

How Women's History Month was created

BY MOLLY MacGREGOR | Executive Director and Co-Founder | National Women's History Project

The first steps toward success came in February 1980 when President Carter issued the first Presidential Proclamation declaring the Week of March 8th 1980 as National Women's History Week.

In the same year, Barbara Mikulski, who at the time was in the House of Representatives, and Sen. Orrin Hatch co-sponsored a Congressional Resolution for National Women's History Week 1981.

As word spread rapidly across the nation, state departments of education encouraged celebrations of National Women's History Week as an effective means to achieving equity goals within

classrooms.

Organizations sponsored essay contests and other special programs in their local areas. Within a few years, thousands of schools and communities were celebrating National Women's History Week.

Each year, the dates of National Women's History Week, (the week of March 8) changed and every year a new lobbying effort was needed.

By 1986, 14 states had already declared March as Women's History Month.

In 1987, Congress declared March as National Women's History Month in perpetuity. A special Presidential Proclamation is issued every year which honors the extraordinary achievements of American women.

President Jimmy Carter's message to the nation designating March 2-8, 1980, as National Women's History Week stated, "Too often the women were unsung and sometimes their contributions went unnoticed. But the achievements, leadership, courage, strength and love of the women who built America was as vital as that of the men whose names we know so well.

"Understanding the true history of our country will help us to comprehend the need for full equality under the law for all our people.

"This goal can be achieved by ratifying the 27th Amendment to the United States Constitution."

Thirty-six years later, we're still waiting for the Equal Rights Amendment to be passed.



WE ARE ALL WONDERWOMEN!






www.upperkeysbpw.org
 Business and Professional Women/FL
 Upper Keys Century BPW

Board of Directors

2015-16

President

Gina Boilini
 305/587-1085

President-elect

Laura Maupin
 305/360-5645

Vice Presidents

Brittany Miller, Membership
 561/309-5701

Cheryl Lee-Talbert, Community
 Outreach
 305/731-6720

Treasurer

Theresa Sutter
 786/361-5404

Secretary

Lee Ann Holroyd
 305/394-1885

Directors

Pam Martin
 305/853-0907

Darling Nelson
 305/923-7170

State BPW Committees

Public Relations

Gina Boilini

Questions? Email

info@upperkeysbpw.org

Upper Keys Business and Professional Women
 P.O. Box 231, Tavernier, FL 33070

© 2016. All rights reserved.

Saluting those who fought for our rights

Cheers to all of the women who preceded us in history.

It's incumbent upon us to celebrate those women who fought for our freedom and our rights. We SALUTE YOU!

The Spring Fling is quickly approaching, March 16 at Coconut Cove Resort in Islamorada.

It promises to be a night of networking with business professionals in our community. It is going to be a great evening.

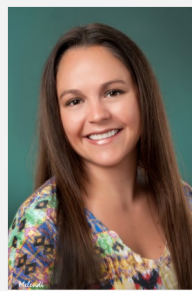
We are thrilled to be joining forces with the MARC House on this fantastic event.

To find out more, please contact our BPW Expo Chair Pam Martin, or Laura Maupin.

It is time for the 6th Annual BPW Strut! Mark your calendars for May 1 at Snappers.

Start thinking of what creative way you want to strut or walk down our red

President's Message



Gina Boilini

Photo: Melendi Photography

carpet. Remember, this is all about creativity

and fun!

We have different categories, too; check out page 6-7 in this month's newsletter.

All money raised goes into our scholarship fund for local students and women returning to the workforce.

All information will be available at the Spring Fling, too.

FIRM will be speaking at our April 20 meeting, Key

Largo Holiday Inn. Be sure to be there and have questions! Thank you & I will see you at the Spring Fling!



SUNSHINE PRINTING
 A Promotional Agency

Printing & Design
 Direct Mail Services
 Terrific Promotional Products
 & Giveaways
 Publicity & Advertising

305.451.3752
www.floridakeysprinting.com
Serving Our Customers for 29 Years!



BPW & MARC

—PRESENT—



Spring Fling EXTRAVAGANZA

Save the date!

Showcasing Local Business Community

An event not to be missed!

WEDNESDAY

March 16TH 2016

5 to 8 pm

Coconut Cove Resort

84801 Old Hwy. Oceanside Islamorada

- Door Prizes
- Refreshments
- Cash Bar
- Silent Auction & More

Wear a touch of the green & celebrate St. Patty's day early

Stay tuned for more activities

Food • Music by DJ Dave • Fun!

OPEN TO THE PUBLIC • TICKETS \$15 DONATION

SPONSORED BY

NeriumAD

AGE-DEFYING TREATMENT

Laura Maupin

Trish



Docherty Gibson for Public Defender
Experience - Dedication - Leadership

Paid by Patricia Docherty Gibson, Democrat, For Public Defender, 16th Circuit.



Upper Keys
Veterinary Hospital

Dr. Bob Foley, Veterinarian

Upper Keys Century Business & Professional Women & MARC Re-MARCable Citizens

For more info: 305-853-0907, 305-393-4643,
305-360-5645 or 305-587-1085

Celebrating Women in Business

BPW needs **you!**

Get involved and join a bpw|COMMITTEE

Woman of the Year

Employer of the Year

Lee Ann Holroyd | Laura Maupin
305/394-1885 | 305/360-5645

Finance

Theresa Sutter | Gina Boilini
786/361-5404 | 305/587-1085

Public Relations

Jackie Harder
305/451-9295

Membership

Brittany Miller
561/309-5701

Members: Cheryl Lee-Talbert, 305/731-6720; Ilja Chapman, 305/998-8348; Isis Wright, 305/321-3196

Scholarships

Theresa Sutter | Laura Maupin
786/361-5404 | 305/360-5645
Members: Lee Ann Holroyd, 305/394-1885;
Sandi Bisceglia, 305/393-0236

Political Forum

Gina Boilini
587-1085

Members: Pam Martin, 305/393-4643; Lee Ann Holroyd, 305/394-1885; Audra Hill, 305/522-1697

Stiletto Strut

Gina Boilini | Brittany Miller
305/587-1085 | 561/309-5701
Member: Theresa Sutter, 786/361-5404

Newsletter

Jackie Harder
305/451-9295

Spring Fling

Pam Martin | Laura Maupin
305/393-4643 | 305/360-5645
Member: Lee Ann Holroyd 305/394-1885

Website

Open

bpw|CALENDAR

2016

March 16: Spring Fling. Coconut Cove Resort, Islamorada

April 20: Luncheon, 11:30 a.m., Holiday Inn. Program: FIRM Election of officers

May 18: Networking and installation of officers, 5:30 p.m. Location TBA.

SPECIAL NOTE

Reservations for upcoming regular meetings/luncheons are very important, no shows and late RSVPs cost BPW which in turn takes away money from our scholarship fund, please be **respectful**.

“MEET THE AUTHOR” EVENT

Are you ready to transform your life or career, but don't know how to get started?

Do you want specific steps that will help you reach your personal and professional goals?

**Come to Key Largo Library
Wednesday, March 23, 2016
6:30 pm Community Room**

The DIY Coaching Manual for Women, just published by longtime BPW member Jackie Harder, of Key Dynamics Coaching and Consulting.

Designed to simulate the live coaching experience, the manual has 52 chapters of fun, irreverent and easy-to-read information and “coaching requests” that will help you transform your life, career and health in the next 12 months.

In it, you will learn:

- Tips to improve your self-confidence
 - Negotiation tips for best results
 - Tips for balancing a career with your personal life
- And much more.

MEET JACKIE • BOOK SIGNING • REFRESHMENTS

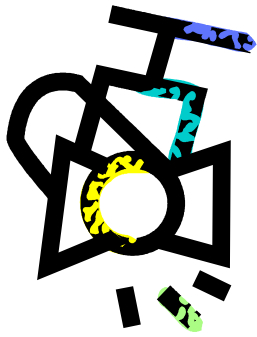


Here's a link to the sales page:
<http://amzn.to/1NRLoli>

“The trouble with some women is they get all excited about nothing — and then they marry him.”

— Cher





bpw | MEMBER SPOTLIGHT

Devonne Hall

“Everyone Greet Everyone.” That’s the motto at Plantation Key Nursing Center, where Devonne Hall is the admissions coordinator.

A native of central New York, she moved to the Keys in August 2012.

“I kept telling everyone, ‘I’m too old for this cold,’ she recalled. They didn’t believe she would uproot and relocate to Paradise.

Devonne has more than 30 years’ experience in healthcare, much of it in nursing. She moved into nursing management about 15 years ago, becoming a certified case manager in nursing.

“I did it all and have it all,” she said, including three grown children.

She decided to specialize in substance abuse and mental health and became one of the first nurses in the country to have the designation of opiate addiction specialist.

“We were suddenly having an influx of illicit drug use/abuse (bath salts and synthetic marijuana were exploding on the scene), and I was racing against the drug underground to



save some of these patients...mostly young adults,” Devonne said.

With the elimination of benefits for mental health and substance abuse, “it became a daily struggle trying to serve these populations that so desperately needed a gamut of intensive therapies.”

That’s when she decided to come to the Keys.

She started at the Plantation Key Health & Rehab Center in August 2015.

“No one would ever guess that I am a former stage manager for some nationally known rock bands,” she said. “I’m the gal that would climb scaffolds to check the

spotlights, help with sound checks, and coordinate performer hospitality.

“You wouldn’t believe the list of demands that some rock bands would submit in their contracts before a show or festival!” she said.

Devonne said, “I feel absolutely lucky to be a part of such an awe-inspiring group of women” as BPW.

“I believe that women have the capability to accomplish anything they set their hearts to. Thank you all for being true to yourself,” she said. “I’m learning a lot!”

BANKING

for women on the move.

For all your banking needs, call us!
 Vicki Walker Amy Pierson
 305-676-3052 305-676-3128

Deposit checks by taking their photo*, pay bills, find locations, and configure alerts for low balances with our FREE app.



*SOME RESTRICTIONS APPLY.



MY100BANK.COM
A Home BancShares Company

Check out our new database management program: www.ukcbapwc.wildapricot.com

Come & Strut Your Staff on the Gatwalk!

Upper Keys BPW and Snappers Restaurant proudly bring to you...
6th Annual • Conch Republic Days • 2016

Stiletto Strut

Sandals to Stilettos and everything in between!

**May 1st, 2016 @ 2 PM
at Snappers, MM 94.5**

Walk, hike or strut the red carpet, raising money for our local scholarship fund.

The Stiletto Strut is open to both men and women, and there will be plenty of prizes to go around. Prize categories are listed on the event flyer so choose whatever category you want to go for! This year, groups and couples are welcome too!

To participate you must raise at least \$25, but remember the person who raises the most money will receive our "GOLDEN PUMP award"

Sponsorship money & forms must be brought with you on the day of the event. We will be checking in participants and collecting their paperwork just before the big show.



ENTRY FORM

Name: _____

Address: _____

Telephone: _____ Email: _____

Male Female Couple Group

FUN FACTS:

- Nickname: _____
- Favorites (food, movie, band, song, whatever!): _____
- Hobbies or Activities: _____
- Drink of Choice: _____
- Shoe Size: _____
- Quote: _____
- Other: _____

This entry form and release form is a contract with legal consequences. Read it carefully before signing.

"I know that participating in a Stiletto Strut could be a potentially hazardous activity. I should not enter and walk unless I am medically able. I assume any and all other risks associated with walking in this event including, but not limited to, falls, contact with other participants, and the effects of the weather.

"This release and waiver extends to all claims of every kind or nature whatsoever, foreseen or unforeseen, known or unknown. The undersigned further grants full permission to sponsors and or agents, authorized by them to use any photographs, videotapes, motion pictures, recordings, or any other record of this event for any purpose."

**Applications for minors will be accepted only with a parent or guardian's signature*

Participant's Signature: _____

*Parent / Guardian's Signature (if minor under 18): _____

Date: _____



It Will Make You Smile Too!

KeysBank Mobile App Available Now!

Member FDIC



KeysBank.com • 305-852-2070

bpw |
MEMBER
NEWS

**Key Largo
ReMax moves**

As of April 1, the ReMax office in downtown Key Largo, the little yellow shack, will be relocating to 98880 Overseas Highway.

The office will be merging with the Islamorada, Marathon and Key West ReMax offices to be named as ReMax All Keys Real Estate.

"We are excited about this new move to a bigger new office and the joint venture with the other locations to be able to give our buyers and sellers more places to find us," said Realtor Cheryl Lee Talbert.

**Sales person
sought**

Zero Dress Code in Islamorada is looking for a professional and enthusiastic individual who enjoys fashion while delivering great customer service.

Hours are Monday through Saturday, 10 a.m. to 5 p.m. and Sunday noon to 5 p.m.

The job is for between 20-30 hours a week and offers merchandise discounts and more.

Point of sale computer knowledge, a knack for merchandising, social media and marketing is a plus.

Apply in person at 82205 Overseas Highway or email resume to zerodresscode@gmail.com.

6th Annual • Conch Republic Days • 2016

Stiletto Strut

**Sandals to Stilettos
& Everything In Between!**

**Sunday,
May 1**

**2pm
at
Snapper's**

An event
unlike any
the Conch
Republic
has ever seen.



Snapper's and the BPW have joined forces for this event to help raise money for local educational scholarships.



Walk, Hike or Strut the Red Carpet and raise funds for local scholarships.

Best Walk, Most Creative Shoe
Hike or Strut Far Favorite
Best Presentation judged by audience
Best Costume
Best Couple or Group

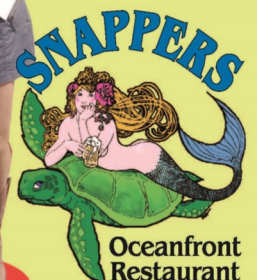
COUPLES & GROUPS WELCOME!

**Enter
Now!**



Contestants are required to be sponsored by at least 5 different individuals at the cost of \$5 per sponsor.

The person who **RAISES THE MOST MONEY** will receive the **GRAND PRIZE...**
AND the coveted "Golden Pump" Award!
Plus! A variety of awesome prizes to be awarded.



www.upperkeysbpw.org

Entry forms at
Snapper's, Doc's Diner
or online

upperkeysbpw.org

snapperskeylargo.com

Gender inequality is more acute for women in the South

BY ARIA BENDIX

A new report from the Institute for Women's Policy Research (IWPR) reveals that working women in the South suffer some of the harshest inequalities in the United States in terms of pay and how they are treated in the workforce.

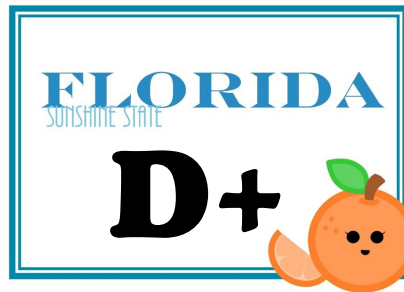
To compare the status of women across the nation, the report grades each state based on six categories: political participation, employment and earnings, work and family, poverty and opportunity, reproductive rights, and health and well-being.

Not a single Southern state was given an overall grade higher than a C-. In fact, 10 out of the 14 Southern states received some form of a D grade.

Florida got a D+.

The report concludes that it will take more than 200 years for West Virginia and South Carolina to achieve gender parity in their state legislatures — almost double the time it will take to close the global pay gap.

The average woman in the South lost \$6,392 in 2014 due to wage inequality.



When this number is added up for all women in the South, the loss amounts to \$155.4 billion per year.

One silver lining is the fact that women in the South tend to have better access to affordable childcare than those in the rest of the country, according to the report.

In fact, the IWPR's childcare index places half of the Southern states among the top 10 states with the highest-quality and most-affordable childcare in the country.

The presence of so many working women in the South has resulted in a relatively high share of female-owned

businesses.

Nine out of the 14 Southern states surpass the national average for business ownership by women, the report says, with black women owning nearly 60 percent of all black-owned businesses there.

And yet, black and Hispanic women in the South are still twice as likely to live in poverty as Southern women who are white or Asian/Pacific Islander.

Southern women fare a bit better in terms of reproductive rights. According to the report, 10 of the Southern states received a D or above in this category, and not one Southern state received an F.

The report also shows that Southern women are more likely to receive preventative care such as mammograms or HIV screening than women in other areas of the country.

These women are also more likely to die of heart disease or breast cancer, be diagnosed with diabetes or AIDS, or experience more days of poor mental health per month.

Empowering Women Financially

Think financial planning is geared toward men?

We need to talk!

- Creative problem-solver
- Experienced portfolio manager
- Seasoned financial strategist & estate planner
- Fee-based Portfolio Management (no commissions)
- Many investment options



Patricia B. Mull, CPA, PFS

INVESTMENT ADVISOR REPRESENTATIVE • PERSONAL FINANCIAL SPECIALIST • CERTIFIED PUBLIC ACCOUNTANT

Contact Patricia to arrange a free, no-obligation consultation to talk about *your* financial future!

Office 305.852.8025 • Mobile 305.394.0530
pmull@mullcapitalmanagement.com

91760 Overseas Hwy. • Tavernier, FL 33070
www.mullcapitalmanagement.com

Portfolio Management and Wealth Management Services in the Florida Keys

Mull
CAPITAL
MANAGEMENT
LLC
A Registered Investment Advisory Firm



Registered Representative with Cambridge Investment Research, Inc. Securities are offered through Cambridge Investment Research, Inc., a Broker/Dealer, member FINRA and SIPC. Investment Advisory Representative with Cambridge Investment Research Advisors, Inc., a Registered Investment Advisor. Financial Planning Services are offered through Mull Capital Management, LLC, a Registered Investment Advisor. Cambridge and Mull Capital Management, LLC are not affiliated.

How to uncover your hidden talents

BY JACKIE HARDER | Key Dynamics

We women consistently underestimate our skills and abilities.

Take the tech geek who has a unique talent for speaking in plain English that even our mothers would understand, the receptionist who can solve almost any problem or the florist who always comes up with more efficient ways to do hum-drum tasks.

These talents are not part of their job descriptions, but add enormous value to whatever they do.

Not recognizing these skills and talents is not (necessarily) the result of a poor self-image. Some of the brightest, most successful women have great self-confidence.

It's just that they exercise their talents so effortlessly, so naturally, that it doesn't even occur to them that they have abilities that others envy.

So how do we figure it out? What follows is the process I used. It should work for you, too.

1. Make a top-of-mind list

Start writing. My own list began with a recitation of things I've done, in one

form or another, since I was a kid.

2. Let it age

If you get stuck at this stage, as I did, set it aside, let it age for a few days or weeks, and go back at it with a different mindset.

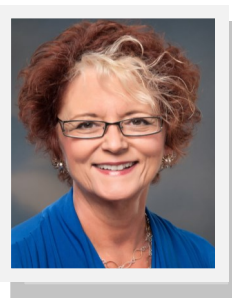
Focus on transferable skills that cross career and industry boundaries.

3. Look for common threads

This second list – which probably won't be complete either – will broaden your view of yourself. Taken with the first list, it will become apparent that there are several talents that fit under a single header.

Some of those talents could be:

- Taking action
- Learning new things
- Helping others
- Logical thinking skills
- Communicating
- Organizing



Jackie Harder

If you're still stuck, ask yourself these questions:

- What excited me as a child?
- What makes me feel strong?
- What pulls me forward?
- What could I do that is so consuming I resent having to take a potty break?
- What are the themes?
- What do I enjoy doing?
- What do I spend my money on?
- What gives me a sense of joyful anticipation?

Some other ways you can uncover your own talents:

- Open up a space in your life to get perspective.
- Get away from it all – and everyone – for a time.
- Keep a journal, and pay attention to the commonalities.
- Take a break from your routine.
- Try different things.
- Ask others: "What are my top strengths? Where do I excel?"

Want to make a change in 2016? Email jackie@key-dynamics.com to set up a free coaching appointment.



NERIUM™

Independent Brand Partner

Improves: Fine Lines & Wrinkles, Discoloration, Texture, Tone & Aging Skin

Quick, Easy, One-Step Application

Noticeable Results in less than 30 Days

Call for your free 5 day trial

Laura Maupin

305.360.5645

www.keystoyouth.com

