

2022

City of Miramar STATUS OF WOMEN





**Jorge M. Pérez
Metropolitan Center**
Steven J. Green
School of International
& Public Affairs

The Status of Women in the City of Miramar 2022 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.

FIU Research Team

Maria Ilcheva, Ph.D., Principal Investigator
Brittany Rochez, Research Assistant
Britney Broxton, Research Assistant



In 2020, the City of Miramar established the Justice Ruth Bader Ginsburg Commission on the Status of Women Board. The Board is comprised of five members, one each appointed by the city commission. The RBG Commission is dedicated to identifying and resolving economic, health and wellness, social, and other issues concerning women's lives through education and advocacy. Sec. 2-105.9. of Article III of the City of Miramar Code of Ordinances established the following duties and responsibilities for the Board:

- (1) To serve in an advisory capacity by making studies, reports and recommendations to the City Commission and to the City Manager; to make recommendations with respect to all matters pertaining to the status of women within the City of Miramar, including, but not limited to, the fair and equal treatment of women. To ensure that policies and practices are in place that do not discriminate against women, whether practiced by government, individuals or corporations. To review working and living conditions of women, focus on the health and wellness of women, the delivery of public and private services to women and the education and training for women and public accommodations afforded to women; and
- (2) To make continuing studies with recommendations and reports of all City agencies, facilities, boards, services and programs dealing with or affecting women, including equal funding of such facilities, services and programs; and
- (3) To study, recommend and report any needed improvements and changes to the City ordinances, resolutions and written and unwritten policies and practices of the City; and
- (4) To appear before any governmental or non-governmental agency to present findings and recommendations on behalf of the RBG Commission on the Status of Women, as well as on behalf of the City with the approval of the City Commission

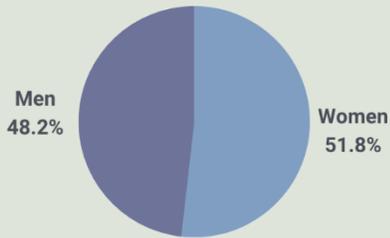
The report is funded by the City of Miramar to assist the City and the Justice Ruth Bader Ginsburg Commission on the Status of Women Board in understanding and addressing issues of gender equality.



CITY OF MIRAMAR STATUS OF WOMEN 2022

EXECUTIVE SUMMARY

POPULATION CHARACTERISTICS



As of 2020, the City of Miramar had 134,721 residents. The three major racial and ethnic groups were:

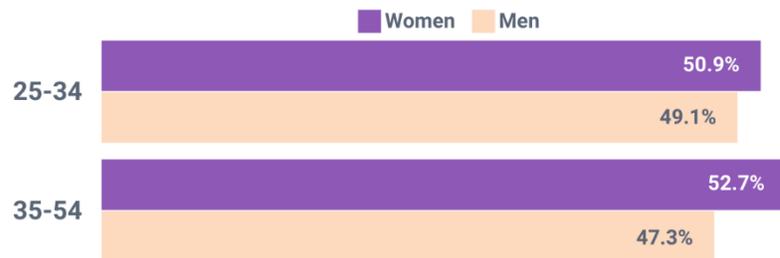
White Alone (Not Hispanic or Latino): **8.0%**

Black or African American Alone: **42.4%**

Hispanic or Latino (of any race): **41.1%**

WORKING AGE POPULATION

WOMEN ARE THE MAJORITY OF THE PRIME WORKING AGE POPULATION.



INDIVIDUAL AND HOUSEHOLD INCOME

NO WHITE (NON HISPANIC OR LATINO) MARRIED COUPLES WITH CHILDREN LIVED BELOW THE POVERTY LINE IN 2020.

POVERTY RATES BY SEX

11.7%
of Residents

11.6%
of Men

11.8%
of Women

CONSISTENTLY HIGHER

The medians for Miramar's households were consistently higher across all characteristics, compared to Broward County's.

MEDIAN HOUSEHOLD INCOME

\$100,188

Married Couple with Own Children under 18
\$68,977

Male Householder (No Spouse Present) with Own Children under 18
31.2% below married couples
\$41,327

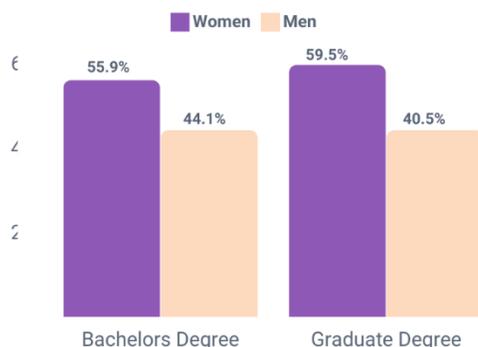
Female Householder (No Spouse Present) with Own Children under 18
58.8% below married couples

EDUCATIONAL ATTAINMENT

HIGHER EDUCATION

(as of 2020)

A HIGHER PROPORTION OF WOMEN THAN MEN HAVE BACHELOR'S DEGREES OR HIGHER.



Younger generations of women are entering fields of study traditionally dominated by men.

51%
of women in the 25-39 with a bachelor's education hold a degree in science, engineering, and related fields.

9%
of women 25-39 have a degree in education compared to the 1% of men.



ECONOMIC OPPORTUNITY

PAY EQUITY

5.6%
WAGE GAP FOR
FULL-TIME
EMPLOYEES.

\$46,144



Median Earnings
for Full-Time Male
Employees

\$43,571



Median Earnings for
Full-Time Female
Employees

25.8% WAGE GAP PUBLIC ADMINISTRATION

THE INDUSTRY WITH THE
HIGHEST WAGE GAP

35.3% WAGE GAP TRANSPORTATION

THE OCCUPATION WITH
THE HIGHEST WAGE GAP

PAY EQUITY FOR FULL-TIME CITY EMPLOYEES

THERE ARE DISPARITIES
IN REPRESENTATION AND
PAY BETWEEN FEMALE
AND MALE CITY OF
MIRAMAR EMPLOYEES.

Average Hourly Rates for Full-Time City Employees

Women Men



**51% OF MIRAMAR RESIDENTS IN
THE LABOR FORCE,
YET WOMEN ARE ONLY 39% OF CITY
EMPLOYEES.**



LABOR FORCE PARTICIPATION

74,497 residents are employed in the City of Miramar, 51.3% women and 48.7% men.

**59.5% OF ALL
PART-TIME EMPLOYEES
AND 48.8% OF ALL
FULL-TIME EMPLOYEES
WERE WOMEN.**

OVERALL Labor Force Participation



68.7% Women's Labor
Force Participation **72.3%** Men's Labor Force
Participation

PART-TIME VS. FULL-TIME



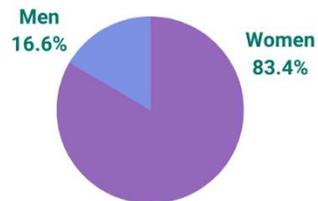
INDUSTRY SECTORS AND OCCUPATIONS

Women are the majority of workers in only 2 sectors:

- 73.8% in Educational services and healthcare and health care services
- 55.2% in Finance and insurance, and real estate and rental and leasing



Women were the largest proportion of employees
in Healthcare support occupations



SAFETY

MIRAMAR'S TOTAL CRIME INDEX HAS STEADILY DECLINED
BETWEEN 2015 AND 2020.

Total reports decline by 18% between 2019-2020. However, during that same period, reports of rape and aggravated assaults increased by 51.7% and 16.9%, respectively.

HEALTH



Sources: Centers for Disease Control and PLACES Project, 1 year Modeled Estimate, 2019 Florida Department of Education U.S Census Bureau, 2020 ACS 5-Year Estimates 2020 Semi-Annual Uniform Crime Report



Table Of Contents

ABOUT THIS REPORT	1
POPULATION CHARACTERISTICS	2
RACE, ETHNICITY, AND AGE.....	2
HOUSEHOLD CHARACTERISTICS	4
EDUCATION	6
IMPACT OF EDUCATION ON EARNINGS	7
FIELD OF BACHELOR'S DEGREE.....	8
ECONOMIC OPPORTUNITY	9
POVERTY STATUS.....	9
LABOR FORCE PARTICIPATION.....	11
OVERALL EARNINGS GAPS.....	12
EMPLOYMENT AND MEDIAN EARNINGS BY INDUSTRY	13
WOMEN PARTICIPATION AND MEDIAN EARNINGS BY OCCUPATION	15
HEALTH	18
HEALTH INSURANCE COVERAGE	18
PREVENTIVE SERVICES	20
HEALTH RISKS AND PROTECTIVE FACTORS.....	20
CHRONIC DISEASE OCCURRENCE	23
DISABILITY STATUS	25
SAFETY	26
CITY OF MIRAMAR PAY GAP ANALYSIS	28
GLOSSARY	30

Exhibits

List of Tables

Table 1: Population by Race and Ethnicity, 2020.....	2
Table 2: City of Miramar Households and Families.....	4
Table 3: Miramar High School Graduation Rates by Sex and Race/Ethnicity	6
Table 4: Poverty among Single Adult Householder Families in Miramar, 2010-2020	11
Table 5: City of Miramar, Full-time, Employed Population 16 Years and Over by Industry	13
Table 6: High Wage Occupations Representation and Median Earnings n Miramar, 2020	16
Table 7: City of Miramar, Full-Time Employees by Gender.....	28

List of Figures

Figure 1: Miramar Population by Age, 2020	3
Figure 2: Miramar Household Composition Distribution, 2020z.....	5
Figure 3: Median Income by Household Type, 2020	5
Figure 4: Educational Attainment by Sex for the Population 18 to 64 Years, 2020.....	7
Figure 5: Miramar Median Earnings and Gaps by Educational Attainment, 2020.....	7
Figure 6: Field of Bachelor's Degree by Sex, Population 25 Years and Over, 2020	8
Figure 7: Miramar Poverty by Sex, 2010-2020.....	9
Figure 8: Poverty by Gender and Race and Ethnicity, 2020.....	10
Figure 9: Median Earnings Gap for Miramar Residents Working Full-Time, 2010-2020	12
Figure 10: Earning Gaps by Industry for 2020	14
Figure 11: Earnings for Full Time Employees over 16 by Gender and Occupation in Miramar and the Earnings Gap, 2020.....	17
Figure 12: Health Insurance Coverage by Sex and Age (Rates of Insured) in Miramar, 2020	19
Figure 13: Health Insurance Coverage by Age and Race/Ethnicity in Miramar, 2020	19
Figure 14: Miramar Obesity Rates, 2014 and 2019	21
Figure 15: Miramar Binge Drinking, 2014 and 2019	22
Figure 16: Miramar Breast Cancer Fatality Rate for Women by Race and Ethnicity, 2020	23
Figure 17: Median Earnings by Disability Status, 2020	25
Figure 18: Violent Crime Rates, Miramar and Broward County	26
Figure 19: Average Hourly Wages for Full-Time Employees by Gender and Length of Service in the City	29
Figure 20: Average Hourly Wages for Full-Time City Employees by Gender and Age.....	29



About This Report...

Commissioned by the City of Miramar's Vice Mayor Yvette Colbourne, the Status of Women Report was initiated under the auspices of Miramar's Justice Ruth Bader Ginsberg's Commission on the Status of Women. The RBG Commission on the Status of Women is one of Miramar's seventeen advisory boards and committees. The commission has five members, appointed by each of the five Miramar commissioners and serve two-year terms. The purpose of the RBG Commission on the Status of Women...

“shall be dedicated to identifying and resolving economic, health and wellness, social, and all other issues concerning women's lives through education and advocacy.”

The board's mission and purpose are directly reflected in the contents of the Status of Women in the City of Miramar Report. The City of Miramar Status of Women 2022 report is a comprehensive report that provides an in-depth analysis of the advancement of women in the city using data spanning from the years 2010 to 2020 and highlights the disparities between men and women in several salient socioeconomic areas of interest. The 2022 Report evaluates both gender equity and disparities in relation to education, economic development, health and safety, availability of resources, and pay equity from an intersectional perspective wherein factors such as race, ethnicity, disability status, and age are also addressed.



Population Characteristics

Race, Ethnicity, and Age

Between 2010 and 2020, the City of Miramar experienced a 9.4 percent population growth, increasing by approximately 12,000 residents.¹ Some racial and ethnic groups experienced dramatic changes in numbers and composition. Between 2010 and 2020, the total population that identifies as “one race” decreased by 14 percent. Under the “one race” classification, the White (alone) race declined by 55.5 percent, with the population dropping from almost 50,000 to 22,226. White alone (not Hispanic or Latino) followed the same pattern and declined by 23.6 percent.

The other racial and ethnic groups all experienced positive growth rates. The population of two or more races increased from 4,565 in 2010 to 33,767 in 2020 (a 639.7 percent growth rate). The Hispanic or Latino (any race) had a 22.9 percent growth rate. Blacks and African Americans had the smallest growth out of the seven groups (2.4 percent), yet it remained the largest percent of the population throughout the ten-year period. Table 1 shows the distribution of Miramar’s population by race and ethnicity.

The introduction of two separate questions on the 2020 Census could explain the change in the population of one race and White alone. One question allowed for residents to mark that they identified with two or more races. The other question gave residents the opportunity to identify as Hispanic or Latino. The overall population did not have a large enough growth rate (only 9.4 percent) to adequately explain the demographic composition changes. Therefore, when analyzing the population, acknowledgment needs to be given to the opportunity for residents to self-identify in other ways regarding their heritage, race, and ethnic origins, causing internal changes in composition.

In 2020, the largest racial group in Miramar was Black or African American persons, comprising 42.4 percent of the total population. Those of Hispanic or Latino ethnic origin were the second largest demographic (41.1 percent). White alone (not Hispanic or Latino) were 8.0 percent. Finally, compared to 2010, when it was the smallest demographic group (3.7 percent), the two or more races group grew to be the fourth largest demographic category at 25.1 percent.

Table 1: Population by Race and Ethnicity, 2020

	Total Population	Percent of Population
Total 2020:	134,721	
Population of One Race:	100,954	74.9%
White Alone	22,226	16.5%
White Alone (Not Hispanic or Latino)	10,816	8.0%
Black or African American Alone	57,109	42.4%
Other	21,619	16.0%
Population of Two or More Races	33,767	25.1%
Hispanic or Latino of Any Race	55,337	41.1%

¹ US Census Bureau. (2020). 2010 and 2020 Decennial Census.

Source: U.S. Census Bureau, 2020 Decennial Census

Miramar’s racial and ethnic composition is significantly different from the county. According to the 2020 Decennial Census, Broward County’s population of 1,944,375 was 33.1 percent White alone (Not Hispanic or Latino), 26.6 percent Black or African American and 31.3 percent Hispanic or Latino of any race. In comparison, as shown in Table 1, Miramar has a higher proportion of Black or Hispanic residents. More differences between Miramar and Broward County were found in the population of two or more races and those who are black of African American. Broward County’s population of two or more races was only 3.8 percent of the total compared to Miramar’s 25.1 percent. Miramar was predominately Black or African American and Hispanic or Latino, with a very small White alone (Not Hispanic or Latino) population.

Neither the Decennial Census nor the American Community Survey provides data that categorizes racial and ethnic groups by sex, limiting our ability to provide accurate data and comparisons of men and women within this classification. Alternatively, an estimation can be made by utilizing the patterns of age and sex. Since each age bracket is almost evenly split, assumedly, race and ethnic groups follow a similar trend.

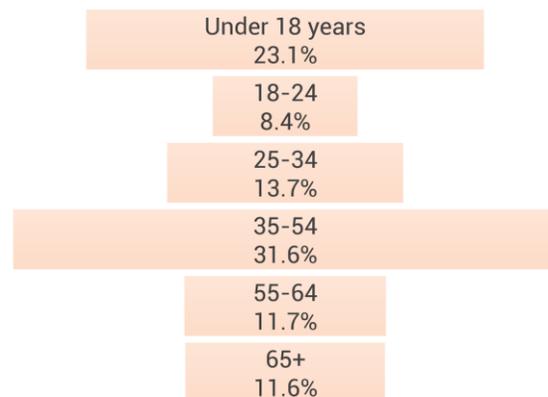
The total population estimates vary due to the varying surveys sources. Table 1 is based on the official count of the U.S. population from the decennial census, while Figure 1 shows data from the annual American Community Survey, also administered by the U.S. Census Bureau. Since the primary goal of the Census is to provide population counts, that survey does not yield detailed information on housing characteristics, income, education and many other metrics. Therefore, to provide more detail on the population of Miramar, this report relies on the Census Bureau’s American Community Survey.

Across all age brackets and between 2010 and 2020, the division between sexes varied minimally with a 93.1 male to 100 women sex ratio. In 2020, 51.8 percent of the 140,479

residents were women, which was a 1.4 percent point decrease compared to 2010.

The only age bracket in 2020 where males (50.4 percent) had a larger population percentage than women (49.6 percent) were in the under 18 years old category. The largest percentage variation based on sex was in the 65 and over age bracket. Even though it remained the smallest age bracket (11.6 percent in 2020), between 2010 and 2020, the 65+ population more than doubled. **Due to the longer life expectancy of women, women will continue to comprise a larger percent of the population 65 and over (54 percent) compared to men (46 percent).** The age bracket with the most residents for both sexes was the 35-54 years group (31.6 percent) followed by those under 18 years (23.1 percent). Following the similar patterns of the city becoming increasingly older, between 2010 and 2020, the median age for women has also increased from 33.5 to 38.8. Overall, the total population of Miramar was aging since every age bracket under 34 years old has seen a decrease in size since 2010.

Figure 1: Miramar Population by Age, 2020



Source: U.S. Census Bureau, 2020 ACS 5-Year Estimates

In 2020, Broward had a similar distribution of the population by sex - 51.3 percent women and 48.7 percent men. The county's "under 18" group followed the same patterns as Miramar, with a 50.7 percent male and 49.3 percent female. In Broward 21.2 percent of the population were under 18, compared to 23.1 percent in Miramar. Broward's population in the 25-54 prime working age group (41.0 percent) was also less than Miramar's (45.3 percent). In Miramar, this group was almost evenly split between women (52.1 percent) and men (47.9 percent). Broward has a larger proportion of residents in the 65+ age group (16.7 percent) compared to Miramar (11.6 percent). Miramar's median age of 38.1 years, below the County's 40.5 median age reflected the higher concentration of residents within the prime working age group.

Household Characteristics

Miramar had 44,929 housing units with 42,256 occupied households in 2020. The average household size was 3.32 occupants, and the average family size was 3.74 members, both higher than the county's. The average household size in Broward was 2.73 persons, and the average family size was 2.45.

Of the occupied households, 50.3 percent were married couples, and the majority (63.9 percent) of them had children under 18 years (Table 2). In Miramar, **19.6 percent of households were headed by women with no spouse, and 7.1 percent were led by men with no spouse.** Nonfamily households comprised 23 percent of the total household number.

Broward County's 704,942 households were comprised of 447,453 (63.5 percent) families and 257,489 (36.5 percent) nonfamily households. The family households were primarily married couples (67.9 percent), followed by women-led households with no spouse present (23.4 percent) and male households with no spouse present (8.7 percent). The family households in Broward and Miramar followed similar patterns. Due to limited data for the City of Miramar, comparisons of the nonfamily households cannot be made.

The largest disparity regarding sex and households in Miramar was the difference between female and male-led households with no spouse and children under 18, which was a similar disparity at the county level. **Twenty-eight percent of households with own children were headed by a woman, with no spouse present.** (Table 2)

Furthermore, the average family size for female-led households with no spouse was 3.93 residents. This average size did not only consider children under 18. It could also represent dependent elderly family members. However, this average family size was greater than the overall family average (3.74), the averages for married couples (3.68), or male households with no spouse present (3.66).

Table 2: City of Miramar Households and Families

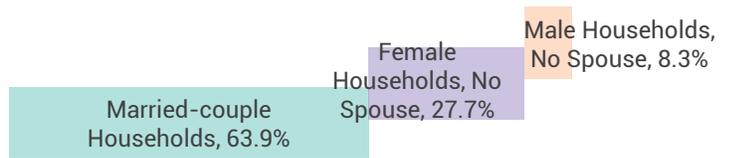
	Households	Families	With own children under 18 years
Total	42,256	32,549	13,601
Married-couple Households	50.3%	65.3%	63.9%
Female Households, No Spouse	19.6%	25.4%	27.7%
Male Households, No Spouse	7.1%	9.3%	8.3%
Nonfamily Households	23%	-	-

Source: U.S Census Bureau, 2020 ACS 5-Year Estimates

The child dependency ratio, also known as the youth dependency ratio, compares the size of the population under the age of 15 to the population 15 to 64 years. A higher ratio means there are more dependent-age people relative to the size of the working-age population. Broward's child dependency ratio was very similar at 34.0 to Miramar's 35.4 ratio, and this difference is related to the higher number of single adult families, with no spouse present. There were three times more women-led than men-led households with no spouse present with children under 18. (Figure 2)

The comparison of household income based on household composition illustrates the importance of family structure. Youth raised in nontraditional households with one parent are more likely to become low-income adults.² A study by the National Longitudinal Survey of Youth showed that children can have high mobility if their youth was not constrained by low-income backgrounds. Single parents with low incomes have a harder time transmitting economic advantages to their children, increasing the probability of generational economic similarities. The differences in median household incomes based on family types in Miramar show the stark inequality amongst traditional married couples and women-led households with children. In 2020, the overall median household income for Miramar was \$70,477, about 14 percent higher than Broward County (\$60,922). The median income for a married couple in Broward was \$87,216 and \$100,188 for a married couple with children under 18. The median for a married couple in Miramar was \$87,216, which was the only group with median income lower than the county's. The income of a married couple with children was 3.9 percent above the county's. Although Miramar's incomes in the other categories were higher than Broward's, there were significant disparities related to household composition. The \$50,778 median income of women-led households with no spouse present was almost 11 percent higher than the Broward figure for the same household type. The income of women-led

Figure 2: Miramar Household Composition Distribution, 2020z

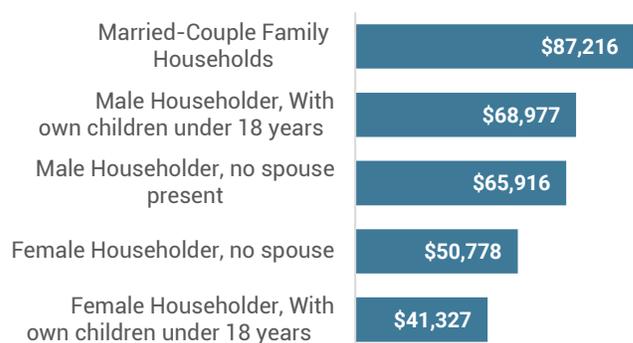


Source: U.S Census Bureau, 2020 ACS 5-Year Estimates

households with children was 13 percent higher than Broward's. Yet, as Figure 3 shows, the differences between women- and men-led households are in the tens of thousands of dollars. **Overall, women-led households had income 23% below male-led households.** For single parent households with children the difference was 40 percent. In other words **men-led householders with children earned almost \$28,000 more in 2020 than women-led households with children.**

The disparities presented in Figure 3 further explain the higher poverty rate among women and is also related to the wage gaps across industries and occupations discussed in a subsequent next section. Adjusted for 2020 inflation, income rates for women have decreased over the past four years and the gap, despite some improvements remains at 5.6 percent.

Figure 3: Median Income by Household Type, 2020



Source: U.S Census Bureau, 2020 ACS 5-Year Estimates

² Bloome, D. (2017). Childhood family structure and intergenerational income mobility in the United States. *Demography*, 54(2), 541-569.

Education

In a labor market that is becoming increasingly specialized and skill-based, educational attainment serves as a critical determinant in achieving socioeconomic advantage. Educational attainment has created greater socioeconomic stratification in the United States, wherein the differences between the “have and the have-nots,” particularly in richer and more developed countries, relies predominantly on whether one attended college or not. Technological advancement has created a labor market that favors more educated workers, a shift of output towards more education-intensive goods and has further highlighted the growing globalization’s added demand for more skilled workers and declining discrimination against women in the labor force¹.

Though the overall graduation rate for Miramar has demonstrated remarkable improvement between 2016 and 2020 (76.8 percent for the 2016-17 school year to 95.4 percent for the 2020-21 school year), there are notable disparities by race and ethnicity. Conversely, trends indicate a significant increase in the graduation rate of White, non-Hispanic female students between 2016 and 2020 (from 68.1 percent to 94.9 percent, respectively) and less discrepancy in relation to graduation rates when compared to Miramar’s male population. The differences might be due to population shifts as some families move out of the area and families with different characteristics move in. High school dropout rates are influenced by multiple factors including, but not limited to, low socioeconomic status, parental educational attainment, and lack of student engagement.

Pursuing higher education is an essential component to gaining greater socioeconomic leverage and promoting economic development. In the United States, the proportion of women with higher educational attainment has risen substantially. According to the Bureau of Labor Statistics, in 2020, 47.2 percent of women ages 25 to 64 had a bachelor’s degree or higher compared with 11.2 percent in 1970



In 2020, only 4.8 percent of women in the labor force had less than a high school diploma, compared to 33.5 percent in 1970.

Miramar’s female population data trends pertaining to educational attainment demonstrate similar correlations to the Bureau of Labor Statistics’ national data, wherein women are more educated than men. The degree of disparity has increased significantly between 2010 and 2020, evidenced more notably in relation to the number of women who had a

Table 3: Miramar High School Graduation Rates by Sex and Race/Ethnicity

Year	Race/Ethnicity	Male %	Female %
2016-17	White	58.3%	68.1%
2016-17	Hispanic	72.3%	76.7%
2016-17	Black	72.1%	83.7%
2017-18	White	90.6%	93.3%
2017-18	Hispanic	94.9%	96.0%
2017-18	Black	91.1%	95.3%
2018-19	White	92.3%	97.2%
2018-19	Hispanic	91.4%	95.9%
2018-19	Black	88.1%	95.0%
2019-20	White	90.0%	92.9%
2019-20	Hispanic	92.8%	96.9%
2019-20	Black	95.5%	97.8%
2020-21	White	84.4%	94.9%
2020-21	Hispanic	95.0%	97.5%
2020-21	Black	94.1%	98.0%

Source: Florida Department of Education

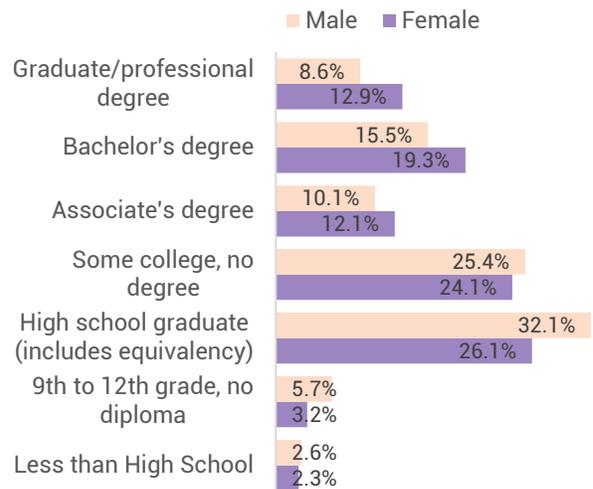
bachelor's or graduate degree. **In 2020, among the population 25 year and over, more women had a bachelor's degree and higher (32.1 percent or 15,692 women), compared to 24.1 percent of men.** These proportions represent an increase from the 29.9 percent of men who had the same educational attainment in 2015 but a slight decline from the 33.5 percent for women. For comparison, in 2010, 32.8 percent of men and 32.1 percent of women had bachelors or graduate degrees. Between 2010 and 2020, trends demonstrate a 8.6 percent increase in the number of women who earned an associate's degree, a 13.9 percent increase in the number of women who had a bachelor's degree, and most remarkably, a 54.9 percent increase in the number of women who had a graduate degree.

Impact of Education on Earnings

The benefits of college education can explain the earnings growth since 1980 for both men and women. Although population mobility and the influx of new residents is related to overall socioeconomic changes in Miramar, changes in poverty rates from 2010 to 2020 might also be indicative of the benefits of higher education in relation to women. The progress engendered by higher education is most notable when analyzing the correlation between a more educated female population and its relative effect on income. There has been a 22.5 percent increase in women who had bachelor's degrees that were at or above poverty levels. In relation to female head householders, there has been a 1.6 percent increase in the rate of women above the poverty threshold and correspondingly, a 4.9 percent decrease in the rate of women below the poverty threshold. Though more incremental in comparison to Miramar's male population, trends indicate progression rather than stagnation related to improved socioeconomic leverage and overall economic development.

According to 2020 American Community estimates, the median earnings of women with bachelor's degrees were 24.5 percent higher than the earnings of women with only high school degree. That earnings difference was almost \$10,700 in 2020.

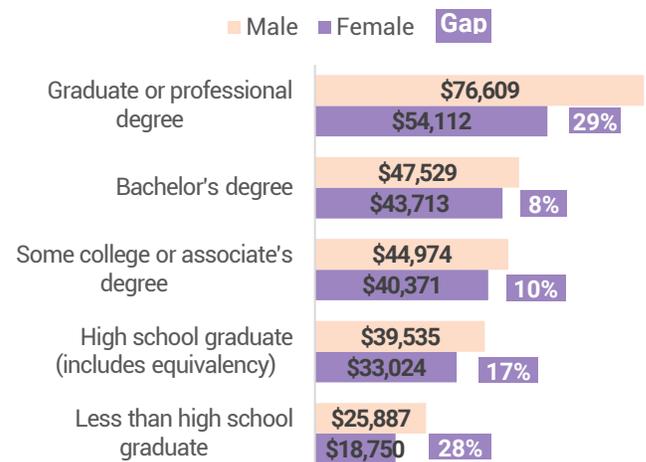
Figure 4: Educational Attainment by Sex for the Population 18 to 64 Years, 2020



Source: U.S. Census Bureau ACS 5-Year Estimate, 2020

Despite the direct positive impact of education on economic opportunity and mobility, there are significant disparities between women and men across all educational attainment categories. **The largest gap is for women with graduate degrees who earned 29 percent less than men in 2020.** However, all of the gaps have declined since 2010 – from 34.7 percent between women and men with graduate degrees, down to 29.4 percent in 2020, and from 8.0 percent for those with bachelor's degrees, down from 25.2 percent in 2010.

Figure 5: Miramar Median Earnings and Gaps by Educational Attainment, 2020



Source: U.S. Census Bureau ACS 5-Year Estimate, 2020

Field of Bachelor's Degree

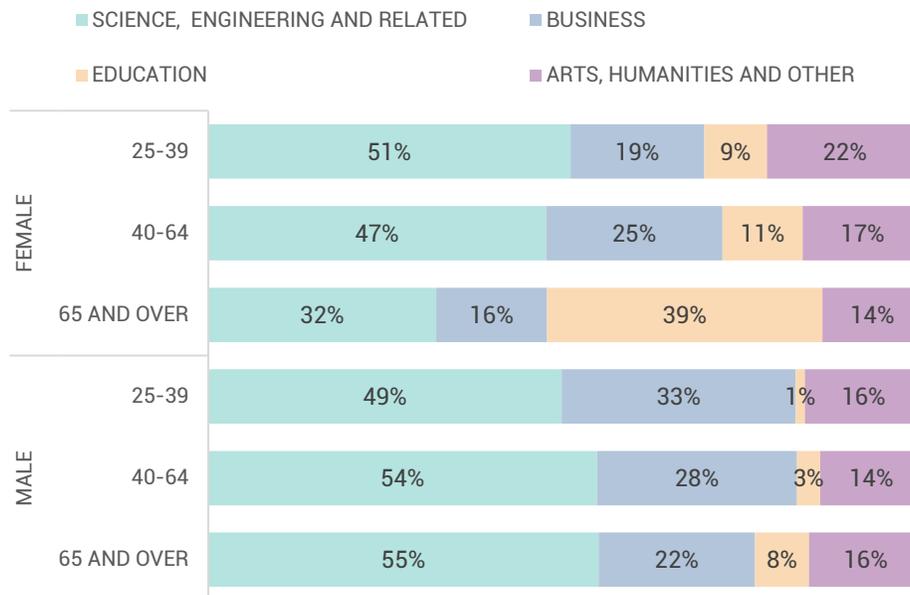
The declining gaps by educational attainment can be attributed to women's choice of field of study. There have been notable changes in the field of bachelor's degree reported by Miramar's female population in the last decade. In 2010, the two leading categories for field of bachelor's degree of women aged 25-39 years were science, engineering, technology and related (STEM) (39 percent), followed by business (26 percent). Approximately 22 percent of women in the 25-39 age group had degrees in education, and 13 percent majored in arts, humanities and other fields. In 2020, a larger proportion of women in this age group had STEM (51 percent) or humanities and arts degrees (22 percent). Younger women seem to have turned away from education and business.

In 2020, the field of education continues to be a female-dominated area of study and career of choice, with women representing eight out of ten

residents with a degree in education in Miramar. However, there was a 12.7 percent decrease in women with a bachelor's degree in education from 2010 to 2020. The decline among men was even more precipitous, 58 percent.

In respect to business degrees, the proportion of young women with this area of study declined from 26 percent in 2010 to 19 percent in 2020. Women's entry into previously male dominated fields is dependent on the attainment of necessary education and specializations to take on new roles. The emphasis on women's access to education and jobs in STEM has likely played a role in the growing number of women with relevant degrees. However, the exodus from education, if it continues for the younger generations, is very concerning as it portends significant challenges in maintaining an educational system that can create and sustain equitable economic opportunities.

Figure 6: Field of Bachelor's Degree by Sex, Population 25 Years and Over, 2020



Source: U.S. Census Bureau ACS 5-Year Estimates



Economic Opportunity

Family history and structure, geography, education, health challenges and many other factors affect economic mobility and opportunity. This section assesses how such factors intersect with gender and provides evidence that while the overall pay gap between female and male full-time workers has declined since 2020, from 22.5 percent, down to 5.6 percent, the disparities across occupations and sectors persist.

Unequal representation in the labor market, specific industries and occupations and overall pay disparity produce immediate adverse conditions for women and families, but also have long-term consequences. The 2021 Survey of Income and Program Participation found that women were less likely to have a retirement account. Ability to accrue savings and allocate for retirement is linked to earnings and economic mobility.

Poverty Status

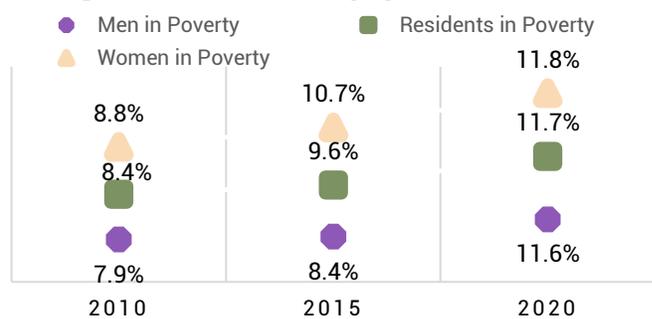
Poverty status in the City of Miramar was available by sex, race and by household composition, including married couples, married couples with children under 18, and “other family.” The “other” category includes women- or men-led households with no spouse present, nonfamily households, and statistics for these same categories with children under 18. The analysis focuses on three racial and ethnic groups: White alone (not Hispanic or Latino), Black or African American, and Hispanic or

Latino. Combined, the White alone (not Hispanic or Latino) and Black or African American residents account for 57.3 percent. The Hispanic or Latino residents of any race comprise 36.9 percent of Miramar’s total population.

In 2020, 52 percent of the 16,369 residents under the poverty threshold were women, and 48 percent were men. Women’s poverty rates have fluctuated over time but were consistently higher than men’s.

Poverty thresholds based on households vary depending on the size and composition. For a married couple under 65 with no children, the poverty threshold in 2020 was \$17,331. With one child present, the poverty threshold increases to \$20,832. The threshold only significantly increases when the household includes four people, two adults and two children under 18 (\$26,246). For the “other” family classification, the poverty threshold for a male or women with no spouse begins at \$13,465 (no children) and

Figure 7: Miramar Poverty by Sex, 2010-2020



Source: U.S Census Bureau, 2020 ACS 5-Year Estimates

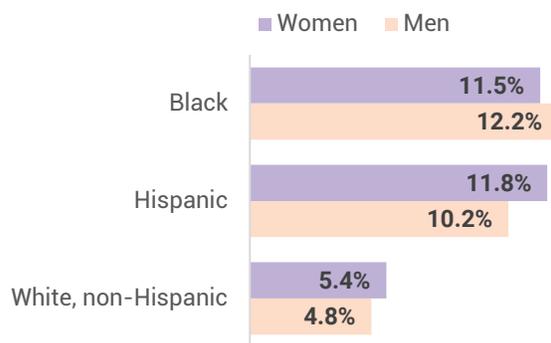
increase to \$17,839 when the household includes one adult with no spouse and one related child under 18.

While women overall have a poverty rate slightly higher than men's, it seems this outcome is primarily a result of the disparities between Hispanic and White women and men. Figure 8 shows that Black women have lower poverty rates than Black men. However, the poverty rates of Black and Hispanic women and men are more than double the rates of White, non-Hispanic residents in the respective genders.

These racial and ethnic disparities translate into similar differences across households. Following the overall population characteristics in Miramar, Miramar's household composition includes 50.3 percent Black or African American households, followed by Hispanic or Latino (any race) (37.1 percent) and White, not Hispanic or Latino (12.7 percent). From 2010 to 2020, the poverty rates for households increased from 8.4 percent to 11.7 percent. In all family-type categories except total married couples in poverty, Black or African Americans had the highest poverty rates. Among the three major racial and ethnic groups, Hispanic or Latino married couples (any race) comprised over half (56.6%) of the total married couples living in poverty in Miramar. The majority of Hispanic or Latino married couples living in poverty (51.6 percent) had children under 18 in the household. Furthermore, 61.9 percent of Black or African American married couples in poverty had one or more children under 18 present. None of the 71 White (non-Hispanic) married couples living in poverty had children.

The main disparity in Miramar, appeared in the comparison of male and female households with no spouse present. Among all three racial and ethnic groups, women with no spouse present were more likely to fall under the poverty threshold. Furthermore, women with no spouse were more likely to have children under 18 living with them than their male counterparts. Among the three major groups, **there were 1,187 female-led households with no spouse present in poverty in Miramar in 2020, compared to 135**

Figure 8: Poverty by Gender and Race and Ethnicity, 2020



Source: U.S Census Bureau, 2020 ACS 5-Year Estimates

male-led households with no spouse present in poverty. There were no White (not Hispanic or Latino) male householders with a child under 18 in poverty. It starkly contrasts the 833 Black or African American female households with no spouse living in poverty, 553 of which have children under 18. Even though the category had the smallest count (43 households or 3.6% of the total), 79% of the White non-Hispanic or Latino female households with no spouse present had children under 18, which is the largest rate out of the three racial and ethnic groups. Hispanic or Latino male-led households with no spouse present had a higher poverty rate (37.8%) compared to their female counterparts (26.2%); however, the actual count of women-led households (311) versus that of males (51) accurately represent the full disparities in Miramar.

Table 4 details the poverty rates of total females and males as heads of the households with no spouse present for all racial and ethnic groups in Miramar. The analysis shows that the proportion of households in poverty across the single adult categories has declined slightly across all family types. As noted previously, the poverty rates in Miramar do not only reflect sex-based inequities; the rates also reflect racial and ethnic disparities, which are also exacerbated by sex. Similar trends are present in the occupation and industry section, which highlight the difficulties women face related to earnings gaps, which in turn creates challenges for families.

Table 4: Poverty among Single Adult Householder Families in Miramar, 2010-2020

	2010	2015	2020
Total Single Adult Householder	11,669	12,221	12,325
Above the Poverty Threshold	78.4%	79.5%	80.9%
Below the Poverty Threshold	21.6%	20.5%	19.1%
Females as Heads of Households	1,116	1,426	1,187
Above the Poverty Threshold	75.4%	76.3%	76.6%
Below the Poverty Threshold	24.6%	23.7%	23.4%
Males as Heads of Households	118	170	135
Above the Poverty Threshold	90.5%	95.8%	95.5%
Below the Poverty Threshold	9.5%	4.2%	4.5%

Source: U.S Census Bureau, 2020 ACS 5-Year Estimates

Labor Force Participation

In 2020, Miramar's 70.4 percent labor force participation rate was higher than Broward's (65.7 percent), while the 4.6 percent unemployment rate was lower than Broward's 5.0 percent. **In 2020, men's labor force participation rate was slightly higher (72.3 percent) than women's (68.7 percent).** This is a significant change from 2015, when 77.6 percent of men and 65.9 percent of women were in the labor force. From 2015 to 2020, there was an increase in women's labor force participation, but a decrease in men's labor force participation.

In 2020, women (38,181) were a larger proportion of the labor force than men in Miramar (36,316).

The biggest difference in the employment composition derived from the comparison between proportion of women and men as full-time and part-time employees. **Out of the 38,181 employed women, 26.6 percent worked part-time, and 73.4 percent full-time.** This is compared to the 81 percent of the total male employee population who worked full time and the 19 percent who worked part time in 2020. According to the 2020 American Community Survey, there were 57,443 full-time and 17,054 part-time employees in Miramar. The majority of full-time employees (52.5 percent) were men, while the majority of part-time workers (59.5 percent) were women.

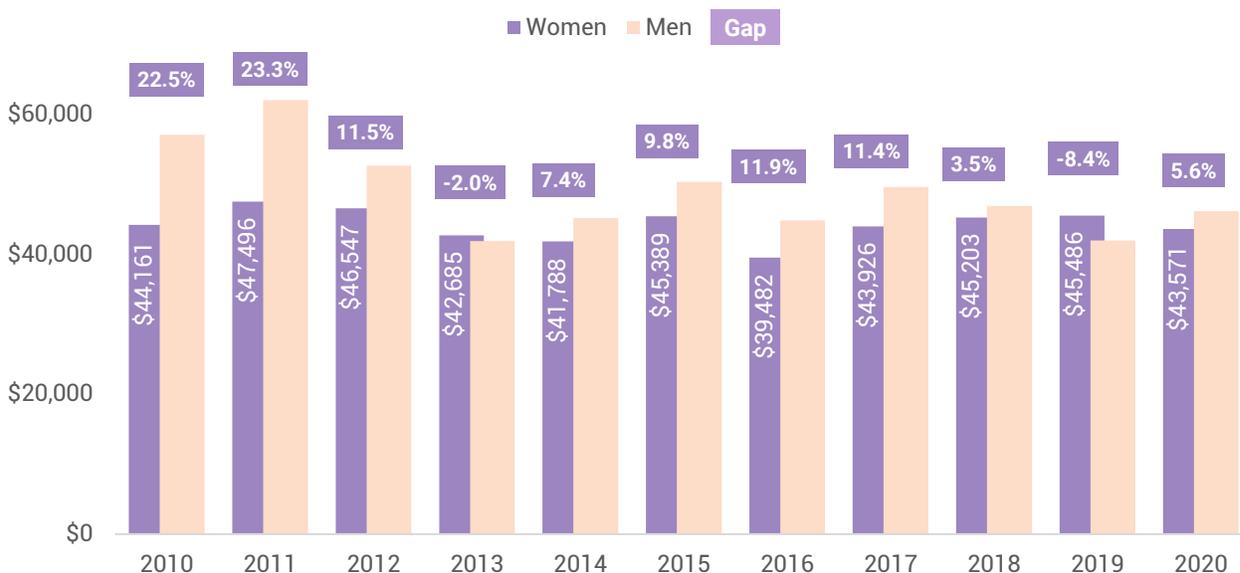
*I do not demand equal pay for any women
save those who do equal work in value.
Scorn to be coddled by your employers;
make them understand that you are in their
service as workers, not as women.*
– Susan B. Anthony

Overall Earnings Gaps

Over the 2010-2020 decade, the earnings of Miramar's female residents who worked full time fluctuated significantly, but there seems to be a general trend towards declining pay gaps. The largest pay gaps were in 2010-2011, over 20 percent, as shown in Figure 9. In two of the years in the past decade, the gaps were in favor of women. In 2012, the median earnings of Miramar's full-time working women were two percent above men's earnings. In 2019, there was an 8.4 percent gap in favor of women as well. **In 2020, the estimated earnings gap between women and men with full-time employment was 5.6 percent.**

It should be noted again that the reasons for these gaps are complex and the explanation is a combination of factors, including overall education and field of degree, as well as family circumstances and obligations, individual choices, as well as women taking on roles or being relegated to specific occupations and industry sectors that may create or reinforce disparities. The overall gap is just the symptom of various circumstances that fluctuate over time as individuals evolve, and communities change because of population movement and overall makeup. The next two sections will illustrate some of these factors, focusing on women's representation and pay (in)equality in industry sectors and occupation.

Figure 9: Median Earnings Gap for Miramar Residents Working Full-Time, 2010-2020



Source: U.S Census Bureau, American Community Survey, 2010-2020

Employment and Median Earnings by Industry

Miramar's population growth was concurrent with a growth of employed residents which signifies an expanding economy that is able to absorb new workers. Miramar experienced a 16 percent worker population growth between 2015-2020.

In 2020, only two industries had more women than men in their workforce. The educational services, and healthcare and social assistance industry was predominantly women (73.8 percent) compared to males (26.2 percent). This industry experienced a 23.8 percent increase between 2015 and 2020. However, **women working in education and health care still experience a 10.7 percent wage gap**, or approximately \$5,500 difference in 2020. The gap seems to be closing incrementally since 2015, when it was 14.3 percent. This sector has received significant attention in the last few years, related to teacher salaries, recruitment challenges and overall issues with instruction

and teaching practices. According to the Broward County Public School System,³ the overall county was dramatically losing full-time teachers. In the 2017-2018 school year, Broward County employed over fifteen thousand teachers. In 2021, the county employed approximately 13,700 full-time teachers. As noted previously in this report, there is a decline in the population with degrees in education, most precipitously among women who account for most of employees in this sector.

The second women-dominated industry in Miramar was finance, insurance, and real estate and rental and leasing, comprised of 55.2 percent female and 44.8 percent male employees. This sector experienced the greatest increase in earnings inequality. In 2015 women in this sector earned 25.4 percent more than men. In 2020 the gap was 7.2 percent in favor of men, as male workers earned over \$3,500 more than women.

Table 5: City of Miramar, Full-time, Employed Population 16 Years and Over by Industry

	Total	Growth 2015-2020	Women	Men
<i>Full-time workers</i>	57,443	19.0%	48.8%	51.2%
<i>Agriculture, forestry, fishing, hunting, and mining</i>	74	17.5%	0.0%	100.0%
<i>Construction</i>	2,886	50.3%	7.6%	92.4%
<i>Manufacturing</i>	3,239	47.6%	35.9%	64.1%
<i>Wholesale trade</i>	1,482	-36.7%	35.8%	64.2%
<i>Retail trade</i>	6,009	15.3%	39.5%	60.5%
<i>Transportation and warehousing, and utilities</i>	5,084	45.8%	35.2%	64.8%
<i>Information</i>	1,923	7.4%	44.9%	55.1%
<i>Finance and insurance, and real estate and rental and leasing</i>	4,626	-6.9%	55.2%	44.8%
<i>Professional, scientific, and management, and Admin. and Waste Mgmt. services</i>	6,390	19.2%	41.6%	58.4%
<i>Educational services, and health care and social assistance</i>	14,818	23.8%	73.8%	26.2%
<i>Arts, entertainment, and recreation, and accommodation and food services</i>	4,041	35.2%	47.0%	53.0%
<i>Other services, except public administration</i>	2,337	-14.9%	37.8%	62.2%
<i>Public administration</i>	4,534	28.6%	47.6%	52.4%

Source: U.S Census Bureau, 2020 ACS 5-Year Estimates

³Brugal, S. & Tavel, J. (2022). Miami-Dade and Broward schools' report card: Learning losses, mental health, test scores. Miami Herald.

<https://www.miamiherald.com/news/local/education/article262290462.html#storylink=cpy>

The two sectors with the largest difference between female and male workers were construction and public administration. The American Community Survey estimates that in 2020, the median earnings of the 220 female employees in construction were 28.6 percent higher than men's. Men consistently dominate the field (92.4 percent compared to 7.6 percent women). In the public administration sector, men earned 25.8 percent more.

From 2015 to 2020, the earnings gap increased in four out of the thirteen industries, including wholesale trade, retail trade, information, and finance, insurance, real estate and leasing. It should be noted that these figures are estimates extracted from survey results and the small sample size which produces the results might lead to significant swings from one year to the next when annualized data is compared.

There are two main indicators of disparity – sectoral representation and sectoral earnings for full-time employees. Three of the thirteen sectors experience a workforce decrease: wholesale trade; finance, insurance, and real estate and rental and leasing; and other services. The 36.8 percent decrease of Miramar residents employed in wholesale trade is notable because in Broward, this sector remained stable, employing about 27,000 both in 2015 and 2020.

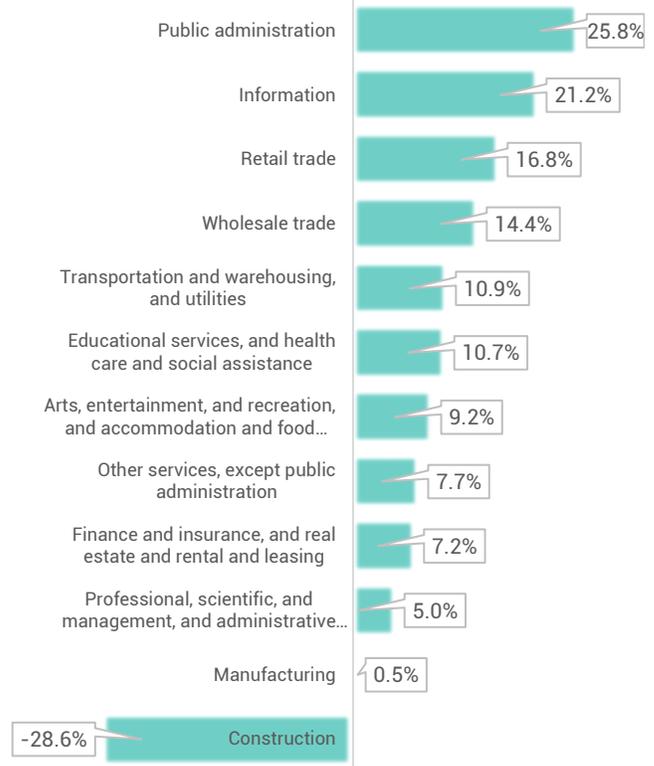
The wholesale industry's wage gap increased from 10.9 percent in 2015, to 14.4 percent in 2020, becoming the fourth largest gap after public administration, information, education and health care. This is also the sector in which the employment of Miramar women declined most precipitously 29.3 percent. The decline of male Miramar residents was 40.2 percent. While three other sectors saw declining numbers of female Miramar residents employed full-time in them: other services, finance, insurance and real estate, and construction, the gains in other sectors were significant. The number of women in transportation, warehousing,, and utilities almost doubled. There was a 73.5 percent increase of Miramar women employed in the information sector, a 65.8 percent increase in manufacturing, and a 57.4 percent increase in public administration. The fifth sector with the

largest growth of female Miramar residents employed full time was arts, entertainment, accommodation and food services.

The education and healthcare sector accounts for the largest proportions of Miramar female and male residents. However, the concentration of women, with 39.0 percent of full-time working Miramar women employed in that sector, is much larger than the 13.2 percent of men. A distant second form Miramar women's employment is the Professional, scientific, and management, and administrative and waste management services sector (9.5 percent).

The wage gaps for full-time workers residing in Miramar are staggering across many sectors. As shown in Figure 10, the largest gap was in the public administration sector (25.8 percent), followed by information (21.2 percent). The smallest gap was in manufacturing (0.5 percent). In the construction sector, in which only 220 Miramar women are employed, the gap is in favor of women. – 28.6 percent.

Figure 10: Earning Gaps by Industry for 2020



Source: U.S Census Bureau, 2020 ACS 5-Year Estimates

Women Participation and Median Earnings by Occupation

Within the industry sectors described above, the labor force is categorized into five major occupational groups with seventeen subgroups. Since the five major groups capture diverse occupations, the comparisons within the seventeen subgroups are more indicative of possible differences based on gender. Women have a higher representation than men in seven subgroups. The top three occupations with the highest representation of full-time female workers from Miramar are healthcare support occupations (83.4 percent); office and administrative support (74.2 percent); and education, legal, community service, arts, and media (72.1 percent). Between 2015 and 2020, the education and office, and administrative occupations women's participation rates increased by over 10 percent; whereas healthcare support occupations decreased by 6.6 percent. In 2015, healthcare practitioners and technical occupations had the second highest percentage of women workers; however, this occupation experienced a 16 percent decrease in female participation. This decrease in workers was important to highlight since it was a high-wage occupation for both women and men and since women were paid 12.8 percent and 7.8 percent more than their male counterparts in 2015 and 2020, respectively.

The occupations with the least women participation are "farming fishing and forestry occupations" (0 percent); "installation, maintenance and repair occupations" (2.1 percent); and the "natural resources, construction, and maintenance occupations" (4.1 percent). The occupational subcategory with the largest number of women in 2020 was office and administrative support occupations. Over 5,700 women occupied jobs in this category, representing 20.5 percent of Miramar full-time working women, same as in 2015. Also the same as in 2015 was the second category of high employment for women - management, business, and financial occupations, employing

16.4 percent of Miramar women in 2020, down from 18.8 percent in 2015. Some of the most significant disparities in relation to occupational representation include:

- ↑ There are three times more Miramar **men** than **women** employed in computer, engineering, and science occupations.
- ↑ There are three times more **women** than **men** in office and administrative support occupations.
- ↑ About 14.8 percent of Miramar **women** work in education, legal, community service, arts, and media occupations, compared to only 5.4 percent of **men**.
- ↑ The rate of **women** working as healthcare practitioners and technical occupations (12.6 percent) is double the rate of **men** (5.7 percent).
- ↑ Men dominate the construction and extraction occupations (7.4 percent of men to 0.5 percent of women), transportation occupations (8.3 percent of men to 1.9 percent of women).

The occupation with the highest wage gap in Miramar was transportation. Since 2010, the wage gap had fluctuated from 40 percent (2010) to 24.8 percent (2015) to 35.3 percent (2020). It was the field with the most consistent wage gap rates over the ten years. The proportion of women in this occupational category has been consistently lower than men's: women in Miramar were only 16.6 percent of employees in this occupation in 2010, and 17.9 percent in 2020.

The most equitable occupation category from the perspective of both representation and pay equity was personal care and services. This occupation was 47.6 percent women and 52.4 percent, male. Its overall median earnings were \$31,915, with a .7 percent wage gap. It was not considered a high-wage occupation, compared to Miramar's overall \$45,157 median earning.

High Wage Occupations

High-wage occupations are those that have higher median earnings when compared to the overall median earnings for a location. The overall median earnings for full-time, year-round employed civilians 16 years and over in Miramar was \$45,157 in 2020. In 2010, the median earnings of residents working full time were \$41,229, resulting in a 9.5 percent growth in earnings expressed in nominal dollar value. However, when the 2010 earnings are adjusted to 2020 value for comparisons, median earnings actually decreased.⁴ When adjusted for cost of living using the Consumer Price Index, over the 2010-2020 decade, the median earnings of full-time female workers decreased by 1.3 percent. The decline was more substantial for male workers: 19.1 percent.

In 2020, the City of Miramar had four high-wage occupations, which fell under one major occupation category. Median earnings in the "management, business, science, and arts occupations" were \$54,247 in 2020. This major category was also the occupation with the most employees (23,850) and was 45 percent men and 55 percent women. This occupation grouping includes four subcategories with earnings above the city's median: Management, business, and financial occupations: \$54,617; Computer, engineering, and science occupations: \$65,344; Education, legal, community service, arts, and

media occupations: \$46,337; Healthcare practitioners and technical occupations: \$59,817.

Table 6 shows that women are only paid more in two high-wage categories, while no occupation represents equal distributions in participation or pay. Men's earnings are 19.3 percent higher in management, business, and financial occupations. Women's earnings are 7.8 percent higher in healthcare practitioner and technical occupations and 5.3 percent higher in computer, engineering and science.

Figure 11 shows a comparison of median earnings by gender for all occupational categories. In six occupations women's earnings are higher, including the two high-wage occupations mentioned previously. In 2020, the largest disparities are in the production, transportation, and material moving occupations category, in which fewer than 1,000 Miramar women are employed. However, the gaps are also significant in occupations with a high number of women. **The largest number of Miramar women working full time was concentrated in office and administrative support occupations – almost 5,800 women or 20.5 percent of them, with a median earnings gap of 17.9 percent.** The second category with the largest number of women was management, business, and financial occupations, with about 4,600 full-time female workers, and a gap of 19.3 percent.

Table 6: High Wage Occupations Representation and Median Earnings n Miramar, 2020

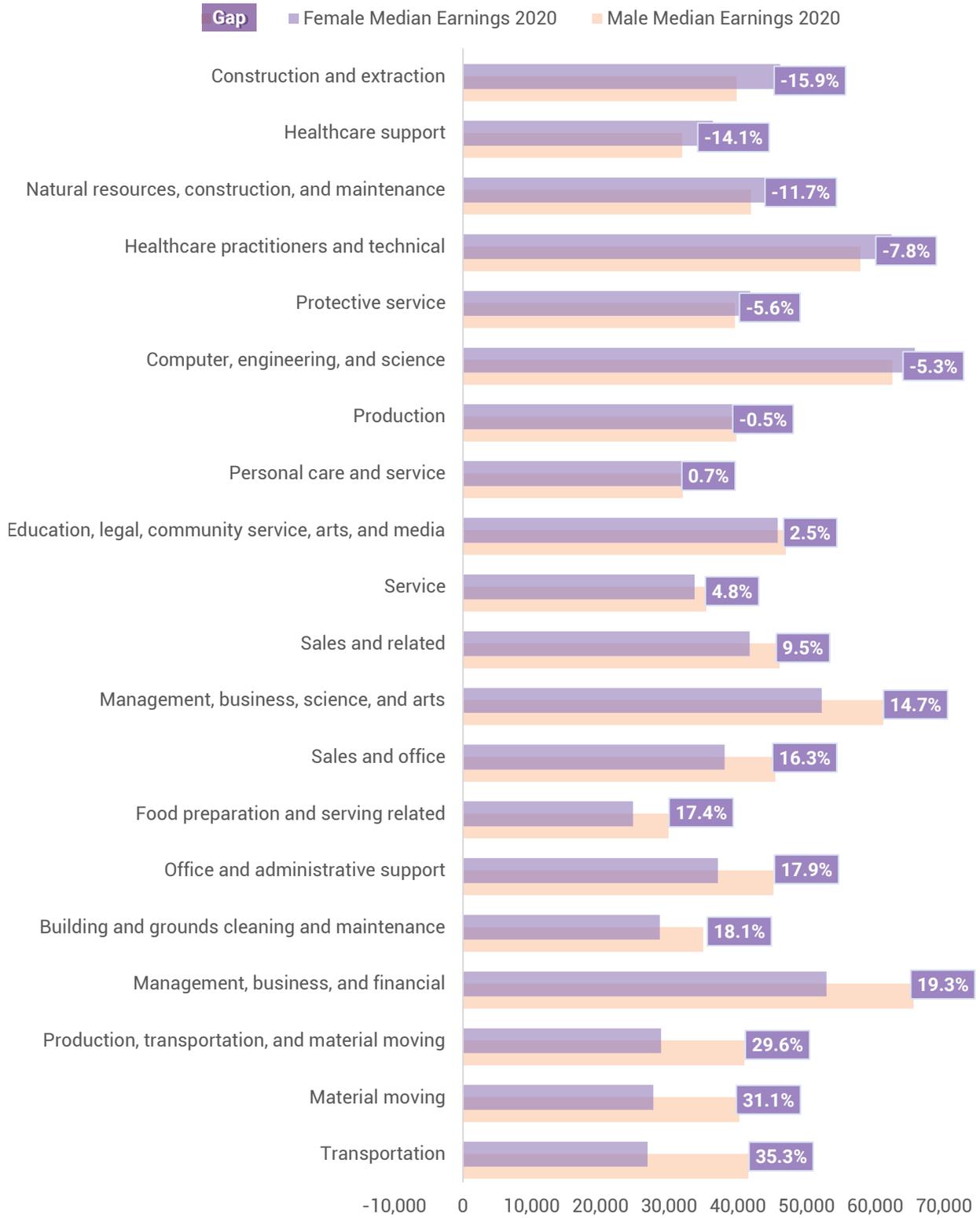
Occupation	% Female Population	Female Median Earnings	% Male Population	Male Median Earnings	Gap
Management, business, science, and arts	55.0%	\$52,204	45.0%	\$61,185	14.7%
Management, business, and financial	48.6%	\$52,932	51.4%	\$65,592	19.3%
Computer, engineering, and science	24.6%	\$65,789	75.4%	\$62,489	-5.3%
Education, legal, community service, arts, and media	72.1%	\$45,816	27.9%	\$47,009	2.5%
Healthcare practitioners and technical	67.8%	\$62,375	32.2%	\$57,847	-7.8%

Source: U.S Census Bureau, 2020 ACS 5-Year Estimates

⁴ U.S. Census Bureau. Current versus Constant (or Real) Dollars. <https://www.census.gov/topics/income->

[poverty/income/guidance/current-vs-constant-dollars.html](https://www.census.gov/topics/income-poverty/income/guidance/current-vs-constant-dollars.html)

Figure 11: Earnings for Full Time Employees over 16 by Gender and Occupation in Miramar and the Earnings Gap, 2020



Source: U.S. Census Bureau, 2020 ACS 5-Year Estimates.

Health

The incidence of chronic disease and its accompanying risk and protective factors are salient indicators of overall community health and well-being. Access to preventive care and quality healthcare resources and providers is essential in the effort to promote mindfulness and stave off debilitating health ailments. Throughout the United States, chronic disease was the leading cause of death and can significantly impact one's quality of life. Insufficient health coverage correlating with wage incongruencies inflicts further inequities in relation to one's ability to proactively manage their health holistically and affordably. In this report, community wellness will be assessed in relation to the reported efficacy of the utilization of preventive services, the proportion of insured and uninsured residents throughout the City of Miramar, the incidence of various chronic diseases, lifestyle choices and behaviors that can be identified as either risk or protective factors, disability status, and health equity in consideration of gender, race and ethnicity, and access to healthy foods within the community. The myriad health factors in relation to behavioral components and genetic predisposition are pivotal indicators that measure community health management that employs a comprehensive approach and more essentially, assesses the efficacy of the prophylactic measures being implemented to mitigate premature death.

Health Equity

Preventive healthcare can only be achieved through the appropriate resources being made available to all members of the community. Annual doctor appointments, immunizations, and sufficient access to healthy foods are salient indicators of health equity and the relative advantage it inherently promotes. Health insurance coverage is another essential component of health equity, in ensuring that quality healthcare is provided, and the proper medication regimens required to treat and manage chronic illnesses are both affordable and responsibly maintained.



The following subsections delineate the City of Miramar's ability to provide community access to resources that are conducive to maintaining the health and well-being of its residents, along with an assessment of further initiatives that can be taken to accommodate individuals who are presented with obstacles that may hinder their efforts to implement holistic, preventive care, both throughout the year and in their daily lives.

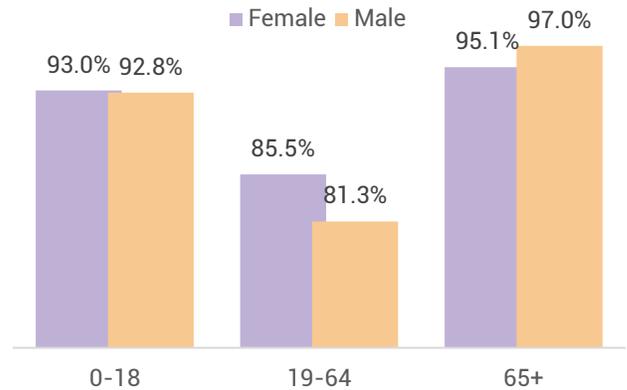
Health Insurance Coverage

The importance of health insurance coverage in ensuring treatment and wellness management cannot be overstated. Though complete denial of treatment is not permissible, the standard of care for the uninsured is often rudimentary and subpar. The number of residents within a given community that have a health insurance plan is a clear determinant of the extent of equity espoused through the healthcare systems. The City of Miramar has achieved significant improvement in achieving higher rates of insured residents among the population from 2016 to 2020. The percentage of women with health insurance coverage among the population aged 18 to 64 years increased from 77.2 percent in 2016 to 85.5 percent in 2020. The lowest rate of insurance is among individuals in the working age groups, as shown in Figure 12, as they are most likely to need private insurance.

American Community Survey data shows the degree of disparity of health insurance coverage in relation to race and ethnicity. Demographic details and specificities are available utilizing 2020 five-year estimates and continues to demonstrate slight disparities when analyzed in relation to gender, age, and different racial and ethnic groups within the community. In 2020, Miramar's white population was the racial group to report the highest rate of insured residents, 91.1 percent, compared to 85.5 percent of Hispanic or Latino and 87.2 percent of Black or African American residents. Increasingly apparent discrepancies can be observed when evaluating the reported uninsured rates in relation to gender from the year 2016 to 2020. In 2016, Miramar's male population reported 25 percent higher incidence of uninsured residents when compared to the City's female⁵ population. In relation to age, Miramar's population aged 19 to 64 years exhibited lower rates of health insurance coverage, averaging a rate of 84.3 percent, compared to a 96.6 percent average in Miramar's population aged 65 years and above and 93 percent in the city's population under 19 years of age.

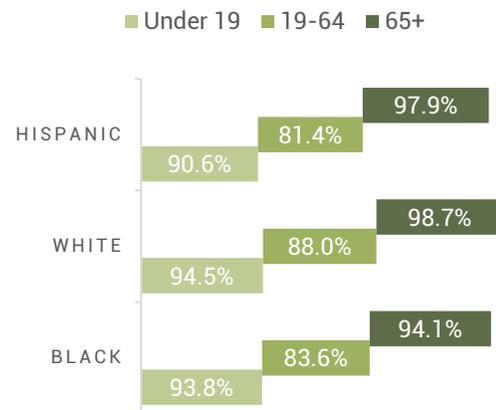
The degree of discrepancy observed in Miramar's uninsured residents aged 35 to 64 years is particularly troubling, as it is the age associated with a higher risk of chronic illness and higher incidence of health ailments commonly develop. While preventive care throughout one's lifespan is imperative in maintaining an overall sense of well-being, it is more important in adults aged 35 years and older in both men and women. In 2020, Miramar's population collectively had high rates of residents with health insurance coverage. The degree of discrepancy between males and females aged 0 to 18 years was minimal (0.2 percent difference), but greater among the adult population aged 19 to 64 years, wherein there was a 5 percent difference between Miramar's men and women, with incidence of women being insured at higher rates than men).

Figure 12: Health Insurance Coverage by Sex and Age (Rates of Insured) in Miramar, 2020



Source: U.S. Census Bureau ACS 5-Year Estimates, 2020

Figure 13: Health Insurance Coverage by Age and Race/Ethnicity in Miramar, 2020



Source: U.S. Census Bureau ACS 5-Year Estimates, 2020

⁵ U.S. Census Bureau ACS 5-Year estimates, 2016

Preventive Services

The increase in the incidence of chronic disease throughout the United States and the related mortality that has resulted is a cause for concern. Preventive care is the most effective strategy in mitigating the associated risks and fatalities of chronic disease and its adverse effects on quality of life and life expectancy. Miramar's adult population aged 65 years and above are reporting rates that are below the regional average of older adults receiving preventive services. Data available utilizing one-year modeled estimates from the years 2014 to 2018 indicate that Miramar's female population are failing to utilize vital resources to avert chronic illness and premature death.⁶ All throughout this period, women reported receiving preventive services less than men, What is particularly disconcerting is the fact that Miramar's population has also comprised of more women than men in this age group. In 2014, Miramar's population comprised of 60.8 percent women aged 65 and only 26.2 percent of women receiving preventive services, compared to 28.8 percent of men. In 2016, only 27.4 percent of Miramar's female population in the 65+ age group received preventive services, compared to 34 percent of men. The 2018 proportions were 24.9 for women and 25.8 for men. From 2014 to 2018, there has been a 1.3 percentage point decrease in the number of women 65 and over who reported receiving preventive services in the City of Miramar. The significance both in the decrease of preventive care in women, and the increased degree of disparity between their male counterpart are telling; community education on the dangers of chronic illness, and incentives for utilizing preventive services are essential in promoting more extensive and effective use of preventive services in the mission of achieving improved community health outcomes.

City-level data is not available by gender for routine check-ups, but in 2019, in Broward County, adult women (83.5 percent) were slightly more likely than men (77.9 percent) to have a

routine check-up in the previous year. The proportion of both women and men increased, from 75 percent of women and 61.1 percent of men in 2010.⁷

Health Risks and Protective Factors

Despite remarkable progress being made in the last decade in relation to health management and positive lifestyle choices, there are consequential modifications that have yet to be addressed. Chronic disease accounted for 75 percent of total deaths throughout the United States in 2011. The Centers for Disease Control and Prevention (CDC) estimate that seven of the top 10 leading causes of death are due to chronic diseases, which are the most costly, common, and paradoxically, most preventable in the nation. Much of the detriment inflicted by chronic disease can be delayed or prevented through proper nutrition, increased physical activity, avoidance of tobacco and excessive alcohol consumption, early detection, treatment of risk factors, and facilitated access to quality healthcare services and providers.

Obesity and Physical Inactivity

Approximately 78 million adults and 12 million children are considered obese in the United States. Physical activity among adults has remained consistently low within the past decade, with only about one in five individuals aged 18 years and older meeting the federal guidelines for physical activity established in 2008. The 2008 Physical Activity Guidelines for Americans recommend that adults should incorporate a minimum of 150 minutes per week of moderate-intensity aerobic physical activity, or 75 minutes per week of vigorous-intensity aerobic physical activity throughout the week.³ In the City of Miramar, the rates of physical inactivity and obesity have been steadily increasing. Available city data regarding obesity indicate a 15 percent increase from the years 2014 to 2019 in the adult obesity rate (from 28 percent to 32.2 percent, respectively), with Miramar's average being 4.4 percent higher than the current regional average (32.2 percent of

⁶ Source: Centers for Disease Control, PLACES Project, 1 year Modeled Estimate, 2018

⁷ Florida Health Charts, <https://www.flhealthcharts.gov/>

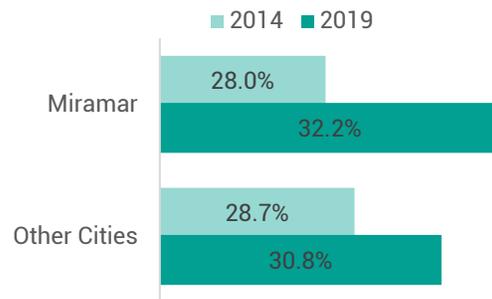
Miramar’s adult population in comparison to 30.8 percent of the adult population across the United States’ city-wide average)⁸. Regarding physical inactivity rates, similar trends persist. In 2019, 27.3 percent of Miramar’s adult population reported physical inactivity, down from 29 percent in 2017.

Data available at the municipal level that distinguishes activity level by sex demonstrate stark disparities: on average, men are considerably more physically active than women. Between 2013 and 2016, Broward County trends indicate a 14.7 percent increase in the rates of insufficiently active women. Adjunctly, there has been a 20 percent decrease in the rate of women meeting aerobic recommendations. Although the metric of physical inactivity is only specified at the county level, it is substantively telling in relation to discrepancies of the preventive health measures taken between men and women. Physical inactivity is recognized as one of the leading risk factors for obesity, non-communicable diseases, and chronic conditions and is identified as the fourth leading risk factor for global mortality (estimated as being the principal cause for approximately 21-25 percent of breast and colon cancer burden, 27 percent of diabetes burden, and 30 percent of ischemic heart disease burden). Low doses of moderate to vigorous physical activity correlates with a significant reduction of risk of cardiovascular disease mortality (25 percent) and a 40 percent reduction in incorporating high doses of moderate to vigorous physical activity when compared to those who are inactive. Notably, physical activity is significantly associated with a 12 percent reduction in breast cancer risk when comparing the compliance of guidelines of the highest and lowest levels of activity.

Access to Healthy Foods

Proper nutrition is an essential component to healthy living and warding off chronic illness. Incorporating meals that include fruits,

Figure 14: Miramar Obesity Rates, 2014 and 2019



Source: City Health Dashboard, 2019; 500 Cities Project. Centers for Disease Control.

vegetables, and whole grains significantly reduces one’s risk of developing diabetes, hypertension, and cardiovascular disease. A fundamental yet imperative determinant of a community’s well-being is its access to healthy foods. Data available for the City of Miramar for 2015 and 2019⁹ indicate disparities related to limited access to healthy foods that disproportionately affected the Hispanic and Asian populations. In 2019, 67.5 percent of Hispanic and 71.2 percent of Asian residents were estimated to have limited access to healthy foods, compared to 59.2 percent of Black residents.

Alcohol Consumption

In the United States, one in six adults binge drink, with as many as 25 percent doing so on a weekly basis. Binge drinking is defined as consuming five or more drinks on an occasion for men or four or more on a single occasion for women and is associated with various health problems including sexually transmitted infections, high blood pressure, stroke, poor diabetes management, and higher incidence of violence (both in relation to unintentional injuries and transgressions such as homicide, suicide, and sexual assault). Although data indicates that binge drinking is nearly twice as common in men than in women, the serious health risks it can impose can cause significant detriment among

⁸ Source: City Health Dashboard. Centers for Disease Control and PLACES Project, 1 year Modeled Estimate, 2019

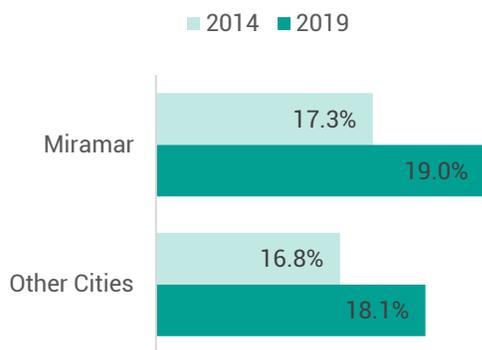
⁹ Source: Food Access Research Atlas, Economic Research Service, United States Department of Agriculture, 2019; City Health Dashboard.

women, including unintended pregnancy and poor pregnancy outcomes (fetal alcohol spectrum disorders, sudden infant death syndrome) and increased risk of breast cancer. Local data pertaining to binge drinking rates is available for the years 2014 through 2019, and does not include demographic specificities relating to sex, race, or ethnicity. In 2019, 19 percent of adults in Miramar engaged in binge drinking, compared to 18.1 percent combined for the other cities included in the dashboard..

Tobacco Use

Smoking can cause significant organ damage and is correlated with higher incidence of cancer, heart disease, stroke, diabetes, and a wide range

Figure 15: Miramar Binge Drinking, 2014 and 2019



Source: City Health Dashboard, 2019; 500 Cities Project. Centers for Disease Control.

of lung diseases. According to the Centers for Disease Control and Prevention (CDC), over 16 million Americans are living with a disease caused by smoking. Data available for Miramar spanning from the years 2014 to 2019 show that the rate of residents reporting smoking cigarettes was below the other city average within the respective six-year period. In 2019, 15.8 percent of Miramar’s adult population reported smoking, compared to the city average of 16.2 percent.

City data is not available by gender but in Broward County, women are reportedly smoking less than men, with incidence of 7.4 percent in 2019, down from 10.2 percent in 2010. In 2019, 18.1 percent of Broward men were smokers, up from 17.5 percent in 2010.

The three-year estimates indicate improvement in the general sense in relation to health and its protective factors. Conversely, data stratified by race and ethnicity regarding Broward residents’ tobacco use present noteworthy cause for concern. For the years 2010 through 2019, Non-Hispanic White women have been the population to report higher rates of cigarette smoking when compared to both Non-Hispanic Black and Hispanic women within the past decade (averaging 14.9 percent of women who report smoking in contrast to 2.6 percent and 5.1 percent, respectively when assessing these racial and ethnic groups).

Research conducted by the Susan G. Komen Foundation produced findings indicating that women who are currently smokers and have been smoking for more than 10 years have about a 10 percent higher risk of developing breast cancer than women who have never smoked. With breast cancer being the most pervasive form of cancer and leading cause of death among women in the United States, Miramar and Broward data trends corroborate paramount findings related to tobacco use having a direct correlation with adverse health outcomes and opposingly, underscores the health-protective properties that abstaining from tobacco use inherently boasts.

High Blood Pressure

High blood pressure, or hypertension, is associated with increased risk for heart disease, heart attack, and stroke. Hypertension’s insidious nature wherein it characteristically lacks initial warning signs and symptoms, is what makes it a particularly dangerous health risk to the community. Left untreated, hypertension can cause extensive, irreversible damage to vital organs including the heart, brain, kidneys, and eyes. High blood pressure is linked to artery rupture of obstruction that can lead to stroke. Strokes can cause serious disabilities in speech, movement, other diurnal activities, and most gravely, death.

While age, heredity, and having a preexisting condition (namely diabetes) serve as contributing factors to high blood pressure, lifestyle choices are the predominant element in

high blood pressure prevention and management: Consequently, it is a largely preventable ailment that can be delayed or avoided through adequate incorporation of physical activity, healthy eating (limiting sodium intake to 2,300 mg per day for all persons 2 years of age and older, or 1,500 mg per day for adults 51 years of age and older, African Americans, or those with a history of diabetes, chronic kidney disease, or active hypertension), and avoidance of tobacco use and excessive alcohol consumption.

Local data reflecting trends pertaining to reported high blood pressure among adults 18 years of age is currently available for the years 2013 through 2019 using one-year modeled estimates and does not include specificities regarding sex, race, or ethnicity. The hypertension rate averages of Miramar residents are below the city average for the years 2013 through 2019 (apart from 2017, in which 30.3 percent of Miramar's adult population reported having high blood pressure, in comparison to the regional average of 29.6 percent of the adult population, regionally).¹⁰ The higher rates of physical inactivity reported among women raises further cause for concern, as it resultantly places women at increased risk for chronic illness and its relative comorbidity.

Maternal and Infant Health

There is limited city-level data on maternal and infant health but it shows that **9 percent of Miramar's live births** in 2020 were low birthweight, similar to Broward County's 9.1 rate. In 2020, Miramar had 7 teen births per 1,000 females aged 15-19, compared to 9.2 in Broward County.¹¹ While there is a positive trends of fewer teen pregnancies and generally more positive outcomes for both mothers and infants, there are racial and ethnic disparities that are relevant given the demographic composition of Miramar.

¹⁰ Source: City Health Dashboard, 2019; 500 Cities Project, Centers for Disease Control.

¹¹ City Health Dashboard, Natality Data, National Vital Statistics System, National Center for Health Statistics; Florida Health Charts, <https://www.flhealthcharts.gov/>

¹² Florida Health Charts, <https://www.flhealthcharts.gov/>

In 2020, in Broward County there were eight Black infant deaths per 1,000 live births, compared to three deaths of White infants and four of Hispanic infants. In 2020, the maternal mortality of Black mothers was 40.6 per 100,000 live births, higher than White (9.1) or Hispanic (15.4) maternal mortality.¹²

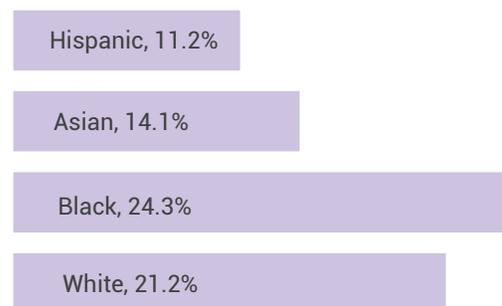
Chronic Disease Occurrence

Cancer

Approximately 42,000 women and five hundred men succumb to breast cancer each year in the United States.¹³ Although heredity, age, and sex are primary risk factors that can increase one's probability of developing breast cancer (with women 50 years and older being most at-risk), early detection and regular screening (e.g., through scheduling yearly mammograms) are the most effective measures to proactively manage health and mitigate the risks associated with advanced cancer diagnosis.

In Miramar, breast cancer deaths decreased from 25.9 per 100,000 population in 2012, down to 17 in 2020.¹⁴ The data shows that breast cancer deaths disproportionately affect Black and White women in comparison to Hispanic and Asian women, as shown in Figure 16.

Figure 16: Miramar Breast Cancer Fatality Rate for Women by Race and Ethnicity, 2020



Source: City Health Dashboard, 2019; 500 Cities Project, Centers for Disease Control.

¹³ Centers for Disease Control, https://www.cdc.gov/cancer/breast/basic_info/index.htm

¹⁴ Source: Multiple Cause of Death Data, National Vital Statistics System, National Center for Health Statistics, 3 Estimate, 2020

Though higher incidence of breast cancer can be observed in the Black female population, higher rates of White women succumbed to breast cancer in comparison to Black women throughout both Miramar and Broward County, collectively between the years 2010 and 2020. In 2010, there were 187 breast cancer fatalities reported in Broward's White female population compared to 65 deaths in the Black female population. The year 2015 indicated similar trends, in which 199 breast cancer deaths were reported for Broward's White female population in stark contrast to 60 breast cancer fatalities reported respective to the Black female population. In 2020, 148 breast cancer deaths were reported for Broward's White female population in comparison to 68 deaths in the Black female population. Though a 4.4 percent decrease can be observed in relation to breast cancer fatalities among Black women from 2010 to 2020, an apparent 26.3 percent increase in breast cancer fatalities among White women can be discerned.

Cervical cancer was once considered one of the leading causes of cancer for American women. Cervical cancer death rates have decreased remarkably due to increased awareness and implementation of diagnostic testing within women's annual medical visits. With early detection and regular screening, the incidence of advanced-stage cervical cancer is low (particularly for women who receive regular tests and screenings for cervical cancer before the age of 65 years) and entails a positive prognosis (American Cancer Society statistics indicate a 90 percent relative survival rate).

Data for cervical cancer fatalities available at the county level indicates that there has been a 53.8 percent increase in the incidence of cervical cancer deaths in Broward County between the years 2010 and 2020. Within Broward's White female population, there has been a 15.8 percent increase in cervical cancer fatality rates (with 19 deaths being reported in 2010, and 22 deaths in 2020). The most notable difference can be

distinguished among Broward's Black female population, wherein there was an increase of 183.3 percent from 2010 to 2020 (from six deaths to seventeen, respectively). Additional associated risk factors involving socioeconomic status (educational attainment, area of residence, availability of health services and related resources) can attribute to cervical cancer incidence and are plausible determinant factors for the exhibited increase in Broward County's Black population.

Cardiovascular Disease

High blood pressure, high cholesterol, and increased risk of stroke are associated with cardiovascular disease. Approximately one in every five deaths in the United States is attributed to cardiovascular disease, deeming it the leading cause of death throughout the nation. In considering that nearly half of all Americans (47 percent) have at least one of the three principle contributing risk factors of heart disease (elevated blood pressure, high blood cholesterol levels, or smoking), the prospects of the degree of detriment cardiovascular disease can inflict are daunting.

Data available from the years 2012 to 2020 indicate that incidence of heart disease fatalities reported in Miramar are low in comparison to the city averages established within each respective demographic group assessed.¹⁵ In 2020, the rate of cardiovascular disease death for Miramar women was 142.8 per 100,000 population, down from 149.1 in 2012. The cardiovascular death rate was higher for men – 148 in 2020, down from 185.1 in 2012. There are also disparities based on race, with the death rate from cardiovascular disease being the highest among Black (192.7) and white (191.2) Miramar residents, and lowest for Hispanic (106.8) and Asian residents (98.9).

Mental Health

The COVID-19 pandemic magnified many of the existing physical as well as mental health challenges already present in our society.

¹⁵ Source: City Health Dashboard, 2019; 500 Cities Project, Centers for Disease Control.

According to Mental Health America, the number of people looking online for help with their mental health increased significantly from 2019-2021. In 2021, over 5.4 million people took a mental health screen, a nearly 500% increase over the number of 2019 screenings and a 103% increase over 2020.¹⁶

The available city data is not as current as national or county reports and does not provide a gender breakdown, but in 2019, **15.3%** of **Miramar's adults** reported frequent mental distress.¹⁷ In some other large Broward cities, the proportion was 13.8 percent in Pembroke Pines, 12.6 percent in Hollywood, and 15.9 percent in Fort Lauderdale. In 2019, 21.8% of women in the United States experienced depression symptoms in the past 2 weeks that were either mild, moderate, or severe, which was higher than men (15.0%).¹⁸

Disability Status

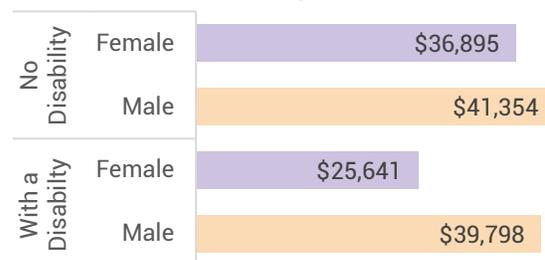
Over one billion people, or one in seven individuals worldwide, have a disability. The disability community is one of the largest minority groups in the world. Although the community consists of an abundance of people, it is largely underserved, which presents salient issues related to health disparities among the disabled population. The differently abled are more likely to be denied health care than those without disabilities and are heavily stigmatized, often being viewed as the antithesis of health.⁴ Recent unprecedented circumstances such as the COVID-19 pandemic and the resultant economic downturn have amplified the dire need for disability to be approached from a perspective that effectively promotes health equity.

In Miramar, there is a slightly higher proportion of men (7.8 percent) than women (6.4 percent) with a disability. For both genders there is a higher proportion of disabled individuals among the population 65 and over.

Individuals with a disability are more likely to be out of the labor force or working part-time. This is also related to their overall lower educational attainment, with only 9.4 percent of them having a bachelor's degree or higher, compared to 30.3 percent of individuals with no disability. In 2020, only 25.2 of persons age 16 and over with a disability in Miramar were employed, compared to 70.8 percent of persons with no disability. The two sectors with the highest proportion of individuals with a disability by employment were retail trade (22.4 percent) and educational services, and health care and social assistance (21.5 percent).

The data shows that individuals with a disability, even if they are working, have substantially lower earnings than those with no disability. Figure 17 shows the comparisons between women and men with and without a disability. Unlike most of the earnings comparisons in previous sections which shows the disparities between female and male full-time workers, the data for individuals with a disability is aggregated to all workers. This aggregation might be depressing the earnings values of individuals with a disability since the majority of them are likely to only work part-time. The 2020 data shows an almost 36 percent difference between women and men with a disability. Overall 20.9 percent of individuals with a disability had income below the poverty threshold.

Figure 17: Median Earnings by Disability Status, 2020



Source: U.S. Census Bureau, ACS, 5-Year Estimates, 2020

¹⁶ Mental Health America, <https://mhanational.org/mental-health-and-covid-19-two-years-after-pandemic>

¹⁷ Division of Population Health, National Center for Chronic Disease Prevention and Health Promotion <https://www.cdc.gov/places/>

¹⁸ Symptoms of Depression Among Adults: United States, 2019. <https://www.cdc.gov/nchs/products/databriefs/db379.htm>



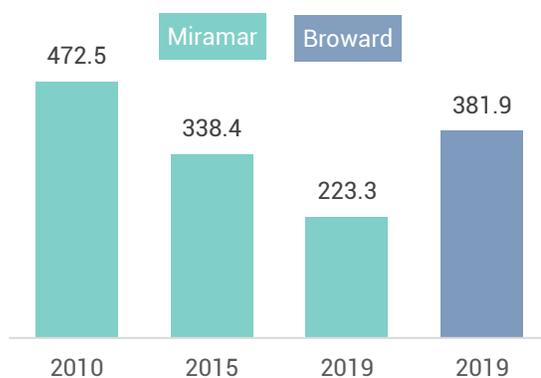
Safety

Acts of violence further add to the myriad preventable morbidity and mortality rates throughout the United States. National and state statistics indicate that women are disproportionately affected by violence. The National Sexual Violence Resource Center estimates that one in five women and one in 71 men will be raped at some point in their life and that 91 percent of the victims of sexual assault are female, in stark contrast to the 9 percent of victims that are male⁶.

Statewide data demonstrates similar trends, with 31.9 percent of Florida women experiencing intimate partner dating violence, intimate partner sexual violence, and/or intimate partner stalking within the year 2019, compared to 29.3 percent of Florida men⁷. Data available at the city level pertaining to Miramar's violent crime rates has certain limitations, in only reflecting rates for the years 2016 to 2019, and including murder, aggravated assault, robbery, and forcible rape charges under the single categorization of violent crime.¹⁹

The violent crime rate in Miramar decreased continuously over the past decade, from 472.5 violent crimes per 100,000 population in 2010, down to 338.4 in 2016 and 223.3 in 2019. Miramar's violent crime rate was below the Broward rate of 382 violent crimes per 100,000 population in 2019.

Figure 18: Violent Crime Rates, Miramar and Broward County



Source: Florida Department of Law Enforcement, Uniform Crime Reports

¹⁹ Source: City Health Dashboard, 2019; Federal Bureau of Investigation, Uniform Crime Reporting, 2019

A comparative analysis using data available at the county level involves greater specificity in relation to reported sexual and domestic violence offenses. From 2010 to 2020, the domestic violence offense rate in Broward County decreased by 26 percent, from 389.6 per 100,000 population in 2010, to 287.7 in 2020. There was also a 16 percent decrease of the forcible sex offense rate, from 41.4 per 100,000 population in 2010, down to 34.6 in 2020.²⁰ Specific offense data is not available for cities but the Florida Department of Law Enforcement also report interesting statistics on the offender race and gender. The most current data for reported arrests for forcible rape from 2020 indicate that only men were arrested for forcible rape within both the adult and juvenile populations of Broward County (48 adult males

and 5 juvenile males). In relation to sex offenses, there were 85 reported male arrests in 2020, compared to five female arrests. The Miramar police department made three arrests for rape in 2020 and three arrests for Part II sex offenses, involving a minor.

Evident disparities can be further discerned when arrest totals are analyzed in relation to race for Broward County. The majority of arrested individuals were Black (52.7 percent). The arrest reports do not list the offenders' ethnicity, so the 46 percent of White offenders arrested includes both Hispanic and non-Hispanic offenders. In Miramar, 64.8 percent of arrested individuals in 2020 were Black, and 31.9 percent were Hispanic.



²⁰ Florida Department of Law Enforcement.



City of Miramar Pay Gap Analysis

The assessment of pay equity within organizations has gained traction in recent years, as individuals and organizations try to ensure pay parity within the workforce. A comprehensive organizational pay equity study requires detailed individual-level data that includes workforce characteristics such as gender, age, race and ethnicity, educational attainment levels and specialized training or certifications, tenure/years at the organization, level of responsibility (e.g. supervisory vs. nonsupervisory), unit or department, and other workforce characteristics. The pay equity analysis compares employees' salaries or hourly wages by one or more of their characteristics. If detailed data is available for multiple employee characteristics, a more advanced pay equity analysis can use statistical methods to control for various characteristics and provide insight into which of these characteristics might be correlated with employee pay.

The database provided by the City of Miramar Human Resources Department and current as of August 16, 2022, includes a few of the variables that might correlate with potential gender pay gaps. These variables include age, gender, hire date, full-time vs. part-time identification, hourly rates, and annual pay. The information on education in the database was insufficient to be used for the analysis since the majority of employee records did not have educational attainment reported.

As of August 2022, the database included 1,144 employees of whom 60.9 percent were male and 39.1 percent female. While the majority of the city's workforce is male and men also account for the majority of full-time workers, women are the majority of part-time employees. Part-time employees earn lower hourly wages - \$15.0 on average, compared to full-time employees - \$36.1. While the difference in wages between part-time female and male employees is only 2.5 percent, the higher proportion of female employees in this subset could potentially skew the outcome of the pay gap analysis. To avoid misrepresentation, the assessment will utilize only the full-time employee subset.

Table 7 Shows the distribution of the city's workforce by gender and the respective average and median hourly rates for full-time employees. The disparities between female and male employees calculated for averages and for medians are similar. As of August 2022, the average wages of women working for the City full-time were 3.8 percent lower than men, while the medians were 4.8 percent lower.

Table 7: City of Miramar, Full-Time Employees by Gender, 2022

	Count	Proportion	Average Hourly Rate	Median Hourly Rate
Female	345	35.8%	\$35.2	\$32.0
Male	619	64.2%	\$36.6	\$33.7
	964		\$36.1	\$32.9

The comparison of female and male employees across the other two metrics for which the HR database contained complete information for individual employees, shows that the pay gaps were present across some but not all worker categories. First, in relation to the length of tenure or service in the City of Miramar, the average wage gap was in favor of men in only two groups. In the group of employees who had worked for the city for over one but fewer than three years, women earned 4.5 percent less than men. Figure 19 Shows that the pay difference was even larger for those employed at the city for 10 or more years – 8.7 percent. However, among

those employed for less than a year, the difference was 2.9 percent in favor of women. The largest difference was for the 3-5 tenure group, with women earning 11.6 percent more.

In the gender comparison by age group, the gaps favored men for three of the four age classes. The most significant difference was in the 55 to 64 age group, where women working full time are paid 11.1 percent less on average. The second largest gap was among those under 35 years – 8.3 percent. The only category in which women's average wage was higher than men's was for the 65 and over age group – 8.1 percent.

A more comprehensive analysis might provide more insight into the reasons for the presence of the observed gaps. The lack of educational attainment information is a major barrier to understanding if the estimated gaps should be attributed to gender, or if they are the product of other self-selection processes. It is possible that there are more men employed by the city with higher educational attainment, which would predictably lead to higher earning potential. Educational attainment could also influence the level of responsibility an employee has. For example, employees with higher educational attainment might also have supervisory responsibilities, which could explain higher earnings.

While definitive conclusions on a gender pay gap among city employees cannot be drawn because of data limits, one conclusion is clear – the majority of city employees are men – 61 percent. For comparison, the majority of Miramar residents are women, and women are also 51 percent of all employed individuals from among Miramar's population. This underrepresentation of women in the city's workforce deserves attention and warrant further analysis of the city's employment practices.

Figure 19: Average Hourly Wages for Full-Time Employees by Gender and Length of Service in the City

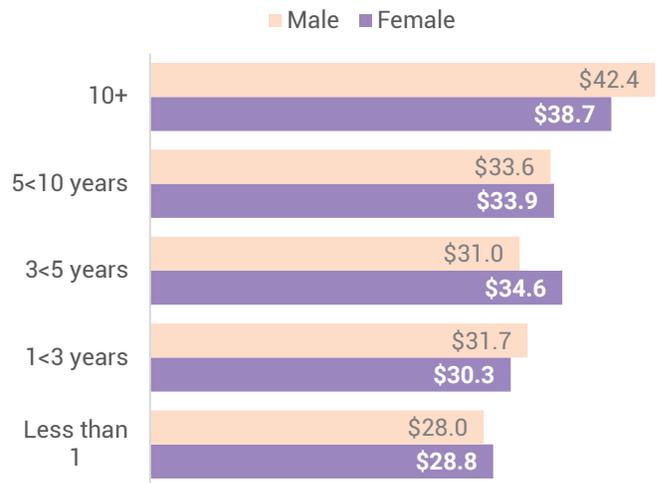
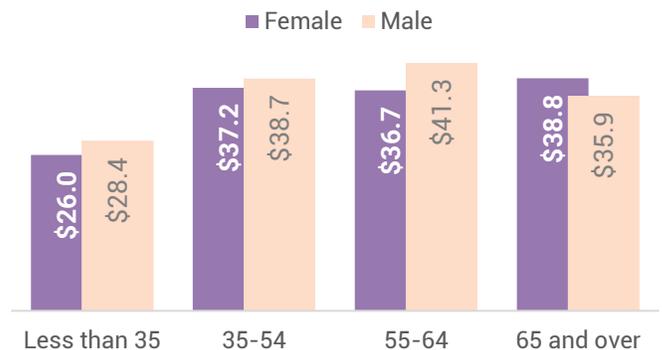


Figure 20: Average Hourly Wages for Full-Time City Employees by Gender and Age



Glossary

Crime Rate: The ratio of crimes reported by local jurisdictions per 100,000 Population

Domestic Violence: Florida's crime laws define domestic violence as specified types of violence committed against a family or household member. The types of crimes qualifying as domestic violence under Florida law include assault and aggravated assault, battery and aggravated battery, sexual assault and sexual battery, stalking and aggravated stalking, kidnapping, and others.

Forcible Sex Offense: Florida has adopted a "Forcible Sex Offense" category that is not used at the Federal level. Florida's Forcible Sex Offenses (FSO) include forcible rape, attempted rape, forcible sodomy, and forcible fondling.

Full Time Employment: Full-time, year-round workers are all people 16 years old and over who usually worked 35 hours or more per week for 50 to 52 weeks in the reference period.

Industry: A group of businesses that produce a product or provide a service. In the North American Classification System (NAICS), industry sectors are represented by classification using a 2-digit NAICS code.

Labor Force: The labor force includes all people classified in the civilian labor force, plus members of the U.S. Armed Forces (people on active duty with the United States Army, Air Force, Navy, Marine Corps, or Coast Guard). The civilian labor force consists of people classified as employed or unemployed.

Labor Force Participation Rate: Represents the proportion of the total 16 years old and over population that is in the labor force

Median Income: The median income divides the income distribution into two equal groups, one having incomes above the median, and other having incomes below the median. The median represents the middle value or the average of the two middle values in an ordered list of data values.

Pay/Earnings Gap: The difference in earnings between or among different groups. The difference can be expressed either as "cents to the dollar" or percentages.

Per Capita Income: Per capita income is the mean income computed for every man, woman, and child in a particular group. It is derived by dividing the total income of a particular group by the total population.

Occupation: Occupation describes the kind of work the person does on the job. For employed people, the data refer to the person's job during the reference week. For those who worked at two or more jobs, the data refer to the job at which the person worked the greatest number of hours. Some examples of occupational groups shown in this product include managerial occupations; business and financial specialists; scientists and technicians; entertainment; healthcare; food service; personal services; sales; office and administrative support; farming; maintenance and repair; and production workers.

Property Crime: In the FBI's Uniform Crime Reporting (UCR) Program, property crime includes the offenses of burglary, larceny-theft, motor vehicle theft, and arson. The object of the theft-type offenses is the taking of money or property, but there is no force or threat of force against the victims.

Violent Crime: In the FBI's Uniform Crime Reporting (UCR) Program, violent crime is composed of four offenses: murder and nonnegligent manslaughter, rape, robbery, and aggravated assault. Violent crimes are defined in the UCR Program as those offenses that involve force or threat of force.