

STATUS OF WOMEN IN BROWARD COUNTY BIENNIAL REPORT

**BROWARD COUNTY
BOARD OF COUNTY COMMISSIONERS
OFFICE OF THE COUNTY AUDITOR**

2025



The Status of Women in Broward County Biennial Report 2025 was prepared by the Florida International University Jorge M. Pérez Metropolitan Center, Florida's leading urban policy think tank and solutions center. Established in 1997, the Center provides economic development, strategic planning, community revitalization, and performance improvement services to public, private, and non-profit organizations in South Florida.

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Various Broward County Government departments and agencies provided some of the data, including the Human Services Department, Human Resources Division, Office of Intergovernmental Affairs, Office of Economic and Small Business Development, Purchasing Division, Office of Regional Communications and Technology as well as the Broward County Supervisor of Elections.

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

The report is prepared in association with:

The Office of the County Auditor, Broward County

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

The report is prepared for:

The Broward County Board of the County Commissioners and The Broward County Commission on the Status of Women

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

STATUS OF WOMEN

The **Status of Women in Broward County Report 2025** is the third biennial report on women's economic development, health, safety, and education in Broward County.

Broward County Population (2023): 1,962,531



50.9% Women

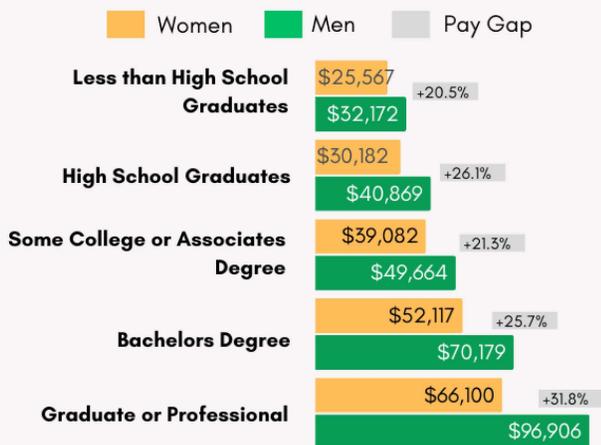


49.1% Men

EDUCATION

In 2023, there were double-digit pay gaps in all educational attainment categories.

Earnings by Educational Attainment, aged 25 or older (2023)



Field of Bachelor's Degree 25 or older (2023)

Degree	Women	Men
Science and Engineering	28.5%	42.0%
Science and Engineering Related	14.1%	6.1%
Business	24.9%	29.5%
Education	13.4%	4.3%
Arts, Humanities, and Other	19.1%	18.1%

The distribution of women by field of study remained very similar between 2021 and 2023.

Sources: ACS 1-Year Estimates, U.S. Census Bureau; Florida Department of Education

ECONOMIC OPPORTUNITY

Median Earnings for Full-time Workers (2023)

Earnings gap: **13.8%**



POVERTY RATES

In 2023, approximately 1 in 8 Broward County residents were living in poverty.

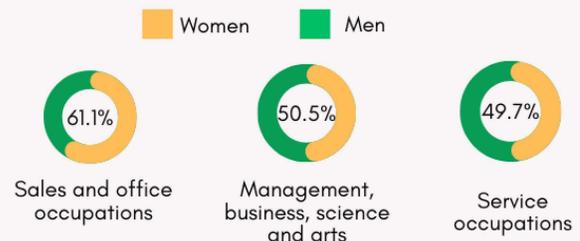
12.7% Overall **14.0%** Women **11.3%** Men

LABOR FORCE CHARACTERISTICS



INDUSTRIES AND OCCUPATIONS

Top Three Women-Dominated Industries (2023)



Top Three Occupations with the Largest Earnings Gap (2023)

55.8% Legal Occupations **47.7%** Law enforcement including management **38.1%** Health diagnosing and treating practitioners and other technical occupations

Sources: ACS 1-Year Estimates, U.S. Census Bureau

IN BROWARD COUNTY 2025

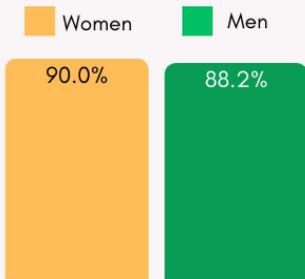
HEALTH

Women had lower death rates in all leading causes of death except stroke and Alzheimer's disease related deaths.

Disease Death Rates per 100,000 Population (2023)

	Women	Men
Heart Disease	99.8	173.5
Cancer	111	140.1
COVID-19	7.6	11.8
Stroke	60.6	56.1
Unintentional Injury	29.2	77.3

INSURANCE COVERAGE (2023)



The current 2023 data shows a small difference between women's and men's health insurance coverage, with only **11.8%** of men and **10.0%** of women without coverage.

MATERNAL HEALTH

	2021	2023
Maternal Morbidity (per 1,000 deliveries)	17.8	15.9
Maternal Mortality (per 100,000 live births)	20.1	24.8
Infant Mortality (per 1,000 live births)	5.9	5.0

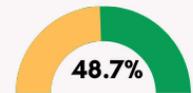
SAFETY

- 2,626** Domestic violence cases (2023)
- 132.1** Domestic violence rate per 100,000 (2023)
- 29%** Increase in domestic violence rate per 100,000 (2020-2023)

BROWARD COUNTY GOVERNMENT RESOURCES

Between 2022 and 2024, the number of Human Services Department (HSD) clients shows gradual increases. Women have been the majority of clients between 2022 and 2024.

Women as a proportion of HSD clients (2024)



Family Success Administration Division (FSAD) served the highest proportion of women assisted by HSD. Women were **82.0%** of FSAD clients in 2024. FSAD services include assistance with finances, tuition, childcare, nutrition, and employment.

BROWARD COUNTY GOVERNMENT EMPLOYEES

Median Earnings and Gap (2024)



GENDER REPRESENTATION

Full-time Women Broward County Government Employees by Job Family (2024)

Job Family	Total Employees	% Women
Administrative	1,151	74.0%
Professional	1,575	52.8%
Manager	727	50.3%
Executive	48	41.7%
Director	121	39.7%
Supervisor	405	30.6%
Technician	320	29.4%
Trades/Maintenance	1,789	21.0%

Women continue to represent a slightly lower percentage than men among full-time employees: 43.7% in 2023 and 44.2% in 2024.

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Introduction

The Status of Women in Broward County Biennial Report 2025 (2025 Report) is the third biennial report on women's economic development, health, safety, and education in Broward County. This report updates and expands on the information presented in the 2023 Report on the advancement of gender equity across the foundational areas of economic development, health and safety, and education, as required by the Broward County Board of County Commissioners (Board) Ordinance No. 2019-35. This Ordinance was sponsored by Commissioner Nan Rich, and with unanimous approval from the Board, was adopted in November 2019. With this adoption, Broward County Government (BCG) became one of only eight jurisdictions in the United States to formally adhere to the United Nations' Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). According to Cities for CEDAW, a nationwide grassroots effort launched in 2013 to encourage CEDAW's local adoption, and as of their last update in September 2023, there were 15 U.S. cities and counties with CEDAW ordinances. Additionally, 57 local governments have CEDAW resolutions, including three in Florida - Sarasota, St. Petersburg, and Tampa.¹

The 2023 Report presented information on gender disparities during the COVID-19 pandemic and highlighted the disproportionate impact that labor market disruptions had on women. With few exceptions, the 2025 Report relies on information from

post-COVID-19 years, from 2022 through 2024. The economic rebound in the post-pandemic years benefitted women in the United States. The reopening of businesses, a tight labor market with low unemployment and rising wages, improved consumer confidence and spending, and other factors improved opportunities for labor force participation and earnings growth.² While the labor force participation rate of U.S. women between the ages of 25 and 54 fell sharply in the pandemic, by 2024, these rates recovered quickly to above pre-pandemic levels.³ The 2024 analysis conducted by the Federal Reserve Bank of Chicago researchers showed that the labor force participation rate of women between the ages of 25 and 54 with a child under 5 years increased from 67% in 2019 to 69.5% in 2024. For women with children between the ages of 5 and 17, the rate increased from 77.5% in 2019 to 78.6% in 2024.⁴ However, in 2023, the gender wage gap between men and women working full-time widened in comparison to 2022 for the first time in 20 years, according to the U.S. Census Bureau data. A 2024 analysis by the Center for American Progress estimated that "if the gender wage gap continues on the same path it took from 2000 to 2023, it would take until 2068 for it to close for women working full time, year-round".⁵ Lower earnings reduce women's ability to accumulate wealth and savings for retirement. Research shows that women hold fewer retirement assets and are more likely to be impoverished at the end of their lives than men.⁶

The U.S. Census Bureau's 2023 American Community Survey Estimates show women earned just 82 cents for every dollar that men made working full time. Additionally, women's median annual income of \$52,370 was approximately \$11,600 less than the median annual income of men. In Broward County, the pay gap for full-time workers decreased to 11.4% in 2022, down from 12.6% in 2021, but increased to 13.8% in 2023. The women's labor force participation rate for the 20 to 64 age group increased from 77.2% in 2021, to 79.4% in 2023. Caregiving and other family responsibilities may reduce women's ability and willingness to participate in the labor force.⁷ These

¹ Cities for CEDAW. <https://citiesforcedaw.org/>

² Cheung, Brian. (Feb. 13, 2023). [Women are driving the labor market's post-pandemic recovery](#). *NBC News*; *Center for American Progress*. (Feb 6, 2023). [Fact Sheet: The State of Women in the Labor Market in 2023](#).

³ Camilo Garcia-Jimeno and Luojia Hu. (July 2024). [Female Labor Force Participation in the Post-Pandemic Era](#). *Chicago Fed Insights*.

⁴ Federal Reserve Bank of Chicago. (2024).

[Spotlight on Childcare and the Labor Market Parents and the Labor Force](#).

⁵ Khaliq, Amina. (Oct 22, 2024). [What You Should Know About the 2023 Gender Wage Gap](#). *Center for American Progress*.

⁶ Fritzberg, Suzanna, and Ksenia Shadrina. (September 20, 2024). [Spotlighting Women's Retirement Security](#). U.S. Department of the Treasury.

⁷ Department of Labor. [Employed men and women by full-time and part-time status and age of youngest child](#). (Updated May 2024).

decisions result in lower future wages and significant loss of earnings over time. The Urban Institute estimates that women who provide care for children and adults in need, “forgo an average of \$295,000 in lifetime income”.⁸

The observed pay gaps are not necessarily linked to education. Similar to the 2023 Report, the **Education** section of the 2025 Report highlights that women continue to surpass men in all education metrics, including graduation rates and secondary degree attainment. However, at all educational attainment levels, women earned less than men, with the largest difference (31.8%) favoring men with graduate or professional degrees. The 2025 Report shows differences between women and men in their fields of study, which might explain lower earnings for women. Educational differences might also lead to different career paths and produce occupational segregation, or the overrepresentation of women in lower-paid jobs. For example, in 2023, in Broward County, women were overrepresented in ‘Educational instruction, and library occupations’ (78%), but underrepresented in ‘Computer and mathematical occupations’ (27%). The 2023 median earnings in these occupational categories were \$51,254 and \$91,171, respectively.

The **Health** section of this Report highlights some improvements in conditions and outcomes for women but also notes ongoing challenges. In Broward County, women have lower cancer and sexually transmitted disease (STD) incidence rates than men. However, after a decline in 2020, STD rates have been increasing for both women and men in Broward County. Like previous reports, the 2025 Report also shows racial and ethnic disparities in health outcomes and disease occurrence.

In relation to women’s safety, as covered in the **Safety** section, the Broward County data shows an increase in the domestic violence rate from 121.2 per 100,000 population in 2022 to 132.1 in 2023. The forcible sex offense rate declined minimally, from 5.3 per 100,000 population in 2022, to 5.1 in 2023. Both rates are still below the Florida State rates. Broward County is tied with Miami-Dade County for second place ranking by number of human trafficking reports (199) in the state, only surpassed by Hillsborough County (220).

Broward County Government and many of its community partners are addressing some of the health

and safety challenges of residents by dedicating more resources and programs to support the community. In the 2024 fiscal year, the Human Services Department (HSD) served over 124,000 clients, of whom almost half (48.7%) were women. Women are the largest proportion of clients in the Family Success Administration Division (FSAD), 82.0%, and the Crisis Intervention and Support Division (CISD), 61.1%. FSAD provides financial assistance and support to clients experiencing challenges with utilities, eviction, employment, childcare, and other areas. CISD provides services to survivors of sexual violence, child abuse, and human trafficking.

Another highlight in this Report is the low overall pay gap for Broward County Government full-time employees. In 2022, the overall median pay gap was 1.3% in favor of women. The gap was minimal in 2023 and 2024, with only 0.2% and 0.4% differences in favor of men in the respective years. However, women are a lower proportion of the full-time workforce.

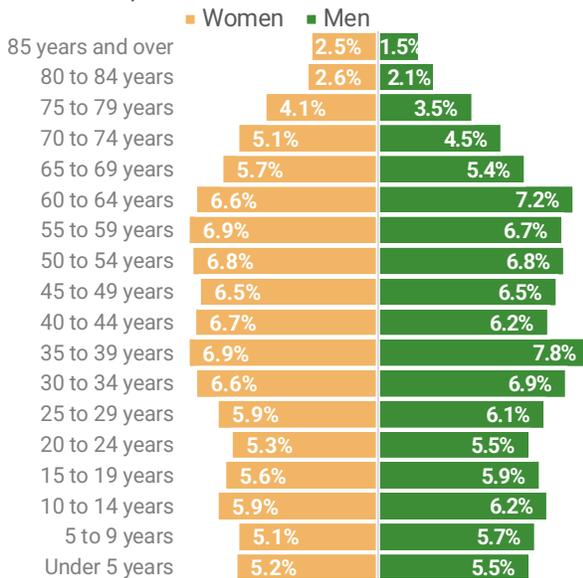
The above overview is only a summary of the comprehensive analyses presented in the 2025 Report. The additional details discussed in the respective sections paint a more complete picture of the status of women in Broward County and delve into the intersection of sex, racial, and ethnic characteristics when data is available. The intent behind this deep dive into metrics, trends, and comparisons is to identify the challenges facing women and to motivate advocacy and targeted actions in addressing disparities by government agencies, community-based organizations, foundations, and others.

⁸ Johnson, R. W., Smith, K. E., & Butrica, B. A. (2023b). [Lifetime Employment-Related Costs to Women of Providing Family Care](#). In Urban Institute, Urban Institute.

Population Characteristics

Overall, the population size and composition of Broward County remained stable since the 2023 Report, which used 2021 data. In the most current data from the 2023 American Community Survey (ACS) 1-Year Estimates by the U.S. Census Bureau, Broward County's population increased by 1.6% since 2021, from 1,930,983 to 1,962,531 in 2023, with a slightly higher number of women representing 50.9% of residents, the same as in the 2021 Report based on 2020 data. The median age of residents increased from 41.3 years old in 2021 to 41.5 years old in 2023. These changes, as well as the distribution by age groups, are within the margins of error and, therefore, cannot be considered significant within the two-year time comparison. However, when a longer timeframe for comparison is considered, Broward County's population is aging, i.e., the proportion of residents in the higher age brackets is increasing. **Exhibit 1** shows the 2023 Broward County population pyramid by age and gender, indicating a pattern typical for communities in which both birth and death rates are low, and population change due to natural growth is low. The population pyramid looks like a rectangle, reflecting a more even distribution of the population across age groups.

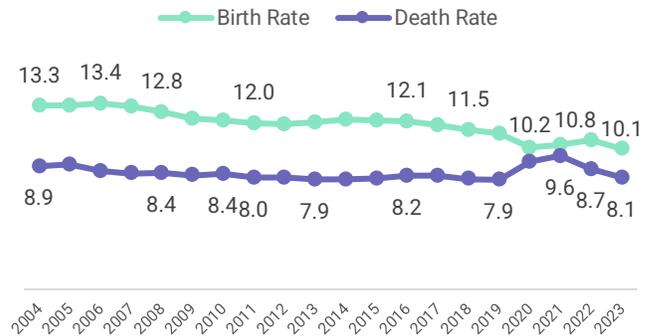
Exhibit 1: Broward County Population Pyramid, by Age and Gender, 2023



Source: ACS 1-Year Estimates, U.S. Census Bureau

Exhibit 2 shows that Broward County's birth rates are consistently higher than its death rates. However, the birth rate has declined by almost 24% over the last two decades (since 2004), while the death rate has declined by approximately 9%. Declining birth rates are typical for economically advanced countries but raise questions about long-term fiscal and economic sustainability.⁹

Exhibit 2: Broward County Birth and Death Rates, 2004-2023



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

Women typically have lower death rates and higher life expectancies than men.¹⁰ In 2023, the death rate of women in Broward County was 7.5 per 1,000 individuals compared to 8.7 for men. The most recent 2020-22 3-year life expectancy estimates are consistent with these rates, showing an 82.3-year life expectancy for women and 76.3 for men.¹¹

A more significant contributor to the population growth of Broward County is migration. According to the U.S. Census Bureau Population Estimates Program, between 2022 and 2023, Broward County had a positive net migration of 11,124 residents, primarily due to a large positive international migration. Net migration is calculated by adding net international and net domestic migration. The U.S. Census Bureau estimated that during the same period, Broward County had a net negative domestic migration of 14,303 individuals. In other words, there were over 14,000 more people who moved out of Broward County than people who relocated into the County from other U.S. locations.

⁹ McKinsey Global Institute. (January 15, 2024). *Dependency and Depopulation? Confronting the Consequences of a New Demographic Reality*.

¹⁰ Yan BW, Arias E, Geller AC, Miller DR, Kochanek KD, Koh HK. *Widening Gender Gap in Life Expectancy in the US, 2010-2021*. *JAMA Intern Med*. 2024;184(1):108-110.

¹¹ Florida Health Charts, *Life Expectancy Report*.

Race, Ethnicity and Gender

Race, ethnicity and gender often correlate with economic outcomes and disparities can be observed across various metrics, including employment, earnings, and wealth accumulation.¹² While some sections of the 2025 Report will present intersectional race and gender data, it is important to first discuss the general composition of Broward County’s population.

Based on the 2020 Census, the U.S. Census Bureau ranked Broward County as the most diverse county in Florida, with a diversity score of 71.8%.¹³ **Exhibit 3** shows a comparison of the Broward population by race and ethnicity, in 2021 and 2023 based on the U.S. Census Bureau’s ACS 1-Year Estimates. The Exhibit shows that most Broward County residents identify as Black or Hispanic. The data also shows an increase of those identifying as multiracial or Hispanic, a small decrease in the Black population and a more significant decrease in the White population.¹⁴

Exhibit 3: Population Distribution by Race and Ethnicity in Broward County, 2021 and 2023

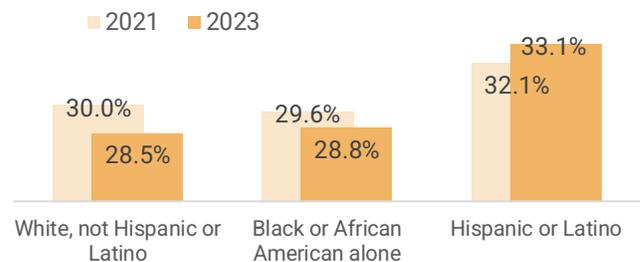
Race/Ethnicity	2021	2023
White Race Alone	39.6%	35.4%
Black or African American Race Alone	28.4%	27.6%
Some Other Race Alone	9.4%	13.1%
Two or More Races	22.6%	25.5%
Hispanic or Latino Ethnicity	31.4%	33.0%

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

In Broward County, the proportions of women and men across racial and ethnic groups are reflective of the overall gender composition of the total population, with the exception of the distribution within the White population. While 50.9% of the total population are women, White women were approximately 48.8% of the White population in 2023. In terms of women’s distribution within the total population, it follows the racial and ethnic composition overall. **Exhibit 4** shows that in 2023, Hispanic or Latino women were 33.1% of the total female population, up from 32.1% in 2021.

Black or African American women were 28.8%, down from 29.6%. White, not Hispanic women, decreased from 30.0% to 28.5%. The male population was similarly distributed with 31.6% White, not Hispanic or Latino, 33.0% Hispanic or Latino and 26.3% Black or African American.

Exhibit 4: Women by Race and Ethnicity as a Proportion of Women in Broward County, 2021 and 2023



Source: ACS 1-Year Estimates, U.S. Census Bureau

Household Characteristics

Household and family composition shape access to resources, decision-making, and exposure to social and economic risks. Family size, dual vs. single incomes, the presence of children and multigenerational families are some factors that often when combined with race, gender, and other social characteristics create disparities. This section of the 2025 Report presents a description of the households and families in Broward County, while the **Economic Opportunity** section will present data on differences in earnings.

As defined by the U.S. Census Bureau, a household consists of all the people who occupy a single housing unit. Households can be classified as either family or nonfamily types. Family households consist of those related to each other by birth, marriage or adoption. A married couple, is a husband and wife within the same household; whereas a ‘nonfamily’ household consists of a householder living alone (a one-person household) or where the householder lives with people to whom he/she is not related.¹⁵

According to the U.S. Census Bureau, in 2023, almost two thirds (64.3%) of the 758,853 total households in Broward County were families, a slightly higher

¹² Michener, Jamila, and M.T. Brower. (Winter 2020). *What’s Policy Got to Do with It? Race, Gender & Economic Inequality in the United States*. *Daedalus*.

¹³ U.S. Census Bureau, Diversity Index by County, 2020. *Racial and Ethnic Diversity in the U.S.: 2010 Census and 2020 Census*

¹⁴ U.S. Census Bureau. *Improved Race, Ethnicity Measures Show U.S. is More Multiracial*

¹⁵ U.S. Census Bureau. *Families and Households Glossary*

proportion from 747,715 households (63.2%) in 2021. The average household size remained at 2.56 individuals. The average household size is influenced by the type of household, as a higher proportion of family households (which typically have more members than nonfamily households), leads to a higher average household size.

Exhibit 5 shows that from 2021 to 2023, the number of households in Broward County increased by about 11,000 or 1.5%. The proportion of various household types remained almost unchanged, with the differences between the two years being one percentage point or less. The Exhibit shows that most of the family households are married couples, while 23.1% of family households are woman-led.

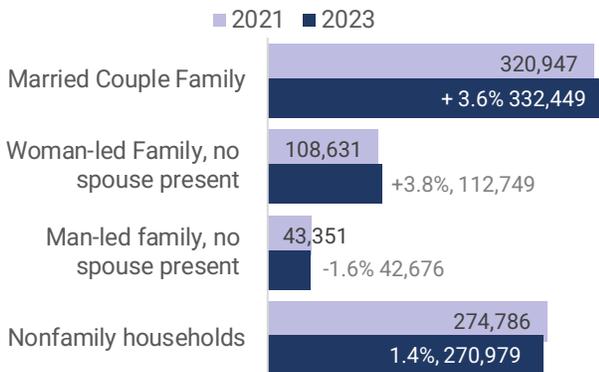
Exhibit 5: Distribution of Family and Nonfamily Households in Broward County, 2021 and 2023

Household and Family Type	2021	2023
Family Households:	63.2%	64.3%
Married Couple	67.8%	68.2%
Woman-led households, no spouse present	23.0%	23.1%
Man-led households, no spouse present	9.2%	8.7%
Nonfamily Households	36.8%	35.7%
Total	747,715	758,853

Source: ACS 1-Year Estimates, U.S. Census Bureau

It is also important to consider the actual counts and changes within the household groups, especially as relates to gender. **Exhibit 6** shows an increase in married couple and woman-led households. In 2023, there were almost 4,000 more woman-led households than in 2021. This finding is important to point out in the context of the income and earnings figures

Exhibit 6: Change in Household Number by Household Types in Broward County, 2021 and 2023

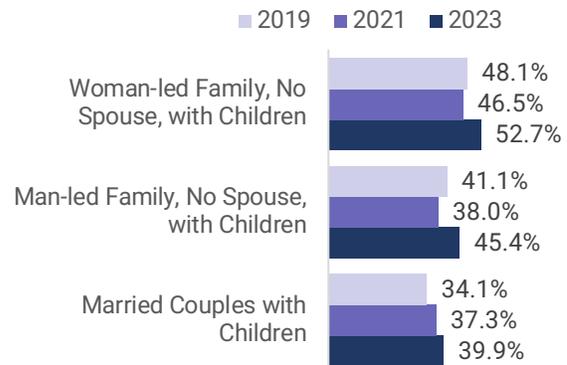


Source: ACS 1-Year Estimates, U.S. Census Bureau

discussed in other sections of this report. As reported by the U.S. Census Bureau, one striking figure is the \$50,971 household income of woman-led households, which is the lowest among all family categories. It is significantly lower than the \$67,890 income of man-led households and less than half of the income of married couple family households (\$113,728).

As was shown in the 2023 Report with 2019 and 2021 ACS 1-Year Estimates, **Exhibit 7** shows that woman-led households are more likely to include children. The percentage of woman-led families with children increased to 52.7% in 2023, up from 46.5% in 2021. There was also a 7.4 percentage point increase in man-led families with children. Family composition plays a significant role in determining household income, as it affects both the potential sources of income and the financial obligations within a household. All these comparisons are for families without children. The income of both woman-led and man-led households with children are even lower, at \$39,121 and \$59,464, respectively, compared to \$125,977 for married couples with children.

Exhibit 7: Percentage of Families with Children, in Broward County, 2019, 2021 and 2023



Source: ACS 1-Year Estimates, U.S. Census Bureau

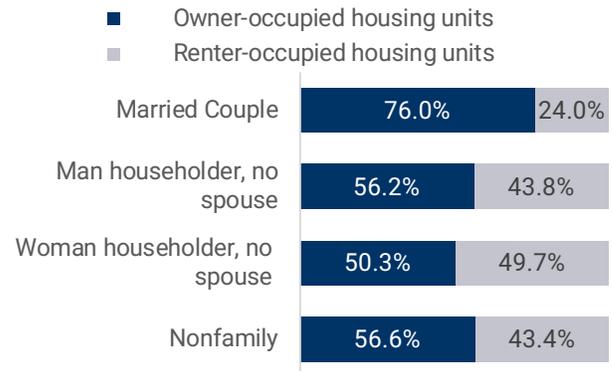
Single-parent families, particularly those headed by women, often face greater economic challenges. These households typically rely on one income, which can make it difficult to cover the costs of housing, food, education, and healthcare. Single parents may also have fewer opportunities for career advancement than married couples due to caregiving responsibilities. Family challenges have a far-reaching negative impact on child development, which may continue to affect them through their adult years.¹⁶

¹⁶ Annie E. Casey Foundation. (April 6, 2024). Child Well-Being in Single-Parent Families - The Annie E. Casey Foundation

One specific example, critically important given the unaffordability of housing in South Florida, is the potential for greater housing instability for single-householder families due to their reliance on a single income.

Exhibit 8 shows that among the three family categories in 2023, ACS 1-Year Estimates reported 49.7% of woman-led households overall were likely to be renters, compared to 43.8% of man-led, and 24% of married-couple families. However, the recent data suggests an improvement in women-led households' homeownership rate since 2021, when 53.4% of them were renters. This is the only family category with a notable increase in homeownership. The differences from 2021 for the other three family types were less than one percentage point. As a result of these differences in homeownership, in 2023, most of the owner-occupied housing units in Broward County were occupied by married-couple family households (52.1%).

Exhibit 8: Renter and Owner-Occupied Households by Family Type in Broward County, 2023



Source: ACS 1-Year Estimates, U.S. Census Bureau



Education

Education has a profound and far-reaching impact on personal development, social mobility, health and well-being, and other aspects of social life. One of the critical benefits of education is that it enables economic growth, with some estimates on the return on investment for a college education ranging from 13.5% to 35.9% increase in lifetime income.¹⁷

The following section presents data on the educational attainment of Broward County residents and reaffirms the findings from previous reports that the benefits of education are not equally distributed across gender and racial and ethnic groups. One key finding in this section is that despite women having higher educational attainment as compared to men, gender inequities persist, as shown throughout this 2025 Report.

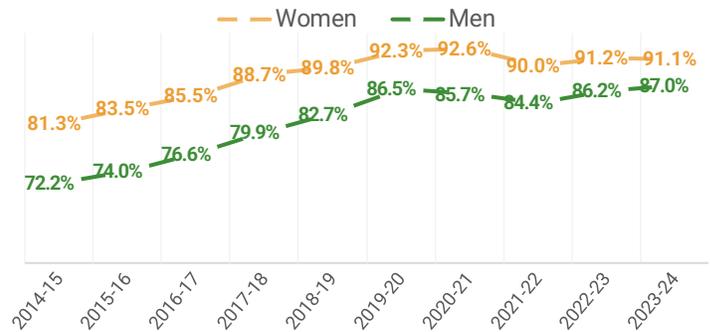
High School Graduation

The analysis in this section is based on the 2023-24 academic year data published by the Florida Department of Education. Our analyses focus on high school graduation rates based on the percentage of students who graduated with a standard diploma within four years of their first full year of enrollment in the ninth grade. The analyses also rely on revised racial and ethnic categories. In addition to the new data release, the Florida Department of Education also updated the reporting of students by race and ethnicity. The 2023 Report showed ethnic and racial categories in overlapping categories with regard to Hispanics whose numbers might have included both White and Black Hispanics. In their new platform, the Florida Department of Education now reports racial and ethnic categories as exclusive groups. Students are now categorized in one of seven categories – American Indian, Asian, Black, Hispanic, Pacific Islander, Two or More Races, and White.¹⁸

According to the new data released by the Florida Department of Education, there were 19,345 students in the 2023-24 graduation cohort, 4.5% more students than the 2021-22 cohort. The 2023-24 cohort also had a higher graduation rate (89.0%), up from 87.2% for the 2021-22 cohort.¹⁹ The overall dropout rate decreased from 0.9% for the 2021-22 cohort, to 0.8% for the 2023-24 cohort.

Exhibit 9 shows the consistently higher graduation rates of female students as compared to males. The graduation rates for the 2023-24 cohort were 91.1% for female students compared to 87.0% for male students. Conversely, male students had a higher dropout rate (1.0%), than female students (0.6%).

Exhibit 9: High School Graduation Rates by Gender in Broward County, 2014-15 to 2023-24 Academic Years



Source: Florida Department of Education

The racial and ethnic disparities noted in the 2023 Report persist in the most recent 2023-24 data, with Asian students having the highest graduation rate (96.3%). Among the three largest racial groups in Broward County, White students had the highest graduation rate (93.6%), and Black students had the lowest rate (85.4%). As shown in **Exhibit 10**, the male student graduation rates for all three groups were lower than their female counterparts.

Exhibit 10: High School Graduation Rates by Gender, Race, and Ethnicity in Broward County, 2021-22 to 2023-24 Academic Years

Race/Ethnicity	Gender	2021 22	2022 23	2023 24
White	Women	95.0%	95.4%	94.9%
	Men	91.9%	91.2%	92.4%
Black	Women	87.5%	89.3%	88.8%
	Men	78.7%	81.3%	81.9%
Hispanic	Women	88.8%	90.5%	91.3%
	Men	84.5%	87.1%	88.4%

Source: Florida Department of Education

¹⁷ Vandenbroucke, Guillaume. (March 23, 2023). Federal Reserve Bank of St. Louis. [The Return on Investing in a College Education](#) | St. Louis Fed

¹⁸ Florida Department of Education. [Definitions](#).

¹⁹ Florida Department of Education. [Broward School District Report Card](#).

One of the leading factors that accounts for differences in graduation rates by race and ethnicity is socioeconomic status. Economically disadvantaged students are defined as those eligible for federal aid, such as free/reduced-price meals from NSLP or SNAP, or are in foster care. Families are eligible for SNAP and NSLP when their net monthly income is at or below the poverty threshold.²⁰ As noted in the 2023 Report, economically disadvantaged students continue to have significantly lower graduation rates than non-economically disadvantaged students. According to the 2023-24 school year guidelines, the monthly income threshold for free or reduced-price meals of a school-attending child in a family of four was \$3,250, and \$4,625, respectively.²¹

Exhibit 11 shows the Broward County high school graduation rates for 2023-24 academic year by economic status. In both economic status groups, female students have higher graduation rates than their male counterparts in their respective racial categories. In 2023-24, the overall graduation rate of 'not disadvantaged' female students was 94.9%, 3.4 percentage points higher than their male counterparts. The data suggests that economic disadvantages have a disproportionately larger negative impact on male students. There is an 8.2 percentage point difference overall between male students in the two economic categories, compared to a 6.9 percentage point difference for female students. The differences in graduation rates in each of the two economic categories when comparing men and women were the largest for Black students, approximately 7.0 percentage points, the most disparate among all racial groups.

Exhibit 11: High School Graduation Rates by Race, Ethnicity, Gender, and Economic Status, in Broward County, 2023-24 Academic Year

Economic Status	Gender	Overall	White	Hispanic	Black
Economically Disadvantaged	Women	88.0%	88.3%	88.8%	87.1%
	Men	83.3%	87.4%	85.3%	80.1%
Not Disadvantaged	Women	94.9%	98.0%	93.6%	93.0%
	Men	91.5%	94.5%	91.8%	86.1%

Source: Florida Department of Education

²⁰ Florida Department of Education. [Definitions](#).

²¹ Economically disadvantaged students come from families whose income makes them eligible for free and reduced-price meals from the National School Lunch Program (NSLP) or the Supplemental Nutrition Assistance Program (SNAP). Florida Department of Agriculture and Consumer Services 2023-24.

Post-Secondary Education

The differences in high school graduation rates across gender and racial groups continue into college enrollment and educational attainment. The most recent data shows that, consistent with figures reported in the 2023 Report, a higher percentage of women than men enroll in college and obtain college and university degrees.

In Broward County, women continue to account for the majority of college students. Similar to the 2023 Report, data is only available for the leading public secondary institutions. In 2023-24, 56.4% of Broward College (the primary 2-year degree college in Broward County) and 57.1% of Florida Atlantic University (the primary four-year university in Broward County) students were women. Graduation statistics are reported by cohort, unlike enrollment statistics, which are calculated for the year of enrollment. As defined by the Florida Department of Education, the initial cohort includes the full-time, first-time-in-college degree or certificate seeking students enrolled at the beginning of a fall term.²²

The graduation rate of the female students attending Broward College for the Fall 2020-21 cohort was 43.9%, up from 43.2% for the Fall 2019-20 cohort. These percentages represent students who completed their associate degrees within three years of enrollment. The male student graduation rate for the 2020-21 cohort was 38.1%, up from 34.8% for the 2019-20 cohort. Florida Atlantic University graduation rates had a similar pattern. The female student graduation rate of the 2020-21 cohort was 56.8%, compared to 46.6% for male students.²³

Differences in enrollment and graduation rates continue through to the overall educational attainment figures. According to the U.S. Census Bureau American Community Survey (ACS) 1-Year Estimates data, in Broward County, in 2023, women continued to surpass men in educational attainment, with higher percentages of women than men having either some college or at least a bachelor's degree. In fact, a larger percentage of women (15.0%) than men (13.5%) have graduate degrees. The higher percentage of women with university degrees was first noted in the 2023 Report based on 2021 data. The 2022 and 2023 data

²² Florida Department of Education. Florida College System - Graduation Rates

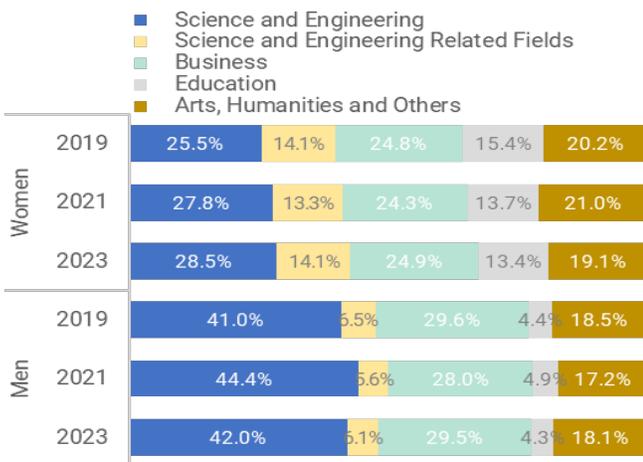
²³ Florida Atlantic University, Institutional Effectiveness and Analysis

confirm this ongoing difference. **Appendix A** presents a comparison of select metrics from the 2025 Report.

Another continuing pattern is shown in **Exhibit 12**, which displays the field of study of bachelor's degree holders. The data shows that men are more likely to hold degrees in 'Science and Engineering' or 'Business'. Conversely, women are more likely to have degrees in 'Education', and 'Science and Engineering Related Fields'. The distinction between the 'Science and Engineering' field and 'related fields' is important as it affects occupational employment and wages.²⁴

The distribution of women by field of study remained very similar between 2021 and 2023. However, notable differences are present in comparison to the 2019 data, specifically the decrease in the proportion of women with 'Education' but an increase in 'Science and Engineering' degrees. 'Science and Engineering-Related Fields' proportions remained the same over the five-year period for both women and men.

Exhibit 12: Field of Bachelor's Degree of the Population 25 and Older in Broward County, 2019-2023



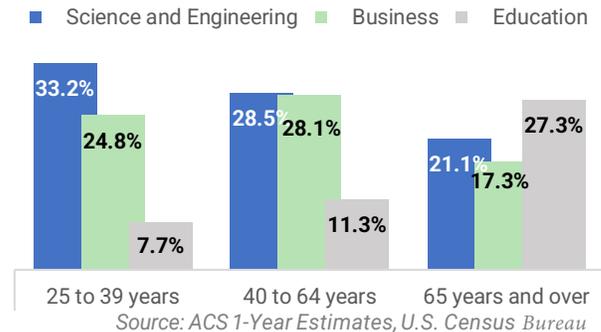
Source: ACS 1-Year Estimates, U.S. Census Bureau

The slightly higher percentage of women with degrees in 'Science and Engineering' is likely the result of more women entering fields that were previously considered unattainable or undesirable by women.²⁵ The 2023 data shows a 28.8% increase in women with 'Science and Engineering' degrees in the 25 and older age groups with a bachelor's degree when compared to 2019. For context, the overall number of women with

²⁴ Science and Engineering fields of study include Computers, mathematics, and statistics; Biological, agricultural, and environmental sciences; Physical and related science; Psychology; Social sciences; Engineering; Multidisciplinary science studies. Science- and Engineering-Related fields nursing, architecture, mathematics teacher education. (See U.S. Census Bureau, The

bachelor's degrees in this age group increased by 15.2% from 2019 to 2023. **Exhibit 13** shows that women in the younger age group, 25 to 39 years, are more likely to have 'Science and Engineering' (33.2%) bachelor's degree than women in the other age groups.

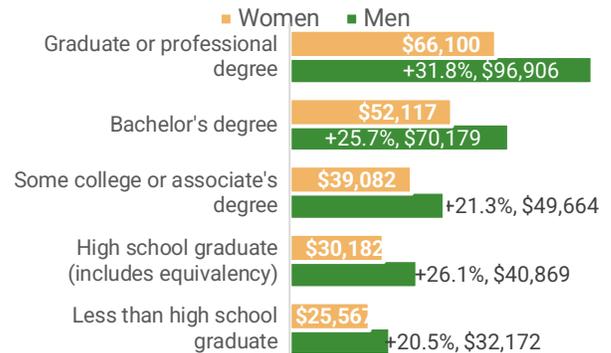
Exhibit 13: Women's Field of Bachelor's Degree by Age in Broward County, 2023



Source: ACS 1-Year Estimates, U.S. Census Bureau

As education is generally considered a path toward upward economic and social mobility, the expectation is that with more education, disparities would be reduced. **Exhibit 14** shows the double-digit pay gaps by educational attainment in Broward County in 2023, with the largest pay gap in the most advanced educational category. As noted in the context of field of study, the type of degree attained likely affects these gaps. The pursuit of 'Education' vs. 'Business', and 'Science and Engineering Related Fields' rather than 'Science and Engineering' degrees leads to different career pathways and job opportunities, which impact women's earnings.

Exhibit 14: Pay Gaps by Educational Attainment in Broward County, 2023



Source: ACS 1-Year Estimates, U.S. Census Bureau

Relationship Between Science and Engineering Education and Employment in STEM Occupations.

²⁵ American Association of University Women. [The STEM Gap: Women and Girls in Science, Technology, Engineering and Mathematics](#)

Economic Opportunity

There are several key metrics that reflect women’s access to and participation in economic activities. The focus of this section is on the quantitative indicators (like labor force participation and pay gaps) rather than the qualitative aspects (like legal rights and social attitudes) that may affect women’s economic status and prospects.

Income

Median and average incomes are usually among the first metrics cited to illustrate gender disparities. The gender pay gap is defined as the difference between the earnings of men and women, relative to the earnings of men. The gender pay gap describes the difference between women’s and men’s earnings. **Exhibit 15** shows the median earnings of full-time workers in Broward County from 2011 to 2023 and displays a fluctuating pay gap since 2019. In 2023, on average, women earned 86 cents for every dollar earned by men. This pay gap expanded since the 2023 Report and is the largest since the 2015 pay gap of 14.5%. The smallest pay gap of 8.4% in the 2011-2023 period was in 2022.

Poverty

As defined by the U.S. Census Bureau, in 2023, individuals with an annual income below \$15,480 in the United States were considered to be living in poverty. The poverty threshold varies depending on the number of family members.²⁶

In 2023, approximately 1 in 8 Broward County residents was living in poverty. The 12.7% poverty

rate in Broward County was slightly above both the national (12.5%) and State of Florida (12.3%) rates. Broward County’s poverty rate has remained around 13% since 2017.

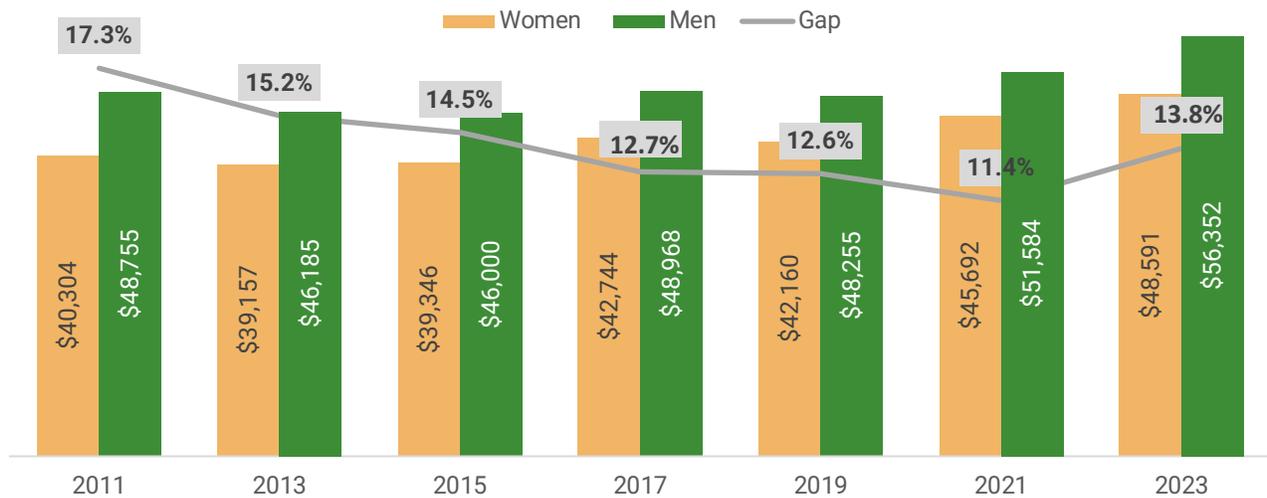
The gender, racial and ethnic differences in poverty rates noted in the 2023 Report remain consistent, with women and Black or African American residents more likely to have household incomes below the poverty threshold. In 2023, almost 140,000 women (14.0%) and 108,000 men (11.3%) were living in poverty. The poverty rate was higher for Black or African American individuals (17.4%) than for Hispanics (11.0%) or White, non-Hispanic residents (10.4%). Also of concern for 2023 is the high poverty rate of children (16.0%), especially children under the age of 5 (18.0%).

Labor Force Participation and Employment

The primary source of income for most working-age individuals is employment, although income can also come from investments, government assistance programs, or retirement plans. Labor force participation is a key indicator of an economy’s health because it describes the proportion of the population that is either employed or actively seeking employment. Declining labor force participation rates may signal economic stagnation, while disparities across gender, age, and racial groups might indicate systemic barriers to opportunity.

In Broward County, women’s labor force participation rates have been consistently below men’s. Due to the

Exhibit 15: Median Earnings and Pay Gap for Full-Time Workers in Broward County, 2011-2023



Source: ACS 1-Year Estimates, U.S. Census Bureau

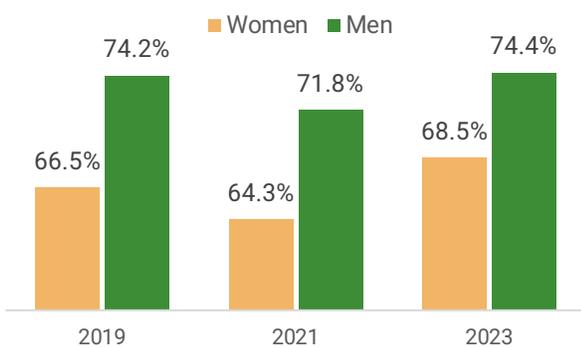
²⁶ U.S. Census Bureau. [Poverty Thresholds](#).

low labor force participation rates of the population under the age of 20 (36.1%) and those aged 65 and older (23.7%), the U.S. Census Bureau provides its estimates of the labor force participation rate based on the remaining 20 to 64 age group. In this age group, the women’s labor force participation rate increased from 77.2% in 2021, to 79.4% in 2023. However, in comparison, the men’s labor force participation rate was higher in both years, at 86.1% and 85.3%, respectively.

Another relevant metric related to earnings is full-time vs. part-time employment. Research has consistently shown that women are more likely than men to work part-time for “voluntary” noneconomic reasons, either because they do not want to work 35 or more hours a week or are not available to do so. But as one of the Bureau of Labor Statistics reports noted, although some people may indeed want to work part-time, “some might argue that “choosing” to work part-time when confronted with other time constraints, such as elder- or childcare responsibilities, may not be quite what some people think of as voluntarily working part-time.”²⁷

Exhibit 16 shows that in Broward County, among persons aged 16 to 64, men were more likely than women to be employed full-time during 2019-2023. However, after a dip in full-time employment for both women and men in 2021, possibly as a result of COVID-19, the 2023 figures show a rebound. There was an increase in women aged 16 to 64 employed full-time, from 66.5% in 2019, to 68.5% in 2023.

Exhibit 16: Female and Male Full-Time Workers, Aged 16-64 in Broward County, 2019-2023



Source: ACS 1-Year Estimates, U.S. Census Bureau

Class of Worker

The type of jobs in which women are employed has a significant impact on their earnings. Subsequent sections of this 2025 Report will discuss industry sectors and occupational employment and wages. First, it is important to examine broad job sectors, such as public, private, and nonprofit employment, as they show significant differences in both the representation of women and their earnings in comparison to men. Women represent most of the employees in three of the six U.S. Census Bureau-defined worker categories. **Exhibit 17** shows women’s representation, earnings and pay gaps for full-time workers in Broward County in mutually exclusive classes of workers. In the private, not-for-profit sector, and among state government workers, there are no observable pay gaps. These are also the categories in which women represent most of the full-time workers. However, the other four categories show double-digit earnings gaps, with the largest for workers who were ‘Self-employed in their own not incorporated business and unpaid family workers’ (32.4%). As previously noted, in 2023, the overall earnings gap for full-time workers ages 16 and older in Broward County was 13.8%.

Exhibit 17: Women’s Representation and Earnings by Class of Full-Time Worker, in Broward County, 2023

	Proportion	Median Earnings	Earnings Gap
Private for-profit	43.7%	\$46,799	15.8%
Private not-for-profit	63.0%	\$59,729	0.6%
Local government	55.7%	\$53,141	22.4%
State government	67.4%	\$50,356	-1.1%
Federal government	46.7%	\$67,121	20.4%
Self-employed in own not incorporated business and unpaid family workers	41.4%	\$30,524	32.4%

Source: ACS 1-Year Estimates, U.S. Census Bureau

²⁷ U.S. Bureau of Labor Statistics (March 2018). *Who chooses part-time work and why? Monthly Labor Review.*

Industry Sector

According to the U.S. Census Bureau, an industry sector is a broad category of economic activity, typically defined by the products or services provided.²⁸ Examples of industry sectors include the fields of healthcare, construction, and finance. The representation of women in various industry sectors, and their respective earnings, impact the overall pay gap. For example, high representation of women in low-earning industry sectors will likely increase the pay gap, especially if the types of jobs in the industry sectors are unevenly distributed by gender.

There are 13 broad industry sectors on which the U.S. Census Bureau reports in the American Community Survey data, based on the North American Industry Classification System (NAICS). **Exhibit 18** shows Broward County representation of women, aged 16 years and older, employed full-time in the 13 main industry sectors in 2023 as well as the percentage changes as compared to the 2021 data. **Exhibit 19** shows women’s and men’s median earnings in the same industry sectors. In 2023, the largest employment sector for full-time working women was ‘Education and health care and social assistance’. In 2023, over 70% of full-time employees in its subsectors were women, similar to the figures reported in the 2021 Report. There have been no significant gains in women’s representation in male-dominated sectors with high wages. For example, there was an overall 12% increase in the number of women employed full-time, yet only a 9.5% increase of women in the ‘Manufacturing’ sector. However, there was an increase of women employed in male-dominated sectors with lower earnings, like ‘Arts, entertainment and recreation’. The largest decrease in women’s employment in the ‘Agriculture’ sector is mostly the result of a decline in overall agricultural employment by almost 40%, with only 1,120 full-time employees in 2023. The ‘Public administration’ sector also had an overall decline in employment by almost 13%. The ‘Information’ sector contracted by 8.6%. The inordinately high increase of women’s participation in ‘Management of companies and enterprises’ may not be a reliable indicator of changes in the sector due to the small number (777) of full-time workers in 2023.

These sectoral distributions affect the overall gender pay gap due to significant variations in earnings by sector. **Exhibit 19** shows women’s and men’s median

Exhibit 18: Industry Employment in 2023, Change from 2021 and Representation of Women 16 and Older Employed Full-Time in Broward County

	2023 Total Number of Employees	Change from 2021	% Women
Agriculture, forestry, fishing and hunting, and mining	1,120	-28.2%	39.4%
Construction	53,335	-8.4%	17.2%
Manufacturing	42,550	9.5%	36.4%
Wholesale trade	23,642	12.2%	33.7%
Retail trade	80,509	13.9%	47.3%
Transportation and warehousing, and utilities	58,218	4.1%	24.6%
Information	13,160	-19.7%	35.9%
Finance and insurance, and real estate and rental and leasing	68,778	8.2%	48.1%
Finance and insurance	45,400	12.6%	53.5%
Real estate, rental and leasing	23,378	-2.4%	37.5%
Professional, scientific, and management, and admin. and waste management services	118,934	24.4%	44.5%
Professional, scientific, and technical services	68,716	10.9%	45.6%
Management of companies and enterprises	777	3990.0%	52.6%
Administrative and support and waste management services	49,441	48.3%	42.9%
Educational services, health care and social assistance	157,370	7.1%	73.1%
Educational services	52,812	4.3%	74.6%
Health care and social assistance	104,558	8.7%	72.3%
Arts, entertainment, recreation, and accommodation and food services	71,858	56.5%	40.0%
Arts, entertainment, and recreation	20,035	35.5%	33.0%
Accommodation and food services	51,823	64.2%	42.7%
Other services, except public administration	33,464	39.2%	45.6%
Public administration	34,138	-17.2%	44.1%

Source: ACS 1-Year Estimates, U.S. Census Bureau

earnings by industry sector in 2023, disaggregating the four composite sectors (which are shown in **Exhibit 18**) into their subsectors. Within the 13 main sectors, the pay gap increased in 3, decreased in 8, and remained unchanged (with less than 2% difference from 2021) in 2 sectors. The high overall pay gap can be linked to the high pay gaps in the three

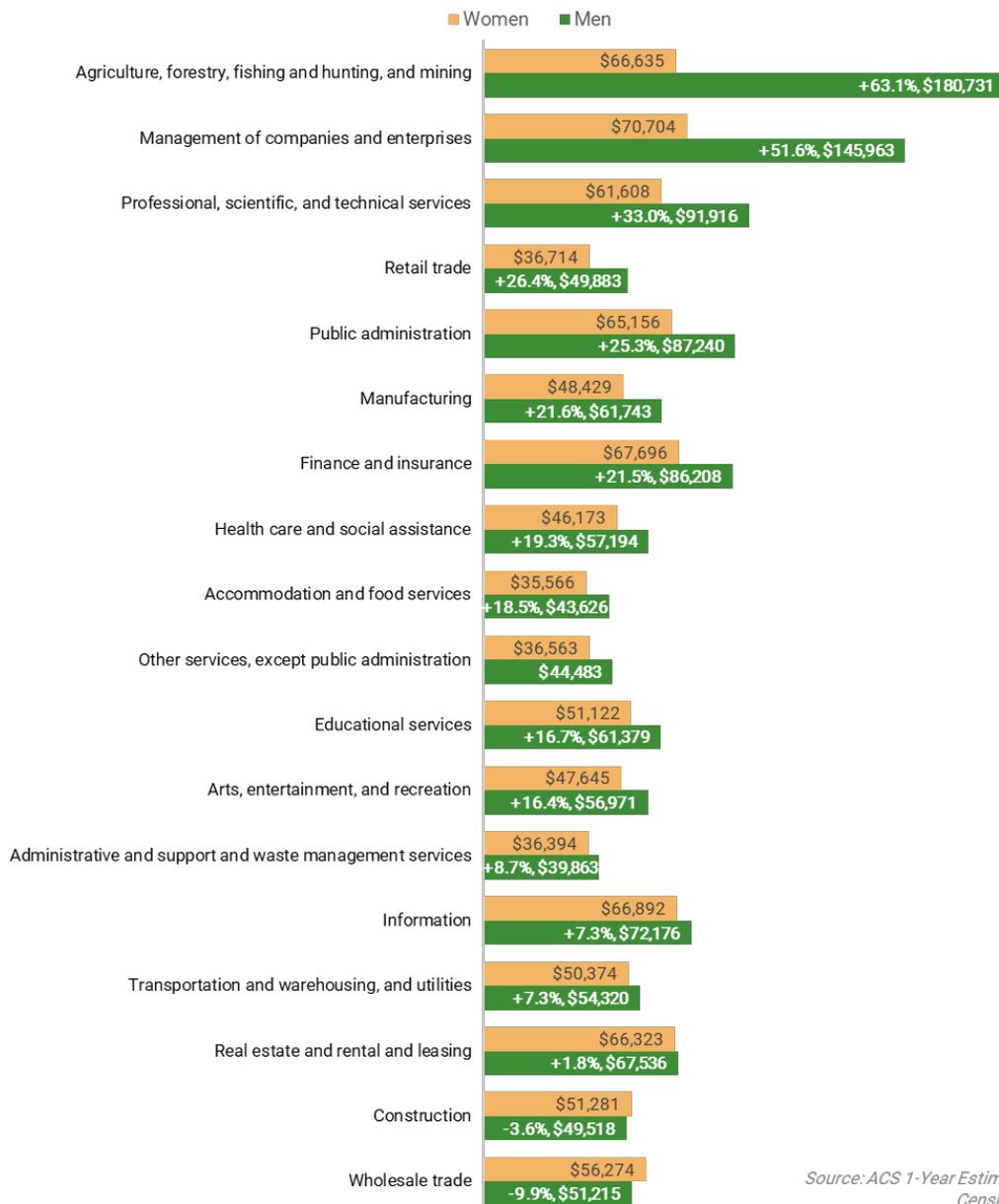
²⁸ U.S. Census Bureau. [General Overview of the Alphabetical Indexes of Industries and Occupations.](#)

dominant sectors that employ 47% of the full-time workforce in Broward County. In the 'Health care and social assistance' sector, the pay gap decreased only slightly, by 2.5 percentage points to 19.3%. In 'Professional, scientific, and management, and administrative and waste management services', the pay gap increased by 10.1 percentage points, to 22.1%. The 'Retail trade' sector gap increased by one percentage point to 26.4%.

The top two sectors and two others encompass subsectors that vary in employment and wages, as shown in **Exhibit 19**. In 2023, the largest gaps were in two sectors with low employment overall – 'Agriculture, forestry, fishing and hunting, and mining'

(1,120 full-time employees), and 'Management of companies and enterprises' (777 full-time employees). The disparities were also significant in sectors with a large number of women and higher than median wages, such as, 'Professional, scientific, and technical services' (31,357 female workers), and 'Public administration' (15,060 women). The 'Educational services' sector, which employs 39,380 women had the same earnings gap as the county overall. While in 2021, all pay gaps favored men, in 2023, the construction and wholesale trade sectors had gaps favoring women.

Exhibit 19: Median Earnings and Pay Gap by Industry and Gender in Broward County, 2023



Source: ACS 1-Year Estimates, U.S. Census Bureau

Occupations

The types of degrees women obtain might play a significant role in their career opportunities. **Exhibit 20** shows women's representation and earnings gap in Broward County for 2023 by occupational category with as many subcategories as the ACS data provides. Some of the pay gap differences are within the margin of error due to the small sample size in these categories, so they should not be considered representative. The asterisk (*) denotes the occupational categories with a large margin of error.

In 2023, all five major occupational groups have earnings gaps favoring men. The largest earnings gap, 34.3%, was in 'Natural resources, construction, and maintenance' occupations, followed by 'Management, business, science, and arts' occupations with a 23.8% earnings gap. The smallest gap was in 'Service' occupations at 17.6%.

The Exhibit shows that there are only a few occupational subcategories with meaningful gaps, (i.e., not within the margin of error), which are highlighted. The largest pay disparity was in 'Legal' occupations, which are comprised of lawyers, judges and magistrates, arbitrators and mediators, and paralegals and legal assistants. While median Broward County earnings data is not available for each of these occupations, national data shows that for the highest paid occupation in this group – lawyers, only 41% of full-time lawyers were women. However, women represented 85% of paralegals and legal assistants, which are the lowest earning occupations in this group.²⁹ The second largest earnings gap of 47.7% was among 'Law enforcement workers including supervisors'.

Only two occupational categories had earnings gaps favoring women; however, these estimates both have a large error margin and may not be reliable. 'Life, physical and social science' occupations had a 94.3% pay gap in favor of women, with women accounting for approximately 40% of the full-time workers in this category or almost 2,000 individuals. The second occupation with an earnings gap

favoring women (2.6%) was 'Health technologists and technicians'. Approximately 65% of full-time workers in that occupational category were women.

The Exhibit also shows the change in the earnings gap from 2021 to 2023 by occupational category. The highlighted rows in the table represent occupational categories with statistically significant differences. The largest pay gap increase in the occupational subcategories was in 'Law enforcement workers including supervisors' subcategory, with an earnings gap increase of 37.8 percentage points, followed by 'Production' subcategory with a 16.1 percentage point increase. The largest gap decrease, 5.7 percentage points, was in 'Food preparation and serving related' subcategory, followed by 'Business and financial operations' subcategory with a 5.3 percentage point decrease.

From 2021 to 2023, the earnings gap remained the same in two major occupational categories, including 'Management, business, science, and arts' and 'Service' occupations. The gap increased by 2.3 percentage points in 'Sales and office' occupations, 6.5 percentage points in 'Natural resources, construction, and maintenance', and 6.8 points in 'Production, transportation, and material moving' occupations.

It is also notable that women are significantly underrepresented in some high-wage occupations and overrepresented in lower-wage occupations. For example, in 2023, the median earnings in 'Computer and mathematical occupations' were \$91,171, but only 27% of this occupational category's full-time workforce were women. Conversely, in 2023, women were 78% of the 'Educational instruction, and library occupations' full-time workforce, with overall median earnings in this occupational category of \$51,254.

²⁹ U.S. Census Bureau, [Detailed Occupation by Education, Sex, Age, Race, and Earnings: ACS 2022](#)

Exhibit 20: Women's Representation in Occupational Categories, 2023 Earnings Gap and Percentage Point Change from 2021 in Broward County

Occupation	Total Number of Employees	% Women	2023 Pay Gap	2021 2023 Gap Change (percentage points)
Management, business, science, and arts	333,352	50.5%	23.8%	0.7 ↔
Management, business, and financial	172,244	46.0%	18.1%	-2.9 ↓
Management occupations	121,423	40.7%	18.0%	0.6 ↔
Business and financial operations	50,821	58.7%	19.1%	-5.3 ↓
Computer, engineering, and science *	40,376	26.4%	15.9%	4.9
Computer and mathematical *	25,152	26.6%	24.1%	15.3
Architecture and engineering *	10,281	19.0%	28.9%	-4.1
Life, physical, and social science *	4,943	40.4%	-94.3%	-74.1
Education, legal, community service, arts, and media	72,185	62.7%	27.1%	16.3 ↑
Community and social service *	9,212	69.4%	12.2%	33.3
Legal occupations	14,305	56.2%	55.8%	12.4 ↑
Educational instruction, and library *	31,816	77.9%	16.9%	3.1
Arts, design, entertainment, sports, and media *	16,852	35.8%	14.7%	37.7
Healthcare practitioners and technical *	48,547	68.2%	14.6%	-19.8
Health diagnosing and treating practitioners and other technical occupations	32,351	69.6%	38.1%	1.7 ↔
Health technologists and technicians *	16,196	65.4%	-2.6%	-11.9
Service occupations	123,936	49.7%	17.6%	0.4 ↔
Healthcare support *	20,857	86.5%	17.7%	12.7
Protective service *	22,244	24.9%	28.4%	47.7
Firefighting and prevention, and other protective service workers including supervisors *	13,102	27.4%	11.4%	57.2
Law enforcement workers incl. supervisors	9,142	21.4%	47.7%	37.8 ↑
Food preparation and serving related occupations	32,549	45.2%	14.9%	-5.7 ↓
Building and grounds cleaning and maintenance	33,564	41.5%	17.1%	-3.8 ↓
Personal care and service *	14,722	63.8%	6.3%	-5.2
Sales and office occupations	163,047	61.1%	20.0%	2.3 ↑
Sales and related	81,954	47.8%	33.1%	12.5 ↑
Office and administrative support *	81,093	74.4%	9.4%	-1.0
Natural resources, construction, and maintenance	59,046	5.3%	34.3%	6.5 ↑
Construction and extraction *	33,442	6.4%	34.0%	26.0
Installation, maintenance, and repair *	24,885	4.0%	37.7%	0.5
Production, transportation, and material moving	77,695	21.1%	23.5%	6.8 ↑
Production	23,005	38.4%	35.4%	16.1 ↑
Transportation *	36,681	9.5%	28.2%	28.5
Material moving *	18,009	22.8%	12.6%	8.8

Source: ACS 1-Year Estimates, U.S. Census Bureau; Asterisk * denotes a large error margin

Income by Municipality

Similar to the 2023 Report, recent data shows income disparities across genders within Broward County's municipalities. In 2021, 15 Broward County municipalities had income gaps larger than the County's 11.4% overall income gap. **Exhibit 21** shows that in 2023, 18 municipalities were above the 13.8% Broward County's overall income gap.

In 2023, Broward County's three largest municipalities had double-digit pay gaps. In 2023, Fort Lauderdale had an estimated population of 184,263 and a pay gap of 27.2% in favor of men, higher than the 10.3% pay gap in 2021. The 2023 pay gap for Pembroke Pines' population of 171,105 was 13.2%, a decrease from the 6.2% pay gap in 2021. The third largest city, Hollywood, with a population of 153,864, had a 2023 pay gap of 19.1% in favor of men, whereas in 2021 the 4.6% pay gap favored women.

Broward County has four other cities with populations over 100,000. In Miramar, the 2023 pay gap was 13.7% in favor of men, a reversal from the 2021 pay gap of 1.8% that favored women. Coral Springs had a pay gap of 20.9% in favor of men, higher than the 7.3% pay gap in 2021, also favoring men. In Pompano Beach, women's earnings were 1% higher than men's, a significant decrease from the 13.4% pay gap in 2021 favoring men. Davie's 2023 pay gap was 5.4%, down from 20.8% in 2021.

Changes in the pay gaps by municipality, especially in the smaller ones, are subject to significant variations due to migration. As noted previously, Broward County had a net negative domestic migration of 14,303 individuals in 2023. Across a longer timeframe, from 2020 to 2023, Broward County had a negative net domestic migration of almost 40,000, offset by a net positive international migration of almost 50,000.³⁰ Many international migrants tend to seek out their ethnic enclaves and some research has found an increase in ethnic segregation in the United States, such as the Hispanic and Asian populations.³¹ High concentrations of immigrants, especially with existing economic, cultural, and other social disparities might affect labor force participation and incomes. Conversely, high concentrations of local migrants who relocate for high-earning careers might also create income disparities.

³⁰ U.S. Census Bureau, [Population Estimates Program](#)

³¹ Massey DS. (2020) Still the linchpin: Segregation and stratification in the USA. *Race and Social Problems*. 2020;12(1):1-12; See also Song, T. and Mate Szurop. (March 27, 2024).

[Immigrant Ethnic Enclaves: Causes and Consequences](#). Book Chapter in *Migration and Forced Displacement - Vulnerability and Resilience - Volume 1*.

Exhibit 21: Median Earnings of Full-Time Workers 16 Years and Older by Gender and Municipality in Broward County, 2023, and Pay Gaps in 2021 and 2023

Municipality	2023 Total Population	2023 Men's Earnings	2023 Women's Earnings	2021 Gap	2023 Gap
Sea Ranch Lakes	440	\$197,500	\$58,750	76.8%	70.3%
Lighthouse Point	10,463	\$93,750	\$59,091	30.4%	37.0%
Weston*	68,168	\$92,321	\$61,501	52.3%	33.4%
Parkland	35,799	\$119,589	\$84,022	28.9%	29.7%
Lauderdale by the Sea	6,159	\$90,000	\$63,406	-11.8%	29.5%
Fort Lauderdale*	184,263	\$64,819	\$47,164	10.3%	27.2%
Wilton Manors	11,403	\$84,709	\$63,231	29.4%	25.4%
Coconut Creek	57,587	\$66,380	\$50,828	29.5%	23.4%
Deerfield Beach*	87,322	\$52,153	\$40,431	1.0%	22.5%
Cooper City	34,166	\$87,426	\$67,914	18.9%	22.3%
Lauderhill*	73,986	\$42,729	\$33,343	-10.4%	22.0%
Hillsboro Beach	2,020	\$120,938	\$95,625	47.6%	20.9%
Coral Springs*	134,913	\$65,980	\$52,201	7.3%	20.9%
Hollywood*	153,864	\$50,699	\$41,039	-4.6%	19.1%
Margate	58,418	\$51,421	\$42,274	7.1%	17.8%
Plantation	96,537	\$61,952	\$51,083	24.6%	17.5%
Hallandale Beach	41,224	\$51,432	\$43,260	12.7%	15.9%
Sunrise*	96,808	\$49,694	\$42,154	16.5%	15.2%
Miramar*	138,330	\$65,811	\$56,785	-1.8%	13.7%
Pembroke Pines*	171,105	\$60,229	\$52,307	6.2%	13.2%
Dania Beach	31,739	\$53,359	\$46,881	6.7%	12.1%
Lauderdale Lakes	35,924	\$37,263	\$33,071	12.6%	11.2%
Oakland Park	44,015	\$49,182	\$45,256	13.5%	8.0%
Tamarac*	72,360	\$47,116	\$43,849	-0.5%	6.9%
North Lauderdale	44,650	\$42,459	\$40,121	5.8%	5.5%
Davie	107,814	\$55,037	\$52,081	20.8%	5.4%
West Park	15,076	\$41,034	\$39,564	-13.0%	3.6%
Southwest Ranches	7,569	\$96,291	\$93,108	4.8%	3.3%
Pompano Beach*	113,613	\$50,335	\$50,845	13.4%	-1.0%
Pembroke Park	6,254	\$40,469	\$42,563	5.6%	-5.2%
Broward County*	1,962,531	\$56,352	\$48,591	11.4%	13.8%

Source: ACS 1-Year and 5-Year Estimates, U.S. Census Bureau; Village of Lazy Lake is not shown due to insufficient data. According to the 2020 Census, it had 33 residents. The asterisk indicates large municipalities for which the 1-Year Estimates are presented.

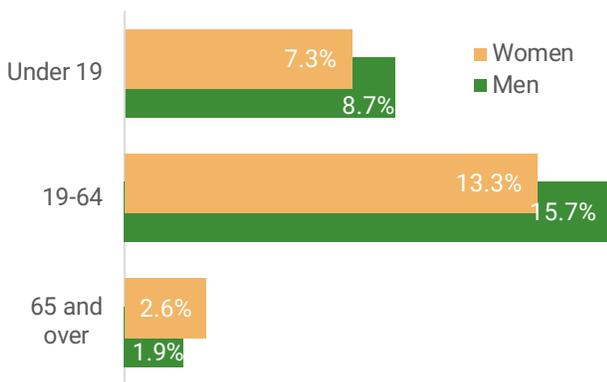
Health

Women and men experience different health challenges, some based on biology but many because of disparities in services, cultural norms or systemic inequality.³² A recent report found that despite living longer than men, women spend 25% more of their lives in poor health.³³ In some aspects of health, women have worse outcomes; in others, men do. The following section presents current data on these disparities in Broward County.

Health Insurance

Having health insurance facilitates access to care and could reduce adverse health outcomes. Similar to the 2021 data, the current 2023 data shows a small difference between women’s and men’s health insurance coverage, with only 11.8% of men and 10.0% of women without coverage. The health insurance disparities by sex and age noted in the 2023 Report are also present in the more recent data. **Exhibit 22** shows that uninsured rates are the highest among women and men in the working age group. It is encouraging to note that the percentage of individuals without coverage declined from 2021, from 15.3% for women and 19.3% for men in the 19-64 age group.

Exhibit 22: Population Without Health Insurance Coverage by Age and Sex in Broward County, 2023



Source: ACS 1-Year Estimates, U.S. Census Bureau

³² Hay K. et al. (2019). *Disrupting Gender Norms in Health Systems: Making the Case for Change*.

³³ World Economic Forum and the McKinsey Health Institute. (2024). *Closing the Women’s Health Gap: A \$1 Trillion Opportunity to Improve Lives and Economies*.

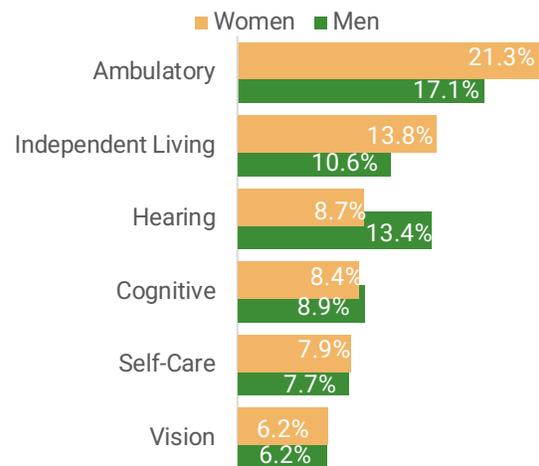
³⁴ Lee, J., Meijer, E., Phillips, D., & Hu, P. (2021). *Disability Incidence Rates for Men and Women in 23 Countries: Evidence on*

Disability

While there is no conclusive evidence of any causal relationship between biological characteristics and disability, some studies have shown a correlation between gender and disability, with evidence that “macro-level societal gender inequality is significantly associated with the probability of disability onset for women”.³⁴ However, there is clear and compelling evidence that disability is related to age, and that higher life expectancy increases the size of the population with disabilities.³⁵ In Broward County, the 2023 data shows no significant differences between women and men by type of physical difficulty. The overall largest difference in 2023, was between women and men with ambulatory difficulty, 6.7% and 5.0%, respectively. However, when age is considered, the disparities are more pronounced.

Exhibit 23 shows higher percentages of women aged 65 and older have ambulatory and independent living difficulties. These percentages translate into 185,000 women and 38,000 men with one of these types of difficulties in Broward County in 2023.

Exhibit 23: Prevalence of Difficulty for Individuals by Sex Aged 65 and Older in Broward County, 2023



Source: ACS 1-Year Estimates, U.S. Census Bureau

Health Effects of Gender Inequality. The journals of Gerontology., 76(2), 328–338.

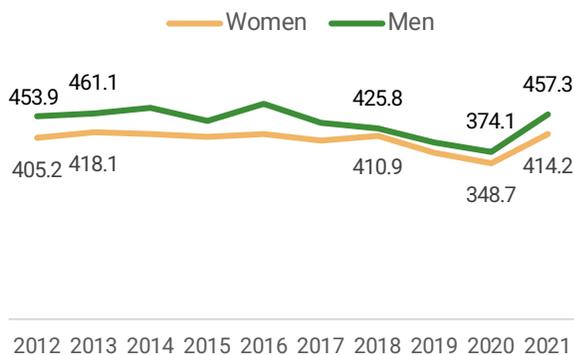
³⁵ Aubreach, K. et al. (2020) *The Aging–Disability Nexus*. UBC Press.

Chronic Diseases

According to the Centers for Disease Control and Prevention, chronic diseases are defined broadly as conditions that last one year or more and require ongoing medical attention or limit activities of daily living or both.³⁶ Understanding the prevalence of a disease is critical to ensure adequate attention and resources are dedicated to managing its conditions. Since the 2023 Report, which presented 2019 county-level data, there has been some new data released for disease incidence. However, there is no new data on diabetes, coronary heart disease, heart attack, hypertension and many other diseases. The 2019 data showed that while diabetes was more prevalent among women, men were slightly more likely to have heart disease and suffer a heart attack.

Exhibit 24 shows that the cancer incidence rate has been historically lower for women in Broward County. Before the COVID-19 pandemic in 2020, the cancer rate was declining for both women and men and then increased in 2021.

Exhibit 24: Cancer Incidence Rate Per 100,000 Population by Sex in Broward County, 2012-2021



Source: Florida Health Charts, Florida Department of Health

There are certain cancers that are more prevalent in women than men. Breast cancer is the most common cancer for women, while prostate cancer is most common for men. The American Cancer Society estimates that 1 in 8 women will get invasive breast cancer, and 1 in 8 men get prostate cancer.³⁷ Each cancer has its risk factors that may include age and genes, tobacco use, unprotected sun exposure,

³⁶ CDC, [About Chronic Diseases](#).

³⁷ American Cancer Society. [Cancer Facts for Women](#); See also [Cancer Facts for Men](#)

excess body weight, lack of physical activity, alcohol use, and unhealthy diet.

Exhibit 25 shows seven common cancers for women and their respective incidence rates in Broward County for 2019 and 2021. There is no data released since 2021, but comparison with the previously reported 2019 data shows significant increases in incidence rates of breast cancer (12.7%), colorectal cancer (14.8%), and uterine cancer (13.7%). The Exhibit also shows that men have significantly higher cancer rates in the three types they also experience.

Exhibit 25: Incidence Rates per 100,000 Population of Most Common Cancers for Women in Broward County, 2019 and 2021

Cancer Types	2019	2021	Men (2021)
Breast	114.1	128.6	-
Lung	36.8	35.8	42.0
Uterine	27.0	30.7	-
Colorectal	25.6	29.4	42.3
Skin (Melanoma)	13.6	13.5	28.2
Cervical	9.1	8.7	-
Ovarian	8.8	9.5	-

Source: Florida Health Charts, Florida Department of Health

Advances in cancer detection and treatment mean more people are surviving cancer, especially when it is diagnosed early. The higher incidence rates observed in 2021 might be related to this fact as more women are aware of and take advantage of periodic screenings.

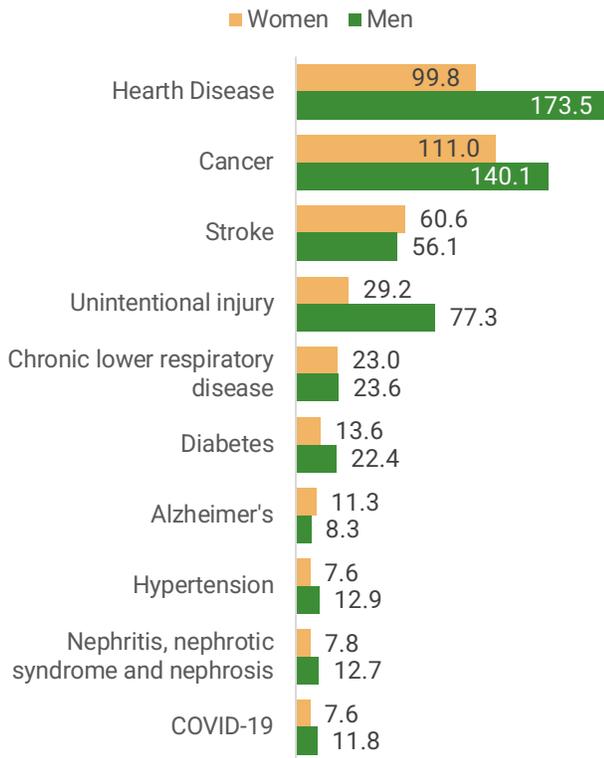
Leading Causes of Death

Chronic diseases such as heart disease, cancer, and diabetes are the leading causes of death and disability in the United States.³⁸ Even though there is no current data on chronic disease incidence, the count and rates of deaths resulting from chronic diseases are available as of 2023.³⁹ **Exhibit 26** shows the 2023 death rate by gender for the top ten leading causes of death in Broward County. Women have a higher death rate than men from stroke and Alzheimer’s disease. Death rates from heart disease, cancer, and unintentional injury are significantly higher for men.

³⁸ National Center for Health Statistics. (October 2024). [Leading causes of death](#). Centers for Disease Control and Prevention.

³⁹ Florida Department of Health, Bureau of Vital Statistics. Data Available from [Florida Health Charts](#).

Exhibit 26: Death Rate Per 100,000 Population by Sex for the Leading Causes of Death in Broward County, 2023



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

Risky Behaviors

Most chronic diseases are caused by a short list of risk factors: smoking, poor nutrition, physical inactivity, and excessive alcohol use. Some of these same factors might also contribute to the cancer incidences discussed in the previous section.

No new data has been released for Broward County on the risk factors reported in the 2023 Report, therefore this section will only present a summary of these factors based on the 2019 data displayed in Florida Health Charts. This data is collected through a state-based telephone surveillance system called the Behavioral Risk Factor Surveillance System (BRFSS) every three years (2016, 2019, 2022, etc.). The 2022 county-level data has not been released yet.

Alcohol Use: 12.3% of women and 21.4% of men engaged in heavy or binge drinking in 2019. Excessive alcohol use over time contributes to liver and other chronic diseases and increases the risk of some types of cancer.⁴⁰

Cholesterol Awareness: 89.5% of women and 82.5% of men had their cholesterol checked in the past two years. High cholesterol levels increase the risk of heart attack and other forms of heart and blood vessel disease.⁴¹

Nutrition: 40.5% of women and 28.1% of men consumed two or more servings of vegetables per day.⁴² A diet rich in fruit and vegetables has been linked to lower blood pressure, reduced risk of heart disease and stroke, and some types of cancer, lower risk of eye and digestive problems.⁴³

Physical Activity: 24.5% of women and 23.6% of men are sedentary, leading lifestyles that lack sufficient physical activity. Physical activity contributes to the prevention and management of noncommunicable diseases such as cardiovascular diseases, cancer, and diabetes and reduces symptoms of depression and anxiety.⁴⁴

Overweight and Obesity: 59.3% of women and 70.9% of men are overweight or obese. Obesity increases the risk of diabetes, heart disease, joint problems, and other adverse outcomes.⁴⁵

Tobacco Use: 7.4% of women and 18.1% of men are current smokers. Cigarette smoking causes cancer, heart disease, lung disease, Type 2 diabetes, and many others.⁴⁶ In 2019, 2.0% of women and 6.9% of men used e-cigarettes in Broward County. Although e-cigarette aerosol generally contains fewer harmful chemicals than smoke from cigarettes, vaping still poses health risks due to the nicotine and other substances contained in e-cigarettes.⁴⁷

⁴⁰ National Institute on Alcohol Abuse and Alcoholism. [Binge Drinking](#).

⁴¹ Centers for Disease Control and Prevention. [Testing for Cholesterol](#).

⁴² American Heart Association. [Suggested Servings From Each Food Group](#).

⁴³ Harvard T.H. Chan School of Public Health. [Vegetables and Fruits](#).

⁴⁴ World Health Organization. [Physical Activity](#).

⁴⁵ Centers for Disease Control and Prevention. [Consequences of Obesity](#).

⁴⁶ Centers for Disease Control and Prevention. [Cigarette Smoking](#).

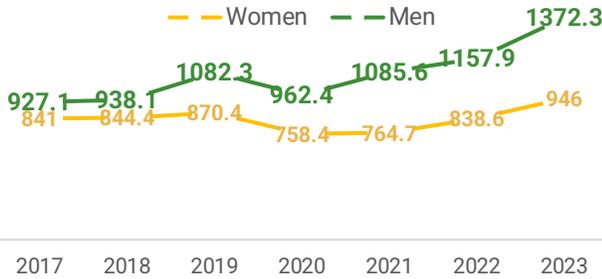
⁴⁷ Centers for Disease Control and Prevention. [Health Effects of Vaping](#).

Communicable Diseases

According to the American Public Health Association, there are over 200 diseases that spread either from one person to another, or from animal to person.⁴⁸ In 2022, the most common communicable diseases in the United States, after COVID-19, were chlamydia (494.9 per 100,000), gonorrhea (194.4), and congenital syphilis (100.2).⁴⁹ These are bacterial sexually transmitted diseases (STDs).

Exhibit 27 shows increasing rates of STDs in Broward County over time, with consistently higher rates for men. In 2023, the men’s rate was 45% higher than the women’s.

Exhibit 27: Bacterial STD Rate Per 100,000 Population by Sex in Broward County, 2017-2023



Source: Florida Health Charts, Florida Department of Health, Bureau of Communicable Diseases

Among these three diseases, chlamydia is the only one that is more common for women. Women’s rates have historically been significantly higher than men’s. **Exhibit 28** shows that in 2023, the women’s rate increased by 22.5% from 2021, to 705.7 per 100,000 population in Broward County. The men’s rate increased by 45.7%, to 673.1.

Exhibit 28: STD Rates by Sex, per 100,000 Population in Broward County, 2019-2023

STD Type	Gender	2019	2021	2023
Chlamydia	Men	543.2	462.1	673.1
	Women	724.6	576.1	705.7
Gonorrhea	Men	354.3	371.5	492.6
	Women	115.4	146.9	193.4
Syphilis	Men	184.9	251.9	206.6
	Women	30.9	41.8	46.9

Source: Florida Health Charts, Florida Department of Health, Bureau of Communicable Diseases

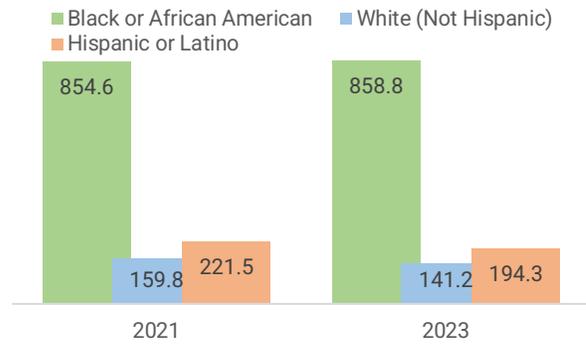
⁴⁸ American Public Health Association. [Communicable Disease](#).

⁴⁹ Centers for Disease Control and Prevention, [Nationally Notifiable Infectious Diseases and Conditions, United States: Annual Tables](#).

⁵⁰ U.S. Department of Health & Human Services. [What Are HIV and AIDS?](#)

In addition to differences in disease rates across genders, there are also important disparities by race and ethnicity. **Exhibit 29** shows that Black or African American women are five times more likely to have bacterial STDs than White, not-Hispanic women. While the Black or African American women’s STD rates remained similar in 2023 in comparison to 2021, they decreased for White and Hispanic women.

Exhibit 29: Bacterial STD Rate Per 100,000 Population by Sex, Race and Ethnicity in Broward County, 2021-23



Source: Florida Health Charts, Florida Department of Health, Bureau of Communicable Diseases

HIV and AIDS

Human Immunodeficiency Virus (HIV) is a virus that attacks cells that help the body fight infection. If left untreated, HIV can lead to the disease Acquired Immunodeficiency Syndrome (AIDS).⁵⁰

HIV diagnoses have been declining in both Broward County and Florida over the last two decades. National data analysis showed a similar decline due to a decrease in new infections among 13- to 24-year-olds, mostly among gay and bisexual males.⁵¹

The highest rate of HIV diagnoses in Broward County was 64.9 per 100,000 population, reported in 2004. By 2023, the rate declined by 54%, to 29.6 per 100,000 population. However, this rate is still higher than Florida’s rate of 20.8 per 100,000 population. A similar decline occurred in the AIDS diagnoses rate, which is down by almost 72% in Broward County in 2023, to 13.7 per 100,000 population, as compared to the Florida rate of 8.7 per 100,000 population.⁵²

⁵¹ Centers for Disease Control and Prevention. (2023). [HIV Declines Among Young People and Drives Overall Decrease in New HIV Infections](#).

⁵² Florida Department of Health, Bureau of Communicable Diseases. [Florida Health Charts](#).

Men are more likely to be diagnosed with HIV and AIDS. In 2023, the men’s HIV diagnoses rate in Broward County was 19.3 per 100,000 population, compared to the women’s rate of 8.3 per 100,000 population.

Significant differences are also observed by race and ethnicity. **Exhibit 30** shows the 2023 HIV and AIDS diagnosis rates by gender, race and ethnicity. Black or African American women are nine times more likely to be diagnosed with HIV and ten times more likely to be diagnosed with AIDS than White, non-Hispanic women.

Exhibit 30: HIV and AIDS Diagnoses by Sex, Race and Ethnicity in Broward County, 2023

	Gender	HIV	AIDS
White, non-Hispanic	Men	30.1	11.9
	Women	4.1	2.2
Black or African American	Men	75.0	33.9
	Women	37.9	21.9
Hispanic	Men	40.6	16.7
	Women	5.5	3.0

Source: Florida Health Charts, Florida Department of Health, Bureau of Communicable Diseases

While the long-term trend data shows significant declines, the comparison of 2021 to 2023 shows a slight increase in overall rates, from 12.8 AIDS diagnoses per 100,000 population in 2021, to 13.7 in 2023. The overall increase is due to an increase in women’s AIDS diagnoses rate from 5.6 to 8.3 per 100,000 population. During this timeframe, women’s HIV diagnoses also increased, from 11.4 to 14.5 per 100,000 population, while they decreased for men from 45.6 to 45.1 per 100,000 population.

Maternal and Infant Health

Maternal health refers to the health of women during pregnancy, childbirth, and the postnatal period. There are health conditions like diabetes, high blood pressure, and depression that can increase the health risk for pregnant women and infants. In addition, unhealthy behavior during pregnancy, like alcohol and tobacco use can also have adverse effects.⁵³

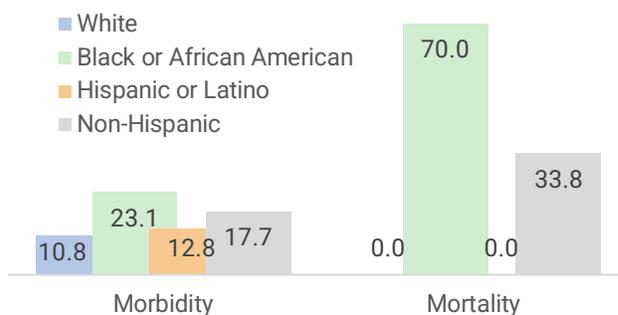
Two common indicators of maternal health are maternal morbidity and mortality. Maternal morbidity is any health condition attributed to and/or aggravated by pregnancy and childbirth that has negative outcomes on the woman’s well-being. Maternal mortality is defined as the death of a

woman while pregnant or within 1 year of the end of pregnancy from any cause related to or aggravated by the pregnancy.⁵⁴

In Broward County, the severe maternal morbidity rate per 1,000 delivery hospitalizations has declined significantly over the past two decades, from 21.0 in 2004 to 15.9 per 1,000 delivery hospitalizations in 2023. In comparison, from 2004 to 2023, the Florida morbidity rate increased from 16.9 to 23.8. While Florida’s rate remained the same in 2021 and 2023, in Broward County the rate decreased, down from 17.8 per 1,000 delivery hospitalizations in 2021 to 15.9 in 2023.

The morbidity rate has decreased across race and ethnicity but there are still important differences. Black or African American women are more than twice as likely as White women to experience maternal morbidity. **Exhibit 31** shows the 2023 morbidity and mortality rates in Broward County by race and ethnicity. The data is reported separately for race and ethnicity, which does not allow for direct comparisons between Hispanic and non-Hispanic women.

Exhibit 31: Maternal Morbidity Per 1,000 Hospitalizations and Mortality Per 100,000 Live Births by Race and Ethnicity in Broward County, 2023



Source: Florida Health Charts, Florida Agency for Health Care Administration (AHCA)

The Black maternal mortality rate of 70 per 100,000 live births is reflective of a total of five maternal deaths of Black or African American women in 2023, a decrease from 11 in 2021. There were no maternal deaths reported in Broward County in 2022. The Florida Charts reported data is disaggregated based on binary categories (White-Black, White-Other, or Hispanic- not-Hispanic); therefore, the non-Hispanic counts and rates include both Black or African American and White women. The Exhibit shows a

⁵³ CDC, Maternal Health | Chronic Disease Indicators | CDC

⁵⁴ U.S. National Institutes of Health. Maternal Morbidity & Mortality Web Portal

33.8 rate for non-Hispanic women, which is calculated based on the five deaths of Black mothers. Lack of adequate prenatal care is one of the factors that contribute to the negative outcomes of pregnant women. According to the Florida Department of Health, in 2023, 64.3% of birthing mothers in Broward, or 12,488, had adequate prenatal care (Kotelchuk Index). The remaining 35.7% of mothers, or 6,992, did not have adequate prenatal care.

Another important statistic regarding maternal and infant health is the percentage of births to mothers at a healthy weight. Based on data from the Florida Department of Health, the long-term trends for Broward County show a decline of births to mothers at a healthy weight, from 53.6% in 2004 to 40.9% in 2023. In 2021, 42.3% of mothers were at a healthy weight. The biggest contributor to this decline is the increase in the percentage of overweight or obese women giving birth. Only 3.0% of mothers in 2021 and 2023 were considered underweight. In 2023, 26.3% of mothers were obese at the time when their pregnancy occurred (i.e., with a body mass index (BMI) of 30 or more), which is an increase from 25.6% in 2021.

Maternal health detrimentally affects infant health and may contribute to infant death rates. Infant mortality is defined by the Centers for Disease Control and Prevention as the death of a live-born baby during the first year of life.⁵⁵ The infant mortality rate is the number of infant deaths per 1,000 live births. In Broward County, similar to maternal death rates, infant death rates have declined from 5.9 per 1,000 live births in 2021 to 5.0 in 2023. The Black or African American infant death rates have been continually higher than those experienced by other races/ethnicities. In 2023, there were 61 Black or African American infant deaths per 1,000 live births (a rate of 8.5), compared to 33 White infant deaths (3.0 rate). The rate of Black or African American infant mortality declined from 8.9 in 2021 to 8.5 in 2023, but increased for Hispanic or Latino infants, from 3.1 to 4.4 over the same time frame. White infant mortality changed nominally, increasing from 2.9 to 3.0 per 1,000 live births from 2021 to 2023.

Mental Health

Despite significant discourse on the importance of both physical and mental health in recent years, data on mental health remains limited. There are no current statistics available for people receiving mental health treatment beyond the most extreme metric of mental health hospitalizations.

The Behavioral Risk Factor Surveillance System reports that in 2019, 10.3% of women and 12.7% of men reported having poor mental health on 14 or more of the past 30 days. Also in 2019, 14.1% of women and 11.9% of men reported they had been told by a medical provider that they had a depressive disorder.⁵⁶

The most recent data on hospitalizations from 'mental disorders' is not separated by sex, but by race and ethnicity. The Florida Department of Health defines mental disorders as mental and behavioral disorders due to psychoactive substance use; schizophrenia, schizotypal, delusional, and other non-mood psychotic disorders; mood disorders; and anxiety, dissociative, stress-related, somatoform, and other non-psychotic mental disorders.⁵⁷ The 2023 mental health hospitalization rate for Broward County was 1,039.6 per 100,000 hospitalizations, down from 1,094.2 in 2021. The 2023 comparisons by race and ethnicity show a much higher mental health hospitalization rate for the Black or African American population of Broward County (1365.1) than White individuals (851.4). The 2023 rate for Hispanic residents was 447.1. It is also notable that these rates have been decreasing over time for Whites and Hispanics and increasing for Black residents.

Untreated mental health challenges could lead to suicide.⁵⁸ Therefore, greater attention to mental health and reducing the stigma of seeking treatment can reduce suicide rates. Broward County's suicide rates have fluctuated over the past two decades. Since 2004, the highest overall rate per 100,000 population reported was 12.9 in 2010. Meanwhile, the lowest overall rate of 9.3 was reported in 2023. Women's 2023 suicide rate was significantly lower than men's, at 3.8 and 15.3 per 100,000 population, respectively. Suicide rates for both women and men in Broward County were lower than their Florida

⁵⁵ Centers for Disease Control and Prevention. [Infant Mortality](#).

⁵⁶ Florida HealthCharts, Florida Department of Health. [Behavioral Risk Factor Surveillance System \(BRFSS\) Dashboard](#).

⁵⁷ Florida Health Charts. Florida Agency for Health Care Administration. [Hospitalizations From Mental Disorders](#).

⁵⁸ Caves Sivaraman, J. Jet. al. (2020). [Estimating the association between mental health disorders and suicide: a review of common sources of bias and challenges and opportunities for US-based research](#). *Current epidemiology reports*, 7(4)

counterparts. In 2023, Florida women and men had suicide rates of 6.3 and 22.3 per 100,000 population, respectively. Another important difference is in the higher suicide rates of Whites (11.8), compared to Blacks (3.7) or Hispanics (6.7).⁵⁹

Broward Behavioral Health Coalition, Inc. (BBHC) is the designated behavioral health services managing entity by the Florida Department of Children and Families for State-funded mental health and substance use disorder treatment services in Broward County. The BBHC is responsible for contracting, monitoring, providing clinical quality oversight, and performance improvement for the DCF program, and oversees a network of mental health providers in Broward County, as listed in **Appendix B**.

Within Broward County Government (BCG), multiple divisions in Human Services Department provide mental health counseling services to residents in need. The Community Partnerships Division (CPD) funds a number of organizations with different target clients. Some organizations serve the community at large, while others focus on women or children. The Crisis Intervention and Support Division (CISD) also serves clients with behavioral and mental health services.

As shown in **Exhibit 32** in 2023, CPD-funded partner programs provided mental health services to 3,010 women, representing 52.8% of clients served. In 2024, 3,508 female clients, representing 55.1% of total clients were served by these programs, which focus on mental and behavioral health. Clients might receive services from multiple agencies; therefore, the total numbers of clients served shown may reflect some duplication. In 2024, the number of women receiving these services increased by 16.5%. Comparisons with 2022 data are not possible as the 2023 Report only reported on children. It is also of note that the increase in female clients served was in the context of an overall increase in clients receiving mental and behavioral services, by 14.3% from 2023 to 2024. Women continue to comprise most of the clients receiving mental and behavioral health services.

Exhibit 32: Female Clients Receiving Mental and Behavioral Health Services from Community Partnership Division-funded Partners, Broward County, FY 2023 – FY 2024



Source: Human Services Department, Broward County Government

Exhibit 33 shows the total number of mental and behavioral health clients served by BCG-funded nonprofits and those served directly by respective HSD divisions. Most mental and behavioral health service recipients in 2024 were women. The proportion of women served varied by organization, as shown in the Exhibit.

The population of HSD mental and behavioral health clients' race and ethnicity is as follows: 39.82% Black or African American, 39.55% White, 6.97% Hispanic, 1.24% Asian, 0.88% Multiracial, 0.02% American Indian, 0.02% Pacific Islander, 2.87% other, and 8.63% unknown/declined.

⁵⁹ Florida Health Charts. [Deaths From Suicide](#). Florida Department of Health, Bureau of Vital Statistics, 2004-2023.

Exhibit 33: Human Services Department Total Clients Served and Female Clients Receiving Mental/ Behavioral Health Services, Broward County, FY 2024

Service Providers	Clients	% Women
ARC Broward (CPD)	168	36.3%
Camelot Community Care (CPD)	5	60.0%
Care Resource Community Health Centers (CPD)	100	30.0%
Center for Hearing and Communication (CPD)	20	70.0%
Center for Hearing and Communication (CPD)	64	56.3%
Community Based Connections (CPD)	128	44.5%
Covenant House Florida (CPD)	77	42.9%
Fort Lauderdale Independence Training & Education Center (CPD)	51	82.4%
Harmony Development Center (CPD)	166	45.8%
Healing Arts Institute (CPD)	116	54.3%
Henderson Behavioral Health (CPD)	1,064	50.9%
Kids In Distress (CPD)	41	46.3%
Mental Health America of Southeast Florida (CPD)	330	58.5%
School Board of Broward County (CPD)	1,877	60.9%
Smith Mental Health Associates (CPD)	158	51.3%
South Broward Hospital District (CPD)	1,635	50.1%
SunServe (CPD)	105	61.0%
Sunshine Social Services, d/b/a SunServe (CPD)	25	48.0%
Women In Distress - WID (CPD)	63	47.6%
Women in Distress of Broward County (CPD)	169	94.7%
Nancy J. Cotterman Center (CISD)*	3,481	65.7%
Office of Justice Services (CISD)*	103	32.0%
Total	9,946	58.3%

Source: Human Services Department, Broward County Government

*Note: More than one funder, BCG GF highest funder

Opioid Use

According to the National Institutes of Health, the opioid crisis is an urgent public health challenge in the United States.⁶⁰ As the 2023 Report noted, opioid use or overdose death data by gender is not available. More recent data since the 2021 statistics shown in the previous Report suggests that the efforts to reduce opioid abuse are yielding results in Broward County. **Exhibit 34** shows a decline in the number of opioid prescriptions, opioid hospitalizations and emergency department visits, and naloxone administration. Naloxone is used for the emergency treatment of known or suspected opioid overdose, under the common name of Narcan.

Exhibit 34: Opioid Substance Use Trends in Broward County, 2021 and 2023

	2021	2023	Change
Opioid Prescriptions	831,164	802,627	-3.4%
Non-fatal Opioid Overdose Emergency Department Visits	1,797	1,144	-36.3%
Non-fatal Opioid Overdose Hospitalizations	619	567	-8.4%
Naloxone Administration	3,272	2,302	-29.6%

Source: Florida Health Charts, Substance Abuse Dashboard

After an increase in opioid overdose deaths in Broward County from 2019 to 2021, the rate has recently declined, from 32 deaths per 100,000 population in 2021 to 28.2 deaths per 100,000 population in 2022, the most recent year of data available. By comparison, Florida’s 2022 rate was slightly higher than Broward’s at 29 per 100,000 population.

BCG operates the Broward Addiction and Recovery Division (BARD), which offers residential, detoxification and outpatient programs for individuals struggling with substance use and co-occurring disorders. In 2024, BARD served 2,450 clients, of which 26.45% were women. In 2023, BARD served 2,709 clients, of which 27.65% were women. According to the National Center for Health Statistics, in the United States, women’s drug overdose deaths remain half of men’s.⁶¹

⁶⁰ National Institutes Of Health.(July 23, 2024). The Opioid Crisis.

⁶¹ Centers for Disease Control and Prevention, National Center for Health Statistics. Drug Overdose Deaths in the United States, 2003–2023. NCHS Data Brief No. 522, December 2024

Safety

According to the World Health Organization (WHO), “preventing and responding to violence against women and girls continues to be a worldwide public health, gender equality and human rights priority.”⁶² Gender-based violence (GBV) includes any harmful act (physical, sexual, or emotional) perpetrated against a person's will that is based on socially ascribed gender differences between males and females. GBV is a life-threatening health, human rights, and protection issue.⁶³

GBV disproportionately affects women. Nationwide, 81% of women and 43% of men reported experiencing some form of sexual harassment and/or assault in their lifetime.⁶⁴ One in four women (24.3%) and one in seven men (13.8%) ages 18 and older in the U.S. have been the victim of severe physical violence by an intimate partner in their lifetime.⁶⁵ It is important to bear these statistics in mind as the local data presented in this section is not reported by gender. As agencies continue to transition to the National Incident-Based Reporting System (NIBRS), data for victims and perpetrators should become available by county. Currently, only national-level estimates are available.

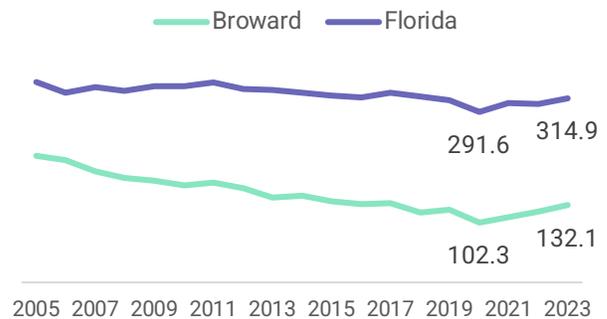
Domestic Violence Cases

Domestic violence is defined by Florida Department of Law Enforcement (FDLE) as any criminal homicide, manslaughter, rape, fondling, aggravated assault, aggravated stalking, simple assault, threat/intimidation, or simple stalking of one family or household member by another family or household member. A family or household member can include spouses, former spouses, parents, children, siblings, other family members, cohabitants, and persons who are parents of a child in common, regardless of whether or not they have been married.⁶⁶

According to the FDLE, in 2023, the rate of domestic violence offenses per 100,000 population in Broward County was 132.1, which is significantly lower compared to Florida at 314.9. **Exhibit 35** shows an increase in domestic violence offenses since 2020, in both Broward County and Florida. The Broward County 2023 domestic violence rate of 132.1 per

100,000 population corresponds to 2,626 victims. However, these figures may undercount the actual occurrence of domestic violence, as many incidents are unreported. Research based on a sample of the top 20 cities with the highest number of reported incidents shows that aggravated domestic violence incidents are estimated to be 29% to 53% higher than those reflected in law enforcement data.⁶⁷

Exhibit 35: Domestic Violence Offenses Per 100,000 Population in Broward County and Florida, 2005-2023



Source: Florida Health Charts, Florida Department of Law Enforcement

From 2020 to 2023, the number of reported domestic violence offense cases in Broward County increased from 1,990 to 2,626, or by 32%. When considered as a rate per 100,000 population, there was an increase from 102.3 to 132.1, or by 29%. It is of note that for the same 2020 to 2023 time period, there was a 24% increase in the reported number of crimes overall, including murder, rape, robbery, aggravated assault, burglary, larceny, and motor vehicle theft.

Sexual Violence Cases

Any sexual act, or attempted act, involving force is classified as a forcible sex offense, regardless of the age of the victim or the relationship of the victim to the offender. According to the FDLE, as reported in Florida Health Charts, in 2023, the rate of forcible sex offenses per 100,000 population in Broward County was 5.1, compared to Florida's rate of 10.2. The number of forcible sex offenses in Broward County increased significantly from 80 in 2020, to 102 in 2023. The 27.5% increase in Broward County was significantly higher than the 7.2% increase in Florida.

⁶² World Health Organization. (July 17, 2023) [WHO addresses violence against women as a gender equality and health priority.](#)

⁶³ U.S. Department of Homeland Security. [Combating Gender-Based Violence.](#)

⁶⁴ National Sexual Violence Resource Center (NSVRC). [Statistics.](#)

⁶⁵ National Domestic Violence Hotline. [Domestic Violence Statistics.](#)

⁶⁶ Florida Department of Law Enforcement. [Domestic Violence Victim Rights Brochure.](#)

⁶⁷ Piquero, Alex R. and Andrew Wheeler. (October 2024). [Toward a Better Estimate of Domestic Violence in America.](#) Council on Criminal Justice.

On the other hand, the total number of children ages 5-11 years experiencing sexual violence in Broward County decreased from 31 in 2020 to 14 in 2023. Broward County’s rate of 8.8 children per 100,000 population who experienced sexual violence, was significantly lower than the State rate of 35.7 per 100,000 population. In 2023 in Florida, there were 611 children who experienced sexual violence, decreasing from 707 in 2020.

Sex Offense and Domestic Disturbance Calls

The 2023 Report presented statistics on domestic disturbance dispatch calls provided by the Broward Sheriff’s Office. For the 2025 Report, updated and expanded information was provided by the Broward County Office of Regional Communications and Technology, which maintains governance and oversight of the Regional 911 system. Twenty-eight of Broward County’s 31 municipalities participate in the Regional 911 system, which is a contracted service provided by the Broward Sheriff’s Office. Two additional ‘non-regional’ Computer Aided Dispatch (CAD) systems serve Broward County. Coral Springs Communications serves the cities of Coral Springs and Coconut Creek. The City of Plantation has its own CAD system.

For the purpose of estimating the number of reported sexual offenses and domestic disturbances, statistics were provided on ‘Signal 35’ (sex offense calls for service) or ‘Signal 38’ (domestic disturbance calls for service) dispatch calls. For this Report, dispatch calls are classified based on signal identification at the time when the call is closed.

Exhibit 36 shows the aggregate annual count and year-over-year change for these two categories of calls in Broward County. The data was compiled for all reporting jurisdictions in both the regional and non-regional CAD systems. The two most notable highlights in the data are the 6.6% increase in sex offense calls from 2023 to 2024, and the 6.9% decrease in domestic disturbance calls for the same timeframe. The detailed data by type of signal, jurisdiction or municipality, and for all reported calendar years is provided in **Appendix D**.

Exhibit 36: Count and Year-Over-Year Change in Sexual Violence and Domestic Disturbance Calls, Broward County, 2021 - 2024

	Signal 35 Sex Offense		Signal 38 Domestic Disturbance	
	Count	Change	Count	Change
2021	1,015		28,953	
2022	951	-6.3%	29,382	1.5%
2023	954	0.3%	29,360	-0.1%
2024	1,017	6.6%	27,331	-6.9%

Source: Office of Regional Communications and Technology, Broward County Government

Human Trafficking

Human trafficking is the unlawful recruitment, harboring, transporting, providing or obtaining, by any means, a person for forced labor or services.⁶⁸ The National Human Trafficking Hotline (National Hotline) and the Florida Abuse Hotline publish information on the reported counts of human trafficking. The Florida Abuse Hotline accepts reports of known or suspected child abuse, neglect, or abandonment, and reports of known or suspected abuse, neglect, or exploitation of a vulnerable adult.

According to the National Hotline, in 2023, 680 human trafficking cases were identified in Florida, involving 1,172 victims. The National Hotline does not report data by county.⁶⁹

County-level data from the Florida Department of Children and Families shows that in FY 2023-24, Hillsborough County received the highest number of human trafficking reports in the State, at 220, followed closely by Miami-Dade and Broward counties, each with 199 reports. Duval County received 148 reports, and Orange County reported 139. Of the 2,137 human trafficking reports in Florida, 1,724 (80.7%) involved female alleged victims, while 375 (17.6%) involved male alleged victims. For the remaining reports, gender was listed as unknown or not specified. Most of the human trafficking reports (1,592) involved children, and 92% of the reports were for commercial sexual exploitation.⁷⁰

Recognizing the importance of reducing human trafficking, in May 2024, Broward State Attorney Harold F. Pryor, announced the launch of the Stop Abuse, Fight Exploitation Initiative (S.A.F.E. Initiative). This initiative aims to reduce human trafficking, prevent victims from being recruited, and shut down

⁶⁸ Florida Department of Health. [Human Trafficking](#).

⁶⁹ National Human Trafficking Hotline. [Florida Statistics](#).

⁷⁰ Department of Children and Families, Office of Child and Family Well-Being. (October 1, 2024). [Human Trafficking of Children Annual Report](#).

illicit massage businesses by closing illegal businesses and disrupting profit in Broward County.⁷¹

Services to Domestic Abuse and Sexual Violence Survivors

Community-wide programs and services aimed at protecting and rehabilitating survivors of domestic abuse and sexual violence are vital to promoting the health and safety of residents in Broward.

BCG provides funding to Women in Distress of Broward County, Inc. (WID) for domestic violence counseling services through its Community Partnerships Division/Health Care Services (CPD/HCS) and Housing Options Solutions and Supports Division (HOSS-D). WID is the only nationally accredited, state-certified, full-service domestic violence center serving Broward County. They provide a multitude of services to domestic violence victims, including a 24-hour crisis hotline, emergency shelter, counseling and therapy sessions, children support services, education and prevention, injunction for protection, a pet shelter, and help with safety planning.

A portion of WID’s services is BCG-funded. In 2023, through the contract with BCG (CPD/HCS and HOSS-D), WID served 370 clients, of which 90.5% were women. **Exhibit 37** shows that in FY 2024, BCG (CPD/HCS and HOSS-D) funding to WID helped provide services to 540 domestic violence survivors, 87.2% of whom were women.

In FY 2023, 335 of the clients served were women, and 41 were men. In FY 2024, 471 of the clients served were females, and 69 were males. Note that these numbers of clients receiving domestic violence counseling services represent only the CPD/HCS and HOSS-D funded portion of WID services. From FY 2022 to FY 2023, BCG funding increased from \$216,615 to \$389,434, and in FY 2024, it increased slightly to \$402,795.

Exhibit 37: Number of Clients Served by Women in Distress of Broward County and Annual Funding from CPD/HCS and HOSS-D for Domestic Violence Counseling Services Contract, FY 2022 – FY 2024

Fiscal Year	Total	Females	Males	WID Contract Funding by CPD/HCS and HOSS D
FY 2022	180	180	0	\$216,615
FY 2023	370	335	41	\$389,434
FY 2024	540	471	69	\$402,795

Source: Women in Distress of Broward County, Data provided by Human Services Department, Broward County Government

In FY 2024, WID delivered behavioral health and mental health counseling, to an additional 63 clients, funded under the CSA, of which 47.62% were females. Overall, 83.1% of WID clients served in FY 2024 were females.

The BCG Child Protection Team (CPT) is a medically led unit, funded through the Florida Department of Health and BCG General Fund. CPT is responsible for rendering expert medical recommendations on eligible cases, per mandatory statutory criteria. Cases may involve physical abuse, sexual violence, medical neglect, mental injury, and malnutrition. During FY 2023, the CPT team delivered multidisciplinary assessment services to 1,628 children (57.62% females) who were suspected of being abused, neglected or abandoned by a parent or caregiver. The funding for these services was \$3,647,763 (\$1,777,110 BCG, \$1,255,077 State, \$606,593 Federal, and \$8,983 Florida Network of Children's Advocacy Centers Trust Fund). During FY 2024, a total of 1,693 children were served (54.3% females). The funding for these services was \$3,791,383 (\$1,920,730 BCG, \$1,255,077 State, \$606,593 Federal, and \$8,983 Florida Network of Children's Advocacy Centers Trust Fund). Services and programs, which aid child survivors of abuse and violence are vital to address the trauma resulting from sexual violence.

Broward County Agencies for Women and Children Safety

It is important to recognize that Broward County has many entities that provide services related to the safety of women and children. Some of the nonprofit agencies in Broward County include but are not limited to: Goodman Jewish Family Services of Broward County, PACE Center for Girls, as well as the

⁷¹ Broward State Attorney. (May 7, 2024). [Broward State Attorney announces new SAFE Initiative to combat human trafficking.](#)

Crime Victim Compensation Program through the Office of Attorney General, State of Florida. However, this section of the 2025 Report focuses on services directly provided or funded by BCG. Some of these BCG-funded organizations include Henderson Behavioral Health, Legal Aid, Children’s Home Society, and Women in Distress of Broward County.

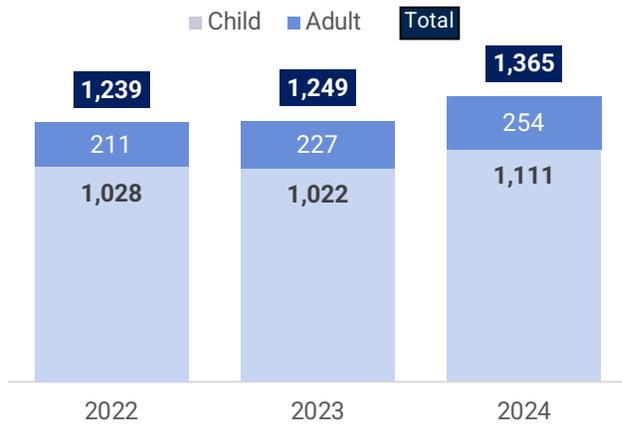
As mentioned in previous sections, Women in Distress of Broward County, Inc. (WID), provides services to predominantly female clients. According to its 2022/2023 Annual Impact Report, WID served 2,494 clients and provided 46,865 bed nights. WID delivered 15,756 Advocacy, Counseling, and Therapy hours. They provided 10,315 community members with education and prevention training. According to the 2024 Annual Report, WID provided 50,032 bed nights of emergency shelter services, delivered 23,728 Advocacy, Counseling, and Therapy hours, assisted 12,156 survivors with Crisis Hotline Services.

In 2024, BCG funding supported services for 603 WID clients, of whom 83.1% were female (women and children). These services included Mental/Behavioral Health (232 clients), Case Management (140), and Housing (231).

The BCG Crisis Intervention and Support Division (CISD), Crisis/Counseling Section, and the Child Protection Team (CPT) and Medical Services Section works with survivors of sexual violence and child abuse in Broward County. **Exhibit 38** shows that in FY 2023, CISD completed 1,249 medical exams for child abuse, sexual assault, and human trafficking victims, of these, 1,022 exams were for children (81.8%). In FY 2024, 1,365 medical exams were completed, of these 1,111 exams were for children (81.4%).

In FY 2023, CISD provided 36,339 units of service in the areas of counseling, examinations, advocacy, medical evaluations, accompaniment, and case coordination to child abuse, sexual violence, and human trafficking survivors. In FY 2024, 34,858 units of the aforementioned types of services were provided.

Exhibit 38: CISD Medical Examinations, FY 2022 - FY 2024



Source: Human Services Department, Broward County Government

Exhibit 39 shows the demographic characteristics of CISD clients and respective client counts in 2023 and 2024. In 2023 and 2024, most CISD clients were females (65.7%). There were small differences in the distribution of clients from 2023 to 2024, with the largest change, a 32% increase in the number of children under 5 served.

Exhibit 39: Demographic Characteristics of CISD Clients, 2023 and 2024

		2023 Count	2024 Count	2024 Percentage
Gender	Female	2,198	2,288	65.7%
	Male	1,313	1,193	34.3%
Race and Ethnicity	African American	1,757	1,585	45.5%
	White, not Hispanic	916	930	26.7%
	Hispanic	673	682	19.6%
	Other	165	284	8.2%
Children	Children	2,978	3,225	92.6%
	Under 5	1,096	1,451	41.7%
	Ages 5-17	1,882	1,774	51.0%
Total		3,511	3,481	

Source: Human Services Department, Broward County Government

Refer to the Crisis Intervention and Support Division – CISD column in **Appendix C** for the total clients and percentages of female clients served using BCG provided funding.

Broward County Government Resources and Services

Broward County Government (BCG) community services span various areas, including housing, transportation, safety, parks and recreation, libraries, and various social services. The following section focuses on two specific areas in which BCG has a direct impact on its residents' general well-being and economic opportunities.

Services to Residents

The BCG Human Services Department's (HSD) mission is to deliver innovative, meaningful services, support and provide resources to Broward County residents, which empowers them to improve their quality of life. Its vision is a community where human needs are met and exceeded to sustain a thriving quality of life for all. The HSD aims to achieve its mission and vision through provision of direct services and subcontracting funded programs administered by its six divisions: the Broward Addiction and Recovery Division (BARD), Community Partnership Division (CPD), Family Success Administration Division (FSAD), Elderly and Veterans Services Division (EVSD), Crisis Intervention and Support Division (CISD), and the new Housing Options Solutions and Supports Division (HOSS-D). All HSD divisions are guided by the core values of integrity, effective communication, respect and commitment.

The HSD data presented in this section is based on BCG fiscal year (FY), which runs from October 1 through September 30. The number of clients served by the HSD Divisions shows gradual increases from FY 2022 to FY 2024. **Exhibit 40** depicts a comparison of the total number of HSD clients served between FY 2022 to FY 2024. From FY 2022 to FY 2023 there is an increase of 8,766 clients (8.5%) from 102,575 to 111,341. During the following year, the number of clients served further increased by 12,951 (11.6%). The percentage of female clients served decreased from 56.3% in FY 2022, to 46.1% in 2023, and then increased to 48.7% in FY 2024, when a total of 60,569 women were served.

Most HSD clients received services from CPD. FSAD served the highest percentage of women with CISD serving second highest percentage of women. In FY 2024, 82.0% of FSAD and 61.1% of CISD served clients were women.

Exhibit 40: Percentage of Women and Total Clients Served by Broward County Government's Human Services Department's Divisions, FY 2022 - FY 2024

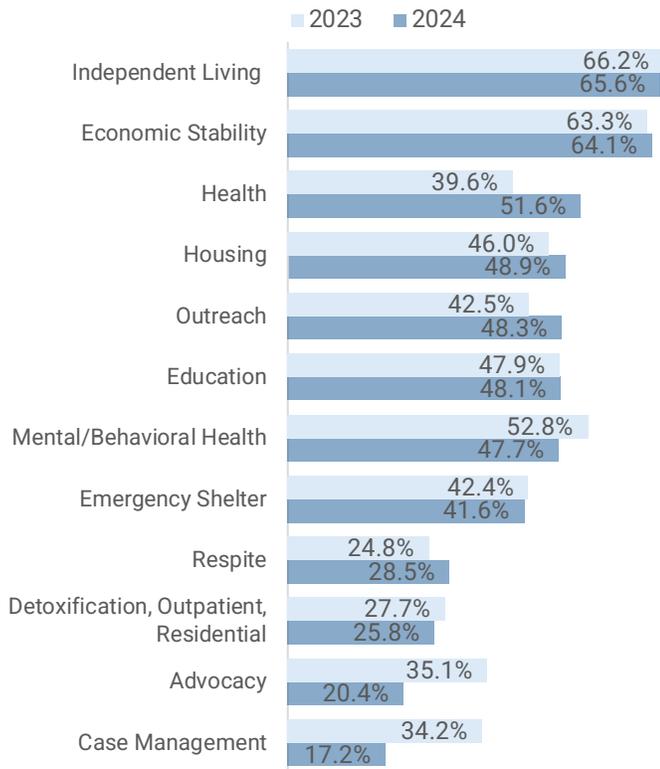
HSD Divisions	2022		2023		2024	
	% Women	Total*	% Women	Total*	% Women	Total*
Broward Addiction and Recovery (BARD)	28.6%	2,312	27.7%	2,709	26.4%	2,450
Community Partnership (CPD)	52.9%	79,514	41.7%	70,887	44.4%	82,369
Crisis Intervention and Support (CISD)	62.0%	3,596	62.6%	3,511	61.1%	4,431
Elderly and Veterans Services (EVSD)	49.9%	3,747	52.5%	6,150	51.8%	4,870
Family Success Administration (FSAD)	80.2%	13,406	82.4%	10,198	82.0%	11,703
Housing Options, Solutions and Supports (HOSSD)	N/A	N/A	40.5%	17,886	46.0%	18,469
Overall	56.3%	102,575	46.1%	111,341	48.7%	124,292

Source: Human Services Department, Broward County Government

*Total clients served include females, males, and those who do not identify as such or whose gender is unknown.

Exhibit 41 shows a comparison of the percentage of female clients served by HSD and the type of service provided and illustrates slight increases and decreases between FY 2023 and FY 2024. The three types of service with the highest percentage of women served in FY 2023 were independent living, economic stability, and mental/behavioral health. The three types of service with the highest percentage of women served in FY 2024 were independent living, economic stability, and health.

Exhibit 41: Percentage of Women Served by Broward County Government’s Human Services Department, Type of Service, FY 2023 - FY 2024



Source: Human Services Department, Broward County Government

Exhibit 42 shows the types of services provided by HSD in FY 2024. The service categories with the most clients served were education, health, economic stability, case management, outreach, and mental/behavioral health.

Exhibit 42: Percentage of Women and Total Clients Served by Type of Service Funded by Broward County Government’s Human Services Department’s Divisions, FY 2024

Service Type	Total	Women	% Women
Independent Living	2,359	1,547	65.6%
Economic Stability	16,985	10,891	64.1%
Health	28,217	14,057	51.6%
Housing	1,729	845	48.9%
Outreach	12,166	5,871	48.3%
Education	32,767	15,603	48.1%
Mental/Behavioral Health	6,503	3,508	47.7%
Emergency Shelter	1,619	674	41.6%
Respite	627	179	28.5%
Detoxification, Outpatient, and Residential	2,511	664	25.8%
Advocacy	2,190	851	20.4%
Case Management	16,619	5,879	17.2%

Source: Human Services Department, Broward County Government

Education services were provided by CPD’s partner agencies and the Family Success Administration Division’s Financial Capability Program. The Junior Achievement BizTown and Finance Park served the highest number of clients, 27,194, of whom 47.2% were female. FSAD served 288 clients, of whom 83.33% were female. Health services were provided by an array of partner agencies, among those, the North Broward Hospital District provided primary care to 11,267 clients, of whom 68.4% were females. The largest economic stability services were provided by FSAD, 10,074 clients, of whom 82.4% were females served by Low Income and Energy Assistance Programs.

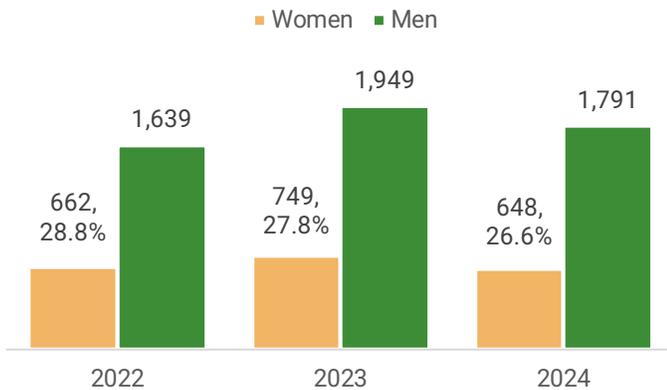
Broward Addiction and Recovery Division (BARD)

BARD offers a comprehensive addiction recovery continuum of care, providing behavioral health, medical health, and crisis support services to meet the needs of the Broward County community. In FY 2023, BARD served a total of 2,709 clients, of whom 27.7% were women. In FY 2024, BARD served 2,450 clients, of whom 26.4% were women.

In response to the needs of the community and the growing opioid epidemic, BARD offered detoxification services and varying levels of treatment, including residential, outpatient, intensive outpatient, and medication-assisted treatment services. Additional treatment services include individual, group, and family therapies, referrals to community resources, and other wellness services. Specialized services include the Mature Adult Program designed for consumers over the age of fifty-five; a criminal justice team assisting individuals who are court-ordered to treatment as well as assessments to incarcerated individuals; and a Perinatal Addiction Program for women with children under seven years of age. Services are offered in various locations throughout the County.

As shown in **Exhibit 43**, in FY 2023 and FY 2024, women were 27.8% and 26.6% of the total clients served, a decrease from the FY 2021 and FY 2022 proportions shown in the 2023 Report.

Exhibit 43: Broward Addiction and Recovery Division Clients Served by Gender, FY 2022 – FY 2024



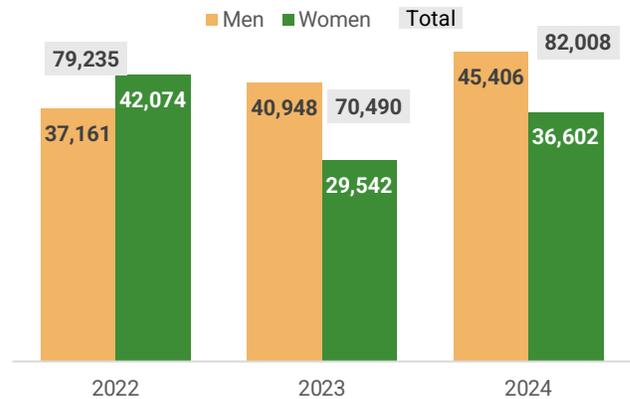
Source: Human Services Department, Broward County Government

The Exhibit does not include clients who did not identify as male or female, or whose gender is unknown.

Community Partnerships Division (CPD)

CPD is responsible for planning, coordinating, administering, and evaluating a comprehensive array of human service programs for children and adults through the following sections: Children’s Services Administration Section (CSA), and Health Care Services Section (HCS) (including HIV/AIDS services). As shown in **Exhibit 44**, the Division served 70,490 clients in FY 2023, and in FY 2024 82,008 clients were served, a 16.2% increase from FY 2023. The Exhibit also shows a lower proportion of women served in FY 2023 and FY 2024, as compared to FY 2022.

Exhibit 44: Community Partnership Division Clients Served by Gender, FY 2022 - FY 2024



Source: Human Services Department, Broward County Government

The Exhibit does not include clients served who did not identify as female or male, or whose gender is unknown

Exhibit 45 reveals that CSA served a higher percentage of women in FY 2023 (18,765 or 47.3%) and FY 2024 (18,133 or 47.5%) when compared to HCS (10,777 or 34.6%) and (18,469 or 41.8%) for the same periods. In FY 2023 and FY 2024, almost 50% of the clients served at CSA were females. At HCS, the number of females served decreased in both FY 2023 and FY 2024 when compared to FY 2022.

Exhibit 45: Percentage of Women and Total Clients by Community Partnerships Division Section, FY 2022 - FY 2024

CPD Section	2022		2023		2024	
	Female	Total	Female	Total	Female	Total
Children's Services Administration (CSA)	47.2%	41,996	47.3%	39,703	47.5%	38,176
Health Care Services (HCS)	69.0%	24,190	34.6%	31,184	41.8%	44,193
Total	58.1%	66,186	41.0%	70,887	44.7%	82,369

Source: Human Services Department, Broward County Government

In FY 2024, CPD funded 101 programs for various services. In 29 (28.7%) of these programs, women were the majority of clients served in FY 2024. One CPD provider had services specific to women, Healthy Mothers Healthy Babies Coalition of Broward County. This nonprofit aims to strengthen families and improve birth outcomes in the underserved community and served 80 women in FY 2024 with BCG funding.

Women in Distress of Broward County (WID) administered two CPD-funded programs, which served 232 clients in FY 2024. BCG is only one of WID's financial supporters.

Exhibit 46 shows the BCG-funded programs administered by Women in Distress and the respective clients. Of the 232 clients, 81.9% were women, of which 160 females were domestic violence survivors who received counseling services.

Exhibit 46: Percentage of Women and Total Clients Served by Women in Distress Through Community Partnerships Division Sections, FY 2024

Section	Program	Total	Female
Children's Services (CSA)	Behavioral Health- Mental Health Counseling	63	47.6%
Health Care Services (HCS)	Domestic Violence Counseling Services	169	94.7%
Total		232	81.9%

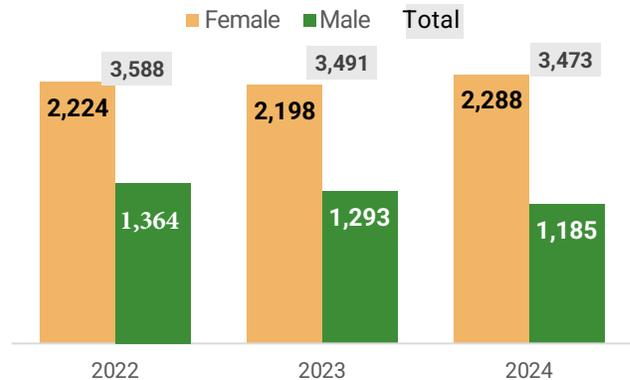
Source: Human Services Department, Broward County Government

Crisis Intervention and Support Division (CISD)

CISD provides administrative oversight and direct service support to three sections: Justice Services Section, Crisis/Counseling Section, and the Child Protection Team (CPT) and Medical Services Section. CISD manages the Crisis I, Crisis II, Counseling, and CPT programs at the Nancy J. Cotterman Center (NJCC) building. The programs' primary responsibilities are to enhance the quality of life for survivors of sexual violence, child abuse, and human trafficking. NJCC houses the only Certified Rape Crisis Program and the only Accredited Child Advocacy Center in Broward County. CISD is the sole provider of forensic, medical, and assessment services for child abuse victims and their families through CPT. Services provided at NJCC include but are not limited to medical exams, forensic and specialized interviews, accompaniment, advocacy, and crisis intervention.

Exhibit 47 shows that the number of females served by all CISD programs decreased slightly in FY 2023 but increased again in FY 2024.

Exhibit 47: Crisis Intervention and Support Division Clients Served by Gender, FY 2020 - FY 2024



Source: Human Services Department, Broward County Government

The Exhibit does not include clients who did not identify as male or female, or whose gender is unknown.

Exhibit 48 shows that most CISD clients across all programs were females. In FY 2024, female clients received 84.5% of services for sexual violence (CISD Crisis I) and 83.0% of the therapeutic services (CISD Counseling). Approximately 54.5% of underage clients receiving assessment services for abuse, neglect, or abandonment by a parent or a caregiver, were females (CISD CPT). Approximately 57.5% of clients receiving human trafficking case coordination services were females (CISD Crisis II).

Exhibit 48: Percentage of Females Served by Crisis Intervention and Support Division, FY 2022 - FY 2024

Section	2022	2023	2024
CISD Counseling	83.2%	86.2%	83.0%
CISD CPT	52.2%	57.6%	54.5%
CISD Crisis I	81.2%	82.0%	84.5%
CISD Crisis II	58.0%	59.3%	57.5%
Total	61.9%	71.3%	69.9%

Source: Human Services Department, Broward County Government

The Justice Services Section within CISD manages three programs. The Adult and Juvenile Civil Citation Programs are countywide pre-arrest diversion initiatives, which provide law enforcement officers with the option of issuing citations to adults or juveniles who commit non-violent misdemeanor offenses, instead of making an arrest or issuing a Notice to Appear. The Juvenile Predisposition Services Program aims to increase the likelihood of future success and productivity of youth clients. The program advocates alternatives to incarceration by keeping youth safe at home through providing holistic, coordinated and accessible services. Services include home-based individual mental health and/or substance use treatment, group therapy, alternative education programs, job training/placement, recreation and cultural activities, youth leadership, and parent support programs.

Exhibit 49 shows that in 2024, the Justice Services programs served 950 clients, 44.1% of them were females. Among these programs, the Adult Civil Citation Program served the highest percentage of women, at 55.3%.

Exhibit 49: Crisis Intervention and Support Division Justice Services Clients Served, by Program, FY 2024

Programs	Total	Females
Adult Civil Citation (ACC)	237	55.3%
Juvenile Civil Citation (JCC)	610	41.8%
Juvenile Predisposition Services (JPS)	103	32.0%
Total	950	44.1%

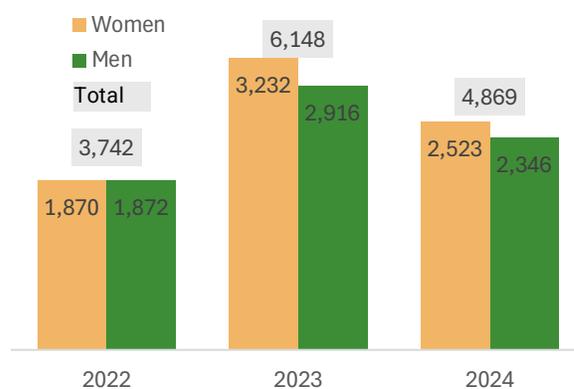
Source: Human Services Department, Broward County Government

Elderly and Veteran Services Division (EVSD)

EVSD provides a range of community-based initiatives designed to empower elders, veterans of all ages, and their families/caregivers, to improve their quality of life through services that promote self-sufficiency and allow aging in place.

Exhibit 50 shows that in FY 2022, EVSD served 3,742 clients, of which 50.0% were women. In 2023, EVSD served 6,148 clients, of which 52.6% were women. In FY 2024, EVSD served 4,869 clients, of which 51.8% were women. When compared to FY 2022, EVSD percentage of women served increased, by 72.8% in FY 2023 and 34.9% in FY 2024. Furthermore, the total number of clients served, both women and men, increased by 64.3% from FY 2022 to FY 2023 and decreased by 20.8% from FY 2023 and FY 2024.

Exhibit 50: Elderly and Veterans Services Division Clients Served by Gender, FY 2022 - FY 2024



Source: Human Services Department, Broward County Government

The Exhibit does not include clients who did not identify as male or female, or whose gender is unknown.

Most EVSD clients were served through the Veterans Services Program (30.7%), followed by the Community Care for the Elderly Program (23.7%), and the Customer Relations Unit (20.9%). **Exhibit 51** shows that 51.8% of the clients in elderly service programs in FY 2024 were women; however, the Veterans Services Program reports only 21.7% of its service recipients were women.

Exhibit 51: Elderly and Veteran Services Division Total Clients and Percentage of Women Served by Program, FY 2024

Program Name	Women %	Total Clients
Veterans Services (VS)	21.7%	1,494
Community Care for the Elderly (CCE)	73.1%	1,152
Customer Relations Unit (CRU)	64.1%	1,017
Home Care for the Elderly (HCE)	60.4%	493
Alzheimer's Disease Initiative (ADI)	53.2%	233
Community Care for the Elderly Wait List (CCEWL) Reduction Program	77.1%	144
Elder Housing First Initiative (EHFI)	54.6%	108
Non-DOEA Adult Day Care (NDP)	69.9%	93
Veterans Direct Care Program (VDPC)	9.3%	75
Consumer Direct Care Stipend (CDCSTIP)	67.2%	61
Total	51.8%	4,870*

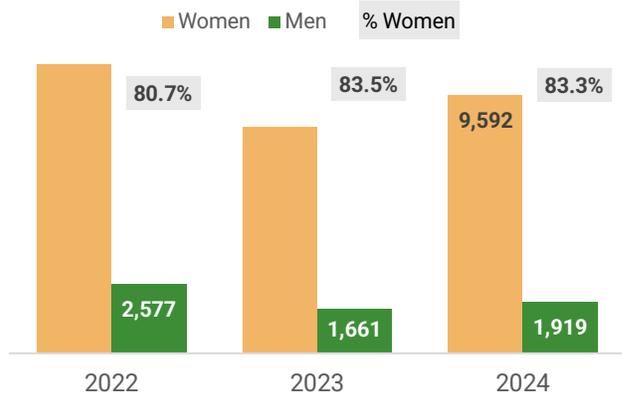
Source: Human Services Department, Broward County Government
 *Note The total count in this Exhibit shows one additional client whose gender is unknown as compared to Exhibit 48

Family Success Administration Division (FSAD)

FSAD provides emergency assistance and case management services through four programs, the Low-Income Home Assistance Program (LIHEAP), Community Services Block Grant Program (CSBG), Emergency Financial Assistance, and the Financial Capability Program. FSAD assists Broward residents experiencing evictions, foreclosures and loss of electric and water services by providing financial and tuition assistance, financial management, employment, transportation, nutrition, and childcare services.

Exhibit 52 shows the number and gender of clients served by FSAD. From FY 2022 to FY 2023, the percentage of women served decreased by 21.8%; however, from FY 2023 to FY 2024, the percentage of women served increased by 14.1%. Women accounted for the majority of FSAD clients in all three years. The percentage of female clients served in FY 2023 and FY 2024 was 83.5% and 83.3%, respectively.

Exhibit 52: Family Success Administration Division Clients Served by Gender, FY 2022 - FY 2024



Source: Human Services Department, Broward County Government

The Exhibit does not include clients who did not identify as male or female, or whose gender is unknown.

As shown in **Exhibit 53**, 82.0% of clients served across FSAD programs were women. In FY 2024, the majority of clients served by FSAD received services from the Low-Income Home Energy Assistance Program (LIHEAP), and the Emergency Financial Assistance Program.

Exhibit 53: Family Success Administration Division Clients and Percentage of Women Served by Program, FY 2024

Program Name	Women %	Total Clients
Low Income Home Energy Assistance Program (LIHEAP)	83.1%	3,356
Self-Sufficiency Case Management (CSBG)	85.4%	239
Emergency Financial Assistance	81.3%	7,820
Financial Capability	83.3%	288
Total	82.0%	11,703*

Source: Human Services Department, Broward County Government

*Note: The total client count in this Exhibit shows 192 more clients than Exhibit 52. The gender of these 192 clients is not identified.

Housing Options, Solutions, and Supports Division (HOSS-D)

HOSS-D administers and provides community-based programs for individuals and families experiencing or at imminent risk of homelessness in Broward. HOSS-D provides the following services: permanent supportive housing, transitional housing, rapid rehousing, emergency shelter services, housing case management, rent and security deposit assistance, mobile sanitation, medical respite, street outreach, and legal services.

Exhibit 54 shows the number and gender of clients served by HOSS-D. Since its inception in FY 2023, the percentage of women served increased by 17.3% in FY 2024. However, women accounted for the minority of HOSS-D clients served during FY 2023 and FY 2024, 40.9% and 46.2% respectively.

Exhibit 54: Housing Options, Solutions, and Supports Division Clients Served by Gender, FY 2023 - FY 2024



Source: Human Services Department, Broward County Government

The Exhibit does not include clients who did not identify as male or female, or whose gender is unknown.

Exhibit 55 shows that in FY 2024, women were the majority of HOSS-D clients who received case management (89.8%), rapid re-housing (56.9%), and tenant-based rental assistance (54.7%) services, while the highest numbers of clients served by HOSS-D were in the categories of outreach, homeless assistance, and emergency shelter services which account for 88.9% of total clients.

Exhibit 55: Housing Options, Solutions, and Supports Division Total Clients and Percentage of Women Served by Program, FY 2024

Program Name	Women %	Total Clients
Case Management	89.8%	177
Court Ordered Transitional Housing	35.3%	17
Emergency Shelter	41.3%	1,583
Homeless Assistance	34.4%	2,661
Housing Solutions	38.3%	264
Legal Services	31.9%	301
Medical Respite	38.5%	13
Outreach	48.3%	12,166
Permanent Supportive Housing	47.5%	301
Rapid Re-Housing	56.9%	397
Tenant-based Rental Assistance	54.7%	589
Total	46.0%	18,469*

Source: Human Services Department, Broward County Government

*Note: The total clients count in this Exhibit shows 62 more clients than Exhibit 54. The gender of these 62 clients is not identified.

Services to Businesses

The two BCG agencies that are most directly involved with businesses are the Office of Economic and Small Business Development (OESBD) and Purchasing Division. OESBD provides certification services to local small businesses necessary to bid on BCG procurement contracts with Broward County Small Business Enterprise (SBE), County Business Enterprise (CBE), Disadvantaged Business Enterprise (DBE) or Airport Concessions Disadvantaged Business Enterprise (ACDBE) program requirements. Certification in these programs also provides a gateway to other OESBD services that support the growth and sustainability of Broward County's business community.

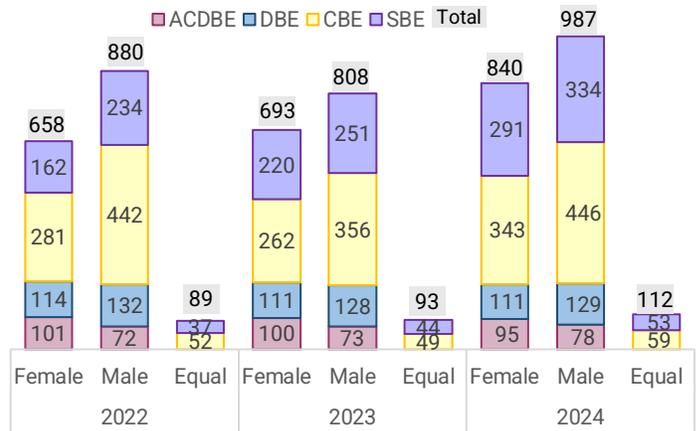
BCG's previous Minority and Women-owned Business Enterprise (MWBE) program established on July 13, 1993, was challenged in court and suspended in June 2007. Since 2007, there has been no local small business certification programs specifically supporting a minority and women program operated by BCG. However, BCG administers the federal Disadvantaged Business Enterprise (DBE), and Airport Concessions Disadvantaged Business Enterprise (ACDBE) Programs under the U.S. Department of Transportation, which are for minority and women-owned businesses participating in federally funded aviation and transportation projects.

The current BCG small business program, called the Broward County Business Opportunity Act (BOA) is a locally based economic development program for small businesses that is race and gender neutral. This program provides opportunities for BCG to set participation goals or reserves for certified firms in BCG procurements. As required by the BOA, requires at least a 25% CBE participation goal on eligible BCG funded projects. Additionally, BCG has the SBE Program that allows BCG to reserve eligible projects under \$250,000 for certified SBE firms.

As of December 31, 2024, OESBD issued a total of 2,057 local and federal certifications to Broward County firms under the CBE, SBE, DBE and ACDBE programs (some firms may have more than one certification), which is slightly up from the previous year total of 1,922 certifications issued as of December 31, 2023. Gendered data is not available for some of the local certified businesses because they chose not to provide this information in their certification applications. The percentage of non-gendered applications was 17.1% in 2023 and 5.7% in 2024.

Exhibit 56 shows the counts of certifications awarded to businesses in Broward County who identified their owner's gender. The three-year comparison shows an increase in women-owned businesses receiving certifications in any of the categories, from a total number of 658 in 2022, to 693 in 2023 and 840 in 2024. Women-owned businesses are considered enterprises in which women have 51% or more ownership. The percentage of women-owned businesses that were certified also increased, from 40.4% in 2022, to 43.5% in 2023, and 43.3% in 2024. A small percentage of enterprises identified as equally women- and men-owned, 5.8% in 2023 and 2024, up from 5.5% in 2022.

Exhibit 56: Current Number of Local and Federal Certifications Issued to Broward County Businesses by Program and Gender as of December 31, 2022, 2023 and 2024



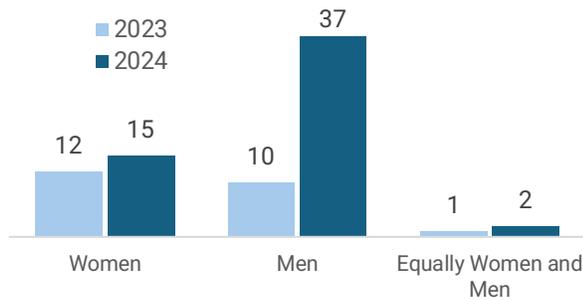
Source: Office of Economic and Small Business Development, Broward County Government

These federally and locally certified businesses only represent a small portion of the total number of vendors that do business with BCG.

BCG did not historically collect ownership information such as gender for vendors participating in its procurement process. However, in April 2022, BCG began collecting ownership data for prime vendors bidding on BCG procurements. The data requested includes business owners' gender, race, and ethnicity, which now enables the analysis of contract awards to minority and women-owned firms. It is important to note that this data is available for prime vendors only and does not include subcontracted firms. As this disclosure was voluntary, it is noted that the majority of the owners did not provide information on their gender and race; therefore, these firms were recorded as "Did Not Report" or DNR.

Comparisons with the 2022 data provided in the 2023 Report cannot be made as the 2022 data was based on partial year data and included inconsistencies that were later identified. The data shown in **Exhibit 57** was for 2023 and 2024 contract awards for solicitations advertised with an anticipated value of \$100,000 or more. The Exhibit shows the distribution of ownership by gender for the 23 awarded vendors in 2023 and 54 in 2024, which provided information about their owner's gender. There were 145 awarded vendors in 2023 and 139 in 2024 of which 101 and 85, respectively, chose not to provide this information. Based on this limited population, the number of women-owned businesses increased from 12 in 2023 to 15 in 2024. The number of men-owned businesses reporting gender almost quadrupled, from 10 in 2023, to 37 in 2024.

Exhibit 57: Gender of Business Owners for Contract Awardees as of December 31, 2023, and 2024



Source: Purchasing Division and Office of Economic and Small Business Development, Broward County Government

Due to the high number of vendors who did not report the gender of their owner, the partial data analysis of initial contract values is likely not representative of the actual distribution of amounts awarded to women-owned firms. **Exhibit 58** shows that in 2024, the 15 women-owned firms were awarded contracts with a combined initial value of over \$56 million, which represents 34.2% of the total contract value for all vendors who reported their owner's gender.

For comparison, in 2023, only 13.4% of the awarded contract value of gender-reporting enterprises was to women-owned businesses.

The Exhibit also shows the race and ethnicity of the business owner with the same limitations as gendered information. The 'Other' category includes the nine business owners who identified as Asian and three owners who identified as two or more races.

Exhibit 58: Number of Contracts and Contract Values Awarded by Broward County Government to Prime Vendors by Owner's Gender and Race/Ethnicity, as of December 31, 2024

Owner's Gender	Owner's Race and Ethnicity	Number of Contracts	Contract Values
Female-Owned	Black or African American (Not Hispanic or Latino)	1	\$504,915
	Hispanic or Latino	2	\$2,367,101
	White	4	\$48,557,323
	Other	5	\$3,042,062
	No response or prefer not to say	3	\$1,853,800
	Total Female-Owned		15
Male-Owned	Black or African American (Not Hispanic or Latino)	1	\$1,174,090
	Hispanic or Latino	4	\$13,185,740
	White	1	\$739,422
	Other	7	\$46,549,255
	No response or prefer not to say	24	\$42,234,046
	Total Male-Owned		37
Equal Female-Male Ownership	Hispanic or Latino	1	\$3,557,070
	White	1	\$734,217
	Total Equal Female-Male Ownership	2	\$4,291,287
Total		54	\$164,499,041

Source: Purchasing Division and Office of Economic and Small Business Development, Broward County Government

Broward County Elected Officials, Voter Registrations, and Advisory Boards

The underrepresentation of women in leading government roles in Broward County was noted in the 2023 Report and was consistent with the data shown in national research studies. However, a recent Pew Research Center analysis showed a gradual increase in the share of women in top U.S. political, business, and higher education positions over time. In 2023, women held 48% of cabinet-level positions in the U.S. government, and 25% of senators and almost 29% of house representatives were women. In U.S. state governments, 30% of governors and almost 33% of state legislators were women.⁷²

Elected Officials in Broward County

The analysis of elected officials representing Broward County residents includes elected officials in the U.S. Senate and House of Representatives, the Florida Senate and House, Broward County Government (BCG), the Broward County School Board, and municipalities. **Exhibit 59** shows that as of the conclusion of 2024, 40.8% of elected positions representing Broward County residents were women, higher than 37.9% calculated in the 2023 Report. Broward County has 31 municipalities with varying numbers of persons on their councils or commissions. Municipal officials account for most of the over 200 elected positions across Broward County. At the end of 2024, women held 60 (37%) of 162 municipal elected positions. The 2023 Report presented a similar composition, with 57 women elected to municipal positions in 2022.

At the BCG level, at the end of 2024, three of the nine County Commissioners were women, which is one more than reported in the 2023 Report. At the beginning of 2024, there were four other countywide elected positions, of which only one elected official was a woman – the Clerk of Courts. Men held the other three posts – Supervisor of Elections, Sheriff, and Property Appraiser. In November 2024, voters chose Abbey Ajayi for the new elected position of Tax Collector, thus placing women in two of the five countywide elected positions beginning in 2025.

The analysis of the 2023 American Local Government Elections Database shows that nationwide, 59% of school board members were women.⁷³ However, women held just 30% of school district leadership roles.⁷⁴ The 2023 Report noted that the Broward County School Board was almost evenly split between five women and four men. As of the end of 2025, seven women and two men are School Board members. **Exhibit 59** shows that the Broward County School Board is the local governing body with the highest percentage of women representation.

In 2024, Florida was represented by two male Senators, but with the appointment of Senator Marco Rubio to lead the U.S. State Department, starting in 2025, Florida Governor Ron DeSantis named former State Attorney General Ashley Moody to take the position. Senator Rick Scott continues in his position, now as the senior Senator from the state.

In the U.S. House of Representatives, four of the five Broward County Representatives are women, one more than shown in the previous Report. In the Florida State legislature, there are nine women and six men representing Broward County districts, the same as in the 2023 Report. It is noted that some of these representatives' districts also include parts of Miami-Dade or Palm Beach Counties.

Exhibit 59: Legislative Elected Official Representation in Broward County, December 2024

Government Type	Women	Men	% Women
Municipal	60	102	37.0%
County	3	6	33.3%
School Board	7	2	77.8%
State Legislative	9	6	60.0%
Federal Legislative	4	3	57.1%
Other*	1	3	25.0%
Total	84	122	40.8%

Source: Research and calculations by the Pérez Metropolitan Center

** Other countywide elected positions, include the Clerk of Courts, Supervisor of Elections, Sheriff, and Property Appraiser.*

⁷² Schaeffer, Katherine. (September 27, 2023). [Data on Women Leaders in the U.S. | Pew Research Center](#)

⁷³ de Benedictis-Kessner, J., Lee, D.D.I., Velez, Y.R. et al. (2023). American local government elections database. *Sci Data* 10, 912

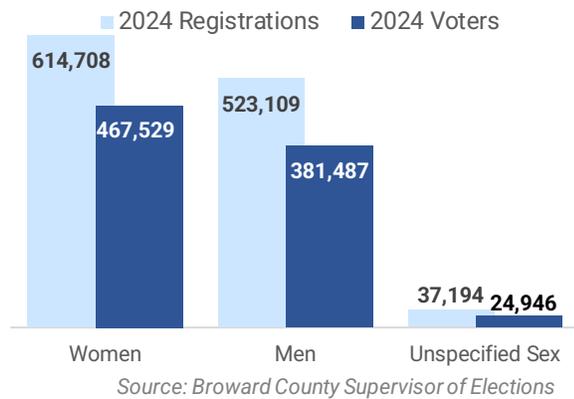
⁷⁴ ILO Group. (September 10, 2024) [New Release Finds Persistent Turnover, Gender Gaps, Racial Disparities Among Leadership in Top 500 School Districts - ILO Group](#)

Voter Registrations and Turnout

As the 2023 Report showed, women represent most of the Broward County voter registrations and voters.

Exhibit 60 shows voter registrations as of the end of 2024 and the November 5, 2024, General Election voter count by gender, as reported by the Broward County Supervisor of Elections. At the end of 2024, 52.3% of registered voters were women, similar to the percentages at the end of 2023 (54.1%) or 2022 (53.6%). Women also represented the majority (53.5%) of the 2024 General Election voters. These calculations are based on voters for whom gender was reported; there were an additional 37,194 voter registrations and 24,946 voters in the election with unspecified gender.

Exhibit 60: Broward County Voter Registration and November General Election Turnout by Gender, 2024

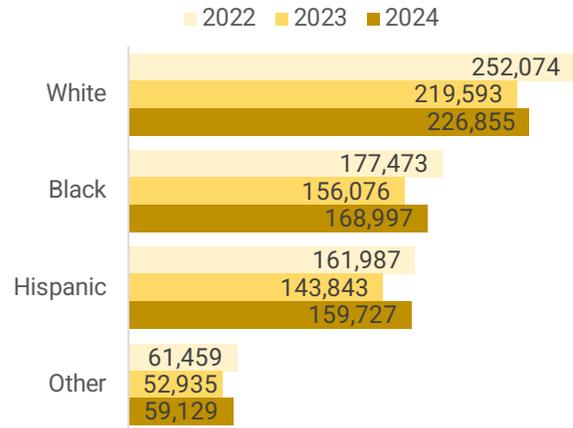


The comparison of 2022 to 2024 year-end data shows a decline in voter registrations. In 2024, there were 1,175,011 registered voters, which is an increase from 1,089,858 registered voters in 2023, but reflects a decrease from 1,261,451 registered voters in 2022. The decline might be the result of the outmigration of registered voters from Broward County, or the effect of the elections bill passed in 2023, SB 7050, which introduced new requirements for first-time voters in the state, and new rules for third-party voter registration organizations.⁷⁵

Exhibit 61 shows that the largest segments of female registered voters in the past three years have been White women. There was a decrease in voter registrations across all racial and ethnic groups from 2022 to 2024. However, voter registrations

rebounded in 2024, with a 3% increase of White women, 8% increase of Black women, and an 11% increase of Hispanic women. Overall, there was a 7% increase in women’s voter registrations.

Exhibit 61: Women’s Voter Registrations by Race and Ethnicity in Broward County, 2022-2024



Source: Broward County Supervisor of Elections

Citizens Advisory Boards and Committees

Advisory boards, committees, authorities, agencies, commissions, councils, and task forces are groups of individuals established by the Broward County Board of County Commissioners (BCC) through ordinance or resolution to provide advice and recommendations to the County Commission on the applicable subject matter. County Administration, through the Office of Intergovernmental Affairs, administers appointments and general questions of board coordinators, advisory board members, and other interested parties.⁷⁶

Consistent with the methodology in the 2023 Report, which presented 2022 data, the 2023 and 2024 board membership data presented herein is based on self-reported member information, and board composition is shown as of the end of each calendar year. The total number of boards was 65 in 2023 and 63 in 2024. However, the analysis in this section is limited to the boards in which 50% or more of members are appointed by the BCC, which was 34 boards in 2023 and 35 in 2024.

Changes in the board member numbers occur for various reasons that may include the creation of new boards, mergers, and sunsets or abolitions of boards. While no new boards were created in 2023 or 2024, the several separate Central Examining Boards for

⁷⁵ Florida Senate. [CS/SB 7050: Elections](#).

⁷⁶ Broward County Intergovernmental Affairs/Boards Section. [Broward County Advisory Board Member Handbook](#)

various trades were combined into two divisions - Central Examining Board Division I – Construction and Engineering, and Central Examining Board Division II – Electrical, Plumbing, Mechanical Trades.

The comparison of 2022 through 2024 board membership data displayed in **Exhibit 62** shows an increase in women’s representation. The 2022 data presented here was updated to reflect the addition of three boards and their respective gender information that was inadvertently omitted from the 2023 Report. These boards were the Health and Sanitary Control Board, the Value Adjustment Board, and the Health Facilities Authority. However, the Health Facilities Authority was abolished effective on June 24, 2024, therefore, it is not included in the 2024 data.

The percentage of women shown in **Exhibit 62** is based on the total number of members who indicated their gender. Excluded from the count are two board members in 2023 and four in 2024 who did not specify their gender. **Exhibit 62** shows that in 2022, 44.5% of the 411 board members who reported gender information were women. Since then, there has been an increase in women’s representation, to 48.2% in 2024.

Exhibit 62: Advisory Board Composition by Gender for Broward County Advisory Boards with at Least One-half of the Members Appointed by County Commissioners, as of December 31 of 2022-2024

Year	Women	Men	% Women
2022	183	228	44.5%
2023	162	175	48.1%
2024	159	171	48.2%

Source: Office of Intergovernmental Affairs/Boards Section, Broward County Government

The 2022 data presented in the 2023 Report showed that women were half or more of the members in eleven of 36 boards. **Exhibit 63** shows the 2023 and 2024 representation of women in the 34 boards that were active as of the end of 2024. It also shows that in both 2023 and 2024, women were the majority of members in twelve boards. The three boards with the largest percentage of women remain unchanged since 2022 (including the Library Advisory Board, the Commission on the Status of Women, and the Community Action Agency Advisory Board.

Exhibit 63: Women’s Representation on Broward County Advisory Boards with at Least One-half of the Members Appointed by the County Commissioners, as of December 31, 2023, and 2024

Advisory Boards	2023	2024
Library Advisory Board	100.0%	100.0%
Commission on the Status of Women	100.0%	100.0%
Community Action Agency Advisory Board	87.5%	77.8%
Broward Cultural Council	80.0%	77.8%
Housing Finance Authority	77.8%	77.8%
Affordable Housing Advisory Committee	57.1%	75.0%
Human Rights Board	75.0%	73.3%
Advisory Board for Individuals with Disabilities	69.2%	72.7%
Animal Care Advisory Committee	75.0%	71.4%
Children’s Services Board	55.6%	68.8%
Climate Change Task Force	54.2%	56.5%
Broward Housing Council	66.7%	53.8%
Broward County Planning Council	47.1%	47.1%
Consumer Protection Board	40.0%	44.4%
Broward Regional Health Planning Council	36.4%	41.7%
Health and Sanitary Control Board	40.0%	40.0%
Marine Advisory Committee	20.0%	33.3%
Unsafe Structures Board	40.0%	33.3%
Urban Wilderness Advisory Board	33.3%	33.3%
Parks and Recreation Advisory Board	27.3%	30.8%
Tourist Development Council	44.4%	30.0%
Bicycling and Pedestrian Advisory Committee	20.0%	28.6%
Substance Abuse Advisory Board	33.3%	25.0%
Value Adjustment Board	40.0%	25.0%
Small Business Development Advisory Board	27.3%	22.2%
Central County Community Advisory Board	16.7%	20.0%
Living Wage Advisory Board	0.0%	20.0%
Historic Preservation Board	20.0%	16.7%
Educational Facilities Authority	14.3%	14.3%
Medical Marijuana Advisory Board	14.3%	14.3%
Central Examining Board - Division I: General Construction and Engineering Trades	12.5%	11.1%
Courthouse Task Force Advisory Committee	11.1%	11.1%
Central Examining Board - Division II: Electrical, Plumbing, and Mechanical Trades	0.0%	0.0%
Cocomar Water Control District Advisory Board	0.0%	0.0%
Grand Total	48.1%	48.2%

Source: Office of Intergovernmental Affairs/Boards Section, Broward County Government

Broward County Government Employee Data

The analysis in this section updates the information included in the 2023 Report on women’s representation and pay equity in Broward County Government (BCG). This section uses the most current 2023 and 2024 calendar year data provided by the Broward County Human Resources Division to calculate the composition and pay of women and men employees by agency and job family. The dataset includes employee information by agency, position title, employment status, base annual pay rates, date of employment, gender, race, and job family. The Human Resources Division states that they are continuing to gather data on employee educational attainment levels but until such updates are complete for every agency, an analysis of the effect of education on salaries cannot be performed.

Exhibit 64 shows that the BCG workforce continues to grow. The Exhibit presents the count of full-time and part-time employees, as well as the ‘Other’ category which combines seasonal, student, and on-call employees. In 2024, BCG’s full-time workforce consisted of 2,710 women and 3,426 men. Additionally, there were another 201 women, representing 51.7% of the part-time workforce and 188 men who worked part-time in 2024. Of the 366 employees in the ‘Other’ category, women were also a large percentage, representing 51.6% in 2024.

Exhibit 64: Employee Counts by Type of Employee in Broward County Government, as of December 31 of 2021 - 2024



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

The 2023 Report noted a 2.5% increase in the number of employees to 6,418 persons in BCG as of December 31, 2022, as compared to 2021. BCG’s workforce continued to increase in 2023 and 2024. The year-over-year increase in 2023 was 4.7%, to 6,717 employees. In 2024, the number of employees increased by 2.6%, to 6,891.

As noted in previous years, most BCG employees work full-time, although that percentage has somewhat declined in the most recent years of reported data. Whereas 91.4% of employees worked full-time in 2021 and 89.5% in 2022, there was a minimal decrease to 89.0% in 2023 and 89.1% in 2024.

Gender Representation

The 2023 Report noted a higher percentage of men (53.4%) than women (46.6%) in the BCG workforce as of December 31, 2022. Women continue to represent a slightly lower percentage than men among full-time employees: 43.7% in 2023 and 44.2% in 2024. Based on the most current data available from the 2023 American Community Survey 1-Year Estimates reported by the U.S. Census Bureau, 46.1% of full-time workers in Broward County overall were women.

To avoid a possible skewing of BCG data as a result of the lower annual pay of part-time employees as compared to full-time, the analysis in this section will focus only on full-time employees. It is noted that there is a lower representation of women than men in full-time positions. This uneven employment distribution by gender is especially important to recognize when analyzing salary differences by job family and agency of employment. Women’s representation in BCG agencies and job families will be discussed in subsequent sections.

Exhibit 65 shows that in 2022, women represented a smaller percentage of new full-time hires than in 2023, but a higher percentage in 2024. Additionally, in 2022, the median salary of women hired full-time was 1.3% below men’s, but in 2023 and 2024, women’s median salary was 4.8% and 3.0% higher than men’s for the respective years. These figures represent the gender pay gap, defined as the difference between the earnings of men and women, relative to the earnings of men. A positive number signifies a pay gap in favor of men (men’s salaries were higher than women’s), while a negative number shows a pay gap favoring women (women’s salaries were higher than men’s).

Exhibit 65: Broward County Government’s Full-Time Female New Hires Percentage, Median Salary, and Pay Gap as of December 31 of 2022 - 2024

Hire Year	Female %	Median Salary	Pay Gap
2022	46.6%	\$49,147	1.3%
2023	45.0%	\$53,560	-4.8%
2024	47.7%	\$54,200	-3.0%

Source: Human Resources Division, Broward County Government; calculations made by the Pérez Metropolitan Center

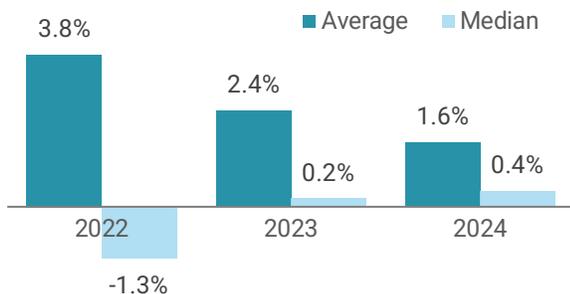
Despite the pay gap for new hires across BCG, the overall pay gaps for all employees remain very low. It is important to note that in addition to hiring practices, the pay gap is also affected by employee resignations, promotions, or other human resource processes, which are not analyzed in this Report.

Overall Pay Gaps

The 2023 Report showed a decrease in the average and median pay gaps for BCG full-time employees over time, with a 3.8% average pay gap in favor of men and a 1.3% median salary gap in favor of women in 2022. **Exhibit 66** shows a lower average pay gap in 2024 (1.6%) in comparison to 2022 and 2023, and a higher 2024 median pay gap (0.4%).

To ensure fair comparisons of trend data, the analysis of the annual salary changes over time, as shown in **Exhibit 67**, uses inflation-adjusted salary figures. The inflation adjustment is based on the U.S. Bureau of Labor Statistics reported Consumer Price Index for All Urban Consumers (CPI-U) for Miami-Fort Lauderdale-West Palm Beach, which increased year-over-year by 5.7% in 2023 and 2.8% in 2024.⁷⁷

Exhibit 66: Average and Median Pay Gaps for Full-Time Employees in Broward County Government, as of December 31 of 2022 - 2024

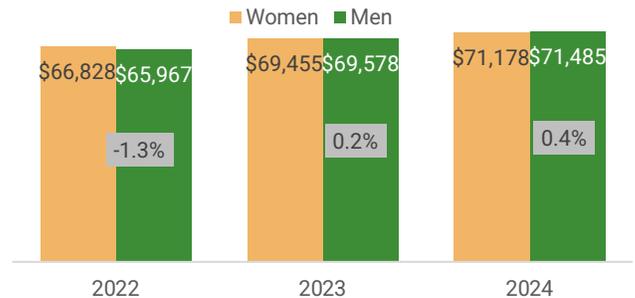


Source: Human Resources Division, Broward County Government; calculations made by the Pérez Metropolitan Center

The low pay gap for BCG employees is notable given the high wage gap (25.3%) noted for full-time public sector employees, as reported in the 2023 American Community Survey (see **Exhibit 19**). Research has shown that the lower wages of U.S. women working in the public sector result not only in the loss of earnings but also have a significant impact on financial well-being, including difficulty covering expenses and reduced retirement income.⁷⁸

Exhibit 67 shows that from 2022 to 2024, both women’s and men’s median annual salaries increased concurrently. The 2023 Report noted that inflation growth outpaced the median salary changes for BCG employees. However, the 2023 and 2024 data show that the change in median salaries outpaced inflation. Women’s median salary, adjusted for inflation, increased by 3.9% from 2022 to 2023, and by 2.5% from 2023 to 2024. Men’s median annual salaries increased by 5.5% and 2.7% for the respective years. From 2022 to 2024, the median salary increase was \$4,350 for women and \$5,518 for men. As a result of these annual increases, the 1.3% pay gap favoring women in 2022 changed to a 0.4% gap favoring men in 2024.

Exhibit 67: Median Salaries (Adjusted for Inflation) and Gender Pay Gaps for Full-Time Employees in Broward County Government, as of December 31 of 2022 - 2024



Source: Human Resources Division, Broward County Government; calculations made by the Pérez Metropolitan Center

Pay Gaps by Agency

The agencies and departments shown in **Exhibit 68** present a grouping of agencies prepared by Human Resources Division, based on BCG’s organizational chart as of December 31, 2024. Some of the departments or agencies include multiple divisions/offices. For example, ‘Boards and Agencies’ includes multiple offices such as Board of

⁷⁷ U.S. Bureau of Labor Statistics, [Consumer Price Index, Miami-Fort Lauderdale-West Palm Beach – December 2024](#) : Southeast Information Office : U.S. Bureau of Labor Statistics

⁷⁸ Mission Square Research Institute. (September 30, 2024). [Financial Wellbeing of Women in Government: Indicators, Contributing Factors, and Workforce Considerations.](#)

Rules & Appeals, Office of the Inspector General, Office of Medical Examiner and Trauma Services, Planning Council, and Legislative Delegation. Also, 'County Administration' includes the County Administrator, Mobility Advancement Program Administration, Office of Intergovernmental Affairs, Office of Economic and Small Business Development, Office of Emergency Management, Office of Management and Budget, Office of Public Communications, and Office of Regional Communications and Technology. 'County Commission' includes offices of the County Commissioners, County Attorney, and County Auditor. 'Judiciary' is included in the Exhibit, as these are BCG-funded positions; however, BCG does not have any role in the hiring of judicial employees.

Exhibit 68 shows the total number of full-time employees for each respective agency, the percentage of women employees, and the median pay gaps for 2024 and 2022, arranged from the largest pay gap in favor of men to the largest pay gap in favor of women in 2024. As was presented in the 2023 Report, which showed 2022 year-end data, the highest pay gaps were in the Cultural Department, followed by Finance and Administrative Services.

All agencies in 2022 with pay gaps favoring men continue to show pay gaps favoring men in 2024. The largest pay gap increase in favor of men, by 11.2 percentage points, was for County Commission employees. The largest pay gap increase in favor of women was among Parks employees, for whom the 2022 pay gap in favor of women was 15.5%, a 4.2 percentage point increase from the 11.3% gap in 2022, also favoring women.

The Transportation Department, the largest BCG agency by number of employees, with 1,299 full-time employees in 2024, had the second smallest pay gaps in both 2022 and 2024. The pay gap in the second largest department, Public Works, decreased from 27.4% in 2022 to 23.1% in 2024, favoring women in both years. The pay gap in Human Services, the third largest department and the second largest by percentage of women, expanded from 3.1% in 2022 to 6.5% in 2024. The Water and Wastewater Services has the smallest representation of women (21.6%) in its full-time workforce.

Exhibit 68: Broward County Government's Total Full-Time Employees, Percentage of Women Represented, and Median Pay Gaps by Agency / Department, as of December 31, 2024, and 2022

Agency/Department	Total Employees	% Women	2024 Gap	2022 Gap
Cultural	13	76.9%	34.4%	27.5%
Finance and Administrative Services	533	63.0%	32.1%	33.7%
Boards and Agencies	82	68.3%	25.6%	23.2%
Judiciary	40	57.5%	21.7%	23.3%
County Commission	132	54.5%	21.4%	10.2%
County Administration	208	54.3%	19.6%	23.7%
Resilient Environment	432	51.6%	17.9%	14.6%
Greater Fort Lauderdale Conventions and Visitor Bureau	50	74.0%	16.3%	9.2%
Human Services	574	74.2%	6.5%	3.1%
Libraries	516	66.5%	1.0%	-2.4%
Transportation	1,299	35.8%	0.3%	0.3%
Aviation	556	35.1%	-0.5%	-0.6%
Water and Wastewater Services	398	21.6%	-7.7%	-14.0%
Parks and Recreation	435	28.0%	-15.5%	-11.3%
Port Everglades	248	27.0%	-15.6%	-13.1%
Public Works	620	21.9%	-23.1%	-27.4%
Total	6,136	44.2%	0.4%	-1.3%

Source: Human Resources Division, Broward County Government; calculations made by the Pérez Metropolitan Center

Pay Gaps by Job Family

Broward County Government classifies its employees into eight job families, which are shown in **Exhibit 69**. The 2023 Report showed pay gaps in favor of men in seven of these job families. The only job family with a pay gap in favor of women (3.1%) was the ‘Executive’ category.

Exhibit 69 shows that in 2024, all job families had pay gaps in favor of men. In 2024, the ‘Trades/Maintenance’ job family had the highest pay gap at 11.6%. This job family also had the largest change in the pay gap, with a significant 16.1 percentage point decline from 2022 to 2024. The other two job families with significant pay gap changes were ‘Technician’, with a 5.5 percentage point pay gap decrease, and ‘Executive’ with a 5.7 percentage point increase for the same period. In 2022, the ‘Executive’ category pay gap was 3.1% in favor of women. In the remaining five job families the pay gaps changed by less than one percentage point when compared to 2022.

Exhibit 69: Broward County Government’s Total Full-Time Employees, Percentage Women Represented and Median Salary Pay Gaps by Job Family, as of December 31, 2024 and 2022

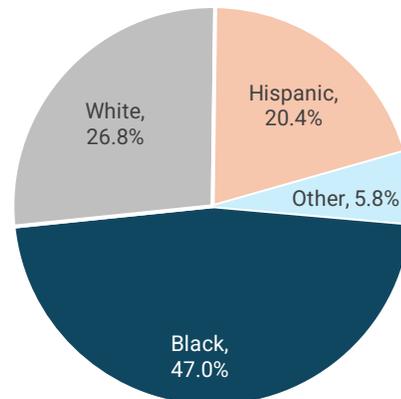
Job Family	2024 Total Employees	2024 % Women	2024 Gap	2022 Gap
Trades/Maintenance	1,789	21.0%	11.6%	27.7%
Professional	1,575	52.8%	8.2%	8.8%
Director	121	39.7%	7.5%	8.1%
Technician	320	29.4%	6.1%	11.6%
Administrative	1,151	74.0%	4.7%	4.2%
Supervisor	405	30.6%	3.9%	3.8%
Manager	727	50.3%	3.5%	4.4%
Executive	48	41.7%	2.6%	-3.1%

Source: Human Resources Division, Broward County Government; calculations made by the Pérez Metropolitan Center

Pay Gaps by Race and Ethnicity

As reported by the U.S. Census Bureau, 2023 American Community Survey, Broward County’s overall population had an almost even distribution of Hispanic (33.0%), White (30.0%), and Black or African American residents (27.6%). **Exhibit 70** shows that as of December 31, 2024, the BCG full-time workforce had a significantly higher percentage of Black employees at 47% as compared to the overall Broward County population. The second largest racial group in BCG is White employees at 26.8%. Hispanic employees are 20.4% of the total BCG full-time workforce. The ‘Other’ category is comprised of full-time employees of whom 2.7% identified as Asian, 1.4% Pacific Islander, 1.0% two or more races, 0.2% American Indians and 0.5% with unspecified race or ethnicity.

Exhibit 70: Broward County Government’s Full-Time Employees by Race and Ethnicity, as of December 31, 2024



Source: Human Resources Division, Broward County Government; calculations made by the Pérez Metropolitan Center

The percentages of Black full-time employees increased slightly, from 45.3% in 2022 to 47.0% in 2024. White full-time employees decreased from 29.9% in 2022, to 26.8% in 2024. Conversely, the percentage of Hispanic employees slightly increased from 19.6% in 2022 to 20.4% in 2024. These changes are consistent with the broader community changes occurring in Broward County in recent years, as reported in the **Population Characteristics** section of this Report.

Exhibit 71 shows total BCG full-time employees, the percentage of women represented in each racial and ethnic category, their respective median salaries and the pay gaps in comparison to men in each group. Consistent with the 2023 Report, which reported 2022 data, in 2024, Black women were the slight majority of full-time workers in their racial category. In other categories, women were less represented than men. In terms of pay gaps, the gap was largest in favor of women for American Indian women employees, whose median salaries in 2024 were 23.8% higher than their male counterparts. The second largest pay gap was for Asian employees, with a 9.6% gap favoring men.

Exhibit 71: Broward County Government's Total Full-Time Employees, Percentage Women Represented, Women's Median Wages and Pay Gaps by Race / Ethnicity, as of December 31, 2024

Race / Ethnicity	Total Employees	% Women	Women's Salary	Pay Gap
Black	2,881	50.4%	\$68,633	-0.5%
Hispanic	1,250	39.6%	\$78,903	-1.0%
White	1,645	37.9%	\$80,338	4.4%
Other	360	38.9%	\$77,910	1.6%
American Indian	15	40.0%	\$85,515	-23.8%
Asian	164	39.0%	\$79,413	9.6%
Pacific Islander	86	37.2%	\$86,106	3.0%
Two or More Races	63	39.7%	\$61,340	-0.9%
Not Specified	32	40.6%	\$72,537	-2.2%
Overall	6,136	44.2%	\$71,178	0.4%

Source: Human Resources Division, Broward County Government; calculations made by the Pérez Metropolitan Center



Conclusions

Broward County is one of the early adopters of CEDAW and has also been a leading county in producing continuous updates on a comprehensive list of metrics. Data reported is gathered from the publicly available data, as well as Broward County Government (BCG) workforce statistics, client demographics for BCG-funded programs, citizens board membership, and other internal sources. The continuation of BCG's effort to produce the biennial Status of Women Report creates a solid foundation for organizations in Broward County to continue to monitor disparities between men and women and work towards identifying the reasons behind them and developing strategies and programs to reduce them. In the words of Carly Fiorina, who was the first woman to head a company listed on the Dow Jones average (Hewlett-Packard Company), "The goal is to turn data into information, and information into insight." An even more intentional and impactful outcome of data analysis is the effort to use it to motivate action.

Counties and cities that have adopted the CEDAW ordinance have taken various paths toward the use of data for positive change. One of the early adopters, the County of Santa Clara, created the Office of Women's Policy, which is the leading county agency for equity initiatives. In addition to issuing two 'Status on Women and Girls' reports, it spearheads several initiatives with a focus on women and girls. These include a pay equity strategy with a dashboard that presents county data, a family-friendly workplace certification program, and the "When young moms thrive" initiative.⁷⁹

⁷⁹ County of Santa Clara, Office of Women's Policy. *OWP Initiatives*.

⁸⁰ Bessen, James E. and Meng, Chen and Denk, Erich, (June 2020). *Perpetuating Inequality: What Salary History Bans Reveal About Wages*. SSRN.

⁸¹ City of Pittsburg. (November 27, 2024). *The City of Pittsburg amends the Gender Equity Commission Ordinance*.

Cincinnati, Ohio, the seventh city to join CEDAW, presents another example of actions that advance equity. The City adopted the Salary History Ordinance, prohibiting employers from inquiring about the applicant's salary history. Research has found that salary history bans help workers, resulting in a 5% increase in pay for all job changers, an 8% increase for women, and a 13% increase for Black workers in areas that had enacted a salary history ban.⁸⁰

In 2024, New York City Mayor Adams announced a more than \$43 million investment aimed at making New York City a national leader on gender equity called "Women Forward NYC: An Action Plan for Gender Equity". The investments will be directed in many critical areas including women's health, safety, and economic mobility. Examples of other cities that have advanced beyond the baseline assessment of disparities include Pittsburg⁸¹, Sacramento⁸² and Washington, D.C.⁸³

The review of these efforts shows that cities and counties that have adopted CEDAW focus on data collection as a means to inform and direct action. Such action may come in different forms, including the commissioning of reports on specific topics, adoption of new ordinances or ordinance amendments aimed at strengthening or expanding workplace protections, advocacy efforts that raise awareness of disparities, and initiatives that engage the business community in supporting women and families, to mention a few. There is no single model on how communities assess gender disparities or what actions they take. Cross-sector collaborations, involving government, foundations, the business community, and others, will likely be important to achieve the most impactful outcomes. With the release of this third biennial Report, Broward County now has a wealth of information that could direct further action for which many community stakeholders can find opportunities to be involved.

⁸² City of Sacramento. *The Race & Gender Equity Action Plan (RGEAP) 2020-2025*.

⁸³ District of Columbia Department of Energy and Environment. (October 13, 2021). *Equity Framework*.

Appendix A: Comparison of Select Metrics for Broward County, Miami-Dade County, Palm Beach County, Florida, and the United States (2023)

CATEGORY	Metric	BROWARD COUNTY			MIAMI-DADE COUNTY			PALM BEACH COUNTY			FLORIDA			UNITED STATES		
		Women	Men	Difference	Women	Men	Difference	Women	Men	Difference	Women	Men	Difference	Women	Men	Difference
EDUCATION	Bachelor's Degree or Higher (2023)	37.7%	35.5%	-6.2%	37.4%	34.4%	-8.7%	40.9%	42.7%	4.2%	35.5%	34.2%	-3.8%	37.4%	34.8%	-7.5%
	Field of Bachelor's degree aged 25 and older (2023)															
	Science and Engineering	28.50%	42.00%	32.1%	25.70%	43.70%	41.2%	25.80%	40.50%	36.3%	25.50%	41.60%	38.7%	28.40%	44.9%	36.7%
	Science and Engineering Related	14.10%	6.10%	-131.1%	14.30%	6.30%	-127.0%	12.20%	7.30%	-67.1%	15.40%	6.20%	-148.4%	13.90%	5.8%	-139.7%
	Business	24.90%	29.50%	15.6%	25.50%	30.00%	15.0%	21.50%	29.80%	27.9%	21.50%	28.10%	23.5%	17.40%	23.2%	25.0%
	Education	13.40%	4.30%	-211.6%	14.30%	4.80%	-197.9%	18.20%	4.00%	-355.0%	16.70%	5.40%	-209.3%	15.70%	5.1%	-207.8%
	Arts, Humanities, and other	19.10%	18.10%	-5.5%	20.20%	15.10%	-33.8%	22.30%	18.30%	-21.9%	20.90%	18.70%	-11.8%	24.60%	21.0%	-17.1%
	Earnings by Educational Attainment aged 25 and over (2023)															
	Less than high school graduate	\$25,567	\$32,172	20.5%	\$22,167	\$34,361	35.5%	\$26,414	\$32,369	18.4%	\$25,076	\$33,132	24.3%	\$24,766	\$36,740	32.6%
	High school graduate (includes equivalency)	\$30,182	\$40,869	26.1%	\$29,089	\$40,062	27.4%	\$31,031	\$42,350	26.7%	\$31,125	\$41,237	24.5%	\$31,508	\$45,709	31.1%
	Some college or associate's degree	\$39,082	\$49,664	21.3%	\$36,664	\$49,159	25.4%	\$39,262	\$52,010	24.5%	\$37,680	\$50,620	25.6%	\$38,541	\$54,496	29.3%
Bachelor's degree	\$52,117	\$70,179	25.7%	\$45,945	\$61,607	25.4%	\$52,605	\$80,033	34.3%	\$50,712	\$71,304	28.9%	\$57,055	\$81,218	29.8%	
Graduate or professional degree	\$66,100	\$96,906	31.8%	\$62,689	\$96,383	35.0%	\$69,162	\$105,052	34.2%	\$62,939	\$98,210	35.9%	\$74,815	\$104,054	28.1%	
ECONOMIC DEVELOPMENT	Labor Force Participation (2023)	85.3%	79.4%	-7.4%	84.7%	76.7%	-10.4%	85.1%	75.7%	-12.4%	82.3%	74.7%	-10.2%	83.6%	75.5%	-10.7%
	Full-time Employment (2023)	42.3%	52.3%	19.1%	41.4%	55.2%	25.0%	34.3%	48.5%	29.3%	36.6%	47.6%	23.1%	37.7%	50.2%	24.9%
	Earnings for Full-time Employed (2023)	\$48,591	\$56,352	13.8%	\$45,095	\$51,675	12.7%	\$51,782	\$62,099	16.6%	\$48,120	\$56,524	14.9%	\$52,370	\$60,070	12.8%
HEALTH	Insurance rate (2023)	90.0%	88.2%	-2.0%	89.5%	85.9%	-4.2%	89.6%	86.6%	-3.5%	90.6%	87.9%	-3.1%	93.1%	91.0%	-2.3%
	Maternal mortality per 100,000 live births (2023)	24.8			20.3			33.2			18.5			18.6		
	Infant mortality per 1,000 live births (2023)	5.0					4.8				5.4					6.0
	Cancer Rate per 100,000 (2021)	414.2	457.3	9.4%	373.8	440.4	15.1%	440.9	490.6	10.1%	447.2	504.6	11.4%	420.9	470	10.4%
	Heart Disease Death Rate per 100,000 (2023)	99.8	173.5	42.5%	95.6	178.0	46.3%	90.3	154.5	41.6%	102.1	175.4	41.8%	126.8	204.4	38.0%
	Stroke Death Rate per 100,000 (2023)	60.6	56.1	-8.0%	44.6	47.4	5.9%	48.2	45.2	-6.6%	45.2	42.9	-5.4%	54.2	42.8	-26.6%
	Hospitalizations from mental disorder per 100,000 (2023)	1039.6			963.1			925.9			959.1			N/A		
	HIV Diagnosis Rate per 100,000 (2023)	14.5	45.1	67.8%	12.6	63.5	80.2%	11.2	25.8	56.6%	8.7	33.4	74.0%	4.9	22.0	77.7%
	STD Diagnosis Rate per 100,000 (2023)	946.0	1,372.3	31.1%	772.6	1,255.3	38.5%	702.0	621.8	-12.9%	773.5	801.9	3.5%	779.7	681.2	-14.5%
SAFETY	Domestic Violence rate per 100,000 (2023)	132.1			271.1			34.2			314.9			410		
	Forcible Sex Offense rate per 100,000 (2023)	5.1			11.9			7.9			10.2			170		
	Child abuse rate (5-11 years old) per 100,000 (2023)	227.7			137.4			276.8			431.5			740		
	Human Trafficking Cases (2023)	199			199			135*			2,137			30,162		

Sources For Counties And State: ACS 1-Year Estimates, U.S. Census Bureau; FL Health Charts, Florida Department Of Health; Florida Department Of Education; Florida Department Of Law Enforcement; Florida Department Of Children And Families; Broward County Sheriff's Office;

Sources For The USA: ACS 1-Year Estimates, U.S. Census Bureau; Center for Disease Control And Prevention; CDC Surveillance Survey; Criminal Victimization, 2023, U.S. Department Of Justice; FBI Uniform Crime Reporting; U.S. Department of Health and Human Services, Children's Bureau; National Human Trafficking Hotline

** Palm Beach County's human trafficking count includes the DCF Southeast region, with the exception of Broward; ** HIV Rates for the United States are for 2022, for population ages 13 and older*

Appendix B: Current Broward Behavioral Health Coalition, Inc. Provider Network

Archways, Inc.
Banyan Health Systems
BCG Broward Addiction Recovery Division
BCG Crisis Intervention and Supports Division
Broward County Sheriff's Office
Broward Health
Broward House, Inc.
Broward Housing Solutions
Broward Partnership for the Homeless, Inc.
Camelot Community Care, Inc.
Care Resource
Children's Harbor, Inc.
Citrus Health Network, Inc.
Covenant House Florida, Inc.
Evolution Treatment Center
Fellowship House
Fellowship Recovery Community Organization, Inc.
Florida Initiative for Suicide Prevention, Inc (FISP)
Foot Print to Success Clubhouse, Inc.
Ft. Lauderdale Behavioral Health Center
Gulf Coast Jewish Family and Community Services, Inc.
Harmony Development Center
Henderson Behavioral Health, Inc.
House of Hope, Inc.
Kids in Distress, Inc.
Memorial Healthcare System
Mental Health America of Southeast Florida
Multicultural Alliance Health Care Solutions, Inc (MAHCS)
NAMI of Broward County, Inc.
Our Children, Our Future, Inc.
Silver Impact, Inc.
Smith Mental Health Associates, LLC
South Florida Wellness Network, Inc.
SunServe
TaskForce For Ending Homelessness, Inc.
The Chrysalis Center, Inc.
Tomorrow's Rainbow
United Way of Broward County, Inc.
West Care

Source: Broward Behavioral Health Coalition

Appendix C: BCG Human Services Department Total Clients and Percentages of Female Clients by Division and Type of Service, FY 2023 and FY 2024

FY 2023 *														
Agency	Community Partnership Division - CPD		Family Success Administration Division - FSAD		Elderly and Veterans Services Division - EVSD		Broward Addiction and Recovery Division - BARD		Crisis Intervention and Support Division - CISD		Housing Options Solutions and Supports Division- HOSS-D		Total Clients by Type of Service	% Female Clients by Type of Service
Type of Service	Total	Female%	Total	Female%	Total	Female%	Total	Female%	Total	Female%	Total	Female%		
Advocacy	1,097	36.1%									301	31.6%	1,398	33.3%
Case Management	11,582	25.4%			1,305	60.8%			1,883	66.9%	232	59.5%	15,002	34.2%
Detoxification, Outpatient, and Residential	132	28.0%					2,709	27.6%					2,841	27.3%
Economic Stability	3,595	29.5%	10,074	82.4%	1,746	22.2%							15,415	63.3%
Education	34,077	47.8%	124	82.3%									34,201	47.9%
Emergency Shelter	82	37.8%									664	42.9%	746	42.4%
Health	13,832	40.4%							1,628	57.6%	2,348	22.5%	17,808	39.6%
Housing											3,148	46.0%	3,148	46.0%
Independent Living					3,099	66.2%							3,099	66.2%
Mental/Behavioral Health	5,698	52.8%											5,698	53.4%
Outreach											11,174	42.5%	11,174	42.5%
Respite	792	25.0%									19	15.8%	811	24.8%
Total	70,887	41.7%	10,198	82.4%	6,150	52.5%	2,709	27.7%	3,511	62.6%	17,886	40.5%	111,341	46.1%

*Blank cells indicate the Division does not offer the indicated type of service.

Total clients served include females, males, and those who do not identify as such or whose gender is unknown.

Source: Human Services Department, Broward County Government

FY 2024 *															
Agency	Community Partnership Division - CPD		Family Success Administration Division - FSAD		Elderly and Veterans Services Division - EVSD		Broward Addiction and Recovery Division - BARD		Crisis Intervention and Support Division - CISD		Housing Options Solutions and Supports Division - HOSS-D		Total Clients by Type of Service	% Female Clients by Type of Service	
	Type of Service	Total	Female%	Total	Female%	Total	Female%	Total	Female%	Total	Female%	Total			Female%
Advocacy	1,042	35.4%								847	45.6%	301	31.9%	2,190	20.4%
Case Management	12,578	27.0%			1,017	64.1%				1,891	74.1%	1,133	38.5%	16,619	17.2%
Detoxification, Outpatient, and Residential	61	26.2%					2,450	26.4%						2,511	25.8%
Economic Stability	4,076	29.8%	11,415	81.9%	1,494	21.7%								16,985	64.1%
Education	32,479	47.3%	288	83.3%										32,767	48.1%
Emergency Shelter	36	58.3%										1,583	41.3%	1,619	41.6%
Health	24,819	50.4%								1,693	54.3%	1,705	37.4%	28,217	51.6%
Housing	161	29.2%										1,568	50.9%	1,729	48.9%
Independent Living					2,359	65.6%								2,359	65.6%
Mental/Behavioral Health	6,503	53.9%												6,503	47.7%
Outreach												12,166	48.3%	12,166	48.3%
Respite	614	28.3%										13	38.5%	627	28.5%
Total	82,369	44.4%	11,703	82.0%	4,870	51.8%	2,450	26.4%	4,431	61.1%	18,469	46.0%	124,292	48.7%	

*Blank cells indicate the Division does not offer the indicated type of service.

Source: Human Services Department, Broward County Government

Total clients served include females, males, and those who do not identify as such or whose gender is unknown.

Appendix D: Signal 35 and Signal 38 Dispatch Calls by Jurisdiction/Municipality for Broward County, 2021 – 2024

Signal 35 (Sex Offense) Dispatch Calls by Jurisdiction in Broward County, 2021 - 2024

Municipalities/Jurisdictions	2021	2022	2023	2024
Airport	1	2	7	2
Broward County SO	31	37	30	42
Coconut Creek PD	19	16	0	0
Cooper City	9	4	4	6
Dania	33	36	23	22
Davie PD	63	53	39	44
Deerfield Beach	35	47	45	48
Fort Lauderdale PD	210	185	185	222
Hallandale PD	22	20	25	28
Hollywood PD	99	65	71	85
Lauderdale by the Sea	4	2	0	2
Lauderdale Lakes	29	28	27	27
Lauderhill PD	72	58	55	44
Lighthouse Point PD	2	4	1	2
Margate PD	22	10	21	19
Miramar PD	48	34	43	34
North Lauderdale	12	17	20	30
Oakland Park	32	28	31	24
Parkland	6	3	3	2
Pembroke Park	7	4	5	4
Pembroke Pines PD	42	43	50	72
Pompano Beach	82	89	83	95
Port Everglades	1	4	2	5
Sunrise PD	20	26	26	20
Tamarac	15	16	24	25
West Park	8	10	14	8
Weston	9	15	12	8
Wilton Manors PD	10	13	7	6
Coconut Creek	0	3	16	17
Coral Springs	55	57	53	57
Plantation	17	22	32	17

Signal 38 (Domestic Disturbance) Dispatch Calls by Jurisdiction in Broward County, 2021 – 2024

Municipalities/Jurisdictions	2021	2022	2023	2024
Airport	19	13	23	23
Broward County SO	261	277	254	269
Coconut Creek PD	825	641	0	0
Cooper City	146	165	149	166
Courthouse	4	4	0	2
Dania	410	486	468	435
Davie PD	1,473	1,662	1,404	1,437
Deerfield Beach	475	554	608	488
Fort Lauderdale PD	4,972	4,674	4,280	4,100
Hallandale PD	538	521	573	562
Hillsboro Beach PD	8	1	3	9
Hollywood PD	3,386	3,186	3,386	3,385
Lauderdale by the Sea	35	45	43	33
Lauderdale Lakes	305	401	454	465
Lauderhill PD	2,758	2,711	2,585	2,468
Lighthouse Point PD	92	90	93	78
Margate PD	902	974	1,073	921
Miramar PD	2,095	2,072	2,087	1,948
North Lauderdale	1,118	1,135	1,130	882
Oakland Park	377	402	421	400
Parkland	124	137	85	106
Pembroke Park	58	73	109	107
Pembroke Pines PD	1,759	1,825	1,949	1,680
Pompano Beach	1,158	1,437	1,430	1,262
Port Everglades	3	9	7	11
Sunrise PD	1,337	1,388	1,384	1,325
Tamarac	676	753	773	605
West Park	120	133	166	131
Weston	158	176	179	175
Wilton Manors PD	274	225	207	225
Coconut Creek	0	122	922	779
Coral Springs	1,885	1,954	1,985	1,826
Plantation	1,202	1,136	1,130	1,028

Source: Office of Regional Communications and Technology, Broward County Government