



The Status of Women in Miami-Dade County

2016

Report also available at

<http://www.miamidade.gov/auditor/special-studies.asp>

The Status of Women in Miami-Dade County was prepared by the Florida International University Metropolitan Center, Florida's leading urban policy think tank and solutions center. Established in 1997, the Center provides economic development, strategic planning, community revitalization, and performance improvement services to public, private and non-profit organizations in South Florida.

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The legislative Prime Sponsor Commissioner **Daniella Levine Cava**, and her seven Co-Sponsors - Commissioners **Bruno A. Barreiro, Audrey M. Edmonson, Sally A. Heyman, Barbara J. Jordan, Dennis C. Moss, Rebeca Sosa**, and **Xavier L. Suarez** - sponsored Ordinance No. 15-87 authorizing the Office of the Commission Auditor to gather and provide Gender Equity Data to the Miami-Dade County Commission for Women regarding the status of women in Miami-Dade County in the areas of economic development, health and safety, and education.

The report is funded by and prepared for both:

The Office of the Commission Auditor, Miami-Dade Board of County Commissioners

The Commission Auditor reports to the Board of County Commissioners on the fiscal operations of County departments and advises as to whether the fiscal and legislative policy directions of the Commission are being efficiently and effectively implemented.

The Miami-Dade County Commission for Women

The Commission for Women is an advisory board to the Board of County Commissioners, the County Administration and the public at large about issues pertaining to the status of women. The Commission for Women also advocates for the women in the community and strives to improve their quality of life.

This study prepared by the FIU Metropolitan Center as subject matter experts was substantially less detailed in scope than an audit in accordance with generally accepted auditing standards, the objective of which is that the Commission Auditor plan and perform the review to obtain sufficient, appropriate evidence to provide a reasonable basis for our findings and conclusions based on our objectives. Accordingly, the Commission Auditor does not express an opinion on the data gathered by the subject matter expert.

This report is also available in electronic format at the following link:

<http://www.miamidade.gov/auditor/special-studies.asp>

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Requested in Ordinance No. 15-87

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Executive Summary








The *Status of Women in Miami-Dade County* report analyzes the critical disparities among men and women in Miami-Dade County (hereinafter referred to as “the County”) and provides an overview of changes that occurred since 2000 in a range of indicators across the areas of *Economic Opportunity, Education, Safety and Health*. The analysis relies on data from a variety of public sources, including the U.S Census, the Bureau of Labor Statistics and Florida Department of Economic Opportunity, the Florida Department of Health, Department of Law Enforcement, as well as county agencies and departments.

The report reaches a number of important conclusions based on the observed differences across indicators over time and in comparison to men. There are two important findings. First, the gender gap persists across most measures of economic equality. The only indicator in which women are on par or outperforming men is educational advancement. The percentage of residents with a Bachelor’s degree or higher is the same across genders. However, women have much higher high school and college graduation rates. The second significant finding is that there is a positive trend towards narrowing the gaps in most categories.

THE PERSISTENT GAPS

-  The poverty rate for women has increased since 2000.
-  The median income of the 151,135 female-headed households is 25% lower than male-headed households.
-  Women are more likely than men to have part-time jobs, 31.1% to 22.1%, respectively.
-  There is a 47% earnings disparity between men and women with a graduate or professional degree, with women earning \$49,400 versus men’s median earning of \$72,821.
-  Women are only 40.3% of the workforce in the high-wage, high-skill occupations related to management, finance, engineering and science.
-  Women’s employment in Computer, engineering, and science occupations decreased from 28.9% in 2000 to 24.7% in 2014.
-  The gender pay gap exists in all top ten earning occupations but is largest in legal (114%), health diagnostics (40%) and architecture and engineering occupations (34%).
-  In 2014 full time female workers made 87 cents for every dollar a man earned.
-  At the current rate of earnings growth (16% for men and 21% for women every 10 years), it will take over three decades for women in the County to earn the same as men.
-  Women are only 32% of board members in county committees.

PROGRESS TOWARDS CLOSING THE GAPS

-  The earnings of women with a graduate or professional degree increased by 8.7% since 2005.
-  Women's participation in the labor force has increased by over 5% since 2000, while their unemployment rate has inched up by only about 1%.
-  The percentage of women employed in their own incorporated businesses has increased from 26.6% in 2000 to 29.3% in 2014.
-  Although the majority of firms are men-owned, women-owned businesses experienced a larger growth from 2007 to 2012.
-  Since 2005 the earnings gaps have decreased between male and female private for-profit wage and salary workers from 32% to 24%.
-  Since 2000 women's earnings increased by 28%, compared to 21% for male workers.
-  The wage gap for full-time male and female workers decreased from 18% in 2000, to 15% in 2010, and 13% in 2014.

The following table presents a brief summary of the most current data describing distribution by gender across some of the indicators discussed in the report. It relies on publicly-available data from official government sources, as outlined previously.

Characteristic	Female	Male
Proportion in population	51.5%	48.5%
Median age	40.2	37.2
Labor force participation	56.7%	68.4%
Unemployment	5.4%	5.8%
Full time employment	69.9%	77.9%
High school graduation rate	79.5%	73.6%
College graduation	62%	46%
Bachelor's degree or higher	26.3%	26.6%
Poverty	21.7%	18.5%
Median earnings, full-time workers	\$31,648	\$36,451
Median earnings, Bachelor's degree	\$37,199	\$47,011
Median earnings, Graduate degree	\$49,400	\$72,821
Median income for family households with no partner (husband/wife)	\$31,093	\$38,937
Median earnings in management, business, science, and arts occupations	\$47,006	\$61,356
Earnings for private, for-profit employees	\$23,966	\$29,716
Women-owned firms	187,379	239,190
Sales of women-owned firms	\$15.9 billion	\$87.8 billion

In addition to the detailed analysis of indicators that show economic conditions and opportunities for women, the report also dedicates sections on indicators that present *Health* and *Safety* data. The *Health* indicators show women generally have better health behaviors and outcomes than men. Overall, women are less likely to engage in certain behaviors that pose health risks. In 2013, only 9% of women engaged in heavy or binge drinking compared to 28% of men. Tobacco use is also lower among women (8%) than men (20%). The majority of both men (55.0%) and women (56.4%) in Miami-Dade were inactive or insufficiently active. However, the obesity occurrence rate was higher among men (67%) than women (60%). Some health conditions are more prevalent among women. Cardiovascular diseases, arthritis, asthma, cancer, and depression all affect a disproportionately higher percentage of women than men.

Some health data pertains specifically to women, especially with regards to reproductive health. The trend analysis shows improvement in some indicators but worsening health conditions across others. Some of the positive trends include the increase in the number of licensed OB/GYN doctors, the decrease in the number of births to uninsured women, the lower rate of births to women who smoked during pregnancy, and the lower infant mortality rate. Some of the negative trends include the increase in births to overweight mothers, and the 166% increase of sexually transmitted diseases amongst females ages 15 through 34 within the last twenty-years.

The *Safety* section of the report focuses on safety issues for women and girls, presenting data on domestic violence and sex offenses, sex trafficking, resources available to women and girls, and other indicators. The trend data shows a significant, 56% decline in domestic violence cases between 2000 and 2015. There was also a significant decrease (36.6%) in the number of forcible sex offenses from 2000 to 2010, but over the last five years they have remained constant at about 1,100 offenses each year.

Introduction

Gender equality has long been at the forefront of public discussion and continues to receive significant attention from political figures, decision-makers and community leaders. The *Global Gender Gap Index* presented in the *2014 Global Gender Gap Report* of the World Economic Forum highlights the relative gaps between women and men across four key areas: health, education, economy and politics. The United States ranked 20th overall, behind countries such as Rwanda, Philippines and Latvia. The U.S. ranked lowest in health and survival. However, the United States was ranked fourth in the category of economic participation and opportunity, and within it, it scored first in terms of estimated earned income and the number of professional and technical workers. In the sub-category of wage equality, the U.S. ranked 65th.¹

The pay gap has also been noted by U.S. leaders and on February 29, 2016, President Obama laid out new rules that would require companies with over 100 employees to report salary data based on race, gender and ethnicity. The reporting requirement will be in effect starting September 2017, and will allow the Equal Employment Opportunity Commission to investigate and file lawsuits against companies that discriminate against women. The gender pay gap has decreased during President Obama's term from 23% to 21%.²

Gender Gap Index of the World Economic Forum

GGI indicators include the following dimensions:

- **Economic participation:** male and female unemployment levels, levels of economic activity, and remuneration for equal work.
- **Economic opportunity:** duration of maternity leave, number of women in managerial positions, availability of government-provided childcare, and wage inequalities between men and women.
- **Political empowerment:** number of female ministers, share of seats in parliament, women holding senior legislative and managerial positions, and number of years a female has been head of state.
- **Educational attainment:** literacy rates, enrollment rates for primary, secondary and tertiary education, and average years of schooling.
- **Health and wellbeing:** effectiveness of governments' efforts to reduce poverty and inequality, adolescent fertility rate, percentage of births attended by skilled health staff, and maternal and infant mortality rates.

Source: Lopez-Claros and Zahidi, *The Global Gender Gap Report*,

The reasons for the disparity in male and female earnings have been investigated and argued extensively. On one side of the spectrum, some commentators ascribe the gap to the difference in occupations and industries of employment for male and female workers, as well as job functions, job tenure, and marital status.³ Some suggest that the gap can also be explained by personal choice, as women were more likely to take

¹Augusto Lopez-Claros and Saadia Zahidi. *The Global Gender Gap Report 2014*, World Economic Forum. <http://reports.weforum.org/global-gender-gap-report-2014/>

²Roy Allen and Stacy Klein. "Analysis: Obama Building a Legacy on Gender Equality Issues." NBC News. <http://www.nbcnews.com/news/us-news/analysis-obama-building-legacy-gender-equality-issues-n507351>

³Mark J. Perry and Andrew G. Biggs. "The '77 Cents on the Dollar' Myth about Women's Pay." *The Wall Street Journal*. April 7, 2014. <http://www.wsj.com/articles/SB10001424052702303532704579483752909957472>

career interruptions to care for their family.⁴ Conversely, progressive groups such as the National Committee on Pay Equity, the American Association of University Women and others, reference research that shows “certain jobs pay less simply because they are held by women and people of color”.⁵

The topic of gender equity in Miami-Dade County has not been researched extensively and that knowledge gap provided the impetus for an ordinance sponsored by County Commissioner Daniella Levine Cava and adopted by the Miami-Dade County Board of County Commissioners in September 2015. Ordinance No. 15-87 authorized the Commission Auditor to “gather data regarding economic development, health and safety, and education of women in Miami-Dade County⁶.” In response to the mandate, the Office of the Commission Auditor contracted the Florida International University Metropolitan Center (FIU/MC), to gather data and prepare a report comparing gender differences in economic development opportunities in Miami-Dade County.⁷

Methodology

The report presents the most current data from the U.S. Census, the American Community Survey⁸, Bureau of Labor Statistics⁹, Florida Department of Economic Opportunity¹⁰, U.S. Economic Census¹¹, Survey of Business Owners¹² and other sources to make comparisons between genders and over time. The report focused on comparisons across various drivers of economy development and opportunity, including:

- Percentage in labor force
- Unemployment rate
- Women employed by industry
- Class of worker – private, non-profit, government
- Overall median earnings and income
- Median earnings by occupation
- Industry employment and earnings
- Poverty status
- Median income for households with a female householder
- Women-owned businesses, number of establishments, employees and sales volume

⁴ Pew Research, “On Pay Gap, Millennial Women Near Parity – For Now”, (013 <http://www.pewsocialtrends.org/2013/12/11/on-pay-gap-millennial-women-near-parity-for-now/>

⁵ National Committee on Pay Equity, <http://www.pay-equity.org/about.html>

⁶ Ordinance No. 15-87. <http://www.miamidade.gov/cob/library/Registry/Ordinances/Board-of-County-Commissioners/2015/15-87.pdf>

⁷ The report adopts the definition of gender provided in the Miami-Dade County Code of Ordinances Chapter 11A, Article I, Sec. 11A-2 (12): “Gender identity shall mean a person’s innate, deeply felt psychological identification as a man, woman or some other gender, which may or may not correspond to the sex assigned to them at birth (e.g., the sex listed on their birth certificate).” <http://www.miamidade.gov/govaction/matter.asp?matter=141932&file=true>

⁸ U.S. Census and American Community Survey, <http://factfinder.census.gov/> ;

⁹ Bureau of Labor Statistics, <http://www.bls.gov/data/>

¹⁰ Florida Department of Economic Opportunity, <http://floridajobs.org/labor-market-information/data-center/statistical-programs>

¹¹ U.S. Economic Census, <https://business.census.gov>

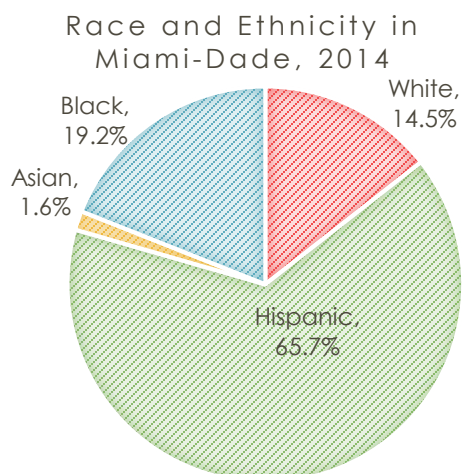
¹² U.S. Census, Survey of Business Owners and Self-Employed Persons (SBO), <https://www.census.gov/programs-surveys/sbo/data.html>

Some of the data serve as indicators for gender (in)equality, while others are intended to add more context and present a more complete description of the status of women in Miami-Dade County. Indicators are measures for outcomes of groups likely to experience inequalities. The focus of the report is on a set of indicators that measure equality in the economic sphere. The list of indicators discussed in this report covers in detail two of the equality dimensions in the Gender Gap Index of the World Economic Forum – economic participation and economic opportunity – and also includes some of the measures in the educational attainment dimension.

In addition to the secondary data from official government sources, the Office of the Commission Auditor assisted with the acquisition of three data sets from other county departments. The Human Resources Department provided the full list of county employees with important information on their educational level, salary, job tenure, and others. The statistical analysis of the variables in the employee roster complemented county-wide data to present a snapshot of gender equity within the workforce of the County. The Internal Services Department provided information on the number of women-owned businesses with county contracts and the total value of these contracts. The Office of the Commission Auditor also obtained a list of all county committees and their gender distribution.

General Characteristics

In 2014 women were slightly over half (1,338,556 or 51.5%) of the population of Miami-Dade County and have a median age of 40.2 years, compared to men whose median age is 37.2 years.



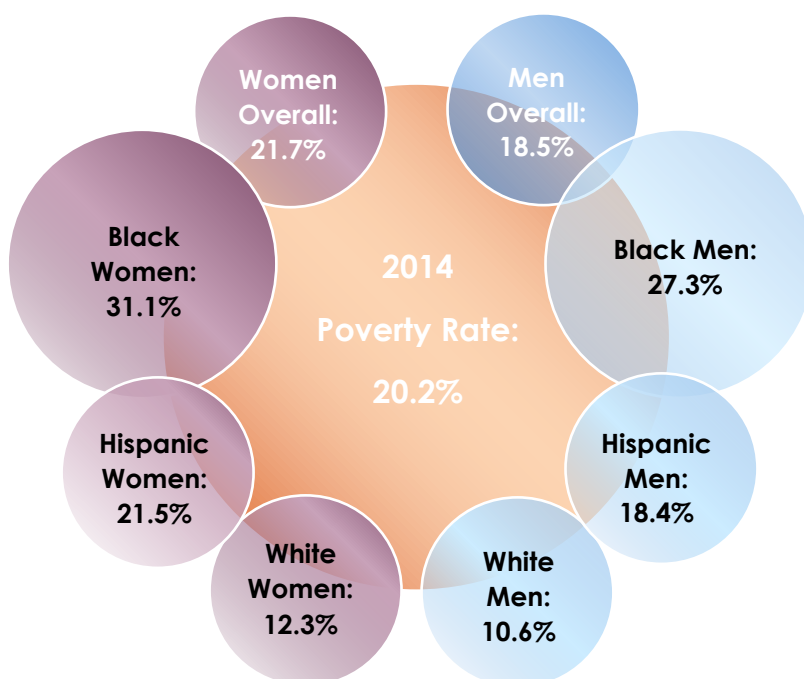
The majority of women were of Latino or Hispanic descent (65.7%), similar to the proportion of the overall Hispanic population in the county (65.2%). Almost 20% are of Black or African American descent, while 14.5% are White alone, and 1.6% are of Asian descent.

In 2014, 21.7% of women in Miami-Dade had income below the poverty level, compared to 16.5% poverty rate for women in the U.S., and a 17.4% poverty rate in Florida. Overall, in Miami-Dade County there were 524,382 individuals (20.2% of total population) living on income below the poverty level, of whom 290,572 (55.4%) were women.

More women lived in poverty than men in the county, whose poverty rate was 18.5%. These grim statistics have only worsened in the past 15 years, as overall poverty rates for the County have increased by 32% since 2000.

While women have disproportionately higher poverty rates than men overall, the disparities are even more pronounced when race and ethnicity are taken into account. Additionally, in 2014 women working full time year round were paid only 87 cents for every dollar paid to their male counterparts, up from 85 cents in 2010.

The higher poverty rate and lower earnings for women are linked to multiple factors including their household status, educational level, occupation, type of employment etc. The following sections present the gender comparisons across these categories.



Educational Attainment

Educational attainment is a major predictor of employment, occupation and earnings. It has been called the “great equalizer” that can potentially lift individuals out of poverty by providing them with opportunities for upward mobility.

Graduation and dropout rates for Miami-Dade County are similar to national statistics on these measures. Nationally, public high school 4-year adjusted cohort graduation rates reached 82.3% in 2014. For the 2013-2014 school year the graduation rate for the County was 76.6% overall, 73.6% for males and 79.5% for females. This rate is higher than Florida’s graduation rate of 76.1.

A 2014 Miami-Dade County School Board report compared graduation and dropout rates across gender and race/ethnicity. Female students in the County have higher graduation rates and lower dropout rates across all ethnic groups. However, there are significant differences within the gender categories based on ethnicity or race, with White female students having the highest graduation rates, and Black students having the lowest.

High School Graduates and Dropout Rates					
		Graduates		Dropouts	
		2011-2012	2012-2013	2011-2012	2012-2013
Black	Male	63%	65%	17%	12%
	Female	73%	74%	11%	8%
Hispanic	Male	73%	76%	13%	7%
	Female	80%	81%	7%	4%
White	Male	81%	83%	9%	5%
	Female	86%	89%	5%	4%

Source: Dr. Terry Forman, MDCPS, Technical Note TN1301, April 2014
<http://drs.dadeschools.net/ResearchNotes/RN1301.pdf>

Dropout rates in Miami-Dade are higher than national figures. Nationally, between 2000 and 2013, the male dropout rate declined from 12% to 7%, and the female rate declined from 10% in

2000 to 6% in 2013. Dropout rates were higher for minority students. The dropout rate was lower for Whites than for Blacks, and the rates for both Whites and Blacks were lower than the rate for Hispanics.¹³ In contrast, Hispanic students in Miami-Dade have lower dropout rates (2.0%) than Black students (4.5%).

In addition to the general statistics on school attendance and graduation, results from the National Assessment of Educational Progress (NAEP) long-term trend assessments show some progress toward meeting the goal of closing the gender gap. Female students continue to score higher than male students in reading. While the percentages of female students performing at or above proficient in mathematics at grade 12 is slightly lower (23%) than male students (26%) in 2015, it has increased by 2% since 2005. Female students in Miami-Dade score better than their male counterparts in both reading and math. The assessment shows that in 2015, 26% of female students performed at or above the proficient level in 8th Grade Math, compared to 25% for male students. These percentages were not significantly different from 2013. However, there has been a

¹³ U.S. Department of Education, National Center for Education Statistics. (2015). The Condition of Education 2015 (NCES 2015-144), p. 179. <http://nces.ed.gov/pubs2015/2015144.pdf>

significant increase in math proficiency for female students since 2009 and 2011 when only 20% of them were assessed at or above proficient, compared to 24% of male students.¹⁴

College graduation rates follow a similar pattern to high school graduation, with a significantly higher percentage of female student obtaining college diplomas within six years of enrollment. The six-year graduation rate for Florida International University for the 2008 cohort was 54%. Less than half of male students (46%) graduate within six years, compared to 62% of female students. Graduation rates are significantly lower overall in Miami Dade College which offers mostly two-year degrees. The percentage of full-time students enrolling in 2008 and graduating within 150% of "normal time" (2 years for Associate's, 4 years for Bachelor's) was 33%, with a transfer-out rate of 10%. The college has a five percent graduation gap between male (31%) and female students (36%). At the University of Miami, the second largest university in the county, the graduation rates were 81% overall, 78% for males and 84% for females.¹⁶

The low graduation rates of the public college and university in Miami-Dade, which combined have over 120,000 students each school year, is one of the drivers of the lower educational attainment of the population in the area compared to national statistics. The percentage of Miami-Dade population 25 years and over with a Bachelor's degree or higher is 26.4%, compared to 29.3% nationally. Neither the national nor the county show a significant gender gap in terms of university degree achievement. Miami-Dade also has a higher percentage of residents who have a high school diploma or less

United States

Graduation Rates



A 2016 report from the U.S. Department of Education shows that for students who enrolled in bachelor's degree programs at four-year institutions in 2008, 62.3% of women earned their degree by 2014. For men who entered bachelor's degree programs at four-year institutions in 2008, 56.5% had earned their degree within six years. The gender gap in graduation rates was 6.0 percentage points at public colleges and universities and 5.5 percentage points at private, nonprofit educational institutions.

The gender graduation rate gap varied by race but the graduation rate for women was higher for all racial and ethnic groups. For Black and African American students there was a 9.5 percentage point gap in favor of women, the highest gender gap for any racial or ethnic group. Hispanic women graduated at a rate that was more than 8 percentage points higher than the rate for Hispanic men.

For students who entered two-year colleges in 2011, 32.9% of women earned an associate's degree within three years, compared to 28.1% of men.¹⁵

¹⁴ U.S. Department of Education, Institute of Education Sciences, National Center for Education Statistics, National Assessment of Educational Progress (NAEP), various years, 2009–2015 Mathematics Assessments.

2009: <http://osi.dadeschools.net/oada/naep/Math/MATH2009TUDARepor.pdf>

2011: <http://oada.dadeschools.net/naep/Nation%20Report%20Card%20-TUDA%20MDCPS%20Mathematics.pdf>

2013: <http://oada.dadeschools.net/naep/M559-Highlights.pdf>

2015: http://oada.dadeschools.net/naep/snapshot_MAT2015_Miami_Dade_8.pdf

¹⁵ U.S. Department of Education, Institute of Education Sciences, National Center for Education Statistics, *The Condition of Education 2016*. <http://nces.ed.gov/pubs2016/2016144.pdf>

¹⁶ U.S. Department of Education, Institute of Education Sciences, National Center for Education Statistics, College Navigator, 2014 data. <http://nces.ed.gov/collegenavigator/>

(48.9%) than the U.S. population (41.6%). There is an upward trend, however, as shown by the 8.6% increase in population with a Bachelor's degree or higher in Miami-Dade, and an 11.5% increase of female degree holders.

There are no significant differences between the genders in terms of educational attainment. According to 2014 U.S. Census estimates, 26.6% of men and 26.3% had a Bachelor's degree or higher. Conversely, 20.5% of men and 20.4% of women had less than a high school degree.

There are significant differences, however, in the degrees men and women are attaining. A larger percentage of young professional women in Miami-Dade County hold Bachelor's degrees in the Education, Arts and Humanities fields than men, 34.6% and 23.7% respectively. In contrast, a higher percentage of young professional men have Bachelor's degrees in Science, Engineering and Business. Overall, among all age groups, almost half of men with Bachelor's degrees in the county (48.4%) have their degrees in the Science, Engineering and related fields, compared to only 37% of women. There are no significant differences in these statistics since 2010 when the U.S. Census first started collecting detailed data on the Bachelor's degree fields.

Bachelor's Degree Field for Population 25-39 years		
	Male	Female
Science and Engineering	38.5%	26.4%
Science and Engineering Related Fields	6.7%	13.2%
Business	31.2%	25.8%
Education	4.5%	12.4%
Arts, Humanities and Other	19.2%	22.2%
Total, 25-39 years	70,885	89,959

Source: American Community Survey, 2009-2014 5-Year Estimate

The Census statistics are also confirmed by graduation data from Florida International University. The majority of the 1,201 graduates from the FIU College of Engineering and Computing are male. Only 20.5% of graduates in the 2015-2016 academic year were females who obtained Bachelor's, Master's or Ph.D. degrees in engineering or computing fields. One positive trend is that there were 20% more females graduating with these degrees in 2015-2016 than in the 2011-2012 school year. FIU's College of Business graduates an almost equal number of female and male students with Bachelor's degree or higher in Business fields.

The gender differences in terms of fields of Bachelor's degrees attained has a significant effect on their earnings potential. The *Occupation, Industry, and Class of Worker* section in this report details the gender distribution in various sectors of the economy and outlines the earnings for these sectors.

Economic Opportunity

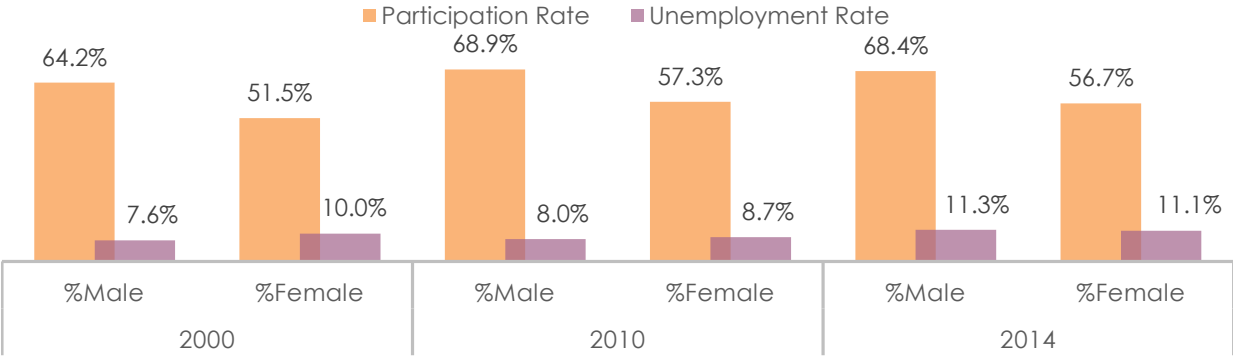
Educational attainment is a major predictor of individual earning potential. For example, studies have shown that college graduates ages 25 to 321 who are working full time earn more annually—about \$17,500 more—than employed young adults holding only a high school diploma.¹⁷ However, the following section shows that the higher educational attainment of women overall has not directly translated into higher earnings.

Employment and Earnings

Employment earnings are a crucial component of income for individuals and families, and thus linked to economic success. From 2010 to 2014 the labor force participation rate for both men and women decreased slightly, in line with national trends.¹⁸ Approximately 68.4% of men over the age of 16 were in the labor force, compared to only 56.7% of women in the county. Since 2000, there has been a 5.2% increase of women in the labor force, while men’s participation rate has increased by 4.2%.

According to the U.S. Census, the unemployment rate for both men and women has increased since 2000. The unemployment rate represents the number of unemployed people as a percentage of the civilian labor force. The increase in the unemployment rate for this period can be linked to an increase in the labor force participation. The labor force participation rate is the proportion of the population that is employable within the respective age group. In other words, given the increase of the population in the working age group, the increase means that more people are employed or actively seeking a job. From 2000 to 2014, the unemployment rate for women increased from 10.0% to 11.1%, and from 7.6% to 11.3% for men. For the same period, there was a much larger increase in labor participation for women (5.2%), from 51.5% in 2000 to 56.7% in 2014. The fact that the increase of labor force participation outpaced the unemployment rate increase is a positive trend as it indicates the absorption of women in the labor force, i.e. most of the women who enter the labor force are able to find employment.

Miami-Dade County's Labor Force Participation Rate by Gender



¹⁷ Pew Research Center, "The Rising Cost of Not Going to College." February 11, 2014. <http://www.pewsocialtrends.org/2014/02/11/the-rising-cost-of-not-going-to-college/>
¹⁸ According to the U.S. Census definition, the labor force participation rate represents the proportion of the population aged 16 and older that is in the labor force. For example, if there are 100 people in the population 16 years and over, and 64 of them are in the labor force, then the labor force participation rate for the population 16 years and over would be 64%. The labor force consists of people classified as employed or unemployed but seeking employment. http://www.census.gov/people/laborforce/about/acs_employ.html

In contrast, the Bureau of Labor Statistics (BLS) of the U.S. Department of Labor measures unemployment with a different methodology which adjusts the unemployment rate to seasonal fluctuations.¹⁹ Regardless of the methodology, both sources show similar trends: 2014 unemployment rates were higher than 2000 but lower than 2010. According to the BLS, the unemployment rate in Miami-Dade County for both men and women in the last quarter of 2014 was 5.7%, significantly lower than the 10.2% reported for men and 8.8% for women in 2010 but higher than the 3.9% rate of 2000.

While in 2014 men and women had similar unemployment rates, women are more likely than men to have part-time jobs. Of the 613,168 employed male residents 16 years of age and older, 77.9% worked full-time, year-round, compared to 69.9% of female residents. For both genders there has been an increase in the percentage of those employed full time since 2000, up from 75.3% for males and 64.5% for females.

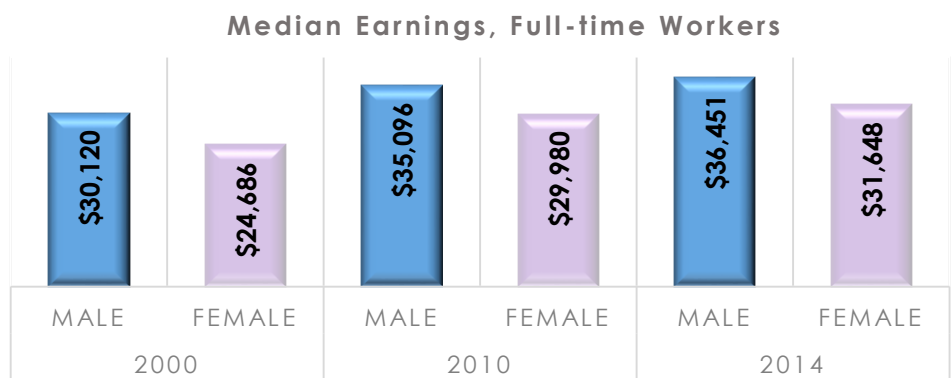
The differences of work status, full time versus part time, is one of the factors that may create income disparity between men and women. However, the Census data shows that even when distinguishing between part-time and full-time workers, the income gap is still present. The median earnings for full-time female workers in the County in 2014 were \$31,648, compared to \$36,451 for male workers, a 13% difference. The disparity between male and female workers in Miami-Dade is smaller than the national figure of 21%. While 71% of full-time male workers had incomes of \$25,000 and above, 65% of women workers were in these income categories.

In Miami-Dade, women make 87 cents for every dollar a man earns.

In the United States, women make 79 cents for every dollar a man earns.

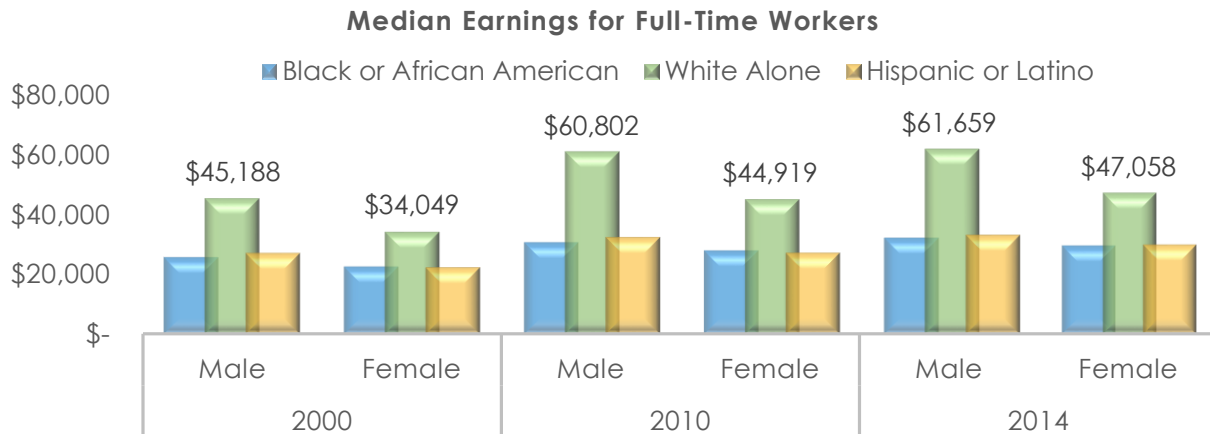
Earnings for both genders have increased over the last 15 years, but at a faster pace for women. Since 2000 women's earnings increased by 28%, compared to 21% for male workers. Although women's median earnings continue to be lower, the wage gap decreased from 18% in 2000, to 15% in 2010, and 13% in 2014. The earnings gap is smaller in Miami-Dade but the gradual trend towards closing the gap is consistent with national trends. Nationally, in 2014, among full-time, year-round workers ages 25 and older, the female-to-male

earnings ratio was .79, lower than the 2000 figure of .66, and the 1990 figure of .63.



¹⁹ Seasonal adjustment is a statistical technique that eliminates the influence of fluctuations (the normal seasonal weather patterns that tend to be repeated year after year, the hiring (and layoff) patterns that accompany regular events such as the winter holiday season and the summer vacation season etc.) on the unemployment data. (Source: Bureau of Labor Statistics, <http://www.bls.gov/cps/seasfaq.htm><http://www.census.gov/const/www/faq2.html>)

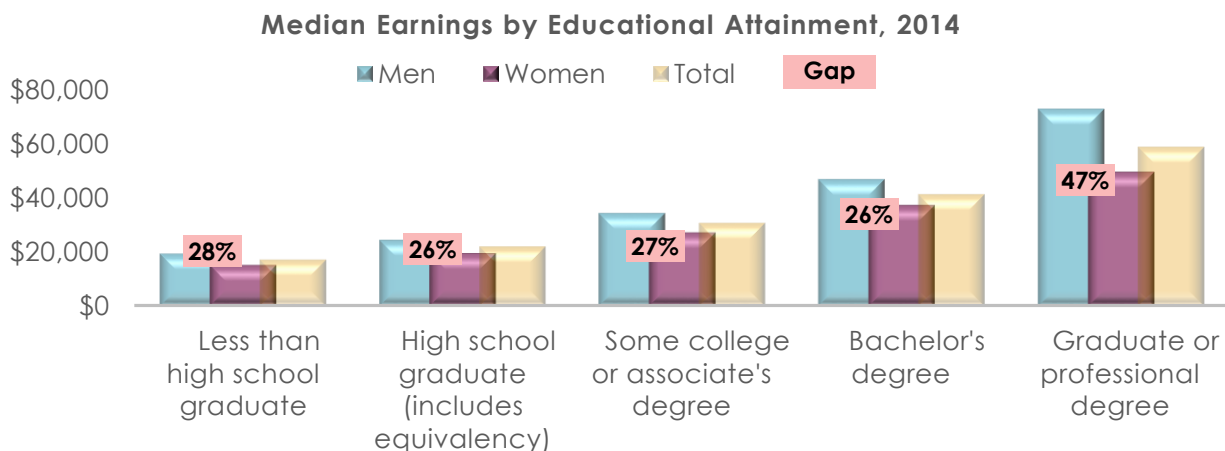
The earnings disparity is more marked when race and ethnicity are taken into consideration. Gender differences in earnings were most evident for Blacks and Whites. Census data shows that White men and women earned more than their Black and Hispanic counterparts in 2014. Hispanic and Black women earned 63 cents to the dollar of White women. When compared within each group, the gender gap was most evident for White workers, with White women earning 76 cents to the dollar of White men.



Educational attainment is a major predictor of earnings and equality. The earnings of those with a college degree or more have risen steadily, while the wages of those with lower levels of education have stagnated or fallen. Furthermore, lifetime earnings of workers with a college degree are nearly twice as high as those without one.

Median earnings for the population 25 and over vary significantly by educational attainment and gender. The median earnings of the population 25 years and over with earnings in 2014 was \$28,595. Those with a Bachelor's degree earned 44% more than the median, while those with graduate degrees earned more than double the median figure.

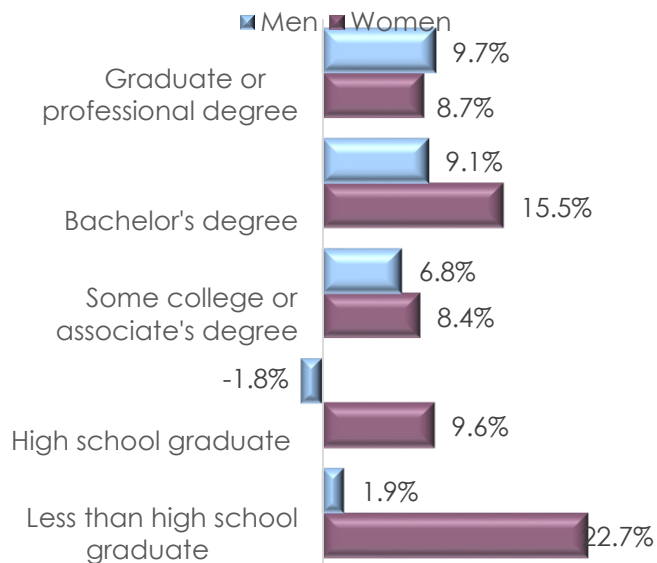
Regardless of educational level, men earned considerably more than women. In 2014 men with less than a high school diploma made \$19,548, while women with the same educational level earned 28% or \$4,347 less. The smallest gaps between men and women were for those with a high school diploma or with a bachelor's degree (26%). The largest earnings disparity between men and women is for those with a graduate or professional degree, with women earning \$49,400 versus men's median earning of \$72,821, a 47% difference.



Despite the significant and persistent gaps in median earnings between women and men, from 2005 to 2014, women have started earning more than they used to. Overall, their earnings have increased by 18.4%, compared to only a 3.1% increase for males. The greatest percentage change is reflected for women who have less than a high school degree, earning 22.7% more than in 2005. Men with only a high school degree have experienced a decline of 1.8% in median earnings, while women have seen a 9.6% increase. Earnings for women with a Bachelor's degree rose by 15.5%, whereas earnings for men rose by 9.1%. Men with a graduate or professional degree saw the greatest increase in earnings (9.7%), and fared better than women, whose earnings increased by 8.7%.

The increase in earnings over time has led to a decrease of the gender earnings gap from 38.2% in 2005 to 20.4% in 2014.

Change in Median Earnings by Educational Attainment, 2005-2014



Median Household and Family Income

Household and family income are other measures that allow for comparisons across household types. While earnings include wages and salary from a job, including self-employment, household income represents the combined incomes of all people sharing a particular household or place of residence including every form of income - earnings (wages, salaries, and self-employment income), social security, unemployment compensation, retirement, alimony etc.²⁰

While household and family are often used interchangeably, the Census Bureau draws a careful distinction. A household consists of one or more persons living in the same house, condominium or apartment. They may or may not be related. A family has two or more members who live in the same home and *are related* by birth, marriage or adoption.²¹ Approximately two-thirds of America's households are also classified as families.

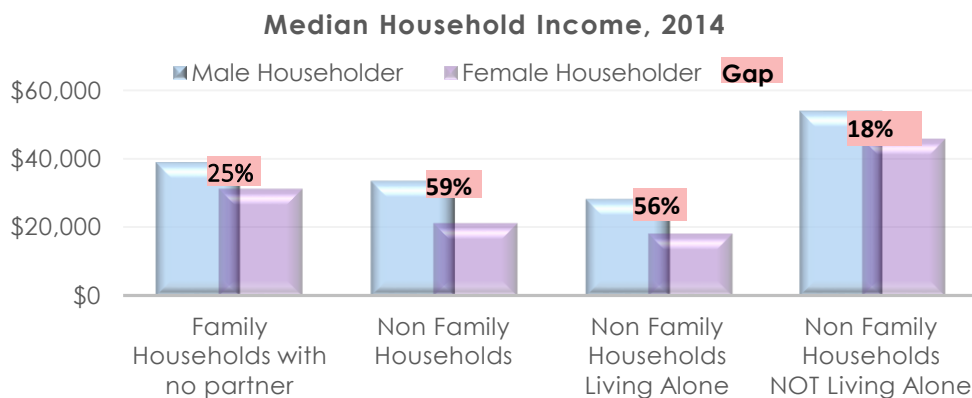
In 2014, the Miami-Dade median household income was estimated at \$43,099, and was 24.1% lower than the national figure. The median *family* income was \$49,391, and was 32.5% lower than the national statistic.

Married-couple families typically have the highest income level. In that regard, according to 2014 Census data, Miami-Dade's gap compared to the nation was 26%. Male-headed families and female-headed families with no spouse present had median

²⁰ For a full list of all sources of income, refer to the U.S. Census definition: https://www.census.gov/glossary/#term_Income

²¹ For a distinction between family and household, access the Census definitions: <https://www.census.gov/hhes/families/about/>

incomes of \$38,937 and \$31,093, respectively. Male-headed families with no spouse present earned 25.2% more than female-headed families with no spouse present. This was comparable to the difference for the U.S. (28.5%). The income disparity between male and female-headed households is even more significant because of the fact that there are 151,135 families headed by a female, compared to 53,903 with a male householder.



The following table shows the disparities in median household income between female and male householders. A female headed household with no partner had a median household income of \$31,093, a 25.8% increase from 2000, while a male headed household earned \$7,884 more, (\$38,937), a 28.3% increase since 2000. Non-family households include a householder living alone or with nonrelatives, with a nonrelative defined as a household member not related to the householder by birth, marriage, or adoption, and including foster children. A female headed household living alone with no relatives had a low median household income of \$18,117 in 2014, however a female headed household living with nonrelatives had a high median household income of \$45,500. The most significant gaps were for nonfamily households and householders living alone. More importantly, the gaps have only increased since 2000 across all family types.

Median Household Income by Household Type						
	2000			2014		
	Male Householder	Gap	Female Householder	Male Householder	Gap	Female Householder
Family Households with no partner (husband/wife)	\$30,342	23%	\$24,709	\$38,937	25%	\$31,093
Non-Family Households	\$26,499	49%	\$17,812	\$33,496	59%	\$21,100
Living Alone	\$22,139	47%	\$15,036	\$28,237	56%	\$18,117
Not Living Alone	\$41,719	9%	\$38,464	\$53,828	18%	\$45,500

Source: U.S. Census 2000 and 2010, American Community Survey, 2009-2014 5-Year Estimate.

Occupation, Industry, and Class of Worker

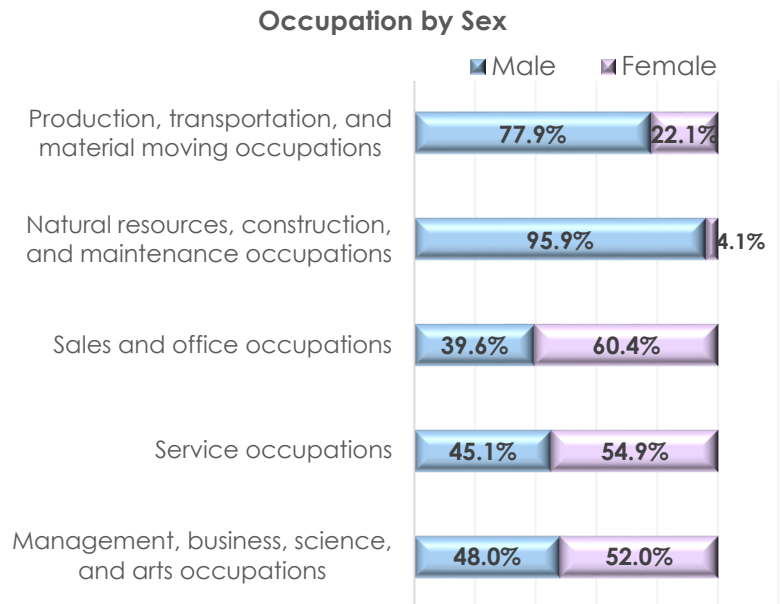
The types of occupations and industries of employment for women are considered important factors that drag down women's earnings and family income. The Census Bureau collects information and data on occupation, industry, and class of worker for American workers. Occupational data refers to the type of work the person does on the job, whereas industry data pertains to the kind of business that is conducted by a person's employing organization. The *Class of Worker* category organizes people according to the type of ownership of the employing organization and identifies whether the respondent is salaried or self-employed, as well as whether the person works in the private sector or in government. The following section will highlight all three areas pertaining to Miami-Dade County in regards to employment and median earnings by gender.

Over the past 15 years the distribution of full-time employees over the age of 16 by gender has remained steady in the County. Women are the majority of employees in Sales and Office (58.4%), and Service occupations (50.4%). Women continue to rise in occupations related to management, business, science, and arts, almost splitting the distribution of these occupations with men.

Employment by Occupation and Gender, 16 Years and Over								
Occupation	2000		2005		2010		2014	
	% Male	% Female	% Male	% Female	% Male	% Female	% Male	% Female
Full-time, year-round civilian employed population	53.6%	46.4%	58.8%	41.2%	55.1%	44.9%	55.0%	45.0%
Management, business, science, and arts	51.0%	49.0%	55.3%	44.7%	51.1%	48.9%	50.1%	49.9%
Service	46.5%	53.5%	51.8%	48.2%	47.9%	52.1%	49.6%	50.4%
Sales and office	38.6%	61.4%	41.4%	58.6%	40.4%	59.6%	41.6%	58.4%
Natural Resources, construction, maintenance	96.8%	3.2%	98.2%	1.8%	95.7%	4.3%	96.1%	3.9%
Production, transportation, and material moving	74.1%	25.9%	78.6%	21.4%	76.6%	23.4%	79.6%	20.4%

Source: U.S. Census 2000 and 2010, American Community Survey, 2009-2014 5-Year Estimate.

Women are the largest percentage of the workforce in *Sales and Office* occupations, as well as service occupations. They are also a small majority in the *Management, Business, Science and Arts* occupations category due to the fact that within the four sub-categories, they form the majority of workforce in *Education, legal, community service, arts, and media* occupations (63.6%), and *Healthcare practitioner and technical* occupations (68.1%). However, women's employment in the high-wage, high-skill occupations pertaining to management and finance, as well as engineering and science, is significantly lower than male employment in these occupations.



Occupation	Total	Male	Female
Management, business, science, and arts occupations	365,707	48.0%	52.0%
Management, business, and financial occupations	159,387	56.3%	43.7%
Computer, engineering, and science occupations	34,240	75.3%	24.7%
Education, legal, community service, arts, and media occupations	113,790	36.4%	63.6%
Healthcare practitioner and technical occupations	58,290	31.9%	68.1%

Source: U.S. Census, American Community Survey, 2009-2014 5-Year Estimate.

Median earnings across occupation and gender vary greatly. However, overall, median earnings for men are generally higher than women's median earnings regardless of occupation. The greatest gap is visible in occupations related to management, business, and the arts – occupations that normally include Science, Technology, Engineering, and Math (STEM) workers and have the highest median earning compared to the other occupations. In these occupations, women earned \$14,350, or 30.5% less than their male counterparts.

Median Earnings by Occupation and Gender						
Occupation	2005		2010		2014	
	Males	Females	Males	Females	Males	Females
Full-time, year-round civilian employed population 16 years and over	\$32,168	\$28,107	\$35,184	\$30,025	\$36,477	\$31,662
Management, business, science, and arts occupations	\$54,701	\$41,263	\$60,736	\$44,552	\$61,356	\$47,006
Service occupations	\$22,332	\$17,187	\$24,768	\$18,729	\$25,016	\$20,366
Sales and office occupations	\$32,404	\$27,403	\$34,269	\$28,241	\$36,551	\$30,225
Natural Resources, construction, maintenance occupation	\$26,577	\$33,071	\$28,468	\$19,167	\$30,191	\$21,422
Production, transportation, and material moving occupations	\$25,583	\$15,764	\$27,668	\$19,482	\$27,196	\$20,836

Source: U.S. Census 2010, American Community Survey, 2009-2014 5-Year Estimate.

The gender earning gap exists within all occupations, even within the broad categories presented in the table above. From the top ten highest-earning occupations, the gap is the largest in the legal and health diagnostics occupations. It should be noted that for almost all occupations the earnings gap is smaller in Miami-Dade than the national figures, with several notable exceptions. The gap for legal occupations in Miami-Dade is 114%, compared to 97% nationally. The gap is also larger in Miami-Dade for Healthcare support occupations (23% to 15% in the U.S.) and Architecture and Engineering occupations (34% to 26% in the U.S.).

Earnings Gap for Top 10 Highest Earning Occupations for Women, 2014		
Occupation	Earnings	Gap
Health diagnosing and treating practitioners	\$58,150	-40.0%
Computer and mathematical occupations	\$52,472	-9.3%
Law enforcement workers including supervisors	\$52,040	-13.5%
Management occupations	\$49,723	-18.4%
Legal occupations	\$49,444	-114.2%
Life, physical, and social science occupations	\$48,523	-8.8%
Business and financial operations occupations	\$42,232	-32.0%
Architecture and engineering occupations	\$40,381	-34.0%
Community and social services occupations	\$35,762	-0.7%
Education, training, and library occupations	\$34,316	-31.0%

Source: U.S. Census American Community Survey, 2009-2014 5-Year Estimate.

Gender Comparisons by Industry

Women in Miami-Dade County continue to be the majority of employees in the Educational Services, and Health Care and Social Assistance industries sector. Other industries where women make up more than 50% of employees include: Other services, except public administration²² (56.1%); and Finance, insurance and real estate (52.6%). In terms of workforce numbers, however, there are significant numbers of women employed in Retail trade, Professional, Scientific, and Management services, as well as the Arts, Entertainment and Recreation sectors.

Employment by Industry Sector and Gender								
Industry	2000		2005		2010		2014	
	Male	Female	Male	Female	Male	Female	Male	Female
Agriculture, forestry, fishing and hunting, and mining	72.3%	27.7%	87.2%	12.8%	70.3%	29.7%	72.5%	27.5%
Construction	90.8%	9.2%	91.9%	8.1%	91.7%	8.3%	92.8%	7.2%
Manufacturing	60.0%	40.0%	66.7%	33.3%	62.5%	37.5%	64.7%	35.3%
Wholesale trade	64.5%	35.5%	72.8%	27.2%	63.4%	36.6%	64.1%	35.9%
Retail trade	53.6%	46.4%	59.5%	40.5%	49.5%	50.5%	50.6%	49.4%
Transportation and warehousing, and utilities	71.2%	28.8%	75.1%	24.9%	72.1%	27.9%	74.1%	25.9%
Information	58.4%	41.6%	61.3%	38.7%	58.3%	41.7%	59.2%	40.8%
Finance and insurance, and real estate and rental and leasing	46.6%	53.4%	48.8%	51.2%	48.7%	51.3%	47.4%	52.6%
Professional, scientific, and management, and administrative and waste management services	53.4%	46.6%	58.6%	41.4%	55.1%	44.9%	56.2%	43.8%
Educational services, and health care and social assistance	28.2%	71.8%	27.6%	72.4%	26.7%	73.3%	27.4%	72.6%
Arts, entertainment, and recreation, and accommodation and food services	54.1%	45.9%	55.3%	44.7%	50.6%	49.4%	53.0%	47.0%
Other services, except public administration	49.9%	50.1%	60.6%	39.4%	42.1%	57.9%	43.9%	56.1%
Public administration	53.7%	46.3%	59.5%	40.5%	54.4%	45.6%	55.3%	44.7%

Source: U.S. Census 2000 and 2010, American Community Survey, 2009-2014 5-Year Estimate.

The type of industry sectors in which women are employed may influence the overall earnings gap. While median earnings vary depending on the industry sector, for each industry there were consistent disparities in earnings between men and women, with the exception of Construction. Although women only make up 7.2% of the construction

²² The Other Services (except Public Administration) sector comprises establishments engaged in activities such as equipment and machinery repairing, promoting or administering religious activities, grant making, advocacy, and providing dry-cleaning and laundry services, personal care services, death care services, pet care services, photofinishing services, temporary parking services, and dating services.

industry their median earnings are higher, earning \$30,335 compared to \$23,387 for men. Interesting enough, over 100,000 more women are employed in the education industry, yet earn \$29,876, which is 37.5% less than men. The largest median earning gap is evident in the “Other Services” sector, in which men’s median earnings are 58% more.

The top three industries with the largest percentages of female employees are Health Care and Social Assistance, Professional, Scientific, and Technical services, and Retail Trade. Women earn significantly less in each of them – 52.3% less in Health Care and Social Assistance, 52.1% in Professional, Scientific, and Technical services, and 35.8% less in Retail Trade.

Earnings by Industry Sector and Gender						
Industry	2005		2010		2014	
	Males	Females	Males	Females	Males	Females
Agriculture, forestry, fishing and hunting, and mining	\$31,570	\$14,862	\$18,975	\$13,664	\$17,992	\$15,035
Construction	\$27,126	\$27,661	\$24,847	\$31,690	\$23,387	\$30,335
Manufacturing	\$30,331	\$20,031	\$31,039	\$20,191	\$33,016	\$21,904
Wholesale trade	\$35,111	\$23,946	\$34,799	\$27,356	\$34,976	\$30,539
Retail trade	\$30,346	\$21,468	\$24,047	\$17,413	\$24,132	\$17,776
Transportation and warehousing, and utilities	\$40,396	\$30,676	\$35,910	\$31,349	\$35,103	\$34,367
Information	\$41,254	\$37,225	\$46,101	\$35,619	\$44,105	\$35,475
Finance and insurance, and real estate and rental and leasing	\$45,307	\$35,555	\$40,669	\$33,146	\$43,963	\$35,935
Professional, scientific, and management, and Admin. and waste management services	\$34,563	\$34,981	\$31,618	\$27,956	\$31,752	\$27,081
Educational services, and health care and social assistance	\$40,053	\$29,655	\$40,053	\$28,153	\$41,094	\$29,876
Arts, entertainment, and recreation, and accommodation and food services	\$25,425	\$20,009	\$20,883	\$15,610	\$20,761	\$16,143
Other services, except public administration	\$25,042	\$16,085	\$23,365	\$14,232	\$23,487	\$14,839
Public administration	\$51,253	\$39,249	\$52,756	\$40,193	\$58,423	\$41,926

Source: U.S. Census 2000 and 2010, American Community Survey, 2009-2014 5-Year Estimate.

Class of Worker

Similar to the U.S. figures, female employees are the majority of workforce in private not-for-profit wage and salary jobs (64.6%), as well as state (59.5%) and local (55.0%) government jobs. While still a low percentage of 29.3% are self-employed in own incorporated businesses, their proportion has increased since 2000 (26.6%).

Class of Worker by Gender						
Class of Worker	2000		2014		2014 Employment	
	% Male	% Female	% Male	% Female	Male	Female
Private for-profit wage and salary:	55.3%	44.7%	53.7%	46.3%	477,664	411,840
• Employee of private company workers	53.8%	46.2%	52.2%	47.8%	427,173	391,167
• Self-employed in own incorporated business workers	73.4%	26.6%	70.7%	29.3%	50,313	20,851
Private not-for-profit wage and salary workers	36.7%	63.3%	35.4%	64.6%	21,868	39,907
Local government workers	42.8%	57.2%	45.0%	55.0%	37,307	45,598
State government workers	40.5%	59.5%	40.5%	59.5%	8,680	12,752
Federal government workers	56.9%	43.1%	58.5%	41.5%	11,255	7,984
Self-employed in own not incorporated business workers and unpaid family workers	64.1%	35.9%	60.4%	39.6%	56,414	36,987

Source: U.S. Census 2000, American Community Survey, 2009-2014 5-Year Estimate.

Disparities in median earnings based on gender and class of workers are persistent and consistent with the findings in previous sections. Women's earnings have increased across all worker classes with the exception of Self-employed workers and unpaid family workers, in which there was a 7.2% decrease since 2005. The most significant earnings increases for women since 2005 were in the government sector: federal (45.2% increase), state (22%) and local (19.8%). These increases outpaced the increase in male earnings in almost all categories with the exception of Private not-for-profit wage and salary workers where male earnings increased by 27.3% to 13.8% for women.

The following table shows that the earnings gaps are closing for most classes of workers. In the private sector, where most of the workforce is employed (see table above) the gap decreased from 32% in 2005 to 24% in 2014. In other words, women in private jobs made 76 cents to the dollar made by male workers. Additionally, while in 2005 women employed in private not-for-profit wage and salary jobs made 1.1% more than male earners, by 2014 there was a significant earnings gap of 19.6%.

Earnings by Class of Worker and Gender, 16 year and over						
Class of Worker	2005		Gap	2014		Gap
	Males	Females		Males	Females	
Private for-profit wage and salary workers:	\$27,450	\$20,790	32.0%	\$29,716	\$23,966	24.0%
• Employee of private company	\$26,363	\$20,512	28.5%	\$28,168	\$23,577	19.5%
• Self-employed in own incorporated business	\$41,701	\$30,138	38.4%	\$42,814	\$32,038	33.6%
Private not-for-profit wage and salary	\$28,323	\$28,629	-	\$38,955	\$32,581	19.6%
Local government	\$39,178	\$33,566	16.7%	\$47,772	\$40,224	18.8%
State government	\$37,190	\$30,063	23.7%	\$41,424	\$36,676	12.9%
Federal government	\$46,042	\$35,222	30.7%	\$58,774	\$51,135	14.9%
Self-employed in own not incorporated business workers and unpaid family workers	\$24,748	\$14,391	72.0%	\$18,407	\$13,350	37.9%

Source: U.S. Census, American Community Survey, 2005 and 2009-2014 5-Year Estimate.

Women's Entrepreneurship

The Survey of Business Owners (SBO) provides the only comprehensive, regularly collected source of information on selected economic and demographic characteristics for businesses and business owners by gender. The U.S. Census conducts the Survey every five years with most current data available from the year 2012. The 2012 Survey shows that a total of 187,379 businesses with unpaid and paid employees were women-owned businesses in Miami-Dade County, up from 116,566 in 2007. Additionally, there were 34,265 firms jointly male-/female-owned.

From 2007 to 2012 women-owned firms in Miami-Dade County increased by 60.7%, compared to a 39% increase in the state.

Women-owned firms in Miami-Dade generated \$15.9 billion in receipts, up from \$11.7 billion in 2007, a 35% increase. From 2007 to 2012, male-owned firms in the county increased only by 10.9%, with a revenue increase of 7%. In contrast to previous years, the growth of women-owned businesses in Miami-Dade grew faster than women-owned firms in Florida and the country, and more so than male-owned firms.

Comparison of Women-Owned firms to Male-Owned Firms*				
	Number of Firms	Change (2007-2012)	Sales Receipts (\$1,000)	Change (2007-2012)
Miami-Dade				
Women-Owned Firms				
2007	116,566		11,747,380	
2012	187,379	60.7%	15,871,899	35.1%
Male-Owned Firms				
2007	215,676		82,139,031	
2012	239,190	10.9%	87,777,587	7.0%
Florida				
Women-Owned Firms				
2007	581,096		76,502,545	
2012	807,817	39.0%	85,527,046	11.8%
Male-Owned Firms				
2007	1,036,446		466,248,440	
2012	1,084,885	4.7%	470,541,617	0.9%
United States				
Women-Owned Firms				
2007	7,792,115		1,196,608,004	
2012	9,878,397	26.8%	1,419,834,295	18.7%
Male-Owned Firms				
2007	13,900,554		8,478,196,600	
2012	14,844,597	6.8%	9,466,039,188	11.7%

*All firms include firms with and without paid employees
Source: U.S. Census, Survey of Business Owners, 2007 and 2012.

Employer Businesses

Employer businesses are firms with paid employees, including workers on the payroll and excluding sole proprietors and partners. In contrast, firms without paid employees include small “mom and pop” businesses, independent contractors and Internet-based retailers.

Although employer businesses are only 14.2% of total firms, they have a significant impact on the local economy as they employ over one million workers and represent 94.6% of total sales.

Miami-Dade has a total of 14,113 women-owned businesses with paid employees in 2012, up from 11,674 in 2007, a 21% increase. Local women-owned businesses accounted for 21% of all firms, while men-owned businesses were 58%, and equally male-/female-owned establishments were 15%. Although men-owned businesses continue to represent the majority of firms, women-owned businesses experienced a larger percentage growth from 2007 to 2012.

There were only four sectors in which the number of women-owned firms decreased, including Information; Finance and Insurance; Arts, Entertainment and Recreation; and Professional, Scientific and Technical Services. Among the top five sectors with the largest number of workers in women-owned firms, Professional, Scientific and Technical services is the only one in which the number of women-owned firms decreased by 10.8%.



Women-owned firms are distributed across all industry sectors but the sector with the largest percentage of such firms was *Health Care and Social Assistance*, both in 2007 and 2012. That sector also accounted for 22.3% of total women-owned firms. The *Professional, Scientific, and Technical Services* sector, accounting for 16.1% of women-owned firms in 2012, dropped to second largest 2012, down from 21.8% of total women-owned firms in 2007. Third was the Retail Trade sector in which 11.3% of total women businesses operated.

Within industry sectors, the sector with the largest percentage of women owned firms in 2012 was *Health Care and Social Assistance*, with 38.2% of women-owned firms.

Other prominent industries with high percentage of women-owned firms include *Educational Services* (36%), *Administrative and support and waste management and remediation services* (26.2%), and *Arts, Entertainment, and Recreation* (25.6%). Industries with low numbers of women-owned firms included the *Construction* sector (8.8%), *Information* (10.3%), and *Wholesale Trade* (12.9%).

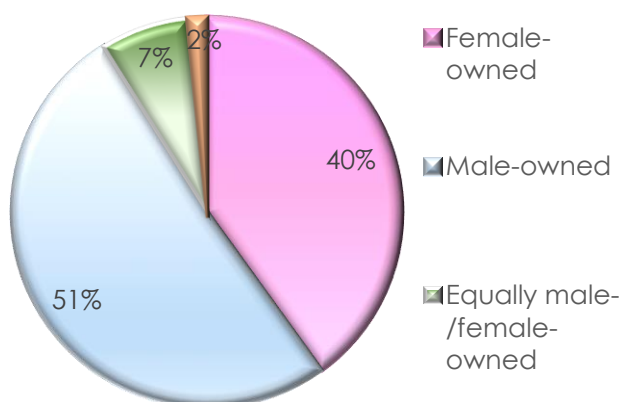
Total and Women-Owned Firms, 2007-2012						
SECTORS	2007			2012		
	Total	Women-Owned	%	Total	Women-Owned	%
Total for all sectors	66,602	11,674	17.5%	66,629	14,113	21.2%
Agriculture, forestry, fishing and hunting	-	0	-	27	0	-
Utilities	20	1	5.0%	13	7	53.8%
Construction	5,021	156	3.1%	3,890	343	8.8%
Manufacturing	2,465	296	12.0%	2,032	467	23.0%
Wholesale trade	8,281	1,035	12.5%	8,674	1,122	12.9%
Retail trade	7,847	1,167	14.9%	8,075	1,593	19.7%
Transportation and warehousing	2,712	407	15.0%	2,969	538	18.1%
Information	1,172	122	10.4%	1,030	106	10.3%
Finance and insurance	3,796	674	17.8%	2,908	525	18.1%
Real estate and rental and leasing	4,383	854	19.5%	4,239	970	22.9%
Professional, scientific, and technical services	11,501	2,546	22.1%	11,906	2,271	19.1%
Admin. and support and waste mgmt. and remediation services	3,277	586	17.9%	3,303	865	26.2%
Educational services	724	159	22.0%	872	314	36.0%
Health care and social assistance	7,209	2,043	28.3%	8,246	3,150	38.2%
Arts, entertainment, and recreation	1,005	272	27.1%	945	242	25.6%
Accommodation and food services	3,558	686	19.3%	4,193	776	18.5%
Other services (except public administration)	3,646	660	18.1%	3,481	828	23.8%

Source: U.S. Census, Survey of Business Owners, 2007 and 2012.

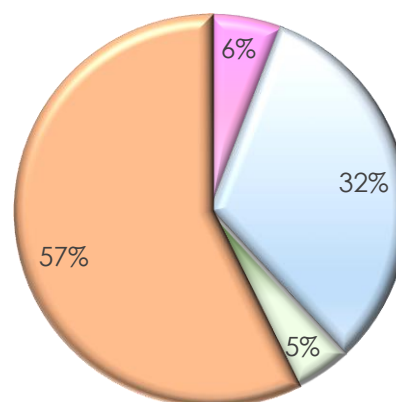
Comparisons by Gender of Owner

The Survey of Business Owners (SBO) classifies firms into four groups that include female-owned firms, male-owned firms, equally male/female owned firms, and publicly held and other firms not classifiable. In regards to firms with paid and unpaid employees the majority of firms were male-owned, accounting for 51.1% of all firms, women-owned firms held the second spot with 40%, and equally male/female owned firms were 7.3% of total. Despite a low ownership number, publicly held firms generated \$155.9 billion in receipts (57.3% of total), while women-owned firms generated \$15.8 billion (5.3%). Male-owned generated 32% of all receipts, with \$87.7 billion.

Percent Distribution of Miami-Dade County firms by Gender of Ownership:2012



Receipts for Miami-Dade County firms by Gender of Ownership:2012



For firms with only paid employees, there is a similar pattern in share of ownerships, with publicly held firms accounting for 60.4% of sales but only 6% of firms. The majority of firms with employees were male-owned (58%), while 21% were female-owned, and 15% equally male/female-owned firms. Women-owned firms generated only 4.7% of all receipts tallied and accounted for 8% of all employees. In comparison, there were 58% male-owned firms with paid employees, which produced 31% of receipts and accounted for 29% of all employees.

Firm Statistics, 2012						
SECTORS	Total	Total Sales (\$1,000)	Employer Firms	Sales (\$1,000)	Paid Employees	Annual Payroll
Female-owned	187,379	\$15,871,899	14,113	\$12,154,969	81,246	\$2,324,339
Male-owned	239,190	\$87,777,587	38,881	\$78,762,492	309,660	\$11,915,711
Equally male/female-owned	34,265	\$12,583,545	9,935	\$11,019,572	57,797	\$1,688,308
Publicly held and other firms	7,351	\$155,902,048	3,701	\$155,574,032	632,439	\$32,420,415
Total	468,185	\$272,135,079	66,629	\$257,511,064	1,081,143	\$48,348,773

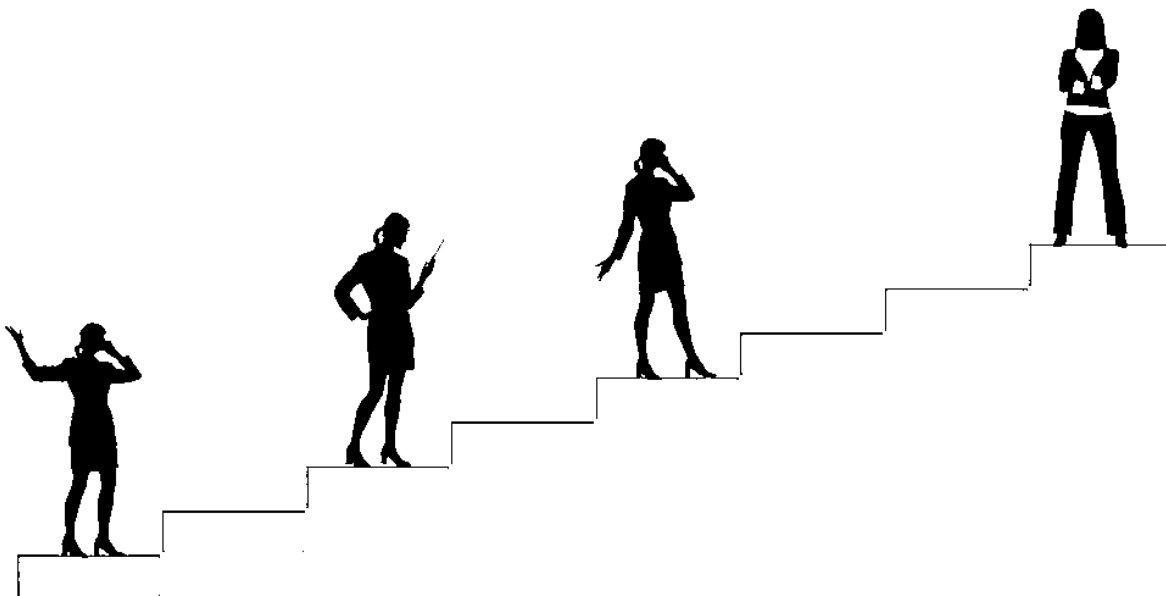
Source: U.S. Census, Survey of Business Owners, 2012.

Although men continue to be the majority of business owners over women, not just locally but nationwide, there has been a resurgence of women-owned businesses. Women-owned firms in Miami-Dade County experienced a larger growth rate compared to the state (39.0%) and country (26.8%).

As reported by the SBO of the Economic Census, women-owned firms are 40% of all firms in the county and represent 21% of employer firms, while men-owned firms comprise over half of all firms (51%) and 58% of firms with paid employees. Despite a greater number of men-owned firms in the county, the number of women-owned firms has experienced a significant surge, increasing from 29% of total firms in 2007 to 40% in 2012.

Miami-Dade has a larger percentage of women-owned firms (40.0%) than Florida (38.5%) or the United States (35.8%).

This growth is also reflected in women-owned employer firms which increased by over 3%, while men-owned firms only increased by one percent in five years. Employees in women-owned firms increased by 34% from 2007 to 2012, while the workforce of men-owned firms decreased by 8%.



Women's Health Conditions

This section describes the current status of women's health and well-being in Miami-Dade County using standard indicators that measure physical conditions, health status, health care access, health behaviors and outcomes for women. The subsections below also show differences between men and women in Miami-Dade County in terms of these health indicators, and compare women in the county and in the State of Florida. When data is available, change in the indicators is shown over time.

Overall Health Conditions

One of the most important indicators of health status is health insurance coverage which is a critical factor in making health care affordable and accessible to women.

According to the U.S. Census American Community Survey, 69.7% of male Miami-Dade residents were insured in 2014 compared to 73.5% of females. At 28.3%, the rate of uninsured in Miami-Dade was much higher than the national rate of 14.2%. Men are more likely to be uninsured both in Miami-Dade and nationally. While 26.5% of women in Miami-Dade County lacked

insurance coverage in 2014, 30.3% of men were uninsured for the same period. There are no significant differences between men and women in terms of the type of insurance coverage they have, as shown in the table.²³

Insurance Coverage by Gender in Miami-Dade County, 2014				
	2010-2014			
	Male	Female	Male %	Female %
Insured	863,697	978,320	69.7%	73.5%
Uninsured	375,215	353,495	30.3%	26.5%
Types of Insurance Coverage				
With Private Health Insurance	554,449	596,966	44.8%	44.8%
With Employer-based	441,630	468,664	35.6%	35.2%
Direct Purchase	199,091	226,457	15.5%	16.4%
Public Health Insurance	357,913	435,055	28.9%	32.7%

Source: U.S. Census Bureau, 2010-2014 American Community Survey 5-year estimates

In 2014 there were 265,881 disabled individuals in Miami-Dade County or 10.3% of the total population. The percentage of disabled Miami-Dade residents is lower than the national rate of 12.3%. Approximately 11.2% of women in Miami-Dade were disabled, slightly higher than men (9.4%). Women have a higher occurrence of conditions that create various difficulties. The following table shows that the most significant differences between men and women are in ambulatory difficulty, independent living and self-care. Almost 70,000 women, or 5.3% of the total female population, have difficulty living independently, compared to 3.3% of men.²⁴ Many of the conditions disabled individuals experience lead to concurrent symptoms, hence the percentages by type of difficulty add up to more than 100.

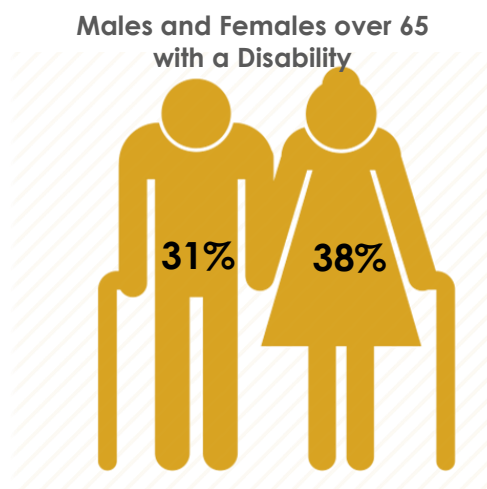
²³ U.S. Census, 2010-2014 American Community Survey 5-year estimates and 2014 ACS 1-year estimates.

²⁴ U.S. Census, 2010-2014 American Community Survey 5-year estimates.

Insurance Coverage by Gender in Miami-Dade County, 2014						
	Overall		Male		Female	
	Count	%	Count	%	Count	%
Total population	2,570,727	-	1,238,912		1,331,815	-
Total population with a disability	265,881	10.3%	116,690	9.4%	149,191	11.2%
Population with Physical, Mental and other difficulties						
With a hearing difficulty	57,581	2.2%	29,165	2.4%	28,416	2.1%
With a vision difficulty	53,897	2.1%	23,020	1.9%	30,877	2.3%
With a cognitive difficulty	114,917	4.5%	52,597	4.2%	62,350	4.7%
With an independent living difficulty	110,720	4.3%	40,780	3.3%	69,940	5.3%
With an ambulatory difficulty	148,988	5.8%	57,260	4.6%	91,728	6.9%
With a self-care difficulty	66,831	2.6%	25,125	2.0%	41,706	3.1%

Source: U.S. Census Bureau, 2010-2014 American Community Survey 5-year estimates

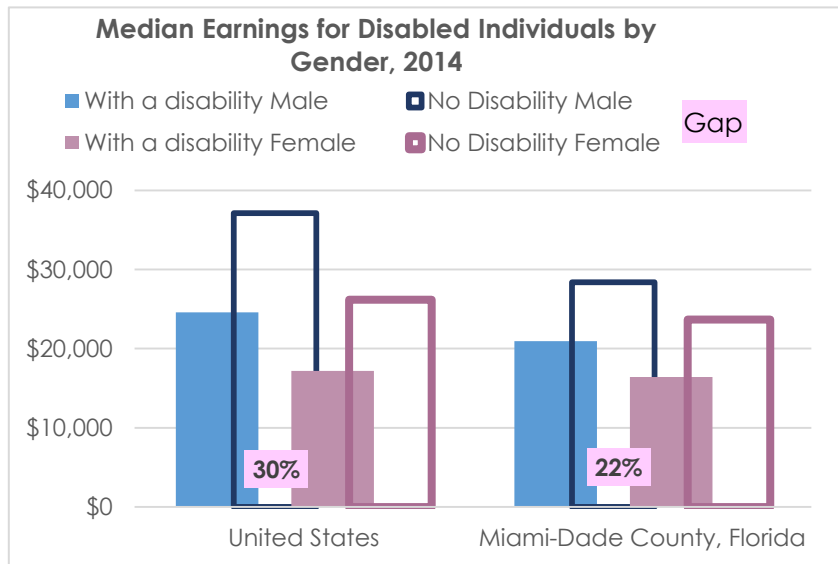
The occurrence of disabilities grows with age, especially among women. While there are more male children, aged 17 and under, who have some type of disability (3.8%), than female children (2.3%), as the table below shows, women in the age group categories over 35 years have a higher disability occurrence. In the more advanced age groups combined, 31% of men in retirement age (65+) have disabilities, compared to 38% of women. The difference is most significant in the 75+ age group.



Disabled Individuals by Age, 2014				
Age	Male		Female	
	Count	%	Count	%
17 and under	10,652	3.8%	6,223	2.3%
18-34	12,542	4.2%	9,455	3.1%
35-64	44,646	8.9%	50,754	9.4%
65-74	18,317	20.8%	27,032	24.3%
75+	30,533	45.5%	55,727	52.4%

Source: U.S. Census Bureau, 2010-2014 ACS 5-year estimates

The presence of a disability may be a significant impediment to income earning. The total median income for individuals with disabilities in the county was \$18,792 in 2014, 28% lower than the individual earnings of those without a disability. Disabled women earned \$16,404, which is approximately 21.7% lower than the earnings of disabled males. This difference is much lower than the national (30.2%). However, the earnings for both disabled men and women were lower in Miami-Dade County in comparison to the same groups nationally. The difference was more significant for disabled men in Miami-Dade, whose earnings were 14.8% lower than disabled men in the United States. By comparison, the earnings for disabled women in Miami-Dade were only 4.5% lower than the national figure.



Disease Prevention and Risk Behaviors

According to the Centers for Disease Control and Prevention, chronic diseases, such as heart disease and cancer, are among the most common, costly, and preventable of all health problems in the United States.²⁵ Each year, chronic diseases cause 7 of 10 deaths among Americans. Heart disease, cancer, and stroke account for more than 50% of all deaths each year. The age-adjusted death rate for Miami-Dade County in 2015 was 590.3 per 100,000 population. The male death rate, 780.5, was 51.3% higher than the female rate, and the approximately same difference across genders is observed over time. The top three causes of death for men and women, in rank order, are heart diseases, cancer and cerebrovascular diseases.²⁶ Cerebrovascular disease is commonly referred to as “stroke”.²⁷ The death rate across all three most common causes is higher among males than females. Alzheimer’s disease is the only disease which leads to a higher death rate among women than men (see table that follows).

²⁵ CDC, Lifestyle Risk Factors. <http://ephtracking.cdc.gov/showHealthBehaviorsMain.action>

²⁶ Florida Charts, <http://www.floridacharts.com/FLQUERY/Death/DeathRate.aspx>

²⁷ American Association of Neurological Surgeons.

<http://www.aans.org/Patient%20Information/Conditions%20and%20Treatments/Cerebrovascular%20Disease.aspx>

Top 10 Leading Causes of Death for Women, Miami-Dade County 2016						
	Female		Male		Total	
	Count	Rate	Count	Rate	Count	Rate
Heart Diseases	2,522	120.8	2,777	204	5,299	156.4
Malignant Neoplasm (Cancer)	1,987	108.2	2,212	158.8	4,199	128.7
Cerebrovascular Diseases	817	38.4	563	41.6	1,380	40.3
Alzheimer's Disease	584	26.5	248	19.1	832	23.8
Chronic Lower Respiratory Disease	470	22.6	437	32.4	907	26.8
Diabetes Mellitus	342	17.6	372	26.8	714	21.6
Unintentional Injury	235	14.3	561	42	796	27.6
Nephritis, Nephrotic Syndrome, Nephrosis	175	8.9	172	12.6	347	10.4
Essen Hypertension & Hypertensive Renal Dis	121	5.9	92	6.7	213	6.3
Influenza & Pneumonia	116	5.6	126	9.3	242	7.2

Source: Florida Department of Health, Florida Charts (Resident Deaths and Age Adjusted Death Rate (AADR) per 100,000 Population)

Four personal behaviors that can affect chronic diseases include alcohol consumption and tobacco use, physical activity, and nutrition.

Excessive Alcohol Consumption

According to the Florida Behavioral Risk Factor survey conducted every three to five years, in 2013 the percentage of those who engaged in heavy or binge drinking in Miami-Dade County was significantly lower for women than for men. Heavy drinking is also increasing among men, while it is decreasing among women. Also of note is that there is a lower occurrence of heavy drinking among women in Miami-Dade County (9.0%) compared to the state (12.2%). However, a larger percentage of men in Miami-Dade (28.0%) engage in this type of risky behavior than statewide (23.4%)²⁸

Adults who engage in heavy or binge drinking				
Year	Miami-Dade		Florida	
	Men	Women	Men	Women
2002	21.1%	11.6%	22.7%	10.8%
2007	19.1%	11.3%	20.3%	12.4%
2010	16.8%	5.7%	19.8%	10.5%
2013	28.0%	9.0%	23.4%	12.2%

Source: Florida Behavioral Risk Factor Surveillance System

²⁸ Florida Charts. <http://www.floridacharts.com/charts/Brfss/DataViewer.aspx?bid=10>

Tobacco Use

The statistics on tobacco use follow a similar pattern to the data on alcohol consumption. A larger percentage of men than women, both in Miami-Dade and the state, are smokers. More importantly, there has been a significant decrease in the percentage of women smokers from 16.7% in 2002 to 7.9% in 2013.²⁹

Adults who are current smokers				
	Miami-Dade		Florida	
Year	Men	Women	Men	Women
2002	21.2%	16.7%	24.5%	20.2%
2007	19.1%	12.0%	21.2%	17.5%
2010	13.2%	8.3%	18.4%	16.0%
2013	20.4%	7.9%	19.5%	14.4%

Source: Florida Behavioral Risk Factor Surveillance System

Lack of Physical Activity

Data for physical activity is only available for the year 2013 and it shows no significant differences between men and women. The majority of both men (55.0%) and women (56.4%) in Miami-Dade were inactive or insufficiently active. By comparison, 51.1% of men in Florida and 54.5% of women were insufficiently active.

According to the Centers for Disease Control and Prevention, adults need at least 2 hours and 30 minutes (150 minutes) of moderate-intensity aerobic activity (i.e., brisk walking) every week, and in addition, muscle-strengthening activities on 2 or more days a week that work all major muscle groups (legs, hips, back, abdomen, chest, shoulders, and arms).³⁰ Only 47.2% of men in Miami-Dade and 46.1% of women meet aerobic recommendations, while 38.8% of men and 16.0% of women meet muscle strengthening recommendations.³¹



Poor Nutrition

Poor nutrition is a major predictor of health outcomes, as it can lead to or exacerbate various conditions including cardiovascular disease, diabetes, cancer, osteoporosis, obesity and mental disorders. The Office of Disease Prevention and Health Promotion recommends at least 2 servings of fruit and at least 3 servings of vegetables each day.³²

Adults who consumed five or more servings of fruits or vegetables per day				
	Miami-Dade		Florida	
Year	Men	Women	Men	Women
2002	28.7%	20.6%	21.8%	29.1%
2007	19.6%	26.2%	21.9%	30.3%
2013	18.0%	19.9%	16.1%	20.4%

Source: Florida Behavioral Risk Factor Surveillance System

²⁹ Ibid.

³⁰ CDC, <http://www.cdc.gov/physicalactivity/basics/adults/index.htm>

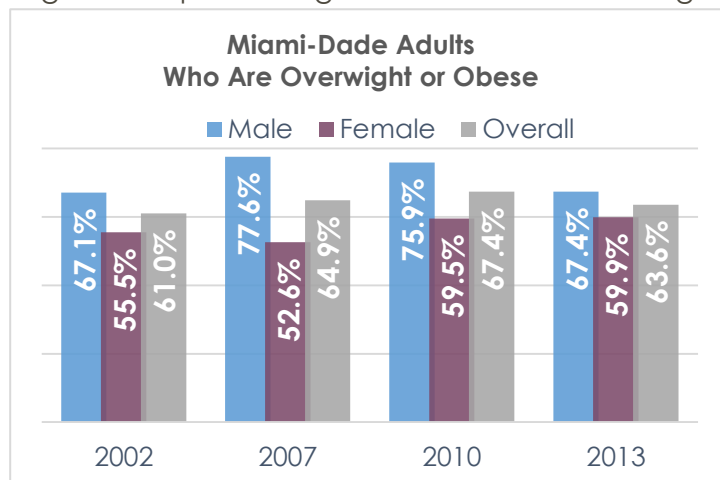
³¹ Ibid.

³² The Office of Disease Prevention and Health Promotion (ODPHP) <https://health.gov/dietaryguidelines/dga2000/document/build.htm>

In 2013, only 19.0% of adults in Miami-Dade met the recommendation for five or more servings, similar to Florida's 18.3%. The 2013 data shows a significant decline from 2002 when 24.4% of Miami-Dade and 25.7% of Florida adults had the recommended consumption. A larger percentage of men in Miami-Dade follow a healthy diet (20.4%) compared to women (7.9%). A smaller percentage of women in Miami-Dade had the recommended consumption than statewide (14.4%). It is also notable that the percentage of women who are eating healthy in Miami-Dade has declined significantly from 2002, when 16.7% indicated they had the recommended servings of vegetables and fruit, compared to 7.9% in 2013.

Obesity

Lack of physical activity and poor nutrition are major causes of the rising obesity epidemic. The percentage of Miami-Dade residents who are obese or overweight increased from 61.0% in 2002 to 67.4% in 2010, but decreased to 63.6% in 2013. The 2013 obesity rate is still higher than the 2002 figure. The percentage of obese and overweight adults in Miami-Dade has historically been higher than the state's, and in 2013 it was reported that there were 63.6% of Miami-Dade residents with weight above the norm compared to 62.8% in the state. Historically, a lower percentage of women in Miami-Dade have been obese or overweight. In 2013, 59.9% of women were in that category, compared to 67.4% of men.



Immunization

In 2013, Florida had a higher percentage of both men (29.5%) and women (31.8%) who had received a flu shot in the previous year. A higher percentage of men in Miami-Dade (26.3%) than women (24.6%) had the flu shot.

Cancer Screening

The most recent data that is available for Miami-Dade County on women over the age of 40 who received a mammogram in the past year is for 2010. The 2010 data shows 64.2% of women in that age group had a recent mammogram, compared to 71.1% of women in 2002. The percentage of women in Miami-Dade with a mammogram was also lower than the state's (61.9%).³³

There is more current data available on cervical cancer screening. The 2013 statistics show that 53.8% of women ages 18 and over in Miami-Dade and 51.4% in Florida received a Pap test in the past year. These numbers represent a significant decline from 2002 when 69.4% of Miami-Dade and 70.7% of Florida women had received the test.

³³ Florida Charts, <http://www.floridacharts.com/charts/Bfss/DataViewer.aspx?bid=10>

HIV/AIDS Testing

The 2013 data shows a higher percentage of women in Miami-Dade (52.5%) and in Florida (43.9%) indicated they had ever been tested for HIV/AIDS in 2013. Approximately one in five women (19.9%) in Miami-Dade had been tested within the past year compared to 18.3% of men. HIV/AIDS testing is more common in Miami-Dade as the rate is higher than the statewide rate of 15.6% for both men and women.³⁴

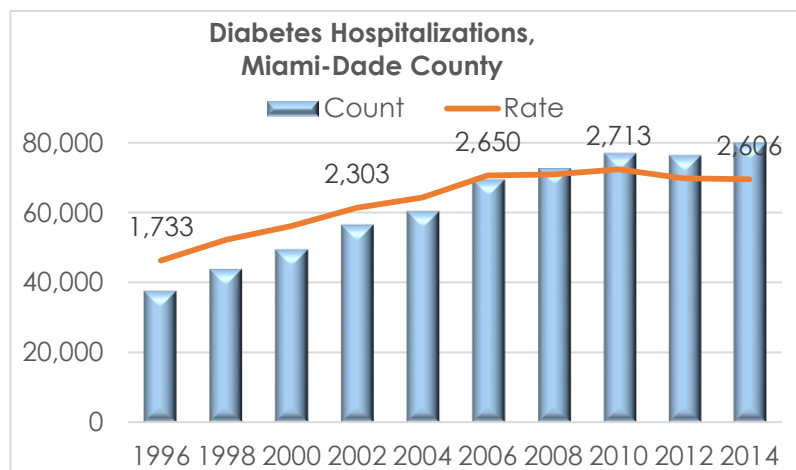
Disease Occurrence

As mentioned previously, the behavior statistics described above are linked to the occurrence and exacerbation of various diseases. The following section presents statistics and gender comparisons for some of the most common ones.

Diabetes

Diabetes is a group of diseases that affect how the human body uses blood sugar (glucose). It is caused by genetic as well as environmental and lifestyle factors. Overall, 8.9% of Miami-Dade residents were diagnosed with diabetes in 2013 compared to 11.2% in Florida. Men and women in Miami-Dade have the same diabetes rate (8.9%).

Over the 2004-2014 period there has been an 8.0% increase of diabetes-related hospitalizations in Miami-Dade County. The increase was even higher for Florida (25.4%).³⁵



High Cholesterol

According to 2013 data, high cholesterol levels are less common among Miami-Dade (27.8%) than Florida residents (33.4%). The percentage of those who have been diagnosed with high cholesterol has declined over the last decade, from 33.6% in Miami-Dade and 35.2% in Florida in 2002.

A higher percentage of women than men in Miami-Dade and in Florida have experienced high cholesterol levels. In 2013, 25.2% of male and 30.1% of female Miami-Dade residents had ever been diagnosed with high cholesterol levels. It should be noted though, that a significantly larger percentage of women had also been tested. In 2013, 84.9% of women indicated they had their cholesterol checked in the past five years, compared to only 66.4% of men.³⁶

³⁴ Ibid.

³⁵ Florida Charts, <http://www.floridacharts.com/charts/OtherIndicators/NonVitalIndDataViewer.aspx?cid=0334>

³⁶ Florida Chart, <http://www.floridacharts.com/charts/Brfss/DataViewer.aspx?bid=21&cid=10>

Cardiovascular Diseases

A smaller percentage of Miami-Dade residents (7.3%) compared to the state (10.3%) have experienced a coronary heart disease, heart attack, or stroke. The percentage of women (7.7%) in Miami-Dade with those conditions is larger than men (6.9%), and has increased over time, up from 5.1% in 2007.

Arthritis

Arthritis has a higher occurrence among women than men in both Miami-Dade and in Florida. In 2013, 14% of male and 25% of female residents had been diagnosed with some form of arthritis, rheumatoid arthritis, gout, lupus, or fibromyalgia. Overall, 19.7% of Miami-Dade residents had a diagnosis for one of these diseases, compared to 26% statewide.

Asthma

A larger percentage of women than men in both Miami-Dade and Florida have asthma. In 2013, 5.1% of male and 10.3% of female Miami-Dade residents had asthma. These were comparable to state rates, 5.7% for men and 10.7% for women. It is notable however, that the asthma occurrence among females in Miami-Dade has increased substantially over time, up from 3.8% in 2002. The male rate increased only slightly, up from 4.4% in 2002.

Cancer

There are two categories of cancer statistics – skin cancer and all other. Skin cancer affects a smaller percentage of Miami-Dade (2.5%) than Florida residents (9.2%). However, skin cancer is slightly more prevalent among women in Miami-Dade (3.0%) than men (1.9%). The occurrence of other types of cancer is also lower in Miami-Dade (4.0%) than Florida (7.6%). There is a larger percentage of women in Miami-Dade (5.3%) than men (2.5%) who have ever been told they had any type of cancer other than skin cancer.

Depression

Women are significantly more likely to be diagnosed with a depressive disorder. In 2013, 17.3% of women in the county had a diagnosis for depression, compared to only 6.1% of men. The difference between genders statewide is also significant, with 21.2% of women and 12.1% of men having depressive disorders.³⁷

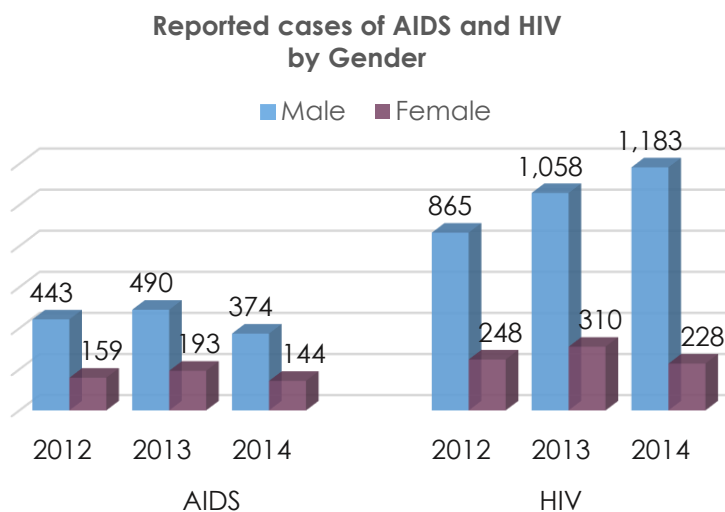
³⁷ Florida Charts, <http://www.floridacharts.com/charts/Bfss/DataViewer.aspx?bid=21&cid=10>

Communicable Diseases

Sexually Transmitted Diseases (STDs) are a branch of communicable diseases that can be transmitted from one person to another via sex. Myriad STDs exist, and at times, they may lead to other infectious diseases and infections, such as how HIV if not treated properly can lead to opportunistic infections and AIDS. Data provided by the Center for Disease Control (CDC) indicates that throughout the United States transmission of STDs is higher amongst females than their male counterparts. For instance, there were 600 cases of women per 100,000 population with Chlamydia nationwide, and fewer than 300 (per 100,000 population) reported for men. While the CDC did not report cases by gender and county, Miami-Dade County ranked in 14th in the nation with 10,725 reported cases, a rate of 409.8 per 100,000 population.³⁸

HIV/AIDS: In contrast to certain STDs, like aforementioned Chlamydia, the largest number of new diagnoses of HIV are amongst men. Men who have sex with men (MSM) made up 81% of all diagnoses made in 2013 throughout the United States.³⁹

Statistics on HIV/AIDS for Miami-Dade show similar disparities to those reported nationwide. The rates reported for males with AIDS outpaced those for their female counterparts with an average of 270 for three consecutive years.⁴⁰ It must be noted, however, that the rates for both genders decreased from 2012 to 2014 (-16% for males and -9% for females), after a peak in 2013. The cases reported for HIV in Miami-Dade County followed a similar pattern with a decrease for both females and males from 2012 to 2014. The numerical disparities between cases of males with HIV versus females with HIV are drastic. Overall, there was a mean difference of 773 between genders for the three-year period reported, with 617 in 2012, 748 in 2013, and a high of 955 in 2014.

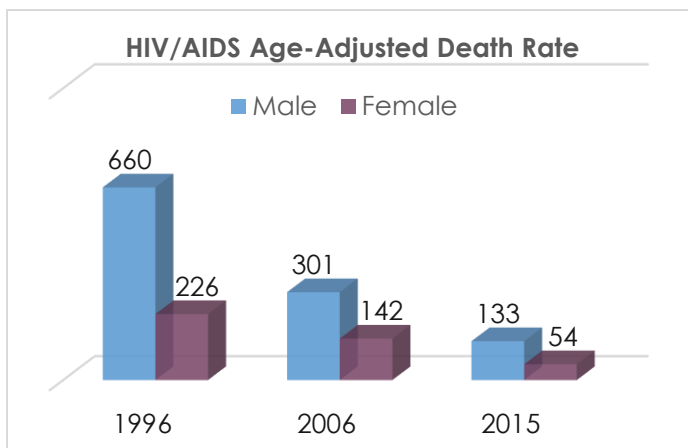


³⁸ Centers for Disease Control and Prevention, 2014 Sexually Transmitted Diseases Surveillance. <http://www.cdc.gov/std/stats14/tables/9.htm>

³⁹ Centers for Disease Control and Prevention, HIV in the United States. https://www.cdc.gov/hivrisk/what_is/hiv_in_unitedstates.html

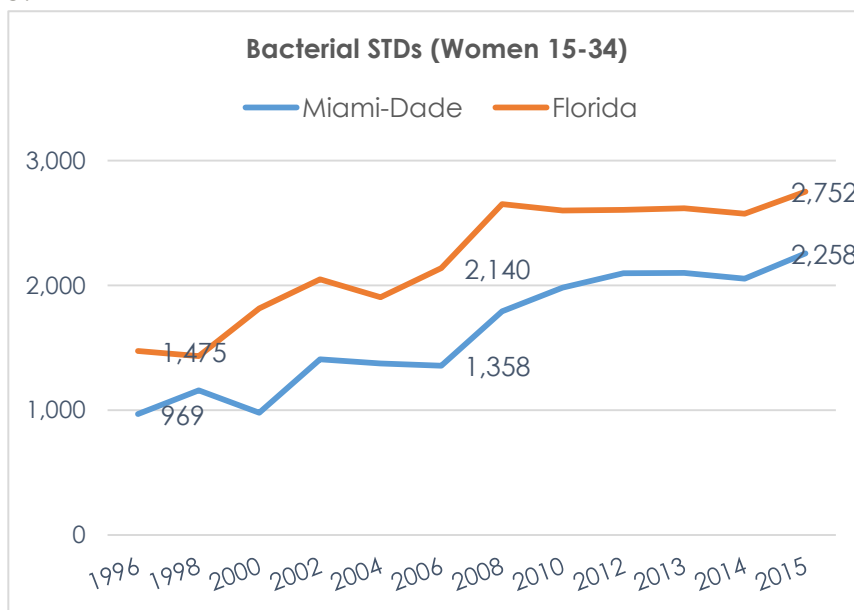
⁴⁰ Florida Department of Health in Miami-Dade County HIV/AIDS Surveillance. http://miamidade.floridahealth.gov/programs-and-services/infectious-disease-services/hiv-aids-services/_documents/hiv-surveillance-number-of-reported-aids-and-hiv-cases-2012-2014.pdf

In line with the above-mentioned trends, the death rate for people with HIV/AIDS (PWA) in Miami-Dade County was higher for males than females. However, the death rates decreased significantly over the last 20 years.⁴¹ The percent decreases by gender for the county were larger than those that occurred in the State. The rate for males in Miami-Dade County decreased by 79.8% from 1996 to 2015, compared to a 74.4% decrease for Florida. Meanwhile, females in the County had 76.1% decrease in death rates related to HIV/AIDS, while female death rate for Florida had a 63.3% decrease.



Bacterial STDs and Chlamydia: As previously mentioned, overall numbers of reported cases of various STDs was not reported at the county level by gender, but Miami-Dade County did have data for cases of Bacterial STDs and Chlamydia for females within specific age brackets. The chart shows the dramatic increase of Bacterial STDs amongst females ages 15 through 34 within a period of almost twenty-years. These rates (per 100,000 population) translate to a 166.0% increase of Bacterial STD infections in Miami-Dade and 142% for the state.⁴²

Chlamydia cases in females 15-19 years of age in Miami-Dade County have also increased over time, by 161% from 1996 to 2015. This increase is significantly larger than the state's 91% increase. The 2015 chlamydia rate for Miami-Dade is currently 2,571 cases per 100,000 population compared to 3,003 cases for the state.



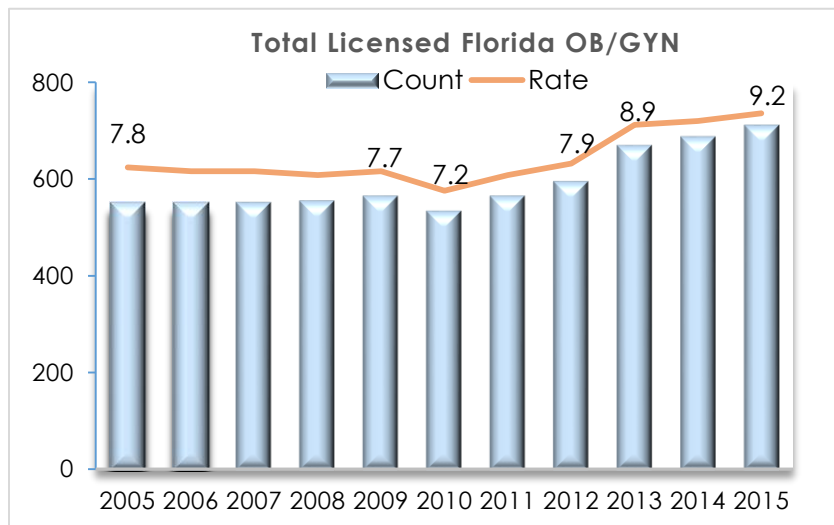
⁴¹ Florida Department of Health, Division of Public Health Statistics & Performance Management. <http://www.floridacharts.com/charts/DataViewer/DeathViewer/DeathViewer.aspx?indNumber=0122>

⁴² Florida Department of Health, Division of Public Health Statistics & Performance Management. <http://www.floridacharts.com/charts/OtherIndicators/NonVitalIndNoGrpDataViewer.aspx?cid=0142>

Maternal and Infant Health

The area of Maternal, Infant, and Child Health includes a wide range of conditions, health behaviors, and health systems indicators that affect the health, wellness, and quality of life of women, children, and families. The risk of maternal and infant mortality and pregnancy-related complications can be reduced by increasing access to quality preconception (before pregnancy) and interconception (between pregnancies) care.

The 2005 rate for total licensed OB/GYN (OBG – Obstetrics and Gynecology) in Miami-Dade County per 100,000 population was 7.8, which was very close to that for the state of Florida – 8.2. In 2010 the rate for Miami-Dade County dropped to 7.2. A similar decrease occurred statewide. However, the rate increased from 7.8 in 2005 to 9.2 in 2015 in Miami-Dade County. For Florida the increase is even higher from 8.2 in 2005 to 10.0 in 2015. For the last 10 years the increase was 29.0% in Miami-Dade County and 37.6% in Florida.⁴³



According to the Florida Department of Health, in 2013, the most current year for which data is available, 70.7% of women over the age of 17 in Miami-Dade had a personal doctor compared to 78.4% of women statewide. There has been a significant decrease of women with a personal doctor since 2010 when the rate was 77.6%.⁴⁴ In comparison, only 53.7% of men in Miami-Dade and 67.8% in the state had a personal doctor in 2013.

With a total of 650 licensed pediatricians in 2015 and a rate of 24.9 per 100,000 population, Miami-Dade County had a higher rate than the state's rate of 18.7. The number of pediatricians in Miami-Dade increased by 63% since 2002.⁴⁵

Reproductive Health

There are multiple indicators used to track women's maternal and reproductive health.⁴⁶ The following section discusses many of the commonly used indicators by presenting information on birth characteristics such as birth weight, obesity, prenatal care, underweight, and overall pregnancy care.

⁴³ Florida Department of Health, Division of Medical Quality Assurance <http://www.floridacharts.com/charts/OtherIndicators/NonVitalIndNoGrpDataViewer.aspx?cid=0330>.

⁴⁴ Florida Department of Health, Division of Medical Quality Assurance <http://www.floridacharts.com/charts/Brfss/DataViewer.aspx?bid=12>

⁴⁵ Florida Department of Health, Division of Public Health Statistics & Performance Management. <http://www.floridacharts.com/charts/OtherIndicators/NonVitalIndNoGrpDataViewer.aspx?cid=0331>

⁴⁶ World Health Organization, Reproductive Health Indicators. http://apps.who.int/iris/bitstream/10665/43185/1/924156315X_eng.pdf

According to the Florida Department of Health, the fertility rate for Miami-Dade women in the ages 15-44 has decreased, from 66.1 per 1,000 population in the mid-1990s to 60.0 in 2015. The current fertility rate is comparable to the state's fertility rate of 61.4 in that age group.⁴⁷

According to the American Congress of Obstetricians and Gynecologists (ACOG), “uninsured pregnant women receive fewer prenatal care services than insured women and are more likely to experience adverse maternal outcomes such as pregnancy-related hypertension and placental abruption.” In Miami-Dade County, births to uninsured women increased from 7.7 (2004) to 11.1 (2014). In 2008, the county reached its peak of births to uninsured women at 15.8 per 1,000 population, however, these rates have since been in steady decline. Statewide, the number of uninsured women in 2004 was 13,891 and it peaked to 24,009 by 2008, but decreased to its 2004 level by 2015.⁴⁸

Births to Uninsured Women				
	Miami- Dade		Florida	
Year	Count	Rate	Count	Rate
2004	2,460	7.7	13,891	6.4
2008	5,325	15.8	24,009	10.4
2012	4,136	13.6	16,517	7.8
2015	3,589	11.1	14,246	6.4

Source: Florida Department of Health, Florida Charts.

The lack of health insurance of some pregnant women is also linked to births with no prenatal care. Since the year 2000, Miami-Dade reported a slight increase of 0.4% in births with no prenatal care (up from 0.6 in 2000), slightly smaller than the 0.5 increase reported for the state (up from 1.0 in 2000). In addition, in 2015, Miami-Dade's rate of births with adequate prenatal care (Kotelchuck index) was 70.3, higher than the statewide rate of 63.7. Prenatal care—especially care beginning in the first trimester—allows health care providers to identify and manage a pregnant woman's risk factors and health conditions. Between 2000 and 2015, the rate of births with 1st trimester prenatal care in Miami-Dade remained almost constant at 86, higher than the state rate of 79.3.⁴⁹

⁴⁷ Florida Department of Health, Division of Public Health Statistics & Performance Management. <http://www.floridacharts.com/charts/DataViewer/BirthViewer/BirthViewer.aspx?cid=0586>

⁴⁸ Ibid.

⁴⁹ Florida Department of Health, Division of Public Health Statistics & Performance Management <http://www.floridacharts.com/charts/DataViewer/BirthViewer/BirthViewer.aspx?cid=607>

Maternal Health Conditions

Certain health behaviors and conditions of pregnant women may have a significant impact on their own health as well as the health of their children. Some of these factors include tobacco use and alcohol abuse, inadequate nutrition and unhealthy weight.

Smoking is a major risk factor for infant health. ACOG states that “smoking during pregnancy is the most modifiable risk factor for poor birth outcomes.”⁵⁰ From 2000 to 2015, live births to women who smoked during pregnancy decreased in Miami-Dade County from 1.5 to 0.4 per 1,000 population. Overall, Miami-Dade rates are significantly lower compared to the state. In 2000 Florida reported as high as 9.5 births to mothers who smoked during pregnancy, but by the year 2015, the rate dropped to 5.8.⁵¹ The overall decrease in smoking is a major factor in the decrease of infants born from mothers who smoked during pregnancy.

Resident Live Births to Mothers Who Smoked During Pregnancy				
	Miami- Dade		Florida	
Year	Count	Rate	Count	Rate
2000	478	1.5	19,309	9.5
2005	292	0.9	17,719	7.8
2010	244	0.8	14,946	7.0
2015	115	0.4	12,970	5.8

Source: Florida Department of Health, Florida Charts.

The Miami-Dade rate of underweight mothers at the time of pregnancy is comparable to state statistics. The county's 2013-2015 three-year average rates of underweight mothers reached 10.3 per 1,000 population with an average of 3,292 cases. Miami-Dade's rate was 0.3% lower than Florida's rate of 10.6%. In 2015, Miami-Dade and Florida had the same rate for underweight infants born, 10.2 per 1,000 population.⁵²

In other categories of birth characteristics Miami-Dade has higher rates than the state. According to ACOG, being overweight is defined as having a BMI of 30 or greater. Obesity during pregnancy increases the risk of pregnancy loss, birth defects (heart defects and neural tube defects), macrosomia, preterm birth, or stillbirth.⁵³ The number of births to overweight mothers increased over time, both in Miami-Dade and the state.

However, while that rate was lower in 2005 for Miami-Dade, it is currently higher than the state's.⁵⁴ The rate of births to obese mothers in Miami-Dade (17.2 per 1,000 population) is lower than the state's (21.9). However, both in the county and in the state births to obese mothers have increased, up from 12.1 for Miami-Dade and 14.5 for the state in 2004.

Births to Overweight Mothers at time Pregnancy Occurred				
	Miami- Dade		Florida	
Year	Count	Rate	Count	Rate
2005	6,894	21.3	49,381	21.8
2010	7,547	24.1	50,480	23.5
2015	8,052	24.8	55,049	24.5

Source: Florida Department of Health, Florida Charts.

⁵⁰ The American Congress of Obstetricians and Gynecologists, <http://www.acog.org/Patients/FAQs/Obesity-and-Pregnancy>

⁵¹ Florida Department of Health, Division of Public Health Statistics & Performance Management, <http://www.floridacharts.com/charts/DataViewer/BirthViewer/BirthViewer.aspx?cid=0343>

⁵² Florida Department of Health, Division of Public Health Statistics & Performance Management, <http://www.floridacharts.com/charts/MICProfile.aspx?county=13&profileyear=2015&tn=30>

⁵³ The American Congress of Obstetricians and Gynecologists, <http://www.acog.org/Patients/FAQs/Obesity-and-Pregnancy>

⁵⁴ Florida Department of Health, Division of Public Health Statistics & Performance Management, <http://www.floridacharts.com/charts/DataViewer/BirthViewer/BirthViewer.aspx?cid=607>

Infant Births and Mortality Rates

There are multiple factors that affect pregnancy outcomes, and many of them are health related, including access to healthcare, maternal health conditions and maternal behaviors such as smoking, alcohol abuse and lack of physical activity. While tobacco use and alcohol abuse among women have decreased over time, the percentage of women who do not engage in recommended physical activity has increased. In 2013, only 9.0% of adult women in Miami-Dade County engage on heavy or binge drinking, compared to 12.2% in the state. In 2015, the resident live births to mothers who smoked during pregnancy decreased to 0.4. However, the birth rate to overweight mothers increased from 21.3 in 2005 to 24.8 in 2015. These are some of the important pregnancy risk factors identified by the National Institutes of Health.⁵⁵

Another factor that has been linked to adverse pregnancy outcomes is age. According to the National Institutes of health, births to mothers in certain age groups hold risks for both the mother and the child. For example, pregnant teens “are more likely to develop high blood pressure and anemia (lack of healthy red blood cells), and go into labor earlier than women who are older.” On the other hand, first-time mothers over the age of 35 may have normal pregnancies, but research indicates that these women are at increased risk of having delivery complications and children with developmental disorders.⁵⁶

The number of births to mothers in the ages 13-19 has decreased continuously over the last 20 years, from a total of 3,844 births to teen mothers in 1996 down to 1,226 in 2015. The 2015 rate of births to teenage mothers was 11.2 per 1,000 population which represents a 71.1% decrease from 1996. The teen mothers' birth rate for Florida was 14.8 in 2015. The decrease of births by teen mothers has been accompanied by an increase of births to women over 35 years of age. For the same 1996-2015 period, the number of births to women in the 35+ age group in Miami-Dade increased from 4,460 to 6,813. This increase is reflected in the increase of the rate per 1,000 population from 7.8 to 8.7, significantly higher than the Florida rate of 6.2.⁵⁸

The statistics on various pregnancy risk factors presented above are directly linked to overall infant births and mortality rates. According to the Florida Children Council, “Low birth weight (less than 5 ½ pounds) is a major risk factor for both mothers and babies and is the #1 risk factor for death in the 1st year of life and for

Very Low Birthweight Infants Born in Subspecialty Perinatal Centers				
	Miami- Dade		Florida	
Year	Count	Rate	Count	Rate
2004	331	67.4	2,596	74.4
2008	445	75.3	3,015	78.3
2012	385	76.7	2,635	77.2
2015	417	81.4	2,716	77.7

Source: Florida Dept. of Health, Florida Charts, multiple years.⁵⁷

⁵⁵ U.S. Department of Health and Human Services, National Institutes of Health.

<https://www.nichd.nih.gov/health/topics/high-risk/conditioninfo/pages/factors.aspx>

⁵⁶ Ibid.

⁵⁷ Florida Department of Health, Division of Public Health Statistics & Performance Management

<http://www.floridacharts.com/charts/MICProfile.aspx?county=13&profileyear=2014&tn=30>

⁵⁸ Florida Charts. <http://www.floridacharts.com/charts/DataViewer/BirthViewer/BirthViewer.aspx?cid=0025>

lifelong health problems".⁵⁹ From 2004 to 2015, the rate of very-low-birth-weight infants born in Miami-Dade County increased from 67.4 to 81.4 per 1,000 population. Similarly, Florida reported an increase from 74.4 to 77.7%.⁶⁰

There is no difference between Miami-Dade's and the state's rate of pre-term births. Miami-Dade had a preterm birth rate of 9.6 per 1,000 population in 2015, unchanged from 1996 when the same rate was reported. It is slightly lower than the state's preterm birth rate of 10.0. Preterm births refer to births in which when a baby is born too early, before 37 weeks of pregnancy.⁶¹

The improved health care and health behaviors of women can explain the decline in infant mortality rates. In 2015, there were 157 infant deaths which account for a rate of 4.8 per 1,000 births. In 1995 the rate was 5.6 and in 2005 the rate was 5.4. For comparison, the Florida infant mortality rate in 2015 was 6.2.⁶²



⁵⁹ Florida Children Council, <http://flchildrenscouncil.org/wp-content/uploads/Healthy-Beginnings-Fact-Sheet-May-2014.pdf>

⁶⁰ Florida Charts, <http://www.floridacharts.com/charts/DataViewer/BirthViewer/BirthViewer.aspx>

⁶¹ Centers for Disease Control and Prevention, <http://www.cdc.gov/Features/PrematureBirth/>

⁶² Florida Charts. Infant Mortality Query System.
<http://www.floridacharts.com/FLQUERY/InfantMortality/InfantMortalityRateRpt.aspx>

Safety

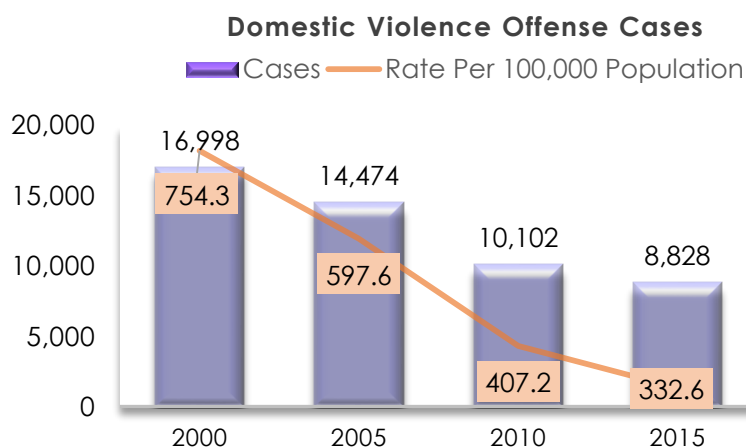
Individual safety is a crucial indicator to the wellbeing and potential growth of women in Miami-Dade. The analytical data in this section provides insight concerning the safety of women, comparing Miami-Dade indicators to national and state level data. The comparisons provide valuable insight on the areas of safety that need to be further addressed, with specific attention given to areas where a substantial increase or decrease is currently being reported.

A 2016 study conducted by a consumer research firm ranked the safest cities for women, using not only crime statistics but also availability and access to appropriate healthcare, cancer rates, education levels, workplace policies, and female representation at the mayoral level, as well as in the police force, conviction rates of offenders and income levels. Out of 261 cities, Miami ranked 212 in crime, 178 in public policy and representation, 259 in healthcare, and 207 in education and wealth. The other large cities in Miami-Dade County were ranked higher in terms of crime – Hialeah was 79th and Miami Gardens was 161st.⁶³ The most recent Miami-Dade Police crime statistics show that while overall crime rates have decreased for the first eight months of 2016, the only violent crime that was up was rape/sexual assault. Rape cases increased to 286, up from 245 cases (14.4%) in the previous year.⁶⁴ The analysis below provides insight into the countywide statistics that were used in the study with trends over time.

Domestic Violence Offenses

The Florida Statutes define domestic violence offenses as any assault, aggravated assault, battery, aggravated battery, sexual assault, sexual battery, stalking, aggravated stalking, kidnapping, false imprisonment, or any criminal offense resulting in physical injury or death of one family or household member by another family or household member.⁶⁵

According to the Florida Department of Law Enforcement, the domestic violence rates in Miami-Dade County have been declining since 2000 for an overall decrease of 55.9%. In the year 2000, Miami-Dade had 16,998 domestic violence cases, compared to 8,828 cases in 2015.⁶⁶



Source: Florida Department of Law Enforcement.

⁶³ "Safest Cities for Women." Value Penguin. <https://www.valuepenguin.com/safest-cities-women>

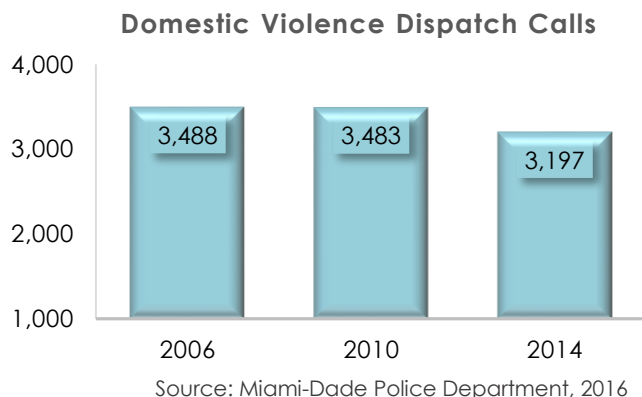
⁶⁴ Miami Today, <http://www.miamitodaynews.com/2016/09/27/fyi-miami-september-29-2016/>

⁶⁵ Florida Statutes 741.28, http://www.leg.state.fl.us/statutes/index.cfm?App_mode=Display_Statute&URL=0700-0799/0741/Sections/0741.28.html

⁶⁶ Florida Department of Law Enforcement, <http://www.fdle.state.fl.us/cms/FSAC/Data-Statistics/UCR-Domestic-Violence.aspx>

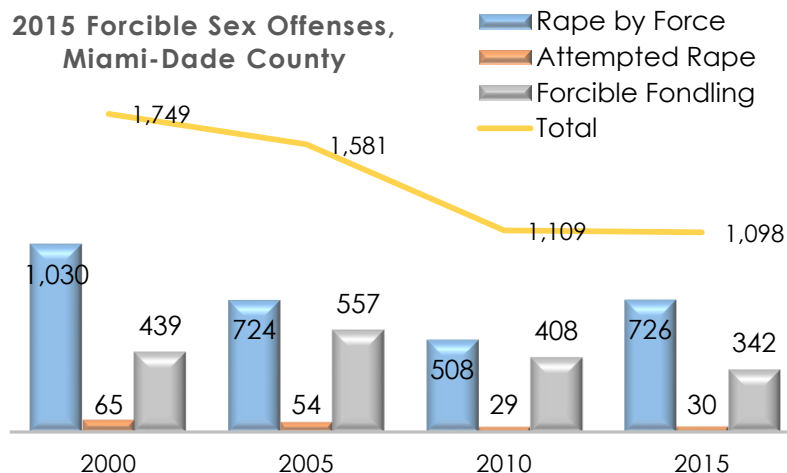
Dispatch Calls

The ongoing trend is also observed in the number of dispatch calls received by the Miami-Dade Police Department (MDPD). The data provided by the MDPD I.T. Support Unit supports the findings that domestic violence is decreasing throughout the county. In 2006, the year the Miami Police Department began collecting the data, the reported number of dispatch calls was 3,488, and it remained almost the same in 2010. However, by 2014 the number of calls reporting domestic violence dropped to 3,197, a decrease of 8.3%.⁶⁷



Forcible Sex Offenses

Forcible sex offenses are other measures that provide insight into women's safety in a community. According to RAINN (Rape, Abuse & Incest National Network), the nation's largest anti-sexual violence organization, 1 out of every 6 women in the United States will be the victim of rape or attempted rape at some point in her lifetime (14.8% completed, 2.8% attempted).⁶⁸ The statistics for forcible sex offenses include rape by force, attempted rape and forcible fondling.⁶⁹ The data indicate a significant decrease (36.6%) from 2000 to 2010, and a constant number of forcible sex offences since then.



Untested Sexual Assault Kits

A report by the Florida Department of Law Enforcement released in January 2016 estimated that there were 1,350 untested sexual assault kits in Miami-Dade County. Since then the Forensic Services (FSB) Crime Laboratory of the Miami-Dade Police Department has almost cleared the backlog and reported that as of October 27, 2016, there were only 93 untested kits.⁷⁰

⁶⁷ The counts represent the number of dispatch calls that are specifically coded to the number 55, the classification for domestic violence calls. Information and data provided to the Metropolitan Research Center by MDPD Technical Support Analyst, I.T. Support Unit.

⁶⁸ RAINN, <https://www.rainn.org/about-rainn>

⁶⁹ Florida Department of Law Enforcement, Florida Uniform Crime Report, multiple years. <http://www.fdle.state.fl.us/cms/FSAC/Data-Statistics/UCR-Offense-Data.aspx> (Note: Until 2013 the Department also reported the category of "forcible sodomy" and the total number of cases until 2013 includes these cases.)

⁷⁰ Information provided by Miami-Dade Police Department, October 31, 2016.

Sex Trafficking and Slavery Cases

Information on sex trafficking is very difficult to collect. Different forms of indicators have been created, all in the efforts to track victims. For instance, some reporting collects missing children information, others focus on monitoring and recording cases by the calls or texts they receive to help centers like the National Human Trafficking Resource Center (NHTRC) hotline. Cases may reference multiple victims, traffickers, and locations, as well as situations that may have occurred over a number of years. Others base the information of human trafficking cases by the number of sex buyers in the county and those numbers are measured by the number of individuals who respond to online sex ads, and measuring male population over age 18 for the metro area.⁷¹

According to the FBI, in January 2013, the national Uniform Crime Reports (UCR) Program began collecting offense and arrest data on human trafficking as authorized by the William Wilberforce Trafficking Victims Protection Reauthorization Act of 2008.⁷² The act requires the FBI to collect human trafficking offense data and to make distinctions between prostitution, assisting or promoting prostitution, and purchasing prostitution. The data reflect the offenses and arrests recorded by state and local agencies that currently have the ability to report the data to the national UCR Program. Each law enforcement agency is responsible for reporting its crime data directly to the FBI. The State of Florida or Miami-Dade County police did not provide any of the information to the UCR system (2013).⁷³ Therefore this data is not available to report.

The Metropolitan Center accessed local resources for insight into sex trafficking and the following analysis presents information provided through direct communication. Since its inception in 2012, the Miami Dade State Attorney's Office Anti-Human Trafficking Unit has been tracking human trafficking cases within the county. Sex trafficking and slavery cases are also a related category affecting women's safety in Miami-Dade. South Florida has been ranked the third busiest area for sex trafficking in the United States, according to reports citing the U.S. Department of Justice.⁷⁴ Human trafficking crimes, which are defined in Title 18, Chapter 77, focus on the act of compelling or coercing a person's labor, services, or commercial sex acts.⁷⁵ The Urban Institute reported Miami-Dade County to be "on a circuit" in which women and girls are transported across different cities including Atlanta, New York, Dallas, Houston, Las Vegas, Orlando, Jacksonville, Seattle, and multiple cities in California.⁷⁶

⁷¹Invisible Offenders,

https://traffickingresourcecenter.org/sites/default/files/Study%20Estimating%20Online%20Sex%20Customers%20-%20ASU_0.pdf

⁷² Federal Bureau of Investigation, <https://ucr.fbi.gov/human-trafficking>

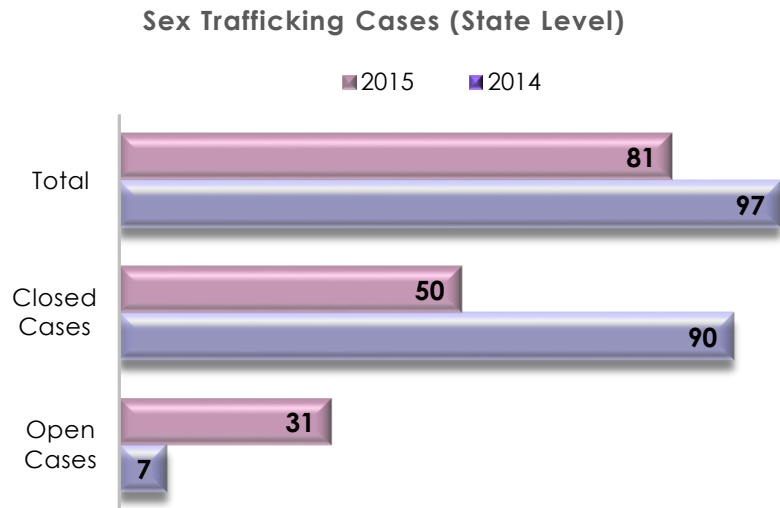
⁷³ Ibid

⁷⁴ CNN, "A heavy toll for the victims of human trafficking." <http://www.cnn.com/2013/08/25/us/miami-sex-trafficking/index.html>

⁷⁵ U.S. Department of Justice, <https://www.justice.gov/crt/human-trafficking-prosecution-unit-htpu>

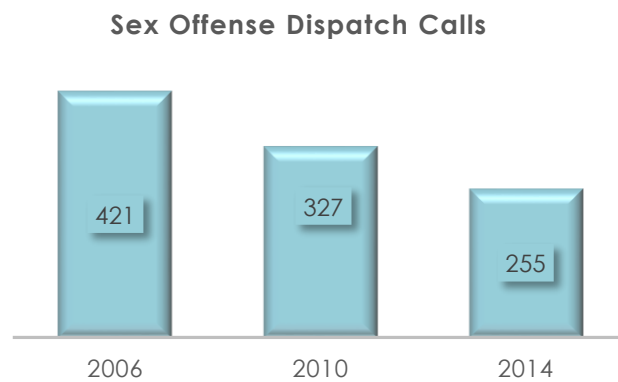
⁷⁶ The Urban Institute, <http://www.urban.org/research/publication/estimating-size-and-structure-underground-commercial-sex-economy-eight-major-us-cities>

The number of sex trafficking cases in Miami-Dade County has decreased over the last two years, from 97 to 81. As of September 2016 there were 31 cases that remain open from 2015 and 7 that were initiated in 2014 but are still open. According to information provided by the Office of the Attorney General of the State of Florida, "The office has prosecuted more than one hundred persons in multiple criminal cases involving human trafficking occurring throughout the state, although none was prosecuted by lawyers working out of our Miami-Dade office".⁷⁷ Important factor to observe is the data only includes cases that are handled at the state level, and it does not include cases handled by the U.S. Attorney's Office. The Statewide Prosecutor did not have the specific jurisdiction to prosecute persons accused of the human trafficking crime in Sec. 787.06, Florida Statutes until 2012.



Source: The Miami-Dade State Attorney's Office

In order to understand how human trafficking information is collected, we inquired with the Miami-Dade Police Department to understand their methods of recording such cases. MDPD classifies human trafficking dispatch calls that involve human trafficking as sex offense calls.⁷⁸ Based on that data we were able to observe a decreasing trend in human trafficking/sex offense dispatch calls. The number of sex offense calls has decreased over the last decade, from 421 in 2006 to 255 in 2014, a 39% decrease. Since there is no specific category for human trafficking reporting, the extent to which the overall decrease is applicable to human tracking cases cannot be determined.



Source: Miami-Dade Police Department, 2016

⁷⁷ The Attorney General of the State of Florida, Pam Bondi's office, response to an information request by the Metropolitan Research Center.

⁷⁸ Miami Police Department, I.T. Support Unit, the information and data was given to the Metropolitan Research Center by the Technical Support Analyst Alex Choi

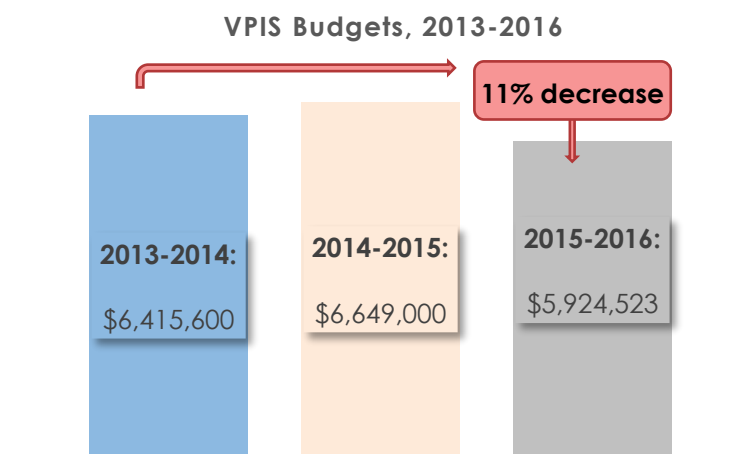
Resources and Programs for Women and Girls

Miami-Dade County and various organizations in the area have dedicated resources to improve safety for women and girls, and to reduce or treat the impact of adverse events such as domestic abuse, sexual offenses and sex trafficking on them.

The Miami-Dade County Community Action and Human Services Department has a Violence Prevention and Intervention Services Division which operates two Domestic Violence Centers (shelters) - Safespace North & South, two transitional housing facilities - Inn Transition North & South, three Domestic Violence Outreach Units, and the Coordinated Victims Assistance Center (CVAC). These programs offer protection and supportive services to victims of domestic violence and their dependents. The Department also provides crisis intervention and advocacy services, including counseling, information and referral, safe shelter, transportation, emergency financial assistance, food and clothing, among other services.

The Violence Prevention and Intervention Services Division operates with a budget of approximately \$6 million, with 42% of it comprised of grants. The largest grant the Division has been receiving is a \$1.9 million annual grant from the Florida Coalition Against Domestic Violence.⁷⁹ That grant provides the majority of funding for the two shelters.

The budget of the Division decreased significantly, by almost 11% from the 2014-2015 to the 2015-2016 fiscal year. The most significant funding cuts were for the two transitional funding facilities, Inn Transition North & South – 36% decrease, and the Victim Assistance Program – 42% cut.



According to the Miami-Dade County Comprehensive Annual Financial Report (CAFR), in 2015 the Division provided shelter and advocacy to 1,441 domestic violence victims. This number represents a 20% increase of victims served compared to 2007. However, the number of victims served in 2015 decreased significantly, by 19%, from the 1,787 victims in 2014.⁸⁰

Another program that the county has funded in the past includes the Roxcy Bolton Rape Treatment Center at Jackson Memorial Hospital. In 2006, the Miami-Dade Commission directed the county manager to allocate \$50,000 in recurring funding to RTC (Resolution R-829-06). The resolution was repealed in September 2009.⁸¹

⁷⁹ Information provided by the Miami-Dade County Community Action and Human Services Department, Violence Prevention and Intervention Services Division.

⁸⁰ Miami-Dade County, Comprehensive Annual Financial Report (CAFR) FY 2014-2015. P. 249. <http://www.miamidade.gov/finance/annual-report-2014-2015.asp>

⁸¹ Miami-Dade Legislative Item File Number: 092544 <http://www.miamidade.gov/govaction/matter.asp?matter=092544&file=true&yearFolder=Y2009>

The Center was created over 40 years ago. In 1971, the incidence of rape increased in the Miami area, drawing media attention and mobilizing local feminists. Mrs. Roxcy O'Neal Bolton wasn't afraid to talk about it, and she marched against rape down Flagler Street. The Miami-Dade County Commission formed a countywide Rape Task Force. Members included housewives, business and professional women representing local media, and mental health and law enforcement agencies. By the end of the first meeting, the members agreed on the need for a new rape crisis program. In 1973, the Rape Task Force proposed, and the Miami-Dade County Commission approved, county funding for the Miami Rape Treatment Center (RTC). In 1974, the Miami Rape Treatment Center opened its doors as a county-supported organization and fiscal extension of Jackson Memorial Hospital, one of the first rape treatment centers in the nation. In 1993, the Miami Rape Treatment Center was renamed to the Roxcy Bolton Rape Treatment Center (RTC). RTC Provides confidential, client-centered comprehensive care 24 hours a day, 7 days a week to all victims of sexual assault and their non-offending family members. RTC provides advocacy, accompaniment, crisis intervention, information and referral, crisis counseling, and support groups to sexual assault victims in Miami-Dade County. RTC receives three grants from the Florida Council Against Sexual Violence. The funding amount allotted covers the salaries of staff, who assist on average 50 victims per month.⁸²

Miami-Dade County provides funding to Community-Based Organizations (CBO) based on a set of social service priorities. The County's 2015-2016 adopted budget dedicated almost \$35 million for CBO funding across all programs.⁸³ Some programs that are receiving funding include Case Management Program for Women administered by Camillus House (\$34,700), Domestic Violence Prevention Program provided by the Center for Information and Orientation (\$4,347), and the National Council of Jewish Women Domestic Abuse Education, Prevention and Services Program (\$4,725). The county also has several police grants to the Trauma Resolution Center (a.k.a. Victim Services Center) totaling approximately \$412,000.

The following table shows various agencies and their services or programs intended to serve women and girls. While the list may not be exhaustive, it presents the most visible resources in the community.

⁸² Information provided by Roxcy Bolton RTC, 2016.

⁸³ Miami-Dade County, Community-Based Organizations Funding, <https://www.miamidade.gov/grants/community-based-organizations-funding.asp>

Resources	Services	Contact information
Coordinated Victim's Assistance Center (CVAC)	Three Domestic Violence Outreach Units, as well as two transitional housing facilities; Inn Transition North & South and two Domestic Violence Centers (shelters); Safe space North & South. These programs offer protection and supportive services to victims of domestic violence and their dependents.	(305) 285-5900 Miami Dade Shelters: Safe space North (305) 758-2546 Safe space South (305) 247-4249
Miami-Dade Police Department, Special Victims Bureau	The Special Victims Bureau (SVB) is an investigative Bureau within the Criminal Investigations Division (CID). It is staffed 24 hours, 7 days a week, to provide an immediate response along with expeditious follow-up criminal investigations to allegations of sexual and domestic crimes, child and elderly abuse, and missing persons. In addition, the SVB serves as a liaison to community agencies and the criminal justice system by offering assistance and guidance to victims in accordance with the guidelines provided by the State of Florida Attorney General's Office for the fair treatment of victims.	1701 NW 87 Avenue, Suite 100 Doral, FL 33172-1500 Email: svbinfo@mdpd.com Major: Ignacio Alvarez
Miami-Dade Office of the State Attorney – Children and Special Needs Unit	The Center is one component of a community system that includes law enforcement, Rape Treatment Center, Guardian Ad Litem, Child Protective Team and HRS. Child Victim Specialists interview children under 12 years of age to obtain reliable, credible and valid data to assist the system in the protection of the child and provides advocacy on behalf of the family.	1265 NW 12th Avenue Miami, FL 33136 (305) 547-0160 www.miamisao.com
Miami Beach Police – Victim/Witness Assistance Program	Designed to assist victims and witnesses of serious crimes such as rape, domestic violence, aggravated assault, homicide, kidnapping and robbery. This program provides referrals to victim services and case status reports.	1100 Washington Avenue Miami Beach, FL 33139 (305) 673-7945 http://web.miamibeachfl.gov/pd/
Family Counseling Services - Journey Institute	Provides treatment services and support groups for children and adolescents who have been sexually abused and adult survivors of sexual abuse and rape. Services also available for non-offending parents of children/adolescents who have been sexually abused.	7412 Sunset Drive Miami, FL 33143 (305) 740-8998 www.familycounseling.org

Resources	Services	Contact information
Miami-Dade County Human Trafficking Coalition	The South Florida Human Trafficking Task Force is comprised of members of law enforcement and local organizations fighting to abolish human trafficking.	(305) 285-5900
M.U.J.E.R., INC.	<p>MUJER provides direct services to victims (adults and children) of domestic, sexual, and/or child abuse. Agency provides comprehensive services from its One Stop Domestic Violence and Sexual Assault Center including intake and assessment, individual and family counseling, crisis intervention and victim advocacy. Aid is also provided for food vouchers, referrals to emergency shelter, rental and utility assistance (pending funding availability). Assistance is provided to low-income families and children.</p> <p>MUJER also provides prevention and community education services in rape, sexual assault, and HIV/AIDS as well as family violence prevention.</p>	<p>27112 South Dixie Highway Naranja, FL 33032 (305) 247-1388 www.mujerfla.org</p>
Kristi House's Project GOLD (Girls Owning their Lives and Dreams)	Provides outreach and services to children exploited in sex trafficking to help them escape dangerous lives at the hands of traffickers and predators. More than 200 children in the past five years have received services on an outpatient basis through Project GOLD. Project GOLD uses a strengths-based, survivor-advised approach to help girls see a better future for themselves and restore their lives. Kristi House hopes to continue to build its partnerships with other residential providers, and eventually provide an emergency shelter for girls escaping prostitution and pornography in partnership with the child welfare system.	(305) 547-6800
The Life of Freedom Center	Based in Miami, the Life of Freedom Center is a dedicated community resource that offers free support and restorative programs for female survivors of sexual exploitation and human trafficking.	<p>Hotline: (888)-390-3223 Phone: (786)-565-8677</p>

Resources	Services	Contact information
Camillus House and Health	This is a 501(c) 3 Non-Profit Agency serving the Poor and Homeless. Camillus House programs include development initiatives that will enhance client efforts to reshape their ability for self-enrichment. These initiatives include, emergency assistance with food, clothing and shelter, job training and placement, residential substance abuse treatment and aftercare and many more.	Hotline: (866)-433-0106 Phone: (305)-640-9881
The Counseling Group – A Time to Heal	A support group for women who are trauma survivors. Many women who have experienced domestic violence, incest, rape, sexual/physical/emotional abuse or neglect, experience feelings of shame, guilt and fear, as well as flashbacks of the trauma. This group allows women to safely share their feelings with others who have experienced similar emotions, and to help support one another through the healing process.	2840 SW 3rd Ave Miami, FL 33129 (305) 857-0050 www.counselinggroupmiami.com
The Melissa Institute for Violence Prevention and Treatment	The Melissa Institute is a non-profit organization dedicated to the study and prevention of violence through education, community service, research support and consultation. The Institute's mission is to prevent violence and promote safer communities through education and application of research-based knowledge. The mission is accomplished in the following ways: Education, Consultation, Community Service, Research Support	University of Miami Max Orovitz Building 1507 Levante Ave #331 Coral Gables, FL 33146 info@melissainstitute.org (305) 284 2930 https://melissainstitute.org/
Roxcy Bolton Rape Treatment Center, Jackson Memorial Hospital	Through the Roxcy Bolton Rape Treatment Center, services are provided at Jackson Memorial Hospital and Jackson South Community Hospital to victims and non-offending family members and relatives of the victims. The center provides comprehensive quality medical treatment and crisis counseling by a team of doctors, nurses and therapists all sensitively trained to work with rape victims. All services are at no cost and are completely confidential regardless of police involvement.	(305) 585-RAPE (7273) Jackson Memorial Hospital 1611 NW 12th Avenue Miami, FL 33136 305-585-1111

Resources	Services	Contact information
The International Rescue Committee (IRC)	The International Rescue Committee (IRC) in Miami provides a rapid-response, comprehensive support system for trafficked persons while building capacity in South Florida to better understand and respond to the needs of trafficked persons. To help combat human trafficking, IRC offers services to domestic and foreign-born victims of all forms of human trafficking.	730 NW 107th Avenue Suite 100 Miami, FL 33172 (305) 640-9881 http://www.rescue.org/miami
RAINN (Rape, Abuse & Incest National Network)	RAINN operates the National Sexual Assault Hotline. This national hotline for survivors of sexual assault works in cooperation with over 600 rape crisis centers. RAINN provides free, confidential counseling and support. They will assist caller with information and referral in their area.	Hotline: (800) 656-4673
VIDA Legal Assistance, Inc.	A non-profit organization dedicated to advancing the rights of immigrant survivors of domestic violence, sexual violence, trafficking in persons and other violent crimes.	27112 S. Dixie Hwy, Naranja, FL. 33032 305-247-1057 305-247-5401 12955 Biscayne Blvd. Ste. 200, North Miami, FL 33181 (786) 601-6234
Miami-Dade Office of the State Attorney, Human Trafficking	Provides assistance in reporting any activities related to human trafficking.	1350 NW 12 Avenue Miami, FL 33136 (305) 350-5567 http://www.miamisao.com/services/humantrafficking/index.htm
The Women's Fund	Provides assistance in reporting any activities related to human trafficking.	1350 NW 12 Avenue Miami, FL 33136 (305) 350-5567 http://www.miamisao.com/services/humantrafficking/index.htm

Source: Miami-Dade County Commission for Women; Information compiled by the FIU Metropolitan Center

Gender Balance on Miami-Dade County Boards

The following section presents information on the membership in county boards collected by the Office of the Commission Auditor. The boards serve as policy discussion forums that provide advice and direction for elected and appointed officials. On May 5, 1992, the County Commissioners passed resolution R-536-92, requiring that "membership on County boards and committees shall, to the practical extent feasible, be reasonably balanced by gender unless otherwise provided by ordinance or resolution".⁸⁴

The County has approximately 79 boards with different focus areas. Some of them are attached to agencies or organizations with a special county-wide mandate and provide direction to these agencies in particular. For example, the Children's Trust and the Citizens' Independent Transportation Trust are agencies that are funded directly through up to 50 cents per \$1,000 (per mill) of property tax value in Miami-Dade County and a half-penny sales tax, respectively, and are intended to serve children and the county's transportation needs. The Children's Trust has a 33-member board and the Citizen's Independent Transportation Trust has a 15-member board.

Another group of boards focus on a specific geographic area. For example, the NW 79 Street Corridor Community Redevelopment Agency and the Kendal Lakes Landscape Maintenance Special Taxing District have a defined focus area. Each has a 7-member board, with a majority of female board members.

Most boards are not attached to a specific agency or area but have a focus on a specific issue. The Black Advisory Board, the Hispanic Affairs Advisory Board and the Youth Commission are some examples.

The Office of the Commission Auditor provided information on the number of members serving on each board as well as the number of women. Approximately 32% of board members overall are women. Of the 79 boards, only 15 boards (19%) have fifty percent or more women. The majority of boards (57%) have fewer than a third female board members. Based on the assessment of current board membership, the county boards have not achieved the gender balance that the 1992 resolution mandated.

⁸⁴ Resolution Establishing Gender Balance on All County Advisory Boards and Committees (536-92)
<http://www.miamidade.gov/govaction/legistarfiles/MinMatters/Y2011/111420min.pdf>

Miami-Dade County Legislation on Diversity of Contracting

In the 1980s and 1990s Miami-Dade County adopted policies for the representation and participation of minority enterprises in contracts with the county, and designed programs to encourage the involvement of small, minority and women-owned businesses in the County's contracting, procurement, bonding, and financial services activities. In response to the Liberty City–McDuffie riots of May 1980, the Board of County Commissioners of Miami-Dade (then Dade) County, Florida, enacted a Black Business Enterprise Program in 1982, subsequently amended in 1994. County Ordinance 82–67 provided sheltered markets for black prime contractors and established goals that were to be applied on a contract- by- contract basis for black participation as subcontractors on county contracts.⁸⁵ In 1994 the County expanded the reach of the program to include Hispanic- and women- owned businesses. All three programs established set-aside and participation goals designed to secure for women and minority-owned firms a certain percentage of the County Government's procurement and contract dollars.⁸⁶

Section 2-10.6 of the Miami-Dade Code of Ordinances, *Competitive Bidding Requirement for all County Bond Transactions*, specified that “in each negotiated transaction, the Manager’s Finance Committee shall assign such transaction in a manner so that a minimum of thirty-five percent of the total pre-sale allocation for the transaction is assigned to minority firms and/or locally headquartered firms.”⁸⁷

Section 2-8.2.3, *Women Business Enterprise (WBE) Program*, stipulated that “the County Commission shall set participation goals for WBEs annually with respect to award of county contracts by contract class in relevant market segments. Participation goals shall be used as guidelines and shall not be construed as a ceiling or floor to WBE participation.” The code provides guidance on “gender-conscious measures” including set-asides for women-owned businesses, the establishment of sub-contractor and project goals that favor WBE, bid preferences for teams including WBEs, and a WBE selection factor that assigns a 10% weight to the evaluation for forms including WBEs. The article also mandates that “the County Manager shall utilize the Planning Department and other county staff as appropriate to develop, propose and assess the accomplishment of participation goals. The County Manager shall compile this information on a quarterly basis and present it to the Board of County Commissioners, which shall set goals on at least an annual basis.”⁸⁸

Resolution R-869-09 also directed the County Mayor or County Mayor’s designee “to collect race and gender data regarding County contractors including the ownership

⁸⁵ Sweet, Martin J. (2010). *Merely Judgment: Ignoring, Evading, and Trumping the Supreme Court*. University of Virginia Press. P. 96.

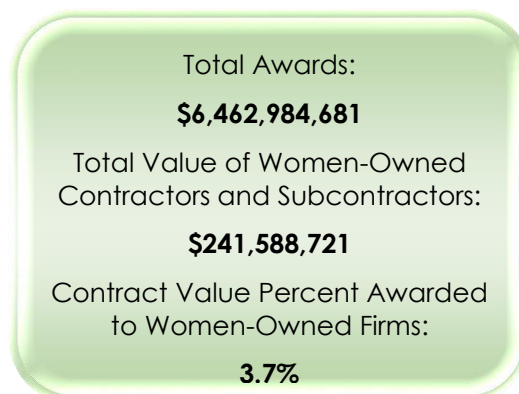
⁸⁶ Carvajal, M. J. (2006). Economic Grounds for Affirmative Action: The Evidence on Architects and Engineers in South Florida. *Review of Social Economy*, Vol. 64, No. 4 (December 2006), Pp. 515-538.

⁸⁷ Miami-Dade Code of Ordinances, <http://miamidadecode.org/2-10.6/>

⁸⁸ Miami-Dade Code of Ordinances, <http://miamidadecode.org/2-8.2.3/>

and employees of those contractors through the Department of Procurement Management and the Tax Collector's Office, and provide to the Board of County Commissioners, on a biannual basis, detailed reports on the race and gender of entities contracting with the County and their employees." (June 30, 2009)

After several legal challenges to the minority ordinances, and a federal court decision in 2004, the county stopped operating its affirmative action programs.⁸⁹ The County's three Small Business Enterprise programs for contracts that provide Goods and Services, Architectural & Engineering, or Construction projects are gender and race neutral.⁹⁰ The Small Business Development (SBD) Division of the Internal Services Department collects award data for Miami-Dade County in the areas of Construction, Architectural, Engineering, Goods and other Services. Additionally, SBD collects demographic data from firms that submit applications for Small Business Enterprise certification. SBD does not collect demographic (race and gender) data for firms that are not certified as a small business. Firms reporting Woman ownership of over 50% are designated a woman-owned business. SBD cannot determine the gender of a business when it has not certified through SBD. According to SBD, for the three-year period of January 1, 2013 through December 31, 2015, women-owned firms received contracts and subcontracts in the amount of \$241,588,721. As of October 2016, SBD had 1,841 businesses in which a woman had some ownership stake. Of those, 555 businesses which were 100% woman-owned and 328 firms had a majority female owner. The total of 883 businesses in which women had a controlling stake represents 48% of firms in the SBD women-ownership database. Additionally, 20% were equally male-female owned, and in the remaining 32% women were the minority partner.⁹¹



Although the county's procurement process is gender-neutral, Miami-Dade County Ordinance No. 98-30 requires all firms to have an affirmative action plan and procurement policies filed and approved by the County as a condition of contract award. According to this ordinance, "entities with annual gross revenues in excess of \$5,000,000 seeking to contract with the County shall, as a condition of receiving a county contract, have: 1) a written affirmative action plan which sets forth the procedures the entity utilizes to assure that it does not discriminate in its employment and promotion practices; and, 2) a written procurement policy which sets forth the procedures the entity

⁸⁹ Sweet, M.J. (2010). P. 97.

⁹⁰ Miami-Dade County Small Business Certification Programs. <http://www.miamidade.gov/smallbusiness/certification-programs.asp>

⁹¹ SBD data may be incomplete as women-owned firms are those of firms identified through SBD's certification process ONLY. There may be additional women-owned firms awarded, but not flagged as such because they did not complete the certification process. SBD figures also do not include small purchase orders procured at the department level. (Data and disclaimer provided in email communication with Internal Services Department, Small Business Division.)

utilizes to assure that it does not discriminate against minority- and women-owned businesses in its own procurement of goods, supplies and services.”

The only existing program which is not gender and race neutral - the Disadvantaged Business Enterprise (DBE) Program - is a federal program that ensures equal opportunity in transportation contracting markets, addresses the effects of discrimination in transportation contracting, and promotes increased participation in federally funded contracts by small, socially and economically disadvantaged businesses, including minority and women owned enterprises.

Article LVII, Sec. 2-701 mandated the creation of a Miami-Dade County Advisory Board for Minority and Women-Owned Businesses.⁹² However, the Advisory Board is no longer active.

Miami-Dade County Advisory Board for Minority and Women-Owned Businesses

The Advisory Board is created for the purpose of reviewing County set-aside programs for minority-owned and women-owned businesses, and for making recommendations concerning said programs to the Board of County Commissioners on all matters pertaining to these programs. The Advisory Board is also intended to operate as a focal point for the public. The Advisory Board, with the assistance of the County Manager, will collect, input, and disseminate information related to economic opportunities within Miami-Dade County government for women and minority business owners. The Board shall submit an annual written report to the County Commission on ways to improve such communication. The Board may submit interim reports as it deems appropriate. The County Manager, County Attorney, and Clerk of the Board shall provide appropriate staff support.

Code of Ordinances, ARTICLE LVII, Sec. 2-702, Ord. No. 94-31, § 2, 2-1-94; Ord. No. 02-70, § 1, 5-7-02

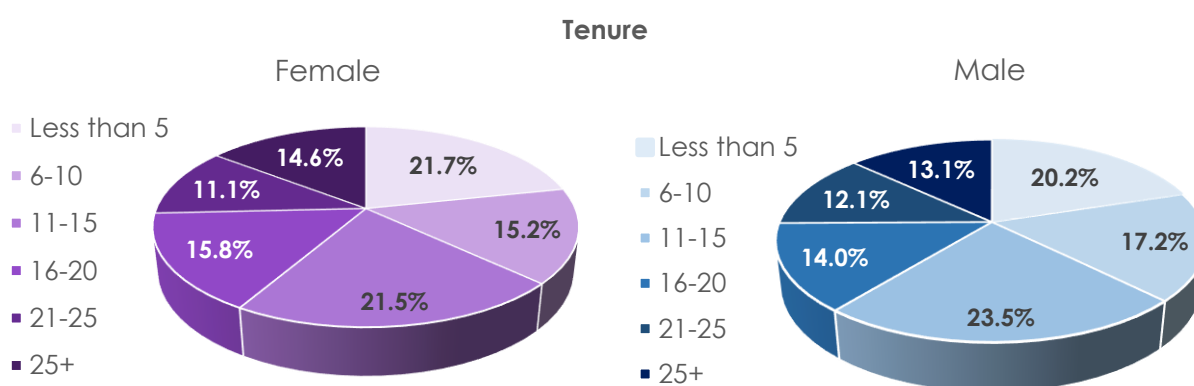
⁹² Miami-Dade County Code of Ordinances, <http://miamidadecode.org/2-701/>

Gender Balance in Miami-Dade County Government

The following section presents the analysis of gender equity in Miami-Dade County, using the county's full list of employees. In addition to descriptive characteristics of the county's workforce, the section also includes statistical analysis that investigates equity in a scientific manner, by taking into account the influence of various factors, including education, position and experience.

Descriptive Statistics

The majority of the county's 28,282 employees are male (59%). A small majority of both male and female employees have been employed at the county for fewer than 15 years, 58.4% of female and 60.9% of male employees.

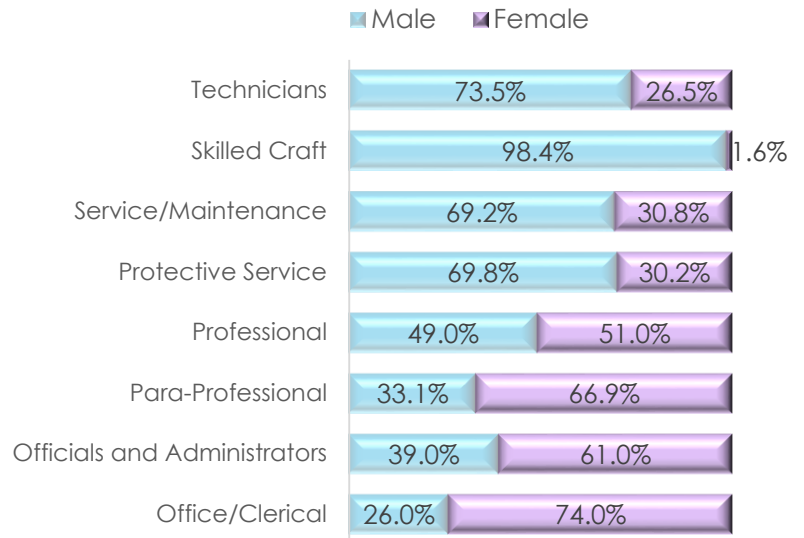


There are some notable differences in the types of positions in which women are employed. Almost a third of the county's female employees are in office or clerical positions (31.5%), compared to only 7.8% of male employees. A large percentage of women are also employed in jobs classified as 'Professional' (22.3% to 19.4% male), 'Para-Professional' (6.6% to 3.2% male), and Officials and Administrators (3.3% to 2.8% male).

Gender Distribution Across Job Categories		
Job Category	Female	Male
Office/Clerical	31.5%	7.8%
Officials and Administrators	3.3%	2.8%
Para-Professional	6.6%	3.2%
Professional	22.3%	19.4%
Protective Service	15.4%	24.9%
Service/Maintenance	16.2%	17.9%
Skilled Craft	0.4%	15.6%
Technicians	4.4%	8.4%

The gender representation within each job category shows that women are the majority in these four categories – Office/Clerical, Officials and Administrators, Para-Professional and Professional. Conversely, women comprise less than a third of the workforce in Protective Service, Service/Maintenance, Skilled Craft and Technical occupations.

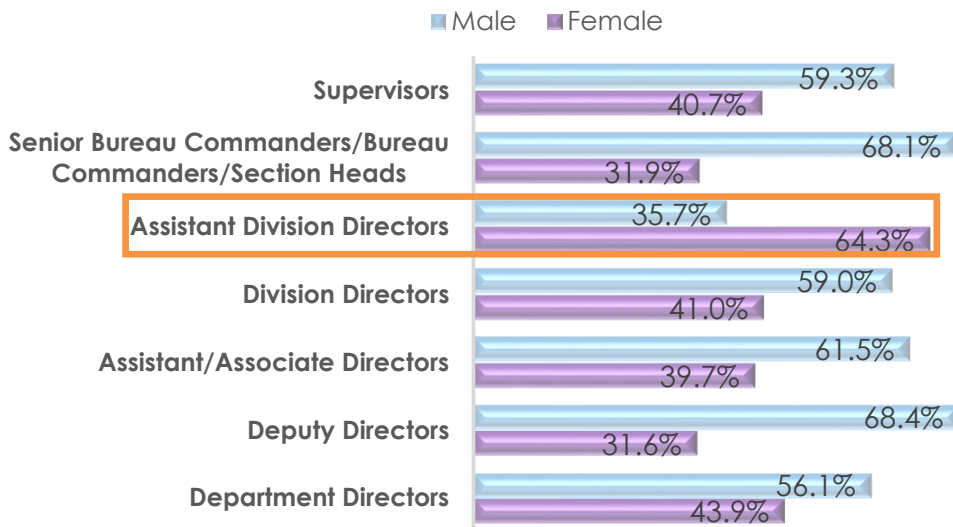
Gender Representation in Job Categories



Women are a smaller proportion of county employees in leadership positions. In addition to the Mayor, three of the four deputy mayors are male. Overall, women are only 40% of employees in supervisory positions which range from Supervisor to Department Director. The only supervisory position in which women are a majority is “Assistant Division Director” with 18 women and 10 men holding that title.

Gender Representation in Supervisory Positions			
	Female	Male	Total
Supervisors	2,518	3,665	6,183
Associate/Assistant Directors	31	48	79
Senior Bureau Commanders/Bureau Commanders/Section Heads	275	587	862
Assistant Division Directors	18	10	28
Division Directors	111	160	271
Deputy Directors	6	13	19
Department Directors	18	23	41
Total	2,977	4,506	7,483

Gender Representation in Supervisory Positions



The salary statistics show that both the mean and median salary for females is lower than the male and overall county figures. The mean annual pay rate of male employees is 14% higher than female employees. Since the average figure is influenced by very high or very low values, the median or the middle value for each gender was also calculated. The difference in the median values was even more pronounced, with median salary for male employees being almost 25% higher. The calculation only includes 23,909 employees whose salary rate was over \$20,000 as a way to exclude or limit the skew that may be created by the inclusion of part-time employees in the county's database.

Adjusted Annual Pay Rate			
Gender	Mean	Median	Maximum
Female	\$59,442	\$52,544	\$317,000
Male	\$67,699	\$65,589	\$297,626
Total	\$64,425	\$60,119	\$317,000

The comparison of salaries of county employees with supervisory role shows significant gaps in most of these positions. The only two job categories in which the gap is in favor of women are Assistant Division Directors and Deputy Directors. The largest salary differences are for Senior Bureau Commanders (13.6% gap), Supervisors (12.9%) and Division Directors (8.5%).

Salary Comparisons for Supervisory Positions					
	Average Salary	Female	Male	\$ Gap, Male-Female	% Gap Male-Female
Supervisors	\$78,812	\$73,195	\$82,672	\$9,477	12.9%
Associate/Assistant Directors	\$148,043	\$141,094	\$152,530	\$11,436	8.1%
Senior Bureau Commanders/Bureau Commanders/Section Heads	\$110,510	\$101,161	\$114,889	\$13,728	13.6%
Assistant Division Directors	\$105,168	\$106,714	\$102,385	-\$4,330	-4.1%
Division Directors	\$119,395	\$113,697	\$123,347	\$9,650	8.5%
Deputy Directors	\$183,614	\$185,026	\$182,962	-\$2,064	-1.1%
Department Directors	\$185,723	\$182,523	\$188,228	\$5,705	3.1%

Statistical Analysis

The database of employees was analyzed using the SPSS statistical software. The statistical analysis included only salary figures over \$20,000 as a way to eliminate part-time positions. The County database does not distinguish between full-time and part-time employment and including the full database would have skewed the results.

The first step in the statistical analysis was a difference of means test in which we used an independent-samples t-test. After removing the outliers in the data, the independent-samples t-test, compares the means between two unrelated groups (male, female) on the same continuous, dependent variable (salary). The two primary outputs of the t-test are the t-test's statistical significance and its effect size. Statistical significance indicates whether the difference between sample averages is likely to represent an actual difference between populations, and the effect size indicates whether that difference is large enough to be statistically meaningful. Based on the result of the t-test ($t = -24.519, p < .001$), we conclude that the variance in compensation for females is significantly different than that of males. The average compensation for females is approximately \$6,256 lower than the average compensation for males. This test only allows for comparison of means between two groups and does not account for the influence of other factors that can explain the difference.

We also conducted a correlation analysis testing the bivariate relationship between gender and pay. The analysis shows that there is a weak positive correlation between gender and compensation (Pearson $r = 0.155, p < .01$ level). For $r = 0.155$, the coefficient of determination is 0.024, which means that only 2.4% of the variation in salaries can be predicted from the relationship between gender and salaries. Conversely, 88% of the variation in salaries cannot be explained by this relationship. In other words, gender alone cannot account for the variation in salaries.

Given the very small effect of gender on compensation estimated in the above analysis, we created two models with other variables that were included in the County's database. In the multiple regression analysis, in addition to gender, we also tested for the influence of tenure (time in organization from date of hire), job category and education. It should be noted that the County's database does not contain a reliable metric on education as the educational attainment of the employee was collected at time of hire but not updated thereafter. Additionally, there was no information on educational attainment for approximately 3,000 employees.

Statistical Analysis Summary:

- On average, female employees in the county received 14 percent less than male employees.
- It is possible that gender may explain salary differences but other factors, such as tenure, job classification and education have a bigger effect on compensation.
- With 41% of women employed in Office/Clerical positions and Para-professional, the concentration of female employees in lower salary positions may explain variations in compensation.

Before estimating the strength of the combined relationship between the variables through multiple regression analysis, we conducted simple correlation analysis which shows the largest correlation is between pay and tenure ($r=0.426$), followed by job category (.231), and then gender (.151).

Multiple Regression Model 1 tested the effect of variations in gender, tenure and job category on compensation (see tables in Model 1 section below). The multiple regression shows a large positive effect of these three factors on pay ($R^2=0.236$), which means that the three predictor variables account for about 27% of the variance in salary. The standardized coefficients listed in the "Beta" column in the *Coefficients* table report the effects of each independent variable (gender, education and tenure) on the dependent variable (compensation) in standard deviations. Tenure is by far the most important predictor of salary, followed by job category and gender.

Multiple Regression Model 2 added the *Education* variable. With the caveat that the education variable may not be accurate due to the incompleteness or inaccuracy of data, with the inclusion of *Education* the model's predictive power increased only slightly ($R^2=0.286$).

For detailed output tables from the two models, please see **Appendix A**.

Conclusion and Highlights

The detailed analysis presented in this report underscores four main points. First, gender pay gaps persist in Miami-Dade County, even when comparing the two groups across the same educational attainment categories, occupations and industries. Second, women were overrepresented in some industries and underrepresented in others. This fact partially explains the overall earnings gap. Third, women lag behind men in entrepreneurial activity. Miami-Dade's economy relies on private sector, small business employment, and the ability of women-owned firms to "scale up" is stepping stone to economic opportunity. Finally, despite the persistent gaps in almost all measures outlined in the report, there has been significant progress made towards closing the gender gap. More women enter the labor force and work full time, more are gaining employment in high wage occupations, and as a result the income disparity is decreasing. Following are some of the highlights which confirm these observations.

Gender Pay Gaps: In Miami-Dade, women make 87 cents to every dollar a man earns. While there are no differences in terms of educational attainment overall, with similar percentages of men and women holding college degrees, the earnings for women with graduate and professional degrees are 47% lower than men's. However, equality in pay has improved in the county since 2000 when women earned about 82% as much as men. Since 2000, women's earnings increased by 28%, compared to a 21% increase for men. The earnings growth can be linked to the work status of women. The percentage of women who work part time has declined slightly from 64.5% in 2000. In 2014, one in three women (30.1%) was working part time, compared to 22.1% men. Part time employment can also explain the lower unemployment rate for women than men.

Employment Sectors and Occupations: In 2014, there were 624,514 women in the labor force and 54% of these women were concentrated in three industries: 1) Education and Health services (31.2%), 2) Retail Trade (13.1%) and 3) Accommodation and Food Services (9.3%). In 2014, women represented 75% of the Health and Social Services workforce and 68% of the Education Services workforce. While the average wage in the Education and Health Services sector (\$54,324, Florida Department of Economic Opportunity) is on par with the average wage in Miami-Dade County overall, the annual wages in the other two sectors are approximately 40% lower. On the other hand, women represented only 40% of the Information sector and 38% of the Arts, Entertainment and Recreation sector. The average wage in these two sectors is over 40% higher than the countywide average.

Entrepreneurial Activity: The Kauffman Index of Entrepreneurship (June 2015) ranked Miami among the top five metro areas for number of female business owners. However, the 2014 State of Women-owned Businesses Report, commissioned by American Express OPEN, placed Miami in the bottom five metro areas for "economic clout" of women entrepreneurs – a measure combining the number of women-owned businesses, revenue generated and employment data.

According to the most recent U.S. Census Survey of Business Owners, on one hand, women are the majority owners of 40% of Miami-Dade businesses overall. However, only 21% of firms *with employees* were women-owned. Moreover, women-owned businesses employ only 8% of the privately-employed workforce and their sales are only 5% of total sales for privately-owned firms.

The detailed analysis presented in this report suggests that despite the strides made towards closing the gender gap in Miami-Dade County, there is need for a continued effort to decrease the persistent disparities. If the advances of women towards higher earnings and more high skilled occupations continues at its current pace, it will take over three decades for the gap to close.

Health and Safety: The analysis of trend data shows significant improvements in the health behaviors and outcomes for women. Significant strides have been made in improving women's reproductive health as evident from their high insurance rates, healthier behaviors and lower diseases occurrence, with some exceptions such as sexually transmitted diseases.

In terms of safety, the decline in domestic violence offenses is particularly significant. However, it should be noted that there may be both domestic violence offenses and sex offenses that remain unreported. While there was a significant decline in the number of sexual offenses from 2000 to 2010, since 2010 there has been an almost constant number of about 1,100 sex offenses each year.

The detailed report shows that the gaps that persist between the genders, and the presence of important unresolved safety and health concerns for women necessitate a concerted approach by public agencies, nonprofits and community groups to address these issues. While the goal of the report was not to advocate for specific programs or services, it serves as a baseline to establish the current state of women across different indicators. The comparative and trends data should be useful to decision-makers and community leaders who seek to understand and act towards the continued improvement of conditions for all residents of Miami-Dade County.

Appendix A

Model 1

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	JobCat, Tenure, Gender ^b		Enter

a. Dependent Variable: Salary

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.486 ^a	.236	.236	1.62288

a. Predictors: (Constant), JobCat, Tenure, Gender

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	19428.210	3	6476.070	2458.892	.000 ^b
	Residual	62948.913	23901	2.634		
	Total	82377.123	23904			

a. Dependent Variable: Salary

b. Predictors: (Constant), JobCat, Tenure, Gender

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.929	.032		60.975	.000
	Gender	.291	.023	.077	12.379	.000
	Tenure	.469	.006	.423	74.778	.000
	JobCat	.163	.005	.190	30.493	.000

a. Dependent Variable: Salary

Model 2

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Education, Tenure, Gender, JobCat ^b		Enter

a. Dependent Variable: Salary

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.535 ^a	.286	.286	1.53205

a. Predictors: (Constant), Education, Tenure, Gender, JobCat

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	20536.564	4	5134.141	2187.376	.000 ^b
	Residual	51304.407	21858	2.347		
	Total	71840.971	21862			

a. Dependent Variable: Salary

b. Predictors: (Constant), Education, Tenure, Gender, JobCat

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.393	.047		8.369	.000
	Gender	.411	.023	.111	17.670	.000
	Tenure	.447	.006	.396	69.129	.000
	JobCat	.185	.005	.219	34.694	.000
	Education	.571	.011	.299	51.661	.000

a. Dependent Variable: Salary

The Status of Women in Miami-Dade County

2016

Report is also available at

<http://www.miamidade.gov/auditor/special-studies.asp>

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