



OFFICE OF THE COMMISSION AUDITOR



Miami-Dade County Status of Women 2021 Report



Jorge M. Pérez
Metropolitan Center

The Status of Women in Miami-Dade County 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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In 2015, the legislative Prime Sponsor Commissioner **Daniella Levine Cava**, and her seven Co-Sponsors - Commissioners **Bruno A. Barreiro**, **Audrey M. Edmonson**, **Sally A. Heyman**, **Barbara J. Jordan**, **Dennis C. Moss**, **Rebeca Sosa**, and **Xavier L. Suarez** - sponsored Ordinance No. 15-87 authorizing the Office of the Commission Auditor to gather and provide Gender Equity Data to the Miami-Dade County Commission for Women regarding the status of women in Miami-Dade County in the areas of economic development, health and safety, and education.

The report is funded by and prepared for both:

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

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

The Miami-Dade County Commission for Women

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

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

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EXECUTIVE SUMMARY

Prior to the COVID-19 pandemic, the pay gap between men and women in Miami-Dade County had increased to 19.6 percent, the highest in over a decade, despite the expansion of the economy. From 2009 to 2019, there was a 19.5 percent increase of firms and 23.2 percent increase in employment.¹ Miami-Dade's gross domestic product (GDP) increased by 13.3 percent between 2015 and 2019, to \$148.7 billion.² In 2019, wages were finally starting to rise above pre-recession levels. Yet, in the context of this growth, women were falling behind. From 2016 to 2018, the pay gap between men and women in the County decreased from 15.1 percent to 11.3 percent, but then rose by 8 percentage points in 2019, to over 19 percent.

COVID-19 magnified disparities in income, as it did in many other areas of society. Dubbed the "she-cession", COVID-19 has negatively impacted women's access to economic opportunity as women left work to return to home as caregivers to children and elderly family members.³ The rising cost of childcare and shifting nature of education motivated women with children and working women whose jobs did not allow them to continue working virtually to remain at home while their partners maintained their jobs. From the first to the third quarter of 2020, the number of women in the work force in Miami-Dade County decreased by 11.4 percent.⁴ While the last quarter of 2020 and the first quarter of 2021 showed a slight increase in women's employment in the County, it is still 10 percent lower than pre-pandemic levels.⁵

Since 46 percent of working women in the U.S. work low-wage jobs that could not transition to remote work, they were more vulnerable to layoffs.⁶ While mothers of children 12 years old and younger lost 2.2 million jobs, in comparison fathers of the same group lost 870,000 jobs. Single mothers of the same group lost 16 percent of jobs, compared to 6 percent of single fathers.⁷

A MetLife survey conducted in 2021 showed two important advancements to women's opportunities. First, two in three women who had left the workforce indicated they planned to return in the future. The second finding was that 56 percent of women were considering a career change as a byproduct of the pandemic.⁸ Also significant was the desire expressed by 8 in 10 women to transition to the Science, Technology, Engineering and Mathematics (STEM) field.⁹ However, gender and racial disparities within the field, and a general lack of access to resources and mentorships, are still deterrents for women interested in entering STEM.

It is important to highlight that in 2019, women in Miami-Dade County earned more than men in only two occupations: computer and mathematical occupations, as well as architectural and mathematical occupations. Though the pay gap was small at 0.3 percent and 0.2 percent, this could indicate not only a move toward gender parity, but also that women are being offered more

¹ Jorge M. Perez Metropolitan Center, "Small Business. Big Impact. Report on Small Businesses in Miami-Dade County". 2020. <https://metropolitan.fiu.edu/research/periodic-publications/recent-reports/small-business-report-2020-compressed.pdf>

² Bureau of Economic Analysis, <https://www.bea.gov/data/gdp/gdp-county-metro-and-other-areas>

³ Meredith Covington and Ana Hernandez Kent, "The 'She-Cession' Persists, Especially for Women of Color." (Federal Reserve Bank of St. Louis). December 24, 2020. <https://www.stlouisfed.org/on-the-economy/2020/december/she-cession-persists-women-of-color>

⁴ U.S. Bureau of Labor Statistics, Quarterly Workforce Indicators.

⁵ Ibid.

⁶ Nicole Bateman and Martha Ross, "Why has COVID-19 been especially harmful for working women?" (Brookings) October 2020. <https://www.brookings.edu/essay/why-has-covid-19-been-especially-harmful-for-working-women/>

⁷ Tim Henderson, "Mothers Are 3 Times More Likely Than Fathers to Have Lost Jobs in Pandemic" (Pew) September 28, 2020. <https://www.pewtrusts.org/en/research-and-analysis/blogs/stateline/2020/09/28/mothers-are-3-times-more-likely-than-fathers-to-have-lost-jobs-in-pandemic>

⁸ Jennifer Liu, "Nearly 2 in 3 women who left the workforce during Covid plan to return—and most want to enter this field". (CNBC) October 26, 2021. <https://www.cnbc.com/2021/10/26/nearly-2-in-3-women-who-left-the-workforce-during-covid-plan-to-return.html>

⁹ Ibid.

competitive opportunities in STEM. The opening of these fields to more women might indeed lead to greater and consistent equality; notwithstanding one year is not sufficient time to determine a trend. In 2018, men were paid 2.2 percent more than women in computer and mathematical occupations and 32 percent more in architecture and engineering occupations.¹⁰

Disparities in economic opportunity and lack of access to affordable quality childcare also affect the life choices women and families make. The birth rate decrease in Miami-Dade County and across the United States is indicative of these impacts. From 2001 to 2020, the birth rate decreased by approximately 32 percent in Miami-Dade and 23 percent in Florida. Some reports suggest a cultural shift toward anti-natalism for numerous reasons, especially in the context of the pandemic.¹¹ One factor is women feeling a contradiction between motherhood and career advancement. Another factor is a growing sentiment of stress around the climate crisis and other signs of environmental degradation. The increasing cost of childcare and housing, coupled with job and income instability, have shifted women's attention away from motherhood.¹²

The report analyzes women's standing in the four areas of education, employment and earnings, health, and safety. The data tracks progress toward closing gender disparities by highlighting current conditions and gaps. The larger focus of the report is on education and economic opportunity as the two areas which directly influence outcomes in women's wealth being. Some progress has been made in ensuring improvement of health outcomes and reducing the safety challenges of women. In the health arena, some of the positive trends include a decrease in tobacco use, a decline in cancer deaths, increase in the number and proportion of OB/GYN specialists and pediatricians, increase in mothers with adequate prenatal care until 2019, a decrease in teen mothers and other findings detailed in the *Health* section of this report.

However, there are other trends that require attention, resources, and concerted effort to reverse them. The 2019 rate of women who engaged in binge drinking (11.9 percent) was at its highest since 2002. In 2019, 57.8 percent of women were considered overweight or obese in comparison to 66.1 percent of men. Only 34.2 percent of women and 29.0 percent of men consumed two or more servings of vegetables per day. Another concerning trend is the increase over the last decade in the rate of sexually transmitted diseases.¹³

In relation to safety, there was a decrease in crime. From 2014 to 2020, the number of domestic violence cases dropped by 23.9 percent. There was a decline of 9.8 percent from 2016 to 2019 in domestic violence dispatch calls. However, there was a 3.7 percent increase from 2019 to 2020, which can be attributed to the COVID-19 pandemic, as factors like financial instability, social isolation, and mental health crises compounded to create an environment with higher prevalence of violence in the home. Other statistics show much work to reduce crime remains to be done. From 2017 to 2019, there was a 27 percent increase in forcible sex offenses. In 2020, the number of forcible sex offenses decreased by 19.2 percent, likely attributed to the increased social isolation imposed by the pandemic.¹⁴ Mixed positive and negative changes are also observed in the areas of education and economic opportunity. The following illustration depicts some of these changes, showing 2019 numbers or percentages, with calculated gaps, in addition to an assessment of change from the 2018 data.

¹⁰ U.S. Census, 2019 American Community Survey 1-year estimates.

¹¹ Alex Williams, "To Breed or Not to Breed?" (New York Times) November 20, 2021. <https://www.nytimes.com/2021/11/20/style/breed-children-climate-change.html>

¹² Population Reference Bureau, "Why is the U.S. Birth Rate Declining?" May 6, 2021. <https://www.prb.org/resources/why-is-the-u-s-birth-rate-declining/>

¹³ Florida Department of Health. <https://www.flhealthcharts.gov/>

¹⁴ Ibid.

Category	Indicator	Female	Male	Gap	Change
Education	2019-2020 High school graduation rates	92.8%	86.4%		
	Bachelor's degree attainment	31.4%	29.8%		
	Median Earnings with Bachelor's Degree	\$40,036	\$54,040	25.9%	↑
	Graduate degree attainment	11.3%	11.5%		
	Median Earnings with Graduate Degree	\$53,455	\$80,861	28.8%	↓
Employment	Labor Force Participation	75%	83.7%		
	Unemployment	3.7%	2.9%		
	Percent of Gender Working Full Time	71.4%	81.0%		
Income and Earnings	Poverty rate	17.4%	13.6%		
	Median Earnings for Full-Time Workers	\$32,474	\$40,386	19.6%	↑
	Median Earnings with Bachelor's Degree	\$40,386	\$54,040	25.9%	↑
	Median Earnings with Graduate Degree	\$51,981	\$73,001	28.8%	↓
Industry Employment and Earnings	Percent of Gender in Educational Services, and Health and Social Assistance	71.0%	29.0%		
	Earnings in Educational Services, and Health and Social Assistance	\$37,231	\$48,699	23.5%	↑
	Percent of Gender in Professional, Scientific and Management Services	45.3%	54.7%		
	Earnings in Professional, Scientific and Management	\$39,414	\$50,407	21.8%	↑
	Percent of Gender in Retail Trade	52.2%	47.8%		
	Earnings in Retail Trade	\$27,858	\$33,118	15.9%	↓
	Percent of Gender in Finance, Insurance, Real Estate	48.2%	51.8%		
	Earnings in Finance, Insurance, Real Estate	\$41,881	\$57,414	27.1%	↑
	Percent of Gender in Accommodation and Food Services	45.8%	54.2%		
	Earnings in Accommodation and Food Services	\$24,174	\$30,832	21.6%	↑
Occupations and Earnings	Percent of Gender in Office and Admin. support occupations	67.7%	32.2%		
	Earnings in Office and Admin. support	\$31,165	\$35,599	12.5%	↔
	Percent of Gender in Management, business, and financial occupations	42.2%	57.8%		
	Earnings in Management, business, and financial occupations	\$52,137	\$67,426	22.7%	↑
	Percent of Gender in Sales and related occupations	51.8%	48.2%		
	Earnings in Sales and related occupations	\$41,515	\$30,488	26.6%	↔
	Percent of Gender in Educational Instruction and Library	25.3%	74.7%		
	Earnings in Educational Instruction and Library	\$44,934	\$54,951	19.3%	↑
	Percent of Gender in Healthcare practitioners and technical occupations	65.7%	34.3%		
	Earnings in Healthcare practitioners and technical occupations	\$58,586	\$70,477	16.9%	↓

Legend: ↑ Gap Increase ↓ Gap Decrease ↔ No change (Less than 2% difference)

Source: U.S. Census Bureau, 2018 and 2019 American Community Survey 1-year estimates.

INTRODUCTION

The 2021 Miami-Dade Status of Women report is the fourth update of the original 2016 report that for the first time provided detailed information on conditions for women in the four areas of economic development, education, health, and safety. These four areas are central pillars of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), a United Nations treaty that is often referred to as the women's bill of rights.

In the absence of ratification by the United States, in 2015 Miami-Dade County joined the growing local governments for the CEDAW movement comprised of local governments taking legislative action to advance gender equity. In 2015, then-Commissioner Daniella Levine Cava sponsored, and the Miami-Dade County Commission unanimously passed, Ordinance No. 15-87 authorizing the Office of the Commission Auditor to gather and provide Gender Equity Data to the Miami-Dade County Commission for Women regarding the status of women in Miami-Dade County in the areas of economic development, health and safety, and education. Starting in 2016, the Office of the Commission Auditor contracted with the FIU Metropolitan Center to produce an annual report on the status of women and girls in Miami-Dade County. The reports focused on economic development and education, but also included metrics on health and safety.

The 2016 report found the gender gap present across most economic indicators. It showed that the median income for female-headed households was 25 percent lower than male-headed households. There was a 47 percent earnings disparity for men and women with graduate or professional degrees. Women made less than men in all the top ten earning occupations, with the largest differences in legal (114 percent), health diagnostics (40 percent), and architecture and engineering occupations (34 percent). The report also noted an increase in women's poverty rates since 2000. Finally, it tracked the decreasing pay gap between full-time male and female workers from 18 percent in 2000 to 13 percent in 2014. This is particularly important when assessing the 19.6 percent earnings gap in 2019.

Since the 2016 *Status of Women* report, two additional reports have been released, in 2018 and 2020. The reports focused on the same metrics as the original publication and highlighted the uneven progress made by women across many of the applicable indicators. The primary source of gender-specific economic data for the reports is the American Community Survey (ACS) annual data set from the U.S. Census Bureau, typically released in September of each year. In July 2021, the U.S. Census Bureau informed users that it would not release its standard 1-year ACS estimates. The COVID-19 pandemic had a significant negative effect on data collection, resulting in high non-response rates from certain population segments -- people with lower income, lower educational attainment, and who were less likely to own their home. The 2020 dataset did not meet the Bureau's data quality standards and therefore local data was not produced. The experimental datasets released in November 2021 only included information for a limited number of variables across the nation, states, and the District of Columbia. Due to the lack of 2020 data from this source, the current report presents additional information that points to 2020 developments impacting women. Local data is presented if available. It should be noted that the data limitations affect primarily the section on economic opportunity since other sections in the report rely mostly on a variety of sources. All sections present the most currently available local data.

Educational Attainment

Data from the Florida Department of Education was assessed to measure high school graduation rates around race, gender, and socio-economic standing in Miami-Dade County. Data from the American Community Survey, the National Center for Education Statistics, and the Florida International University Accountability dashboard was utilized to measure postsecondary educational attainment around gender and degree-type, field of degree attainment, and graduation rates.

Economic Opportunity

All economic data was retrieved from 1-year and 5-year estimates from the 2019 American Community Survey. Some indicators used to measure economic development for women include labor force participation, class of workers, earnings comparisons between men and women, median household and family incomes, employment and earnings across occupations, employment and earning gaps by industry, and earning gaps by municipality in Miami-Dade County.

Health

Health data regarding overall health conditions (insurance coverage and disability) was collected from 1-year and 5-year 2019 American Community Survey estimates. Data on disease prevention and risk behaviors, disease occurrence, and maternal and infant health was obtained from the Florida Department of Health through the agency's Florida Health Charts platform.¹⁵

Safety

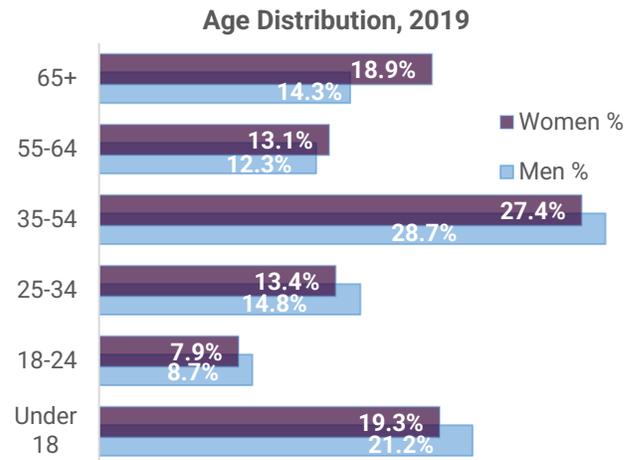
The safety section is comprised of data from various entities such as the Florida Department of Law Enforcement and the Florida Department of Health to assess forcible sex offenses and untested sexual assault kits. The Metropolitan Center collected data directly from the Miami-Dade Police Department, Hialeah Police, Miami Gardens Police, Miami Police, Homestead Police, and Miami Beach Police to assess rates of domestic violence in Miami-Dade. Finally, data from the Office of State Attorney Katherine Fernandez Rundle, and the Florida Department of Children and Families was assessed to discuss the prevailing issue of sex trafficking and slavery.

¹⁵ Florida Department of Health. <https://www.flhealthcharts.gov/>

GENERAL CHARACTERISTICS

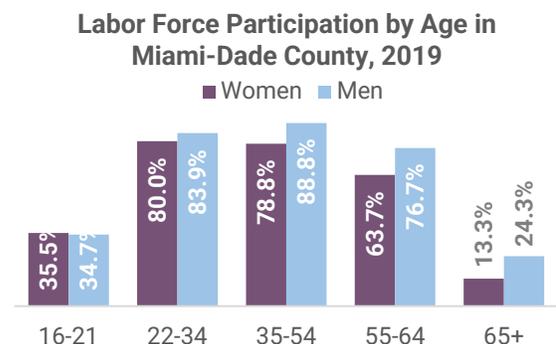
As of 2019, the population of Miami-Dade County was 2,716,940, of which 51.4 percent (1,397,753) were women. Similar to the overall distribution of the population, 69.8 percent (976,016) of women were Hispanic, 12.1 percent (168,631) were White, non-Hispanic, 17 percent (237,368) were Black/African American, and 1.7 percent (23,292) were Asian. The 2020 Decennial Census counted 2,701,767 Miami-Dade residents. (U.S. Census Bureau). Since decennial census data is only available for race and ethnicity and age (under or over 18), and no other population characteristics, the report will use the 2019 American Community Survey data, 1-Year estimates.

The median age for women in the County was 42.3 years, slightly older than the median age for men, 38.8. In advanced age groups, particularly groups 55-64 and 65+, there was a larger percentage of women -18.9 percent of women were in the 65+ age group and 13.1 percent of women were in the 55-64 age group. In the younger age groups, there is a higher percentage of men than women.



Source: U.S. Census Bureau, 2019 American Community Survey 1-year estimates.

The labor force participation rate represents the proportion of the population 16 years old and older that is currently employed or seeking employment. In 2019, the Miami-Dade unemployment rate was 3.5 percent, 3.7 percent for women and 2.9 percent for men, lower than both the state and national averages. Overall labor force participation in Miami-Dade County was 63.6 percent. In 2019, a significantly lower proportion of women participated in the labor force (75 percent), compared to men at 83.7 percent. Women are also more likely than men to partake in “invisible labor,” i.e. caring for a household. According to analysis from the Organizations for Economic Cooperation and Development (OECD), American women spend 271 minutes a day on unpaid work while men spend only 166 minutes.¹⁶ The division of household responsibilities is also linked to women’s lower labor force participation rates which explains higher poverty rates and generally less economic opportunity for women.¹⁷



Source: U.S. Census Bureau, 2019 American Community Survey 1-year estimates.

Labor force participation is lower for women across all age groups except for the youngest, where similar proportions of young men and women participate in the labor force. The biggest difference is for the 55-64 age group, with a reported 63.7 percent of women in the labor force, compared to 76.7 percent of men.¹⁸

¹⁶ OECD Statistics, <https://stats.oecd.org>. Unpaid work includes routine housework; shopping; care for household members; childcare; adult care; care for non-household members; volunteering; travel related to household activities; other unpaid activities.

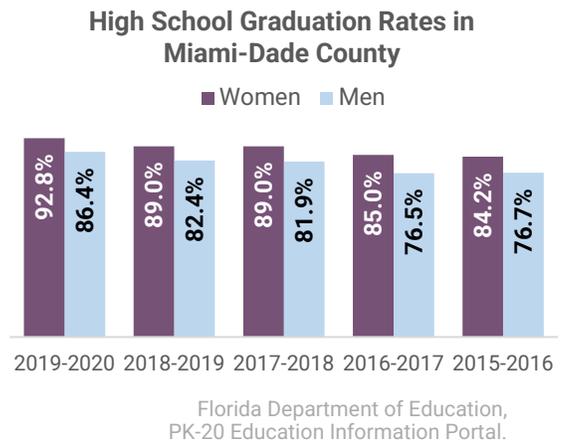
¹⁷ International Labor organization. “Having kids sets back women’s labor force participation more so than getting married.” March 3, 2020. <https://ilostat.ilo.org/having-kids-sets-back-womens-labour-force-participation-more-so-than-getting-married/>

¹⁸ U.S. Census Bureau, 2019 American Community Survey 1-year estimates.

EDUCATIONAL ATTAINMENT

Education is a major predictor of future earnings and economic mobility. Disparities from K-12 through higher education, especially if they persist over time have a major impact on gender pay gaps. However, as the data shows, women either surpassed or are equal to men in terms of graduation rates and higher degree attainment. However, there are still some differences in the field of study that women and men pursue.

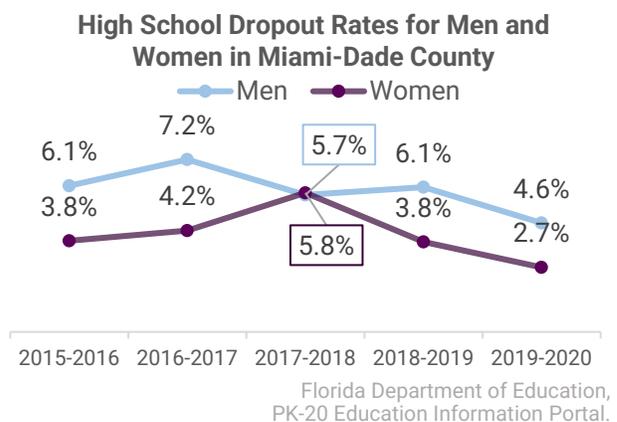
For the 2019-2020 school year, 92.8 percent of female students in Miami-Dade graduated with their cohort compared to 86.4 percent of male students. Women consistently have higher graduation rates than men. Overall graduation rates in Miami-Dade have been improving year after year. From 2015 to 2020, graduation rates increased from 80.4 to 89.6 percent. State averages also show that women graduate high school at higher rates than men. For the 2019-2020 school year, Florida women graduated at a rate of 92.9 percent and men graduated at a rate of 87.1 percent.¹⁹



Graduation rates also vary across racial and ethnic groups. White, Hispanic, and Black/African American women have higher graduation rates than their male counterparts. In the 2019-2020 school year, graduation rates were lowest among Black/African American men at 80.4 percent and Hispanic men at 87.5 percent. The highest dropout rates were attributed to Black/African American men and women at 5.6 percent and 3.2 percent, respectively.²⁰

High school dropout rates have also declined throughout the last five years. The 2019-2020 school year rate declined to 3.6 percent, down from the 4.9 percent in the previous year. During the 2019-2020 school year, the women high school dropout rate was 2.7 percent, lower than the men high school dropout rate at 4.6 percent.²¹

In the 2019-2020 school year, the largest group of economically disadvantaged students were Black/African American men and women - 80.9 percent of Black/African American women and 79.6 percent of Black/African American students. Economically disadvantaged students have lower graduation rates than those who are not economically disadvantaged. Economically disadvantaged White, female students had a 2.7 percent lower graduation rate than non-disadvantaged White, female students; the gap was much larger between non- and economically disadvantaged White male students at 6.6 percent.²²



¹⁹ Florida Department of Education, PK-20 Education Information Portal.

²⁰ Ibid.

²¹ Ibid.

²² Ibid.

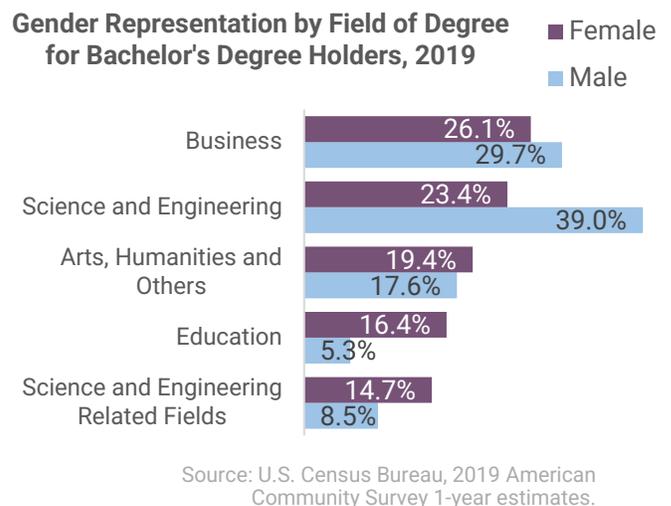
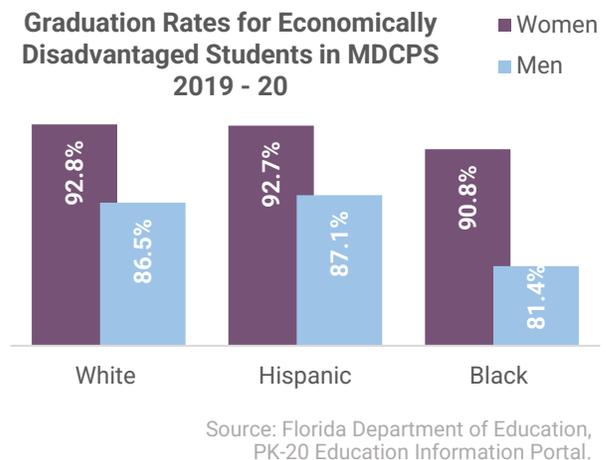
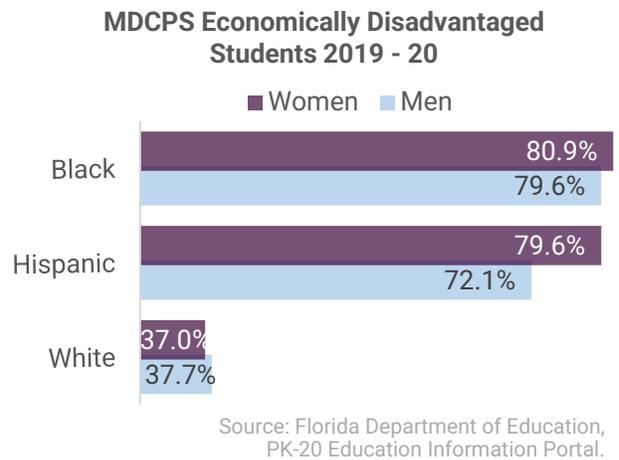
The difference in graduation rates between economically disadvantaged and non-disadvantaged Hispanic, female students was 1.3 percent. For economically disadvantaged and non-economically disadvantaged Hispanic male students, the difference in graduation rates was 1.6 percent.²³

There was no major difference between economically disadvantaged Black/African American female students and non-disadvantaged Black/African American female students when it comes to graduation rates—90.8% and 90.7 percent. Black/ African American male students are the only category where graduation rates were higher for those economically disadvantaged—81.4 percent compared to 76.5 percent.

In 2019, 30.6 percent of the population 25 years old and up had bachelor's degrees or higher, a slight decrease from 2018 at 31.4 percent. From 2016 to 2018, university degree attainment for the population aged 25 years and older was increasing steadily in Miami-Dade. However, national rates for university degree attainment remained higher.

Overall, a higher percentage of women have university degrees than men. In 2019, 31.4 percent of women in Miami-Dade had a bachelor's degree or higher in comparison to 29.8 percent of men. When it comes to graduate or professional degrees, attainment rates were similar for men and women in Miami-Dade. From 2016 to 2019, the gap between men and women for graduate and professional degree attainment has been decreasing from 0.7 percentage points in 2016 to 0.2 percentage points in 2019.²⁴

The analysis of field of study for men and women provides some explanation as to the persistence of the disparities in earnings. In 2019, there were almost 600,000 persons in the 25 and over age group in Miami-Dade who had Bachelor's degrees. Based on the degree groups provided by the U.S. Census Bureau, in 2019, women were



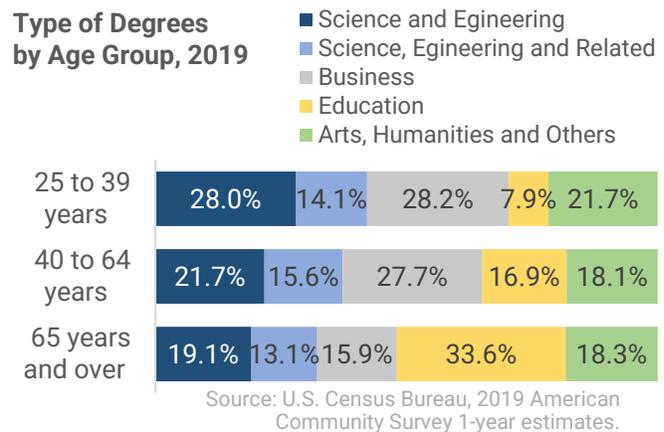
²³ Florida Department of Education, PK-20 Education Information Portal.

²⁴ U.S. Census Bureau, 2019 American Community Survey 1-year estimates.

substantially underrepresented in some degree categories that have potential for high earnings. Only 23.4 percent of female Bachelor’s degree holders have Science and Engineering degrees. A smaller proportion of women (26.1 percent), have Business degrees. There are more women than men in Education and Science and Engineering Related fields. This classification captures about 70,000 of Bachelor’s degree holders and includes a variety of degrees, including Pre-Med, Physical Therapy, and Mechanical Engineering Technology. The Science and Engineering category accounts for 182,000 of degree holders, and includes disciplines like computer science, physics, psychology, criminology and sociology, chemical and electrical engineering.²⁵ These differences in degrees also lead to differences in occupations.

Over the past two decades, as shown in previous Miami-Dade Status of Women reports, more women have been entering fields previously dominated by men, and as this trend continues, it has the potential to reduce overall disparities in earnings.²⁶ The trend is illustrated by the comparison of types of degrees by age group. A significantly higher proportion of younger women are attaining degrees in science and engineering. Conversely, there are smaller percentages who have education degrees over time. In 2019, only 7.9 percent of women in the 25 to 39 years age group had education degrees, compared to 11.3 percent in 2015.²⁷

According to the Integrated Postsecondary Education Data System, 67 percent of full-time students at Florida International University who began their studies in 2014 had graduated by 2020. Overall graduation rates for women were higher than men’s, at 73 percent compared to 60 percent. At the University of Miami, the overall six-year graduation rate between men and women had less of a disparity, but women still had higher rates of graduation at 84 percent versus 82 percent, respectively.²⁸



Data from a local public university, Florida International University confirms the persistent disparities. In the 2020-2021 academic year, women outnumbered men in degree attainment for all colleges except the College of Engineering and Computing. A total of 1,978 degrees were awarded, with 78.8 percent of graduates being male. From the 2019-2020 school year to the 2020-2021 school year, bachelor’s degree and master’s degree attainment increased for both men and women. However, doctoral degree attainment increased only for men. While in 2019-2020 women received 15 doctoral degrees, in 2020-2021 that number decreased to 11. The FIU College of Business continues to maintain gender equity in graduations year after year. For the 2020-2021 school year, 52.5 percent of the 4,335 degrees awarded were received by women. When assessing data for the last decade, the 2020-2021 school year displayed the highest doctoral degree attainment for women (8), with 5 doctoral degrees awarded to men.²⁹

²⁵ U.S. Census Bureau, American Community Survey Subject Definitions. <https://www.census.gov/programs-surveys/acs/technical-documentation/code-lists.html>

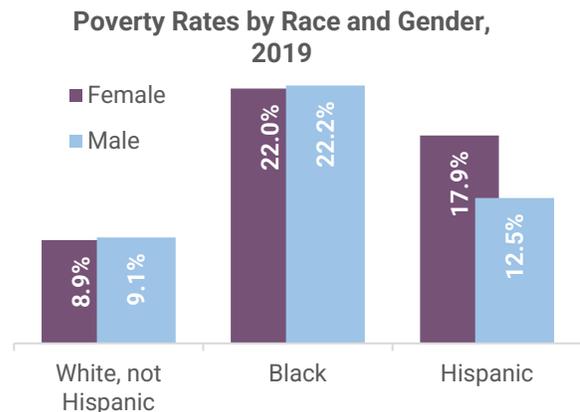
²⁶ See *Miami-Dade Status of Women* reports, 2016, 2018 and 2020.

²⁷ U.S. Census Bureau, 2019 American Community Survey 1-year estimates.

²⁸ U.S. Department of Education. National Center for Education Statistics, Integrated Postsecondary Education Data System.

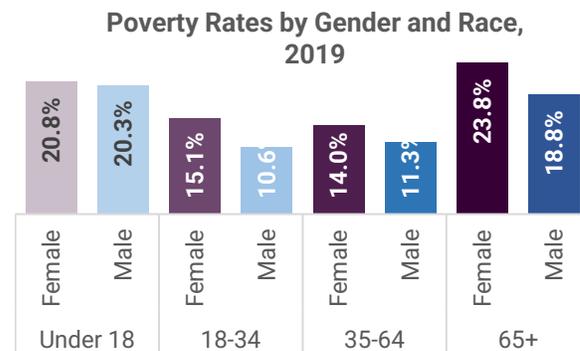
²⁹ Office of Analysis and Information Management at Florida International University, FIU Accountability. <https://accountability.fiu.edu/>

In 2019, the overall poverty rate for those in Miami-Dade with an income was 15.8 percent, with poverty rate for men at 13.6 percent and for women at 17.4 percent. Poverty rates vary by race and gender, with the highest rates affecting Black/ African American men and women. From 2018 to 2019, poverty rates dropped for White, non-Hispanic men and women. In 2018, White, non-Hispanic men had a poverty rate of 10.1 percent and White, non-Hispanic women had a poverty rate of 10.8 percent. In 2019, these rates dropped to 8.9 percent for men and 8.7 percent for women. Poverty rates for Black/ African American women dropped from 25.9 percent in the previous year to 21.6 percent in 2019. Poverty rates for Black/ African American men raised slightly, from 21.3 percent to 21.6 percent. Poverty rates for Hispanic men and women did not change much: Hispanic women saw an increase of 0.8 percent from the previous year and Hispanic men saw a decrease of 0.5 percent.³⁰



Source: U.S. Census Bureau, 2019 American Community Survey 1-year estimates.

Poverty rates also varied across age groups, with the highest poverty rates in the youngest and oldest age categories. Although the poverty rate has been declining gradually, from 20.4 percent in 2010 down to 15.6 percent in 2019, there were still almost 418,000 individuals in Miami-Dade County who lived in poverty in 2019. Almost 112,000 children were in poverty overall. It is also notable that the poverty rate of women was higher than men across all age groups, with the largest difference in the 65 and over age category.³¹



Source: U.S. Census Bureau, 2019 American Community Survey 1-year estimates.

Employment and Labor Force Participation

The 2019 overall Miami-Dade County unemployment rate for 2019 was 3.5 percent, higher than the 2018 unemployment rate at 2.9 percent. For men in Miami-Dade, the unemployment rate was 2.9 percent. For women, the unemployment rate was 3.7 percent. Miami-Dade’s unemployment rate was lower than both the 2019 state and national rate of 4.5 percent.³²

While women’s and men’s employment rates were very similar before the pandemic, there are some notable differences regarding their connection to the labor force. Employment and earnings are a major predictor of financial well-being for most individuals and households. In fact, because of long standing disparities, U.S. Census Bureau analysis showed that in 2017, about 50 percent of women ages 55 to 66 in the United States had no personal retirement savings, compared to 47percent of men. Marriage, divorce, widowhood, and any change in marital status can have lasting impacts on finances and savings. Among those married once, about 35 percent have no

³⁰ U.S. Census Bureau, 2019 American Community Survey 1-year estimates.

³¹ Ibid.

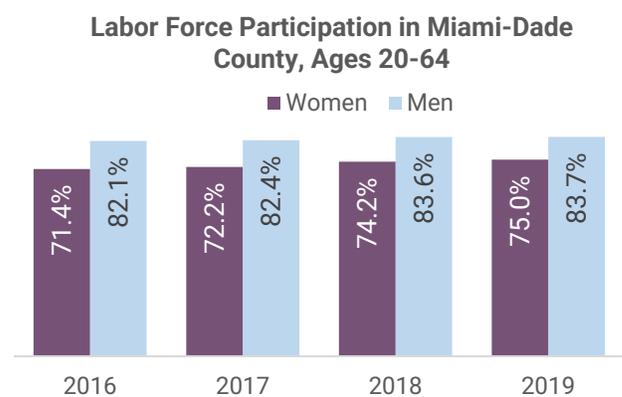
³² Ibid.

retirement savings, compared to 60 percent of those who never married and 40% of those who married more than once.³³

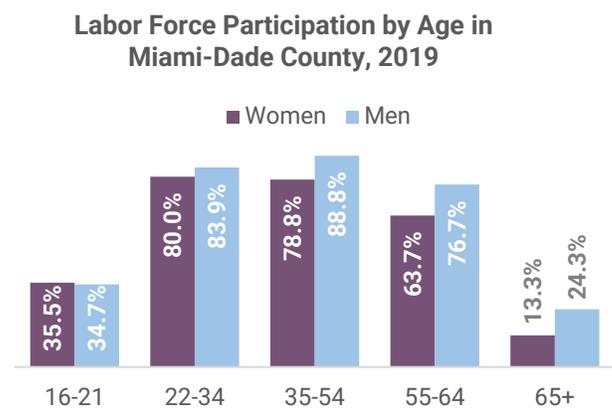
Ability to earn and save is also related to the types of jobs men and women have during working age. In Miami-Dade County, men and women are both increasingly pursuing full-time in lieu of part-time work. From 2018 to 2019, there was approximately a four percent increase of women and men working full-time in the 16-54 age group. However, a larger percentage of women are working part-time (28.6 percent) than men (19 percent).³⁴

Part-time work at least ensures some connection to the workforce, but there is also a consistently large percentage of women who are not seeking employment. The labor force is comprised of workers who are either employed or seeking employment, and the labor force participation rate represents the proportion of these current or potential workers out of the total non-institutionalized, civilian working-age population.

From 2016 to 2019, male and female participation in the labor force has been steadily increasing. In 2019, the overall labor force participation rate was 63.6 percent, up from 57.2 percent in 2015.³⁵ In 2019, 83.7 percent of men and 75.0 percent of women in the 20 to 64 years category were in the labor force in Miami-Dade County. Women’s labor force participation is significantly below men’s across all age groups, but the differences expand in the older age groups. The difference in labor force participation between men and women in the 25-34 age category is just under four percent, compared to 10 percent in the 35-54 group. Among the reasons for this disparity are child rearing and family obligations. In 2019, the mean age of mothers at first birth was 27.0 years, an increase from 26.9 in 2018, and another record high for the nation. The Centers for Disease Control and Prevention (CDC) also notes that birth rates decreased for females aged 15–34, increased for females aged 35–44, and were unchanged for females aged 10–14 years and 45–49 from 2018 to 2019.³⁶ In Miami-Dade, there has also been a significant change in the characteristics of women giving birth, with declining rates in the younger age groups and increasing rates in the older age groups.³⁷



Source: U.S. Census Bureau, 2016-2019 American Community Survey 1-year estimates.



Source: U.S. Census Bureau, 2019 American Community Survey 1-year estimates.

³³ U.S. Census Bureau, Survey of Income and Program Participation. <https://www.census.gov/library/stories/2022/01/women-more-likely-than-men-to-have-no-retirement-savings.html>

³⁴ U.S. Census Bureau, 2018-2019 American Community Survey 1-year estimates.

³⁵ Ibid.

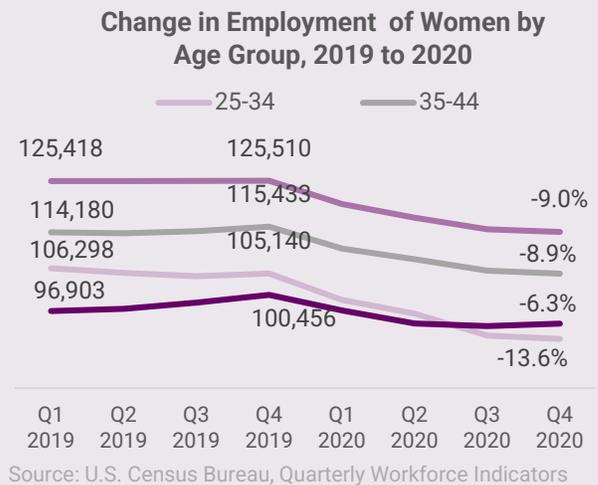
³⁶ Joyce A. Martin, B. E. Hamilton, Ph.D., M.J.K. Osterman, & A.K. Driscoll. (2020). Births: Final Data for 2019. Centers for Disease Control, National Vital Statistics Report. Volume 70, Number 2.

³⁷ Bureau of Vital Statistics, Florida Department of Health, Birth Dashboard. https://www.flhealthcharts.gov/ChartsReports/rdPage.aspx?rdReport=BirthAtlas.Dashboards.Birth_Atlas_Dashboard

COVID-19 Impact

The COVID-19 pandemic exacerbated already existing structural impediments to women’s labor force participation by forcing remote work and schooling, closing of businesses and the pause of economic activity in major local sectors like tourism and retail, but also because of family health and safety concerns.

Employment data for 2020 and 2021 shows a decreasing number of women in the workforce because of pressures from COVID-19. The Quarterly Workforce Indicators show that women’s employment remained stable in 2019 across age groups but declined by 10.3 percent from the last quarter of 2019 to the same quarter of 2020.³⁸ The decreases were across all age groups but the most significant decrease was in the 25-34 category, a 13.6 percent decline. While the pandemic impacted men as well, their employment numbers did not change as significantly. The decrease overall for men was 8.0 percent, and the drops were smaller across all age groups. The largest drop in male employment was also in the 25-34 category, a 12.6 percent decrease since the last quarter of 2019.



Class of Workers

In 2019, most workers in the United States worked in private, for-profit employment, about 72.5 percent compared to the 8 percent working in private not-for-profit work. This is comparable to employment in Miami-Dade County, where 76.5 percent of workers were employed in private, for-profit work compared to 6.4 percent in private not-for-profit work. In 2019, 19.7 percent of Americans worked in the public sector, employed by the local, state, or federal government. In Miami-Dade, this number was lower at 12.4 percent.³⁹

In Miami-Dade, the highest concentration of both women and men was in private, for-profit employment. Women, however, made up the majority of those employed in private not-for-profit employment at 60.1 percent. In 2019, women also comprised most local government workers at 56.3 percent and state government workers at 59.2 percent. However, women were the minority of federal government workers at 36.9 percent. Federal government workers also faced the highest earning gap in 2019 at 43.6 percent. From 2018 to 2019, this gap grew exponentially from 6.7 percent. Median pay for women decreased from \$56,870 to \$45,875. When categorized by class of worker, women who work in local government had the highest median earnings at \$47,475, while their male counterparts earned \$61,899, reflecting a 23.3 percent gap.⁴⁰

In 2019, 30.3 percent of women and 69.7 percent of men in Miami-Dade County were self-employed in their own business. This difference is important as the earnings data shows a 19 percent earnings gap between self-employed women (\$41,700) and men (\$50,599).⁴¹

³⁸ U.S. Census Bureau, Quarterly Workforce Indicators. <https://ledextract.ces.census.gov/static/data.html>

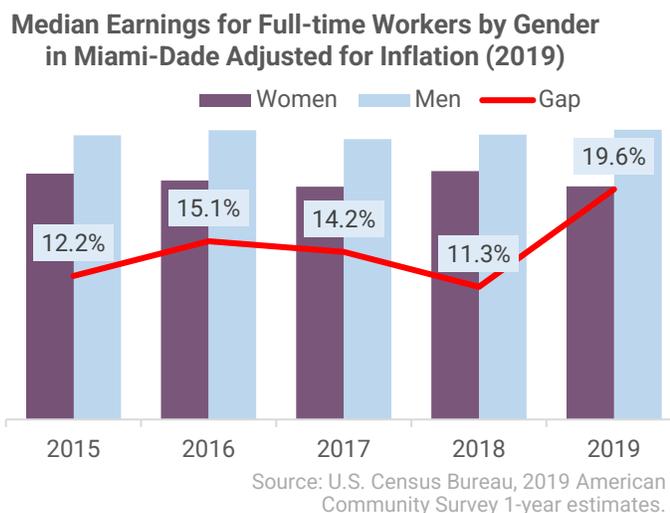
³⁹ U.S. Census Bureau, 2019 American Community Survey 1-year estimates.

⁴⁰ Ibid.

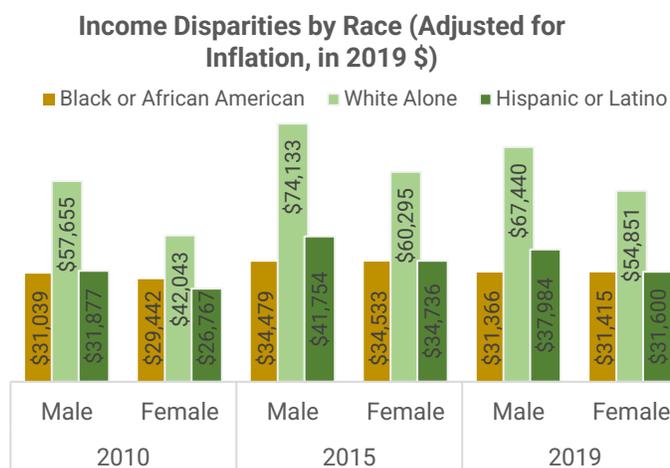
⁴¹ Ibid.

Earnings Comparison

In 2019, the median income for women working full time, year-round was \$32,474. The median income for men working full-time, year-round was \$40,386. The earning gap between men and women was at its most pronounced in a decade at 19.6 percent. This is lower than the national pay gap of 28 percent. In 2018, the gap was at its lowest since 2013 at 10.2 percent. The wage gap is even more pronounced along racial and ethnic lines. In 2019, White, non-Hispanic men in Miami-Dade had the highest median income at \$67,440; White, non-Hispanic women earned \$54,851. Hispanic men’s median income was \$37,984, compared to Hispanic women at \$31,600. Black/African American men and women make almost the same, but the lowest in comparison to White, non-Hispanic and Hispanic men and women. It is also the only racial group where women make more than men, though it is not much. In 2019, Black/African American women made \$31,415 compared to their male counterparts at \$31,366.⁴²



In nominal dollars, from 2010 to 2019, the median income for Black/African American women had increased by 6.7 percent, substantially low in comparison to White, non-Hispanic women’s increase of 30.5 percent, and Hispanic women’s increase of 18.1 percent.⁴³ "Nominal dollars" are dollars that are unadjusted for inflation. When incomes are adjusted in 2019 value for the purpose of assessing change over time, the median earnings across all groups declined, except for White, non-Hispanic women whose median earnings increased by 7.9 percent. Earnings for Hispanic full-time workers were slightly below their 2010 levels – 1.5 percent for men and 2.4 percent for women. The most significant decline was for Black full-time workers – 16.4 percent for men and 11.8 percent for women.⁴⁴



The gaps persisted through the last decade, with White, non-Hispanic males remaining the highest full-time earners consistently. Black and Hispanic women working full time had less than half the earnings of White, non-Hispanic males (53 percent difference), and White, non-Hispanic women earned almost 19 percent less.⁴⁵

⁴² U.S. Census Bureau, 2019 American Community Survey 1-year estimates.

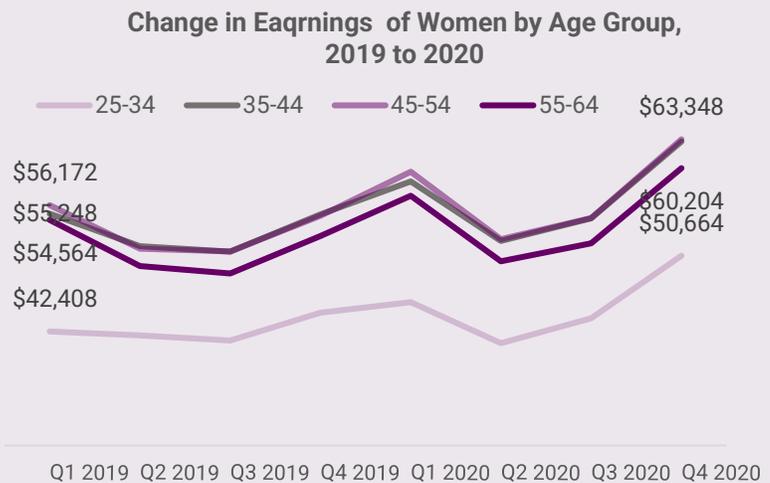
⁴³ Ibid.

⁴⁴ Ibid.

⁴⁵ Ibid.

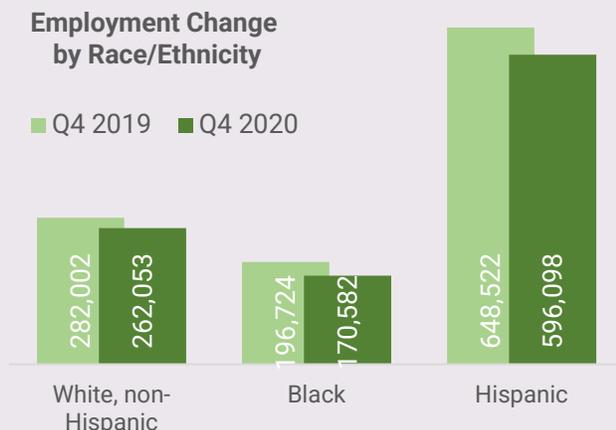
COVID-19 Impact

At first glance the COVID-19 pandemic had a significant positive impact on women’s earnings which increased by over 14 percent (adjusted for inflation) from the last quarter of 2019 to the last quarter of 2020, slightly above the increase in male worker’s earnings. Earnings increased across all age groups. A more comprehensive review of the data available from the Quarterly Workforce Indicators dataset of the U.S. Census Bureau combined with the understanding of the sectors that were most impacted by the pandemic leads to more sobering conclusions.⁴⁶ First, the women’s average earnings gap remained consistently high at 33 percent.⁴⁷ Secondly, the data shows a significant drop in employment for both men and women, but the decline was larger for women, with a 10.3 percent drop in employment, compared to 8.0 percent for men. The decline was larger for women in the 25-34 age group (13.6 percent), who also have the lowest earnings. In other words, the increase in average wages paid to female employees can be attributed to the fact that the loss of employment was for a demographic group and in industry sectors with lower wages. The remote jobs that could be sustained during the pandemic were higher-paid jobs to begin with and as the lower paid jobs are removed from the equation of average wages, the increase is not as baffling.



Source: U.S. Census Bureau, Center for Economic Studies, Local Employment Dynamics – Quarterly Workforce Indicators.

There is no data from this source on men and women by race and ethnic group. Yet the overall data points to another reason for the wage figures. The largest job losses were for minority women. There was a 13.3 percent decline in employment of Black and African American workers, and 8.1 percent decline of Hispanic workers, compared to a 7.1 percent decrease of the White, non-Hispanic workers. Again, the starting income disparities across these groups, discussed previously in the report, combined with the impact on specific sectors with the largest job losses and in which these workers are concentrated, provides an explanation for the increase in the average wage figures.



Source: U.S. Census Bureau, Center for Economic Studies, Local Employment Dynamics – Quarterly Workforce Indicators.

⁴⁶ U.S. Census Bureau, Center for Economic Studies, Local Employment Dynamics – Quarterly Workforce Indicators. <https://ledextract.ces.census.gov/static/data.html>

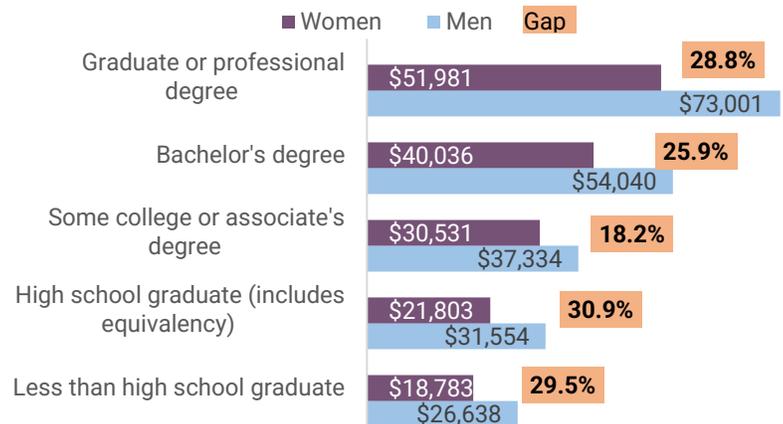
⁴⁷ Average figures may be skewed by outliers, either some very low income earners, or the presence of very high income earners. Since the difference is in favor of man, it is possible there are some male earners who have exceptionally high earnings that increase the overall average.

Earnings by Education

Men earned more than women at all levels of education. However, from 2018 to 2019, the earning gap for women over 25 with less than high school degree decreased by 6.3 percentage points. Women with a graduate degree were still earning less than men of the same educational attainment level but the gap decreased by 3.1 percentage points. The gap expanded for the other educational attainment levels, by 4.8 points for high school graduates, 2.9 points for persons with some college, and 12.6 points for Bachelor's degree holders.⁴⁸

In 2019, earnings across all education levels were lower in Miami-Dade than Florida and the United States. However, women with Bachelor's degrees earned 31 percent less than men in the United States and 27 percent less in Florida. The earnings of women with graduate degrees were 32 percent lower than men's in the United States and 34 percent lower in Florida.⁴⁹ It should be noted that overall wages are lower in Miami-Dade, which is decreasing the disparity across genders as well.

Median Earnings by Educational Attainment in Miami-Dade County, 2019



Source: U.S. Census Bureau, 2019 American Community Survey 1-year estimates.

Median Household and Family Income

In Miami-Dade, the 2019 median household income was \$55,171, a difference of 16 percent from the national median household income (\$65,712) and a 6.9 percent difference from the state median household income (\$59,227). The median household difference between Miami-Dade County, and Florida and the United States increased from 2018 levels.⁵⁰

Married couple families have the highest median income when compared to other household types at \$76,831. Single-female family households have a median income of \$38,633 and single-male family households have a median income of \$55,132, a 29.9 percent gap. This value is significantly larger than the gap for Florida at 21.7 percent and only slightly larger than the national gap of 27.3 percent. In 2018, the differences in income between families with female and male householders was lower at 21.7 percent. These disparities are important as they impact thousands of families with a female householder. In 2019, 165,222 families had a female householder with no spouse present representing 26 percent of families, significantly higher than the 11 percent or 68,361 families with a male householder. Additionally, 68,943 of families with a female householder also included children under 18 in the family. The income disparities therefore have significant impacts on children, and conversely, the presence of children may also explain these disparities, as women focus on their family rather than career advancement.⁵¹

⁴⁸ U.S. Census Bureau, 2019 American Community Survey 1-year estimates.

⁴⁹ Ibid.

⁵⁰ Ibid.

⁵¹ Ibid.

The U.S. Census Bureau distinguishes between family and non-family households. A family is a group of two people or more (one of whom is the householder) related by birth, marriage, or adoption and residing together. Non-family households consist of a householder who either lives alone or lives with nonrelatives. A “nonrelative” is a member of the home who is not related to the householder by birth, marriage, or adoption, including foster children.⁵² In 2019, the median income of female-led households with no partner present was almost 30 percent below male-led households, a significant increase from the 17.3 percent gap in 2010. Women living alone had a median income of \$21,183, the lowest median income among all household types. Women not living alone had a median income of \$61,234. Men had higher median incomes in both categories of living alone and not living alone, at \$33,079 and \$70,453. For men and women living alone, there was a 36 percent income difference; for those not living alone, the gap was 13.1 percent. For both groups – living alone and not living alone - the gaps decreased in the past decade.⁵³

Median Incomes by Household Type in Miami-Dade County (adjusted for 2019 inflation)

	2010			2019		
	Male Householder	Gap	Female Householder	Male Householder	Gap	Female Householder
Family Households (no partner)	\$46,827	17.3%	\$38,737	\$55,132	29.9%	\$38,633
Non-Family Households	\$39,333	42.6%	\$22,558	\$41,229	38.2%	\$25,483
Living Alone	\$33,025	42.2%	\$19,077	\$33,079	36.0%	\$21,183
Not Living Alone	\$66,546	28.2%	\$47,784	\$70,453	13.1%	\$61,234

U.S. Census Bureau, 2019 American Community Survey 1-year estimates.

Employment and Earnings Gaps across Occupations

In Miami-Dade, the 2019 median income for the full-time, year-round civilian employed population was \$36,891. Men working full-time earned \$40,368, compared to \$32,474 earned by women, reflecting a gap of 19.6 percent. The highest earning disparities per occupational category were in natural resource, construction, and maintenance occupations (40 percent); followed by production, transportation and material moving occupations (30.1 percent). In 2019, the lowest pay gaps were in sales and office occupations (19.9 percent) and management business science and arts occupations (21.8 percent).⁵⁴

The earnings gap across occupational categories were significant at the County, state, and national level. Miami-Dade had the highest earning disparity (19.6 percent) for full-time employees when compared to the State of Florida (17.1 percent) and the United States (19 percent). The chart below compares Miami-Dade County against state and national averages in median earnings for occupational categories.⁵⁵

⁵² U.S. Census Bureau, Subject Definitions. <https://www.census.gov/programs-surveys/cps/technical-documentation/subject-definitions.html>

⁵³ U.S. Census Bureau, 2019 American Community Survey 1-year estimates.

⁵⁴ Ibid.

⁵⁵ Ibid.

Earnings by Occupation and Gender for Civilian Employed Population 16 years and over with earnings, 2019

	Miami-Dade			Florida			United States		
	Men	Women	Gap	Men	Women	Gap	Men	Women	Gap
Full-time Earnings	\$40,368	\$32,474	19.6%	\$45,187	\$37,482	17.1%	\$53,544	\$43,394	19.0%
Management, business science, and arts	\$64,810	\$50,711	21.8%	\$70,448	\$51,828	26.4%	\$81,524	\$60,523	25.8%
Service occupations	\$30,377	\$23,000	24.3%	\$31,070	\$25,504	17.9%	\$35,657	\$27,100	24.0%
Sales and office	\$38,665	\$30,976	19.9%	\$42,377	\$33,284	21.5%	\$50,536	\$37,229	26.3%
Natural resources, construction, and maintenance	\$35,401	\$21,232	40.0%	\$37,184	\$25,961	30.2%	\$45,682	\$32,398	29.1%
Production, transportation, and material moving	\$31,649	\$22,122	30.1%	\$36,114	\$25,788	28.6%	\$41,468	\$30,303	26.9%

U.S. Census Bureau, 2019 American Community Survey 1-year estimates.

In 2018, women earned more than men in three occupational categories: community and social service occupations (23.4 percent); installation, maintenance, and repair occupations (4.4 percent); and arts, design, entertainment, sports, and media occupations (0.1 percent). Though the pay gap in community and social service occupations—therapists, counselors, social workers— heavily favored women in 2018, by 2019 the pay gap swung to favor men at 17.4 percent. In 2019, women earned a higher salary than men in two occupational categories: computer and mathematical occupations, as well as architecture and engineering occupations.⁵⁶

The following table displays the top ten occupations, from 2019 data, where women working full-time were paid the highest. Women earned the most in health diagnosing practitioner occupations but the gap in this category was 20.1 percent. In two of the occupational categories, women were on par with men: computer and mathematical occupations, and architecture and engineering. With the emphasis on science, technology, engineering and math in higher education and the effort to include women in these degrees, it seems that women are now making advancements in these careers as well. However, women are still only a small percentage of the workforce in these occupations (20.3 percent in computer and 15.5 percent in architecture and engineering), and the small sample for these estimates might not be indicative of a trend). The gaps in 2018 were in favor of men. The pay gaps for these same occupations in 2019 were more than 10 percent at the state and national level.⁵⁷

⁵⁶ U.S. Census Bureau, 2018-2019 American Community Survey 1-year estimates.

⁵⁷ Ibid.

The legal occupations show the largest gap at 50.3 percent, similar to the state and national gaps of 47.9 percent and 45.2 percent. It should be noted that the largest group in the legal occupations category is paralegals, of whom the majority are women and this fact is contributing to the large gap. Local data is not available by subcategory; however, national data shows that female lawyers earned \$115,257 compared to \$150,220 for male attorneys, a 23.3 percent gap in 2019. After legal occupations, the largest wage gaps were in production occupations at 40.9 percent; installation, maintenance, and repair at 38.9 percent; and life, physical and social science at 37.5 percent. There was also significant wage disparity in law enforcement (35.7 percent), and firefighters and other protective service employees and supervisors (28.2 percent).⁵⁸

Highest Earning Occupations of Women, 2019

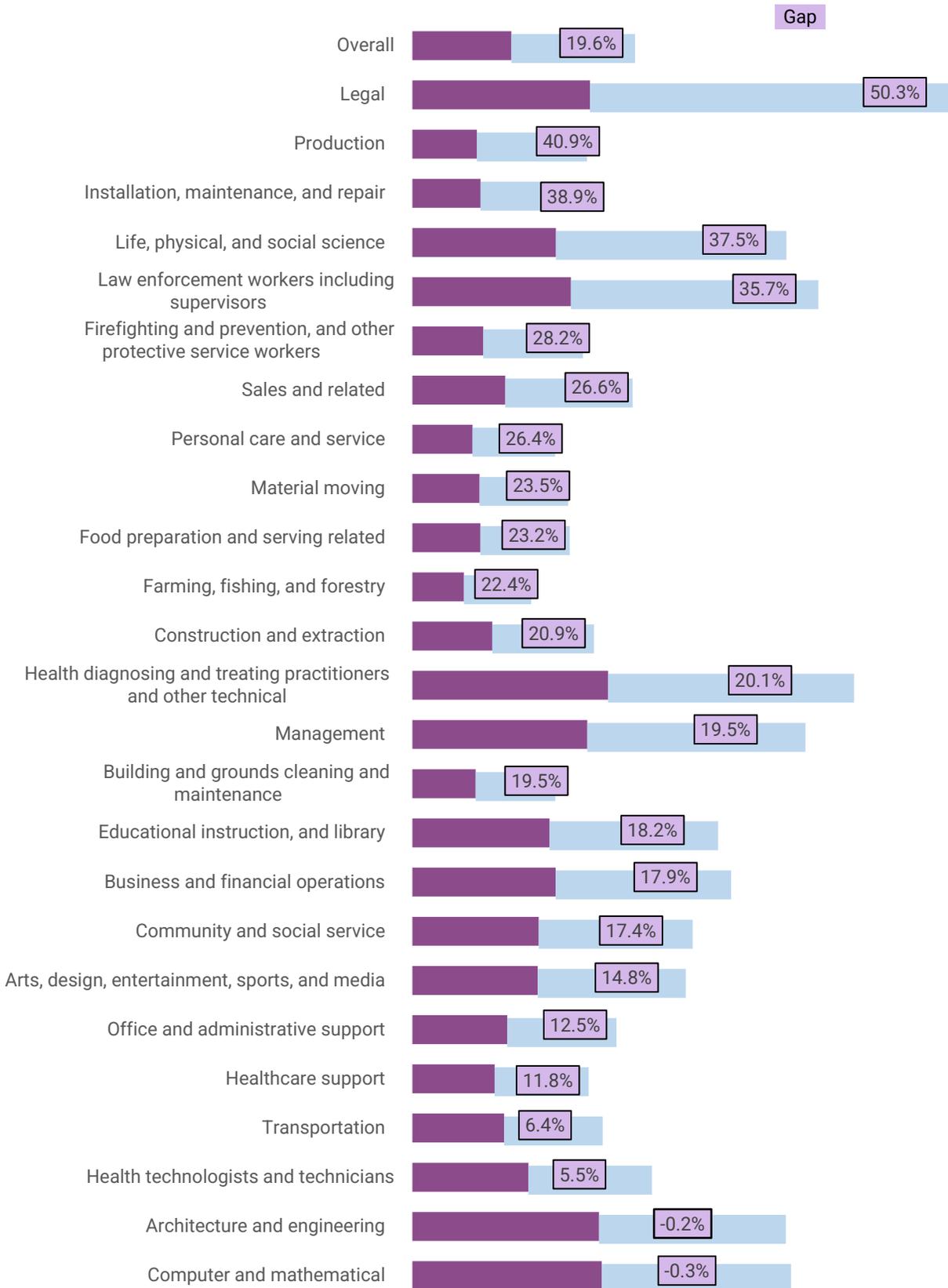
	Miami-Dade	Miami-Dade Gap	Florida Gap	U.S. Gap
Health diagnosing and treating practitioners	\$64,046	20.1%	33.4%	35.2%
Computer and mathematical	\$61,954	-0.3%	17.1	15.3%
Architecture and engineering	\$61,079	-0.2%	14.6%	12.7%
Legal	\$58,141	50.3%	47.9%	45.2%
Management	\$57,251	19.5%	21.3%	23.9%
Law enforcement workers including supervisors	\$51,907	35.7%	14.0%	21.5%
Life, physical, and social science	\$47,005	37.5%	18.4%	11.7%
Business and financial operations	\$46,955	17.9%	15.7%	22.0%
Educational instruction, and library	\$44,934	18.2%	16.0%	19.4%
Community and social service	\$41,420	17.4%	16.9%	5.3%

U.S. Census Bureau, 2019 American Community Survey 1-year estimates.

⁵⁸ U.S. Census Bureau, 2019 American Community Survey 1-year estimates.

Earnings for Full-Time Workers by Gender and Occupations, Miami-Dade County 2019

Female Male



Source: U.S. Census Bureau, 2019 American Community Survey 1-year estimates.

Employment and Earning Gaps by Industry

Fewer women participate in the labor force and a larger proportion of women only work part-time. As a result, in 2019, women represented 44.3 of full-time employees in Miami-Dade. Women were a minority across almost all industry sectors except for educational services, and health care and social assistance in which 71 percent of the full-time workforce, or almost 152,000 sector employees were women. The second largest sector for female employees is the Professional, scientific, and management, and administrative and waste management services sector, with 64,000 full-time female workers.⁵⁹

Women are also large proportions in Finance and insurance, and real estate and rental and leasing (48.2 percent) and Retail Trade (47.8 percent).

Full-Time Employment within Industry for Female Civilian employed population 16 years and over, 2019			
	Miami-Dade	Florida	US
Agriculture, forestry, fishing and hunting, and mining	41.6%	26.2%	17.5%
Construction	9.6%	11.2%	9.3%
Manufacturing	37.5%	28.4%	28.0%
Wholesale trade	29.8%	28.7%	27.8%
Retail trade	47.8%	44.1%	43.1%
Transportation and warehousing, and utilities:	23.6%	22.5%	23.0%
Information	31.7%	35.3%	38.2%
Finance and insurance, and real estate and rental and leasing:	48.2%	52.7%	52.2%
Professional, scientific, and management, and administrative and waste management services	45.3%	42.3%	39.6%
Educational services, and health care and social assistance	71.0%	72.4%	72.3%
Arts, entertainment, and recreation, and accommodation and food services	44.3%	45.7%	46.3%
Other services, except public administration	48.0%	46.7%	44.4%
Public administration	40.5%	42.7%	44.2%

U.S. Census Bureau, 2019 American Community Survey 1-year estimates.

⁵⁹ U.S. Census Bureau, 2018-2019 American Community Survey 1-year estimates.

In 2019, women earned less than men in all industries. The smallest pay gaps across all industries were 0.4 percent in construction; 6.2 percent in arts, entertainment, and recreation; and 11 percent in educational services. Women make up only 9.6 percent of full-time workers in construction. In arts, entertainment, and recreation there was greater gender parity, with 47.9 percent women and 52.1 percent men. The largest pay gap, 40.7 percent, was in the finance and insurance industry; this was followed by the public administration industry with 40.5%; and agriculture, forestry, fishing, hunting, and mining at 38.6 percent.⁶⁰

Median Earnings by Industry, 2019

	Male	Female	gap
Agriculture, forestry, fishing and hunting, and mining:	\$27,259	\$16,733	38.6%
Agriculture, forestry, fishing and hunting	\$31,362	\$16,733	46.6%
Mining, quarrying, and oil and gas extraction			
Construction	\$35,925	\$35,792	0.4%
Manufacturing	\$40,562	\$25,199	37.9%
Wholesale trade	\$45,176	\$33,695	25.4%
Retail trade	\$33,118	\$27,858	15.9%
Transportation and warehousing, and utilities:	\$37,259	\$32,215	13.5%
Transportation and warehousing	\$36,495	\$31,740	13.0%
Utilities	\$70,688	\$43,793	38.0%
Information	\$60,242	\$50,394	16.3%
Finance and insurance, and real estate and rental and leasing	\$57,414	\$41,881	27.1%
Finance and insurance	\$72,648	\$43,055	40.7%
Real estate and rental and leasing	\$45,677	\$39,413	13.7%
Professional, scientific, and management., Administrative Support and Waste Mgmt.	\$50,407	\$39,414	21.8%
Professional, scientific, and technical services	\$67,545	\$50,455	25.3%
Management of companies and enterprises	\$60,739	\$36,738	39.5%
Administrative and support and waste management services	\$31,408	\$26,483	15.7%
Educational services, and health care and social assistance	\$48,699	\$37,231	23.5%
Educational services	\$48,913	\$43,553	11.0%
Health care and social assistance	\$48,361	\$34,083	29.5%
Arts, entertainment, recreation, accommodation and food services	\$31,093	\$25,509	18.0%
Arts, entertainment, and recreation	\$33,117	\$31,074	6.2%
Accommodation and food services	\$30,832	\$24,174	21.6%
Other services, except public administration	\$31,309	\$24,898	20.5%
Public administration	\$81,174	\$48,290	40.5%

U.S. Census Bureau, 2019 American Community Survey 1-year estimates.

⁶⁰ U.S. Census Bureau, 2019 American Community Survey 1-year estimates.

Earning Gaps by Municipality

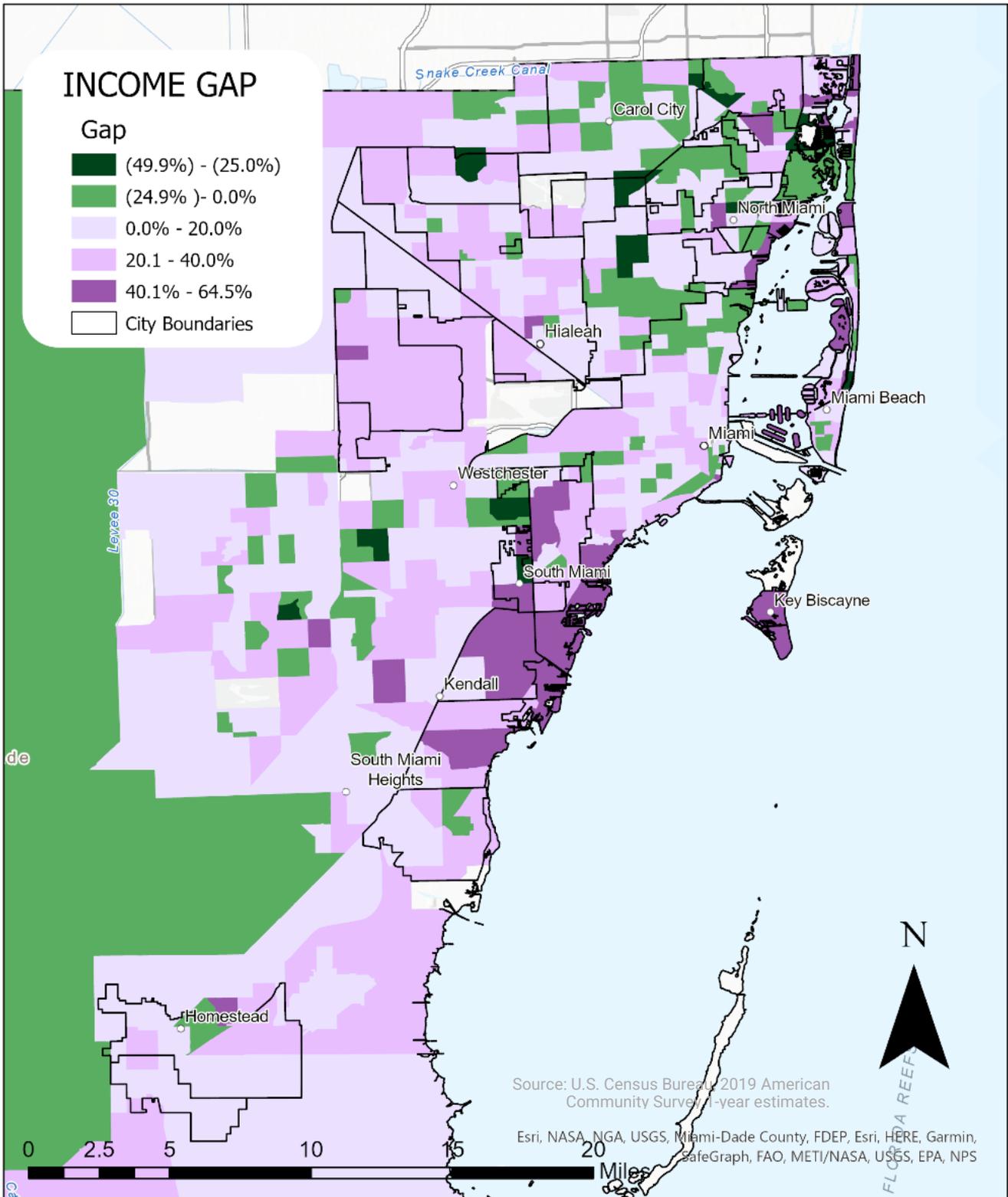
When organized by municipality, the largest wage gaps among men and women were seen in Golden Beach, Key Biscayne, Bal Harbour, and Pinecrest with earning gaps over 40 percent. The top 20 municipalities with the highest wage gaps ranged from 14.9 percent in Bay Harbor Islands to 60.8 percent in Golden Beach. In four municipalities, women’s earnings were higher: Indian Creek Village, Miami Gardens, Opa-Locka, and North Bay Village. In 2018, this list included Miami Springs with a gap favoring women at -0.1 percent. However, in 2019, this gap flipped to favor men, standing at 14.4 percent.⁶¹

	Men	Women	Gap
Aventura	\$64,483	\$45,630	29.2%
Bal Harbour	\$105,618	\$50,572	52.1%
Bay Harbor Islands	\$67,917	\$57,813	14.9%
Biscayne Park	\$56,316	\$44,740	20.6%
Coral Gables	\$91,705	\$55,979	39.0%
Cutler Bay	\$46,192	\$40,691	11.9%
Doral	\$52,152	\$34,714	33.4%
El Portal	\$61,098	\$50,789	16.9%
Florida City	\$26,449	\$23,468	11.3%
Golden Beach	\$181,875	\$71,250	60.8%
Hialeah	\$32,020	\$25,988	18.8%
Hialeah Gardens	\$33,618	\$27,547	18.1%
Homestead	\$35,919	\$32,285	10.1%
Indian Creek Village	\$40,417	\$41,250	-2.1%
Key Biscayne	\$130,769	\$60,625	53.6%
Medley	\$32,604	\$25,469	21.9%
Miami	\$36,012	\$31,259	13.2%
Miami Beach	\$49,298	\$41,580	15.7%
Miami Gardens	\$31,588	\$32,455	-2.7%
Miami Lakes	\$61,087	\$47,866	21.6%
Miami Shores	\$77,404	\$62,543	19.2%
Miami Springs	\$51,047	\$43,690	14.4%
North Bay Village	\$38,343	\$44,722	-16.6%
North Miami	\$30,552	\$27,511	10.0%
North Miami Beach	\$32,420	\$30,984	4.4%
Opa-Locka	\$30,273	\$32,040	-5.8%
Palmetto Bay	\$80,574	\$49,824	38.2%
Pinecrest	\$111,343	\$63,507	43.0%
South Miami	\$60,149	\$47,463	21.1%
Sunny Isles Beach	\$49,652	\$41,588	16.2%
Surfside	\$70,822	\$52,614	25.7%
Sweetwater	\$30,566	\$22,300	27.0%
Virginia Gardens	\$40,512	\$37,844	6.6%
West Miami	\$40,557	\$37,188	8.3%

U.S. Census Bureau,
2019 American Community Survey 5-year estimates.

⁶¹ U.S. Census Bureau, 2019 American Community Survey 5-year estimates.

INCOME WAGE GAP BY SEX IN MIAMI-DADE MUNICIPALITIES



Overall Health Conditions

The 2019 health insurance coverage data for Miami-Dade shows that 84.5 percent of women and 81.8 percent of men were insured. Conversely, 18.2 percent of men were uninsured, compared to 15.5 percent of women. This is about double the national average of 9.9 percent of men and 7.8 percent of women were not insured.

Insurance Coverage by Gender in Miami-Dade County, 2019

	Male	Male %	Female	Female %
Insured	1,057,937	81.8%	1,168,079	84.5%
Uninsured	235,509	18.2%	213,728	15.5%

U.S. Census Bureau, 2019 American Community Survey 1-year estimates.

In 2019, Miami-Dade had 270,259 disabled individuals, or 10.1 percent of the population, with 9.2 percent of men with a disability compared to 10.9 percent of women. More male than female children have a disability, about 9.9 percent to 5.6 percent. For age groups 65 to 74 and 75+, women have a higher disability occurrence than men. The difference is most significant for individuals 75+, 40.47 percent of women compared to 26.42 percent of men⁶².

In Miami-Dade, women have a higher rate of having an independent living difficulty or ambulatory difficulty than men. Women have higher rates in all “physical, mental, and other difficulties” categories than man, other than in hearing difficulty.

Total Population with a Disability in Miami-Dade County, 2019

	Overall		Men		Women	
	Count	%	Count	%	Count	%
Total population	2,675,253		1,293,446		1,381,807	
Population with a disability	270,259	10.1%	119,382	9.2%	150,877	10.9%
Hearing difficulty	57,507	2.1%	29,155	2.3%	28,352	2.1%
Vision difficulty	57,558	2.2%	24,820	1.9%	32,738	2.4%
Cognitive difficulty	119,838	4.5%	54,813	4.2%	65,025	4.7%
Independent living difficulty	112,749	4.2%	41,536	3.2%	71,213	5.2%
Ambulatory difficulty	151,139	5.6%	57,495	4.4%	93,644	6.8%
Self-care difficulty	71,570	2.7%	27,764	2.1%	43,806	3.2%

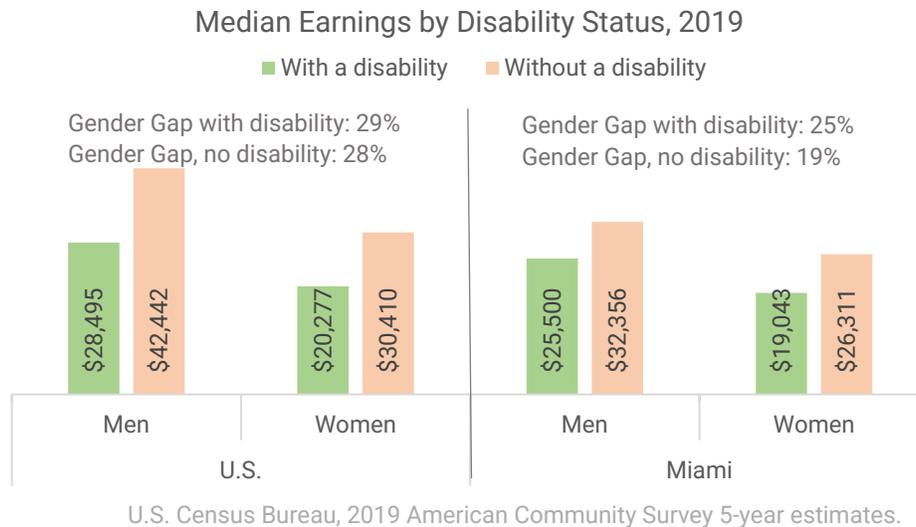
U.S. Census Bureau, 2019 American Community Survey 5-year estimates.

Median earnings for individuals with a disability are about 38.2 percent less than median earnings for those without a disability (\$30,284 versus \$21,913). Earning gaps between men and women with disabilities is higher than that of those without disabilities— 25.3 percent for disabled men and women; 18.7 percent for non-disabled men and women.

The earnings gap between disabled men and women is more pronounced in Miami-Dade than nationally, where the gap was 17.2 percent. Earning gaps between disabled men and women is less than for those without disabilities, where in Miami-Dade it’s reversed.⁶³

⁶² U.S. Census Bureau, 2019 American Community Survey 5-year estimates.

⁶³ Ibid.



Disease Prevention and Risk Behaviors

The age adjusted death rate in 2019 was 546.8 per 100,000 of the population, the lowest mortality rate for the County since 2000. The male death rate was 683.5 while for women it was 441.1, 64.5 percent higher.

The leading causes of death for women and men are heart disease, cancer, and stroke. Women have lower overall rates than men in these categories. The only disease that leads to a greater rate of death for women is chronic lower respiratory disease, a 44.4 death rate for women compared to an 18.3 death rate for men. Alzheimer's is another disease that leads to a greater death rate for women, with a rate of 30.3 per 100,000 population that is approximately 43 percent higher than the rate for men.⁶⁴

Heavy Drinking: The incidence of heavy drinking was dropping amongst women in Miami-Dade from 2002 to 2010 but has since begun to rise again. The 2019 rate of women who engage in binge drinking was at its highest since 2002. Binge drinking involving men was at a much higher rate than women at 24.6 percent, compared to 11.9 percent. For men in Miami-Dade, the rate of heavy drinking is higher than the state average (24.6 percent compared to 21.2 percent). Women in Miami-Dade partake in heavy drinking at lower rates than the state average at 15.1 percent.⁶⁵

Tobacco Use: Tobacco use among women has steadily decreased since 2002, with a small uptick from 2016 to 2019 (6.5 percent to 7.4 percent) Women have lower rates of tobacco use than men in Miami-Dade; this is also reflected at the state level. Tobacco use among women in Miami-Dade is lower than the state average for women (13.9 percent).⁶⁶

Physical Activity: The latest data available for physical activity is from 2013 and 2016. In 2013, there was no major difference between men and women (55 percent and 56.4 percent) defined as inactive/insufficiently active. However, in 2016, the difference became much more pronounced - 60.6 percent of men were considered inactive/insufficiently active compared to 72.3 percent of women in the County. These rates are higher than the state averages for men and women.⁶⁷

⁶⁴ Florida Department of Health, Bureau of Vital Statistics. <https://www.flhealthcharts.gov/charts>

⁶⁵ Ibid.

⁶⁶ Ibid.

⁶⁷ Florida Charts. Florida Department of Health, Division of Community Health Promotion, <https://www.flhealthcharts.gov/charts>

Lack of physical activity is also linked to obesity rates. In 2019, 57.8 percent of women were considered overweight or obese in comparison to 66.1 percent of men. Both rates are lower than the state average. The rate for overweight/obese men has decreased since 2007 and for women it has stayed generally the same.⁶⁸

Nutrition: The current 2015–2020 Dietary Guidelines for Americans recommend that people needing 2,000 calories per day include 2 cups of fruit and 2.5 cups of vegetables in their daily diets. USDA food consumption surveys find that the average American falls far short—consuming only 0.9 cups of fruit and 1.4 cups of vegetables per day.⁶⁹ Most Miami-Dade residents do not meet the recommended servings. The latest available data from 2013 on the percentage of adults who consumed five or more servings, shows only about one in five adult men or women meet that requirement. More current data from 2019 shows that in Miami-Dade County, 34.2 percent of women and 29.0 percent of men consumed two or more servings of vegetables per day.⁷⁰

Immunization: Vaccines are an important tool for disease prevention and death, particularly among populations in the youngest and oldest age groups, as well as individuals with health challenges. In 2019, more women than men obtained a flu shot (30 percent to 23.6 percent). This is lower than the state average, where 34.3 percent of men received a flu vaccine in comparison to 39.3 percent of women. For women in Miami-Dade, this number has increased steadily by almost 10 percentage points since 2002. For men, it has decreased, peaking in 2010 with 30.7 percent of men receiving a flu vaccine. The 2019 rate for men’s vaccinations was the lowest it has been since 2002, when it was 16.2 percent.⁷¹

COVID-19 Vaccination: Prior to the vaccine rollout, in May 2020, a higher proportion of women (69 percent) than men (76 percent) expressed vaccine hesitancy.⁷² But since the vaccine rollout, COVID-19 vaccination rates were higher for women than for men. As of February 14, 2022, 52.2 percent of women and 48.5 percent of men had received at least one vaccine dose.⁷³ There is no local data available yet for COVID-19 vaccination rates by gender.

Disease Occurrence

In 2019, the percentage of men and women with diabetes were generally the same, approximately 10 percent. Diabetes rates in Miami-Dade have not fluctuated too much from 2002 to 2019. The rate of diabetes-related hospitalizations per 100,000 population has been declining since its peak of 197.5 in 2017, down to 157.7 in 2020. It should be noted that it is possible some of the 2020 data may not be indicative of new trends as the pandemic may have impacted residents’ willingness to seek medical help and a delay in medical treatment because of COVID-19 infection considerations.

In 2019, rates for adults with high cholesterol were lower in Miami-Dade than in Florida, 27.3 percent to 29.6 percent. There was no distinction between men and women with high cholesterol in Miami-Dade at 27.3 percent. High cholesterol rates for women have dropped between 2013

⁶⁸ Ibid.

⁶⁹ U.S. Department of Health and Human Services and U.S. Department of Agriculture. 2015–2020 Dietary Guidelines for Americans. 8th Edition. December 2015. Available at <http://health.gov/dietaryguidelines/2015/guidelines/>

⁷⁰ Florida Charts. Florida Department of Health, Division of Community Health Promotion, <https://www.flhealthcharts.gov/charts>

⁷¹ Florida Charts. Florida Behavioral Risk Factor Surveillance System telephone survey conducted by the Centers for Disease Control and Prevention (CDC) and Florida Department of Health Division of Community Health Promotion. <https://www.flhealthcharts.gov/charts>

⁷² Cary Funk and Alec Tyson. Intent to Get a COVID-19 Vaccine Rises to 60% as Confidence in Research and Development Process Increases. (Pew Research Center). December 3, 2020. <https://www.pewresearch.org/science/2020/12/03/intent-to-get-a-covid-19-vaccine-rises-to-60-as-confidence-in-research-and-development-process-increases/>

⁷³ Centers for Disease Control. February 14, 2022. <https://covid.cdc.gov/covid-data-tracker/#vaccination-demographic>

and 2019 from 30.1 percent to 27.3 percent. 93.8 percent of women compared to 87.1 percent of men in Miami-Dade have had their cholesterol checked in the last five years.

In 2019, 7.7 percent of women in Miami-Dade County had experienced coronary heart disease, heart attack, or stroke in comparison to 12.9 percent of men. For men in Miami-Dade, this rate was higher than the state average of 10.9 percent. Women in Miami-Dade had lower rates for coronary heart disease, heart attack, or stroke than the state average for women, at 8.3 percent. Overall rates for coronary heart disease, heart attack, and stroke were higher in Miami-Dade than the state (10.2 percent to 9.5 percent).

Women in Miami-Dade have higher rates when it comes to arthritis, gout, lupus, or fibromyalgia than men. In 2019, these figures were at 21.4 percent and 13.9 percent. The rates for men and women in Miami-Dade are both lower than the state average.⁷⁴

Both in Miami-Dade and Florida, a larger percentage of women than men have asthma. In 2019, 9.6 percent of women had asthma in comparison to 1.6 percent of men. Both rates are lower than the state average, which stands at 4.4 percent for men and 10.3 percent for women.

HIV/AIDS: In 2019, 71.9 percent of women and 63 percent of men under the age of 65 had been HIV-tested. Rates for both men and women in Miami-Dade are higher than the state average. The latest data for individuals who have been tested for HIV/AIDS in the last 12 months is from 2016. 31.8 percent of women and 31.1 percent of men had been tested in the last 12 months, higher than the state average. In Florida, 18.7 percent of men and 20.7 percent of women had been tested for HIV/AIDS in the last 12 months.⁷⁵

The 2020 rates of HIV diagnoses were higher for men (49.7) than women (8.2) in Miami-Dade, with similar differences also reflected in state and national figures. Rates are per 100,000 population. It should be noted that the rates have been decreasing over the past two decades. However, the rate of Black males diagnosed with HIV (66.6) was more than double the rate of White, non-Hispanic males (32.6). The rate of Hispanic males was 50.1. If HIV is not treated, it can lead to AIDS. The rate of AIDS diagnoses in Miami-Dade has decreased by more than half over the past decade, from 26 to 10.6 per 100,000 population. The 2020 rate was 15.7 for men and 5.7 for women.⁷⁶

Sexually Transmitted Diseases (STDs): STDs may be contracted through sexual contact with an infected partner. STDs caused by bacteria are typically curable with antibiotics while some STDs, like herpes and HIV infection, are not yet curable and persist for life.

Chlamydia is the most reported STD that affects both men and women. Nationally, women had higher rates of contracting chlamydia. In 2019, the national rate for men contracting chlamydia was 400 per 100,000 population compared to 699 for women.⁷⁷ In 2019, the CDC ranked Miami-Dade as 13th in the country among counties with the highest chlamydia transmission, at 14,680 cases or a rate of 531.6 per 100,000 people.⁷⁸ The 2020 data shows that in Florida, the rate was 334 infections per 100,000 for men and 578 for women. Miami-Dade's rates were lower at 376 for men and 488 for women. The 2020 rates represent a significant decrease from 2019, likely because of pandemic-induced isolation. Over the last decade, the rates have been steadily

⁷⁴ Florida Charts. Florida Department of Health, Division of Community Health Promotion, <https://www.flhealthcharts.gov/charts>

⁷⁵ Ibid. Note: HIV is a virus that attacks the body's immune system. If HIV is not treated, it can lead to AIDS.

⁷⁶ Ibid.

⁷⁷ Centers for Disease Control, 2019. <https://www.cdc.gov/std/chlamydia/stats.htm>

⁷⁸ CDC, Chlamydia – Reported Cases and Rates of Reported Cases in Counties and Independent Cities* Ranked by Number of Reported Cases, United States, 2019. <https://www.cdc.gov/std/statistics/2019/tables/9.htm>

climbing, especially for men, with an increase of 111 percent. Increased screening and testing have likely contributed to this upward trend. Overall, the bacterial STDs rate more than doubled for men from 2010 to 2019 (127 percent), in comparison to 22.3 percent increase for women. It is notable from the perspective of public health and as an area of focus that the 2020 bacterial STD rate for Black females was 901 per 100,000 population, more than five times the rate of non-Hispanic White females (170 rate). The Hispanic female rate was 241.⁷⁹

Cancer: In pre-pandemic years, cancer was the second leading causes of death for Miami-Dade residents, after heart disease. However, medical advancements have likely contributed to the general decline of deaths from cancer, with the 2020 rate of 114.7 per 100,000 population representing an 18.1 percent decrease since 2010. Cancer deaths have always been higher for men than women, with the rates in 2020 of 141.1 for men and 97.6 for women.⁸⁰

Prostate, lung, and colorectal cancers account for an estimated 43% of all cancers diagnosed in men in 2020. For women, the three most common cancers are breast, lung, and colorectal, and they will account for an estimated 50% of all new cancer diagnoses in women in 2020.⁸¹ From 2010 to 2020, there was a significant decrease in cancer deaths for men from the three leading categories – 18.9 percent for prostate cancer, 36.8 percent for lung, and 27.1 for colorectal cancer. Cancer death rates also decreased for women – 19.5 percent for breast cancer, 27.1 percent for lung, and 20.0 for colorectal cancer.⁸²

Mental Health: The COVID-19 pandemic that led to isolation and financial stress for many residents underscored the need to consider mental health as an indicator of overall well-being. In 2019, the rate for depression for women was more than double the rate of men. In 2019, 19.3 percent of women in Miami-Dade County compared to 8.8 percent of men reported that they had been told they have a depressive disorder. The statewide averages also reflect significant differences with 13.1 percent of men and 21.9 percent of women reporting depression. One reason is that women are more likely to report mental health challenges than men and these statistics might reflect underreporting by men.⁸³

Maternal and Infant Health

The Florida Department of Health provides detailed data that describes child and maternal health outcomes. Data for the 2020-2021 fiscal year shows that Miami-Dade County has a rate of 8.5 licensed OB/GYN providers per 100,000. The state average is 9 per 100,000 people. The 2015-2016 fiscal year displays the highest rates of OB/GYN providers, when the County rate was 9.2 and the state rate was 10. Since then, the rates have decreased.⁸⁴

For the 2020-2021 fiscal year, Miami-Dade had a count of 805 pediatricians, at a rate of 28.1 per 100,000 people. This is higher than the state rate of 21.9 percent. Since 2010-2011, the rate for pediatricians in Miami-Dade County increased by about 43 percent, from 19.6 to 28.1.⁸⁵

In 2019, 74.5 percent of women in Miami-Dade had a personal doctor in comparison to 59.6 percent of men. Both figures are lower than the state average of 66.6 percent of men and 77.1

⁷⁹ Florida Department of Health, Bureau of Communicable Diseases. <https://www.flhealthcharts.gov/>

⁸⁰ Florida Department of Health, Bureau of Vital Statistics. <https://www.flhealthcharts.gov/>

⁸¹ National Cancer Institute, <https://www.cancer.gov/about-cancer/understanding/statistics>

⁸² Florida Charts. Florida Department of Health, Division of Community Health Promotion, <https://www.flhealthcharts.gov/charts>

⁸³ Ibid. See also Dena T. Smith, D. M. Mouzon, and M. Elliott. "Reviewing the Assumptions About Men's Mental Health: An Exploration of the Gender Binary." *American Journal of Men's Health*. 2018 Jan; 12 (1): 78–89. doi: 10.1177/1557988316630953

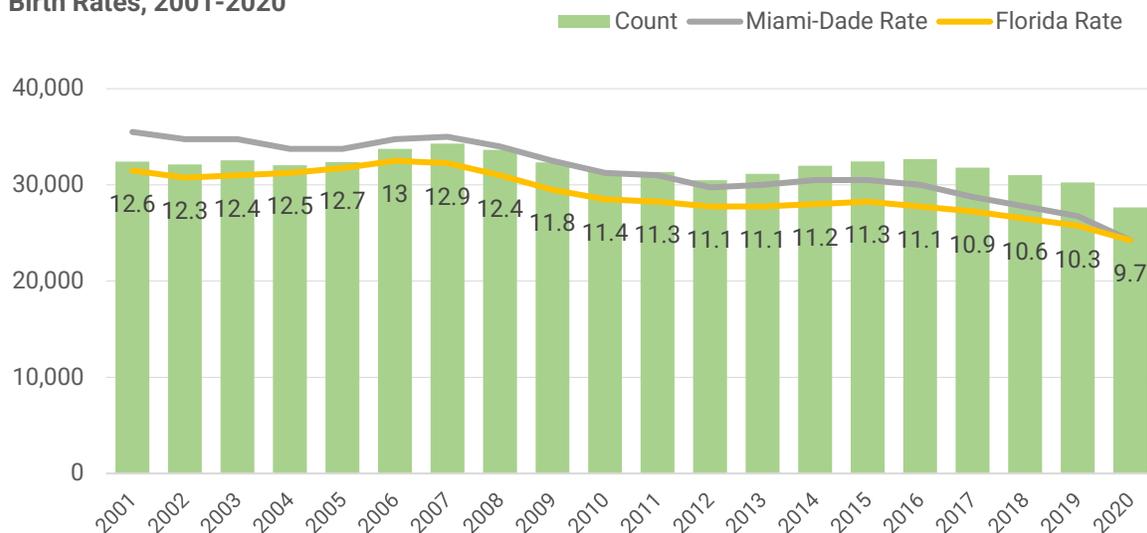
⁸⁴ Ibid.

⁸⁵ Florida Department of Health, Division of Medical Quality Assurance. <https://www.flhealthcharts.gov/>

percent of women. From 2016 to 2019, women in Miami-Dade with personal doctors increased by 6 percentage points.

One of the most notable trends over the past two decades has been the decline of birth rates in the state and in Miami-Dade. From 2001 to 2020, the birth rate decreased by approximately 32 percent in Miami-Dade and 23 percent in Florida. The fertility rate for women ages 15-44 in 2020 was 49.7, a significant decrease from the 64.4 rate in 2001. In Florida, the rate dropped from 63.0 in 2001 to 53.4 in 2020.⁸⁶ This trend can be attributed to lack of childcare, income/job instability, housing insecurity, and a general cultural shift toward anti-natalism.

Birth Rates, 2001-2020



Source: Florida Department of Health, Bureau of Vital Statistics.

In 2020, 345 women in Miami-Dade County gave birth with no prenatal care, a rate of 1.3 per 1,000 women, lower than the state rate of 2.4. The rate has fluctuated over the last decade, with highest rate of 1.6 in 2010, and lowest rate in 2016 – 0.8. Miami-Dade’s 2020 rate of births with adequate prenatal care (Kotelchuck index) was 70.9 compared to the Florida rate of 66.6, the lowest rate for the last decade. The highest rate on the index in Miami-Dade was in 2019, when 80.1 per 1,000 mothers had adequate prenatal care. The rate of births to Black mothers with adequate prenatal care (69.3) was slightly lower than White (71.7) or Hispanic mothers (73.3).⁸⁷

Certain behaviors are linked to adverse health outcomes for women and infants. In Miami-Dade County, births to women who smoked during their pregnancy decreased over the last two decades. In 2020, 147 births were to women who smoked during pregnancy, a rate of 0.5 per 1,000 births. This was significantly lower than the state rate of 3.7. For Miami-Dade County, this was the highest rate since 2001, when the count was 288 births to women who smoked during pregnancy, a rate of 1.0.⁸⁸

In 2020, 45.7 per 1,000 births were by mothers with healthy weight, above the 40.9 state rate. Since 2004, these rates have declined however, from 54.9 in Miami-Dade, and 52.3 in Florida,

⁸⁶ Florida Department of Health, Bureau of Vital Statistics. <https://www.flhealthcharts.gov/>

⁸⁷ Ibid.

⁸⁸ Florida Charts. Florida Department of Health, Division of Community Health Promotion, <https://www.flhealthcharts.gov/charts>

driven by the increase of births to overweight mothers. In Miami-Dade the birth rate to overweight mothers increased from 23.9 in 2004 to 29.2 in 2020.

Births to mothers under 18 years of age decreased continuously since 2001, when the rate stood at 7.4. In 2020, the rate declined to 1.4, lower than Florida's rate of 2.1. Since 2001 there has been a five-fold decrease in the number of teen-births in Miami-Dade County.

In 2020, there were 1,510 births of infants with low birthweights, a rate of 5.5 in Miami-Dade County. This rate has decreased since 2010, down from 6.1, remaining consistently slightly lower than Florida – 6.0 in 2020. Infant mortality also declined in Miami-Dade, from 138 infant deaths in 2010 (rate of 4.4 per 1,000), down to 114 deaths or 4.1 rate. However, infant mortality is higher for Black mothers – 11 per 1,000, in comparison to White (2.6) or Hispanic mothers (3.0).⁸⁹

⁸⁹ Florida Department of Health, Bureau of Vital Statistics. <https://www.flhealthcharts.gov/>

An ongoing study by Value Penguin, a consumer research firm, ranks cities around women’s safety by assessing crime statistics, access to healthcare, cancer rates, educational levels, women’s representation, income, and workplace policies. When it comes to crime, the city of Miami is ranked 212 (out of 261 cities) when it comes to crime, 178th in public policy, 259th in healthcare, and 207th in education and wealth. Miami Gardens ranked at 161st in crime, 178th in public policy, 222nd in healthcare, and 74th in education.⁹⁰

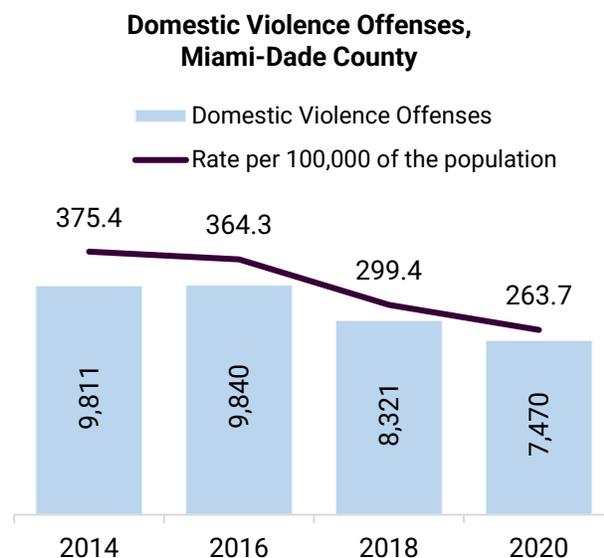
Data from the Miami-Dade Police Department shows an overall 17.7 percent decrease in violent crimes from 2020 to 2021. Rates of violent crimes decreased in all areas of homicide offenses, robbery, and aggravated assaults. However, from 2020 to 2021, the number of forcible sex offenses increased by approximately 21.8 percent.⁹¹

The following section assesses data on domestic violence offenses, domestic violence dispatch calls, forcible sex offenses, untested sexual assault kits, and sex trafficking to analyze changes in women’s safety in Miami-Dade County.

Domestic Violence Offenses

The Florida Statutes, Section 741.28, define domestic violence offenses as any assault, aggravated assault, battery, aggravated battery, stalking, aggravated stalking, kidnapping, false imprisonment, or any other criminal offense resulting in physical injury or death of one family or household member by another family or household member⁹². This includes sexual violence.

The most recent data provided by the Florida Department of Law Enforcement shows decreasing rates of domestic violence cases. From 2014 to 2020, the number of domestic violence cases dropped by 23.9 percent.⁹³ However, there was an increase in domestic violence dispatch calls for 2020, as examined in the next section.



Source: Florida Department of Law Enforcement.

⁹⁰ Safest Cities for Women, Value Penguin. <https://www.valuepenguin.com/safest-cities-women>

⁹¹ Crimes YTD Comparison - Date Range Jan 1, 2021 - Nov 28, 2021. Miami-Dade Police Department, <https://www.miamidade.gov/police/library/part-1-crimes-ytd-comparison.pdf>.

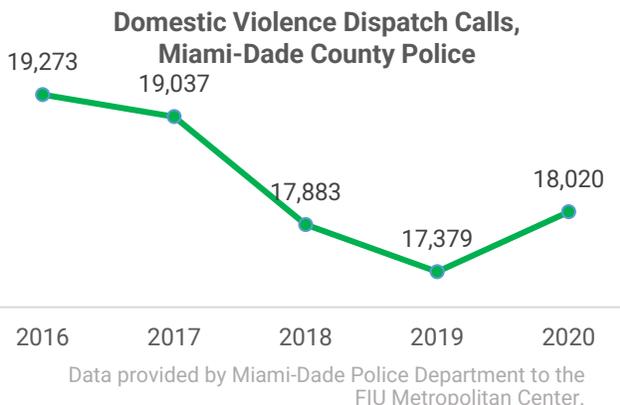
⁹² Florida Statutes 741.28, http://www.leg.state.fl.us/statutes/index.cfm?App_mode=Display_Statute&URL=0700-0799/0741/Sections/0741.28.html

⁹³ Florida Charts. Florida Department of Law Enforcement. <https://www.flhealthcharts.gov/>

Domestic Violence Dispatch Calls

The Miami-Dade Police Department provided data on domestic dispute (code 0086) dispatch calls from January 1 of 2016 to December 31st of 2020. The data shows a decline of 9.8 percent from 2016 to 2019. There was a 3.7 percent increase from 2019 to 2020.⁹⁴

The uptick in domestic violence calls can be attributed to the COVID-19 pandemic, as factors like financial instability, social isolation, and mental health crises compounded to create an environment with higher chances of violence in the home.⁹⁵ This could also be attributed to a higher awareness of domestic violence and increased reporting.



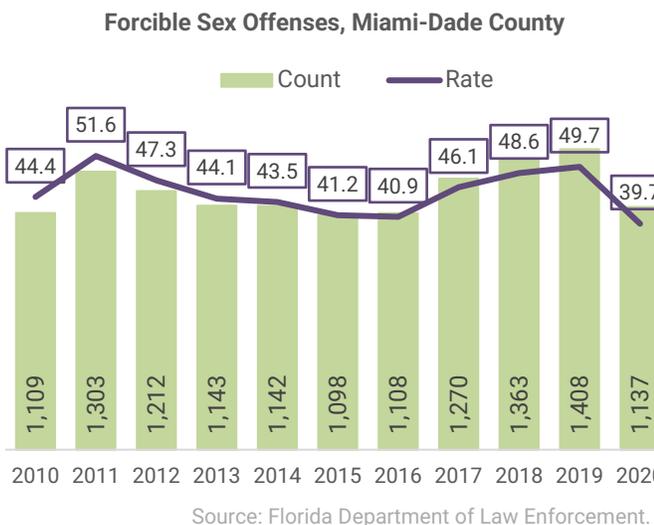
The Metropolitan Center research team contacted the police departments of the five most populous municipalities in Miami-Dade – Miami, Miami Gardens, Homestead, Hialeah, and Miami Beach – to obtain a more comprehensive view of domestic violence offenses. This data is not readily available to the public as some departments require the submission of a public records request and in some cases, payment for the police department to analyze and share the data.

For the year of 2020, City of Miami Police reported 2,913 domestic violence calls. Miami Beach Police reported 2,766 domestic violence calls. Hialeah reported 359 domestic violence calls for the same year. Miami Gardens reported 349 domestic violence calls. Homestead Police was not able to pull data on domestic violence crimes.⁹⁶

Forcible Sex Offenses

Forcible sex offenses are defined as rape by force, forcible fondling, and attempted rape. This can include a random or known victim. In Miami-Dade County, there were 1,137 cases of forcible sex offenses in 2020.⁹⁷

From 2017 to 2019, there was an 11 percent increase in forcible sex offenses. From 2019 to 2020, the number of forcible sex offenses decreased by 19.2 percent, likely attributed to the increased social isolation imposed by the pandemic.



⁹⁴ Data provided by Miami-Dade Police Department to the Metropolitan Center.

⁹⁵ Karen Nikos-Rose, COVID-19 Isolation Linked to Increased Domestic Violence, Researchers Suggest. (University of California, Davis) February 24, 2021. <https://www.ucdavis.edu/curiosity/news/covid-19-isolation-linked-increased-domestic-violence-researchers-suggest>

⁹⁶ Data from Hialeah Police, Miami Gardens Police, Miami Police, and Miami Beach Police, and Homestead Police provided to the Metropolitan Center.

⁹⁷ Florida Health Charts, Forcible Sex Offenses in Miami-Dade County.

Untested Sexual Assault Kits

Data on untested sexual assault kits in Miami-Dade County is not readily available. Miami-Dade Police Department (MDPD) did not provide a report in response to our public records request on the number of untested sexual assault kits in the County, as “sexual offense data is restricted” as per the Information Technology Services Bureau.⁹⁸

In 2017, the City of Miami Police Department was granted \$264,263 from the U.S. Department of Justice (DOJ) to improve capacity to process kits more effectively.⁹⁹ In 2016, an audit carried out by the Florida Department of Law Enforcement (FDLE) found Miami-Dade County had 1,350 untested sexual assault kits, which by October 27, 2016, had decreased to 93. In 2019, FDLE completed a three-year long project to lessen the backlog of untested sexual assault kits. 8,023 total tests were processed, leading to 1,814 matches to known offenders.¹⁰⁰

Sex Trafficking and Slavery

Human trafficking is of particular concern to women and children in Miami-Dade County due to its position as a hub with major ports and thus access to transport victims across state and international lines. On October 1, 2021, the Florida Department of Children and Families released their yearly human trafficking report, which showed 2,289 cases of human trafficking cases reported to the Florida Abuse Hotline involving 1,750 children. This is an over 20 percent increase from the year prior, when 1,901 cases were reported. One of the factors cited in the report to explain this increase was that there was overall less reporting in 2019-2020 due to the COVID-19 pandemic. The data shows Broward County with the most reports of human trafficking (204), followed by Orange County (162), and then Miami-Dade County (158).¹⁰¹

State Attorney Katherine Fernandez Rundle’s Office provided statistics from the State Attorney’s Office Human Trafficking Task Force, presenting 58 cases of “human trafficking or human trafficking related cases” in 2021. The victim in 90 percent of these cases was female. 65 percent were adult victims and 35 percent were child victims.

Various organizations and resources exist to prevent human trafficking or provide support to victims. As of July 2021, there were 13 safe foster homes with a capacity of 14 beds each operated by Citrus Health Network in Miami-Dade and Broward County. Furthermore, Miami-Dade has one of four commercial sexual exploitation-specific drop-in centers, named One Drop-In Center, which provides support for girls who have been trafficked. A second site opened in Homestead in July 2021.¹⁰² In 2022, the International Rescue Committee (IRC) in Miami and MDPD were awarded a total of \$2,366,666 to fund multi-year anti-trafficking programming. The funds provided by the U.S. Department of Justice and the Howard G. Buffett Foundation will support anti-trafficking efforts that include public education, social services supporting survivors, connecting survivors to resources, and investigative activities.¹⁰³

⁹⁸Direct communication between Miami-Dade Police Department and Metropolitan Center.

⁹⁹ National Institute of Justice, Comprehensive Needs Assessment of Forensic Laboratories and Medical Examiner/Coroner Offices Points to Solutions for a System Under Stress. May 27, 2020. <https://nij.ojp.gov/topics/articles/comprehensive-needs-assessment-forensic-laboratories-and-medical-examiner-corer#sexual-assault-kits-not-submitted-or-tested>

¹⁰⁰ Florida Department of Law Enforcement, FDLE completes 3-year sexual assault kit project. September 20, 2019. <http://www.fdle.state.fl.us/News/2019/September/FDLE-completes-3-year-sexual-assault-kit-project>

¹⁰¹ Department of Children and Families, Human Trafficking of Children Annual Report. October 1, 2021.

https://www.myflfamilies.com/service-programs/child-welfare/lmr/docs/2021LMRs/Human_Trafficking_Report_2020-21.pdf

¹⁰² Ibid.

¹⁰³ International Rescue Committee, <https://www.rescue.org/announcement/irc-miami-and-miami-dade-police-department-secure-significant-funding-continue-fight>

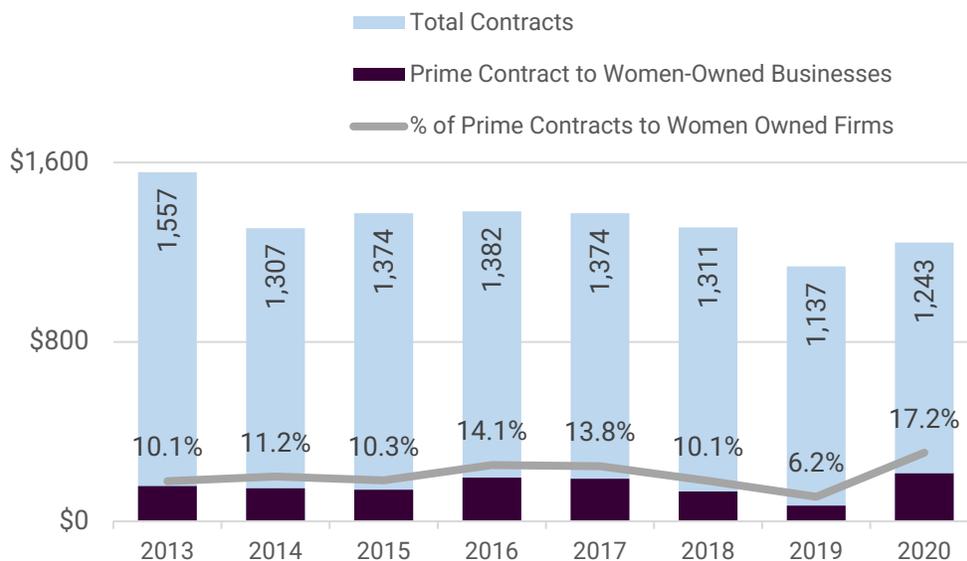
COUNTY CONTRACTS TO WOMEN-OWNED BUSINESSES

In 2017, the latest year for which county-level data is available shows that 21 percent of all firms in Miami-Dade County were women-owned, and 16 percent had equal male/female ownership.¹⁰⁴ The 2018 Annual Business Survey, which surveys businesses nationally, found that women-owned firms were most heavily concentrated in health care and social assistance (19.4 percent), accommodation and food services (15 percent), and administrative, support, waste management, and remediation services (12.6 percent).¹⁰⁵

Supporting women-owned businesses through contracts awarded to them is an important factor in their growth and survival. Economy-wide data is not available but data from the Miami-Dade County Small Business Development Division provides insight into opportunities for women-owned businesses.

In 2020, 214 prime contracts were awarded to women-owned businesses, almost triple the number of contracts in 2019 (70). The increased number of women-owned prime contractors represented 17.2 percent of the 1,243 total contracts awarded. This was the highest number of prime contracts awarded to women-owned businesses when assessing data from 2013 through 2020. On average, spanning the 2013 to 2019 period, approximately 11 percent of prime County contractors were women. The 2020 increase was for both women-owned prime subcontractors, to 214, up from 70 in 2019, as well as subcontractors, up to 142 from 112 in 2019.¹⁰⁶

Prime Contracts awarded by Miami-Dade County



Source: Miami-Dade County Small Business Development Division

¹⁰⁴ U.S. Census Bureau, 2017: ECNSVY Annual Business Survey Annual Business Survey

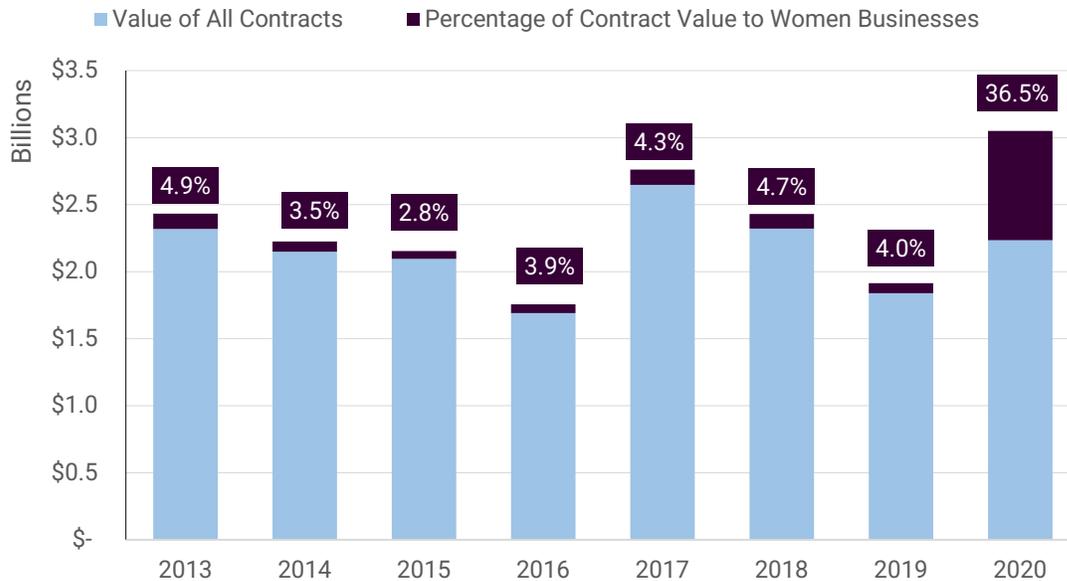
¹⁰⁵ Andrew W. Hait, Number of Women-Owned Employer Firms Increased 0.6 percent from 2017 to 2018 (U.S. Census). March 29, 2021. <https://www.census.gov/library/stories/2021/03/women-business-ownership-in-america-on-rise.html>

¹⁰⁶ Data provided by Miami-Dade County Small Business Development Division; analysis by FIU Metropolitan Center.

The value of contracts to women-owned firms also increased. In 2020, the total value of all contracts granted was \$2,234,236,775, of which contracts for women-owned businesses, both prime and sub-contractors combined, was valued at \$816,101,657, a **36.5 percent** increase from 2019. Prior to 2020, approximately 4% of contract value was awarded to women-owned businesses.

More detailed figures were provided by the Small Business Division and are available in [Appendix A](#).

Total Value of Contracts



Source: Miami-Dade County Small Business Development Division

MIAMI-DADE COUNTY EMPLOYEE ANALYSIS

The Miami-Dade County Human Resources Department provided the complete database of County employees with information on their salaries, hiring data, job category and other characteristics. This data is up to date as of December 31st, 2020. Miami-Dade County had 27,002 full-time employees¹⁰⁷, of which 39.8 percent were women and 60.2 percent were men, a ratio of 2 women to 3 men employed by the County that remained unchanged from the previous report. Overall employment increased by 1.5 percent compared to 2019 when the Country employed 26,590 full-time employees.

From 2019 to 2020, the overall gaps in salaries for County workers decreased for average earnings but increased for median earnings.¹⁰⁸ In 2020, there was an 11.4 percent gap when comparing average salaries between men and women and a 17.0 percent gap when comparing median compensation. Since the average can be affected by very large or very low numbers, the median provides a less skewed comparison.¹⁰⁹ In 2019, the gap in average compensation was 11.8 percent and in median compensation it was 16.6 percent. From 2019 to 2020, the County employee salaries increased slightly. When adjusted for inflation, male employees' median earnings increased by 2.5 percent, compared to 2.1 percent for female employees.

Mean and Median Earnings by Gender, 2020

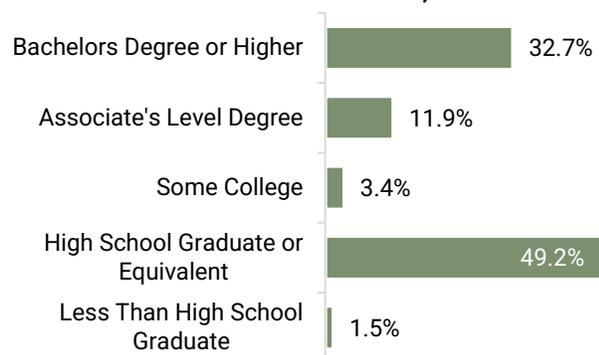
	Overall	Women	Men	2020 Gaps	2019 Gaps
Mean	\$72,499	\$67,279	\$75,945	11.4%	11.8%
Median	\$66,175	\$59,092	\$71,199	17.0%	16.6%
Count	27,002	10,737	16,265	-	-

Source: Miami-Dade County Human Resources Department

Educational Attainment

Almost half of County employees (49.2 percent) only have a high school degree or equivalent. 23.3 percent have a bachelor's degree, 8.3 percent have a master's degree, and 1 percent have doctorate degrees. There is a higher proportion of female employees with Bachelor's degrees or higher educational attainment – 39.7 percent, compared to 28.2 percent of male employees. This significant difference suggests that pay disparities should be in favor of women, instead of men. In 2019, the *average* earnings of women with only high school degrees and women with doctoral degrees were higher than men's, by approximately four and five percent respectively. In *median* earnings however, the disparity was in favor of men across all educational levels, with the smallest gaps for employees with less than high school

Miami-Dade County Employees Educational Attainment, 2020



Source: Miami-Dade County Human Resources Department

¹⁰⁷ The analysis completed by the FIU Metropolitan Center team excludes Commissioners and County Mayor.

¹⁰⁸ For both years, the calculations are based on adjusted annual rate, which overall is 12% higher for all employees combined than the annual base rate.

¹⁰⁹ The median represents the middle number in the sequence of salaries ordered by rank. Thus, the median is the middle of the data set. The average is the arithmetic mean calculated by adding all salaries and dividing by the total number of employees.

(6.4 percent) and employees with doctoral and post-doctoral degrees (3.6 percent). In 2020, men’s median earnings continue to be higher than women’s at every level of educational attainment. In fact, the gaps expanded for some educational levels, including in the categories in which women’s and men’s earnings were the least unequal. The gap for employees with less than high school increased to 9.5 percent, and the gap for those with doctoral and post-doctoral education increased to 6.4 percent.¹¹⁰

The largest gap remains for employees with technical schooling - 30.2 percent, slightly down from 2019, and those with Associate’s degrees – 29.4 percent, slightly up from 2019. Women are 23 percent of the 336 workers with technical school degrees. The largest proportion of women employed by the County (44 percent) have high school degrees and the gap in that category declined from 17.6 percent in 2019 to 15.2 percent in 2020.

Median Earnings by Educational Attainment and Gender

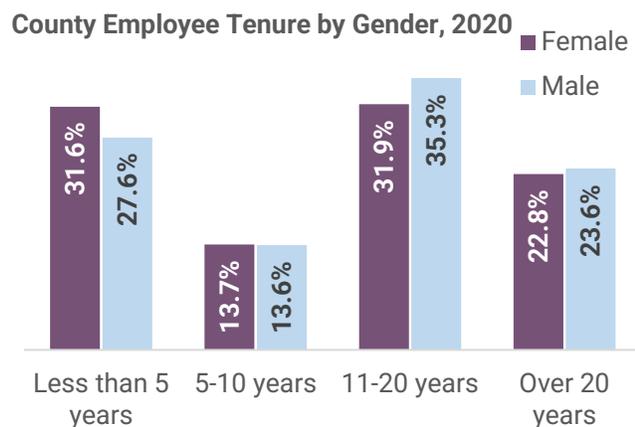
	Women	Men	2020 Gaps	2019 Gaps
Less than High School	\$49,864	\$55,118	9.5% ↑	6.4%
High School	\$55,895	\$65,911	15.2%	17.6%
Some College	\$51,744	\$65,363	20.8%	24.7%
Associate's Degree	\$53,327	\$75,481	29.4% ↑	28.3%
Bachelor's Degree	\$68,293	\$81,326	16.0%	16.3%
Some Graduate School	\$46,178	\$63,175	26.9% ↑	23.3%
Master's Degree	\$82,121	\$98,108	16.3%	16.7%
Technical School	\$44,132	\$63,197	30.2%	32.0%
Doctorate and Post Doc	\$101,820	\$108,820	6.4% ↑	3.6%
Overall	\$59,092	\$71,199	17.0% ↑	16.6%

Source: Miami-Dade County Human Resources Department

Tenure

Another possible explanation for the significant difference in the earnings of County employees could be the length of employment or tenure at the County. Yet, the differences in tenure are not very large. There is a slightly higher proportion of women who were hired within the last five years, which may signify an effort to address women’s underrepresentation in the County workforce. As noted, women comprised only about 40 percent of full-time County employees in 2020.

The wage gap continues to persist across all tenure ranges. The largest gaps in median income earnings are for employees who have worked for the County between 11 and 20 years, with a 15.2 percent difference between female and male employees. The median earnings gap for new hires (those who have worked for less than five years) decreased from 9.4 percent



Source: Miami-Dade County Human Resources

¹¹⁰ Miami-Dade County Human Resources Department; Analysis by FIU Metropolitan Center.

in 2019 to 9.1 percent in 2020, and it continues to be the lowest present gap. If this trend of decreasing the gap for newer employees continues, it should eventually influence the overall earnings gap. There are of course other factors that should be considered, such as retirements, open positions, and new hires qualifications.

Median Incomes by Tenure and Gender, 2020

	Female	Male	Gap
< 5 years	\$45,146	\$49,651	9.1%
5-10 years	\$56,984	\$64,137	11.2%
11-20 years	\$69,716	\$82,230	15.2%
20+ years	\$79,886	\$91,593	12.8%

Source: Miami-Dade County Human Resources Department

Positions

The type of positions women and men hold is another factor that could create disparities. The following table shows the proportions of female and male workers out of the total in each gender group in the top six job classifications which have over 100 employees each and account for over 99 percent of the County workforce.

The largest proportion of both female and male employees is classified in non-supervisory positions, with only a slightly higher percentage of women than men in these jobs. The most significant difference is in the protective services classification, with only 15.1 percent of total female employees in these jobs compared to 22.5 percent of male employees.

Gender Representation in 100+ Employee Job Classes, 2020

	Female	Male
Division Directors	1.3%	1.0%
Sr. Bureau Commanders/Section Head	3.0%	4.2%
Supervisor Classes	26.5%	23.4%
Non-Supervisory	47.3%	45.3%
Non-Supervisory Professionals	6.0%	2.8%
Protective Services	15.1%	22.5%
Total	99.1%	99.3%

Source: Miami-Dade County Human Resources Department

The eight other job classifications that account for less than one percent of County employees include deputy mayors and special advisors, department directors, deputy directors, and several others. The median salaries for most of these positions are in the six-figure range. Women are underrepresented in some of them, including department directors (40 percent women), assistant directors (38 percent), and deputy directors (38 percent). In other high-salaried classifications women are the majority, including assistant division directors (65 percent) and assistant to directors (91 percent).

Pay disparities by gender are present for all job classifications. The largest gap in median earnings in the largest employment categories was for women in the supervisory classification – 16.6 percent. The gaps decreased across these six job types, except for protective services where the gap increased, up from 12.8 percent in 2019.¹¹¹

Gender Representation in 100+ Employee Job Classes, 2020

	Female	Male	Gap
Division Directors	\$133,731	\$145,652	8.2%
Sr. Bureau Commanders/Section Head	\$110,921	\$128,514	13.7%
Supervisor Classes	\$79,782	\$95,614	16.6%
Non-Supervisory	\$48,242	\$53,667	10.1%
Non-Supervisory Professionals	\$68,293	\$78,402	12.9%
Protective Services	\$72,050	\$83,903	14.1%

Source: Miami-Dade County Human Resources Department

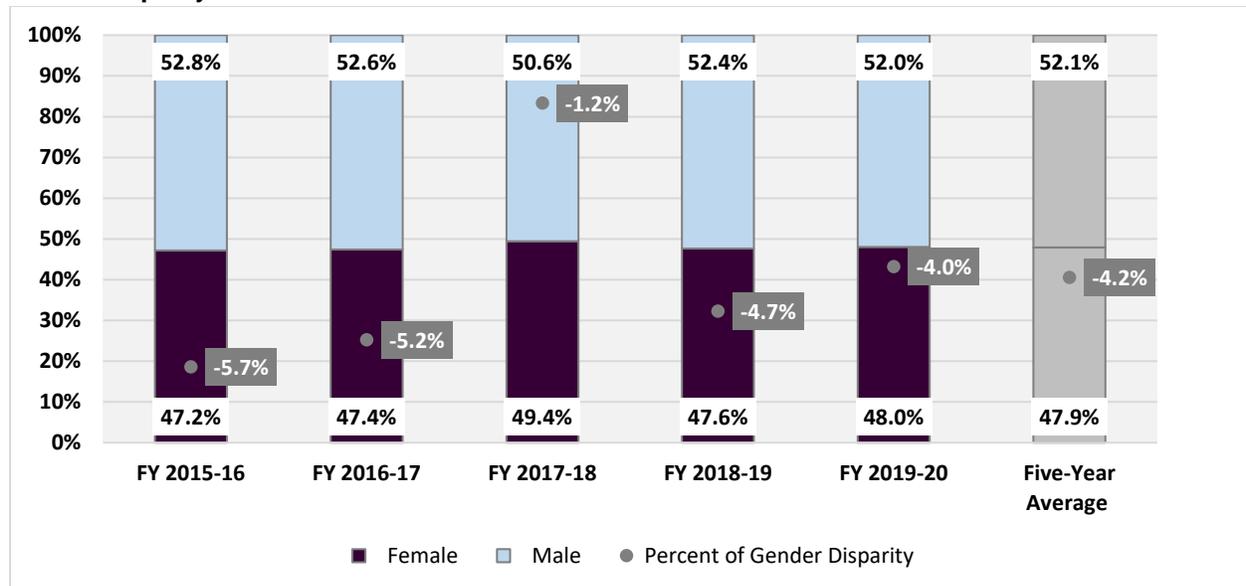
¹¹¹ Miami-Dade County Human Resources Department; Analysis by FIU Metropolitan Center.

Historical Analysis of Employee Population

In 2021, OCA conducted a quantitative analysis of the County's Human Resources (HR) Department's data spanning a five-year period (Fiscal Years (FY) 2015-16 through 2019-20).¹¹²

In addition, OCA analyzed the HR Department data for new County hires during the same five-year period, which depicts a disproportion, yet a consistent gender ratio, close to reaching the equality between the female and male population, representing roughly 48 percent and 52 percent, respectively.¹¹³ The graph below depicts the gender disparity for new hires over the five-year period, including the five-year average.

Gender Disparity for New Hires



OCA collaborated with the HR Department to further analyze the County employee's compensation and factors that create pay gaps, such as qualifications, pay grade of the job classification, and the longevity of each employee related to each position held. The HR Department indicated that the information was not readily available due to limitations in the existing system. In addition, the HR Department is currently focused on responsibilities related to the transition process for the new ERP INFORMS system (INFORMS). The HR Department also communicated that the requested data might not be available post-implementation of INFORMS.¹¹⁴

Generally, classified job types with a standard starting base salary have limited exposure to the factors that may cause pay gaps because employees in this class usually have the same starting salary. We also noted that pay supplements, which are added wage increments for special licenses and certifications, may cause pay gaps. However, job classifications where the starting base salary is negotiable can be a contributing factor to the disparity.

¹¹² OCA analysis based on HR data received in 2021.

¹¹³ Ibid.

¹¹⁴ Email correspondence from HR received on February 15, 2022.

APPENDIX A: MIAMI-DADE COUNTY CONTRACTS/SUBCONTRACTS TO WOMEN-OWNED BUSINESSES (2014-2020)

The demographic data gathered is as of January 2020, from the Miami-Dade County Small Business Development Division on a required or voluntary basis, for certified and non-certified firms, respectively.¹¹⁵

Data Category	2014	2015	2016	2017	2018	2019	2020
1. Number of contracts and subcontracts awarded to women-owned businesses	Prime – 147 Sub – 226	Prime – 141 Sub – 213	Prime – 195 Sub – 311	Prime – 190 Sub – 237	Prime – 133 Sub – 51	Prime – 70 Sub – 112	Prime – 214 Sub – 142
2. Total number of contracts awarded	1,307	1,374	1,382	1,374	1,311	1,137	1,243
3. Value of contracts and subcontracts to women-owned businesses	Prime - \$28,926,794 Sub - \$46,846,868	Prime - \$49,556,988 Sub - \$9,141,793	Prime - \$33,218,266 Sub - \$32,102,653	Prime - \$63,479,328 Sub - \$49,941,626	Prime - \$103,225,823 Sub - \$5,620,520	Prime - \$59,996,122 Sub - \$14,022,652	Prime - \$170,207,542 Sub - \$645,894,115
4. % of contracts and subcontracts to women-owned businesses	Prime – 1.35% Sub – 2.18%	Prime – 2.37% Sub – 0.44%	Prime – 1.96% Sub – 1.90%	Prime – 2.4% Sub – 1.89%	Prime – 4.45% Sub – 0.24%	Prime – 3.3% Sub – 0.76%	Prime – 7.61% Sub – 28.90%
5. Total value of all contracts	\$2,149,025,755	\$2,095,354,479	\$1,690,650,671	\$2,648,114,118	\$2,321,205,167	\$1,839,633,597	\$2,234,236,775
6. Number of businesses which are 100% women-owned	68 – Prime 102 – Subs	60 – Prime 96 - Subs	84 – Prime 141 - Subs	94 – Prime 113 - Subs	52 – Prime 19 – Subs	32 – Prime 56 – Subs	66-Primes 39-Sub
7. Number of businesses with women as majority owners	79 – Prime 124 – Subs	81 – Prime 117 - Subs	111 – Prime 170 - Subs	96 – Prime 124 - Subs	81 – Prime 32 - Subs	38 – Prime 56 – Subs	46-Primes 40-Subs

Notes:

- Due to reporting limitations of the contracts database, there may be additional businesses where women are minority owners or on contracts awarded to multiple firms, but they were not able to be identified by the publishing deadline.
- The total number of contracts corresponds to the total number of women-owned businesses that were awarded or subcontracted with, even if the same women-owned business was awarded multiple contracts or was a subcontractor/sub consultant on more than one contract.
- The contracts that contain Primes & Subcontractors where no gender info is present account for a combined award amount total of \$1,368,392,654

¹¹⁵ Data provided by Miami-Dade County Internal Services Department, Small Business Development Division.