

THE STATUS OF WOMEN IN NORTHEAST FLORIDA:
STRENGTHENING THE PIPELINE FOR
WOMEN'S ADVANCEMENT TO LEADERSHIP



STATUS OF WOMEN
IN THE STATES



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WOMEN'S POLICY RESEARCH**
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About This Report

The Status of Women in Northeast Florida: Strengthening the Pipeline for Women's Advancement to Leadership analyzes data on women's educational attainment; earnings; representation in managerial roles, STEM jobs, corporate C-suites, and business ownership; representation on boards of publicly held corporations, higher education institutions, and hospitals; and political participation as voters, elected officials, and candidates for elected office. The report builds on the Institute for Women's Policy Research's long-standing report series, *The Status of Women in the States*, which has provided data on the status of women nationally and for all 50 states plus the District of Columbia since 1996, including a series of reports on the *Status of Women in Florida by County, 2016-2018*. The *Status of Women in the States* publications use data from U.S. government and other sources to analyze women's status across multiple issue areas. These reports have been used to highlight women's progress and the obstacles they continue to face and to encourage policy and programmatic changes that can improve women's opportunities.

About the Institute for Women's Policy Research

The Institute for Women's Policy Research (IWPR) conducts rigorous research and disseminates its findings to address the needs of women, promote public dialogue, and strengthen families, communities, and societies. IWPR's research strives to give voice to the needs of women from diverse ethnic and racial backgrounds across the income spectrum and to ensure that their perspectives enter the public debate on ending discrimination and inequality, improving opportunity, and increasing economic security for women and families. IWPR works with policymakers, scholars, and public interest groups to design, execute, and disseminate research and to build a diverse network of individuals and organizations that conduct and use women-oriented policy research. IWPR's work is supported by foundation grants, government grants and contracts, donations from individuals, and contributions from organizations and corporations. IWPR is a 501(c)(3) tax-exempt organization that also works in affiliation with the Program on Gender Analysis in Economics at American University.

Institute for Women's Policy Research
1200 18th Street NW, Suite 301 Washington, DC 20036
www.iwpr.org
www.statusofwomendata.org
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About the Jacksonville Women's Leadership Coalition

The Jacksonville Women's Leadership Coalition (JWLC) is a dynamic group of major Northeast Florida women's organizations dedicated to promoting female leadership on the First Coast. In order to collectively and most effectively pursue the objectives outlined during the 2016 Women's Summit, 14 women's organizations united to form the JWLC.

The JWLC is comprised of the following organizations:

- At The Table
- Elevate Us
- Generation W
- Jacksonville Women's Business Center
- Jacksonville Women's Leadership Forum
- Professional Women's Council
- She is Fierce!
- The Jacksonville Women's Network
- University of North Florida Women's Center
- Urban Land Institute Women's Leadership Initiative
- Women Business Owners of North Florida
- Women United
- Women's Center of Jacksonville
- Women's Giving Alliance

The JWLC determined that a research study was needed to develop a status of women baseline in order to identify any gender gaps in leadership, address pay advancement, and encourage First Coast businesses, governmental entities and organizations to access, nurture and support the entire talent pool available to them.

Steering Committee

Co-Chairs: Cindy Edelman & Julia Taylor

At The Table: Linda Lanier

The Community Foundation for Northeast Florida: Nina Waters

Generation W: Donna Orender

Jax Women's Business Center: Ellen Sullivan

Jacksonville Women's Leadership Forum:
Cindy Rose

Jacksonville Women's Network: Georgia Reed

She Is Fierce: Melissa Ross

United Way/Women United: Michelle Braun

UNF Women's Center: Sheila Spivey

Women Business Owners of North Florida:
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Women's Center of Jacksonville, Inc: Teresa Miles

Women's Giving Alliance: Ellen Wiss

Urban Land Institute-Women's Leadership Initiative: Shanell Davis

Research Task Force

Debbie Buckland, Chair

Tim Cost

Cindy Edelman

Coley Jones

Paula Liang

Donna Orender

Melissa Ross

Sheila Spivey

Julia Taylor

Michael Ward

Nina Waters

Courtney Weatherby-Hunter

The Status of Women in Northeast Florida: Strengthening the Pipeline for Women's Advancement to Leadership

Elyse Shaw, M.A.

Commissioned by the Jacksonville Women's Leadership Coalition

Acknowledgments

The author is grateful to The Community Foundation for Northeast Florida and The Jacksonville Women's Leadership Coalition (JWLC), especially Paula Liang, Consultant, and Nina Waters, President, The Community Foundation for Northeast Florida, for their input, guidance, and partnership. The author also thanks the JWLC Steering Committee and the Research Task Force for their assistance in reviewing the report.

This report was sponsored by The Community Foundation for Northeast Florida. It would not have been possible without the generous funding provided by: Delores Barr Weaver, Nancy Chartrand, The Jax Chamber, Barbara Harrell, Cindy Edelman, Julia Taylor, The Community Foundation for Northeast Florida, Michael Ward, Baptist Health System, Carol Thompson, Generation W, Janet Healy, The Jacksonville Women's Network, The Women's Center of Jacksonville, Ellen Wiss, and Women's Giving Alliance.

The author thanks the five program leaders for giving their time and insights into the work being done in northeast Florida to help advance women in leadership: Allison Brown, Senior Director, Florida Blue Corporate Procurement; Shanell Davis-Bryant, Program Manager, Groundwork Jacksonville, Inc.; Judy MacDonald, Executive Director, Women's Initiatives, KPMG; Donna Orender, Founder, Generation W; and Ellen Sullivan, Director, Jacksonville Women's Business Center.

The author also thanks the IWPR staff who contributed to the report. Dr. Cynthia Hess, Associate Director of Research, provided invaluable input. Study Director Jessica Milli contributed to the data analysis and report review. Research assistance was provided by Research Interns Camille Perrault, Kimberly McKee, and Sania Sharif. Jennifer Clark, Director of Communications, and Nicolas Martinez, Communications Associate, oversaw the layout and design of the report.

Foreword

Starting in 1996, using data from the U.S. Census Bureau among other data sets, the Institute for Women’s Policy Research launched its *Status of Women in the States* report series, which looks at numerous metrics that relate to the economic achievement, poverty, physical and mental health, education, work and family, violence and safety, reproductive rights, and political participation of women. When IWPR released a national study on the status of women in 2015, Florida earned an overall grade of D+, and ranked 36th out of 50 states and the District of Columbia. Surprising many, the highest grade Florida received was a C in Reproductive Rights; the lowest, a D- for Work & Family—which measures family friendly policies, among other data, within the state.

In the 2015 study, Florida ranked 45th for women’s participation in the labor force (though in a 2018 update, that rank slipped to 48th), and 43rd for the percentage of women employed in managerial and professional occupations (45th in 2018). Florida consistently ranks in the bottom third of states for having family-friendly employment policies, which include affordable child care, paid family and medical leave and sick days, pay transparency, and flexible scheduling. Florida also has more non-elderly uninsured women than any other state.

Against this challenging backdrop, IWPR was commissioned by a group of women’s foundations, community foundations, and women’s giving circles who came together to form the Florida Women’s Funding Alliance (FWFA) and was tasked with taking a deeper dive into these metrics and breaking them down to the county level. Over the course of 2016 and 2017, three reports were produced: *The Status of Women in Florida by County: Poverty & Opportunity*, *The Status of Women in Florida by County: Health & Wellbeing* and *The Status of Women in Florida by County: Employment & Earnings*. These reports were published statewide on the websites of their numerous funders, were widely publicized, and garnered a good deal of media attention both because of the granular level of detail and the overarching headline about the barriers to women’s success in Florida.

In June 2016, The Jacksonville Women’s Leadership Initiative (JWLI), a broad and diverse group, was formed by volunteers to raise awareness about women’s leadership issues and provide opportunities to help women achieve their full potential. Composed of women’s organizations, philanthropists, and local leaders, its membership expressed strong interest in the areas of mentorship, data and research, and the importance of engaging men to advance women’s advancement in the community.

The Community Foundation for Northeast Florida (TCF) agreed that JWLI’s body of work warranted deeper examination. In 2018, TCF (a founding member of FWFA and a partner in their statewide research) convened 14 local women’s organizations—now known as the Jacksonville Women’s Leadership Coalition—to look at addressing perceived gaps in women’s leadership in business and government in the region; the subject of research was raised once again. What if the gaps were only perceived? They knew from prior research about the seemingly intractable issues of women in poverty in Florida, but perhaps professional women and executives were doing just fine. At the very least, a baseline should be established. Due to the recent series of reports on women in Florida, IWPR was asked to write a report on women’s leadership in northeast Florida, looking specifically at both business and government and to cover six counties: Baker, Clay, Duval, Nassau, Putnam, and St. Johns.

The report begins with a literature review covering both academic research and studies by corporations and consultants that correlate good business outcomes with diverse leadership (starting on page 2 of the report). The report then turns to the data analysis and, through interviews with women at five NE Florida-based organizations who work with their company's women's employee resource groups, captures what is working particularly well in mentoring women and bringing women into leadership positions.

The report concludes with recommendations for businesses, policymakers, and philanthropy in the following topic areas (see the full report for more details on these topics):

- Enacting family-friendly policies such as paid family medical leave and paid sick days, flexible hours, pay transparency, and prohibiting asking candidates for jobs about their prior salary history.
- Actively recruiting more women to C-Suite positions, boards, and for political campaigns.
- Identifying funding sources for women entrepreneurs.
- Increasing access to high quality, affordable day care.
- Implementing institutional reforms that ensure that political parties recruit and support women candidates.
- Improving access to mentors and sponsors for women in both business and politics.
- Expanded access to education and training for women in business and government.
- Creating a sustainable network of women's organizations.

If we had to assign a social media tag to this report, it would likely be “#itscomplicated.” Quite a few of the metrics show progress; however, the vast majority need attention. Fortunately, there is now a coalition of women's organizations willing to step up and work on solutions. This will require taking action including strategic investing, smart policies, and public relations campaigns that focus on bringing awareness to the community to drive the necessary changes. It will also require an annual assessment of progress from this baseline study. Further, engaging male allies to help frame and shape the case for change is an important step. Alignment of strong support from the business, philanthropic, and government sectors can create the opportunities for growth that the members of the Jacksonville Women's Leadership Coalition wish to bring women of northeast Florida.

Jacksonville Women's Leadership Coalition
The Community Foundation for Northeast Florida

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Key Findings

The findings in this report present a picture of the landscape for women in leadership, and the barriers they face, in northeast Florida. The report shows that:

- Women graduate from high school and college at higher rates than men, preparing them for advancement to leadership positions, but are not transitioning into leadership roles either in business or in government at the same rates as men.
- The share of businesses owned by women in Florida has increased in recent years. Women-owned businesses, however, are significantly underperforming compared with men-owned businesses, due in part to a lack of access to capital.
- Florida ranks 45th (out of the 50 states and District of Columbia) for its share of women in professional and managerial positions, which are generally well-paid jobs that require a four-year college degree. Among the northeast Florida counties, the share of employed women in professional and managerial positions ranges from 38 percent in Clay County to 44 percent in Putnam and St. Johns counties.
- Board diversity among publicly held companies in northeast Florida is low, with several companies having no women on their board of directors. Two companies, however, (TIAA and Adecco) have near parity on their boards.
- The share of CEOs and legislators who are women in Florida is slightly higher than in the United States overall (26 compared with 25 percent). Florida ranks 16th in the nation for its share of CEOs and legislators who are women.
- Women in northeast Florida lag far behind Florida men and women in other parts of the state in STEM jobs and careers. Fewer than 1 in 20 women work in this sector, which offers many well-paid jobs.
- The gender pay gap persists in northeast Florida and, in Florida overall, means women earn \$2.8 billion less in a year, which has an enormous impact on their income and spending power. The pay gap for Black and Hispanic women is even larger.
- The gender gap follows women throughout their lifetime and into retirement, making them relatively less well off than their male peers at all ages.
- As in the United States overall, women in Florida are more likely than men to register to vote and to cast a ballot.
- While the representation of women in elected and appointed office varies widely by county and office in northeast Florida, women are still underrepresented when it comes to holding office.
- Women in northeast Florida are severely underrepresented in law enforcement, with only two police chiefs—including the first ever female African American police chief in Jacksonville—and one department head who are women across all six counties.

Introduction

Women have made significant progress in recent years in employment and education: women have increased their labor force participation rates, now earn the majority of college degrees at every level, and make up more than half of all workers in managerial and professional occupations. The share of women in leadership roles in upper-level management, board, and C-suite positions has also increased, along with the share of women in government. In the 2018 elections, more women ran and were elected to national, local, and state offices than ever before (Center for American Women and Politics 2019a).

Though women have made significant progress, they are still underrepresented in leadership roles—both in business and politics—in the United States. While women’s representation in corporations made modest gains in recent years, it remains quite low (McKinsey & Company and Lean In 2018), and women still make up less than 25 percent of elected officials in Congress (Center for American Women and Politics 2019a). This underrepresentation is indicative of the barriers women still face when attempting to advance to leadership positions—barriers that impact women’s career trajectories, earnings, and economic security across their lifespan.

To assess how women in Florida are doing when it comes to advancing to leadership positions, *The Status of Women in Northeast Florida: Strengthening the Pipeline for Women’s Advancement to Leadership* begins with a discussion of the benefits of having diversity in leadership and analysis of data on some factors that can contribute to or hinder women’s advancement to leadership positions, such as their educational attainment and the occupations in which they work. The report then examines women’s representation across a range of leadership positions in Florida, including corporate C-suites, publicly held corporations, higher educational institutions, unions, and government offices, among others. Through interviews with representatives from five organizations in northeast Florida, the report also highlights some local efforts to address obstacles to women’s advancement to leadership positions.

The report focuses on the six counties of northeast Florida—Baker, Clay, Duval, Nassau, Putnam, and St. Johns—and compares data, where possible, to Florida and the United States overall. It identifies the areas in which women have seen progress as well as the areas in which more work is needed, and concludes with recommendations for policymakers, advocates, businesses, and philanthropists.

Making the Case for Diversity in Leadership

As the world continues to face new and complex challenges, it will take innovative solutions to ensure that the economy and society as a whole flourish in the years to come. These challenges affect everyone differently, and it is imperative that the solutions developed take into account the diverse backgrounds and experiences of the population that they serve. Accordingly, it is important to have people from diverse backgrounds actively participating in generating these solutions, including those developed in both corporate and political leadership.

Research shows that increasing gender diversity in corporate leadership is not only good for women but is also strongly correlated with higher returns and profitability. One study found that companies with a higher share of women in executive positions have a 34 percent higher total return to shareholders than companies that have fewer women (Catalyst 2011). Another study

(Carter and Wagner 2011) showed that companies with the most women on their boards had a return on sales 16 percent higher than those with the fewest women on their boards. A study of 800 businesses from the hospitality and retail industries found that those that had more gender diversity had higher revenue and net profits, among other financial outcomes, than those that lacked gender diversity (Badal 2014). Even having just one woman on the board of directors has been correlated with increased performance: according to a study of almost 2,400 companies, those with at least one woman on their board had higher share price performance than those with no women on their board (Credit Suisse Research Institute 2012). While none of these studies can claim that increased gender diversity causes improved performance and outcomes, these correlations point to the benefits of increased diversity in leadership and executive positions.

Research also shows that having women legislators in Congress is critical to an effective legislative process. In addition to being more active on the floor of the House (Pearson and Dancy 2011), women sponsor more bills than their male colleagues (Volden, Wiseman, and Wittmer 2013). While the legislative agendas for women are more likely to contain traditionally “women’s” issues such as education and health (Bratton and Haynie 1999; Gerrity, Osborn, and Mendez 2007; Reingold 2003; Swers 2002; Swers 2005), women in Congress do not restrict their agendas to these issues. In fact, they often have larger legislative agendas than their male counterparts as a means of building credibility as political leaders (Schmitt and Brant 2019). This helps to ensure that a broad range of issues are covered and addressed in government.

Barriers to Women’s Advancement

While the benefits of diversity are well-established for both companies and society, many fields have seen slow progress toward integrating women, and especially women of color, into key positions. Women are still vastly underrepresented in upper management, in C-suite positions, and on boards (McKinsey & Company and Lean In 2018). In addition, women only made up 24 percent of U.S. Congress members in 2019 (Center for American Women and Politics 2019a).

Women face significant obstacles to both advancing to leadership positions in business and getting elected to office. In business, while many companies do track gender representation by level, few go further and examine things such as diversity in promotions or in the assignment of high-visibility projects (McKinsey & Company and Lean In 2018). Since good leaders are often seen as those who are assertive and take charge (Horowitz, Igielnik, and Parker 2018), women are often in a “double bind” when it comes to advancing in companies because they are either not seen as a leader or they experience backlash for exhibiting leadership qualities perceived to be more “masculine” (Warren 2009).

When it comes to elected office, multiple factors contribute to fewer women than men running for office. Women are less likely than men to pursue politics as a career (many enter politics to solve a problem in their community; Baer and Hartmann 2014) and tend to run for office later in life (Burrell 1994; Dolan, Deckman, and Swers 2010). Women are also less likely than men to decide to run for office on their own (Sanbonmatsu, Carroll, and Walsh 2009) and to be recruited to run by political party leaders (Lawless and Fox 2010; Lawless and Fox 2012). In addition, women candidates are more likely to face fundraising challenges. Research shows that women

Women tend to enter politics to solve a problem in their community rather than to pursue politics as a career.

worry more than men about raising sufficient funds (Sanbonmatsu, Carroll, and Walsh 2009), and while established female candidates raise as much money as men do (Burrell 1996), first-time candidates struggle more with fundraising and female candidates and office holders expressed difficulty with developing relationships with major donors and expanding and deepening donor lists (Baer and Hartmann 2014). Female candidates also report that “campaigning while female” – experiencing uniquely gendered questions and media coverage – is a barrier to getting elected. (Baer and Hartmann 2014).

Several additional obstacles affect women’s advancement in both business and politics. These include women’s greater responsibility for caregiving—for both children and adult and ageing family members—(Hess et al. 2015), which limits their ability to run for office (Baer and Hartmann 2014) and join informal workplace events (Kumra and Vinnicombe 2010) that often lead to opportunities for mentorship and sponsorship. In addition, in politics and business, unconscious and conscious bias and a skewed perception of what “diverse” means – for example, where many men report that women are well-represented when there is one woman in leadership (McKinsey & Company and Lean In 2018) – affect women’s ability to break the glass ceiling. Inhospitable environments and sexual harassment also have a major impact on women’s work and political life (Baer and Hartmann 2014; McLaughlin, Uggen, and Blackstone 2017).

Strategies for Increasing Diversity in Leadership in Northeast Florida

A number of states and cities across the United States have enacted legislation in recent years to help address barriers and advance more women into leadership positions. This legislation ranges from allowing women to use campaign finance money to pay for child care while running for office both nationally and in New York (Kurtzleben 2018, “FEC Says That Candidates Can Use Campaign Funds for Child Care;” New York Assembly 2019), to gender quotas on boards in California (Smith 2018), to banning the use of salary history in hiring in 13 states and 13 cities across the United States (Douglas 2019). Organizations have also been working to tackle this issue by creating cultivated lists of a diverse group of qualified individuals to serve on boards.¹ While Florida has been lagging behind other states when it comes to work and family policies, women in northeast Florida have been working to address these barriers in recent years. Northeast Florida, however, has struggled to attract national platforms, like The Ellevest Network, that offer online and in person networking and mentoring, and which have spread to other Florida cities such as Miami and Tampa. Several cities in Florida also use Lean In Circles to supplement their women’s networking programs, but there is no appreciable Lean In presence in northeast Florida. However, one national nonprofit, Network of Elected Women (NEW), has emerged since the 2018 midterms to connect women elected officials to one another on a non-partisan basis to combat the stresses of “governing while female,” which includes both online and in-person harassment. NEW currently operates in Jacksonville and Atlantic Beach.

In the absence of these recognized national platforms, some local entrepreneurial efforts, women’s associations, and individual companies have formed women’s networks to fill a perceived void. Several initiatives launched in recent years in northeast Florida aim to address the obstacles women face when working to advance to leadership positions. Jacksonville and the

¹ See for example BIO’s theBoardlist: <https://bio.theboardlist.com/>

surrounding areas have a number of women's associations by industry, with a very active Commercial Real Estate Women (CREW) organization as well as networks for women in law, healthcare, and finance. Additionally, Jacksonville has seen the rise of two other organizations focusing on professional development, empowerment, and helping women advance in their careers: Babes Who Hustle and She is Fierce!. Babes Who Hustle was created to connect and empower women across all industries and professions through online interviews, monthly meetups, networking events, and workshops. She is Fierce!, a membership network for women who are established and emerging leaders, helps its members build networks and provides them with the professional and entrepreneurial toolkits needed to achieve their goals.

The Jacksonville Chamber of Commerce has also had several strong women leaders in the last decade, and women are well represented in its leadership and membership, leading to a number of programs for women in business leadership (see Spotlight on Jacksonville Women's Business Center Program). Many of the individual companies have formed women's networks that often include a mentoring or leadership component. As part of this report, IWPR conducted interviews with leaders of several companies and networks in northeast Florida to examine the strategies they see as successful for increasing gender diversity in leadership (see Spotlights).

While these initiatives have begun to address some of the barriers that women face when it comes to advancing into leadership positions locally in northeast Florida, more must be done before parity in government and business leadership will be reached.

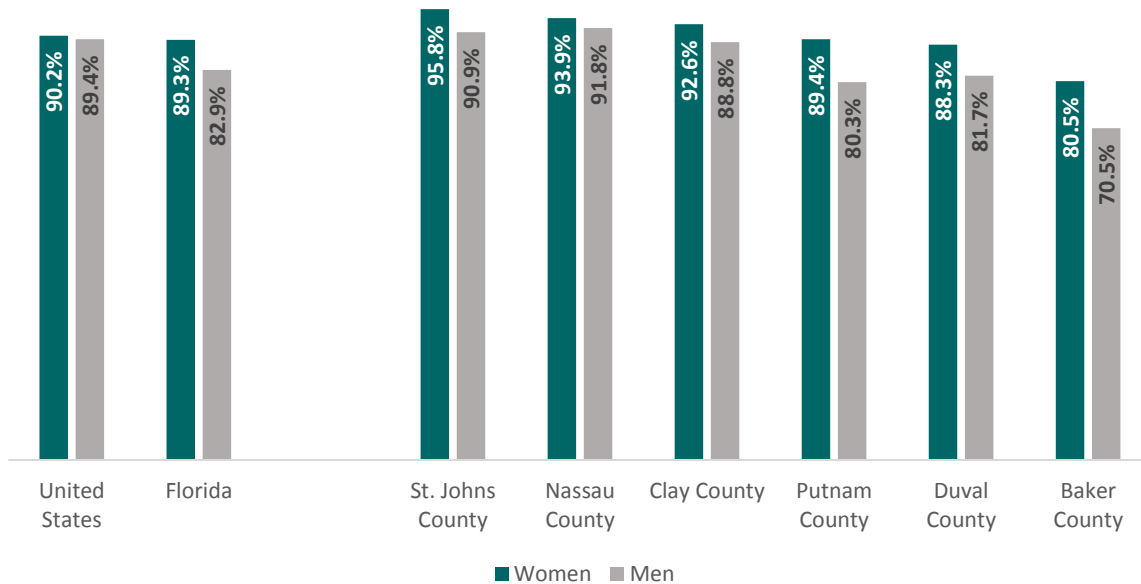
Educational Attainment

Educational attainment is a crucial step toward building the pipeline for managerial and leadership positions. While many leadership positions require advanced degrees, not all do; some individual can advance into some managerial positions with a high school degree and on the job experience. A high school degree is also essential for enrollment in college.

As can be seen in Figure 1 below, young women in Florida are more likely to graduate from high school than their male counterparts (89.3 percent compared with 82.9 percent), a larger gap between young women and men than in the United States overall. This trend also holds true for the counties in northeast Florida:

- In northeast Florida, St. Johns County has the highest high school graduation rate for young women at 96 percent, closely followed by Nassau County (94 percent).
- Baker County and Duval County have the lowest high school graduation rates for young women (81 and 88 percent, respectively) and are the only two counties in northeast Florida with rates lower than the Florida average.
- Though Baker County has the lowest high school graduation rate for young women in northeast Florida, it is also the county with the largest gap between male and female students: 71 percent for male students compared with 81 percent for females.
- The graduation rate for young women in three of the six counties in northeast Florida is higher than the rate for young women in the United States overall (Figure 1).

Figure 1. High School Graduation Rates, Northeast Florida, Florida, and United States 2017-2018



Source: U.S. Census Bureau data accessed via American FactFinder.

While not all managerial positions require an advanced degree, most C-suite jobs require at least a bachelor’s degree (in addition to work experience). Much like the United States overall, educational attainment has improved substantially among women in Florida, with the share of women earning a bachelor’s degree or higher continuing to rise over time (Anderson and Hess 2016). Overall, more than one in four women in Florida aged 25 and older has a bachelor’s degree or higher (26.7 percent), which is lower than Florida men (28.1 percent). Among women in Florida, Asian/Pacific Islander women are the most likely to hold a bachelor’s degree (43.3 percent) and Native American women are the least likely (16.8 percent; Anderson and Hess 2016).

While women in Florida are less likely than men to hold a bachelor’s degree, they are more likely to complete their degree once enrolled:

- Within northeast Florida: 61 percent of women who attend the University of North Florida complete within 6 years, compared with 53 percent of men; 59 percent of women complete at Flagler College compared with 50 percent of men; 50 percent of women at Jacksonville University complete compared with 37 percent of men; and 44 percent of women complete at Edward Waters College compared with only 23 percent of men (Table 1).
- For Florida overall, the University of Florida has the highest college completion rate for women at almost 90 percent, followed by Florida State (combined across all campuses) at 83 percent.

- Edward Waters College has the lowest college completion rate for women (44 percent), followed by the University of West Florida (49 percent), Florida Gulf Coast, and Florida A&M (both 51 percent).

Table 1. College Completion Rates by Institution, Florida, 2017

	Women	Men	Total
Edward Waters College	43.6%	22.8%	31.9%
University of West Florida	49.3%	37.8%	44.1%
Jacksonville University	50.0%	37.4%	43.1%
Florida Gulf Coast	50.5%	45.0%	48.1%
Florida A&M	51.2%	41.4%	47.6%
Florida Atlantic	54.8%	46.8%	51.2%
Flagler College-St. Augustine	58.7%	50.3%	55.1%
University of North Florida	61.2%	52.8%	57.3%
Florida International	63.0%	49.2%	56.6%
New College of Florida	65.1%	63.6%	64.6%
University Of Central Florida	74.0%	65.5%	70.0%
University of South Florida	74.2%	66.5%	70.9%
Florida State	82.9%	76.3%	80.2%
University of Florida	89.8%	85.4%	88.0%

Notes: Data based on six-year graduation rates for first-time in college students. Data not shown for Florida Polytechnic, since it has only been in operation for six years and therefore does not yet have data on graduation rates.

Source: IWPR compilation of data from UNIVSTATS (2019).

Earnings & Economic Security

Increasing women’s advancement to leadership positions, which typically provide higher earnings, is key to strengthening women’s economic security. Higher levels of education, which, as noted, are necessary for many leadership positions, lead to higher earnings for women and men in Florida. Women who have a bachelor’s degree earn 1.8 times more than women with a high school diploma (\$50,000 compared with \$28,000; Anderson and Williams-Baron 2018). Increased education, however, does not erase the gender wage gap; women earn less than men on average at every level of education (Anderson and Williams-Baron 2018).

Florida women with a bachelor’s degree earn 1.8 times what women with a high school diploma earn.

In Florida, women’s median annual earnings for those employed full-time, year-round is \$36,298 compared with \$42,157 for men, resulting in a gender earnings ratio of 86 percent. Women’s earning in the state vary across the largest racial and ethnic groups, with White women having the highest earning at \$40,505, followed by Asian/Pacific Islander women (\$37,467), women who identify as another race or two or more races (\$35,442) and Native American women (\$34,470; Anderson and Williams-Baron 2018). Black and Hispanic women earn the least on average (\$30,415 and \$29,878 respectively; Anderson and Williams-Baron 2018).

The gender wage gap between women and men overall in Florida is smaller than that in the United States as a whole, where women earn 80 cents on the dollar compared with men (Table 2). This is largely a reflection of how relatively slowly Florida's men bounced back from the great recession (Anderson and Hess 2016) and the comparatively low earnings of men in the state. Though smaller than in the nation overall, the gender wage gap in Florida has a significant impact for the state's women: IWPR's research shows that if women in Florida earned the same as men, added up across all working women in the state, this would amount to an earnings increase of \$28 billion a year for women and their families.

Focus On: The Gender Wage Gap²

The wage ratio figure – the difference in earnings between women and men who work full-time, year-round in the labor market – is often called misleading, a myth, or inaccurate. This figure, however, accurately reflects a number of different factors that go into the inequality in earnings between women and men: discrimination in pay, recruitment, job assignment, and promotion; lower earnings in occupations mainly done by women; and women's disproportionate share of time spent on family care, including that mothers – rather than fathers – still tend to more take time off work when families have children and tend to do more of the caregiving for elder parents or adult family members.

These multiple contributing factors to the wage gap are the exact areas in which to look when identifying interventions to solve the problem. Employer bias, career preparation, and time spent on family care, for example, all point to possible interventions. With that in mind, here are some facts to keep in mind about the wage gap:

- **Using annual earnings for all full-time, year-round women and men gives a moderate estimate of gender pay inequality.** If part-time workers were included, the gap between women and men would be even larger since women are more likely to work in part-time jobs than men.
- **Women's 'choices' are not necessarily choices.** Many who are skeptical of the wage gap point to women's 'choice' to work in lower-paying occupations. However, these choices themselves may be impacted by discrimination. Previous IWPR research has shown that women's free choice about occupations is hindered by factors ranging from a lack of unbiased information about jobs to actual harassment and discrimination in male-dominated jobs.
- **Discrimination is still a big factor in the gender wage gap.** It is true that when analysis is done that controls for factors such as occupation and parental or marital status, the size of the wage gap is reduced and the gap that is left is usually attributed to discrimination. **It is just as likely, however, that discrimination affects those 'control' variables as well as the size of the remaining gap.**

² This focus box is a condensed version of IWPR's fact sheet, "Five Ways to Win an Argument about the Gender Wage Gap," which can be accessed at: https://iwpr.org/wp-content/uploads/2017/09/C447_GWG-Talking-Points_2018.pdf.

The Gender Wage Gap in Northeast Florida

Median annual earnings for women who are employed full-time, year-round in northeast Florida ranges from a low of \$29,495 in Putnam county to a high of \$45,523 in St. Johns county, and the median earnings of women in the majority of counties in northeast Florida earn more, on average, than women in Florida overall (Table 2). The gender earnings gap in northeast Florida varies by county:

- The gender earnings gap is largest in Baker County, where women on average earn 73.6 percent, closely followed by Nassau and St. Johns counties (74.2 percent; Table 2).
- The gender earnings gap is smallest in Duval County, where women on average earn 84.7 percent of what men in Duval County earn, and Putnam County (82.4 percent). The gender earnings gap in Duval and Putnam counties are smaller than the gap for women in the United States overall, but larger than that for women in Florida overall.

Table 2. Median Annual Earnings and the Gender Earnings Ratio, Northeast Florida, Florida, and United States, 2017

	Median Annual Earnings for Women Employed Full-Time, Year-Round	Median Annual Earnings for Men Employed Full-Time, Year-Round	Earnings Ratio Between Women and Men Employed Full-Time, Year-Round
Baker County	\$34,270	\$46,531	73.6%
Clay County	\$38,642	\$50,326	76.8%
Duval County	\$37,549	\$44,341	84.7%
Nassau County	\$39,419	\$53,095	74.2%
Putnam County	\$29,495	\$35,813	82.4%
St. Johns County	\$45,523	\$61,390	74.2%
Florida	\$36,298	\$42,157	86.1%
United States	\$40,760	\$50,859	80.1%

Notes: Ratio of women’s median earnings in the past 12 months to men’s for those aged 16 and older who work full-time, year-round and had earnings.

Source: U.S. Census Bureau, 2013-2017 American Community Survey 5-year estimates, accessed through American FactFinder.

Earnings and the Wage Gap for Women of Color in Northeast Florida

Women’s earnings vary considerably by race and ethnicity in northeast Florida. Among women in northeast Florida working full-time, year-round, White women have the highest median annual earnings (\$40,505), followed by Asian/Pacific Islander women (\$38, 810) and women

who are multiracial or of another race (\$37,788; Table 3). Black and Hispanic women have the lowest earnings (\$31,566 and \$30,639, respectively).

For all racial and ethnic groups, women in northeast Florida have lower earnings than their male counterparts (Table 3). When different groups of women’s earnings are compared with White men’s earnings, the largest group in the labor force, Hispanic and Black women in northeast Florida face the largest gaps, earning 59 and 61 cents (respectively) for every dollar earned by White men (Table 3). White women face the smallest gap, but still earn only 79 percent of what White men earn. Put another way, this means that it takes a little more than three months of additional work for White women in northeast Florida to earn what White men earned the year before. Black and Hispanic women in northeast Florida must work even longer to earn what White men earn in one year: Black women, on average, will need to work between 7.5 and 8 additional months and Hispanic women will need to work approximately 8.5 additional months to earn what White men earned the year before.

If women were paid the same as men across Florida it would mean \$28 billion in additional income and spending power for women and their families.

Table 3. Median Annual Earnings and the Gender Earnings Ratio by Race and Ethnicity, Northeast Florida, 2017

	Median Annual Earnings for Women Employed Full-Time, Year-Round	Median Annual Earnings for Men Employed Full-Time, Year-Round	Earnings Ratio Between Women and White Men Employed Full-Time, Year-Round
White	\$40,852	\$51,709	79.0%
Hispanic	\$30,639	\$35,162	59.3%
Black	\$31,566	\$35,000	61.0%
Asian/Pacific Islander	\$38,810	\$51,771	75.1%
Other Race or Two or More Races	\$37,788	\$38,197	73.1%
			All Women to All Men
All Women and Men	\$37,788	\$46,594	81.1%

Notes: Median earnings for the past 12 months are for those aged 16 and older working full-time, year-round and who had earnings. Sample sizes were not sufficient to report data for Native Americans. Racial groups are non-Hispanic.

Source: IWPR analysis of American Community Survey microdata (2013-2017).

Focus On: Economic Security Across the Lifespan

Decreased opportunities for career advancement into leadership positions for women translates into lower earnings, which directly contributes to the gender wage gap and earnings inequality. Earnings inequality for working women translates into lower lifetime pay and higher rates of poverty across their lifespan. It also results in more women living in poverty at older ages and more older women relying on Social Security (National Council of Women's Organizations and Center for Community Change 2013). Women's lower wages across their lifespan means they receive lower Social Security benefits.

- In 2017, a slightly larger share of women 65 and older in northeast Florida received Social Security benefits (87.2 percent) than men of the same age range (86.2 percent). Additionally, women's median annual Social Security benefits are only \$12,410, while men's are \$16,800 (Appendix Table 1).
- Among the six counties in northeast Florida, older women in Clay, Putnam and St. Johns counties (89 percent) are the most likely to receive Social Security benefits. Older women in Duval County are the least likely (86 percent).
- Older women in Baker and Nassau counties have the lowest median Social Security annual benefits at \$11,790, and older women in Duval county have the highest (\$12,460; Appendix Table 1).
- Only 34 percent of women aged 65 and over in northeast Florida receive a pension or earnings from a retirement savings plan, compared with 44 percent of men. The median annual amount received from pensions and retirement savings plans is almost twice as much for men as for women in northeast Florida (\$21,097 for men compared with \$10,859 for women; Appendix Table 1).
- Almost twice as many women received Supplemental Security Income (4.7 percent of women compared with 2.8 percent of men).

Increasing women's access to higher-paying STEM jobs, management and C-suite positions, and other leadership roles would help close the wage gap and increase women's economic security across their lifespan.

Occupations & Employment

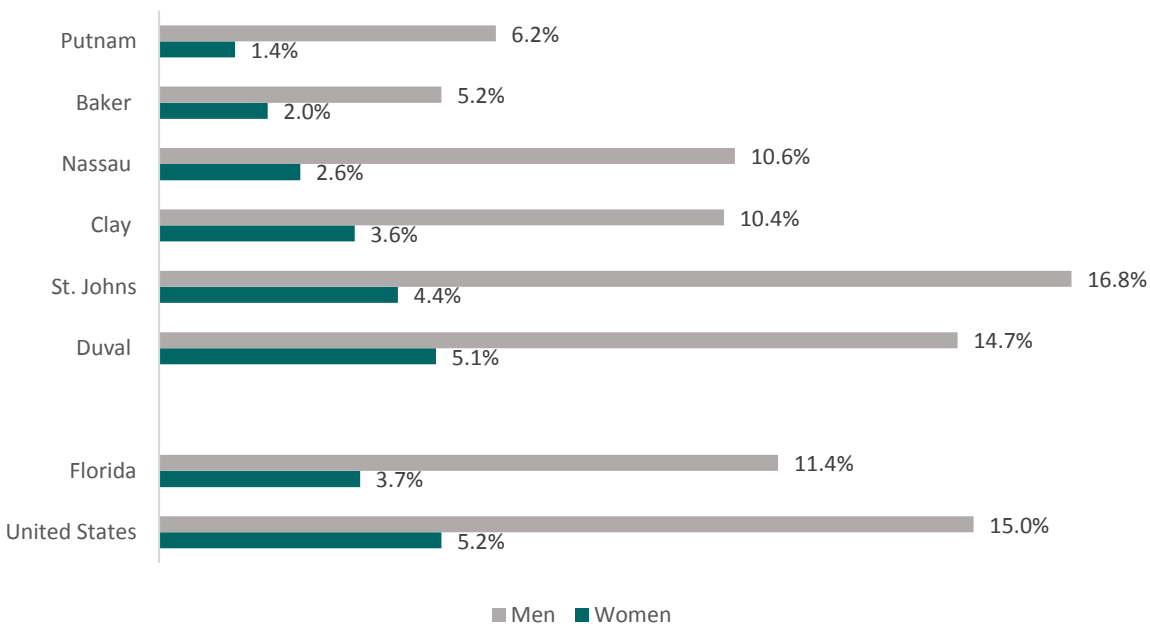
Women in STEM

Women have been especially struggling to advance to leadership positions in the field of science, technology, engineering, and mathematics (STEM). Yet, STEM occupations have been growing at a faster rate than other occupations and are among the higher paying fields in the labor force (Hess et al. 2015). While all women are vastly underrepresented in STEM fields, Native American and Hispanic women are the least likely to work in STEM occupations (Hess et al. 2015).

Women in Florida are less likely to be employed in STEM occupations than women in the United States overall (3.7 percent compared with 5.2 percent) and are much less likely to be employed in STEM than their male counterparts (Figure 2). This trend also holds true for women in northeast Florida, where fewer than one in twenty work in STEM occupations.

- Duval County has the largest share of women in STEM occupations at 5.1 percent, followed by women in St. Johns County (4.4 percent). While this is higher than women in STEM in Florida overall, it is lower than the share of women in STEM in the United States overall (Figure 2).
- Putnam County has the lowest share of women employed in STEM occupations (1.4 percent) followed by Baker County (2 percent).
- The difference between the share of men and women employed in STEM is largest in St. Johns County (12.4 percentage points) and Duval County (9.6 percentage points; Figure 2).

Figure 2. Share of Employed Women and Men Working in STEM Occupations, Northeast Florida, Florida, and United States, 2017



Notes: Data are from 2013-2017 and are for women and men aged 16 and older.
 Source: U.S. Census Bureau, 2013-2017 American Community Survey 5-year estimates, accessed through American FactFinder.

Women Managers and Chief Executives

Managerial and professional occupations encompass a range of jobs – including managers, lawyers, doctors, nurses, teachers, accountants, engineers, and software developers – that usually require at least a four-year degree. These jobs are more likely to offer benefits such as paid sick

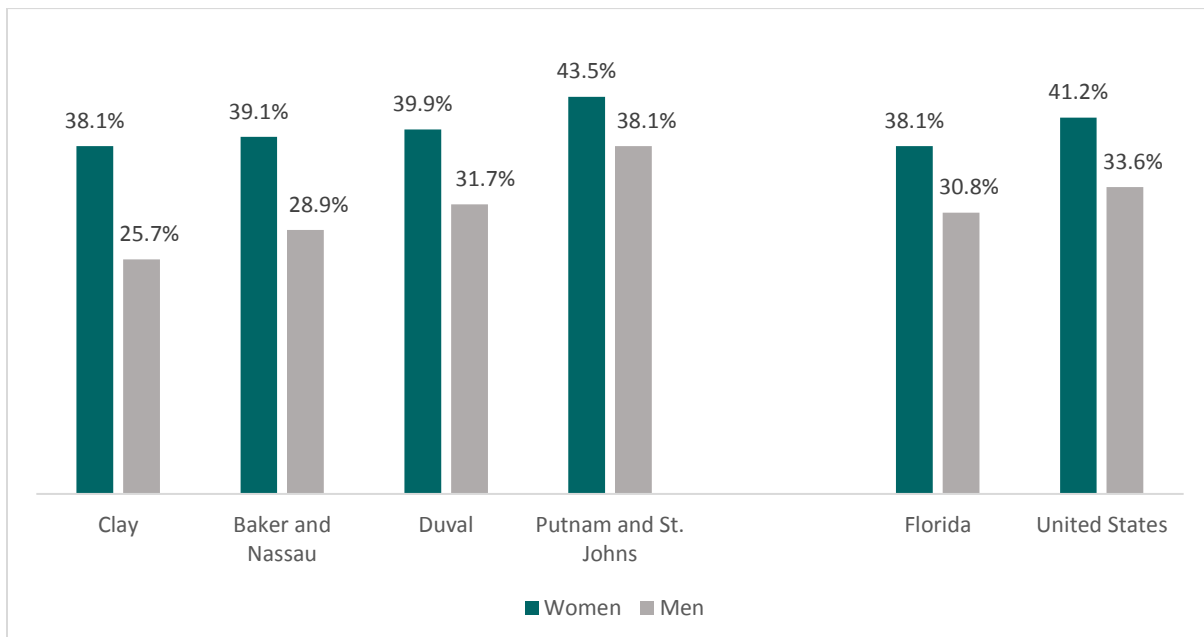
leave and health insurance (Anderson and Williams-Baron 2018; Hess et al. 2015) and are also often higher paid than other occupations within the same industry. Increased access to benefits and a higher income increase women’s overall economic security (Shaw et al. 2019) and benefit both women and their families.

Employed women in Florida are less likely than employed women in the United States to hold managerial or professional occupations (38 percent compared with 41 percent; Figure 3). Florida ranks at the bottom (45th out of 51) compared with other states in the nation for its share of women in these occupations (Appendix Table 3). The share of women in managerial or professional occupations varies by county in northeast Florida.

Florida ranks 45th in the United States for its share of women in managerial and professional positions.

- Among employed women in northeast Florida, women in Putnam and St. Johns counties are most likely to be employed in managerial or professional occupations, at 44 percent. This is a higher share than in Florida and the United States overall.
- Employed women in Clay County are the least likely to be employed in managerial or professional occupations among the counties in northeast Florida (38 percent).
- Women in northeast Florida are more likely than men to be employed in managerial or professional occupations in every county (Figure 3).

Figure 3. Share of Employed Women and Men in Managerial or Professional Occupations, Northeast Florida, Florida, and United States, 2017



Notes: Data are from 2013-2017 and for women and men aged 16 and older.
Source: IWPR analysis of ACS microdata.

Spotlight on Florida Blue: Women’s Interactive Network

Within Florida Blue, which is Blue Cross and Blue Shield of Florida and headquartered in Jacksonville, is the Women’s Interactive Network (WIN). WIN is a community group that started in 2013 and is one of the oldest community groups within Florida Blue with over 1,000 members. Understanding that women often move between companies over their careers and that few people stay and advance solely within one company today, WIN works on connecting women with other successful women within the community and at other companies, to help open doors for women and ensure they have the networks and skills needed to advance in their careers across their work life. In that vein, WIN works within the community, volunteering and partnering with other companies and organizations in Jacksonville to move the bar on women’s rights within the broader community. WIN also holds forums and meetings around different topics. For example, in May 2019 WIN held a mental health forum, which addressed how mental health issues (such as postpartum depression) affect women in the workplace and strategies for supporting these women. These forums are often held in partnership with other community organizations and Florida Blue affinity groups.

Though WIN started out organically as an affinity group among women, the Florida Blue leadership soon formalized it within the company. As a result, the community groups now have formal structures and corporate scorecards that set goals for making Florida Blue more inclusive and a better place to work. Additionally, WIN (and other community group) board members are guaranteed dedicated time to commit to the community group as part of their job description, and work on WIN is part of each board member’s year-end review, ensuring that leaders allow time and space for this work. Additionally, community group members are allowed 12 hours a year of work time that they can dedicate to attending WIN meetings and speaker sessions.

One of the key changes to WIN that took place after the group was formalized within Florida Blue was to expand it to include men as well as women, so that all employees who have a passion for or are committed to the issues WIN addresses could be included. While the group focuses on women’s issues, men who want to support women’s rights and equality in the workplace are encouraged to apply.

The share of CEOs and legislators³ who are women in Florida (26 percent) is slightly higher than the CEOs and legislators who are women in the United States overall (25 percent; Figure 4). Compared with the other states in the nation, Florida falls in the top third for the share of CEOs and legislators who are women (16th out of 51; Appendix Table 4). This measure consists of all women who report that they run a business, including women who work at non-profit organizations.

Data on the share of CEOs and legislators who are women are only available for three of the six counties in northeast Florida (Duval, Putnam, and St. Johns counties); for Baker, Clay and Nassau Counties, the sample size of women who report that they are CEOs or legislators is too small to be able to report accurate data. The data for Duval, Putnam and St. Johns show that women are more likely to be CEOs or legislators in these counties than in Florida and the United

³ This measure is based off of a variable in the ACS that asks respondents about their primary occupation (generally the one in which they earn the most money). Due to sample size constraints, the ACS groups chief executives and legislators together and does not allow for the two to be separated.

States overall: three in ten CEOs and legislators in Duval county and more than one in four in Putnam and St. Johns counties are women (Figure 4). In northeast Florida, however, women CEOs are more likely to be concentrated in the nonprofit sector than in the for-profit sector. According to a survey conducted by the Nonprofit Center of Northeast Florida, more than two-thirds of the CEOs and Executive Directors of the nonprofit organizations surveyed were women (2016). Contrast this with the fact that, starting January 1, 2020, only one women will hold the position of CEO at any Jacksonville-based public company (Basch 2019), and only 3 of the top 50 executives by compensation in public companies were women (Skepple 2019).

Figure 4. Share of CEOs and Legislators who are Women, Northeast Florida, Florida, and United States, 2017



Notes: Sample sizes are too small to report shares for Baker, Nassau, and Clay counties. Data include women aged 16 and older. Source: IWPR analysis of American Community Survey microdata (2013-2017).

Spotlight on Women's Leadership Initiative & the Women's Leadership Development Institute

The Women's Leadership Initiative (WLI) is a committee of the Urban Land Institute (ULI) of North Florida. ULI is a membership organization for any individuals in the land use and real estate development industry. It is an organization that provides leadership in the responsible use of land and in creating and sustaining thriving communities worldwide. This interdisciplinary professional network includes real estate and land use policy professionals, architects, financial sector specialists, real estate developers, engineers, and a host of other fields that share ULI's core values. One of the main roles of WLI is to continually bring gender diversity to the ULI, including ensuring that its female members are confident and capably prepared for leadership positions. Additionally, WLI serves as a watchdog for gender diversity in any ULI sponsored events.

During its first year, the WLI committee developed the Women's Leadership Development Institute (WLDI). Launched in 2015, the program is held every other year and focuses on women's leadership development. WLDI sessions include the following: branding yourself, working in male-dominated industries, and growing your business. The goal of WLDI is to prepare more women for leadership roles in the real estate industry, whether chairing subcommittees, serving on boards or in professional organizations, or in C-suite positions within their industries. The Institute intentionally limits the class to 10 to 15 women each class to foster a network of colleagues for each class as they graduate. The cohort meets for a half day of programming every three to four weeks for eight sessions. Each session has a topic, with a guest speaker who comes in to present followed by discussion among the participants.

The Women's Leadership Initiative (WLI) and the Women's Leadership Development Institute (WLDI) have built and maintained a network of women leaders within the real estate industry in north Florida. According to one woman interviewed for this report, these women have supported and encouraged each other to continue to step into new leadership roles, challenge stereotypes, and mentor other women.

Women's Business Ownership

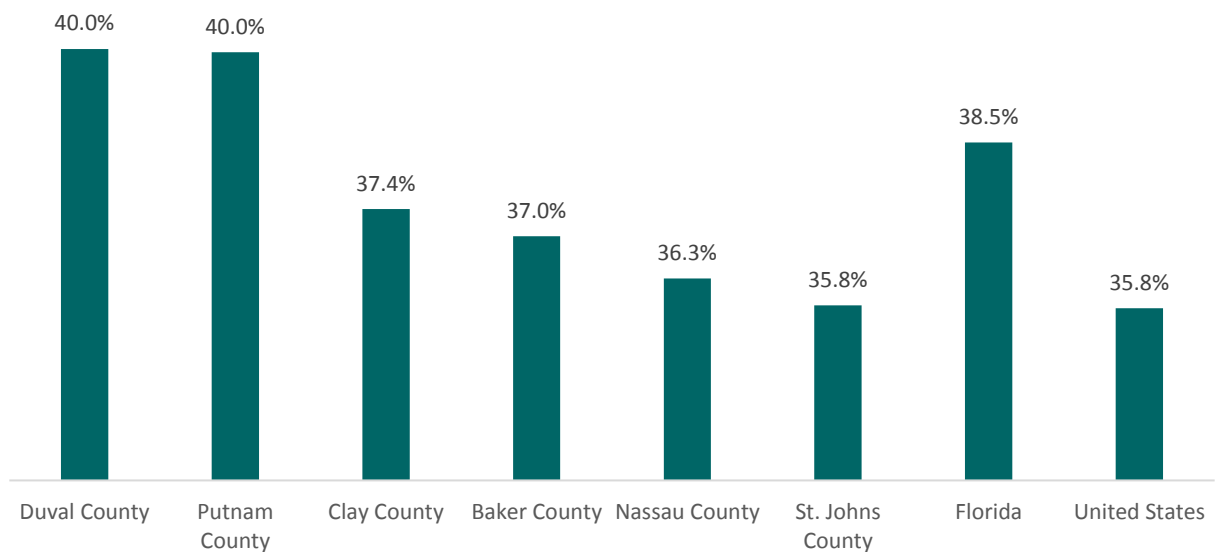
Business ownership is an avenue for women to step into leadership roles and advance to C-suite positions, especially when they face obstacles to reaching these positions in larger companies (McKinsey & Company and Lean In 2018). While entrepreneurship can be risky, business ownership is one way for women to increase their earnings and economic security (Shaw et al. 2019).

Across the country, more women are opening their own businesses, and Florida is among the states with the largest number of women-owned businesses (Anderson et al. 2016). In 2012, women-owned 38.5 percent of Florida businesses, a larger share than businesses owned by women in the United States overall (35.8 percent; Figure 5).⁴ This trend also holds true for women-owned businesses in northeast Florida:

⁴ 2012 is the most recent year for which data are available.

- The share of women-owned businesses in northeast Florida is highest in Duval and Putnam counties (each 40 percent; Figure 5).
- Women own the smallest share of businesses in St. Johns County (35.8 percent) and Nassau County (36.3 percent; Figure 5), though these shares are still equal to or higher than the share in the United States overall.

Figure 5. Share of Women-Owned Businesses in Northeast Florida, Florida, and United States, 2012



Notes: Includes firms with paid employees and firms with no paid employees.

Source: IWPR analysis of data from the U.S. Census Bureau, 2012 Survey of Business Owners, accessed through American FactFinder.

The sales and receipts of women-owned businesses are less than that of male-owned businesses in all counties in northeast Florida with the exception of Baker County, where women-owned businesses report slightly more than male-owned businesses (\$156,965,000 compared with \$114,991,000). Women-owned businesses in Duval County report the largest sales and receipts (\$3.2 million) but have significantly less than male-owned businesses in the county (\$24 million; Appendix Table 5). While the differences in revenues can be related to a number of different factors, including differences in firm size, length of operation, or the fact that women-owned firms are more likely to operate in lower-revenue industries (Williams-Baron, Milli, and Gault 2018), lower revenue can also be linked to access to capital. Recent analysis by IWPR shows that not only do women entrepreneurs report lower levels of start-up capital compared with men, they are also less likely than men to establish new funding relationships with venture capitalists, angel investors, and other investors, and are less likely than men-owned businesses to receive the full amount requested when they do seek out new funds (Williams-Baron, Milli, and Gault 2018).

Spotlight on the Jacksonville Women's Business Center

Started in 2004, the Jacksonville Women's Business Center (JWBC) focuses on expanding entrepreneurial and economic opportunities for women in northeast Florida. JWBC is a program of the JAX Chamber Foundation and part of a national network of women's business centers across the country. It is funded in part by a grant by the U.S. Small Business Association.

JWBC covers a seven-county territory – including Duval and the surrounding counties – and offers free and low-cost entrepreneurial education programs to help women create and manage successful businesses. JWBC has an extensive network of supporters who have been clients, volunteers, mentors, facilitators, and sponsors in the Jacksonville area. This enables JWBC to connect women to local business leaders who act as mentors and offer support, advice, and training to help grow their business at any stage of development.

The entrepreneurial education programs are structured around four main components: marketing, finance, culture – what JWBC calls venture leadership – and customer development. These programs use the latest technology and techniques in entrepreneurial education to give women business owners the information they need to see positive results in their companies. Graduates of the program receive an entrepreneurial certificate and are then usually matched with a mentor for one-on-one attention after the program's end. Some women are then eligible for a year-long intensive mentoring program that is run in collaboration with ATHENA International. While the year-long ATHENA program is for women who are ready to launch their business on a national or even international scale, other shorter programs are also available. For example, in the Financial Matters and Marketing Matters programs, business owners are paired with leaders of industry and receive invaluable one-on-one coaching and feedback.

In addition, JWBC runs quarterly workshops and events, often in collaboration with other partners – running in length from an hour or two to a full-day event. Through the programs and events, JWBC serves a large and diverse group of individuals, including those who are working to bring a “side” job to a full time position to women who need help taking their business to the next level. JWBC provides resources to business owners no matter what stage their business is in.

Women in Leadership Roles

While women have made progress in managerial and professional occupations, surpassing the share of employed men in these positions, they often hit a glass ceiling when it comes to advancing to top leadership positions. In addition to the barriers discussed in the introduction of this report, men and women often have different views of what diversity looks like. One study of 279 companies employing more than 13 million people shows that 45 percent of men think women are well-represented when there is one woman out of ten in leadership (McKinsey & Company and Lean In 2018). This point of view is another major obstacle for women trying to advance to leadership positions.

Spotlight on Generation W

Conceived of by Donna Orender, Generation W was launched in April 2012 in response to her experiences as a young female athlete who was treated as "less than" and as President of the WNBA, where she was in a unique business and leadership position to see how talented women and girls are viewed. Generation W was created as a leadership platform based on the basic tenants of educating, inspiring, and connecting women and girls. Generation W focuses on leadership development, mentorship, and building thought leadership and engagement. While national in scope, the goal of the organization is to build deep local connectivity and community and create partnerships, programming, and opportunity in northeast Florida and beyond.

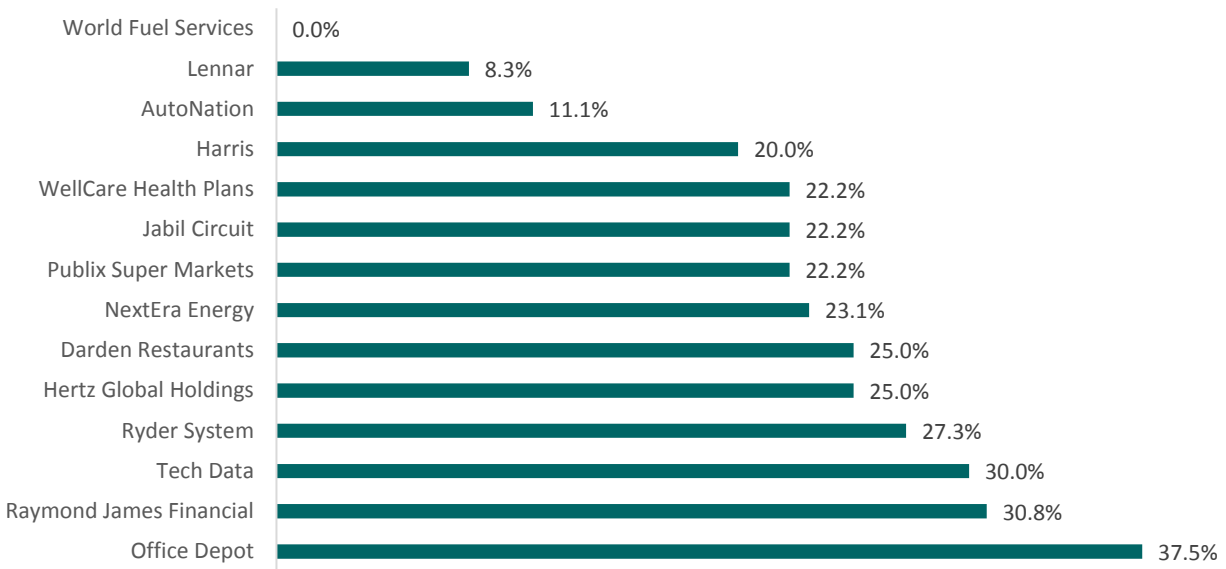
Generation W believes that issues and progress are best understood through a local lens and, as such, initiated its first research project looking to illuminate the local leadership landscape in northeast Florida. Partnered with a local university, the research team was charged with learning who occupied the top positions of the most influential companies and organizations, making the important, social, political, educational, and policy decisions that impacted the community. The research looked at public and private companies with the greatest number of employees, and did a deep dive into the leadership and culture to establish a baseline to be used as a benchmark for future progress. Since its launch, Generation W has expanded to include programming for girls and young women, with a dedicated mentoring component – one that focuses just as much on teaching the young women as it does on teaching the mentors about how to connect with each other and develop the confidence and skills to succeed and progress in their fields. Through this work with women and girls, Generation W inspired a book, *WOWsdom! the girls guide to the Positive and the Possible*, and an accompanying curriculum that is now being used by a variety of schools, including the ninth largest school district in the country.

One of the main components of the program is to build strong communities of women, creating support systems where women can connect, learn about industries and career paths, and ensure they are getting the support they need. Generation W provides opportunities for action, activity, and inspiration through the learning and discussions around some of the most pressing issues facing women today – from the future of work, to violence, to women in the military, to leadership – which allows for collaboration, action, and even policy changes. Generation W is constantly growing and evolving. It strives to be responsive to the world in which we live and the most pressing issues of the day, and works to provide opportunities where women, girls, and men can come together to be their best in the service of building community where everyone can thrive.

Women on Boards

In 2017, the list of Fortune 500 companies included 32 female CEOs, the highest number of female CEOs to ever make the list (London 2017). The share of women on boards of Fortune 500 companies headquartered in Florida ranges from none (World Fuel Services) to 38 percent (Office Depot; Figure 6). Of the 14 Fortune 500 companies headquartered in Florida, only three have 30 percent or more representation of women on their boards, while half of the companies have between 20 percent and 25 percent of women on their boards (Figure 6). While some of these Florida-based Fortune 500 companies have made progress on gender diversity on their boards, progress has been slow and most still have a long way to go before they reach parity.

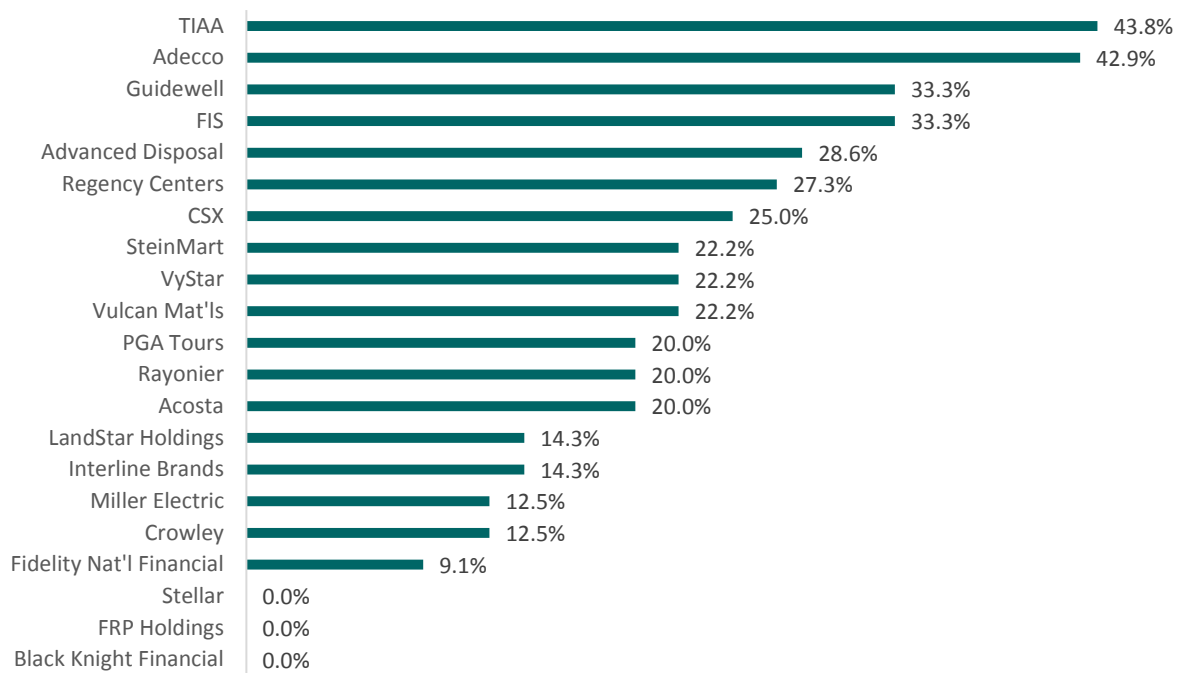
Figure 6. Share of Women on Boards of Fortune 500 Companies Headquartered in Florida, 2018



Source: IWPR compilation of data from company websites.

Women make up only 22.4 percent of board members of the 22 major corporations headquartered in northeast Florida. While six men hold two (or more) board seats in this elite group, no woman holds more than one seat. Much like the Fortune 500 companies in Florida, the share of women on the boards of major corporations in northeast Florida ranges widely. Three companies – Black Knight Financial, FRP Holdings, and Stellar – have no women on their boards (Figure 7). At the other end of the spectrum, both TIAA and Adecco are the closest to reaching parity between women and men on their boards: 44 percent of TIAA’s board members and 43 percent of Adecco’s are women. However, women make up less than one in four board positions for the majority of large corporations in northeast Florida (Figure 7).

Figure 7. Share of Women on Boards of Major Corporations Headquartered in Northeast Florida, 2018



Notes: The major corporations in northeast Florida were identified by the Jacksonville Women’s Leadership Coalition.
 Source: IWPR compilation of data from company websites.

Women fare better when it comes to representation on the governing board of directors of hospitals in northeast Florida. As shown in Table 4 below, the hospital with the fewest women on its board of directors still has 20 percent representation of women, which is higher than many corporations in northeast Florida. The board of directors for Baptist Medical Center in Nassau County has the most women on its board, at 43 percent. Given the high concentration of women in the healthcare field, however, it could be expected that more boards would have reached parity. The fact that women have still not reached parity on many of these boards suggests that women are still facing barriers to leadership even in female-dominated fields.

Table 4. Share of Women on Hospital Boards, Northeast Florida, 2018

	Hospital	Total Board Positions	Share of Women
Baker County	Ed Fraser Memorial Hospital/Baker County Medical Services	8	37.5%
Clay County	St. Vincent's Medical Center	25	40.0%
Duval County	Brooks Rehabilitation Hospital	18	22.2%
	Baptist Health Systems	16	25.0%
	Baptist Medical Center – Beaches	12	16.7%
	Baptist Medical Center - Jacksonville	14	21.4%
	Mayo Clinic	30	33.3%
	St. Vincent's	25	40.0%
	University of Florida Health	12	41.7%
	Wolfson Children's Hospital	17	23.5%
Nassau County	Baptist Medical Center	14	42.9%
St. Johns County	Flagler	15	20.0%

Source: IWPR compilation of data from hospital websites.

Much like major corporations in northeast Florida, women are still underrepresented when it comes to serving on governing boards of colleges. Flagler College has the lowest share of women on its board at 15 percent, while Florida State College Jacksonville has the highest share of women on its board, at 33 percent (Table 5).

Table 5. Share of Women on College Boards, Northeast Florida, 2018

College	Total Board Positions	Share of Women
Florida State College Jacksonville	9	33.3%
Edward Waters College	23	30.4%
University of North Florida	13	23.1%
Jacksonville University	27	22.2%
St. Johns River State College	6	16.7%
Flagler College	26	15.4%

Source: IWPR compilation of data from college websites.

Spotlight on Jacksonville Women’s Leadership Forum

The Jacksonville Women’s Leadership Forum (JWLF) is a local nonprofit working to empower women to navigate corporate workplaces and advance to leadership positions. The JWLF hosts a large annual forum in addition to networking and educational workshops throughout the year that focus specifically on tackling issues that are most pertinent to women looking to advance to become the next generation of leaders within the business community. The program is geared toward women who have experience in leadership roles, who are mid- and senior-level managers, and women and men who are influencers within their organizations who are actively engaged in increasing gender diversity.

The Jacksonville Women’s Leadership Forum was developed based on conversations among women in the corporate setting, who wanted to discuss ways to strengthen the pipeline of women leaders in Jacksonville. While many companies in the Jacksonville area were committed to increasing gender diversity in their leadership, sending female employees to leadership training and professional development events, these events usually took place in cities such as New York, Los Angeles, and Chicago. These trainings were often costly and, as a result, fewer women were able to attend. Thus, the Jacksonville Women’s Leadership Forum was launched with the support from a number of Jacksonville corporations as a way to pool corporate resources in order to establish a local women’s leadership and development training, which would ultimately serve more women and strengthen the pipeline for female leaders in the Jacksonville area.

The Leadership Forum’s events are open to anyone who is interested in attending; however, the majority of attendees are executives and managers from the sponsoring organizations. These organizations use the Forum’s events as premier training opportunities for their female leaders. The Forum tackles a different topic at its main event each year, bringing in experts from across the United States to address issues related to enhancing leadership skills, building and extending professional networks, advancing in your career, and finding work-life balance. These events aim to help women take their career to the next level, to ensure that they have the most cutting-edge information that will allow them to take the next steps on their career path.

Women’s Leadership in Unions

While women make up 44 percent of the labor movement, they are a smaller share of union leaders (Kaminski and Yakura 2008). Unions have worked to close the gap between women and men in leadership, but there are still many barriers that women face when advancing to leadership positions (Kaminski and Pauly, n.d.). For the union offices in Florida with public information on their leadership, the share of women varies greatly. As can be seen in Table 6, the share ranges from a high of 75 percent of women in SEIU Florida offices to a low of none in IBEW FL 177 and IUOE FL 673 offices. Women also fare better when it comes to representation on the Florida AFL-CIO Executive board, where they make up 42 percent of Union Vice Presidents and 40 percent of Constituency Group Vice Presidents.

Table 6. Share of Women in Leadership Positions in Florida Unions, 2018

	Number of Positions	Share of Women
Florida Labor Union Offices		
Ironworkers: BSOIW 597	9	11.1%
Machinists: IAM 759	7	14.3%
SEIU Florida	8	75.0%
Electricians: IBEW FL 177	8	0%
Operating Engineers: IUOE FL 673	7	0%
Florida AFL-CIO Executive Board		
Union Vice Presidents	19	42.1%
District Vice Presidents	22	22.7%
Vice Presidents At Large	5	20.0%
Constituency Group Vice Presidents	5	40.0%

Source: IWPR compilation of data from union websites.

Political Participation for Women in Florida

The equal participation of women in politics and government is integral to building strong communities and a democracy in which everyone can thrive. By voting and running for office, women shape laws, policies, and decision-making that reflects their interests and needs, as well as those of their families and communities. As noted above, women take on a broad range of legislative agendas and at times focus more on “women’s issues,” such as health and education – issues that are central to the health and well-being of everyone (Gerrity, Osborn, and Mendez 2007; Swers 2013).

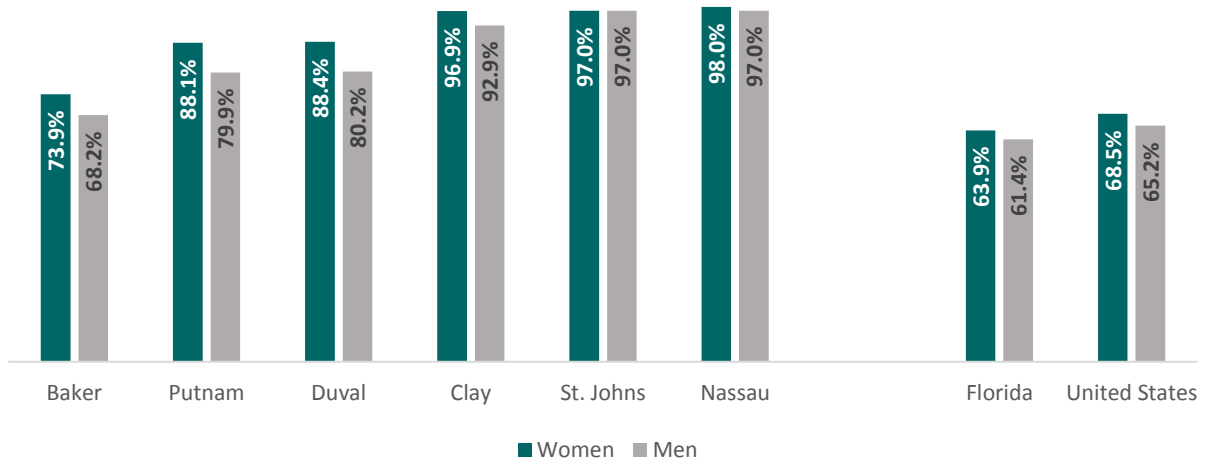
Voter Registration & Turnout

Voting is a critical component of civic and political participation for women, giving women an avenue to express their concerns and ensure their priorities are taken into account in public policy debates. In the nation as a whole, women make up the majority of registered voters and historically have, and continue to, vote at higher rates than men (Center for American Women and Politics 2019b). In the 2018 general election, 69 percent of women were registered to vote and 55 percent voted, compared with 65 percent and 52 percent of men (Figure 8 and Appendix Table 7).

Voter registration and turnout for women in Florida for the 2018 midterm elections was slightly lower than for women overall in the United States: 64 percent of women in Florida were registered to vote and 54 percent voted (Figure 8 and Appendix Table 7). While voter turnout data are not available by gender at the county level, according to the Florida Department of State, women in northeast Florida are much more likely to be registered to vote than women in Florida overall:

- More than 9 in 10 women in Nassau, St. Johns, and Clay counties are registered to vote (Figure 8).
- Women in Baker County are the least likely to be registered to vote (74 percent) in northeast Florida.
- In all counties in northeast Florida except St. Johns women are registered to vote at higher rates than men (Figure 8).

Figure 8. Share of Women and Men Registered to Vote in Northeast Florida, Florida, and the United States, 2018



Notes: Share of male and female voters registered to vote by county calculation of local voter registration data and population estimates for 2018 of those 18 and older from the U.S. Census Bureau.
 Source: Florida Department of State, Division of Elections (2018); U.S. Census Bureau (2018) accessed through American FactFinder; U.S. Census Bureau (2019).

Women in the U.S. Congress

As of September 2019, women held 127 of the 535 seats in the U.S. Congress (23.7 percent), and women of color held 47 of the 535 seats (9 percent; Center for American Women and Politics 2019a; Center for American Women and Politics 2019c). This is a record high for both women overall and women of color in Congress – including the first Muslim and Native American women and the youngest woman ever elected – making the 116th Congress the most diverse on record. This diversity, however, is mainly concentrated in the U.S. House of Representatives and among the Democratic Party (Center for American Women and Politics 2019c).

Out of the 27 Florida members of the U.S. House of Representatives in 2019, 8 members are women and no women from Florida served in the U.S. Senate as of September 2019 (27.6 percent; Table 7). The only woman to ever serve as a Senator from Florida, Paula Hawkins, served from 1981-1987. Fifty percent (4 of 8) of the Florida women who serve in the U.S. House of Representatives are women of color: two Black women, one Latina, and one Asian/Pacific Islander woman (Center for American Women and Politics 2019c).

Table 7. Share of Women in U.S. Congress, 2019

	Total Reps. Florida	Number of Florida Women	Share of Florida Women	Total Reps.	Number of Women	Share of Women
U.S. Senate	2	0	0%	100	25	25%
U.S. House	27	8	29.6%	435	102	23.4%
Total	29	8	27.6%	535	127	23.7%

Source: Center for American Women and Politics (2019a; 2019d)

Women in State Legislature

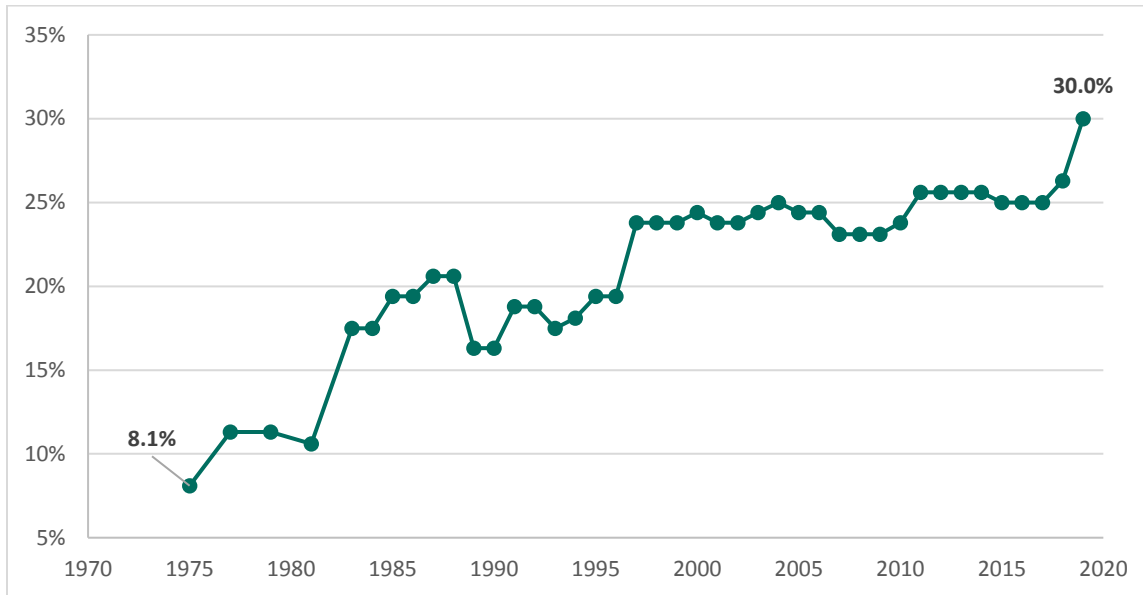
A much larger number of women ran for state legislative office in Florida in 2018 than in 2016: a total of 85 compared with 62 female candidates. Of the 85 women candidates, more than half (43) were elected in November 2018 (Center for American Women and Politics 2019e).

As of November 2018, women in Florida held 12 of the 40 state Senate seats in the Florida State Legislature and 36 of the 120 of the state House seats (30 percent; Appendix Table 8). According to the Center for American Women and Politics, Florida ranks in the middle nationally in terms of the representation of women in state legislatures (23rd out of 50; Center for American Women and Politics 2019f). The Duval delegation to the Florida Legislature includes one Black woman Senator, who last year served as Minority Leader, and two Black women Representatives. Eleven Black women serve other districts of Florida as Representatives, and there are three Hispanic women in the State Senate, five Hispanic women in the State House of Representatives, and one Middle Eastern/North African woman in the State House.

Much like the U.S. Congress, the representation of women in Florida in the state legislature has been steadily on the rise, with a record number of women serving in 2019. As can be seen in Figure 9 below, women only made up 8.1 percent of representatives to the state legislature in

1975 and, with an exception of a dip in the share of women in the state House and Senate between 1989 and 1996, the share of women has steadily risen. Women saw the greatest gains in 1983, 1997, and again in 2019 (Figure 9). If progress continues at the current rate (since 1975), however, women will not achieve parity in Florida state legislature until 2082 (IWPR 2019).

Figure 9. Share of Women in Florida State Legislature, 1975-2019



Source: Center for American Women in Politics (2019d)

Women in the Florida state legislature fare well when it comes to holding leadership positions: they hold three of the eight leadership positions (37.5 percent; Appendix Table 9), serving as Majority and Minority Leaders as well as Speaker Pro Tem (National Conference of State Legislatures 2019). Compared with other states, Florida fares well when it comes to the share of women in leadership in the state legislature, ranking 6th (tied with Arizona, Colorado, Maryland, and Massachusetts) out of 50 overall (Appendix Table 9).

Women will not achieve parity in Florida state legislature until 2082.

Women Elected and Appointed Officials

While a woman has never held the position of governor in Florida, as of 2019, three of the five statewide elected executive offices were held by women (attorney general, lieutenant governor, and agriculture commissioner; Center for American Women and Politics 2019d). Additionally, of the 127 Florida towns and cities with populations over 30,000, 24 have female mayors (19 percent; Center for American Women and Politics 2019g). This is just slightly lower than the national average of 21 percent of female mayors for cities and towns with populations over 30,000 (295 of 1,412 cities and towns; Center for American Women and Politics 2019g).

In northeast Florida, women's representation in elected office varies widely by county and by office:

- Duval County has the highest share of women in elected office (36 percent), followed by Clay County (34 percent; Appendix Table 10). Women are least represented in elected office in Nassau County, holding only 14 percent of seats, followed by St. Johns County at 17 percent.
- Out of the 15 local elected and appointed offices⁵ in northeast Florida, the share of women is highest on mosquito boards⁶ (71 percent), school boards (62 percent), and among supervisors of elections (50 percent women; Appendix Table 10).
- In northeast Florida, no women serve as a property appraiser or sheriff. Of the counties where data are available, only one woman serves as a sheriff's office department head (Appendix Table 12). Additionally, within Duval County, two women hold the office of chief of police: one in Atlantic Beach (Atlantic Beach 2019) and one in Jacksonville—who is the first female African American police chief in Jacksonville (Luter 2019).
- The only other positions where women make up less than 30 percent of elected officials in northeast Florida are for county commissioners (8 percent), tax collectors (17 percent), and planning commissioners (19 percent; Appendix Table 10).
- Among the counties in northeast Florida, women hold the highest share of seats on the school board in Clay County (83 percent) and Duval County (71 percent). St. Johns County, where women make up only 33 percent of the school board, is the only county in northeast Florida to not have reached parity (Appendix Table 10).

Women's representation in city government also varies widely by city and position in northeast Florida:

- Women are well represented in many of the cities in northeast Florida: women's representation in local city government is 50 percent or more in 11 of the 20 cities in this area.
- All of the elected and appointed city officials in Atlantic Beach are women (mayor, commissioners, town clerk, and town attorney). This is closely followed by Interlachen, where women make up 86 percent of officials, and Glen St. Mary (75 percent; Appendix Table 11).
- Women have the lowest level of representation in city government in northeast Florida in Macclenny (where there are no women) and in Baldwin and Jacksonville (20 percent women each) and Hillard (25 percent women).

⁵ No county has all 15 offices represented in its local government.

⁶ Mosquito Board is an elected office position unique to Florida. It serves to help control the mosquito population and help reduce the possibility of mosquito-transmitted diseases. It is often an entryway position into politics for individuals in Florida who are at the beginning of their political careers (conversation with JWLC, 2019).

- Women have reached parity in representation in city government in Jacksonville Beach, Keystone Heights, Palatka, and Pomona Park (all 50 percent) and have surpassed parity in Callahan (63 percent), Green Cove Springs (57 percent), St. Augustine (67 percent), and St. Augustine Beach (63 percent).
- Jacksonville is home to eight independent authorities and agencies, each of which are run by anywhere from five to nine appointed officials. Women’s representation within these agencies ranges from a high of 43 percent of women appointed to the Housing and Finance, Jacksonville Transportation, and the Jacksonville Electric Authorities to a low of 11 percent on the board of the Downtown Investment Authority. In fact, women make up 20 percent or more of those appointed to five of the eight independent authorities (Appendix Table 13).
- In northeast Florida, women are most likely to serve as town clerk (100 percent women) and town treasurer (83 percent). At the other end, no women serve as building inspector or foreman. Only 29 percent of town attorneys are women (Appendix Table 11).
- The following northeast Florida cities were run by a female mayor starting in 2018: Atlantic Beach, Glen St. Mary, Green Cove Springs, Keystone Heights, Neptune Beach, St. Augustine, and St. Augustine Beach. This means that of the 20 cities in northeast Florida, 33 percent have elected a female mayor (Appendix Table 11).
- Overall, women make up 39 percent of those elected to serve on city councils in northeast Florida. However, the representation of women on city councils in northeast Florida varies widely by city. While women make up all the city council members in both Atlantic Beach and Interlachen, no women have been elected to the city council in Macclenny or Neptune Beach (Appendix Table 11).
- Parity between women and men on city councils has been reached in Glen St. Mary, Jacksonville Beach, Palatka, Pomona Park, and St. Augustine Beach (all 50 percent) and has been surpassed in Callahan (60 percent) and St. Augustine (75 percent; Appendix Table 11).

Institutional Resources

In addition to women’s voting and election to local, state, and federal offices, institutional resources dedicated to helping women succeed in the political arena and to promoting and prioritizing women’s policy issues play a key role in connecting women constituents to policymakers and helping women run for office. These resources include campaign trainings for women, women’s Political Action Committees (PACs), women’s commissions, and state chapters of the National Women’s Political Caucus (NWPC). These institutional resources help amplify the voices of women in government and increase the access of women to decision and policymakers.

Florida has a total of 15 institutional resources dedicated to helping women succeed in the political arena and, according to previous IWPR analysis, is one of only four states to receive the highest score possible for institutional resources (Anderson et al. 2016).

- Of the 15 resources, the majority (7) are organizations focused on women’s political empowerment (Table 8).
- There are three women’s PACs and three women-specific campaign trainings in Florida, all solely focused on getting women elected to office (Table 8). Duval County has a women’s PAC, At The Table, whose mission is to “identify, promote, and support accomplished women to run and win political office in Northeast Florida in state and local races” (Florida Division of Elections 2019).
- While there is an appointed Women’s Commission in Duval County, its entire proposed budget of \$1172 for FY 2019-2020 is an 18 percent increase over the \$972 allotted for FY 2018-2019 (Jacksonville City Council 2019).

Table 8. Institutional Resources for Women in Florida, 2019

Type of Organization	Number of Organizations
Women Specific Campaign Training	3
Women Specific Leadership Training	1
Organizations for Political Parity	7
Women's Legislative Caucus	1
PACs	3
TOTAL	15

Source: Center for American Women and Politics (2019h).

Conclusion & Policy Recommendations

Women have seen some progress in advancing to leadership positions in both business and government, due in part to the work of the many organizations and institutions in northeast Florida that promote women's civic engagement, political participation, and increased representation in corporate and nonprofit leadership positions. Yet, obstacles to women's advancement in leadership persist. For example, women's more limited economic resources than men's and greater caregiving responsibilities often restrict their opportunities. In addition, the greater scrutiny that women leaders face – in both business and political leadership – and the challenges they face when seeking to enter into leadership spaces that have been traditionally male-dominated constitute major barriers to getting women into leadership positions. Positive interventions that would help increase women's representation in leadership include:

- **Instituting family-friendly work policies.** Given that women are disproportionately responsible for caregiving (for both children and adult family members), policies such as paid family and medical leave, paid sick days, and flexible working hours would allow women to better balance their work and family obligations and to run for elected office. According to previous IWPR analysis, Florida ranks in the bottom third nationally when it comes to having family-friendly policies. Businesses can contribute to women's advancement in leadership by creating a culture in which leave taking is normalized and equally available to both women and men with caregiving responsibilities. One example of this is the City of Jacksonville, which, following the example of a number of other Florida municipalities, implemented a new policy in 2018 that offers all parents (both male and female) six weeks of paid leave following the birth or adoption of a child.
- **Increasing access to affordable, quality, and flexible child care.** Access to affordable, high quality child care is essential for all working parents, but especially for women, as many women often begin to have at the same time they are positioning themselves for advancement to upper-level management positions. Providing women with access to quality, affordable, and flexible child care is one way to ensure that these women do not get derailed from their career trajectory. When it comes to women and political office, allowing women to use campaign funds, especially at the state and local levels, to pay for child care would mean more women with young children could run for elected office. Additionally, increasing access to quality child care with flexible and non-traditional hours would help women candidates and office holders, since much of their work and campaign time is done in evenings and on weekends.
- **Advocating for institutional reforms.** Institutional reforms that would help increase women's representation include:
 - Instituting campaign finance reforms that help women overcome fundraising barriers; policies and practices that ensure political parties recruit women to run for office; and gender quotas to increase the number of women in elected office. New York, for example, recently enacted legislation that permits candidates to use campaign funds to pay for child care while they campaign or during the course of their official duties, following a Federal Elections Commission ruling allowing this at the

federal level. This type of legislation would enable more women to consider running and holding public office in northeast Florida.

- Institutional reforms that would help increase women’s representation in business leadership include increased transparency in hiring and promotion practices within companies and tackling issues of sexual harassment and unconscious and conscious bias within the workplace. Thirteen states along with 13 cities have banned the practice of inquiring about prior salary history during the hiring process, because it perpetuates the gender wage gap.
 - For increasing diversity on boards and at the C-suite level, some companies and organizations have started to compile and share lists of a diverse group of qualified candidates who would be ideal for board or C-suite positions.
- **Improving access to opportunities for both mentorship and sponsorship.** Women are often less likely to be mentored or have sponsors, which can hold them back when it comes to advancing into leadership positions. Mentorship and sponsorship are vital to women’s ability to move into leadership roles in both business and government, and national programs such as Ellevest can help increase women’s opportunity to access mentors and sponsors. Mentoring programs often help women build their networks and gain valuable insight and understanding of their industry or political party. Sponsorship goes beyond mentorship and includes more commitment from the sponsor—either in introducing women political candidates to moneyed connections and providing monetary supports or putting women’s names forward for promotion or advancement in businesses. Sponsorship in business can also include connecting women to corporations and getting more women represented on boards
 - **Expanding programs that provide education and training for women.** Program expansion could include increased support for existing education and training programs for women running for elected office or developing new programs in areas that lack training programs. Women who want to advance in corporate leadership would also benefit from education on business best practices, how to navigate corporate culture, and increased networking opportunities. This would also include increased support for or new programs that help women start their own businesses.
 - **Increasing the number of women in STEM.** Employers and organizations can partner with local colleges and universities to train more women for STEM jobs, based on the needs of the business community and their future job projections. They could also assist the JWLC in locating and highlighting local women patent-holders and STEM executives, who could be highlighted as local examples for young women and girls because, as some STEM advocates say, you can’t be what you can’t see.
 - **Identifying local funding for women entrepreneurs.** Since businesses owned by women have less start-up capital than those owned by men, funds that target women-owned businesses, especially those owned by Black and Hispanic women, can help mitigate bias

and increase women's access to capital. While a number of corporations and a handful of venture funds around the country target women entrepreneurs, increased funding for women entrepreneurs would allow more women to start their own businesses.

- **Recruiting more women.** Asking and encouraging women to run for political office is a vital part of increasing women's representation in office at all levels. Expanding recruitment could include targeting women who are already leaders within their communities as well as ensuring that women who are in politics at the state and local levels are introduced to national networks. In business, recruiting more women would mean reaching out to women to serve on boards and to fill upper-level management and C-suite positions.
- **Create a network of women and women's organizations.** Many women's organizations and professional affiliation groups or networks are working to increase the representation of women in either business or government. Connecting women who are looking to advance to leadership positions or are looking to run for elected office to these networks is key to ensuring that these women get the support they need. Additionally, making sure there is coordination between the different groups could help connect women at local levels with women nationally and at upper levels of business and politics.

Appendix I: Methodology

To analyze the status of women in northeast Florida with regard to leadership in business and government, IWPR examined data that illuminate women's representation in leadership positions and the obstacles they face to advancement. IWPR chose the data to be analyzed in conversation with members of the Jacksonville Women's Leadership Coalition. These data come from a variety of sources, which are noted in the text, including federal government agencies and other sources. Some of the figures rely on IWPR analysis of the U.S. Census Bureau's American Community Survey (ACS), accessed through American FactFinder or from the Minnesota Population Center's Integrated Public Use Microdata Series (IPUMS), Version 6.0 (Ruggles et al. 2015). The ACS is a large annual survey of a representative sample of the entire resident population in the United States, including both households and group quarter (GQ) facilities. GQ facilities include places such as college residence halls, residential treatment centers, skilled nursing facilities, group homes, military barracks, correctional facilities, workers' dormitories, and facilities for people experiencing homelessness. GQ types that are excluded from ACS sampling and data collection include domestic violence shelters, soup kitchens, regularly scheduled mobile vans, targeted nonsheltered outdoor locations, commercial maritime vessels, natural disaster shelters, and dangerous encampments.

County-level data, accessed through American FactFinder, combine five years of data (2013-2017) to ensure adequate sample sizes. When analyzing state- and national-level ACS microdata, IWPR used 2017 data, the most recent available, for most indicators. When analyzing data by race and ethnicity, IWPR combined three years (2015, 2016, and 2017) to ensure sufficient sample sizes. IWPR constructed a multi-year file by selecting the 2015, 2016, and 2017 datasets, averaging the sample weights during the three-year period. Data on median earnings are not presented if the unweighted sample size is less than 100 for any cell; data on other indicators are not presented if the sample size is less than 35 for any cell (for frequencies), or if the category total is less than 35 times the number of categories (for percentages).

IWPR used personal weights to obtain nationally representative statistics for person-level analyses of ACS microdata. Weights included with the IPUMS ACS for person-level data adjust for the mixed geographic sampling rates, nonresponses, and individual sampling probabilities. Estimates from IPUMS ACS samples may not be consistent with summary table ACS estimates available from the U.S. Census Bureau due to the additional sampling error and the fact that over time the Census Bureau changes the definitions and classifications for some variables. The IPUMS project provides harmonized data to maximize comparability over time; updates and corrections to the microdata released by the Census Bureau and IPUMS may result in minor variation in future analyses.

CHIEF EXECUTIVES (CEOS) AND LEGISLATORS: The American Community Survey (ACS) is a nationally representative sample of the entire U.S. population. The ACS provides detailed information on individuals' employment status and, among those who are employed, the characteristics of their job(s). Of particular interest for this report is information on each respondent's occupation. ACS occupation codes allow researchers to aggregate different managerial occupations into a broader "All Managers" category, which includes occupations such as marketing managers, financial managers, and human resources managers. The ACS occupation codes also allow researchers to examine the characteristics of workers who identify as "chief executives and legislators." These data are available for leaders at all organizations

regardless of sector or industry of operation, and size. Unfortunately, it is not possible to separate the two in the publicly available data. According to Bureau of Labor Statistics (BLS), however, legislators make up a relatively small fraction of this combined group (1.1 percent) and the share of women as a fraction of chief executives reported by BLS data is only slightly higher than women's estimated share of women as a fraction of chief executives and legislators in the ACS data (28.0 percent in 2017 compared with 25.2 percent; U.S. Bureau of Labor Statistics 2019).

WOMEN'S BUSINESS OWNERSHIP: For women's business ownership, IWPR used the Bureau of the Census 2012 Survey of Business Owners, which asked the sex of the owner(s). A business is classified as woman-owned based on the sex of those with a majority of the stock or equity in the business. This survey is only administered every 5 years, and in 2017 the Census Bureau announced they would begin a new yearly survey combining three existing surveys, including the Survey of Business Owners. Data collection for this new annual survey started in June 2018 and data will be available in December 2019.

WOMEN ON BOARDS: IWPR tabulations of board composition for Fortune 500 companies, major public corporations in northeast Florida, hospitals and universities in northeast Florida, and Florida unions used lists published on each entity's website in 2018. Tabulations are approximations based on identification of the board members' names along with photographs and/or biographical detail found online.

POLITICAL PARTICIPATION: Data on women's political participation compiled from various sources noted in the text. IWPR tabulations of women elected to or appointed to local government offices in northeast Florida used lists published on county or city websites in 2018. Tabulations are approximations based on identification of the elected or appointed officials' names along with photographs and/or biographical details found online.

Appendix II: Tables

Appendix Table 1. Retirement Income Sources among Older Women and Men in Northeast Florida, Florida, and United States, 2017

	United States	Florida	Northeast Florida Counties	Duval County	Clay County	Baker & Nassau Counties	Putnam & St. Johns Counties
WOMEN							
Total Population	26,677,081	2,159,309	125,285	68,052	15,917	10,418	30,898
Social Security							
Percent receiving	85.0%	85.4%	87.2%	85.9%	89.1%	87.7%	88.6%
Median annual benefit received	\$12,256	\$12,000	\$12,410	\$12,460	\$11,890	\$11,790	\$12,256
Pensions/Retirement Savings							
Percent receiving	32.7%	28.7%	34.3%	34.9%	34.2%	33.2%	33.3%
Median annual benefit received	\$10,826	\$10,652	\$10,859	\$10,838	\$11,079	\$10,327	\$11,337
Assets							
Percent receiving	25.6%	25.0%	25.3%	22.0%	24.8%	31.1%	30.9%
Median annual benefit received	\$3,103	\$4,137	\$3,157	\$3,700	\$2,689	\$5,177	\$5,171
Earnings							
Percent receiving	13.5%	11.3%	12.1%	12.6%	11.1%	10.9%	11.8%
Median annual benefit received	\$22,752	\$219,580	\$21,044	\$23,149	N/A	N/A	\$19,045
Supplemental Security Income							
Percent receiving	3.8%	4.7%	4.7%	5.9%	4.1%	4.1%	2.4%
Median annual benefit received	\$7,353	\$7,144	\$7,400	\$7,800	N/A	N/A	N/A
MEN							
Total Population	21,055,308	1,767,580	100,391	50,586	13,460	9,319	27,026
Social Security							
Percent receiving	85.2%	86.1%	86.2%	85.0%	87.8%	86.1%	87.8%
Median annual benefit received	\$16,749	\$16,500	\$16,800	\$15,830	\$17,046	\$17,993	\$17,677
Pensions/Retirement Savings							

Percent receiving	42.5%	38.6%	44.1%	42.0%	49.5%	45.4%	45.0%
Median annual benefit received	\$17,572	\$18,940	\$21,097	\$207,087	\$21,465	\$24,125	\$21,097
Assets							
Percent receiving	32.9%	33.0%	31.6%	27.3%	32.4%	36.4%	37.6%
Median annual benefit received	\$4,209	\$5,261	\$4,400	\$3,700	\$2,689	\$5,177	\$5,171
Earnings from wages							
Percent receiving	20.9%	17.4%	19.8%	20.8%	17.0%	20.1%	19.1%
Median annual benefit received	\$36,240	\$31,566	\$33,200	\$34,724	\$25,533	N/A	\$37,500
Supplemental Security Income							
Percent receiving	4.5%	3.5%	2.8%	3.5%	2.6%	2.1%	1.9%
Median annual benefit received	\$7,860	\$7,446	\$8,791	N/A	N/A	N/A	N/A

Notes: Includes those aged 65 and older. Income is in 2017 dollars. N/A indicated that the sample sizes are insufficient to report results. Median annual amount calculations exclude zero values; negative values are included in the median annual income received from assets calculation. Pensions and retirement savings include pre-tax retirement, survivor, and disability pension income, and annuity, IRA, and Keogh income. Assets include income from an estate or trust, interest, dividends, royalties, and rents. Source: IWPR analysis of 2013-2017 American Community Survey microdata.

Appendix Table 2. Share of Women and Men in STEM Occupations in Northeast Florida, Florida, and United States, 2017

	Civilian Employed Population			Computer, Engineering, and Science Occupations			Computer and Mathematical Occupations			Architecture and Engineering Occupations			Total STEM Occupations		
	Number	Share Male	Share Female	Number	Share Male	Share Female	Number	Share Male	Share Female	Number	Share Male	Share Female	Number	Share Male	Share Female
Baker County	10,567	50.1%	49.9%	191	72.3%	27.7%	136	61.0%	39.0%	55	100%	0%	382	72.3%	27.7%
Clay County	91,705	53.4%	46.6%	3,483	76.3%	23.7%	1,939	67.7%	32.3%	1,217	93.8%	6.2%	6,639	77.0%	23.0%
Duval County	430,830	50.7%	49.3%	22,617	73.3%	26.7%	13,846	72.3%	27.7%	6,307	86.1%	13.9%	42,770	74.9%	25.1%
Nassau County	34,780	54.7%	45.3%	1,260	81.6%	18.4%	510	76.5%	23.5%	654	91.0%	9.0%	2,424	83.0%	17.0%
Putnam County	25,030	52.8%	47.2%	559	76.7%	23.3%	244	85.7%	14.3%	181	100%	0%	984	83.2%	16.8%
St. Johns County	102,778	54.2%	45.8%	6,155	79.9%	20.1%	3,557	80.7%	19.3%	1,736	91.4%	8.6%	11,448	81.9%	18.1%
Florida	9,018,570	52.1%	47.9%	371,772	75.2%	24.8%	204,555	74.8%	25.2%	119,992	85.7%	14.3%	696,319	76.9%	23.1%
United States	150,599,165	52.6%	47.4%	8,427,417	74.4%	25.6%	4,337,289	74.3%	25.7%	2,768,696	84.7%	15.3%	15,533,402	76.2%	23.8%

Notes: Data are from 2013-2017 and are for those aged 16 and up.

Source: American Community Survey data accessed via American FactFinder.

Appendix Table 3. Share of Employed Women and Men in Managerial or Professional Occupations by State, 2017

	Women	Men
Alabama	38.9%	29.4%
Alaska	41.6%	31.0%
Arizona	38.8%	32.7%
Arkansas	38.5%	27.4%
California	40.9%	35.3%
Colorado	44.2%	37.8%
Connecticut	45.8%	39.1%
Delaware	44.8%	35.0%
District of Columbia	61.9%	61.4%
Florida	38.1%	30.8%
Georgia	40.8%	32.2%
Hawaii	37.8%	29.5%
Idaho	36.5%	31.3%
Illinois	41.1%	34.0%
Indiana	37.7%	28.8%
Iowa	40.0%	31.5%
Kansas	42.3%	33.6%
Kentucky	38.6%	27.7%
Louisiana	38.8%	27.5%
Maine	41.9%	31.3%
Maryland	48.6%	41.1%
Massachusetts	48.8%	41.6%
Michigan	38.6%	32.8%
Minnesota	44.2%	36.2%
Mississippi	37.1%	25.2%
Missouri	40.1%	31.5%

	Women	Men
Montana	40.1%	31.8%
Nebraska	40.1%	32.9%
Nevada	31.5%	25.2%
New Hampshire	44.8%	36.2%
New Jersey	44.8%	38.7%
New Mexico	40.1%	31.3%
New York	44.2%	35.8%
North Carolina	41.3%	31.8%
North Dakota	39.8%	31.0%
Ohio	39.9%	32.0%
Oklahoma	39.5%	29.2%
Oregon	41.1%	35.1%
Pennsylvania	41.7%	33.8%
Rhode Island	41.1%	34.8%
South Carolina	37.8%	28.7%
South Dakota	38.6%	31.3%
Tennessee	38.9%	29.7%
Texas	40.0%	31.7%
Utah	38.6%	36.6%
Vermont	45.3%	35.5%
Virginia	45.9%	39.6%
Washington	42.7%	37.3%
West Virginia	39.4%	26.7%
Wisconsin	40.0%	31.6%
Wyoming	39.5%	28.0%
United States	41.2%	33.6%

Notes: Aged 16 and older.

Source: IWPR analysis of ACS microdata.

Appendix Table 4. Share of CEOs and Legislators who Are Women by State, 2017

State	Share of Women
Alabama	21.8%
Alaska	24.8%
Arizona	26.8%
Arkansas	26.0%
California	25.4%
Colorado	24.6%
Connecticut	23.8%
Delaware	36.4%
District of Columbia	37.2%
Florida	25.8%
Georgia	24.0%
Hawaii	26.2%
Idaho	18.8%
Illinois	25.8%
Indiana	25.4%
Iowa	23.3%
Kansas	25.7%
Kentucky	23.6%
Louisiana	25.1%
Maine	25.0%
Maryland	28.7%
Massachusetts	25.2%
Michigan	21.3%
Minnesota	24.1%
Mississippi	25.9%
Missouri	25.4%

State	Share of Women
Montana	25.5%
Nebraska	21.1%
Nevada	19.8%
New Hampshire	30.2%
New Jersey	21.0%
New Mexico	28.9%
New York	27.8%
North Carolina	22.9%
North Dakota	24.5%
Ohio	20.9%
Oklahoma	24.8%
Oregon	25.6%
Pennsylvania	24.7%
Rhode Island	32.0%
South Carolina	23.4%
South Dakota	35.1%
Tennessee	24.6%
Texas	24.7%
Utah	16.8%
Vermont	27.0%
Virginia	27.5%
Washington	22.4%
West Virginia	26.0%
Wisconsin	22.7%
Wyoming	17.5%
United States	24.8%

Notes: Women aged 16 and up.

Source: IWPR analysis of ACS microdata.

Appendix Table 5. Share of Businesses Owned by Women and Men in Northeast Florida, Florida, and United States, 2012

		Number of Firms	Sales, receipts, or value of shipments of firms (\$1,000)	Share of female-owned businesses
Baker County	All firms	1,255	\$685,958	37.0%
	Women-owned	464	\$156,965	
	Men-owned	636	\$114,991	
Clay County	All firms	12,609	\$5,165,574	37.4%
	Women-owned	4,718	\$316,930	
	Men-owned	6,373	\$1,372,387	
Duval County	All firms	75,875	\$126,774,370	40.0%
	Women-owned	30,367	\$3,151,713	
	Men-owned	37,118	\$24,036,617	
Nassau County	All firms	5,688	\$3,322,845	36.3%
	Women-owned	2,064	N/A	
	Men-owned	2,850	\$1,044,449	
Putnam County	All firms	4,849	\$3,399,223	40.0%
	Women-owned	1,938	\$96,418	
	Men-owned	2,398	\$1,596,862	
St. Johns County	All firms	18,723	\$9,265,796	35.9%
	Women-owned	6,712	\$755,616	
	Men-owned	9,513	\$4,437,624	
Florida	All firms	2,100,187	\$1,516,846,612	38.5%
	Women-owned	807,817	\$85,527,046	
	Men-owned	1,084,885	\$470,541,617	
United States	All firms	27,626,360	\$33,536,848,821	35.8%
	Women-owned	9,878,397	\$1,419,834,295	
	Men-owned	14,844,597	\$9,466,039,188	

Notes: Firms include those with or without paid employees. Share of women-owned and men-owned firms does not add to 100 percent as some firms are jointly owned.

Source: U.S Census Bureau, 2012 Survey of Business Owners accessed via American FactFinder.

Appendix Table 6. Share of Businesses Reporting Negative Impacts, Florida and United States, 2015

		Impact	Number of firms	Share that Report Negative Outcome
Florida	All firms		408,001	
		Negative impact from lack of access to financial capital	28,126	6.9%
		Negative impact from cost of financial capital	26,624	6.5%
United States	All firms		5,531,169	
		Negative impact from lack of access to financial capital	353,610	6.4%
		Negative impact from cost of financial capital	381,746	6.9%
	Women-owned		1,088,466	
		Negative impact from lack of access to financial capital	77,138	7.1%
		Negative impact from cost of financial capital	81,294	7.5%
	Men-owned		3,387,196	
		Negative impact from lack of access to financial capital	222,090	6.6%
		Negative impact from cost of financial capital	238,041	7.0%

Notes: Firms are those with paid employees. Data not available by gender and state.

Source: 2015 Annual Survey of Entrepreneurs accessed via American FactFinder.

Appendix Table 7. Voter Registration and Turnout by Gender in Northeast Florida, Florida, and United States, 2018

	Duval County	Clay County	St. Johns County	Baker County	Nassau County	Putnam County	Florida	United States
Male Population	350,986	80,741	95,897	10,917	33,537	28,511	7,145,000	120,573,000
Male Voters Registered	281,351	75,007	93,221	7,442	32,522	22,786	4,383,000	71,726,000
% Men Registered	80.2%	92.9%	97.2%	68.2%	97.0%	79.9%	61.4%	65.2%
Male Voter Turnout	N/A	N/A	N/A	N/A	N/A	N/A	3,920,000	65,317,000
% Male Turnout	N/A	N/A	N/A	N/A	N/A	N/A	51.1%	51.80%
Female Population	384,519	85,122	106,516	11,417	36,340	29,777	7,902,000	129,176,000
Female Voters Registered	339,965	82,448	103,286	8,433	35,607	26,231	5,052,000	81,340,000
% Women Registered	88.4%	96.9%	97.0%	73.9%	98.0%	88.1%	63.9%	68.5%
Female Voter Turnout	N/A	N/A	N/A	N/A	N/A	N/A	4,658,000	65,317,000
% Female Turnout	N/A	N/A	N/A	N/A	N/A	N/A	54.0%	55.0%

Notes: Share of male and female voters registered to vote by county calculation of local voter registration data and population estimates for 2018 of those 18 and older from the U.S. Census Bureau.

Source: Florida Department of State, Division of Elections (2018); U.S. Census Bureau (2018) accessed through American FactFinder; U.S. Census Bureau (2019).

Appendix Table 8. Women in State Legislatures by State, 2019

State	State Senate Women			Total Women/		State House Women			Total Women/		Total Women/		Share of Women
	D	R	I	Total Senate		D	R	I	Total House	Total Legislators			
Alabama	4	0	-	4/	35	11	7	-	18/	105	22/	140	15.7
Alaska	1	5	-	6/	20	6	11	-	17/	40	23/	60	38.3
Arizona	7	6	-	13/	30	14	8	-	22/	60	35/	90	38.9
Arkansas	3	4	-	7/	35	8	17	-	25/	100	32/	135	23.7
California	10	3	-	13/	40	21	2	-	23/	80	36/	120	30
Colorado	12	1	-	13/	35	26	8	-	34/	65	47/	100	47
Connecticut	8	1	-	9/	36	29	23	-	52/	151	61/	187	32.6
Delaware	4	1	-	5/	21	9	1	-	10/	41	15/	62	24.2
Florida	6	6	-	12/	40	23	13	-	36/	120	48/	160	30
Georgia	13	2	-	15/	56	42	15	-	57/	180	72/	236	30.5
Hawaii	7	0	-	7/	25	14	3	-	17/	51	24/	76	31.6
Idaho	4	5	-	9/	35	7	16	-	23/	70	32/	105	30.5
Illinois	18	2	-	20/	59	36	8	-	44/	118	64/	177	36.2
Indiana	2	7	-	9/	50	17	9	-	26/	100	35/	150	23.3
Iowa	6	5	-	11/	50	24	10	-	34/	100	45/	150	30
Kansas	6	8	-	14/	40	17	14	-	31/	125	45/	165	27.3
Kentucky	2	2	-	4/	38	18	9	-	27/	100	31/	138	22.5
Louisiana	3	2	-	5/	39	7	10	-	17/	105	22/	144	15.3
Maine	8	4	-	12/	35	48	11	-	59/	151	71/	186	38.2
Maryland	13	2	-	15/	47	50	7	-	57/	141	72/	188	38.3
Massachusetts	11	0	-	11/	40	38	7	1	46/	160	57/	200	28.5
Michigan	8	3	-	11/	38	25	17	-	42/	110	53/	148	35.8
Minnesota	10	6	-	16/	67	35	13	-	48/	134	64/	201	31.8
Mississippi	4	5	-	9/	52	8	7	-	15/	122	24/	174	13.8
Missouri	6	3	-	9/	34	19	21	-	40/	163	49/	197	24.9

Montana	11	2	-	13/	50	21	11	-	32/	100	45/	150	30
Nebraska	-	-	14	14/	49	-	-	-	unicameral		14/	49	28.6
Nevada	8	1	-	9/	21	18	5	-	23/	42	32/	63	50.8
New Hampshire	7	3	-	10/	24	109	26	-	135/	400	145/	424	34.2
New Jersey	9	1	-	10/	40	21	6	-	27/	80	37/	120	30.8
New Mexico	6	2	-	8/	42	24	7	-	31/	70	39/	112	34.8
New York	14	6	-	20/	63	46	4	-	50/	150	70/	213	32.9
North Carolina	6	4	-	10/	50	23	11	-	34/	120	44/	170	25.9
North Dakota	4	7	-	11/	47	8	11	-	19/	94	30/	141	21.3
Ohio	4	4	-	8/	33	19	8	-	27/	99	35/	132	26.5
Oklahoma	5	4	-	9/	48	11	12	-	23/	101	32/	149	21.5
Oregon	7	2	-	9/	30	22	6	-	28/	60	37/	90	41.1
Pennsylvania	6	6	-	12/	50	29	22	-	51/	203	63/	253	24.9
Rhode Island	14	2	-	16/	38	25	1	-	26/	75	42/	113	37.2
South Carolina	2	2	-	4/	46	12	11	-	23/	124	27/	170	15.9
South Dakota	2	4	-	6/	35	4	15	-	19/	70	25/	105	23.8
Tennessee	4	4	1	9/	33	4	8	-	12/	99	21/	132	15.9
Texas	3	6	-	9/	31	27	6	-	33/	150	42/	181	23.2
Utah	4	2	-	6/	29	12	7	-	19/	75	25/	104	24
Vermont	10	-	-	10/	30	41	13	7	61/	150	71/	180	39.4
Virginia	7	3	-	10/	40	22	5	-	27/	100	37/	140	26.4
Washington	12	8	-	20/	49	30	10	-	40/	98	60/	147	40.8
West Virginia	0	3	-	3/	34	8	8	-	16/	100	19/	134	14.2
Wisconsin	6	2	-	8/	33	18	10	-	28/	99	36/	132	27.3
Wyoming	1	5	-	6/	30	4	4	-	8/	60	14/	90	15.6

Source: Center for American Women in Politics (2019f)

Appendix Table 9. Share of Women in Leadership Positions in State Legislature by State, 2019

State	Total Positions	Number of Women	Share of Women in Leadership
Alabama	8	0	0.0%
Alaska	6	2	33.3%
Arizona	8	3	37.5%
Arkansas	6	0	0.0%
California	7	2	28.6%
Colorado	8	3	37.5%
Connecticut	6	1	16.7%
Delaware	6	2	33.3%
District of Columbia	2	0	0.0%
Florida	8	3	37.5%
Georgia	8	1	12.5%
Hawaii	7	2	28.6%
Idaho	6	1	16.7%
Illinois	6	1	16.7%
Indiana	8	0	0.0%
Iowa	8	2	25.0%
Kansas	8	1	12.5%
Kentucky	8	1	12.5%
Louisiana	4	0	0.0%
Maine	6	3	50.0%
Maryland	8	3	37.5%
Massachusetts	8	3	37.5%
Michigan	7	1	14.3%
Minnesota	7	2	28.6%
Mississippi	4	0	0.0%

State	Total Positions	Number of Women	Share of Women in Leadership
Missouri	7	2	28.6%
Montana	8	0	0.0%
Nebraska	2	0	0.0%
Nevada	3	3	37.5%
New Hampshire	8	4	50.0%
New Jersey	8	2	25.0%
New Mexico	6	2	33.3%
New York	6	2	33.3%
North Dakota	7	1	14.3%
Ohio	8	1	12.5%
Oklahoma	7	3	42.9%
Oregon	7	4	57.1%
Pennsylvania	7	0	0.0%
Rhode Island	6	0	0.0%
South Carolina	7	1	14.3%
South Dakota	7	1	14.3%
Tennessee	8	1	12.5%
Texas	4	0	0.0%
Utah	7	1	14.3%
Vermont	6	4	66.7%
Virginia	6	1	16.7%
Washington	7	1	14.3%
West Virginia	8	2	25.0%
Wisconsin	8	1	12.5%
Wyoming	7	1	14.3%

Note: The leadership positions include those such as Speaker, Speaker Pro Tem, Majority Leader, Minority Leader, Lt. Governor, President, President Pro Tem, among others (leader positions vary by state).

Source: National Conference of State Legislatures (2019)

Appendix Table 10. Share of Women in Elected and Appointed Office by County, Northeast Florida, 2019

	Duval			Nassau			Putnam			Baker			St. Johns			Clay			TOTAL POSITIONS	Share of Women
	Number of Women	Number of Positions	Share of Women	Number of Women	Number of Positions	Share of Women	Number of Women	Number of Positions	Share of Women	Number of Women	Number of Positions	Share of Women	Number of Women	Number of Positions	Share of Women	Number of Women	Number of Positions	Share of Women		
School Board	5	7	71.4%	3	6	50%	4	6	66.7%	4	6	66.7%	2	6	33.3%	5	6	83.3%	37	62.2%
Mosquito Board	1	1	0.0%	N/A	N/A	N/A	1	1	100%	N/A	N/A	N/A	3	5	60%	N/A	N/A	N/A	7	71.4%
Circuit Court	8	27	29.6%	1	2	50%	10	25	40%	3	13	23.1%	N/A	N/A	N/A	0	5	0%	72	30.6%
County Judge	7	17	41.2%	0	1	0	1	2	50%	0	1	0%	0	2	0%	1	2	50%	25	36.0%
County Commissioner	N/A	N/A	N/A	0	5	0	0	5	0%	1	5	20%	0	5	0%	1	5	20%	25	8.0%
Clerk of Court	0	1	0.0%	0	1	0	0	1	0%	1	1	100%	0	1	0%	1	1	100%	6	33.3%
Property Appraiser	0	1	0.0%	0	1	0	0	1	0%	0	1	0%	0	1	0%	0	1	0%	6	0.0%
Sheriff	0	1	0.0%	0	1	0	0	1	0%	0	1	0%	0	1	0%	0	1	0%	6	0.0%
Sheriff Dpt. Head	N/A	N/A	N/A	0	6	0	N/A	N/A	N/A	0	6	0%	0	5	0%	1	8	13%	25	0.0%
Supervisor of Elections	0	1	0.0%	0	1	0	1	1	0%	1	1	100%	1	1	100%	0	1	0%	6	50.0%
Tax Collector	0	1	0.0%	0	1	0	0	1	0%	1	1	100%	0	1	0%	0	1	0%	6	16.7%
Charter Review Commissioner	N/A	N/A	N/A	N/A	N/A	0	N/A	N/A	0%	N/A	N/A	N/A	N/A	N/A	N/A	5	15	33.3%	15	33.3%
County Attorney	0	1	0.0%	0	1	0	N/A	N/A	0%	N/A	N/A	N/A	N/A	N/A	N/A	1	1	100%	3	33.3%
County Manager	N/A	N/A	N/A	0	1	0	0	1	0%	1	1	100%	0	1	0%	1	1	100%	5	40.0%
Planning Commissioner	3	9	33.3%	0	1	0	0	7	0%	N/A	N/A	N/A	0	7	0%	3	7	42.9%	31	19.4%
TOTAL	24	67	35.8%	4	28	14%	17	52	32.7%	12	37	32.4%	6	36	16.7%	19	55	34.5%	275	29.8%

Source: IWPR compilation of data from local government websites. See Methodology for more details.

Appendix Table 11. Share of Women in Elected and Appointed Office by City, Northeast Florida, 2019

		Mayor	City Council/ Commissioners	Town Clerk	Foreman	Town Attorney	Building Inspector	Town Treasurer	TOTAL
Atlantic Beach	Number of Women	1	4	1	N/A	1	N/A	N/A	7
	Number of Positions	1	4	1	N/A	1	N/A	N/A	7
	% of Women	100%	100%	100%	N/A	100%	N/A	N/A	100%
Baldwin	Number of Women	0	N/A	1	0	0	0	N/A	1
	Number of Positions	1	N/A	1	1	1	1	N/A	5
	% of Women	0%	N/A	100%	0%	0%	0%	N/A	20.0%
Callahan	Number of Women	0	3	1	N/A	N/A	N/A	1	5
	Number of Positions	1	5	1	N/A	N/A	N/A	1	8
	% of Women	0%	60%	100%	N/A	N/A	N/A	100%	62.5%
Crescent City	Number of Women	0	2	N/A	N/A	0	N/A	1	3
	Number of Positions	1	6	N/A	N/A	1	N/A	1	9
	% of Women	0%	33.3%	N/A	N/A	0%	N/A	100%	33.3%
Glen St. Mary	Number of Women	1	2	1	N/A	N/A	N/A	N/A	4
	Number of Positions	1	4	1	N/A	N/A	N/A	N/A	6
	% of Women	100%	50.0%	100%	N/A	N/A	N/A	N/A	75.0%
Green Cove Springs	Number of Women	1	1	1	N/A	N/A	N/A	1	4
	Number of Positions	1	4	1	N/A	N/A	N/A	1	7

	% of Women	100%	33.3%	100%	N/A	N/A	N/A	100%	57.1%
Hillard	Number of Women	0	1	1	N/A	N/A	0	N/A	2
	Number of Positions	1	5	1	N/A	N/A	1	N/A	8
	% of Women	0%	20.00%	100%	N/A	N/A	0%	N/A	25%
Interlachen	Number of Women	0	5	1	N/A	N/A	N/A	N/A	6
	Number of Positions	1	5	1	N/A	N/A	N/A	N/A	7
	% of Women	0%	100%	100%	N/A	N/A	N/A	N/A	85.7%
Jacksonville	Number of Women	0	4	N/A	N/A	N/A	N/A	N/A	4
	Number of Positions	1	19	N/A	N/A	N/A	N/A	N/A	20
	% of Women	0%	21%	N/A	N/A	N/A	N/A	N/A	20.0%
Jacksonville Beach	Number of Women	0	3	1	N/A	N/A	N/A	N/A	4
	Number of Positions	1	6	1	N/A	N/A	N/A	N/A	8
	% of Women	0%	50.0%	100%	N/A	N/A	N/A	N/A	50.0%
Keystone Heights	Number of Women	1	1	1	N/A	N/A	N/A	N/A	3
	Number of Positions	1	4	1	N/A	N/A	N/A	N/A	6
	% of Women	100%	25%	100%	N/A	N/A	N/A	N/A	50%
Macclenny	Number of Women	0	0	N/A	N/A	0	N/A	N/A	0
	Number of Positions	1	5	N/A	N/A	1	N/A	N/A	7
	% of Women	0%	0%	N/A	N/A	0%	N/A	N/A	0%

Neptune Beach	Number of Women	1	0	1	N/A	N/A	N/A	N/A	2
	Number of Positions	1	3	1	N/A	N/A	N/A	N/A	5
	% of Women	100%	0%	100%	N/A	N/A	N/A	N/A	40%
Orange Park	Number of Women	0	1	1	N/A	N/A	N/A	N/A	2
	Number of Positions	1	4	1	N/A	N/A	N/A	N/A	6
	% of Women	0%	25%	100%	N/A	N/A	N/A	N/A	33.3%
Palatka	Number of Women	0	2	1	N/A	N/A	N/A	N/A	3
	Number of Positions	1	4	1	N/A	N/A	N/A	N/A	6
	% of Women	0%	50%	100%	N/A	N/A	N/A	N/A	50%
Penney Farms	Number of Women	0	1	1	N/A	N/A	N/A	N/A	2
	Number of Positions	1	4	1	N/A	N/A	N/A	N/A	6
	% of Women	0%	25%	100%	N/A	N/A	N/A	N/A	33.3%
Ponoma Park	Number of Women	0	3	1	N/A	0	N/A	1	5
	Number of Positions	1	6	1	N/A	1	N/A	1	10
	% of Women	0%	50.00%	100%	N/A	0%	N/A	100%	50%
St. Augustine	Number of Women	1	3	1	N/A	1	0	0	6
	Number of Positions	1	4	1	N/A	1	1	1	9
	% of Women	100%	75%	100%	N/A	100%	0%	0%	66.7%
St. Augustine Beach	Number of Women	1	2	1	N/A	0	N/A	1	5

	Number of Positions	1	4	1	N/A	1	N/A	1	8
	% of Women	100%	50%	100%	N/A	0%	N/A	1	62.5%
Welaka	Number of Women	0	1	1	N/A	N/A	N/A	N/A	2
	Number of Positions	1	3	1	N/A	N/A	N/A	N/A	5
	% of Women	0%	25%	100%	N/A	N/A	N/A	N/A	40%
	TOTAL POSITIONS	20	99	17	1	7	3	6	153
	Share of Women in Position	33.3%	39.4%	100%	0%	28.6%	0%	83.3%	45.8%

Source: IWPR compilation of data from various city government websites. See Methodology for more details.

Appendix Table 12. Share of Women in Sherriff Offices, Northeast Florida, 2019

	Sheriff		Department Heads		Total	Share of women
	Men	Women	Men	Women		
Baker	1	0	6	0	7	0
Clay	1	0	8	1	10	10%
Duval	1	0	N/A	N/A	1	0
Nassau	1	0	6	0	7	0
Putnam	1	0	N/A	N/A	1	0
St. Johns	1	0	5	0	6	0
Total	6	0	25	1	32	3.1%

Source: IWPR compilation of data from sheriff's department websites. See Methodology for more details.

Appendix Table 13. Share of Women in Jacksonville Independent Authorities and Agencies, 2018

	Positions	Number of Women	Share of Women
Housing Finance Authority	7	3	42.9%
Transportation Authority	7	3	42.9%
Electric Authority	7	3	42.9%
Aviation Authority	7	2	28.6%
Police & Fire Pension Fund	5	1	20.0%
JAXPORT	7	1	14.3%
Downtown Investment Authority	9	1	11.1%
Office of Ethics, Compliance, and Oversight	9	N/A	N/A

Notes: Agencies who reported the number of elected or appointed positions, but not the composition of the governing board were reported as N/A.

Source: IWPR compilation of data from Jacksonville city government website (2019). See Methodology for more details.

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