



FLORIDA COMMISSION
on the STATUS of WOMEN



DEDICATED TO SERVICE
THROUGH
COLLABORATION
EDUCATION
CELEBRATION

2018 Year in Review & Data Report

CONTENTS



04

A WORD FROM THE
CHAIR

05

2018 HIGHLIGHTS:
COLLABORATION

06

EDUCATION

08

CELEBRATION

10

PLANNING

11

2018 FLORIDA WOMEN'S
DATA REPORT

18

WORKS CITED

A WORD FROM THE CHAIR

January 1, 2019

Dear Floridian,

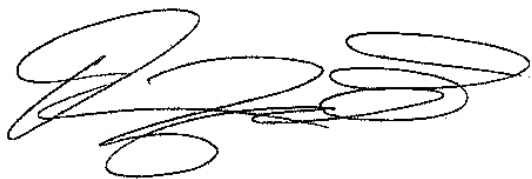
On behalf of the Florida Commission on the Status of Women, I am honored to present our 2018 Annual Report. Pursuant to Section 14.24, Florida Statutes, the Florida Legislature mandates the Commission to study the changing and developing roles of women in American society, including the implementation of recommendations to improve working conditions, financial security, and the legal status of both sexes.

In keeping with these requirements, our 2018 report focuses on economic security of Florida women and families. To have economic security, working adults must have enough income to meet their basic monthly expenses, including housing, food, transportation, child care, and, additionally saving for emergencies and retirement. ⁽²⁰⁾

Women currently comprise approximately 51.1% of the State's total population.⁽²⁰⁾ Therefore, women will play a vital role in Florida's growth, prosperity and quality of life over the next decade. We hope that you will find the economic data useful as we all work to improve the lives of Florida women and girls.

It is our desire that the information provided in this written report will act as a catalyst to increase the economic security of Florida's citizens. Please feel free to contact our office at 850-414-3530 if we can be of assistance in the coming year.

Sincerely,



LADY DHYANA ZIEGLER DCJ, PH.D.
CHAIR



2018 HIGHLIGHTS

The Commission's legislative authority exists in Section 14.24 Florida Statutes. We are charged with studying the changing and developing roles of women in American society.

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 programs 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.

In 2018 the Commission expanded its online Florida Women's Resource Directory to connect groups and organizations vital to improving the status of women and families in Florida. The Directory has more than 750 organizations and continues to grow and expand as a useful resource.

The Commission proudly partnered with the **Florida Chamber Foundation** for the second year, to host the **36th Florida Women's Hall of Fame Induction Ceremony**. The Commission also coordinated a breakout session on Women's Leadership in Florida. Attendees learned about the importance of gender diversity and strategies to increase the number of women in leadership positions.



*"Issues impacting the lives of women have moved to the forefront of conversations across the nation."
- Lady Dhyana Ziegler, DCJ, Ph.D.*

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

For the fifth year, more than 200 women traveled to the Capitol to participate in the **Women's Legislative Education Summit**. The two-day, non partisan forum provided attendees a unique opportunity to observe the legislative process in action and learn the tools needed to be leaders in their communities.

The 2018 event included sessions on leading change, serving on boards and commissions, and navigating the legislative process. The Summit concluded with the 2nd Annual Florida Women's Town Hall led by the Florida Chamber Foundation.



The Commission's commitment to teach women's history continued with the third annual Florida Women's History Essay Contest. The middle-school participants in this year's contest were challenged to write about the issues they would champion as a newly elected public official, using female Florida legislators as inspiration.

First place winners in each grade were awarded \$100 each; 2nd place \$75. Each was presented a special recognition letter from Governor Rick Scott. Students read their essays, and their teachers were also recognized for their dedication to learning.

6th grade winners:

- 1st Place - Dominic Celestin, Turner Bartels K-8 in Tampa
- 2nd Place - Sayuri Negron, Gateway Environmental K-8 Learning Center in Homestead

7th grade winners:

- 1st Place - Alyson Mizanin, Pine View School in Osprey
- 2nd Place - Autumn Rhodes, Paul Laurence Dunbar Middle School in Fort Myers

8th grade winners:

- 1st Place - Samantha Kalish, Polo Park Middle School in Wellington
- 2nd Place - Jordanne Stewart, Deerlake Middle School in Tallahassee



LEAD Lunch & Learn

Leadership. Education. Advocacy. Development.

The Commission expanded its educational outreach in 2018 by hosting the inaugural **LEAD (Leadership. Education. Advocacy. Development.) Lunch & Learn** at the Tampa Bay History Center in Tampa, FL. Presented as an offshoot of the Commission's Women's Legislative Education Series, the program offers opportunities for development in leadership in their own communities, taking Tallahassee out to the state and making it accessible to all Floridians.

The sold-out lunch session featured an intimate, in-depth and open discussion with Florida Attorney General Pam Bondi and Florida Attorney General-Elect

Ashley Moody, who shared their personal journeys of serving in public office. The purpose of the LEAD Lunch & Learn is to equip women to become more effective in leadership in their sphere of influence, whatever their heart's passion.

"It is an honor for us to support and encourage the many women who have gathered to be inspired, educated and motivated - and to make a difference in their communities and their workplaces," said Commission Chair Lady Dhyana Ziegler. "Helping Women succeed and assume leadership positions is a core value of the Commission."



FLORIDA
WOMEN'S
HALL OF FAME
EST. 1982



We **CELEBRATE** the contributions and successes of women and girls through the **FCSW Spirit of Community Awards** and the **Florida Women's Hall of Fame**.

Three new members were inducted into the **Florida Women's Hall of Fame** during a distinguished ceremony in Orlando as a part of the Future of Florida Forum. Celebrating its 36th anniversary, the Hall of Fame honored 2018 inductees **Adela Hernandez Gonzmart**, **Lee Bird Leavengood** and **Janet E. Petro** for significant contributions to the citizens of Florida.

The ceremony included an evening of honor with remarks from Florida Attorney General Pam Bondi; Doug Davidson, Chair of the Florida Chamber Foundation; Crystal Stiles, Director of Economic Development for Florida Power and Light Company, and Commissioners from the Florida Commission on the Status of Women.

Joined by family and friends, the Hall of Fame celebrated the inductees with commemorative videos and remarks about the legacy of accomplishments and the contributions each made to the lives of people across Florida.

Anchored with an induction ceremony led by Florida Attorney General Pam Bondi, joined by Chief Financial Officer Jimmy Patronis, the inductees received replicas of the plaques to be placed on the Hall of Fame wall in the Florida Capitol Rotunda, as well as an American flag that flew over the United States Capitol in the inductees' honor.





The Commission honored thirteen outstanding women with a **Spirit of Community Award** (formerly the FCSW Achievement Award) for their work in improving the lives of women and families in their communities.

The newly named Spirit of Community Award recognizes meritorious women and men who have improved the lives of women of Florida and have served as positive role models for women and girls in their community. Recipients of the Spirit of Community Award were honored during a special luncheon celebration at the Tampa Bay History Center. The Keynote Speaker, Lissette Campos, Emmy-award winning journalist and anchor at WFTS-TV in Tampa spoke about the impact of volunteerism in the Community.

2018 Spirit of Community Award Recipients

- Stephanie Bowman of Orlando
- Louise Bruderle of Sarasota
- Paula DeBoles-Johnson of Tallahassee
- Rebecca Doane of North Palm Beach
- Maureen Dunleavy, LMHC of Key West
- Stacey Hoaglund of Cooper City
- Elaine Larsen of Palm Bay
- Alma Lee Loy of Vero Beach
- Janeice T. Martin of Naples
- Linda A. Oberhaus of Naples
- Kelly Otte of Tallahassee
- Niritta Patel of Tampa
- Linda Watts of Leesburg





A SOLID FOUNDATION

There's no doubt that defining the future for an organization is one of the most important obligations of leadership. There's also little doubt that actually conducting the strategic planning process by which this takes place is one of leadership's most challenging activities.

PLANNING FOR THE FUTURE

No organization can successfully fulfill its mission without a solid foundation and plan for the future. In fact, without knowing where you're going, it's not really possible to plan at all.

A strategic plan is a vision of an organization's future and the basic steps required to achieve that future. A good plan includes goals and objectives, desired outcomes, metrics for measuring progress, timelines, and budgets.

The Commission devoted much of 2018 to drafting a comprehensive Strategic Plan that will serve as a road-map for our work through 2021.

This was a time-consuming and thought provoking process that gave us the opportunity to learn, share perceptions about our strengths and weaknesses, and to discuss critical issues likely to affect Florida women in the years to come.

Hand-in-hand with this work was a complete review and revision of both our Bylaws and Policies and Procedures. Together with the completed Strategic Plan, these three vital documents will guide our actions as we work to achieve our mission.

STRATEGIC PRIORITIES

Priority #1 : Increase awareness of the status of women in Florida and the issues they face

Priority #2: Recognize and promote the contributions women in Florida make to the community, state and nations

Priority # 3: Achieve operational excellence



FLORIDA COMMISSION
on the STATUS of WOMEN

51.1%

The FCSW serves women of all ages and backgrounds who reside in the state of Florida, representing 10,730,133 women or 51.1% of the State's total population, according to the U. S. Census Bureau. ⁽¹⁸⁾

In Florida and across the country women are ascending to higher levels of leadership, owning more businesses, and providing economic security for their families than ever before. However, there is still much work to be done to prepare for the future.

According to the [Florida 2030 Report](#) published by the Florida Chamber Foundation, Florida is the 3rd largest state by population and the 17th largest economy in the world. The state is expected to grow by more than 5 million residents by the year 2030. ⁽¹⁴⁾ Certainly, women will be vital to Florida's growth, prosperity, and quality of life over the next decade.

To understand where we are going, we must know where we are. The following pages of the 2018 Annual Report will highlight the strengths and challenges faced by Florida women through the latest descriptive data available. Additionally, more in-depth statistics are available on the Commission website at fcsw.net.

FLORIDA WOMEN QUICK FACTS

42

The median age for Florida women is estimated to be just over 42.0 years. (Among men, the median age is just under 40.) ⁽²²⁾

An estimated 20% of the female population was under 18 years old and 20.1% was 65 years and older. ⁽²²⁾

89%

In 2017 female students earned diplomas more often than male students, with young women posting an 89.3% high school graduation rate and young men a rate of 82.9%.⁽⁷⁾ More than one in four Florida women aged 25 and older has a bachelor's degree or higher (26.7%), compared with 28.1% of Florida men. ⁽⁴⁾

20.1%

In 2016, more than 20 percent of Florida's population was foreign-born, of which more than half were women.⁽¹⁸⁾ Florida has a high (more than 11%) concentration of individuals with limited English proficiency. ⁽¹³⁾

\$726

Florida ranks 4th in the nation in pay equity. In 2017, Florida female full-time wage and salary workers had median weekly earnings of \$726, or 87.9 percent of the \$826 median weekly earnings for their male counterparts.⁽²⁸⁾ Education does not eliminate the gender pay gap. Women bachelors degrees earn 71.4 cents for every dollar earned by a man with similar education. ⁽⁴⁾

\$1,161

The average monthly Social Security benefit in Florida is \$1,161 for older women and \$1,490 for older men. ⁽⁴⁾

\$15,922

For a Florida family with one infant and one 4-year-old, the annual price of a child care center averages \$15,922 per year, or more than one-fifth of the median income for a Florida family with children. ⁽¹⁵⁾

FLORIDA WOMEN'S HEALTH

10.9%

In Florida, 10.9 percent of women aged 18 and older have been told they have diabetes, which is in the bottom third in the nation (a ranking of 39th).⁽³⁾

48TH

Florida ranks 48th out of 51 for its high rate of AIDS diagnoses (7.6 per 100,000 women and girls aged 13 and older). The rate of women's AIDS diagnoses in Florida is more than twice the national rate of 3.2 per 100,000.⁽³⁾

13TH

The heart disease mortality rate for women in Florida is 115.6 per 100,000, earning the state a ranking of 13th in the nation. Across Florida, heart disease mortality ranges from a low of 68.8 per 100,000 women in Collier County to a high of 236.7 per 100,000 women in Holmes County.⁽³⁾

21.7%

More than one in five Florida women aged 65 and older (21.7 percent) resides with a person with a disability.⁽²⁷⁾

24.2%

About one in four Florida women (24.2 percent) experienced unwanted sexual contact in their lifetime, and 17.2 percent were raped.⁽³⁾

6.5

Suicide rates rose from 5.5 per 100,000 women of all ages in 2001 to 6.5 per 100,000 women in 2015, compared to a national average of 5.8 for the same population.⁽³⁾

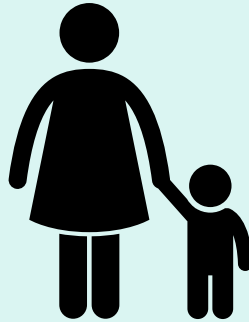
BASIC ECONOMIC SECURITY IN FLORIDA

Amount of income working adults with employment benefits need for basic economic security in Florida.



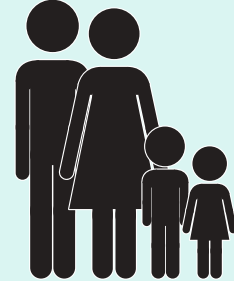
A single working adult

\$31,668



A single parent with 1 infant

\$50,112



2 working adults with 1 infant and 1 preschooler

\$74,568

Source: IWPR compilation of data from the Basic Economic Security Tables available at www.basiceconomicsecurity.org.

To have economic security, working adults must have enough income to meet their basic monthly expenses, including housing, food, transportation, and child care expenses, in addition to saving for emergencies and retirement.

Only 62% of Florida's working women and men (aged 19-64) are economically secure, meaning their family household income is enough to meet basic monthly expenses. Florida ranks 47th among the 50 states and the District of Columbia for the proportion of working adults with economic security. ⁽²³⁾

Housing and Rent

35% of Florida households are renters. Nearly 789,000 Florida families spend more than half of their income on rent and utilities. It is recommended that housing costs make up no more than 30% of a household budget. ⁽⁴⁾

Living above the federal poverty threshold is not necessarily enough for economic security. In 2017, the federal poverty line for a single adult under age 65 was \$12,752, nearly \$19,000 less than is needed in Florida to be economically secure. ⁽¹⁵⁾

Only 22 percent of family households headed by single mothers in Florida live with family incomes high enough to be economically secure. Women of color struggle the most. ⁽⁶⁾

In Florida, the Fair Market Rent (FMR) for a two-bedroom apartment is \$1,118. To afford this level of rent and utilities – without paying more than 30% of income on housing – a household must earn \$3,726 monthly or \$44,716 annually. ⁽⁴⁾

UNAFFORDABLE HOUSING

Affordable housing is sometimes referred to as "workforce housing."

Affordable housing serves the needs of people employed in the jobs that we rely upon to make every community viable. In general, the income eligible household is said to be living in affordable housing when it spends no more than 30% of its income on either rent or mortgage payments. ⁽¹⁾

The **Florida 2030 Report** overwhelmingly cites "affordability of housing" as the biggest weakness in our state now, and most feel the crisis will only get worse in the future. ⁽¹¹⁾

It is not just working professionals who are struggling - approximately 66% of seniors in Florida currently pay more than 50% of their income toward housing costs. ⁽¹⁾

Who needs affordable housing?

- Embassy Suites - Front Desk Clerk
- Law Firm - Legal Assistant
- Red Lobster - Busboy
- Hair Salon - Hair Stylist
- Hillsborough County Schools - Cafeteria Worker
- Fly Bar and Restaurant - Chef
- Tampa Police Department - Police Officer
- Alessi Bakery - Cashier
- Moffitt Cancer Center - Medical Assistant
- University of South Florida - Instructor
- Publix - Cashier & Manager
- Atlas Aviation - Flight Instructor
- Finish Line - Sales Associate
- Progressive Insurance - Claims Admin Support

Source: Florida Housing Coalition, flhousing.org



POVERTY

POVERTY FOR WOMEN IN FLORIDA BY RACE, 2014 ⁽⁴⁾

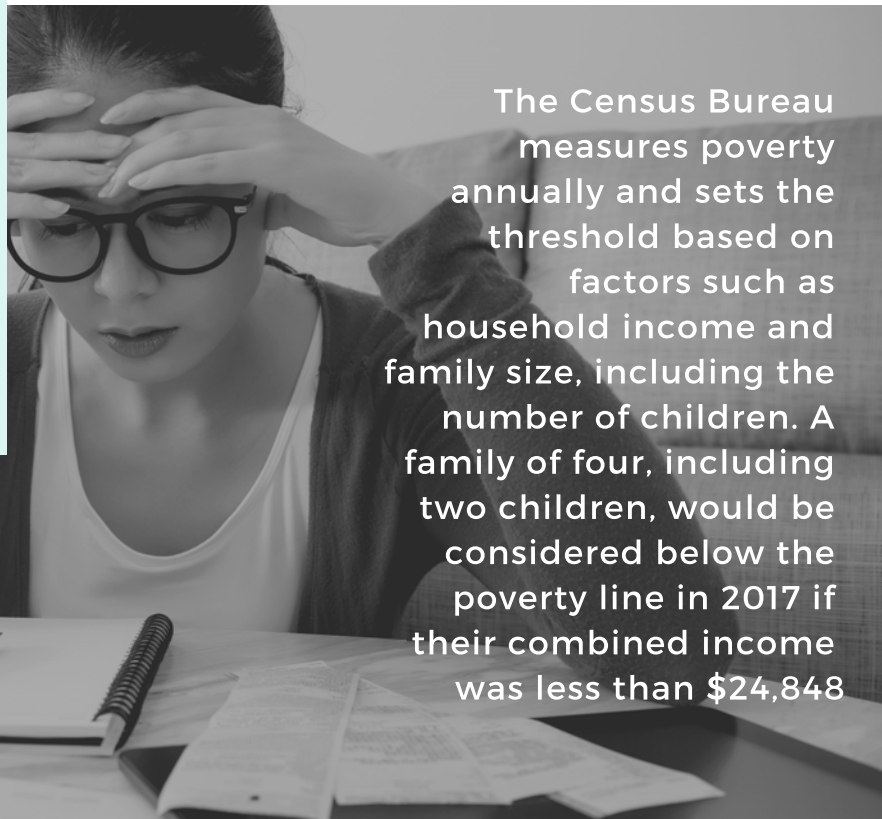
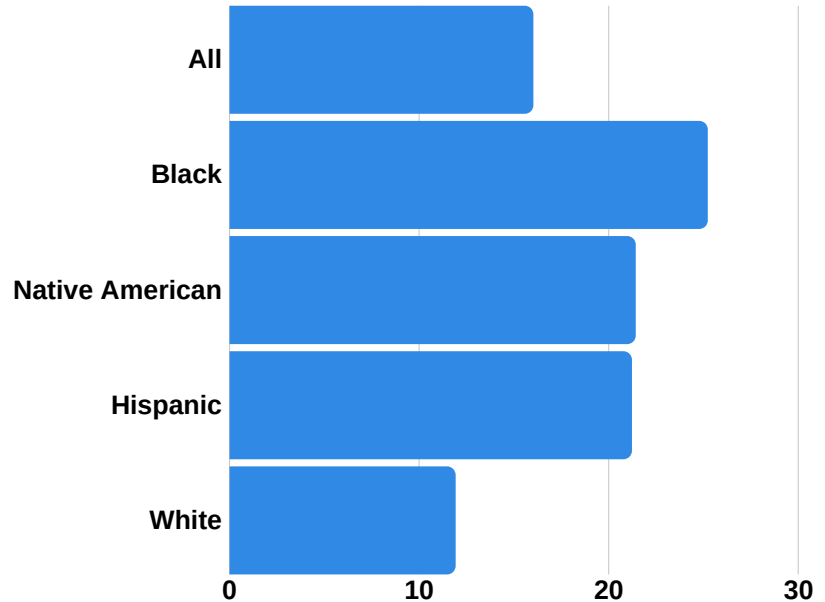
Across the country, poverty continues to be a persistent problem, especially among minorities. According to research from the Florida Chamber Foundation, 3.13 million people are living in poverty in Florida, with 944,415 of that total under the age of 18. In addition, 15.4 percent of women aged 18 and older live in poverty, placing the state among the bottom third in the country. These numbers do not account for the households living paycheck to paycheck - one financial crisis away from poverty. ⁽¹¹⁾

Approximately two in five households headed by women with children live in poverty (41.5%). ⁽¹⁵⁾

Florida currently has more than 3.4 Million residents, including 1.1 Million children, who are food-insecure. ⁽¹⁴⁾

According to the United Way of Florida's Asset Limited, Income Constrained, Employed (ALICE) analysis, child care is often the greatest cost impediment to economic stability for families with young children. ⁽¹³⁾

"In most Florida counties, the least expensive child care is a budget expense more costly than the least expensive rent."
- Florida Chamber Foundation, Florida Financial Cliffs Report.



The Census Bureau measures poverty annually and sets the threshold based on factors such as household income and family size, including the number of children. A family of four, including two children, would be considered below the poverty line in 2017 if their combined income was less than \$24,848

WOMEN OWNED BUSINESSES

Florida led all states in growth of women-owned businesses over the last decade according to American Express' "State of Women-Owned Businesses Report" for 2018,

Florida firms owned by women posted the largest percentage growth between 2007 and 2018, followed by Georgia and Michigan, respectively.

The metro area from greater West Palm Beach to Miami ranks in the nation's top five for such growth.

Most women-owned businesses fall in one of three categories: personal services such as salons; health care; and professionals such as attorneys, accountants and architects.

Florida is ranked first in the country for the fastest growth rate of women-owned business, according to the American Express State of Women Owned Businesses Report. ⁽²⁷⁾



Since 2007, women of color have started businesses at an unmatched rate. While the number of women-owned businesses grew 58% from 2007 to 2018, firms owned by women of color grew at nearly three times that rate (163%). As of 2018, women of color account for 47% of all women-owned businesses.

WOMEN IN ELECTIVE OFFICE



Nikki Fried,
first elected female
Commissioner of
Agriculture



Jeanette Nuñez
first Latina
Lt. Governor



Ashley Moody
second female
Attorney General

As a result of the 2018 November election, women were elected to serve in 45 (28.1%) of the 160 seats in the 2019 Florida Legislature. This is a 2.5% increase of women who served in the 2018 Legislature.

In Congress, Florida women gained one seat over 2018, moving from seven to eight (29.6%) of the 27 total seats. Florida currently has no female Senators.

Florida now has three women in state wide executive offices of Lt. Governor, Attorney General, and Commissioner of Agriculture for the first time ever.

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FLORIDA COMMISSION *on the STATUS of WOMEN*

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Commissioner Cara Perry
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Commissioner Lady Dhyana Ziegler, Ex-Officio

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