



Business and
Professional
Women / St. Petersburg-
Pinellas

2021-2022 PUBLIC POLICY AWARD

SUBMISSION

BPW/FL Public Policy Award Submission 2021-2022

The programming goal of BPW/St. Petersburg-Pinellas is to maintain a balance of speakers whose topics or life stories are geared towards working women and align with BPW's mission and BWP/FL's public policy platform.

When scheduling presenters, the First Vice President/Program Chair and the Program Committee consider national monthly observances and commemorations, issues facing working women at the local and national levels, current affairs and matters that concern members as community citizens. Overall, we aim for our speakers and topics to underscore BPW's public policy platform or one or more of BPW's key pillars: personal, professional and political.

In 2021-2022, BPW/St. Petersburg-Pinellas "consistently advocated, educated and informed its members on the focus issues of equality for all (emphasis on ERA); economic equity, workplace safety, healthcare, and the environment" in the following ways:

- Nine (9) keynote presentations delivered by guest speakers at the luncheon meetings on topics specific to our Public Policy Platform (held on the first Thursday of each month);
- "Legislative moments" delivered by the Legislative Committee every other month, on even months, at the luncheon meetings;
- The annual Equality Day Tea held in August 2021;
- Participated in the Women's March in October 2021;
- The Working Women's Forum "The Great Reset" held in October 2021;
- Created and posted support and opposition letters to proposed legislation;
- The 19th annual "Unhappy Hour" observing Equal Pay Day held in March 2022;
- Members sharing important political events via our Facebook Page;
- Meeting with locally elected officials; and
- Related news posts to the LO's Facebook page: www.facebook.com/BPWSPP.

MONTHLY LUNCHEON MEETINGS



July 15: Conserving Florida's Fisheries and Supporting Women in Science (Platform Item #5 – Environment)

Kerry Flaherty Walia, a Florida native and a marine fisheries research scientist with the Florida Fish and Wildlife Conservation Commission. Kerry has over 17 years of experience studying fish communities associated with estuarine and coastal habitats. Her research has covered many topics of interest to fisheries managers, including describing habitat use and pathways of connectivity between juvenile and adult life stages of popular sportfish, documenting changes in fish communities associated with red tide events, freshwater inflow, and seagrass habitat, and determining catch-and-release mortality rates for Gray Snapper, Red Drum, and, most recently, Hogfish. She has been very active in the American Fisheries Society, including planning their international annual meeting in Tampa in 2017 and serving as Florida

chapter president. In addition, she also serves as vice-president for the recently formed non-profit group, Women of Fisheries, Inc., which supports women in fisheries science.



August 5: Voting Rights and Elections Update (Platform Item# 1 – Equality for All)

On August 5, BPW/SPP was delighted to welcome back Julie Marcus to our luncheon meeting to discuss recent changes made by the Florida Legislature that may impact our upcoming local elections this fall. We had a Special Election Primary coming up on August 24 and then Municipal General Elections on October 4 so this was perfect timing to learn the facts about when and how one can vote and what to expect when one is ready to do so. In previous visits, she has provided informative, practical guidance for voters, answered loads of questions and given terrific insight into the operations of the office of the Supervisor of Elections so we expect to continue that tradition. As a non-partisan organization BPW is committed to informing our members and guests about how the process works without advocating a position or candidate. We welcome guests with varying perspectives to participate.



September 2: A Discussion on the Use of Equity Driven Health and Wellness Practices (Platform Item #4 – Healthcare)

Our September 2nd meeting featured a discussion led by Dr. LaDonna Butler of The Well for Life to help our members and guests to achieve more successful health outcomes through policy and practice. Dr. LaDonna Butler is Called, Centered, and Committed to Collective Healing, Wellness and Justice. She is a leading voice in Public Health and Safety. She is the Associate Program Director at the University of South Florida's Family Study Center and an adjunct faculty member in Psychology on the St. Petersburg campus. From 2018-2020 she served as the Family Study Center's Learning and Development Facilitator for the Foundation for a Healthy St Petersburg sponsored-project "Trauma-Informed Infant-Family Mental Health", and now serves as PI for an expansion of that initiative, Reckoning with Race and COVID-19 in Infant-Family Mental Health. Dr. Butler is also a Study Team member for the NIH-funded "Figuring It Out for the Child" program.



October 7: Advances in the Prevention of Domestic Violence and New Priorities Brought Forth by the COVID-19 Pandemic (Platform Item #s 3 and 4 – Safe Workplace and Health Care)

Taylor Withers, the Senior Director of Advancement at CASA (Community Action Stops Abuse), Pinellas County's certified Domestic Violence Agency updated us on new techniques and tools that are being employed by CASA, domestic violence advocates and local authorities to prevent domestic violence and confront issues that have surfaced or become exacerbated by the

Covid-19 pandemic.

Pinch Hitting for the under-the-weather Taylor was Megan Koontz, a domestic violence prevention and communications specialist at CASA. She has worked with a variety of populations during her time in the domestic violence field, specifically with Marshallese immigrants in Northwest Arkansas, disabled advocacy groups, and LGBTQIA+ populations. She has spoken at various regional conferences about the intersection of religion and DV, and she had an upcoming presentation with the White House Gender and Policy Council about online dating violence.



November 4: St. Petersburg New CALL Program Supporting SPPD with Mental Health Professions (Platform Item #4 Health Care)

Megan McGee discussed the Community Assistance and Life Liaison (CALL) Program, a new approach to some 911 calls with a focus on community mental health services. Megan McGee is the St. Petersburg Police Department's (SPPD) Special Projects Manager. Part of her role is the daily administration of the new CALL program with SPPD's partner, Gulf Coast JFCS. The CALL program sends mental health professionals to assist with nonviolent and non-criminal calls for emergency services. CALL's first responders are called Navigators; they

de-escalate, assess, and link to services. Additionally, Navigators provide follow-up contact to ensure the individual is receiving services and no longer in crisis.

Megan is also responsible for over \$4M in grant revenue last year for the Department, with a special emphasis on programming for Victim Services, Human Trafficking, COVID response and Community Policing Initiatives.



December 2: Economic Forecast for 2022 – Preparing for the Challenges Facing Working Women (Platform Item #2 – Economic Equity, Opportunity and Self-Sufficiency)

Dr. Linda Lucas led a discussion on a variety of topics affecting working women in our shifting economy. Women’s participation in the workforce has dropped as many women have left the market, others are prioritizing mental health, some have renegotiated contracts with partners about who will be the earner in the family, some want higher pay or safer working environments-hours and benefits are totally negotiable now and access to childcare is a huge determinant of a mother’s ability to work. On top of all that there are industry disruptions where women have traditionally dominated, e.g., medical institutions, education, service and this affects retirement and women’s ability to support themselves into old age. We are at the highest level of single households ever recorded.



January 6: Impact of Municipal Elections (Legislative)

On Thursday, January 6, 2022 we welcomed Kelly Hayes, *Florida Politics*, as our guest speaker. Kelly studied journalism and political science at the University of Florida and was raised in Tampa Bay. She enjoys government and legal reporting and has experience covering the Florida Legislature as well as local government. As a political journalist, Kelly brings a unique perspective to the questions “Will there be any effect to having elected our first African American Mayor?” and “What will be the effect of the city amendments that passed, to the voters of St. Petersburg?”



March 3: Deputy Mayor Stephanie Owens (Legislative)

Owens formerly served as the principal of Dolphin Strategies LLC, in St. Petersburg, FL. The firm creates public education and participation strategies that deliver impactful citizen engagement and foster healthy communities. Stephanie also creates voter education and issue advocacy campaigns for companies that promote employee civic and volunteer engagement. She has designed strategies for the American Cancer Society, National Football League, NASCAR, and the African National Congress. Stephanie is a veteran of eight presidential campaigns. She was the 2008 Florida Political Director for Obama and a Florida Voter Protection Advisor for Clinton in 2016. Stephanie began her career as a computer scientist and systems engineer with IBM and Xerox.

Ms. Owens is nationally known for building critical cross-sector alliances and coalitions to influence government and corporate policies to enrich communities. She is skilled in intersectional diversity and inclusion and advises entities on culturally competent strategies to create authentic inclusion programs that improve organizational outcomes. In addition to serving

on many boards, Stephanie provides volunteer advocacy training for constituencies and grassroots organizations in disenfranchised communities.



April 7: Sex Trafficking (Platform Items #s 3 and 4 – Safe Workplace and Health Care)

Tiffany Faykus of Selah Freedom, a nonprofit that works with local sex trafficking survivors to help them start new lives through Prevention, Outreach, Awareness, and a nationally renowned Residential program spoke about the issue of sex trafficking, particularly in Florida.

Tiffany began her career in Moscow Russia in 1994 working with the first Toys for Tots outside of the USA. Over twenty-five years and many miles later, she remains a passionate advocate for social change.

With a career spanning investment banking, software, advertising, visual and performing arts, social services and community outreach, Tiffany is a strategic change agent bringing a wealth of experience across a broad variety of disciplines.

Before transitioning to the nonprofit arena, Tiffany had a noteworthy career in the corporate world including time as the Head of Corporate Communications for the most influential investment bank in Russia during Privatization, Renaissance Capital Group in Moscow, Russia; and as Director of Marketing Operations for Scala Business Solutions in Budapest Hungary, responsible for overseeing the software companies marketing operations in over 30 countries.

LEGISLATIVE MOMENTS

In 2021-2022 BPW/St. Petersburg-Pinellas focused primarily on personal accountability and participation.

Legislative Moment topics included:

Legislative Moment – June 2021

Good afternoon. It is such a pleasure to be back giving our Legislative moment that I thought I would update you all on a few things that will be going on and have just passed during our recent legislative session.

Florida's Legislative Session ended on Friday, April 30, and had a special session that began on May 17 where it appears they only worked on the new 30-year gambling compact with the Seminole Indian Tribe. Interestingly, Florida voters in 2018 said they wanted the public to have the final say on gambling in the State of Florida. They did not want politicians or lobbyists in charge. It is also anticipated to establish a state gaming commission. The special session is all about gambling. The only good news about the special session was that Floridians were allowed back into the capitol whose doors have been closed to the public since March 2020.

Here are some of the other things that occurred during this session:

- Florida lawmakers approved a \$101.5 billion state budget – by far the largest in Florida history.
- Governor DeSantis got aggressive anti-bills passed. Some critics even argue they violate free speech and target minorities and come with much stiffer penalties.
- Lawmakers quickly approved and sent to Gov. Ron DeSantis HB 1, the “Combating Violence, Disorder, and Looting and Law Enforcement Protection Act.”
- Travelers in Florida will not be made to prove that they have received the COVID-19 vaccine in Florida.
- The ban on transgender athletes competing in girls’ and women’s sports also passed, at the last minute.
- There was also a bill that targets the 5 major tech companies, Google, Apple, Twitter, Facebook, and Amazon, and can fine them up to \$250 per day if they remove statewide political candidates from their platforms for more than 14 days. Of course, this may not withstand a court challenge, but that doesn’t seem to matter in politics anymore.
- A statewide group of divorced women once again defeated what has become a perennial proposal to end permanent alimony and mandate an equal time-sharing provision for children caught in divorce.
- Labor unions representing teachers, law enforcement and state employees were successful in efforts to block proposals to decertify unions and end the traditional pension option for government employees.
- Lawmakers also raised the minimum pay for state workers to \$13 an hour, boosting pay for about 2,000 workers above the federal poverty level for a family of four, provided one-time bonuses for first responders, and additional money to raise teacher salaries.
- The environmental lobby cheered when lawmakers agreed to spend more than \$500 million for a resiliency initiative to combat rising sea levels and combat climate change, \$300 million for a wildlife corridor, and \$100 million for the Florida Forever land buying program.
- Early learning, early grade success and Student Literacy bills all passed.

Unfortunately, at least for me, the elections law passed, revising requirements for registration and early voting. The list of new regulations includes limits on where and when drop boxes are available, requires them to be manned by an elections staffer and subjects elections supervisors to \$25,000 fines if they fail to comply with the new rules.

Provisions removing Florida’s no fault insurance law as well as requiring some liability coverage passed. After years of debating the issue, lawmakers approved ending Florida’s no-fault auto insurance system. Under the bill, motorists would no longer be required to carry personal-injury protection, or PIP, coverage. They would have to carry bodily-injury coverage. Also, lawmakers approved changes in the property-insurance system, including allowing larger annual rate increases for customers of the state-backed Citizens Property Insurance Corp.

In February the U.S. Census Bureau announced it would deliver redistricting data to the states by September 30, 2021 requiring most states to postpone their redistricting efforts. Florida is anticipated to get 1 additional Congressional seat.

Legislative Moment – August 2021

I thought based on who our speaker is today and the upcoming elections it might be time to talk a bit about voting rights in the United States.

Voting rights in the U.S. have seen massive change since the founding of our country when voting was limited to white male property owners. Our original Constitution left voting rights to the states for a range of reasons. In 1787, the United States was in a unique position, because when you looked at the rest of the world, you saw monarchies and principalities. Kings weren't voted in or out of office.

In the 1820s, property qualifications for voting began to be eliminated, and amendments, including the 15th and 19th, granted the right to vote to Black men and to women, although they didn't guarantee that right to all Americans. During the Jim Crow era, for example, intimidation, violence, literacy tests, poll taxes, grandfather clauses and other tools were used to prevent voting for minority populations in the South.

The Voting Rights Act of 1965 pushed back those restrictions. It put federal muscle behind voting rights. If a state wasn't going to protect voting rights, the Department of Justice was going to take action and the Supreme Court was there to support them.

In 2013 the Supreme Court found section 4 of the Voting Rights Act unconstitutional, and states that had previously had to clear election changes through the federal government were free to make changes on their own. That led to new waves of state laws enacting voter ID requirements, closed polling stations, restrictions on vote by mail and limited voting hours.

We seem to have two tendencies in America regarding voting rights. One has been the gradual expansion toward universal franchise over time, but at the same time there has been a counter push to disenfranchise.

Here are some of the important dates in American history regarding voting rights:

- August 2, 1776: Declaration of Independence Frames Voters' Rights
- June 21, 1788: Voting Left to States
- July 9, 1868: Citizenship Granted to All US-Born and Naturalized People
- February 3, 1870: Black Men Granted the Right to Vote
- August 18, 1920: Women Get the Right to Vote
- June 2, 1924: Native Americans Granted Right to Vote
- March 29, 1961: Washington, D.C. Residents Can Vote in Presidential Elections
- January 23, 1964: Poll Taxes Banned
- August 6, 1965: President Johnson signs Voting Rights Act into law banning literacy tests and enforcing the 15th Amendment
- July 1, 1971: 18 and Up Can Vote
- August 6, 1975: President Ford signs the Rights for Non-English-Speaking Voters which required districts with significant numbers of non-English speaking voters to provide assistance in registering and voting
- June 29, 1982: the Voting Rights Act Extended by President Regan for 25 more years

- September 28, 1984: Voting is Made Accessible for all, including the disabled
- May 20, 1993: Voter Registration Through DMVs begins
- October 29, 2002: the Help America Vote Act was signed into law by President George W. Bush mandating that the U.S. Election Assistance Commission improve and certify voting equipment and maintain a national voter registration form.

And I will end with this: On June 25, 2013: the Supreme Court walked back the Voting Rights Act by ruling that Section 4(b) of the Voting Rights Act is unconstitutional, holding that the constraints placed on certain states and federal review of states' voting procedures, known as preclearance, are outdated. This was seen as a blow to civil rights, since the ruling, which affected nine states and several counties and townships, a federal commission found at least 23 states had enacted “newly restrictive statewide voter laws.” These include polling place closures, voter ID laws, limiting early voting and more.

I'm anxious today to hear what Julie has to say about the current status of voting rights.

Legislative Moment – October 2021

With the change in the legislative schedule, it is time for us to start watching the bills that are being filed in both the Senate and the House.

As of October 6 there have been 148 bills filed in the Senate and 334 in the House.

A few that have been filed that your legislative committee will be watching are:

SB 242 and HB 57 Racial and Sexual Discrimination: While there are some subtle differences in these bills for the most part they require agency heads to take certain measures to prevent the use of training for agency employees which espouses certain concepts; authorizing municipalities to provide certain training, workshops, or programming; prohibiting municipalities from providing mandatory employee training that espouses certain concepts; requiring contracts with an agency which are entered into or renewed on or after a specified date to include the option to terminate if the contractor provides workforce training that espouses certain concepts; requiring public K-20 educational institutions to ensure certain diversity and inclusion efforts and to prohibit certain discrimination, etc.

For now there has not been a comparative bill filed in the Senate to HB 167 which while being titled **Abortion**: Requires physician to conduct test for, & inform woman seeking abortion of, presence of detectable fetal heartbeat; prohibits physician from performing or inducing abortion if fetal heartbeat is detected or if physician fails to conduct test to detect fetal heartbeat; provides exceptions; authorizes private civil cause of action for certain violations; provides for civil remedies & damages.

HB 388 Office of Diversity Equity and Inclusion will create an office of Diversity Equity and Inclusion within the executive office of the Governor.

HB 6003 Legal Rights of the Natural Environment: removes provisions prohibition local governments from granting certain legal rights to natural environment.

Committee Days are already underway in Tallahassee. There are five remaining committee weeks prior to session and they are:

- The week of October 11
- The week of October 18
- The week of November 1
- The week of November 15 and
- The week of November 29.

Session runs from January 11 through March 11, 2022.

Legislative Moment – December 2021

The Legislative Chair reviewed and answered questions regarding the BPW/FL Public Policy Platform for 2021-2022.

Legislative Moment – February 2022

Good afternoon. There is lots of contention going on in Tallahassee during this session, with the Governor trying to get his own redistricting map approved, and the legislature refusing to even address it; the challenges to voting rights, even though our Governor and former President both said that “Florida didn’t have an issue, as they got it right”; abortion rights, critical race theory, just to name a few.

I thought this might be a good time to advise that there is still some, albeit small, bipartisan support on some issues (unfortunately, none of which are on BPW’s watch list), but bipartisan support nonetheless. Those items include, but are not limited to, changes to the medical marijuana law, where one of the co-sponsors summed it up as follows: “Neither of us, no activist, no stakeholder, is getting everything they want in this proposal,” “But that is the nature of compromise.”

Telehealth - In 2019, the Legislature passed a sweeping bill that defined “telehealth” however, it did not allow doctors to consult with patients via phone call. Now that the pandemic has led to a surge in popularity for telemedicine Sen. Manny Diaz is sponsoring a measure to reverse the ban on telemedicine over the phone. So far, the measure has passed unanimously in two Senate committees.

Juvenile Expunction law - A measure that would allow tens of thousands of juveniles to clear their criminal records after completing a behavioral program is gaining bipartisan support again. Last year, the same measure breezed through the committee and floor votes with little to no pushback from lawmakers, Gov DeSantis, however, vetoed the bill stating he was concerned with what he said would be an “unfettered ability to expunge serious felonies.” His veto surprised many lawmakers.

A Payroll Boost - Bonuses and pay raises: something Democrats and Republicans can get behind.

For the third year in a row, Gov. DeSantis is seeking bonuses for classroom teachers and principals. And for the second consecutive year, he is seeking bonuses for first responders and law enforcement officers.

Social Media Literacy – this is a two-page measure co-introduced by Democrats and Republicans in both the House and the Senate that would require schools to teach students about social media.

Senator Danny Burgess has said “This bill is intended to empower, not just our parents by providing this material, but also make sure children are aware of the long-lasting risks that are inherent with having, essentially, the world at your fingertips.”

Thanks everyone for your time, stay informed.

EQUALITY DAY TEA

BPW/St. Petersburg-Pinellas celebrated its annual Equality Day with an unconventional wine and charcuterie event at the Hideaway Cafe in St. Petersburg, FL. The Hideaway is locally owned and operated as a recording studio and listening room. Approximately 20 BPW members and their guests celebrated the addition of the 19th Amendment, which granted women the right to vote. The Equality Day Tea Committee members included Jerri Evans, chair; Michele Cavallo, President; Lily Alcott, Sheila Barry-Oliver, Kristin Smith, and Tami Simms. The committee secured the venue and provided door prizes for tea participants.



Michele Cavallo, BPW/SPP President, 2021-2022, welcomed one and all. The BPW/SPP wine and charcuterie event was memorable, fun and informative and we look forward to celebrating again in 2023.

19th Amendment

The right of citizens of the United States to vote shall not be denied or abridged by the United States or by any State on account of sex.

Congress shall have power to enforce this article by appropriate legislation.

WOMEN'S MARCH

On October 2, 2021, BPW/St. Petersburg-Pinellas participated in the Bans Off Our Bodies: Tampa Bay March and Rally at the Vinoy Basin. We had an opportunity to speak with Congressman Charlie Crist and incoming Mayor Ken Welch at the event. Our membership was represented by Legislative Chair Jerri Evans; State Public Policy Chair Kristin Smith; President Michele Cavallo; Jane Byers, Cory Adler, and Audrey Wood.

Recent attacks on reproductive freedom across the nation require a national call to action. We, here in Tampa Bay, were appalled when the Supreme Court allowed the Texas abortion ban to go into effect on September 1 and were aghast to hear Florida legislative leaders announce plans to bring a Texas-style abortion ban to our state. We are mobilizing!

Now more than ever it is important to take action and make our voices heard.

WORKING WOMEN'S FORUM – “The Great Reset”

Shift. Pivot. Change. If the past year and a half have taught us anything, it's that professional and personal transitions can be planned or happen in a moment's notice. “The Great Reset” featured a lively panel discussion providing valuable information and resources to anyone seeking to rebuild or reassess their path and that of those around them. Committee Members: Tami Simms and Alizza Punzalan-Randle, Co-Chairs; Michele Cavallo, President, Sheila Barry-Oliver, Kristin Smith, Amanda Cummings, Lori Shube, Christine Weigle, Cory Adler, Amy Dinovo, Jerri Evans, Audrey Wood, Jane Byers, Tish McQuillen, and Victoria Dore.

Our panelists were:



Belinthia Berry -
Acting Dean of
Workforce
Development St.
Petersburg College



Jessica Oreste -
Chief Human
Resources Officer,
Women's Care



Jennifer Yeagley -
Chief Executive
Officer, St.
Petersburg Free
Clinic



Dr. Keesha Benson -
Chief Learning and
Evaluation Officer,
Foundation for a
Healthy St.
Petersburg
(Moderator)

There were 80 people in attendance, both members and non-members. The event was held at the St. Petersburg Museum of History, which provided an educational setting for the attendees as they feasted on hors d'oeuvres located throughout the museum's exhibits.



UNHAPPY HOUR FOR EQUAL PAY

On March 15, 2022, BPW/St. Petersburg-Pinellas held our 19th annual Unhappy Hour to mark Equal Pay Day, joining women's organizations around the country in recognizing the ongoing issue of the wage gap. The day chosen annually as Equal Pay Day is symbolic, representing the day in the current calendar year that all women, on average, must work to, until they have finally earned the same amount that a man in a similar job would have earned in just the prior calendar year. At present, the average earnings for all women in the U.S. are roughly 83 cents for every dollar earned by a man, and the gap is even wider than that average for women of color. We recognize Equal Pay Day to continue to raise awareness of the wage gap, and the need to close it.

Our 19th annual Unhappy Hour took place at Rococo Steakhouse and was attended by 86 people in our community – a mix of women and men, BPW members and non-members. One unique factor in this year's event was that for the first time, the St. Petersburg Chamber of Commerce partnered with BPW to spread the word about pay inequality, as part of an ongoing joint effort between our groups to advance women in the workplace. But just as in prior years, BPW/SPP received proclamations from the City of St. Petersburg and from the Pinellas County Board of County Commissioners, declaring March 15 to be Equal Pay Day (see attached).



And even as we were holding our local event that day, the White House unveiled a series of actions that are intended to help narrow the gender and racial wage gaps. The first action was a

proposal by the Office of Personnel Management that will address the usage of prior salary histories when hiring and setting wages for federal employees.

Secondly, President Biden signed an executive order that will limit how federal contractors can solicit and use information about workers' salary histories when making employment decisions, and the Department of Labor's Office of Federal Contract Compliance Programs issued a directive that clarifies contractors' obligations to analyze their compensation.

The third action was the issuance of a report by the Department of Labor on the concentration of female employees in many low-wage sectors and the resulting impact on their economic well-being.

Vice-President Kamala Harris hosted a White House virtual summit recognizing Equal Pay Day, which was attended by members of the U.S. Women's National Soccer Team, who had recently settled a landmark equal pay lawsuit.

Proclamation

CITY OF ST. PETERSBURG

WHEREAS, *National Equal Pay Day* represents the date in the current year through which women must work to match what men earned in the previous year; and

WHEREAS, According to the 2020 U.S. Census Bureau, women working full time, year-round typically earned an average of 82 percent of what men earned; and

WHEREAS, For millions of families, women's wages mean food on the table, decent medical care, and timely mortgage payments, making fair pay more than a basic right — it is an economic necessity; and

WHEREAS, 59 years after President John F. Kennedy signed the Equal Pay Act of 1963, women, especially minority women, continue to suffer the consequences of unequal pay; and

WHEREAS, Fair Pay Equity policies can be implemented simply and without undue costs or hardship in both the public and private sectors, strengthening the security of families today and improving their chances of a secure retirement, while enhancing the American economy; and

WHEREAS, *Tuesday, March 15* symbolizes the time in the new year in which the wages paid to American women catch up to the wages paid to men from the previous calendar year; and

WHEREAS, Business and Professional Women (BPW)/St Petersburg-Pinellas is the local organization of BPW/FL, whose mission is to achieve equity for all women in the workplace through advocacy, education and information;

NOW, THEREFORE, I, **Kenneth T. Welch**, Mayor for the City of St. Petersburg, do hereby proclaim, Tuesday, March 15, 2022.

EQUAL PAY DAY

in St. Petersburg, Florida and urge area residents to recognize the full value of women's skills and significant contributions to the labor force, acknowledge the injustice of wage discrimination, and join efforts to achieve equal pay.



In Witness Whereof, I have hereunto set my hand and caused the official seal of the City of St. Petersburg, County of Pinellas and State of Florida to be affixed the 15th day of March, 2022.

Kenneth T. Welch

Kenneth T. Welch, Mayor



PROCLAMATION

PINELLAS COUNTY BOARD OF COUNTY COMMISSIONERS

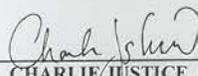
EQUAL PAY DAY 2022

- WHEREAS,** more than 40 years after the passage of the Equal Pay Act, women, especially minority women, continue to suffer the consequences of unequal pay; *and*
- WHEREAS,** according to *Graduating to a Pay Gap*, a 2012 research report by the American Association of University Women (AAUW), the gender pay gap is evident one year after college graduation, even after controlling for factors known to affect earnings, such as occupation, hours worked, and college major; *and*
- WHEREAS,** according to one estimate, college-educated women working full time earn more than a half million dollars less than their male peers do over the course of a lifetime; *and*
- WHEREAS,** nearly four in ten mothers are primary breadwinners in their households, and nearly two-thirds are primary or significant earners, making pay equity critical to families' economic security; *and*
- WHEREAS,** a lifetime of lower pay means women have less income to save for retirement and less income counted in a Social Security or pension benefit formula; *and*
- WHEREAS,** fair pay strengthens the security of families today and eases future retirement costs while enhancing the American economy; *and*
- WHEREAS,** the Board of County Commissioners urges all citizens to recognize the full value of women's skills and significant contributions to the labor force, and further encourages businesses to conduct an internal pay evaluation to ensure women are being paid fairly.

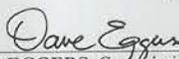
NOW THEREFORE, BE IT PROCLAIMED by the Pinellas County Board of County Commissioners that March 15, 2022 be recognized as

EQUAL PAY DAY

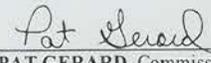
IN WITNESS WHEREOF, we have set our hands and caused the seal of Pinellas County, Florida, to be affixed this 15th day of March 2022.


CHARLIE JUSTICE, Chairman

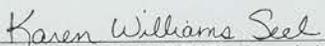

JANET C. LONG, Vice Chair


DAVE EGGERS, Commissioner


RENE FLOWERS, Commissioner


PAT GERARD, Commissioner


KATHLEEN PETERS, Commissioner


KAREN WILLIAMS SEEL, Commissioner

