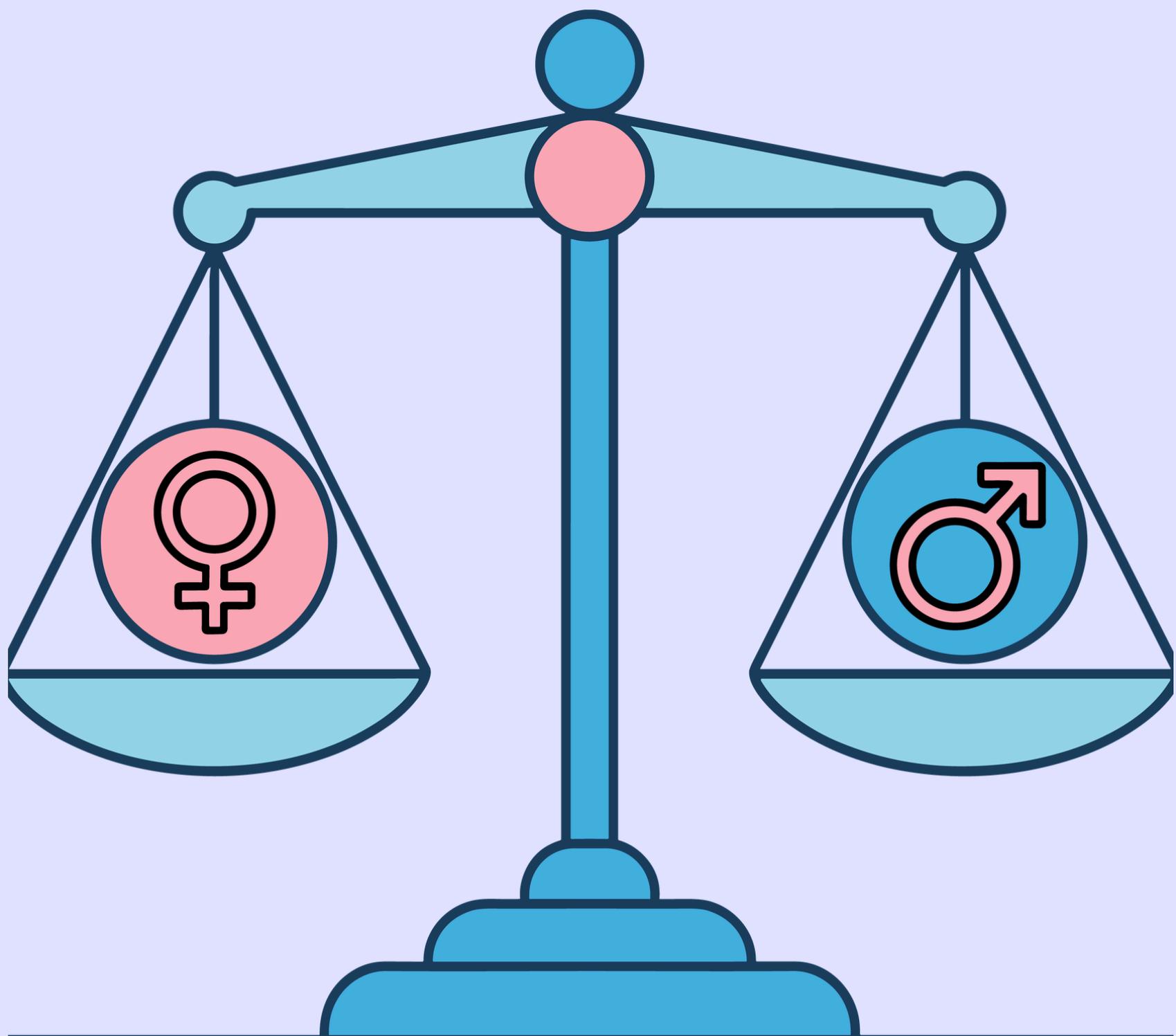


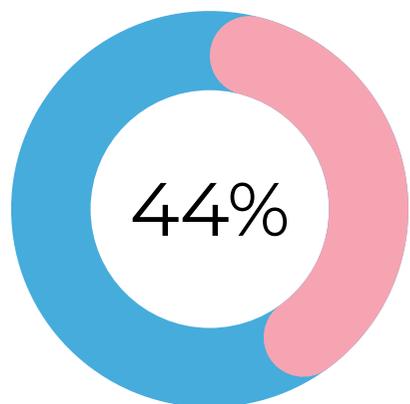
(UN)EQUAL PAY DAY



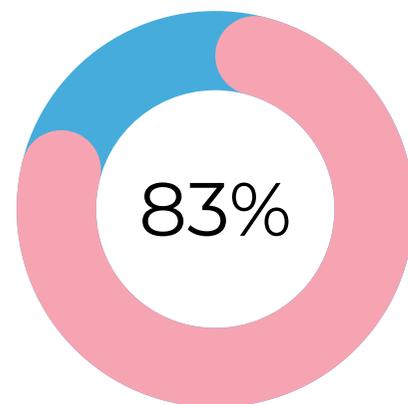
(UN)EQUAL PAY DAY

March 26, 2026, is (Un)Equal Pay Day, when women's earnings catch up to men's. In 1996, Equal Pay Day was on April 11. This year, Equal Pay Day is 16 days earlier than in 1996.

The wage gap is the difference in median earnings between female and male full-time year-round workers.



of all U.S. full-time, year-round workers were women in 2024.

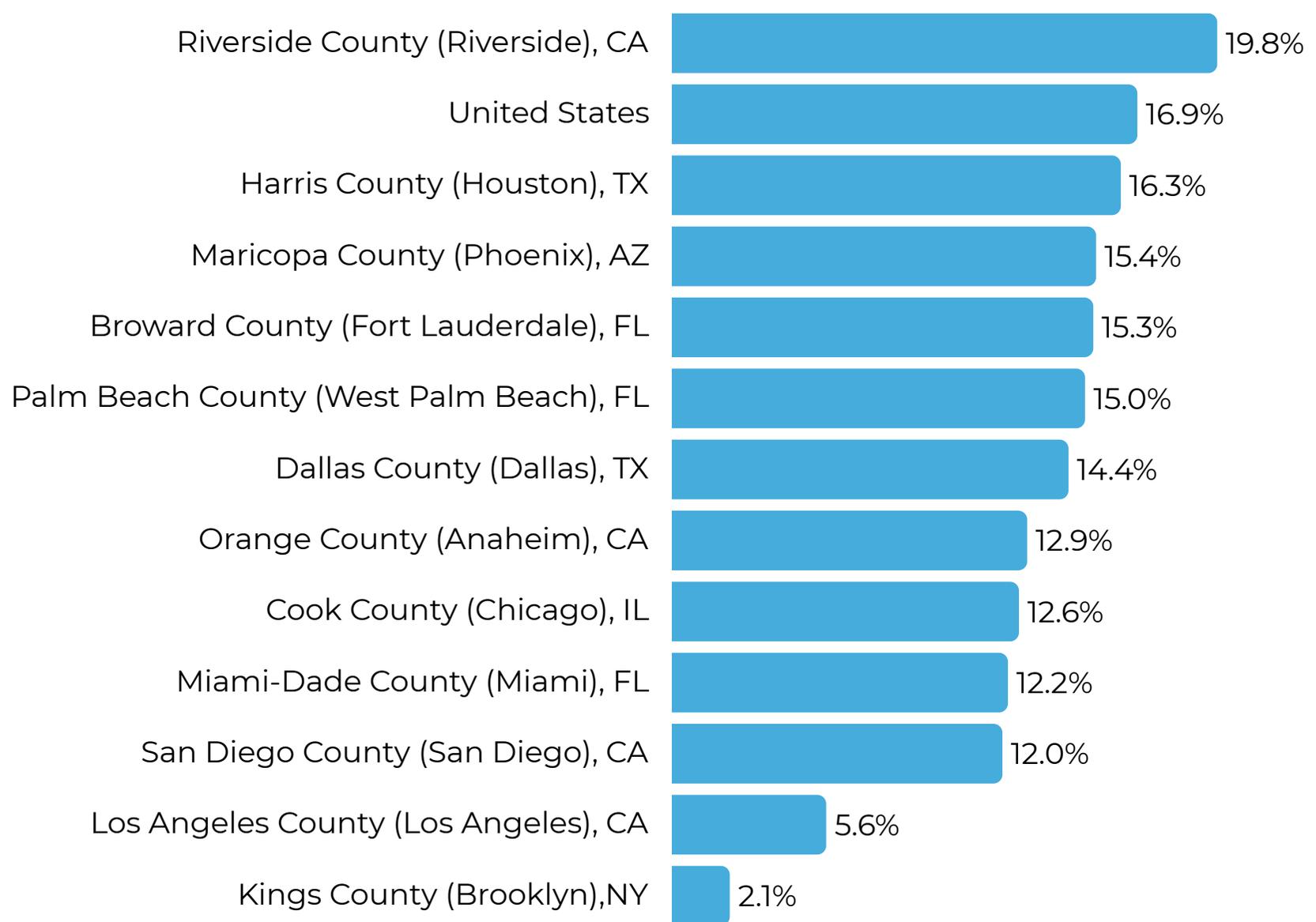


percentage of women's median earnings in 2024 compared to men's

WAGE GAP BENCHMARKS

The figure compares the wage gap between female and male earners in the top 10 most populous counties in the U.S., and for Broward and Palm Beach counties. The major city for each county is listed in parentheses.

Wage Gap in Median Earnings by Gender for South Florida, U.S., and the 10 Most Populous Counties in the USA in 2024



U.S. pay gap: 16.9%

LEGISLATION

The following outlaw wage discrimination on the basis of sex.

National

Equal Pay Act of 1963: outlaws sex-based wage discrimination between women and men in the same establishment who perform equal work or jobs that require equal skill, effort, responsibility, and working conditions.

Title VII of the Civil Rights Act of 1964: outlaws employment discrimination in terms of “compensation, terms, conditions, or privileges of employment” due to race, color, religion, sex, or national origin.

Pregnancy Discrimination Act of 1978: an amendment of Title VII that outlaws discrimination against women related to pregnancy in terms of employment.

Florida

Florida Statutes § 448.07: prohibits wage-based discrimination; equal pay for equal work, with exceptions for seniority, merit, and productivity.

Florida Statutes § 725.07: prohibits discrimination in granting credits, loans, and pay for equal services performed. Includes provision for civil action and compensation in cases of discrimination

Florida Civil Rights Act of 1992: prohibits discrimination on the basis of race, color, religion, sex, pregnancy, age, handicap status, marital status, and national origin.

Miami-Dade

U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): was signed by Miami-Dade County on September 01, 2015.

Miami-Dade County Human Rights Ordinance (Chapter 11A): prohibits gender and gender identity discrimination in employment, family leave, public accommodations, and credit and financing practices.