



OFFICE OF THE COMMISSION AUDITOR



MEMORANDUM

TO: Honorable Chairman Anthony Rodriguez
and Members, Board of County Commissioners

FROM: Adeyinka Majekodunmi, CPA
Commission Auditor

A handwritten signature in blue ink, appearing to read "Adeyinka Majekodunmi".

DATE: March 13, 2025

SUBJECT: Miami-Dade County Status of Women 2024 Report

Pursuant to Ordinance No. 15-87 of the County Code, the Office of the Commission Auditor (OCA) is required to gather and provide gender equity data annually to the Miami-Dade County Commission for Women. To fulfill this directive, OCA collaborated with Florida International University's Metropolitan Center, Dr. Maria Ilcheva, and various Miami-Dade County agencies as subject matter experts to produce the attached Status of Women Miami-Dade County 2024 Report.

The study is designed to provide insight into areas of economic development, health and safety, and education. Also included is data analysis on Miami-Dade County Employees.

This report will be placed on the next available BCC Agenda. If you require additional information, please contact us at (305) 375-4354.

cc: Honorable Mayor Daniella Levine Cava
Office of the Mayor Senior Staff
Geri Bonzon-Keenan, County Attorney
Gerald K. Sanchez, First Assistant County Attorney
Jess McCarty, Executive Assistant County Attorney
Basia Pruna, Director, Clerk of the Board and Procurement, Clerk of the Courts
Laura Morilla, Director, Community Advocacy
Rose Martin, Program Director, Commission for Women
Victoria Mallette, Executive Director, Homeless Trust
Eugene Love, Agenda Coordinator
OCA Staff



OFFICE OF THE
COMMISSION AUDITOR

Miami-Dade County

STATUS OF WOMEN
2024 Report





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
Bezait Zewde, Research Assistant



OFFICE OF THE COMMISSION AUDITOR

Report Review Team

Yinka Majekodunmi, CPA, Commission Auditor
Alejandra Z. Bodden, MA, Research Analyst
Mariama Jaiteh, PhD, Research Specialist

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

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 Office of the Commission Auditor

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

The Miami-Dade County Commission for Women

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

This study prepared by the FIU Metropolitan Center as subject matter experts was substantially less detailed in scope than an audit in accordance with generally accepted auditing standards, the objective of which is that the Commission Auditor plan and perform the review to obtain sufficient, appropriate evidence to provide a reasonable

basis for our findings and conclusions based on our objectives. Accordingly, the Commission Auditor does not express an opinion on the data gathered by the subject matter expert.

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STATUS OF WOMEN

2024 Miami-Dade County

The 2024 Status of Women in Miami-Dade County Report is the **eighth** annual report on women's economic development, health, safety, and education in Miami-Dade County.

POPULATION

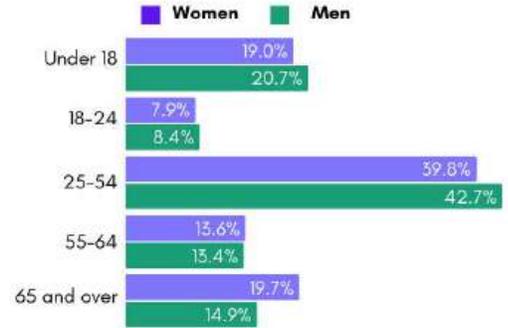


The 2023 population is predominantly women with 1,366,734 women and 1,320,133 men.

MEDIAN AGE



GENDER DISTRIBUTION BY AGE GROUPS IN MIAMI-DADE COUNTY (2023)

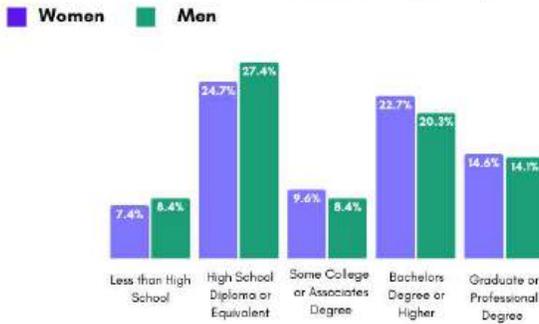


EDUCATION

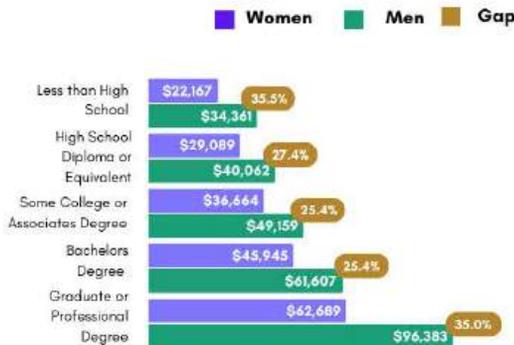
There were no significant changes in the percentages of women and men by educational attainment.

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

EDUCATIONAL ATTAINMENT BY AGE (2023)



MEDIAN EARNINGS BY EDUCATIONAL ATTAINMENT (2023)



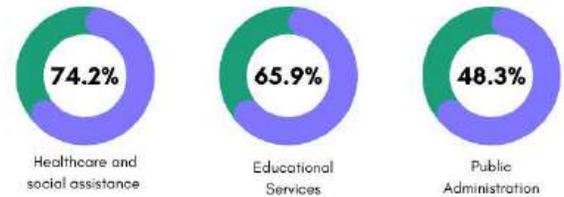
ECONOMIC OPPORTUNITY

MEDIAN EARNINGS FOR FULL-TIME WORKERS



12.7% Earnings Gap

INDUSTRY SECTORS WITH HIGHEST REPRESENTATION OF WOMEN (2023)



LABOR FORCE PARTICIPATION RATE

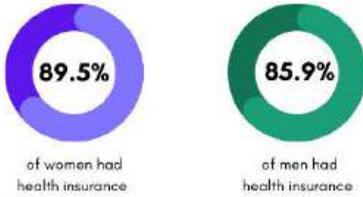


INDUSTRY SECTORS WITH THE HIGHEST WAGE GAP



HEALTH

INSURANCE COVERAGE



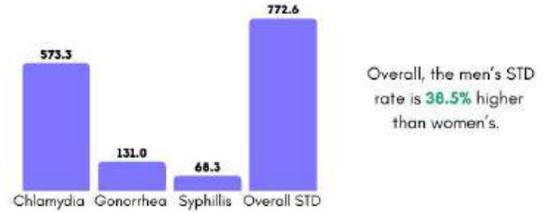
LEADING CAUSES OF DEATH BY GENDER PER 100,000 POPULATION (2023)

	Women	Men
Heart Disease	95.6	178.0
Cancer	100.2	140.8
Alzheimer's	28.0	20.3
Stroke	44.6	47.4
Unintentional Injury	15.6	48.9

TYPE OF DIFFICULTY BY GENDER IN MIAMI-DADE COUNTY (2023)

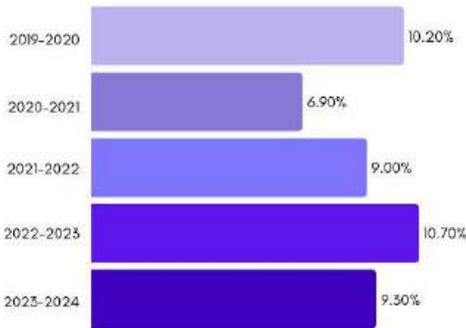
	Women	Men
Hearing	2.0%	2.3%
Vision	2.8%	2.1%
Cognitive	4.5%	2.1%
Ambulatory	6.9%	2.3%
Self-care	2.8%	1.1%
Independent Living	5.3%	1.8%

RATE OF COMMUNICABLE DISEASES PER 100,000 WOMEN, (2023)



SAFETY

HUMAN TRAFFICKING REPORTS IN MIAMI-DADE COUNTY (2019-2023)



DOMESTIC VIOLENCE COUNT

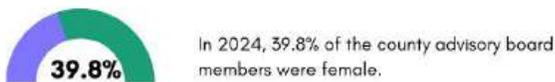


FORCIBLE SEX OFFENSES IN MIAMI-DADE COUNTY (2022-2023)

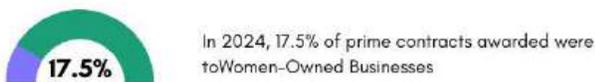


MIAMI-DADE COUNTY ANALYSIS

COUNTY ADVISORY BOARD GENDER REPRESENTATION



AWARDED CONTRACTS TO WOMEN-OWNED BUSINESSES



COUNTY EMPLOYEE MEDIAN ANNUAL SALARIES AND PAY GAP



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

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

Population

According to the Census Bureau’s 2020 Decennial Survey, Miami-Dade County, Florida, had a total population of 2,701,767.¹ Although the Decennial Survey may provide more accurate population counts, the data is less specific than the Census Bureau’s American Community Survey (ACS). Therefore, this report will utilize the most current 2023 ACS 1-Year estimates for much of it, supported by additional sources on health, safety, and County data.

The 2023 1-Year ACS Estimates reported a population of 2,686,867, a slight increase from the 2,673,837 reported in 2022.

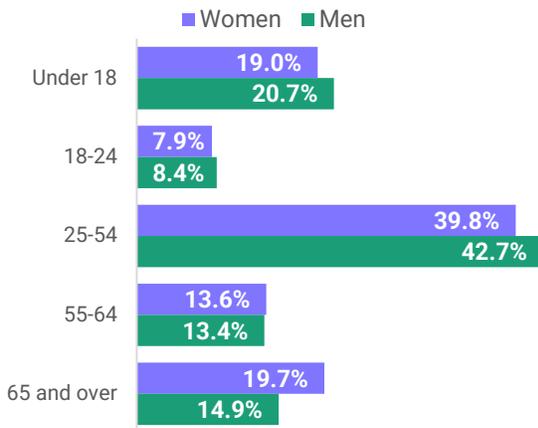
Age and Sex

Since 2017, Miami-Dade County’s population has been predominantly women. The 2023 population followed the same pattern, constituting 1,366,734 (51 percent) women and 1,320,133 (49 percent) men.

The median age for Miami-Dade County was 41 in 2023, 42.5 for women and 39.7 for men. This change was only slightly from 2022 when it was 42.4 for women and 39.4 for men.

Exhibit 1 shows that a higher proportion of women (19.7 percent) than men (14.9 percent) are in the retirement age group. Conversely, a smaller percentage of women (39.8 percent) than men (42.7 percent) are in the prime working age group, between ages 25 and 54.

Exhibit 1: Gender Distribution by Age Groups, Miami-Dade County, 2023



Source: U.S. Census Bureau, 2023 ACS 1-Year Estimates.

¹ Census Bureau. (2020). Decennial Census. [Population Total - Census Bureau Tables](#)

Education

High School Graduation and Dropout Rates

The Florida Department of Education’s high school graduation rate includes K-12 General Education, Alternative Education, Special Education, and Others. According to the Florida Department of Education, the 2023-2024 public school cohort population was 217,248 students, of which 107,956 were female and 109,292 were male.² Female students had a 93.3 percent graduation rate, representing a 1.5 percentage point increase from the 2022-2023 cohort. In the 2023-2024 cohort, male students had a graduation rate of 90.3 percent, a 1.5 percentage point increase from the previous cohort. **Exhibit 2** shows that female students had consistently higher graduation rates than male students in the last five cohorts.

In addition to higher graduation rates, female

Exhibit 2: High School Graduation Rates in Miami-Dade County, from AY 2019-20 through AY 2023-24.

Academic Year/Cohort	Women	Men
2019-2020	92.8%	86.4%
2020-2021	93.1%	87.2%
2021-2022	90.9%	85.4%
2022-2023	91.8%	88.8%
2023-2024	93.3%	90.3%

Source Florida Department of Education

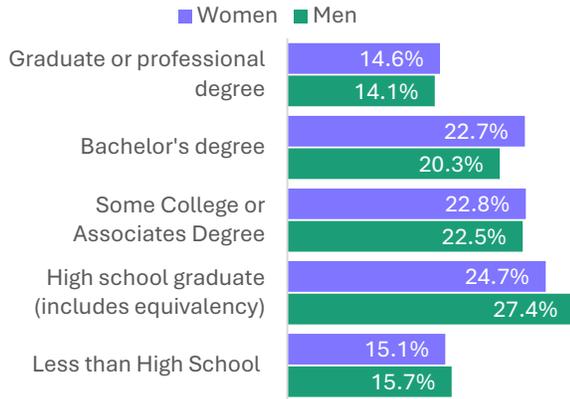
students have lower dropout rates. In the 2023-24 academic year, 1.9 percent of female and 2.5 percent of male students dropped out of high school. Dropout rates have decreased for female and male students, down from 2.2 percent to 3.1 percent in AY2022-23, respectively.

Education Attainment

According to the 2023 American Community Survey 1-Year Estimates, 37.4 percent of women had a bachelor’s degree or higher compared to 34.4 percent of men. Conversely, fewer women (39.8 percent) than men (43.1 percent) had a high school degree or less. (**Exhibit 3**).

² Florida Department of Education. (2023). High School Graduation Cohort. [PK12 - High School Graduation Cohort](#)

Exhibit 3: Educational Attainment by Gender, Miami-Dade County, 2023



Source: U.S. Census Bureau, 2023 ACS 1-Year Estimates.

In 2023, women in the 25 and over age group earned less than men in all educational attainment categories. The most significant median earnings gap was between women and men with graduate or professional degrees, 35 percent, with women earning \$62,689 and men earning \$96,383. Women with bachelor's degrees had earnings of \$45,945, while men had earnings of \$57,300.

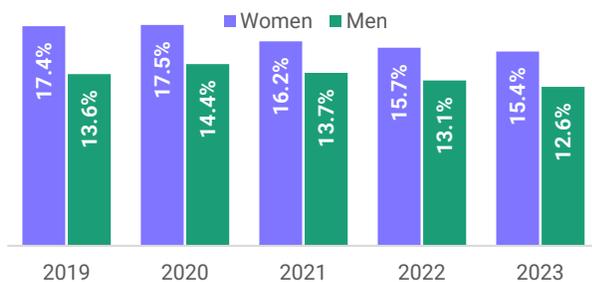
Economic Development

Poverty Status

Every year, the poverty threshold changes based on the Consumer Price Index for All Urban Consumers. Therefore, individuals who fall below the poverty line are considered unable to meet their basic nutrition needs. The 2023 poverty threshold for an individual was \$14,580, and \$30,000 for a four-person family.³

In 2023, Miami-Dade County's poverty rate was 14 percent, representing 371,006 residents, lower than the 14.4 percent in 2022. The poverty rate for women

Exhibit 4: Poverty Rate by Gender, Miami-Dade County, 2019-2023



Source: U.S. Census Bureau, 2023 ACS 1-Year Estimates.

³ U.S. Department of Health and Human Services. (January 12, 2023). Federal Register, [Annual Update of the HHS Poverty Guidelines](#).

was 15.4 percent, higher than the 12.6 percent for men. **Exhibit 4** shows a decline in the poverty rate for women and men over the past five years.

Labor Force Participation

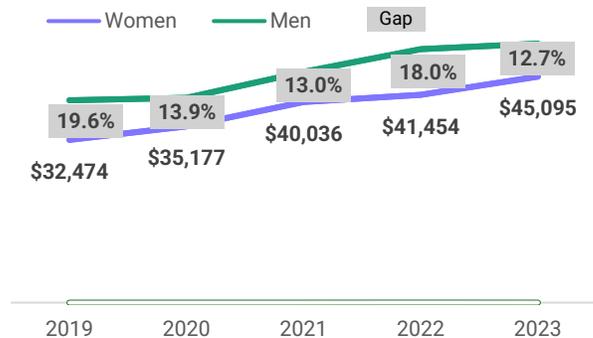
Labor force participation is essential for and earning and creating wealth; therefore, disparities in labor force participation serve as a precursor for overall economic disparities. In 2023, 806,359 women in the 20 to 64 age group participated in the workforce, compared to 818,706 men. These numbers reflect a 76.7 percent participation rate for women and an 84.7 percent participation rate for men. These rates are higher than the 2019 rates of 75.0 percent for women and 83.7 percent for men.

As shown in the previous report, women are more likely to work part-time than men. In 2023, 30.3 percent of women worked part-time compared to 21 percent of men. Although women comprise much of the population, they comprise only 44.1 percent of full-time workers.

Overall Median Earnings

Since more women than men work part-time, the earnings analysis is based solely on full-time workers. In 2023, the median earnings of Miami-Dade County residents who worked full-time were \$49,207. There was a 12.7 percent pay gap between women's median earnings (\$45,095) and men's (\$51,703). Exhibit 5 shows that this gap was the lowest in the past five years. The largest gap occurred in 2019 when the pay gap was 19.6%.

Exhibit 5: Median Earnings for Full-Time Workers by Gender, Miami-Dade County, 2019-2023



Source: U.S. Census Bureau, 2023 ACS 1-Year Estimates.

Industry Employment and Earnings

Factors including demand for skills, education, production value, competition impact employment opportunities as well as salaries and wages. **Exhibit 6** shows that there are only a few sectors in which women represent a higher percentage than men, including:

- ‘Educational services’, with 65.9 percent women and a 13.2 percent pay gap, and
- ‘Health care and social assistance’, with 74.2 percent women and a 26.1 percent pay gap.

Some of the sectors have a large error margin which does not allow for conclusions about the gaps to be drawn, therefore they are excluded from the analysis and only shown to demonstrate the full list of categories. The sectors that have meaningful differences are marked with an asterisk. The large error margin for some sectors is the result of a small sample of individuals surveyed in these respective industries in the American Community Survey.

In 2023, women’s earnings in the ‘Educational services’ subsector were \$52,586, above the overall median earnings (\$49,207) of full-time working residents of Miami-Dade County. In the ‘Health care’ subsector, women’s earnings were only \$41,627.

The largest pay gaps are in the ‘Finance and Insurance’ subsector (47.9 percent), followed by ‘Public administration’ (30.2 Percent), and ‘Health care and social assistance’ (26.1 percent). The smallest pay gaps are in ‘Educational Services’ (13.2 percent), ‘Administrative and support and waste management services’ (18.2 percent), and ‘Retail trade’ (18.5 percent).

Exhibit 6: Women’s Representation, Median Earnings and Pay Gap by Industry Sector, 2023.

Industry	% Women	Women’s Earnings	Pay Gap
Agriculture, forestry, fishing and hunting, and mining:	38.7%	\$21,374	31.7%
Agriculture, forestry, fishing and hunting	40.4%	\$21,374	29.4%
Mining, quarrying, and oil and gas extraction	NA	NA	NA
Construction	9.9%	\$51,422	-13.8%
Manufacturing	39.2%	\$45,004	12.1%
Wholesale trade*	29.6%	\$41,675	24.4%*
Retail trade*	46.9%	\$34,534	18.5%*
Transportation warehousing, and utilities:			
Transportation and warehousing *	24.8%	\$42,007	13.2%*
Utilities	30.3%	\$80,860	-26.2%
Information	26.2%	\$75,599	6.1%
Finance and insurance, and real estate and rental and leasing:*	46.8%	\$58,704	32.7%*
Finance and insurance *	47.8%	\$61,860	47.9%*
Real estate and rental and leasing	44.9%	\$50,710	9.5%
Professional, scientific, management, and administrative and waste management services: *	42.5%	\$51,213	24.7%*
Professional, scientific, and technical services *	44.1%	\$65,436	34.7%*
Management of companies and enterprises	51.5%	\$101,646	NA
Administrative and support and waste management services *	39.8%	\$31,554	18.2%*
Educational services, health care, and social assistance: *	71.6%	\$45,925	22.2%*
Educational services *	65.9%	\$52,586	13.2%*
Health care and social assistance *	74.2%	\$41,627	26.1%*
Arts, entertainment, and recreation, and accommodation and food	44.0%	\$35,097	16.4%*
Arts, entertainment, and recreation	37.5%	\$45,936	-0.6%
Accommodation and food services *	45.5%	\$31,492	24.3%*
Other services, except public administration *	46.9%	\$31,993	20.5%*
Public administration *	48.3%	\$57,293	30.2%*
Overall	44.1%	\$45,095	12.7%*

Source U.S. Census Bureau, 2023 ACS 1-Year Estimates

Occupational Employment and Earnings

Similar to the data presented on industry representation and gaps, only some occupational pay gaps are meaningful. **Exhibit 7** shows all occupational categories and subcategories. Categories marked with an asterisk underscore meaningful pay gaps between women and men. The pay gaps favored men in each category and subcategory. The largest gap (46.2 percent) is in the legal occupations category, which includes higher wage subcategories like lawyers, magistrates and judges, and lower wage legal support workers. The high representation of women in the legal category is due to their high proportion in the lower wage legal support occupations (e.g. paralegals), in which women are 89 percent of full-time workers. The second highest gap is in 'Sales and related' occupations (34 percent). The third largest gap is for 'Transportation' occupations (31.7 percent).

Exhibit 7: Women's Representation, Median Earnings and Pay Gap by Occupation, 2023.

Occupation	% Women	Women's Earnings	Pay Gap
Management, business, science, and arts *	49.5%	\$63,099	25.7%*
Management, business, and financial*	43.3%	\$75,047	24.1%*
Management *	38.7%	\$75,821	24.0%*
Business and financial operations *	53.8%	\$73,752	23.8%*
Computer, engineering, and science	25.5%	\$74,563	7.8%
Computer and mathematical	20.0%	\$71,077	12.9%
Architecture and engineering	16.4%	\$80,882	-5.2%
Life, physical, and social science	60.4%	\$74,784	10.5%
Education, legal, community service, arts, and media *	61.7%	\$55,657	19.1%*
Community and social service	69.0%	\$51,116	2.8%
Legal *	54.7%	\$82,059	46.2%*
Educational instruction and library*	72.9%	\$51,771	15.6%*
Arts, design, entertainment, sports, and media	43.0%	\$56,861	-0.4%
Healthcare practitioners and technical *	70.2%	\$60,852	21.0%*
Health diagnosing and treating practitioners and other technical *	68.5%	\$72,418	26.6%*
Health technologists and technicians	74.7%	\$42,395	26.6%
Service *	54.1%	\$31,435	14.2%*
Healthcare support	86.7%	\$34,292	10.3%
Protective service	23.8%	\$51,332	1.0%
Firefighting and prevention workers	20.1%	\$47,356	-23.2%
Law enforcement workers	30.7%	\$60,239	35.9%
Food preparation and serving related *	44.7%	\$28,177	23.7%*
Building and grounds cleaning and maintenance *	53.3%	\$27,031	14.8%*
Personal care and service	63.1%	\$32,622	-0.7%
Sales and office *	58.1%	\$40,121	20.1%*
Sales and related *	44.1%	\$36,990	34.0%*
Office and administrative support	70.7%	\$40,559	2.1%
Natural resources, construction, and maintenance	5.7%	\$29,793	28.6%*
Farming, fishing, and forestry	48.5%	\$20,186	8.4%
Construction and extraction	4.2%	\$45,210	-10.8%
Installation, maintenance, and repair	2.4%	\$38,074	20.9%
Production, transportation, and material moving *	19.9%	\$30,403	26.2%*
Production *	36.1%	\$31,228	26.3%*
Transportation *	9.9%	\$28,607	31.7%*
Material moving *	26.9%	\$30,397	18.1%*
Overall	44.1%	\$45,095	12.7%*

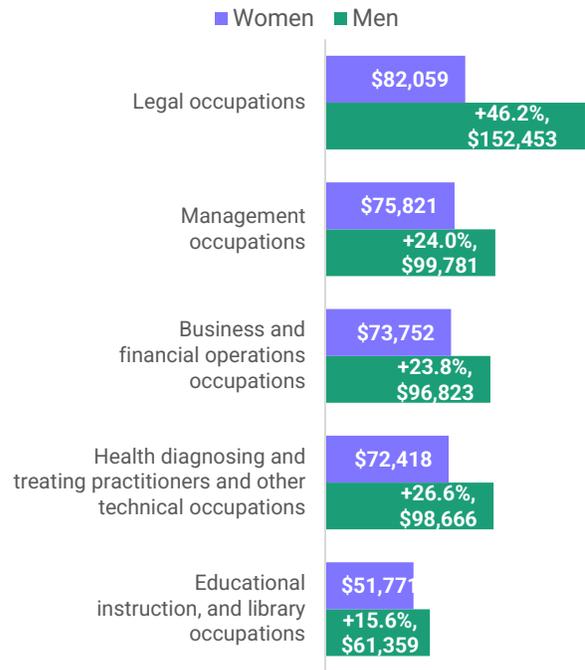
Source U.S. Census Bureau, 2023 ACS 1-Year Estimates

Women’s Representation and Earnings in High-Wage Occupations

The overall pay gap is affected by differences in representation and pay in high-wage occupations. Women’s lower representation in high-wage occupations and high representation in low-wage occupations result in an overall pay gap favoring men. This section defines high-wage occupations as those with earnings above the overall median earnings of \$49,207. All high-wage occupations within the ‘Management, business, science, and arts’ occupational category’ have statistically significant pay gaps.

Exhibit 8 shows the five high-wage occupational subcategories and their respective gaps. The largest gap was in legal occupations, in which women represent 54.7 percent of the full-time workforce. The pay gap in this occupational category is impacted by the high proportion of women in the lower-paid legal support worker occupations. Women also constituted the majority of the workforce in ‘Business and finance’ (53.8 percent), ‘Health diagnosing’ (68.5 percent), and ‘Educational instruction and library’ occupations (72.9 percent). The second highest gap was in ‘Management’ occupations (24.0 percent), in which women are only 38.7 percent of the full-time workforce.

Exhibit 8: Median Earnings by Gender, and Pay Gaps, in High-Wage Occupational Subcategories, 2023



Source: U.S. Census Bureau, 2023 ACS 1-Year Estimates.

Health

According to the American Hospital Association, health insurance coverage improves access to care, supports positive health outcomes, including an individual’s sense of their own health and well-being, incentivizes appropriate use of health care resources, and reduces financial strain on individuals, families, and communities.⁴ In Miami-Dade County, the percentage of individuals with insurance coverage has increased for both women and men. In 2023, 89.5 percent of women and 85.9 percent of men had insurance coverage, up from 88.4 percent and 84.5 percent in 2022, respectively.

While many factors impact health outcomes, there are some differences overall between women and men in the health conditions they experience. This section presents some of these differences, focusing on disability prevalence, chronic diseases, causes of death, communicable disease incidence, and maternal health.

Disability

Women are more likely than men to have a disability, largely due to their longer life span and greater risk for problems such as osteoporosis.⁵ In 2023, 11.4 percent of women and 9.6 percent of men had a disability, a small increase from 11.3 percent and 9.3 percent in 2022, respectively. **Exhibit 9** shows the significant differences between women and men, especially in relation to the ambulatory and independent living difficulties, which are often age-related.

Exhibit 9: Type of Difficulty by Gender in Miami-Dade County, 2023.

Difficulty Type	Women	Men
Hearing	2.0%	2.3%
Vision	2.8%	2.1%
Cognitive	4.5%	2.1%
Ambulatory	6.9%	2.3%
Self-Care	2.8%	1.1%
Independent Living	5.3%	1.8%

Source: U.S. Census Bureau, 2023 ACS 1-Year Estimates

⁴ American Hospital Association. (October 2019). Report: The Importance of Health Coverage

⁵ Wisdom JP, McGee MG, Horner-Johnson W, Michael YL, Adams E, Berlin M. Health disparities between women with and without disabilities: a review of the research. Soc Work Public Health. 2010 May;25(3):368-86.

⁶ Temkin SM, Barr E, Moore H, Caviston JP, Regensteiner JG, Clayton JA. Chronic conditions in women: the development of a

Chronic Diseases

Research has shown that the presentation, prevalence, and long-term effects of chronic conditions differ between women and men, with women experience a higher prevalence of many chronic conditions, including Alzheimer’s disease, depression, and osteoporosis.⁶ There are many data limitations that prevent a comprehensive comparison between women and men including lack of county-level data for the incidence of many of these conditions, outdated information, and lack of gendered data. Therefore, the analysis below presents information on a limited number of chronic conditions, including cancer, heart disease, stroke, diabetes and respiratory diseases from Florida HealthCharts, the most comprehensive Florida database on health.⁷

In 2023, the leading causes of death in Miami-Dade County were heart disease (4,978), cancer (4,298) and stroke (1,802), followed by Alzheimer’s disease (1,003) and unintentional injury (988). **Exhibit 10** shows that women significantly lower death rates related to heart disease, unintentional injury and cancer. Women’s death rate from stroke (cerebrovascular disease) is also slightly lower than men’s. Among the top five leading causes of death, women have a higher death rate only from Alzheimer’s disease.

Exhibit 10: Leading Causes of Death by Gender in Miami-Dade County, Count and Age-Adjusted Rates per 100,000 Population, 2023.

Cause	Women		Men	
	Count	Rate	Count	Rate
Heart Disease	2,285	95.6	2,693	178.0
Cancer	2,107	100.2	2,191	140.8
Stroke	1,107	44.6	695	47.4
Alzheimer’s	717	28.0	286	20.3
Unintentional Injury	277	15.6	711	48.9

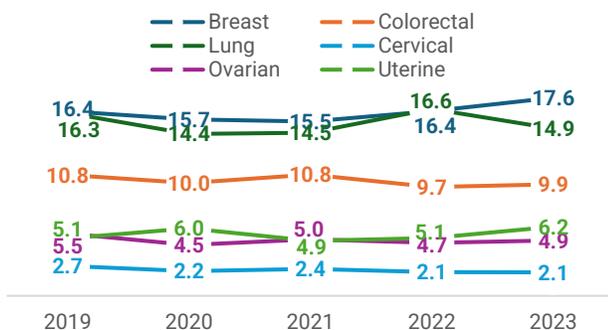
Source: Florida Department of Health, Florida HealthCharts

National Institutes of health framework. BMC Women’s Health. 2023 Apr 6;23(1):162; See also Batulan Z, Bhimla A, Higginbotham EJ, editors. Advancing Research on Chronic Conditions in Women. Washington (DC): National Academies Press (US); 2024 Sep 25. 6. Chronic Conditions That Predominantly Impact or Affect Women Differently.

⁷ Florida HealthCharts Florida Department of Health. <https://www.flhealthcharts.gov/>

According to the American Cancer Society, in the United States, an estimated 40 out of 100 men and 39 of 100 women will develop cancer during their lifetime.⁸ The most recent cancer incidence data from 2021 shows in Miami-Dade County, men have a higher rate of cancer (440.4) than women (373.8), per 100,000 population. The most common cancer differs for each gender; prostate cancer and breast cancer are the most prevalent in men and women, respectively. Other cancers that most often affect women include, colorectal, lung, cervical, endometrial, ovarian, and skin. With medical advances in detection and treatment, the likelihood of dying from cancer has declined overall in the last three decades.⁹ **Exhibit 11** shows some fluctuation in women’s cancer death rates in the last five years, indicating an increase in breast cancer, but a decrease in lung cancer death rates.

Exhibit 11: Death Rates per 100,000 Population by Cancer type for Women in Miami-Dade County, 2019-2023



Source: U.S. Census Bureau. ACS 2023 A-Year Estimates

Diabetes is a very common chronic disease that is more prevalent in men than in women.¹⁰ In 2023, 81,546 individuals were hospitalized from or with diabetes in Miami-Dade County, a rate of 2,243.8 per 100,000 population. Although there is no gendered data on diabetes hospitalizations, men are almost twice more likely than women to die from diabetes. In 2023, the diabetes death rate was 18.6 per 100,000 population for women and 36.2 for men in Miami-Dade County. In 2023, diabetes was the sixth most common cause of death in Miami-Dade County.

In 2023, chronic lower respiratory disease ranked as the seventh most common cause of death in Miami-Dade County, after diabetes. Although women

account for 53 percent of the 849 deaths from this disease, the women’s rate of 18.9 per 100,000 population is lower than men’s (26.7).

Communicable Diseases

A communicable disease is an illness caused by an infectious agent that can spread from one individual to another. Some common infectious diseases in the United States include the flu, COVID-19, the common cold, stomach flu, and sexually transmitted diseases (STDs). Gendered data is only available for STDs, caused by infections that are spread through sexual contact. Women are less likely than men to have an STD overall but there are some variations by the type of disease. **Exhibit 12** shows the differences for four of the leading STD types. Of the three types shown, women are slightly more likely to have chlamydia, whereas men’s rates are significantly higher for syphilis and gonorrhea. Overall, the men’s STD rate is 62.5 percent higher than women’s.

Exhibit 12: STD Count and Age-Adjusted Rates per 100,000 Population by Gender in Miami-Dade County, 2023.

Cause	Women		Men	
	Count	Rate	Count	Rate
Chlamydia	8,120	573.3	7,709	563.2
Gonorrhea	1,856	131.0	5,733	418.8
Syphilis	967	68.3	3,740	273.2
Overall STD	10,943	772.6	17,182	1,255.3

Source: Florida Department of Health, Florida HealthCharts.

Men are also significantly more likely to have an HIV diagnosis. In 2023, men accounted for 83 percent of HIV diagnoses in Miami-Dade County. Women’s age-adjusted HIV diagnoses rate was 12.6 per 100,000 population compared to a 63.5 rate for men.

Maternal Health

Pregnancy has a significant impact on women both during pregnancy and beyond. Severe Maternal Morbidity (SMM) is the presence of a complication during a delivery hospitalization. In 2023, there were 765 cases of severe maternal morbidity per 1,000 hospitalizations in Miami-Dade County, a 7.7 percent increase from the 710 cases in 2022. From 2022 to 2023, the rate increased from 24.8 to 26.8 per 1,000 delivery hospitalizations.

⁸ American Cancer Society. *Cancer Facts & Figures 2025*.

⁹ National Institutes of Health, *Annual Report to the Nation 2022: Overall Cancer Statistics*.

¹⁰ Gwira, A. et al. (November 2024). *Prevalence of Total, Diagnosed, and Undiagnosed Diabetes in Adults: United States, August 2021–August 2023*. NCHS Data Brief No. 516.

Among developed countries, the United States has the highest death rate among pregnant women and new mothers.¹¹ In 2023, 669 women died of maternal causes in the United States, compared with 817 in 2022. The maternal mortality rate for 2023 decreased to 18.6 deaths per 100,000 live births, compared with a rate of 22.3 in 2022.¹² In 2023, there were six maternal deaths in Miami-Dade County, same as in 2022.

¹¹ The Commonwealth Fund. (June 4, 2024). [Insights into the U.S. Maternal Mortality Crisis: An International Comparison.](#)

¹² Centers for Disease Control and Prevention. [Maternal Mortality Rates in the United States, 2023.](#)

Safety

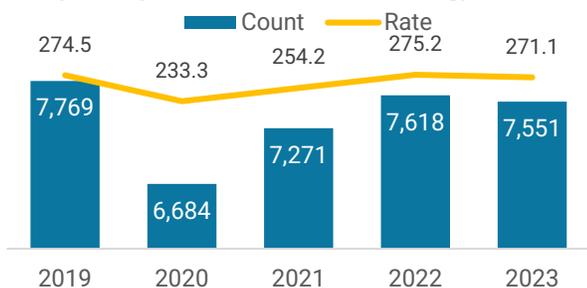
The United Nations defines violence against women as "any act of gender-based violence that results in, or is likely to result in, physical, sexual, or mental harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life".¹³ While the domestic and sexual violence data reported in this section is not available by gender, women are more likely than men to experience violence. In the United States, about 41 percent of women and 26 percent of men experienced contact sexual violence, physical violence, or stalking by an intimate partner during their lifetime.¹⁴ A comparison of the National Crime Victimization Survey with reported crime data shows that only about half of all domestic violence incidents are reported.¹⁵

Domestic Violence

According to the Florida Statutes, domestic violence is defined as "any assault, aggravated assault, battery, aggravated battery, sexual assault, sexual battery, stalking, aggravated stalking, kidnapping, false imprisonment, or any criminal offense resulting in physical injury or death of one family or household member by another family or household member".¹⁶

In 2023, the number of domestic violence offenses in Miami-Dade County decreased to 7,551, down from 7,618. Exhibit 13 shows that the count and rate fell in 2020 but increased until 2023, when there was a slight decrease.

Exhibit 13: Domestic Violence Count and Rates per 100,000 Population in Miami-Dade County, 2019-2023



Source: Florida HealthCHARTS, Florida Department of Law Enforcement

Forcible Sex Offenses

Florida has adopted a "Forcible Sex Offense" category that is not used at the Federal level. Florida's Forcible Sex Offenses (FSO) include forcible rape, attempted rape, forcible sodomy, and forcible fondling.¹⁷

In 2023, the number of reported sexual violence offenses in Miami-Dade County was 331, an increase from 294 in 2022. Exhibit 14 shows that the rate per 100,000 population also increased to 11.9. The comparison of the past five years shows an upward trend, with the 2023 count and rate being the highest since 2019.

Exhibit 14: Forcible Sex Offenses in Miami-Dade County, 2019-2023.

Year	Count	Rate
2019	329	11.6
2020	227	7.9
2021	278	9.7
2022	294	10.6
2023	331	11.9

Source: Florida HealthCHARTS, Florida Department of Law Enforcement

Dispatch Calls

The Miami-Dade County Sheriff's Office provided data for domestic disturbance calls and sexual violence offenses recorded from 2019 through 2024. The data does not include offenses reported to other police departments in Miami-Dade County.

Exhibit 15 shows a decrease in both domestic disturbance calls and sexual violence offenses in the past two years. Domestic disturbance calls decreased by 3.4 percent from 2022 to 2023 and another 5.1 percent from 2023 to 2024. The number of sexual violence offenses decreased by 21.9 percent and 3.0 percent for the same period. There is no gendered data for the domestic disturbance calls. The sexual violence data shows that in 2024, women represented 89.6 percent of sexual violence victims reported by the Miami-Dade Sheriff's Office.

¹³ United Nations. Declaration on the elimination of violence against women. New York : UN, 1993.

¹⁴ United States Centers for Disease Control and Prevention. (May 16, 2024). About Intimate Partner Violence.

¹⁵ U.S. Bureau of Justice Statistics. Criminal Victimization, 2023.

¹⁶ The 2024 Florida Statutes, Title XLIII, Chapter 741, Section 28.

¹⁷ Florida Department of Law Enforcement, UCR Offense Data.

Exhibit 15: Domestic Disturbance Calls and Sexual Violence Offenses Reported by the Miami-Dade Sheriff's Office, 2019-2024

Year	Domestic Disturbance		Sexual Violence Offenses	
Year	Count	Year-Over-Year Change	Count	Year-Over-Year Change
2019	28,700		565	
2020	30,034	4.6%	425	-24.8%
2021	28,586	-4.8%	567	33.4%
2022	30,298	6.0%	636	12.2%
2023	29,264	-3.4%	497	-21.9%
2024	27,766	-5.1%	482	-3.0%

Source: Miami-Dade County Sheriff's Office

Human Trafficking

In Florida, human trafficking is defined under Section 787.06 of the Florida Statutes as “transporting, soliciting, recruiting, harboring, providing, enticing, maintaining, purchasing, patronizing, procuring, or obtaining another person for the purpose of exploitation of that person”¹⁸. The Florida Department of Children and Families provides human trafficking statistics by fiscal year (FY). In FY2023-2024, the number of human trafficking reports in Miami-Dade County decreased to 199, down from 222 in FY2022-23.¹⁹ In FY2023-24, Hillsborough County received the highest number of reports of human trafficking (220), followed closely by Miami-Dade and Broward counties, each with 199 reports. Miami-Dade County had the highest number of human trafficking reports in the previous fiscal year, 2022-23 (222), followed by Hillsborough (166) and Orange (164) counties. **Exhibit 16** shows that in the most recent year, Miami-Dade County's human trafficking reports represented 9.3 percent of overall Florida reports.

Exhibit 16: Human Trafficking Reports in Miami-Dade County and Florida, 2019-2024.

Fiscal Year	Count	Rate	% in MDC
2019-20	193	1,901	10.2%
2020-21	158	2,289	6.9%
2021-22	169	1,876	9.0%
2022-23	222	2,076	10.7%
2023-24	199	2,137	9.3%

Source: Florida Department of Children and Families

¹⁸ The 2024 Florida Statutes, Title XLVI, Chapter 787, [Section 6](#)

¹⁹ Florida Department of Children and Families. (October 1, 2024). [Human Trafficking of Children Annual Report](#); See also [2023 Human Trafficking of Children Annual Report](#).

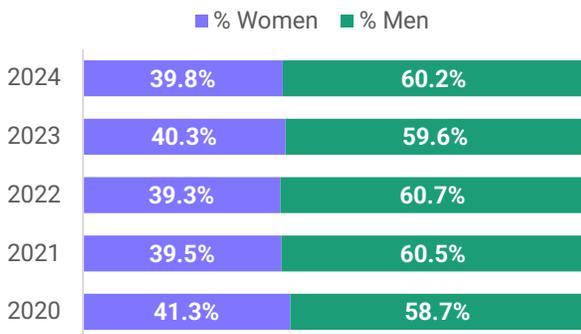
Miami-Dade County Analysis

Consistent with other sections in this report, which focused on women's representation and pay gaps in all of Miami-Dade County, this section presents information obtained from Miami-Dade County departments on women's representation in county boards, government contracts and county employees, and the pay gap for county employees. The analysis also includes comparisons with the data reported in the 2024 Report.

Gender Representation in County Boards

The 2024 Report showed that as of the end of 2023, women represented 40.3 percent of county advisory board members. **Exhibit 17** shows the distribution of board members by gender in the past five years. In 2024, there was a slight increase of female members of county boards to 41.6 percent out of 1,023 board members.

Exhibit 17: Gender Representation in County Boards, 2020-2024



Source: Miami Dade County, Clerk of the Board

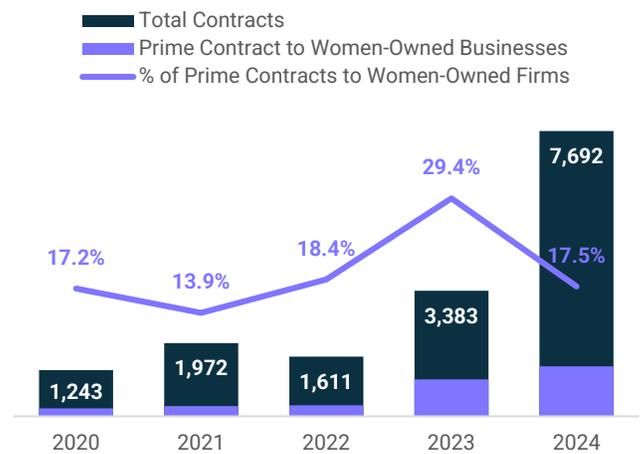
In 2024, women represented the majority of board members in 25 boards, and three boards had equal representation. Men were the majority of board members in the other 60 boards. Six boards had no female representatives, including the Construction Trades Qualifying Board – Division B, the Industrial Development Authority, the Miami-Dade Health Facilities Authority, Naranja Lakes Community Redevelopment Agency, the Public Health Trust Compensation and Evaluation Committee, and the Value Adjustment Board. Three advisory boards had no male representatives, including the Animal Services Advisory Board, the Miami-Dade County Commission for Women, and the Opa-Locka Community Redevelopment Agency.

County Contracts to Women-Owned Firms

Miami-Dade County's Office of Small Business Development provided procurement statistics based on the business owner's gender. Since the firm voluntarily provides the characteristics of the business owner, the statistics may not accurately reflect all women-owned businesses receiving government contracts. Due to the contracts database's reporting limitations, there may be additional businesses where women are minority owners or on contracts awarded to multiple firms, but they could not be identified by the publishing deadline.

In 2024, there were 7692 contracts awarded, an increase of 4,309 from 2023. **Exhibit 18** shows the contracts awarded to women-owned firms from 2020. The total number of contracts corresponds to the number of women-owned businesses awarded or subcontracted, even if the same women-owned business was awarded multiple contracts or was a subcontractor/sub-consult on more than one contract. The number of contracts awarded to women-owned firms increased from 2022 to 2023 but decreased in 2024. While the total number of awarded contracts increased by 127 percent, the percentage of awarded contracts to women-owned firms only increased by 35 percent.

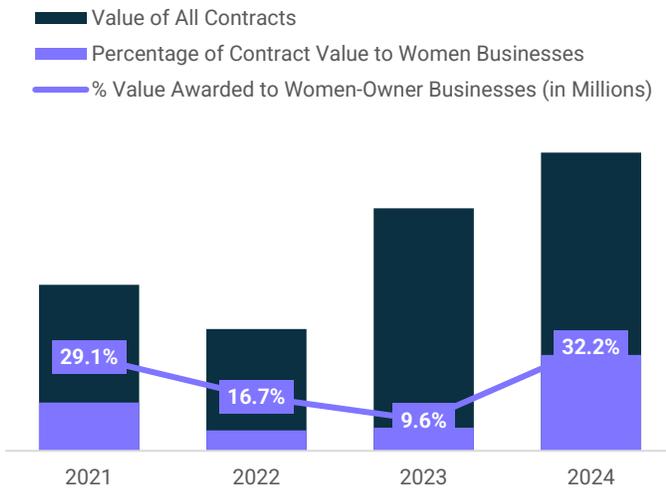
Exhibit 18: Total Prime Contracts and Contracts Awarded to Women-Owned Firms, 2020-2024



Source: Miami-Dade County Office of Small Business Development

In 2024, women-owned firms were awarded 1,346 prime contracts and 116 subcontracts, with a total contract value of \$1,484,994,139. Only one percent of total contracts were awarded to women-owned prime contractors. **Exhibit 19** shows that almost a third of the total contract value (32.2 percent) was awarded to women-owned prime or sub-contractors, a significant increase from 2023 when only 9.6% of contract awards were to women-owned firms. Also of note is that between 2023 and 2024, the total value of contracts to women-owned firms more than tripled, increasing by 314 percent.

Exhibit 19: Total Contract Value and Value of Contracts to Women-Owned Firms, 2020-2024



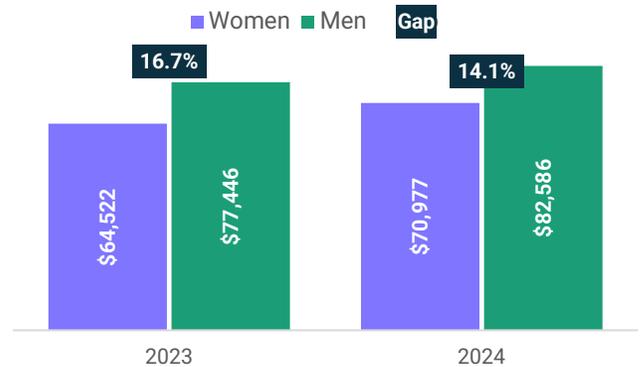
Source: Miami-Dade County Office of Small Business Development

County Employee Pay Gap Analysis

In 2024, women represented 39.9% of the total County employee workforce (29,106 employees). To ensure fair representation and pay comparisons, the analysis in this section is based only on the 26,998 employees considered 'permanent', of whom 39.1 percent were women. The analysis also excludes the Miami-Dade County Commissioners, whose nominal pay is \$6,000.02. For comparison, according to the 2023 American Community Survey, women comprised 44.1 percent of full-time workers overall in Miami-Dade County.

Exhibit 20 shows a decrease in the median pay gap, from 16.7 percent in 2023 to 14.1 percent in 2024. The smaller median pay gap is due to women's median salary increasing by 10 percent, whereas men's median salary increased by only 6.6 percent.

Exhibit 20: Median Annual Salaries and Pay Gaps by Gender for Miami-Dade County Full-Time Employees, 2023 and 2024



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

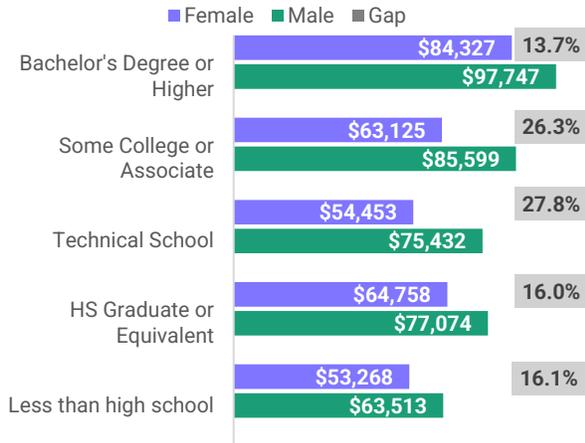
Education

Almost a third (32.2 percent) of Miami-Dade County's full-time employees have at least a bachelor's degree. However, approximately 47 percent, or 17,700 employees, hold high school or equivalent degrees. There are more women (39.5 percent) than men (27.6 percent) with bachelor's degrees or higher educational attainment. Conversely, more men (50.1 percent) than women (42.2 percent) hold high school or equivalent degrees.

Exhibit 21 shows that the pay gaps favor men across all educational levels. The smallest gap, 13.7 percent, is between women and men in the highest educational category, a bachelor's degree or higher.

The largest gap, 27.8 percent, is between women and men with technical schooling. Women represent only 22.8 percent of the 499 employees with a technical school degree.

Exhibit 21: Median Annual Salaries and Pay Gaps by Educational Attainment and Gender for Miami-Dade County Full-Time Employees, 2023 and 2024



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

Tenure/Longevity

Exhibit 22 shows median salaries by gender and the corresponding pay gaps. The smallest pay gap is for employees with the shortest tenure or those with fewer than five years of employment in Miami-Dade County. The gaps are more prominent for employees with longer tenures, with the most significant gap being between women and men who have been employed for over 20 years in Miami-Dade County.

Exhibit 22: Median Annual Salary by Gender and Pay Gaps by Tenure/Longevity, 2024.

Tenure Range	Women's Salary	Men's Salary	Pay Gap
< 5 years	\$51,427	\$54,959	6.4%
5 - 10 years	\$70,913	\$78,962	10.2%
11 - 20 years	\$87,173	\$99,529	12.4%
21+ years	\$89,189	\$105,733	15.6%

Source: Miami Dade County Human Resources Department; Calculations by the Perez Metropolitan Center

It is also notable that women represent 41.5 percent of employees with tenure of ten years or less and only 36.4 percent with tenure over ten years. These differences might impact on the pay gaps as employees with longer tenure might have received annual salary increases or might have improved opportunities for growth due to on-the-job experience.

Supervisor Level Categories

Exhibit 23 shows women's representation, median salary, and pay gap by supervisory level. The pay gap only favors women classified as 'Deputy Mayors/Special Advisors'. Six women and six men are in this category, with an 11.5 percent pay gap in favor of women. The most significant number of employees (11,880) are classified as 'Non-supervisory'. Women represent 38.2 percent in this category, with a pay gap of 10 percent. The second largest category by employment (7,164) is 'Supervisor classes,' employing 44.4 percent of women, with a 19.6 percent pay gap. In third place is the 'Protective services' category, which has 5,407 employees. Only 30.9 percent of employees are women, and their median pay gap is 11.7 percent.

Exhibit 23: Women's Representation, Median Annual Salary, and Pay Gaps by Supervisory Level, 2024.

Supervisory Level	Female %	Women's Median Salary	Pay Gap
Assistant to Directors	54.5%	\$91,720	35.9%
Assistant to Mayor	71.4%	\$98,346	29.7%
Supervisor Classes	44.4%	\$85,503	19.6%
Department Directors	63.6%	\$177,910	16.5%
Protective Services	30.9%	\$86,285	11.7%
Bureau Commander and Section Head	28.4%	\$131,210	11.6%
Non-Supervisory	38.2%	\$55,686	10.0%
Nonsupervisory Professionals	61.9%	\$77,836	9.5%
Division Directors	38.3%	\$159,264	8.9%
Deputy Directors	68.4%	\$245,158	8.6%
Assistant Directors	36.8%	\$195,465	3.4%
Assistant Division Directors	48.0%	\$138,431	0.5%
Deputy Mayors/ Special Advisors	50.0%	\$189,782	11.5%

Source: Miami Dade County Human Resources Department; Calculations by the Perez Metropolitan Center

Appendix A: Aggregate Table with Metrics, 2019-2023

Category	Metric	2019			2020			2021			2022			2023		
		Women	Men	Gap												
Population	Gender Representation	51.4%	48.6%		51.4%	48.6%		51.0%	49.0%		50.8%	49.2%		50.9%	49.1%	
	Black, not Hispanic Population by Gender	52.1%	47.9%		51.8%	48.2%		51.6%	48.4%		51.4%	48.6%		51.4%	48.6%	
	Hispanic or Latino Population of any race by Gender	51.7%	48.3%		51.7%	48.3%		51.3%	48.7%		51.3%	48.7%		51.3%	48.7%	
	White, not Hispanic Population by Gender	48.7%	51.3%		48.8%	51.2%		48.5%	51.5%		48.2%	51.8%		48.8%	51.2%	
Education	High School Graduation Rate	92.8%	86.4%	-7.4%	93.1%	87.2%	-6.8%	90.9%	85.4%	-6.4%	91.8%	88.8%	-3.4%	93.3%	90.3%	-3.3%
	High School Dropout Rate	2.7%	4.5%	40.0%	3.2%	5.3%	39.6%	2.4%	3.8%	36.8%	2.2%	3.1%	29.0%	1.9%	2.5%	24.0%
	Bachelor's Degree or Higher	31.4%	29.8%	-5.2%	31.2%	30.0%	-4.1%	33.1%	31.5%	-5.3%	34.9%	34.7%	-0.6%	37.4%	34.4%	-8.8%
Economic Development	Poverty Rate	17.4%	13.6%	-27.9%	17.5%	14.4%	-21.5%	16.2%	13.7%	-18.2%	15.7%	13.1%	-19.8%	15.4%	12.6%	-22.2%
	Labor Force Participation (Ages 20-64)	75.0%	83.7%	10.4%	73.6%	83.3%	11.6%	74.1%	83.3%	11.0%	75.4%	83.0%	9.2%	76.7%	84.7%	9.4%
	Overall Median Earnings for Full-time Workers	\$32,474	\$40,368	19.6%	\$35,177	\$40,860	13.9%	\$40,036	\$46,023	13.0%	\$50,577	\$50,559	0.0%	\$45,095	\$51,675	12.7%
Health	Health Insurance Coverage	85.4%	81.9%	-4.3%	85.2%	82.3%	-3.5%	87.4%	84.6%	-3.3%	88.4%	84.5%	-4.6%	89.5%	85.9%	-4.2%
	Death Rate (age-adjusted, per 100,000 population)	441.1	683.5	35.5%	536.2	858.3	37.5%	548.8	853	35.7%	514.8	786.5	34.5%	462.1	717.3	35.6%
	Hearth Disease Death rate (age-adjusted, per 100,000 population)	101.1	182.6	44.6%	107.0	191.6	44.2%	102.8	180.8	43.1%	105.2	186.9	43.7%	95.6	178.0	46.3%
	Cancer Death Rate (age-adjusted, per 100,000 population)	101.4	145.4	30.3%	97.5	141.1	30.9%	96.1	137.5	30.1%	101.3	144.6	29.9%	100.2	140.8	28.8%
	Stroke Death Rate (age-adjusted, per 100,000 population)	42.9	46.5	7.7%	47.9	52.8	9.3%	49.3	54.4	9.4%	49.5	53.1	6.8%	44.6	47.7	6.5%
	Alzheimer's Death Rate (age-adjusted, per 100,000 population)	26.1	17.4	-50.0%	30.3	21.2	-42.9%	28.4	19.1	-48.7%	33.8	23.4	-44.4%	28.0	20.3	-37.9%
	Bacterial Sexually Transmitted Disease Rate per 100,000 Population	772.6	1,255	38.5%	704.5	1,124	37.3%	668.6	1,047.2	36.2%	600.2	850.3	29.4%	699	930.2	24.9%
	HIV Diagnoses per 100,000 Population	13.4	62.5	78.6%	7.7	44.4	82.7%	9.9	52	81.0%	11.1	62.9	82.4%	12.6	63.5	80.2%
Safety	Domestic Violence Offense Rate per 100,000 Population	274.5			233.3			254.2			275.2			271.1		
	Forcible Sex Offense Rate per 100,000 Population	11.6			7.9			9.7			7.9			11.6		
	Human Trafficking Reports	193			158			169			222			199		

Sources: ACS 1-Year Estimates, U.S. Census Bureau; FL Health Charts, Florida Department Of Health; Florida Department of Education; Florida Department of Law Enforcement; Florida Department of Children And Families

Appendix B: Miami-Dade County Analysis, 2019-2023

Metric	2019			2020			2021			2022			2023			2024		
	Women	Men	Gap	Women	Men	Women	Women	Women	Gap	Women	Men	Gap	Women	Men	Gap	Women	Men	Gap
Gender Representation in County Boards	NA	NA	NA	41.3%	58.7%	29.6%	39.5%	60.5%	34.7%	39.3%	60.7%	35.3%	40.3%	59.6%	32.4%	41.6%	58.4%	28.8%
Percentage of Prime Contracts Awarded by Gender of Company Owner	6.2%	93.8%	93.4%	17.2%	82.8%	79.2%	13.9%	86.1%	83.9%	18.4%	81.6%	77.5%	29.4%	70.6%	58.4%	17.5%	82.5%	78.8%
Percentage of Contract Value Awarded by Gender of Company Owner	4.0%	96.0%	95.8%	36.5%	63.5%	42.5%	29.1%	70.9%	59.0%	16.7%	83.3%	80.0%	9.6%	90.4%	89.4%	32.2%	67.8%	52.5%
Median Annual Salary of Full-Time County Employees	\$57,903	\$69,457	16.6%	\$59,092	\$71,199	17.0%	\$63,903	\$75,691	15.6%	NA	NA	NA	\$64,522	\$77,446	16.7%	\$70,977	\$82,586	14.1%

Source: Miami-Dade County Clerk of the Board, Miami-Dade County Small Business Division, Miami-Dade County Sherriff's Office, Miami-Dade County Human Resources Department