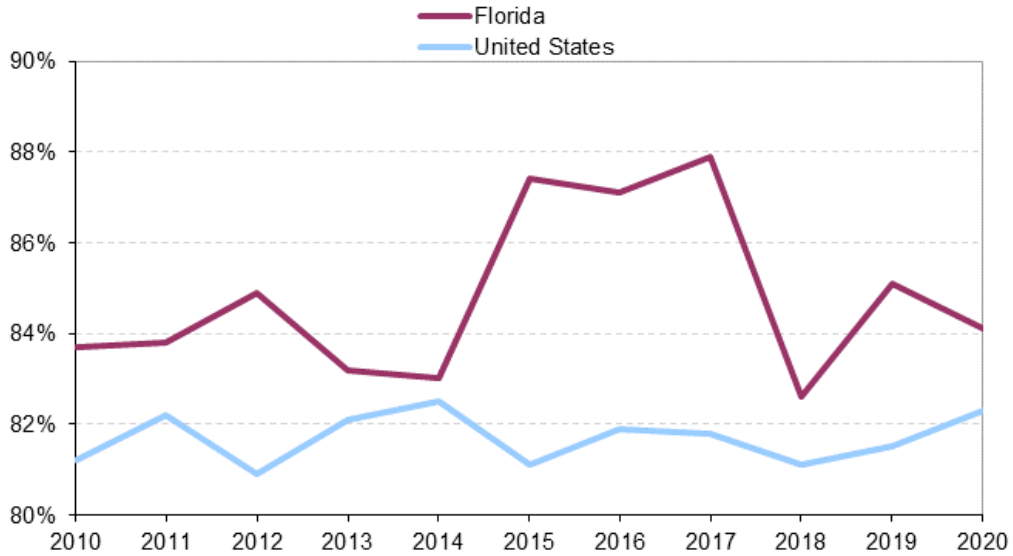
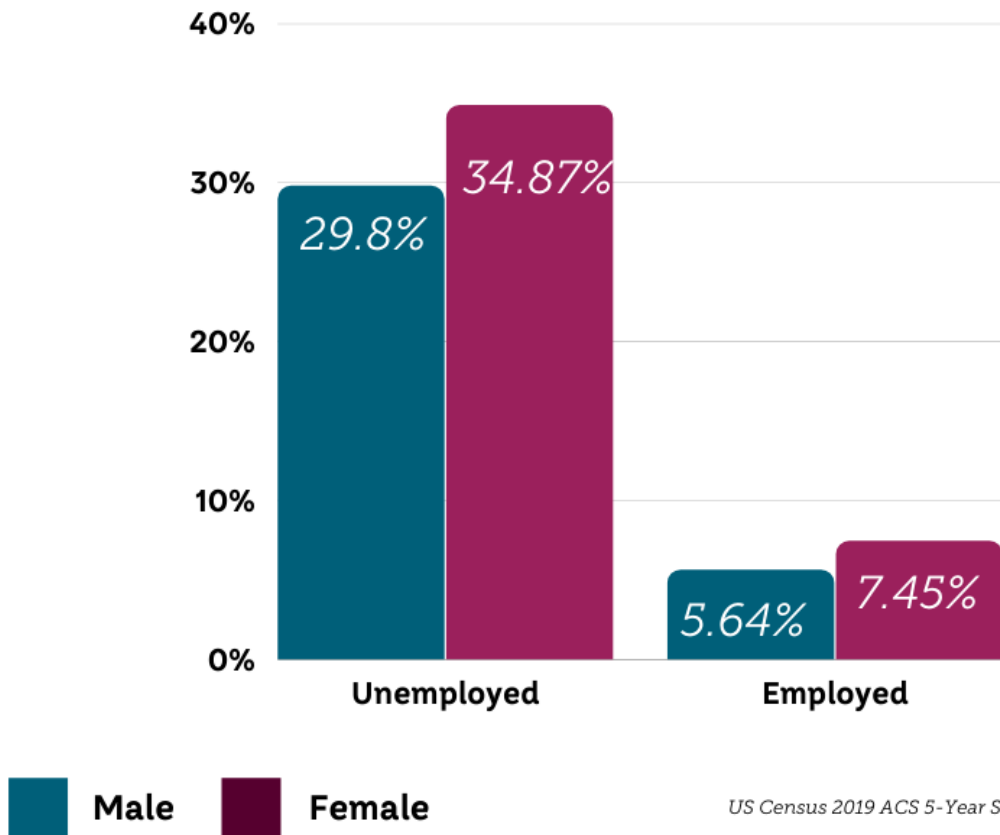


Chart 1. Women's earnings as a percentage of men's, full-time wage and salary workers, the United States and Florida, 2010–20 annual averages



Source: U.S. Bureau of Labor Statistics.

FLORIDA POVERTY RATE BY EMPLOYMENT STATUS AND SEX



US Census 2019 ACS 5-Year Survey (Table S1501)

FLORIDA WOMEN

14.02% Overall Poverty Rate

12.90% Male Poverty Rate

15.07% Female Poverty Rate

Poverty in Florida

The race most likely to be in poverty in Florida is Black, with 22.02% below the poverty level.

The race least likely to be in poverty in Florida is White, with 10.03% below the poverty level.

The poverty rate among those that worked full-time for the past 12 months was 2.97%. Among those working part-time, it was 16.28%, and for those that did not work, the poverty rate was 20.74%.

Veterans

Florida has 133,353 female military veterans making up 9.3% of the total veteran population in Florida.

Voting

Among Floridians, women will be one of the most important voting demographics. Women in the United States make up many registered voters and vote at higher rates than men. This holds true in Florida; in the 2020 election, 68.1 percent of Florida women were registered to vote and 63.5 percent voted, compared with 66 percent and 60.7 percent of men. This matters because women prioritize different issues than men and often focus more on social issues such as health and education.

Women-Owned Business in Florida

Florida has 1,013,210 women primary owned business that employ 648,346 people with an annual payroll of \$24,050,912 according to the U.S. Bureau of Labor Statistics.

Affordable Housing in Florida

KEY FACTS	531,897 OR 20% Renter Households that are extremely low income	\$25,750 Maximum income of 4-person extremely low income households (state level)	-384,743 Shortage of rental homes affordable and available for extremely low income renters	\$51,619 Annual household income needed to afford a two-bedroom rental home at HUD's Fair Market Rent.	79% Percent of extremely low income renter households with severe cost burden
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During 2019 and 2020, before the COVID-19 pandemic, the Florida Commission on the Status of Women met with women in their communities all over Florida to learn about the issues most impacting them and their families through the Voices of Florida Women project. The Commission learned that affordable housing was one of five key issues of concern to Florida women and families, no matter where they were located. The pandemic has exacerbated this issue.

Safe, affordable housing fulfills the basic human need for shelter, but it also impacts health, education, food security, and employment for

families. It helps communities attract and retain workers and stimulates economic growth.

According to the U.S. Bureau of Labor statistics, from 2015 – 2019, the average American household consistently spent about 33% of its income on housing costs, making housing costs the largest annual expenditure for most American consumers (Bureau of Labor Statistics, 2020). Moreover, according to the Florida Housing Coalition, more than 1 in 4 of all Florida households are considered “housing cost-burdened,” spending more than 30% of their household income on housing.

Key Issues Important to Florida Women



AFFORDABLE HOUSING



CAREGIVING



ECONOMIC SECURITY



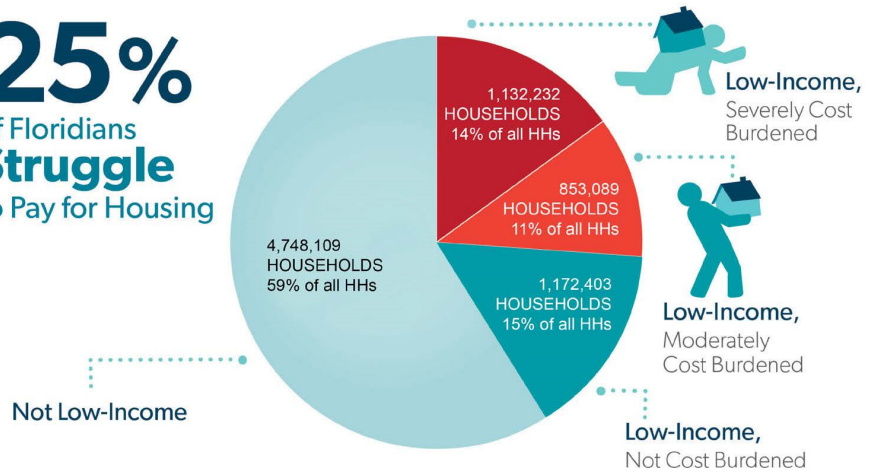
HEALTHCARE



WOMEN'S LEADERSHIP

Over the last decade, rents and homeownership costs have steadily increased, while wages are not keeping pace. According to the National Low Income Housing Coalition's 2021 report on affordable housing, Out of Reach, Florida's fair market rent for a two-bedroom apartment is \$1,290. To afford this apartment without spending more than the suggested 30% of income on housing, a full-time worker would need a wage of nearly \$25 per hour. Over 2.5 million Florida households — or 35% — are renting, and the average renter's wage is less than \$18 per hour. In Florida, the most common occupations earn less than what is affordable for an average one-bedroom rental. These occupations include retail and food service workers, nursing assistants, laborers, home health aides and administrative assistants, many of which are occupations predominately held by women.

25% of Floridians Struggle to Pay for Housing



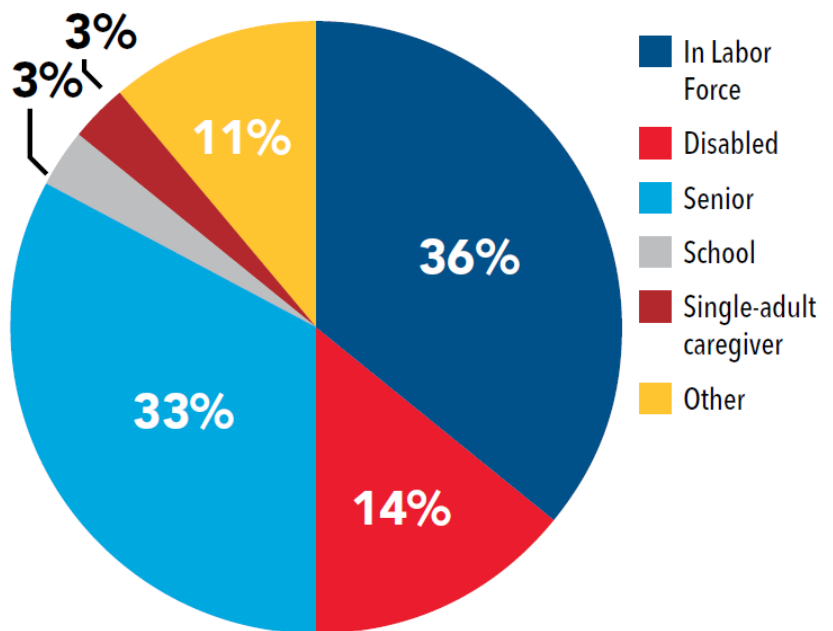
with disabilities - are severely cost-burdened, meaning that they pay more than 50% of their incomes for housing according to the Florida Housing Coalition. These severely cost burdened households are more likely than other renters to sacrifice other necessities like healthy food and healthcare to pay the rent, and to experience unstable housing situations like evictions.

According to the Florida Housing Coalition's Home Matters 2020 report:

Of Florida's 3,150,000 million low-income households, close to 2 million (1,997,040) are cost burdened. This number represents 63% of low-income households and 26% of all Florida households. Of these low-income, cost burdened households, over 1.16 million are severely cost burdened— 36.9% of all low-income households, and 15% of all Florida households.

Across Florida there is a critical shortage of rental homes available to extremely low-income households (ELI), whose incomes are at or below the poverty guideline or 30% of their area median income (AMI). Over 1,132,232 very low-income households in Florida - including hardworking families, seniors, and people

EXTREMELY LOW INCOME RENTER HOUSEHOLDS



While housing cost burden varies across different demographics, female-headed households, and households headed by single-mothers in particular, experience disproportionately higher levels of housing cost burden. Women head 75 percent of households served by HUD rental assistance programs (HUD, 2021). Nearly 83 percent of households participating in the Section 8 Housing Choice Voucher Program are led by women.

Purchasing a home may offer lower monthly payments than renting and help long-term owner build wealth. However, high rents make it difficult for low-income households to save for a down payment for a home purchase. Home ownership is an important factor to building wealth. According to the U.S. Federal Reserve, in 2019, homeowners in the U.S. had a median net worth of \$255,000, while renters had a net worth of just \$6,300. That's a difference of 40x between the two groups.

SEXUAL HARASSMENT

Sexual harassment in housing—such as when a landlord asks a tenant to engage in sexual conduct as a condition of obtaining or maintain housing—though illegal, is a widespread and underreported problem. Women often either have no other affordable options or would be required to list their current landlord as

a reference for a new landlord (Equal Rights Center, 2019). Reports indicate that sexual harassment has increased because of the COVID-19 pandemic, as more women face economic hardship and cannot pay rent on time (National Fair Housing Alliance, 2020).

WOMEN WITH DISABILITIES

Women with disabilities typically have lower incomes and face a higher risk of poverty and economic hardship than those without disabilities, and therefore are more likely to require rental assistance. In 2018, just 31 percent of women with a disability were in the labor force—compared to 71 percent of women

without a disability (National Women's Law Center, 2020). COVID-19 exacerbated this, with an average of only 17.5 percent of women with a disability in the labor force in 2020, compared to 61.4 percent of non-disabled women (Bureau of Labor Statistics, 2021).

HOMELESSNESS

According to the Florida Coalition to End Homelessness, Florida has the 3rd largest homeless population in the United States. As of January 2020, Florida had an estimated 27,487 experiencing homelessness on any given day, as reported by Continuums of Care to the U.S. Department of Housing and Urban Development (HUD). Of that Total, 2,294 were family households, 2,436 were Veterans, 1,331 were unaccompanied young adults (aged 18-24), and 5,182 were individuals experiencing

chronic homelessness. An estimated 73,120 Florida school children lived in shelters, on the street, doubled up with other families, or in hotels or motels during the 2016 - 2017 school year. While women make up less than 40% of those experiencing homelessness, women face different challenges as compared to homeless men. Women are predominantly vulnerable to victimization, sexual assault, and physical violence.

SCIENCE TECHNOLOGY ENGINEERING MATH

A highly skilled, STEM educated workforce is essential to ensuring U.S. competitiveness and leadership in the global economy of the 21st century. However, according to many reports, our country is facing a shortage of workers skilled in STEM. By broadening the STEM pipeline to include those who have been historically under-represented in STEM fields, we create a larger, more diverse STEM talent pool.

In recent years, increased attention has been paid to the issue of gender inequity in STEM. Numerous reports have highlighted the continued lack of participation of girls and young women in certain STEM fields, most notably in the fields of engineering, physics, and computer science.

Research findings suggest that women and other under-represented groups face unique challenges at multiple stages of the STEM pipeline, beginning at an early age. Both federal programs as well as non-governmental organizations and programs have been created to address these challenges.

CURRENT DATA

- According to data compiled by the National Center for Education Statistics, in 2018 women earned 57.3% of all Bachelor's degrees in the United States.
- Across all racial/ethnic groups, female students earned the majority of certificates, associate's degrees, and bachelor's degrees. For example, the shares of bachelor's degrees earned by female students were 64 percent for Black students, 61 percent for American Indian/Alaska Native students, 60 percent for Hispanic students, 59 percent for students of Two or more races, 56 percent for White students, and 54 percent for Asian/Pacific Islander students.
- Women also hold more than half of all science and engineering degrees (51 percent), but with notable variation among fields.
- Women earned more than half of the Bachelor's degrees in psychology (77 percent), biological sciences (62 percent), and social sciences (54 percent), and almost half (45 percent) in math.
- However, in certain STEM fields, women remain largely under-represented. Women received only 20 percent of computer science degrees, 21 percent of physics degrees, and 20 percent of engineering degrees.
- Due to continued attrition throughout graduate school as well as other factors that deter women from entering STEM careers, women make up almost half (49 percent) of the Nation's workforce, but only 25 percent of the STEM workforce.

LEAD Lunch & Learn: **Affordable Housing**

Florida Commission on the Status of Women is committed to providing resource and information material in support of the empowerment and success of women. Presented as an extension of the Commission's LEAD (Leadership. Education. Advocacy. Development.) Summit Series, the program offers opportunities for education and development that are accessible to women across Florida.

FCSW LEAD Lunch and Learn sessions bring together commissioners, experts in their fields, advocates, and other community members to explore key issues concerning Florida women. The FCSW hosted its third Lunch & Learn virtually on September 14, 2021, which included housing experts from across the state who explored the status of affordable housing in Florida. The event drew more than 200 participants who engaged in the live session, and many more viewing the recording after.

The nonpartisan, online event featured remarks by Florida Senator Kathleen Passidomo of Naples, as well as a panel discussion hosted by FCSW Vice-Chair Sophia Eccleston with experts in affordable housing from across the state, including:

- LaTasha Green-Cobb, Esq., Vice-Chair of the Florida Housing Finance Corporation;
- Teresa Maio, Planning and Housing Manager of the City of Lakeland;
- Mandy Bartle of the South Florida Community Land Trust.

The session offered attendees the opportunity to hear from knowledgeable women about the status of affordable housing in Florida, the creative and innovative solutions Florida is working on to solve this problem, what options are available to the state's residents, and what we can each do to further progress and improvement.

A Place to Call Home
AFFORDABLE HOUSING IN FLORIDA

 <i>Florida Senator Kathleen Passidomo</i>	 <i>LaTasha Green-Cobb Vice-Chair Florida Housing Finance Corporation</i>	 <i>Teresa Maio Planning and Housing Manager City of Lakeland</i>	 <i>Mandy Bartle Executive Director South Florida Community Land Trust</i>	 <i>Sophia Eccleston Vice-Chair Florida Commission on the Status of Women</i>
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2021 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.

FLORIDA

WOMEN'S HISTORY

ESSAY CONTEST

The Commission supports the development of individual potential annually through hosting the **Florida Women's History Essay Contest** and **Video Contest**.

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

In keeping with this year's Commission initiative to highlight women in S.T.E.M. fields, the Commission asked high-school students

to help inspire more Florida students to pursue S.T.E.M. careers by creating public service announcements featuring a Florida woman scientist, either historic or living, who has shaped or is shaping the future. Middle-school participants in this year's contest were challenged to write about a Florida woman inventor or S.T.E.M. professional, living or historic, who inspires them and why they might like to meet her.

The Awards and Recognition Committee will review submissions and choose the first and second place videos and essays for each grade. The Commission will then honor the winners of the contest during a celebration as part of the 2022 LEAD Summit.

FLORIDA

WOMEN'S HISTORY

VIDEO CONTEST

2021 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**.

2021 Virtual LEAD SUMMIT

On March 23-25, the Florida Commission on the Status of Women held its 8th annual LEAD Summit. The annual summit brings together women from across Florida to learn how to engage with the Florida Legislature and

navigate the legislative process. Attendees have opportunities to hear presenters, discuss topics important to women, and better understand how to strengthen their local community.

The graphic is a vertical rectangular banner with a dark purple and blue background. At the top left, the word "Virtual" is written in a light blue script font above a white silhouette of the Florida State Capitol building. Below this, the word "LEAD" is in large, bold, white capital letters, with "SUMMIT" in smaller white capital letters underneath. Below the text is the tagline "Women Leading in the Next 100 Years" in a small white font. To the right of the main text, the dates "March 23 - 25, 2021" are displayed in white. Below the dates, it says "presented by" in a small white font, followed by the logo of the Florida Commission on the Status of Women, which consists of three white diagonal lines forming a stylized 'W'. To the right of the logo, the text "FLORIDA COMMISSION on the STATUS of WOMEN" is written in white, with "on the STATUS of WOMEN" in a smaller font. Below this is a white banner that says "CELEBRATING 30 YEARS". In the center of the graphic, the text "Featuring Women Leading Florida Today!" is written in a large, bold, white font. Below this, the names and titles of three women are listed in a white script font: "Ashley Moody, Attorney General", "Jeanette Núñez, Lieutenant Governor", and "Nikki Fried, Commissioner of Agriculture". At the bottom of the graphic are three headshots of the women: Ashley Moody on the left in a black blazer over a red top, Jeanette Núñez in the center in a red blazer, and Nikki Fried on the right in a blue blazer over a white top.

The 2021 Summit presented the Commission with a new challenge of hosting a virtual conference for the first time. The new format allowed for increased attendance and participation. The event saw 400 attendees, nearly 270% growth over the previous year's event, and 80% were newcomers. Additionally, attendees posted nearly 3500 comments on over 100 discussion topics on our community board and started over 800 one-on-one messages! That translates to a lot of networking and collaboration among the women of Florida, and the Commission could not be happier with these phenomenal results.

The virtual platform also offered many benefits to this year's programming. The Commission was able to organize speakers who, due to location, situation, or schedule, would not have otherwise been able to share their expertise. Three of Florida's outstanding women leaders, Attorney General Ashley Moody, Commissioner of Agriculture Nikki Fried, and Lieutenant Governor Jeanette Nuñez, were able to open each day of the event with their regards to the women of Florida and remarks on the importance of women in leadership. Out-of-state U.S. Census research economist Misty Heggeness joined us from her home in the nation's capital to explain what the data says about COVID-19's effects on women and mothers; attorney Brenda Ramirez shared her leadership mindset and action advice while at a travel-restricted 39-weeks pregnant; and our several other expert speakers, all with hectic schedules and busy lives, were able to take the time to provide their knowledge, experience, and advice on healthcare, small business, social change, and more. From market-

“This Summit has brought us together to celebrate women in the next 100 years”

“Events like these are critical steps to help women understand how they can help impact change in their state.”

ing strategist to leadership coach to educator to advocate, the 2021 LEAD Summit speakers ran the gamut of the status of women in leadership today, and the virtual platform allowed the Commission to bring them together from far and wide.

“This Summit has brought us together to celebrate women in the next 100 years and explore what that may even look like,” submits Pamela Rauch, Vice President External Affairs and Economic Development at Florida Power and Light Company. “There are endless possibilities.”



Pam Rauch

VP EXTERNAL AFFAIRS &
ECONOMIC DEVELOPMENT
Florida Power and Light

“We became even more creative and innovative, and the results speak for themselves: this platform provided the greatest reach to women throughout the state”

A major topic of this year’s summit was how to turn an idea or a cause into a movement to affect change. Presentations covered topics such as women in leadership, COVID-19’s impact on women and businesses, affordable health and how to mobilize a community to support a cause.

“The ability to deliver this virtual summit as a resource to women across Florida is key to providing them with a glimpse into the legislative process,” Commissioner Sophia Eccleston, Chair of the 2021 LEAD Summit, expressed. “Events like these are critical steps to help women understand how they can help impact change in their state.”

The Commission expresses its appreciation for all our registrants and attendees for their engagement, feedback, and suggestions. Year after year, participants have helped grow and shape the Summit. Our greatest ambition is to enrich the ability of Florida women and girls to achieve their fullest potential, and the responses received from the virtual Summit have sparked many conversations about how we can better serve the women of Florida and fully achieve our mission.

“As this was the first virtual LEAD Summit hosted by the Commission,” explains 2021 commission Chair Karin Hoffman, “we became

even more creative and innovative. The results speak for themselves. This platform provided the greatest reach to women throughout the state of Florida that our Commission has ever seen! The content, speakers and panelists were inspiring and motivational. And, yet, there was such a great opportunity for connecting and networking before, during and after the Summit. Florida has only just begun to see the positive impact of this tremendous event.”

“Our sincerest thanks to the Public Policy Committee, Committee Chair Sophia Eccleston, and the Commission staff for their tireless efforts in planning, preparing and delivering such a fine event.”

The Florida Commission on the Status of Women also extends its warmest regards to Florida Power and Light Company for their support of the 2021 LEAD Summit and their continued partnership. As leaders in diversity, inclusion, and empowerment, FPL exemplifies the values of FCSW, and we are honored to work together and bring programs like the LEAD Summit to the people of Florida. As the Commission envisions a state, nation, and world in which women are uninhibited by gender-related barriers, it is through these collaborations that we realize our vision.

The logo for LEAD 2021 is set against a dark purple background with large, overlapping, curved shapes in shades of blue and purple. The word "LEAD" is written in a large, bold, light blue sans-serif font. Below it, the year "2021" is written in a white, bold, sans-serif font.

LEAD

2021

LEADERSHIP. EDUCATION.
ADVOCACY. DEVELOPMENT.

2021 Year in Review

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

Section 14.24 Florida Statutes

The Florida Commission on the Status of Women (FCSW) is focused on providing a collaborative platform for organizations working on issues that affect women, girls, and their families in our state. Each of the 67 counties is unique and we value and applaud the incredible work being done by the hundreds of organizations in each community.

There is great power in uniting and connecting and working together to serve the women and families of Florida. The Commission hosted a virtual meeting of all county and city women's commissions in Florida on February 25, 2021, to share events, programs, best practices, needs, concerns, and resources. Members of FCSW were joined by commission representatives from:

- Miami Gardens Commission for Women
- Okaloosa County Commission on the Status of Women
- Miami Gardens Commission for Women
- Jacksonville Mayor's Commission on the Status of Women
- Tallahassee Leon County Commission on the Status of Women and Girls
- Broward County Commission on the Status of Women
- Hillsborough County Commission on the Status of Women
- Suncoast Commission on the Status of Women
- Palm Beach County Advisory Commission on Women

In addition to activity reports, attendees shared ideas on how to address needs and provide resources around the state.



2021 Resource Questionnaire for Educators Results

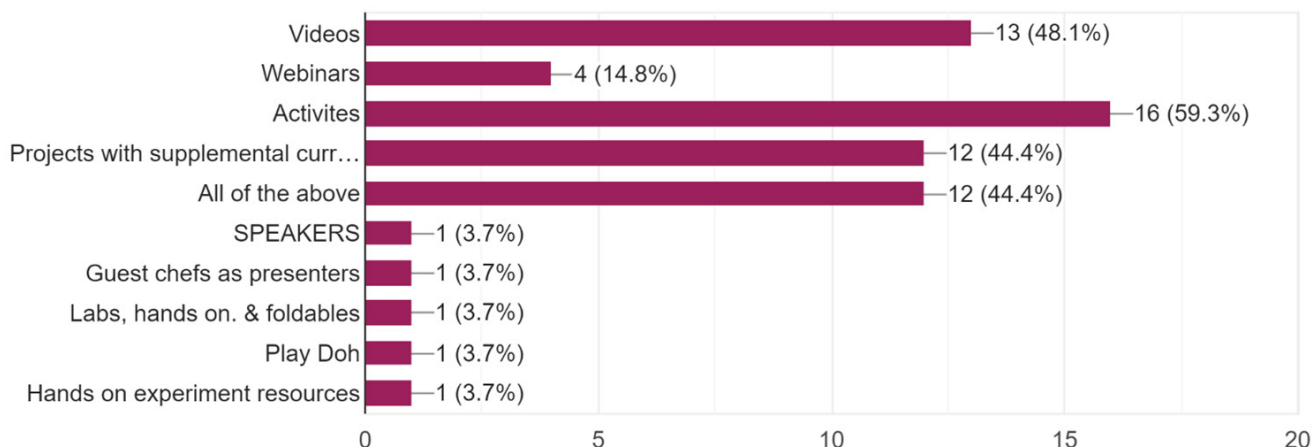
The Florida Commission on the Status of Women conducted a brief survey of 2nd - 8th grade teachers regarding classroom needs and resources most needed for STEM education. Responses were received from every area of the state. Following is a summary of some of the feedback collected.

Which part of your curriculum needs the most support?

- Science
 - » Laboratory Demonstrations
 - » Hands-on investigations
- Math
- Engineering
- Computer Science
 - » Coding
- Materials!!! STEM projects require consumable materials and it's often not in the budget.
- Real work applications

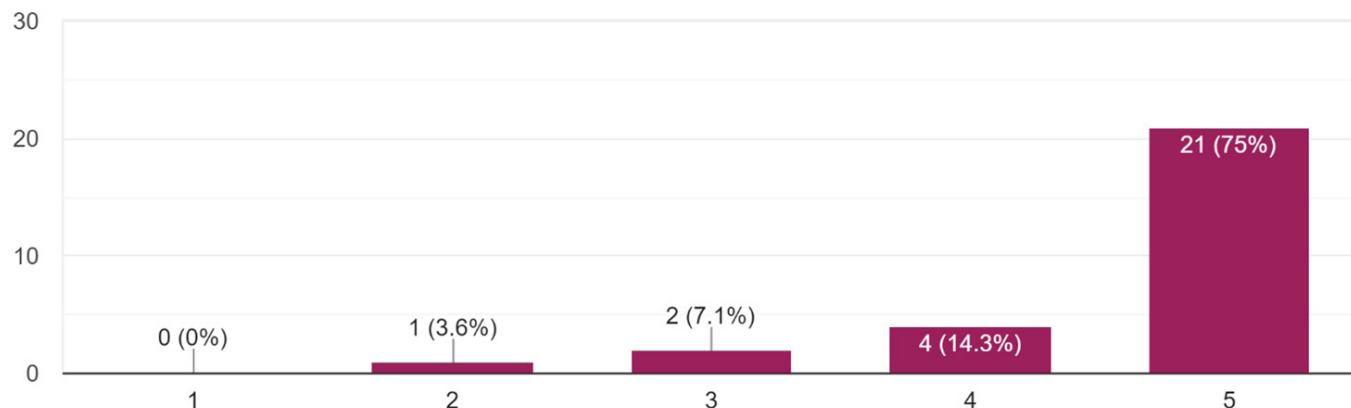
Which resources would you most likely use in your classroom? (Check all that apply.)

27 responses



What is your level of interest in having free access to videos showcasing women in STEM careers to provide role models and encourage students to pursue a STEM education?

28 responses



2021 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 May 2021, 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 2021 Women's Hall of Fame through July 31, 2021.

On August 26, 2021, 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 October 8, 2021, Governor Ron DeSantis announced the three inductees to the 2021 Florida Women's Hall of Fame, and they are:



Virginia Covington



Barbara Nicklaus



Beverly White Yeager



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. Last 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 was a year-long project that was officially unveiled during the 2020 Florida Women's Hall of Fame induction ceremony.

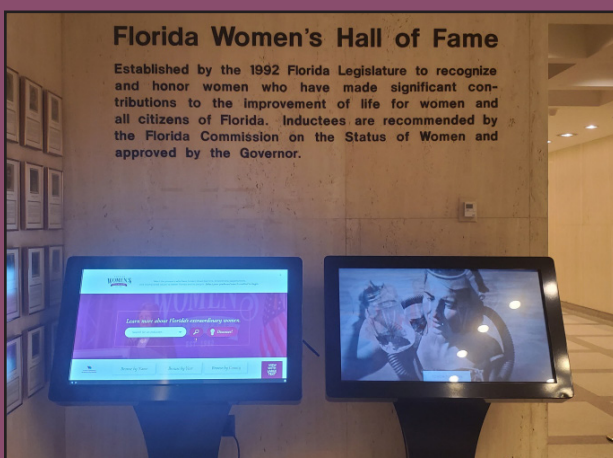
Spirit of Community Awards

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 nominees to award. 2021 recipients will be honored virtually with a special ceremony during the 2022 LEAD Summit.

2020 award recipients were:

- 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.**

This year's recipients will be announced in January 2022.



2021 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 women, and by extension, all Floridians. Next year, the United States will be celebrating the 50th anniversary of the passage of Title IX of the Educational Amendments. Since the historic legislation was signed into law on June 23, 1972, the lives of millions of girls and women have been positively impacted. Although it is best known for expanding and promoting opportunities for sports participation for females in athletics, Title IX is “far-reaching” and affects school curricula, guidelines for dealing with sexual assault reports and compliance from schools at every level of education in the United States.

Florida has a powerful history of women’s athletics – from trailblazers to Olympians and has produced an astounding number of individuals who have made their mark on girls’ and women’s sports locally, nationally, and internationally. Throughout 2022, the FCSW will be sharing research and data related to Florida and the 50th anniversary of Title IX and recognizing female pioneers.

We will also continue our research and educational outreach on the five key issues identified in the Voices of Florida Women initiative and our efforts to 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.

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

**On the Shoulders of the
Women Who Came Before Us**

**CELEBRATING
30 YEARS OF SERVING
FLORIDA WOMEN &
FAMILIES**

Throughout 2021, the Commission celebrated its 30th anniversary. At the heart of this rich and storied history is a group of tenacious women (and men) who sought to permanently establish an organization dedicated to advancing the unique needs of Florida's women and girls and celebrating their achievements. With the support of then Governor Lawton Chiles and the Florida Legislature, their dream became a reality on November 6, 1991, when the Florida Commission on the Status of Women held its first meeting in Tallahassee.

The Commission honored its momentous anniversary by virtually gathering five members of the 1991 Commission on November 9, 2021, to look back and to celebrate our accomplishments and all the women and men who were a part of our history and who worked tirelessly to make Florida a great place for women and families to live and work. Commissioners Conchy Bretos, Elsie B. Crowell, Susan Glickman, Dr. Mona Jain, Dr. Navita James, and Doris Weatherford shared stories of the Commission's early years and about their significant accomplishments over the years.

Join Our Celebration!

A 30th Anniversary Reunion Conversation

Featuring:

Conchy Bretos
 Elsie B. Crowell
 Susan Glickman
 Dr. Mona Jain
 Dr. Navita James
 Doris Weatherford
 and other commissioners
 from throughout the years

November 9, 2021
 Noon - 1:00 PM

Live on Facebook
 /flacsw



FLORIDA COMMISSION
 on the STATUS of WOMEN

CELEBRATING 30 YEARS

History of the Florida Commission on the Status of Women

AN ENLIGHTENING AND FULFILLING JOURNEY

By: Commissioner Mona Jain, M.D., Ph.D.
(Excerpts from 2011 Article)

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 both 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 around 2:00 a.m. the next morning, and reached Tallahassee at around 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).

Governor Chiles lobbied the Florida Legislature to statutorily create the Florida Commission on



Dr. Mona Jain with Governor Lawton Chiles

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 discontinue projects due to budget constraints. Documentation as to the Commission's fate



Senator Elaine Gordon

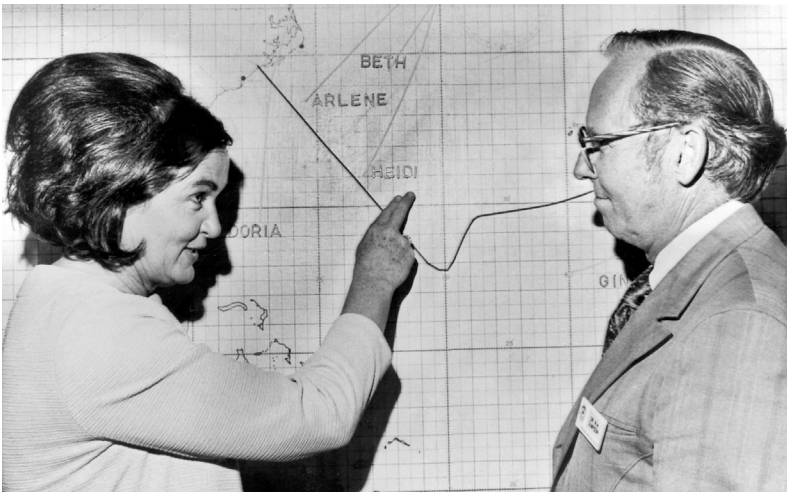


Representative Carrie Meek

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 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 in a broom closet in the 1990’s.

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 discussed staggering terms and I, along with some others, volunteered to serve for only two years in our second term. 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.



Roxcy Bolton with Robert H. Simpson, then the director of the National Hurricane Center



Representative Gwen Cherry



Remembering Carrie Meek **THE LIFE AND LEGACY OF A FLORIDA LEGEND**

Carrie Meek was a woman of many firsts. Since her passing on November 28, these many firsts have been highlighted severally: she was the first African American woman in the Florida Senate; the first Black Floridian elected to the U.S. Congress since the Reconstruction Era; and the First Black professor, Associate Dean, and Assistant to the Vice President at Miami-Dade College. The Commission further remembers Carrie Meek as part of the first class of inductees to the Florida Women's Hall of Fame as facilitated by the Florida Commission on the Status of Women. Moreover, we will always cherish Former Representative Meek as one of our first champion legislators, having sponsored legislation in the Florida Senate that led to the creation of the Florida Commission on the Status of Women.

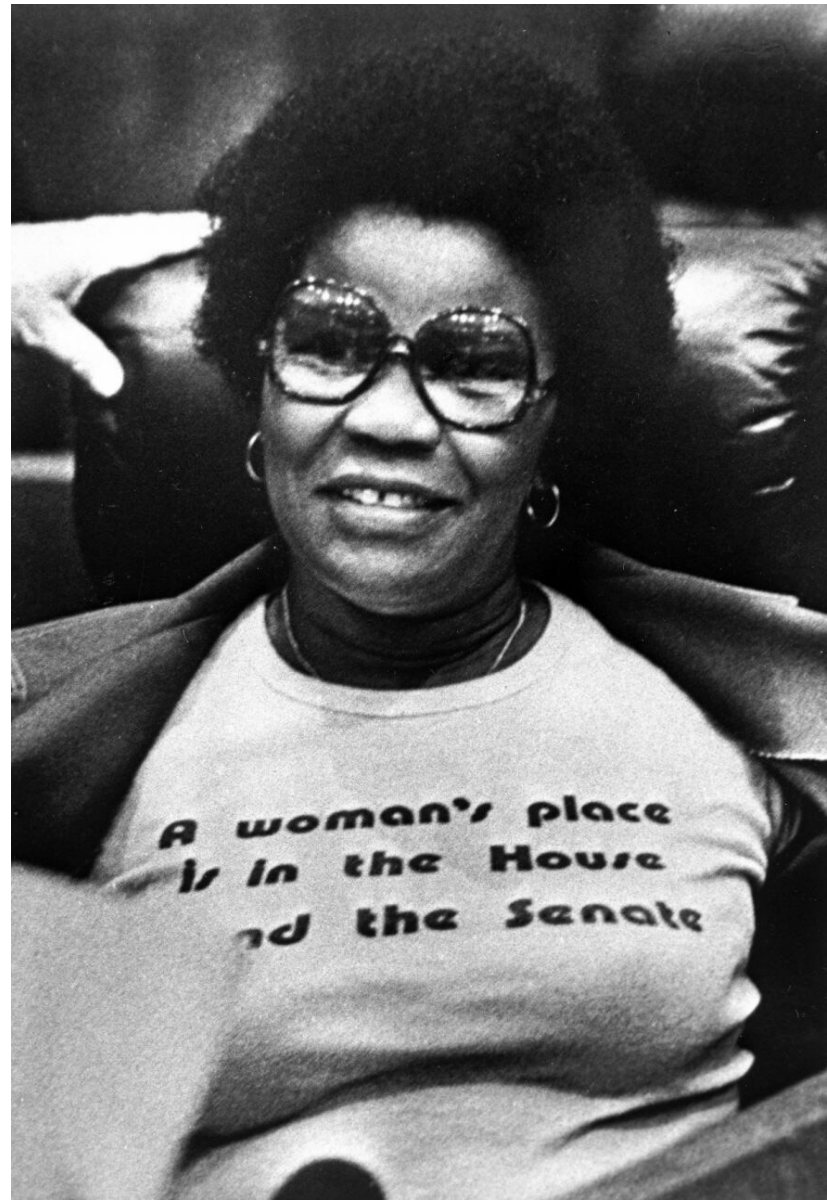
Though the Commission aims to honor the lives and legacies of as many outstanding Florida women as possible without prejudice, we must admit Carrie Meek is particularly precious to us, and her loss is felt deeply among commissioners and staff. Her passing also feels somehow emblematic at the end of this, our 30th year and just as we prepare the annual report, "On the Shoulders of the Women Who Came Before Us."

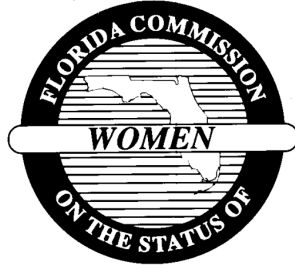
Carrie Meek was anything but. She blazed trails with an extraordinary spirit that lit up possibilities unimagined. Having grown up in the 1930s across the tracks from the segregated Florida State Capitol, Meek would spend her youth maneuvering around such racist policies until she not only could enter

the building, but also had her own office in it. After receiving her bachelor's from FAMU, at a time when Black students weren't allowed to attend Florida universities for advanced degrees, she utilized a state program that paid for Black students to obtain those degrees out of state. Meek attended the University of Michigan at Ann Arbor, earned a master's degree in health and education, and returned home to Florida to teach alongside fellow Florida Women's Hall of Fame member and world-renowned civil rights leader Mary McLeod Bethune. After serving as an educator for 20 years, Meek turned to administration, and soon won her run for office in the State Capitol.

A true public servant, Carrie Meek never let politics get in between her and the people she served. She was a champion of affirmative action, economic opportunities for the poor, and efforts to bolster democracy in and ease immigration restrictions on Haiti, the birthplace of many of her constituents. She believed in access and equality because she had created it over and over throughout her life for herself and others.

"I come from a place that was down in the bottom from the Capitol [in] Tallahassee, and in the 30s I was not allowed in that capital. And here I am standing on the steps, in the shadow, of the ultimate place ... and that's in Washington... To me, it's very redemptive... To look at the capital and it shows that the times have changed, the attitudes of the country have changed and Carrie Meek has changed. And I am very happy to be here." Meek told CSPAN in a 1992 interview.





STATE OF FLORIDA Commission on the Status of Women

1992

Dear Floridians:

This first annual report of the Florida Commission on the Status of Women makes recommendations in the hope of improving the lives of women and men of our great state. These recommendations are based on significant existing data and research that were reviewed for this report.

The Commission recognizes that real solutions to the problems women face will only occur when both the attitudes and behaviors of women and men change. Our ultimate goal is genuine change and the realization of a society where women are full social, economic and political partners.

Attitudes, and ingrained stereotypes that women and men have of each other and their roles in society, too often result in women not achieving their full potential. Therefore, the need for examination is clear. The policies of government, business and the military must provide for equal opportunity. No special privileges...just equal opportunity.

Let the State of Florida step up to the challenge to create change by committing its vast resources to guaranteeing equal opportunity in today's diverse workplace, marketplace and classroom. The Commission strongly hopes that by providing justice equally for all its citizens, the State of Florida will inspire the private sector to follow.

Sincerely,


Susan Glickman, Chair



SUSAN GLICKMAN
1992 Commission Chair

COMMISSIONERS

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

2021 Executive Committee



Karin Hoffman
Chair
Tampa



Sophia Eccleston
Vice-Chair
Wellington



Rosie Paulsen
Secretary
Zephyrhills



Lori Day
Treasurer
St. Johns



Marilyn Stout
Member-at-Large
Cape Coral



**Rachel Saunders
Plakon**
Member-at-Large
Lake Mary



Rita M. Barreto
Immediate Past Chair
Palm Beach Gardens



Carol Schubert Kuntz
Parliamentarian
Winter Park

Kelly S. Sciba, APR
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Rebecca Lynn
*Public Information
& Events Coordinator*

Kimberly S. Mehr
Operations Coordinator

STAFF



Sierra Anderson
Lakeland



Maruchi Azorin, MBA
Tampa



Abigail Bean
Fernandina Beach



**Melanie Parrish
Bonanno**
Dover



Madelyn Butler, MD
Tampa



Jennifer Ganady
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Denise Dell-Powell
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Candace D. Falsetto
Coral Gables



Heather Fitzenhagen
Fort Myers



Stephanie Goforth
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Gayle Harrell
Stuart



Wenda Lewis
Gainesville



Roxey Nelson
St. Petersburg



Cara C. Perry
Palm City



**Jenna Persons-
Mulicka**
Fort Myers



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



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.

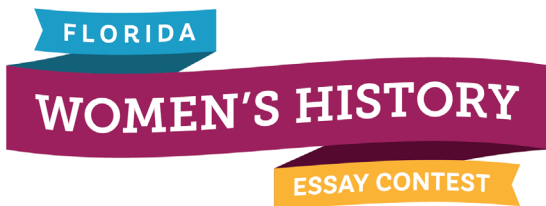
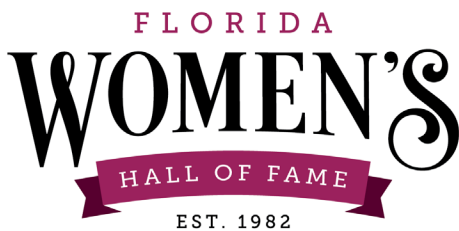
We **EDUCATE** Floridians by hosting educational forums and seminars on far-ranging women's issues; from economic challenges to climbing the ladder of success.

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



FLORIDA COMMISSION *on the STATUS of* WOMEN

CELEBRATING 30 YEARS



www.fcsww.net



Florida Commission on the Status of Women