



FLORIDA COMMISSION
on the STATUS of WOMEN

2022
ANNUAL REPORT



**FLORIDA COMMISSION
on the STATUS of WOMEN**

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Dear Fellow Floridians:

The Florida Commission on the Status of Women (“Commission”) achieves its mission through a three-fold focus: Collaboration, Education, and Celebration. This year, the Commission’s emphasis was education, while continuing to collaborate with and celebrate the wonderful women and girls that make up the great state of Florida. On behalf of the Commission, we are pleased to present our 2022 Annual Report.

Utilizing the University of North Florida’s Public Opinion Research Lab, the Commission conducted a survey of 1500 women from around the state to understand specific issues that had impacted them the most. The information gathered from the survey played an integral role in the Commission’s efforts to identify obstacles that stand in the way of women and girls achieving their full potential. It also allows us to identify potential solutions and develop partnerships that will make Florida a state of opportunity and economic security for all.

As 2022 was an election year, the Commission educated the public regarding their voting rights at the LEAD lunch & Learn, held on June 22nd in West Palm Beach, Florida. We also honored the winners of the Commission’s Spirit of Community Awards.

During September, the Commission held its LEAD Summit in Jacksonville, Florida. The LEAD summit included panel discussions surrounding the impact of Title IX on women and girls, the post-COVID economy and its effect on women, and education on how to locate and utilize data from the US Census Bureau.

In addition, the Commission held its annual Women’s History Essay and Video contests. The essay and video contests allow our youth to learn about the numerous women whose achievements have helped develop and shape the future of Florida.

It is an honor to serve on the Commission, and to work with such talented, passionate, and dedicated commissioners and staff who generously volunteer their leadership, guidance, and energy to this important work. We value the opportunity to continue to serve as we work to move Florida women forward.

Sincerely,

Sophia Eccleston
Chair, Florida Commission on the Status of Women

COLLABORATION. EDUCATION. CELEBRATION.

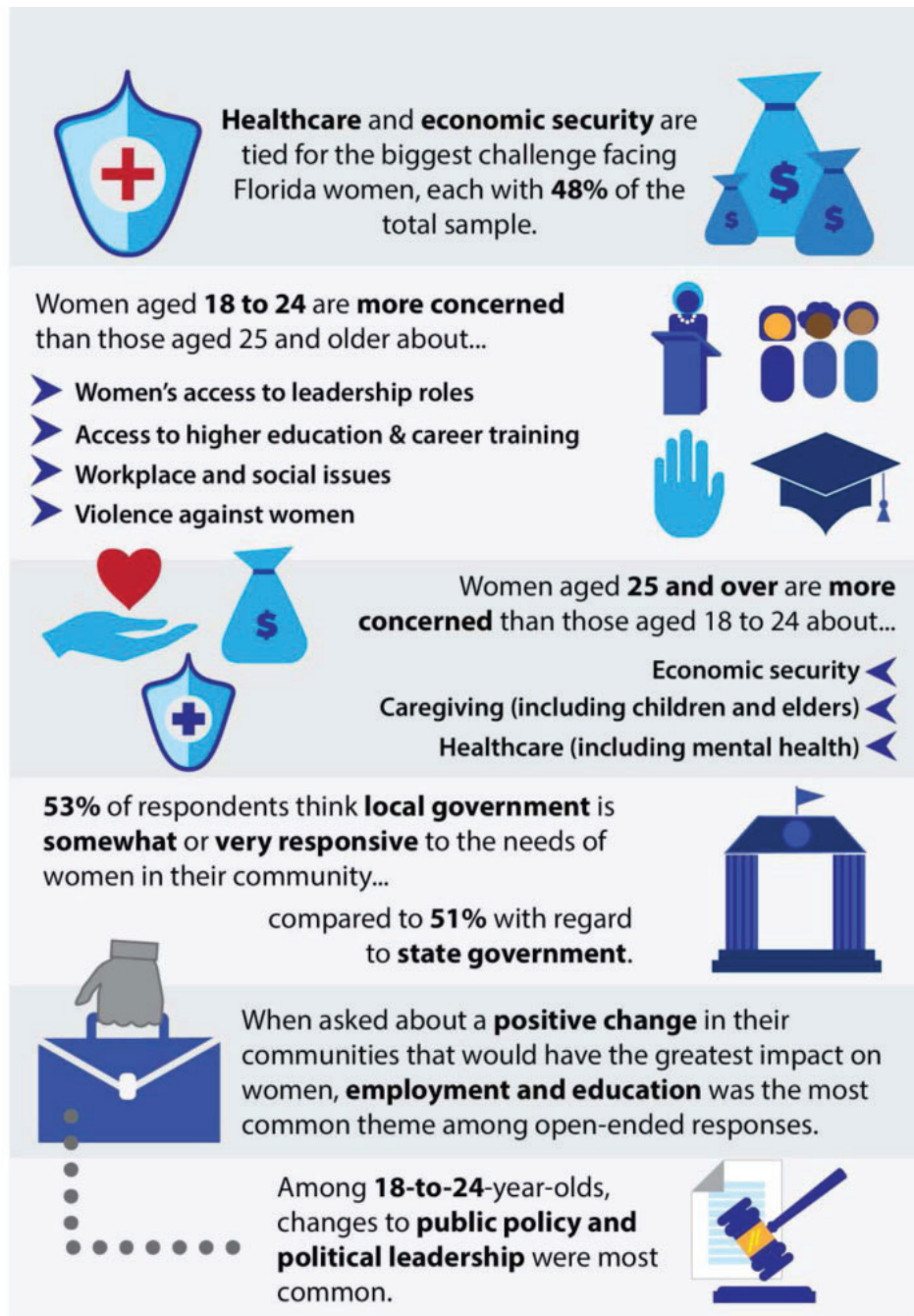
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2022 VOICES OF FLORIDA WOMEN SURVEY OVERVIEW

In 2022, the Commission partnered with the University of North Florida Public Opinion Research Lab to develop a statistically sound survey methodology. The goal of the study was to identify key issues facing women, understand the critical needs women and their communities perceive as important, build trust with constituents, and highlight the diverse viewpoints of all segments of the population from across the state. In particular, the study places a special focus on women between the ages of 18 and 24, a population previously underrepresented in research. The Key findings from the survey are below:

Figure 1. Executive Summary Infographic



SURVEY HIGHLIGHTS

The graphics on pages 5 - 11 highlight some of the findings from the 2022 Voices of Florida Women Survey. The conclusions and opinions expressed in these highlights do not necessarily represent those of the Florida Commission on the Status of Women, Office of the Attorney General, or any agency of the State or Federal Government. The complete survey results can be viewed at www.fcsw.net.

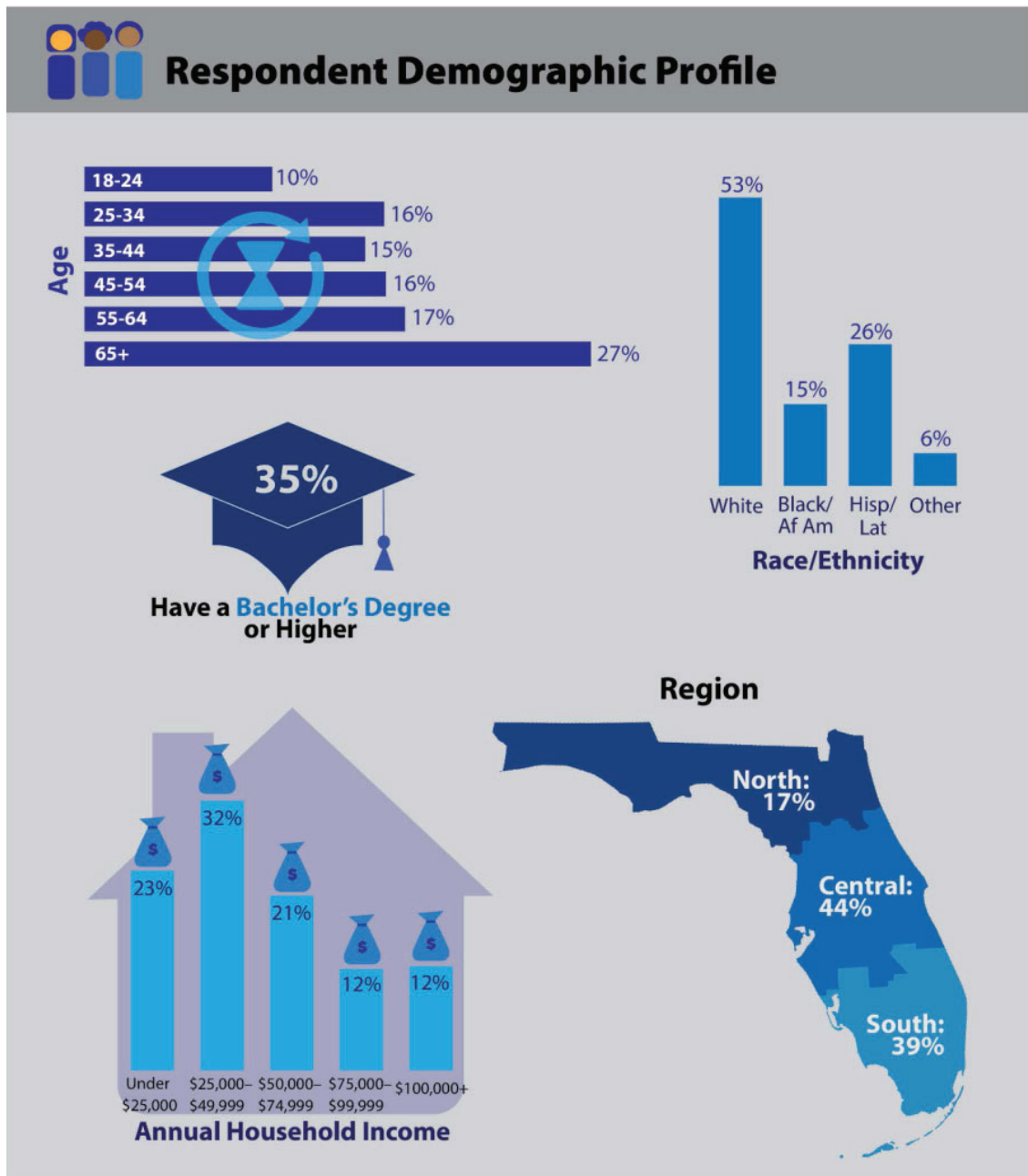


Figure 2. Most Impactful Challenge by Region

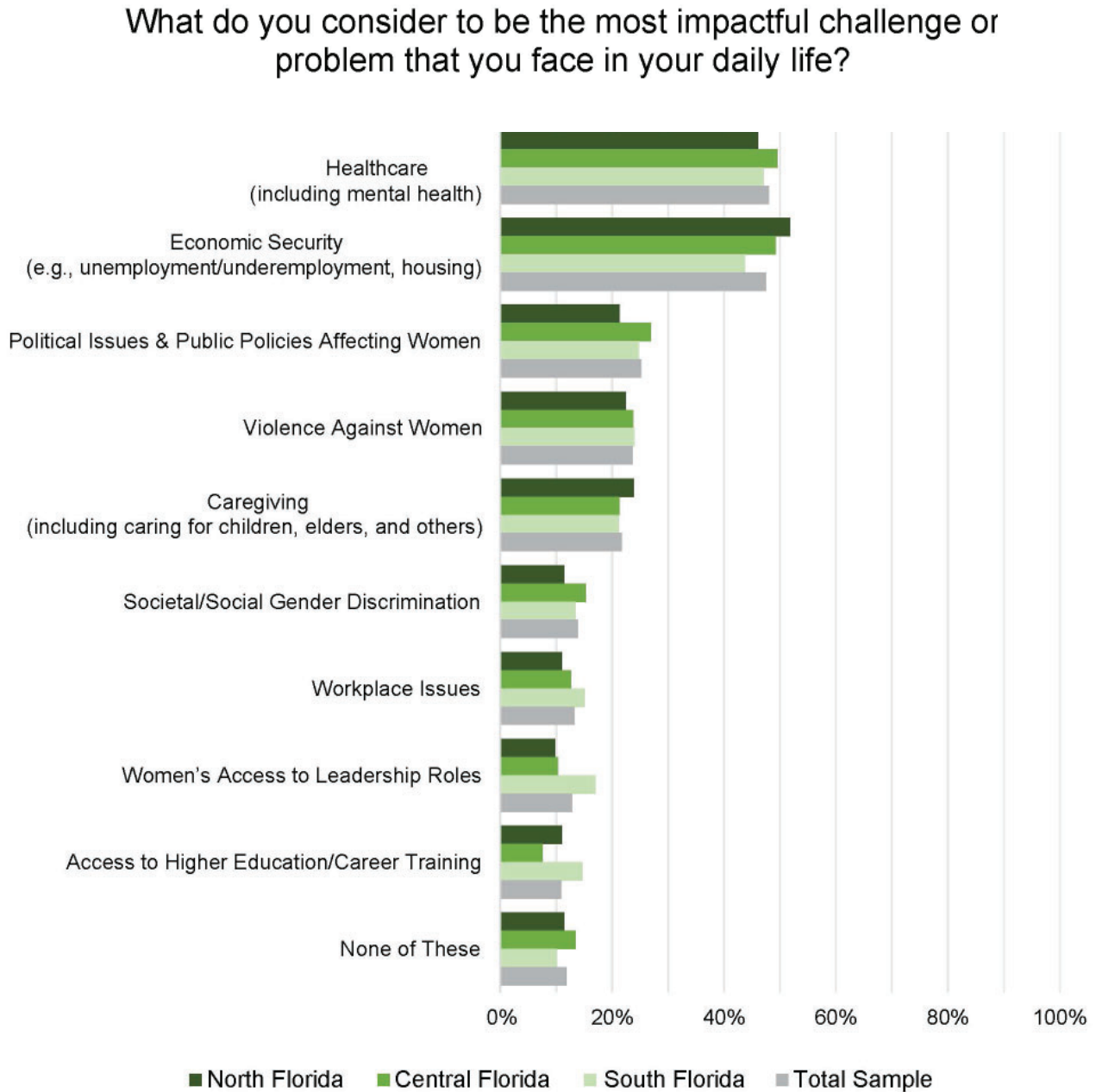
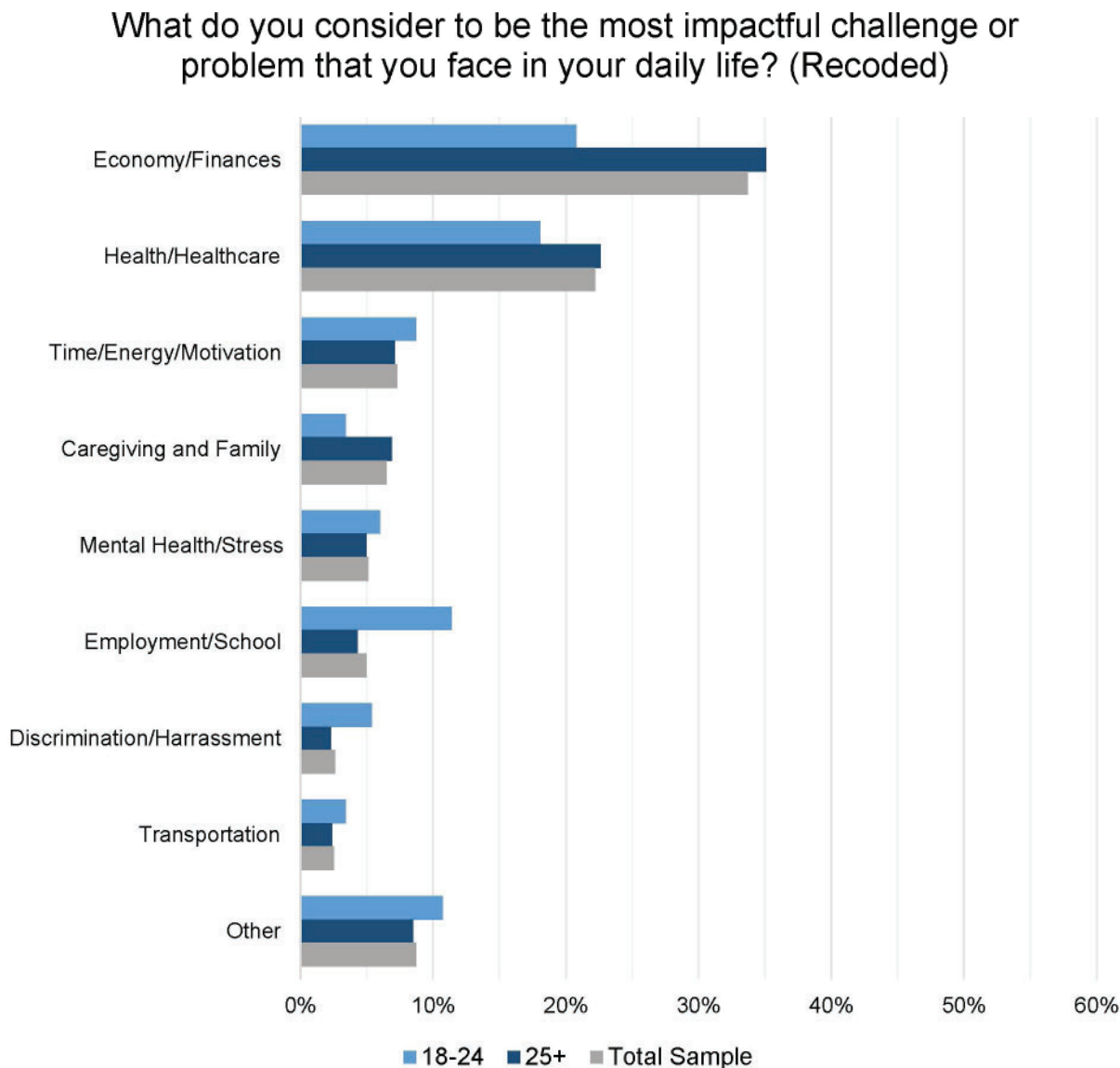


Figure 2, above, shows respondents' most impactful challenge, broken down by geographical region. The most notable differences are in economic security, with 52% North Florida respondents choosing this as their biggest challenge, compared to 44% in South Florida. Conversely, a greater percentage of South Floridians selected women's access to leadership roles (17%) than respondents from North or Central Florida (with 10%, each). Additionally, access to higher education and career training was more important to North and South Florida (11% and 15%, respectively) compared to Central Florida at 8%.

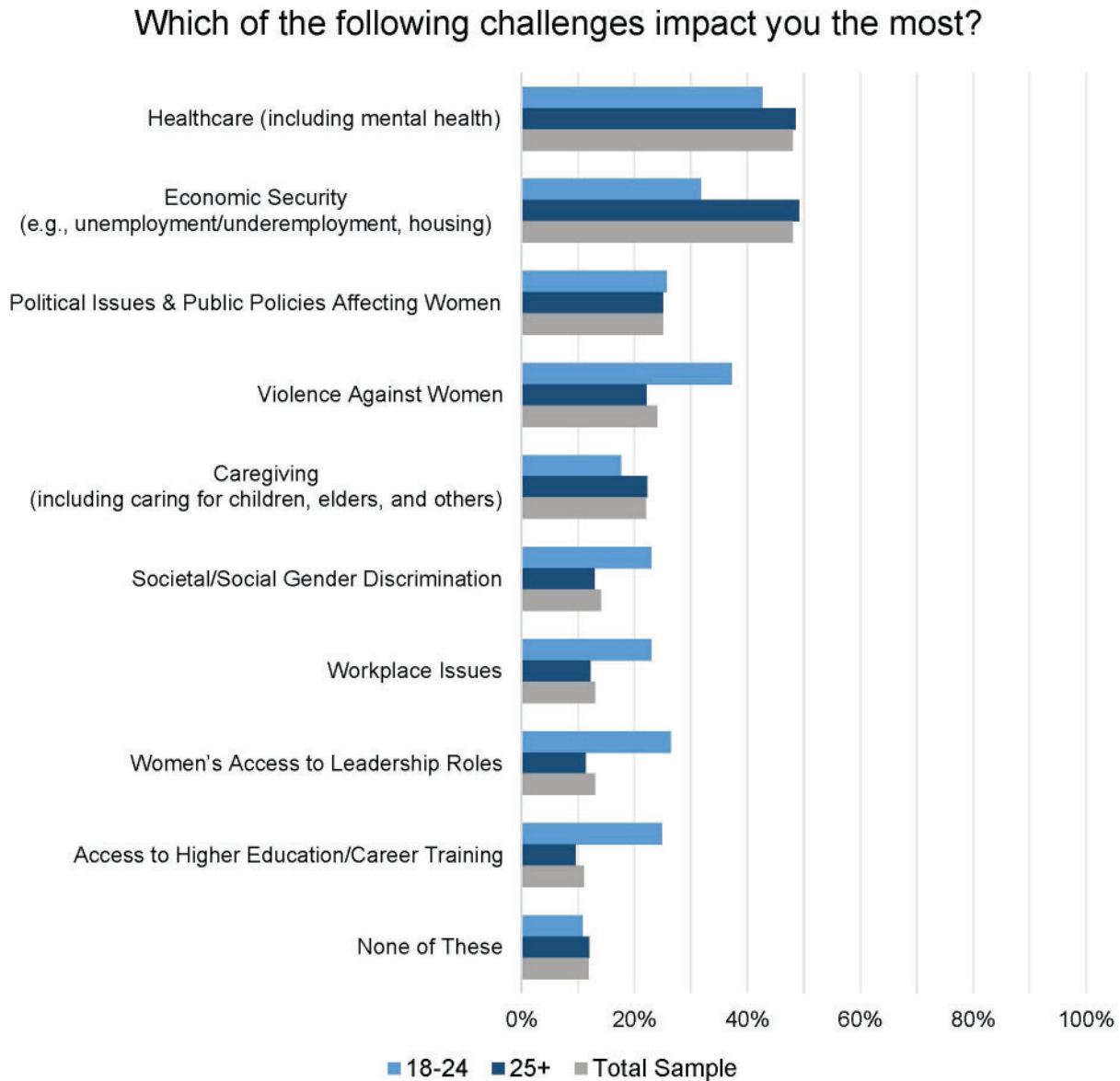
Figure 3. Challenge: Open-Ended by Age Category¹



Respondents were asked to identify the most impactful challenge in an open-ended question. Respondents' answers were then recoded into several categories, listed in Figure 3, broken down by age category. In the total sample, 34% of responses center around economic issues and finances. Respondents aged 18 to 24 were less concerned with finances than those aged 25 and older. The second most common theme, with 22% overall, is health and healthcare. The younger age category also have fewer health concerns than the older group, at 18% and 23%, respectively. Areas in which 18 to 24-year-olds show more concern than the older group include employment and education, time management and energy, and mental health.

¹Note that the X-Axis only goes up to 60% for better visualization.

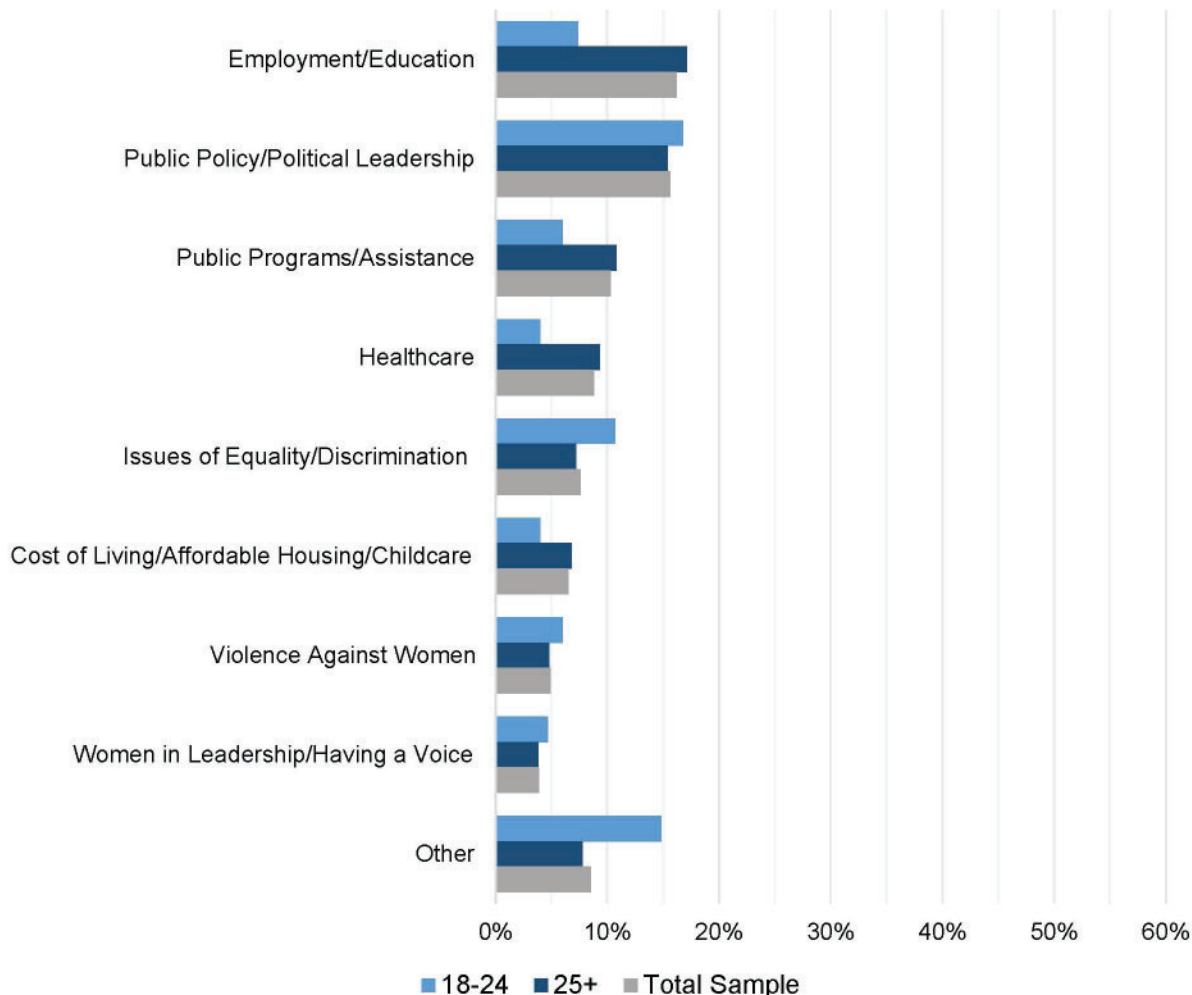
Figure 4. Most Impactful Challenge by Age Category



Respondents were also asked to select from a set of answer choices about the challenges that impact them the most, and prompted to select up to three choices. Healthcare and economic security were tied for the top choice, with 48%, each. The percentage of respondents who chose economic security was notably different between age groups, with 49% of women aged 25 and over, compared to 32% of women aged 18 to 24. Women aged 25 and older also chose healthcare at a slightly higher rate than the 18-to-24 group, at 49% and 43%. The younger age group had more respondents (37%) cite violence against women than women aged 25 and over (22%). Younger women were also more concerned with workplace issues than the 25-and-older group, along with access to leadership roles for women, and access to higher education or career training.

Figure 5. Positive Change by Age Category²

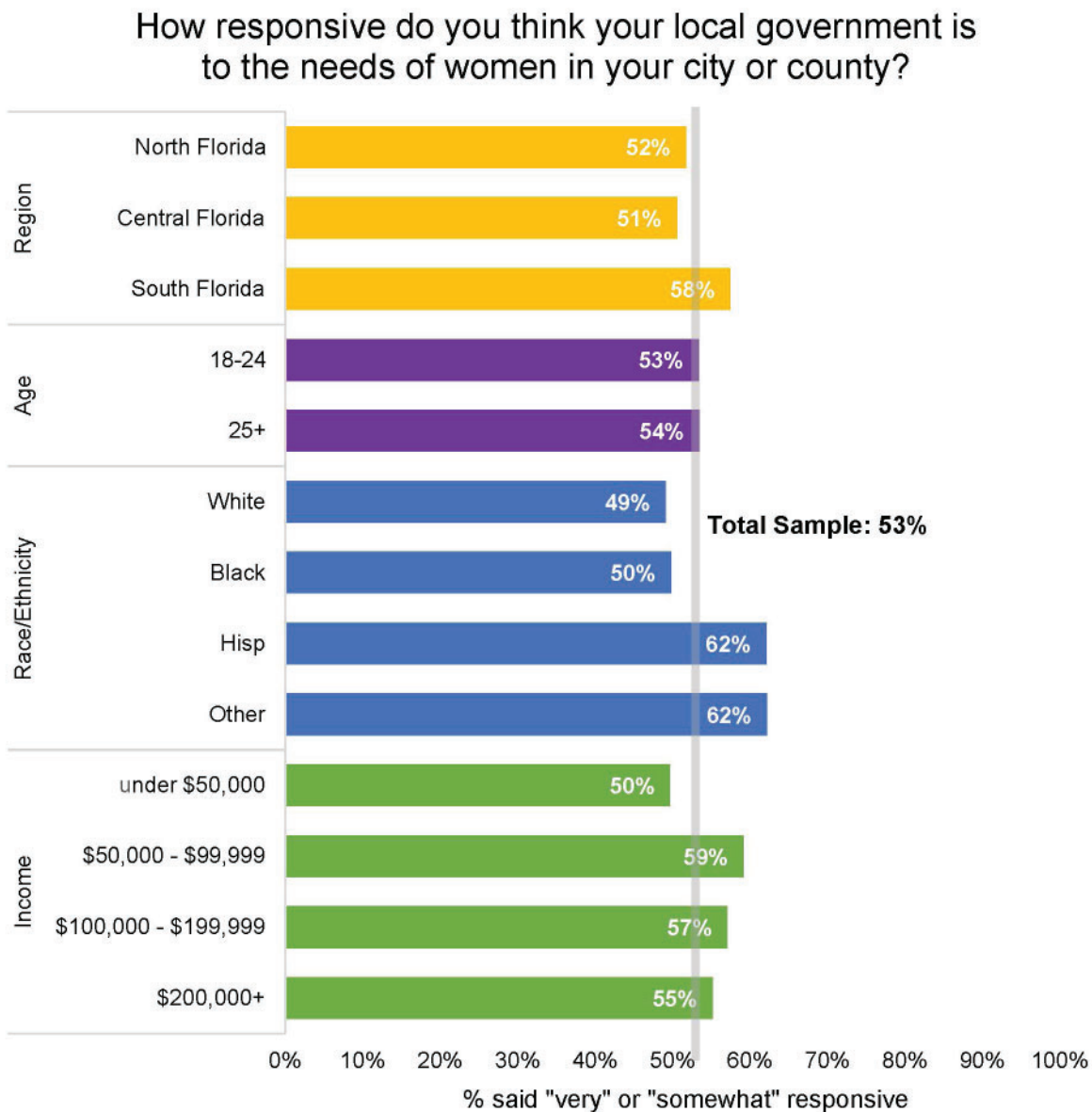
If there was one change that could be made in your community that would result in the greatest positive impact on women, what would it be? (recoded)



In an open-ended question, respondents were asked what change could be made in their communities that would result in the most positive change impacting women. The responses were recoded into the categories listed in Figure 5 above, broken down by age category. Of the total sample, 16.2% of respondents indicated a change relating to employment and education, including equal pay for women, and greater access to higher education. Just about half a percentage point behind is public policy and political leadership, at 15.6%. This is the most common theme among 18 to 24-year-olds, with 17%.

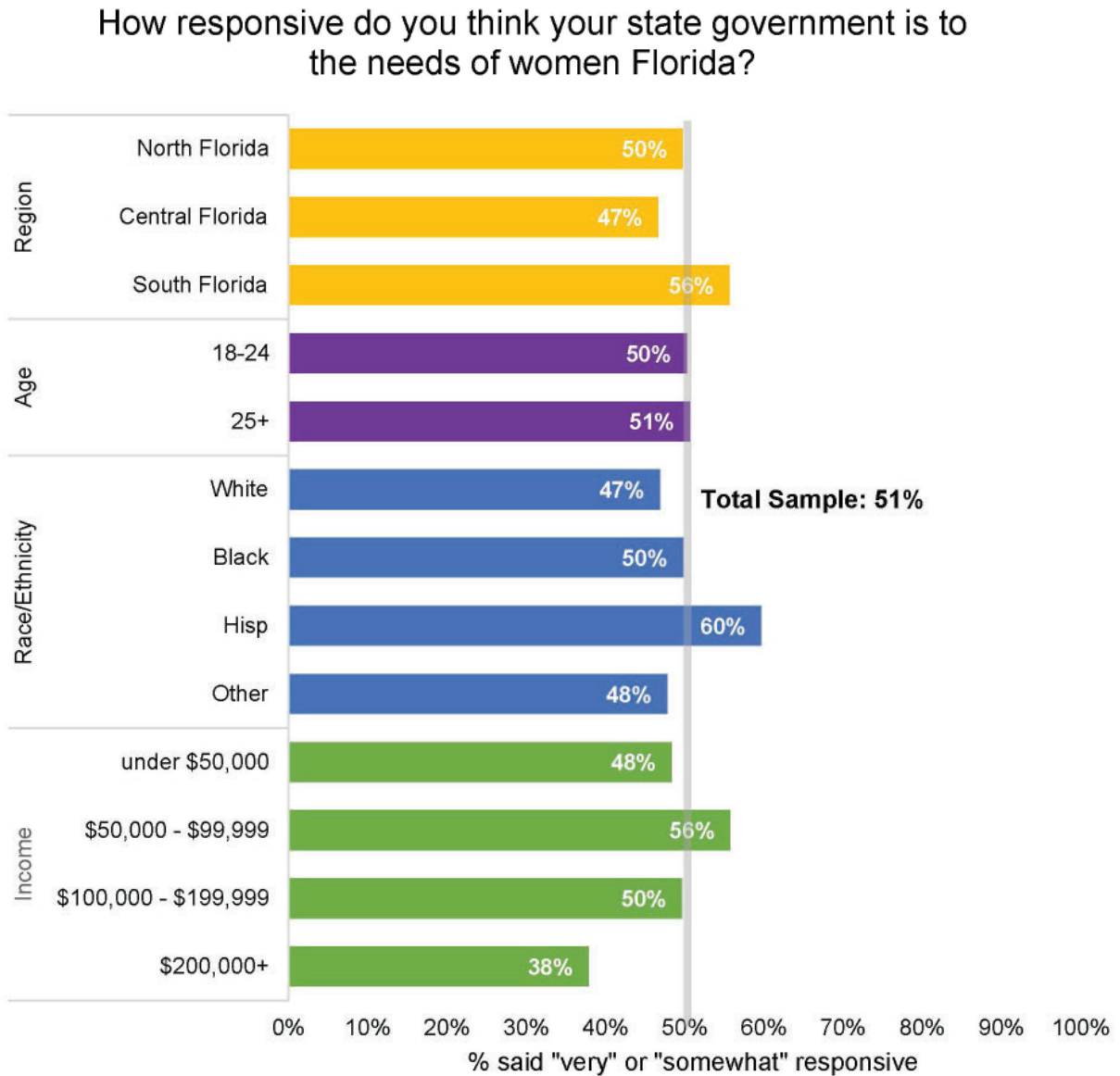
²Note that the X-Axis only goes up to 60% for better visualization.

Figure 6. Local Government Responsiveness by Select Demographics



When asked about the responsiveness of local government to the needs of women, 53% of respondents said it was either very responsive, or somewhat responsive. Figure 6 shows the responses to this question, broken down by select demographics. Respondents in South Florida thought local government was more responsive than in North or Central Florida, with 58% indicating they are at least somewhat responsive. Hispanic and Latino respondents, as well as those who marked their race as "other," were the groups with the greatest percentage who think local government is at least somewhat responsive to the needs of women, at 62% each.

Figure 7. State Government Responsiveness by Select Demographics



When respondents were asked about the responsiveness of state government to meeting the needs of women in Florida, 51% of respondents said that state government was somewhat or very responsive. Figure 7 breaks down the responses to this question by select demographics. Of the respondents in South Florida, 56% thought state government was responsive, whereas 50% of respondents in North Florida and 47% of respondents in Central Florida thought state government was responsive. Hispanics, at 60% thought state government was responsive more than all other races, with Whites at 47%, Blacks at 50%, and others at 48%. Broken down by income, those earning \$50,000 to \$99,000 thought that state government was responsive more than any other bracket, at 56%. Of respondents earning under \$50,000, 48% thought state government was responsive. Of those earning over \$200,000, only 38% thought that local government was responsive.

ABOUT THE COMMISSION

For more than 30 years, the Florida Commission on the Status of Women has served as a resource and champion for women throughout Florida. Established in 1991 by the Florida Legislature, the Commission is a non-partisan board of 22 appointed members. The Commission serves as an important resource for state and local leaders, so they have a better understanding of the needs, concerns, and challenges facing women in Florida. The Commission also serves as a resource for connecting women to the tools and resources necessary to live healthier, more prosperous lives.

MISSION

The Florida Commission on the Status of Women's mission is to enrich the ability of Florida women and girls to achieve their fullest potential.

ENABLING LEGISLATION

FL Stat § 14.24 (2020) Florida Commission on the Status of Women. —

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

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

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

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

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

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

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

2022 HIGHLIGHTS

The Florida Commission on the Status of Women is dedicated to improving the well-being of Florida women and girls – and by extension, all Floridians. In addition, the Commission serves as a resource for lawmakers, businesses, and residents so they have a better understanding of the important issues impacting women and girls in the State.

Collaboration. Education. Celebration. These three ideas help the Commission achieve its mission. We **COLLABORATE** with organizations statewide to raise awareness of the challenges and issues facing Florida women and families and identify the resources available for assistance. We **EDUCATE** Floridians by hosting educational forums and seminars on far-ranging women’s issues; from overcoming economic challenges to climbing the ladder of success. We **CELEBRATE** the contributions and successes of women and girls, past and present.

Under the leadership of Commission Chair Sophia Eccleston, the Commission expanded its efforts in each of these areas as follows:

Collaboration

In 2022, the Commission prioritized outreach to the twenty city and county women’s commissions located throughout Florida. A statewide phone survey of all Commissions was conducted in the spring to connect with and learn about the work and needs of these organizations. During the Commission’s third quarter meeting held in Jacksonville, Florida, the Commission was honored to host a dialog with Shawna Grant, Chair of the Jacksonville Mayor’s Commission on the Status of Women.

The Commission addressed the Florida Association of Women Lawyers during their annual Statewide Lobby Days in Tallahassee. More than 100 members from across the state learned about the mission and work of the Commission and shared ideas about how to encourage more women to serve in leadership positions, both public and private.

Commissioners Sophia Eccleston, Lori Day, and Former Executive Director Kelly Sciba participated in the National Association of Commissions for Women’s 52nd annual conference, held on July 24 – 28th in Reno, Nevada. During the conference, Commissioner Eccleston gave a featured presentation about the development of the LEAD Lunch & Learn series and the LEAD Summit. Also, the Florida Commission was one of only four Commissions from across the country to receive an Outstanding Achievement Award in recognition of the FCSW LEAD Programs.

Education

History Contests

The Women’s History Essay and Video contests are designed to help children learn about the many contributions that women have made throughout Florida’s history. In 2021 – 2022, the Commission essay and video contests focused on inspirational female science, technology, engineering and math (STEM) superstars.

High school students were asked to help inspire more Florida Students to pursue STEM careers by creating a public service announcement video featuring a Florida woman scientist, either historic or living, who has shaped or is shaping the future.

Middle school participants were challenged to write about a woman inventor or STEM professional, living or historic, who inspires them and state why they might like to meet her.

Winners were recognized in their communities and presented with a certificate, cash award, and a congratulatory letter from Governor Ron DeSantis.

Please view a complete list of the winners on our website at www.fcsw.net.

LEAD Programs

The Commission is committed to providing exceptional educational programs through our LEAD Lunch & Learn programs. LEAD stands for Leadership, Education, Advocacy, and Development.

The Commission hosted Voting 101: Share Your Voice Lunch & Learn on Wednesday, June 22, 2022, at Manatee Lagoon in West Palm Beach. The goal of the program was to educate Floridians, especially women, about the importance of voting and the voting process.

A replay of the event can be viewed on our website at www.fcsw.net.

LEAD Summit

This year marks the 50th anniversary of the passage of Title IX, the law that requires all federally funded educational institutions to prohibit discrimination based on sex. Title IX opened a new world of opportunity for the generations of women since its passage, inspiring a movement for equal opportunity in classrooms, playing fields, and boardrooms.

The Commission paid tribute to the impact of Title IX during the 2022 LEAD Summit, in Jacksonville Florida at the University of North Florida. The non partisan, educational, and networking event included:

- An expert panel discussion focused on 50 Years of Title IX
- Forum on Women and the Post-COVID Economy
- U.S. Census Bureau Storytelling with Data Workshop
- A luncheon with Keynote Speaker Donna Orender, former WNBA Commissioner and founder of Orender Unlimited & Generation W

A replay of the event can be viewed on our website at www.fcsw.net,

Celebration

Spirit of Community Awards

On June 22, 2022, the Commission honored 14 outstanding community leaders with the FCSW Spirit of Community Award during a special ceremony as part of the 2022 LEAD Lunch & Learn program in West Palm Beach, FL. The award recognizes hometown heroes who go above and beyond to improve the lives of Florida women and girls in their communities.

Please view a complete list of the winners on our website at www.fcsw.net.

Florida Women's Hall of Fame

This year, the Commission received nearly 60 nominations from the public. Following deliberations, the Commission recommended 10 nominees to Governor Ron DeSantis, who can select up to three women for induction into the Hall of Fame.

Due to the impacts of Hurricane Ian across Florida, the induction ceremony was postponed. The Hall of Fame inductees will be honored during a ceremony to be held in 2023.

Please visit the Hall of Fame Website at www.fcsw.net to view the nominees and to find out the names of the inductees that will be honored at the 2023 event.

CONCLUSION

As women continue to face daily challenges in their lives, The Florida Commission on the Status of Women will continue to aim a spotlight on the issues that affect women and girls. It is extremely important to have a resource that highlights the struggles, celebrates the victories, and recognizes the accomplishments of women and girls in our state. The Florida Commission on the Status of Women fulfills this mission by utilizing the tools of Collaboration, Education, and Celebration. By honoring women and girls, we ensure that everyone in Florida can lend their support in the fight for a more just world for all.

ACKNOWLEDGMENTS

The Florida Commission on the Status of Women extends its gratitude to each person and organization who provided information and data included in this report. A special note of appreciation goes to Michael Binder and Eva Matthews of the University of North Florida Public Opinion Research Lab for their input and guidance on this project.

Members of the Annual Report Committee who were instrumental in overseeing the report through to its completion include Stephanie Goforth, Chair, Candace Falsetto, Representative Jenna Persons-Mulicka, Claudia Medina Thomas, and Sophia Eccleston, Commission Chair. As well as the members of the Public Outreach and Public Policy Committees and our former Executive Director Kelly Sciba.

FCSW would also like to extend our gratitude to Governor Ron DeSantis, Attorney General Ashley Moody, CFO Jimmy Patronis, Agricultural Commissioner Nikki Fried, Florida Speaker of the House, Florida Senate President and the staff of the Office of the Attorney General for their continued support of the Commission and for making this publication possible.

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