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Paula Montgomery & Cathy Scott

[www.lwvpba.org](http://www.lwvpba.org)

[facebook page](#)

lwvpba at gmail.com

Phone: (850)937-7769

[www.TheFloridaVoter.org](http://www.TheFloridaVoter.org)

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**LWV Diversity Policy**

The League of Women Voters recognizes that diverse perspectives are important and necessary for responsible and representative decision making. The LWVPBA affirms its commitment to actively seek diversity in its membership, leadership and programs.

**10 Myths about the Gender Wage Gap: What Women and Men Should Know about the Money They Earn**

**March 21, 2015 Speaker: Dr. Rosemary Hays-Thomas**

Tryon Branch Library, 1200 Langley Ave. Coffee 10:15 am - Program 10:30 am  
Free and open to the public, men and women

If you have a job, are thinking about getting a job or have spent years in the workplace, you probably have formed an opinion on at least some of these intriguing “facts.” Take a look.

- “The gender wage gap is closing.”
- “Young women earn as much as young men. It’s just older women who have been out of work having babies who account for the gender wage gap.”
- “Companies have the right to fire people for discussing their pay because these conversations will lead to arguments and lack of productivity among employees.”
- “Equal pay, pay equity, pay fairness – they all mean the same thing.”
- You just can’t compare the work that executives or engineers do with the work of nurses or teachers.”
- “Men’s and women’s pay is more equal in the US than in other countries.”
- “Women don’t negotiate as well as men.”
- “Don’t we already have the Equal Pay Act? We don’t need more laws or government interference in wage-setting.”
- “The free market will take care of wage fairness if we just leave it alone.”
- “Women’s wages are lower than men’s because women are just not as well qualified.”

Your decisions? True, false, or somewhere in between?

The “best” answers will be contained in the discussion topic at the March meeting of the League of Women Voters, Pensacola Bay Area. UWF Professor Emeritus **Rosemary Hays-Thomas** will quiz the audience before discussing these and other aspects of the wage gap between women and men. Dr. Hays-Thomas is an industrial-organizational (I-O) psychologist and retired faculty member who also served as Chair of UWF’s Department of Psychology, Coordinator of the I-O Master’s track, and UWF Director of Women’s Studies. Her teaching included courses in I-O psychology, management, social psychology, and workplace diversity management. She is a graduate of Louisiana State University (B.A. and post-doctoral studies) and the University of Illinois (M.A., Ph.D.).

The gender wage gap is a complex issue which results from traditional gender-biased management practices and social institutions, lack of understanding of how pay is measured, gender socialization, inadequate federal legislation and enforcement as well as business and political pressures. And, of course, that is why it’s interesting! Dr. Hays-Thomas will discuss these and other points about the gender wage gap at our upcoming meeting, a right-on choice for celebrating Women’s History Month, this month. ◇



## Every Child a Reader in Escambia County

Andrea Walker, 723-2112

**A**shley Bodmer,  
Executive  
Director of

Every Child a Reader in Escambia County (ECARE), spoke February 21 at the Tryon Library, where she has served as director for four and one-half years. "ECARE is a business-led and volunteer-driven collaborative that mobilizes community stakeholders." A nonprofit with a focus on readiness for kindergarten,

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### "Education is our best defense"

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Project Ready maintains "education is our best defense."

Bodmer opened with statistics: only 67 percent of students are ready for kindergarten; 35 percent learn to read by the end of the year; 55 percent by end of first grade. Seven percent of first graders are retained. Nineteen percent reach level one reading on the FCAT. Students who are retained are five times more likely to drop out. Only 52 percent of tenth graders read on grade level. Escambia County has a 64 percent graduation rate. The cost to educate a kindergartner is \$2383 as opposed to \$51,000 to incarcerate an individual for a year.

Students in need are identified at early care and education centers. Project Ready operates three components. Reading Pals is located in downtown Pensacola. Volunteers are trained by a literacy specialist to work individually with four-year-olds. Students benefit from the use of learning packets, the value of conversation, and affirmative reinforcement. Student feedback shows they like their "mentor" and volunteers are a positive force. Family Nights are offered four times a year. Parents and children eat and receive a book and a lap set. Under the Title 1 program, Wee Reader offers professional development. Multiple intervention results in more growth.

Presently, ECARE is involved at schools in downtown Pensacola, including Global Learning Academy Gibson Head Start.

Bodmer encourages those who want to help follow ECARE on Facebook, involve your workplace, become a sponsor, or become a volunteer. Contact Ashley Bodmer at (850) 433-6893, [director@escambiareads.org](mailto:director@escambiareads.org) or [www.volunteermatch.org/search/opp1173988.jsp](http://www.volunteermatch.org/search/opp1173988.jsp).

Donations may be mailed to the address below. ECARE, P.O. Box 71, Pensacola, FL 32591



## New Members

Melinda K. Beckett

Connie Brown

Alice and Daniel Brupbacker

Mary Jo Campisi

Todd and Mildred "Budgie" Latshaw

Fredericka Prettyman

## Naturalization Ceremony

Bette Boddy, 607-6928

**O**n Friday, February 20<sup>th</sup>, I had the honor of attending a naturalization ceremony at the Federal Court House. This was an amazing experience, somehow more moving than I anticipated. I witnessed 72 people, several in uniforms of the US military, become citizens of the United States.

The ceremony itself is very impressive. Suddenly I realized why we were in a courtroom. This was a legal proceeding and not just a ceremony where the Pledge of Allegiance was said by all and the Star Spangled Banner was sung a Capella. Everyone repeated the Oath to become a citizen. Each new citizen was asked to give name and country of origin. There were people from all over the globe: Ethiopia, Guatemala, Nicaragua, Mexico, the Philippines, China, many places in Africa, the Middle East, Asia, Countries of the former Soviet bloc. Most surprising were the people from the United Kingdom and Canada. All these people had worked long and hard to become citizens of this country.

Suddenly I realized that as flawed as the United States may be, all these people wanted to be citizens. They wanted to register and vote. They were smiling when the judge pronounced them to be citizens of our country. A good friend of mine and I, when we are frustrated with our government, always remind ourselves that we are glad that we were not born in the Gobi Desert, or China or Russia. These new citizens made me realize how easy it is to take our citizenship for granted. Maybe we need to remember how fortunate we are to be living in a country where we can voice our opinions without being arrested or murdered in the middle of the local square.

I find that I am not only proud to be a citizen of this country but also a member of the League of Women Voters of the Pensacola Bay Area. We help to remind people of their right and responsibility to vote for a government "of the people."

## Education Issues in the Legislature - AT THIS TIME

Jim Hamilton, jimhbeck at gmail.com

- Both House and Senate have bills that would strengthen charter schools, especially those operated by major charter school companies.
- Problems have been identified with the assessment system which ties directly to student promotion and graduation.
- The proposal to raise per pupil expenditure to \$7,176 on average has support from Governor and leadership in both Senate and House.

**TEST YOUR LEAGUE  
KNOWLEDGE!**

Ninety-five years ago, Carrie Chapman Catt called for a League of Women Voters to “finish the fight” to ensure that every eligible voter has free and fair access to the polls as well as to empower voters to influence their government to better serve their interests. The League’s first major victory came just six months later with the passage of the 19th Amendment, which secured women the right to vote. But that success was just the first of many.

But that success was just the first of many. Since then, the League has been critical in Making Democracy Work® across a range of issues.

How well do you know the League’s impact on Americans’ lives? Test your knowledge and learn more about just some of the League’s great accomplishments over the past 95 years!

1. In what year did the League, along with partners NBC and Life magazine, host the first televised U.S. presidential debate?
2. On what national issue did the League work to bring business leaders to the table in the 1970s and 1980s?
3. What is the official name of the law commonly known as Motor Voter that the League helped to pass and continues to work to strengthen?

*See answers on page 4.*

## Calendar



### March

- 15-21 - **Sunshine Week** - is a national initiative to promote a dialogue about the importance of open government and freedom of information. Participants include news media, civic groups, libraries, non-profits, schools and others interested in the public’s right to know.
- 17 Tuesday, 10:00 am **International Relations Committee: Great Decisions** at Azalea Trace. Dr. Don Freeman, *The Sectarianism of the Middle East*, Information: contact Gene Feicht at 479-3352
- 18 Wednesday, 12:30 -2:30 pm **Natural Resources Committee** Tryon Branch Library, 1200 Langley Ave. Information: contact [Mary Gutierrez](#) or [Carolyn Kolb](#).
- 21 Saturday, 10:15 coffee, 10:30 am program. **General League Meeting**, Speaker: **Dr. Rosemary Hays-Thomas**, *10 Myths about the Gender Wage Gap: What Women and Men Should Know about the Money They Earn* . New Tryon Branch Library, 1200 Langley Ave. (See page 1)
- 23 Monday, 5:30 pm **Board Meeting** at the Downtown Library on Spring Street in the Conference Room. Members are always welcome.

### April

- 18 Saturday, **Earth Day Pensacola** at Bayview Park, 2001 East Lloyd Street, Pensacola.
- 18 Saturday, 10:15 am coffee, 10:30 program **General Meeting**, TBA. New Tryon Branch Library, 1200 Langley Ave.

### Community Advocate Honored

The League of Women Voters will present an award honoring a local Woman in History at the **March 21 General Meeting**. It will be presented to [Muriel Wagner](#) who will receive a Community Advocate Lifetime Achievement Award.

The League of Women Voters of Florida, a nonpartisan political organization, encourages informed and active participation in government, works to increase understanding of major public policy issues, and influences public policy through education and advocacy.

## Join the League of Women Voters Today!

It's easy! Just send your check to:

LEAGUE OF WOMEN VOTERS ♦ P.O. Box 2023, Pensacola, FL 32513

Name \_\_\_\_\_ Birth date \_\_\_\_\_ New Mbr? Yes/No

Address: \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Home phone (\_\_\_\_) \_\_\_\_\_ Other (\_\_\_\_) \_\_\_\_\_ E-mail \_\_\_\_\_

Add Family Member(s): \_\_\_\_\_

DUES: \$55.00 \_\_\_\_\_ Additional Mbrs @ \$27.50 \_\_\_\_\_ Contribution \_\_\_\_\_ TOTAL \_\_\_\_\_

Dues are \$27.50 for a student enrolled in a certificate or degree program.

I'm renewing my membership.

I am interested in the following areas (Circle all interests)

- |                   |                    |                  |                             |
|-------------------|--------------------|------------------|-----------------------------|
| Education         | Natural Resources  | Social Policy    | Speaker's Bureau            |
| Public Relations  | Library            | Voter Service    | Website                     |
| Transportation    | Growth Management  | Membership       | Legislative Action          |
| Hospitality       | Photography        | Naturalization   | Restoration of Felon Rights |
| County Government | City Government    | State Government | National Government         |
| Newsletter        | Voter Registration | Publicity        | Social Media                |
| Ethics Study      | Historian          | Research         | Observer Corps              |

Membership dues and gifts to the League of Women Voters are not deductible as charitable contributions for tax purposes. (Tax deductible contributions require a separate check written to the LWV Florida Education Fund and should be sent to our local treasurer.)

**How did you do?** Answers to accomplishments: **1)** In 1952, the League joined NBC and Life magazine in sponsoring the first-ever televised U.S. presidential debate. We served as the official presidential debate sponsor from 1976-1984. **2)** Throughout the 70s and 80s, passing the Equal Rights Amendment (ERA) was a top League priority at the national and state levels. **3)** In the 1990s, the League was at the forefront of the fight to pass the National Voter Registration Act, better known as Motor Voter. We even have President Clinton's pen from the signing! [More on the answers here...](#)

### *Latest to Restore Voting Rights*

Co-chairs: Vivian Faircloth, 438-5539  
Janet delorge, 609-9170

**W**e are actively involved in collecting petitions for the restoration of voting rights for felons who have completed all requirements in paying their debts to society. To those of you who have taken petitions to family, friends and other groups we are genuinely appreciative. So far we have collected 246 petitions and these will be sent to Floridians for a Fair Democracy,

Please continue to collect petitions and return them to V. Faircloth 126 W. Jackson St. Pensacola, FL 32501; leave them at that address or call to arrange pick-up.



League of Women Voters  
of the Pensacola Bay Area  
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