

Athena Society



B R I E F I N G S

May, 2018

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ATHENA SOCIETY

P.O. Box 10813
TAMPA, FLORIDA 33679

Upcoming Meeting

- WHEN:** Thursday, May 3
11:55 a.m.
- WHERE:** Centre Club
Westshore at Kennedy
- PROGRAM:** **Phyllis Marshall** Career Assistance Grants -
Class of 2018
- SPEAKER:** Patricia Russell-McCloud, J.D.
National Motivational Speaker
- MENU:** Chicken Francaise
Veg plate available on request when reserving.
- COST:** Guests - \$30
- RSVP:** By April 30 – Register online
or email ewhubbard@aol.com
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OPEN MEETING – GUESTS WELCOME

Fifteen very worthy recipients will receive this year's **Phyllis Marshall** Career Assistance Grants. (See details on page 5.) In addition, we are fortunate and thrilled to welcome nationally renowned Patricia Russell-McCloud, J.D. as our keynote speaker. Ms. Russell-McCloud has been named as one of the top five business motivators in the country by *Black Enterprise* Magazine; identified as one of the top 10 speakers in America, "Success Runs in Our Race"; featured in *ESSENCE* Magazine and in *EBONY* Magazine as one of the most influential people in the United States. This is a rare opportunity you won't want to miss and a great one for inviting a guest.

Retreat to Sarasota!

Be sure to mark your calendars for our Annual Retreat scheduled for July 27–29! We'll be enjoying the accommodations at the Ritz Carlton with cocktails, dinner and evening festivities on Friday at the hotel. The Saturday program is under construction and will be announced soon; a casual dinner at the newly-renovated Ritz Carlton Beach Club is planned for that evening. We'll close out the weekend with a scrumptious brunch at the ever-popular Field Club. You won't want to miss it; more details to follow soon!



President's Message

If you have served as president of Athena, I suspect one of the things that most challenged you was preparing the President's Message each month; not occasionally or now and then or whenever you had some wisdom to share. No, that responsibility comes every month; it comes around quickly and it comes with a gentle reminder from **Eleanor Hubbard** that you were out of time. Well, here we are in May, one more month until I pass the gavel to President-Elect **Betty Castor**. It seems just yesterday that **Jeanne Tate**, the outgoing president, passed the gavel to me. She handed it to me with a smile and a wink. I now know that her smile and wink was about remembering how quickly those monthly newsletter deadlines come and I was on my way to finding out!

This has been an amazing year! This had been a year of incredible planning, collaborating, and unbelievable outcomes and new beginnings. I take great pride in knowing that among the reasons Athena continues to grow and thrive, endure and attract and evolve is because of **YOU** and all that you do keep alive the Athena spirit! In this issue I am shining the spotlight on the work of some of the committees and some of their contributions. Committee work is the very heart of how things are done in Athena - and done so well. More committees to celebrate in my final message!

A round of rousing applause for the Community Action Committee and leaders for their unrelenting efforts and passionate work that resulted in Athena's newest position statement on Sexual Harassment. Timely! Relevant! Significant! Thank you **Bonnie Carr and Susan Casper** and members: **Gail Auerbach, Rose Brempong, Betty Castor, Fentrice Driskell, Keri Eisenbeis, Yvonne Fry, Chantal Hevia, Kathleen Heide, Lagretta Lenker, Joanne Lighter, Catherine Lynch, Felicia Harvey, Ya La'ford, Caryle Morgan, Sandra Murman, Mindy Murphy, Anne Strozier, Barbara Twine Thomas, Kem Toole, Jan Roberts, Bonnie Saks, Eldra Solomon, Susan Steen, Natalie Thomas, Louise Thompson, Betty Tribble, Doris Weatherford, India Witte** and **Simone Barefield**, board liaison. As Athena members, you too should take a bow for your unanimous adoption of the statement. It was a proud moment for all of us!

Kudos to the Young Women of Promise Committee for the phenomenal program that flowed with style and for the selection of the ten phenomenal young women who amazed and captivated us all! Compliments to **Katherine Young** and **Denise Jordan**, co-leaders and members **Sylvia Carley, Cathy Clayton, Linda Devine, Mary Estes, Adelaide Few, Elizabeth Frazier, Katherine Frazier, Linda Gibbs, Valerie Goddard, Anne Gormly, Susanna Grady, Nancy Hutson, Mary Key, Lagretta Lenker, Carlye Morgan, Michelle Schofner, Lara Tibbals, Kem Toole, India Witte** and **Mary Gamble**, board liaison. Extraordinary job!

Now prepare yourselves for our next signature event, the presentation of 15 women during the **Phyllis Marshall** Career Assistance Grants program. These recipients have faced unbelievable challenges in their lives, but in so many ways much of their journey mirrors the words of Maya Angelou, "Nothing can dim the light that shines from within." Read more about this upcoming event in another section of the newsletter. Accolades to the dynamic leaders of the Career Assistance Grants Committee, **Lorna Taylor and Bemetra Simmons** and awesome committee members **Gail Auerbach, Rose Brempong, Susan Leisner, Luanne Panacek, Shannon Reid, Marlene Spalten, Barbara Twine Thomas** and **Joan Zinober** who have planned a memorable celebration for these deserving women and you should be there to cheer them on. **Jeanne Tate** is the board liaison.

Moira Burke and Bonnie Saks are the creative leaders of the Bonus Committee. Their fun-filled ideas have been transformed into a variety of bonus activities because of the teamwork, enthusiasm and energy of its members - **Jean Amuso, Denise Chavez, Susan Dellinger, Diane Egner, Anne Gormly, Zoe Gustafson, Anne Kantor, Jean McNally, Susan Steen, Leslie Stein, Elaine Terenzi, Betty Tribble, Elizabeth Walters, Doris Weatherford, Marketa Wills** and board liaison **Fentrice Driskell**. Congratulations!

June is just around the corner and just one more newsletter....just one more!



A Very Special Bonus!

Mark your calendar in red for Friday, May 18.....opening night of **Jan Roberts'** one-woman show "On the Road".....an adventure you'll want to experience. It's scheduled for 8 p.m. at Stageworks Theatre with **Karla Hartley** directing. You'll be a part of the exploits, obstacles and joys of a 13,000 mile road trip to video-interview powerhouses who are creating deep seated change in the arts, education, economy and communities. See our website for additional details. Tickets are \$25 and can be purchased at StageworksTheatre.org.

News About Members

March was a big month for **Margaret Mathews** with two important events. The first was life-changing: she became a grandmother! Virginia ("Ginny") Carolyn Gilmore arrived March 9 weighing 9 pounds 6 ounces and 21¾ " long. The parents are Arlyn and Kirk Gilmore of Nashville. Congratulations to all!

The second event recognized **Margaret** for her legal accomplishments when the Hillsborough Association for Women Lawyers awarded its Trailblazer Award to her on March 21. This award recognizes an established female attorney in the Tampa Bay area who has exhibited throughout her life and career a pioneering spirit, courageous leadership, outstanding contributions to the legal community. Athenians who previously received this award are **Virginia Covington, Marsha Rydberg** and **Leslie Stein**.

Bonnie Saks has been invited to give two presentations at the American Psychiatric Association in New York City on May 6: Female Sexuality and Medications and Sexuality.

Party on June 24

The annual New Member party is just around the corner! This year it will be a members-only event so that we can spend more time getting to know this year's ten new members plus have time to connect and re-connect with other not-so-new members. We'll enjoy each other's company at the beautiful home of **Barbara Bachman**, 3000 Hawthorne Road. Come as you are (casual dress) and feast on a delicious Sunday-supper style menu. We look forward to seeing you on Sunday, June 24, 5 to 7 p.m. We'll send a reminder next month and ask for your RSVP by June 20.

Election for 2018-19 Nominating Committee

We'll have preliminary voting at the May meeting for our 2018-19 Nominating Committee. Members will be asked to vote for 12; on the final ballot presented at the Annual Meeting, members will select 6. If you are unable to attend, you may vote by proxy. (Bylaws Article V, Section 10) You may request a proxy form from **Eleanor Hubbard** (ewhubbard@aol.com); it must be returned to her by 5 p.m. on May 2.





Pay Equity

April 10, 2018, marked the 22nd anniversary of Equal Pay Day. Organized by the National Committee on Pay Equity (NCPE), Equal Pay Day brings public awareness to the gap between what women earn in comparison to their male counterparts. The gender pay gap's impact on America's economy is stunning. On average, women who work full time lose around \$900 billion in combined pay each year because of the gap. Lower wages for women mean less money for families to spend on goods and services, save and invest. Nationally, women who work full time earn an average of 80 cents on the dollar when compared to men, which amounts to approximately \$10,000 less per year. The impact is even harsher on women of color, with African American women typically receiving 63 cents and Latinas receiving 54 cents for every dollar paid to white, non-Hispanic men. Experts estimate that it will take until 2059 for America to achieve pay equity. The World Economic Forum estimates that it will take more than 100 years to accomplish pay equity globally.

According to a recent survey by LeanIn.org, a mere 16% of Americans think companies are doing enough to close the gender pay gap. Approximately 60% cite sexism or unconscious bias as the source of unequal pay. Sadly, 5% think that the gap exists because women do not work as hard as men or are less educated than men. The statistics are both staggering and disheartening. Nonetheless, we must continue to raise awareness and do the hard work necessary to close the wage gap. Here are a few suggestions on where to start.

First, if you've not reviewed it lately, it's worthwhile to revisit and recommit to Athena's own position on pay equity, which reads: "Concerned with the under-valuation of female-dominated jobs, a situation made more acute by the escalating percentage of female-headed households and a key factor in feminization of poverty, the Athena Society believes that a system of pay equity or comparable worth should be instituted in government, industry and the professions in all positions which lend themselves to objective ranking."

Second, empower yourself with the tools to negotiate for better pay, more meaningful roles and greater flexibility at work. Further, as you rise in your organization, ensure that you mentor other women to help increase the ranks of women in leadership and managerial roles and encourage your male counterparts to do the same. And, if you are in a position to influence your organization's policies and procedures, consider encouraging your employer to conduct a pay audit by gender and race to assess how compensation is determined and then take the steps needed to ensure that women are paid fairly based on experience, skills and responsibilities.

Last, in order to promote sustainable change, we must increase women's representation in government. Currently women hold less than 20% of seats in the United States Congress. In Florida fewer than 30% of the 160 members of our Legislature are women. We also must encourage all government leaders to stand up for existing equal pay laws and support the passage of stronger policies aimed at leveling the playing field.

Fentrice Driskell, Community Action Committee

May Birthdays

Birthday wishes to the following members who celebrate in May:

Rachelle Bedke
Susan Bucklew
Sylvia Carley
Betty Castor
Denise Chavez
Lee Essrig
Katherine Frazier

Linda Fries
Ann Giles
Karla Hartley
Kathleen Heide
Gail Holtzman
Denise Jordan
Mary Key

Lagretta Lenker
Catherine Lynch
Winnie Marvel
Mindy McLaughlin
Ann Miller
Mindy Murphy
Jane Peppard

Anne Strozier
Elaine Terenzi
Louise Thompson
Rhonda Trainor
JoAnn Urofsky
Vicki Vega
India Witte





Expanded Career Grants Program

This year, as part of Athena's renewed commitment to community action, the **Phyllis Marshall** Career Assistance Grants Program (CAG) Committee was charged with expanding the program. Traditionally through the CAG program Athena grants 5-10 non-traditional students with \$1000 - \$2000 each. This year the committee was empowered to expand the program to 15 very deserving recipients who will each receive \$1500 - \$2000. This is an exciting program expansion as each grant represents a high impact life-changer for its recipient. We will be recognizing the 2018 CAG recipients at our May 3rd meeting and this is a meeting you will not want to miss.

The CAG program expansion could not have been done without the support and leadership of many in our membership, including, past CAG committee leadership, the generosity of our general membership, as well as, the leadership of the Philanthropy Committee and the Board of Directors. Specifically, the CAG Committee is enormously grateful to the members who gave above their annual membership this year with financial gifts specified for CAG. We also recognize and appreciate the focus that the Philanthropy Committee put on fundraising for CAG. And lastly, we are deeply thankful to our President and the leadership of the Board of Directors for prioritizing significant additional funds for this very important annual initiative.

Patricia Russell-McCloud, more than 20 years on the lecture circuit, is categorized as being one of the nation's best. Her speaking style is engaging, highly substantive, well-researched, pertinent to her audiences and entertaining. Each year she speaks to more than 100,000 people in private and public organizations in the U.S. and internationally. She encourages her listeners to surmount every obstacle that stands between them and . . . the possible.

Ms. Russell-McCloud has received many honors, including being presented more than 300 keys to American cities. She has served as the 11th National President of The Links, Inc., and the National Parliamentarian to the Alpha Kappa Alpha Sorority, Inc. She's been featured as the cover story of *SPEAKER* Magazine, National Speaker's Association 2007 July/August. A resident of Atlanta, Georgia, Russell-McCloud is married to Bishop E. Earl McCloud, Jr., the 127th elected and consecrated Bishop of the African Methodist Episcopal Church.

The CAG Committee is deeply appreciative to **Juel Smith** who led the effort to bring Patricia Russell-McCloud to our meeting. The ability to have a nationally renowned keynote speaker was only possible because of their long-time friendship. Join us for this special celebration.

