

Women Opening Windows in Florida's Glass Ceiling Report Highlights

Women Still Underrepresented in Leadership Roles¹

Introduction

In March 1999, the Florida Women's Consortium and Florida WWINS (Women's Work Interests and Networking Services) started a research project to examine the participation of women in leadership roles in public and private sector institutions in Florida. Our reason for doing this study was simple. We wanted to know more about women's involvement—including minority women's participation—in leadership roles that relate to economic decision making in the state.

Organizations Surveyed

State Government

- ❑ Florida state departments
- ❑ Board of Regents
- ❑ Board of Community Colleges
- ❑ Enterprise Florida
- ❑ Council of 100
- ❑ Legislature—lawmakers & staff
- ❑ Office of the Governor
- ❑ Florida Workforce Development Board
- ❑ Florida WAGES Board

Local Government

- ❑ Fifteen largest municipalities/67 counties—city and county managers
- ❑ Elected officials in 15 largest municipalities/67 counties
- ❑ Constitutional officers in 67 counties
- ❑ A sample of ten local economic development councils from urban areas

- ❑ School boards in 67 counties

Private Sector

- ❑ Ten of the 50 largest companies headquartered in Florida
- ❑ Ten of the 50 largest for-profit and not-for-profit hospitals in Florida
- ❑ Ten of the largest law firms in Florida
- ❑ Top ten business and professional associations such as the Florida Realtors, Florida Bar, and the FMA
- ❑ Top ten chambers of commerce

Education

- ❑ Leadership of state universities

Major Findings

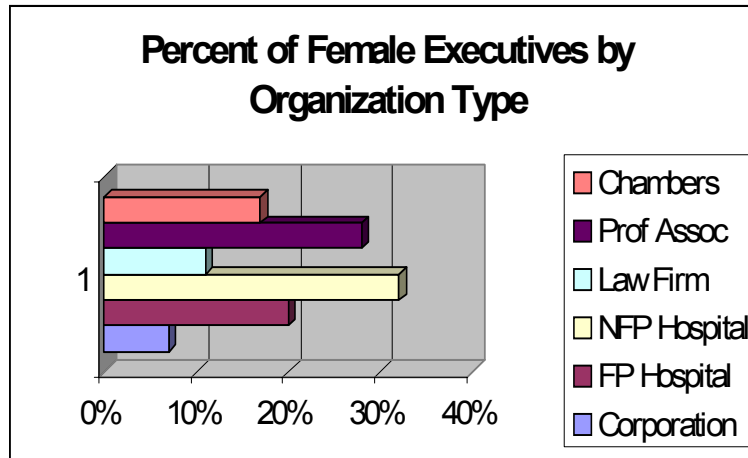
Private Sector

- ❑ In almost every leadership role we surveyed, women are greatly outnumbered by men.
- ❑ The most discouraging finding was in our sample of the largest publicly held companies in Florida. Women fill only seven percent of leadership positions at the CEO, CFO, and COO level of executive management for these Florida-based companies.
- ❑ Florida law firms are only slightly better with women achieving partner status or higher in 11 percent of these roles.
- ❑ The highest percentage of women in executive roles in the private sector is in not-for-profit hospitals. In that realm, the

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percentage of women in top leadership roles is 32 percent, far more encouraging than the other

private sector leadership roles that we surveyed.



Of all leadership positions that we surveyed in the private sector, women hold 56 out of 295, or 19 percent of the total.

Public Sector

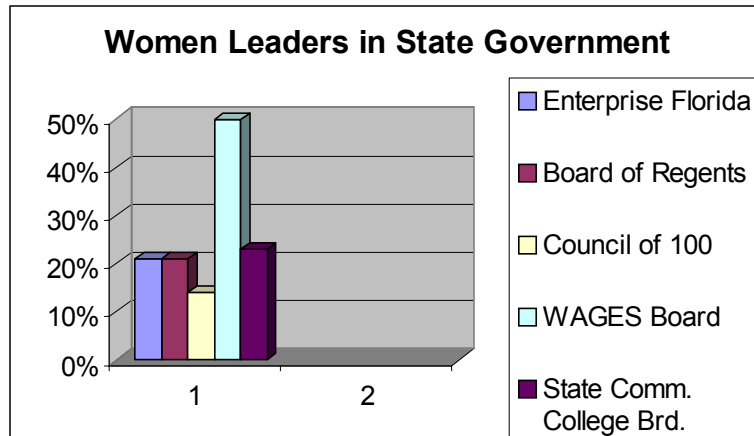
State Government

- The most positive finding for women being appointed to executive positions in the public sector is in Senior Management Services (SMS) positions in the Florida state government executive branch. Women hold 31 percent of these positions, an appointment rate slightly higher than the national average of 29.8 percent of female appointees, but significantly less than the percentage of women in the Florida population—51 percent.
- White men comprise 60 percent of all SMS incumbents, minority males—nine percent; white women—25 percent; and minority women—six percent.
- The most important state-controlled economic development

boards are highly male dominated. For instance:

- The Enterprise Florida Board is 79 percent male, 21 percent female.
- Women are in only two out of every ten positions on the Florida Council of 100.
- In education, the top boards are also controlled by men:
 - The Florida Board of Regents for the State University System is 79 percent male, 21 percent female.
 - Similarly, the Florida Board of Community Colleges is 77 percent male and 23 percent female.

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Florida Legislature

- ❑ The Florida Legislature is overwhelmingly male. For instance, the State Senate is 82 percent male, 18 percent female. Only two minority women serve in the Senate. Women chair three out of 19 regular Senate Committees (16%) and serve as vice chairs of three other committees. The second-term Senate President is Toni Jennings, a woman from the Orlando area.
- ❑ The Florida House of Representatives is 74 percent male, 26 percent female. Of the 31 women serving in the House, five are black, and one is Hispanic. A woman office holder chairs one out of ten councils in the House and six out of 44 regular House committees (14%).
- ❑ Leadership staff in the Florida Legislature is 95% white, and 61% white male.

Local Government

- ❑ Men outnumber women three to one on county commissions with men comprising 76 percent of the membership of all county commissions statewide.
- ❑ Among elected local constitutional officers, nine out of ten property appraisers in Florida are male. All 67 sheriffs are male. In contrast, 78 percent of the election supervisors are women. Women also serve in respectably high percentages as tax collector (42%) and clerk of court (38%).
- ❑ In the fifteen largest municipalities in Florida, males comprise 63 percent of city council members, females 37 percent.
- ❑ Of 355 school board members, men hold the majority of positions—57% to 43% for women.

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- Men lead most local economic development partner organizations. Our data for five counties showed that the executive committees of the partners range from exclusively male to 71 percent male-led. The best board for gender parity had a 1:3 ratio of women to men. The board of directors with the fewest women was 94 percent male.
- Only one woman—out of sixty county manager/administrator positions, serves as a county manager in Florida.
- Of the fourteen largest cities with managers that we surveyed, 11 are white males (79%), one is an African-American male (7%), one is a Hispanic male, and one is an African-American female—Anita Favors—in Tallahassee.

Conclusion

This study confirms clearly that women have not reached parity with men in the top leadership roles of our institutions in the public and private sectors. This conclusion contradicts the assertions offered by those who wish to conceal or gloss over the disparities of influence and earnings between men and women. It is apparent that women have pierced the glass ceiling in the state but have not shattered it.

Sponsoring Organizations

The *Florida Women's Consortium* is an advocacy group of organizations and individuals committed to achieving full equality and empowerment for women. Its primary goals are to provide a communications network and

coordinate activities of member groups.

Florida WWINS: Women's Work Interests and Networking Services, Inc., a national model of excellence, works to enhance the economic viability of women through advocacy, counseling, research and policy development, education, access to capital resources and an information clearinghouse.

Economic-Entrepreneurial Task Force Membership

1. Marylyn M. Feaver, Tallahassee
2. Anne Gannon, Delray Beach
3. Wanda Gozdz, Ft. Lauderdale
4. Sheila Jaffe, Boca Raton
5. Shirley Merlin West, Miami
6. Maria Mogollon-Seemer, Rockledge
7. Barbara Newell, Tallahassee
8. Doris Reeves-Lipscomb, Tallahassee
9. Judy Byrne Riley, Valparaiso
10. Carolyn Wiggins, St. Petersburg

For Copies of the Report, Contact:

Florida Women's Consortium, Inc.
Nancy Hurlbert, President
1153 SW 25th Avenue
Deerfield Beach, Florida 33442
954.421.6502

Florida WWINS, Inc.
Doris Reeves-Lipscomb, President
3318 San Pedro Street
Clearwater, FL 33759
727.723.2934

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ⁱ All data are verified as to source and date in the full report.