

## 2024-25 BOARD

*Click members' name to email!*

PRESIDENT

[Dr. Shella Miller](#)

VICE

PRESIDENT

[Dr. Ebony Shoemo](#)

DIRECTOR OF  
COMMUNICATIONS

[Dr. Demetrix Rostick-Owens](#)

DIRECTOR OF FINANCE

[Sue Morris](#)

CO-DIRECTORS OF  
MEMBERSHIP

[Tara Perkins &  
Yvette Williams](#)

DIRECTOR OF PROGRAMS

[Carolyn Austin](#)

CO-DIRECTORS OF PUBLIC  
POLICY

[Dr. K. Lee-Smith &  
Michelle Douglas, Esq.](#)

DIRECTOR OF SCHOLARSHIPS

[Dr. Gloria Hilton](#)

DIRECTOR OF TECH TREK

[Kimberly Rostick](#)

DIRECTOR OF DIVERSITY,  
EQUITY, AND INCLUSION

[Vacant- Get Involved](#)

PARLIAMENTARIAN

[Vacant- Join the Team](#)

SECRETARY:  
CORRESPONDING

[Nina Thomas](#)

SECRETARY: RECORDING

[Vacant- Learn More](#)

SOCIAL MEDIA MANAGER

[Solana Rostick](#)

*Follow us on Facebook at:*  
[facebook.com/AAUWTB/](https://facebook.com/AAUWTB/)

CONTACT US:

[tampa-fl.aauw.net](mailto:tampa-fl.aauw.net)

[Email AAUW Tampa](mailto:Email AAUW Tampa)

PO Box 172715

Happy October, AAUW Tampa Members!

I hope you are all well as we enter this month, especially after experiencing Hurricane Helene and with another potential system forming in the Atlantic. My thoughts and prayers are with those affected by flooding, downed trees, power outages, and other challenges. Having lived here for seven years, I now consider myself a Floridian, though I wish hurricanes did not bring such hardships. Stay safe in the coming weeks.

As the new month has arrived, so has the October newsletter. In this month's newsletter, we highlight our upcoming events, including the Murder Mystery Brunch fundraiser and new program lineups, emphasize the importance of voting in the upcoming presidential elections, and encourage members to get involved, especially with our recording secretary vacancy. Additionally, you will find:

- Insights and updates from our President, page 2.
- Important dates, birthdays, & the inspirational corner page 3.
- Details about our exciting fundraiser event, page 4.
- A write up on the gender pay gap and ways to address the issue, authored by co-public policy director Michelle J. Douglass, Esq., pages 5-6.
- Statistical insights into the wage gap issue, page 6.
- A write-up on public policy matters, voter registration and early voter information, and a breakdown of Florida's Six Amendments appearing on the November voting ballot, authored by co-public policy director K. Lee-Smith, Ph.D., pages 7-8.
- Information on upcoming public policy forums hosted by AAUW Florida, page 9.

I look forward to seeing each of you at the Murder Mystery Brunch! In the interim, keep in the know and join the virtual conversation on AAUW Tampa's Facebook Page [facebook.com/AAUWTB/](https://facebook.com/AAUWTB/). We are currently at 17 likes and 25 followers. We can do better than that! I challenge each of you to take a moment to Like, Follow, and Share the great things AAUW Tampa is doing with your family, friends, and colleagues. Let's get the AAUWTB likes and followers up to 50!!! Click the image to get started!!!

**AAUW Tampa**

17 likes • 25 followers

**Authored By: Demetrix Rostick-Owens, Ed.D.**  
DIRECTOR OF COMMUNICATIONS



**Message  
from the  
President**

*Page 2*

**Calendar,  
Birthdays, &  
Inspirational  
Corner**

*Page 3*

**Murder  
Mystery  
Brunch**

*Page 4*

**Gender Pay  
Gap**

*Pages 5-6*

**Wage  
Gap Data**

*Page 6*

**Pay  
Gap Info**

*Page 6*

**Public Policy  
& Voter Info**

*Page 7*

**Florida  
Amendments**

*Pages 7-8*

**Public Policy  
Forums**

*Page 9*

# A Message from the President

Dear AAUW Tampa Members:

As the crisp autumn air settles in and the vibrant hues of October surround us, I reflect on the powerful energy this season brings. It's a time of both change and continuity—a perfect metaphor for our ongoing work and commitment at the AAUW Tampa.

This October, we stand at a pivotal juncture as we prepare for the upcoming presidential elections in November. Honoring the legacy of the women who fought tirelessly for our right to vote, it has never been more crucial to exercise this right. The choices we make at the ballot box will profoundly impact policies on equity, education, and women's rights—core issues at the heart of AAUW's mission. As the leaves turn, let us too embrace change and reinvigorate our efforts and commitment to AAUW. We are reminded that progress requires getting uncomfortable, collaborating, raising our hand, and using our voice to be resilient in pushing forward so we are not forced back.

## Informational and Upcoming Event Highlights:

- Our Murder Mystery Brunch is scheduled for October 19th from 11 a.m. to 2:30 p.m. This fundraiser will help us raise funds for AAUW Scholarships and Programs that support women in STEM. Tickets are \$75. We need your support in this fundraiser. Please purchase your tickets and share the event broadly with family, friends, and neighbors. If you can't attend, please donate, and ask your network to donate as we work toward increasing representation for women and girls in STEM.

- If you missed the National AAUW Member Gathering held on Tuesday, September 10, 2024, you can [watch the recording here](#).

- AAUW Tampa Program Calendar: If you have not attended one of our membership meetings yet this year, you don't want to miss out. We have some new and engaging program lineups that Ms. Carolyn Austin, our Director of Programs, has scheduled for us this year, including an education session with the FBI on what's going on with cyber scams and elder fraud, Alzheimer's education, a December Holiday Extravaganza, and a Women in Small Business focus for our March fundraiser, and more. Please check out the calendar for the schedule.

- Recording Secretary Vacancy: We still have a vacancy on the board for our recording secretary position. If anyone is interested in assisting in this role, please contact [AAUWtampainfo@gmail.com](mailto:AAUWtampainfo@gmail.com). Your contributions, whether big or small, make a significant difference in our success.

As we navigate this membership year together, let's remain steadfast in our resolve and creative in our approaches in making AAUW better each and every day. Our collective strength lies in our diversity and shared commitment to uplifting one another and pursuing excellence in service to others and our community.

Thank you for your unwavering dedication to the values and mission of AAUW. Together, we will continue to champion the rights and opportunities for women and girls everywhere. We hope you enjoy this month's issue! Happy Reading.



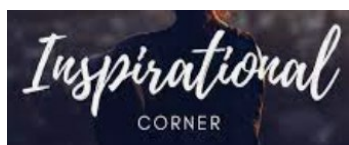
**Shella Miller,  
President  
AAUW Tampa**



**Authored By: Shella M. Miller, Ph.D., FACHE**  
AAUW TAMPA BRANCH PRESIDENT

## October 2024: Get in the Know

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<i>October is known for...</i> Breast Cancer Awareness, World Mental Health Day, Indigenous Peoples' Day, World Food Day, International Day of the Girl Child, & National Disability Employment Awareness.		1 International Coffee Day, Walz-Vance, VP Debate	2 <b>Jay Cortright</b> 	3	4 World Animal Day, National Taco Day	5 <b>Adele Ida Walter</b> 
6	7 <b>Deadline to Register to Vote</b>	8 Ada Lovelace Day	9	10 World Mental Health Day	11 International Day of the Girl Child	12 National Gumbo Day (recipe)
13	14 National Dessert Day	15 International Day of Rural Women	16	17 <b>Paula Huzella</b> 	18 <b>Sue Morris</b> 	19  by James Williams
20 World Osteoporosis Day	21 <b>Early Voting Begins</b>	22 International Stuttering Awareness Day	23	24 <b>Deadline to Request Mailin Ballot</b>	25	26 National Pumpkin Day
27 Cranky Co-workers Day	28 Statue of Liberty Dedication Day (1886)	29 World Stroke Day	30 World Savings Day	31 <b>Dree Jenkins</b> 	<b>Riddle of the Month...</b> I am the month that is all about change, leaves that fall and colors that range. I host a night where witches take flight and candy is king. What month am I?	



2 Timothy 1:6-12 NIV- *For this reason, I remind you to fan into flame the gift of God, which is in you through the laying on of my hands. [7] For the Spirit God gave us does not make us timid, but gives us power, love and self-discipline. [8] So do not be ashamed of the testimony about our Lord or of me his prisoner. Rather, join with me in suffering for the gospel, by the power of God. [9] He has saved us and called us to a holy life—not because of anything we have done but because of his own purpose and grace. This grace was given us in Christ Jesus before the beginning of time, [10] but it has now been revealed through the appearing of our Savior, Christ Jesus, who has destroyed death and has brought life and immortality to light through the gospel. [11] And of this gospel I was appointed a herald and an apostle and a teacher. [12] That is why I am suffering as I am. Yet this is no cause for shame, because I know whom I have believed, and am convinced that he is able to guard what I have entrusted to him until that day.*

Paul is speaking to Timothy in this Scripture. I love how Paul tells him to “fan into flame” showing Timothy he has his own light and that he just needs to nurture it. Then, verse nine. *[9] He has saved us and called us to a holy life—not because of anything we have done but because of his own purpose and grace.*

Gifts without repentance come to mind. I will never forget a friend telling me over 15 years ago that I had received gifts without repentance. Basically, she was saying that even with my sinful ways, God had blessed me. He can and will use the imperfect. Can I get an Amen! **Father, thank You for being in our lives when no one else is. Lord, we humbly ask for continuous inspiration as we allow You to use us for Your purpose. Father, we love You and praise Your holy name. In Jesus' name we pray. Amen.**

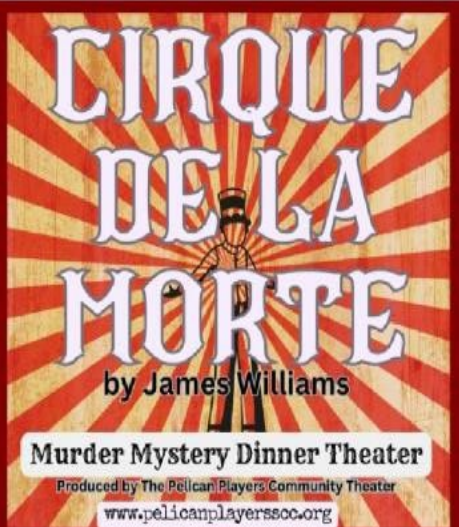
**Contributed By: Carolyn Austin**  
DIRECTOR OF PROGRAMS

# Join AAUW Tampa Branch's Oct 19, Murder Mystery Brunch Fundraiser- Get Your Tickets Today!!!

DATE:  
**OCT. 19, 2024**

DOORS OPEN @  
**10:30**

SHOWTIME  
**11AM-3PM**



**CIRQUE DE LA MORTE**  
by James Williams  
Murder Mystery Dinner Theater  
Produced by The Pelican Players Community Theater  
www.pelicanplayerssco.org


The AAUW Tampa Branch ...  
Hosts the Pelican Players

Get in on the fun and join us at:  
**Christ Our Redeemer Lutheran Church Hall**  
304 Druid Hills Road, Temple Terrace, FL

Tickets: \$75.00

## Payment Options

Scan in your banking app to pay  
AMERICAN ASSOCIATION OF UNIVERSITY  
at a...e@gmail.com.



**zelle**

Mail Checks To:

AAUW Tampa  
PO Box  
292275

- OR -

Temple Terrace, FL  
33687



## The Why?

Funds raised through ticket sales for this event will be used to assist AAUW Tampa in supporting women and girls who are pursuing education in STEM-related fields of study.

# Closing the Gender Pay Gap: A Call to Action for Tampa AAUW Members

Authored By: Michelle J. Douglass, Esq. | September 27, 2024  
CO-DIRECTOR OF PUBLIC POLICY

As members of the Tampa Florida Branch of AAUW, we are committed to advancing gender equity for women and girls through education, advocacy, and research. One of the most pressing issues facing women in our state today is the persistent gender pay gap. Despite progress in many areas, women in Florida continue to earn significantly less than their male counterparts, with far-reaching consequences for their economic security and overall well-being.

## The Current Situation in Florida

Recent data shows that women working full-time in Florida still earn only 83 cents for every dollar earned by men. This disparity is even more pronounced for women of color, highlighting the intersectionality of gender and racial discrimination in the workplace. The gap has remained stubbornly stable over the past two decades, indicating that without concerted effort and policy changes, we may not see wage parity in our lifetimes.

## Impact on Women's Lives

The gender pay gap affects more than just women's paychecks. It contributes to:

- Reduced lifetime earnings and retirement savings
- Higher rates of poverty among women, especially single mothers
- Limited educational and career advancement opportunities
- Increased financial stress and its associated health impacts

## AAUW Florida's Stance

Our state organization, AAUW Florida, has identified achieving economic security for all women as one of its key public policy priorities. This aligns perfectly with our branch's focus on closing the gender pay gap. We believe that equal pay is not just a women's issue, but a family issue and a crucial component of economic justice.

## What We Can Do

As Tampa AAUW members, it seems daunting to try and tackle this issue alone. I suggest we partner up with some local organizations to help advance reducing the gender pay gap.

## Here's How We Could Do Something:

1. Collaborate with The Helen Gordon Davis Centre for Women:  
This nonprofit organization in Tampa offers several programs that align with AAUW's mission:
  - Partner with their Tampa Bay Works for Women program to help women develop career plans and address employment barriers.
  - Work with their Women's Business Centre to support female entrepreneurs through business coaching, webinars, and training.
  - Collaborate on workshops or events focused on pay equity and negotiation skills.
2. Engage with the Tampa Bay Chamber of Commerce:
  - Connect with their Minority Empowerment Program (MEP) to support Black and Hispanic-owned businesses and nonprofits.
  - Propose joint events or workshops focused on pay equity and women's economic empowerment.
  - Offer AAUW's expertise on gender pay gap issues to complement their existing programs.
3. Partner with Equal Pay Today:
  - While not specifically Tampa-based, this national organization focuses on eradicating the gender wage gap.
  - Collaborate on local initiatives or awareness campaigns in Tampa, leveraging their strategies in policy reform, education, and outreach.

4. Work with the City of Tampa's Women/Minority Business Enterprise (WMBE) Program:
  - Offer support or resources to women-owned businesses participating in this program.
  - Propose workshops on pay equity and negotiation skills for women entrepreneurs.
5. Collaborate with the Women's Conference of Florida:
  - Participate in or co-sponsor sessions at their annual conference focused on pay equity issues.
  - Offer AAUW's expertise as speakers or panelists on gender pay gap topics.

#### To initiate these partnerships:

1. Reach out to the organizations' leadership or program coordinators.
2. Propose specific collaboration ideas that align with both AAUW's mission and the partner organization's goals.
3. Offer AAUW's resources, such as research on the gender pay gap or workshop materials on salary negotiation.
4. Suggest joint events, workshops, or awareness campaigns that combine the strengths of both organizations.
5. Consider forming a local coalition focused on pay equity, bringing together multiple organizations for greater impact.

By partnering with these local organizations, the Tampa Florida branch of AAUW can leverage combined resources and expertise to more effectively address the gender pay gap in the Tampa area.



Let's roll up our sleeves and make a real difference, one workshop and one application at a time. Who's ready to join me in turning our discussions into action? Contact me to get started: Michelle Douglass, Esq., [mjd@myrightslawyers.com](mailto:mjd@myrightslawyers.com).

## The Data Behind the Wage Gap

Wage disparities are exacerbated by institutionalized and systemic biases against marginalized groups. Other Equal Pay Days throughout the year include:

**Black Women's Equal Pay Day:** July 27– Black women working full-time, year-round are paid 67 cents and all earners (including part-time and seasonal) are paid 64 cents for every dollar paid to non-Hispanic white men.

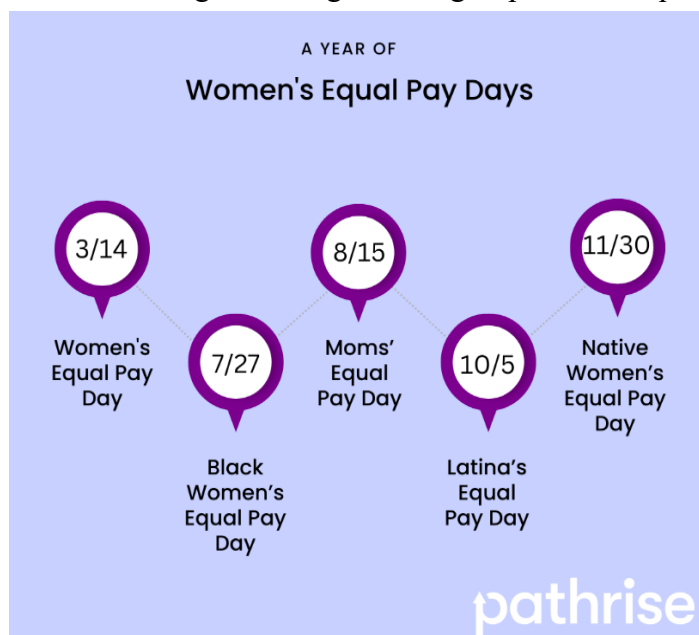
**Moms' Equal Pay Day:** August 15. Moms working full-time, year-round are paid 74 cents and all earners are paid 62 cents for every dollar paid to dads.

**Latina's Equal Pay Day:** October 5. Latinas women working full-time, year-round are paid 57 cents and all earners (including part-time and seasonal) are paid 54 cents for every dollar paid to non-Hispanic white men.

**Native Women's Equal Pay Day:** November 30. Native women working full-time, year-round are paid 57 cents and all earners (including part-time and seasonal) are paid 51 cents for every dollar paid to non-Hispanic white men.

**Asian American, Native Hawaiian and Pacific Islander Women's Equal Pay Day:** is not yet determined. However, numbers show that Asian American, Native Hawaiian and Pacific Islander women working full-time, year-round are paid 92 cents and all earners (including part-time and seasonal) are paid 80 cents for every dollar paid to non-Hispanic white men.

**LGBTQIA+ Equal Pay Awareness Day:** June 15 – there isn't enough data to reliably make calculations, but the date falls halfway through Pride Month.



# Public Policy Matters: Are You Ready to Vote?

Authored By: **K. Lee-Smith, Ph.D.** | September 30, 2024  
CO-DIRECTOR OF PUBLIC POLICY

There are thirty-five days remaining until Election Day, which falls on **Tuesday November 5, 2024**. Calculation is from October 1, 2024. Are you ready to Vote? Do you have a plan to Vote?

Per the [Florida Division of Elections](#), voter turnout for the Primary Election was very low. The entire state of Florida had a **22%** voter turnout rate and Hillsborough County had a **19%** voter turnout rate. We have work to do!

Please get ready to vote by visiting [VOTE411.ORG](https://VOTE411.ORG), which is a great resource for the upcoming election. You can:

- **Check** your registration and/or register to vote.
- **Learn** about early voting options.
- **Explore** your day of voting options – know where to vote.
- **Research** the candidates and ballot initiatives.
- **Share** your plans with friends and family on what you have learned and encourage them to make a voting plan.

## Important Dates for the upcoming General Election:

- **General Election:** November 5th
- **Deadline to Register to Vote:** October 7th
- **Early Voting:** October 21st – November 3rd
- **Vote by mail request deadline:** October 24th (Florida law changed: *a vote-by-mail ballot covers all elections from the date a request was submitted through the end of the calendar year for the next ensuing regularly scheduled general election.*)
- **Vote by mail ballots: Due, No Later Than 7 pm on Election Day, November 5th** (*please note the ballots must be returned and received by the supervisor of elections in your county of registration – NOT Postmarked*)

## Ballot Measures - Florida

### *Amendment 1*

This amendment, placed on the ballot by the state legislature, aims to require members of school boards to be elected in a partisan election rather than a nonpartisan election.

**AAUW FLORIDA:  
OPPOSES THIS  
BALLOT  
AMENDMENT!**

### Amendment 2

This amendment, placed on the ballot by the state legislature, aims to establish a constitutional right to hunt and fish in Florida and would make it the preferred means of responsibly managing and controlling fish and wildlife.

**AAUW  
FLORIDA has no  
position on this  
ballot  
amendment.**

### Amendment 3

<p>This amendment, placed on the ballot by a citizens' initiative, aims to allow adults 21 years or older to possess, purchase, or use marijuana products and marijuana accessories for non-medical personal consumption.</p>	<p><b>AAUW FLORIDA has no position on this ballot amendment.</b></p>
---	--

### Amendment 4

<p>This amendment, placed on the ballot by a citizen's initiative, no law shall prohibit, penalize, delay, or restrict abortion before viability or when necessary to protect the patient's health, as determined by the patient's healthcare provider.</p>	<p><b>AAUW FLORIDA SUPPORTS THIS BALLOT AMENDMENT!</b></p>
---	--

### Amendment 5

<p>This amendment, placed on the ballot by the state legislature, aims to increase the homestead exemption amount each January 1, beginning 2025, if the Consumer Price Index increases.</p>	<p><b>AAUW FLORIDA has no position on this ballot amendment.</b></p>
--	--

### Amendment 6

<p>This amendment, placed on the ballot by the state legislature, aims to end Florida's public campaign financing program and spending limits for publicly funded candidates for Governor, Attorney General, Chief Financial Officer, and Commissioner of Agriculture. If the program is repealed, wealthy donors and Special interest groups would no longer be limited in the amounts they can contribute to these candidates.</p>	<p><b>AAUW FLORIDA has no position on this ballot amendment.</b></p>
--	--

## YOUR VOTE IS YOUR VOICE...BE HEARD

<p><b>LGBTQ+ Families and Florida's Don't Say Gay Laws</b></p>	<p>Tuesday, Oct. 8, 2024</p>	<p>Join a conversation with Clark University Professor Abbie Goldberg where she shares some findings from her research on Impact of HB 1557 (Florida's Don't Say Gay bill) on LGBTQ+ parents in Florida; and we discuss next steps regarding research and collaborations on this important issue.</p>	<p><a href="#">Click here to register for this session</a></p>
--	--------------------------------------	---	--



# AAUW Florida

## Public Policy Forums

### November 2024 – April 2025

Topic	Date	Speakers	RSVP
<b>Addiction, Public Health &amp; Criminal Justice</b>	Thur., Nov. 14, 2024	Come hear Rutgers <a href="#">Professor Patricia Roos</a> talk about her <a href="#">new, deeply personal book</a> sharing her son's struggles with mental health and addiction, that led to his death at twenty-five years old. Professor Roos will share ways to realign our public health and criminal justice policies to address the overdose crisis.	<a href="#">Click here to register for this session</a>
<b>Black Girls in Florida Schools</b>	Thur., Jan. 9, 2025	Bayliss Fiddiman, National Women’s Law Center, will join us to discuss a <a href="#">case study of Black girls in Miami Dade schools</a> , and their experience with harsh school discipline policies. The girls reported harassment, harm, humiliation, and other challenges. The study provides recommendations to promote a positive school climate through holistic school safety.	<a href="#">Click here to register for this session</a>
<b>Florida Legislative Preview</b>	Thur., Feb. 13, 2025	Come learn about AAUW Florida’s work in Tallahassee this year. Dr. Pat DeWitt, AAUW Co- Public Policy Director will share the upcoming AAUW Florida legislative agenda.	<a href="#">Click here to register for this session</a>
<b>Pay Gap, Caregiving &amp; Economic Security</b>	Thur., Mar. 6, 2025	Come hear Dr. Mary Gatta, AAUW FL Co- Public Policy Director and Director of Research and Public Policy, National Association of Colleges and Employers share her latest research on the <a href="#">gender pay gap, caregiving and economic security</a> .	<a href="#">Click here to register for this session</a>
<b>Gender and Race Equity in STEM</b>	Thur., Apr. 3, 2025	University of Central Florida Professor Amanda Koontz will join us to share her research on an <a href="#">NSF funded project</a> on gender and racial equity for women in STEM at UCF	<a href="#">Click here to register for this session</a>

# Stay Connected, Like & Share



**Tampa (FL) Branch**

*Making A Difference for over 100 Years*

- Access the AAUW Community Hub to renew membership: <https://my.aauw.org/onlinejoin>
- Learn more or find out how to donate to AAUW Tampa Tech Trek: [aauwstampatechtrek@gmail.com](mailto:aauwstampatechtrek@gmail.com)
- Share your interests related to forming a Special Interest Group: [aauwstampainfo@gmail.com](mailto:aauwstampainfo@gmail.com)
- Stay in the Know with AAUW Florida: <https://aauw-fl.aauw.net/>
- Stay in the Know with AAUW National: <https://www.aauw.org/>

*Find Us, Like Us, and Share on Facebook at  
<https://www.facebook.com/AAUWTB/>*

facebook

Log In



**AAUW Tampa**

17 likes • 25 followers