

# *YOUR VOICE MATTERS: A CONVERSATION WITH FLORIDA WOMEN AND FAMILIES*

**2014 - 2015 Report**



**The COLLEGE of SOCIAL SCIENCES & PUBLIC POLICY**  
*Center for Demography & Population Health*  
*Applied Demographics Studio*

FLORIDA COMMISSION  
ON THE STATUS OF  
**WOMEN**



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Dear Floridian:

January 2016

On behalf of the Florida Commission on the Status of Women, we are honored to present our 2014 - 2015 Report, *"Your Voice Matters: A Conversation with Florida Women and Families."*

For the first time ever, the Commission made the decision to travel throughout the state and engage with women to hear firsthand of the challenges they are currently facing. We hosted and supported open and informational conversations with women in our communities, with the assistance of women's commissions and organizations from across Florida.

Our goal was to provide a report on the most up-to-date and current issues women are experiencing in their communities. Our hope is that this information will be extremely beneficial to leaders and decision makers in our state.

We urge you to read this report carefully and use it as a reference and guide as it represents an account of key issues, challenges, and suggested solutions described during public discussions and an online survey sponsored by the Florida Commission on the Status of Women (FCSW) and supported by local partnering organizations.

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. It is in fulfillment of our mandate and mission that the Commission has chosen to host this open dialog with the women and families of Florida.

We plan to continue this open dialogue and through a strategic plan of collaborating with a variety of organizations, continue to focus on the key issues facing women and families today. It is our desire that the information provided in this report impacts those we serve – girls and women - and acts as a catalyst to ensure their challenges and needs of are met.

Sincerely,

A handwritten signature in black ink, appearing to read "Yvonne Fry".

Yvonne Fry  
Chair,  
Florida Commission on the Status of Women

A handwritten signature in blue ink, appearing to read "Patti W. Hamilton".

Patti W. Hamilton  
Chair,  
Annual Report Committee

## Acknowledgements

The Florida Commission on the Status of Women (FCSW) is grateful to the many individuals whose knowledge and dedication to Florida's women made this report possible. A special note of appreciation goes to the FCSW Annual Report Committee for their input and guidance of this project: *Patti W. Hamilton, Chair, Nancy C. Acevedo, Deborah Cox-Roush, Melissa Hagan, Susanne Hebert, Gayle Jacobson, Elizabeth Pines, Laurie Pizzzo, Elena Spottswood, Barbara Wall Thursby, Anne Voss, and Yvonne Fry, Commission Chair.*

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

We appreciate the expert guidance of Karin Brewster, Ph.D. and Robert Pennock, Ph.D., of the Florida State University Center for Demography & Population Health and Linda B. Schrader, Ph.D. of the Florida State University College of Education Dept. of Educational Leadership & Policy Studies Affiliate Faculty, Center for Demography & Population Health.

We thank the following organizations for organizing and hosting Conversations with Florida Women in their communities, and for assisting the research for this report:

- Tallahassee/Leon County Commission on the Status of Women and Girls
- Okaloosa Commission for Women
- Sarasota Commission on the Status of Women
- Palm Beach State College
- Executive Women of the Palm Beaches
- Women's Foundation of Palm Beach County
- Doral Commission on the Status of Women
- Miami-Dade County Commission for Women
- The Community Foundation of Collier County
- Hillsborough Commission on the Status of Women
- The Helen Gordon Davis Centre for Women
- Jacksonville Mayor's Commission on the Status of Women
- Community Foundation of the Florida Keys
- St. Petersburg College
- Community Foundation of North Central Florida

Finally, this report is dedicated to all of the women in Florida who have worked and sacrificed in their **homes, offices and communities** to care for the families they love, and who want to leave this world a better place for future generations.

**The Florida Commission on the Status of Women recognizes and supports women of all ages as they strive to achieve their fullest potential.**

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## Introduction

The Florida Commission on the Status of Women is a non-partisan board consisting of 22 appointed members, administratively housed in the Office of the Attorney General. The members are appointed by the Florida Governor, Attorney General, Chief Financial Officer, Commissioner of Agriculture, President of the Senate, and Speaker of the House of Representatives.

Commissioners come from very diverse backgrounds and professions, and represent different geographic areas of the state. Together, the many women, and sometimes men, who have served on the Commission over the years have made it their mission to recognize and support women of all ages as they strive to achieve their fullest potential.

In the spirit of our mission to be focused on the status of Florida's women and families, the Commission hosted and supported 17 pilot informational conversations with the women in our communities during the Fall of 2014, with the assistance of women's commissions and organizations from across Florida. In addition, online and written surveys were made available for women to share their key concerns. Approximately 300 women throughout the state shared their experiences, opinions, and suggestions on challenges and solutions important to Florida families.

In addition to providing a forum for women to voice concerns about issues they are facing, the conversations were an opportunity to build trust with constituents and further build and support relationships with regional partners and women's commissions.



Sarasota, Florida



Key West, Florida



Miami, Florida

## Outcomes

The responses overwhelmingly centered on economics and finances. While overall economic conditions have improved across the country over the last few years, the following challenges were reported most frequently:

- Safe and affordable housing
- Childcare and eldercare costs
- Low wages
- Educational costs including college tuition
- Healthcare costs
- Fewer full-time jobs with benefits such as insurance and retirement

Additionally, other challenges reported included violence against women, human trafficking and work-life balance.

It is clear that women and families throughout Florida share common concerns and challenges. There is a real need for coordinated efforts among government and service organizations, and to educate women on how to best access these resources. There is also a general lack of information and knowledge on where to find resources and services in communities statewide. Women across Florida expressed a real desire to see more women as leaders and to be a part of the solution to the challenges they face.

## Priority Issues

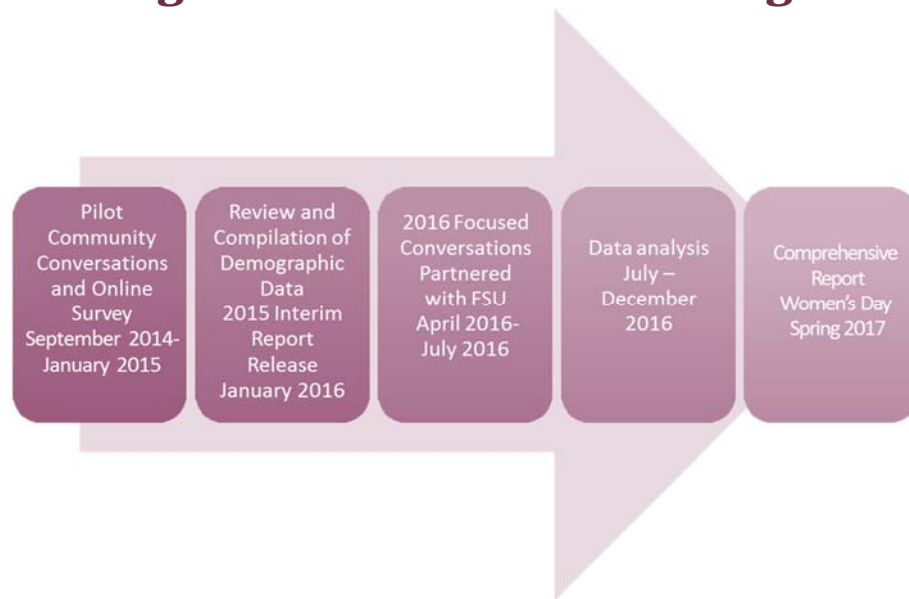


## Data Report

While these pilot conversations revealed a shared need for resources addressing issues impacting Florida families, it was clear that more quantitative, research-based data was needed in order to identify priorities for future.

In 2015, the Commission partnered with The College of Social Sciences & Public Policy, Center for Demography & Population Health, Applied Demographics Studio to gather and analyze significant demographic data statewide which will be used as a strategic planning guide for future development. By accounting for both perceived and data driven accounts of key challenges, the Commission will develop a plan of action for 2016 for initiatives, programs and services and facilitate collaboration between the Commission and other entities across the state.

## Continuing the Conversation: Moving Forward



This report represents the first steps by the Florida Commission on the Status of Women to become the clearinghouse for data related to issues impacting women in Florida. In the future, the Commission will continue building on this research by conducting additional conversations with the guidance of our research partners at Florida State University. By continuing the “*Your Voice Matters*” program for years to come, the Commission recognizes there may be issues unique to specific demographic groups or geographic regions that need studies.

The Conversations are just the beginning of an on-going process to engage women and other key stakeholders from across the state to identify challenges Florida families face and begin an open dialog to discuss solutions. The input received from these dialogs will assist in informing and educating local and state leaders about issues important to women and will help build community partnerships to address these challenges.

The Florida Commission on the Status of Women values the opportunity to continue serving the State of Florida. We thank our appointing authorities who entrust the Commission with the significant responsibility of supporting women of all ages as they strive to achieve their fullest potential. We look forward to our future work with, and on behalf of, the women and girls of the State of Florida.



## Demographic Data on Florida Women and Girls

*Document prepared by Florida State University, Center for Demography and Population Health, Applied Demographics Studio*

This document describes the status of women and girls in Florida using data from the American Community Survey (ACS), designed by the U.S. Census Bureau to provide policy-makers and the public with “vital information on a yearly basis about our nation and its people.”<sup>1</sup> The ACS collects up-to-date information on topics related to social and economic characteristics while the decennial census provides an official count of the U.S. population.

ACS data is available as both single-year and multi-year estimates. Single-year estimates are the most current but they are less reliable than 3-year and 5-year estimates. In addition, single-year estimates are available only for areas with a population larger than 65,000. Five-year estimates are the least current but the most reliable and they are available for all geographic levels in the state, from large metropolitan areas to small rural counties. The data used here was collected over the five-year period from January 1, 2009 to December 31, 2013 in order to provide a comprehensive picture of women and girls throughout the state, including those living in rural counties with populations of less than 65,000.

The document comprises charts and brief verbal descriptions. Charts were constructed using data from the ACS tables released by the Census Bureau. Each ACS table has an alphanumeric identifier (e.g., B01001). Tables used in this document are listed by topic and identifier in the accompanying appendix and are available for download on the Commission website [www.fcsw.net/publications](http://www.fcsw.net/publications).

<sup>1</sup> <http://www.census.gov/programs-surveys/acs/about.html>

### Soundbites from Across Florida

#### Finance

***“Regardless of which point in the lifespan girls and women are at, they often face difficult choices in order to provide for themselves and their families. We need to help the working poor.”***

#### Housing

***“We are basically making older people homeless. Many people do not have caregivers and can’t afford assisted living.”***

#### Caregiving

***“Caregiving is truly a women’s health issue and we need more support. Reliable, community based programs that offer relief are needed.”***

#### Leadership

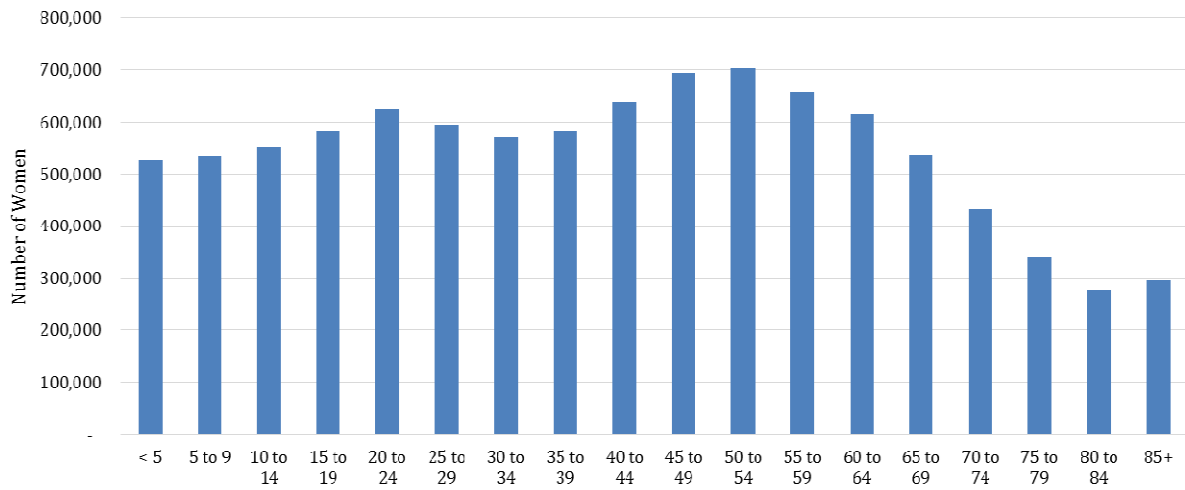
***“Our community can benefit by more female leaders. We need more mentoring programs for leadership development.”***

#### Families

***“Broken families are unable to sustain separately. Low wages and high housing and transportation costs push single moms into constant survival mode.”***

## Sex, Age, Race and Ethnicity

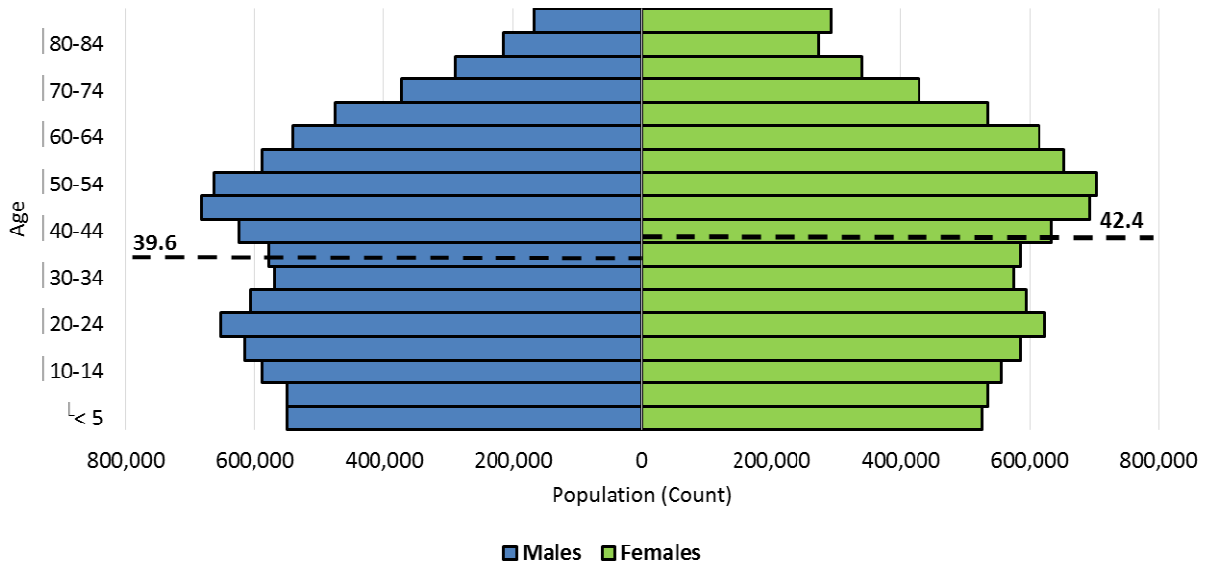
### Age of Florida Women, 2009-2013



Over 9.7 million women and girls lived in Florida between 2009 and 2013. This bar chart illustrates their distribution by 5-year age groups. The three age groups with the largest share of the female population in Florida are 45 to 49, 50 to 54, and 55 to 59. As members of these age groups (cohorts) continue to age over the next three decades, there will be larger numbers of elderly women in Florida who will require increased medical and social services.

Source: Table B01001

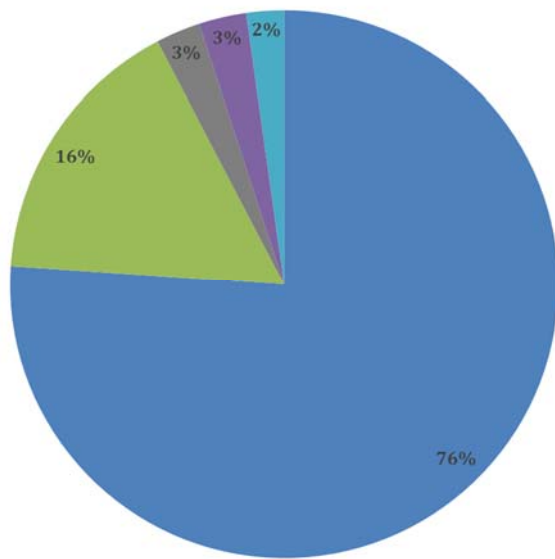
### Florida Population Pyramid, 2009-2013



This chart is called a “population pyramid.” The bottom axis shows population counts and the left-side axis shows five-year age groups. The chart shows the distribution of women (in green) and men (in blue) across age groups. Women in Florida are, on average, older than men. The dashed lines indicate the median age for each group. The median is the midpoint—the age that cuts each distribution in half. Among women, that age is a bit over 42 years and among men, the median is just under 40.

Source: Tables B01001, B10002

**Race of Florida Women, 2009-2013**

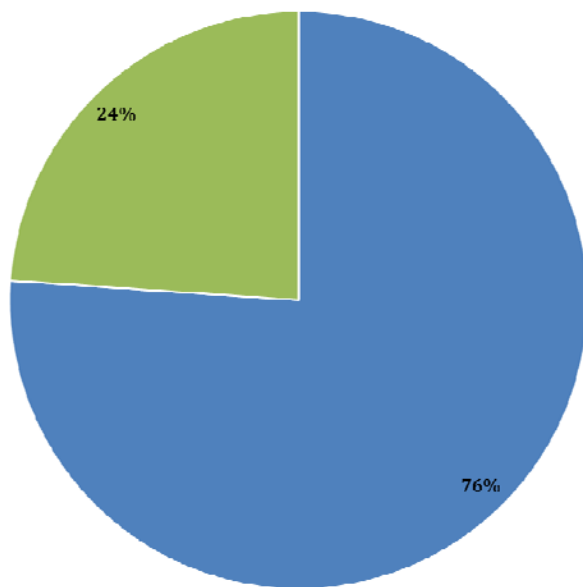


■ White ■ African American ■ Asian ■ Some Other Race ■ Two or More Races

Persons included in the ACS are asked to describe their race; they may choose a single race or two or more races (multiracial). Only a small share (2%) of women identified as multiracial. The majority of Florida women identify as white (76%, 7.4 million), followed by African American (16%, 1.5 million). The category “some other race” includes women who identify as American Indian and Alaska Native (~28,000) or Hawaiian Native and Other Pacific Islander (~5,700), as well as women who identify with a single race other than White, African American, or Asian.

Source: Tables B01001A, B01001B, B01001C, B01001D, B01001E, B01001F, B01001G

**Race of Florida Women, 2009-2013**

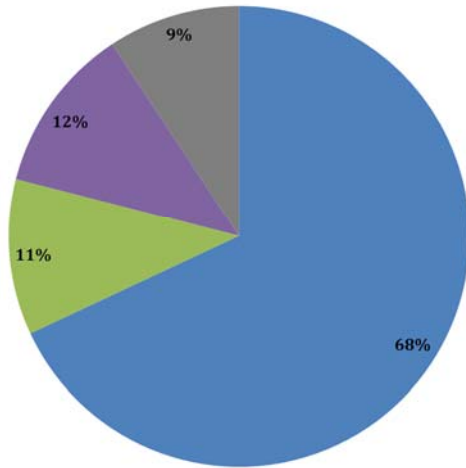


■ White ■ Minority

White women make up the majority of Florida’s women population (76%). Minority women are women who identify as: African American, American Indian and Alaska Native, Asian, Hawaiian Native and other Pacific Islander, some other race, and two or more races. Minority women make up 24% (2.3 million) of Florida’s women population.

Source: Tables B01001A, B01001B, B01001C, B01001D, B01001E, B01001F, B01001G

**Race of Minority Florida Women, 2009-2013**

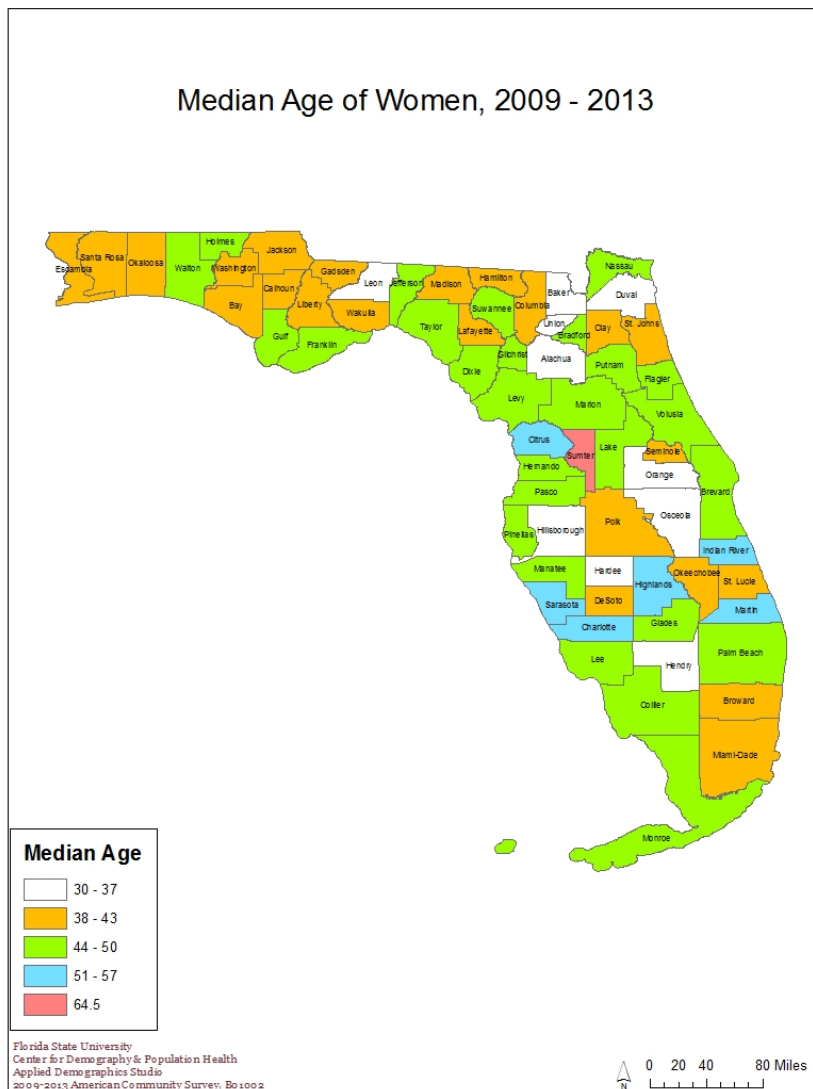


■ African American ■ Asian ■ Some Other Race ■ Two or More Races

Minority women comprise 24% (2.3 million) of Florida’s women population. Within the population of minority women, African American women make up the highest percentage (68%, 1.5 million), followed by Asian (11%, ~256,000). In the chart, some other race includes women who identify as American Indian and Alaska Native (~1% or 28,000) or Hawaiian Native and Other Pacific Islander (~0.24% or 5,700), as well as, women who identify with a race outside of White, African American, Asian, or Multiracial.

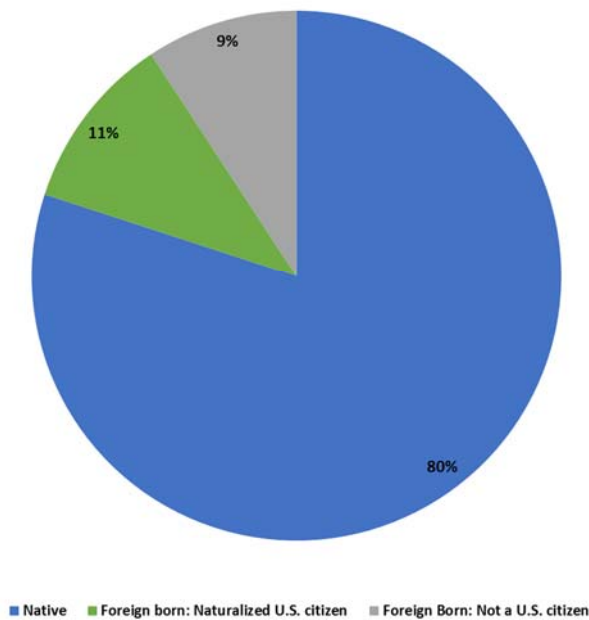
Source: Tables B01001B, B01001C, B01001D, B01001E, B01001F, B01001G

**Median Age of Women, 2009 - 2013**



## Nativity

Nativity Status of Florida Women, 2009-2013

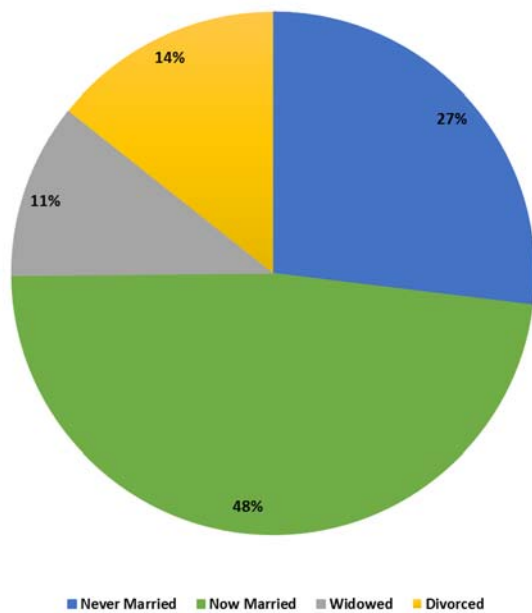


Overall, 80% (7.8 million) of Florida women were born in the United States. 11% (1 million) were born outside of the United States and are naturalized U.S. citizens and 9% (~900,000) were born outside of the United States and are not U.S. citizens.

Source: Table B05003

## Marital Status

Marital Status of Florida Women, 2009-2013

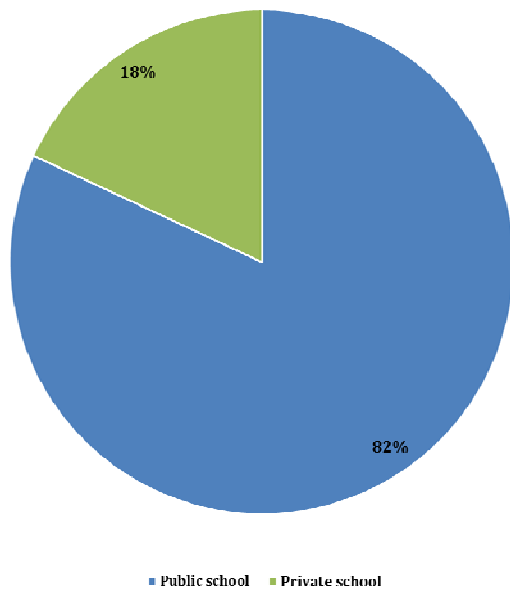


Nearly half (48%, 3.9 million) of all Florida women over the age of 15 are married, followed by women who have never married (27%, 2.1 million), divorced (14%, 1.1 million), and widowed (11%, ~880,000).

Source: Table B12001

## School Enrollment

School Enrollment of Florida Women, 2009-2013

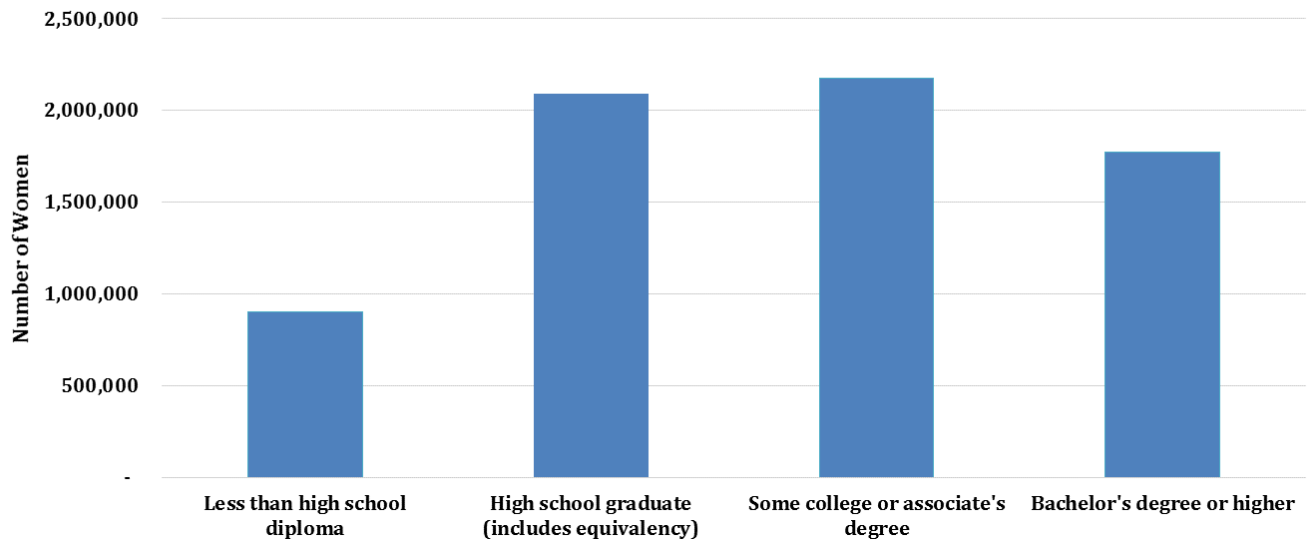


Of those women and girls ages 3 and older and enrolled in school (~2.3 million), 82% (1.9 million) were enrolled in public school and 18% (~426,000) were enrolled in private school.

Source: Table B14002

## Educational Attainment

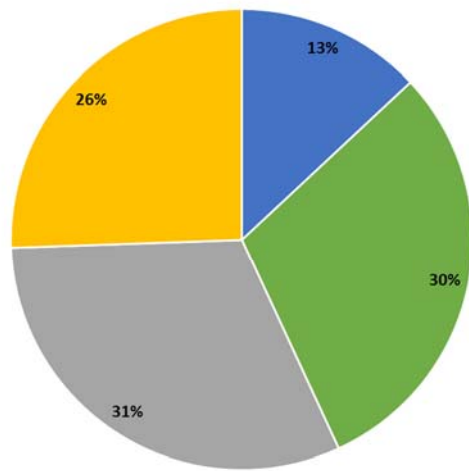
Educational Attainment of Florida Women over 25, 2009-2013



This chart illustrates educational attainment for Florida women over the age of 25. ~903,000 women have less than a high school diploma, ~2 million graduated from high school, ~2.1 million have some college education or an associate's degree, and 1.7 million have a bachelor's degree or higher.

Source: Table B15002

### Educational Attainment of Florida Women over 25, 2009-2013

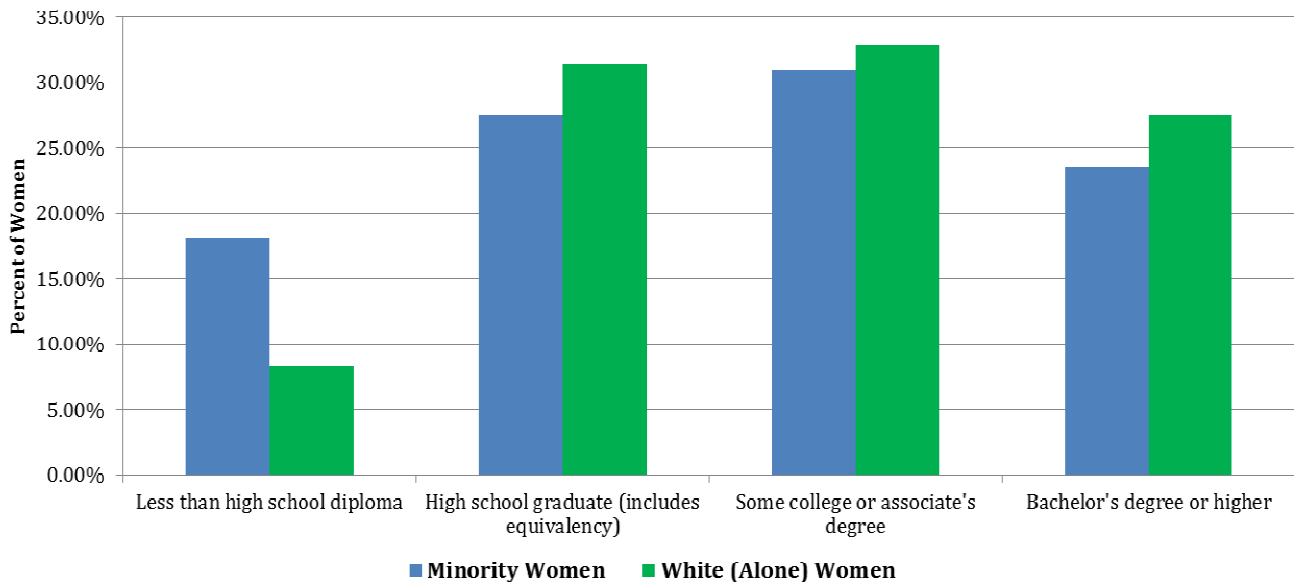


- Less than high school diploma
- High school graduate (includes equivalency)
- Some college or associate's degree
- Bachelor's degree or higher

13% (~900,000) of Florida women over the age of 25 have less than a high school diploma, followed by 30% (2 million) who graduated from high school, 31% (2.1 million) who have some college education or an associate's degree, and 26% (1.7 million) who earned a bachelor's degree or higher.

Source: Table B15002

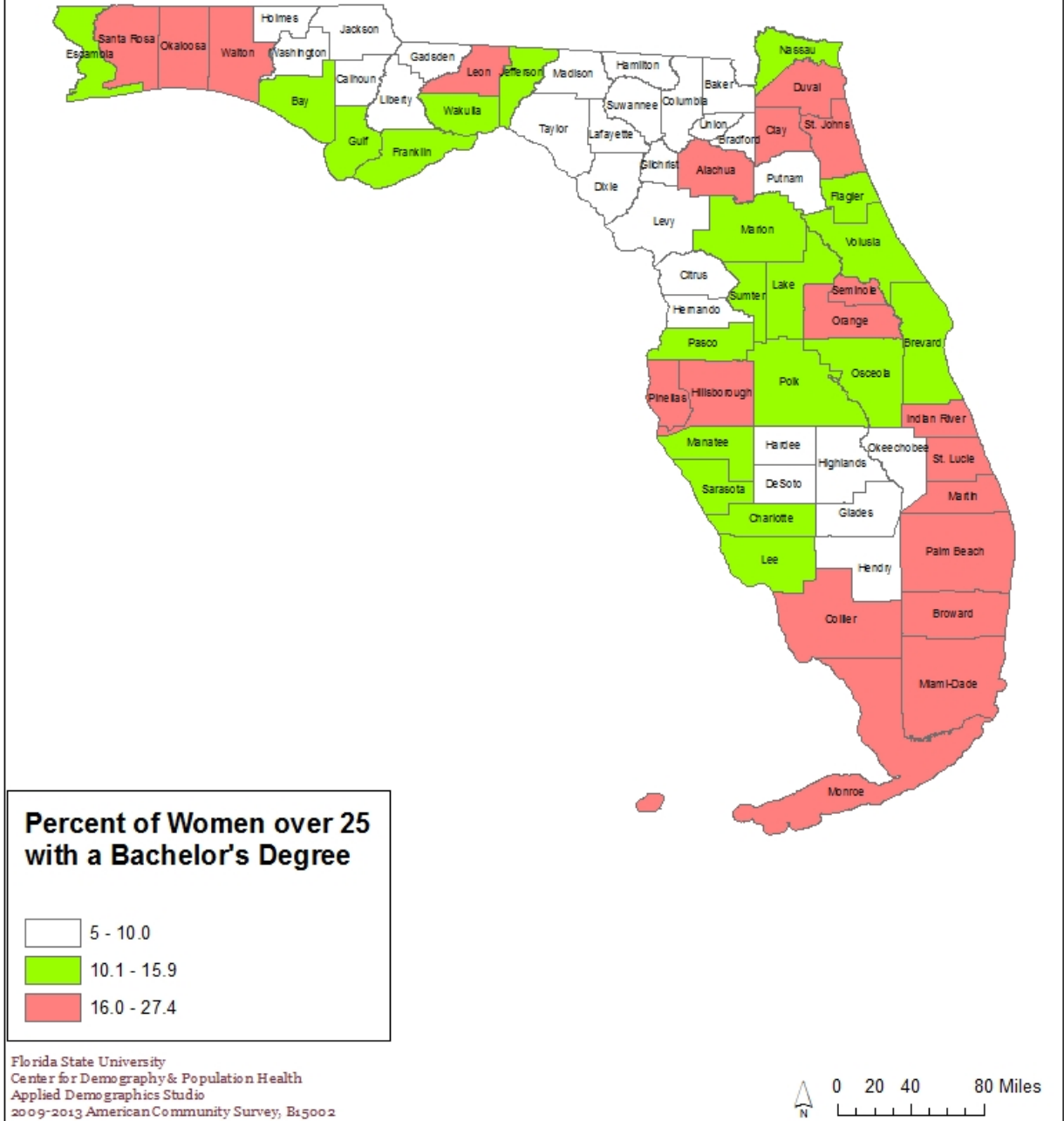
### Educational Attainment of Florida Women by Race, 2009-2013



Educational attainment is shown by race for Florida women over the age of 25. Minority women are women who identify as: African American, American Indian and Alaska Native, Asian, Hawaiian Native and other Pacific Islander, some other race, and two or more races.

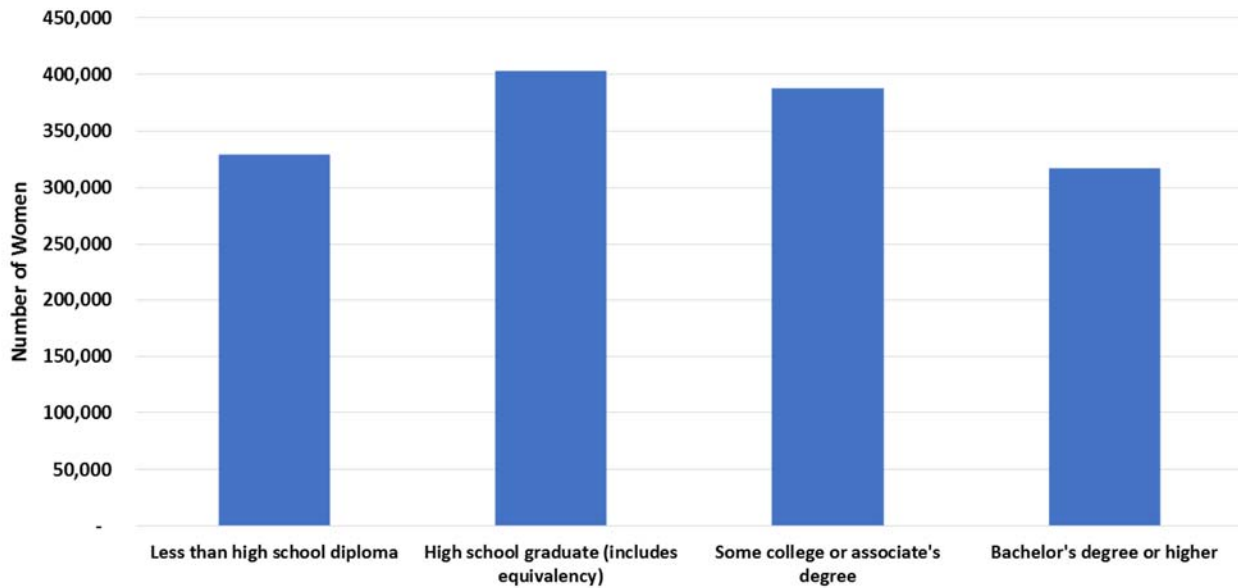
Source: Tables C15002A, C15002B, C15002C, C15002D, C15002E, C15002F, C15002G

## Percent of Women over 25 with a Bachelor's Degree





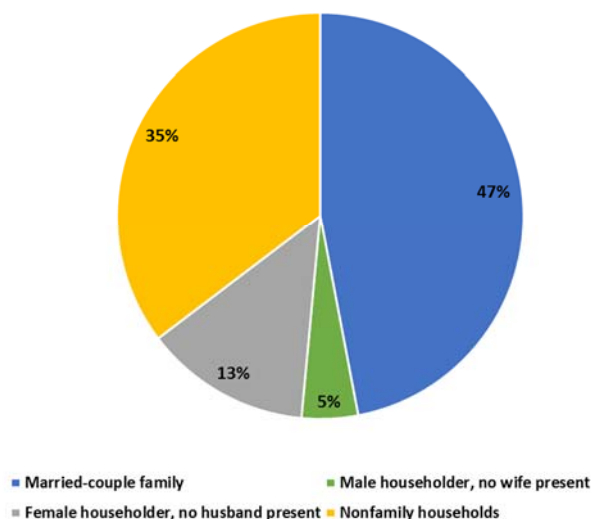
### Educational Attainment of Hispanic Florida Women, 2009-2013



Educational attainment is illustrated for Hispanic Florida women over the age of 25. There are over 1.4 million Hispanic women over the age of 25 in Florida. ~329,000 Hispanic women have less than a high school diploma, ~402,000 graduated from high school, ~387,000 have some college education or an associate’s degree, and 317,000 have a bachelor’s degree or higher.

## Households

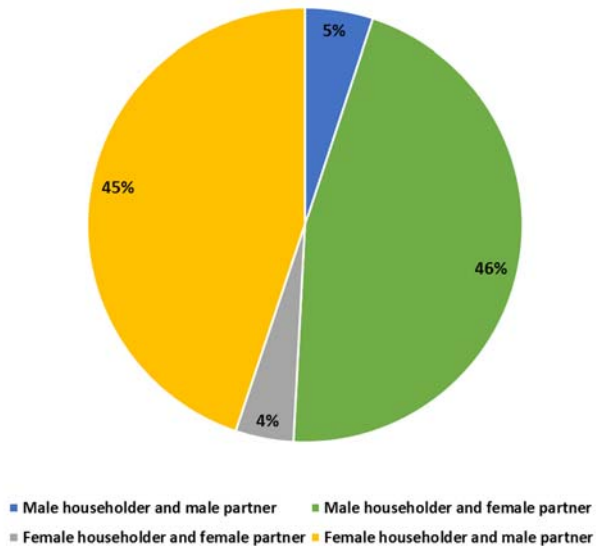
### Florida Household Types, 2009-2013



There are over 7.1 million households in Florida. The Census Bureau distinguishes two types of households based on the relationships of household members to the “householder” (defined below). Family households are those in which all household members are related to the householder by marriage, birth, or adoption. Nonfamily households include those in which the householder lives alone or in which members are not related by marriage, birth, or adoption. The majority of households in Florida are either married-couple families (47%, 3.3 million) or nonfamily households (35%, 2.5 million). Female-headed households make up 13% (~944,000) of households and male-headed households make up 5% (~320,000).

Source: Table B11001

**Florida Unmarried-Partner Households, 2009-2013**

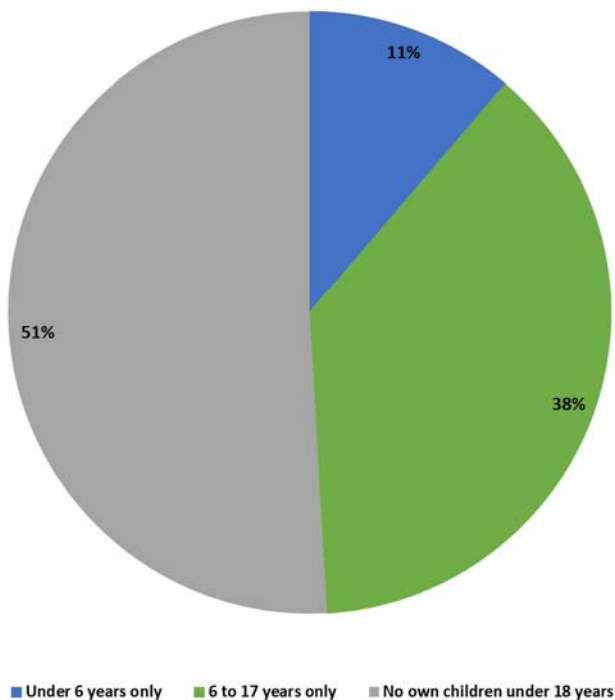


The Census defines a householder as “the person, or one of the people, in whose name the home is owned, being bought, or rented.”<sup>2</sup> 6% (~440,000) of all Florida households are unmarried-partner households. Of unmarried-partner households, the majority are male householders with a female partner (46%, ~201,000) or female householders with a male partner (45%, ~197,000). Female-headed households with a female partner comprise 4% (~19,000) of households and male-headed households with a male partner comprise 5% (~22,000).

Source: Table B11009

<sup>2</sup> <http://www.census.gov/programs-surveys/acs/about.html>

**Household Type by Presence of Children and Age, Female-Header, 2009-2013**

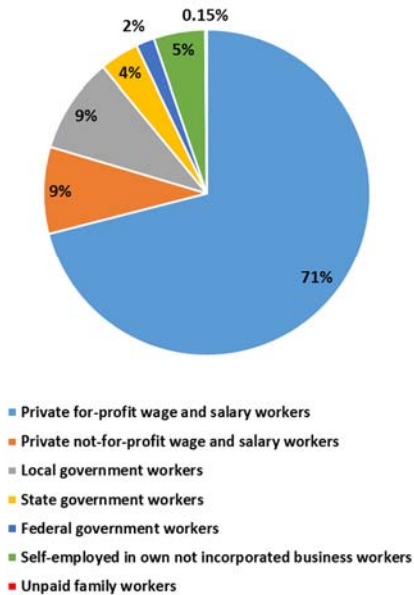


About half of female-headed households in Florida (51%, ~435,000) do not include children under the age of 18. More households include children ages 6 through 17 (38%, ~320,000) than ages five and younger (11%, ~96,000).

Source: Table B11003

# Employment

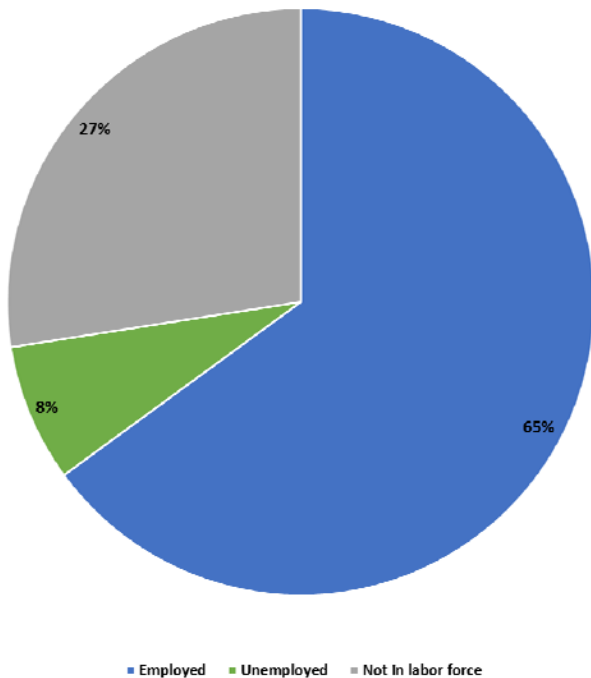
**Class of Worker for Employed Florida Women, 2009-2013**



In Florida, over 3.9 million women over the age of 16 are employed. Most (71%, 2.8 million) are private for-profit wage and salary workers. Roughly equal shares are private not-for-profit wage and salary workers (9%, ~341,000) or local government workers (9%, ~373,000). The remainder are self-employed (5%, ~202,000) or employed by the state (4%, ~153,000) or federal (2%, ~72,000) governments. Less than 1% (~5,900) are unpaid family workers.

Source: Table B24080

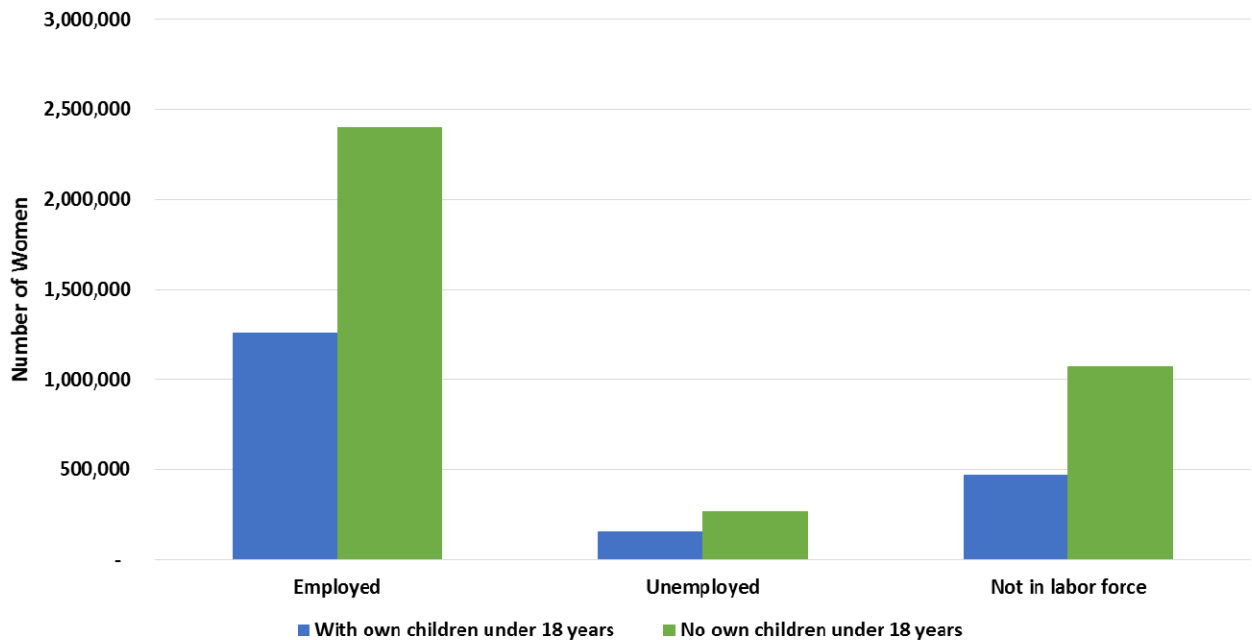
**Employment Status for Florida Women, 2009-2013**



About 73% of Florida women between the ages of 20 and 64 are members of the civilian labor force: 65% (3.6 million) are employed and 8% (~426,000) are not employed. 27% (1.5 million) of women ages 20 through 64 are not in the civilian labor force.

Source: Table B23003

### Employment Status for Florida Women, 2009-2013

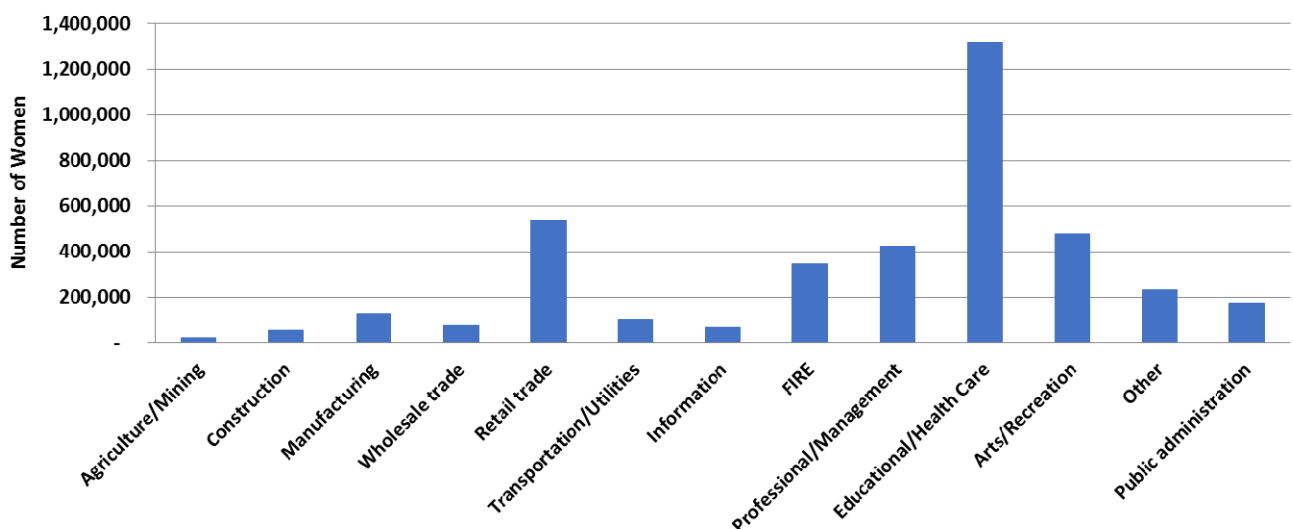


Employment status is illustrated for women between the ages of 20 and 64 by the presence of children. 3.6 million women are employed, ~426,000 are unemployed, and 1.5 million are not in the labor force.

Source: Table B23003

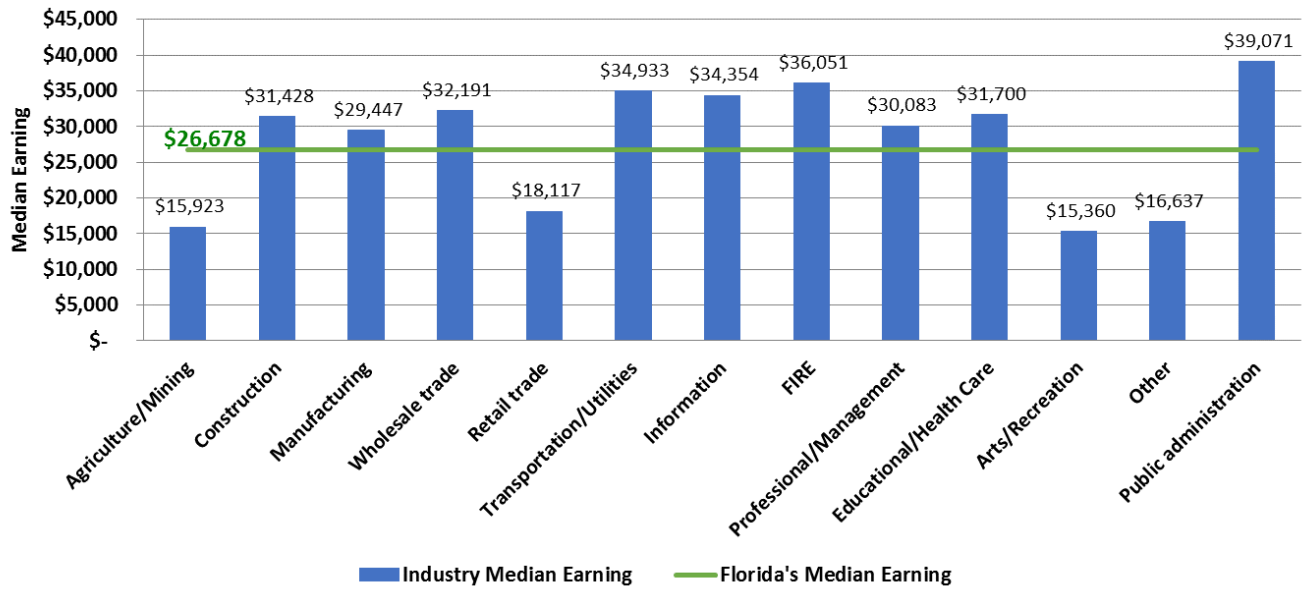
## Income and Earnings

### Industry for Employed Florida Women, 2009-2013



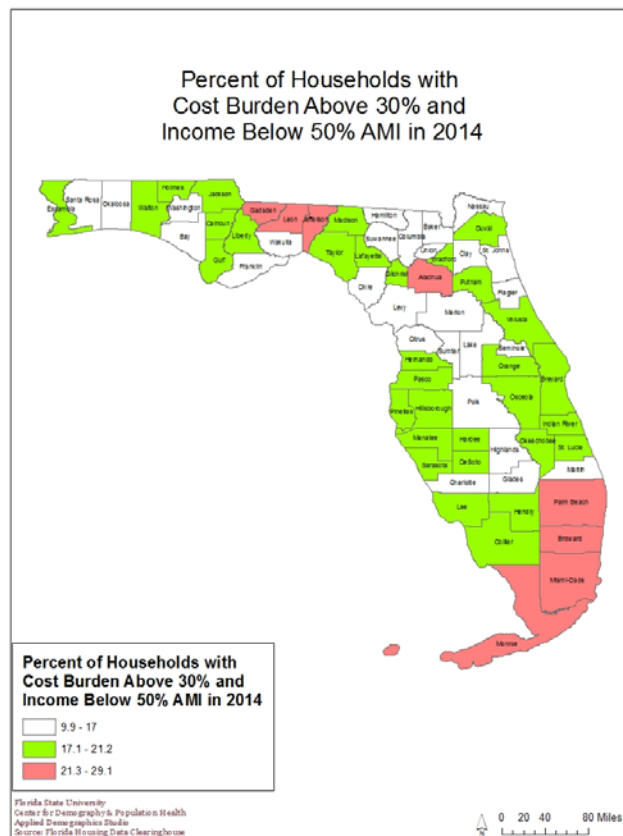
This chart shows the distribution across industries of the 3.9 million Florida women, ages 16 and over, who are employed. The largest sector is education/health care, which employs 1.3 million women in educational services, health care, and social assistance. The second and third largest employers of Florida women are retail trade and arts/recreation.

### Median Earnings by Industry for Employed Florida Women, 2009-2013

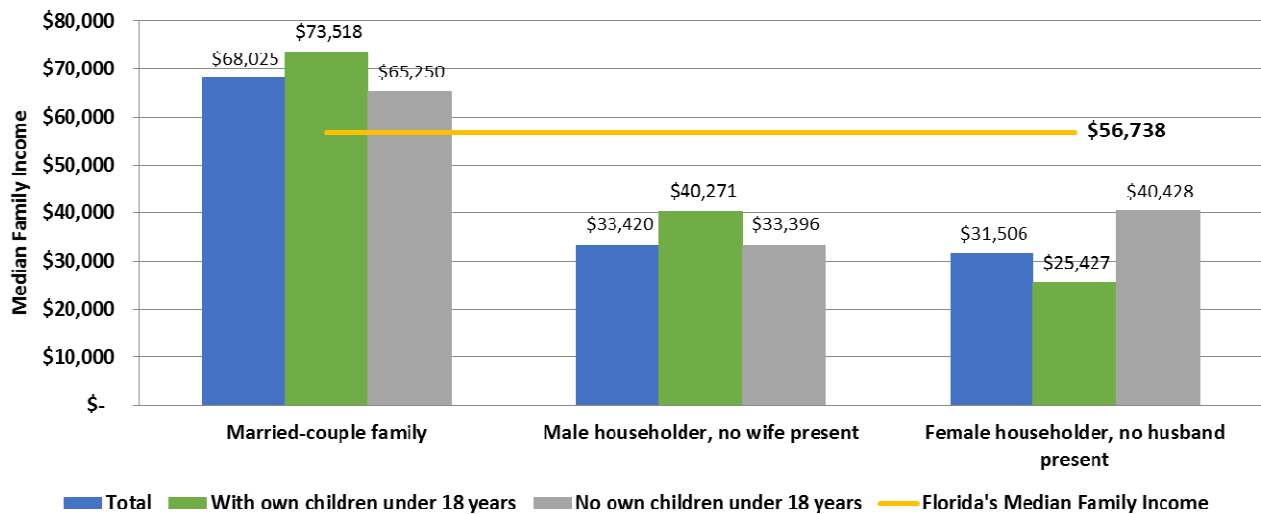


This bar chart shows median annual earnings by industry for employed Florida women ages 16 and over; the green line indicates median earnings across industries. The industry that employs the largest share of Florida women, education/health care, has earnings above the median. Overall, however, those industries in which earnings are higher (e.g., public administration) employ relatively few women.

Source: Table B24032



**Florida's Median Income by Household Type, 2009-2013**

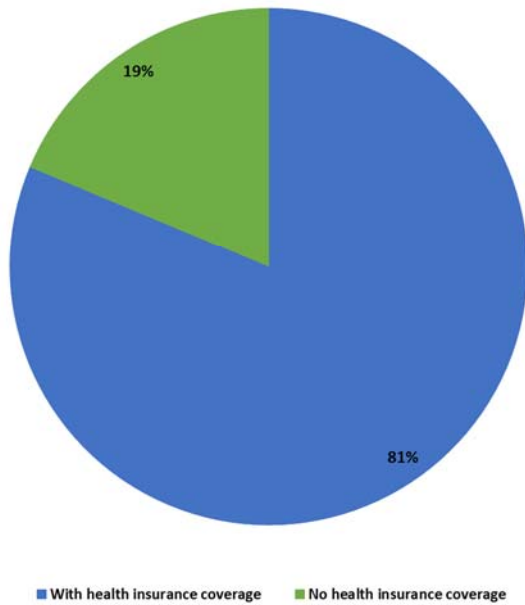


This chart shows the median income in Florida by household type and presence of children. The yellow line indicates the median income for all Florida households. Median income is higher for married-couple households than for female- or male-headed households. It's not surprising that married-couple households in Florida are financially better-off than households headed by a single woman or man; after all, two earners typically are better than one. The median household income for married couples with children is much higher than the Florida median. In contrast, the median income for single mothers with children is much lower than the Florida median.

Source: Table B19126

## Health Insurance Coverage

Health Insurance Coverage of Florida Women, 2009-2013

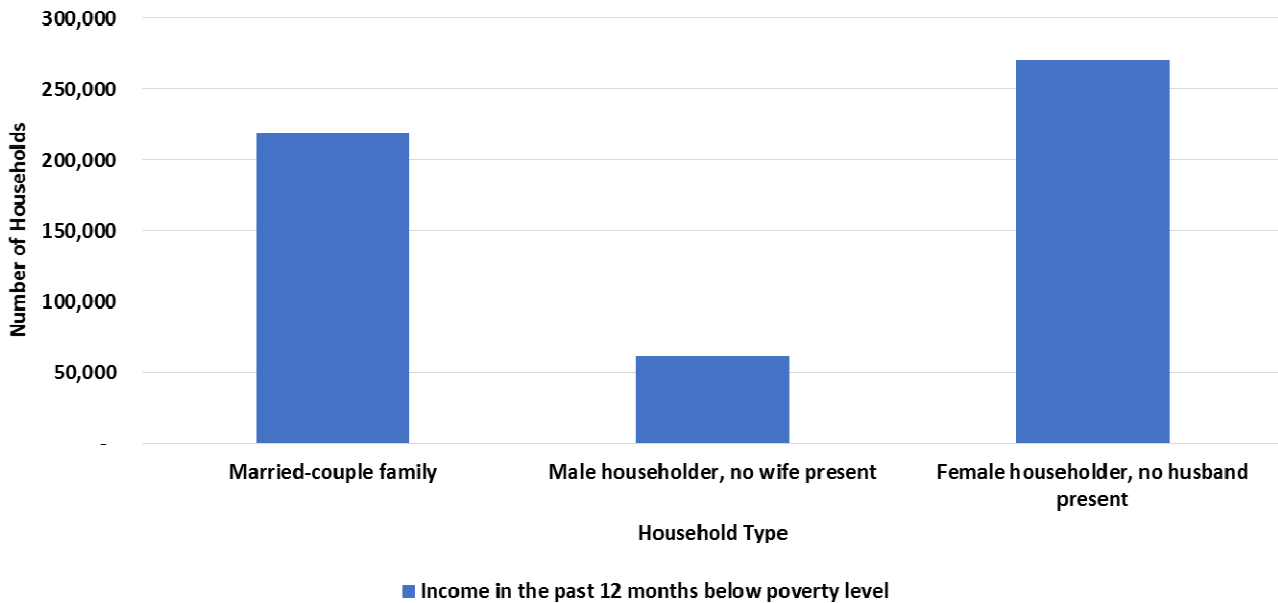


81% (7.8 million) of Florida women have health insurance coverage compared to 19% (1.8 million) that do not.

Source: Table B27001

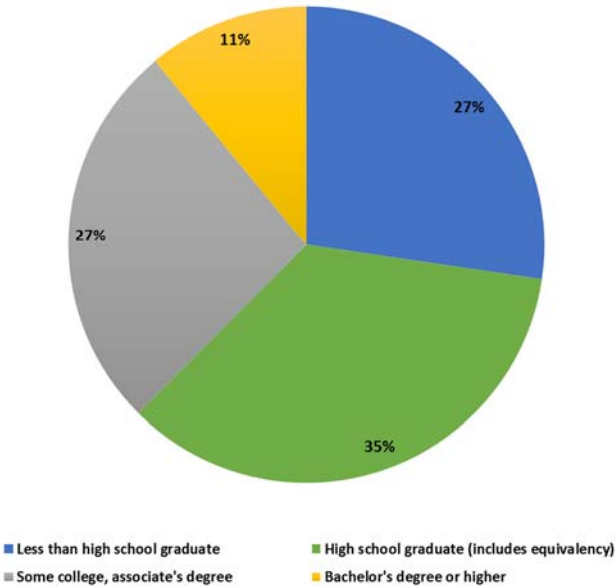
## Poverty Status

Florida Households Below Poverty Level, 2009-2013



There are over 4.6 million family households in Florida. Over 550,000 have an income below the poverty level. ~219,000 married-couple family, ~61,000 male-headed, and ~270,000 female-headed households have an income below the poverty level.

**Florida Women Below Poverty Level by Educational Attainment, 2009-2013**

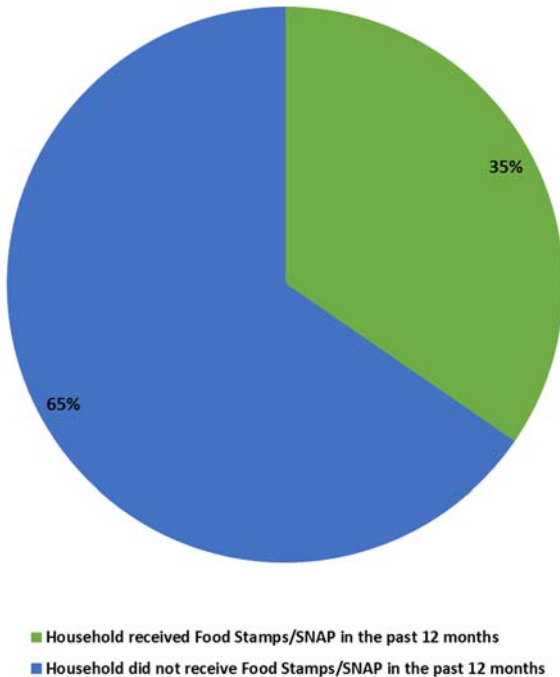


11% (~107,000) of women with a bachelor's degree or higher have an income below the poverty level compared to 27% (~269,000) of women who did not graduate from high school, 35% (~346,000) of women who graduated from high school, and 27% (~262,000) of women with some college or an associate's degree.

Source: Table B17003

## Receipt of Food Stamps

**Receipt of Food Stamps of Florida Female-Headed Households, 2009-2013**

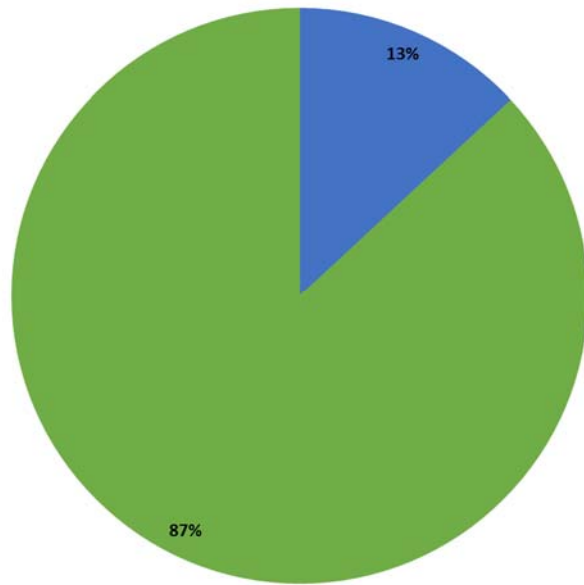


There are over 944,000 female-headed households in Florida. 65% (~617,000) of those households do not receive Food Stamps compared to 35% (~326,000) that do.

Source: Table B22007



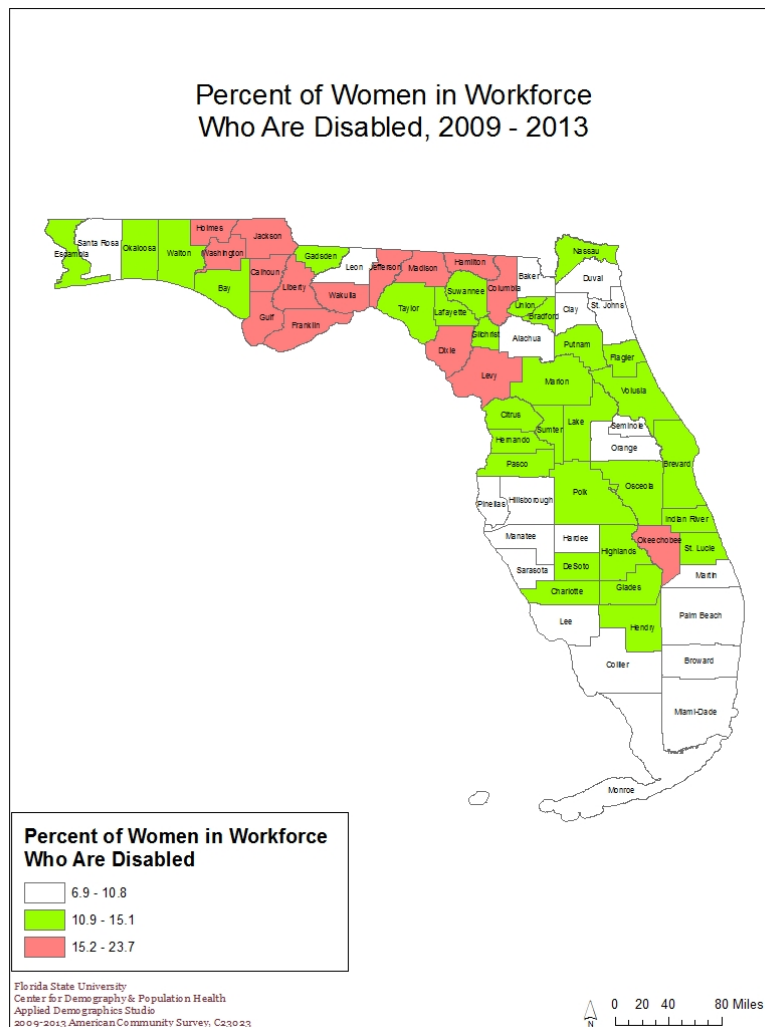
Disability Status of Florida Women, 2009-2013



13% (1.2 million) of Florida women have a disability compared to 87% (8.4 million) that do not.

Source: Table B18101

■ With a disability ■ No disability





*Florida Commission on the  
Status of Women  
2014 - 2015 Report*

# FLORIDA COMMISSION ON THE STATUS OF WOMEN

## ***Mission***

The Florida Commission on the Status of Women recognizes and supports women of all ages as they strive to achieve their fullest potential.

## ***About the Commission***

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

## ***Mandate***

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

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

## 2014—2015 FCSW Year in Review

The Florida Commission on the Status of Women engages in numerous activities each year in order to empower women of the State of Florida to achieve their fullest potential. Much of the work of the Commission takes place through its committees. The standing committees of the Commission include: Annual Report, Awards and Recognition, Bylaws, Executive, Finance and Budget, Public Outreach, Public Policy, and the Women's Hall of Fame Committees. Committees meet on a regular schedule by teleconference to coordinate the work of the Commission. Following is a diary highlighting many of the Commission events and accomplishments.

The Commission held its first annual *Florida Women's day at the Capitol: Uniting to Make an Impact* on March 12, 2014. This daylong event was dedicated to informing and motivating women to engage in the legislative process. Attendees gained a better understanding of the process and the tools needed to be leaders on policy changes impacting women. The day included opportunities to learn the basics of how the Florida Legislature works and join an interactive session on the public hearing process where attendees learned tips for how to testify on a bill.



2014 Florida Women's Hall of Fame

The day concluded with the induction ceremony for the Florida Women's Hall of Fame, which honored three outstanding women from the state of Florida: Dottie Berger MacKinnon, Sheriff Susan Benton, and Louise Jones Gopher.

A successful and productive first quarterly meeting was held on March 13, 2014, at the Tallahassee Community College Capitol Center. The Commission also held its annual election of officers, who were sworn in by Attorney General Pam Bondi with a ceremony during the meeting.

The Commission had the honor of participating in a number of exciting and informative conferences in the spring, including the Women's Leadership Conference at the University of Florida, the Women's History Month Celebration at Tallahassee Community College and the Speaking of Women's Health Conference in Bradenton. These conferences offered not only a wealth of new information, but an opportunity to educate the public and inform them about the important work of the Commission.

The *2014 Summary of Florida Laws Affecting Women and Families* was published by the FCSW Public Policy Committee. This report is an annual publication designed to encourage women from across the state to become educated about the legislative process and new laws that affect Florida's families.

The Commission held its second meeting of the year in Sarasota, Florida on July 23, 2014 in conjunction with the 44<sup>th</sup> Annual NACW Conference and Business Meeting. The Commission served as the conference host, and Anila Jain, M.D., MBA and Betty Schoenbaum served as honorary conference co-chairs. Notable speakers included State Representative Kathleen Passidomo, Jessica Rivelli of Working Women, Blair Bloomston of game on Nation, bestselling author Fawn Germer, and humorist Lynn McDonald. The FCSW received an achievement award for its work on Florida Women's Day at the Capitol: Uniting to Make an Impact, and FCSW Assistant Director Michele Manning was elected to serve as treasurer on the NACW Board of Directors.

Also at the NACW Conference and Business Meeting, the FCSW Florida Achievement Awards were presented to 13 outstanding women from throughout the state of Florida during a special awards ceremony and luncheon on Thursday, July 24, 2014. The 13 honorees included Katherine M. Foster of Ft. Walton Beach, Annie Gainous Thompson of Tallahassee, Michelle Chira Carlton of Winter Park, Jessica Parker Malchow of Oviedo, Dotti Groover-Skipper of Tampa, Alice C. O'Reilly of Lakeland, Suzanne T. Graham of Punta Gorda, Julia Perry of Moore Haven, Elmira L. Leto of Key West, Michele M. Merrell of Ft. Lauderdale, Tiffany A. Albury of Gainesville, Nupur Mathur of Bradenton, and Avalon Theisen of Tampa. In addition to the Achievement Award from the Commission, each received a congratulatory letter from Governor Rick Scott. The awards ceremony included a very special Keynote address by Betty Schoenbaum entitled "*The Joy of Giving is the Joy of Living*".

August 26 was Women's Equality Day - the anniversary of the day that, 94 years ago in 1920, the 19th Amendment to the U.S. Constitution was ratified, granting women the right to vote. The Florida Commission on the Status of Women was pleased to participate in the Sarasota and Manatee Commissions on the Status of Women's Annual Women's Equity Luncheon on Saturday, July 26, 2014 at the Hyatt Regency Sarasota. Nearly 500 women were in attendance at the celebration. The keynote speaker was Sally Matson, who portrayed *Susan B. Anthony the Invincible!* in a captivating monologue.



2014 FCSW Florida Achievement Awards

Following the third quarterly meeting on October 10, 2014 at the Chamber of Commerce of the Palm Beaches in West Palm Beach, the Commission and the National Women's Hall of Fame committee co-hosted a reception and panel discussion entitled "Celebrating Great Women of Florida" at the Richard and Pat Johnson Palm Beach County History Museum. The panel explored the insights and outlook of the impact of women in the community and nation in the areas of education, health and business. Panelists included Jeri Muoio, Mayor of the City of West Palm Beach; Dr. Antonia Coello Novello, Executive Director of Public Health Policy at Florida Hospital, 14th U.S. Surgeon General, and a 1994 inductee into the National Women's Hall of Fame; and Louise Jones Gopher of the Seminole Tribe of Florida and a 2014 inductee into the Florida Women's Hall of Fame.



Women's Equality Day Celebration

During the fourth quarterly meeting, the commissioners unveiled the new FCSW logo during a presentation at the Florida Cabinet meeting on November 12, 2014. In the spring, the Commission announced the launch of its redesigned website, [www.fcsw.net](http://www.fcsw.net), to further our goal of connecting with women, families, organizations and communities throughout Florida.

During 2014 and 2015, members of the Commission along with the assistance of women's commissions and organizations in communities across Florida hosted open and informational conversations with women throughout the fall and winter. Women throughout the state shared their experiences, opinions, and suggestions on challenges and solutions important to Florida families.

(Continued from page 27)

The Commission hosted the 2nd Annual Women's Day at the Capitol on March 24<sup>th</sup>, 2015. This exciting day has state and national leaders coming to engage women on the issues and processes affecting women in our state. The



economy, jobs, education, women's resources, human trafficking, and affordable housing as well as legislative updates were just a few of the topics of the daylong conference. The 2015 Florida Women's Hall of Fame Induction concluded the day on March 24<sup>th</sup> celebrating the amazing women from around the state. This very special ceremony honored Mary Lee Nunnally Farrior, Evelyn C. Keiser, and Charlotte Edwards Maguire, M.D.

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**FCSW unveils new logo.**

The Florida Commission on the Status of Women joined the Hillsborough County Commission on the Status of Women, the Hillsborough County Board of County Commissioners, and the Tampa City Council in a special event to present a proclamation recognizing Tuesday, April 14, 2015 as Equal Pay Day. Equal Pay Day is the day when citizens around the country recognize the wage gap between working women and men.

On September 10, 2015, the Commission honored the following outstanding women with a *FCSW Florida Achievement Award* for their work in improving the lives of women and families in their communities:

- Mary Jane Arrington of Kissimmee
- Carolyn Fennell of Orlando
- Kathleen Johnson of Tallahassee
- Kimberly Leach Johnson of Naples
- Madison Alyse Keene of Plant City
- Liz Kennedy of Tampa
- Natalie King of Gainesville
- Caridad E. Lee of Gainesville
- Mindy Murphy of Tampa
- Ghazala Salam of Weston
- Linda Washington-Brown of Hialeah
- Rachel Weinbren of Tampa

The awards were presented during a special luncheon in conjunction with the Commission's third quarterly meeting at the Alford Inn in Winter Park, FL.

The Commission's committees continued their work over the summer with strategic planning to continue important annual work and to launch innovative new programs. The FCSW Public Policy was pleased to publish the annual *2015 Summary of Florida Laws Affecting Women and Families* and continued planning for *Women's Day at the Capitol*.

(Continued on page 29)

*(Continued from page 28)*

The Public Outreach Committee hosted a Statewide Commission Conference Call on October 20, offering a great opportunity for sharing the best practices of Commissions from across the state as well as to seek solutions to challenges.

The Florida Women's Hall of Fame Committee launched its first ever Florida Women's History Essay Contest in order to allow students in grades 6 – 9 to gain a more relevant appreciation of women's roles in history, and engage young minds of women's role in the future. Winning essayists will be awarded prizes and recognized at a special ceremony at the 3rd Annual Florida Women's Day at the Capitol in Tallahassee on January 28, 2016.

The fourth quarterly meeting was held in November in Destin, Florida. Committee planning meetings were held, and the Commission developed a research partnership with the Center for Demography & Population Health at Florida State University. The collaboration will work to further research into the challenges facing Florida's women and families in the future.

The year concluded in December with another visit with the Florida Cabinet to provide an update on the Commission's activities and upcoming events.



FCSW Florida Achievement Awards



2015 Florida Cabinet Meeting

## **Florida Women's Hall of Fame**

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

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

### **2015 Florida Women's Hall of Fame Inductees**



**Mary Lee Nunnally Farrior**  
1937 -



**Evelyn C. Keiser**  
1924 -



**Charlotte E. Marguire, M.D.**  
1918 - 2014

### **2014 Florida Women's Hall of Fame Inductees**



**Sheriff Susan Beton**  
1949 -



**Louise Jones Gopher**  
1945 -



**Dottie Berger MacKinnon**  
1942 - 2013



# Florida Women's Hall of Fame Members 1982 - 2015

## 2015 Inductees

Mary Lee Nunnally Farrior  
Evelyn C. Keiser  
Charlotte E. Maguire, M.D.

## 2014 Inductees

Sheriff Susan Benton  
Louise Jones Gopher  
Dottie Berger MacKinnon

## 2013 Inductees

Clara C. Frye  
Aleene Pridgen Kidd MacKenzie  
Lillie Pierce Voss

## 2012 Inductees

Dr. Ruth H. Alexander  
Elizabeth "Budd" Bell  
Vicki Bryant Burke

## 2011 Inductees

Mary Brennan Karl  
Anna I. Rodriguez

## 2010 Inductees

Eugenie Clark, Ph.D.  
Claudine Dianne Ryce  
Dara Grace Torres

## 2009 Inductees

Louise H. Cortelis  
Senator Gwen Margolis  
Betty Schlesinger Sembler

## 2008 Inductees

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

## 2007 Inductees

Maryly VanLeer Peck  
Peggy A. Quince

## 2005/2006 Inductees

Caridad Asensio  
Tillie Kidd Fowler  
Lucy W. Morgan

## 2004/2005 Inductees

Shirley D. Coletti  
Marion P. Hammer  
Judith Kersey

## 2003 Inductees

Sarah Ann Blocker  
Gloria Estefan  
Mary R. Grizzle

## 2002 Inductees

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

## 2001 Inductees

Jessie Ball DuPont  
Lenore Carrero Nesbitt  
Lynda Keever

## 2000 Inductees

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

## 1999 Inductees

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

## 1998 Inductees

Helen Gordon Davis  
Mattie Belle Davis  
Christine Fulwylie-Bankston

## 1997 Inductees

Alicia Baro  
Carita Doggett Corse  
M. Athalie Range

## 1996 Inductees

Marjorie Harris Carr  
Betty Castor  
Ivy Julia Cromartie Stranahan

## 1995 Inductees

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

## 1994 Inductees

Nikki Beare  
Betty Mae Jumper  
Gladys Nichols Milton

## 1993 Inductees

Betty Skelton Frankman  
Paulina Pedroso  
Janet Reno

## 1992 Inductees

Jacqueline Cochran  
Carrie P. Meek  
Ruth Bryan Owen

## 1986 Inductees

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

## 1984 Inductees

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

## 1982 Inductees

Mary McLeod Bethune  
Helene S. Coleman  
Elaine Gordon  
Wilhelmina Celeste Goehring Harvey  
Paula Mae Milton  
Barbara Jo Palmer  
Gladys Pumariega Soler  
Julia DeForest Sturtevant Tuttle

## 2014 - 2015 FCSW Commissioners

### NANCY C. ACEVEDO



Commissioner Nancy C. Acevedo of Winter Springs was recently appointed to the Commission by Governor Rick Scott. Commissioner Acevedo is currently a Crime Analyst III with the Seminole County Sheriff's Office Domestic Security Division (DSD). She is a graduate of the University of Puerto Rico and the Inter-American University, and holds a Ph.D. in Education.

In 2014 she was selected as part of the SCSO Recruitment Team. The team is responsible for sourcing, recruiting, and assisting with screening qualified applicants for a variety of positions within the SCSO organization. In 2011 she was re-elected to serve as secretary to the FINDER/UCF/Law Enforcement Data Sharing Consortium. In 2011, she was awarded the "Eagle Lifetime Achievement Award" by the Hispanic Women Chamber of Commerce for her lifetime dedication and contributions to the Hispanic community. Commissioner Acevedo currently serves as Master Chaplain for the Christian Stars Hispanic Ministry in Central Florida. In 2010 she was selected as one of the "Most Influential Hispanic Women" in Central Florida by the National Hispanic Achievers in Florida. In 2009, she was re-appointed to the Seminole County Sheriff (SCSO) Citizens Advisory Council. In 2007 she graduated from the SCSO Community Law Enforcement Academy. In 2004 she was appointed to the East Central Florida Regional Planning Council, and in 2006 she received a Presidential appointment to the US Small Business Administration National Advisory Board. She has been a community/political activist in the Central Florida area for the last 15 years.

She is the former President of the Florida Crime Intelligence Analyst Association (FCIAA), an active member of the International Association of Crime Analysts (IACA) and the International Association of Law Enforcement Intelligence Analysts (IALEIA) and Women in Federal Government (WIFLE). In 2012, she became chaplain for the Seminole County Sheriff Office and current serves as Secretary/Treasurer for the Corp.

Recently, Commissioner Acevedo was nominated to receive the Florida Law Enforcement Property Recovery Unit's Crime Analyst of the Year Award for 2015. Her hard work and partnerships have had a significant, positive impact within the pawn and property recovery community. In her thirteen years at the Seminole County Sheriff's Office she has worked to develop pawn and property recovery procedures and systems. The most significant accomplishment has been her collaborative work on the Pawn Web and FINDER systems. She facilitated all communication between the SCSO/IT department and FINDER to ensure that the transition was successful and the program's features would be helpful for investigations. This resulted in improving the availability of transmitted data, leading to the identification and recovery of stolen property. She was also instrumental in the creation of legislation and submission of the Seminole County Flea Market Ordinance in an effort to decrease the amount of illegal activity occurring within Flea Markets. Acevedo's work on developing and improving systems, training and professional network has shaped the pawn and property community of today.

## DEBORAH COX-ROUSH

Deborah Cox Roush is the Owner of DCR Creative Solutions of Florida, an advocacy consulting and event Management Company. DCR provides dynamic strategy, organization and management for advocacy issues, political campaigns, and corporate events as well as complete onsite management. Clients include but are not limited to Wizcraft Entertainment, Conversa, IIFA, RNC, and The Trailblazer Group. DCR has consulted, managed or assisted with events such as NFL Experience, NFL Tailgate, The Kentucky Derby, Indianapolis 500, International Indian Film Academy, Three Super Bowls, The Atlanta Olympic Games, and NASCAR as well as coordinating and implementing the ground game for many political campaigns and events.



She is actively involved in the Women's Exchange Founders Board, a Founder of Rising Women's Network, a member of Working Women of Tampa Bay and many women's causes throughout our community. She presently serves on the Florida Commission for the Status of Women where she serves as Parliamentarian for the Executive Board, Public Policy Chair and Chair of Women's Day at the Capitol. Deborah serves as Governor's Appointee to the Republican Party of Florida, Hillsborough Board of County Commissioners Citizens Advisory Council, Vice Chair of the Board of County Commissioners Charter Review Board, James Madison Institute Tampa Advisory Board, and is a member of the University of South Florida Women In Leadership and Philanthropy. Deborah also serves as Vice President of With Women We Win Republican Women Federated.

Currently, Deborah serves as Regional Chair for Marco Rubio for President 2016. Deborah is also involved in the Women's Conference of Florida 2016 event coming to Tampa Bay in May 2016. This inaugural Women's Conference Florida will provide a platform for professional women from across the state to ask how they can *Involve*, *Inspire* and *Invest* in themselves and the female community at large.

Deborah recently served as the National State Director and Senior Florida State Director for Job Creators Network, a non-profit organization founded by Co-Founder of Home Depot, Bernie Marcus. In 2013 Deborah served as the Executive Director for IIFA, International Indian Film Academy which brought an immediate 26 million dollar impact to the Tampa Bay economy. She was chair of the IIFA Global Business Forum and worked with Wizcraft Entertainment to bring this global event to Tampa Bay.

In 2012 Deborah served as Volunteer Coordinator, Committee on Arrangements, and Operations Team for the Republican National Convention Tampa 2012. She was responsible for the logistics and coordination of over 2800 volunteers. Deborah has her undergraduate degree in Education/History from Georgetown College and a Paralegal degree from Old Dominion College. She has received numerous professional awards, citations, and certificates.

Deborah resides in Lithia, Florida with her husband Greg, a retired police officer, and her black lab, Shyanne.

## DENISE DELL-POWELL



Denise D. Dell-Powell is a partner in the firm's Central Florida office where she practices in the firm's bankruptcy, creditors' rights, distressed property and inventory finance litigation. In addition, she serves on the firm's Executive Committee and as Co-Chair of the firm's Strategic Growth Committee. Denise has more than 22 years' experience in bankruptcy and creditors' rights, distressed property, dealer distribution and inventory finance litigation, including CMBS foreclosures, workouts and bankruptcy matters. In addition to a focus on banking and financial institutions, her career also includes extensive counsel to the hospitality, restaurant and citrus industries. During her career, Denise has received numerous awards including being named a Florida Super Lawyer (2007-2014). She was listed in The Best Lawyers in America for bankruptcy and creditor-debtor rights law (2006-2014) and named as the "Orlando Best Lawyers Litigation - Bankruptcy Lawyer of the Year" for 2012.

In 2012, Denise was named as a "Leader in their Field" in Bankruptcy & Restructuring by the highly regarded Chambers USA, a legal directory featuring client-led intelligence on America's leading lawyers. She is also an AV Preeminent rated by Martindale-Hubbell. Denise holds current or has held past leadership positions in a variety of organizations including the Florida Bar, the Central Florida Bankruptcy Law Association and the Jacksonville Bankruptcy Bar Association. She is a member of the State Bar of Georgia, Orange County Bar Association, American Bar Association, American Bankruptcy Institute, the Central Florida Bankruptcy Law Association, and the International Women's Insolvency and Restructuring Confederation. She earned her law degree from Mercer University School of Law and received her Bachelor of Science from Florida State University. Denise has been a frequent lecturer, presenter and author on bankruptcy, restructuring and related issues. She has presented at conferences and seminars sponsored by the American Bar Association, American Bankruptcy Institute, International Women's Insolvency and Restructuring Confederation, The Florida Bar, The Bankruptcy / UCC Section of The Florida Bar, the Florida Bankers Association, the Jacksonville Bankruptcy Bar Association, the Central Florida Bankruptcy Law Association and Lorman Education Series. In addition to her professional organizations, she is very involved in charitable organization, including serving as Chair of the Central Florida Chapter of the March of Dimes and is a board member for both the Central Florida Urban League and a local charity, One Heart for Women and Children.

## YVONNE FRY

A native Floridian, Yvonne grew up as a farmer's daughter in Plant City where her family grew strawberries, organic vegetables, and had a chicken farm with 60,000 chickens. A graduate of the University of Southern Mississippi, Yvonne is an expert in the telecommunications and IT industry. She owns Lines of Communications, a full service telecommunications management and auditing company which serves clients in the government and private sectors. In addition, as CEO of Fry Entertainment Inc. which holds several companies including Fried Egg Productions, a branding, marketing, film and event management company. Founder and producer of NRG -Next Radical Generation a youth performance group singing positive pop, Yvonne manages talent and produces a variety of projects including commercials, PSAs, television series and stage shows.



An activist in causes close to her heart, Yvonne embodies servant leadership in her approach to help organizations involving women, children, education and political issues. She currently chairs both the Florida Commission on the Status of Women and Hillsborough Commission on the Status of Women, is treasurer for the Tampa Tiger Bay Club, 2017 chair elect of the Plant City Chamber of Commerce, and on the Executive Committee of the new Plant City Economic Development Corporation. Yvonne is an advisory board member of The Spring Tampa Bay and serves on the Jr League Community Advisory Board as well as the board of Frameworks of Tampa Bay and the Plant City Board of Adjustment. Yvonne is also a board member of the Athena Society, VIP member of Working Women of Tampa Bay, and has adopted the Bulls as a member of USF Women in Leadership & Philanthropy. In recognition for her outstanding service to the community, Yvonne was honored with the Plant City Chamber Chairman's Award in 2014 and was named one of Florida International University's Top 25 Women Entrepreneurs in Florida in 2011. She is president of Plant City High School's PTSA and serves on the Lincoln IB Elementary PTSA Board. She has two very active children and enjoys fishing in Tampa Bay. Mark Ober serves as her fishing guide.

## CHLOÉ GENTRY

Chloe Gentry is the Director of Marketing and Organizational Development for Cherry Lake Tree Farm, a leading producer and wholesaler of container trees, shrubs and palms in the Southeast United States. As a part owner of this family business, she sits on the Board of IMG Enterprises, the holding company for Cherry Lake Tree Farm and IMG Citrus.

Chloe is a past member of the Give Kids the World Landscape Advisory Board and coordinator for the Fairchild Challenge in Lake County – a non-profit, environmental outreach program catered towards high school students. She volunteers to bring the Agriculture in the Classroom programs to Lake County schools as well as other educational programs such as the Florida Urban Forestry Council Trail of Trees.



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

**MELISSA R. HAGAN**



Melissa R. Hagan received her undergraduate degree in Communications/Public Relations from Mississippi University for Women in 1989. In pursuit of her interest in higher education and administration, Melissa graduated from the University of Oklahoma in 1999 with a Master’s degree in Educational Leadership. She is an experienced educator, administrator, business owner, and community leader.

After locating to Panama City in 1998 as a military spouse, Melissa spent a majority of her career at Gulf Coast State College as a Grant Manager, Project Director, and served as the Chief Development Officer. She currently serves as the President of Emerald Coast Interview Consulting and has been helping aspiring airline pilots prepare for commercial aviation careers since 2002.

Melissa is also heavily involved in the local community and currently serves as Past President of Girls Inc. of Bay County; Vice President of the Board of Directors for the Salvation Army; Club Services Chairman for the Rotary Club of Panama City; and member of the Gulf Coast Regional Medical Center Women’s Advisory Board.

Melissa and Aaron have three daughters: Kirksey, Kiley, and Chloe. They are proud to call Bay County home after serving and being a part of the military family at Tyndall AFB since 1998.

**SUSANNE HEBERT**



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

## PATTI W. HAMILTON

After receiving her business degree from Northwood University Michigan in 1982, Hamilton launched her career with General Motors, and subsequently applied her experience towards a career in the automotive retail environment, holding a variety of sales and marketing positions, including full operational responsibility as General Manager and ultimately Vice President/Marketing for the Schumacher Automotive Group.

Contributing over 30 years of leadership and marketing experience towards her current position, she joined SWS in 2008 as a member of its Executive team where she serves with a focus on marketing, employee leadership advancement and community outreach.

Representing the organization regarding recycling issues, she is called on to participate in speaking engagements in and out of the state of Florida.

Hamilton led the founding of the internationally recognized, Athena Awards Program in Palm Beach County in 1991 and was the recipient of the honor in 2002. She has been recognized with a number of community awards including the March of Dimes Women of Distinction, the Executive Women of the Palm Beaches, Women in Leadership Award, Northwood University's Outstanding Alumni Award and most recently, the 2013 Gaeta Chairman's Award, a recognition which honors those individuals and organizations that have provided the framework for the Northern Palm Beach County Community. She has been honored for her work with the Boys and Girls Clubs and the Boy Scouts of America. In November 2014, she was honored nationally by Northwood University as one of seven with the University's Distinguished Women Award.

Having held leadership positions with many professional and non-profit boards over the past 24 years, she currently serves on the State Legislative Committee for the National Waste and Recycling Association and is the state board chairman of the Florida Festivals and Events Association. She was appointed to the Florida Commission on the Status of Women by Florida Chief Financial Officer Jeff Atwater where she currently serves as Vice Chair. In addition, she serves as a board member of Bella's Angels, the South Florida Fair, the Jupiter Medical Center Foundation Board, Quantum House and the Roger Dean Stadium Advisory Board. Hamilton is a Lay Eucharist Minister and member of the Episcopal Church of the Good Shepherd.





**GAYLE JACOBSON**

Commissioner Gayle Jacobson was appointed to the Commission by Senate President Don Gaetz. She has been active in politics since moving to Florida upon her husband's retirement in 1991. Gayle served two terms on the Mid Bay Bridge Authority, by appointment of Governor Jeb Bush. She currently serves as President of the Florida Women's Political Network. She has also served on the board of other state and local organizations. Since moving to Niceville, Gayle has volunteered in the community. She was employed by McCrory Building Co. as administrative assistant to the project manager during construction of Silver Sands Condominiums. But most rewarding was that spent as first volunteer, then employee of the Emerald Coast Children's Advocacy Center. The CAC's across the state and country help abused children get the help they need. Gayle was raised in Abilene, Texas, and attended Evangel College in Springfield, Missouri. She has lived in several states and briefly overseas.

**MONA JAIN , M.D., Ph.D.**



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

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



## AMY KRYAK

Commissioner Amy Kryak of Port St. Lucie was appointed to the Commission in 2008 by Senate President Ken Pruitt. She is the Associate Dean of Academic Affairs of the Keiser University Flagship Campus in West Palm Beach, Florida. She is also president and creative director of Lost Art Advertising, a marketing consulting firm.

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



## WENDA LEWIS

Commissioner Wenda Lewis was appointed to the Commission in 2014 by Chief Financial Officer Jeff Atwater. Commissioner Lewis currently serves as Vice President and Chief Executive Officer of Lewis Oil Co., Inc., Lewis Oil is a 50 Year Old, family-owned, business serving a 14 county area in North Central Florida, delivering 30 million gallons of petroleum products to convenience stores, farms, construction sites, and most importantly, act as First Responders for local, state, and federal emergency agencies and large grocery and medical concerns.

Ms. Lewis is a senior member of the Florida Petroleum Marketers Association's Board of Directors and is well versed in the issues of the industry. She is networked throughout the state, region, and in particular with Chevron/Texaco's National Leadership. Commissioner Lewis is active in many charitable and community organizations, and has personally raised over \$500,000 for the Alzheimer's Association and Al'z Place.



## ALCI MALDONADO

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



### **NANCY PEEK MCGOWAN**



Commissioner Nancy Peek McGowan of Jacksonville, was appointed to the in 2008 by Attorney General Bill McCollum. A conservative activist since 1990, she has a passion for public policy. Married to P. Ted McGowan, and mother of 5 children, Nancy began a career in politics in the United States Senate as a legislative intern while attending the U.F. in Gainesville, where she obtained a B.A. in Political Science in 1982. She's served on school P.T.A. boards, twice commissioned as a Respect Life Coordinator for the Diocese of St. Augustine, a 28 year lector in the Catholic Church, President of San Jose Country Club Swim Team 2006, serves on the Executive Board of the Justice Coalition, a victims' rights organization in Jacksonville. Nancy is currently President of the Conservative Republican Forum of Jacksonville, and is a member of the Republican Executive Committee of Duval County. She was the Duval Co-Chair, Mitt Romney for President 2008, 2010 State Finance Team, Marco Rubio for U.S., Senate, Duval County Co-Chair, Women for Marco Rubio for Senate, State Co-Chair, Social Conservatives Pam Bondi for A.G., State Co-Chair, Social Conservative for Mitt Romney for President 2012.

Nancy was recognized with an award from the Justice Coalition, along with Sen. Steve Wise and State Rep. Dick Kravitz for her roll in moving the Final Closing Arguments legislation out of the Senate Judiciary Committee. She gave the pro-side of the argument against former Judiciary Senate Chairman, John Grant. The bill came out of committee 8-0. The State of Florida now has Final Closing Arguments in a jury trial for the first time in 150 years. H.B. 147 was signed into law by Gov. Jeb Bush on June 7th, 2006. Nancy also authored the original legislation for the Mandatory Physical Fitness Act for Florida public schools signed into Law by Gov Charlie Crist in 2007.

### **GENEAN HAWKINS MCKINNON**



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

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

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

## ELIZABETH C. PINES

Commissioner Elizabeth C. Pines has been practicing immigration law for nearly 20 years and is the founding partner of Elizabeth C. Pines, P.A., a boutique law firm dedicated to helping foreign nationals with immigration matters in the U.S. Ms. Pines is very involved in the state and local communities in which she lives. She sits on the board of the League of Women Voters of Florida and Fair Districts and she chairs the LWVF Immigration Committee

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



## LAURIE PIZZO

Laurie Pizzo Commissioner of Tallahassee was appointed to the Commission by Attorney General Bill McCollum in 2007 and reappointed in March 2012 by Speaker of the House Dean Cannon. Laurie has been a licensed Realtor for over eleven years and holds the GRI, GREEN and AWHHD designations. She is the State Property Management Administrator for the Office of Right of Way, Florida Department of Transportation. Laurie's career success has resulted in her appointment to leadership positions with the Florida Realtors including Legislative Key Contact, issues related to Public Policy, and Political Involvement. Through these appointments Laurie has worked to influence positive change for all Floridians. A tireless advocate, Laurie has served on numerous boards including the HCA Oak Hill Hospital Advisory Council and on the Board of Directors for the Epilepsy Foundation of Florida and Habitat for Humanity.

Commissioner Pizzo is also a graduate of Leadership Hernando for the Greater Hernando County Chamber of Commerce and a graduate of Hernando County Association of Realtors Leadership Development Program. She is the recipient of the Hernando County Business and Professional Women Woman of Achievement Award. Laurie has also been honored as a Kentucky Colonel. The Hernando County Association of Realtors® bestowed Laurie with the Civic Achievement Award due to her reach into the community she so embraced.





### **MIMI PLANAS**

Mimi Planas is of Cuban Descent born in Miami, Florida. She works full time at Dolphin Products in Miami, Florida. She has also been involved in local politics since 2007. Mimi has been heavily involved in her community for several years; from helping people with drug addiction to raising funds and supplies for the needy as well as disaster relief. She ran for Commissioner of Miami Dade County in 2010. She was then elected in 2012 to Community Council District 10 and has since been voted in as Vice Chairwoman of the Council. In 2013 Mimi Planas was also elected to serve as Committeewoman for District 26 for the Republican Executive Committee. Mimi Planas was also able to get Log Cabin Republicans of Miami off the ground and 2011 and chartered in 2012 to present. In 2015 she was appointed by Governor Rick Scott to the Florida Commission on the Status of Women. But by far, the most important position she holds is being the proud mom of her 9 year old son, Aidan!

### **CINDY HARTLEY ROSS**



Commissioner Cindy Hartley Ross is a Lakeland, Florida native who enjoys volunteering to support and promote organizations she believes are life enhancing. A few of the organizations are: Polk Museum of Art Board of Gov's, Washington DC FL House - Lakeland Council, Polk Arts Alliance - Arts Resource Council Chair (PAA past President), Girls Inc. (Ambassador), JR. League Advisory Board, Habitat for Humanity Advisory Board, and formerly Polk State College (PSC) Board of Trustees (2000-11), PSC Alumni Association President, PSC Foundation Board, G. Jenkins High School Academic Booster Club - President, Rochelle School of the Arts PTSA - President and Volunteer of the year at both schools. Cindy is a 23+ year member of Republican Women's Club of Lakeland, Federated and a NAWBO Woman of Distinction.

Cindy earned her AA Degree from Polk State College, studied Special Education at Troy University & Interior Design and Architectural Drafting at Southern Institute in Birmingham AL.

Cindy and her husband Congressman Dennis Ross (married in '83) and sons Shane ('91) and Travis ('92) are members of the First Presbyterian Church. They enjoy traveling and have ventured to 49 states, Canada (often in their RV), Mexico, Europe, the Caribbean Islands, through the Panama Canal, Bermuda, Dominican Republic, Israel, and Africa. The Rosses are very fond of their three large dogs and three cats. The dogs travel with them in their RV and enjoy swimming and boating with the family.

## ELENA GUARDIOLA SPOTTSWOOD

Elena Guardiola Spottswood of Key West was born in Havana, Cuba to Cuban born parents Felix A. Guardiola and Elena Plana de Guardiola. She came to the U.S. as an exile in 1961 and grew up in Miami, Florida as one of eight siblings. She considers herself a moderate Catholic Republican. She attended many schools in Dade County, both public and parochial, received her AA degree from Miami Dade Community College, and graduated from FIU with a degree in Criminal Justice. Elena worked as a legal secretary for Taylor, Brion, Buker, Hames, Whitworth & Greene on Brickell Avenue for ten years. She married Robert Spottswood in 1980, and they have two sons (Robert, Jr., and Philip) and two daughters (Elaine and Mary Anne), ages 24-31. They lived as a family in Coral Gables until they moved to Key West in 1992. She presently resides in Downtown Key West. She is a homemaker and community Volunteer. Elena is passionate about family and serving her community. She belongs to The Lunch Bunch and The Bridge Girls in Key West and presently sits on the Board of Keys to be the Change, San Carlos Institute, Board of Trustees of Florida Keys Community College, Harry's Girls, Florida Keys Community College Foundation Board. She is a parishioner at The Basilica of St. Mary, Star of the Sea, a member of the Republican Party of Monroe County, and Founding President of the Key West Symphony Orchestra n/k/a South Florida Symphony Orchestra. She previously sat on the Board of PACE School for Girls and Safeport.



## BARBARA WALL THURSBY

Barbara Wall Thursby has lived in Okaloosa County since 1992. After moving to Florida, she became actively involved in politics. She is past President of the Republican Women of Okaloosa Federated, Silver Sands Republican Women and the Florida Federation of Republican Women.

Barbara works within the community as Chairman of the Northwest Florida State College Institute for Senior Professionals, and serves on The Okaloosa County Commission on the Status of Women. She is on the Executive Leadership team for the American Heart Association Heart Walk and is currently the Chairman of the Okaloosa County Republican Executive Committee. Past involvement includes serving on the Boards of Director for the Youth Village and Twin Cities Women's Club.

In 2007, she was inducted into the Okaloosa County Commission on the Status of Women Hall of Fame.



**ANNE VOSS**



Commissioner Voss of Tampa was appointed to the Commission in 2006 by former Senate President Tom Lee, and reappointed in 2012 by Attorney General Pam Bondi. Prior to retiring, Commissioner Voss served as Vice President of Strategic Solutions of Tampa, a political consulting firm. She was born in Houston, Texas and lived on a ranch in the Texas Hill Country until her family moved to California. During her junior year at Occidental College in Los Angeles, she was chosen to attend American University in Washington, D.C. to participate in an Honor Studies Program. She returned to Occidental College her senior year and graduated with a BA Degree in Political Science. Prior to her husband's retirement from the U.S. Army, she was Coordinator for the U.S. Army Child Development Services at Picatinny Arsenal, N.J. and was an Assistant Station Manager for the American Red Cross in Pirmasens, Germany.

Commissioner Voss was a Red Cross volunteer for 16 years and received a Red Cross Certificate of Recognition for her volunteer service. She was also President of the Armed Forces Industrial College Wives Club; President of the Tampa Newcomers Club; President of the Florida Republican Women's Network and twice served on the Vestry of St John's Episcopal Church. Commissioner Voss' awards include: the Department of Army Commander's Award for Civilian Service, the Department of Army Achievement Medal for Civilian Service; and the Department of Army Commendation Medal.

**LADY DHYANA ZIEGLER, DCJ, Ph.D.**

Commissioner Lady Dhyana Ziegler, DCJ, Ph.D. of Tallahassee is the Garth C. Reeves Eminent Scholar Chair of Excellence in the School of Journalism and Graphic Communication at Florida A&M University. Prior to that appointment, she served in several administrative positions including Acting Vice President for Research, Assistant Vice President for Instructional Technology and Distance Learning, and Interim Director of the Office of International Education and Development. She has worked in higher education for more than 20 years.

Dr. Ziegler is a Governor's Appointee to the Florida Virtual School Board of Trustees where she currently serves as Chair. She has also served on three Foreign Service Selection Boards for the U.S. Department of State (2007, 2010, and 2014) and one for the United States Agency for International Development (2012) assessing tenure and promotion of Foreign Service Officers.

She is the author of three books, more than 50 scholarly publications including book chapters, refereed journal articles, professional publications, and has produced more than 100 videos and other multimedia productions. She has made presentations at more than 100 national and international Conferences and has been awarded nearly 6.5 million dollars in grants.

Lady Ziegler has received numerous awards and recognitions for her contributions including being knighted as a Dame of Justice in England in 2008. In 2012, she was honored as one of the Women of Distinction in the area of Education from the Girls Scouts of the Florida Panhandle and was selected as one of the 2014 Trailblazers by the Oasis Center for Women and Girls (just to name a few).



## **Appendix**

Tables used in this document are listed by topic and identifier and are available for download on the Commission website [www.fcsw.net/publications](http://www.fcsw.net/publications).

### **Sex, Age, Race/Ethnicity**

B01001 Sex By Age  
B01001A Sex By Age (White Alone)  
B01001B Sex By Age (Black Or African American Alone)  
B01001C Sex By Age (American Indian And Alaska Native Alone)  
B01001D Sex By Age (Asian Alone)  
B01001E Sex By Age (Native Hawaiian And Other Pacific Islander Alone)  
B01001F Sex By Age (Some Other Race Alone)  
B01001G Sex By Age (Two Or More Races)  
B01001H Sex By Age (White Alone, Not Hispanic Or Latino)  
B01001I Sex By Age (Hispanic Or Latino)  
B10002 Median Age By Sex

### **Nativity**

B05003 Sex By Age By Nativity And Citizenship Status

### **Marital Status**

B13001 Marital Status By Age For Women 15 To 50 Years  
B12001 Sex By Marital Status For The Population 15 Years And Over

### **School Enrollment**

B14002 Sex By School Enrollment By Level Of School By Type Of School For The Population 3 Years And Over

### **Educational Attainment**

B15002 Sex By Educational Attainment For The Population 25 Years And Over  
C15002A Sex By Educational Attainment For The Population 25 Years And Over (White Alone)  
C15002B Sex By Educational Attainment For The Population 25 Years And Over (Black Or African American Alone)  
C15002C Sex By Educational Attainment For The Population 25 Years And Over (American Indian And Alaska Native Alone)  
C15002D Sex By Educational Attainment For The Population 25 Years And Over (Asian Alone)  
C15002E Sex By Educational Attainment For The Population 25 Years And Over (Native Hawaiian And Other Pacific Islander Alone)  
C15002F Sex By Educational Attainment For The Population 25 Years And Over (Some Other Race Alone)  
C15002G Sex By Educational Attainment For The Population 25 Years And Over (Two Or More Races)  
C15002H Sex By Educational Attainment For The Population 25 Years And Over (White Alone, Not Hispanic Or Latino)  
C15002I Sex By Educational Attainment For The Population 25 Years And Over (Hispanic Or Latino)



**Households**

B11001 Household Type (Including Living Alone)  
B09002 Own Children Under 18 Years By Family Type And Age  
B11003 Family Type By Presence And Age Of Own Children Under 18 Years  
B11009 Unmarried-Partner Households By Sex Of Partner

**Employment**

B23003 Presence Of Own Children Under 18 Years By Age Of Own Children Under 18 Years By Employment Status For Females 20 To 64 Years  
B24080 Sex By Class Of Worker For The Civilian Employed Population 16 Years And Over

**Income & Earnings**

B19126 Median Family Income In The Past 12 Months (In 2013 Inflation-Adjusted Dollars) By Family Type By Presence Of Own Children Under 18 Years  
B24032 Sex By Industry And Median Earnings In The Past 12 Months (In 2013 Inflation-Adjusted Dollars) For The Civilian Employed Population 16 Years And Over  
C24030 Sex By Industry For The Civilian Employed Population 16 Years And Over

**Health Insurance Coverage**

B27001 Health Insurance Coverage Status By Sex By Age  
C27006 Medicare Coverage By Sex By Age

**Poverty Status**

B17003 Poverty Status In The Past 12 Months Of Individuals By Sex By Educational Attainment  
B17012 Poverty Status In The Past 12 Months Of Families By Household Type By Number Of Related Children Under 18 Years

**Receipt of Food Stamps**

B22007 Receipt Of Food Stamps/Snap In The Past 12 Months By Family Type By Number Of Workers In Family In The Past 12 Months

**Disability Status**

B18101 Sex By Age By Disability Status  
C23023 Sex By Disability Status By Full-Time Work Status In The Past 12 Months For The Population 16 To 64 Years

**Veteran Status**

B21001 Sex By Age By Veteran Status For The Civilian Population 18 Years And Over

FLORIDA COMMISSION  
ON THE STATUS OF  
WOMEN



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## **Mission:**

The Florida Commission on the Status of Women recognizes and supports women of all ages as they strive to achieve their fullest potential.