



OFFICE OF THE
COMMISSION AUDITOR

Miami-Dade County
Status of Women
2022 Report





Yinka Majekodunmi, CPA, Commission Auditor
Phillip A. Rincon, MA, CPPB, Senior Research Analyst
Shayna M. Cohen, MSc., Research Analyst
Sade L. Chaney, MBA, Former Research Manager

Office of the Commission Auditor (OCA)
111 N.W. First Street, Suite 1030
Miami, FL 33128
(305) 375-4354



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

FIU Research Team

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

The Status of Women in Miami-Dade County 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.

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

The report is funded by and prepared for both:

The Office of the Commission Auditor

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

The Miami-Dade County Commission for Women

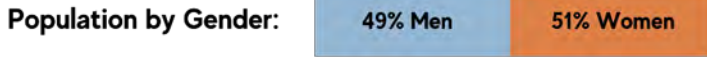
The Commission for Women is an advisory board to the Board of County Commissioners, the County Administration, and the public at large about issues pertaining to the status of women. The Commission for Women also advocates for the women in the community and strives to improve their quality of life.

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

Population Characteristics

This is the fifth annual report on the status of women in Miami-Dade County across four different socioeconomic topics.

Total Population: 2,662,777 Residents



Population of One Race and Ethnicity:



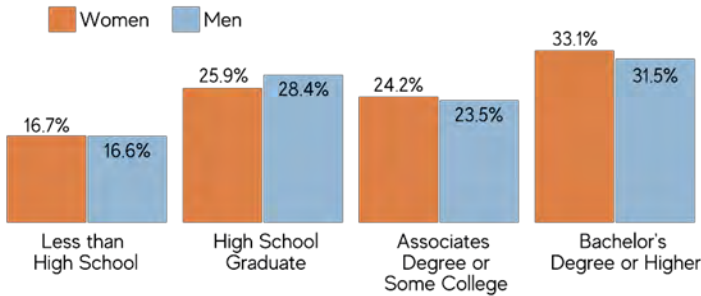
Households:

- 17.6%** of all households were women-led with no spouse present.
- 29.3%** of women-led households have children.
- 55.6%** of women-led households rented in 2021.

Median Income:

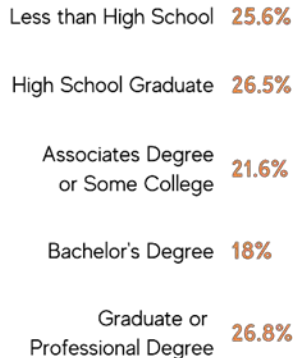
- \$35,538**
Women-led Households (no spouse) with Children
- \$49,508**
Men-led Households (no spouse) with Children
- \$87,183**
Married Couples with Children

Education



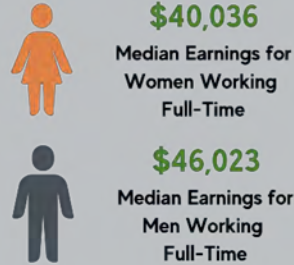
Wage Gap by Educational Attainment:

Even though more women have obtained higher degrees, they are consistently paid less than their male counterparts. The earnings gap for those with bachelor's degrees was 18% with women making \$43,813 and 26.8% for graduate degrees with women making \$60,533.



Economic Opportunity

Median Earnings and Wage Gap:



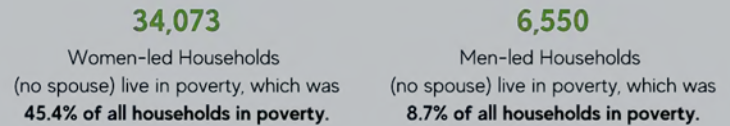
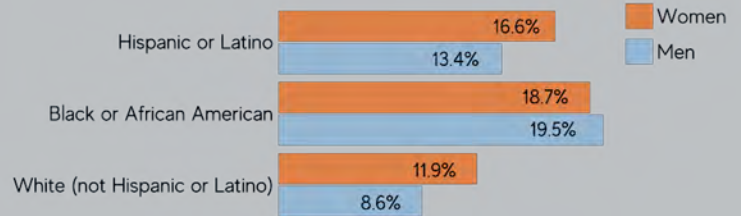
A 13% Wage Gap

Economic Opportunity Improvements:

- The wage gap decreased by a 6 percentage points since 2019.
- The poverty rate decreased from 15.6% in 2019 to 14.9% in 2021.

Women in Poverty:

53.3% of the population living in poverty was women, or 217,341 residents. The graph shows the poverty rates by race, ethnicity, and gender.



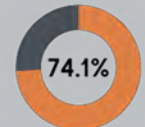
Labor Force Participation (Ages 20-64):

Miami-Dade County had an overall **78.7%** labor force participation rate.

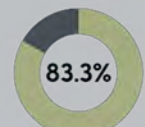
Women account for **46.9%** of the labor force.

The labor force decreased by **39,095** people since 2019.

More women (**28,129** women) than men (**10,966** men) left the labor force.



Women's Labor Force Participation Rate



Men's Labor Force Participation Rate

STATUS OF WOMEN REPORT

Industries and Occupations

Highest Proportion of Women:

Healthcare Support Occupations

83.3% Women's Participation
12.1% Wage Gap

Educational Services, and Health Care and Social Assistance

70.1% Women's Participation
12.1% Wage Gap

Highest Wage Gap:

Healthcare Practitioners and Technical Occupations

67.5% Women's Participation
33.4% Wage Gap

Retail Trade Industry

44.8% Women's Participation
28.7% Wage Gap

Other industries were estimated to have significantly higher wage gaps, but these estimates have high error margins due to the low women's participation rate.

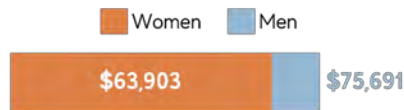
Miami-Dade County Equity:

Even though women were 47 percent of the overall labor force, they only comprised 39.7 percent of all county employees.

Pay Gap for Full-time Employee

The pay gap for full-time county employees has minimally decreased from 16.6% in 2019 to 15.6% in 2021.

Women's Median Pay as a Portion of Men's



County Advisory Board Representation:

In 2021, 41.3% of board members were women, compared to 39.5% in 2022.



Change in Contracts:

58.6% increase in contracts for businesses
28.5% increase in contracts for women-owned businesses

The proportion of prime contracts to women decreased from **17.2%** in 2019 to **13.9%** in 2021.

Change in Contract Value:

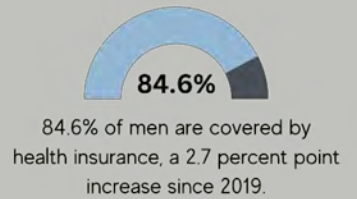
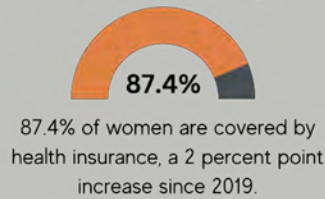
The overall value of contracts increased by **15%** between 2020 and 2019.

However, the contract value to women-owned firms decreased by **8.4%**.

Sources for County Data:
MDC Human Resources Department
Internal Services Department
Clerk of the Board

Health

Health Insurance Coverage:



Median Earnings and Wage Gap:

11.4%
of the population of women have a disability



\$22,608
Median earnings for women with a disability.

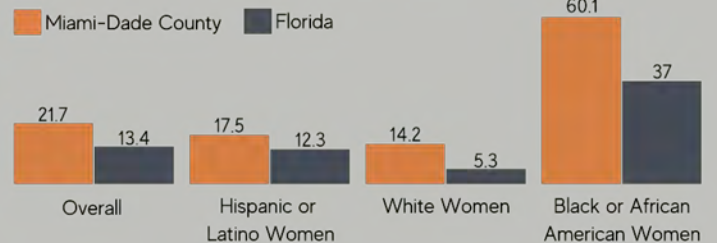
10.8%
of the population of men have a disability



\$31,589
Median Earnings for men with a disability.

Maternal Mortality Rates:

The graph shows the 2020 maternal mortality rate per 100,000 live births.



Maternal Status:

Of the 27,096 women who gave birth in 2021, 12,523 were unmarried women.



Safety

Crime Comparison 2021-2022:

Aggravated stalking reports decreased by **75.9%**
Rape cases increased by **10.6%**
Aggravated assault cases increased by **35.1%**
Forcible sex offense increased by **10.3%**

According to the Florida Department of Law Enforcement, domestic violence cases in MDC **declined** by 7.9% since 2019, with 267.2 cases per 100,000 reported in 2020.

Sources: Census Bureau ACS 1-Year Estimates
Florida Health Charts
Florida Department of Law Enforcement
Miami-Dade Police Department

Table of Contents

- Executive Summary i
- General Population Characteristics 1
 - Race, Ethnicity, and Age 1
 - Household Characteristics 2
 - Household Income 4
- Educational Attainment 6
 - High School Education 6
 - Higher Education 8
- Economic Opportunity 10
 - Poverty Status by Gender 10
 - Poverty Status by Household Type 11
 - Labor Force Participation 12
 - Median Earnings by Industry, Occupation, and Working Class 13
 - Median Earnings by Municipality 20
- Health 22
 - Health Insurance Coverage 22
 - Health and Diseases 24
- Safety 28
 - Domestic Violence 28
 - Dispatch Calls 28
 - Human Trafficking 29
- Miami-Dade County Analysis 30
 - Gender Representation in County Boards 30
 - County Contracts to Women-Owned Firms 31
 - County Employee Pay Gap Analysis 32
 - Education 34
 - Tenure/Longevity 34
 - Supervisory Status Classification 34
- Conclusion 36

Executive Summary					
Category	Indicator	Women	Men	Wage Gap	Changes
Education	2020-2021 High School Graduation Rates	93%	87.1%		
	High School Diploma Attainment	25.9%	28.4%		
	Bachelor's Degree Attainment	20.6%	19.6%		
	Graduate Degree Attainment	12.6%	12.3%		
Employment	Labor Force Participation	74.1%	83.3%		
	Unemployment	6.3%	5.6%		
	Percent of Gender Working Full Time	44%	56%		
Income and Earnings	Poverty Rate	16.2%	13.7%		
	Median Earnings for Full Time Workers	\$40,036	\$46,023	13%	↓
	Median Earnings with Bachelor's Degree	\$43,813	\$53,436	18%	↑
	Median Earnings with Graduate Degree	\$60,533	\$82,671	26.8%	↓
Industry Employment and Earnings	Percent of Women and Men in Retail Trade	44.8%	55.2%		
	Retail Trade Median Earnings	\$29,081	\$40,797	28.7%	↑
	Percent of Women and Men in Educational Services	66.1%	33.9%		
	Educational Services Median Earnings	\$48,073	\$57,310	16.1%	↑
	Percent of Women and Men in Health Care and Social Assistance	72.0%	28.0%		
	Health Care and Social Assistance Median Earnings	\$37,163	\$53,702	30.8%	↑
Occupations and Earnings	Percent of Women and Men in Office and Administrative Support Occupations	69.50%	30.50%		
	Office and Administrative Support Median Earnings	\$36,040	\$39,764	9.4%	↓
	Percent of Women and Men Education, Legal, Community Service, Arts, and Media Occupations	62%	38%		
	Education, Legal, Community Service, Arts, and Media Median Earnings	\$49,088	\$60,796	19.3%	↔
	Percent of Women and Men Management, Business, and Financial Occupations	42.60%	57.40%		
	Management, Business, and Financial Median Earnings	\$61,907	\$74,858	17.3%	↓

Legend: ↔ No Change ↓ Wage Gap Decreased ↑ Wage Gap Increased

Source: 2021 ACS 1-Year Estimates

List of Tables

Table 1: Total Population by Race and Ethnicity	1
Table 2: Households and Families	3
Table 3: Median Earnings and Wage Gap by Educational Attainment	8
Table 4: Field of Bachelor’s Degree by Age and Gender	8
Table 5: Women in Poverty by Race and Ethnicity.....	10
Table 6: Poverty Status by Household Type	11
Table 7: Full-Time and Part Time Employees by Gender, 2021	13
Table 8: Industry Median Earnings and Wage Gap.....	15
Table 9: Women-Dominated Occupations 2021	16
Table 10: High Wage Occupations for Full Time Women in Miami-Dade County	16
Table 11: High Wage Occupations for Full Time Women	20
Table 12: Wage Gaps in Miami-Dade County Municipalities	21
Table 13: Disability and Physical and Mental Difficulties by Gender	24
Table 14: Chronic Disease Occurrences by Gender	25
Table 15: Gender Representation in County Boards.....	30
Table 16: Miami-Dade County Employees by Full- and Part-Time Status	33
Table 17: Miami-Dade County Employees Gender Pay Gaps by Educational Attainment	34
Table 18: Miami-Dade County Employees Gender Pay Gaps by Tenure	34

List of Figures

Figure 1: Women’s Race and Ethnicity Comparison.....	1
Figure 2: Age and Gender	2
Figure 3: Miami-Dade County Marital Status, 15 years and older.....	3
Figure 4: Median Household Income.....	4
Figure 5: MDC High School Graduation Rate by Gender	6
Figure 6: MDC High School Graduation Rate by Race/Ethnicity and Gender.....	6
Figure 7: Economically Disadvantaged Women Students by Race and Ethnicity, 2020-21 Cohort.....	7
Figure 8: MDC Educational Attainment for the Population 25 Years and Over	7
Figure 9: Poverty by Gender and Race and Ethnicity	10
Figure 10: Women-Led Households in Poverty by Race and Ethnicity	11
Figure 11: Labor Force Participation, Age 16+.....	12
Figure 12: Labor Force Participation by Age.....	12
Figure 13: Median Earnings by Race and Ethnicity.....	13
Figure 14: Full-Time Employee Earnings and Earnings Gap by Occupation, 2021	18
Figure 15: Wage Gap by Class of Worker 2019-2021	19
Figure 16: Miami-Dade Health Insurance Coverage Status by Gender 2019-2021	22
Figure 17: Rate of Uninsured by Age	23
Figure 18: Median Earnings by Gender and Disability Status	24
Figure 19: Count of Births to Married and Unmarried Women by Race and Ethnicity.....	27
Figure 20: Domestic Violence Cases Per 100,000.....	28
Figure 21: Reports of Forcible Sex Offenses, per the Miami-Dade Police Department.....	28
Figure 22: Domestic Violence Calls.....	29
Figure 23: Contracts Awarded to Women-Owned Firms.....	31
Figure 24: Value of Contracts to Women-Owned Firms.....	32
Figure 25: Miami-Dade County Employee Pay Gaps, 2019-2021.....	33
Figure 26: Miami-Dade County Employee Representation by Supervisory	35
Figure 27: Miami-Dade County Employee Pay Gaps by Supervisory Category.....	35

General Population Characteristics

Race, Ethnicity, and Age

The 2020 Decennial Census counted just over 2.7 million Miami-Dade residents (Table 1). Population estimates vary between the sources of Census Bureau data. While Table 1 shows the official decennial count, the data provided by the 2020 Decennial Survey was limited to reporting population counts by race and ethnicity with no additional detail on other economic and social population characteristics.¹ For more detail, this report relies on the 2021 American Community Survey (ACS), which estimated Miami-Dade’s population at 2,662,777. All trend data presents the ACS 1-year estimates except for the 2020 data. Due to data collection challenges, 2020 data is only available from the 2020 ACS 5-year estimates dataset.

The racial and ethnic composition of Miami-Dade County has changed minimally between 2019 and 2021. Notably, almost 42 percent of people identified with two or more races. In relation to ethnicity, the County remained predominately Hispanic or Latino (68.7 percent). The other two major groups were Black or African American (14.8 percent) and White alone, not Hispanic or Latino (13.4 percent). The only major changes in racial and ethnic groups were the 12 percent decline of the Black or African American population, from 456,189 in 2019 to 398,301 in 2021.

The proportion of men and women living in Miami-Dade has stayed the same since 2019. The population remained almost evenly split in 2021, with women comprising 51 percent of the total population and men 49 percent, comparable to state and national ratios. Given the overall composition of the County’s population in race and ethnicity, Hispanic women comprise most of the female population (Figure 1). The percentage of Miami-Dade County Hispanics or Latinos was almost four times the percentage of total Hispanics or Latinos living in the United States.

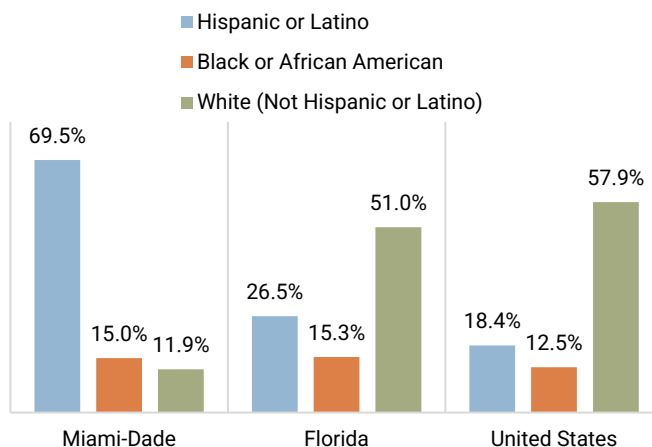
Table 1: Total Population by Race and Ethnicity

	% of Total Population
Hispanic or Latino	68.7%
White alone	29.5%
Black or African American alone	14.8%
Asian alone	1.6%
Some Other Race alone	12.2%
Population of two or more races	41.9%

Source: 2020 Decennial Survey

Conversely, the proportion of White alone, not Hispanic or Latino women living in Miami-Dade is lower than in Florida and the United States.

Figure 1: Women’s Race and Ethnicity Comparison



Source: 2021 ACS 1-Year Estimates

Between 2019 and 2021, there was no notable² change in the distribution of women and men by age, but there were slight indications of the population aging. The 65+ age bracket increased by 0.3 percentage points, while the 19-24 age bracket shrunk by 0.5 percentage points (Figure 2). The most significant difference between men and women was in the 65+ age group, where women were 19.2 percent of the population and men were 14.5 percent, a distribution produced

¹ “The Importance of the American Community Survey and the Decennial Census.” <https://www.census.gov/programs-surveys/acs/about/acs-and-census.html>

² Notable rate changes are considered any change 3 percent or higher, to account for the margin of error for the American Community Survey dataset.

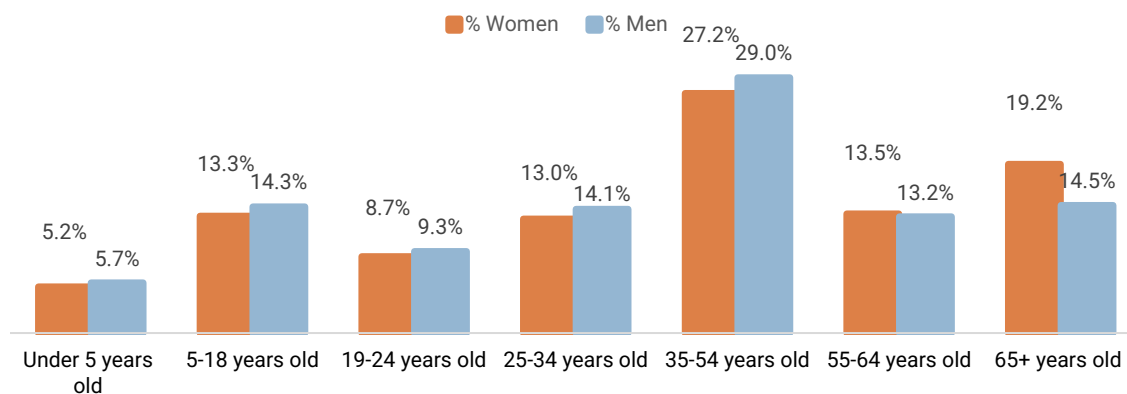
by women’s longer life expectancy. According to the Florida Department of Health’s three-year (2018-2020) estimates, women’s life expectancy was 85 years, compared to 78.7 for men.³ However, both women’s and men’s life-expectancies decreased between 2017-2019 and 2018-2020, dropping from 85.6 to 85 years for women and 79.4 to 78.7 years for men.

The 35-54 age group had the highest proportion, with 747,146 residents. Combined with the 25–34-year-old age bracket, the “primary working age

working age group was 51 percent men and 49 percent women.

The aging of the population is also seen in the gradual increase of the overall median age, from 40.5 years in 2019 to 40.9 in 2021. Since 2019, the median age has increased from 42.3 to 42.5 years for women and 38.8 to 39.6 years for men. Compared to Florida’s 2021 median age for the total population (42.8) and men (41.3) and women (44.1), Miami-Dade County was younger, but compared to the United States, Miami-Dade

Figure 2: Age and Gender



Source: 2021 ACS 1-Year Estimates

group,” 41.5 percent of the total population (or 1,106,383 people) was 25-54. The primary

County’s population was older. The median ages for the United States in 2021 were 38.8 overall, 37.7 for men, and 39.9 for women.

Household Characteristics

In 2021, Miami-Dade County had 963,477 households occupied by 652,109 families and 311,368 nonfamily residents. According to the Census Bureau, family households include two or more people related by “birth, marriage, or adoption.” Forms of family households include married couples, women householders, and men householders. It is imperative to note the difference between the Census Bureau’s definition of women and men householders compared to married couples. A man or woman householder is a person who owns or rents the accounted household. These family subcategories may have more than one other person living in the household, including a partner; however, there is no legal

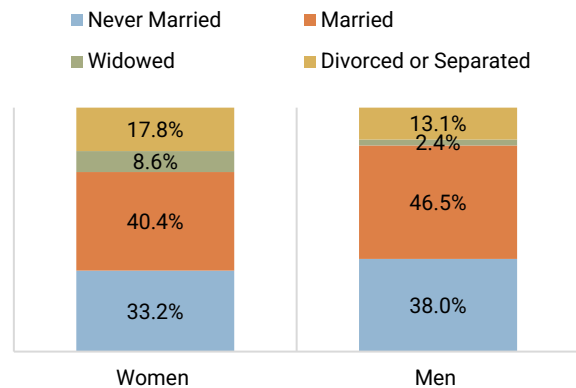
spouse reporting. Nonfamily households are units occupied by one person or two or more unrelated occupants. The majority of housing units in Miami-Dade County were occupied by either a married couple (42.9 percent) or a nonfamily resident (32.3 percent) (Table 2). Miami-Dade County’s proportion of women over 15 who have never been married (33.2 percent) was significantly higher than the state’s rate (28.6 percent) and slightly higher than the nation’s (31.3 percent). The main difference between the state and the County regarding women who have never married was among the 35-44 age bracket. In Miami-Dade County, 30 percent of this age bracket never married, compared to 25 percent in Florida.

³ Florida Department of Health (2017-2019; 2018-2020). [Life Expectancy Profile \(flhealthcharts.gov\)](https://www.flhealthcharts.gov/).

In 2021, 38 percent of all men in the County over 15 were never married. This proportion was higher than Florida’s 34.8 percent. Figure 3 shows the remaining marital status categories. Women and men in Miami-Dade County primarily differed in the proportion of divorced populations. 14.8 percent of the women population 15 years and older were divorced, compared to 10.3 percent of men.

About seventeen percent of all households, or 169,590, were women-led, with no spouse present (Table 2). This was compared to the 7.1 percent (68,746 households) that were men-led householders with no spouse present. It aligned with the trend from above, where more women over 15 years old lived without a spouse in Miami Dade County. Overall, women were more likely to rent rather than own a home if no spouse was present, whereas men had a higher chance of becoming homeowners. A large proportion of women-led households were renters - women householders rented 94,292 units of the total housing units in Miami-Dade County with no spouse present. In comparison, 35,747 rented units were occupied by men with no spouse present. 29 percent of women householders, occupying both owned and rented, lived with their children under 18.

Figure 3: Miami-Dade County Marital Status, 15 years and older



Source: 2021 ACS 1-Year Estimates

In 2021, Miami-Dade County’s average family was 3.3 residents, down from 3.52 in 2019. In 2021, the average family size for a married couple was 3.43, down from 3.55. The most significant change in household size was for those with no spouse present. The average family size for women-led households with no spouse decreased from 3.52 in 2019 to 3.19 in 2021. The average family size for men-led households with no spouse present dropped from 3.35 residents to 2.83.

Table 2: Households and Families

	Households	Families	With own children under 18 years
<i>Total</i>	963,477	652,109	257,236
<i>Married-Couple Households</i>	42.9%	63.5%	61.4%
<i>Women-led Households, no spouse</i>	17.6%	26.0%	29.3%
<i>Men-led Households, no spouse</i>	7.1%	10.5%	9.2%
<i>Nonfamily Households</i>	32.3%	(-)	(-)

Source: 2021 ACS 1-Year Estimates

The rate was significantly lower than married couples; however, the proportion was three times higher than the rate of men living with no spouse and with children under 18. Across all characteristics, women were more likely to have no spouse, live in a rented unit, and have their children living with them than men with no spouse present.

Between 2019 and 2021, there was a decrease in family and household size for all household types.

Household Income

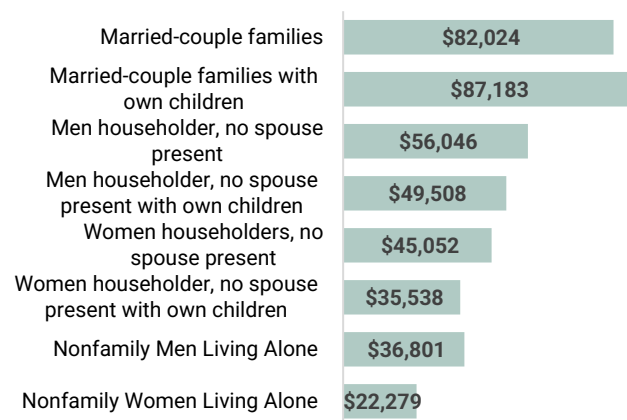
Married couples with children had the highest median income in Miami-Dade County in 2021 at \$87,183; however, this median income was \$52,000 higher than the median income for women with children and no spouse present (\$35,538) (Figure 4). There was only an approximate \$5,000 difference between married couples with children and married couples without children. Across all other categories, women-led households had lower incomes than the men-led households in the same category. Women with no spouse and with children made almost \$14,000 less (28 percent) than men with no spouse and their own children under 18. Nonfamily women living alone had the lowest median income at \$22,279.

Between 2019-2021, every household composition, except men-led households without a spouse, minimally increased. The incomes, however, did not increase enough to reach the peak 2017 value (adjusted for inflation). The largest increase in household incomes between 2019 and 2021 was the 11% increase for women with no spouse present and women with no spouse present and their own children under 18. Median incomes increased for women with no spouse present from \$40,665 (adjusted for 2021 inflation) to \$45,052 and grew for women with no spouse present and with own children from \$32,049 (adjusted for 2021 inflation) to \$35,538. Possible explanations for this double-digit increase would derive from women reporting more governmental assistance during or after the pandemic when surveyed for the ACS.⁴ Since women householders with no spouse present had the lowest income for the family household structures and larger averages for household size, the households would subsequently receive more assistance from SNAP, unemployment insurance, or the three rounds of stimulus checks.⁵

Compared to state and national averages, Miami-Dade County had significantly lower median

incomes for total families and married couples. The median income in Florida for married couples and married couples with children was \$90,018 and \$98,222, respectively. The overall median income at the national level for married couples and those with children was \$102,432 and \$112,461, respectively. However, the median income for women with no spouse present in Miami-Dade County was higher than the state (\$43,368) and country (\$43,844). The main disparity between the County, state, and country was the median incomes for nonfamily women living alone. As mentioned, the median income for nonfamily women in Miami-Dade County was \$22,279; however, the median incomes at the state and national levels were \$30,036 and \$31,758, respectively.

Figure 4: Median Household Income



Source: 2021 ACS 1-Year Estimates

The lower median income in Miami-Dade and rising housing costs have produced an unprecedented housing crisis. Florida has become one of the least affordable states in the country, and Miami-Dade County is no exception.⁶ Renters occupied over 2.6 million units in Florida in 2021. Most renters (59.9 percent) were considered cost-burdened, paying 30 percent or more of their monthly income toward rent. Additionally, 33 percent of the approximately

⁴ Congressional Research Services. (2020, November 9) COVID-19 Pandemic's Impact on Household Employment and Income. <https://crsreports.congress.gov/product/pdf/IN/IN11457>

⁵ Grahn, A. & Russo, A. (2022, July 4). [How many stimulus checks were issued in 2022? | The US Sun \(the-sun.com\)](https://www.the-sun.com). *The U.S. Sun*.

⁶ Ivanova, I. (2022, May 2). Florida is the least affordable place to live in the U.S. *CBS News: Money Watch*. <https://www.cbsnews.com/news/florida-least-affordable-state-us-miami-tampa-orlando-naples-rent/>

3.2 million housing units with a mortgage in Florida were cost-burdened, with a median \$1,616 monthly payment.

In 2021, 64.3 percent of all Miami-Dade County renters were cost-burdened. 55 percent of the renters were extremely cost-burdened, paying 35 percent or more of their monthly income toward rent. This was compared to the 46.3 percent of the households with a mortgage considered cost-burdened. Household structure plays a vital role in determining economic mobility and prosperity.⁷

Since women with no spouse are more likely to rent, it was imperative to relate the rising prices of apartments and property in Miami-Dade County to the monthly income of women living with no spouse and with their own children. In April 2022, the median rent price for an apartment in Miami-Dade County was \$1,600, with some neighborhoods reaching as high as monthly medians of \$4,100.⁸ Given that women living with no spouse are more likely to have children

compared to men and an average family size is 3.19 residents for women-led households, comparing the median income (\$35,538) to the rental price for a two-bedroom apartment would conclude that on average, women-led households could pay up to 73 percent of their monthly income to cover rent. The added expenses of bedrooms, childcare, education, and more could also relate to the \$10,000 difference between the earnings of women with no spouse present and no children compared to women with no spouse present and their own children under 18 years.

Financial stress on households affects all aspects of life, including health, well-being, educational attainment, and workforce participation. Unfortunately, though, median incomes for many families and family structures in Miami-Dade County have not risen enough to match the average costs of living, rent, or property prices, exacerbating existing conditions regarding health, poverty, and prosperity.

⁷ Elliott, S., West, S. M., & Castro, A. B. (2021). Rent Burden and Depression Among Mothers: An Analysis of Primary Caregiver Outcomes. *Journal of Policy Practice and Research*, 2(4), 285-300.

⁸ San Juan, R. & Butler, M. (2022, April 20). [Miami-Dade County declares housing affordability crisis | Miami Herald](#).

Educational Attainment

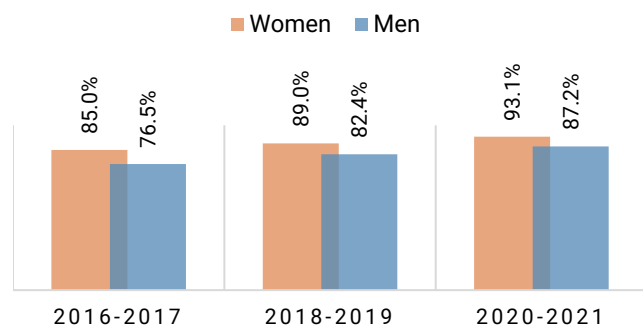
High School Education

Despite the challenges of the pandemic, ongoing teacher shortages, and resource insufficiency, promisingly, Miami-Dade County's high school graduation rates have continued to increase and present less discrepancy when assessed by gender. According to the Florida Department of Education, 90.1 percent of Miami-Dade County's cohort in the 2020-2021 school year graduated. This cohort was 49.9 percent women and 50.1 percent men. In both the County's public and charter schools combined, 93.1 percent of women high school students graduated with their cohort compared to 87.2 percent of men. Figure 5 shows the increase in graduation rates from 2017 to 2021. Graduation rates increased for both men and women over the past few years, with the rate of men graduates increasing faster than the existing gap favoring women.

Since 2018, the size of public school cohort populations has decreased by 2,000 (6.6 percent). Trends such as the rate of residents leaving Miami-Dade County could have affected cohorts' population count in the MDC public school system. However, larger factors such as the COVID-19 pandemic and online learning may have influenced the decrease in the graduating cohort size. Compared to the state level, Miami-Dade County had a higher reduction in cohort size between 2018-2021. The state-level cohort size for graduating students in the public school system decreased by 2.9 percent.

Even though graduation rates based on gender showcase improvements in Miami-Dade County, the disparity was observed when assessing graduation rates by race, ethnicity, and gender (Figure 6). While Black or African American students in Miami-Dade County have persistently had the lowest graduation rates, graduation rates have improved for all groups. Black or African American women students graduated at a rate of 89.2 percent, in notable contrast to 93.9 percent of Hispanic women students and 95.2 percent of White women students during the 2020-2021 school year. This was compared to the 77.9

Figure 5: MDC High School Graduation Rate by Gender

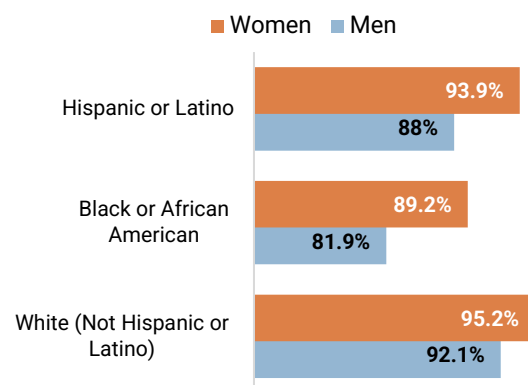


Source: Florida Department of Education

percent graduation rate for Black or African American women in 2016.

Black or African American student dropout rates were consistently higher, aligning with their lower graduation rates. It was important to note that not every student who did not graduate with their cohort dropped out. The Florida Department of Education further classifies students as "still enrolled beyond four years" if students took an alternative route to graduation or were held back a grade. Black or African American men had the highest rates of those still enrolled beyond four years (7.4 percent). Hispanic or Latino men (4 percent) and Black or African American women (3.9 percent) had the second and third highest rates for those still enrolled beyond four years,

Figure 6: MDC High School Graduation Rate by Race/Ethnicity and Gender

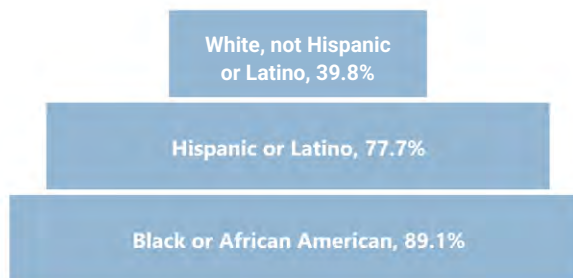


Source: Florida Department of Education

respectively. Among women in high school, Black or African American women also had the highest dropout rate compared to Hispanic or Latino women and White, not Hispanic or Latino women since 2016. Black or African American women had a 5 percent dropout rate in 2021, compared to Hispanic or Latino and White, not Hispanic or Latino women (2.9 percent). Among male students, Black or African American men had the highest dropout rate over the past six years - 7.1 percent, compared to 5.2 percent of Hispanic and Latino and 3.1 percent of White, non-Hispanic male students.

Economically disadvantaged students have additional challenges related to family circumstances and educational outcomes. The Florida Department of Education defines “economically disadvantaged” individuals as those who require special services or assistance to succeed in their career or education, including members of families who are determined as low-income. During the 2020-21 school year, 77.6 percent of Miami-Dade County’s graduating students in public and charter schools were economically disadvantaged. Figure 7 shows the proportion of economically disadvantaged women by race and ethnicity. There was no significant difference between men and women when comparing the racial and ethnic composition of economically disadvantaged men in the 2020-21 cohort. Black or African American and Hispanic or Latino students were more likely to face economic disadvantages throughout high school than White, non-Hispanic students—the main difference

Figure 7: Economically Disadvantaged Women Students by Race and Ethnicity, 2020-21 Cohort

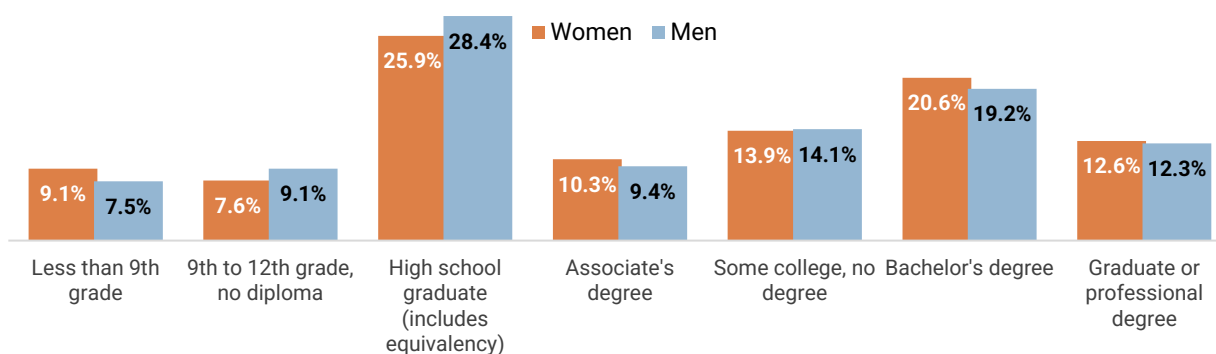


Source: Florida Department of Education

between men and women in economically disadvantaged graduation rates. Among economically disadvantaged students, Black or African American women had the lowest graduation rate - 88.8 percent, compared to 93.3 percent of the economically disadvantaged Hispanic or Latino students and the 92.4 percent of White non-Hispanic women. The graduation rates for economically disadvantaged men were lower across the three major groups - Black or African American (82.1 percent), Hispanic (86.9 percent), and White, Non-Hispanic (7 percent).

Figure 8 presents the 2021 educational attainment rates for men and women. There were no notable differences between the proportion of men and women within the educational brackets. Based on population counts, more women (327,732) than men (290,168) had a Bachelor’s degree or higher, and more men had a high school diploma or equivalent as their highest level of education.

Figure 8: MDC Educational Attainment for the Population 25 Years and Over



Source: 2021 ACS 1-Year Estimates

Higher Education

Between 2019 and 2021, the educational attainment brackets for both men and women shifted toward higher education, i.e., larger proportions of the population had Bachelor's degrees or higher. For women, the "less than ninth grade" and "ninth to twelfth grade, no diploma" populations decreased by 13.9 percent and 24.8 percent, respectively. The "high school graduate (or equivalent)" and "some college, no degree" categories increased minimally, with 2.7 percent and 2.1 percent increases, respectively. More significantly, the number of women with graduate or professional degrees increased by 8.5 percent. Multiple explanations could relate to these changes, including maturation and economic mobility, fewer children per family, population mobility, and the economic impacts of the pandemic, which might have motivated some to resume their academic learning. Since the number of men in the "some college, no degree" bracket increased by 16.9 percent compared to the 2.1 percent increase for women, women could also be choosing alternatives to education, such as starting a family. Finally, it has been noted that Miami-Dade County's out-migration resulted from being priced out by others moving into the County from out of the state.⁹ New residents have shown tighter personal incomes and higher educational attainments,¹⁰ indicating that these positive increases for Miami-Dade County may be from new residents.

Despite the larger number of women with higher educational attainment, Table 3 shows the

presence of significant earnings gaps at all educational attainment levels. Between both genders, there was an increase in median earnings as the educational attainment increased from less than a high school diploma or equivalent. However, for the total population 25 years and over with earnings, women made approximately \$9,000 less

Table 3: Median Earnings and Wage Gap by Educational Attainment

Educational Attainment	Women	Wage Gap
Population 25 years and over with earnings	\$31,879	22.0%
Less than a high school graduate	\$20,558	25.6%
High school graduate (includes equivalency)	\$24,390	26.5%
Some college or associate degree	\$32,262	21.6%
Bachelor's degree	\$43,813	18.0%
Graduate or professional degree	\$60,533	26.8%

Source: 2021 ACS 1-Year Estimates

than men. One of the educational attainment brackets with the highest wage gap was the category with the highest proportion of both men and women. Women with a high school or equivalent degree experienced a 26.5 percent wage gap. Furthermore, even though more women in Miami-Dade County had the highest level of education, they still made \$12,000 less than men. The educational attainment bracket with the lowest wage gap included those with a Bachelor's degree, which may be directly related to the generational differences between women's Bachelor's degree choices.

Table 4: Field of Bachelor's Degree by Age and Gender

Bachelor's Degree in 2021	25 to 39 Years		40 to 64 Years		65 Years and Over	
	Men	Women	Men	Women	Men	Women
Science, Engineering, and Related	46.9%	43.1%	49.6%	39.9%	51.8%	30.8%
Business	29.9%	26.7%	30.1%	30.5%	25.3%	20.1%
Education	2.5%	8.7%	4.0%	15.0%	9.1%	31.5%
Arts, Humanities, and Other	20.7%	21.5%	16.3%	14.6%	13.8%	17.7%

Source: 2021 ACS 1-Year Estimates

⁹ Bonfont, A. (2022). [South Florida's rent crisis: Some no longer can afford their longtime homes as rents rise by as much as 40%](#). *The South Florida Sun Sentinel*.

¹⁰ WJHG Newsroom. (2022). [Florida surpasses nation in economic growth](#). *Channel 7 WJHG*; The Florida Department of Financial Services (2022, July). [FY22-23 First Quarter Economics and Financial Report](#).

Table 4 illustrates the proportion of Miami-Dade's population with degrees in STEM compared to other areas of study, including business, education, and the arts. For those 25 to 64 years old, STEM degrees were the most popular first choice for Bachelor's degree. However, the table shows notable differences between 25- to 39-year-old women and those over 65. Younger generations of women were choosing alternative educational paths as the first choice for Bachelor's degrees. For example, the 65 years and older age bracket for women was dominated by women choosing education (31.5 percent) and STEM degrees (30.8 percent). Only 8.7 percent of women 25 to 39 years hold degrees in education. It was also important to indicate the differences between the generations of women choosing arts and humanities related degrees. This field of choice was significantly more popular among both men and women 25 to 39 years old compared to the older generations.

The generational differences regarding Bachelor's degrees and the growth of STEM degrees in Miami-Dade explain two possible outcomes. It is possible that the younger generation is choosing more specialized and technical degrees, such as STEM, as an adaptation to the rising costs of living, reflecting the notion that STEM careers provide the best opportunity for high-wage, high-demand employment. Or younger generations with degrees in education and occupations with significantly lower median earnings are moving out of the County to areas that can correlate the earnings with the cost of living.

Data from Florida International University and Miami-Dade College can shed some light on the currently enrolled classes and the previous years' most awarded degrees.¹¹ Florida International University enrolled 55,589 students for the 2022-

2023 fall academic term, of whom 57.1 percent were women. More specifically, Hispanic or Latino women comprised 36 percent of the total student body. Black or African American women were 7.5 percent of the total, followed by White, not Hispanic or Latino women, which were 5.8 percent. Of this 55,589 population, the College of Arts Sciences and Education (CASE) had the highest number of combined undergraduate and graduate students (16,396 or 29.5 percent). Following the ACS categorization, if the enrollment of these colleges were combined with FIU's College of Engineering and Computing, the degrees awarded would be consistent with the top three degrees awarded in the past three years and the data displayed in Table 4. The top three awarded Bachelor's degrees were: Biology (General), Business Administration and Managements, and Business Marketing Management. The top three awarded Master's degrees were Accounting, Business Administration and Managements, and Business Marketing Management.

Miami-Dade College, across its eight campuses, enrolled 74,937 students in the 2021-2022 academic year, with 58.8 percent of students being women.¹² The college's available data does not break down gender by race and ethnicity, but the school's population was 74.4 percent Hispanic or Latino. The College's top associate degrees awarded during the 2020-2021 academic year were Liberal Studies, Registered Nursing, Cinematography and Film Production, and Clinical/Medical Laboratory Technician. The top Bachelor's degrees awarded were Business Administration, Management, and Operations; Registered Nursing/Registered Nurse; and Homeland Security, Law Enforcement, Firefighting and Related Protective Services, Other.¹³

¹¹ Florida International University. (2022). Fact Book. [FIU: Accountability Dashboards : AIM](#)

¹² Miami Dade College. (2022). MDC Fact Book: Credit Student Enrollment Profile. https://www.mdc.edu/ir/Fact%20Book/FB_Credit_Student_Enrollment_Profile.pdf

¹³ National Center for Education Statistics. (2021) Miami Dade College. <https://nces.ed.gov/collegenavigator/?q=Miami+dade+college&s=FL&zc=33174&zd=50&of=3&id=135717#programs>

Economic Opportunity

Poverty Status by Gender

The overall poverty rate in Miami-Dade County declined to 14.9 percent in 2021, down from 15.6 percent in 2019. Despite the decrease, the rate remained higher than the state (13.1 percent) and national-level (12.8 percent) poverty rates.

Women account for the majority (55.3 percent) of the total population with incomes below the poverty line in Miami-Dade County. In 2021, 16.2 percent of the total women population (or 35,900 women) were in poverty, down from 17.4 percent in 2019. For comparison, 14.2 percent of women in the state and 13.9 percent in the United States were in poverty in 2021. For men, the poverty rates remained virtually unchanged between 2019 (13.6 percent) and 2021 (13.7 percent). However, the differences across racial groups persist. Even though the Black or African American poverty rate decreased from 2017, it remained the population group with the highest proportions in poverty in 2021 - 19.5 percent of men and 18.7 percent of women (Figure 9). The decrease may also be related to the decline in the overall Black or African American population mentioned in the previous sections. The two groups with higher poverty rates than in 2019 were White, non-Hispanic females and Hispanic males. Poverty rates for White, non-Hispanic women increased to 11.9 percent in 2021, up from 8.9 percent in 2019. For Hispanic men, the increase in the poverty rate was from 12.5 percent in 2019 to 13.4 percent in 2021. It peaked in 2018 at 10.1 percent, but this rate decreased to 8.6 percent, the same proportion as in 2017.

A different way to look at the information is through the actual population counts. Table 5 shows that

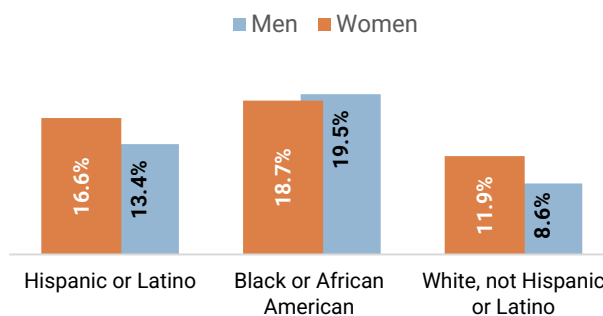
Table 5: Women in Poverty by Race and Ethnicity

	Total	% of Total
Women in Poverty	217,341	
White, non-Hispanic	18,673	8.6%
Black or African American	37,624	17.3%
Hispanic or Latino	155,474	71.5%
Other	5,480	2.6%

Source: 2021 ACS 1-Year Estimates

poverty disproportionately affected Black, African American, Hispanic, or Latino women compared to White, non-Hispanic women. The 11.9 percent of the total White non-Hispanic women population in poverty in 2021 (as seen in Figure 9) represented 18,763 White non-Hispanic women or 8.6% of the total population of women in poverty. By comparison, there were 155,474 Hispanic or Latino women (71.5 percent of women in poverty) and 37,624 Black or African American women in poverty (17.3 percent).

Figure 9: Poverty by Gender and Race and Ethnicity



Source: 2021 ACS 1-Year Estimates

Poverty Status by Household Type

In 2021, 75,083 households lived below the poverty line. Unmarried families, including women-led and men-led households, account for most households in poverty (54.1 percent) (Table 6). Women-led households were 83.9 percent of the “other family” households in poverty, meaning these households were five times more likely to fall below the poverty threshold compared to those led by men. Approximately 25,000 (73.9 percent) of women-led households in poverty had children under 18. Women-led households with no spouse present were more likely to rent, have larger families, and have lower median incomes. They were also more likely to fall below the poverty line with their children under 18 than men with children under 18.

Most households in poverty were Hispanic or Latino households (57,786 total households), with 51.5 percent of them being unmarried families. Within these families, 82.8 percent were women-led with no spouse present, and 17.2 percent were men-led households with no spouse present. Of the 24,667 Hispanic or Latino women-led households with no spouse present in poverty, 76.5 percent had their own children under 18 (Figure 10). Black or African Americans had 8,402 other family households living in poverty, the majority of which (90.5 percent or 7,607) were women-led households. This is the highest rate of women-led households in poverty. Most of the Black or African American women-led households in poverty (68.2 percent) had their own children under 18.

As a result of these high poverty rates, Black or African Americans in Miami-Dade County had the highest rate of child poverty, with 30.5 percent of all boys under five years old and 26.6 percent of boys 17 and under living in poverty (9,580 total boys), it was compared to the 17.5 percent of girls under 5 and 15.8 percent of girls under 17 living in poverty. The second major racial and ethnic group of children living in poverty was Hispanic or Latino boys, with 22.7 percent of Hispanic or Latino boys under 5 and 15.9 percent of Hispanic or Latino boys 17 and under living in poverty (19,820 total boys). The rates for girls under 5 years old (21.4 percent) and women under 17 (16 percent) were similar to those of Hispanic or Latino boys. The poverty rates for White (not Hispanic or Latino)

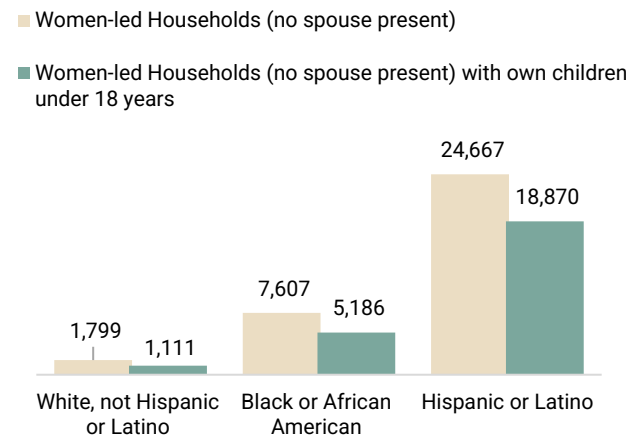
Table 6: Poverty Status by Household Type

	Total	%
Total Other Family Households in Poverty	40,623	
Men Householder (no spouse present)	6,550	16.1%
With own children under 18 years	3,616	55.2%
Women Householder (no spouse present)	34,073	83.9%
With own children under 18 years	25,167	73.9%

Source: 2021 ACS 1-Year Estimates

boys and girls living in poverty under 5 years old were 15.8 percent and 11.9 percent, respectively. Finally, the poverty rate for White (not Hispanic or Latino) boys under 17 years old was 11.4 percent. Overall, compared to the mentioned child poverty rates by race, ethnicity, and sex, White (not Hispanic or Latino) girls was the lowest at 8.3 percent.

Figure 10: Women-Led Households in Poverty by Race and Ethnicity



Source: 2021 ACS 1-Year Estimates

Labor Force Participation

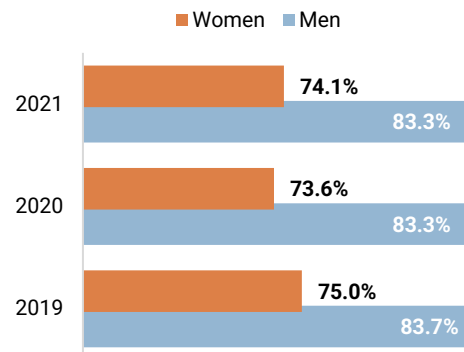
Miami-Dade County has a 63.2 percent labor force participation rate for the population 16 years and over. In 2021, 1,385,234 residents over 16 years old were in the labor force. However, between 2019 and 2021, both the eligible labor force population and the labor force participation count decreased. In 2019, 1,417,882 Miami-Dade County residents were in the labor force, which unequally decreased by 32,648 (11 percent) people in 2021. For women 16 and up, the labor force declined by 29,605 (11.6 percent) compared to the 3,043 decrease. It minutely affected the overall participation rate for men and women since both the population over 16 and the labor force population decreased simultaneously.

The American Community Survey's 1-year estimates reported a 6.1 percent unemployment rate for the civilian labor force over 16 years old. However, the Bureau of Labor Statistic's 2021 annual unemployment rate for Miami-Dade County was 5.2 percent. The varying rates differ based on the time of the survey, the sample size, and whether the unemployment rate is drawn from the total population or the labor force. For a more recent update, to provide context on improving trends in Miami-Dade County, the Bureau of Labor Statistic's Quarterly Workforce Indicators reported a 1.5 percent unemployment rate in its latest November 2022 publication.¹⁴

Figure 11 represents the labor force participation rate for the men and women populations, 20 to 64 years, highlighting the small percentage point differences over the past three years. The lower labor force participation rate of women noted in 2019, is also seen in 2020 when 83.3 percent of men and 74.1 percent of women were in the labor force.

The women's 22-34 age bracket was the most significant change. In 2019, the participation rate for 22-34 was 80%; however, this rate dropped to 76% in 2021 (Figure 12). The largest disparity between men's and women's participation rates continued to be in the 35-54 age bracket, with women's rates remaining constant and men's

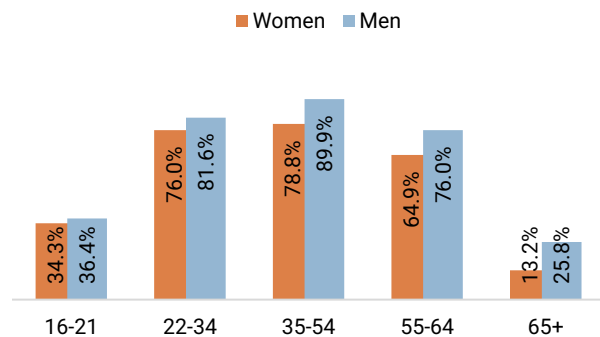
Figure 11: Labor Force Participation, Age 16+



Source: 2021 ACS 1-Year Estimates

increasing by a 1.1-percent point difference. In 2019, the men's labor force participation rate for the 35-54 age bracket was 88.8 percent compared to women's 78.8 percent participation. In 2021, there were 78,202 more men in the 35-54 age bracket participating in the labor force compared to women. For the 65 and above age group, rates for women's labor force participation have remained generally the same. Compared to 2019, there were 30,096 fewer women between the ages of 22-54 in the labor force. More specifically, the 22-34 age bracket declined by 19,626, and the 35-54 age bracket declined by 10,470.

Figure 12: Labor Force Participation by Age



Source: 2021 ACS 1-Year Estimates

¹⁴ U.S. Bureau of Labor Statistic. (2022). [Local Area Unemployment Statistics Map \(bls.gov\)](https://www.bls.gov/lri/2022/local-area-unemployment)

For both women and men, there was an increase in those who worked less than full-time between 2019 and 2021 (Table 7). Despite a coinciding increase between men and women working part-time, women were significantly more likely to work less than full-time. Aligning with the trends of declining women’s labor force participation in the primary working age group and the primary childbearing years, women were more likely to have children without a spouse present, meaning they could be more responsible for childcare and forced to choose between working a full-time job,

earning a livable wage, or taking care of their children and household, among other factors.¹⁵ The 22–34-year age bracket is a critical time for young adults. It is typically one’s introduction into the workforce post-higher education. A women’s inability to drive their career and earn wages that match the rising cost of living in Miami-Dade while caring for their children would also explain why the rate of women with no spouse present in poverty is five times higher than that of men and why these women are more likely to have their own children.

Table 7: Full-Time and Part Time Employees by Gender, 2021

	2019	%	2021	%
<i>Men Who Worked in the Past 12 Months</i>	704,514		693,368	
<i>Worked full-time, year-round</i>	570,359	81.0%	514,356	74.2%
<i>Worked less than full-time, year-round</i>	134,155	19.0%	179,012	25.8%
<i>Women Who Worked in the Past 12 Months</i>	639,776		613,355	
<i>Worked full-time, year-round</i>	456,515	71.4%	405,792	66.2%
<i>Worked less than full-time, year-round</i>	183,261	28.6%	207,563	33.8%

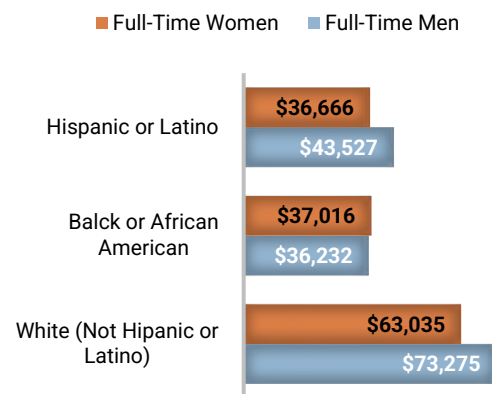
Source: 2021 ACS 1-Year Estimates

Median Earnings by Industry, Occupation, and Working Class

Between 2019 and 2021, the full-time, year-round civilian employed population 16 years and older decreased by 118,095 to 951,809 people. Even though more men left the full-time employed population,¹⁶ full-time workers comprised 44 percent women and 56 percent men in 2021. Overall median earnings for full-time workers in Miami-Dade County increased by 8.5 percent between 2019 and 2021, from \$38,832 in 2019 (adjusted for 2021 inflation) to \$42,149 in 2021.

Figure 13 shows an increase in median earnings for women and men of all races and ethnicities. The largest increase in median earnings between 2019 and 2021 for racial and ethnic groups was for Black or African American women. Adjusted for 2021 inflation, Black or African American women made \$33,068 in 2019. This median increased by 11.9 percent in 2021 to \$37,016.

Figure 13: Median Earnings by Race and Ethnicity



Source: 2021 ACS 1-Year Estimates

As a result of the faster pace of increase in women’s full-time earning, Miami-Dade County’s wage gap decreased. In 2019, the median earnings gap for the full-time workers was 19.6 percent. In 2021, the wage gap decreased to 13 percent.

¹⁵ On the national level, 80 percent of single parent households were women-led; a third lived in poverty. 4 in 10 children were born to unwed mothers. Two thirds of these children were born to single moms under 30. Cited from Single Mother Statistics

(2022). <https://singlemotherguide.com/single-mother-statistics/>

¹⁶ 63,128 men left the full-time, year-round civilian employed population 16 years and over since 2019, compared to the 54,967 women. Cited from ACS 1 Year Estimates.

Men's median earnings increased to \$46,023 and women's to \$40,036. Miami-Dade County's wage gap was lower than the United States (18.5 percent) and Florida (17.4 percent). These rates for the nation and state remained stagnant over the past three years. The fluctuating wage gap and equity improvements could be contributed to more than one factor, including migration, women's lower labor force participation and the specific decline in women working full-time, occupational changes, and converging median earnings, where women's earnings are rising faster than that of men.

Industries

Within the thirteen major industries defined by the Census Bureau (Table 8), in 2021, only the educational services, health care and social assistance sector was women-dominated in Miami-Dade County. The sector was 70.1 percent women and 29.9 percent men. This industry was also one of the major categories to experience a decline in both women's (-12.5 percent) and men's (-8.6 percent) participation, an 11 percent decrease overall. Four subcategories of the major industries were also women-dominated in 2021. Within the main sector of educational and health care services, the two subcategories, "educational services," and "health care and social assistance sector," were 62.1 and 72 percent women, respectively. These two industries saw an average of -10.4 percent decline among men and women. In 2019, the wage gap for this major industry was 23.5 percent. In 2021, the wage gap increased to 26.9 percent. Women (\$40,933) made almost \$15,000 less than men (\$55,986).

One industry subcategory, management of companies and enterprises, was 100 percent women in 2021. In 2019, the total employment for this category was 1,888 employees (53.1 percent women, 46.9 percent men). Based on the comparison of data from 2019 and 2021, all 886 men left this field. According to the Census Bureau's estimates, there was a 242-person margin of error for men and a 427 margin of error

for women. Therefore, the industry may not be solely women, but the sample did not include any men.

Within the thirteen industries, at the national and state level, women dominated both finance and insurance, and real estate and rental and leasing; and educational services, and health care and social assistance. The finance and insurance, and real estate and rental and leasing sector was, 52.8 percent women at the national level and 54.5 percent women in the state. Educational services were 71.6 percent women at the national level and 72.2 percent women at the state level. The main difference between the County and the other geographic levels was the finance sector. In 2021, Miami-Dade County's finance sector was only 48.6 percent women. However, this industry in Miami-Dade experienced a growth in women's participation and decreased the wage gap between 2019 and 2021. Women were paid almost \$10,000 less than men in 2021, but the wage gap declined to 15.6 percent, down from 27.1 percent in 2019.¹⁷

The industries with the lowest participation rate for women were construction and agriculture, forestry, fishing and hunting, and mining. Based on the wage gap (0.5 percent in favor of women), construction would have been the most equitable in Miami-Dade County; however, the sector employs much fewer women (10,207) than men (78,145). Men's participation decreased by 10.5 percent, and women's participation increased by 9.6 percent between 2019 and 2021.

The agricultural industry's labor force was 27 percent women or 2,026 women in 2021, compared to 5,481 men. This could explain the 48.2 percent wage gap, where women made \$21,135 in 2021 compared to men's median earnings of \$40,832.¹⁸ It is important to acknowledge that the estimated salaries for men and women in this field heavily fluctuate since the estimates are based on a survey sample. The estimates for men's and women's earnings in

¹⁷ The high error margins of the sample cross tabulated by gender and industry might be producing these significant fluctuations. Trend analysis over a longer time frame will shed more light if this is a sampling error or a new trend. Margin of error rates pulled from the ACS 1 Year Estimates.

¹⁸ The estimated salaries for men and women in this field fluctuate heavily since the estimates are based on a survey sample. The estimates for men and women's earnings in agriculture had a \$10,000 and \$6,000 margin of error, respectively. Cited from the ACS 1 Year Estimates.

agriculture had a \$10,000 and \$6,000 margin of error, respectively.

The highest women’s median earnings were in the Information sector. Women made \$76,977 in 2021, compared to men’s median earnings of \$69,871. This wage gap decreased from 16.3 percent in favor of men in 2019 to 10.2 percent in favor of women in 2021. The number of women in the sector was small compared to men. Women were only 34.1 percent of the 6,627 full-time employees in the sector, a 1.4 percent increase since 2019. A small sample size and lower men’s participation (a 9.1 percent decrease between 2019-2021), could explain the dramatic wage gap decrease in favor of women over three years. The trend of decreasing men’s participation and a wage gap decrease was seen in four of the thirteen major industries, providing an alternative explanation for improving

wage gaps other than women's earnings rising faster than men's through improved equity efforts.

The industry with the lowest wage gap and the most representational workforce population in 2021 was “other services except public administration.” The total 46,553 workforce in this industry was 40.8 percent women and 59.2 percent men. Between 2019 and 2021, this industry saw an overall 18 percent decrease in workers, disproportionately affecting women more than men. Almost 8,000 women left this industry over the three analyzed years compared to a slight decrease in men, a change that can be attributed to the COVID-19 pandemic as many of the subsectors in this industry rely on face-to-face interaction. As women’s participation in the industry decreased, the wage gap also decreased to 6.3 percent in 2021.

Table 8: Industry Median Earnings and Wage Gap

	% Women	Women Earnings	Wage Gap	Gap Change 2019-2021
<i>Full-time, year-round civilian employed population 16 years and over</i>	44.0%	\$40,036	13.0%	↓
<i>Agriculture, forestry, fishing and hunting, and mining</i>	27.0%	\$21,135	48.2%	↑
<i>Construction</i>	11.6%	\$40,546	-0.5%	↔
<i>Manufacturing</i>	33.6%	\$32,159	29.6%	↓
<i>Wholesale trade</i>	29.2%	\$50,036	16.1%	↓
<i>Retail trade</i>	44.8%	\$29,081	28.7%	↑
<i>Transportation and warehousing, and utilities</i>	27.0%	\$43,789	-4.2%	↓
<i>Information</i>	34.1%	\$76,977	-10.2%	↓
<i>Finance and insurance, and real estate and rental and leasing</i>	48.6%	\$52,398	15.6%	↓
<i>Professional, scientific, and management, and administrative and waste management service</i>	44.2%	\$47,494	20.8%	↔
<i>Educational services, and health care, and social assistance</i>	70.1%	\$40,933	26.9%	↑
<i>Arts, entertainment, and recreation, and accommodation, and food service</i>	44.7%	\$25,244	24.8%	↑
<i>Other services, except public administration</i>	40.8%	\$30,213	6.3%	↓
<i>Public administration</i>	49.3%	\$50,334	26.4%	↓

Source: 2021 ACS 1-Year Estimates

Occupations

Table 9 describes the women-dominated major categories, along with the subcategories that had

a higher proportion of women. Unlike Miami-Dade, in Florida, the major occupational group of

Management business, science, and art occupations was women-dominated (50.1 percent women) in 2021. Conversely, more women work in service occupations in Miami-Dade County (56.9 percent) compared to Florida (49.3 percent). Finally, when comparing the women-dominated occupations of Miami-Dade County and those of Florida and the country, Miami-Dade County had a significantly higher proportion of women working in the building and grounds cleaning and maintenance occupations. For the County, this occupation was 54 percent women, and for the state and country, this

occupation was 32 percent and 32.4 percent women, respectively. It was imperative to point out this difference between the geographic levels since women in this occupation in Miami-Dade County experienced a 21.5 percent wage gap, which has increased since 2019. The 23,203 women working in this occupation made \$21,916 in 2021, compared to the \$27,910 median earnings for men.

Table 9: Women-Dominated Occupations 2021

Occupation	Total Women	% Women	Change 2019-2021
<i>Management, business, science, and arts</i>	189,323	48.9%	-1.9%
<i>Education, legal, community service, arts, and media</i>	55,845	62.0%	-11.4%
<i>Healthcare practitioners and technical</i>	38,478	67.5%	-2.5%
<i>Service occupations</i>	85,608	56.9%	-17.3%
<i>Healthcare support</i>	27,449	83.8%	-6.1%
<i>Building and grounds cleaning and maintenance</i>	23,203	54.0%	-23.3%
<i>Personal care and service</i>	9,522	59.9%	-43.9%
<i>Sales and office occupations</i>	113,085	56.8%	-19.4%
<i>Office and administrative support</i>	73,241	69.5%	-7.5%






Source: 2021 ACS 1-Year Estimates

High Wage Occupations

High wage occupations have median earnings above the overall median earnings. In 2021, Miami-Dade’s overall median earnings were \$42,149. Men were paid more than the overall median earnings in two of the five categories - Management, business, science, and arts occupations and Sales and related occupations.

Women’s earnings were higher only in one major group, and four of the seventeen subcategories (Table 10 and Fig. 14). Management, business, science, and arts are among the five major occupation groups defined by the Census Bureau. It includes the four subcategories with high-wage occupations for women in 2021.

Table 10: High Wage Occupations for Full Time Women in Miami-Dade County

	% Women	Median Earnings	Wage Gap	Gap Change 2019-2021
<i>Management, business, science, and arts</i>	48.9%	\$53,637	26.2%	
<i>Management, business, and financial</i>	42.2%	\$61,907	17.3%	
<i>Computer, engineering, and science</i>	23.3%	\$61,457	19.9%	
<i>Education, legal, community service, arts, and media</i>	64.5%	\$49,088	19.3%	
<i>Healthcare practitioners and technical</i>	67.5%	\$51,123	31.7%	

Source: 2021 ACS 1-Year Estimates

This major group was also the occupation with the highest employed population in Miami-Dade

County, (387,171), which is 48.9 percent women and 51.1 percent men. None of these

subcategories represented in Table 10 had equal participation or pay. Men were consistently paid higher than women. The overall 48.9 percent women's participation was due to their heavy presence in two subcategories. The 64.5 percent and 65.7 percent women's representation in education, legal, community service, arts, and media, and Healthcare practitioners and technical occupations was offset by the drastically low participation rate in Computer, engineering, and science occupations remains a men-dominated field.

The high-wage subcategory with the largest decline in women (7,211) was education, legal, community service, arts, and media. With a 19.9 percent wage gap, similar to 2019, women were paid \$49,088 in 2021, \$11,708 less than men. Healthcare practitioners and technical occupations had the highest proportion of women and the highest wage gap. With over 38,000 women in the occupation (a 67.5 percent proportion), the median earnings for women were \$23,764 less than men. More notably, this wage gap increased by 14.9 percentage points from 2019 to 2021.

In 2021, the median earnings for full-time employees in Miami-Dade were 9 percent lower than earnings in Florida (\$46,912) and 22 percent lower than the nation (\$54,339). Miami-Dade County and the United States all had the same high wage occupations for women in 2021. Florida had the same high-wage category with the highest wage gap as Miami-Dade County, Healthcare practitioners, and technical occupations. At the state level, women in this occupation had median earnings of \$62,127 and a 29.2 percent wage gap. At the national level, with median earnings of \$68,247 in 2021 and a 25.1 percent wage gap. The high-wage occupation at the national level with the highest wage gap was Management, business, science, and arts, with a 26.4 percent gap. These women had median earnings of \$65,070, higher than the state (\$56,343) and County (\$53,637).

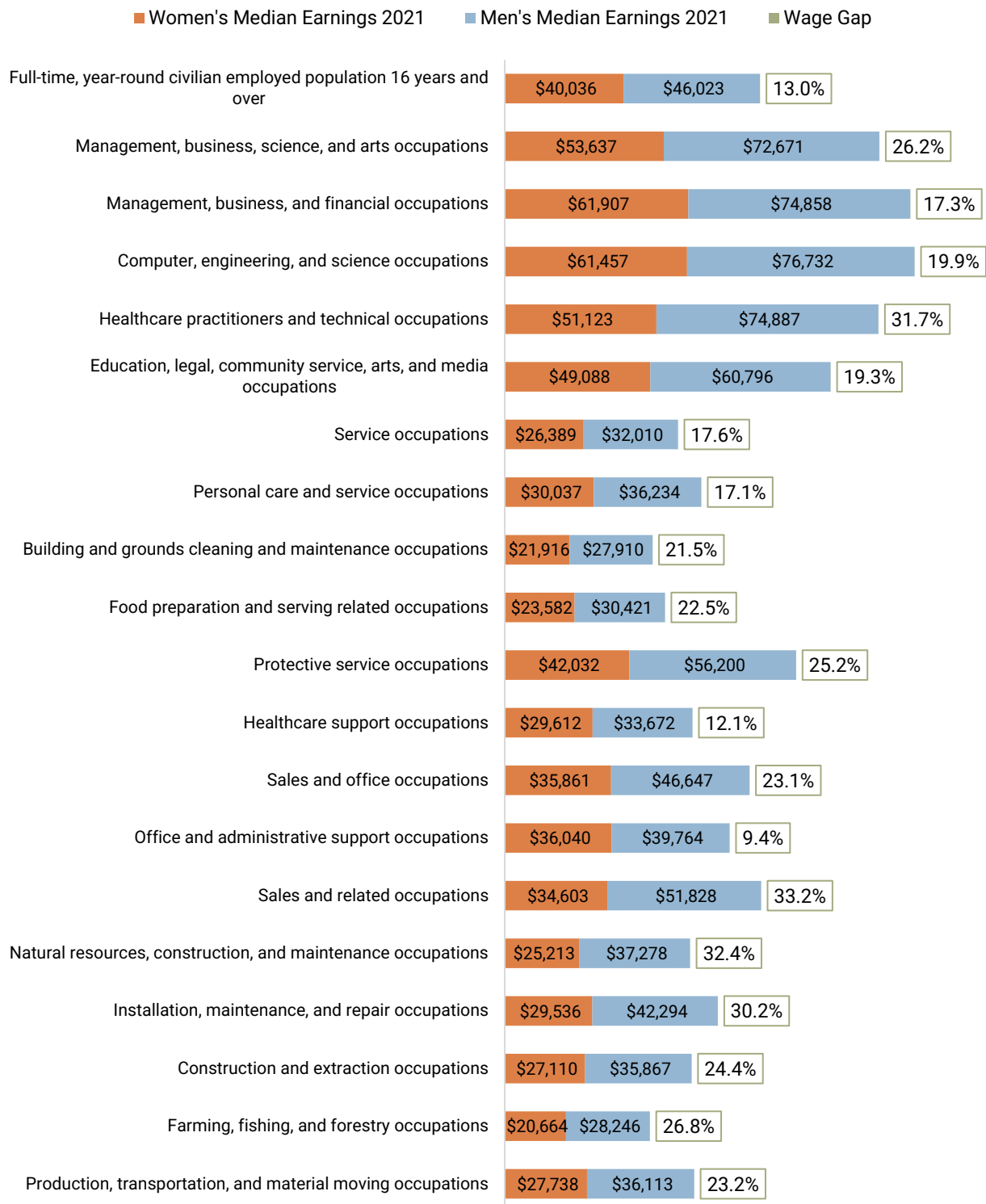
Figure 14 compares women's and men's median earnings for 2021, including the high wage occupations. Women were consistently paid less than men in all twenty-two occupational subcategories. Only one subcategory, office and administrative support occupations had a wage gap lower than 10 percent (Figure 14). The Office and administrative support occupations also had the second highest proportion of women (69.5 percent). In 2021, this occupation had 105,409 employees and experienced a near equal decline of both men (-5,564) and women (-5,923) since 2019.

Healthcare support occupations had the highest proportion of women (83.8 percent). Women in healthcare support occupations were paid \$4,000 less (\$29,612) than men in the field, a 12.1 percent wage gap, similar to 2019. The 1,788 declines in women's participation were offset by the addition of 2,359 men.

Sales and related occupations, which include occupations such as retail salespersons, insurance and advertising sales agents, and cashiers, had the highest subcategory wage gap in 2021, as well as the highest decrease in women's participation. In 2019, 61,060 women were employed in this occupation, a reduction of 21,216 women in 2021. Even though this occupation was not women-dominated, the proportion of employed women has remained over 40 percent. While women left the occupation at a rate three times higher than men, the 2019 wage gap of 26.6 percent increased to 33.3 percent in 2021, with women making \$34,603, compared to men's \$51,828 median earnings.

The occupational category with the highest wage gap was natural resources, construction, and maintenance. Of the overall 101,967 employees, only 6.2 percent were women. The 2019 wage gap (40 percent) decreased to 32.2 percent as the employed population increased by 515 women and decreased by 11,817 men. Women in natural resources, construction, and maintenance occupations had a \$25,213 median earning for 2021, compared to men's earnings at \$37,278.

Figure 14: Full-Time Employee Earnings and Earnings Gap by Occupation, 2021

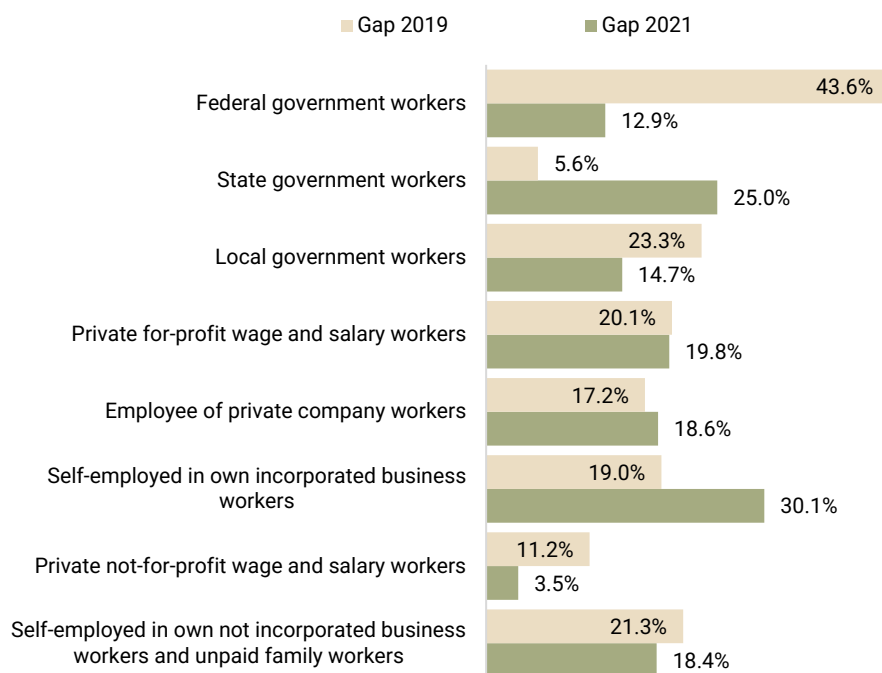


Median Earnings by Class of Worker

Women dominated four of the eight classes of workers in Miami-Dade County in 2021: private not-for-profit wages and salary workers (61.7 percent), local government workers (52.7 percent), state government workers (66.3 percent), and federal government workers (51.7 percent). Four sectors experienced significant changes in women's participation between 2019 and 2021. In 2019, the class of federal government workers was not women dominated, with a 36.9 percent participation rate. However, the participation rate increased to 51.7 percent as approximately 2,000 women joined the class. The rate of women's participation in the class of state government workers increased by a 7.1 percentage points difference. More notable was the reverse effect on the wage gap between these two classes. As more women joined the federal government workforce, the wage gap decreased from 43.6 percent in 2019 to 12.9 percent in 2021. The increase in women workers for the state government was concurrent with a wage gap nearly five times higher than the rate in 2019.

The other two sectors with notable changes experienced a decline in the proportion of women. In 2021, 26.7 percent of women were self-employed in their own incorporated business, a 3.6 percentage point decrease from 2019. This minimal change in women's participation was accompanied by a drastic change in the wage gap. The median earnings of self-employed women did not change between the three years, but the median earnings for men increased by almost \$10,000, affecting the wage gap significantly. The number of women working for the local government increased between 2019 and 2021, but the rate of men working in this class increased at a higher rate, bringing the proportion of women down from 56.3 percent (2019) to 52.7 percent (2021). The median earnings for women did not change, but the median earnings for men decreased, closing the wage gap. Figure 15 portrays the remaining categories and changes in the wage gaps.

Figure 15: Wage Gap by Class of Worker 2019-2021



Source: 2021 ACS 1-Year Estimates

Median Earnings by Municipality

The 2021 ACS 1-year Estimates only include data for municipalities and geographic locations with populations larger than 65,000 residents.¹⁹ Six of Miami-Dade County's municipalities had over 65,000 residents. Despite lacking formal municipality incorporation, Kendall census-designated place (CDP) was integral to the analysis of Miami-Dade County's major areas due to the approximate 80,000-person population. Since 2019, only one of the seven major areas has improved the wage gap. The City of Miami decreased the wage gap from 13.2% in 2019 to

7.2% in 2021 (Table 11). However, the median earnings for women remained lower than the overall median earnings. The median earnings for women in the City of Miami were \$39,284 compared to \$42,319 for men in 2021. The City of Doral had the most stagnant wage gap over the past three years, with a 33.4 percent wage gap in 2019 and a 33.8 percent wage gap in 2021. Finally, Kendall CDP had the highest wage gap increase, with the gap moving from 1.5 percent in 2019 to 27.2 percent in 2021. Men in the Kendall CDP made \$19,007 more than women last year.

Table 11: High Wage Occupations for Full Time Women

	Overall Median Earnings	Men	Women	Wage Gap
<i>Miami-Dade County</i>	\$42,149	\$46,023	\$40,036	13.0%
<i>Doral</i>	\$51,498	\$62,287	\$41,241	33.8%
<i>Hialeah</i>	\$36,498	\$40,068	\$31,861	20.5%
<i>Homestead</i>	\$38,058	\$41,523	\$34,837	16.1%
<i>Kendall CDP</i>	\$60,845	\$69,795	\$50,788	27.2%
<i>Miami</i>	\$41,443	\$42,319	\$39,284	7.2%
<i>Miami Beach</i>	\$57,491	\$65,314	\$49,555	24.1%
<i>Miami Gardens</i>	\$40,388	\$42,912	\$36,922	14.0%

Source: 2021 ACS 1-Year Estimates

As seen in the previous section with the drop in Black or African American residents, there has been out-migration of Miami-Dade County residents, probably related to rising costs of living. Furthermore, the in-migration of out-of-state residents contributed to the overall changes in the rate of median earnings. The data shows that 30.3% of residents of the 963,477 occupied housing units moved to their residences in 2019 or later. These statistics include Miami-Dade residents who relocated to a different home in the County. In 2021, the American Community Survey estimates that 10,595 individual residents moved to Miami-Dade County from out of the state with personal incomes over \$65,000. Almost 20,000 residents moved from out of the state with bachelor's degrees or higher. The Kendall CDP area had a

quarter of the owned and rented units occupied in the past three years. Simultaneously, the wage gap for the Kendall CDP increased from 1.5 percent in 2019 to 27.2 percent in 2021. The situation asks whether the wage gap is improving or if lower-income families are being replaced by those with higher personal incomes and higher educational attainment in incorporated cities and unincorporated areas. Table 12 breaks down the Miami-Dade County median earnings and gaps. Since, the ACS 1-Year dataset does not have data on smaller municipalities, the most recent 5-year estimates were used to complete the table. The municipalities without an asterisk utilized the most recent publication of the ACS 5-year estimates. Caution should be exercised for these comparisons as the 5-year data averages five years, from 2017 to 2021.

¹⁹ Census Bureau. (2020). When to use 1-year or 5-Year Estimates. <https://www.census.gov/programs-surveys/acs/guidance/estimates.html>

Table 12: Wage Gaps in Miami-Dade County Municipalities

Municipality	Median Earnings 2021	Men	Women	Gap 2021
Aventura	\$59,281	\$83,281	\$46,697	43.9%
Bal Harbour	\$80,428	\$127,917	\$54,725	57.2%
Bay Harbor Islands	\$62,019	\$65,478	\$51,545	21.3%
Biscayne Park	\$58,654	\$64,386	\$47,198	26.7%
Coral Gables	\$86,486	\$103,920	\$73,014	29.7%
Cutler Bay	\$44,333	\$48,083	\$41,004	14.7%
Doral*	\$51,498	\$62,287	\$41,241	33.8%
El Portal	\$59,654	\$86,935	\$58,025	33.3%
Florida City	\$29,673	\$30,365	\$28,098	7.5%
Golden Beach	\$110,938	\$192,083	\$77,188	59.8%
Hialeah*	\$36,498	\$40,068	\$31,861	20.5%
Hialeah Gardens	\$33,016	\$37,851	\$30,180	20.3%
Homestead*	\$38,058	\$41,523	\$34,837	16.1%
Indian Creek Village	\$41,250	\$24,625	\$177,500	-620.8%
Kendall CDP*	\$60,845	\$69,795	\$50,788	27.2%
Key Biscayne	\$126,635	\$194,799	\$62,100	68.1%
Medley	\$28,363	\$30,156	\$25,208	16.4%
Miami*	\$41,443	\$42,319	\$39,284	7.2%
Miami Beach*	\$57,491	\$65,314	\$49,555	24.1%
Miami Gardens*	\$40,388	\$42,912	\$36,922	14.0%
Miami Lakes	\$55,952	\$58,828	\$54,196	7.9%
Miami Shores	\$73,142	\$82,756	\$65,616	20.7%
Miami Springs	\$54,889	\$62,196	\$49,269	20.8%
North Bay Village	\$42,289	\$48,133	\$39,438	18.1%
North Miami	\$32,085	\$33,470	\$30,619	8.5%
North Miami Beach	\$34,494	\$37,668	\$32,301	14.2%
Opa-Locka	\$35,041	\$38,281	\$30,658	19.9%
Palmetto Bay	\$77,607	\$97,321	\$59,069	39.3%
Pinecrest	\$97,613	\$109,097	\$71,842	34.1%
South Miami	\$56,667	\$52,288	\$58,594	-12.1%
Sunny Isles Beach	\$47,756	\$54,323	\$42,716	21.4%
Surfside	\$54,108	\$67,333	\$44,784	33.5%
Sweetwater	\$30,218	\$33,991	\$26,083	23.3%
Virginia Gardens	\$40,250	\$42,269	\$35,909	15.0%
West Miami	\$42,705	\$44,147	\$39,048	11.6%
Miami-Dade County*	\$42,149	\$46,023	\$40,036	13.0%

Source: 2021 ACS 1-Year Estimates and 5-Year Estimates

Health

Health outcomes are both the reflection of various socioeconomic challenges as well as their cause. Healthcare practitioners recognize that the conditions in the environments where people are born, live, learn, work, play, worship, and age affect a wide range of health, functioning, and quality-of-life outcomes and risks.²⁰ While the synchronous implementation of health-protective behaviors (such as the implementation of regular physical activity or mindful eating) and the avoidance of risk behaviors, including excessive alcohol consumption or tobacco use, hold significance, they are components that merely scratch the surface in serving as salient indicators of community well-being. This section of the report assesses the Miami-Dade County population's health by employing a more comprehensive approach wherein social determinants that implicitly denote one's access to health care and vital resources, such as income and health insurance coverage, are assessed from an intersectional perspective in accounting for disparity to gender, race, ethnicity, and age.

Due to the data collection cycles on some metrics, there may not be more current data than the information provided in the 2021 Miami-Dade County Status of Women Report. At the beginning of some sections, this report will recap the important highlights from last year's findings and correlate them with the updated and most recent available data, if any.

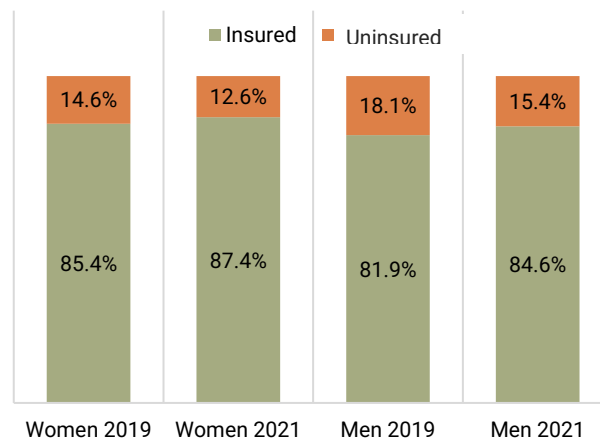
Health Insurance Coverage

Proactive, preventative approaches to health care are critical in averting chronic disease and managing myriad health ailments and conditions. Health insurance is an essential component that facilitates affordability, including annual check-ups and regular health screenings are crucial for early detection and treatment, and prescribed medications to manage health conditions. Overall, Miami-Dade County's rate of uninsured for the 2,640,092 civilian noninstitutionalized population was 13.9 percent. Between 2019 and 2021, the rate of uninsured individuals decreased by 2.4

percentage points. Although Miami-Dade County residents are largely insured, over 190,000 men and 170,000 women remained uninsured in 2021. In 2021, 87.4 percent of women were insured, compared to 84.6 percent of men, which is a minimal increase over the past three years, as shown in Figure 16.

Health insurance coverage also varies by race and ethnicity. Miami-Dade County's White, non-Hispanic, or Latino population had the highest

Figure 16: Miami-Dade Health Insurance Coverage Status by Gender 2019-2021



Source: 2021 ACS 1-Year Estimates

proportion of insured residents in 2021 (92.4 percent). Conversely, Miami-Dade's Black or African American population had the lowest insurance rate (83.7 percent). The stratification in relation to health insurance and race and ethnicity coverage is noteworthy, as it is indicative of its correlation with social determinants. Black or African American residents had the highest high school dropout rates, the highest rates of child poverty and women-led households in poverty, and the lowest proportion of residents covered by health insurance. Conversely, White non-Hispanic students reported the lowest high school dropout rates, lowest poverty rates, and the highest proportion of insured residents in 2021. The rate

²⁰ Office of Disease Prevention and Health Promotion. Healthy People 2030.

<https://health.gov/healthypeople/priority-areas/social-determinants-health>

of uninsured Hispanic residents was 14.8 percent in 2021. Since the Hispanic or Latino population is the majority in Miami-Dade County, this rate represents 270,734 residents, whereas the 7.6 percent of uninsured White (non-Hispanic residents) represents 24,876 individuals.

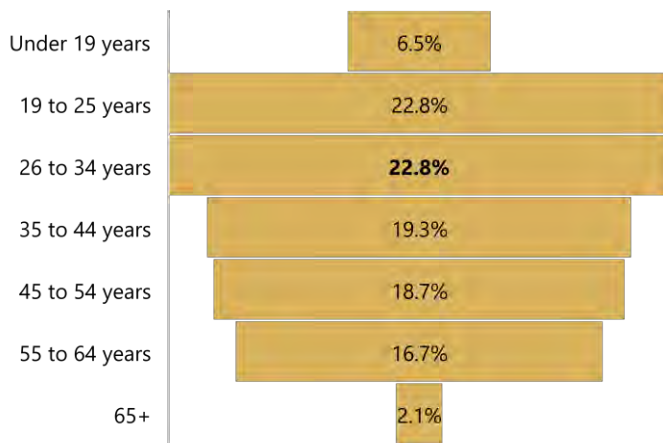
Older generations have the lowest rate of being uninsured as a result of their access to subsidized government insurance (Figure 17). However, when compared to the state, Miami-Dade County had higher rates of uninsured residents between 19 and 74 years old, except for those 26 to 34. The rate for the uninsured for ages 26 to 34 years old was 22.8 percent for the County and 23.4 for the state. Alarming, the two age brackets with the highest rate of uninsured people aligned with the same age brackets with the highest decline of labor force participation, recalling that the labor force declined by 19,626 in the 22-34 age bracket and 10,470 in the 35-54 age bracket. Even though these rates of uninsured residents improved since 2019, this report’s findings consistently relate to a declining and aging population. Therefore, the 19-34 age bracket may have slightly improved as residents entered older age groups. However, the rates may have remained above 20 percent if more people left the workforce and lost their means to pay for insurance. A 2019 survey conducted by Altarum Healthcare consumer experience indicated that cost was the most frequently cited reason for not getting needed medical care in Florida, exceeding many other barriers including transportation, lack of childcare, and other reasons.²¹

Disability Status

In 2019, 270,259 Miami-Dade County residents had a disability status (10.1 percent). Three years later, the disabled population increased to 284,792, or 10.8 percent of the total population. The disability rate is slightly higher for women (11.4 percent) than for men (10.8 percent). Almost 69 percent of individuals with a disability are in the 65 and over age group. Women have higher rates of disabilities in all categories except for hearing difficulties. Table 13 details the rate of men and women with disabilities and physical and mental

difficulties. It is important to note that cognitive,

Figure 17: Rate of Uninsured by Age



Source: 2021 ACS 1-Year Estimates

ambulatory, and self-care difficulties are counted by the Census Bureau from the population of residents 5 years and above. Therefore, the secondary level of the table has rates calculated from the 2,494,332 Miami-Dade County civilian population 5 years and above.

The total population of women with a disability status declined by 2.5 percent between 2019 and 2.3 percent in 2021. This is compared to the dramatic 13 percent increase in men with a disability over the same three-year period. The only category of women with a disability that increased was those with vision difficulties (a 6.4 percent increase). The number of women with cognitive and ambulatory difficulties decreased by 6.6 and 6.2 percent, respectively. The number of men with a disability increased in all categories, most significantly in the categories of hearing difficulties (24.8 percent increase), vision (14.6 percent increase), and cognitive difficulties (12.5 percent). While women with self-care difficulties decreased by 12.1 percent, men with self-care difficulties increased by 6.2 percent. Men with ambulatory problems increased by 6.1 percent.

²¹ From "Floridians Struggle to Afford High Healthcare Costs; Support a Range of Government Solutions Across Party

Lines," by Healthcare Value Hub, 2021, Altarum, 50. Copyright 2021 by Altarum.

those with disabilities was the highest rate out of

Table 13: Disability and Physical and Mental Difficulties by Gender

	Total	% of Total	Women	% Women	Men	% Men
<i>Civilian Population</i>	2,640,092		1,353,232		1,286,860	
<i>Disability Status</i>	284,792	10.8%	153,605	11.4%	131,187	10.2%
<i>Hearing Difficulty</i>	63,832	2.4%	29,412	2.2%	34,420	2.7%
<i>Vision Difficulty</i>	67,460	23.7%	35,890	2.7%	31,570	2.5%
	Total	% of Total	Women	% Women	Men	% Men
<i>Civilian Population, 5 and over</i>	2,494,332		1,281,922		1,212,410	
<i>Cognitive Difficulty</i>	119,480	4.8%	61,800	4.8%	57,680	4.8%
<i>Ambulatory Difficulty</i>	150,012	6%	92,480	7.2%	57,532	4.7%
<i>Self-care Difficulty</i>	69,590	2.8%	41,478	3.2%	28,112	2.3%

Source: 2021 ACS 1-Year Estimates

The population with an independent living difficulty is calculated by the Census Bureau from the population 18 years and older. In 2021, Miami-Dade County’s 18 and over population was 2,103,402, a 2 percent decrease from 2019. In 2021, 6.7 percent of women and 4.1 percent of men had independent living difficulties. While women living with an independent living difficulty decreased by 3.2 percent, the number of men with this difficulty increased by 4.1 percent.

The Census Bureau does not report on disability by gender and race, and ethnicity. However, the Hispanic population had the highest rate of individuals with disabilities (11.1 percent or 202,712 residents). This was followed by the 10.6 percent of Black or African Americans (41,222 residents) and 9.9 percent of White, non-Hispanic or Latinos (32,397 residents) with a disability.

There is an increasingly prominent disparity in the median earnings of Miami-Dade’s disabled population (Figure 18). In 2021, the median earnings for the noninstitutionalized civilian population were \$26,383 for the population 16 years and over, with earnings in the past 12 months and not limited to full-time workers. Women with disabilities were paid \$8,981 less than men, a 28.4 percent wage gap. Compared to 2019, there was no significant change to the wage gap for individuals with disabilities. Wage gaps for individuals with disabilities at the state and national levels were both above 20 percent; however, Miami-Dade County’s wage gap for

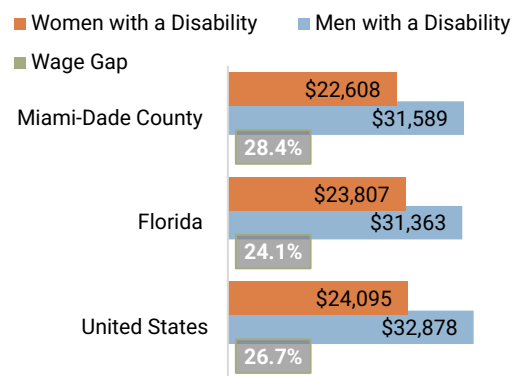
the three geographic levels.

Health and Diseases

Preventative and Risk Factors

Many sources used for this report do not have updated data for years after 2019 or 2020 or are unavailable by gender. Previous *Status of Women* reports have comprehensively documented on the most current data available for health risk and protective behaviors, including the County’s prevalence of tobacco use, physical activity, and

Figure 18: Median Earnings by Gender and Disability Status



Source: 2021 ACS 1-Year Estimates

nutrition, to convey notable trends that are pertinent in assessing Miami-Dade’s overall state of health. All the following data was derived from the Florida Department of Health’s 2019-2020 Health Charts and represent the most current information available as of the writing of this report.

- There was an increase in tobacco use among women from 2016 to 2019, with the rates increasing from 6.5 percent to 7.4 percent, respectively (a .9 percent point difference).
- Binge drinking and heavy alcohol consumption decreased significantly between 2002 and 2010; however, the rate of women who engage in heavy alcohol consumption peaked in 2019 (11.9 percent). The rate was lower than the rate of men, 24.6 percent.
- In 2019, 19.3 percent of women reported having a depressive disorder, more than double the rate of men with depression, 8.8 percent.
- The number of suicides decreased between 2019 and 2020 for both men and women; however, the count of suicide deaths for men in 2020 (2,406) continued to be more than three times higher than for women (707).
- There was a continued lack of compliance to meet the minimum fruit and vegetable intake requirements outlined by the Dietary Guidelines for Americans where only 34.2 percent of the women in Miami-Dade consumed two or more servings of fresh produce per day, compared to 29 percent of men in the County.
- 57.8 percent of women in Miami-Dade were considered overweight, compared to 66.1 percent of men.
- 31.5 percent of Miami-Dade women met the recommended muscle-strengthening practices. A third of the population of women who met required physical activities, while 32.9 percent of women in the County were considered sedentary. These rates were compared to the 37.2 percent of men who met the muscle-strengthening recommendations and the 28.4 percent who were considered sedentary.

Disease Occurrences

Similar to the previous section on health protective and risk factors, the 2021 Status of Women reported the most recent Florida Department of Health data on disease

²² Florida Department of Health, Bureau of Vital Statistics. <https://www.flhealthcharts.gov/charts>

occurrences, summarized in Table 14.²² In 2020, 239,381 Miami-Dade County residents died, with cancer listed as the second leading cause of death in Miami-Dade, after heart disease.²³ This ranking was reported before the COVID-19 Pandemic. In 2020, 49,208 residents died from heart disease, 45,723 from cancer, and 19,157 from COVID-19. Women had a lower rate of cancer deaths per 100,000 population (97.6) compared to men (141.1). When analyzing specific types of cancers, men had a significantly higher rate of lung cancer deaths, 29.5 percent death rate compared to women's 14.5 percent.

Miami-Dade County had 2,068 new incidences of breast cancer in 2019 and an 8.9 percent death rate per 100,000 women diagnosed with breast cancer in 2020. Men had a higher death rate per 100,000 for colorectal cancer at 13.7 percent, while women had a 10 percent death rate. These findings also relate to the most common cancer diagnosis for men - prostate, lung, and colorectal. Women are more likely to be diagnosed with breast, lung, or colorectal cancer.

HIV, AIDS, and Sexually Transmitted Diseases

The Florida Department of Health had 2021 data on state and counties rates of AIDS, HIV, and STDs diagnoses per 100,000 populations in the state. Miami-Dade's 42.1 HIV rate was significantly higher than Florida's rate of 21.4. The second highest rate in the state was in Broward County (33.5). The rate of men per 100,000 diagnosed with HIV in Broward County was 74.1 percent compared to women's 11.8 diagnosis rate.

In 2021 for Miami-Dade County, the AIDS rate for men was significantly higher than in 2020, rising from a 15.8 to 21. In comparison, the women's

Table 14: Chronic Disease Occurrences by Gender

Disease	% Women	% Men
<i>Asthma</i>	9.6%	1.6%
<i>Diabetes</i>	9.6%	10%
<i>High Cholesterol</i>	27.3%	27.3%
<i>Coronary Heart Disease</i>	3.3%	6.6%
<i>Heart Attack</i>	3.7 %	9.6%
<i>Stroke</i>	2.3%	2.9%

Source: Florida Health Charts 2019

²³ Ibid.

rate remained at 6.5. Both rates were higher than the statewide rates for women and men. Florida had an 8.5 rate per 100,000 population of AIDS diagnoses in 2021; whereas Miami-Dade County had an overall 13.6 rate. Miami-Dade County also had the third highest rate of AIDS diagnoses in the state, falling behind Duval (14.4 percent) and Bradford County (13.9 percent).

Miami-Dade County had a higher rate of sexually transmitted disease cases per 100,000 people than the state. Miami-Dade's rate of chlamydia per 100,000 was 493.5, while Florida's was 475.2. The rate for women (523.8) in Miami-Dade County was higher than for men (461.2). The most significant difference between rates of STDs between Miami-Dade men and women and the state was for the cases of syphilis. Miami-Dade County's overall rate of syphilis cases per 100,000 was 139.8. Florida's cases were 74.7 per 100,000 people. For men in Miami-Dade, there were 247.5 per 100,000 syphilis cases, over six times higher than for women (37.5). The Florida Department of Health also reports that bacterial STDs and gonorrhea are more than twice as likely to affect men rather than women. For cases of bacterial STDs, the rate was 1047.2 per 100,000 for men, compared to 668.7 for women. The gonorrhea rate for women was 107.4, compared to 338.5 for men.

Maternal and Infant Health

Regarding maternal and infant health, important takeaways from the previous report that did not have updated data include:

- There has been a steady decline in births since 2015. In 2015, 32,432 children were born, compared to 27,663 children in 2020.
- The rate of OB/GYN providers per 100,000 residents has declined from 9.2 to 8.5.
- Almost a third of births were by women considered overweight (29.2 percent).
- 3.4 percent of births were to mothers who were considered underweight.
- 1,219 births were to mothers in the third trimester with no prenatal care throughout 2020. This rate (4.6) minimally decreased compared to 2019 (5.3); however, it remained

significantly lower than the state rate (7.1 percent).²⁴

- The rate of Black or African American mothers with adequate prenatal care (69.3 per 1,000 mothers) was lower than White (71.7) and Hispanic or Latino women.
- Miami-Dade County had a higher rate of women receiving adequate prenatal care compared to Florida.
- Miami-Dade County had a lower infant mortality rate than Florida (5.8).
- Infant mortality rates were higher for Black or African American mothers (11 deaths per 1,000) than White or Hispanic mothers.
- Miami-Dade County had a higher rate of pediatricians (28.1 per 100,000 people) than the state (21.9).

The 2021 Miami-Dade County *Status of Women* Report did not report on maternal deaths; however, like most of the health data, the most recent information is from 2020. In 2020, the maternal death rate was 21.7 per 100,000 live births, significantly higher than the state's 13.4 rates. Black or African American women had a 60.1 maternal death rate per 100,000 live births, compared to the 14.2 rates of White women and the 17.5 rates of Hispanic or Latino women. All rates for Miami-Dade County's maternal deaths per 100,000 live births were higher than the state.

Since the Florida Department of Health did not have an updated 2021 count of children born, the following data will be based on the count of women who gave birth rather than the total children. There was a recent uptick in women giving birth. According to the 2021 ACS 1-year estimates, 27,096 women, ages 15 to 50, gave birth in the past 12 months. This was a minimal increase in women having children compared to 2019. From 2019 to 2021, the rate of women ages 15 to 19 giving birth declined from 3.9 percent (819 births) of all births to 1.6 percent of births (436 births). While teen pregnancies decreased, the proportion of women 20 to 30 years old and 35 to 50 years old giving birth increased.

²⁴ Rates were pulled from Florida Health Charts. Numbers are based on the single year of 2020.

This small rate of change within the bracket, coupled with the slight increase in the rates of women 20 to 50 years old having children in 2020, was consistent with the arguments that the population was aging. However, following the presented arguments below, these rates could be explained by women who were either choosing to forgo entering higher education or the labor force, becoming a mother at a younger age, or women who were waiting longer, after the completion of a higher degree to start a family. Rates could have also been affected by the pandemic, which may have given older women the chance to become first-time mothers while social distancing and because of the opportunity to work remotely or take extended time off from the labor force. The pandemic may have also decreased the favorability and conductivity of the labor market for women in their early 20s, influencing them to choose motherhood instead of working.²⁵

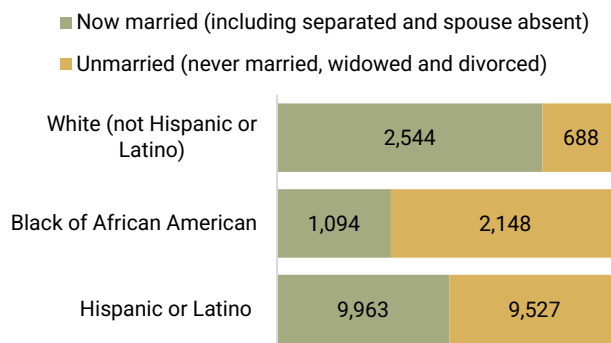
Most of the women who gave birth in 2021 were in the labor force (57.5 percent), a 3.4 percent point decrease since 2019. This decrease was most likely due to the pandemic’s influence on unemployment. Women were more impacted by job losses from the pandemic due to their concentration in the service sectors and the influence of childcare needs.²⁶

Overall, even though fertility rates did not dramatically increase since the beginning of the pandemic, one of the effects of the pandemic on birth rate was found for first-time mothers, within the 20-24 age bracket and for those with a higher education. These women were the ones “most likely to benefit from working from home.”²⁷ However, in Miami-Dade, the percentage women with bachelor’s degrees having children decreased by 2.9 points. This might have been influenced by population migration.

In 2019, 7,201 children were born to women ages 15 to 50 (27.4 percent of all births) with incomes below the poverty level. Both the count and rate of

children born to women below the poverty line increased in 2021, totaling 8,204 births, 30.3 percent of the total. Conversely, 48.2 percent of births were by women with an income 200 percent or more above the poverty level. The increase in

Figure 19: Count of Births to Married and Unmarried Women by Race and Ethnicity



Source: 2021 ACS 1-Year Estimates

unmarried women having children was alarming when considering the median earnings for women-living alone and in women-led households plus the additional costs of children and motherhood. Further disparities were seen when comparing the proportion of unmarried women in the three major racial and ethnic groups in Miami-Dade County. The rate of unmarried Black or African Americans who gave birth in 2021 was significantly higher than White (not Hispanic or Latino) women (Figure 19). 66.3 percent of Black or African American women who gave birth in 2021 were unmarried, compared to the 48.9 percent of Hispanic or Latino women and 21.3 percent of White women (not Hispanic or Latino) who were unmarried and gave birth in the same year. Given disparities in household and child poverty rates in Miami-Dade County by race and ethnicity, the imbalanced rate of unmarried women having children does not present a favorable connotation for related rates and the status of these women.

²⁵ Leukhina, O. & Smaldone, A. (2021). The pandemics influence on U.S. fertility rates. *Federal Reserve Bank of St. Louis. The Pandemic’s Influence on U.S. Fertility Rates | St. Louis Fed (stlouisfed.org)*

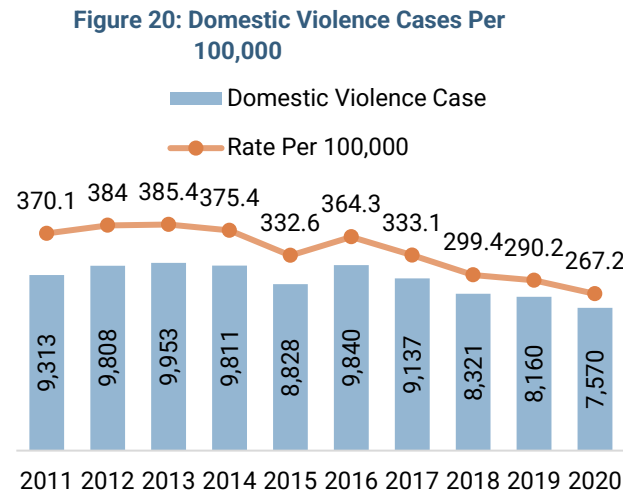
²⁶ Alon, T., Doepke, M., Olmstead-Rumsey, J., & Tertilt, M. (2020). *This time it's different: The role of women's*

employment in a pandemic recession (No. w27660). National Bureau of Economic Research.

²⁷ Bailey, M. J., Currie, J., & Schwandt, H. (2022). *The Covid-19 Baby Bump: The Unexpected Increase in US Fertility Rates in Response to the Pandemic* (No. w30569). National Bureau of Economic Research. (p. 15).

Safety

Domestic Violence



Source: Florida Department of Law Enforcement

The Florida Department of Law Enforcement’s Annual Report on domestic violence cases for Florida states that there was a 267.2 rate of domestic violence reports per 100,000 population in Miami-Dade County for 2020. The rate of reported cases has declined by 7.9 percent since 2019.²⁸ Figure 20 is an updated chart showing trend analysis of domestic violence cases in Miami-Dade County, as accessed in December 2022.

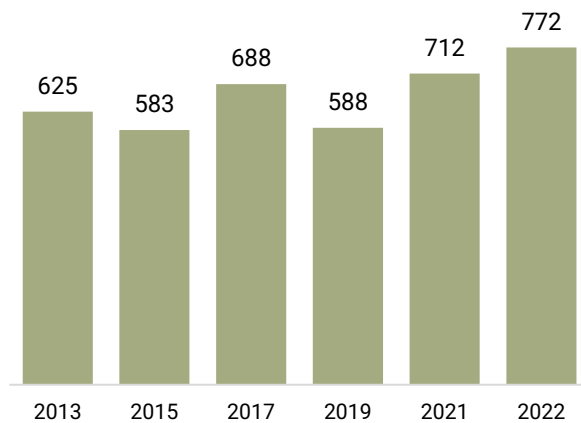
The Florida Health Charts data on forcible sex offenses were not updated past 2020 or since the release of the previous Status of Women’s Report. The numbers vary between the MDPD and the Florida Health Charts due to the definitions of forcible sex offenses.²⁹ Florida Health Charts defines forcible sex offenses as “any sexual act or attempt 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.” Therefore, the trend analysis presented in Figure 21 will differ from last year’s report because the Miami-Dade County only categorizes forcible sex offenses, specifically rape, sodomy, and fondling. According to the Miami-Dade Police Department’s

²⁸ Florida Department of Law Enforcement. (2020). Annual State Crime Data Reports.: [Total Reported Domestic Violence Offenses by County](#)

²⁹ Florida Health Charts. (2020). [Forcible Sex Offenses](#).

crime comparisons for January-November 2021 and January-November 2022, there were seventy more reported causes of forcible sex offenses in 2022 compared to 2021, a 10.3 percent increase. Aggravated assault cases increased by 35.1 percent, whereas aggravated stalking reports declined by 75.9 percent. Furthermore, there was a 10.6 percent increase in rape cases (520 cases in 2022).³⁰

Figure 21: Reports of Forcible Sex Offenses, per the Miami-Dade Police Department



Source: MDCPD Annual Crime Records

Dispatch Calls

As discussed in the 2021 Status of Women report, domestic violence dispatch calls decreased between 2016 and 2019. The reported number of domestic violence dispatch calls made in 2020 - 18,020, was a 3.7 percent increase from 2019 to 2020.

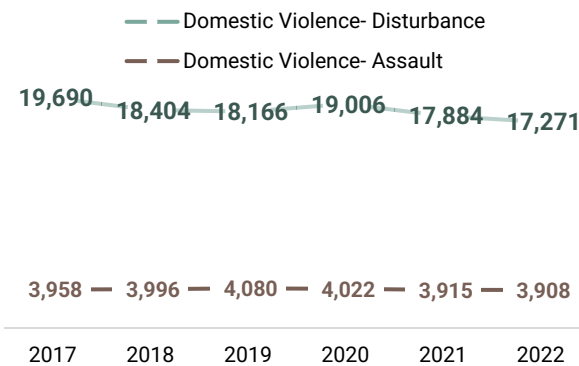
The Miami-Dade Police Department was contacted and asked to provide data on domestic violence dispatch calls in 2021; however, per their records response, violence calls are now categorized with other calls under the general term “disturbances” until further proven to be a domestic violence incident. Further inquiries were made back to the Department regarding more specified reports on

³⁰ Miami-Dade Police Department. (2022). 85B - Part 1 Crimes YTD Comparison. <https://www.miamidade.gov/police/library/part-1-crimes-ytd-comparison.pdf>

domestic violence dispatch calls. Data may differ from the previous report since domestic violence calls' data was categorized as either signal number "32" for domestic violence assault or signal "34" for domestic violence disturbance. The Miami-Dade Police Department described their data provided as a "Report showing Miami-Dade "Domestic Related Calls for Service" whether a Report was written or not."

The data showed a 9.1 percent decrease in domestic violence disturbance calls and a 2.8 percent decrease in domestic violence assault calls since 2020. The numbers for domestic violence disturbance calls (Figure 22) were significantly down from the peak in 2017; however, domestic violence calls that were determined to be assault reports have not significantly decrease.

Figure 22: Domestic Violence Calls



Source: Miami-Dade Police Department

Human Trafficking

During the fiscal year, there were 1,876 reports of alleged human trafficking, 1,535 of which were reports regarding women survivors, and 1,506 of which involved children. Miami-Dade County had the second highest human trafficking reports in state (169), falling behind Orange County (177) and before Hillsborough County (166).³¹ Compared to the data provided in the previous report, the amount of reported human trafficking cases in the state decreased by 18 percent; however, the proportion of calls originating in Miami-Dade increased from 6.9 percent of reports in 2021 to 9 percent of the total 2022 reports.

With recently updated data, the Office of Miami-Dade's State Attorney, Katherine F. Rundle, reported that 40 percent of victims of human trafficking in Miami-Dade County were minors. Of the population of minor victims, 96 percent were women minors. 93 percent of the adult victims were women.

Between 2021 and 2022, the count of safe foster homes declined from 13 to 11 homes in the Citrus Helping Adolescents Negatively Impacted by Commercial Exploitation (CHANCE) Program, a treatment program by Citrus Health Network for Miami-Dade and Broward Counties. According to the Florida Department of Children and Families 2022 Annual Report, three more homes were in the process of being licensed by July 2022. The remaining resources provided in the 2021 Miami-Dade County Status of Women Report were still in effect as of the writing of this report.

³¹ Florida Department of Children and Families. (2022). Human Trafficking of Children Annual Report. <https://www.myflfamilies.com/service-programs/child->

[welfare/lmr/docs/2022LMRs/Human_Trafficking_Report_2021-22.pdf](https://www.myflfamilies.com/service-programs/child-welfare/lmr/docs/2022LMRs/Human_Trafficking_Report_2021-22.pdf)

Miami-Dade County Analysis

The following section presents information on gender equity within County structures and processes. Tracking disparities in gender representation in County boards and departments, the pay equity analysis and the assessment of the number of contracts and contract value to women-owned firms are crucial for identifying challenges, defining equity goals, and directing efforts towards closing observed gender gaps.

Data in the following sections was provided by the Miami-Dade County’s Clerk of the Board, the Internal Services Department, and the Human Resources Department.

Gender Representation in County Boards

Section 2-11.40 (f) of the Miami-Dade County Code, Membership on Boards, provides that the Clerk of the Board submit a written report on the gender composition of all current County boards. The Clerk of The Board usually presents these reports in March each year, and they cover boards’ compositions for the previous year.

The overall disparity of board representation increased slightly from 2020 to 2021 (Table 15). In 2020, 41.3 percent of board members were women, compared to 39.5 percent in 2021. Only 19 percent of boards in 2021 had a majority women membership, and approximately eight percent had women and men equally represented. The latest data provided by the Clerk of the Board shows that as of October 12, 2022, 23 percent of boards had the majority of women. Another eight percent had equal representation, while 69 percent of boards had predominantly male board members. Although 47 of the 93 boards had an even number of board members, only seven (7) of these even-numbered boards had equal representation, while 30 were majority men and only 10 were majority women.

While a significant body of research has been produced on the underrepresentation of women in corporate boards, there is a paucity of information on representation in volunteer advisory boards. According to some studies, the percentage of women on corporate boards in the United States is about 20 percent.³² Women are also underrepresented in nonprofit boards, as a result of barriers that include financial requirements of board membership, recruitment challenges, and exclusion from important committees that allow their voices to be heard.³³ A 2021 study of advisory boards found that women make up 30% of qualified advisory board professionals and 27% of professional Chairs.³⁴

In Miami-Dade County, the nominations and application processes are open to all residents who meet residency or expertise requirements specific to the board. In accordance with Section 2-11.38.1 of the Code of Miami-Dade County, the Clerk of Courts issues a public notice with the list of vacancies existing on active County Advisory Boards. Positions on boards are on a volunteer basis and are non-paying.³⁵

Table 15: Gender Representation in County Boards

Year	Total Members	% Male	% Female
2020	1,058	58.7	41.3
2021	1,113	60.5	39.5
2022 (As of Oct. 12, 2022)	1,036	60.7	39.3

Source: Miami-Dade Clerk of the Board

³² McGregor, Jenna, and B. Schulte. (January 13, 2015). “Women still hold only 19 percent of U.S. board seats. What could change that?” Washington Post.; Proctor, Carolyn. (Feb. 25, 2022). “Stalled: Women made huge strides in joining public company boards – until recently.” Washington Business Journal.

³³ Increasing Gender Diversity on the Boards of Nonprofit Eds and Meds. (2020). Nonprofit Issues, Volume XXX, No. 1.

³⁴ Advisory Board Centre. State of the Market Global Report 2021. <https://www.advisoryboardcentre.com/program/women-on-boards/>

³⁵ Miami-Dade Clerk of Courts. <http://www8.miamidade.gov/Apps/BOCC/BoardVacancies/Home.aspx>

OCA Observations on County Contract and Vendor Demographic Data

In April 2021, Miami-Dade County began its implementation of the County’s Enterprise Resource Planning (ERP) system, named INFORMS. With the implementation of the ERP system, the County began its migration of County procurement and vendor registration processes, among other administrative processes, from the Legacy systems to the new ERP system.

With the County’s implementation of the ERP system, there have been various changes to the types of vendor information stored which is significantly different than in the previous Legacy mainframe systems. The most notable change is the new use of parent and child contracts and task order identifiers linked to umbrella master contracts; these identifiers are being counted as a contract in the new ERP system. The increase in the number of County contracts as a result of the newly implemented ERP system and the related identifiers is observable in Figure 23.

Additionally, as more departments are onboarded to the ERP system, OCA anticipates the number of reported contracts will increase due to the previously mentioned use of the new identifiers and categories. Since the migration by all County departments to the ERP system is still in the process, future reports may show increased County contract numbers as the remaining departments begin reporting through the ERP system.

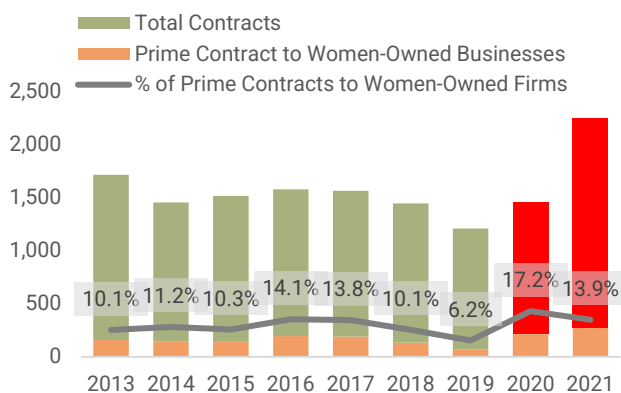
In consultation with the Miami-Dade County Small Business Division (SBD), the County does not have a mandatory requirement to collect the demographic information of vendors registering to do business with the County. The County’s existing data on vendor demographics is primarily given voluntarily by the vendor. OCA notes that because this information is provided voluntarily, it creates a limitation to the completeness of the statistics used in this study. Additionally, since women-owned business status is determined through self-identification, Figure 24 reflects businesses that have self-identified as women-owned compared to all others, male-owned or not specified.

This refreshed understanding of how County contract and vendor demographic information is collected, gives the County the opportunity to assess how this information is accurately collected and reported on, leading to informed policy recommendations, and resulting in data that presents a clearer picture on gender disparities.

County Contracts to Women-Owned Firms

Women’s economic mobility can also be advanced through the support of women owned firms. There is no current local data on the number and proportion of women-owned firms in Miami-Dade County. The most recent data source is the U.S. Census Bureau’s 2017 Annual Business Survey, which shows that 58 percent of the almost 75,000 private firms with employees were men-owned. Only 21.4 percent of firms were women-owned, and 15.6 percent had equal male-female ownership. Moreover, the average sales of women-owned firms were 52 percent lower than the sales of men-owned enterprises. The average size of women-owned businesses is 6.2, compared to 8.6 for men-owned firms.

Figure 23: Contracts Awarded to Women-Owned Firms



Source: Miami-Dade County Internal Services Department, Data analysis by the FIU Metropolitan Center

Government contracting has been recognized as an essential tool that could support women-owned businesses and there have been efforts to increase supplier diversity through initiatives that target women- and minority-owned businesses. The Federal Acquisition Streamlining Act of 1994 established a 5 percent government-wide goal for contract awards to small women-owned

businesses. It has only met that goal twice, in 2015 and 2019, according to a new report from the Bipartisan Policy Center and Goldman Sachs.³⁶ In 2021, President Biden announced his Management Agenda, which included a request to federal agencies to increase their goals so that governmentwide spending results in 11 percent of contracting dollars awarded to small, disadvantaged businesses.³⁷

Localities also have a significant role to play in supporting disadvantaged businesses. In the past two years, 2020 and 2021, Miami-Dade County has awarded contracts of over \$2 billion. The number and value of contracts to women-owned businesses have varied over the years and have raised questions about persistent disparities. In 2020, Miami-Dade County Mayor Daniella Levine Cava announced that a procurement disparity study was underway, to be completed in 2023. It is unclear what steps the County can take to address disparities since a 2004 ruling found a program aimed at hitting targets for minority businesses winning County contracts by reserving contracts solely for businesses with female, Black, or Hispanic owners or giving 10% discounts on submitted prices to minority firms, unconstitutional.³⁸

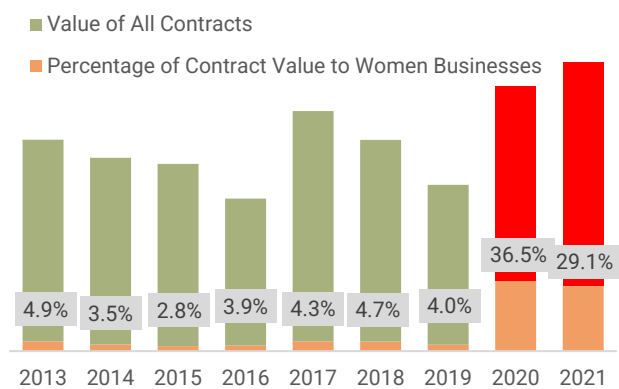
From 2020 to 2021, the number of prime contracts to women-owned businesses increased by 28.5%. However, the proportion of prime contracts to women-owned businesses decreased from its peak of 17.2% in 2020 down to 13.9% in 2021. This decrease resulted from an overall 58.6% increase in total contracts, which far outpaced the increase in prime contracts to women-owned firms. If the proportion of women-owned firms reported in the 2017 dataset has been maintained, there is a disparity in a number of contracts relative to the proportion of women-owned businesses in the County.

³⁶ Carrazana, Chabeli. (June 23, 2021). The government has fallen short on contracts with woman-owned businesses for decades. <https://19thnews.org/2021/06/small-business-administration-contracts-woman-owned-businesses-for-decades/>

³⁷ FACT SHEET: Biden-Harris Administration Announces Reforms to Increase Equity and Level the Playing Field for Underserved Small Business Owners <https://www.whitehouse.gov/briefing-room/statements-releases/2021/12/02/fact-sheet-biden-harris-administration->

The proportion of total contract value awarded to women-owned businesses increased substantially in 2020 and 2021. Between 2013 and 2019, women-owned firms received less than 5 percent of the County’s procurement value. Figure 24 shows that in 2020, more than a third (36.5 percent) of the contract value, including prime and subcontractors, was awarded to women-owned businesses. In 2021, there was a slight decrease to 29.1 percent. While overall contract value increased by 15% from 2020 to 2021, the contract value to women-owned firms decreased by 8.4%.

Figure 24: Value of Contracts to Women-Owned Firms



Source: Miami-Dade County Internal Services Department, Data analysis by the FIU Metropolitan Center

County Employee Pay Gap Analysis

Pay equity is gradually being adopted by various enterprises as an important sustainability goal. The World Economic Forum, in coordination with the Big Four accounting firms (Deloitte, EY, KPMG and PwC), published guidance on internationally agreed-upon metrics for tracking and disclosing short- and long-term environmental, social, and governance (ESG) goals and targets.³⁹ Two of the metrics in the Dignity and Equality category are of particular significance for the Miami-Dade County

[announces-reforms-to-increase-equity-and-level-the-playing-field-for-underserved-small-business-owners/](#)

³⁸ Hanks, Douglas. (April 1, 2022). Miami-Dade studying racial gaps in contracts with local firms. Could lead to court fight. Miami Herald.

<https://www.miamiherald.com/article260315225.html>

³⁹ World Economic Forum, Sept. 20, 2020. White Paper. “Measuring Stakeholder Capitalism Towards Common Metrics and Consistent Reporting of Sustainable

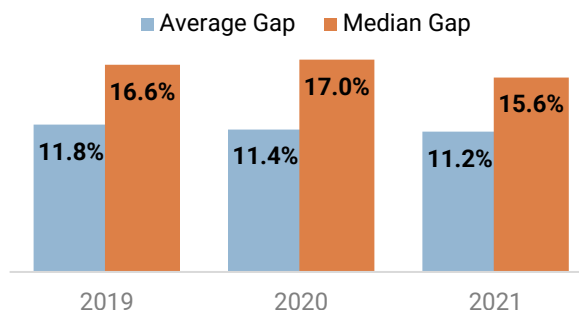
employee analysis presented in this section. The white paper proposes the percentage of employees per employee category by age group, gender, and other indicators of diversity (e.g. ethnicity) as an important indicator of diversity and inclusion. The relevant other indicator is paid equality, measured as the “ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality area.”

Consistent with these metrics, the following analysis presents the comparison of women’s representation and pay relative to men’s. In the context of the most recent revival of the topic of equity, there have been renewed attempts from establishments across various sectors to conduct internal assessments of their pay structures and policies. Comprehensive reviews, commonly referred to as pay gap analyses, identify and measure discrepancies in pay based on gender and other demographic identities. Their goal is to discover disparities and develop recommendations for how to close the gaps and offer equitable pay for all employees.

Miami-Dade County began to assess its gender pay gap with the first Status of Women report released in 2016. All subsequent reports have also included the County employee pay gap analysis and demonstrate the sustained, intentional effort of the County to understand and act to address the presence of any identified pay gaps.

Indeed, some of the trends suggest this understanding might have led to internal actions that have led to the reduction of pay disparity. While the pay disparity between female and male employees continues, it has been steadily declining, reaching the lowest pay gap since 2016, when the first report was produced. In early 2016, the average pay gap was 12.2 percent. As shown in Figure 25, the gap was gradually decreasing and was down to 11.2 percent in 2021. However, it is worth noting that there has yet to be progress toward more equal representation in the County’s

Figure 25: Miami-Dade County Employee Pay Gaps, 2019-2021



Source: Miami-Dade County Human Resources Department, Data analysis by the FIU Metropolitan Center

workforce. In 2016, 59 percent of County employees were men, compared to slightly over 60 percent in 2021. Conversely, only about 40 percent of County employees are women, while they represent 47 percent of the overall area labor force.

Consistent with the overall area labor force findings presented in a previous section of the report, there were more women working part-time for the County. While in 2021, women represented 39.4 percent of full-time employees, women took 55.8 percent of part-time positions.

The following section describes pay differences on some employee characteristics and gender. To make a fair comparison, the analysis will focus on full-time employees only. Since there is a larger proportion of women than men working part-time (Table 16), including part-time employees would skew the results and further depress women’s overall wages. Also excluded from the analysis are commissioners whose nominal pay is \$6,000.02.

Table 16: Miami-Dade County Employees by Full- and Part-Time Status

	Women	Men
Full Time	10,335	15,893
	39.4%	60.6%
Part Time	675	535
	55.8%	44.2%

Source: Miami-Dade County Human Resources Department

Value Creation.” https://www3.weforum.org/docs/WEF_IBC_Measuring_Stakeholder_Capitalism_Report_2020.pdf

In addition to gender, the analysis focuses on three employee characteristics contained in the database - education, length of tenure (longevity), and supervisor status. Across all three types of crosstabulations, women working in County government generally earned less.

Education

There is a higher proportion of full-time female employees in the County who have achieved a Bachelor's degree or higher. In fact, most male employees (56.6 percent) have acquired less than an Associate's degree, while most female employees (53.1 percent) have at least an Associate's degree. Additionally, 41.8 percent of female employees have Bachelor's degrees or higher, compared to 30.4 percent of male employees. If education were directly responsible for higher pay, based on these statistics, there would be an expectation that the pay gap would favor women. Not only is the reverse true, as already noted previously, but women are earning less at all levels of educational attainment. Table 17 shows the pay gaps for significant educational categories, which account for almost 93 percent of the County's full-time employees. The largest gap is for employees with Associate's degrees, with women's average earnings 23.4 percent less than men's. Women with Master's degrees earn 14 percent less.

Table 17: Miami-Dade County Employees Gender Pay Gaps by Educational Attainment

	Women	Men	Gap
High School	\$62,940	\$73,942	14.9%
Associates	\$63,902	\$83,476	23.4%
Bachelors	\$79,086	\$90,572	12.7%
Masters	\$92,430	\$107,445	14.0%

Source: Miami-Dade County Human Resources Department

Tenure/Longevity

Significant differences between female and male employees are also observed in relation to the length of employment. However, one notable development is the increased hiring of women between 2016-2021. Approximately 33.9 percent of women have been employed by the County for five or fewer years, compared to 30.1 percent of men. Length of tenure can influence pay as longer

service typically leads to progression in position and salary.

Table 18 shows the pay gaps between female and male employees by number of years of service in Miami-Dade County. The largest gaps were for employees with over 10 years of service with the County: 10.7 percent. In conjunction with the hiring of more women in recent years, that could reduce disparities in representation. The smallest gaps for the shorter tenure categories might suggest an effort to assess and address any biases in the County's recruitment and pay policies.

Table 18: Miami-Dade County Employees Gender Pay Gaps by Tenure

	Women	Men	Gap
Less than 1 year	\$45,590	\$49,573	8.0%
1- 5 years	\$57,173	\$62,390	8.4%
6 -10 years	\$68,248	\$74,560	8.5%
More than 10 years	\$83,368	\$93,388	10.7%

Source: Miami-Dade County Human Resources Department

Supervisory Status Classification

The third important variable that could explain the overall pay gap is the higher-paid paid employment classes. Miami-Dade County has a 15-tier supervisory status classification assigned to all County employees. Each classification has a corresponding pay range that organizations use to determine pay rates based on a combination of factors, including experience, education, special certifications, and level of the position, among others. For example, even if two employees are classified in the same category, there might be the difference in pay as a result of a title difference and variation in functions performed by the employee.

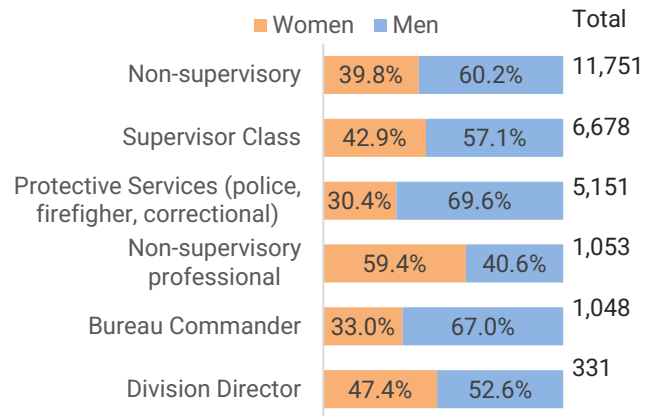
There are six classifications which employ more than one percent of the total County workforce. The remaining classifications include the Mayor, Deputy Mayors, Department Directors and other

classifications that account for less than one percent of the county workforce.

The nonsupervisory classification is the largest, with 11,751 employees, followed by the supervisor class with 6,678 employees. Women are underrepresented in all of these positions, as shown in Figure 26.

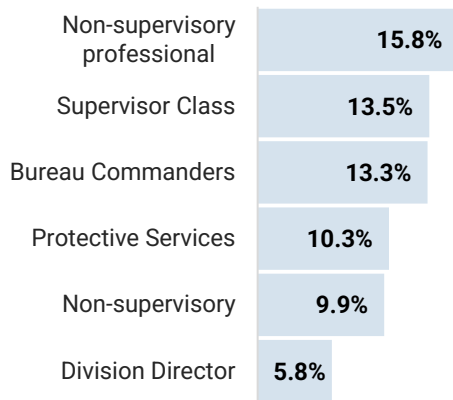
The pay gaps are present in all six classes, with the largest gap (15.8 percent) observed in the nonsupervisory position, which employs 4,677 women and 7,074 men (Figure 27). The smallest gap is for the classification, which is relatively equal in representation, with 157 women and 174 men in Division Director roles.

Figure 26: Miami-Dade County Employee Representation by Supervisory



Source: Miami-Dade County Human Resources Department

Figure 27: Miami-Dade County Employee Pay Gaps by Supervisory Category



Source: Miami-Dade County Human Resources Department

Conclusion

The 2022 report on the Status of Women Miami-Dade County presents a multi-faceted description of the conditions of women in the areas of economic opportunity, education, health, and safety, identifying progress in some areas and continued challenges in others. While gender disparities seemed to decrease in many arenas, including education, health and freedom from violence, the analysis showing fluctuations over time does not indicate a definitive trend toward closing some of the gaps. One important example is reducing the pay gap for full-time workers in Miami-Dade County, from 19.6 percent in 2019 to 13 percent in 2021. Despite this significant decrease, the lowest gap over the past 15 years was in 2013, when the gap was only 10.2 percent. The following year, in 2014, the gap increased to 13 percent. Based on the 15-year trend analysis, there is no large trend toward the gap reduction.

Another important caveat is that the change might result from population migration. While this has always been the case in Miami-Dade County, especially due to international migration, in 2021, there was a significant domestic out-migration.⁴⁰ The Census Bureau estimates that while Miami-Dade gained 14,195 international residents, the area lost 44,787 residents to domestic migration. While the media has reported a significant influx of residents from other states, the out-migration has far outpaced in-migration. These population changes are relevant as the conditions of the area, including overall economic factors like job opportunities, wages, cost of living and others, are pushing middle-class residents out of the County and replacing them with higher-earning households.

Population migration might also increase the number of women with higher education degrees. More notably, the population of women with graduate or professional degrees increased by 8.5 percent. Finally, the median earnings for nonfamily women and women-led households increased.

Unfortunately, these improvements come with stagnant disparities against women, raising multiple questions regarding the pathways for women to socioeconomic equity and prosperity. The calculated wage gap is only for full-time workers. Therefore, while the median earnings gap slightly closed, the “full-time labor force” also decreased by 29,605 women between 2019 and 2021. More women also moved to work part-time, as evident from the 13.3 percent increase in part-time women workers. Some women-dominated occupations, such as healthcare practitioners, healthcare support, and personal care and service occupations, increased their wage gaps over the past three analyzed years. Furthermore, more women than men continue to live in poverty. Women who are heads of households have the lowest family income, and nonfamily women living alone made the least in 2021.

Overall, the mixed findings raise questions regarding the pathways women are taking post-high school and how our community is working to support them. Are the doors opening for women in the high wage, men-dominated occupations? Why isn't the higher educational attainment of women producing higher earnings? What are some of the other factors that put barriers against the more productive and beneficial inclusion of women in the labor force? These and many other questions are beyond the scope of this report but certainly, deserve to be highlighted. As in previous report iterations, it is anticipated that the Miami-Dade Commission for Women will use the analysis to continue asking these questions and others and suggest pathways for our local governments, not only the County's but others too, in addition to businesses and other organizations, to address the gaps and barriers to women's economic mobility.

⁴⁰ U.S. Census Bureau, Annual Estimates of the Resident Population for Counties: April 1, 2020, to July 1, 2021 (CO-EST2021-POP).