

Equal Pay



Day 2008

April 22, 2008 • 8:00 a.m. – 1:30 p.m.

Presented by:



women's
digest





Each year, the National Committee on Pay Equity (NCPE) organizes the national observance of Equal Pay Day to raise awareness about unfair pay in America. In recent years, Equal Pay Day has been recognized on Tuesdays because Tuesday is symbolic of the point into the new week that a woman must work to achieve wage parity. In other words, because women on average earn less,

they must work longer for the same pay. Rosie the Riveter is one of the most recognizable images from World War II, symbolizing a time when women in high numbers were asked to work outside as well as inside the home. For many women, WWII became an opportunity for freedom, when women were no longer forced into the roles society had created for them. They became free to create their own lives and senses of self. With this increase in freedom came an increase in equality. WWII gave women the chance to prove that they are just as capable as men. We honor the spirit of Rosie the Riveter with the "Rosie" Awards – the spirit of strong, confident women in the workplace, not afraid of doing "men's work." The "Rosie" is awarded to women who have proven themselves in the workplace, broken down barriers, entered non-traditional careers and proven that "We Can Do It!" Thank you for joining us for the Equal Pay Day luncheon and in honoring three women who embody the spirit of Rosie.

Welcome

Karen GreenMayor's Commission on the Status of Women

Message from the Mayor's Office

Roslyn PhillipsCity of Jacksonville

Introduction of Scholarship Recipients

Dr. LaDonna MorrisMayor's Commission on the Status of Women

Awarding of College Scholarships

Sierra ManningFlorida Community College at Jacksonville Recipient

Charlotte GallagherFlorida Community College at Jacksonville

Ida UffelmanJacksonville University Recipient

Brittney MattUniversity of North Florida Recipient

Introduction of Rosie Award Winners

Debra PhilliansWomen's Center of Jacksonville

Ann CahillMayor's Commission on the Status of Women

Donna GhanayemUF/Shands Jacksonville

Awarding of the Spirit of Rosie Winners

Randy Meg KammerGlass Ceiling Award

Nadine GramlingNon-Traditional Award

Cynthia MontelloPioneer Award

Introduction of Keynote Speaker

Nancy SeelyMayor's Commission on the Status of Women

Keynote Address

Donna OrenderPresident, Women's National Basketball Association

Closing Remarks

Karen GreenMayor's Commission on the Status of Women

Keynote Speaker

Donna Orender, President of the Women's National Basketball Association, has led significant growth during her tenure, signing an eight-year contract extension with Disney/ABC/ESPN that for the first time included a broadcast rights fee; expanding the WNBA All-Star Weekend; moving the WNBA Draft to the host city of the NCAA Women's Final Four; enhancing marketing partnerships; coordinating a season-long celebration of the league's 10-year anniversary in 2006; and leading league expansion, most recently into Atlanta.

Prior to joining the league, Orender spent 17 years with the PGA TOUR, serving most recently as Senior Vice President of Strategic Development in the Office of the Commissioner and running the tour's worldwide television and production businesses for nine years. Orender's sports career began in television production at ABC Sports, moved to the SportsChannel and included owning her own production company, Primo Donna Productions. In college, Orender played basketball, earning Regional All-American honors. She played three seasons as an All-Star point guard in the Women's Professional Basketball League.

In September 2007, Orender was named to BusinessWeek's Power 100 Sports issue, received the 2007 WISE Woman of the Year Award, and earned the March of Dimes Sports Leadership Award in 2006. In 2005, she was named to the Sporting News' annual Power 100 list, as well as Fox Sports.com's 10 Most Powerful Women in Sports list. In March 2006, she became the first woman honored by the UJA-Federation of New York's Entertainment, Media and Communications Division for her dedication to the community. Orender serves on the boards of many non-profit organizations. She's a graduate of Queens College, with graduate studies in social work at Adelphi University. A native New Yorker, Orender is married with twin boys and two stepchildren.

Glass Ceiling Award

Randy Kammer is Blue Cross and Blue Shield of Florida's (BCBSF) Vice President, Regulatory Affairs and Public Policy. Kammer represents the company before state and federal regulatory agencies and leads the Public Policy group to oversee the creation of critical policy positions and policy advocacy.

Kammer has been with BCBSF for over 21 years. She serves as president of BCBSF's The Blue Foundation for a Healthy Florida.

Throughout her career, Kammer has been very active in community organizations and the Jacksonville Jewish community. She currently serves on the Jewish Community Alliance Board and the River Garden Nursing Home Board. She chaired the Department of Insurance Small Group Standard Benefit Design Committee three times. She also serves as secretary of JaxCare and the Florida Life and Health Insurance Guaranty Association and is on the Board of Three Rivers Legal Services, Memories of Love and Gift of Life in America. She actively participates, on behalf of health insurers, with the NAIC Senior Issues Task Force.

Kammer holds a Bachelor of Arts from Northwestern University and a J.D. from the University of Florida College of Law.

Non-Traditional Award

Nadine Gramling moved to Jacksonville from Lyons, Ga., at the age of 17 and went to work for Southeastern Metals. She started as a secretary, continued to work her way up in the newly formed company and became President and CEO in 1979. In 1984 she purchased the company with the ESOP program. At the time of purchase the company was doing \$18 million in sales and in 1997 she sold the company with sales in excess of \$110 million.

She sold the company to a public company out of Buffalo, New York, and continued with the company in purchases and acquisitions until 2000. She now owes Bryson's on the Avenues in historic Murray Hill, a consignment furniture and accessories store. Nadine is on the Board of Imperial Industries, a public company in Pompano Beach, and American Enterprise Bank, as well as sitting on the board of Anglewood, Inc., Jacksonville Women's Small Business Advisory Board and Trinity Rescue Mission.

Pioneer Award

Cynthia Montello has 30 years of experience as an advertising and marketing professional and is the President of The Montello Agency, one of North Florida's largest and most respected advertising, marketing and public relations firms. Her team has won numerous awards, including Addy, Laurel and Excel Awards in many diverse industry categories.

She was recently honored by the Florida Home Builders Association with the state's highest award, The John P. Hall Award, for outstanding lifetime career achievements and humanitarian efforts. She has been named one of Jacksonville's 20 Most Influential Women by the Jacksonville Business Journal and as Associate Member of the Year for the Sales and Marketing Council of the Northeast Florida Builders Association. She has been honored for her service to the community for her ministry, Cynthia Montello Ministries, and her efforts in raising funds for The Donna Hicken Foundation, of which she is a Board member. Previous board memberships include The Northeast Florida Builders Association; The Sales and Marketing Council; co-founder and Chairman of the SMC Laurel Awards; and Jacksonville Better Business Bureau. She also donates services to several local charities and has consistently been named on two of The Jacksonville Business Journal's Top 25 Lists; Top 25 Women Owned Businesses and Top 25 Advertising Agencies.

Sponsors



Women's
Center
of Jacksonville

The Women's Center of Jacksonville is a non-profit community resource center for women and their families. The mission of the Women's Center of Jacksonville is to support and empower women by nurturing mind, body and spirit and by advocating for the dignity and respect of all women. Our unique community services include: information and referral; community education programs and personal growth groups; breast cancer education and support through Bosom Buddies; the Rape Recovery Team which provides 24/7 advocacy for sexual assault victims; mental health counseling and free anonymous HIV testing.



The Mayor's Commission on the Status of Women's mission is to advise the Mayor on the status of women, as well as to serve as a catalyst for positive change for women in Jacksonville, Florida. The Commission initially was formed in 1972 and currently is comprised of 25 members appointed by Mayor John Peyton. The Commission acts in an advisory capacity and provides opportunities to elevate the status of women. We educate the Mayor and the community on issues affecting women, advocate for positive change and celebrate the accomplishments of women in our community.



As Jacksonville's original women's publication, Women's Digest has become a beloved resource that local women rely on, providing information and resources that improve the lives of our readers. Through our superior publication, Web site and the First Coast Women's Directory, we are committed to being the hub for women's information and interest in our community. You can pick up Women's Digest at your favorite restaurant, library, fitness center, health care facility or at your workplace, with over 300 locations citywide.



The Women's Center of Jacksonville,
Mayor's Commission on the Status of Women
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St. Vincent's Health
The Robin Shepherd Group
UF/Shands Jacksonville
