



OFFICE OF THE  
**COMMISSION  
AUDITOR**

Miami-Dade County  
**STATUS OF WOMEN**  
2023 Report



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



### **Miami-Dade County Office of the Commission Auditor – Report Review Team**

Yinka Majekodunmi, CPA, Commission Auditor  
Alejandra Z. Bodden, Research Analyst  
Daniel Castro Bonilla, Research Analyst  
Tiondra K. Wright, MBA, Sr. Research Analyst  
Jing Zhuang, Research Analyst

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**

*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.

#### **Research Team**

Maria Ilcheva, Ph.D., Principal Investigator  
Britney Broxton, M.P.A., Research Analyst  
Kezia Moros-Achong, M.A. Research Assistant

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

The report is funded by and prepared for both:

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

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

#### **The Miami-Dade County Commission for Women**

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

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



# 2023 MIAMI-DADE COUNTY

In 2015, the legislative Prime Sponsor Commissioner Daniella Levine Cava and her seven Co-Sponsors 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.

## POPULATION



Miami-Dade County's population represents a constrictive pyramid, which describes a population that is "elderly and shrinking," meaning the county has low mortality and fertility rates and is ageing.

### MEDIAN AGE

Women's median age is higher because of their higher life expectancy.

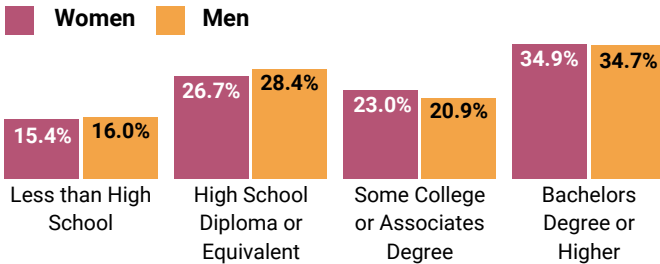


## EDUCATION

There were no significant changes in the percentages of women and men by educational attainment.

The wage gap for those with a bachelors degree increased from 18.0% in 2021 to 26.6% in 2022.

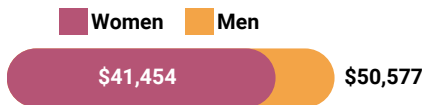
### EDUCATIONAL ATTAINMENT



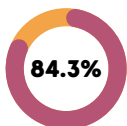
## ECONOMIC OPPORTUNITY

### MEDIAN EARNINGS FOR FULL-TIME WORKERS

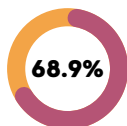
**18.0%**  
Earnings Gap



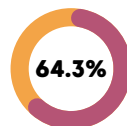
### TOP THREE WOMEN-DOMINATED OCCUPATIONS



Healthcare support

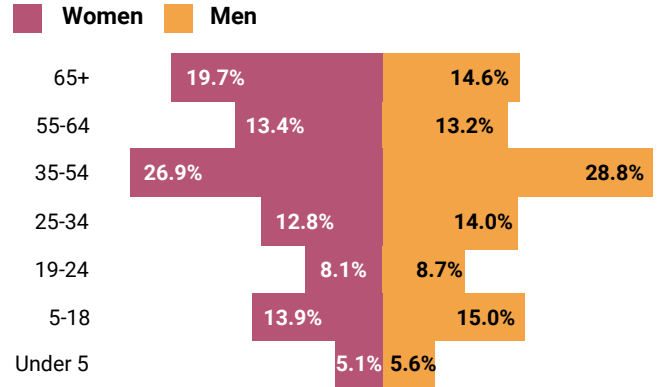


Office and administrative support

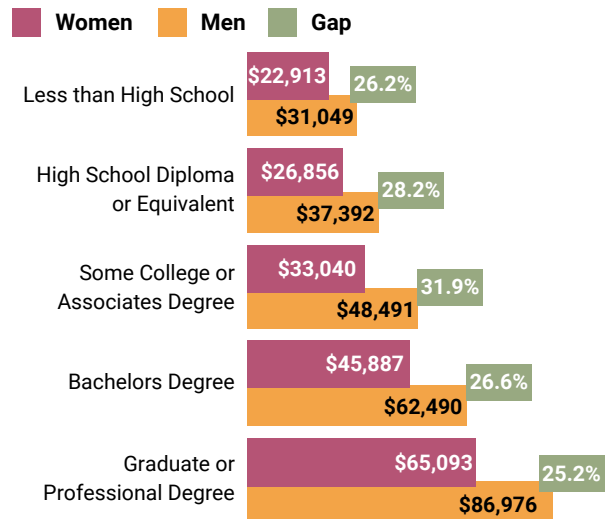


Healthcare practitioners and technical

### POPULATION PYRAMID



### MEDIAN EARNINGS BY EDUCATIONAL ATTAINMENT



### LABOR FORCE PARTICIPATION RATE

Miami-Dade County's labor force expanded by 24,125 workers, 13,455 women and 10,670 men.



### OCCUPATIONS WITH THE HIGHEST WAGE GAP

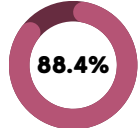


# STATUS OF WOMEN REPORT

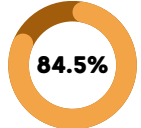
The Gender Equity Data covers the areas of economic development, health and safety, and education. Utilizing the Gender Equity data, this is the seventh annual report on the status of women in Miami-Dade County across different socioeconomic topics.

## HEALTH

### INSURANCE COVERAGE



of women had health insurance



of men had health insurance

### MATERNAL DEATHS PER 100,000 LIVE BIRTHS 2021-2022

2021 2022



Between 2021 and 2022, birth rates across all major racial and ethnic groups increased.  
Maternal mortality rates decreased for both Whites and Hispanics but increased significantly for Blacks.

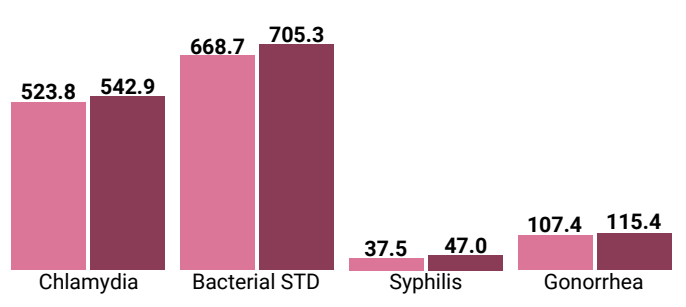
### MEDIAN INCOME FOR THOSE WITH A DISABILITY

While men's earnings for those with a disability did not change between 2021 and 2022, women's median earnings increased by 8.2%.



### RATE OF COMMUNICABLE DISEASES PER 100,000 WOMEN

2021 2022

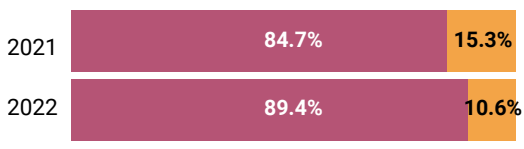


## SAFETY

The number of rape cases in Miami-Dade County increased by 84.7% from 321 cases in 2021 to 593 cases in 2022.

### PROPORTION OF RAPE VICTIMS BY GENDER

Women Men



### DOMESTIC VIOLENCE CASES

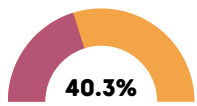


### FORCIBLE SEX OFFENSES



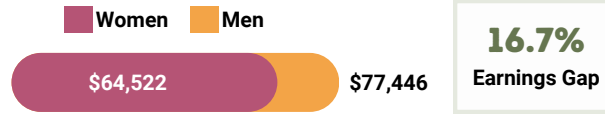
## MIAMI-DADE COUNTY EQUITY

### COUNTY ADVISORY BOARD GENDER REPRESENTATION

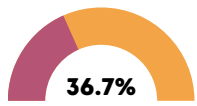


In 2023, 40.3% of the county advisory board members were female.

### COUNTY EMPLOYEE MEDIAN EARNINGS AND PAY GAP



### COUNTY ELECTED POSITION GENDER REPRESENTATION



In 2023, 36.7% of Miami-Dade County elected officials were female.

While women were **43.6%** of the full-time workforce, only **39.3%** of full-time county employees were women.

Sources for County Data:  
MDC Human Resources Department  
Office of Small Business Development  
Clerk of the Board

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

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## Summary Table

Category	Indicator	Women	Men	Wage Gap	Changes
<b>Education</b>	2020-2021 High School Graduation Rates	90.9%	85.4%		
	High School Diploma Attainment	26.7%	28.4%		
	Bachelor's Degree Attainment	21.6%	21%		
	Graduate Degree Attainment	13.3%	13.7%		
<b>Employment</b>	Labor Force Participation	75.4%	83%		
	Unemployment	3.2%	3.1%		
	Percent of Gender Working Full Time	43.6%	56.4%		
<b>Income and Earnings</b>	Poverty Rate	15.7%	13.1%		
	Median Earnings for Full Time Workers	\$41,454	\$50,577	18%	5.0%
	Median Earnings with Bachelor's Degree	\$45,887	\$62,490	26.6%	8.6%
	Median Earnings with Graduate Degree	\$65,093	\$86,976	25.2%	1.6%
<b>Industry Employment and Earnings</b>	Percent of Women and Men in Retail Trade	42.4%	57.6%		
	Retail Trade Median Earnings	\$31,332	\$41,577	24.6%	-4.1%
	Percent of Women and Men in Educational Services	67%	33%		
	Educational Services Median Earnings	\$49,229	\$56,923	13.5%	-2.6%
	Percent of Women and Men in Health Care and Social Assistance	72.0%	28.0%		
	Health Care and Social Assistance Median Earnings	\$40,427	\$64,474	37.3%	6.5%
<b>Occupations and Earnings</b>	Percent of Women and Men Management, Business, and Financial Occupations	42.5%	57.5%		
	Management, Business, and Financial Median Earnings	\$64,185	\$82,030	21.8%	4.5%
	Percent of Women and Men in Office and Administrative Support Occupations	68.9%	31.1%		
	Office and Administrative Support Median Earnings	\$38,429	\$41,585	7.6%	-1.8%
	Percent of Women and Men Education, Legal, Community Service, Arts, and Media Occupations	64.2%	35.8%		
	Education, Legal, Community Service, Arts, and Media Median Earnings	\$52,138	\$69,900	25.4%	6.1%



## Population Characteristics

### Race and Ethnicity

According to the Census Bureau’s 2020 Decennial Survey, Miami-Dade County, Florida, had a total population of 2,701,767.<sup>1</sup> The population was predominately Hispanic or Latino (68.7 percent), followed by Black or African American (14.8 percent) and White, not Hispanic or Latino (13.4 percent) (Table 1). Though the Decennial Survey may provide more precise population counts, the data is not as specific or detailed as the Census Bureau’s American Community Survey (ACS). Therefore, this report will utilize ACS 1-Year and 5-Year estimates to provide more detailed accounts of race, ethnicity, education, and economic opportunity. When developing this analysis, the 2022 ACS 1-Year Estimates was the most recent available data. Subsequent topics, including health, safety, and local government hiring and equity data, will derive from local and state databases and County representatives.

Table 1: 2020 Decennial Survey Population Breakdown

	Count	% of Total
<b>Total Population</b>	2,701,767	
Population of One Race	1,570,186	58.1%
White Alone (not Hispanic or Latino)	361,517	13.4%
Black or African American Alone	400,002	14.8%
Asian Alone	44,124	1.6%
Some Other Race Alone	329,167	12.2%
Population of Two or More Races	1,131,581	41.9%
Hispanic or Latino	1,856,938	68.7%

Source: 2020 Decennial Survey

The 2022 1-Year ACS Estimates reported that the proportions of the total population by race and

<sup>1</sup> Census Bureau. (2020). Decennial Census.

<sup>2</sup> Significant change is 3 percent or higher.

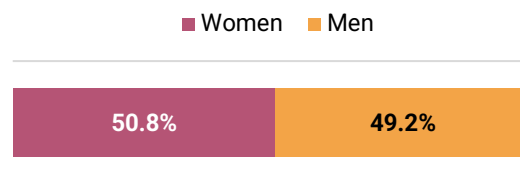
ethnicity have remained the same since the 2020 Decennial Survey. The 2022 1-Year Estimates also stated that the overall population has minimally increased from 2,662,777 in 2021 to 2,673,837 in 2022.

Even though the total population increase was minimal, the population of men in Miami-Dade County (3 percent increase) grew more than women (.3 percent decrease). There was a 3 percent increase in White, not Hispanic men and a 3.5 percent increase in Asian men. At the same time, no population of women by race and ethnicity had a significant change.<sup>2</sup>

### Age and Sex

Since 2017, Miami-Dade County’s population has been predominantly women. The 2022 population followed the same pattern, with 50.8 percent women and 49.2 percent men (Figure 1). More specifically, the population of women was 1,359,343, compared to men’s 1,314,494.

Figure 1: Population Proportion by Gender



Source: 2022 ACS 1-Year Estimates

The median age for Miami-Dade County was 40.9 in 2022, 42.4 years for women and 39.4 for men. Between the 2021 and 2022 ACS 1-Year Estimates, there was no significant change in the median age. Also, compared to the 2021 ACS 1-Year Estimates, there were no significant changes in the population breakdown by age bracket. However, it is important to reiterate the age breakdown of Miami-Dade County’s population to connect it to the following topics of this report (Figure 2). For example, the majority of the County’s population is in the primary working age group.<sup>3</sup> Miami-Dade County also continued to have a significant difference between the proportion of women and men ages 65 and older. The population ages 65 and older was 58.3 percent women and 41.7 percent men (Fig. 2).

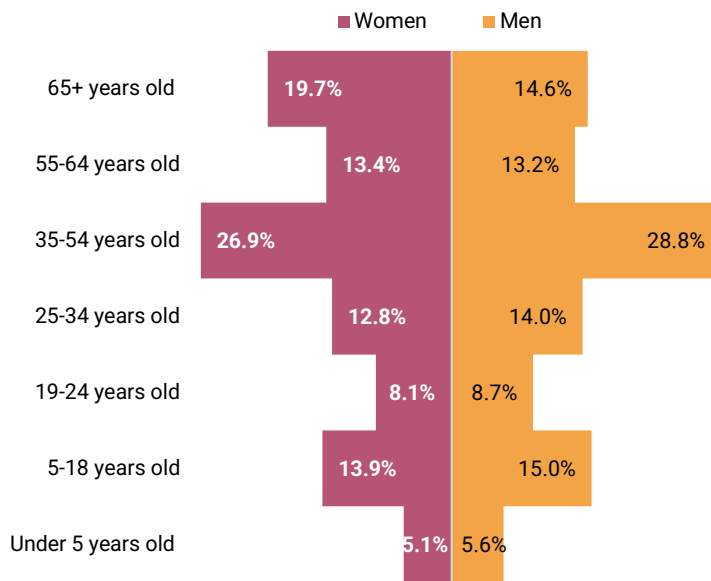
<sup>3</sup> The primary working age group is the 25–54-year-old age bracket.

Figure 2 represents a population pyramid which shows the distribution of ages by gender. The shape of a population pyramid depends on a community's development stage. An expansive population pyramid is distributed in a normal triangular shape with the lowest population proportion at the top and the highest at the bottom.<sup>4</sup> A stationary population pyramid is distributed rectangularly, with each generation at the exact or near replacement rate.<sup>5</sup> Stationary population pyramids are found in communities with high quality of life and low birth rates. Finally, a constrictive population describes an elderly and shrinking population.<sup>6</sup> A constrictive population pyramid take a "beehive" shape, as the largest proportion of the population is in the primary working age groups.<sup>7</sup> As the largest proportions of the population in 2022 was concentrated in the middle, Miami-Dade County's population represented a constrictive pyramid. Constrictive population pyramids occur when a society has low mortality rates, low fertility rates, easy access to birth control measures, and an aging population. One explanation for the concentration of Miami-

Dade County's primary working age group could be that the 25-54 aged generation is choosing against having children and maintaining the replacement rate. Another explanation could be a high in-migration rate for those 25-54, which offset the proportion of older and younger populations.

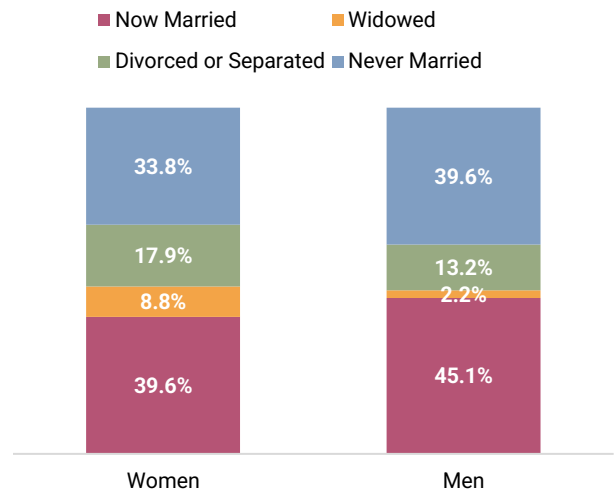
Compared to 2021, there were minimal changes to the marital status of women in Miami-Dade County (Figure 3). In 2022, 39.6 percent of women were married, whereas 33.8 percent had never married. The Census Bureau reports this data for the population that is 15 years or older; however, 98.6 percent of women 15 to 19 years old were never married. Less than one percent of women in this age group (0.9 percent) were married in 2022, and 0.5 percent were separated. Men continued to have higher proportions of both married men (45.1 percent) and men who have never married (39.6 percent), while women in Miami-Dade County had higher proportions of divorce (17.9 percent) and widowed status (8.8 percent).

Figure 2: Age by Gender



Source: 2022 ACS 1-Year Estimates

Figure 3: Marital Status by Gender



Source: 2022 ACS 1-Year Estimates

<sup>4</sup> Saroha, J. (2018). Types and significance of population pyramids. *World Wide Journal of Multidisciplinary Research and Development*, 4(4), 59-69.

<sup>5</sup> Ibid.

<sup>6</sup> [What are the Different Types of Population Pyramids? - Population Education](#)

<sup>7</sup> Ibid.

## Household Characteristics

The Census Bureau defines a household as a unit (house or apartment) and all individuals living in the unit, including non-related members.<sup>8</sup> Households are further categorized as families and nonfamilies. Family households include the household’s primary owner or renter plus anyone related by marriage, birth, or adoption. Family household structures include married-couple households, women-led households with no spouse, and men-led households with no spouse. A nonfamily household is an individual owner or renter living alone or with another person they are specifically not related to. It is important to note that if a non-related individual lives in a family household, that individual is not calculated within the family household data.

Miami-Dade County had 983,509 households in 2022, a minimal 2.1 percent increase from 2021 (Table 2). Of the households, 67 percent were families, and 33 percent were nonfamily households. Compared to 2021, there was a minimal decrease in married-couple families and the average married-couple family size. The only household structure to decline since 2021 was married couples (1.9 percent decrease or loss of 7,830 married couples).

**Table 2: Households and Families**

	Total	% of Total	% with Children
<b>Total Households</b>	983,509		
Family Households	658,613	67.0%	38.5%
Married-Couple Households	405,943	61.6%	37.2%
Women-led Households with No Spouse	173,477	26.3%	43.3%
Men-led Householder with No Spouse	79,193	12.0%	34.5%
Nonfamily Households	324,896	33.0%	(x)

Source: 2022 ACS 1-Year Estimates

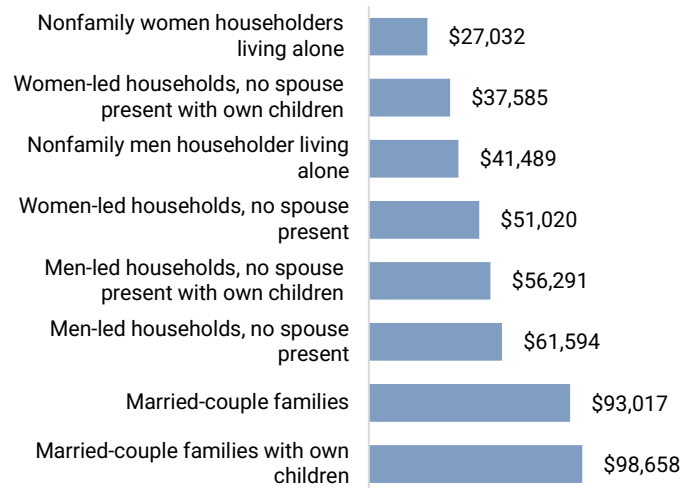
Furthermore, women-led households with no spouse present slightly increased by 2.3 percent and had an average of 3.17 family size. The men-led households were the most notable change within the household structures in Miami-Dade County. The total of men-led households increased by 15.2

percent. Though the number of women-led households in 2022 (173,477) was still significantly higher than men-led households (79,193), the increase in men-led households reflects the population change and may contribute to the median income changes and the wage gap.

## Household Median Income

In 2022, the median household income was \$67,263, a 3.9 percent increase from 2021. When comparing the 2022 median household incomes to 2021, the previous year’s median household incomes were adjusted for 2022 inflation to adequately analyze economic mobility and prosperity. Between 2021 and 2022, women-led households with no spouse present and with their own children were the only household structure to not see an increase in income. The median income for women-led households with no spouse present and their own children significantly decreased by 3.6 percent (Figure 4). It was noted in the 2022 Status of Women report that women-led households saw an 11 percent increase in the median income. However, this significant increase to a decrease may in part be due to the expiration of governmental assistance during the pandemic, which was greater for households with children and fluctuated based on marital status.<sup>9 10</sup>

**Figure 4: Median Income by Household Type**



Source: 2022 ACS 1-Year Estimates

<sup>8</sup> United States Census Bureau. (2023). Glossary. <https://www.census.gov/glossary>

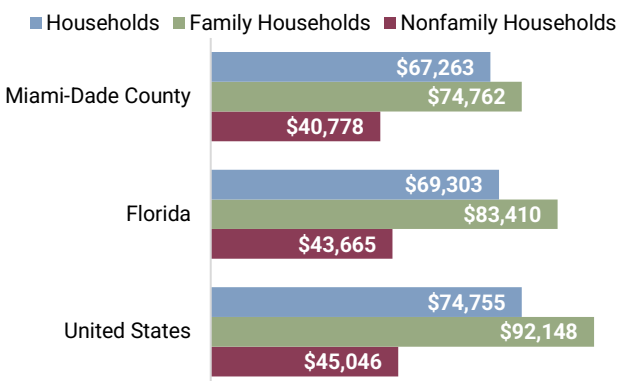
<sup>9</sup> Congressional Research Services. (2020, November 9) COVID-19 Pandemic’s Impact on Household Employment and Income.

<sup>10</sup> Grahns, A. & Russo, A. (2022, July 4). How many stimulus checks were issued so far? | The US Sun (the-sun.com). The U.S. Sun.

The most significant change in median income per household was for nonfamily women living alone. When adjusting for inflation, the median income increased by 10.6 percent between 2021 and 2022. However, despite the significant increase, the median income was \$27,032, an unlivable base that has not risen to match the County's cost of living. For example, the 2022 median rent in Miami-Dade County, according to the ACS 1-Year Estimates, was \$1,665. Affordable housing, according to the U.S. Department of Housing and Urban Development, is a unit for "which the occupant is paying no more than 30 percent" of gross monthly income for housing costs.<sup>11</sup> With a \$27,032 median income, women living alone would need to find housing at approximately \$675.8 to avoid being cost-burdened.<sup>12</sup> However, if a woman living alone with a \$27,032 income was paying the median rent at \$1,665 per month, she would need to maintain \$587 per month to cover additional living costs, including utilities.

Compared to Florida and the United States, Miami-Dade County has continued, since 2019, to have lower median incomes for all households, family households, and nonfamily households (Figure 5). The greatest difference between the three geographic areas was the median household income for families. Families in Miami-Dade County made approximately \$17,000 less than families at the national level and about \$8,000 less than families at the state level.

Figure 5: Geographic Comparison of Household Median Income



Source: 2022 ACS 1-Year Estimates

<sup>11</sup> U.S. Department of Housing and Urban Development. (2011). HUD Archives: Glossary of Terms to Affordable Housing - HUD.

## Housing Mobility

Though the population of women-led households slightly increased, there was a significant decrease in women-led households in owner-occupied units (4.3 percent decrease) and a significant increase in renter-occupied units (3.4 percent increase). Related to the previous section, the significant increase in women renters poses questions about women's economic security, mobility, and prosperity, especially considering women's median incomes being below national averages.

The ACS 1-Year Estimates report residents' geographic mobility by selected characteristics. In 2022, 6.7 percent of the total population 1 year and over moved within the County, 6.6 percent of men and 6.7 percent of women. Another significant change in geographic mobility by gender was the 3.1 percent of men who moved from abroad.

The data for geographic mobility is only specific to gender, age, race and ethnicity, and income, and it does not distinguish the categories within each other. However, the data does indicate that the small percentage of individuals moving into Miami-Dade County from another state made significantly more than the County's median income. The median income for those who moved from another state to Miami-Dade County was \$45,547, compared to the County's median income of \$31,786. Unfortunately, as the data was not gendered by income bracket, a full explanation linking the increasing wage gap cannot be fully attributed to in-migration from another state.

However, it was important to highlight that 10.5 percent of the population aged 25 to 34 moved within the County in 2022. Furthermore, when combined with the 35- to 54-year-old age group (the primary working age group), 8 percent (approximately 88,200 individuals) moved within the County. Compared to 2021, this is a minimal decrease in individuals moving within the County. In 2021, 10.4 percent of the primary working age group moved within Miami-Dade County.

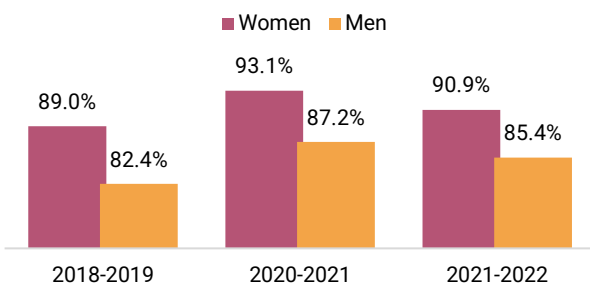
<sup>12</sup> Cost-burdened owners or renters are those paying more than a third of their monthly income on housing costs.

## Education

### High School Education

The Florida Department of Education high school graduation rate includes K-12 General Education, Alternative Education, Special Education, Adult General Education, and Career and Technical Education, and Other. According to the Florida Department of Education, the 2021-2022 public school cohort population was 24,061, 49.8 percent women and 50.2 percent men. There was a 90.9 percent graduation rate for women, a 2.2 percentage point decrease from the previous 2020-2021 cohort (Figure 6). The men of the 2021-2022 cohort had a graduation rate of 85.4 percent, a 1.8 percentage point decrease.

Figure 6: MDC High School Graduation Rate by Gender



Source: Florida Department of Education

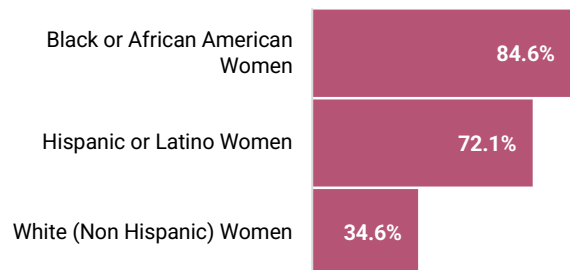
Figure 7 depicts the rate of economically disadvantaged women by race and ethnicity. The Florida Department of Education defines “economically disadvantaged” as individuals who “have economic disadvantages and who require special services and assistance to succeed in career and technical education programs.”<sup>13</sup> For example, according to the Florida Department of Health, in 2022, for economically disadvantaged students to be eligible for free or reduced lunch, a household of four members would need to make \$36,075 annually.<sup>14</sup>

In the 2021-2022 cohort, economically disadvantaged Hispanic women’s graduation rate decreased by 3 percent (90.3 percent). Black or African American men’s graduation rate decreased by 6 percent (76.1 percent). Economically disadvantaged White non-Hispanic men’s graduation rate increased by 3.5 percent (91.2 percent). Economically disadvantaged Black or African American women’s graduation rate only decreased slightly by 1.4 percent (87.4 percent). However, the Black or African American non-economically disadvantaged women’s graduation rate decreased by 3.7 percent (88.7 percent). The graduation rate of White non-Hispanic only slightly decreased since 2021.

Figures 7 and 8 offer insight into how lower income within households is a major predictor of lower graduation rates when correlated with race and ethnicity. There is a higher chance of this occurring, especially within women-led households, which will be discussed further in Economic Opportunity. Black or African American households are more likely to fall under the poverty line than their Hispanic and White counterparts. Economic disadvantage can affect academic success.

As seen in Figure 7, 84.6 percent of Black or African American women were economically disadvantaged, a 4.5 percentage point decrease from 2021 (89.1 percent). Approximately 72.1 percent of Hispanic or Latino women were economically disadvantaged, a 5.6 percentage point decrease from the previous cohort (77.7 percent).

Figure 7: Rate of Economically Disadvantaged Women Students by Race and Ethnicity, 2021-22 Cohort



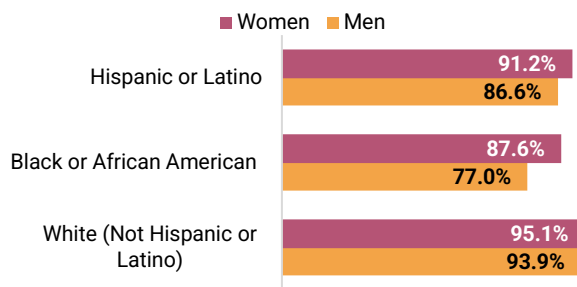
Source: Florida Department of Education

<sup>13</sup> “DOE Information Database Requirements Volume I,” (2022). Florida Department of Education.

<sup>14</sup> Florida Department of Health, (2022). ‘Child Care Food Program Continues to Contribute to Child Wellness in Florida.’

Figure 8 depicts the high school graduation rate within Miami-Dade County by gender, race, and ethnicity for the 2021-2022 school year. White non-Hispanic women had the highest graduation rate (95.1 percent). Black or African American men had the lowest graduation rate, which decreased from 81.9 percent in the 2020-2021 school year to 77.0 percent in the 2021-2022 school year. Hispanic women's graduation rate decreased by 2.7 percentage points (91.2 percent). Black or African American women's graduation rate decreased 1.6 percentage points (87.6 percent).

Figure 8: MDC High School Graduation Rate by Race/Ethnicity and Gender, 2021-2022



Source: Florida Department of Education

### Changes in Type of School Enrollment

Enrollment in Miami-Dade public schools has increased recently due to migration to Florida. The 2022-2023 school year saw a 2,500-student increase.<sup>15</sup> This influx of new students is the result of increased out-of-state migration and immigration from countries such as Venezuela, Nicaragua, Cuba, and Haiti.<sup>16</sup> The increase in student enrollment is an area of concern as teacher vacancies within Miami-Dade continue. Miami Dade College is addressing this challenge with the Teaching Academy Dual Enrollment Program.<sup>17</sup>

According to Florida's Department of Education annual 2022 report, Florida's Private Schools within Miami-Dade, private school enrollment makes up 40.6 percent of PreK to 12<sup>th</sup> grade.<sup>18</sup> The Florida Tax Credit Scholarship bill signed in March 2023 may determine the future of private school enrollment in the next few years. The Florida Tax Credit Scholarship offers a voucher of about \$8,000 per year that may be used at private schools.<sup>19</sup> Families of four who make around \$51,000 annually are given priority when applying for the voucher.<sup>20</sup> Throughout Florida, there has been a 16,000 student increase in private school enrollment, but this has yet to have a significant impact on private school enrollment within Miami-Dade County.<sup>21</sup> Currently, the majority of students who have obtained a voucher in Miami-Dade County were already enrolled in private schools.<sup>22</sup>

Homeschooling in Miami-Dade has become a more prevalent choice among parents, with homeschool enrollment from the 2019-2020 to the 2021-2022 school year increasing by 43 percent.<sup>23</sup> *Home Education in Florida*, a 2022 report from the Florida Department of Education, notes that state law does not require an educational background for parents to homeschool their children.<sup>24</sup> Since 2017-2018, the number of homeschooled students has increased throughout the state by 69 percent (117,746).<sup>25</sup> Within Florida, Miami-Dade County ranks seventh place for a school district with the most homeschooled students in the 2021-2022 school year (5,859 students).<sup>26</sup> Broward County ranked second (10,412).<sup>27</sup>

<sup>15</sup> Brugal, S., (2023). 'Immigration spike has created an unexpected wave of enrollment at Miami-Dade Schools.'

<sup>16</sup> Ibid.

<sup>17</sup> Galvan, A. (2023). *Miami Dade College Enrollment soars 6%* (miamitodaynews.com).

<sup>18</sup> *Florida's Private Schools 2021-22 School Year Annual Report* (2022). Florida Department of Education.

<sup>19</sup> 'Florida's expanded school voucher system explained: What's changed and who's eligible,' (2023). NBC6.

<sup>20</sup> Ibid.

<sup>21</sup> Ibid.

<sup>22</sup> Brugal, S., (2023). 'More Miami-Dade families signed up for vouchers, but majority were private school students.' Miami Herald.

<sup>23</sup> Dee, T., (2023) 'Where the Kids Went: Nonpublic Schooling and Demographic Change during the Pandemic Exodus from Public Schools.' Urban Institute.

<sup>24</sup> *Home Education in Florida 2021-22 School Year Annual Report* (2022). Florida Department of Education.

<sup>25</sup> Ibid.

<sup>26</sup> Ibid.

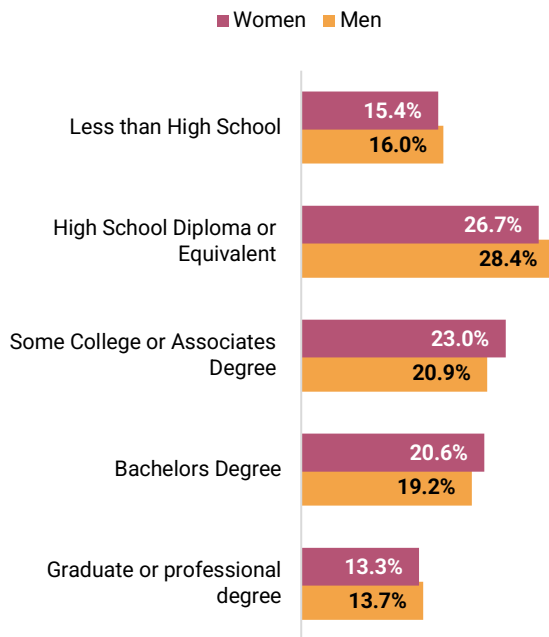
<sup>27</sup> Ibid.



## Higher Education

There were no significant changes across all educational brackets compared to 2021. Figure 9 presents the 2022 educational attainment for men and women, showing almost equal proportions with a bachelor's degree or higher.

Figure 9: Educational Attainment by Gender, 2022



Source: 2022 ACS 1-Year Estimates

Table 3 displays the proportion of bachelor's degrees awarded by gender for the population 25 years and older within Miami-Dade County. Women 65 years and over are the least represented in Science, Engineering, and related fields (32.7 percent). The percentage of women who obtained a bachelor's in education decreased in the 25 to 39 years category by 1.3 percentage points (7.4 percent) since 2021 (6.1 percent). In contrast, STEM bachelor's degree holders in the 25 to 39 years category increased by three percentage points (46.1 percent). Arts, Humanities, and other degree holders increased for women in the 40 to 64 years category by 4.7 percentage points (19.3 percent) since 2021 (14.6 percent). The percentage of women obtaining a Business degree in the 40 to 64 years category decreased by 3.6 percentage points (26.9 percent).

For the 2023-2024 academic year, Florida International University (FIU) had a total of 54,046 students enrolled 1,536 fewer students than the previous year (55,582 students).<sup>28</sup> Of the total amount of students, 56.7% of FIU students are women, with 36.1 percent being Hispanic women and 0.7 percent being Black or African American women.<sup>29</sup> Of the degrees awarded during the 2023-2024 academic year, 61.7 percent were awarded to women.<sup>30</sup> FIU's College of Arts, Sciences, and Education (CASE) had the highest enrollment with 16,269 students, and the second highest being the College of Business with 8,716 students.<sup>31</sup>

Table 3: Bachelor's Degree for the Population 25 year and older by Gender

Bachelor's Degree	25 to 39 Years		40 to 64 Years		65 Years and Over	
	Men	Women	Men	Women	Men	Women
Science, Engineering, and Related	48.8%	46.1%	47.2%	39.3%	50.1%	32.7%
Business	29.6%	25.0%	31.1%	26.9%	27.0%	16.1%
Education	1.1%	7.4%	5.1%	14.6%	9.1%	29.2%
Arts, Humanities, and Other	20.5%	21.6%	16.6%	19.3%	13.9%	22.1%

Source: 2022 ACS 1-Year Estimates

<sup>28</sup> Florida International University. (2022). Fact Book. FIU: Accountability Dashboards : AIM

<sup>29</sup> Ibid.







<sup>30</sup> Ibid.

<sup>31</sup> Ibid.

Miami-Dade College has not yet released their 2022-2023 data on student enrollment. In the 2021-2022 academic year, 58.8 percent of the 74,937 students enrolled were women.<sup>32</sup> Miami-Dade College did not distinguish data by gender, race, and ethnicity, but reported that 74.4 percent of students were Hispanic or Latino.<sup>33</sup> However, Miami-Dade College did release their completion report for the 2022-2023 academic year, reporting that 17,514 associate degrees were awarded.<sup>34</sup> Of the associate degrees awarded, 77.4 percent were awarded to Hispanic or Latino students and 14.5 percent were awarded to Black or African American students.<sup>35</sup>

Table 4 depicts the median earnings by educational attainment for men and women in 2022. The wage gap between men and women 25 years and over with earnings increased 2.7 percentage points since 2021 (24.7 percent). In 2022, the median earnings of men and women with some college or associate's degree was a 31.9 percent wage gap, a 10.3 percentage point increase from 2021. The wage gap for men and women obtaining a bachelors was 26.6 percent, with an 8.6 percentage point increase from the previous year (18 percent). Although the wage gap is still significant for those with less than high school (26.2 percent), high school (includes equivalency) (28.2 percent), and graduate or professional degree (25.2 percent), the increase was minimal.

**Table 4: Median Earnings by Educational Attainment 2022**

<b>Educational Attainment</b>	<b>Women</b>	<b>Men</b>	<b>Wage Gap</b>	<b>Wage Gap Change</b>
<b>Population 25 years and over with earnings</b>	\$35,472	\$47,128	24.7%	
Less than High School Graduate	\$22,913	\$31,049	26.2%	
High School Graduate (Includes Equivalency)	\$26,856	\$37,392	28.2%	
Some College or Associate's Degree	\$33,040	\$48,491	31.9%	
Bachelor's Degree	\$45,887	\$62,490	26.6%	
Graduate or Professional Degree	\$65,093	\$86,976	25.2%	

Source: 2022 ACS 1-Year Estimates

Note: The wage gap summary presented in the table does not consider the impact of high wage occupations.

<sup>32</sup> Miami Dade College. (2022). MDC Fact Book: Credit Student Enrollment Profile.

<sup>33</sup> Ibid.

<sup>34</sup> Ibid.

<sup>35</sup> Ibid.



## Economic Opportunity

### Poverty

#### Poverty Status by Gender

The 2022 poverty rate for Miami-Dade County was 14.4 percent, a total of 379,727 residents. There was no significant change compared to the 2021 rate (14.9 percent). Similar to 2021, Miami-Dade County had a higher poverty rate when compared to Florida (12.7 percent) and the United States (12.6 percent).

Women in Miami-Dade County had a 15.7 percent poverty rate, compared to men at 13.1 percent. For either gender, there was no significant change to note. The proportion of residents living in poverty was also predominately women compared to men at 55.2 percent and 44.8 percent, respectively.

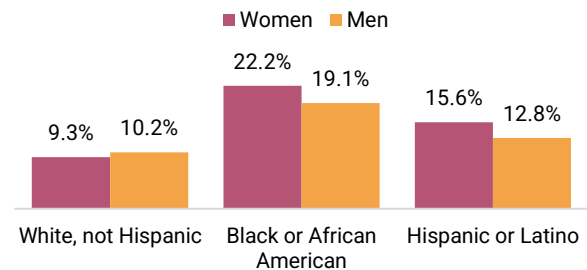
Every year, the poverty threshold increases with the Consumer Price Index's impact on the cost of food. The official poverty line was developed in 1963 and is based on the cost of food an individual or household would spend per year. Therefore, those who fall below the poverty line are considered those who cannot meet their basic nutrition needs.<sup>36</sup> The 2022 poverty threshold for an individual was \$13,590.<sup>37</sup> For a single-person family unit, it was \$14,880, increasing to \$18,900 for two-person households and to \$20,172 for two household members with a related child.<sup>38</sup>

Given these numbers are extremely low, it does not capture the full picture of residents in Miami-Dade County who struggle daily to financially meet the minimum necessities. The poverty threshold does not account for housing, transportation, or health costs. However, it does take into perspective the

severity and conditions for approximately 370,000 Miami-Dade County residents living in poverty.

When analyzed by race and ethnicity, the data reveal worsening disparities in the County (Figure 10). The poverty rates for Hispanic or Latino women did not significantly change; however, the poverty rate for Black or African American women increased from 18.7 percent in 2021 to 22.2 percent in 2022. The poverty rate for White, not Hispanic, women decreased from 11.9 percent to 9.3 percent. As for men in the County, the poverty rate for Black or African American and Hispanic or Latino men did not fluctuate significantly. However, the poverty rate for White, not Hispanic or Latino men increased from 8.6 percent to 10.2 percent.

Figure 10: Poverty Rate by Gender, Race, and Ethnicity



Source: 2022 ACS 1-Year Estimates

Specifically, among women in poverty, the percentage of Black or African American women increased from 17.3 percent in 2021 to 20.9 percent in 2022. White, not Hispanic or Latino women in poverty decreased from 8.6 to 6.8 percent of the total, and Hispanic or Latino decreased from 71.5 percent to 69.8 percent. Though the rates may reflect the proportions of total women living in the County, when put into perspective, Hispanic or Latino women were approximately ten times more likely to live in poverty compared to White, not Hispanic or Latino, women and Black or African American women were three times more likely to live to in poverty compared to their White, not Hispanic or Latino, counterparts.

<sup>36</sup> [Frequently Asked Questions Related to the Poverty Guidelines and Poverty | ASPE \(hhs.gov\)](#)

<sup>37</sup> [What is the federal poverty level \(FPL\)? | healthinsurance.org](#)

<sup>38</sup> [Poverty Thresholds \(2022\). \(census.gov\)](#)

**Table 5: Women in Poverty by Race and Ethnicity**

	Total	% of Total
<b>Total Women in Poverty</b>	209,698	
White, not Hispanic or Latino	14,321	6.8%
Black or African American	43,842	20.9%
Hispanic or Latino	146,324	69.8%
Other	5,211	2.5%

Source: 2022 ACS 1-Year Estimates

The poverty rate for children under 18 years old was 17.2 percent and did not change between 2021 and 2022. However, when analyzed by race, ethnicity and gender, the rate of Black or African American girls in poverty increased significantly from 16.3 percent in 2021 to 34.2 percent in 2022. While the rate for Black or African American boys and Hispanic or Latino boys and girls did not significantly change, the rate for White, not Hispanic or Latino, girls and boys decreased by 5 percent and 3.7 percent, respectively. The poverty rate for White, not Hispanic or Latino, girls was 4.5 percent, compared to White, not Hispanic or Latino, boys at 9 percent.

**Poverty Status by Household Type**

For poverty by status of household type, the data focuses on the three major racial and ethnic groups in Miami-Dade County, as the remaining races and ethnicities are less than one percent of the total. However, this rate of households by other races and ethnicities made up 1.8 percent of the total in 2021, revealing a slight decrease in the population of other races in poverty.

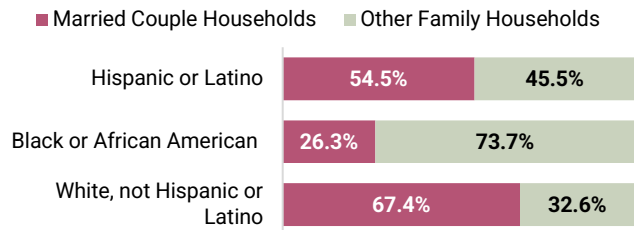
Therefore, in 2022, 71,828 households from the three major racial and ethnic groups lived in poverty, a 4.3 percent decrease from 2021. Despite the decrease in the overall rate, the count and rate of Black or African American households living in poverty increased. In contrast, the numbers for White, not Hispanic or Latino, and Hispanic or Latino households decreased.

Approximately 16,000 Black or African American households lived in poverty in 2022, an 18.7 percent poverty rate. Hispanic or Latino households had a 10.8 percent poverty rate with 51,743 households in poverty, and 3,788 White, not Hispanic or Latino, households were in poverty (5.4 percent). As Hispanic or Latino households had a

higher count of households in poverty, Black or African Americans were disproportionately affected by poverty. The chances of Black or African American households living in poverty were significantly higher than their counterparts.

When analyzing the poverty rates by household type, the proportions of married couples in poverty compared to other family structures were significantly different. As seen in Figure 11, Black or African American other family households were the significant proportion of total Black or African American households in poverty. Moreover, 45 percent of both Black or African American and Hispanic or Latino married couples in poverty had own children under 18, whereas 20 percent of White, not Hispanic or Latino, married couples had children under 18.

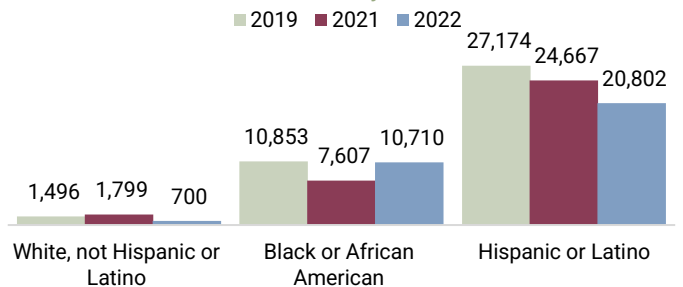
**Figure 11: Proportion of Married and Other Family Households by Race and Ethnicity**



Source: 2022 ACS 1-Year Estimates

As for other family households, Figure 12 shows the variations of women-led households with no spouse present by race and ethnicity from 2019 to 2022. Hispanic or Latino women-led households with no spouse present have seen a relative decline since 2019, while White, not Hispanic or Latino, and Black or African American women-led households have fluctuated. Furthermore, 86.8 percent of Black or African American women-led households with no spouse present had children, 9,293 in total.

**Figure 12: Women-led Households in Poverty by Race and Ethnicity**



Source: 2022 ACS 1-Year Estimates

Approximately 75 percent of Hispanic or Latino women-led households with no spouse present had children. These two rates were significantly higher than their White, not Hispanic or Latino, women-led households with no spouse present with children who had a 47.1 percent rate.

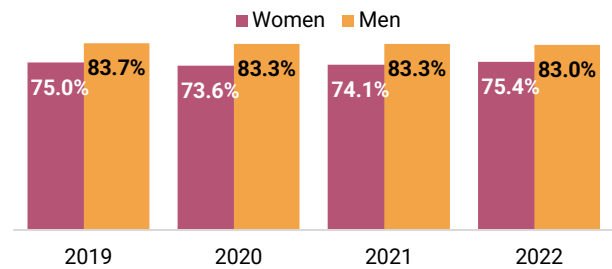
It is significant to note that, even though the counts may have been lower than women, Black or African American men-led households with no spouse were also significantly more likely to have own children. The 2022 ACS estimated that almost 100 percent of Black or African American men-led households with no spouse present had children living with them. As there is a margin of error, this rate was higher than White, not Hispanic or Latino (89.2 percent) and Hispanic or Latino (44.8 percent) men-led households with no spouse present.

Table 6 shows the total and rates for households in poverty. There was a significant change in the proportion of married couple households and other family households, as well as a significant increase in men-led households with no spouse present.

## Labor Force Participation

Between 2021 and 2022, the labor force was 1,409,359, an increase of 24,125 workers, of whom 13,455 were women and 10,670 men. The overall 2022 labor force participation rate was 63.9 percent. Compared to previous years, Figure 13 shows that the labor force participation rates have not changed when analyzed by gender, despite this increase. Men continued to have significantly higher participation rates compared to women, 83 percent, and 75.4 percent, respectively.

Figure 13: Labor Force Participation Rates by Gender



Source: 2022 ACS 1-Year Estimates

Table 6: Poverty of Households by Household Type

	2021	% of Total	2022	% of Total
<b>Total Households</b>	633,268		639,125	
<b>Total Households with Income under the Poverty Threshold</b>	75,083	11.9%	71,828	11.2%
<b>Married Couple</b>	34,460	<b>45.9%</b>	30,378	<b>42.3%</b>
Married Couple with Children under 18	15,501	45.0%	13,095	43.1%
<b>Other Family</b>	40,623	<b>54.1%</b>	41,450	<b>57.7%</b>
<i>Man-led Households with no Spouse Present</i>	6,550	16.1%	9,238	22.3%
With Related Children of the Householder under 18 Years	3,616	55.2%	5,100	55.2%
<i>Woman-led Households with no Spouse Present</i>	4,073	83.9%	32,212	77.7%
With Related Children of the Householder under 18 Years	25,167	73.9%	25,301	78.5%

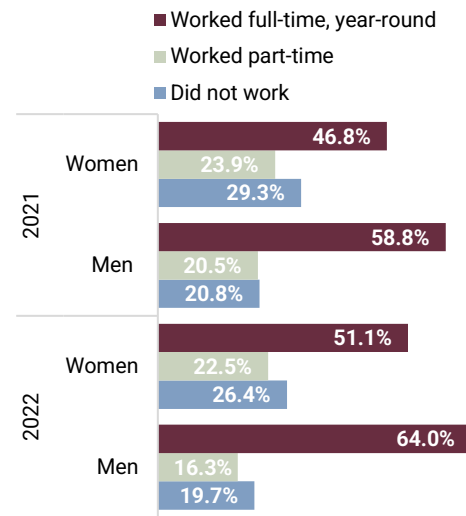
Source: 2022 ACS 1-Year Estimates

In terms of unemployment, the Bureau of Labor Statistics reported an annual 2.6 percent unemployment rate for 2022.<sup>39</sup> The rate has remained low through 2023 with the most recent Bureau of Labor Statistics Quarterly Workforce Indicators reporting a 1.9 percent unemployment rate in August 2023 (end of the third quarter).<sup>40</sup>

As seen in Figure 14, there were significant changes in both the proportions of men and women working full-time year-round. For women, the proportion of women who did not work decreased between 2021 and 2022 from 29.3 percent to 26.4 percent, while the percentage of women working full-time increased by an approximate 4 percent point difference (46.8 percent to 51.1 percent). Whereas for men, there was a significant decrease in both men working part-time and men who did not work. Men working full-time increased from 58.8 percent in 2021 to 64.0 percent in 2022. Furthermore, the rate of women working part-time did not significantly change. One of the main takeaways from Figure 14 was that, even though the rate of women working full-time considerably increased, it still lagged behind men. It may be concluded that while women are making improvements and rejoining the workforce, men continue to outpace their advancements.

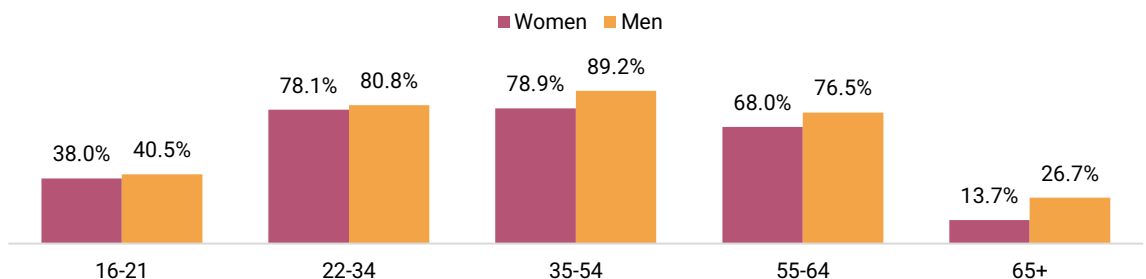
There are two significant changes compared to 2021 in women’s and men’s participation rates (Figure 15). Men’s labor force participation rate for ages 16 to 21 increased from 36.4 percent in 2021 to 40.5 percent in 2022. Women’s labor force participation rate for ages 16 to 21 increased from 34.3 percent in 2021 to 38 percent in 2022. Furthermore, even though the men’s labor force participation for those 55-64 did not change, the participation rate for women increased from 64.9 percent in 2021 to 68 percent in 2022, or an increase equal to 5,167 women.

Figure 14: Full-time, Part-time, and Did not Work by Gender 2021 and 2022



Source: 2022 ACS 1-Year Estimates

Figure 15: Labor Force Participation Rates by Age and Gender



Source: 2022 ACS 1-Year Estimates

<sup>39</sup> U.S. Bureau of Labor Statistics. (2023). Local Area Unemployment Statistics. Bureau of Labor Statistics Data (bls.gov)

<sup>40</sup> U.S. Bureau of Labor Statistics. (2023). Local Area Unemployment Statistics. Bureau of Labor Statistics Data (bls.gov)

## Median Earnings and Wage Gap

In 2022, the number of full-time workers increased by approximately 40,000 women and 60,000 men, bringing the total full-time employed population to 1,052,102. The 2022 population of full-time workers was about 17,000 lower than 2019.

In 2022, the median earnings for Miami-Dade County residents who worked full-time, year-round, were \$46,247. After adjusting the 2021 median earnings for 2022 inflation, the change in earnings was not significant. Furthermore, the median earnings for men did not change significantly and was estimated at \$50,577. In 2022, women's median earnings were \$41,454. However, when adjusting women's 2021 median earnings and comparing them to 2022, the median decreased by 5.6 percent.

Following this decrease in women's median wages, the wage gap for Miami-Dade County increased by five percentage points in one year. The pattern of the wage gap decreasing from 19.6 percent in 2019 to 13 percent in 2021, but then spiking back up, may reveal that the County is returning to pre-Covid economic conditions. It is a concerning matter regarding the status of women, as it was noted that many women left the workforce during the pandemic. Therefore, if women leaving the workforce actually decreased the wage gap, what does that mean for the women who re-entered full-time during 2022 and future women looking for jobs?

During the pandemic the gap decrease was the result of more women than men leaving or losing low-wage jobs. As the pandemic impact waned, women returned to these positions. For example, the 2021 ACS Estimates reported that there were 85,608 women in service occupations, a 17.3 percent decrease from 2019. In 2022, there were 95,882 women in service occupations, a 12 percent increase between 2021 and 2022. Therefore, between 2019 and 2022, most women who left during the pandemic were in low-paying occupations, and those who returned post-pandemic went back to the same occupation.

Miami-Dade County was not the only area that saw a significant increase in the wage gap (Table 7). However, Miami-Dade County's wage gap was significantly higher than Broward County (8.4

percent) and Florida's (15.2 percent gap). Furthermore, Miami-Dade County had the lowest median earnings out of the three South Florida counties, the state, and the nation. Compared to national medians, women made approximately \$10,000 less than women nationally.

Table 7: Geographic Comparison of Median Earnings and Wage Gap

Area	Men	Women	Wage Gap
<b>Miami-Dade</b>	\$50,577	\$41,454	<b>18.0%</b>
Broward	\$54,510	\$49,925	<b>8.4%</b>
Palm Beach	\$60,276	\$48,310	<b>19.9%</b>
Florida	\$54,193	\$45,942	<b>15.2%</b>
United States	\$62,668	\$51,400	<b>18.0%</b>

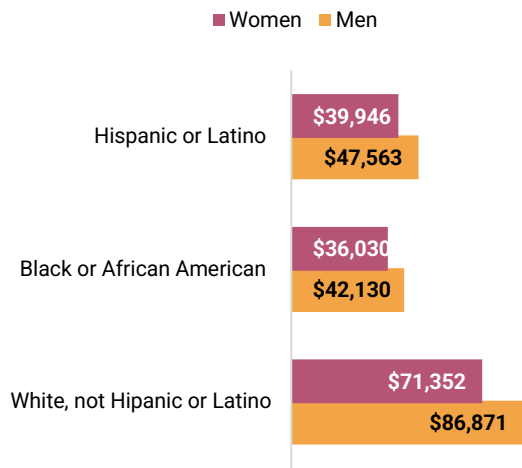
Source: 2022 ACS 1-Year Estimates

## Median Earnings by Race and Ethnicity

The median earnings by race and ethnicity reveal severe disparities. White, not Hispanic or Latino, men made over twice the earnings of Black or African American women in 2022 (a 141.1 percent gap). Furthermore, White, not Hispanic or Latino, men made twice that of Black or African American men.

White, not Hispanic or Latino, men who worked full-time in 2022 had an 8.1 percent increase in earnings, when compared to adjusted 2021 median earnings (Figure 16). Black or African American men working full-time saw a 6 percent increase in earnings, but despite this positive and notable change, their median earnings (\$42,130) were still far behind their White not Hispanic or Latino counterparts. White, not Hispanic or Latino, women who worked full-time were the only remaining group by gender race and ethnicity to see a positive significant change, with the median earnings increasing from \$69,135 in 2021 (adjusted for inflation) to \$71,352 in 2022. The median earnings for both Hispanic or Latino men and women who worked full-time did not significantly change, with both earnings stagnating. Finally, when compared to the adjusted 2021 median earnings for full-time workers, Black or African American women working full-time saw an 11 percent decrease in their earnings with the median dropping from \$40,598 in 2021 (adjusted) to \$36,030 in 2022.

Figure 16: Median Earnings by Race and Ethnicity for those Working Full-time



Source: 2022 ACS 1-Year Estimates

### Median Earnings by Work Class

The Census Bureau categorizes the workforce by work class, industries, and occupations, detailing both populations by gender and median earnings for each. There are six categories for work class and two subcategories that are analyzed for the purpose of this report. In the 2022 Status of Women report, women dominated four of the eight working classes: 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). However, in 2022, women only dominated three classes: private not-for-profit wages and salary workers (61.7 percent), local government workers (50.1 percent), and state government workers (61.8 percent) (Table 8).

Most women and men work in the private for-profit class, which has traditionally been male-dominated. In 2022, the private for-profit working class was 57.8 percent men and 42.2 percent women. Also, 74.3 percent of the total full-time working women were employed in this class, a 2.1 percent point increase compared to 2021. In this class, when adjusted for inflation, the median earnings and the wage gap did not change since 2021, as shown in Figure 17. In 2022, women in the private for-profit class made \$40,270, compared to men’s \$49,940 median earnings. This class approximately grew at the same rate for both men and women; therefore, as the working population grew and the wage gap sustained at 19 percent, it

can be estimated that there were no improvements regarding women’s salaries and closing the gap.

The two subcategories, ‘employee of private company’ and ‘self-employed in own business’ and ‘self-employed in own incorporated business,’ fall under the private for-profit wage and salary workers. The wage gap increased significantly between 2021 and 2022 for those who were self-employed, from 30.1 percent to 34.8 percent. For the 23,910 women in this work class, the 2022 median income was \$40,827, compared to the \$62,604 median income for the 55,539 men in this class. Both men’s and women’s median earnings decreased, by 5.2 percent and 11.5 percent, respectively. However, the number of women in the self-employed in own business class increased by 32 percent, and men’s population increased by 11.2 percent, meaning women’s earnings for those who recently joined the workforce must be significantly lower, or they were stagnating while men’s were significantly higher, resulting in a wider gap.

Table 8: Proportions of Women and Men by Class of Worker

Class of Worker	% Women	% Men
Full-Time, Year-Round Civilian Employed Population 16 Years +Over	43.6%	56.4%
Private For-Profit Wage and Salary Workers	42.2%	57.8%
Employee of Private Company	43.5%	56.5%
Self-Employed in own Incorporated Business	30.1%	69.9%
Private Not-For-Profit Wage and Salary Workers	<b>61.7%</b>	38.3%
Local Government Workers	<b>50.1%</b>	49.9%
State Government Workers	<b>61.8%</b>	38.2%
Federal Government Workers	36.3%	63.7%
Self-Employed in own Not Incorporated Business and Unpaid Family Workers	38.2%	61.8%

Source: 2022 ACS 1-Year Estimates

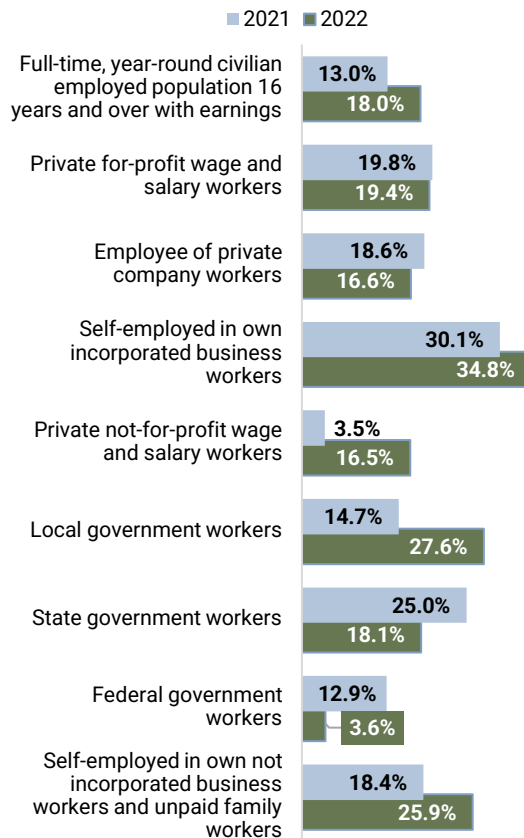


In 2022, women no longer dominated the federal government worker’s class. Between 2021 and 2022, approximately 500 women left the class, while 6,400 men joined the class (a 76.3 percent increase). With this change in the proportion of the field, the wage gap decreased from 12.9 percent to 3.6 percent. Even though more men joined the class, women’s median earnings adjusted to 2021 dollars increased by 13.4 percent, while men’s earnings increased by 2.5 percent. In 2022, women in the federal government workers class made \$76,216, and men made \$79,038. This working class for both men and women had the highest earnings. The federal government wage gap may continue to decrease, and wages may adjust if the Locality Pay Equity Act (S. 33078) passes. This legislation, which was introduced in November 2023, would ensure that both federal employees on the General Schedule and the Federal Wage System are “provided locality pay based on the same map of locality pay areas.”<sup>41</sup>

The state government class was the only other class to experience a wage gap decline, from 25 percent in 2021 to 18.1 percent in 2022. The number of men working for the state government increased by 27.4 percent, while the women’s population increased minimally (2.4 percent). The median earnings of both women and men in the state government class decreased significantly when compared to the 2021 adjusted earnings. Men’s earnings decreased by 20.8 percent, and women’s decreased by 13.5 percent. In 2022, men’s median earnings were \$55,099, and women’s were \$44,305.

The wage gap increased significantly in the two remaining women-dominated working classes, while the number of women decreased. The private not-for-profit class was consistently 61.7 percent women in both 2021 and 2022. Between the two years, the populations of both men and women decreased by 6.4 percent, keeping the proportions the same. However, men’s median earnings increased by 17.4 percent, widening the gap from 3.5 percent in 2021 to 16.5 percent in 2022. Women’s median earnings increased minimally by 1.5 percent.

Figure 17: Wage Gap by Work Class, 2021 and 2022



Source: 2022 ACS 1-Year Estimates

Local government workers experienced one of the worst jumps in the wage gap between 2021 and 2022, with the gap increasing from 14.7 percent in 2021 to 27.6 percent in 2022. The number of men and women decreased, by 3.9 percent and 13.4 percent respectively. With this decrease in men, their median earnings increased by 14.7 percent when comparing 2021 adjusted earnings to 2022; whereas women’s median earnings decreased by 2.7 percent. The changes in both men and women’s median earnings may be influenced by the type of job the individuals were leaving. However, further analysis would be needed to assess how changes in employment by gender within specific local government jobs might have impacted overall earnings. Women working in local government made approximately \$53,417, while men had median earnings of \$73,811.

<sup>41</sup> Wagner, E. (2023). [Democrats reintroduce bill to improve locality pay for some federal jobs - Government Executive \(govexec.com\)](https://govexec.com)

Finally, the wage gap increased in the self-employed in own not incorporated businesses and unpaid family workers class, with men’s median earnings increasing by 6.8 percent and women’s earnings decreasing by 3.0 between 2021 and 2022. However, even though the median earnings for women actually decreased (estimating \$26,266 in 2022), the number of women in this work class increased by approximately 7,000 women, a 31.6 percent increase. Even though this class remains men-dominated (61.8 percent), women’s proportion increased by 5.1 percent to 38.2 percent between 2021 and 2022.

### Occupations

The categories of women-dominated occupations did not change between 2021 and 2022; however, the proportion and number of women within each occupation shifted. The only non-women-dominated field in Table 9 is “Management, business, science, and arts occupations.” The Census Bureau categorizes the occupations into five major groups and several subcategories. “Management, business, science, and arts occupations” encapsulates the two women-dominated subcategories ‘Education, legal, community service, arts, and media’ and ‘Healthcare practitioners and technical’ and is presented for context.

‘Education, legal, community service, arts, and media’ and ‘Healthcare practitioners and technical’ occupations were both considered high-wage occupations for women in 2022 (see Table 9). Between 2019 and 2021, the number of women

declined in both occupations, but more women joined these occupations between 2021 and 2022, bringing the total number of women in the occupations to numbers higher than pre-pandemic. The 11.7 percent increase of women in ‘Education, legal, community service, arts, and media’ increase and 8.3 percent increase in ‘Healthcare practitioners and technical’ produced divergent results. In ‘Education, legal, community service, arts, and media,’ 6,510 women joined the occupation, but the wage gap grew from 19.3 percent to 25.4 percent. The wage gap increased significantly, as a result of a 3.2 percent decrease in women’s earnings and a 4.8 percent increase in men’s earnings.

Furthermore, the disparity between men and women was more apparent when considering that the population of men in this occupation group only increased by 1.8 percent.

‘Healthcare practitioners and technical’ occupations experienced a higher increase in men (24.7 percent) than women (8.3 percent). Conversely, the wage gap decreased from 31.7 to 24.3 percent between 2021 and 2022. Women’s median earnings in this occupational category increased at a greater rate (16.4 percent) than men’s (5 percent). As a women-dominated field and high-wage occupation category, these were positive developments for the approximately 41,600 women employed in this occupation. However, the 2022 gap (24.3 percent) was significantly higher than the 16.9 percent in 2019.

**Table 9: Women-Dominated Occupations in Miami-Dade County**

Occupations	Total Women	% Women	Change in Participation 2021-2022
<b>Management, business, science, and arts occupations</b>	206,975	48.5%	9.3%
<i>Education, Legal, Community Service, Arts, and Media</i>	62,355	64.2%	11.7%
<i>Healthcare Practitioners and Technical</i>	41,671	64.3%	8.3%
Service Occupations	95,882	54.0%	12.0%
<i>Healthcare Support</i>	26,040	84.3%	-5.1%
<i>Building and Grounds Cleaning and Maintenance</i>	26,941	59.1%	16.1%
<i>Personal Care and Service</i>	15,367	62.4%	61.4%
Sales and Office Occupations	122,962	56.7%	8.7%
<i>Office and Administrative Support</i>	80,464	68.9%	9.9%

Source: 2022 ACS 1-Year Estimates

Office and administrative support occupations had the second highest number of women compared to the occupation subcategories. Within this subcategory, the count of full-time employed women increased by 9.9 percent, totaling 80,464 women. This number was significantly higher than the 2021 count and further supported the idea that the occupations and fields are potentially returning to pre-pandemic conditions. Between 2021 and 2022, the wage gap only minimally decreased, totaling 7.6 percent, with women making \$38,429, compared to men's \$41,585 median earnings.

In 2021, the number of full-time employed women decreased in all women-dominated occupations. However, in 2022, all but one women-dominated occupation saw an increase. Even though women returned to the full-time workforce, there was no pattern between women joining the occupation and the wage gap. In some occupations, such as 'Education, legal, community service, arts, and media,' the 11.7 percent increase in women's participation paralleled a significant increase in the wage gap. In other occupations, such as 'food preparation and serving,' there was an increase of approximately 9,000 men and 1,500 women, yet the wage gap decreased significantly. The wage gap and conditions for women and men vary depending on the occupation, internal occupational gendering of roles, job flexibility, women's role in childcare, and a perception of women being secondary, low-wage earners.

This relates to an overarching question. If, in one year, 40,000 women joined the full-time workforce, why did the wage gap increase by 5 percent? One primary example to answer this question was in the 'personal services' occupations. Like food preparation, this occupational field was severely hit by the pandemic. Most of these jobs were in person, dependent on contact between individuals, and with increased risks of spreading COVID-19.<sup>42</sup> Therefore, as the pandemic slowed down during 2022, the return of women and men in these occupations was expected. The number of women working full-time in 'personal care and service' occupations increased by 61.7 percent

(approximately 5,800 women). Full-time men workers increased by 41.7 percent (approximately 2,800 men). With this increase in both men and women, the wage gap for 'personal care and service' occupations increased significantly from 17.1 percent in 2021 to 29.2 percent in 2022. As women rejoined or joined this occupation for the first time, women's overall median earnings decreased by 19.8 percent to \$26,414 between 2021 and 2022. Men's median earnings (\$37,299) also decreased but less, declining by 6.8 percent.

Overall, as this report seeks to explore why the wage gap increased significantly over one year, it poses another question: Why are significantly large populations of women joining low-wage occupations? The answer might relate to the flexibility of service jobs' hours, low educational requirements, and the prevalence and accessibility of these jobs. Job accessibility may heavily influence a woman's occupational choice and related earnings if the location is closer to their home, childcare facility, or school. Given that women assume primary care for their children or dependents, accepting lower wages is a cost-benefit decision.

Furthermore, like education and health care, service occupations contain gendered careers that are heavily prevalent and influenced throughout a girl's childhood, such as hairstylists, nail technicians, and childcare workers.<sup>43</sup> Service occupations include non-teaching certified childcare workers (i.e., those who nanny, work at daycares, and childcare services provided by private businesses).<sup>44</sup> Since the service occupational major group employs over 177,000 of Miami-Dade County's full-time workers, a staggering 24.3 percent wage gap (up from 17.6 percent in 2021) and the majority of the median earnings under \$40,000 results in unlivable wages for a large proportion of Miami-Dade County's full-time population. According to United Way's ALICE Household Survival Budget, a single adult household living in Florida needed an annual income of \$28,344 to meet the costs of essentials between 2022 and 2023.<sup>45</sup>

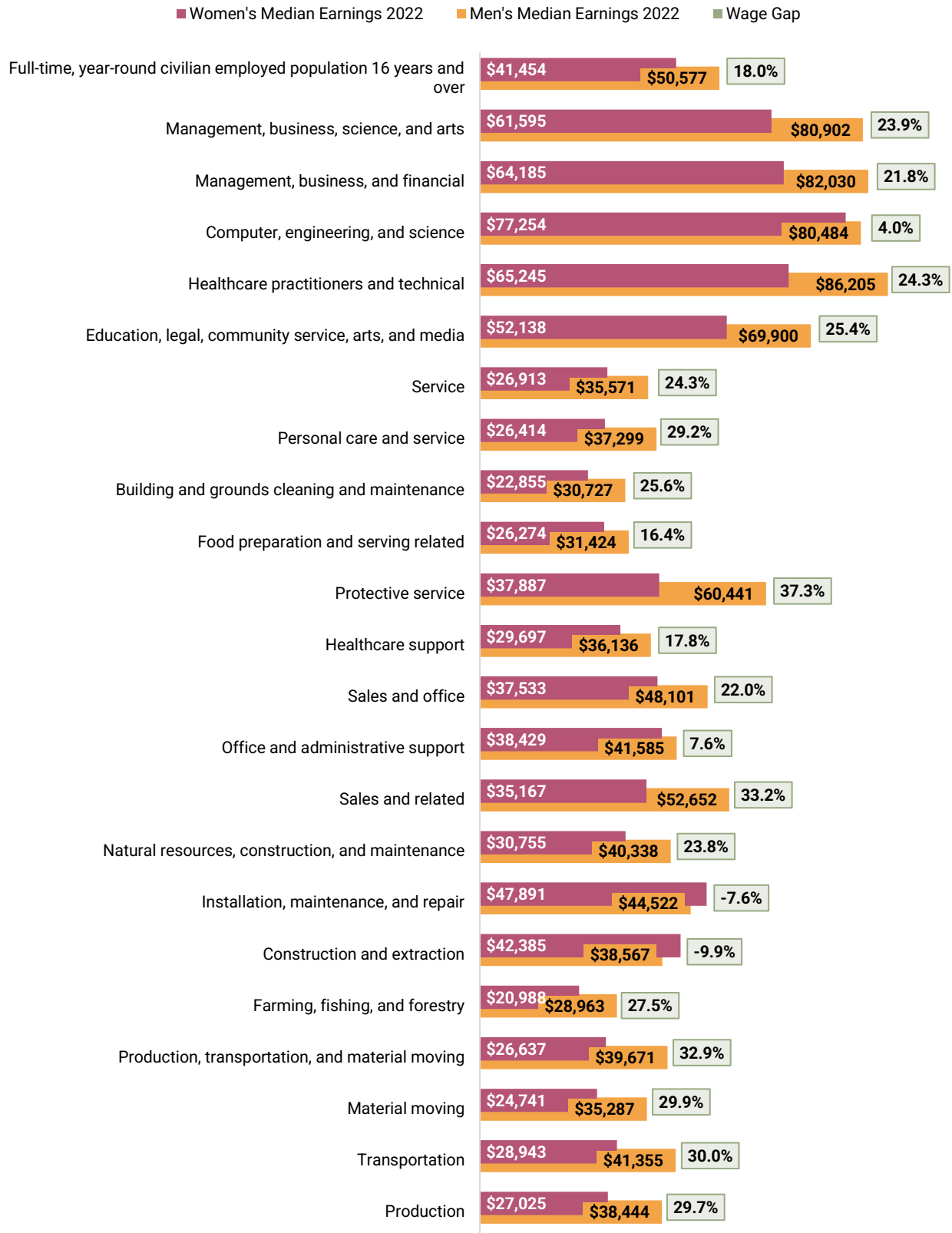
<sup>42</sup> Heggeness, M. L., et al. (2021). *Moms, Work and the Pandemic* (census.gov). Census Bureau.

<sup>43</sup> Ellessor, K. (2019). *The Gender Pay Gap And The Career Choice Myth* (forbes.com)

<sup>44</sup> BLS. (2018). *Standard Occupational Classification System* : U.S. Bureau of Labor Statistics (bls.gov)

<sup>45</sup> United Way. (2023). *ALICE in the Crosscurrents: COVID and Financial Hardships in Florida*. 23UFA\_Report\_Florida\_4.11.23\_Final.pdf

Figure 18: Full-time Employee Earnings and Earnings Gap by Occupation, 2022



Source: 2022 ACS 1-Year Estimates

However, even though there are conditional and environmental factors influencing the reasons why women choose to enter low-wage service jobs, the service occupational major group’s median earnings for women (\$26,913) was unlivable in 2022 compared to the costs of housing, childcare, and basic necessities within the County and state.

### High Wage Occupations

An occupation is considered to be high wage when the median earning is above the overall median earning for a given area. Therefore, in Miami-Dade County, any occupation with a median income for full-time workers of over \$46,247 for 2022 was considered high wage. When analyzed by gender, women had five high-wage occupations, while men had eight high wage occupations. Table 10 shows the occupations where women were considered high wage. The high wages were concentrated in the “Management, business, science, and arts” occupation group.

Among the high wage categories, the occupations where women and men were considered high wages with the lowest wage gap were ‘Computer, engineering, and science occupations.’ This was a men-dominated field (74.7 percent men and 25.3 percent women). Between 2021 and 2022, the number of women in ‘Computer, engineering, and science occupations increased by 18 percent, while men workers increased by 28 percent. The wage gap decreased from 19.9 percent in 2021 to 4 percent in 2022.

The high wage occupational category with the highest wage gap was ‘Education, legal, community service, arts, and media occupations.’ The 2022 wage gap for this occupation was 25.4







percent, with women making \$52,138, compared to men’s \$69,900 median earnings. Even though men made significantly more than women during 2022, this has been a women-dominated occupation throughout the three years of comparison shown in this report (2019, 2021, and 2022). In 2022, this occupation was 64.2 percent women, a 12 percent increase compared to 2021. Furthermore, with this 12 percent increase, the 2022 wage gap was significantly higher than the 2021 wage gap (19.3 percent).

It should be noted that these are broad occupational categories which include dozens of diverse occupations. For example, the legal occupation includes attorneys, judges, and magistrate, typically men-dominated, as well as paralegals, which are predominantly women. The legal field is a prime example of how even though an occupational category can be women dominated, the pay gap could be significant as a result of women dominating the low earning occupations within the category.

### Industry Sectors

“Educational services, and health care and social assistance” has consecutively been the only women-dominated major sector since 2019. In 2022, the sector was 70.9 percent, or 147,134 women. Between 2021 and 2022, women’s participation in this industry increased by 10.9 percent, while men’s increased by 6.5 percent. Even though the proportions did not change significantly, the wage gap increased from 26.9 percent in 2021 to 31.4 percent in 2022. Women’s median earnings were \$42,366, compared to men’s \$61,797. Furthermore, although this industry has

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

Occupations	% Women	Women’s Median Earnings	Wage Gap	Wage Gap Change
<b>Full-time, Year-round Civilian Employed Population 16 Years and Over</b>	43.6%	<b>\$41,454</b>	18.0%	
Management, Business, Science, and Arts Occupations	48.5%	<b>\$61,595</b>	23.9%	
Management, Business, and Financial Occupations	42.5%	<b>\$64,185</b>	21.8%	
Computer, Engineering, and Science Occupations	25.3%	<b>\$77,254</b>	4.0%	
Education, Legal, Community Service, Arts, and Media Occupations	64.2%	<b>\$52,138</b>	25.4%	
Healthcare Practitioners and Technical Occupations	64.3%	<b>\$65,245</b>	24.3%	

Source: 2022 ACS 1-Year Estimates

employed over a third of Miami-Dade County's women full-time workers, the wage gap has only increased since 2019, presenting no favorable conditions for women entering this industry.

"Educational services, and health care and social assistance" includes two subcategories, 'Educational services' and 'Health care and social assistance.' These subcategories both had an increase in the population of full-time employed women. In 'Educational services', the increase was 8.9 percent for women and 4.5 percent for men. The women workforce increased by 11.4 percent, and the men increased by 7.6 percent in 'Health care and social assistance'.

However, although both the women and men workforce increased in both sector subcategories, it had the opposite effect on the wage gap per industry. In 'Educational services', the wage gap decreased from 16.1 percent in 2021 to 13.5 percent in 2022. Conversely, the 'Health care and social assistance' wage gap increased between 2021 and 2022 from 30.8 percent to 37.3 percent.

Table 11 shows the status of women in "Educational services, and health care and social assistance" and the remaining twelve major industries, as defined by the Census Bureau. Between 2021 and 2022, only three industries had a significant decrease in the wage gap, while three did not change, and seven significantly increased in favor of men.

Notably, the "Construction" industry was the only industry with a wage gap in favor of women. However, this industry was in the same condition as last year's report. The industry was only 11.6 percent women and 88.4 percent men. The number of both men and women increased by 13 percent; therefore, the proportions did not change. Despite the increase, possible explanations for the close wage gap could include gender roles within the industry, such as women taking management positions with higher wages, higher wages due to dangerous conditions for the workers, or low educational requirements for all positions.<sup>46</sup>

In 2021, the "Information" sector had a 10.2 percent wage gap favoring women. The industry was 34.1 percent women (6,624 workers), with women's median earnings at \$84,246 (adjusted for 2022 inflation). However, between 2021 and 2022, the number of women working full-time in this industry increased by 22 percent, compared to 1.5 percent for men. Following this major increase in women in this industry, the wage gap increased from -10.2 percent to 24.2 percent. The increase in women working in this industry happened concurrently with a 22.5 percent decrease in women's median earnings (\$65,434). Men's median earnings increased by 12.6 percent (\$86,324).

"Professional, scientific, and management, and administrative and waste management services" had the second highest number of women full-time workers (67,742). The sector was 45 percent women and 55 percent men. The wage gap between 2021 and 2022 did not change (19.1 percent), with men (\$60,793) making approximately \$11,000 more than women (\$49,154).

Finally, "Finance and insurance, and real estate and rental and leasing" had the second highest proportion of women. This sector was 46.7 percent women and 53.3 percent men. The industry experienced a significant increase in men working full-time (13.1 percent), compared to women (4.6 percent increase). Furthermore, with this increase in men working full-time, their median earnings increased by 9.8 percent, while women's did not change compared to 2021 adjusted median earnings.

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<sup>46</sup> United States Joint Economic Committee (senate.gov). (2021). [A Time to Build: Unleashing the Construction Industry to Support American Families - A Time to Build](#):

Table 11: Industry Median Earnings and Wage Gap

Industries	% Women	Women's Median Earnings	Wage Gap	Gap Change 2021-2022
Full-Time, Year-Round Civilian Employed Population 16 Years and Over	43.6%	\$41,454	18.0%	
Agriculture, Forestry, Fishing and Hunting, And Mining	28.2%	\$22,574	36.4%	
Construction	11.6%	\$42,188	-2.1%	
Manufacturing	39.0%	\$32,479	31.2%	
Wholesale Trade	34.4%	\$41,673	30.3%	
Retail Trade	42.4%	\$31,332	24.6%	
Transportation And Warehousing, And Utilities	23.8%	\$41,101	19.3%	
Information	38.3%	\$65,434	24.2%	
Finance And Insurance, and Real Estate and Rental and Leasing	46.7%	\$57,517	23.0%	
Professional, Scientific, and Management, And Administrative and Waste Management Services	45.0%	\$49,154	19.1%	
Educational Services, and Health Care and Social Assistance	70.9%	\$42,366	31.4%	
Arts, Entertainment, and Recreation, and Accommodation and Food Services	41.6%	\$30,170	15.9%	
Other Services, Except Public Administration	49.7%	\$28,073	32.0%	
Public Administration	38.9%	\$60,999	28.8%	

Source: 2022 ACS 1-Year Estimates

### Median Earnings by Municipality

The ACS 1-Year Estimates only include data on median earnings by municipalities and gender for areas with a population of 65,000 or more (Table 12). Aside from the County, there were seven municipalities with a population of 65,000 or more, including Doral, Hialeah, Kendall, Miami, Miami Beach, and Miami Gardens.<sup>47</sup> Kendall CDP, despite not having formal incorporation, is included in this data set as the area had an estimated 80,900 population in 2022. The ACS 5-Year Estimates, published on December 7, 2023, provided the data for the remaining municipalities.

Table 12 displays the median earnings for full-time employed women and men in the 35 Miami-Dade County municipalities. Eight municipalities saw a decrease in the wage gap. Twelve municipalities experienced an increase in the wage gap between men and women, while the remaining fifteen did not have a significant change.<sup>48</sup> South Miami had the greatest increase in the wage gap, with the 12.1 percent gap in favor of women in 2021 increasing

to 23.3 percent in favor of men in 2022. Between 2021 and 2022, women's earnings decreased by 15.9 percent, while men's increased by 22.9 percent (calculations made after adjusting 2021 for inflation). In 2022, men in South Miami made \$70,473, compared to women's \$54,073 earnings.

Doral continued to have the highest wage gap out of the seven major municipalities in Miami-Dade County with populations of 65,000 or more. In 2022, the wage gap was 34.7 percent, compared to the 2021 wage gap at 33.8 percent. Even though the wage gap did not change significantly, when compared inflation-adjusted 2021 median earnings to 2022, there was an 11.5 percent decrease in the overall median earnings. Women and men's median earnings decreased by 8.7 percent and 7.4 percent, respectively.

Key Biscayne had the highest wage gap out of the 35 Miami-Dade County municipalities (67.7 percent). With a relatively small population, approximately 4,200 residents according to the ACS 5-Year estimates, the population was

<sup>47</sup> Marked on Table 13 with a \*.

<sup>48</sup> Significant change means 3 percent or higher.

predominately men (62.2 percent, compared to women (37.8 percent). Due to the smaller population and the greater margin of error, the wage gap might not be exact, as men’s median earnings had a \$72,064 margin of error, while women had a \$6,586 margin of error for median earnings.

Two municipalities in Miami-Dade County had wage gaps closest to zero. Furthermore, these two areas had relatively high median earnings, significantly higher than the overall County median earnings for full-time employees. Miami Beach had a -1.2 percent wage gap in 2022, a 25.3 percentage point decrease. When adjusting for inflation, women median earnings increased by 21 percent, while men’s earnings decreased by 9.3 percent. Women living in Miami Beach made \$65,759, and men made an estimated \$64,966 in 2022. This is a significant improvement for the area, considering that women made approximately \$16,000 less than men in 2021 and that the area is a major municipality with a population of 65,000 or more. Miami Lakes was the second municipality with a seemingly equitable wage gap at -1 percent. Between 2021 and 2022, women’s median earnings did not change; however, men’s earnings decreased by approximately 9 percent. The median earnings for full-time working women in Miami Lakes was \$59,335, compared to men’s earnings of \$58,742 in 2022.

Second to Miami Beach, the Kendall CDP had the next highest decrease in the wage gap, a 19.2 percentage point decrease. This is a result of women’s earnings increasing by 10.8 percent and men’s earnings decreasing by 12.4 percent between 2021 and 2022. Full-time working men living in the Kendall CDP made \$67,803, compared to women in Kendall with an estimated \$61,695 median earnings. Smaller municipalities such as Golden Beach and Indian Creek Village have significant fluctuations in most reported data as the populations were relatively small compared to other municipalities, increasing the data limitations due to a small sample size for the survey and the margin of error. For example, according to the ACS 5-Year Estimates, Indian Creek Village had less than 60 residents and no reported data regarding women’s median earnings.

Table 12: Median Earnings by Municipality and Gender

Municipality	Median Earnings	Men’s Earnings	Women’s Earnings	Gap
Miami-Dade County	\$46,247	\$50,577	\$41,454	18.0%
Aventura	\$64,624	\$86,798	\$49,097	43.4%
Bal Harbour	\$74,196	\$121,375	\$58,094	52.1%
Bay Harbor Islands	\$68,969	\$77,333	\$59,330	23.3%
Biscayne Park	\$68,497	\$69,722	\$60,114	13.8%
Coral Gables	\$91,115	\$110,867	\$78,550	29.1%
Cutler Bay	\$49,877	\$55,605	\$45,635	17.9%
Doral *	\$49,990	\$63,289	\$41,302	34.7%
El Portal	\$64,231	\$90,583	\$63,246	30.2%
Florida City	\$32,196	\$32,691	\$31,669	3.1%
Golden Beach	\$116,667	\$174,750	\$57,813	66.9%
Hialeah *	\$38,682	\$42,273	\$32,185	23.9%
Hialeah Gardens	\$37,413	\$42,982	\$33,306	22.5%
Homestead *	\$41,451	\$42,247	\$39,026	7.6%
Indian Creek Village	\$27,292	\$26,979	(-)	
Kendall CDP *	\$64,193	\$67,083	\$61,695	8.0%
Key Biscayne	\$118,003	\$207,778	\$67,154	67.7%
Medley	\$29,914	\$33,272	\$26,875	19.2%
Miami *	\$46,783	\$50,277	\$42,504	15.5%
Miami Beach *	\$65,447	\$64,966	\$65,759	-1.2%
Miami Gardens *	\$41,855	\$44,388	\$36,912	16.8%
Miami Lakes	\$59,126	\$58,742	\$59,335	-1.0%
Miami Shores	\$80,746	\$94,142	\$67,348	28.5%
Miami Springs	\$60,682	\$70,104	\$55,086	21.4%
North Bay Village	\$47,938	\$53,901	\$45,164	16.2%
North Miami	\$35,564	\$37,510	\$33,241	11.4%
North Miami Beach	\$37,225	\$41,211	\$33,551	18.6%
Opa-Locka	\$34,018	\$40,383	\$32,157	20.4%
Palmetto Bay	\$85,918	\$111,101	\$67,139	39.6%
Pinecrest	\$109,556	\$123,750	\$82,533	33.3%
South Miami	\$62,250	\$70,473	\$54,073	23.3%
Sunny Isles Beach	\$52,685	\$59,065	\$41,268	30.1%
Surfside	\$57,401	\$70,887	\$45,820	35.4%
Sweetwater	\$34,245	\$37,532	\$29,669	21.0%
Virginia Gardens	\$34,245	\$37,532	\$29,669	21.0%
West Miami	\$46,721	\$57,895	\$43,713	24.5%

Source: 2022 ACS 1-Year and 5-Year Estimates  
\*2022 ACS 1-Year Estimates

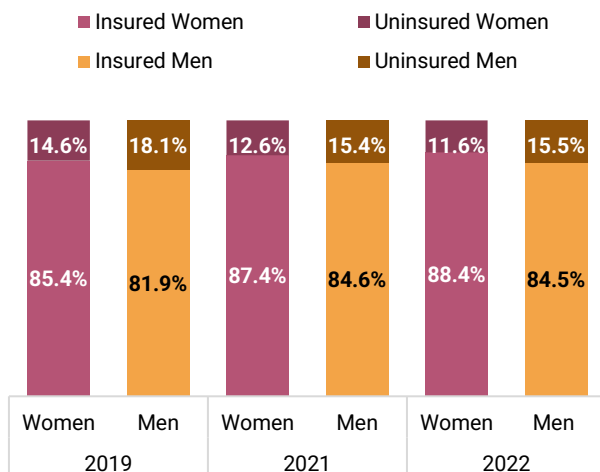




## Health

To assess the population health of Miami-Dade County, data was obtained from the Florida Department of Health and 2022 ACS 1-Year estimates. The Behavioral Risk Factor Surveillance System (BRFSS) is a survey done by the Florida Department of Health estimates the “prevalence of personal health behaviors that contribute to morbidity and mortality.”<sup>49</sup> BRFSS is only updated every 3 years, and the 2020-2023 survey results have not been released yet.

Figure 19: Miami-Dade Health Insurance Coverage Status by Gender 2019-2022



Source: 2019-2022 ACS 1-Year Estimates

<sup>49</sup> Florida Department of Health, Bureau of Vital Statistics. <https://www.flhealthcharts.gov/charts>

<sup>50</sup> ‘Protection from High Medical Costs.’ (2023). Health Insurance Marketplace.

<sup>51</sup> Marchante, M. (2023). ‘Many in Miami-Dade are finding their medical debt paid off. And, no, it’s not a scam.’

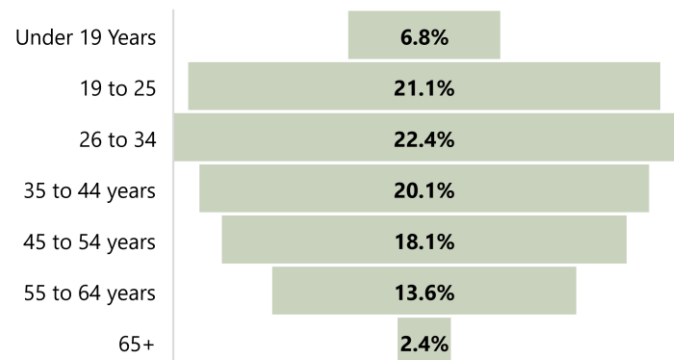
## Health Insurance Coverage

Health insurance coverage is essential in the United States to prevent high amounts of debt.<sup>50</sup> Medical debt affects around 9 percent of Miami-Dade County residents and 14 percent in Florida.<sup>51</sup> According to the 2022 report *Medical Debt Burden in the United States* from Consumer Financial Protection Bureau, Florida was the second highest for medical debt in the United States with around \$8.2 million.<sup>52</sup> Florida does not require individuals to have health coverage unless they are employed.<sup>53</sup> Health insurance coverage varies by gender, race, and ethnicity. Health insurance coverage by gender within Miami-Dade County is shown in Figure 19. Since 2019, the rate of insured women has decreased from 14.6 percent to 11.6 percent in 2022.

When analyzing insurance coverage by race and ethnicity, the most notable change was the 1.3 percentage point increase to insured Black or African American individuals (85.0 percent). Black or African American individuals continue to have the highest uninsured percentage (15.0 percent), with the second highest being Hispanic or Latino (14.6 percent).

The Miami-Dade rate of uninsured in the 55 to 64 years age bracket increased by 3.1 percentage points (13.6 percent). There were no other notable changes by age.

Figure 20: Rate of Uninsured by Age



Source: 2019-2022 ACS 1-Year Estimates

<sup>52</sup> Consumer Financial Protection Bureau (2022). *Medical Debt Burden in the United States*.

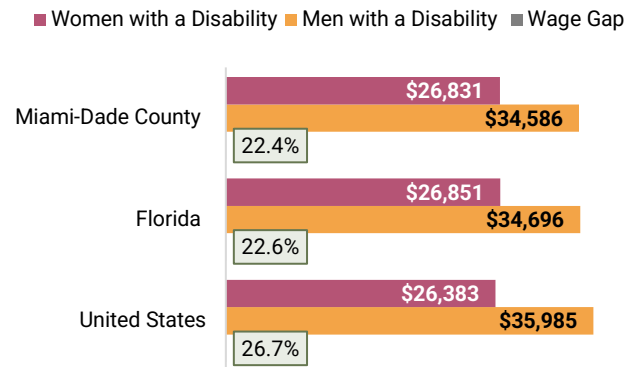
<sup>53</sup> Burns, T., (2022). *Florida Health Insurance: Find Affordable Plans*. Affordable Health Insurance.

## Disability Status

In 2022, the Miami-Dade County total population with a disability was 284,792. Women make up 11.3 percent (153,605 residents). Although the Census Bureau distinguishes disability status by gender, it does not distinguish disability status by gender along with race and ethnicity. In 2021, the Hispanic population had the highest rate, 11.1 percent (202,712 residents). However, the rate of Hispanic or Latinos with a disability minimally decreased between 2021 and 2022 to 10.5 percent (192,093 residents). In 2022, Black or African Americans had the highest disability rate at 10.8 percent (41,879 residents). White, non-Hispanic or Latinos (32,962 residents) 9.9 percent. Table 13 compares the percentage of men and women in Miami-Dade with mental and physical disability status. An estimated 7.1 percent of women in Miami-Dade (91,893 residents) have an ambulatory difficulty. Approximately, 4.6 percent of women have a cognitive difficulty.

The wage gap in Miami-Dade County between men and women with a disability decreased by 6 percent since 2021. 1.6 percent in Florida and did not change in the United States. In Miami-Dade County, women with a disability make \$7,755 less (\$26,831) than men with a disability (\$34,586).

Figure 21: Median Earnings by Gender and Disability Status



Source: 2022 ACS 1-Year Estimates

Table 13: Disability Status by Mental and Physical Difficulties and Gender

	Total	% of Total	Women	% Women	Men	% Men
Civilian Population	2,673,837		1,359,343		1,314,494	
<i>Disability Status</i>	284,792	10.7%	153,605	11.3%	131,187	9.98%
<i>Hearing Difficulty</i>	59,923	2.2%	28,961	2.1%	30,962	2.36%
<i>Vision Difficulty</i>	54,728	2.0%	28,961	2.1%	25,767	1.96%
	Total	% of Total	Women	% Women	Men	% Men
Civilian Population, 5 and Over	2,507,924		1,289,356		1,241,159	
<i>Cognitive Difficulty</i>	109,090	4.3%	59,854	4.6%	49,236	4.0%
<i>Ambulatory Difficulty</i>	148,019	5.9%	91,893	7.1%	56,126	4.5%
<i>Self-care Difficulty</i>	65,571	2.6%	39,168	3.0%	26,403	2.1%

Source: 2022 ACS 1-Year Estimates

## Health and Diseases

### Preventative and Risk Factors

Since the 2022 *Status of Women* report, the BRFSS has not been updated by the Florida Department of Health. The following are points made in the previous report.

- There was an increase in tobacco use among women from 2016 to 2019, from 6.5 percent to 7.4 percent, respectively (a 0.9 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, 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 women met required physical activities, while 32.9 percent of women in the County were considered sedentary. By comparison, 37.2 percent of men met the muscle-strengthening recommendations and 28.4 percent were sedentary.

<sup>54</sup> The fertility rate is the birth rate for the specific 15-44 age bracket. The likelihood of having a child varies by age; however, 15-44 are the generally accepted reproductive years. Therefore,

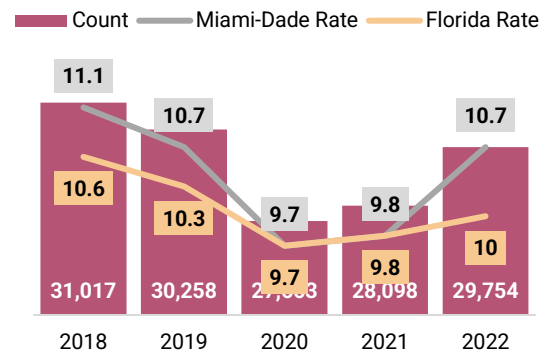
### HIV, AIDS, and Sexually Transmitted Diseases

The Florida Department of Health calculates the rate of AIDS, HIV, and STDs diagnoses per 100,000 population for each County by gender, race, and ethnicity. The rate of women in Miami-Dade County with a Chlamydia diagnosis increased from 523.8 in 2021 to 542.9 in 2022. The rate for women with bacterial STDs increased from 668.7 in 2021 to 705.3 in 2022. The rate of women with a syphilis diagnosis increased to 47.0, from 37.5 of the previous year. The rate of women with Gonorrhea increased by 8 (115.4).

### Maternal and Infant Health

In 2020, there were 27,663 births (9.7 rate per 1,000) in Miami-Dade County. Although there has been a steady decline in births since 2016, there was a slight increase in births since 2021, with an additional 1,656 births raising the rate to 10.7 for 2022.

Figure 22: Birth Rates per 1,000, 2018-2022



Source: 2019-2022 ACS 1-Year Estimates

According to the Florida Department of Health, the fertility rate per 1,000 within the 15 to 44 age bracket increased in 2022. The Florida Department of Health categorizes fertility rates<sup>54</sup> overall, and by race and ethnicity. The overall fertility rate per 1,000 in the 15 to 44 age bracket within Miami-Dade, increased from 51.0 in 2021 to 56.4 in 2022. The Hispanic fertility rate in Miami-Dade increased from 50.3 in 2021 to 56.2 in 2022. Black or African American fertility rate increased from 45.5 in 2021 to 52.5 in 2022.

it is important to report this rate by the age bracket to estimate fertility.

The overall rate of women who received adequate prenatal care in 2022 decreased from 62.5 in 2021 to 57.2 in 2022. By race, the rate of Black or African American women receiving adequate prenatal care in 2022 was 57.9, a decrease from 63.1 in 2021. The Black or African infant mortality rate per 1,000 live births was the highest, increasing from 8.9 in 2021 to 12.5 in 2022. The White infant mortality rate increased from 2.9 in 2021 to 4.3 in 2022. By ethnicity, Hispanic infant mortality increased from 3.0 rate per 1,000 in 2021 to 4.7 rate per 1,000 in 2022. The overall infant mortality rate per 1,000 live births in Miami-Dade increased from 4.0 in 2021 to 5.9 in 2022.

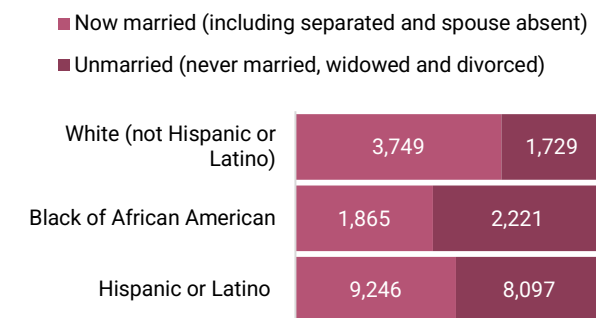
The overall rate of maternal deaths per 100,000 in Miami-Dade County in 2022 was 20.2. However, Black or African women had a higher maternal death rate per 100,000 (57) than their White counterparts (12.7). Within Miami-Dade, the maternal death rate per 100,000 among Black or African American women was 57 per 100,000 in 2022 in comparison to the 20.7 rate in 2021. The Hispanic or Latino maternal death rate per 100,000 decreased from 21.3 in 2021 to 10 in 2022.

The ACS 1-Year Estimates survey women only ages 15 to 50 years old who gave birth during a given year. Even though there were no significant changes in the overall marital status of women in 2022, the count of births to married and unmarried women ages 15 to 50 shifted since 2021. The changes were more significant when analyzed by race and ethnicity. In total, 55.2 percent of births in 2022 were to married women, a 2.8 percent point increase from 2021. Meanwhile, 44.8 percent of births in 2022 were to unmarried women.

For Hispanic or Latino mothers, the total births to married women (9,246) declined by 7.2 percent between 2021 and 2022 (Figure 23). Furthermore, the count of births to unmarried women (8,097) declined by 15 percent. The proportion of births to Hispanic or Latino married (53.3 percent) and unmarried women (46.7 percent) only minimally changed since 2021. The proportion of births to married Black or African American women increased from 33.7 percent in 2021 to 45.6 percent in 2022. This change in proportion coincides with the significant increase in births to married women. In 2021, there were approximately 1,094 births to married Black or African American

women, compared to the 1,865 births to married Black or African American women in 2022, which is a 70.5 percent increase in births to married women. Finally, the most significant shift in proportion and counts of births to married and unmarried was for White, not Hispanic or Latino women. Between 2021 and 2022, the count of births to unmarried White, not Hispanic or Latino women increased from approximately 688 births to 1,729, a 151.3 percent increase in one year. There was also a 47.4 percent increase in births to married White, not Hispanic or Latino women between the two analyzed years with births totaling 3,749 in 2022.

Figure 23: Count of Births to Married and Unmarried Women ages 15 to 50 by Race and Ethnicity



Source: 2022 ACS 1-Year Estimates

The significant changes in the marital status of women giving birth makes an interesting finding when compared to the remaining socioeconomic characteristics of women giving birth. For example, as seen in Figure 24, the educational attainment of women giving birth showed a shift toward more women gaining higher education before giving birth, which was consistent with the overall educational attainment for women. Between 2021 and 2022, the proportion of women who gave birth and had a bachelor's degree increased by 9.6 percentage points.

The proportions of married women who gave birth by age bracket did not change since 2021. However, more unmarried women ages 35 to 50 gave birth in 2022 (34 percent) compared to 2021 (10.6 percent). In 2022, 64 percent of births to unmarried women were 20 to 34 years old, a significant decrease from the 2021 proportion (85.9 percent). Finally, only 2 percent of births to

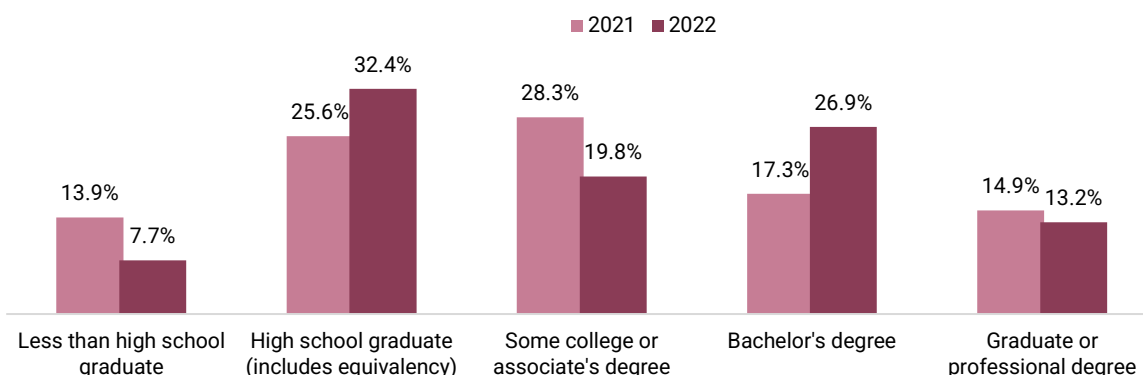
unmarried women were to those 15 to 19 years old in 2022, a minimal change from 2021 (1.6 percent).

The proportion of women below the poverty who gave birth decreased from 30.3 percent in 2021 to 20.5 in 2022. Conversely, 62.7 percent of women who gave birth in 2022 had income 200 percent or more above the poverty line. The remaining women who gave birth in 2022 (16.8 percent) had income 100 to 199 percent of the poverty level, a 4.8 percent point decrease from 2021.

In the 2021 Status of Women Report, the primary focus was the connection between the status of women and the significant loss of women in the labor force. However, women have returned to the workforce, with labor force participation rates similar to pre-pandemic levels. Unfortunately, many women reentered the workforce in low-wage jobs, particularly service-related occupations. As noted in the *Economic Opportunity* section, low-wage jobs yield earnings below the overall median earnings of full-time workers in Miami-Dade County, which was \$46,247 in 2022. The majority of workers in sales and service occupations are women. As shown in Figure 18, the 2022 pay gaps for full-time workers in these occupations were 22 percent and 24 percent respectively. Therefore, when considering the return to in-person work and away from remote work, the influx of unmarried women giving birth, and the return to women in low wage jobs, exacerbated by the increase in the wage gap, it poses questions regarding the allocation of income toward childcare and other basic necessities.

United Way’s ALICE County Reports for 2021 estimated that a family of four, with two children needing childcare in Miami-Dade County, would spend approximately \$1,313 a month on childcare and \$1,259 for housing. This report included a “Household Survival Budget,” which “reflects the minimum cost to live and work in the modern economy and includes housing, childcare, food, transportation, health care, a smartphone plan, and taxes.” Combined with other necessities the monthly costs for a family of four in this “Survival Budget” was \$6,357. However, if the calculations were made for a family of two, one parent and one child in childcare, the expenses decrease to \$3,976, with \$992 allocated to childcare. To adequately meet these estimated needs, a woman with a child in childcare would have to make \$47,712 per year. The median income for women-led households with no spouse present and with own children was \$37,585. Women’s median earnings fall above the poverty line, making them ineligible for most assistance but below the considered “Household Survival Budget.” Even the median earnings for a woman with a bachelor’s degree or higher was only \$45,887. Therefore, as women seemingly wait longer to have children to potentially obtain higher education and better jobs, the related requirements for economic mobility, such as equitable earnings and access to affordable childcare and housing appear to further challenge a woman’s chances of prosperity in Miami-Dade County.

Figure 24: Educational Attainment for Women ages 15-50 Who Gave Birth in 2022



Source: 2022 ACS 1-Year Estimates

## Safety

Since 2016, the Miami-Dade County Status of Women Reports continually utilized the Florida Department of Law Enforcement's (FDLE) datasets for statistics on domestic violence and sexual violence offenses. The datasets presented aggregated data from every law enforcement agency in the state.

As of November 2023, the Florida Department of Law Enforcement had not published more recent data on domestic violence cases per County area on its website.<sup>55</sup> Attempts to reach out to their office were made to understand when and how this data would be reported for this report.

In December 2023, a representative from the Florida Department of Law Enforcement responded to our inquiry regarding when the data on domestic violence would be published. Per the department's representative, the delay in data reporting is due to the Florida law enforcement agencies transitioning from summary reporting (the Uniform Crime Reporting System) to Incident-Based Reporting. Now, local law enforcement agencies must report all data on the victim and offender by age, gender, race, and ethnicity to the Florida Incident-Based Reporting System (FIBRS), which is then submitted to the Federal Bureau of Investigation's National Incident-Based Reporting System (NIBRS).<sup>56</sup> This system also does not have a code for domestic violence cases. The system breaks down domestic violence into different crimes and reports them individually. Even though there is no code to classify all domestic violence cases from NIBRS, the data, when complete, will help guide new analyses and decision-making processes as the data will provide specifics on gender, race, and ethnicity, which was not previously available through the Florida Department of Law Enforcement's Uniform Crime

Reporting System. Furthermore, this report is still able to pull data on rape cases from NIBRS.

However, even though law enforcement agencies have been transitioning to this new system, less than half (367 of 758) of Florida's law enforcement agencies have reported some data to NIBRS.<sup>57</sup> In Miami-Dade County, only 6 of the 32 law enforcement agencies have reported complete data up to 2022, including victim and offender demographics. Major police departments in the County, such as Hialeah, Hialeah Gardens, Coral Gables, and Miami Beach Police Departments, have not reported full data to FIBRS or NIBRS, limiting the completeness of this report and the related analysis.<sup>58</sup>

## Domestic Violence

The severity and frequency of domestic violence can vary significantly; however, for law enforcement and data collection purposes, domestic violence is defined as willful intimidation, physical and sexual assault, battery, mental abuse, and other forms of abusive behavior with the intention to create a "systematic pattern of power and control."<sup>59</sup> At the national level, 1 in 3 women have "experienced physical violence from an intimate partner."<sup>60</sup> Furthermore, 1 in 5 women have experience intimate partner sexual violence.<sup>61</sup> It is also important to note that 1 in 4 men have experienced intimate partner physical violence, and 1 in 15 men have experienced intimate partner sexual violence.<sup>62</sup> The National Coalition Against Domestic Violence reported that 29.3 percent of men and 37.9 percent of women in Florida have experienced domestic violence or stalking within their lifetimes.<sup>63</sup> Therefore, as moving forward with the section, unfortunately, State, County, and municipalities have not reported data on domestic violence, forcible sex offenses, or rape by gender, but considerations are imperative for this topic. With the inclusion of the national level statistics,

<sup>55</sup> Florida Department of Law Enforcement. (2020) [Domestic Violence \(state.fl.us\)](https://www.fl.doe.gov/Portals/0/About%20Us/About%20Us%20Pages/About%20Domestic%20Violence%20Reporting%20System.aspx)

<sup>56</sup> Federal Bureau of Investigation. (2022). [CDE \(cjis.gov\)](https://www.cde.cjis.gov/)

<sup>57</sup> Some data refers to any data ranging from counts to rates. It does not indicate that these 367 agencies have completely submitted data up to 2022.

<sup>58</sup> The following numbers differ from last year's report, as the analysis of what was reported to the Florida Department of Law Enforcement's Uniform Crime Reporting system differed from what the Miami-Dade County Police Department reported to FIBRS and NIBRS. For example, Miami-Dade County's Police Department 228 rape cases in

2021 to the Florida Department of Law Enforcement Uniform Crime Reporting systems, and then reported 290 rape cases to the FIBRS and NIBRS systems.

<sup>59</sup> National Coalition Against Domestic Violence. (2020). [ncadv\\_florida\\_fact\\_sheet\\_2020.pdf \(speakcdn.com\)](https://www.ncadv.org/files/ncadv_florida_fact_sheet_2020.pdf)

<sup>60</sup> CDC. (2021). Intimate Partner Violence: Fast Facts. [Intimate Partner Violence | Violence Prevention | Injury Center | CDC](https://www.cdc.gov/violenceprevention/intimatepartnerviolence/docs/2021-08-10-intimate-partner-violence-fast-facts.pdf)

<sup>61</sup> Ibid.

<sup>62</sup> CDC. (2020). [Fast Facts: Preventing Intimate Partner Violence | Violence Prevention | Injury Center | CDC](https://www.cdc.gov/violenceprevention/intimatepartnerviolence/docs/2020-08-10-preventing-intimate-partner-violence-fast-facts.pdf)

<sup>63</sup> National Coalition Against Domestic Violence. (2020). [ncadv\\_florida\\_fact\\_sheet\\_2020.pdf \(speakcdn.com\)](https://www.ncadv.org/files/ncadv_florida_fact_sheet_2020.pdf)

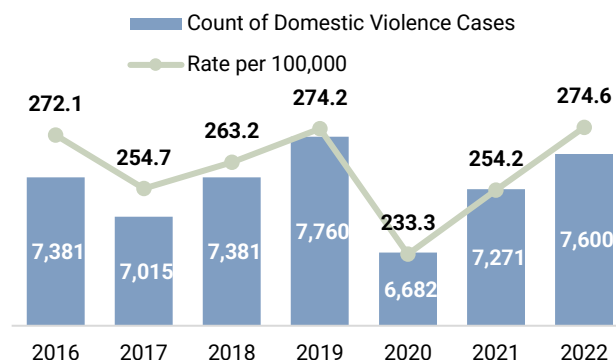
women are more likely to experience domestic violence, but there is a high probability that men in Miami-Dade County are a significant proportion of domestic violence survivors or current victims.

Since an aggregated number for all reported domestic violence cases was unavailable through the Florida Department of Law Enforcement, an additional source, the Florida Department of Health’s Health Charts, was used. However, these numbers will differ from the previous Status of Women Miami-Dade County reports. When the researchers connected with the Florida Department of Law Enforcement to understand the situation regarding the domestic violence data, the representative explained the additional source on Health Charts as follows: “Florida Health Charts collects domestic violence data utilizing the Florida Department of Law Enforcement’s Computerized Criminal History (CCH), Count of Arrest Events for Selected Crime Categories as of July 1, 2023. CCH is a fingerprint-based repository that collects electronic arrest and disposition data from law enforcement and criminal justice agencies in Florida as mandated by Florida Statute 943.05. Unless fingerprints were taken at a later stage in the criminal justice process, CCH does not include records involving a notice to appear, direct file, or sworn complaint where no jail booking has taken place. Florida’s CCH repository is a different data collection than FDLE’s UCR collection. Due to the statutorily mandated requirements being different, the domestic violence data submitted to either collection may be different.”<sup>64</sup>

Therefore, when proceeding with the domestic violence and forcible sex offenses data, it is imperative to note that these numbers are only based on arrests. For example, the Florida Department of Law Enforcement reported 7,570 domestic violence cases in 2020, whereas the Florida Department of Health’s Health Charts reported 6,682, revealing an 888-case discrepancy between what was reported and cases that led to arrests.

According to Florida Health Charts, Miami-Dade County had a 274.7 domestic violence rate per 100,000 in 2022.<sup>65</sup> Figure 25 depicts the varying increases and decreases in both the counts and rates of domestic violence cases since 2016. In 2020, there was a decline in the count and rates of domestic violence cases. However, research suggests that the decline may have been related to the decline in a victim’s ability to report abuse or violence due to the pandemic’s restrictions and forced isolation.<sup>66</sup> After the first year of the pandemic, the rate of domestic violence cases increased by 9 percent in 2021 and 8 percent in 2022.

Figure 25: Domestic Violence Cases in Miami-Dade County by Count and Rate per 100,000, 2016-2022



Source: Florida Health Charts, sourced from Florida Department of Law Enforcement’s Computerized Criminal History

<sup>64</sup> Quote is directly from email communications with the representative from the Florida Department of Law Enforcement.

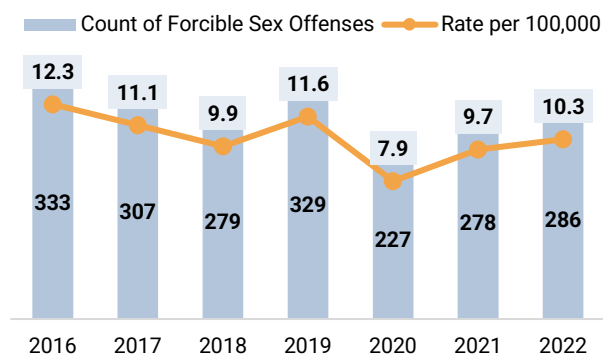
<sup>65</sup> Florida Health Charts. (2022). [Domestic Violence Offenses - FL Health CHARTS - Florida Department of Health | CHARTS](#)

<sup>66</sup> Evans, M. L., Lindauer, M., & Farrell, M. E. (2020). A pandemic within a pandemic—intimate partner violence during Covid-19. *New England journal of medicine*, 383(24), 2302-2304.

## Forcible Sex Offenses

Florida Health Charts, utilizing the same source from the Florida Department of Law Enforcement's Computerized Criminal History counts, reported a 10.3 forcible sex offense rate per 100,000 for Miami-Dade County in 2022 (Figure 26).<sup>67</sup> Like the reports for domestic violence, both the counts and rates of forcible sex offenses have fluctuated since 2016 and experienced a steep decline in 2020. However, since 2020 (7.9 rate per 100,000), the forcible sex offense rate has increased significantly. Also, similar to the domestic violence counts and rates, Florida Health Charts do not have gender, age, race, or ethnicity data on the victims or offenders. Therefore, further analyses cannot be made beyond the analysis of count and rate fluctuations.

Figure 26: Forcible Sex Cases in Miami-Dade County by Count and Rate per 100,000, 2016-2022



Source: Florida Health Charts, sourced from Florida Department of Law Enforcement's Computerized Criminal History

## Rape Cases

Since the Florida Department of Law Enforcement did not have updated data from all municipalities and County law enforcement agencies for 2021 and 2022, the data collection and analysis for rape cases in the County was limited to the availability of data on NIBRS from the 6 of the 32 law enforcement agencies in Miami-Dade County that had submitted complete data to Florida's FIBRS and the FBI's NIBRS databases. The 6 agencies

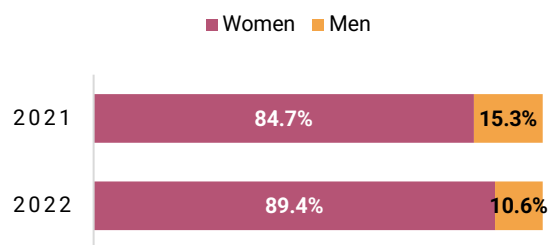
<sup>67</sup> Florida Health Charts. (2022). [Forcible Sex Offenses - FL Health CHARTS - Florida Department of Health | CHARTS](#)

<sup>68</sup> The six agencies that reported completed data on rape cases, including demographics, up to 2022 included the following: Aventura Police Department, Cutler Bay Police Department, Doral Police Department, Miami Lakes Police

reported 321 rape cases in 2021 and 554 cases in 2022, with nine of ten victims being women.<sup>68</sup>

As the count of rape cases within these six jurisdictions increased between 2021 and 2022, the proportions of women and men rape victims changed. Though women continued to be a higher proportion of rape victims in Miami-Dade County, Figure 27 shows men are also victims of rape. Many men who are victims of domestic violence, forcible sex offenses, or rape may not report the incidents due to beliefs around masculinity and fear of stigmatization and victimization.<sup>69</sup> Further research has indicated that one 310 out of every 1,000 sexual assaults are reported to law enforcement.<sup>70</sup> Therefore, combined with the limited data from only 6 out of 32 law enforcement agencies in Miami-Dade County, the listed counts and rates for domestic violence, forcible sex offenses, and rapes severely underestimate the occurrence of this crime.

Figure 27: Proportions of Rape Cases by Gender in Miami-Dade County's 6 Reporting Law Enforcement Jurisdictions



Source: Calculations made by JMPC Research team using data from NIBRS

## Dispatch Calls

Following the process used in the previous Status of Women Reports, the Miami-Dade Police Department was contacted to provide data on domestic disturbance and assault dispatch calls. This year the MDPD also included dispatch calls for sex offenses. The provided reports labelled the data points as "Calls for Service by Signal for Domestic and Sex Violences." There were 17,839 domestic disturbance dispatch calls in 2023, a 5.4

Department, South Miami Police Department, and the Miami-Dade County Police Department.

<sup>69</sup> National Domestic Violence Hotline. (2023). [Myths Around Men Experiencing Abuse - The Hotline](#)

<sup>70</sup> Department of Justice, Office of Justice Programs, Bureau of Justice Statistics. (n.d.). RAINN. [The Criminal Justice System: Statistics | RAINN](#)



percent decrease from 2022. The numbers for domestic disturbances vary from last year's report; however, the patterns remain. Domestic disturbance dispatch calls decreased from 2017 to 2019 but increased significantly in 2021. Since 2021, the number of domestic disturbance calls decreased by 19.4 percent.

The count of domestic assault dispatch calls did not change between 2022 and 2023. There were 4,257 domestic assault dispatch calls in both 2022 and 2023. Domestic dispatch calls did peak in 2021 at 5,857, but the number of calls decreased by 27 percent between 2021 and 2022.

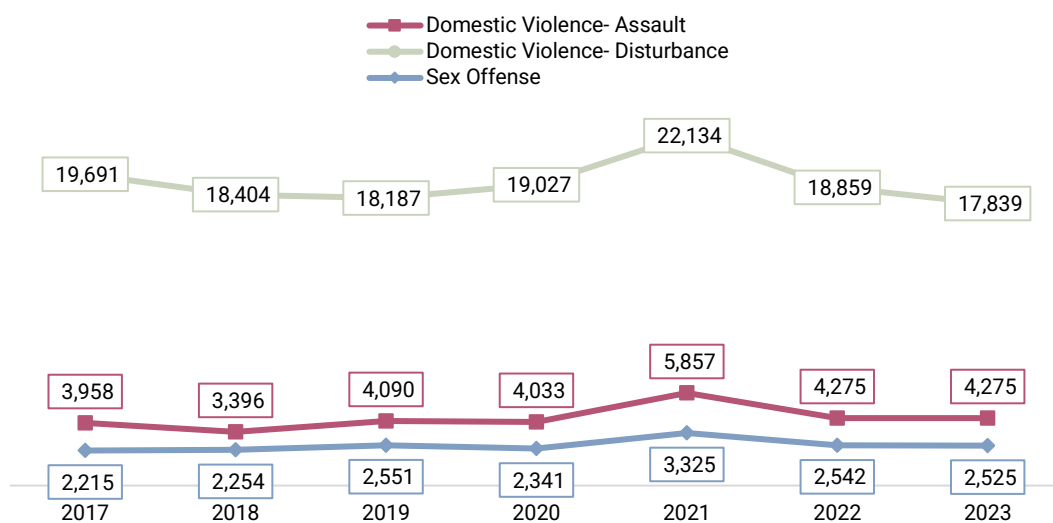
The count of dispatch calls coded for sex offenses have fluctuated significantly since 2018. The most significant changes in sex offense dispatch calls were between 2020 and 2022. Sex offense dispatch calls in Miami-Dade County increased by 42 percent between 2020 and 2021. However, the count decreased by 23.5 percent between 2021 and 2022. The count did not significantly change between 2022 and 2023.

The Miami-Dade Police Department also provided demographic data on the victims and subjects of all sex crimes, including both open and closed cases. Table 14 presents the total number of sex crime victims by sex from both open and closed cases. Women in the areas served by the Miami-Dade Police Department were significantly more likely to be victims of sex crimes. In 2023, 83.2 percent of sex crime victims were women. Even though women had remained the majority of all victims, between 2019 and 2023 there has been an increase in men victims.

While women have remained the majority of sex crime victims, men have remained above 90 percent of sex crime perpetrators since 2017. In 2023, 91.5 percent of sex crime subjects were men (1,059 of 1,157 subjects).

As the number of sex offenses peaked in 2022, it is important to highlight that these numbers may not represent the full situation. The National Crime Victimization Survey by the U.S. Department of Justice's Bureau of Statistics reported in 2022 that "nearly half of intimate partner violence and domestic violence victimizations were not reported."<sup>71</sup> At the national level, only 48 percent of intimate partner violence and 46 percent of domestic violence cases were reported.

Figure 28: Domestic Violence and Assault and Sex Offense Dispatch Calls in Miami-Dade County



Source: Miami-Dade County Police Department

<sup>71</sup> Bureau of Justice Statistics (2023). Criminal Victimization, 2022 (NCJ 307089, BJS).

Table 14: Sex Crime Victims by Sex in Miami-Dade County, 2017-2023

Year	Women Victims	Men Victims	Total	% Women Victims
2017	715	146	861	83.0%
2018	717	132	849	84.5%
2019	646	126	772	83.7%
2020	613	127	740	82.8%
2021	850	149	999	85.1%
2022	1,007	144	1,151	87.5%
2023	954	193	1,147	83.2%

Source: Miami-Dade Police Department

## Human Trafficking

The 2022 Miami-Dade County Status of Women report utilized the Florida Department of Children and Families' Human Trafficking of Children Annual Report. However, the annual report has not been updated since 2022. In 2022, there were 1,876 reports of alleged human trafficking in Florida, 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), while Orange County (177) had the highest.<sup>72</sup>

There is very limited additional data available, as law enforcement agencies have not updated the NIBRS database with the requested data on human trafficking. In Florida, only 73 of the 758 law enforcement agencies reported any data on human trafficking. These 73 agencies reported a total of 34 commercial sex human trafficking cases (31 victims, 2 men victims, and 1 unknown sex).

However, compared to the data collected holistically by the Department of Children and Families, there was a large discrepancy between what was available in the Florida Department of Children and Families' Human Trafficking of Children Annual Report and on the NIBRS database. It is unfortunate as many key demographic factors could be collected from the NIBRS database regarding human trafficking victims and their offenders, since the Florida Department of Children and Families' Human

Trafficking of Children Annual Report does not report any categorical data at the County level.

Miami-Dade County Police Department was 1 of 73 agencies that reported full 2022 data to NIBRS. In 2022, MDPD reported 8 cases of commercial sex human trafficking (5 women victims, 2 men victims, and 1 unknown sex).<sup>73</sup> Of these 8 cases, 7 were victims between 10 and 19 years old while 1 was between 20 and 29. The Doral Police Department reported 2 commercial sex human trafficking cases, both women, with 1 aged 10 to 19 and the other aged 20 to 29. Finally, Miami's Police Department reported one commercial sex case, a women victim aged 20 to 29.

Though the data was limited, it is imperative to highlight the Office of Miami-Dade County's State Attorney's Human Trafficking Task Force.<sup>74</sup> The Task Force is an "innovative trauma-informed" law enforcement model that trains both prosecutors, investigators, and victim specialists, achieving a dual approach to each human trafficking case that supports the victims and successfully prosecutes the abuser.<sup>75</sup> The task force has managed 790 human trafficking cases since its creation and has assisted 1,044 victims of human trafficking.<sup>76</sup> Approximately 96 percent of the minor victims assisted by the Human Trafficking Unit were women, and 92 percent of all adult victims were women. Furthermore, 61 percent of victims were local residents, while 39 percent were from out of state.<sup>77</sup>

<sup>72</sup> Florida Department of Children and Families' Human Trafficking of Children Annual Report (2022). [Human\\_Trafficking\\_Report\\_2021-22.pdf \(myflfamilies.com\)](https://myflfamilies.com/Human_Trafficking_Report_2021-22.pdf)  
<sup>73</sup> Cross-analyses between gender and age are not provided.

<sup>74</sup> [Human Trafficking Task Force - About Us \(miamisao.com\)](https://miamisao.com/). (2022). Office of Miami-Dade County's State Attorney, Katherine F. Rundle.

<sup>75</sup> Ibid.

<sup>76</sup> Data is only up to 2022.

<sup>77</sup> Ibid Footnote 75..

## Miami-Dade County Analysis

The following section presents information on gender equity within County structures and processes. The tracking of 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 toward closing observed gender gaps.

Data in the following sections was provided by the County’s Clerk of the Board, the Office of Small Business Development, 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 board compositions for the previous year.

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.<sup>78</sup>

Table 15 shows that the representation of women in County advisory boards has hovered around 40 percent in the last four years. The calculations of representation exclude the board members whose gender is unknown. The number of board members with unknown gender increased from 13 in 2022 to 27 in 2023.

In 2023, there were 82 County advisory boards in which 40.3 percent of members with known gender were women. Approximately one in five boards

(20.7 percent) were majority women. Only about 11 percent were equally men and women, while 68.3 percent had mostly men members. In addition to the Commission for Women, composed only of women, other boards with a high proportion of women include the Elder Affairs Board (77.8 percent women), the Domestic Violence Oversight Board (75 percent), and the Addition Services Board (75 percent). Some of the most men-dominated boards include the Industrial Development Authority, the Health Facilities Authority, and the Value Adjustment Board, whose members are only men.

The underrepresentation of women in County advisory boards is not unique to Miami-Dade County. The 2023 Broward County Status of Women report found that 44.5% of Broward County’s advisory boards and committee members were women.<sup>79</sup> Research also shows that women are slightly underrepresented in nonprofit volunteer boards.<sup>80</sup> “Studies have shown that a nonprofit organization with women making up 33–50 percent of the board is more likely to have a women CEO than organizations where women’s share is less than 33 percent of the board and organizations where women’s share is greater than 50 percent.”<sup>81</sup>

Table 15: Gender Representation in County Boards

Year	Total Members*	% Men	% Women
2020	1,058	58.7	41.3
2021	1,113	60.5	39.5
2022	1,036	60.7	39.3
2023	991	59.6	40.3

Source: Miami-Dade Clerk of the Board, 2023 Data was extracted in December 2023

\*The total member count includes board members whose gender is unknown.

<sup>78</sup> Miami-Dade Clerk of Courts. <http://www8.miamidade.gov/Apps/BOCC/BoardVacancies/Home.aspx>

<sup>79</sup> Broward County Commission on the Status of Women. <https://www.broward.org/Auditor/Reports/Documents/Reports-Issued-FY-2023/StatusWomenBC-ReportNo23-09.pdf>

<sup>80</sup> Broken Ladders: Barriers to Women’s

Representation in Nonprofit Leadership. (May 2018). American Association of University Women.

<https://www.aauw.org/resources/research/broken-ladders/>

<sup>81</sup> Lee, Y. J. (2019). Scarce as hen’s teeth: Women CEOs in large nonprofit organizations. *Nonprofit Management and Leadership*, 29(4), 601–610.

## Elected Officials Gender Representation

The analysis of elected officials representing Miami-Dade County includes the elected officials in the U.S. House of Representatives, the Florida Senate and House, County Offices, School Board, and Municipalities. At the end of 2022, 36.7 percent of elected officials were women. Compared to Broward (38.5 percent) and Palm Beach County (45.2 percent), Miami-Dade County had the lowest women representation in elected positions.

Table 16 presents categories of elected officials and respective women representation. The Miami-Dade County School Board had the highest representation of women elected representatives (66.7 percent), while the municipalities in the County had the lowest representation of women in elected positions (33.7 percent).

**Table 16: Women Elected Officials' Representation**

Elected Official	Total Women	Total	% Women
U.S. House and Senate	3	7	42.9%
Florida Legislature	10	23	43.5%
Mayor and County Commission	6	14	40.0%
School Board	6	9	66.7%
Municipalities	64	190	33.7%
Other County Positions	2	5	40.0%
<b>Total</b>	<b>91</b>	<b>248</b>	<b>36.7%</b>

Source: JMPC Research and Calculations

## OCA Observations on County Contract and Vendor Demographic Data

In the 2022 Status of Women Miami-Dade County Report, OCA highlighted the implementation of the County's Enterprise Resource Planning (ERP) system, INFORMS. This implementation brought about changes in how contracts are recorded, notably with the introduction of parent and child contracts and task order identifiers linked to umbrella master contracts. OCA anticipated that as more County departments transition to the ERP system, the reporting and quantification of contracts would be streamlined as a result of these system enhancements.

Upon reviewing the data provided by the Office of Small Business Development for the 2023 Status of Women Miami-Dade County Report sourced from the Business Management Workforce System, we noted a significant increase in the number of contracts awarded to women-owned businesses as prime contractors, going from 297 contracts in 2022 to 994 contracts in 2023. To better assess this unusual increase, OCA reviewed the transactions that were reported for the contract counts and sought clarification from the Office of Small Business Development regarding the definition of a woman-owned business and any ownership criteria necessary for such designation.

Per the Office of Small Business Development the status of being women-owned is determined by reviewing vendor registrations, and if there are multiple owners, women must have the highest percentage of ownership to qualify. Upon reviewing the supporting information provided, OCA noted that out of the 994 contracts awarded to women-owned businesses as prime contractors, an estimated 660 had current contract values of \$0 and may not meet the criteria for inclusion in the reported "contracts awarded" category because not all vendors in a pool ultimately wins a bid. This revelation of how the County records contract and vendor demographic information provides an opportunity to reevaluate the process and how it is reported in order to improve data integrity and facilitate informed policy recommendations on gender disparities.

## County Contracts to Women-Owned Firms

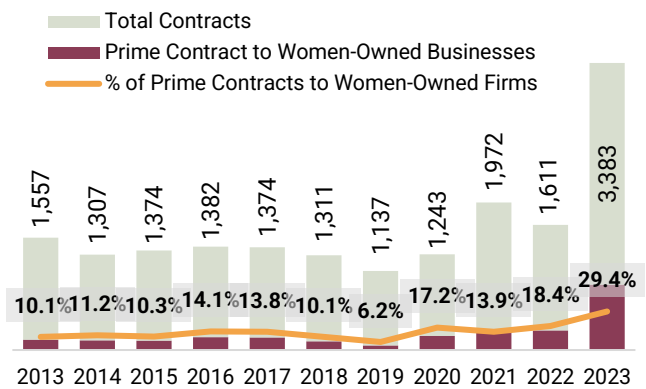
The increase of equitable local small business contracting and procurement is among the priorities of Miami-Dade County's Thrive305 plan. While the plan does not explicitly place a gender lens on its strategies, many initiatives would be beneficial to women entrepreneurs. For example, one of the actions is to "advance a "values-based" approach to procurement that expands how contract bids are evaluated to include criteria for equity, resilience, worker conditions, and community development." Another action item is to "develop a Mentor-Protégé program to assist small businesses in gaining a better understanding of the procurement process, especially on large, complex

contracts.”<sup>82</sup> In these and other small business priorities, the plan deviates from the traditional approach to procurement in which decisions are driven by considerations of value for money, economy, and efficiency. Women-owned enterprises tend to be smaller and grow more slowly due to structural barriers.<sup>83</sup> They may not have the capacity to meet those requirements and might, therefore, be ineligible or unable to compete for tenders without specific considerations and support. However, a 2004 ruling found a program aimed at hitting targets for minority businesses winning County contracts by reserving contracts solely for businesses with women, Black, or Hispanic owners or giving 10% discounts on submitted prices to minority firms unconstitutional.<sup>84</sup> Notably, the federal government’s goal is to award at least 5% of all federal contracting dollars to women-owned small businesses each year.<sup>85</sup>

Miami-Dade County’s Office of Small Business Development provided procurement statistics by the business owner’s gender. Since the characteristics of the business owner are provided voluntarily by the firm, they may not accurately reflect all women-owned businesses receiving government contracts. The number of firms reporting their owners’ gender might also explain the fluctuation in the total women-owned firms from one year to another.

In 2023, Miami-Dade County awarded 3,383 contracts, a 110 percent increase from the previous year and the highest over the eleven-year period for which data was available, as shown in Figure 29. There were 994 women-owned businesses that were awarded prime contracts, and 103 were subcontractors. This was the highest reported number of women-owned prime contractors, more than triple the 297 firms reported in 2022. The most recent data shows that approximately 29 percent of contracts were awarded to women-owned prime contractors.

Figure 29: Contracts Awarded to Women-Owned Firms



Source: Miami-Dade County Office of Small Business Development, Data analysis by the FIU Metropolitan Center

Despite the increase in the number of women-owned businesses, there was a decrease in both the average and total value awarded to women-owned firms. In 2023, the average contract value for women-owned prime contracts was \$58,693, the lowest in the studied period. The highest average prime contract value for women-owned firms was in 2019: \$857,087. Figure 30 shows that the value of contracts to women-owned firms as a proportion of total contracts declined significantly from its peak in 2020, from 36.5 percent to 9.6 percent in 2023.

Another interesting finding is the significantly higher average value awarded to subcontracting women-owned firms. In 2023, the average value of prime contracts for women-owned firms was approximately \$58,700, compared to over \$2.9 million for subcontracting women-owned companies. There was significant variation in the average value of prime and subcontract awards over time. For example, in 2019, the average value of prime contracts to women-owned firms, which was \$857,087, was significantly higher than the average subcontract value of \$125,202.

A determination on whether disparities in contracting exist and how large they are is not

<sup>82</sup> Miami-Dade County, Thrive305. <https://www.miamidadecounty.gov/initiative/thrive305/small-business/action5-1.page>

<sup>83</sup> Carranza, E., C. Dhakal and I. Love. 2018. “Female Entrepreneurs: How and Why are they Different?” Washington, DC: World Bank

<sup>84</sup> 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>

<sup>85</sup> U.S. Small Business Administration. <https://www.sba.gov/federal-contracting/contracting-assistance-programs/women-owned-small-business-federal-contract-program>

**Table 17: Average Value of Prime and Subcontract to Women-Owned Firms (in thousands)**

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Prime Contracts	628K	197K	351K	170K	334K	776K	857K	795K	415K	97K	59K
Subcontracts	56K	207K	43K	103K	211K	110K	125K	4,549K	3,408K	5,737K	2,914K

Source: Miami-Dade County, Office of Small Business Development; Calculated by the Perez Metropolitan Center.

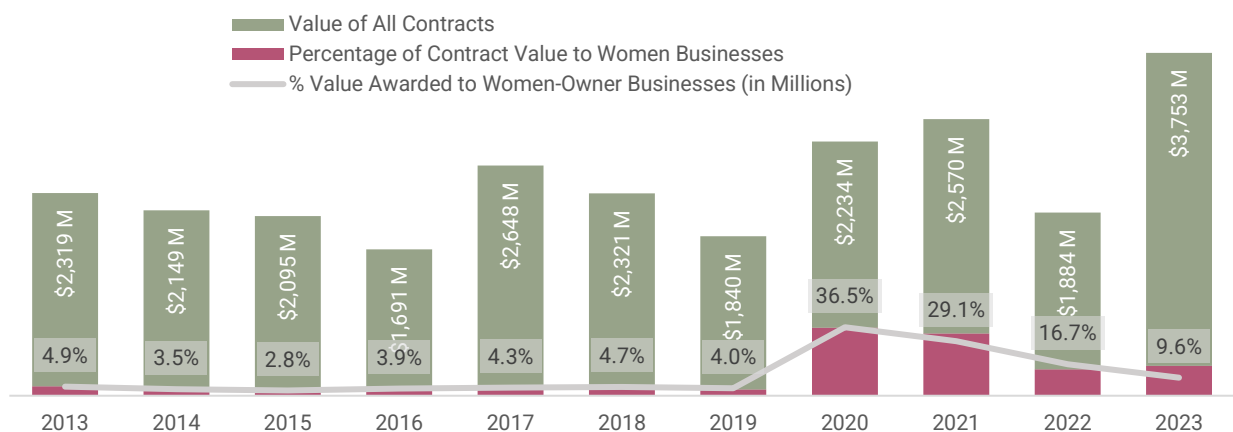
possible without an understanding of the composition of business establishments in Miami-Dade County by ownership. In 2020, Miami-Dade County announced that a procurement disparity study was underway, to be completed in 2023. A disparity study would assess the extent to which County contracting opportunities are proportional to the business composition in the area. As of January 2024, the study has not been released.

The most recent data available for business owner characteristics in Miami-Dade County is from 2017. Given the economic changes in the last five years, this data may be obsolete, but the 2017 data showed that 21.4 percent of the employer firms were women-owned, 58.0 percent were men-owned, and the remaining 20.6 percent had equal ownership. According to the *2024 Wells Fargo Impact of Women-Owned Business Report*, in partnership with Ventureneur, CoreWoman, and Women Impacting Public Policy (WIPP), “14 million women-owned businesses make up 39.1% of all US businesses—a 13.6% increase from 2019 to 2023.”<sup>86</sup>

## 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.<sup>87</sup> Two of the metrics in the Dignity and Equality category are of particular significance for the Miami-Dade County 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 pay 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”.

**Figure 30: Value of Contracts to Women-Owned Firms**



Source: Miami-Dade County Office of Small Business Development, Data analysis by the FIU Metropolitan Center

<sup>86</sup> 2024 Impact of Women-Owned Businesses Research | WEI ([wippeducationinstitute.org](http://wippeducationinstitute.org))

<sup>87</sup> World Economic Forum, Sept. 20, 2020. White Paper. “Measuring Stakeholder Capitalism Towards Common Metrics and Consistent Reporting of Sustainable

Value Creation.” [https://www3.weforum.org/docs/WEF\\_IBC\\_Measuring\\_Stakeholder\\_Capitalism\\_Report\\_2020.pdf](https://www3.weforum.org/docs/WEF_IBC_Measuring_Stakeholder_Capitalism_Report_2020.pdf)

Consistent with these metrics, the following analysis presents the comparison of women’s representation and pay relative to men’s. 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.

Since the 2022 Report, the average and median pay gaps for Miami-Dade County employees have not changed significantly. In 2022, the median pay gap between men and women County employees was 16.7 percent. Women’s median annual rate was \$64,522, compared to men’s rate of \$77,446. Figure 31 represents a trend analysis on the average and median gap since 2019. There were only minor fluctuations in both the median and average gaps.

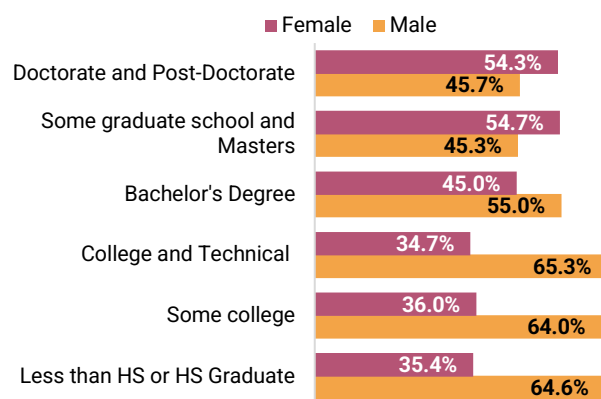
In the 2022 report, the analysis noted that there were no significant changes or efforts to make progress toward a more equally representative County workforce. Approximately 27,000 individuals work for the County. Women represent 39.3 percent, while men continued to be over 60 percent of County employees.

More women (8.2 percent) than men (4.8 percent) working for the County were part-time. While there was a 16.7 percent median earnings gap for full-time employees, there was only a 1.7 percent gap among part-time employees. The median earnings for women (\$23,299) and men (\$23,700) were both under \$24,000. To allow for fair comparisons, part-

time employees are excluded from the analysis. Since there is a larger proportion of women than men working part-time, 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.

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.

Figure 32: Miami-Dade County Employee Educational Attainment by Gender, 2023

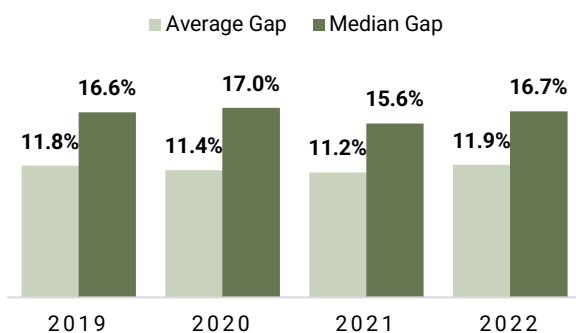


Source: Miami-Dade County, Human Resources Department; Calculated by the Perez Metropolitan

### Education

Similar to the data provided in 2022, there was a higher proportion of full-time women County employees with higher education. For example, out of the full-time employees who have attended some graduate school or complete a master’s degree, 54.7 percent were women (Figure 32). Furthermore, 54.3 percent of those with doctorate or post doctorate degrees were women. Despite full-time woman County employees having significantly higher proportions of higher educational attainments, women with master’s degrees earn 12.9 percent less than men’s.

Figure 31: Miami-Dade County Employee Pay Gap, 2019-2023



Source: Miami-Dade County, Human Resources Department; Calculated by the Perez Metropolitan Center

There was a 16.6 percent median wage gap among full-time employees with a bachelor’s degree. Women with a bachelor’s degree made approximately \$14,000 less than men with the same educational attainment. Table 18 shows the median pay gaps for the major educational categories. The largest gap is for employees with an associate’s degree (some college) or technical education, with women’s average earnings approximately 25 percent less than men’s (Table 18). The only educational attainment level where women were paid more than men was at the doctorate and post-doctorate education level. With a 5.4 percent wage gap in favor of women, this was the only educational attainment level with median earnings over \$100,000. Women made approximately \$6,000 more than men.

**Table 18: Miami-Dade County Employees Median Pay Gaps by Educational Attainment**

Education Level	Women	Men	Gap
Less than HS or HS Graduate	\$60,097	\$72,085	16.6%
Some College	\$53,320	\$71,129	25.0%
College and Technical	\$60,097	\$80,398	25.3%
Bachelor’s Degree	\$73,433	\$88,056	16.6%
Some Graduate School/Masters	\$87,011	\$99,862	12.9%
Doctorate and Post-Doctorate	\$119,773	\$113,606	-5.4%

Source: Miami-Dade County Human Resources Department

Note: The wage gap summary presented in the table does not consider the impact of high wage occupations.

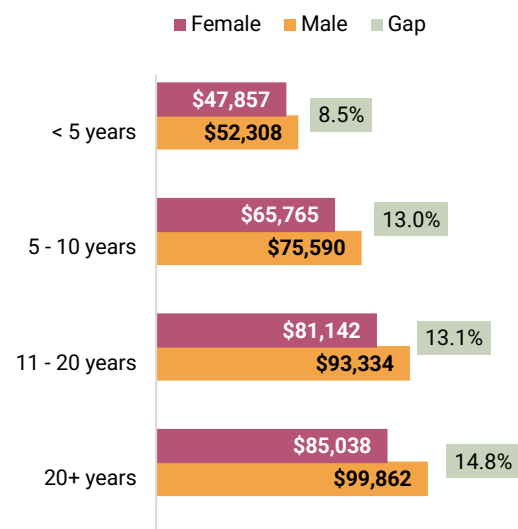
### Tenure/Longevity

Significant differences between women and men employees have been continuously observed. In 2022, 34.1 percent of woman County employees have been employed by the County for five years or less, compared to 28.6 percent of men. The biggest difference between tenure of employment was among those employed for 11 to 20 years. Only 21.5 percent of woman County employees have worked for the County for 11 to 10 years compared to 26.3 percent of men.

Figure 33 shows the pay gaps between women and men employees by number of years of service in Miami-Dade County. The largest gaps were for

those who worked 11 or more years for the County. For employees who worked 11-20 years for the County, the wage gap was 13.1 percent, with woman making approximately \$10,000 less than men. For those who have worked 20 or more years for the County, the wage gap was 14.8 percent. In conjunction with 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.

**Figure 33: Miami-Dade County Employee Pay Gap by Tenure, 2023**



Source: Miami-Dade County, Human Resources Department; Calculated by the Perez Metropolitan Center

Note: Most positions in the County are job classifications that have set salary ranges or pay steps. The tenure categories presented here does not consider the different types of classifications and pay ranges that may impact employee compensation.

### Employment Classification

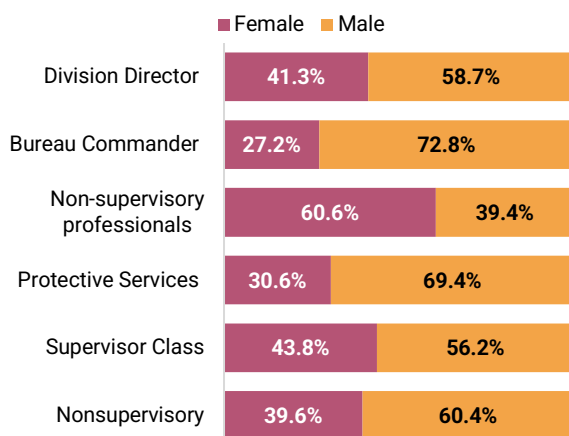
The third important variable that could explain the overall pay gap is representation in higher paid employment classes. Miami-Dade County has a 15-tier supervisory status classification assigned to all County employees. Each classification has a corresponding pay range that organizations use to determine 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 difference in pay as a result of a title difference and variation in functions performed by the employee.

The nonsupervisory classification was the largest, with 12,063 employees, a 2.7 percent increase from 2021 (Figure 34). This classification was 39.6 percent women and 60.4 percent men. Women had the highest proportion of employment in the non-supervisory professional's classification, and the lowest representation in protective services. The non-supervisory professional's classification had a 10.8 percent wage gap, with women making approximately \$9,000 less than their men counterparts. The highest wage gap out of the represented classifications in Figure 34 was the supervisor classification. The median earnings for women in the supervisor classification were \$81,040, while men's median earnings were \$99,862, an 18.8 percent wage gap.

Figure 34: Miami-Dade County Employee Proportion of Classification by Gender, 2023



Source: Miami-Dade County, Human Resources Department; Calculated by the Perez Metropolitan Center

There are seven classifications which employ less than one percent of the total County workforce and are not included in Figure 34 due to low employment numbers. The remaining classifications include the Mayor, Deputy Mayors, Department Directors, and Assistant Directors. There are 177 employees in these six classifications, 92 men and 85 women.

Even though the classifications not represented in Figure 34 were a smaller proportion of employee classification due to the advanced ranking and supervisory classification, women had high proportions in 5 of these classifications. Women were 73.3 percent of the assistants to department directors, 66.7 percent of department directors, 69.2 percent of deputy directors, and 71.4 percent of deputy mayors/special advisors (Table 19). Division directors were included in both Figure 34 due to the employment count and in Table 19 due to its high ranking classification. Women division directors were only 41.3 percent of the employee classification (85 out of 206).

Even though women had higher proportions in these classifications, high median pay gaps were consistent. The highest pay gap was among department directors, where women were paid 18.4 percent less than their men counterparts (Table 19). There was only one classification where women were paid more than men. Women deputy mayors and special advisors were paid 28.8 percent more than men. It is important to highlight these high-ranking classifications in addition to the educational attainment. More women held master's and doctorates, and women held a significant number of high-ranking positions. However, the wage gaps revealed severe inequities in all but one classification.

Table 19: Miami-Dade County Employees Representation and Pay Gaps for Select Top-Level Classifications

Classification	Median Earnings	% Women	Gap
Assistant Directors	\$177,070	35.2%	7.2%
Assistant Division Directors	\$122,119	50.0%	13.9%
Department Director	\$160,735	66.7%	18.4%
Deputy Director	\$220,627	69.2%	16.3%
Deputy Mayor/Spec Advisor	\$176,214	71.4%	-28.8%
Division Directors	\$152,341	41.3%	5.3%

Source: Miami-Dade County Human Resources Department

## Conclusion

The 2023 Status of Women Miami-Dade County Report is the seventh gender equity report produced by the Jorge M. Perez Metropolitan Center. Since 2016, these reports have covered the focus areas identified in the United Nations Convention on the Elimination of Discrimination against Women. The current report highlights a significant, 5 percentage point increase in the wage gap for full-time women. The earnings gap increase raises multiple intersectional questions regarding women's education and career choices, and broader contextual factors that result in the observed disparities.

Between 2021 and 2022, the full-time employed population increased by approximately 40,000 women and 60,000 men, returning the full-time labor force population to pre-pandemic conditions. Furthermore, the proportions of both women who did not work and those who worked part-time decreased between 2021 and 2022, meaning that not only are women joining the labor force, but they are also changing their status of employment. However, even though an increase in the labor force may appear to be a beneficial metric to the County, growth in the overall economy does not always mean equitable growth for every household. It poses the questions, are these individuals entering the workforce in higher-wage occupations that secure economic well-being? Are these individuals able to secure income and earnings that are comparable to the area's cost of living?

Based on the ACS 1-Year Estimates, the trend suggests that more women entered the labor force working full-time in the service industry compared to other occupations. This is a major occupation group where full-time working women have a median earning under \$27,000 and where women are paid 24.3 percent less than men. If women are more likely to join service occupations and accept low wages compared to other occupations, what are the driving forces that lead them to this career choice? The 2022 Status of Women report already raised concerns and questions regarding the pathways women are taking after high school, the challenges and barriers they face, and the ways that the County

is supporting them, which this report reiterates due to the high importance. Driving factors for women joining the full-time workforce in service and low-wage occupations could be related to the flexibility of hours, availability of jobs in proximity to homes or schools, and gendered occupations. Further factors that may have caused women to move from part-time to full-time include the rise in costs for childcare, housing, and essentials.

Receiving a higher education in Miami-Dade County is also not a guarantee for economic success as every educational attainment level has an earnings gap of over 24 percent. Specifically, the earnings gap between women and men with a bachelor's degree was 26.6 percent with men making approximately \$16,000 more than women. Furthermore, proportionally women-dominated fields, including education and healthcare have staggering wage gaps, 24.3 percent and 25.4 percent, respectively. Therefore, even if women pursue higher education or women-dominated occupations, their chance of receiving equitable pay is not guaranteed.

The fact that key municipalities in the County, such as Doral, Hialeah, and Miami, with 65,000 or more residents had median earnings gaps of over 15 percent also indicates how the issues impacting a woman's overall well-being are not location-specific, but rather County-wide. The issues are also internal to County government, as indicated by the 16.7 percent median earnings gap among full-time County employees. Despite the increase in the wage gap, other indicators, such as health insurance coverage, suggest minimal improvements to women's quality of life in the County. However, deeper disparities remain. As in previous report iterations, it is anticipated that the Miami-Dade Commission for Women will use the analysis to continue asking questions 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.