

Status of Women in Broward County Report

Office of the County Auditor
Broward County Board of
County Commissioners

2021





The Status of Women in Broward County Report 2021 was prepared by the Florida International University Jorge M. Pérez 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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Various County departments and agencies provided some of the data, including the County's Human Resources Division, the Intergovernmental Affairs/Boards Section, the Human Services Department as well as the Broward County Public Schools and the Broward Sheriff's Office.

In November 2019, the Broward County Board of County Commissioners unanimously voted to approve the enactment of Ordinance 2019-35 creating Article V, Sections 16 ½ -81 and 16 ½ -82, of the Broward County Code of Ordinances adopting the United Nations' Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). The Ordinances designated the Office of the County Auditor to collect gender equity data. The Ordinance was sponsored by Commissioner Nan H. Rich, and Co-sponsored by Mayor Mark D. Bogen, Vice-Mayor Dale V.C. Holness, Commissioner Michael Udine, Commissioner Lamar P. Fisher, Commissioner Steve Geller, Commissioner Beam Furr, Commissioner Tim Ryan and Commissioner Barbara Sharief.

The report is prepared in association with:

The Office of the County Auditor, Broward County

The Office of County Auditor conducts audits of Broward County's entities, programs, activities, and contractors to provide the Board of County Commissioners, Broward County's residents, County management, and other stakeholders unbiased, timely, and relevant information for use in promoting government accountability and stewardship and improving government operations.

The report is prepared for:

The Broward County Board of the County Commissioners and

The Broward County Commission on the Status of Women

The Broward County Commission on the Status of Women (CSW) Advisory Board is a non-partisan body with a focus on raising awareness and celebrating the contributions and successes of all residents of Broward County. It provides a collaborative platform for those seeking information on issues that affect women, girls and their families in the county.

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Executive Summary

The Status of Women in Broward County Report 2021 is the first biennial report that tracks disparities between men and women and progress toward closing the gender gap. The 2021 Report tracks women's progress in Broward County based on educational attainment, economic development, and overall health and safety. Women's status in each of these categories is evaluated over ten years from 2010 to 2019, across racial and ethnic boundaries, and compared to their male counterparts.

Education (2019)

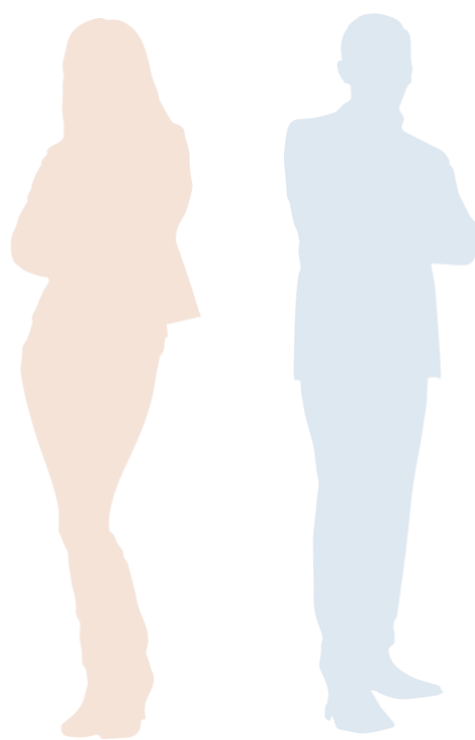
	Female	Male
Bachelor's Degree or Higher	32.8%	33.1%
Degree in Science, Engineering, and Related Fields	39.6%	47.5%
Degree in Education	15.4%	4.4%
Degree in Business	24.8%	29.6%
Degree in Arts, Humanities, and Other	20.2%	18.5%

From 2015 to 2019, the percentage of women in Broward with STEM degrees increased by 2%. Women with a bachelor's in business decreased by 1.3%. The pursuit of degrees in higher-wage fields can tremendously help bridge the gender pay gap.

Employment (2019)

78.5%
labor force participation rate of women ages 20-64 in Broward in 2019, a 0.5% increase from 2010.

48.3%
of the labor force in Broward County consists of women



5.0%
unemployment rate of women in Broward in 2019, 0.5% more than their male counterparts.

45.5%
of full-time workers are women, compared to 54.5% of male workers

Economic Development (2019)

Median earnings of male workers overall are 17.2% higher than women's and **12.6%** higher for full-time workers.

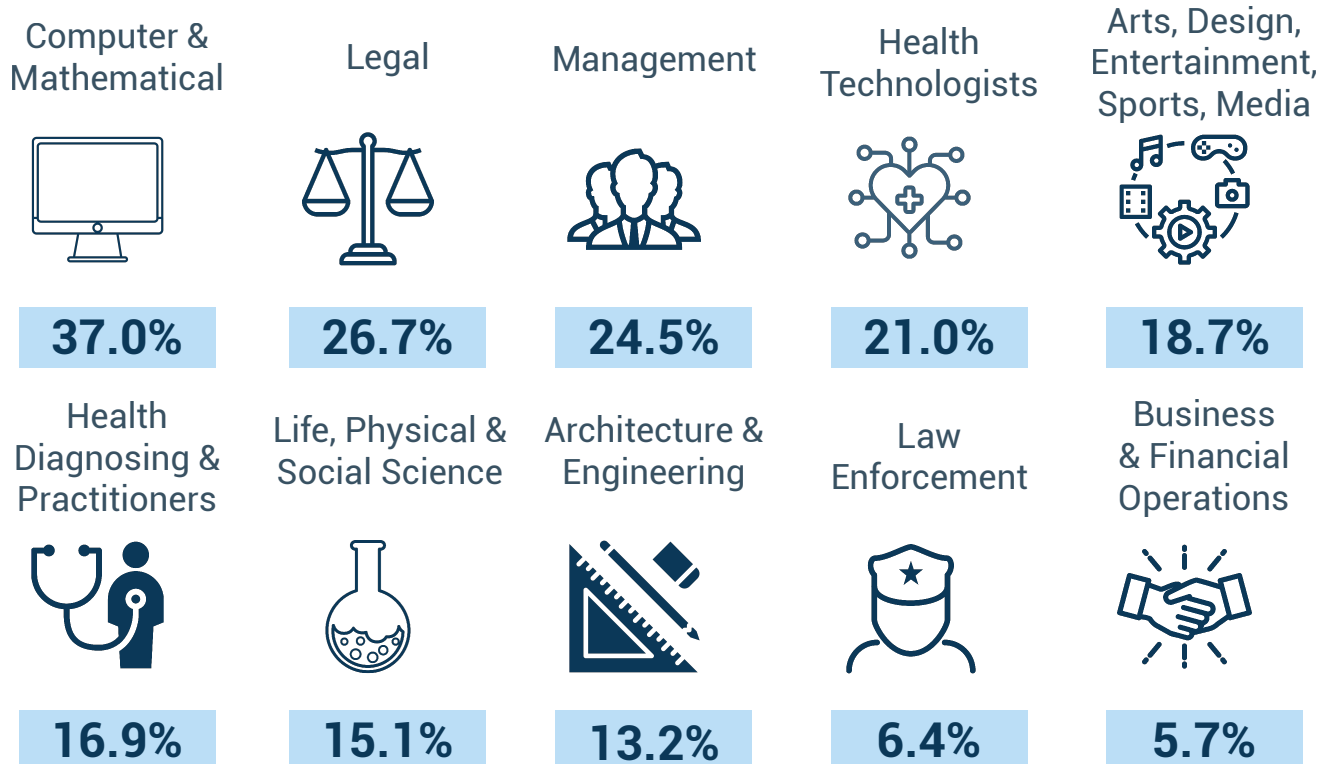
Educational attainment widens the wage gap. Men with a graduate or professional degree make 33.4% more than women with a graduate degree. The earnings for women with a graduate degree have remained stagnant, increasing by only 0.2% since 2010.

Income and Earnings (2019)

Median Earnings	Female	Male	Earnings Gap
For full-time workers	\$40,053	\$45,843	12.6%
For workers with a bachelor's degree	\$43,015	\$56,600	24.0%
For workers with a graduate or professional degree	\$60,468	\$90,789	33.4%

Women's earnings in Broward County have remained relatively stable over the past ten years, and in some occupations and industries, earnings have decreased.

Top 10 Occupations with the Largest Earning Gaps



Women's Health (2019)

Insurance Coverage (2019)

From 2015 to 2019, female residents were insured at about a 2% higher rate than their male counterparts.

Female

85.7%

decrease of 0.7% from 2015 to 2019



Male

83.5%

decrease of 1% from 2015 to 2019



Top 3 Leading Causes of Death

Heart Disease



Cancer



Stroke



Maternal Health

21,724

live births in Broward County in 2019, representing 10% of all births in the Florida

15.5%

decrease of infant deaths per 1,000 live births from 2010 to 2019

Women's Safety

Domestic Violence

5,634

domestic violence offenses per 100,000 population in 2019

17.3%

decrease since 2010 ↓

Forcible Sex Offenses

791

forcible sex offenses in 2019

9.3%

increase since 2010 ↑

Human Trafficking

187

youth female human trafficking victims in Broward County in 2018

37.5%

increase since 2017 ↑

Economic Overview, 2019, Gap Change from 2010-2019 in Broward County

Category	Indicator	Female	Male	Gap	Gap Change
Income and Median Earnings	Poverty rate	13.4%	11.0%		
	Median Earnings for Full-Time Workers	\$40,053	\$45,843	12.6%	↓
	Earnings Increase, 2018-2019	-3.4%	-0.1%		
	Earnings with Bachelor's Degree	\$43,015	\$56,600	24.0%	↔
	Earnings with Graduate or Professional Degree	\$60,468	\$90,789	33.4%	↔
Industry Employment and Median Earnings	Percent of Gender in Educational Services, and Health and Social Assistance	73.1%	26.9%		
	Earnings in Educational Services, and Health and Social Assistance	\$41,246	\$52,481	21.4%	↓
	Percent of Gender in Professional, Scientific and Administrative and Waste Management Services	45.2%	54.8%		
	Earnings in Professional, Scientific and Administrative and Waste Management Services	\$44,781	\$50,585	11.5%	↓
	Percent of Gender in Retail Trade	43.5%	56.5%		
	Earnings in Retail Trade	\$31,754	\$38,888	18.3%	↓
	Percent of Gender in Finance, Insurance, Real Estate	50.4%	49.6%		
	Earnings in Finance, Insurance, Real Estate	\$50,344	\$58,611	14.1%	↓
	Percent of Gender in Accommodation and Food Services	40.5%	59.5%		
	Earnings in Accommodation and Food Services	\$29,438	\$31,034	5.1%	↓
Occupations and Median Earnings	Percent of Gender in Office and Admin. support occupations	77.0%	23.0%		
	Earnings in Office and Admin. support	\$35,479	\$38,046	6.7%	↑
	Percent of Gender in Management, business, and financial occupations	44.2%	55.8%		
	Earnings in Management, business, and financial occupations	\$61,744	\$75,935	18.7%	↓
	Percent of Gender in Sales and related occupations	42.6%	57.4%		
	Earnings in Sales and related occupations	\$34,181	\$42,479	19.5%	↓
	Percent of Gender in Education, legal, community service, arts, and media	65.4%	34.6%		
	Earnings in Education, legal, community service, arts, and media	\$44,996	\$57,174	21.3%	↓
	Percent of Gender in Healthcare practitioners and technical occupations	69.6%	30.4%		
	Earnings in Healthcare practitioners and technical occupations	\$65,613	\$76,351	14.1%	↓

Source: U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates, calculations by the Perez Metropolitan Center

↑ Gap Increase ↓ Gap Decrease ↔ No Change



Introduction

In 1979, the United Nations (UN) adopted the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) that focuses on women's rights and women's issues worldwide. It is both an international bill of rights for women and an agenda for action. Countries that ratify CEDAW agree to take concrete steps to improve the status of women and end discrimination and violence against women. The agreement focuses on three key areas - civil rights, reproductive rights, and gender relations. It also calls for action to eliminate discrimination in many areas, including politics, law, employment, education, and health care. Nearly all UN member nations have ratified the document, except Iran, Palau, Somalia, Sudan, Tonga, and the United States.

In the absence of ratification, counties and cities across the United States are using their policy-making mechanisms to advance the principles of the UN document. In 1998, San Francisco passed a CEDAW ordinance into city and county governance, establishing the Department on the Status of Women.

In November 2019, Broward County became the eighth local jurisdiction in the United States with a CEDAW ordinance. The Broward County Board of County Commissioners unanimously voted to approve Ordinance 2019-35, creating Article V, Sections 16 ½ -81 and 16 ½ -82, adopting CEDAW. This Ordinance protects

and affirms the rights of women and girls in Broward County by identifying and removing barriers that reduce their quality of life and equity of opportunity, specifically in the foundational areas of economic development, health and safety, and education. Broward County joins numerous areas throughout the State in passing this Ordinance, including Miami-Dade County, Sarasota, Tampa, and St. Petersburg, and major cities nationwide. The Status of Women in Broward County Report 2021 fulfills the mandate specified in the Ordinance for the County Auditor to "biennially gather and provide to the Broward County Commission on the Status of Women data regarding the status of women in Broward County in the areas of economic development, health and safety, and education."

The Status of Women in Broward County Report 2021 (Report) is the first biennial report on women's economic development, health, and safety in Broward County. This Report provides a baseline of women's overall wellbeing in the county and a starting point for improvements in programming and policies to close the gender pay gap and decrease gender disparities. While the gender wage gap decreased from 17.3% in 2010 to 12.6% in 2019, the 2021 Report found that women in Broward County are still paid less than men at every educational attainment level and almost every industry, occupation, and municipality.

The Institute for Women's Policy Research estimated women overall in the U.S. will not achieve pay equity with their male counterparts until the year 2059, Black women will not achieve pay equity until 2133, and Hispanic women will not achieve pay equity until 2220.¹ These projections are striking and highlight the urgency in closing the gender wage gap across the nation. By developing local reports and monitoring gender disparities, local jurisdictions can take steps towards eliminating gender disparities. With the Status of Women in Broward County Report 2021, Broward County and community-based organizations now have the evidence and foundation for the design of gender-conscious policies and programs.

While the Report's focus is to demonstrate conditions and trends based on most current data from 2019, some indicators point to the likely widening of the pay gap in 2020 and 2021 due to the economic challenges created by COVID-19. While the pandemic increased unemployment across various groups, industries, and locations, it likely has a disproportionately larger effect on female workers. In Broward County, full-time and part-time female workers were approximately 45% of the workforce in accommodation and food services and 49% in retail trade. A larger percentage of women work part-time, and the workforce cuts many employers were forced to implement affected these part-time workers. According to the Bureau of Labor Statistics, in January 2021, there were approximately 18.3 million workers in the United States who worked part-time for non-economic reasons, down from 22 million in January 2020. Conversely, there was an increase in workers employed in part-time jobs for economic reasons, from 4.4 million to almost 6 million. In January 2021, 15.3 million women worked part-time in the United States, down from 17.5 million in January 2020.²

While local data is not available for part-time workers, given the economic structure and industry composition of South Florida, there are many workers in the accommodation, food services, and retail sectors in which part-time jobs are typical. The lower number of unemployed women in the United States, 4.7 million, compared to 5.4 million men, is related to the lower labor force participation rate of women and the fact that women still do the lion's share of care-giving. As a result of school closures and the transition to remote learning, more women were pushed out of the workforce.

The pandemic's impact also varies by race/ethnicity. In January 2021, the national data shows 5.5% of White women in the labor force were unemployed, compared to 8.7% of Black women. The rate of unemployed Hispanic women in the labor force was even higher, 9.7%.

These national indicators of the potential widening of gender disparities based on economic conditions should provide additional impetus for communities to pay close attention and devise strategies to mitigate the pandemic impacts. The Report documents many of the underlying challenges magnified by the pandemic, but long present in the local economy. It is a first but essential step to raise awareness and motivate our communities to take swift and decisive action to improve conditions for women.

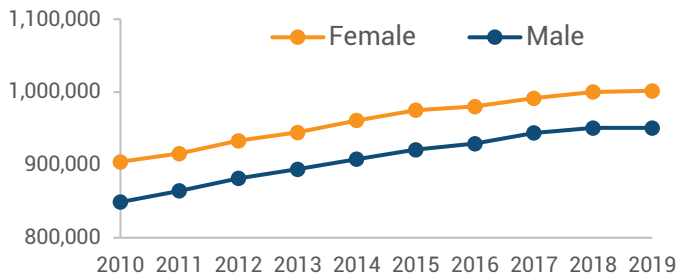
¹ Institute for Women's Policy Research, <https://iwpr.org/iwpr-publications/quick-figure/pay-equity-projection-race-ethnicity-2020/>

² Bureau of Labor Statistics, Current Population Survey. <https://www.bls.gov/cps/#data>

General Characteristics

In Broward County, 51.3% of the 1,952,778 residents were women in 2019 as shown in **Exhibit 1**. Most women were White (33.2%), followed by Hispanic or Latino women (33.1%), and Black or African American women (29.7%). Asian women were 3.9% of the female population. From 2010 to 2019, the population of White female residents decreased significantly from 42.4% to 33.2%, while Hispanic or Latino, Black or African American, and Asian female residents increased. Hispanic or Latino females increased at the largest rate from 25.3% to 31.1%.

Exhibit 1: Overall Population Growth by Gender, 2010-2019

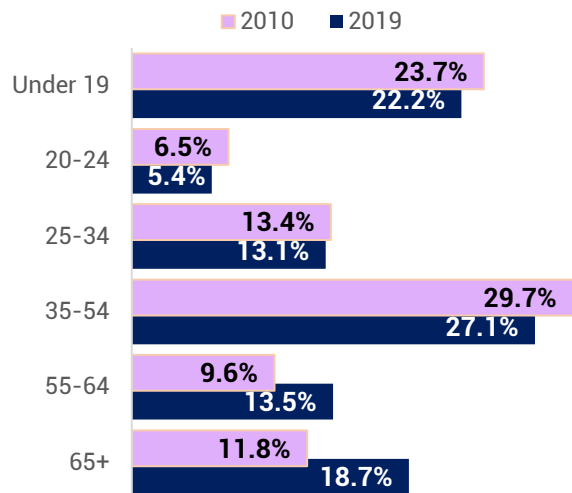


Source: U.S. Census Bureau, 2010-2019 American Community Survey 1-Year Estimates

In 2019, the median age of women in Broward was 41.9 years, slightly above the median age of men (40 years old). As shown in **Exhibit 2**, from 2010 to 2019, there was a significant increase in women older than 55, with a decrease in the percentage of women in each other age group. Nearly 18.7% of women were over 65, a 6.9% increase from 2010, and 13.5% were in the close-to-retirement age of 55-64, a 3.9% increase. When examining male population growth in Broward County from 2010 to 2019, there were significant increases in male residents in the 55 and older age groups, and decreases in male residents in the younger age groups, similar to the female population growth trend. The increase of both men and women within the older age groups suggests a rapidly aging population in Broward County.

The labor force participation rate represents the proportion of the total population 16 years old and over employed or looking for employment. In 2019, the overall labor force participation of Broward's population ages 16 and over was 66.4%, slightly above the national 63.3% rate. While women were the majority of the population in the 16 years old and over age groups, they represent only 48.3% of the labor force. Approximately 5.0% of female Broward County residents ages 16 and over were unemployed compared to 4.5% of male residents. In 2019, women's labor force participation in Broward was lower for most age groups except for residents between 16 and 19 years old and 20 to 24 years old, where women had slightly higher labor force participation rates. The largest disparity in labor force participation rate was between older residents, with only 17.1% of women aged 65 and over being in the labor force, compared to 26.5% of men.

Exhibit 2: Female Population in Broward County, 2010 & 2019

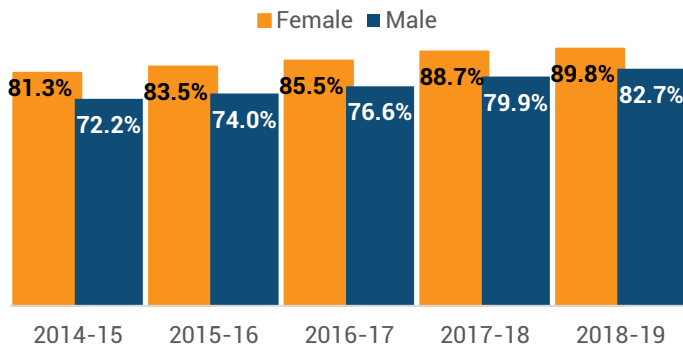


Source: U.S. Census Bureau, 2010 & 2019 American Community Survey 1-Year Estimates

Educational Attainment

As a society-based criterion for economic success, academic credentials are generally considered a central source of human capital, opportunities in the labor market and a relevant measure in determining productivity. The overall high school graduation rate for the 2018-2019 school year in Broward County showed a slight increase to 86.2%, but was slightly below the 86.9% graduation rate in the State of Florida.³ In Broward, female students consistently surpassed male students in graduation rates. As shown in **Exhibit 3**, over the last five academic years the most considerable difference between male and female students was during the 2015-2016 school year when female students' graduation rate was almost 9.5% higher than their male counterparts. The significant differences in graduation rates are also observed in Florida overall where in the 2018-2019 school year Florida male and female high school students graduated at a rate of 83.9% and 90%, respectively.

Exhibit 3: High School Graduation Rate in Broward County by Gender, 2014-15 to 2018-19



Source: Florida's PK-20 Education Information Portal

In Broward County, the high school graduation⁴ and cohort dropout rates remained relatively stable, with a slight increase in the overall dropout rates. In 2018-2019, the dropout rate for Broward County was 1.8%, up from 1.6% in the previous school year, representing 1.4% for women, and 2.2% for men.

When compared across gender and race, graduation rates vary significantly and highlight substantial disparities, especially between male White, Black, and Hispanic students who are consistently under-performing compared to female students. Black or African-American high school students had the lowest graduation rates, specifically 87.0% for females and

Exhibit 4: High School Graduation and Dropout Rates by Race and Gender in Broward County, 2017-18 to 2018-19

		Graduates		Dropouts	
		2017-18	2018-19	2017-18	2018-19
White	Female	93.0%	93.5%	0.7%	1.0%
	Male	87.1%	89.7%	1.3%	1.7%
Black	Female	85.5%	87.0%	1.6%	1.5%
	Male	73.2%	76.3%	2.8%	2.8%
Hispanic	Female	89.1%	89.8%	1.5%	1.8%
	Male	82.0%	84.1%	1.3%	1.8%

Source: Florida's PK-20 Education Information Portal

76.3% for males, with Black males also having the highest dropout rates at 2.8%, as shown in **Exhibit 4**.

Gender and racial disparities are even more apparent for economically disadvantaged students in the Broward County Public School system. The Florida Department of Education defines economically disadvantaged students as students who are determined eligible for free and reduced-price meals under the National School Lunch Program. Students eligible for free or reduced lunch are in families whose household income falls within the Direct Certification determination, receive Supplemental Nutrition Assistance Program (SNAP) or Temporary Assistance for Needy Families (TANF) benefits, reside on an Indian Reservation, and are eligible for Medicaid. Students who experience homelessness, participate in Head Start, identify as migrant youth or runaways, or live within the foster care system are also eligible for the program. In the 2019-2020 school year, Black or African American students were significantly more economically disadvantaged than their White and Hispanic classmates, with 74.4% of Black female students and 74.6% of Black male students being economically disadvantaged compared to about 30% of White students, and 50% of Hispanic students.

In the 2018-19 school year, economically disadvantaged students with the lowest graduation rates in Broward County were Black students, with 86.1% of Black female and 75.3% of Black male students considered economically disadvantaged graduating with a high school diploma. The proportion of economically

³ Florida's PK-20 Education Information Portal, <https://edstats.fl DOE.org>

⁴ As defined in 34 C.F.R. §200.19(b)(1)(i)-(iv), graduates are students who graduate in four years with a regular high school diploma (standard diploma). Those students who did not graduate with their original cohort would not be included in this percentage.

disadvantaged Black students is substantially larger than Hispanic and White students, regardless of gender. Hispanic students had the smallest difference between economically disadvantaged and non-disadvantaged students. Black female students' graduation rates were 3.6% lower if they were economically disadvantaged. The powerful effect that economic context has on education is most evident for Black students.

While graduation rates are consistently improving, in 2019, Broward County had a slightly higher percentage of residents (38.9%) without a high school diploma or only with a high school diploma, compared to the U.S. (38.2%).⁵ In Broward County, there were only slight differences between men and women, with 39.5% of males and 38.4% of females with a high school diploma or less. Nationally, 40.1% of males and 36.5% of females were at that educational attainment level.

Not only are there improvements in high school graduation rates, but Broward County's population has also made substantial advances in college and university degree attainment. In 2019, 33.0% of the Broward County population 25 years and over had a bachelor's degree or higher, increasing from 32.3% in 2018, but still slightly lower than the U.S. national average of 33.1%. In Broward, a smaller percentage of women (32.8%) than men (33.1%) attained a bachelor's degrees or higher. The percentage of men with university degrees has stayed relatively stable since 2018, with 21.0% having a bachelor's degree (up from 19.6%) and 12.1% attaining a graduate or professional degree in 2019 (same as in 2018). For women, the same trends are observed, with 20.5% holding a bachelor's degree (up from 20.0%) and 12.3% (down from 13%) having graduate degrees in 2018.⁶ Although there were only slight changes in educational attainment levels from 2018 to 2019, there were significant increases for both male and female residents over the past ten years. In 2010, only 18.7% of female residents had a bachelor's degree, and 9.3% had a graduate or professional degree.

Over the last decade, the percentage of women with business and science degrees remained relatively stable. As shown in Exhibit 5, from 2015 to 2019, the percentage of women in Broward County with degrees in science and engineering fields increased slightly from 23.4% to 25.5%.

There was a decrease from 26.1% in 2015 to 24.8% in 2019 of women pursuing a bachelor's degree or higher in business. The percentage of women with education degrees decreased from 17.1% in 2015 to 15.4% in 2019; whereas women with arts, humanities and other degrees slightly increased from 19.2% in 2015 to 20.2% in 2019 as shown in **Exhibit 5**.

In 2010 to 2019, the percentage of Broward County residents over 25 years old with a bachelor's degree in science and engineering steadily increased each year, from 38.6% in 2010 to 43.4% in 2019. However, the percentage of residents pursuing bachelor's degrees in the business field decreased slightly from 27.6% in 2010 to 27.1% in 2019.

Graduation rates and degree attainment from local universities is also indicative of the overall educational characteristics of Broward's population. According to the Integrated Postsecondary Education Data System (IPEDS) of the National Center for Education Statistics, 58% of full-time Nova Southeastern students who began their degrees in 2013 had finished them by 2019. The 6-year graduation rate of women (58%) was slightly higher than men (57%). At Florida Atlantic University, 50% of full-time students who began their degrees in 2013 finished them by 2019, of these, 46% of graduates were male, and 54% were female. Broward College reported the lowest 6-year graduation rate - 31%, with 29% of male and 33% of female student graduating within six years.

Exhibit 5: Fields of Bachelor's Degree by Gender in Broward County, 2015 & 2019

	2015		2019	
	Female	Male	Female	Male
Science and Engineering	23.4%	39.5%	25.5%	41.0%
Science and Engineering-Related Fields	14.2%	6.2%	14.1%	6.5%
Business	26.1%	30.9%	24.8%	29.6%
Education	17.1%	5.3%	15.4%	4.4%
Arts, Humanities, and Others	19.2%	18.2%	20.2%	18.5%

Source: U.S. Census Bureau, 2015 & 2019 American Community Survey 1-Year Estimate

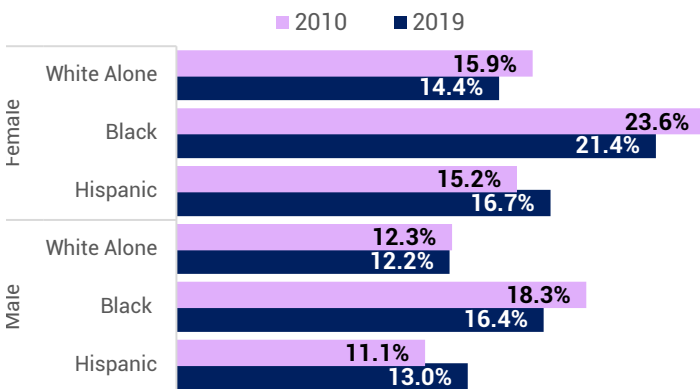
⁵ U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates, Retrieved from <https://data.census.gov>

⁶ U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates, Retrieved from <https://data.census.gov>

Economic Development

Analyzing the economic condition of women in Broward County is vital to understanding their overall wellbeing. The metric that is the most indicative of the economic status of women is their poverty rate. There are significant differences in poverty rates between genders, especially across racial and ethnic groups. The overall poverty rate for residents of all ages in Broward County decreased from 12.4% in 2018 to 12.2% in 2019, however, 13.5% percentage of women in Broward had income below the poverty line, compared to 11.3% of men. As seen in **Exhibit 6**, when compared across gender and race, in 2019, Black or African American female residents has the highest percentage of individuals living below the poverty level at 21.4%, down from 23.6% in 2010. Hispanic women had the second-highest poverty rate at 16.7%, up from 15.2% in 2010. Overall, in 2019, poverty rates declined across gender and racial groups, except for Hispanic women and men, for whom it increased from 15.2% in 2010 to 16.7% in 2019 for women and from 11.1% to 13.0% for men.

Exhibit 6: Individuals Living in Poverty by Race and Gender in Broward County, 2010 & 2019



Source: U.S. Census Bureau, 2010 & 2019 American Community Survey 1-Year Estimates

Labor force participation and increased economic opportunities are critical to the continued decrease in poverty. With 78.5% of women ages 20 to 64 participating in the labor force, the remaining one out of four women who are not working either part-time or full-time is at an increased risk of living in poverty.⁷ The onset of the COVID-19 pandemic and its extensive economic impact will further exacerbate this issue and potentially lead to significant increases in residents living in poverty, especially women.

Labor force participation is one critical factor for improving economic outcomes for all Broward residents, but still does not assure an individual's ability to live comfortably. According to the Center for Poverty Research, the "working poor" are people who spend an average of 27 weeks or more in the labor force, working

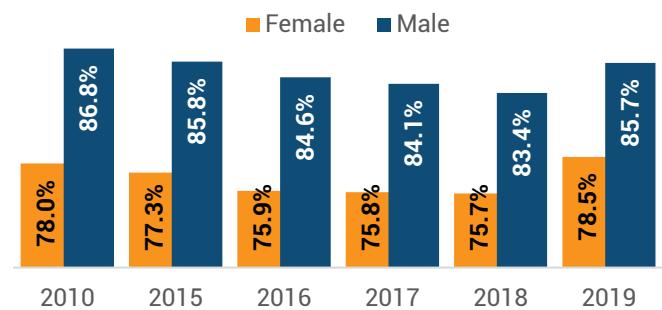
⁷ U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates, Retrieved from <https://data.census.gov>

or looking for work, but whose income remains below the poverty level. In Broward County, 5.3% of people living below the federal poverty level are employed, and 56.0% of these employed individuals living in poverty are women. Increasing labor force participation is necessary to diminish the poverty rate in Broward, but the creation of full-time, higher-wage jobs throughout all industries and occupations is also crucial.

Labor Force Participation

From 2010 to 2019, and especially in the most recent years, there has been a slight increase in women's labor force participation in the 20 to 64 year age group as shown in **Exhibit 7**. Women's labor force participation in the 20-64 age group increased to 78.5%, up from 75.7% in 2018. The increase in labor force participation was similar for men, specifically, 85.7%, up from 83.4% in 2018.⁸

Exhibit 7: Labor Force Participation Rate by Gender in Broward County, 2010-2019



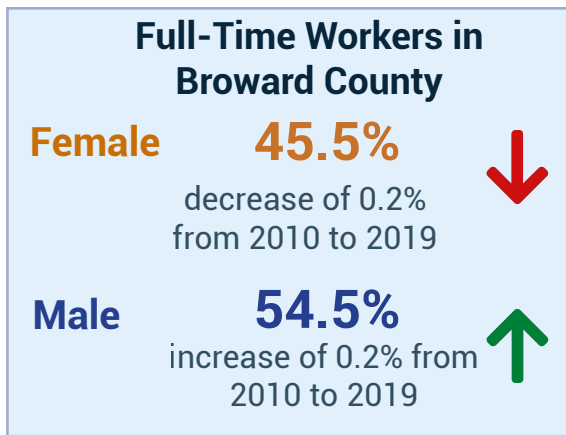
Source: U.S. Census Bureau, 2010-2019 American Community Survey 1-Year Estimates

Although Black female residents had higher poverty rates than their White and Hispanic counterparts, they were the highest percentage of women who consistently worked full-time year-round since 2010. In 2019, 53.4% of Black male residents and 45.9% of Black female residents over 16 worked full-time year-round, up from 41.7% and 39.1% in 2010, respectively. For comparison, in 2019, 41.9% of Hispanic females and 36.5% of White female residents were employed full-time, up from 35.0% and 33.4% in 2010, respectively. The difference in Black women working full-time in Broward County compared to their significantly higher poverty rates may indicate their significantly smaller yearly median earnings compared to White and Hispanic female residents.

The percentage of both men and women who worked full-time stayed relatively stable from 2010 to 2019. In 2019, 54.5% of men worked full-time, up from 54.3% in 2010. The percentage of full-time workers decreased for women, and a lower percentage work full time. In 2019, 45.5% of women worked full-time, down from 45.7% in 2010.

⁸ Id.

The percentage of women in Broward in the labor force who work full-time is higher than the national rates of female full-time workers. In the United States, only 43.5% of women in the labor force worked full-time in 2019.⁹



Class of Worker

The U.S. Census Bureau currently uses eight primary classifications to categorize workers according to their employer organizations' type of ownership. The eight classifications are as follows: private for-profit and private not-for-profit (among salaried workers), local government, state government, the federal government (for government workers), and self-employed not incorporated, self-employed incorporated, and unpaid family workers (for non-salaried workers).¹⁰ Data on the classification of workers provides valuable information about the country's labor force.

Approximately 14.9% of working Americans were employed by federal, state, or local governments in 2019 as shown in **Exhibit 8**. In Broward, the share of public sector workers is lower compared to the U.S., with only 11.2% of workers over 16 employed in this area as shown in Exhibit 8. The classification of employers is correlated to overall compensation levels.

According to a 2017 report by the Congressional Budget Office, federal government employees with a bachelor's degree or lower had higher total compensation than private-sector employees with the same levels of education. Private-sector wages were larger than federal government wages for those workers who earned a master's, doctorate or professional degree.

Compared to the private sector, federal workers' wages ranged between 34% higher for those workers with a high school diploma or less and 24% lower for those with a professional degree or doctorate.¹¹ However, according to the Federal Salary Council Working Group, federal employees make 23.1% less on average than workers in the private sector.¹²

One contributing factor to the pay disparity is right-to-work legislation. According to the Economic Policy Institute, public-sector employees earn 14% less in wages than their private-sector counterparts in right-to-work states. Factoring in compensation, "public-sector employees suffer a 10.4% wage penalty compared to their private-sector counterparts."¹³

Exhibit 8: Full-Time Employed Population by Class of Worker in Broward, Florida, and the U.S., 2019

	Broward	Florida	United States
Full-time, year-round civilian employed pop. 16 years & over	737,044	7,238,210	113,904,639
Private for-profit wage & salary workers:	79.1%	76.5%	72.5%
• Employee of private company workers	72.4%	71.1%	68.8%
• Self-employed in own incorporated business workers	6.7%	5.5%	3.7%
Private not-for-profit wage & salary workers	5.2%	6.4%	8.0%
Local government workers	7.1%	7.0%	7.4%
State government workers	1.9%	3.0%	4.5%
Federal government workers	2.2%	2.4%	3.0%
Self-employed in own not incorporated business workers & unpaid family workers	4.5%	4.7%	4.7%

Source: U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates

⁹ Id.
¹⁰ U.S. Census Bureau. <https://www.census.gov/topics/employment/industry-occupation/about/class-of-worker.html>

¹¹ Comparing the Compensation of Federal and Private-Sector Employees. April 25, 2017. <https://www.cbo.gov/publication/52637>
¹² Report of the Federal Salary Council Working Group, October 21, 2020 https://cdn.govexec.com/media/gbc/docs/pdfs_edit/102120ew1.pdf
¹³ Jeffrey Keefe. October 13, 2015. "Eliminating fair share fees and making public employment "right-to-work" would increase the pay penalty for working in state and local government." <https://www.epi.org/publication/eliminating-fair-share-fees-and-making-public-employment-right-to-work-would-increase-the-pay-penalty-for-working-in-state-and-local-government/>

Research also shows that nonprofit employees earn less than government or private workers. According to a report by PayScale¹⁴, for seven of the eight occupations examined, nonprofit workers made between 4% and 8% less than their counterparts at for-profit companies. Administrative assistants at nonprofits earned 4.1% less, while staff accountants took a 6.9% pay cut. Marketing managers were the outlier: those at nonprofits earned nearly 18% less.¹⁵ As shown in **Exhibit 8**, in 2019, only 5.2% of Broward's workforce were employed in nonprofit organizations, compared to 8% nationally. Private for-profit sector workers made up 79.1% of Broward's workers, up from 76.8% in 2010, significantly higher than both national (72.5%) and state (76.5%) private employees.

The difference in the proportion of workers across classifications in Broward County by gender may suggest some reasons for the overall pay gap. As demonstrated in **Exhibit 9**, in 2019, over 25,000 women were employed in the nonprofit sector compared to approximately 12,000 men. In local government positions, there was a prevalence of women 28,512, to men 24,047. Most state government workers are women; however, there were more men in federal government positions. Median earnings for federal government workers were 30% higher than local and state government workers, who earn comparable salaries. Women continue to be a smaller percentage of private company workers.¹⁶

From 2015 to 2019, the wage gap increased significantly in many of the classes examined. The smallest gap was in the private company workers category, in which women earned 11.6% less than men in 2019, a significant increase from the earnings gap in 2018 (5.2%). The largest pay gap in 2019 was for federal government workers, in which women made 36.9% less than men. Female state government workers were paid 20.3% less than their male counterparts in 2019, up from 6.7% less in 2018. However, the gap decreased for local government workers to 20.5% from 21.7% in 2018. The pay gap for private not-for-profit workers also increased significantly from 9.7% in 2018 to 35.3%.

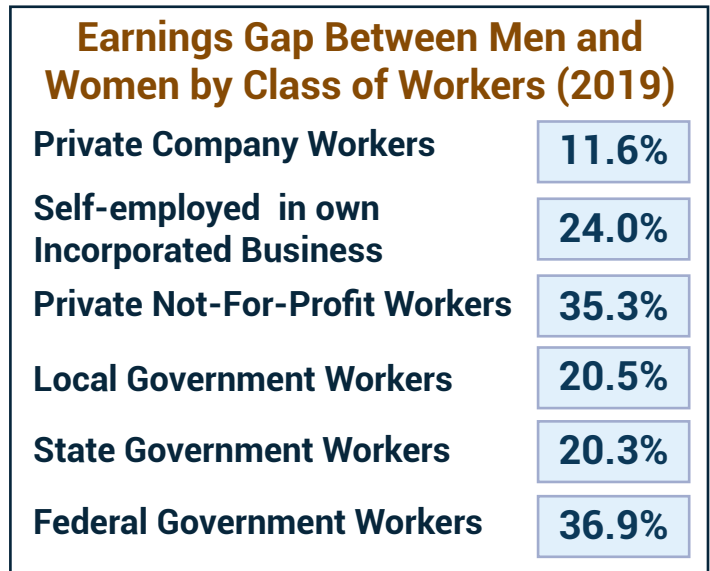


Exhibit 9: Class of Worker by Gender in Broward County, 2010 & 2019

	2010		2019		2019 Employment	
	Female	Male	Female	Male	Female	Male
Full-time, year-round civilian employed pop. 16 years & over	45.7%	54.3%	45.5%	54.5%	335,528	401,516
Private for-profit wage & salary workers:	43.3%	56.7%	43.7%	56.3%	254,956	328,201
• Employee of private company workers	45.3%	54.7%	45.1%	54.9%	240,816	292,838
• Self-employed in own incorporated business workers	25.1%	74.9%	28.6%	71.4%	14,140	35,363
Private not-for-profit wage & salary workers	67.3%	32.7%	67.7%	32.3%	25,878	12,320
Local government workers	51.3%	48.7%	54.2%	45.8%	28,512	24,047
State government workers	61.5%	38.5%	65.3%	34.7%	9,052	4,807
Federal government workers	48.3%	51.7%	43.3%	56.7%	6,921	9,048
Self-employed in own not incorporated business workers & unpaid family workers	37.3%	62.7%	30.7%	69.3%	10,209	23,093

Source: U.S. Census Bureau, 2010 & 2019 American Community Survey 1-Year Estimate

¹⁴ The Price of Doing Good: Measuring the Nonprofit Pay Cut. <https://www.payscale.com/data/nonprofit-pay-cut>; PayScale is a software company that specializes in compensation software.

¹⁵ Id.

¹⁶ U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates, Retrieved from <https://data.census.gov>

In 2019, many of Broward County's gender earnings gaps were smaller than the gaps of workers in the U.S., with the exception of the not-for-profit, government workers, and self-employed in unincorporated businesses employee categories. The overall earnings gap between male and female workers was significantly smaller in Broward for full-time workers at 12.6% compared to 19.0% nationally, and private company workers at 11.6% compared to 21.4% nationally. Earnings in Broward are also significantly lower than national figures. Earnings will be discussed in further detail in the following sections.

Employment by Occupation

This section assesses Broward County's employment and median earnings by gender across occupations and industries. From 2010 to 2019, the gender distribution of full-time, year-round, civilian employees in Broward has remained relatively steady. Although women represent the majority of the population in Broward, they only represent 45.5% of the full-time workforce.

As shown in **Exhibit 10**, women were the majority in sales and office (60.4%) and management, business, science, and arts occupations (50.7%), while they were almost equally represented in service occupations (49.1%). Women experienced the most growth between

2010 and 2019 (3.9%) in sales and related occupations. Women's earnings declined the most (-1.9%) in natural resources, construction and maintenance occupations, representing 3.2% of the industry as opposed to 5.1% in 2010. Broward had relatively equal gender distribution of these occupations compared to the gender distribution in the State of Florida and the United States.

Typically, women in Broward are the majority in sales, office, and service occupations, which are typically low-wage sectors, however, in 2019, they are now the majority in high-wage occupations such as the management, business, science, and arts category. This category consists of four subgroups: management, business, and financial; computer engineering and science; education, legal, community service, arts, and media; and healthcare practitioner and technical occupations. In Broward, women were the majority in education, legal, community service, arts, media (65.4%), healthcare practitioners, and technical (69.6%) occupations. The smallest representation of women was in the computer, engineering, and science (23.9%) fields, which are high-wage, high-skill occupations. Florida and the United States have similar gender distribution in these sectors.

Exhibit 10: Employment by Occupation and Gender for Full-Time Workers in Broward County, Florida, and the U.S., 2019

	Total	Broward		Florida		United States	
		Female	Male	Female	Male	Female	Male
Management, business, science, and arts occupations:	143,397	50.7%	49.3%	50.7%	49.3%	49.6%	50.4%
Service occupations:	66,518	49.1%	50.9%	50.0%	50.0%	50.9%	49.1%
• Sales and office occupations:	69,629	60.4%	39.6%	60.0%	40.0%	59.6%	40.4%
• Natural resources, construction, and maintenance occupations:	62,441	3.2%	96.8%	4.4%	95.6%	4.1%	95.9%
Production, transportation, and material moving occupations:	59,531	20.6%	79.4%	21.3%	78.7%	21.7%	78.3%

Source: U.S. Census Bureau, 2010 & 2019 American Community Survey 1-Year Estimate

Employment by Industry

In order to make a more consistent comparison across gender in relation to employment, the following analysis is based on the American Community Survey 1-Year Estimates of full-time, year-round civilian employees who are 16 years and over. In Broward County, 84.8% of men between the ages of 16 and 64 who worked in the last 12 months worked 35 hours or more per week, as opposed to only 75.8% of women in 2019. This disparity between the number of full-time male and female workers contributes to the significant gender differences in income levels for the full civilian workforce. In 2019, almost half of the workers in finance and insurance, real estate, rental and leasing in Broward County were women, 50.4% down from 50.5% in 2010 and 53.1% in 2018. In educational services, health care, and social assistance, women were the vast majority of the workforce with 73.1%.¹⁷

There were some significant differences in the proportion of women present in the full-time labor force when compared to Florida and the United States, as shown in **Exhibit 11**. Male workers made up a higher percentage of the workforce in almost all major industry sectors in Broward, except for the educational services, health care, and social assistance sectors and the other services sector. Since 2018, the proportion of women in industries such as the agriculture, forestry, fishing and hunting and mining, wholesale trade, retail trade, transportation and warehousing, information, and finance and insurance sectors decreased significantly. There is an obvious underrepresentation of women working in high-wage sectors in Broward, which contributes significantly to the lower overall earnings of female workers in the County. However, the ensuing analysis will show that there are significant wage gaps even in high-wage sectors.

Exhibit 11: Employment by Industry and Gender for Full-Time Workers in Broward County, Florida and the U.S., 2019

	Broward		Florida		United States	
	Female	Male	Female	Male	Female	Male
Full-time, year-round civilian employed population 16 years & over	45.5%	54.5%	44.8%	55.2%	43.5%	56.5%
Agriculture, forestry, fishing & hunting, & mining	46.2%	53.8%	26.2%	73.8%	17.5%	82.5%
Construction	10.8%	89.2%	11.2%	88.8%	9.3%	90.7%
Manufacturing	31.2%	68.8%	28.4%	71.6%	28.0%	72.0%
Wholesale trade	32.5%	67.5%	28.7%	71.3%	27.8%	72.2%
Retail trade	43.5%	56.5%	44.1%	55.9%	43.1%	56.9%
Transportation & warehousing, & utilities	23.9%	76.1%	22.5%	77.5%	23.0%	77.0%
Information	31.8%	68.2%	35.3%	64.7%	38.2%	61.8%
Finance & insurance, & real estate & rental & leasing	50.4%	49.6%	52.7%	47.3%	52.2%	47.8%
Professional, scientific, & management, & administrative & waste management services	45.2%	54.8%	42.3%	57.7%	39.6%	60.4%
Educational services & health care & social assistance	73.1%	26.9%	72.4%	27.6%	72.3%	27.7%
Arts, entertainment, & recreation, & accommodation & food services	39.4%	60.6%	45.7%	54.3%	46.3%	53.7%
Other services, except public administration	51.3%	48.7%	46.7%	53.3%	44.4%	55.6%
Public administration	48.2%	51.8%	42.7%	57.3%	44.2%	55.8%

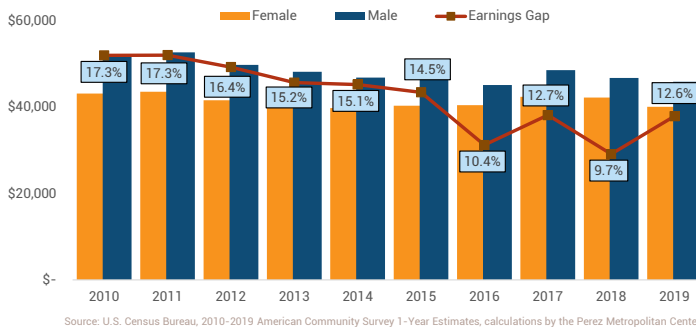
Source: U.S. Census Bureau, 2019 American Community Survey 1-Year Estimate

¹⁷ U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates, Retrieved from <https://data.census.gov>

Earnings Comparisons

Although the gender wage gap can be partly attributed to the difference in full-time work between male and female workers, overall, women who work full-time still have lower earnings than men. In 2019, the median earnings of Broward women who were employed full-time, year-round was \$40,053, a significant difference of 12.6% compared to men's annual median earnings of \$45,843. While this gap was smaller than the earnings gap in 2010 (17.3%), it is also a significant increase from the 9.7% earnings gap in 2018 as shown in **Exhibit 12**. It was also significantly lower than the national difference of 19.0%. In 2019, 83.4% of full-time male workers earned \$25,000 and above, while only 78.6% of full-time female employees were in the same earnings bracket.¹⁸

Exhibit 12: Median Earnings by Gender and Earning Gaps, 2010 to 2019



Source: U.S. Census Bureau, 2010-2019 American Community Survey 1-Year Estimates, calculations by the Perez Metropolitan Center

Women's nominal wages (unadjusted for inflation) seemed to increase over the last decade, however when adjusted for inflation, wages actually declined. In 2019, women's wages were 7.1% less than they were in 2010, while men's earnings were 12.1% less. Due to the smaller decline in earnings for women, the gap between men and women's earnings was lower in 2019 (12.6%) than in 2010 (17.3%).¹⁹

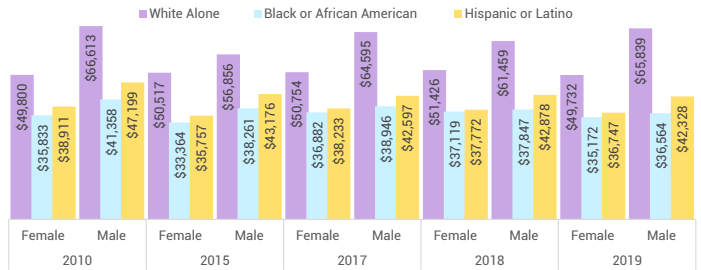
The wage gaps in Broward County were even more apparent across racial and ethnic groups. In 2019, there was a 24.5% earnings gap between White men and women, while Hispanic or Latino men and women had a 13.2% gap, and Black or African American men and women only had a 3.8% gap as shown in **Exhibit 13**. The gap between White men and women workers fluctuated significantly from 2010 to 2019 but has remained relatively high each year, while the earnings gaps for Black or African American and Hispanic or Latino men and women workers consistently decreased.

18 U.S. Census Bureau, 2010-2019 American Community Survey 1-Year Estimates, Retrieved from <https://data.census.gov>

19 Inflation-adjusted (dollar-denominated) data based on U.S. Census Bureau guidelines for comparability of data across time periods, https://www.census.gov/content/dam/Census/library/publications/2018/acs/acs_general_handbook_2018.pdf

The smaller gaps within the Black and Hispanic workers can be attributed to their overall lower incomes in comparison to White, non-Hispanic workers. In 2019, the earnings of White, non-Hispanic full-time workers were 28.9% higher than those of Black workers and 26.0% higher than Hispanic workers.²⁰

Exhibit 13: Income Disparities by Race and Gender in Broward County, 2010 to 2019



Source: U.S. Census Bureau, 2010-2019 American Community Survey 1-Year Estimates

Earnings by Education

According to the U.S. Census Bureau's American Community Survey, in 2019, individuals in Broward County over 25 years of age had median earnings of \$37,078. When earnings were examined across educational attainment levels, earnings were higher, and unemployment was lower for residents with higher levels of educational attainment. The difference in earnings between those with only a high school diploma and residents with a bachelor's degree decreased over time. In 2019, individuals with bachelor's degrees earned over \$16,000 (or 53.3%) more than high school diploma holders, compared to earning over \$24,000 (or 88.0%) more in 2010. While individuals with a bachelor's degree had greater economic outcomes than those with only a high school diploma, according to the New York Federal Reserve Bank, as of September 2020, college graduates were underemployed at a rate of 33.0%.²¹ Considering the economic toll of the COVID-19 pandemic on the labor market, college graduates are having an increasingly difficult time finding good full-time positions. This fact is compounded with the idea that attaining a bachelor's degree in recent years has come with "diminishing returns" and that the master's degree has become the new bachelor's, as employers are increasingly more selective in hiring and promoting employees with advanced degrees. Broward workers with advanced and professional degrees earned over \$20,000 or 47.8% more than those with only a Bachelor's degree, a significant increase from the 35.5% difference in 2010.

20 U.S. Census Bureau, 2010-2019 American Community Survey 1-Year Estimates, Retrieved from <https://data.census.gov>

21 The Labor Market for Recent College Graduates, October 22, 2020, https://www.newyorkfed.org/research/college-labor-market/college-labor-market_underemployment_rates.html

Men earned more than women at all levels of education attainment in Broward County as shown in **Exhibit 14**. In 2019, the largest earnings gap was for individuals with graduate or professional degrees (33.4%), with men's median earning of \$90,789 and women's at \$60,468. The second-largest gap was for those with less than a high school diploma, with a 26.9% gap between men and women, with men's median earnings at \$25,673, compared to \$18,766 for women. The smallest earnings gap was for workers with some college or an associate degree, with men earning a median of \$40,133 and women earning \$33,032, representing a 17.7% difference. If the difference in median earnings is sustained, women in this income bracket will lose over \$280,000 in earnings over their 40-year work-life.

Between 2010 and 2019, the largest income growth in Broward County when adjusted for inflation for men was for high school graduates (17.1%). Men with bachelor's degrees had an inflation-adjusted decrease in income (-2.2%), and the earnings of men with less than a high school diploma and a graduate or professional degree increased by 10.1%. For women, the largest earning increase from 2010 to 2019 (13.9%) occurred for High School graduates, while women with a bachelor's degree had a (-2.3%) change in earnings.²²

In Florida there are similar findings, with the most substantial income gap between men and women being for employees with a graduate or professional degree, with men earning \$80,861 and women earning \$53,455,

a 33.9% gap. The second-largest gap was between men and women with less than a high school diploma, with men earning \$26,745 and women earning \$19,005 on average, a 28.9% difference. The smallest gap was between those who had some college or an associate degree, a 22.8% gap.

At the national level, the most significant income disparity (34.8%) was for those with less than a high school diploma, with men earning \$30,725 and women earning \$20,046. The second-highest gap was between high school graduates, with men making an average of \$38,906 and women earning \$25,829, a 33.6% difference.

Median Household and Family Income

In 2019, the median household income in Broward was \$61,502. According to data from the U.S. Census American Community Survey, median household income in Broward was 6.4% below the U.S. median household income and 3.8% higher than the Florida median household income. The median household income in the U.S. was \$65,712, and \$59,227 in Florida. In 2019, the national median household income exceeded Broward's median household income by 12.4%.

Exhibit 14: Median Earnings by Educational Attainment in Broward County, 2010 & 2019

	2010		2019		2019 Change from 2010	
	Female	Male	Female	Male	Female	Male
Population 25 years and over with earnings	\$ 31,032	\$39,646	\$ 33,316	\$ 41,092	6.9%	3.5%
Less than high school graduate	\$ 16,467	\$23,105	\$ 18,766	\$ 25,673	12.3%	10.0%
• High school graduate (includes equivalency)	\$ 23,046	\$29,077	\$ 26,782	\$ 35,058	13.9%	17.1%
• Some college or associate's degree	\$ 31,309	\$40,110	\$ 33,032	\$ 40,133	5.2%	0.1%
Bachelor's degree	\$ 44,014	\$57,849	\$ 43,015	\$ 56,600	-2.3%	-2.2%
Graduate or professional degree	\$ 54,548	\$81,653	\$ 60,468	\$ 90,789	9.8%	10.1%

Source: U.S. Census Bureau, 2010 & 2019 American Community Survey 1-Year Estimates calculations made by the Perez Metropolitan Center

²² U.S. Census Bureau, 2010-2019 American Community Survey 1-Year Estimates, Retrieved from <https://data.census.gov>; inflation-adjusted figures calculated by the FIU Metropolitan Center.

In 2019, married couples in Broward County had a median income of \$91,638, the highest income level across all family types. As shown in **Exhibit 15**, the income gap between male and female householders with no spouse was quite significant at 17.3%. This gap was smaller than the gap in 2010 (29.3%). The gap was considerably smaller than the national, 27.3%, and the 21.7% difference in Florida.

In Broward, a female-headed household with no spouse had a median inflation-adjusted income of \$45,471, a 20% increase from 2010. In 2019, there were 107,665 female-headed households and 42,129 male-headed households. Since 2010, male-headed households with no spouse experienced a slight income increase of 2.5%.²³

Non-family households consist of a householder who either lives alone or lives with non relatives. A “non-relative” is a member of the home who is not related to the householder by birth, marriage, or adoption, including foster children. A female-headed householder living alone with no relatives had a median household income of \$30,794, significantly smaller than the median income of \$73,184 of female householders who do not live alone. Across all household types, male householders had higher incomes but followed the same trend. The median household income for a male householder living alone was \$38,405 compared to \$81,188 if not living alone.²⁴

In 2019, the largest income gaps between non-family households were between men and women householders overall (23.5%), and those living alone (19.8%). Income between men and women not living alone displayed the smallest income gap, decreasing from 22.5% in 2010 to 9.9% in 2019. All of the gaps decreased since 2010. From 2010 to 2019, there was a 26.3 percentage point income gap decrease between non-family households overall and a 10.9 percentage point decrease in the gap between men and women living alone. (See **Exhibit 15**)

Compared to the national and state levels, the gaps between men and women in non-family households are relatively similar in almost all household type categories. In Florida, the gap between male and female householders is 23.3% in 2019, down from 24.7% in 2010. In the United States, the gap between overall male and female householders was 24.7%, but it was 23.0% between men and women who lived alone, and 9.6% between those not living alone.²⁵

Exhibit 15: Median Household Income and Earnings Gap by Household Type in Broward County, 2010 & 2019

	2010			2019		
	Female Householder	Gap	Male Householder	Female Householder	Gap	Male Householder
Family Households no Partner	\$37,906	29.3%	\$53,626	\$45,471	17.3%	\$54,978
Non-family households	\$30,846	30.8%	\$44,594	\$35,198	23.5%	\$46,034
Living Alone	\$26,653	30.7%	\$38,483	\$30,794	19.8%	\$38,405
Not Living Alone	\$61,872	22.5%	\$79,872	\$73,184	9.9%	\$81,188

Source: U.S. Census Bureau, 2010 & 2019 American Community Survey 1-Year Estimates calculations made by the Perez Metropolitan Center

²³ Id.

²⁴ U.S. Census Bureau, 2010-2019 American Community Survey 1-Year Estimates, Retrieved from <https://data.census.gov>

²⁵ Id.

Earnings Gaps across Occupations

While median earnings across occupations and gender vary significantly, median earnings for men were typically higher than median earnings for women across occupation sectors. In 2019, the United States' median earnings for full-time workers were \$53,544 for men and \$43,394 for women. Men employed full-time earned on average 19.0% more than women, a slight increase from the 18.9% gap in 2018. As previously stated, the gap in 2019 was 12.6% in Broward County, while Florida's difference was approximately 17.1%.²⁶

As displayed in **Exhibit 16**, in 2019, the largest earnings gaps between men and women were in natural resources, construction, maintenance (49.0%), and production, transportation, and material moving occupations (34.8%). The smallest earnings gaps by occupation were in sales and office (15.5%) and service occupations (15.5%). While the United States' median earnings exceeded those in Broward for each category, the gaps were smaller in all occupational categories except natural resources, construction, maintenance, production, transportation, and material moving occupations. Pay disparities may be hidden within the broad definitions of occupational categories.

In 2019, women continued to earn less than men in all occupations in Broward County. From 2010 to 2019, when adjusted for inflation, the largest increase in wages for women was in the law enforcement occupations (42.2%) and legal occupations (22.2%). Men only saw growth in architecture and engineering occupations (4.8%) and law enforcement (1.8%).²⁷

While there were wage increases for women within the top ten occupations, as seen in **Exhibit 17** and **Exhibit 18**, further analysis revealed that there are still significant gender gaps in earnings, even for those occupations with a large number of women employed. In 2019, the third highest-earning occupations for women were legal occupations (\$65,656), but the median earnings for men in legal careers were 26.7% higher at \$89,527.

In 2019, there was no occupation categories in which women earned more than men. There were double-digit gaps in all occupations except law enforcement, and business and financial operations occupations.²⁸ Larger occupational categories include different types of workers, and the higher proportion of women in certain occupations is likely producing a larger gap. For example, legal occupations comprise 1) Lawyers, Judges, magistrates, and other judicial workers; 2) Judicial law clerks, 3) Paralegals and legal assistants, and 4) Miscellaneous legal support workers. While more women are working in legal professions than men (57.3%), men dominate the higher-paying and higher-ranking legal jobs. The lower-status occupations, such as paralegals and secretaries, are more likely to be filled by women. There is no local data available for detailed occupational categories, but according to the U.S. Census Bureau data, women lawyers earned 23% less than their male counterparts in 2019.

Exhibit 18 displays the earning gaps across major occupational categories in Broward. The largest disparities were in the construction and extraction, production, computer and mathematical, firefighting and prevention, transportation, and legal occupations.

²⁶ Id.

²⁷ U.S. Census Bureau, 2010-2019 American Community Survey 1-Year Estimates, Retrieved from <https://data.census.gov>

²⁸ Id.

Exhibit 16: Median Earnings by Occupation and Gender in Broward County, 2010 & 2019

	2010			2019		
	Female	Male	Gap	Female	Male	Gap
Overall median earnings for full-time, year-round civilian employed population 16 years	\$43,105	\$52,132	17.3%	\$40,053	\$45,843	12.6%
Management, business, science, and arts	\$57,660	\$81,768	29.5%	\$55,806	\$71,846	22.3%
Service	\$27,164	\$33,471	18.8%	\$27,605	\$32,668	15.5%
Sales and office	\$38,532	\$47,558	19.0%	\$35,178	\$41,637	15.5%
Natural resources, construction, and maintenance	\$37,711	\$44,163	14.6%	\$19,226	\$37,704	49.0%
Production, transportation, and material moving	\$26,862	\$39,484	32.0%	\$25,561	\$39,192	34.8%

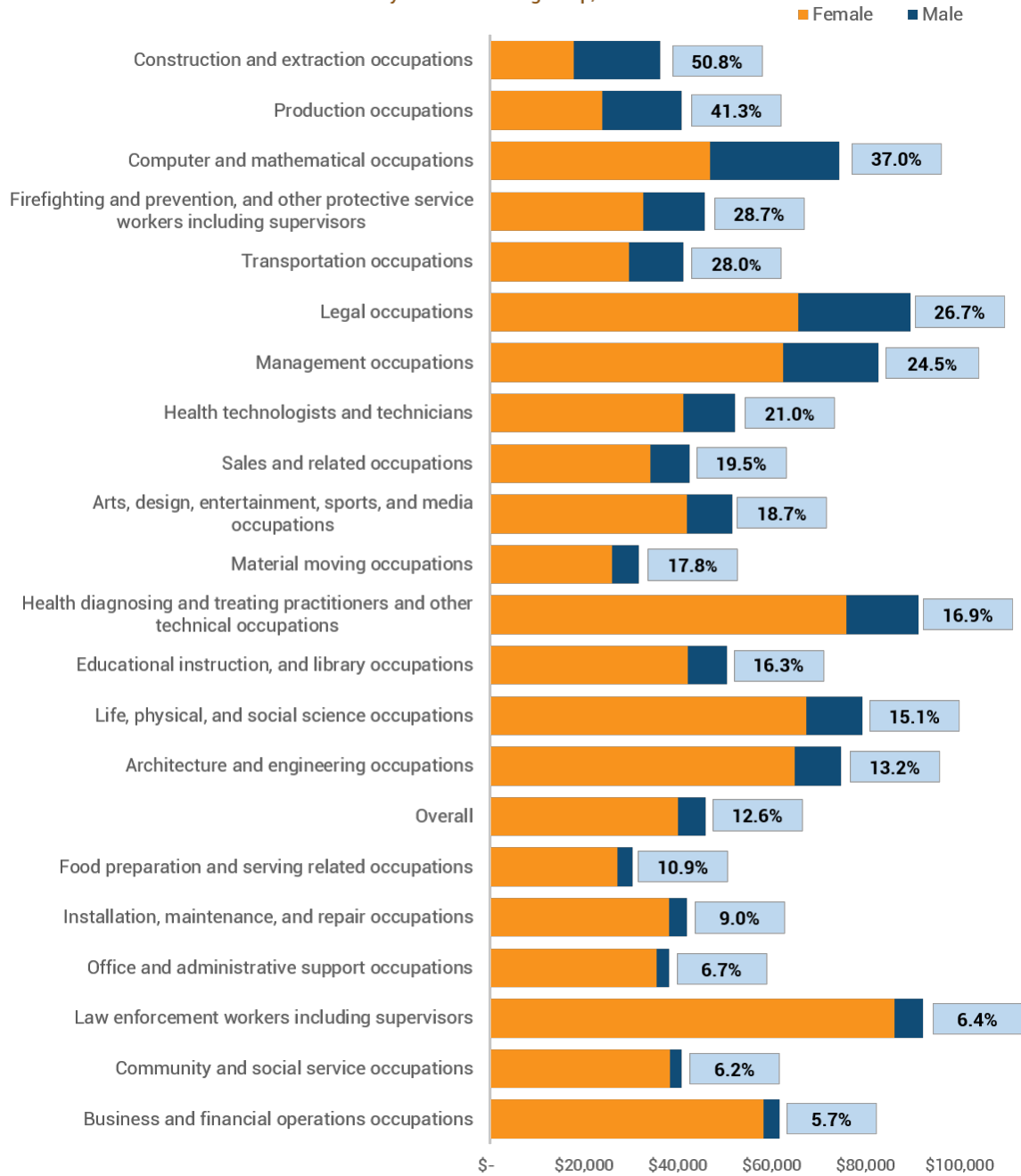
Source: U.S. Census Bureau, 2010 & 2019 American Community Survey 1-Year Estimates calculations made by the Perez Metropolitan Center

Exhibit 17: Top 10 Highest Earning Occupations for Women in Broward County, 2010 (Adjusted for Inflation) & 2019 (Actual)

	2010			2019		
	Female	Male	Gap	Female	Male	Gap
Law enforcement workers including supervisors	\$60,628	\$90,485	33.0%	\$86,213	\$92,149	6.4%
Health diagnosing and treating practitioners and other technical	\$79,488	\$117,931	32.6%	\$75,870	\$91,267	16.9%
Legal	\$53,749	\$119,114	54.9%	\$65,656	\$89,527	26.7%
Management	\$60,084	\$87,309	31.2%	\$62,504	\$82,815	24.5%
Life, physical, and social science	\$72,215	\$87,146	17.1%	\$67,324	\$79,316	15.1%
Architecture and engineering	\$71,534	\$71,302	-0.3%	\$64,845	\$74,746	13.2%
Computer and mathematical	\$81,943	\$87,138	6.0%	\$46,863	\$74,428	37.0%
Business and financial operations	\$55,454	\$71,686	22.6%	\$58,162	\$61,678	5.7%
Health technologists and technicians	\$42,854	\$71,738	40.3%	\$41,231	\$52,172	21.0%
Arts, design, entertainment, sports, and media	\$50,545	\$57,025	11.4%	\$41,994	\$51,644	18.7%

Source: U.S. Census Bureau, 2010 & 2019 American Community Survey 1-Year Estimates calculations made by the Perez Metropolitan Center

Exhibit 18: Earnings for Full-Time Workers by Gender and Occupation in Broward County and the Earnings Gap, 2019



Source: U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates; Data sorted from highest to lowest gap; Calculations by the Perez Metropolitan Center

Earnings Gaps across Industry

One argument for the persistence of income disparities is that they are produced by the higher concentration of women in certain industries. As shown in **Exhibit 19**, median earnings comparisons by industry sector shows that the wage gap persists in most industries. In 2019, women in Broward County earned less than men in all industries except construction (17.9% more), real estate and rental and leasing (7.6% more), and wholesale trade (3.8% more). In construction, women only accounted for 10.8% of the full-time workforce, yet they made an average of \$45,735, while men in their industry only made \$38,789. Women in wholesale trade accounted for 32.5% of the full-time workforce, and their median income was \$52,195 compared to \$50,268 for men.

From 2010 to 2019, women's earnings increased faster than men's earnings in Broward County, decreasing the overall gap for full-time workers from 17.3% to 12.6%. **Exhibit 19** shows that the largest increase in the earnings gap was in the arts, entertainment, and recreation sector where women earned 25.7% less than men in 2019, a significant increase from the 1.9% gap in 2010. In 2019, the largest earnings gap was in the agriculture, forestry, fishing, hunting, and mining sectors, with women earning only 52 cents to every dollar a man earned. Women earn more in only three sectors – construction, wholesale trade, and real estate, and rental and leasing. There were approximately 25,248 women and 79,201 men employed in these sectors.

In Florida, men were paid more than women in all industries except construction and real estate. The largest wage gaps were in mining, quarrying, and oil and gas extraction (48.9%), followed by professional, scientific, and technical services (33.0%). In the U.S., men were paid more than women in all industries, with the largest age gap in finance and insurance at 40.8%, and the smallest gap in construction, with men earning 3.7% more.

Exhibit 19: Earnings Gap by Industry in Broward County for Full-Time Workers over 16 years old, 2010 & 2019

	2010	2019	Gap Change 2010-2019
Full-time, year-round civilian employed population 16 years and over with earnings	17.3%	12.6%	↓
Agriculture, forestry, fishing and hunting, and mining:	49.4%	48.4%	↓
Construction	-4.2%	-17.9%	↓
Manufacturing	31.0%	42.7%	↑
Wholesale trade	16.4%	-3.8%	↓
Retail trade	21.0%	18.3%	↓
Transportation and warehousing	-0.5%	16.8%	↑
Utilities	-34.1%	9.6%	↑
Information	27.4%	5.1%	↓
Finance and insurance	30.7%	27.5%	↓
Real estate and rental and leasing	2.6%	-7.6%	↓
Professional, scientific, and technical services	43.8%	20.8%	↓
Management of companies and enterprises	34.5%	*	↓
Administrative and support and waste management services	-5.1%	10.1%	↑
Educational services	17.1%	13.3%	↓
Health care and social assistance	34.2%	31.1%	↓
Arts, entertainment, and recreation	1.9%	25.7%	↑
Accommodation and food services	23.8%	5.1%	↓
Other services, except public administration	23.9%	16.0%	↓
Public administration	30.5%	39.2%	↑

Source: U.S. Census Bureau, 2019 American Community Survey 1-Year Estimate

* Data is unavailable from the U.S. Census American Community Survey due to privacy limitations

Earning Gaps By Municipality

The wage gap varied significantly across municipalities in Broward County as seen in **Exhibit 20** and **21**. There were six municipalities that had earnings gaps over 30% - Sea Ranch Lakes, Hillsboro Beach, Weston, Lighthouse Point, and Parkland. The top 20 municipalities with the largest earning gaps all had full-time labor participation rates for women below 50%, and earning gaps that ranged from 71.7% in Sea Ranch Lakes to 10.4% in Sunrise. The gaps could not be attributed to the larger number of women who are employed part-time due to the fact that the gaps calculations are based on full-time employees only.²⁹

Pembroke Park was the only municipality where women's earnings were higher than their male counterparts (16.9%). In Pembroke Park, where women earn 16.9% more than men, full-time women's labor force participation was remarkably smaller than men, with only 42.4% of women working full-time.³⁰

In many municipalities there is a higher representation of female workers in higher-earning industries and occupations which explains the smaller gaps in some municipalities. The municipalities with the largest earning gaps also had the highest percentages of full-time women workers in lower-wage industries such as the retail trade and educational, health, and social assistance industries. The male workforce in the municipalities with the largest earning gaps was generally concentrated in higher-wage industries such as the construction, manufacturing, wholesale trade, finance and insurance, and professional, scientific, management, and administrative sectors.

Exhibit 21 shows the earning gaps between male and female full-time workers in the 31 municipalities in Broward County.

Exhibit 20: Earning Gaps by Municipality in Broward County, 2019

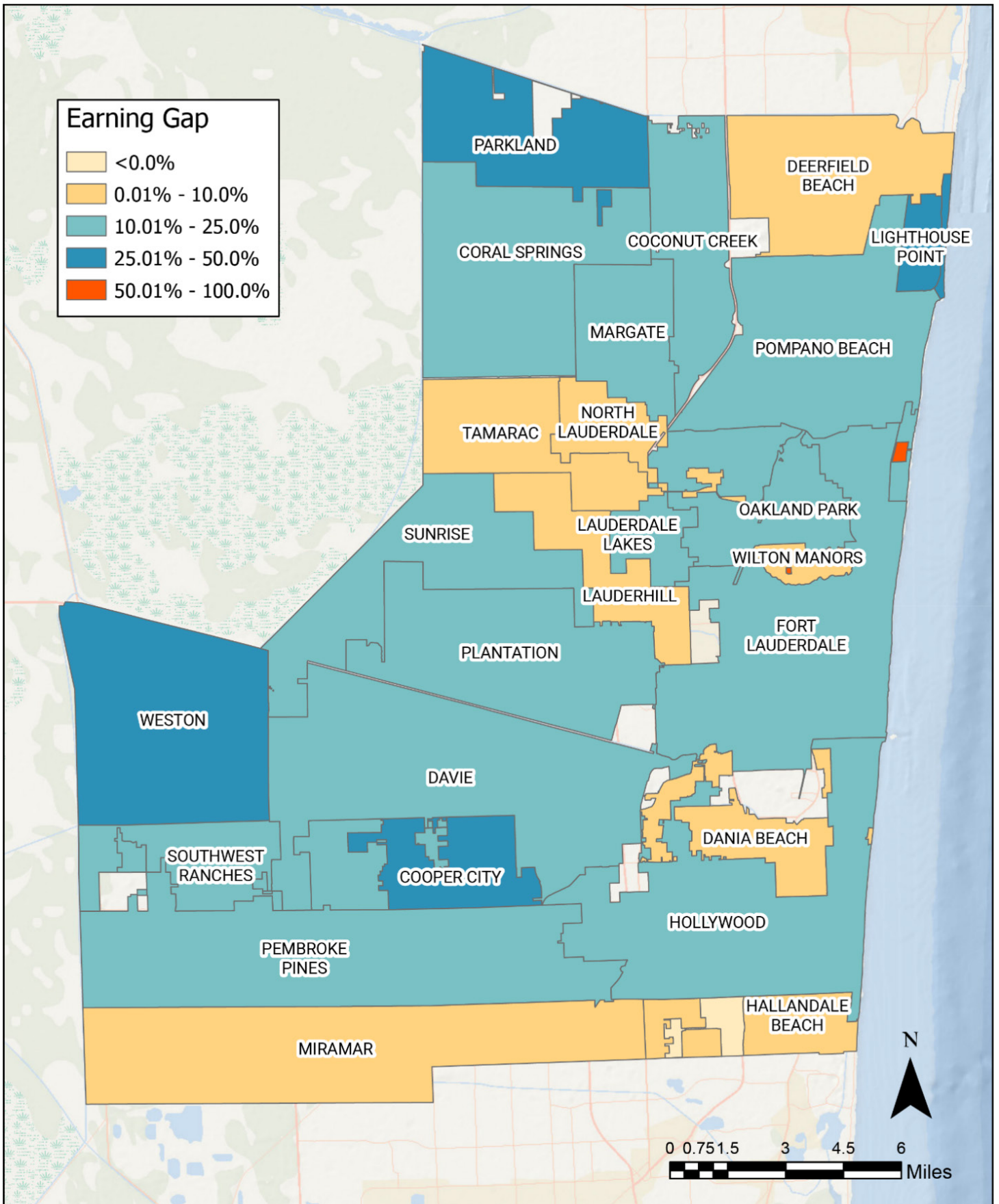
Municipality	Female	Male	Gap
Lazy Lake	*	\$50,000	N/A
Sea Ranch Lakes	\$60,938	\$215,625	71.7%
Hillsboro Beach	\$51,750	\$91,000	43.1%
Weston	\$52,590	\$85,677	38.6%
Lighthouse Point	\$53,770	\$84,012	36.0%
Parkland	\$80,458	\$124,957	35.6%
Cooper City	\$53,417	\$71,896	25.7%
Lauderdale by the Sea	\$55,771	\$73,762	24.4%
Coconut Creek	\$43,402	\$54,223	20.0%
Fort Lauderdale	\$42,356	\$52,548	19.4%
Lauderdale Lakes	\$25,338	\$30,892	18.0%
Coral Springs	\$44,955	\$54,723	17.8%
Pembroke Pines	\$44,447	\$53,128	16.3%
Davie	\$43,314	\$50,884	14.9%
Southwest Ranches	\$53,393	\$61,607	13.3%
Plantation	\$47,192	\$53,995	12.6%
Margate	\$36,768	\$41,892	12.2%
Oakland Park	\$36,718	\$41,412	11.3%
Hollywood	\$37,239	\$41,885	11.1%
Pompano Beach	\$36,278	\$40,738	10.9%
Sunrise	\$38,865	\$43,362	10.4%
Deerfield Beach	\$36,630	\$40,714	10.0%
Tamarac	\$37,069	\$41,196	10.0%
Hallandale Beach	\$34,375	\$38,079	9.7%
West Park	\$32,607	\$35,454	8.0%
Dania Beach	\$38,681	\$41,113	5.9%
North Lauderdale	\$32,839	\$34,734	5.5%
Wilton Manors	\$53,958	\$56,815	5.0%
Miramar	\$43,171	\$45,340	4.8%
Lauderhill	\$32,619	\$33,160	1.6%
Pembroke Park	\$30,729	\$26,285	-16.9%

Source: U.S. Census Bureau, 2019 American Community Survey 5-Year Estimate, calculations made by the Perez Metropolitan Center

* Data is unavailable from the U.S. Census American Community Survey due to privacy limitations

29 Source: U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates.
30 Id.

Exhibit 21: Earnings Gap by Municipality in Broward County, 2019



Health

Women's health is an important determinant of overall community wellness. The physical and mental health of women in Broward County is an indicator of overall health throughout the County. Data from Florida Health Charts, the Florida Department of Health's data platform, was used as the primary source of health data for this section.

Overall Health Conditions

Access to health insurance is vital to the overall health and wellness of women in Broward County. Data on women in Broward County who had health insurance was available for years 2015 through 2019, and is shown in **Exhibit 22**. From 2015 to 2019, the percentage of female residents that had health insurance declined slightly from 86.4% to 85.7%. The year with the highest percentage of women insured was 2016 at 87.5%, with the rate of those insured decreasing slightly each year afterwards. Each year female residents were insured at about a 2% higher rate than their male counterparts.

When analyzing types of insurance coverage by gender in Broward County, the majority of Broward County residents were insured through a private health insurance company, with 72.6% of female residents, and 74.1% of male residents having insurance through a private provider (**Exhibit 23**). Individuals with insurance coverage through an employer-based provider were the second largest insured group with 51.8% of female residents and 54.0% of male residents having insurance through their employer. Women in Broward County were insured at a higher rate than their male counterparts in each insurance type category except for employer-based insurance coverage. The estimates by type of coverage are not mutually exclusive as residents can be covered by more than one type of health insurance during the year. Therefore, the count and percentages by types of insurance exceed the number of insured.

Exhibit 22: Women and Men with Health Insurance in Broward County, 2015-2019

Year	Female	Male
2015	86.4%	84.5%
2016	87.5%	85.4%
2017	86.8%	84.0%
2018	86.6%	84.5%
2019	85.7%	83.5%

Source: U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates

Exhibit 23: Insurance Coverage by Gender in Broward County, 2019

	Female	Male	Female %	Male %
Insured	855,619	787,662	85.7%	83.5%
Uninsured	142,380	155,453	14.3%	16.5%
Types of Insurance Coverage for Insured Residents*				
With Private Health Insurance*	621,122	583,873	72.6%	74.1%
With Employer-based	443,300	425,667	51.8%	54.0%
Direct Purchase	189,325	166,090	22.1%	21.1%
Public Health Insurance*	313,947	274,339	36.7%	34.8%

*The estimates by type of coverage are not mutually exclusive; people can be covered by more than one type of health insurance during the year.

Source: U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates

Disability Status

In 2019, 11.8% of women in Broward County had a disability compared to 10.6% of their male counterparts. From 2010 to 2019, the percentage of individuals with a disability increased by only 0.1% for female residents and 0.2% for male residents. **Exhibit 24** displays the percentage of individuals with a disability by age group, disability type, and gender. The largest percentages of individuals living with a disability were Broward County residents over the age of 75, with more than a third of females (38.5%) and over a quarter (28.9%) of males in that age group having an ambulatory difficulty. Children under 5 years old are difficult to diagnose with

a specific disability due to their age and therefore data for individuals within that age group is only available for those with a hearing or vision difficulty. For individuals in age ranges 35-64, 65-74, and 75 and over, the largest percentages of individuals with a disability had a hearing difficulty, ambulatory difficulty, or independent living difficulty. There are higher percentages of women within those age groups that had ambulatory and independent living difficulties compared to their male counterparts.

Exhibit 24: Individuals in Broward County with a Disability by Disability Type, Age, and Gender, 2019

		Under 5 years	5 to 17 years	18-34 years	35-64 years	65-74 years	75 years and over
Hearing Difficulty	Female	0.7%	0.8%	0.7%	1.4%	4.1%	19.2%
	Male	0.0%	0.5%	1.3%	2.3%	7.2%	20.4%
Vision Difficulty	Female	0.8%	0.4%	1.1%	2.0%	3.3%	11.8%
	Male	0.0%	1.0%	0.8%	1.9%	4.5%	7.1%
Cognitive Difficulty	Female	-	3.3%	2.6%	3.0%	3.6%	16.8%
	Male	-	0.4%	3.5%	2.9%	5.4%	9.2%
Ambulatory Difficulty	Female	-	0.8%	0.8%	5.2%	12.8%	38.5%
	Male	-	0.4%	1.2%	4.2%	11.7%	28.9%
Self-Care Difficulty	Female	-	0.7%	0.6%	1.9%	3.4%	15.9%
	Male	-	1.1%	0.8%	1.4%	3.8%	11.5%
Independent Living Difficulty	Female	-	-	1.1%	3.4%	6.2%	31.0%
	Male	-	-	2.6%	2.5%	5.1%	17.8%

Source: U.S. Census Bureau, 2019 American Community Survey 1-Year Estimate, calculations made by the Perez Metropolitan Center

Exhibit 25: Median Earnings for Workers With and Without a Disability by Gender in Broward County, 2010 & 2019

		2010	2019
With a Disability	Female	\$18,825	\$21,419
	Male	\$21,277	\$31,294
No Disability	Female	\$26,154	\$31,323
	Male	\$32,407	\$38,084

Source: U.S. Census Bureau, 2010 & 2019 American Community Survey 1-Year Estimate

Median earnings for workers with a disability are significantly lower than for Broward County residents without a disability. **Exhibit 25** presents the median earnings for workers with and without a disability by gender in Broward County in 2010 and 2019. In 2019, there was a 31.6% earnings gap between women in Broward County with a disability and those without a disability, an increase from the 28.0% earnings gap in 2010, and significantly higher than the 17.8% earnings gap between men with and without a disability in 2019. The earning gap between male and female workers with a disability was also 31.6%, a large increase from the 11.5% gap in 2010.

Disease Prevention and Risky Behaviors

In 2019, 48.2% (7,350) of deaths in Broward County were women and 51.8% (7,885) of deaths were men. As displayed in **Exhibit 26**, the top three main causes of death among Broward County residents from 2011 to 2019 were heart disease, malignant neoplasm or cancer, and cerebrovascular diseases, more commonly known as a stroke. Men accounted for a higher number of deaths in almost all of the top ten causes of death, except for deaths caused by cerebrovascular diseases, chronic lower respiratory diseases, and Alzheimer's diseases, in which there was a higher number of women fatalities. Many of these chronic diseases were the leading causes of death of both male and female residents over the past decade and can be considered preventable in many cases. Participation in risky and unhealthy lifestyles such as excessive alcohol consumption, smoking, lack of physical activity, and unhealthy eating habits are all contributing factors to many of the leading causes of death.

Exhibit 26: Top 10 Leading Causes of Death by Gender in Broward County, 2011 & 2019

	2011			2019		
	Female	Male	Total	Female	Male	Total
Heart Diseases	1,682	1,803	3,486	1,687	1,915	3,602
Malignant Neoplasm (Cancer)	1,642	1,678	3,320	1,653	1,738	3,391
Cerebrovascular Diseases	447	344	791	961	575	1,536
Chronic Lower Respiratory Disease	404	320	724	413	352	765
Unintentional Injury	212	417	629	284	720	1,004
Alzheimers Disease	146	74	220	227	109	336
Diabetes Mellitus	155	161	316	173	262	435
Nephritis, Nephrotic Syndrome, Nephrosis	146	147	293	111	128	239
Essen Hypertension & Hypertensive Renal Disease	61	64	125	110	121	231
Influenza & Pneumonia	85	90	175	85	89	174

Source: Florida Department of Health, Florida Charts, Resident Deaths

Alcohol Consumption

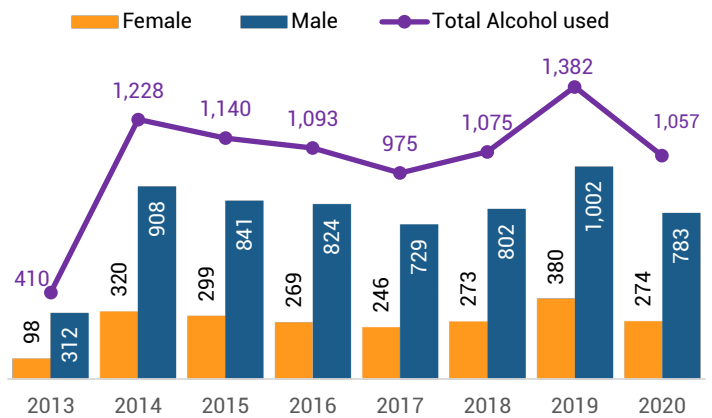
According to the Florida Department of Health, women who engaged in heavy or binge drinking increased from 13.2% in 2007 to 16.4% in 2016 (last year with available data). That percentage was still lower than the 21.1% of men in Broward reporting heavy or binge drinking. According to the Center for Disease Control (CDC), frequent binge drinking can cause serious consequences such as unintentional injuries, violence, increased prevalence of sexually transmitted diseases, chronic diseases such as high blood pressure, stroke, heart disease and liver disease, and cancer, among other risks.³¹

The Broward County Addiction and Recovery Center (BARC)³² operated by Broward County Government offers a comprehensive range of services for county residents who are affected by substance use and co-occurring disorders. BARC reported serving 274 women and 783 men in 2020 who were struggling with alcohol as their primary drug of choice as shown in **Exhibit 27**. The number of BARC clients who self-reported that alcohol was their primary drug of choice over the 8-year period analyzed was the highest in 2019, with 1,382 total clients served, 1,002 being male and 380 being female. BARC is one of many resources that offer these services in Broward County.

31 Center for Disease Control and Prevention, Binge Drinking, <https://www.cdc.gov/alcohol/fact-sheets/binge-drinking.htm>

32 Broward Addiction Recovery, <https://www.broward.org/addiction-recovery/Pages/Default.aspx>

Exhibit 27: Alcohol Reported as Primary Drug of Choice by Gender, 2013 to 2020



Source: Broward County Addiction Recovery Center

Tobacco Use

According to the Florida Department of Health, the percentage of women who were current smokers in Broward decreased from 14.8% in 2007 to 10.9% in 2016.

Lack of Physical Activity

Data for physical activity is only available for 2013 and 2016 from the Florida Department of Health and shows significant difference between men and women in Broward County. In 2016, 29.3% of women in Broward County reported being sedentary compared to 19.0% of men. The percentage of women in Broward with sedentary lifestyles was lower than the 32.3% of women in Florida overall who reported being sedentary.

In 2016, a large percentage of adults in Broward County were inactive or insufficiently active, 65.6% of women and 51.7% of men. Only 59.7% of women in Florida reported being inactive or insufficiently active in 2016.

According to the Centers for Disease Control (CDC), regular physical activity helps improve brain health, weight management, reducing disease, strengthening of the bones and muscles, and improving an individual's ability to do everyday activity.³³ The CDC recommends adults get a minimum of 150 minutes each week (30 minutes a day, 5 days a week) to help improve overall health.³⁴

Adults who were Overweight or Obese

Data for individuals who are overweight or obese is only available up until 2016. According to the Florida Department of Health, in 2016, the percentage of women in Broward County who were considered overweight was 29.8%, a slight decrease from 2010 when 33.2% of women reported being overweight. In 2016, 44.7% of men were overweight. The percentage of women who were considered obese decreased from 24.9% in 2010 to 21.4% in 2016. This decrease in women who were considered overweight and obese is crucial to diminishing other physical health concerns such as hypertension, incidences of heart attack, and heart disease.

Mental Health

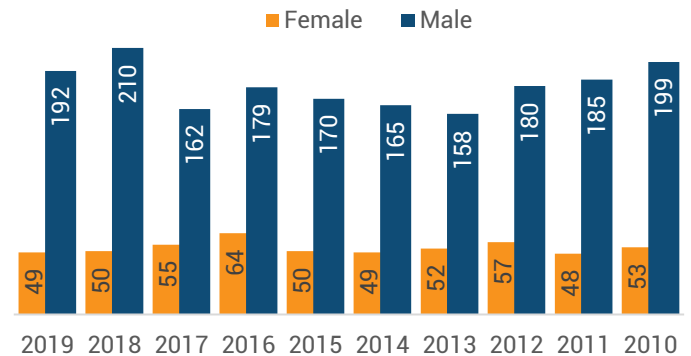
Mental health is another major indicator of health for women across Broward County. Mental health is vital to an individual's overall wellbeing and has a large impact on their physical and behavioral health. According to the Florida Department of Health, from 2013 to 2016, the percentage of women in Broward diagnosed with a depressive disorder decreased slightly from 17.6% to 17.4%. In Florida, the percentage of women with a depressive disorder decreased more significantly in the same time period - from 21.2% to 17.8%. According to the Office on Women's Health, depression can be linked to many other health problems in women, including heart disease, obesity, and cancer.³⁵ One major consequence of increased rates of depression is increased occurrences of deaths by suicide. As shown in **Exhibit 28**, from 2010 to 2019, the number of women in Broward who died by suicide decreased slightly from 53 in 2010 to 49 in 2019. In Broward, women's suicide rate in 2019 of 4.6 per 100,000 population is significantly lower than the men's rate of 18.5 per 100,000.

33 Center for Disease Control, Benefits of physical activity, <https://www.cdc.gov/physical-activity/basics/pa-health/index.htm>

34 Center for Disease Control, How much physical activity do adults need?, <https://www.cdc.gov/physicalactivity/basics/adults/index.htm>

35 U.S. Department of Health and Human Services, Office of Women's Health, <https://www.womenshealth.gov/mental-health/mental-health-conditions/depression>

Exhibit 28: Number of Residents who Died by Suicide by Gender in Broward County, 2010 to 2019



Source: Florida Department of Health, Florida Health Charts

In 2011, the Florida Department of Children and Families (DCF) designated the Broward Behavioral Health Coalition, Inc. (BBHC) as Broward County's behavioral health services managing entity for mental health and substance use disorder treatment services. The BBHC is responsible for the contracting, monitoring, clinical quality oversight and performance improvement of the DCF/ State funded behavioral health services.³⁶ The BBHC oversees a network of mental health providers in Broward including: Archways, Inc., Banyan Health Systems, Broward Addiction Recovery Center (BARC), Broward County Elderly and Veterans Services Division, Broward Health Medical Center, Broward House, Inc., Broward County Community Development Inc., Broward Partnership for the Homeless, Inc., Broward Regional Health Planning Council, Inc., Broward Sheriff's Office, Camelot Community Care Inc., Care Resource, Citrus Health Network, Inc., Chrysalis Health, Inc., Covenant House of Florida, Inc., Foot Print to Success Clubhouse, Inc., Gulf Coast Jewish family and Community Services, Henderson Behavioral Health, Inc., House of Hope, Inc. & Stepping Stones, Kids in Distress, Inc., Memorial Healthcare System, Mental Health Association of Broward County, Inc., NAMI of Broward County, Inc., Our Children Our Future, Inc., Silver Impact, Inc., Smith Mental Health Associates, Inc., South Florida Wellness Network, Inc., SunServe, Susan B. Anthony Center, Inc., TaskForce For Ending Homelessness, Inc., and the United Way of Broward County.

Multiple Broward County Divisions in the Human Services Department provide mental health counseling services to residents in need. The Children's Services Administration Section (CSA) of the Broward County Community Partnerships Division (CPD), helps fund a portion of mental health counseling and shelter services to community members in need. The CSA provided

36 Broward Behavioral Health Coalition, Inc., <https://bbhcflorida.org/about/>

funding for behavioral health services to 2,305 female clients in FY 2020, a decrease from previous years: 3,344 and 3,737 in FY 2019 and FY 2018, respectively. CPD contracts with non-profit organizations in Broward County to provide a portion of services.

One such agency is the Women in Distress of Broward County, Inc. (WID), contracted to specifically serve women and girls in Broward County. Using the funds from this contract, WID provided mental health counseling to 111 Broward County children ages of up to 24 years old in the fiscal year 2020, as shown in **Exhibit 29**. Of these, 61 clients were female, and 50 were male, with the majority of clients being Hispanic or Black or African American. The number of clients served with Broward County funding declined from 130 clients in FY 2019 to 111 clients in FY 2020. CSA dedicated \$162,429 funding to serve the 111 clients residing at the shelter that experienced mental health disorders resulting in impairment and functioning or emotional behavioral disorders. It should be noted that WID also supports their clients through other service areas.

In FY 2020, the Elderly and Veteran's Services Division (EVSD) also provided 5,829 hours of behavioral health services including mental health case management and peer counseling supportive services to residents.

Exhibit 29: Mental Health Counseling to Children (Up to 24 Years Old) through Women in Distress Portion Funded by CPD, FY2020

	Female	Male	Total
Race			
Asian	2	1	3
Black	17	9	26
White	18	26	44
Multi-Racial	7	4	11
Declined	17	10	27
Total	61	50	111
Ethnicity			
Not Spanish, Hispanic or Latino	15	5	20
Mexican, Mexican American, Chicano	3	4	7
Puerto Rican	0	2	2
Cuban	2	2	4
Other Spanish, Hispanic or Latino	25	21	46
Unknown	16	16	32
Total	61	50	111

Source: Women in Distress of Broward County, Inc.

The EVSD served a total of 5,164 clients in FY 2020, with 2,834 being female and 2,330 being male, and provided 32,378 service activities to their female clients and 19,546 service activities to their male clients. This was the largest number of clients served by the division over a ten- year period.

Disease Occurrence

Diabetes

According to the Centers for Disease Control (CDC), diabetes is a chronic health condition that affects how your body turns food into energy. Individuals with diabetes do not make enough insulin on their own to help break down the sugar in their blood which leads to serious health problems such as heart disease, vision loss, and kidney disease.³⁷ There are three types of diabetes, type 1, type 2, and gestational diabetes. According to the CDC, about 90-95% of people with diabetes were diagnosed with type 2 diabetes which develops over many years and can be prevented or delayed by living a healthy lifestyle, maintaining a healthy weight, eating healthy food and being active.³⁸

Data on individuals with diabetes was only available up until 2016 from the Florida Department of Health. In 2016, 10.9% of women in Broward County had been told at some point that they had diabetes, a significant increase from the 5.8% of women in 2010. Women were diagnosed with diabetes at a larger rate than men in 2016, with 9.7% of men in Broward being told they had diabetes. In 2016, 11.0% of women in Florida overall were told they had diabetes, relatively the same as the percentage of women in Broward County.

Cardiovascular Diseases

According to the Florida Department of Health, cardiovascular diseases were the number one cause of death for women in Broward County in 2019. As shown in **Exhibit 30** on the next page, the percentage of women in Broward diagnosed with coronary heart disease decreased significantly from 2.7% in 2013 to 0.6% in 2016, and females who had been told they had a heart attack also decreased from 2.6% to 1.8%. The only health indicator that increased over a ten year period was the percentage of women in Broward who had been told they had a stroke, which increased from 2.9% in 2007 to 3.5% in 2016.

37 Center for Disease Control and Prevention, What is diabetes?, <https://www.cdc.gov/diabetes/basics/diabetes.html>

38 Id.

Exhibit 30: Females in Broward County with Heart Disease or who suffered from a heart attack

Year	Angina or Coronary Heart Disease	Heart Attack
2013	2.7%	2.6%
2016	0.6%	1.8%

Source: Florida Department of Health, Florida Health Charts

High blood pressure or hypertension can be a contributing factor to long-term heart disease and increased risk of heart attack. According to the CDC, high blood pressure can damage arteries by making them less elastic, which decreases the flow of blood and oxygen to the heart and leads to heart disease.³⁹ High blood pressure can also lead to stroke and brain problems such as decreased cognitive function and dementia later in life, and also chronic kidney disease.⁴⁰ Data for individuals in Broward County diagnosed with hypertension was most recently available for 2013. From 2010 to 2013, the percentage of females that had been diagnosed with hypertension decreased from 27.8% to 24.8% in Broward, which was much less than Florida overall (32.1%).

Cancer

The most recent data available from the Florida Department of Health on women who received recent cancer screenings is from 2016. In 2016, 62.3% of women 40 years of age or older in Broward County received a mammogram (breast cancer screening) in the past year, while 54.7% of women over the age of 18 received a Pap test (cervical cancer screening) in the past year. Receiving cancer screenings for cancers that are prevalent in women such as breast and cervical cancer, are great preventative measures for women to ensure long-term health.

From 2010 to 2017, the number of women diagnosed with cancer in Broward County increased slightly. For the purpose of this report, incidences of cancer diagnoses were analyzed by types of cancer that were most prevalent in women. **Exhibit 31** displays the slight increases in women diagnosed with breast cancer, cervical cancer, ovarian cancer and uterine cancer, from 2010 to 2017. While more women are diagnosed with some form of cancer, the number of women dying from cancer remained relatively stable and more recently decreased.

39 Center for Disease Control and Prevention, High Blood Pressure Symptoms and Causes, <https://www.cdc.gov/bloodpressure/about.htm#:~:text=High%20blood%20pressure%20can%20damage%20your%20arteries%20by%20making%20them,Chest%20pain%2C%20also%20called%20angina.>

40 Id.

Exhibit 31: Incidences of Cancer in Women by Cancer Type in Broward County

Year	Breast Cancer	Cervical Cancer	Ovarian Cancer	Uterine Cancer
2010	1,286	80	117	269
2011	1,296	110	131	253
2012	1,360	87	121	267
2013	1,382	97	125	297
2014	1,410	87	119	325
2015	1,425	105	102	323
2016	1,482	86	125	307
2017	1,418	111	118	330

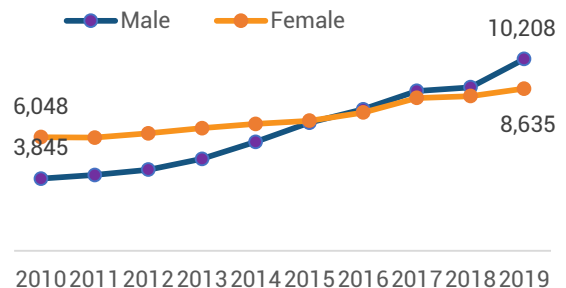
Source: Florida Department of Health, Florida Health Charts

According to Florida Health Charts, in 2019, 1,653 women in Broward died from cancer, a decrease from 1,726 in 2018, and 1,716 in 2017. The number of women who died from breast and cervical cancer increased from 286 deaths in 2010 to 292 deaths in 2019. While the number of women diagnosed with ovarian cancer has not seen major increases, the number of women who died due to ovarian cancer increased significantly from 73 deaths in 2010 to 94 deaths in 2019. From 2010 to 2019, women's death rates per 100,000 population for other cancers types decreased, especially in cancer types such as melanoma (30.0% decrease), lung cancer (14.7% decrease), and leukemia (24.2% decrease). Women who had stomach or liver cancer experienced increased death rates of 16.1% and 33.3% respectively.

Communicable Diseases

Another important health indicator for women in Broward County is sexual health. From 2010 to 2019, the number of women and men who were diagnosed with a bacterial sexually transmitted disease (STD) increased significantly. Bacterial STDs include gonorrhea, chlamydia, and syphilis. The number of newly diagnosed individuals who contracted a bacterial STD increased at a higher rate for men than women in Broward County as shown in **Exhibit 32**.

Exhibit 32: Number of Residents Diagnosed with a Bacterial STD by Gender in Broward County, 2010 to 2019

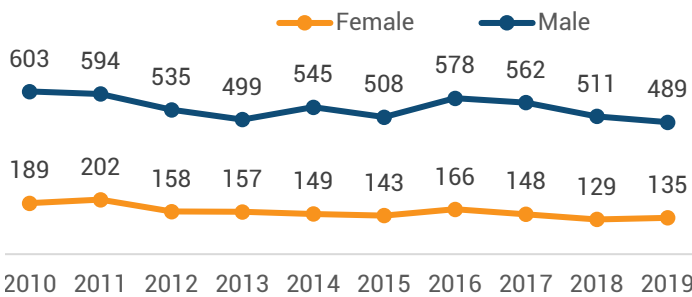


Source: Florida Department of Health, Florida Health Charts

The bacterial STD incidence for men in Broward County increased from 3,845 in 2010, to 10,208 in 2019. Women in Broward had a higher rate of newly diagnosed infections in 2010 (6,048 women) but had almost 2,000 fewer cases than men in 2019 (8,635 women compared to 10,208 men). These steady and large disease increases suggest a need for increased emphasis on safe sex practices and public education.

While the rate of individuals who were diagnosed with Bacterial STDs increased substantially, the number of Broward County men and women who were diagnosed with Human Immunodeficiency Virus (HIV) decreased. As depicted in **Exhibit 33**, the number of men diagnosed with HIV decreased by 19%, 603 in 2010 to 489 in 2019. The decrease of women diagnosed with HIV was higher (29%) for the same period. According to the Florida Department of Health, the number of women in Broward County who died from HIV/AIDS decreased significantly from 65 deaths in 2010 to 24 deaths in 2019. There was higher number of HIV/AIDS related deaths for men in Broward County, but the number of deaths also significantly decreased for men from 109 in 2010 to 84 in 2019.

Exhibit 33: Number of Residents Diagnosed with HIV by Gender in Broward County, 2010 to 2019



Source: Florida Department of Health, Florida Health Charts

Maternal and Infant Health

Improving the well-being of mothers, infants, and children is an important public health goal. Their well-being determines the health of the next generation and can help predict future public health challenges for families, communities, and the health care system. The primary source of health data on maternal and infant health for this section is Florida Health Charts, the Florida Department of Health's data platform.

Reproductive Health

According to the Florida Department of Health, the fertility rate in Broward County decreased from 60.9 per 1,000 female population aged 15-44 years in 2010 to 58.6 per 1,000 female population aged 15-44 years

in 2019. While the female fertility rate decreased in Broward, it was still higher than the fertility rate of 56.8 per 1,000 female population aged 15-44 years in Florida overall.

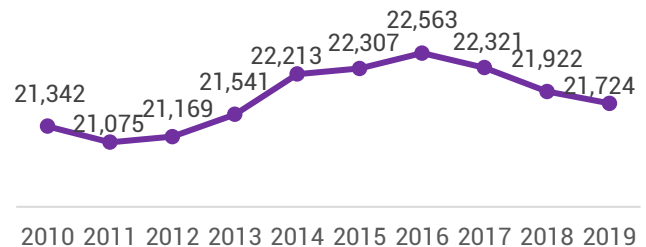
From 2010 to 2019, the percentage of women who gave birth after receiving no prenatal care steadily increased in both Broward and Florida. Although the percentage increase is minimal, the rise in women who are not seeking out proper prenatal care is concerning and can lead to other health issues for both mother and child. According to the Office of Women's Health, babies of mothers who do not get prenatal care are three times more likely to have a low birth and five times more likely to die.⁴¹

In 2019, 13.5% of total births in Broward County were to uninsured mothers who paid out of pocket for the delivery of their child. The percentage of births to uninsured mothers increased from 9.8% in 2010, and was significantly higher than the 6.2% of women in the State of Florida overall who were uninsured at the time of giving birth. Lack of health insurance at the time of birth can result in a lack of follow-up care for both mothers and their infants.⁴²

Maternal Health Conditions

Maternal and infant health is a major indicator of women's overall health. As seen in **Exhibit 34**, total resident live births in Broward County remained at a relatively stable number from 2010 to 2019. The largest increase in births was in 2016 with 22,563 live births. Since 2016, live births decreased steadily, down to 21,724 births in 2019.

Exhibit 34: Total Resident Live Births in Broward County, 2010 to 2019



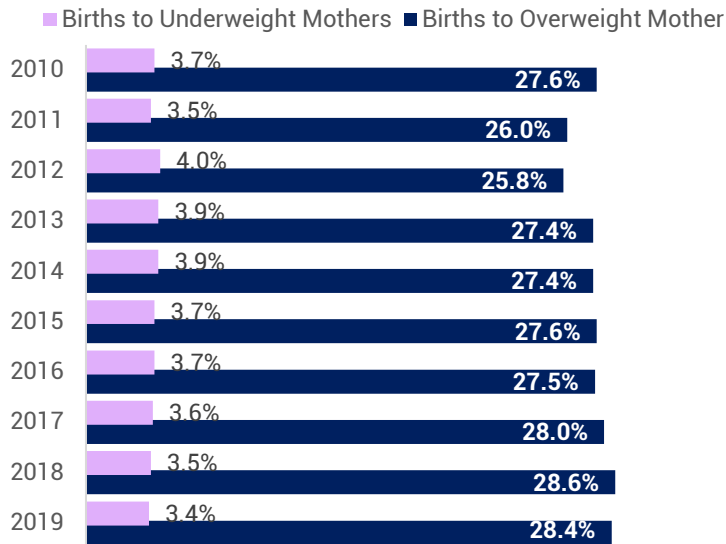
Source: Florida Department of Health, Florida Health Charts

41 U.S. Department of Health and Human Services, Office on Women's Health, womenshealth.gov (2019)

42 Florida Department of Health, Births with Self-Pay for Delivery Payment Source, <http://www.flhealthcharts.com/ChartsReports/rdPage.aspx?rdReport=Birth.DataViewer&cid=0617>

As seen in **Exhibit 35**, from 2010 to 2019, the percentage of babies born to overweight mothers increased slightly from 27.6% to 28.4%. However, the percentage of babies born to underweight mothers decreased slightly, from 3.7% in 2010 to 3.4% in 2019. Mothers who are overweight during pregnancy are at a higher risk for developing various pregnancy complications, including the risk of miscarriage, stillbirth, gestational diabetes, and recurrent miscarriages.⁴³

Exhibit 35: Births to Overweight and Underweight Mothers in Broward County, 2010 to 2019



Source: Florida Department of Health, Florida Health Charts

According to the Florida Department of Health, live births to mothers in Broward County who smoked during pregnancy decreased significantly, from 480 births in 2010 to 124 births in 2019. Smoking during pregnancy can pose significant health risks, increasing likelihood of preterm delivery which can lead to infant death, disability, and disease. According to the CDC, babies born to mothers who smoked during pregnancy or who are exposed to secondhand smoke after birth are more likely to die from sudden infant death syndrome, experience lower birth weight and had weaker lungs.⁴⁴ This decrease in mothers who smoked during pregnancy is a positive health trend that helps to improve overall infant and maternal health in the County.

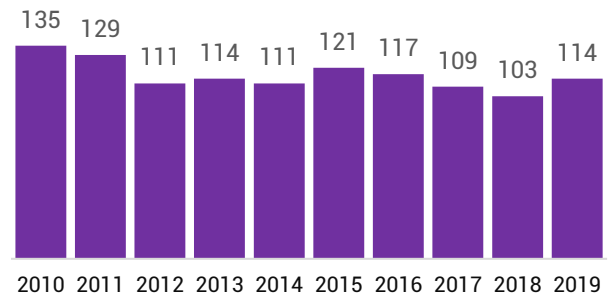
43 Mayo Clinic, Pregnancy and obesity. Know the risks, <https://www.mayoclinic.org/healthy-lifestyle/pregnancy-week-by-week/in-depth/pregnancy-and-obesity/art-20044409>

44 Center for Disease Control and Prevention, Smoking During Pregnancy, https://www.cdc.gov/tobacco/basic_information/health_effects/pregnancy/index.htm#:~:text=Both%20babies%20whose%20mothers%20smoke,not%20exposed%20to%20cigarette%20smoke.&text=Babies%20whose%20mothers%20smoke%20are,likely%20to%20die%20from%20SIDS.

Mother and Infant Mortality

According to the Florida Department of Health, the number of maternal deaths has fluctuated over the past ten years, ranging from 4 deaths per 1,000 live births in 2014 to 6 deaths in 2019. However, infant (0-364 days from birth) deaths remained relatively stable, as shown in **Exhibit 36**. According to the CDC, the five leading causes of death for infants in the United States are birth defects, preterm birth and low birth weight, maternal pregnancy complications, sudden infant death syndrome, and injuries.⁴⁵ For Broward County, the Florida Department of Health reported 20 infant deaths attributed to congenital and chromosomal anomalies in 2019, a decrease from 29 infant deaths in 2010. Deaths from unintentional suffocation and strangulation decreased from 4 deaths per 1,000 live births in 2010 to 0 in 2019, while deaths from Sudden Infant Death Syndrome (SIDS) increased from 6 per 1,000 live births in 2010 to 10 in 2019.

Exhibit 36: Infant Deaths in Broward County, 2010 to 2019



Source: Florida Department of Health, Florida Health Charts

45 Center for Disease Control and Prevention, Infant Mortality, <https://www.cdc.gov/reproductivehealth/maternalinfanthealth/infantmortality.htm>

Health Equity by Race and Ethnicity

Long-standing systemic health and social inequities have put many people from racial and ethnic minority groups at increased risk of getting sick and dying. To treat disease and, better yet, to prevent it, we must understand that having great health care and even providing “access” to health care does not guarantee population health. Everyone in the population must know about their health care options, know how to use it, and have transportation, paid time off, and childcare so they can use their health care. The following statistics comparing women from the three main racial and ethnic groups represented in Broward County, show why equity matters and the importance of addressing the conditions that restrict opportunities for good health and economic mobility.

- **Life Expectancy:** Women in Broward have a higher life expectancy - 82.6 years, than men – 77 years. The 2019 data has remained the same for the last decade. In 2019, life expectancy was lowest for Black residents – 77.7 years, followed by White – 80.0 years, and Hispanic residents – 83.6 years.
- **Insurance Rates:** The health insurance rate of Black or African American Broward residents in 2019 – 83.7%, was lower than White residents – 87.5%, but slightly above the 82.1% of insured Hispanic residents. In 2016, the percentage of White adult women with a personal doctor (81.3%) was significantly higher than Black (71.1%) or Hispanic women (60.9%). The proportion of women with a personal doctor decreased across racial and ethnic groups since 2010, from 86.1% for White women, 79.3% for Black and 80.4% for Hispanic.
- **Dental Care:** In 2016, only 69.8% of White women, 50.5% of Black, and 60.5% of Hispanic women had visited a dentist or a dental clinic in the past year. While these rates decreased for white women, from 74.3%, and Black women – down from 55.8%, there was an increase of Hispanic women with a dental visit from 56.5% in 2010.
- **Cardiovascular Disease:** In 2016, Black women have a higher incidence of cardiovascular diseases, with 11.0% of Black women in Broward being diagnosed with coronary heart disease, heart attack, or stroke, a significant increase from the 2% rate in 2010. In comparison, 1% of Hispanic women and 7.9% of White, non-Hispanic women had this diagnosis.
- **Diabetes:** In 2016, there was a higher incidence of diabetes among Black women – 16.5% , than White – 9.3% or Hispanic – 7.1%. Diabetes rates increased for all three groups since 2010, but the largest increase was for Black women, a fourfold increase from 4.1% in 2010.
- **Cancer:** Between 2010 and 2016, there was a decrease in cancer diagnoses (excluding skin cancer) for White women – 8.7%, down from 11.6%, and Black women – 3.7%, down from 4.2%. A larger percentage of Hispanic women were diagnosed with cancer in 2016 – 4.9%, than in 2013 – 3.0%. Skin cancer is more prevalent among White women – 10.9% in 2016, down from 14.8% in 2013, than for Black – 0.4% or Hispanic women – 3.5%.
- **Prevention:** In 2016, only 56.9% of White women and 80.3% of Hispanic women over the age of 40 in Broward had received a mammogram in the past year. The most recent data for Black women is from 2010, when 82.5% indicated they had a mammogram in the past year. The percentage of women 18 years of age and older who received a Pap test in the past year, declined for all groups. In 2016, only 54.8% of White women had a Pap test, down from 59% in 2010. For Hispanic women, there was a decrease from 63% in 2010 to 54.7% in 2016. The percentage of Black women with a Pap test decreased to 56.3% in 2016, down from 70.2% in 2010.
- **Immunizations:** Since 2014, the immunization rate for children has remained consistently high, with over 96% of 7th grade students being vaccinated. The most recent data on adult vaccinations is from 2016, but it shows significant differences across groups. Only 17.6% of Black women over 65 had received the flu shot in the past year (most current data for 2013), compared to 60.0% of White women.

The health disparities outlined above demonstrate that different groups and communities have markedly different levels of health. The social determinants of health are responsible for many of the health inequities. The social determinants of health are conditions in the places where people live, learn, work, and play that affect a wide range of health and quality-of-life-risks and outcomes.⁴⁶

⁴⁶ Centers for Disease Control, <https://www.cdc.gov/socialdeterminants/index.htm>

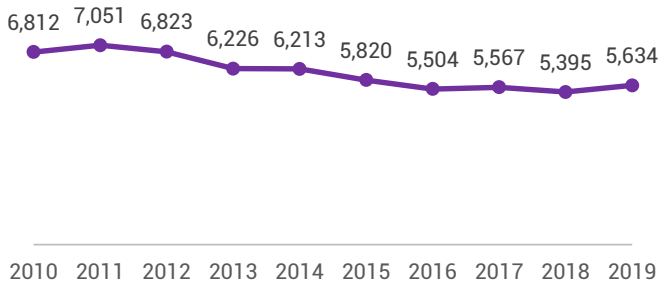
Safety

Women's safety is another major indicator of women's overall community wellness. The prevalence of domestic violence cases, forcible sex offenses, and the amount of funding allocated to services and organizations for victims serve as indicators of the overall safety of residents in Broward. It is important to keep in mind that the counts of child abuse, sexual violence, and domestic violence data analyzed in this Report includes only the cases that are reported to law enforcement and are not representative of the exact numbers of children and families suffering from abuse or safety concerns. Vulnerable populations like individuals with disabilities and elderly individuals are also at higher risk for violence and neglect. It is also worth noting that the COVID-19 crisis may have exacerbated existing difficult living situations due to having to stay indoors. It is possible we will see a rise in domestic violence cases as a result. Data on women's safety in Broward County was extracted from the Florida Department of Law Enforcement, Florida Health Charts, the Broward County Human Services Department, the Nancy J. Cotterman Center, Broward County Sheriff's Office, Women in Distress of Broward County, the Department of Juvenile Justice, and the Department of Children and Families.

Domestic Violence

According to Florida Department of Law Enforcement, the number of domestic violence offenses in Broward overall decreased from 2010 to 2019, as seen in **Exhibit 37**.⁴⁷ The highest number of domestic violence offenses occurred in 2011 at 7,051 cases, and has steadily decreased each year until 2018 when there were 5,395 cases (reported cases include both violence against women and violence against men). From 2018 to 2019, there was a slight increase of 239 cases, the first significant increase since 2011.

Exhibit 37: Number of Domestic Violence Offenses in Broward County, 2010 to 2019



Source: Florida Department of Law Enforcement, Florida Health Charts

⁴⁷ It should be noted that domestic violence offenses are not broken down by gender by the Florida Department of Law Enforcement and therefore these numbers include both female and male victims of domestic violence.

The most common domestic violence offense types were simple assault, aggravated assault, forcible rape, and threat/intimidation. In 2019, 4,320 cases of simple assault, 1,112 cases of aggravated assault, 84 cases of forcible rape and 60 cases of threat/intimidation were reported in Broward. While the number of overall domestic violence offenses decreased from 2010 to 2019, the number of simple assaults, aggravated assaults, and threat/intimidation domestic violence offense types also decreased. However, the number of rapes and murders increased in the ten year period. There were 21 murder cases reported in 2019, up from 13 in 2010. The number of forcible rapes cases increased from 77 to 84 in the same period. These counts disguise the significant decline across all domestic violence categories, as shown in **Exhibit 38**. When adjusted for population size, the rate per 100,000 population decreased to 294 cases in 2019, down from 389 in 2010.

Exhibit 38: Domestic Violence Offenses per 100,000 Population by Offense Type in Broward County, 2010 & 2019

	2010	2019
Murder	0.7	1.1
Manslaughter	0.1	0.0
Forcible Rape	4.4	4.4
Forcible Sodomy	1.1	0.0
Forcible Fondling	3.0	0.8
Aggravated Assault	69.1	57.9
Aggravated Stalking	0.7	0.5
Simple Assault	296.0	225.0
Threat/Intimidation	13.0	3.1
Stalking	1.1	0.6
Total	389.1	293.5

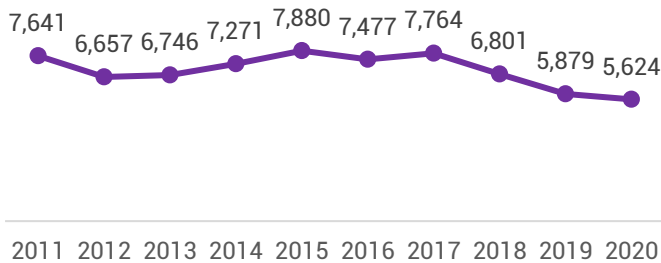
Source: Florida Department of Law Enforcement.

As shown in **Exhibit 39**, the number of domestic disturbance dispatch calls made to the Broward County Sheriff's Office showed a similar pattern, decreasing from 7,641 calls in 2011 to 5,624 calls in 2020. These numbers only include domestic disturbance dispatch calls that were made within districts served by Broward Sheriff's Office. Sixteen of thirty-one municipalities in Broward County have their own law enforcement entities and track their own crime data that is not included in **Exhibit 39** on the next page.

Women in Distress of Broward County, Inc., provides safe shelter, counseling, case management, support groups, batterer's counseling, and counseling for children who witnessed domestic violence. They currently operate a 132-bed emergency shelter that

has provided 29,973 safe shelter nights for survivors of domestic violence and their families over the past year. WID also provides services to male survivors, members of the LGBTQ community and individuals with disabilities. Their therapy department provided approximately 30,027 hours of counseling services to survivors of domestic violence in 2019.

Exhibit 39: Number of Domestic Disturbance Dispatch Calls to the Broward Sheriff's Office, 2011 to 2020

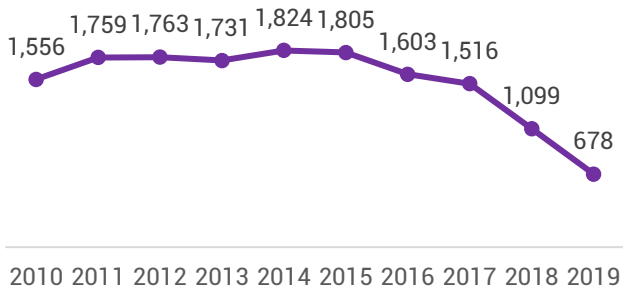


Source: Broward Sheriff's Office

Child Safety

The safety of children in Broward County is another major indicator of the overall wellness of residents. According to Florida Health Charts, the number of children in the county between the ages of 5 and 11 experiencing child abuse decreased significantly. As displayed in **Exhibit 40**, from 2010 to 2019, the number of reported children experiencing child abuse decreased from 1,556 to 678 children, a difference of 878 children. The decrease in cases may also be attributed to the adoption of the Florida Safety Practice Methodology between 2014 & 2016, which resulted in a decrease of accepted reports.

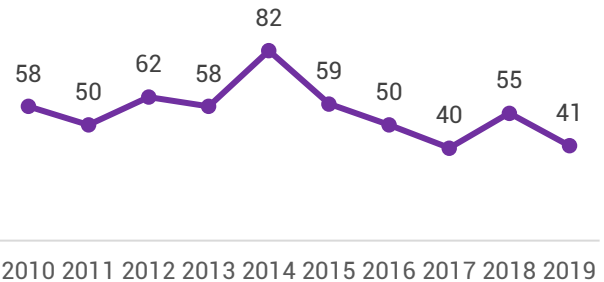
Exhibit 40: Children Between Ages 5 & 11 Experiencing Child Abuse in Broward County, 2010 to 2019



Source: Florida Department of Health, Florida Health Charts

The number of children between 5 and 11 experiencing sexual violence also decreased from 2010, in which 58 cases were reported, compared to 2019 when 41 cases were reported, as shown in **Exhibit 41**. While these decreases are positive indicators of child safety in the County, they may still not fully represent the overall number of children suffering from abuse and sexual violence due to the fact that most abuse goes unreported. It should also be noted that according to the Florida Department of Health, the number of reported children experiencing abuse is based on the first intake of the child victim, meaning that a child's abuse may be reported multiple times throughout the year but the child is only counted once in the system.⁴⁸ As previously stated, these numbers may increase in 2020 due to the increased amount of time children spent in their homes during the pandemic.

Exhibit 41: Children Between Ages 5 & 11 Experiencing Sexual Violence in Broward County, 2010 to 2019



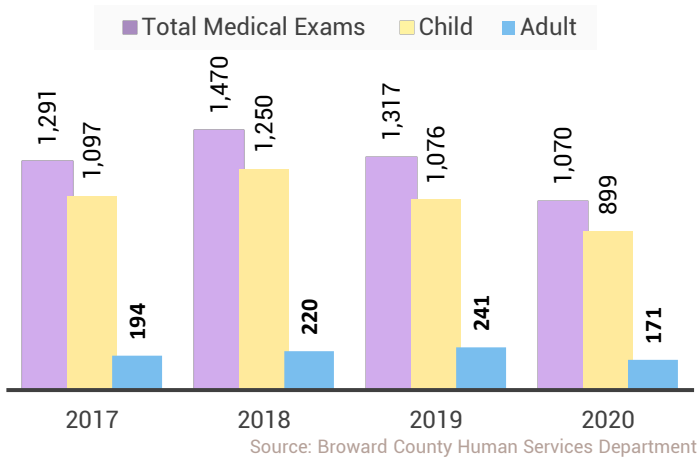
Source: Florida Department of Health, Florida Health Charts

The Nancy J. Cotterman Center (NJCC) of the Broward County Crisis Intervention and Support Division, works with victims of sexual assault and child abuse in Broward County and reported serving 3,999 total victims in 2017, up from 3,030 in 2010. In 2017, 2,574 clients served were female, and 1,425 were male.

From 2017 to 2020, the NJCC tracked the number of medical exams completed for child abuse, sexual assault and human trafficking victims. As depicted in **Exhibit 42** on the next page, in 2020 they reported completing 1,070 medical exams, 899 of those being for children. They also provided 19,782 units of services to child abuse, sexual violence, and human trafficking survivors in 2020. While the NJCC serves both child and adult victims, the large number of children victims who received medical exams in 2020 is alarming and is representative of the immense issue of child abuse in Broward County.

⁴⁸ Florida Department of Health, Florida Health Charts, <http://www.flhealthcharts.com/charts/OtherIndicators/NonVitalIndNoGrpDataViewer.aspx?cid=0560>

Exhibit 42: NJCC Medical Exams for Child Abuse, Sexual Assault, and Human Trafficking Cases, 2017 to 2020



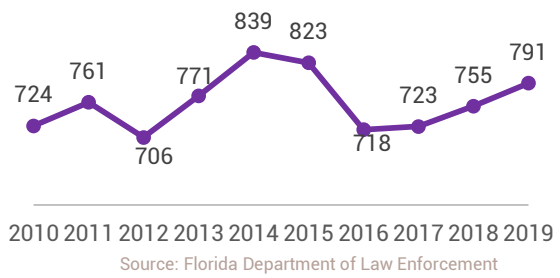
From FY 2011 to FY 2020, the majority of children served were between the ages of 6 to 12 (39%) and were female (54%). The percentage of children served also differed by race, with 49.3% of children served being Black or African American, and 36.3% percent being White. Children of Hispanic ethnicity made up 15.5% of clients.

Specialized services and programs provide vital support to child victims in learning to cope with their trauma.

Sexual Violence

Sexual violence and abuse are also major safety concerns facing residents in Broward County. According to Florida Health Charts, the number of forcible sex offense cases has fluctuated greatly from 2010 to 2019, hitting an all-time high in 2014 of 839 cases. From 2014 to 2016, there was a significant decrease in cases, which has since begun to trend upward once again, with there being 791 cases in 2019, as shown in Exhibit 43. Accounting for population growth, the forcible sex offenses rate, decreased from 45 per 100,000 residents in 2010, to 41 cases in 2019.

Exhibit 43: Number of Forcible Sex Offenses in Broward County, 2010 to 2019



As shown in Exhibit 44, the number of instances of sexual assault reported by the Broward Sheriff's Office (BSO) fluctuated from 2011 to 2020, but increased in recent years. In 2018, BSO reported the highest number of sexual assault cases (313 cases), which decreased to 308 cases in 2019, and 202 cases in 2020. The number of reported instances of attempted rape decreased overall from 9 cases in 2011 to 2 cases in 2020, with a high of 17 reported cases in 2014. While any amount of sexual violence within a community is unacceptable, the decreases, even though slight, in attempted rape and instances of sexual assault, are still positive safety indicators, especially when coupled with the consistency of there being zero untested sexual assault kits by the BSO each year since 2011. While these numbers may seem like low occurrences of sexual violence in the community, these numbers are only representative of reported cases to which BSO has access to in the specific jurisdictions in which BSO provides law enforcement services, which does not include cases reported to police departments in sixteen out of thirty-one other municipalities in the County.

Rape

Over the past decade, according to the Florida Department of Health reported rapes reached an all-time high in Broward County at 688 reports in 2019, up from 439 in 2010. The rate per 100,000 population increased from 25.1 in 2010 to 35.7 in 2019. There was also an increase of non-forcible sex arrests in 2019 to 174 cases, up from 161 arrests in 2018.

Exhibit 44: Number of Sexual Violence Related Offenses Reported to the Broward Sheriff's Office, 2011-2020

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Number of reported instances of rape - attempted rape	9	3	3	17	4	2	2	4	6	2
Number of reported instances of sexual assault	246	291	298	243	238	236	245	313	308	202
Number of untested sexual assault kits	0	0	0	0	0	0	0	0	0	0
Number of domestic violence offenses	562	583	489	520	546	513	571	634	568	510

Source: Broward Sheriff's Office

However, both of these figures are fewer than the 203 arrests reported in 2010.⁴⁹ This increase may not necessarily indicate an increase in rapes committed but could be the result of an increased rate of reporting. It is important to note that rape and other sexually violent crimes are often underreported. This is often due to fear of reporting, lack of prosecution of perpetrators, and other sociocultural deterrents.

Human Trafficking and Sexual Exploitation

The 2019 Polaris U.S. National Human Trafficking Hotline Statistics reported a 19% increase from 2018 in number of human trafficking victims and survivors who contacted the Trafficking Hotline.⁵⁰ In Florida for 2019, Polaris reported identifying 1,887 victims of human trafficking, 427 traffickers, and 243 trafficking businesses.⁵¹ Out of the 896 cases identified in Florida, 640 cases were sex trafficking related, 128 were labor trafficking related, 46 cases were both, and 82 cases were not specified. While the number of cases in Florida reported by Polaris is quite significant, the data still does not represent the full scope of trafficking in the state due to a lack of awareness of human trafficking, and victims fear of their traffickers, which can lead to underreporting.

In Broward County, the Broward Human Trafficking Coalition (BHTC) was created to form a Coalition of community partners and individuals who serve the general public and are committed to working to improve assistance for persons affected by human trafficking. The BHTC provided the most current data on human trafficking victims in Broward County through their partnership with the Department of Juvenile Justice, the Juvenile Assessment Center, the Department of Children and Families, and the Child Protective Investigations Section of the Broward Sheriff's Office.

From March 2015 to March 2019, the Department of Juvenile Justice (DJJ) in partnership with the Juvenile Assessment Center (JAC) in Broward County tracked the number of youth survivors of human trafficking using their Human Trafficking Screening Tools. Over this 4 year period, 1,845 human trafficking screening tools were completed by JAC/DJJ in Broward County, with 1,125 (61%) of survivors being female youths, and 720 (39%) of survivors being male youths.

⁴⁹ The Florida Uniform Crime Reports program of the Florida Department of Law Enforcement defines non-forcible sex offenses as sexual intercourse, sexual contact, or the unlawful behavior or conduct intended to result in sexual gratification without force or threat of force and where the victim is incapable of giving consent. Non-forcible sex offenses data is only reported as arrests, not as offenses

⁵⁰ Polaris, 2019 U.S. National Human Trafficking Hotline Statistics, <https://polarisproject.org/2019-us-national-human-trafficking-hotline-statistics/>

⁵¹ Polaris, Florida Spotlight, <https://polarisproject.org/wp-content/uploads/2020/11/2019-Florida-State-Report.pdf>

Data provided by the Department of Children and Families (DCF) and the Child Protective Investigations Section, reported having 217 cases of human trafficking of minors in Broward County in 2018, a significant increase from the 55 cases in 2012. Of the youth victims served, 187 of them were female, 28 were male, 1 was transgender, and 1 was unknown. In 2018, 140 of the overall youth victims were Black, disproportionately higher than persons that are White (57 victims), Asian (16 victims), and multiracial (4 victims). In 2018, when analyzing victims by age group, 142 of youth victims were between the ages of 12 to 16, with the second largest group of 59 victims being 17 years old, 12 victims were between the ages of 0 to 11, and 4 of unknown age.

Services and Resources for Domestic and Sexual Abuse Survivors

Community-wide programs and services aimed at protecting and rehabilitating victims of domestic abuse and sexual violence are vital to promoting the health and safety of residents in Broward. Women in Distress of Broward County, Inc. is the only nationally accredited, state-certified, full-service domestic violence center serving Broward County. They provide a multitude of services including, a 24-hour crisis hotline, emergency shelter, counseling and therapy sessions, children support services, education, and prevention, injunction for protection, a pet shelter, and help with safety planning. As seen in **Exhibit 45**, the number of clients served from the funding provided by Broward County's Community Partnerships Division/Health Care Services (CPD/HCS) to WID through the contract for the Domestic Violence Counseling Services increased from 215 served in FY 2012 to 267 served in FY 2020.

Exhibit 45: Number of Clients Served by Women in Distress of Broward County and Annual Funding from CPD/HCS for Domestic Violence Counseling Services Contract, 2012-2020

	Total Number Served/ Assisted per year	Number of Women Served	Number of Males Served	Funding by CPD/HCS
FY 2012	215	202	13	\$154,819
FY 2013	236	233	3	\$154,819
FY 2014	151	129	22	\$154,819
FY 2015	263	247	16	\$164,819
FY 2016	233	233	0	\$179,819
FY 2017	251	240	11	\$164,819
FY 2018	242	221	21	\$164,819
FY 2019	244	228	16	\$164,819
FY 2020	267	253	14	\$217,057

Source: Women in Distress of Broward County, Inc.

In 2020, 253 of the clients served were women, and 14 were men. Note that these numbers of clients receiving Domestic Violence Counseling Services represent only the portion of funding by CPD/HCS. This funding has grown tremendously over the past decade, increasing from \$154,819 in FY 2012 to \$217,057 in FY 2020.

The Broward County Child Protection Team (CPT) is a medical led unit, funded through the Department of Health and Broward County General Fund. CPT is responsible for rendering expert medical recommendations on eligible cases per mandatory statutory criteria. Cases involving physical abuse, sexual assault, medical neglect, mental injury, and malnutrition were prioritized by the CPT and between 2010 and 2020 3,481 children who experienced sexual abuse were served. Additionally, 18,620 total children were served in all service areas. Grant funding from the Florida Department of Health has increased from approximately \$1.1 million to over \$1.4 million from 2010 to 2020. In FY 2020 the County funded approximately \$580,000 to CPT. Services and programs which aid child victims of abuse and violence are vital to address the trauma resulting from sexual violence.

In Broward County, there are numerous organizations and shelters providing services for victims of domestic violence and abuse. As seen in **Exhibit 46**, there are multiple shelters and service providers offering a safe space for women to escape an abuser.

Exhibit 46: Broward County Domestic Violence Organizations, Shelters and Services Provided

Organization	Services Provided
Women In Distress	Shelter, Case Management, Hotline
B.S.O. Street Outreach	Law Enforcement
Davie Homeless Street Outreach	Law Enforcement
Broward Partnership	Shelter, Case Management and referral
Broward Outreach Center	Shelter, Case Management, and referral
The Salvation Army	Shelter, Case Management and referral
TaskForce	Street Outreach
Homeless Helpline	Hotline
NetLife for Families	Day Drop-In Center, Case Management, referral, Shared Meals

Source: Broward County Human Services Department

Broward County Government Resources and Services

The Human Services Department (HSD) of Broward County along with five Divisions and three Sections dedicated resources (through direct or contracted services) to improve the economic development and health and safety for women and girls by removing barriers that reduce quality of life, equity of opportunities, and treat the impact of adverse events such as domestic abuse, sexual offenses, sexual exploitation, and sex trafficking. All services are available to Broward County residents that are uninsured, underinsured, struggling due to a catastrophic event or that otherwise meet specified program requirements.

The Crisis Intervention and Support Division (CISD) provides administrative oversight and direct service support to Justice Services and the Nancy J. Cotterman Center (NJCC).

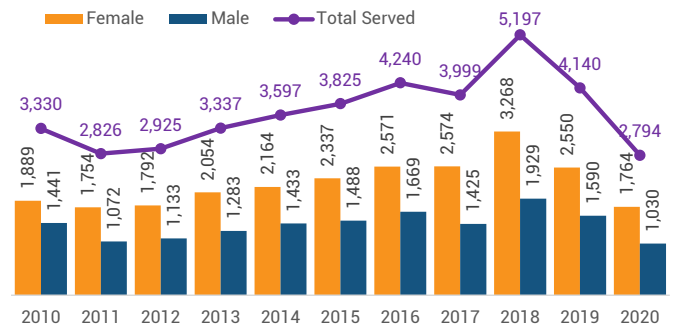
The Justice Services Section (comprised of Civil Citation and Juvenile Predisposition Services) is the lead agency responsible for managing processes and promoting systemic change to redirect male and female offenders away from the justice system through prevention, intervention, collaboration, coordination, and systems management to ensure equity and strength-based services are delivered that improve client outcomes and opportunities.

In 1977, Broward County, in collaboration with the State Attorney's Office and local law enforcement, established the Sexual Assault Treatment Center (SATC) to address the trauma resulting from sexual violence. This was the first and only sexual assault and child sexual abuse center in Broward County. In 1990 the Florida Department of Health designated SATC as the Child Protection Team (CPT) for Broward County. The CPT commenced provision of services for children involved in child abuse allegations.

In 1999 the execution of an Interagency Agreement for Crimes Against Children Joint Investigations began a multidisciplinary approach to the investigation and treatment of child abuse. From 2000 to 2005 the SATC became Nationally Accredited as a Children's Advocacy Center for the first time by the National Children's Alliance and was certified by Florida Council Against Sexual Violence as a Rape Crisis Center. In 2012 the agency was renamed to the Nancy J. Cotterman Center (NJCC) after the late Nancy J. Cotterman. In 2018, NJCC expanded service provision to address human trafficking through newly awarded grants for the service coordination of individuals who have experienced human trafficking. The primary focus of NJCC is to improve and enhance the quality of life for victims of sexual assault, child abuse and human trafficking

through effective, forensically sensitive interventions implemented by professionals specialized in the fields of sexual assault and child abuse. NJCC provides 24/7 response in person or through the sexual assault helpline, crisis intervention, advocacy, accompaniment, forensic interviews, linkage to services in the community, outreach, and community awareness and education. NJCC works collaboratively with law enforcement, prosecution, providers, child protection and the medical unit. The number of clients served during 2010 through 2020 is shown in **Exhibit 47**. General Fund and grant dollars support these Broward County Government services in the amounts of \$5,061,860 and \$2,636,300 in FY 2021, respectively.

Exhibit 47: NJCC Clients Served by Gender, 2010 to 2020



Source: Broward County Human Services Department

The Elderly and Veteran's Services Division of Broward County provides a holistic service delivery approach, helping to empower elders, veterans of all ages and their families/caregivers to improve their quality of life through supports that promote self-sufficiency and "aging in place." The division provides services through various programs including: Adult Day Care, Adult Mental Health, Alzheimer's Disease Initiative, Caregiver Training and Support, Community Care for the Elderly, Consumer Directed Care Stipend Program, Customer Service, Elder Housing First Initiative, Emergency Financial Assistance, Home Care for the Elderly, Veterans Directed Care, Veterans Services, and their Program to Encourage Active and Rewarding Lives for Seniors (PEARLS). The number of EVSD clients served during FY 2011 through 2020 is shown in **Exhibit 48** on the next page. General Fund and grants dollars support these Broward County Government services in the amounts of \$5,308,370 and \$8,836,600 in FY 2021, respectively.

The Family Success Administration Division (FSAD) provides one-stop entry to comprehensive human services, in partnership with community-based providers, to assist individuals and families to achieve

Exhibit 48: EVSD Number of Clients Served by Gender, FY2011 to FY2020

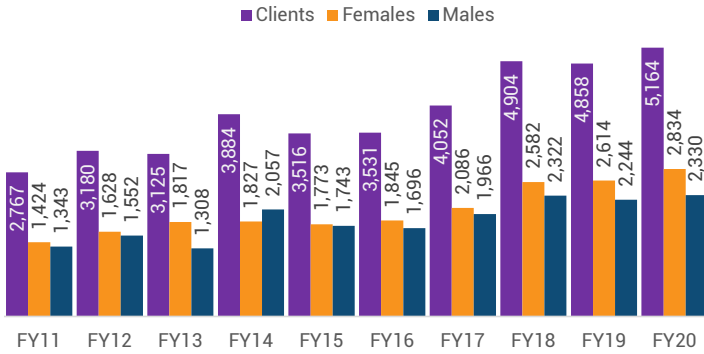
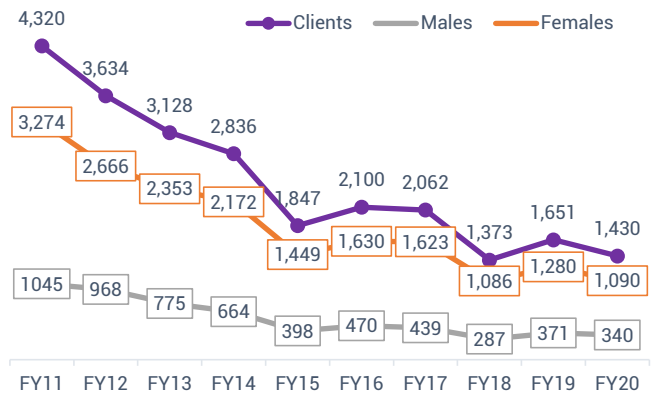


Exhibit 49: FSAD Number of Clients Served by Gender, FY2011 to FY2020



Source: Broward County Human Services Department

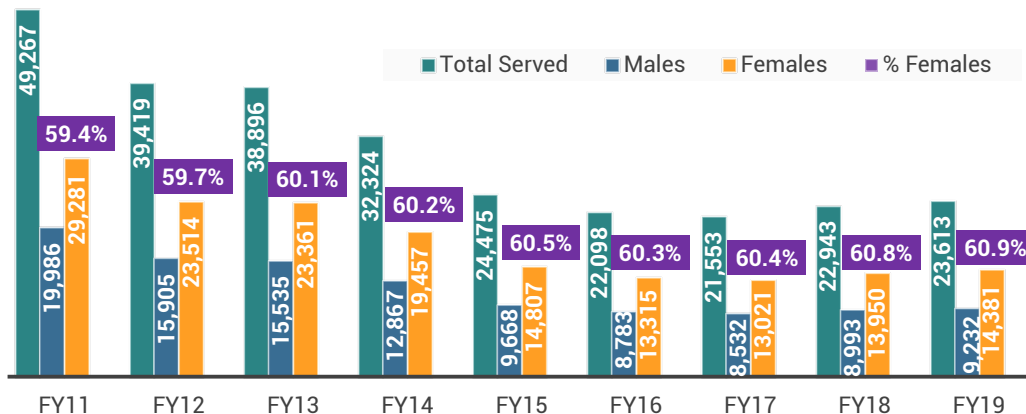
and maintain health, safety and economic stability. Services include integrated intake, assessment and case management, and rent/mortgage and utility assistance. Referrals are provided to link residents to community resources such as job training and employability skills. A financial coach is available at each location to work one-on-one with residents to help develop individualized financial goals and foster good financial management practices. FSAD offers monthly workshops on a variety of financial educational themes to enhance the economic development of Broward County residents. Specific programs within the FSAD include the Community Service Block Grant (CSBG) program (for more details see below), Low Income Home Energy Assistance Program (LIHEAP) (for more details see below), and the HUD Assistance and Recovery Team (H.A.R.T.) & Home & New Hart Projects (assist with case management to provide permanent, supportive housing to homeless individuals). The number of FSAD clients served during FY 2011 through 2020 is shown in **Exhibit 49**. General Fund and grant dollars support these Broward County Government services administered through FSAD in the amounts of \$9,312,220 and \$7,536,000 in FY 2021, respectively.

The Low Income Home Energy Assistance Program (LIHEAP), is a federally funded program administered by the Broward County Community Action Agency to assist low income families with financial assistance for electric bill payments. Eligibility to receive the assistance is based on income and household size. In 2019, the Community Action Agency was able to provide assistance to female residents 10,146 times, an increase from the 9,753 payments made in 2018, but a significant decrease from the 21,969 payments made for female residents in 2011. The need for this program is apparent, and additional funding for this program will be even more crucial due to the economic impacts of the COVID-19 pandemic and its disproportionate impact on women.

The Community Service Block Grant (CSBG) Self-Sufficiency Case Management Program aims to assist individuals and families in setting goals, learning skills and accessing services needed to remove barriers to become self-sufficient. Services provided include: employment services, education and cognitive services, income and asset building services, housing services, health and social/behavioral services. In FY 2019, the CSBG provided services to 14,381 female residents and 9,232 male residents. The majority of clients served were between the ages of 25 and 44 (5,305 individuals served), and the second largest number of clients served were between the ages of 14 and 17 (4,117 individuals). The overwhelming majority of clients served were Black or African American (18,932 individuals out of 23,668 total clients served). Lastly, out of the 8,855 households that received one or more services, 3,279 households served were headed by single parent females. Although CSBG funding did slightly increase over the past decade, the number of overall clients served through CSBG funded programs has decreased significantly from FY 2010-11 to FY 2018-19, as seen in **Exhibit 50** on the next page. Although the total clients served has significantly reduced since 2010 the percentage of women served has slightly increased.

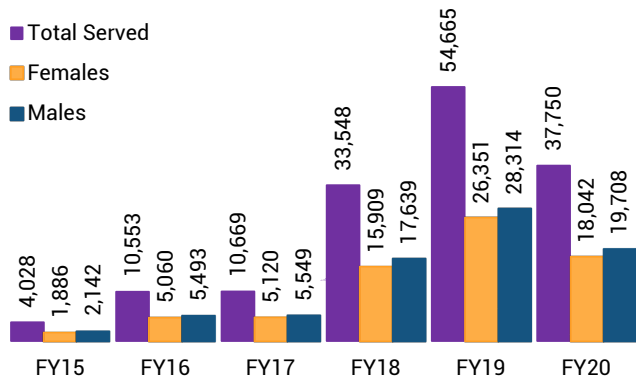
These County provided programs are vital to supporting vulnerable residents in Broward, especially women. Programs aimed at providing the financial assistance or health services needed for individuals to afford their rent or get mental health counseling are crucial to improving the overall wellbeing of residents and help to diminish gender disparities in the County. While more women live in poverty, are single parents, with lower median income and household earnings, programs such as LIHEAP, and the CSBG Self-Sufficiency Case Management Program are a necessity.

Exhibit 50: FSAD CSBG Number of Clients Served by Gender, FY 2011 to FY 2019



The Community Partnerships Division (CPD) is responsible for planning, coordinating, administering and evaluating a comprehensive array of human service programs for children and adults through the following sections: Children's Services Administration Section (CSA), Health Care Services Section (HCS) including HIV/AIDS Services and the Homeless Initiative Partnership Section (HIP). The division collaborates with community partners to ensure services are cost-effective, coordinated and performance-based in meeting the needs of Broward County residents. CPD's mission is to improve the quality of life and empower Broward's families with children by effectively and efficiently developing and supporting systems of care in collaboration with other community stakeholders. The number of CPD clients served by contracted not-for-profit organizations during FY 2015 through 2020 General Fund and Grants are reflected in Exhibit 51. General Fund and grant dollars support the various services administered through CPD in the amounts of \$56,354,880 and \$33,092,150 in FY 2021, respectively.

Exhibit 51: CPD Number of Clients Served by Contracted Not-for-Profit Organizations by Gender, 2015 to 2020



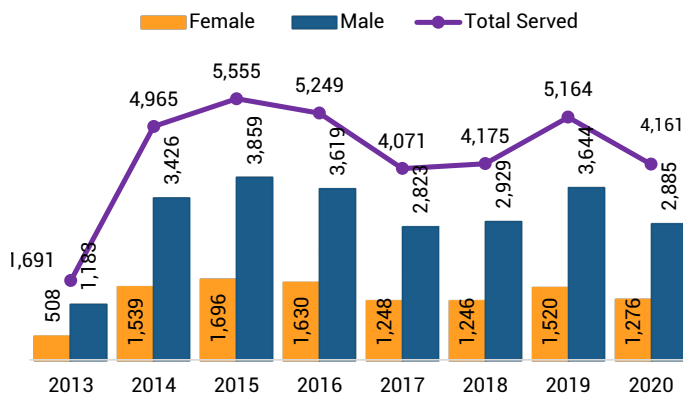
The Broward Addiction and Recovery Center (BARC) offers a comprehensive range of services for county residents over the age of 18, including women,

who are affected by substance use and/or co-occurring disorders. BARC offers a Perinatal Addiction Program (PAP) for pregnant women which extends treatment services through delivery of a drug free baby. Additionally, a 60-day treatment program for non-pregnant women with children aged 7 and under is also offered. Both programs are aimed at helping pregnant women

and mothers treat their addictions and improve health and overall outcomes of both the mothers in Broward and their children. The experienced and professional staff is dedicated to helping clients attain a healthy, satisfying and addiction free lifestyle.

Services include individual, group and family therapy. This includes collaborations with several health care providers and referral sources to ensure clients receive services to support their recovery. BARC provides a full continuum of care, including Detoxification, Residential and Outpatient treatment programs. The number of clients served by BARC during FY 2013 through 2020 is shown in Exhibit 52. The total number of women served at BARC from 2013 to 2020 is 10,663 compared to 24,368 men served which is a significantly higher rate than women served. Specifically, in 2015, BARC reported the highest number of overall clients served over the 8 year period analyzed with 5,555 total clients served, 3,859 males and 1,696 females. General Fund and grant dollars support these Broward County Government services in the amounts of \$15,860,660 and \$6,144,220 in FY 2021, respectively.

Exhibit 52: BARC Number of Clients Served by Gender, 2013 to 2020



Source: Broward County Human Services Department



Of the 19 members of the Broward County Legislative Delegation, there are four members (2 men and 2 women) whose districts include other counties. Of the four, three (2 men and 1 woman) also serve in the Miami-Dade County Legislative Delegation and one member (woman) also serves in the Palm Beach County Legislative Delegation.

Citizens Boards and Committees

Citizen Boards and Committees act as the bridge between local legislative bodies and the constituents they serve. They encourage public participation in key issues that impact the local community. They play an integral role in research, reports, and recommendations to County government officials.⁵³

Broward County currently has 75 Citizen Boards and Committees, 68 of which have members appointed by the Board of County Commissioners.⁵⁴ Of the 68 boards, 51 boards have at least 50% commissioner-appointed members and were surveyed in January with follow-up in February 2021 to determine the intersectional diversity of the boards as of the end of 2020. The surveys yielded responses from 51 boards and 468 board members, as shown in **Exhibit 53**.⁵⁵ Of the members that responded, 41% identified as female and 59% identified as male. This indicates a 18% gap in board participation rate despite women making up 51% of the county population.

Exhibit 53: Survey Respondents on Broward Citizen Boards and Committees as of end of 2020

	Total	%
Female	190	40.6%
Male	278	59.4%
Total Respondents	468	95.7%
No Response	21	4.3%
Total Members	489	100%

Source: Intergovernmental Affairs/Board Section, 2020 Gender Equity Survey, calculations by the Perez Metropolitan Center

Certain boards that are focused on what are often considered traditional women’s subjects such as the Library Advisory Board and the Children’s Services Board are dominated by women. Similarly, STEM-related boards showed little to no responsive members that identify as female. The Central Examining Boards of various construction and engineering elements are almost exclusively male-dominated. This reflects the nationwide trend with only 10% of construction workers

53 Municipal Research and Services Center of Washington, 2008 Local Government Advisory Boards, Retrieved from mrsc.org

54 Broward County, Intergovernmental Affairs/Boards Section, Retrieved from broward.org

55 Intergovernmental Affairs/Board Section, 2020 Gender Equity Survey

County Boards and Elected Officials

Involvement of Women in Local Politics and Decision-Making

The status of female representation in elected and appointed positions within Broward County government is analyzed through the data provided by the Intergovernmental Affairs/Board Section and current legislative elected officials lists. Both elected and appointed involvements influence the policy and direction of county affairs. In 2020, on boards, committees, commissions, task forces, agencies, and authorities (Citizen Boards and Committees), which had at least 50% commissioner-appointed members, Broward County government had a total of 489 members. County-wide, at the municipal, county, state and federal levels there are 197⁵² elected legislative representatives. Women are underrepresented in both categories with only 46% of appointed board members and 37% of all legislative elected officials representing Broward County identifying as women.

52 Tabulated by the Jorge M. Perez Metropolitan Center based on number of Broward representatives in the State Legislature, U.S. House of Representative, municipalities, and County Commission, as of February 2021.

being women and the engineering field characterized by only 20% female employment.⁵⁶ The Living Wage Advisory Board is also male-dominated. Given the observed pay gaps, economic issues disproportionately impact women yet their experiences are not included on a board designed to ensure implementation of County living wage legislation and recommend amendments to the Board of County Commissioners.⁵⁷

There are several boards with equal gender representation such as the Housing Finance Authority that break with traditional and national gender participation. It is imperative that this becomes the standard across all boards and committees as all genders are impacted and involved in these fields.

Legislative Elected Officials

Political participation of women in legislative elective positions is on the rise across the U.S. The 117th Congress has the most female membership in U.S. history with over a quarter of the members identifying as women. A similar increase in membership is seen in state legislatures and municipal offices in which the number of women quintupled since 1971.⁵⁸

Nonetheless, this increase is far from achieving parity to accurately represent women based on their overall population size.

The analysis of Broward County's elected legislative officials, including those serving in Congress, the Florida State Legislature, the Board of County Commissioners, or municipal commissions/councils, shows that in 2020, out of the 197 officials, 72 are women, or 37%. This includes 60 municipal commissioners/council members, 2 county commissioners, 8 state legislators, and 2 congresswomen, as shown in **Exhibit 54**.⁵⁹

Exhibit 54: Female Legislative Elected Official Representation in Broward County, 2020

	Female	Male
Municipal Elected Legislative Officials	60	103
County Elected Legislative Officials	2	7
State Elected Legislative Officials	8	11
Federal Elected Legislative Officials	2	6

Source: Tabulations made by the Perez Metropolitan Center

At the municipal level, leadership is dominated by males, with 71% of councils being exclusively male, majority male, or having only one female member. This same trend is seen in executive leadership, as only 35% of municipalities are led by female mayors. However, Broward County is unique in that it is the only county in the tri-county area (Miami-Dade, Palm Beach, & Broward) that has an all-female municipal commission, specifically the City of Lauderdale Lakes. Lauderdale Lakes has a population of over 33,000, predominantly Black or African American.⁶⁰ The city's commission is also led exclusively by women of color. Throughout the county, there are five women of color serving as mayors from the Black or African American, Hispanic, and Asian American communities.⁶¹

The County Commission and state legislative delegation are also male-dominated with 22% and 42% female representation, respectively. These rates are the lowest in the tri-county area with the highest female participation in Palm Beach County (38% and 43%).⁶² In Florida, 34% of Florida state legislators are women. Women account for 38% of senators and 33% of representatives in the Florida legislature.⁶³

At the congressional level, Broward has four representatives. Two of these representatives are women, which adds to Florida's total female congressional delegation of eight. This totals less than one-third of the delegation being female. Moreover, Florida has only sent one woman to the U.S. Senate in 1981. Senator Paula Hawkins (FL) is one of only 58 women to serve in the U.S. Senate in U.S. history.

56 Bureau of Labor Statistics, 2019 Women in the Workforce: A Data-book, Retrieved from bls.gov

57 Broward County, Intergovernmental Affairs/Boards Section, Retrieved from broward.org

58 Center for American Women and Politics, Women in Elected Office 2021, Retrieved from <https://cawp.rutgers.edu/women-elective-office-2021>.

59 Broward County Elected Officials List, representation rates/ members compiled & calculated by FIU Metropolitan Center.

60 City of Lauderdale Lakes, City Facts, Retrieved from <https://www.lauderdalelakes.org/>.

61 Broward County Elected Officials List, representation rates/ members compiled & calculated by FIU Metropolitan Center.

62 Broward County Elected Officials List, representation rates/ members compiled & calculated by FIU Metropolitan Center.

63 Florida Legislature Membership 2021, Retrieved from <http://www.leg.state.fl.us/Welcome/index.cfm>

Broward County Employee Data

The Broward County Human Resources Division provided information for County employees including salaries, hiring data, job category, and other characteristics. The data is current as of December 2020. The following section describes the characteristics of Broward County employees overall and with comparison across time and genders.

As of December 2020, Broward County employed 6,551 workers, of whom 5,848 work full time, 373 work part time, and 330 are temporary, seasonal, student workers, or are will call/leave of absence employees. As shown in **Exhibit 55**, from 2010 to 2020, there were consistently more men than women employed in the County. Women represent 43.2% of the County's full-time employees.

Exhibit 55: Number of Broward County Employees by Gender, 2010-2020

	Female	Male	Total
2010	2,451	3,423	5,874
2011	2,434	3,422	5,856
2012	2,481	3,461	5,942
2013	2,445	3,518	5,963
2014	2,443	3,533	5,976
2015	2,546	3,570	6,116
2016	2,609	3,547	6,156
2017	2,675	3,613	6,288
2018	2,817	3,630	6,447
2019	2,932	3,732	6,664
2020	2,866	3,685	6,551

Source: Broward County Human Resources Division, calculations by the Perez Metropolitan Center

Based on the year of hire for Broward County employees working in 2020, the majority of employees were hired between 2016 and 2020 (44.7%) and 2011 to 2015 (20.4%), as shown in **Exhibit 56**. While over 60% of Broward County employees were hired within the last ten years, the County employs many long-term workers who have been working with the County for over ten years. The third highest percentage of employees still working at the County were hired between 2001 and 2005 (10.5%), with many of these employees working close to 20 years with the County. While in 2020 only 0.7% of employees at the County were employed for over thirty-five years, many of these long-term employees either already retired in the past year⁶⁴ or are about to reach retirement age. The length of employment of many County employees suggests that the County's work environment and benefits are conducive to long-term employment.

64 Deferred Retirement Option Program (DROP), https://www.dms.myflorida.com/workforce_operations/retirement/active_members/deferred_retirement_option_program_drop

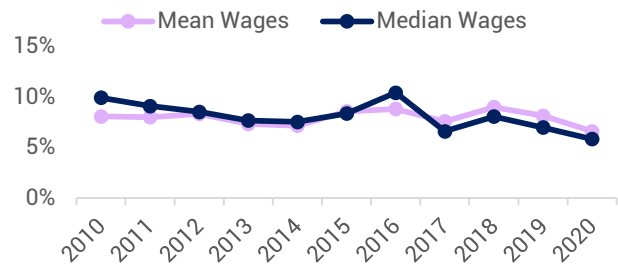
Exhibit 56: Broward County Employee Year of Hire, Employed as of 12/31/2020

	Female	Male	%
2016-2020	1,388	1,542	44.7%
2011-2015	545	788	20.4%
2006-2010	225	416	9.8%
2001-2005	320	370	10.5%
1996-2000	186	248	6.6%
1985-1995	185	294	7.3%
1976-1984	17	27	0.7%
Total	2,866	3,685	100%

Source: Broward County Human Resources Division, calculations by the Perez Metropolitan Center

The overall wage gap between male and female employees of the County fluctuated greatly from 2010 to 2020 but has exhibited a decrease over the past few years. **Exhibit 57** shows the wage gap from 2010 to 2020 for both average and median wages. Both mean and median wages exhibited an increase in the wage gap in 2016, followed by a significant decrease in 2017 and another significant increase in 2018. The wage gap between male and female employees decreased to 6.6% in 2020 for average earnings and 5.8% for median wages. At 6.6% and 5.8%, the wage gap between male and female County workers is at an all-time low for the past ten years. The significant decrease suggests the improvement of wages for female workers across the County in recent years.

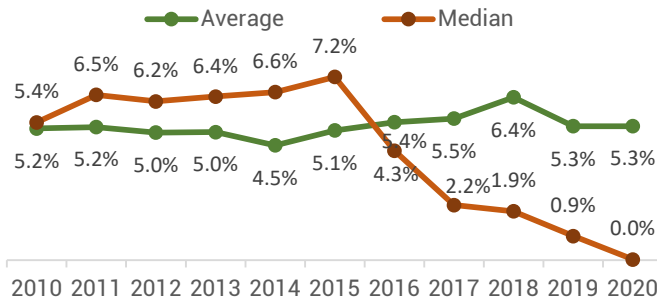
Exhibit 57: Wage Gap by Average and Median Earnings for Broward County Employees, 2010 to 2020



Source: Broward County Human Resources Division, calculations by the Perez Metropolitan Center

As shown in **Exhibit 58** on the next page, when median wages between female and male full-time County employees are compared, the wage gap disappears. In 2020, almost 11% of Broward County employees were employed part time, as temporary or as seasonal workers - 364 men and 339 women. The difference between the figures for full-time versus overall employees is due to the higher wages of male temporary and part-time employees.

Exhibit 58: Wage Gap by Average and Median Earnings for Full-Time Broward County Employees, 2010 to 2020



Source: Broward County Human Resources Division, calculations by Perez Metropolitan Center

There were not many significant wage differences in 2010 and 2020 by job category. When adjusted for inflation, wages in 2010 were relatively similar to wages in 2020 in specific job categories such as administrative support, skilled craft workers, and technicians, with wage increases being minimal as shown in Exhibit 59. Wages increased for male and female workers in each job category except for service-maintenance workers, where wages decreased by \$5,129 for male workers and \$2,134 for female workers. The largest increase in wages for male workers were for those employed in the paraprofessional category, while the largest increase for female workers was for those employed in the professional category. Considering the significant increases in cost-of-living expenses in Broward County, these minimal wage increases, and in some cases decreases, suggests that the wages of Broward County employees are not keeping up with rising inflation.

The difference in wages for all employees over a ten-year period is low; however, when observing the wage gaps between male and female workers by job category, there were many decreases. Specifically, the wage gap between male and female workers decreased in the professional, protective service worker, service-maintenance, skilled craft workers, and technician job categories. The largest decrease in the wage gap was for those employed in the service-maintenance categories. The wage gap increased significantly for workers in the officials/administration and paraprofessional job categories. The biggest increase in the wage gap was for those workers in the paraprofessional category, with a 5.7% increase from 2010 to 2020. The only category in which women made more than their male counterparts was the administrative support category, with women making 3.7% more than men in 2020.

Exhibit 60 on the next page displays average wages of female Broward County employees adjusted for inflation for each year from 2010 to 2020. The year-by-year comparison helps to illustrate the minimal wage increases. The minimal wage increases are not keeping pace with the increases in housing, food and other basic necessities costs over the same period. These minimal wage increases for County employees are comparable to the observed minimal wage increases across educational attainment levels, occupations, and industry sectors in Broward County overall.

Exhibit 59: Mean Annual Salary of Broward County Employees by Gender and Job Category, 2010 Salary Adjusted for Inflation & 2020 Actual Salary

	2010			2020			Gap Change
	Female	Male	Gap	Female	Male	Gap	
Admin Support	\$37,701	\$36,311	3.8%	\$39,653	\$38,256	3.7%	↔
Officials/Administration	\$141,090	\$159,774	-11.7%	\$144,389	\$164,919	-12.4%	↔
Paraprofessionals	\$42,229	\$49,108	-14.0%	\$46,152	\$57,482	-19.7%	↑
Professionals	\$66,955	\$79,494	-15.8%	\$73,747	\$82,989	-11.1%	↓
Protective Service Workers	\$32,731	\$36,125	-9.4%	\$38,068	\$39,769	-4.3%	↓
Service-Maintenance	\$35,514	\$42,933	-17.3%	\$33,381	\$37,804	-11.7%	↓
Skilled Craft Workers	\$49,170	\$51,725	-4.9%	\$50,456	\$52,991	-4.8%	↔
Technicians	\$54,801	\$58,267	-5.9%	\$55,724	\$57,977	-3.9%	↓

Source: Broward County Human Resources Division, calculations made by the Perez Metropolitan Center

Exhibit 60: Broward County Female Employee Average Annual Salary from 2010 Adjusted for Inflation to 2020 Actual Salary

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Administrative Support	\$37,701	\$35,923	\$35,034	\$34,295	\$33,588	\$33,769	\$37,156	\$37,886	\$37,814	\$38,259	\$39,653
Officials/Administration	\$141,091	\$138,577	\$139,519	\$138,558	\$139,279	\$141,330	\$138,805	\$141,810	\$139,615	\$141,788	\$144,389
Paraprofessionals	\$42,229	\$39,409	\$38,139	\$37,372	\$37,036	\$36,689	\$43,626	\$43,440	\$43,658	\$44,692	\$46,152
Professionals	\$66,955	\$64,336	\$64,629	\$63,715	\$64,457	\$65,492	\$68,711	\$69,784	\$69,873	\$71,488	\$73,747
Protective Service Workers	\$32,731	\$27,660	\$32,312	\$31,846	\$16,114	\$35,203	\$33,374	\$35,865	\$36,060	\$38,473	\$38,068
Service-Maintenance	\$35,514	\$34,726	\$32,179	\$31,315	\$31,777	\$30,365	\$31,348	\$31,689	\$30,706	\$30,258	\$33,381
Skilled Craft Workers	\$49,171	\$45,688	\$47,070	\$45,847	\$44,601	\$47,485	\$53,092	\$52,533	\$54,340	\$54,546	\$50,456
Technicians	\$54,802	\$51,117	\$52,932	\$52,661	\$51,833	\$54,609	\$54,319	\$54,330	\$53,541	\$53,803	\$55,724

Source: Broward County Human Resources Division, calculations made by the Perez Metropolitan Center, using the Consumer Price Index of the Bureau of Labor Statistics.



Conclusions

The Status of Women in Broward County Report 2021 presents compelling data on the persistence of economic disparities between men and women in the county. While there have been improvements across a number of economic, social, health and safety indicators for women, the analysis shows that progress in others has stalled or has been reversed. Some of these notable changes across the four focus areas include:

Education: Women and men in Broward are equal in terms of educational attainment, with approximately 33% of them having attained a bachelor's degree or higher. However, men and women differ in the types of degrees they have. A significantly higher percentage of men (41%) than women (26%) have science and engineering degrees. Conversely, a higher percentage of women (15%) than men (4%) have education degrees.

Economic Development: The gender wage gap for full-time workers in 2019 was almost 13%. It increased by almost three percentage points since 2018. The gap can be partially attributed to the types of industries and occupations in which women are concentrated. Women are most of the workers in Educational services (68%), Health care (75%), and Social assistance

(83%). Sectors with low representation of women are construction (11%), transportation (23%), and manufacturing (31%). In terms of occupations, women are the majority in healthcare support occupations (84%), life, physical, and social science (79%), and office and administrative support occupations (77%). However, they are only a small percentage of workers in architecture and engineering (16%), and computer and mathematical occupations (21%). The gaps are present for both occupations in which women are the majority of the workforce as well as for others in which they are a smaller proportion. For example, women are 73% of health technologists and technicians, but there is an almost 20% pay gap for these professions. Almost 77% of workers in educational instruction and library occupations are women, and the pay gap is 15%.

Health: From 2015 to 2019, the percentage of female residents with health insurance was about 86%. The year with the highest percentage of women insured was 2016 at 87.5%, with the rate of those insured decreasing slightly each year afterwards. Each year female residents were insured at about a 2% higher rate than their male counterparts. There has been a 9% increase in breast cancer incidences and an 18%

increase in endometrial cancer. Less than two-thirds of women 40 years of age or older in Broward County (62.3%) received a mammogram in the past year, while 54.7% of women over the age of 18 received a Pap test in the past year.

Safety: There were significant improvements across safety metrics over the last decade, including a 17% decrease in domestic violence cases, a 26% decrease in domestic disturbance calls, and a 56% decrease in child abuse incidents. However, there was a 9% increase in forcible sex offenses.

Most of the data presented in the report is for 2019, the last full year before the pandemic. Since the onset of the pandemic, there has been substantial evidence showing working women are experiencing the worst effects of the COVID-19 recession.⁶⁵ In February 2021, President Biden called the pandemic's impact on women a "national emergency".⁶⁶ There are a number of reasons why this has occurred including that women comprise a majority of primary caregivers and workers in the service industry, two areas that have been most impacted by COVID-19. According to one report, "The pandemic's female exodus has decidedly turned back the clock by at least a generation, with the share of women in the workforce down to levels not seen since 1988."⁶⁷

In the U.S., women do an average of 242 minutes of unpaid work compared with 148 minutes for men.⁶⁸ The Organization of Economic Cooperation and Development defines unpaid work as time spent doing routine housework, shopping for necessary household goods, child care, tending to the elderly and other household or non-household members, and other unpaid activities related to household maintenance. As a result of women doing unpaid work, they lose about 75 minutes of paid work. The pandemic shutdowns closed schools and daycare centers around the country, keeping kids at home and making it even harder for parents (especially mothers who tend to provide the majority of childcare) to keep working. Given already established parental and family roles, women had to assume the bulk of pandemic-induced responsibilities.

Added to the staggering negative impacts on women overall, is the disparate effect of the pandemic on minority women. According to the U.S. Centers for Disease Control and Prevention, life expectancy for Black Americans fell by nearly three years from 2019 through June 2020, to 72 years from 74.7 years. Among Hispanic Americans, it dropped by roughly two years to 79.9 years from 81.8 years. In men, life expectancy declined to 75.1 years from 76.3 years over the same period, while it fell to 80.5 years from 81.4 years for women.⁶⁹ Beyond the health impact, the income and asset limitations of Black and Hispanic women, the fact that many of them were either working part-time or not participating in the workforce, and their high concentration in sectors and occupations battered by the pandemic, likely imposes additional strains on women and their households.

The 2021 Report omits many of the pandemic impacts but provides evidence that can be used to grow public awareness of the lack of equality and overall conditions for women. The comprehensive and compelling evidence in the Report points to the presence of disparities, which have been magnified by the pandemic. The Report provides a solid foundation and baseline against which future progress can be measured. However, more importantly, it makes the case for policies that are more gender-conscious and account for how gender bias, roles, and expectations play into the pandemic recovery.

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66 Caroline Linton. February 8, 2021. "Biden says women dropping out of workforce, closed schools are "national emergency." CBS News. <https://www.cbsnews.com/news/biden-interview-covid-women-workforce/>

67 Pallavi Gogoi, October 28, 2020. "Stuck-At-Home Moms: The Pandemic's Devastating Toll On Women." <https://www.npr.org/2020/10/28/928253674/stuck-at-home-moms-the-pandemics-devastating-toll-on-women>

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69 Vital Statistics Rapid Release Report No. 010. February 2021. <https://www.cdc.gov/nchs/data/vsrr/VSRR10-508.pdf>. Centers for Disease Control.