



OFFICE OF THE
**COMMISSION
AUDITOR**



Miami-Dade County
STATUS OF WOMEN
2025 Report



Jorge M. Pérez
Metropolitan
Center



Jorge M. Pérez
Metropolitan Center
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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.

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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 on whether the Commission's fiscal and legislative policy directions 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 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.

TABLE OF CONTENTS

Methodology.....	6
Population.....	9
Age and Sex	9
Race and Ethnicity	9
Education	11
High School Graduation and Dropout Rates	11
Educational Attainment	12
Economic Development.....	13
Poverty Status	13
Labor Force Participation	13
Overall Median Earnings	13
Industry Employment and Median Earnings	15
Occupational Employment and Earnings	16
Women’s Representation and Earnings in High-Wage Occupations	17
Health.....	18
Disability.....	18
Chronic Diseases.....	19
Communicable Diseases	20
Maternal Health	21
Safety	23
Domestic Violence	23
Forcible Sex Offenses	23
Dispatch Calls.....	24
Human Trafficking.....	24
Miami-Dade County Analysis.....	25
Gender Representation in County Boards.....	25
County Contracts to Women-Owned Firms	25
County Employee Pay Gap Analysis.....	26
Race and Ethnicity	27
Education	27
Tenure/Longevity	28
Supervisor Level Categories	29
Appendix A: Aggregate Table with Metrics for Miami-Dade County, 2020-2024.....	30
Appendix B: Miami-Dade County Analysis, 2020-2025.....	31

LIST OF EXHIBITS

Exhibit 1: Gender Distribution by Age Groups Miami-Dade County (2024)	9
Exhibit 2: Gender Distribution by Race and Ethnicity, Miami-Dade County (2024)	10
Exhibit 3: High School Graduation Rates in Miami-Dade County, from AY 2019-20 through AY 2024-25	11
Exhibit 4: Educational Attainment by Gender, Miami Dade County (2024)	12
Exhibit 5: Median Earnings in the Past 12 Months (in 2024 Inflation-Adjusted Dollars) by Gender and Educational Attainment for the Population 25 Years and Over	12
Exhibit 6: Poverty Rate by Gender, Miami-Dade County, 2019-2024.....	13
Exhibit 7: Median Earnings and Pay Gap by Gender, 2019-2024	14
Exhibit 8: Women’s Representation, Median Earnings and Pay Gap by Industry Sector, 2024.....	15
Exhibit 9: Women’s Representation, Median Earnings and Pay Gap by Occupation, 2024.	16
Exhibit 10: Highest Earning Occupations for Women and Their Pay Gaps (2024)	17
Exhibit 11: Type of Difficulty by Gender in Miami-Dade County, 2024.....	18
Exhibit 12: Leading Causes of Death by Gender in Miami-Dade County, Count and Age-Adjusted Rates per 100,000 Population, 2024	19
Exhibit 13: Death Rates from Cancer for Women, Age-Adjusted Rates per 100,000 Population, 2019-2024.....	20
Exhibit 14: STD Count and Age-Adjusted Rates, by Gender in Miami-Dade County, 2023	21
Exhibit 15: Severe Maternal Morbidity, Rate Per 1,000 Live Births, by Race and Ethnicity, 2019-2024	21
Exhibit 16: Infant Mortality, Rate Per 1,000 Live Births, by Race and Ethnicity, 2020-2024.....	22
Exhibit 17: Domestic Violence Offense Counts and Rates per 100,000 Population in Miami-Dade County, 2019-2024	23
Exhibit 18: Forcible Sex Offense Counts and Rates per 100,000 Population in Miami-Dade County, 2019-2024 .	23
Exhibit 19: Domestic Disturbance Calls and Sexual Violence Offenses Reported by the Miami-Dade Sheriff’s Office, 2019-2024.....	24
Exhibit 20: Human Trafficking Reports in Miami-Dade County and Florida, 2019-2025.	24
Exhibit 21: Gender Representation in County Boards (2020-2025) for Commission-Appointed Seats.....	25
Exhibit 22: Total Prime Contracts and Contracts Awarded to Women-Owned Firms (2021-2025).....	26
.....	26
Exhibit 23: Total Contract Value and Value of Contracts to Women-Owned Firms (2021-2025)	26
Exhibit 24: 2024 and 2025 Median Annual Salaries and Pay Gaps by Gender for Miami-Dade County Full-Time Employees	27
Exhibit 25: Median Salary and Pay Gaps by Gender, Race, and Ethnicity (2025)	27
Exhibit 26: Median Annual Salaries and Pay Gaps by Educational Attainment and Gender for Miami-Dade County Full-Time Employees (2025).....	28
Exhibit 27: Gender Pay Gaps by Race and Ethnicity, and Educational Attainment (2025)	28
Exhibit 28: Median Annual Salary and Pay Gaps by Gender and Tenure/Longevity (2025)	28
Exhibit 29: Women’s Representation, Median Annual Salary, and Pay Gap by Supervisory Level (2025).....	29

Methodology

For the development of the annual Status of Women report, the FIU Jorge M. Perez Metropolitan Center research team relied on publicly available data sources from federal, state, and local agencies, as well as data provided by various departments in Miami-Dade County. Data sources are listed in the report and under each exhibit. These include the U.S. Census Bureau's American Community Survey (used throughout different sections of the report), Florida Department of Education (for education metrics like graduation rates), Florida Department of Health (for health data such as communicable diseases and maternal health), Miami-Dade County's Human Resources Department (for employment information), Miami-Dade County Clerk of the Board (for gender representation on boards), Miami-Dade County Sheriff's Office (for data on sexual violence and domestic disturbance calls), Florida Department of Children and Families (for human trafficking data), Florida Department of Law Enforcement (for forcible sex offense data), and Miami-Dade County Office of Small Business Development (for information on contracts awarded to women-owned businesses). The population or universe for the data is indicated throughout the report. Age definitions may vary by source and are explained in each section.

Throughout the report, data from the American Community Survey are listed as Black alone (not Hispanic or Latino), Black alone (of any ethnicity), White alone (not Hispanic or Latino), and Hispanic or Latino of any race. For labor force participation, poverty status, and earnings by race and ethnicity, the Census only provides data for the Black alone population, which is noted in those sections. Racial data from Florida Health charts is categorized by race alone without regard to ethnicity, while data by ethnicity alone excludes consideration of race. Racial data is used as provided by all other sources, including Miami-Dade County agencies. Inconsistencies in how data by race and ethnicity are presented may result from the methods used for aggregation and reporting by each source.

For this report, gender and sex are used interchangeably. When a gap is identified between women and men, it refers to a relative measure of the percentage difference between the two groups compared to a reference group; in this report, men serve as the reference group.

Status of Women

Miami-Dade County

The 2025 Status of Women in Miami-Dade County Report is the **ninth** annual report on women's economic development, health, safety, and education in Miami-Dade County.

Population



51.0% Women



49.0% Men

Median Age



42.0 Women

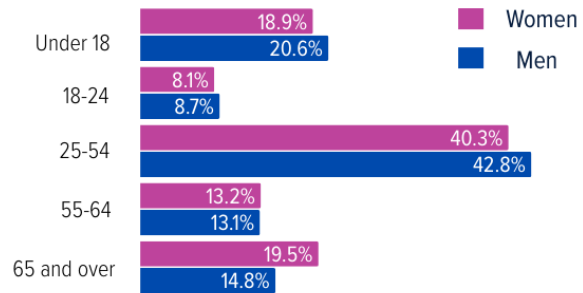


39.2 Men

The population was predominantly women with **1,442,130** women and **1,396,331** men.

Sources: Census Bureau 2024 ACS 1-Year Estimates

Gender Distribution by Age Groups in Miami-Dade County

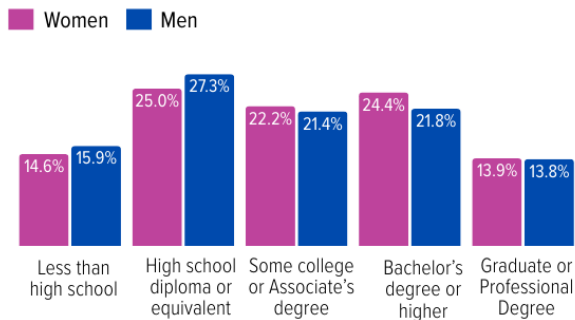


Sources: Census Bureau 2024 ACS 1-Year Estimates

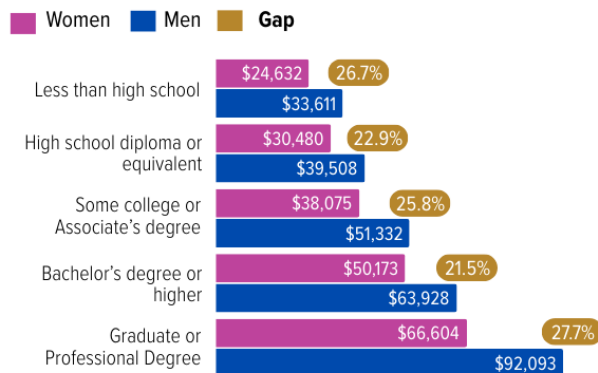
Education

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

Educational Attainment by Gender



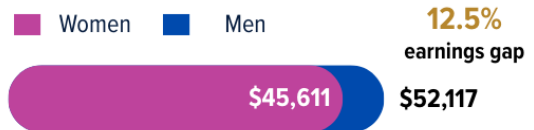
Median Earnings by Educational Attainment



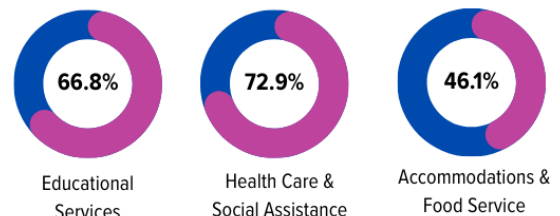
Sources: Census Bureau 2024 ACS 1-Year Estimates

Economic Opportunity

Median Earnings for Full-time Workers



Industry Sectors with Highest Representation of Women



Labor Force Participation Rate



Occupations with the Largest Median Earnings for Women

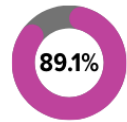
Top occupations with the highest median earnings for women (2024):

- Legal occupations — \$94,219
- Life, physical, and social science occupations — \$86,259
- Law enforcement workers, including supervisors — \$81,494

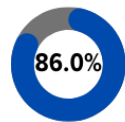
(Median earnings for full-time, year-round civilian workers age 16 and over)

Sources: Census Bureau 2024 ACS 1-Year Estimates

Health Insurance Coverage



of women had health insurance



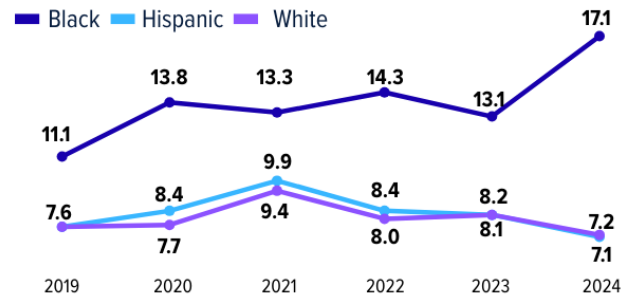
of men had health insurance

Leading Causes of Death by Gender per 100,000 population (2024)

	Women	Men
Cancer	102.3	144.5
Heart Disease	95.4	174.6
Stroke	44.1	46.6
Alzheimer's	25.8	21.1
Chronic Lower Respiratory Disease	19.2	27.9
Diabetes	17.4	28.4
Unintentional Injury	14.7	44.8

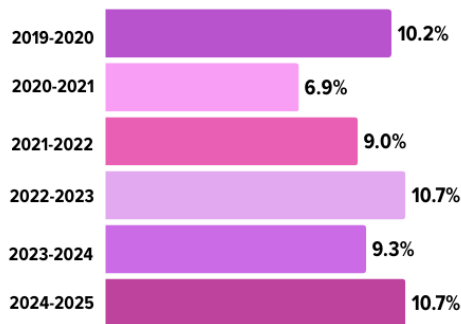
Because of the higher life expectancy, women are more likely to experience disabilities, especially in the higher age categories.

Severe Maternal Morbidity, Rate per 100,000 Live Births, by Race and Ethnicity (2019-2024)



Safety

Human Trafficking Reports: Miami-Dade County Share of Florida Total (2019-2025)



Domestic Violence

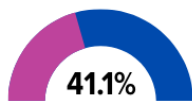


Forcible Sex Offenses



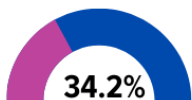
Miami-Dade County Analysis (2025)

County Advisory Board Gender Representation



of the county advisory board members were female.

Awarded Contract to Women-owned Businesses



of prime contracts awarded to women-owned businesses.

County Employee Median Annual Salaries and Pay Gap



Across the three major racial and ethnic groups, the largest pay gap was between Hispanic women and men (19.3%), and the smallest was between Black women and men (5.2%).

Sources: Census Bureau 2024 ACS 1-Year Estimates; Florida Health Charts, Florida Department of Law Enforcement, Miami-Dade Police Department

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

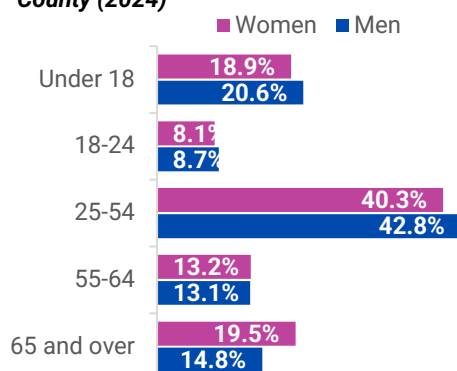
Population

The following section uses demographic data from the U.S. Census Bureau's American Community Survey. Between 2023 and 2024, Miami-Dade County experienced a notable population growth of 5.6 percent. The 2024 American Community Survey 1-Year estimates show that Miami-Dade County's total population, including all age groups, rose to 2,838,461 residents, with 1,442,130 women and 1,396,331 men. The annual American Community Survey conducted by the U.S. Census Bureau is the most recent government source for detailed population statistics and serves as the primary data source for this report.

Age and Sex

Women still make up a slightly larger share of Miami-Dade County's population than men. In 2024, 50.8 percent (1,442,130 residents) were women, compared to 49.2 percent (1,396,331 residents) men. In 2024, the county's median age was 41 years, with women having a higher median age (42.0 years) than men (39.2 years). This pattern aligns with the 2023 age distribution, which showed a higher concentration of women in older age groups. **Exhibit 1** displays sex by age for the total population in Miami-Dade County in 2024. Women constitute a greater proportion of the population aged 65 and over (19.5%) than men (14.8%). Conversely, men make up a slightly larger share of the population aged 25–54, at 42.8 percent compared to 40.3 percent for women.

Exhibit 1: Gender Distribution by Age Groups Miami-Dade County (2024)



Source: U.S. Census Bureau, 2024 ACS 1-Year Estimates

¹ Office of Management and Budget. (1997). [1997 Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity](#)

Race and Ethnicity

Miami-Dade added almost 152,000 residents to its total population in 2024 (+5.6%) from 2023, with growth concentrated among Hispanics and the multiracial population. The Census Bureau collects race and ethnicity data in accordance with the U.S. Office of Management and Budget (OMB) 1997 guidelines, which require that data be gathered through two separate questions.¹

To prevent overlapping categories where data is available, the report's racial and ethnic analysis uses three mutually exclusive groups: Hispanic of any race, Black or African American (not Hispanic or Latino), and White (not Hispanic or Latino) for sex, educational attainment, and health insurance coverage. The category of Black or African American (not Hispanic or Latino) is not available for variables such as labor force participation, poverty status, and earnings. For sources other than the U.S. Census Bureau, the report applies the categories used by each respective data provider.

The Hispanic portion of the population increased to 70.3 percent of the total county's population, up from 69.1 percent in 2023; the Black, not Hispanic segment of the population declined by 0.9 percentage points, while the White, not Hispanic portion remained roughly steady. Among the three main racial and ethnic groups, the only decrease in share was among Black, not Hispanic or Latino residents.

Notably, there was a marked rise in multiracial or two-or-more-race identification. In 2024, 50.5 percent of the population identified as multiracial, up from 45.6 percent in 2023. The ACS race data reflects a social definition of race, not biological or genetic definitions.² Individuals choose the race or races they identify with. Gender composition across major racial and ethnic groups in Miami-Dade County remained largely consistent between 2023 and 2024, with only minor percentage changes.³

Exhibit 2 displays the gender distribution by race and ethnicity for Miami-Dade County's total population in 2024. This data indicates that among Hispanic residents, women continued to make up the majority, at 51.1 percent in 2024.

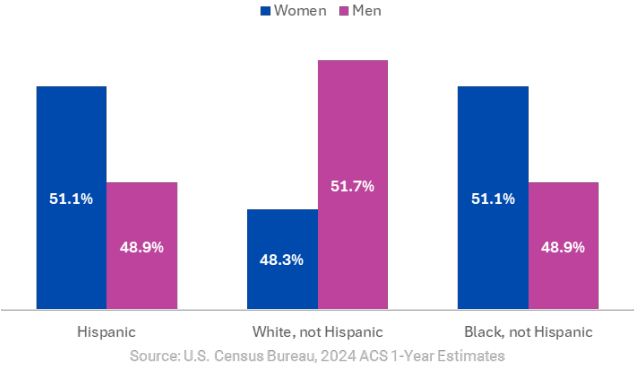
² U.S. Census Bureau. [Why We Ask Questions About...Race.](#)

³ U.S. Census Bureau, American Community Survey 1-Year Estimates, 2023 and 2024.

Within the White population, men remained the majority, although the gap narrowed. Women slightly decreased from 48.8 percent in 2023 to 48.3 percent in 2024, while men slightly increased from 51.2 percent to 51.7 percent.

Among the Black, not Hispanic or Latino population, women continued to outnumber men, but the gap narrowed. Women’s share decreased from 51.6 percent in 2023 to 51.1 percent in 2024, while men increased from 48.3 percent to 48.9 percent.

Exhibit 2: Gender Distribution by Race and Ethnicity, Miami-Dade County (2024)



Education

The following section uses data from the Florida Department of Education and the U.S. Census Bureau's American Community Survey. Educational outcomes in Miami-Dade County continue to show notable improvements in high school graduation rates, decreasing dropout rates, and increasing levels of educational attainment across student groups. Recent data from the Florida Department of Education and the American Community Survey demonstrate consistent progress for both women and men, as well as across important racial, ethnic, and socioeconomic subgroups.

High School Graduation and Dropout Rates

The Florida Department of Education's high school graduation rate includes students from K–12 General Education, Alternative Education, Special Education, and other student groups. These numbers are based on four-year cohorts and do not include adult education programs, students transferred out of state, students transferred to private schools, deceased students, students transferred to home education, students transferred to the Hope Scholarship (WHP), students transferred to a Personalized Education Program (WPP), or students who received a high school diploma from a school abroad.⁴

Exhibit 3 indicates that graduation outcomes continued to improve in 2024–2025. Graduation rates for the academic years 2019–2020 through 2024–2025 are reported using the Florida Department of Education's four-year adjusted cohort methodology. Unless otherwise noted by the Department, the cohort definition and reporting procedures are assumed to be consistent across years, allowing for longitudinal comparison.

Both women and men experienced a decline in high school graduation rates in Miami-Dade from 2020–2021 to 2021–2022, with the rate dropping by 1.9 percentage points (from 90.1% to 88.2%). This was due to emergency measures during the COVID-19 pandemic and Florida Department of Education Emergency Order No. 2021-EO-02, which allowed for students in the 2019–2020 and 2020–2021

graduating classes to be exempt from standardized assessment requirements.⁵ This made it easier for more students to earn diplomas during the pandemic years of 2019–2020 and 2020–2021, but then the rate returned to its historic trajectory in 2021–2022 and has since continued to increase.⁶ In fact, statewide, the high school graduation rate dropped from 90.1 percent in 2020–2021 to 87.3 percent in 2021–2022. By 2024–2025, the statewide graduation rate rose to 92.2 percent. Similarly, Miami-Dade graduation rates declined after the pandemic and have since increased.

In Miami-Dade County during 2024–2025, female students achieved a graduation rate of 94.4 percent. Over the last five years, female students have consistently graduated at higher rates than male students, although gains were observed for both groups over time.

Exhibit 3: High School Graduation Rates in Miami-Dade County, from AY 2019-20 through AY 2024-25

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%
2024-2025	94.4%	91.8%

Source: Florida Department of Education

Improvements were also seen across most student subgroups in Miami-Dade County, including economically disadvantaged students, English language learners, and students from various racial and ethnic backgrounds. The overall four-year graduation rate increased from 91.8 percent in 2023–2024 to 93.1 percent in 2024–2025. Graduation rates for economically disadvantaged students went up from 91.2 percent to 93.1 percent, while English language learners rose from 84.2 percent to 88.1 percent.

By race and ethnicity, graduation rates increased for almost all groups in Miami-Dade County from 2023–2024 to 2024–2025. Black/African American students improved from 87.9 percent to 89.8 percent, Hispanic students from 92.4 percent to 93.6 percent, and White students from 95.4 percent to 96.1

⁴ Florida Department of Education, Manny Diaz, Jr. Commissioner. 2023–2024 [Information Guide for the Four-Year Graduation Rate Cohort](#).

⁵ Florida Department of Education. [Florida's High School Cohort 2021–2022 Graduation Rate](#).

⁶ Travis, Scott. [Florida Graduation Rate Hits Record High, Rebounds from Post-Pandemic Dip, State Says](#). *The Sun Sentinel*, 10 January 2025.

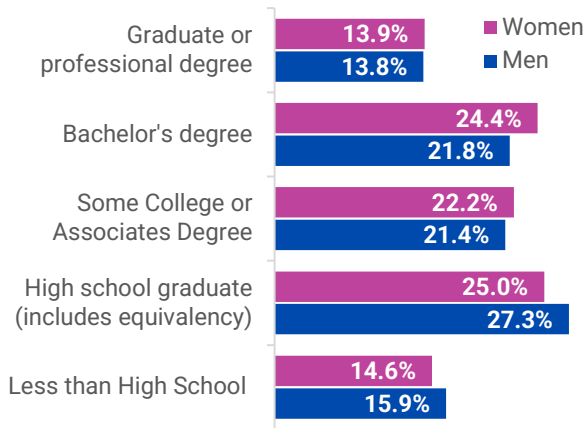
percent. Asian students continued to record the highest graduation rates, increasing from 96.7 percent to 98.3 percent, while Multiracial students rose from 88.6 percent to 91.5 percent. Graduation rates for American Indian/Alaskan Native students declined slightly from 94.1 percent to 92.9 percent.⁷ In addition to higher graduation rates, female students also saw lower dropout rates. In 2023–2024, dropout rates among female students dropped from 2.2 percent to 1.9 percent. During the same period, the dropout rate for male students fell from 3.1 percent to 2.6 percent. This downward trend continued in 2024–2025, with dropout rates decreasing further to 1.7 percent for female students and 2.4 percent for male students.

Educational Attainment

Exhibit 4 displays the educational attainment levels for men and women aged 25 years and older in Miami-Dade County for the year 2024. While the Census provides some data on educational attainment for individuals aged 18 and older, generally, the attainment levels for those 25 and older are used because the U.S. Census offers more detailed educational data for this age group.⁸

In 2024, women in Miami-Dade County continued to achieve higher educational attainment than men, though both groups experienced improvements. In 2023, 37.4 percent of women held a bachelor's degree or higher, compared to 34.4 percent of men. By 2024, those figures increased to 38.3 percent for

Exhibit 4: Educational Attainment by Gender, Miami Dade County (2024)



Source: U.S. Census Bureau, 2024 ACS 1-Year Estimates

⁷ Racial categories used in this section were established by the Florida Department of Education and may differ in definition from American Community Survey data.

women and 35.6 percent for men, indicating modest growth in educational attainment for both genders. The educational attainment levels for the population 25 years and over by gender for the three main racial and ethnic groups show:

- *Black or African American alone, not Hispanic or Latino*: 20.9 percent of men had a bachelor's degree or higher compared to 24.8 percent of women;
- *White alone, not Hispanic or Latino*: 61.6 percent of men had a bachelor's degree or higher compared to 65.5 percent of women;
- *Hispanic or Latino*: 32.5 percent of men had a bachelor's degree or higher compared to 35.7 percent of women.⁹

Despite these improvements, women still earn less than men at every level of education. **Exhibit 5** presents the median earnings over the past 12 months, adjusted for 2024 inflation, by educational attainment for individuals aged 25 and older in Miami-Dade County.

Exhibit 5: Median Earnings in the Past 12 Months (in 2024 Inflation-Adjusted Dollars) by Gender and Educational Attainment for the Population 25 Years and Over

Academic Level	Women	Men	Gap
Less than high school graduate	\$24,632	\$33,611	26.7%
High school graduate (includes equivalency)	\$30,480	\$39,508	22.9%
Some college or associate's degree	\$38,075	\$51,332	25.8%
Bachelor's degree	\$50,173	\$63,928	21.5%
Graduate or professional degree	\$66,604	\$92,093	27.7%

Source: U.S Census Bureau, 2024 1-Year ACS Estimates

The data shows that in 2024, women earned less than men across all levels of education. The largest gap was 27.7 percent for individuals with graduate or professional degrees, where women's median earnings were \$66,604 compared to men's median earnings of \$92,093.

⁸ Census Reporter. [Education](#).
⁹ U.S. Census Bureau, 2024 1-Year Estimates.

Economic Development

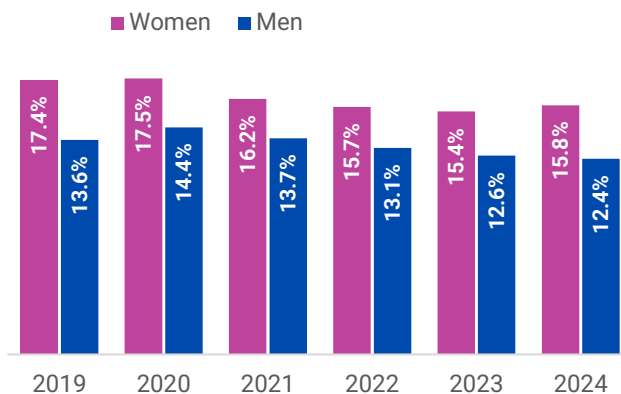
The following section presents data from the U.S. Census Bureau's American Community Survey. This portion highlights key economic indicators that influence women's financial well-being in Miami-Dade County, including poverty rates, labor force participation, and median earnings.

Poverty Status

Poverty thresholds are updated each year based on the Consumer Price Index for All Urban Consumers. People living below the poverty line are unable to meet basic needs. In 2024, the poverty threshold was \$15,060 for an individual and \$31,200 for a family of four.¹⁰ When measuring poverty at the household level, if a household is determined to be in poverty, all members—regardless of age—are assigned the same poverty status. Poverty guidelines are the same for the 48 contiguous states and are determined by the U.S. Department of Health and Human Services.¹¹ The poverty rate in Miami-Dade County in 2024 was 14.1 percent.

Exhibit 6 shows poverty rates by gender from 2019 to 2024 and indicates that women experienced higher poverty rates than men, with 15.4 percent of women living in poverty compared to 12.6 percent of men in 2023.

Exhibit 6: Poverty Rate by Gender, Miami-Dade County, 2019-2024



Source: U.S. Census Bureau, 2019-2024 ACS 1-Year Estimate

By 2024, poverty rates among men decreased from 12.6 percent to 12.4 percent, while rates for women

increased from 15.4 percent to 15.8 percent. That year, 225,300 women were living in poverty out of a total of 395,151 people in poverty.

Labor Force Participation

Labor force participation data is available by gender for the population aged 20 to 64. Data on race and ethnicity cover the population aged 16 and older. Among adults aged 20 to 64, the overall labor force participation rate in 2024 was 76.9 percent for women, compared to 86.3 percent for men. These figures represent the total participation rates across the entire working-age population within this age group.

Full-time, year-round employment, as defined by the American Community Survey, is working at least 35 hours per week and 50 or more weeks in the past 12 months.¹² Under this definition, 70.5 percent of employed women worked full-time, year-round, compared to 78.5 percent of men. Conversely, women were more likely to work part-time, at 29.5 percent of the population, compared to their male counterparts, at 21.5 percent.

The U.S. Census Bureau provides labor force participation data by race and gender for the following groups: White non-Hispanic or Latino, Black or African American non-Hispanic or Latino, and Hispanic or Latino. Among adults aged 16 and older, 42.4 percent of Hispanic women work full-time, compared to 59 percent of their male counterparts. Among White, non-Hispanic workers, 37.2 percent of women worked full-time, compared to 53.7 percent of their male counterparts. Among Black or African American workers, 41.9 percent of women worked full-time compared to 42.5 percent of their male counterparts.

Overall Median Earnings

Earnings comparisons are based on full-time, year-round workers. In 2024, median earnings for full-time workers increased by 2.3 percent. Women's median earnings grew at a slightly faster rate than men's, leading to a modest 0.2 percent reduction in the gender pay gap. Women earned a median of \$45,611, while men earned \$52,117, resulting in a 12.5 percent pay gap. **Exhibit 7** displays the median

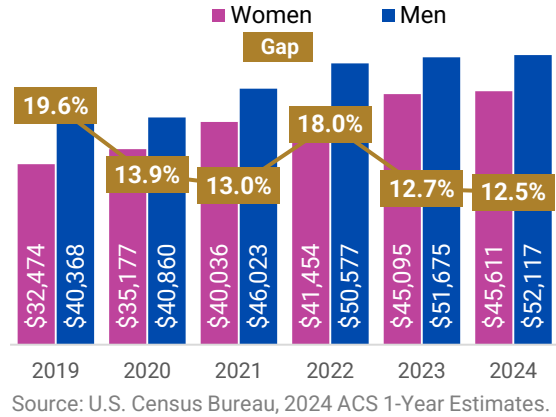
¹⁰ U.S. Department of Health and Human Services, Office of the Assistant Secretary for Planning and Evaluation. [2024 Poverty Guidelines](#).

¹¹ U.S. Census Bureau. [How Updating Annual Poverty Thresholds Impacts Poverty Rates](#).

¹² [American Census Bureau Frequently Asked Questions \(FAQs\) about Labor Force Statistics](#)

earnings and gender pay gap in Miami-Dade County in 2024 for full-time, year-round workers aged 16 and older.

Exhibit 7: Median Earnings and Pay Gap by Gender, 2019-2024



Median earnings by race data are available for the White not Hispanic or Latino, Black not Hispanic or Latino, and Hispanic or Latino populations who worked full-time. Among these three groups, median earnings for the White population were the highest at \$66,754. The Hispanic or Latino population had median earnings of \$39,842, while the Black or African American population had the lowest median earnings, at \$36,724.¹³

Median earnings data show a persistent gender pay gap across major racial and ethnic groups, although the size of the gap varies considerably. Among Hispanic workers, women earned a median of \$42,120 compared to \$50,262 for their male counterparts, representing a 16.2 percent gap. The disparity was smaller among Black workers, where women’s median earnings were \$41,064 compared to \$43,862 for their male counterparts, representing a 6.4 percent gap. In contrast, the largest difference was among White workers, where women’s median earnings were \$79,116, while men's were \$100,347, resulting in a 21.2 percent gap. These patterns indicate that gender-based and race-based earning disparities are present across all groups and are most pronounced amongst White workers.

¹³ U.S. Census Bureau, American Community Survey, 2024 1-Year Estimates.

Industry Employment and Median Earnings

Differences in earnings across industries reflect variations in skill demand, educational attainment, productivity, and labor market conditions. **Exhibit 8** displays women's representation, median earnings, and gender pay gaps by industry sector in Miami-Dade County for 2024. This data pertains to full-time, year-round workers aged 16 and older. The indentations in the industry column indicate specific industrial subsectors. Any negative pay gap values signify that women earn higher median salaries than men in that particular sector.

Due to inadequate survey sample sizes in the 'Mining, Quarrying, and Oil and Gas Extraction' sector, reliable estimates of the pay gap cannot be calculated. Industry sectors or subsectors marked with an asterisk (*) indicate a statistically significant pay gap, meaning the difference is not merely a result of random selection from the sample used in the American Community Survey.

In 2024, women made up the majority of workers in the Educational Services sector at 66.8 percent and in Health Care and Social Assistance at 72.9 percent. Despite their larger representation, notable pay gaps remained in both sectors. In Educational Services, women earned a median income of \$51,712, which reflected a 16.8 percent pay gap compared to their male counterparts. In Health Care and Social Assistance, women's median earnings were \$45,429, resulting in a 32.3 percent pay gap with male workers.

In 2024, the largest pay gap among higher-paying sectors was found in the Management of Companies and Enterprises, where women earned 50.1 percent less relative to their male counterparts. This was followed by the Finance and Insurance sector, with women earning 35.9 percent less. Notable pay gaps were also present in Professional, Scientific, and Technical Services, at 29.4 percent, and in Public Administration, at 28.2 percent. These sectors often exhibit considerable earnings variation and have a higher concentration of men in top-paying positions.

Exhibit 8: Women's Representation, Median Earnings and Pay Gap by Industry Sector, 2024

Industry	% Women	Median Earnings	Pay Gap
Agriculture, forestry, fishing and hunting, and mining *	36.8%	\$24,633	44.1%
Agriculture, forestry, fishing and hunting *	36.2%	\$24,098	43.2%
Mining, quarrying, and oil and gas extraction	-	-	-
Construction	9.8%	\$42,529	1.6%
Manufacturing	34.9%	\$50,864	-2.1%
Wholesale trade	28.1%	\$50,205	6.4%
Retail trade *	49.7%	\$33,931	18.2%
Transportation, warehousing, and utilities	24.2%	\$48,436	-3.6%
Transportation and warehousing	24.4%	\$46,705	-2.1%
Utilities	21.2%	\$101,939	-18.9%
Information	34.0%	\$66,573	12.0%
Finance and insurance, and real estate and rental and leasing *	44.1%	\$61,336	24.9%
Finance and insurance *	44.8%	\$65,359	35.9%
Real estate, rental, and leasing	42.8%	\$55,006	-2.0%
Professional, scientific, management, and administrative and waste management services *	42.6%	\$51,817	24.8%
Professional, scientific, and technical services *	42.7%	\$67,508	29.4%
Management of companies and enterprises *	42.3%	\$101,212	50.1%
Administrative and support and waste management services	42.3%	\$35,322	3.8%
Educational services, health care, and social assistance *	71.2%	\$47,767	27.6%
Educational services *	66.8%	\$51,712	16.8%
Health care and social assistance *	72.9%	\$45,429	32.3%
Arts, entertainment, and recreation, and accommodation and food services *	43.2%	\$32,318	21.7%
Arts, entertainment, and recreation	32.6%	\$46,700	-7.3%
Accommodation and food services *	46.1%	\$31,744	21.6%
Other services, except public administration *	45.3%	\$33,878	19.2%
Public administration *	43.9%	\$64,130	28.2%
Overall*	43.8%	\$45,611	12.5%

Source: U.S. Census Bureau, 2024 ACS 1-Year Estimates

Occupational Employment and Earnings

Similar to the patterns seen in industry representation, pay differences are not consistent across all occupations. **Exhibit 9** shows the median earnings for full-time, year-round workers aged 16 years and older. Asterisks (*) indicate occupational categories and subcategories that have statistically significant pay gaps.

In 2023, the largest pay gap by occupation was found in legal professions, where women earned 46.2 percent less than their male counterparts. In 2024, this gap shifted to protective service occupations. In these roles, women represented 26.5 percent of the workforce and earned significantly less than men, resulting in a pay gap of 41.5 percent.

Large pay gaps remained in sales and related occupations, exceeding 30 percent in 2023 and rising above 32 percent in 2024, even though women made up nearly half of the workforce.

Two of the three occupational categories where pay gaps favored women had fewer than 10,000 female workers. For instance, in 2024, only 4,055 women were employed in life, physical, and social science jobs, while 6,327 worked in material moving occupations. Community and social service occupations also exhibited a pay gap in favor of women, employing 10,226 women.

Exhibit 9: Women's Representation, Median Earnings and Pay Gap by Occupation, 2024.

Occupation	% Women	Women's Earnings	Pay Gap
Management, business, science, and arts *	48.4%	65,837	20.3%
Management, business, and financial	42.9%	68,395	24.4%
Management *	39.2%	70,083	23.4%
Business and financial operations *	51.3%	64,504	20.3%
Computer, engineering, and science	26.5%	81,204	6.0%
Computer and mathematical	24.9%	80,097	10.6%
Architecture and engineering	17.6%	77,481	11.2%
Life, physical, and social science	54.5%	86,259	-34.2%
Education, legal, community service, arts, and media *	58.8%	59,499	16.2%
Community and social service	65.8%	55,568	-27.0%
Legal *	49.1%	94,219	37.7%
Educational instruction, and library*	69.9%	54,374	17.4%
Arts, design, entertainment, sports, and media	39.8%	56,591	6.8%
Healthcare practitioners and technical *	66.9%	69,646	13.7%
Health diagnosing and treating practitioners and other technical *	67.4%	80,049	18.1%
Health technologists and technicians	65.5%	46,491	8.6%
Service *	54.5%	31,539	18.7%
Healthcare support	88.9%	34,486	11.9%
Protective service	26.5%	41,663	41.5%
Firefighting and prevention workers	27.2%	29,577	41.4%
Law enforcement workers	25.6%	81,494	20.2%
Food preparation and serving related	46.5%	29,670	21.0%
Building and grounds cleaning and maintenance *	51.7%	28,003	16.1%
Personal care and service	59.5%	32,423	12.4%
Sales and office *	59.2%	40,053	22.3%
Sales and related *	48.5%	38,524	32.5%
Office and administrative support	69.0%	40,335	10.9%
Natural resources, construction, and maintenance	5.1%	30,656	27.2%
Farming, fishing, and forestry	37.4%	17,426	34.4%
Construction and extraction	2.3%	35,268	13.8%
Installation, maintenance, and repair	4.8%	33,069	34.7%
Production, transportation, and material moving *	19.5%	32,475	19.3%
Production *	32.1%	31,747	23.1%
Transportation *	13.5%	32,313	23.0%
Material moving *	20.1%	34,791	-4.7%
Overall	43.8%	\$45,611	12.5%

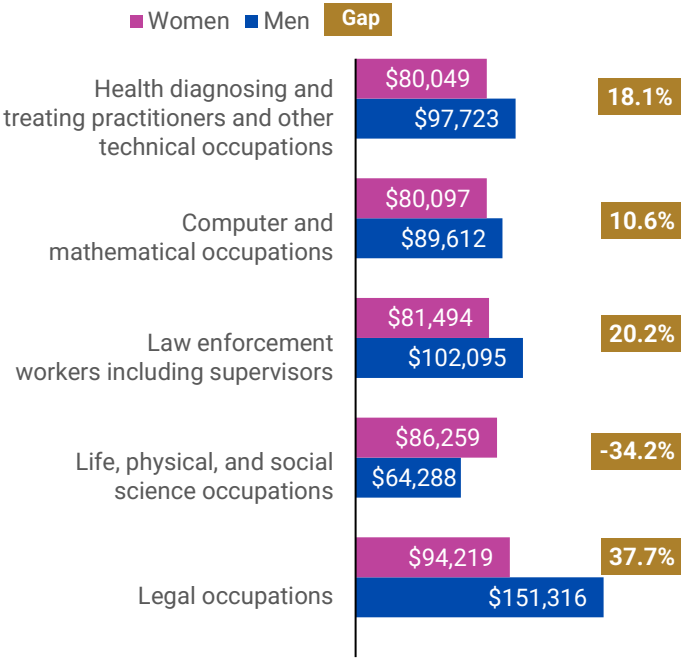
Source U.S. Census Bureau, 2024 ACS 1-Year Estimates

Women’s Representation and Earnings in High-Wage Occupations

The overall gender gap is influenced by differences in representation and median earnings across high-wage jobs. Women’s lower presence in higher-paying roles and their greater focus on lower-wage positions contribute to a pay gap that favors men. High-wage occupations are defined as those with median earnings above \$50,339 for that occupational group.¹⁴

Exhibit 10 shows 2024 data on the five occupational subcategories with the highest median earnings for women, along with their respective pay gaps for full-time, year-round workers aged 16 and older. The largest gap was in legal occupations, where women earned 37.7 percent less than men despite making up the majority of the full-time workforce, as shown in **Exhibit 9**. This disparity highlights the high concentration of women in lower-paid legal support roles compared to higher-paid professional positions. In fact, in 2024, women were the majority of all law firm associates for the first time ever.¹⁵ A large pay gap was also observed among law enforcement workers, surpassing 20 percent.

Exhibit 10: Highest Earning Occupations for Women and Their Pay Gaps (2024)



Source: U.S. Census Bureau, 2024 ACS1-Year Estimates

¹⁴ U.S. Census Bureau, American Community Survey, 2024 1-Year Estimates.

¹⁵ American Bar Association. [Women in the Legal Profession](#).

Health

The following section uses data from the Florida Department of Health (maternal health and communicable disease data) and the U.S. Census Bureau's American Community Survey (health insurance, disability, and other health indicators). Racial data from Florida Health Charts is calculated without regard to ethnicity, while rates by ethnicity alone, Hispanic and Non-Hispanic, are calculated without regard to race.

This section explores different aspects of women's and men's health, including disability prevalence, chronic diseases, mortality, communicable diseases, and maternal health. While women generally have lower age-adjusted mortality rates than men, they are more likely to live with disabilities and some chronic conditions, especially at older ages. Meanwhile, men face higher risks of premature death, communicable diseases, and preventable injuries.

Health insurance is essential for protecting health and financial stability, as it enables access to preventive services, timely medical care, and treatment for acute and chronic conditions, while reducing the risk of medical debt. Coverage gaps and limitations can disproportionately affect women, who generally require more health services across the life course due to reproductive health needs, pregnancy, and higher rates of certain chronic conditions. Women are more likely than men to use preventive care and prescription medications, making comprehensive coverage critical.¹⁶ While men, on average, use fewer healthcare services, they are more likely to delay care when uninsured, which can result in worse health outcomes.¹⁷

In 2024, women in Miami-Dade had higher health insurance coverage rates (89.1%) than men (86.0%) among the overall population, although both groups fell below state and national averages. In fact, the health insurance coverage for the entire U.S. population in 2024 was 91.8%, compared to 89.1% in Florida and 87.6% in Miami-Dade.¹⁸ For the civilian, non-institutionalized population, insurance coverage

was lowest among the working-age population, ages 26 to 64. In this age range, only 85.5 percent of women and 80.6 percent of men had insurance. Among all civilian, non-institutionalized individuals of any age, Miami-Dade residents who are Black or African American, not Hispanic or Latino, were less likely to have insurance (85.2%) than Hispanic residents (87.1%) or White alone, not Hispanic or Latino residents (93.0%) in 2024.¹⁹

Disability

Exhibit 11 presents disability data by gender. It is important to note that the population universe varies by disability type. Cognitive, ambulatory, and self-care difficulties reflect the Miami-Dade County population aged 5 years and older. Vision and hearing difficulties reflect the total Miami-Dade County population, regardless of age. Independent living difficulty is measured among the population aged 18 years and older.

Exhibit 11: Type of Disability by Gender in Miami-Dade County, 2024

Disability Type	Women	Men
Hearing	2.0%	2.1%
Vision	2.3%	1.9%
Cognitive	4.6%	4.3%
Ambulatory	6.5%	4.0%
Self-Care	3.1%	2.3%
Independent Living	6.1%	3.6%

Source: U.S. Census Bureau, 2024 ACS 1-Year Estimates

The data shows a consistent pattern of greater disability burden among women than men across several disability categories for Miami-Dade in 2024. The largest gender differences appear in ambulatory difficulty (6.5% of women compared with 4.0% of men) and independent living difficulty (6.1% vs. 3.6%), indicating that women are more likely to experience mobility and day-to-day functioning limitations. Women also report higher rates of self-care difficulty (3.1% vs. 2.3%).

Because the prevalence of disability increases with age, especially for ambulatory, self-care, and independent living difficulties, women's older age

¹⁶ Gomez I, Frederiksen B, Salganicoff A. [Women's Experiences with Preventive and Health Care Services: Findings from the 2024 KFF Women's Health Survey](#). KFF, March 12, 2025.

¹⁷ Ng AE, Adjaye-Gbewonyo D, Dahlhamer JM. [Sociodemographic Differences in Nonfinancial Access Barriers to Health Care Among Adults: United States, 2022](#). CDC National Health Statistics Reports No. 207, August 2024.

¹⁸ U.S. Census Bureau, American Community Survey 2024 1 Year Estimates

¹⁹ For health insurance information by race, please see the U.S. Census Bureau American Community Survey 2024 1-Year Estimates Table S0201.

profile, as shown in **Exhibit 11**, helps to partially explain why they report higher rates in these categories than men.

Chronic Diseases

Chronic disease patterns vary between women and men in both prevalence and type throughout the life course. Hormonal, biological, behavioral, and social factors—along with differences in healthcare utilization—contribute to these patterns.²⁰ Reported rates per 100,000 people are calculated using population estimates from the Florida Legislature Office of Economic and Demographic Research. Age-adjusted rates are standardized to the Year 2000 U.S. Standard Population to ensure accurate comparisons across populations with different age structures.²¹

Exhibit 12 shows the leading causes of death (heart disease, cancer, stroke, Alzheimer’s disease, chronic lower respiratory disease, diabetes, and unintentional injury) for women and corresponding counts and rates for men for the deceased population of any age in Miami-Dade County in 2024.

Exhibit 12: Leading Causes of Death by Gender in Miami-Dade County, Count and Age-Adjusted Rates per 100,000 Population, 2024

Cause	Women		Men	
	Count	Rate	Count	Rate
Heart Disease	2,235	95.4	2,674	174.6
Cancer	2,157	102.3	2,287	144.5
Stroke	1,065	44.1	698	46.6
Alzheimer’s Disease	643	25.8	301	21.1
Chronic Lower Respiratory Disease	454	19.2	416	27.9
Diabetes	389	17.4	453	28.4
Unintentional Injury	256	14.7	644	44.8

Source: Florida Department of Health, Florida HealthCharts

Men experience substantially higher age-adjusted death rates than women for heart disease (174.6 vs. 95.4) and cancer (144.5 vs. 102.3). Stroke rates are fairly similar (46.6 vs. 44.1), while Chronic Lower Respiratory Disease shows a clearer male disadvantage (27.9 vs. 19.2). Alzheimer’s disease is the only leading cause where women have a higher rate (25.8 vs. 21.1), aligning with broader patterns

that connect women’s longer life expectancy to increased exposure to age-related conditions.

While the top three causes of death are the same for both genders—heart disease, cancer, and stroke—unintentional injury ranked fourth among men with 644 deaths, and diabetes was fifth with 453. In 2024, the diabetes death rate was 17.4 per 100,000 population for women and 28.4 for men in Miami-Dade County. While women’s diabetes rate decreased from 36.2 in 2023, the rate for men increased from 18.6. In 2024, the diabetes death rate was higher among Black males (49.0) and females (36.0) than Hispanic males (26.2) and females (15.1), and White, not Hispanic males (20.9) and women (12.3).

Coronary heart disease is a condition that narrows the coronary arteries, whereas heart disease is a broad category of diseases affecting the heart and its function.²² The coronary heart disease death rate per 100,000 residents in Miami-Dade declined for both women, from 54.9 in 2023 to 51.1 in 2024, and for men, from 112.7 in 2023 to 111.8 in 2024. From 2020 to 2024, men consistently had higher age-adjusted coronary heart disease death rates than women across all racial and ethnic groups. In 2024, among women, Black women exhibited the highest rates at 65.0, while Hispanic and White women displayed lower and similar rates at 47.0 and 48.2, respectively. For men, the highest rates in 2024 were among Black men at 117.2, with Hispanic and White men closer together at 106.5 and 108.0, respectively. Men also consistently experience higher age-adjusted rates of lung and melanoma cancers. In 2022, the most recent year with available data, the overall cancer incidence rate was 460.9 per 100,000 for men compared to 404.4 for women (a gap of 56.5). Disparities were especially notable for specific cancers, particularly lung cancer (48.4 for men versus 30.6 for women) and melanoma, where men’s incidence (13.3) was roughly double that of women (6.6).

Although county-level cancer incidence data are available only through 2022, mortality data are available through 2024. In 2024, cancer death rates per 100,000 people were higher for men than for women for both lung cancer (28.8 compared with

²⁰ IHME. *Global study reveals stark differences between females and males in major causes of disease burden*. The Lancet Public Health, May 1, 2024.

²¹ Florida Department of Health, *Florida Health Charts*.

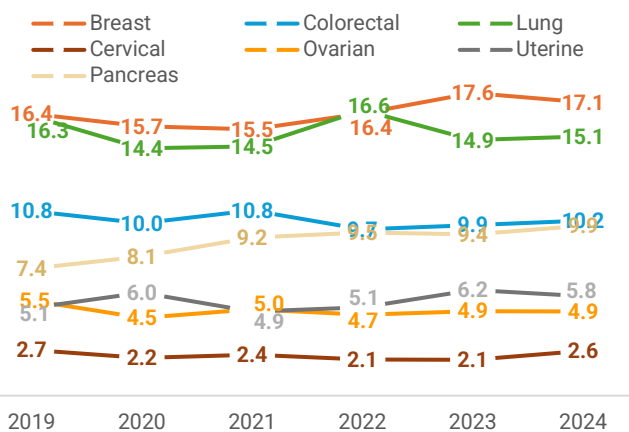
²² National Heart, Lung, and Blood Institute. What is Coronary Heart Disease?

15.1) and colorectal cancer (15.1 compared with 10.2).

Among men, the lung cancer death rate was highest for Hispanic males (30.4 per 100,000), followed by Black males (25.4) and White, non-Hispanic males (21.1). Colorectal cancer death rates were higher among Black males and females than among Hispanic and White residents.

Exhibit 13 shows the Miami-Dade women’s cancer death rates per 100,000 people from 2019 to 2024 across all ages. The data reveals uneven progress among different cancer types. During these years, breast and lung cancer had the highest mortality rates among women. In 2024, the death rates for breast cancer were 17.1 and for lung cancer were 15.1. Although lung, ovarian, and colorectal cancer mortality rates were lower in 2024 compared to 2019, the death rates for breast and uterine cancer rose from 2019. Cervical cancer death rates slightly decreased from 2019 to 2024, emphasizing the ongoing need for accessible screening, timely follow-up, and targeted interventions. Racial and ethnic disparities were also observed. According to the Florida Department of Health, in 2024, the breast cancer death rate per 100,000 population was 19.4 for White, non-Hispanic women, 26.3 for Black women, and 14.5 for Hispanic women.

Exhibit 13: Death Rates from Cancer for Women, Age-Adjusted Rates per 100,000 Population, 2019-2024



Source: Florida Department of Health. Florida HealthCharts

Communicable Diseases

A communicable disease is an illness caused by an infectious agent that can spread from one person 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). Data shown in this section is provided by the Florida Department of Health and reported in the Florida Charts platform.

In 2024, men had a higher HIV diagnosis rate than women, with 58.3 diagnoses per 100,000 people compared to 16.0 per 100,000 for women, and men accounted for 77.9 percent of all HIV diagnoses that year. In terms of the number of diagnoses, 227 cases were recorded among women in 2024, representing the highest annual count since 2016, when 227 diagnoses were also reported. There were 100 deaths attributed to HIV in 2024, of which 70 occurred among men.

Both HIV and STD diagnoses decreased in 2020, then rebounded afterward, which matches the disruptions in testing, healthcare access, and reporting during the pandemic—followed by a trend toward pre-pandemic levels.²³ STD data is only available through 2023, both overall and by gender, and was presented in the 2024 Report, which showed the 2023 statistics. For convenience, the 2023 statistics are also summarized in this report.

In 2023, men made up 61 percent of STD cases. The rates vary greatly by race. Among Black residents, the male rate (1358.9) exceeds the female rate (960.2) by 42 percent. The population used to calculate rates for Black residents includes 198,028 men and 210,799 women. Among White, non-Hispanic residents, the male rate (587.9) is 171 percent higher than the female rate (216.7). These rates are based on population denominators of 198,489 White non-Hispanic men and 184,569 White non-Hispanic women. Racial disparities are also pronounced: Black females (960.2) have more than four times the rate of White, non-Hispanic females (216.7). The STD rate for Black males (1358.9) is more than twice that for White, non-Hispanic males (587.9). The data does not include rates for Hispanic women and men, likely due to data suppression and statistical reliability standards, as stratification can produce unstable rates or small cell counts; however,

²³ Centers for Disease Control and Prevention. (November 12, 2024). Impact of COVID-19 on STIs.

within the Hispanic group in 2024, women accounted for only 23 percent of STD cases, totaling 2,289 cases.

Exhibit 14 highlights important gender differences in STD prevalence in Miami-Dade County in 2023 by gender for all age groups. Women had slightly higher rates of chlamydia than men, with similar case counts and age-adjusted rates, reflecting that chlamydia is more often detected in women due to more frequent screening. In contrast, men exhibited substantially higher rates of both gonorrhea and syphilis. Men accounted for more than three times as many syphilis cases and had over three times the age-adjusted gonorrhea rate compared to women. An age-adjusted rate is a way of comparing health-related rates between different populations or time periods by removing the effects of age differences, making the comparison fair and not biased by one group being older or younger than another.²⁴ This adjustment is necessary when comparing women and men because, as noted in this report, women have a longer life expectancy than men.

Exhibit 14: 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.

Maternal Health

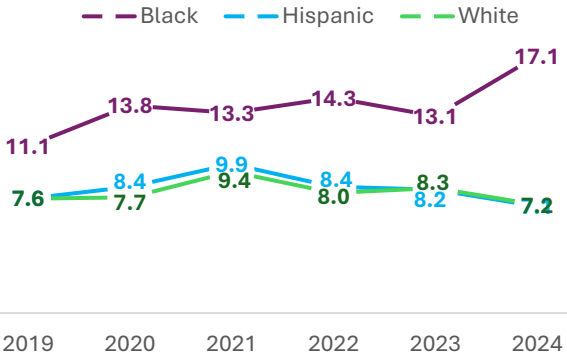
Maternal health is a key indicator of both the effectiveness of the healthcare system and broader social and economic factors that impact women and families. This section reviews major measures of maternal well-being in Miami-Dade County, including maternal mortality and severe maternal morbidity (SMM), which indicates complications during pregnancy, childbirth, and the postpartum period. The maternal health data does not include specific statistics for White, non-Hispanic women, so the information is presented using available categories, such as Black or White by race, and Hispanics and non-Hispanics by ethnicity. The statistics presented

in this section are measured based on hospitalization data from hospitals in Miami-Dade and may include both county residents and non-residents.

The SMM rate per 1,000 delivery hospitalizations in Miami-Dade stayed roughly the same from 2022 (9.0) to 2023 (9.2), then dropped to 8.5 in 2024. The 2024 rate represents 227 SMM cases, the lowest since 2018, when there were 191 cases.

Exhibit 15 presents maternal data by race and ethnicity in Miami-Dade County, showing that from 2019 to 2024, maternal morbidity rates remain highest among Black women and show the most fluctuation. The rate rose from 11.1 in 2019 to 17.1 in 2024, roughly a 54 percent increase over the period, including a 31 percent jump from 13.1 in 2023. Meanwhile, Hispanic and White women follow lower, similar paths: both peak in 2021 at 9.9 and 9.4, then fall by 2024 to 7.1 and 7.2, just below their 2019 baseline of 7.6. In 2024, the difference is clear: Black women have a morbidity rate of 17.1 per 1,000 live births, compared to 7.1 among Hispanic women and 7.2 among White women. This means that in 2024, the rate for Black women was more than twice that of both Hispanic and White women.

Exhibit 15: Severe Maternal Morbidity, Rate Per 1,000 Live Births, by Race and Ethnicity, 2019-2024



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

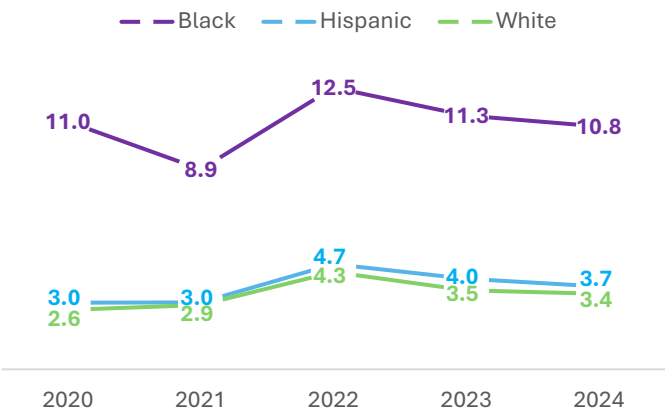
²⁴ National Center for Health Statistics, Centers for Disease Control and Prevention. (June 9, 2025). [Age Adjustment](#).

Severe maternal morbidity and maternal mortality are closely related outcomes on the same clinical continuum, with SMM often described as a “near miss” for maternal death.²⁵ Year-to-year changes in maternal mortality rates should be interpreted with caution because rates can be unstable when counts are small and subject to random fluctuations. Maternal death counts range from 4 to 6 total deaths annually (6 in 2019, 4 in 2020, 6 in 2021–2023, and 5 in 2024). Maternal death counts for Hispanic women were highest in several years (4 in 2019 and 2021), while Black maternal deaths remained between 1 and 3 annually (lowest at 1 in 2021 and 3 in 2022–2024). There is no data on maternal deaths for White, not Hispanic women specifically.

Severe maternal morbidity increases the risk of maternal death and also raises the likelihood of adverse infant outcomes, including preterm birth, low birth weight, and neonatal or infant death.²⁶

Exhibit 16 presents infant mortality rates for infants aged 0 to 354 days per 1,000 live births by race. The data shows that from 2019 to 2024, Miami-Dade’s overall infant mortality rate remained relatively stable (4.7 in both 2019 and 2024), but it spiked in 2022 (5.9 rate, 176 infant deaths) before decreasing again. Black infant mortality was consistently the highest each year, reaching 12.5 in 2022 and staying elevated at 10.8 in 2024, while Hispanic and White rates were substantially lower. In 2024, Black infant mortality was nearly three times higher than the rates for White and Hispanic infants. Similar to the SMM and maternal mortality data, there is no specific data available for White, not Hispanic infants.

Exhibit 16: Infant Mortality, Rate Per 1,000 Live Births, by Race and Ethnicity, 2020-2024



Source: Florida Department of Health, Bureau of Vital Statistics

²⁵ Declerq, E. and Laurie C. Zephyrin. (October 28, 2021). *Severe Maternal Morbidity in the United States: A Primer*. Issue Briefs. The Commonwealth Fund.

²⁶ Centers for Disease Control and Prevention. (September 16, 2024). *Infant Mortality*.

Safety

This section is based on data from the Florida Department of Law Enforcement, Miami-Dade County's Sheriff's Office, and the Florida Department of Children and Families. Scenarios covered in this section range from household violence to sexual assault and commercial exploitation. Although recent data shows a decrease in some reported offenses, levels of domestic violence and sexual violence remain high compared to earlier years, and women still make up the vast majority of identified victims.

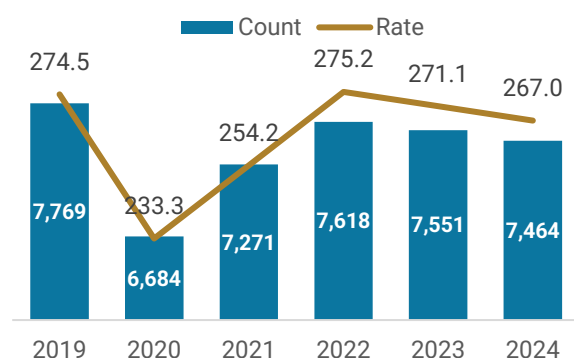
Most of the data presented in this section, except for dispatch calls, is not available by gender. However, women are more likely than men to experience various forms of violence, which is well documented.²⁷

Domestic Violence

Domestic violence is defined in the Florida Statutes as any assault, aggravated assault, battery, sexual assault, sexual battery, stalking, aggravated stalking, kidnapping, false imprisonment, or other criminal offense resulting in physical injury or death of one family or household member by another.²⁸

Exhibit 17 displays the domestic violence offense counts and rates per 100,000 residents in Miami-Dade. In 2024, the number of domestic violence offenses declined from 7,551 to 7,464.

Exhibit 17: Domestic Violence Offense Counts and Rates per 100,000 Population in Miami-Dade County, 2019-2024



Source: Florida HealthCHARTS, Florida Department of Law Enforcement

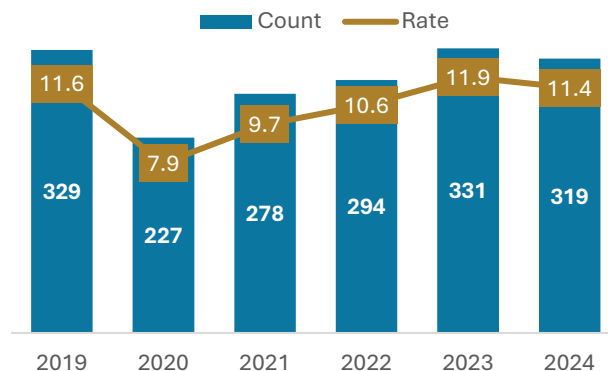
²⁷ Centers for Disease Control and Prevention. (May 16, 2024). [About Intimate Partner Violence](#); See also National Network to End Domestic Violence. (May 2025). [Domestic Violence and Sexual Assault Fact Sheet](#),

Forcible Sex Offenses

Florida has established a Forcible Sex Offense (FSO) category that is not recognized at the federal level. This category includes forcible rape, attempted rape, forcible sodomy, and forcible fondling.²⁹

Exhibit 18 shows that reported forcible sex offenses in Miami-Dade County dropped sharply in 2020, then increased steadily through 2021–2023. In 2024, both the total and the rate decreased slightly to 319 offenses and 11.4 per 100,000 residents but stayed near 2019 levels and above most of the years in between. This 2024 rate is based on a population of 2,795,056 residents.

Exhibit 18: Forcible Sex Offense Counts and Rates per 100,000 Population in Miami-Dade County, 2019-2024



Source: Florida HealthCHARTS, Florida Department of Law Enforcement

²⁸ [Florida Statute 741.28](#).

²⁹ Florida Department of Law Enforcement. [UCR Offense Data](#).

Dispatch Calls

The Miami-Dade County Sheriff's Office provided data on domestic disturbance calls and sexual violence offenses recorded between 2019 and 2024. These data reflect incidents reported to the Sheriff's Office only and do not include offenses handled by other law enforcement agencies within Miami-Dade County.

Exhibit 19 shows domestic disturbance calls and sexual violence offenses in Miami-Dade from 2019 to 2024. As shown in **Exhibit 19**, both domestic disturbance calls and sexual violence offenses declined in recent years. The largest recent decline in sexual violence offences occurred from 2022 to 2023, with a smaller decline in 2024, in comparison to the prior year. Domestic disturbance calls fell by 5.1 percent between 2023 and 2024, following a 3.4 percent decrease in the prior year. Sexual violence also declined, decreasing by 3.0 percent in 2024, after a larger reduction of 21.9 percent from 2022 to 2023. While gender-specific data are not available for domestic disturbance calls, sexual violence data indicate that in 2024, women accounted for 89.6 percent of the 482 victims reported to the Miami-Dade Sheriff's Office.

Exhibit 19: Domestic Disturbance Calls and Sexual Violence Offenses Reported by the Miami-Dade Sheriff's Office, 2019-2024

Domestic Disturbance Calls			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

Note: The reported figures reflect only incidents handled by the Miami-Dade Sheriff's Office and do not include other law enforcement agencies in the County.

Human Trafficking

Under Section 787.06 of the Florida Statutes, human trafficking is defined as a range of actions undertaken for the purpose of exploiting another person, including recruiting, transporting, harboring, or procuring individuals. The Florida Department of

Children and Families reports human trafficking data by fiscal year.

In FY 2024–25, Miami-Dade (241) and Broward (225) recorded the greatest number of human trafficking intakes, followed by Hillsborough (174) and Orange (135). Although the overall volume is concentrated in these large urban counties, rates per 1,000 residents indicate that some smaller counties experience comparatively higher risk. Taylor (3.27), Hamilton (2.72), and Madison (2.31) show the highest per capita levels despite their relatively small populations. In FY 2023–24, Miami-Dade County ranked second statewide in reported cases, behind Hillsborough.

Exhibit 20 shows human trafficking reports in Miami-Dade and Florida from 2019 to 2025 indicates that human trafficking reports in Miami-Dade County fluctuated but trended upward overall from FY 2019–20 to FY 2024–25, falling from 193 in 2019–20 to a low of 158 in 2020–21, then climbing to 169 in 2021–22 and increasing to 222 in 2022–23 before dipping to 199 in 2023–24. In the most recent year shown, the number of human trafficking reports rose to a peak of 241 in FY 2024–25.

Miami-Dade's share of statewide reports also varied across the period, dropping to 6.9 percent in 2020–21 but returning to around 10–11 percent across multiple years, including 10.7 percent in both 2022–23 and 2024–25, indicating that Miami-Dade remains a major contributor to Florida's reported trafficking caseload.

Exhibit 20: Human Trafficking Reports in Miami-Dade County and Florida, 2019-2025.

Fiscal Year	Miami-Dade	Florida	% 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%
2024-25	241	2,254	10.7%

Source: Florida Department of Children and Families

Miami-Dade County Analysis

This section summarizes data provided by county departments on women's participation in county advisory boards (Miami-Dade County Clerk of the Board), the share of government contracts awarded to women-owned businesses (Miami-Dade County Office of Small Business Development), and the composition and pay gap among county employees (Miami-Dade County Human Resources Department). It also includes comparative insights drawn from the 2024 Report's findings.

While some gains have been made—such as increased contracts awarded to women-owned businesses and a modest narrowing of certain pay gaps—women remain underrepresented on county boards. Significant inequities persist across employment categories, educational attainment levels, and tenure.

Gender Representation in County Boards

Exhibit 21 shows gender representation in county boards. The data points to Miami-Dade County board membership remaining male-dominated overall, with 58.9 percent men and 41.1 percent women among 1,074 total members in 2025. The records provided by the Clerk of the Board reflect Commission-appointed seats only. All board-level percentages are calculated using total current seats (filled and vacant).

Looking across the multi-year trends in the exhibit, women's representation has remained relatively stable between 39 to 41 percent from 2020 to 2025, indicating no clear upward movement toward gender parity in overall county board membership. Total board membership has grown from 1,023 members

in 2024 to 1,074 in 2025, with 41 percent of women remaining active.

While some boards, such as the Animal Services Advisory Board and the Commission for Women, are composed entirely of women, a larger group of boards remains fully or predominantly male, including the Industrial Development Authority and the Military Affairs Board. Boards with strong female majorities tend to be those aligned with social services, care-focused mandates, or community advocacy, such as the Domestic Violence Oversight Board, which has an 84.6 percent female composition, and the Elder Affairs Advisory Board, which has a 75 percent female composition. In contrast, boards with technical, regulatory, engineering, or military responsibilities remain male-heavy, with some reaching male representation levels above 90 percent. For example, the Industrial Development Board and the Health Facilities Authority each have a 100 percent male composition.

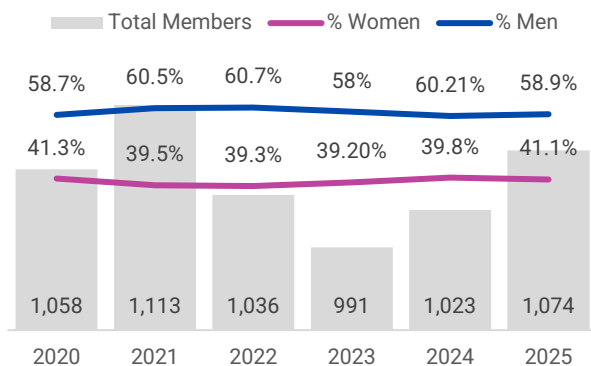
In 2025, women represented the majority of board members in 22 Commission-appointed boards, while five boards had equal representation. Men were the majority of board members in the other 64 boards. The 2025 analysis excludes four boards that were not included in previous reports and are not fully governed by the County Code. Two of these boards, the Greater Miami Conventions and Visitors Bureau, and the Miami-Dade County League of Cities, have one male member appointed by the County each. The Downtown Development Authority and Elections Canvassing Board each have one female board member appointed by the County.

County Contracts to Women-Owned Firms

Miami-Dade County's Office of Small Business Development provided procurement statistics by the business owner's gender. Due to limitations in the contracts database, there may be additional businesses where women are minority owners or are on contracts awarded to multiple firms.

In 2025, the County awarded 6.5 percent more contracts overall than the previous year. The total number of contracts corresponds to the total number of businesses awarded or subcontracted to, even if the same business was awarded multiple contracts or served as a subcontractor/subconsultant on more than one contract.

Exhibit 21: Gender Representation in County Boards (2020-2025) for Commission-Appointed Seats



Source: Miami Dade County, Clerk of the Board

According to data from the Miami-Dade County Office of Small Business Development, the percentage of contracts awarded to women-owned businesses decreased in 2024. However, in 2025, a record-high percentage of contracts was awarded to these businesses. **Exhibit 22** illustrates the contract counts. In 2025, women-owned firms received a record 34.2 percent of all prime contracts.

Exhibit 22: Total Prime Contracts and Contracts Awarded to Women-Owned Firms (2021-2025)

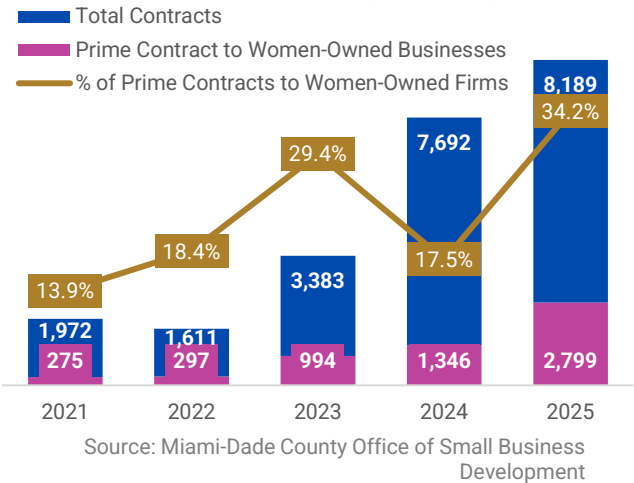
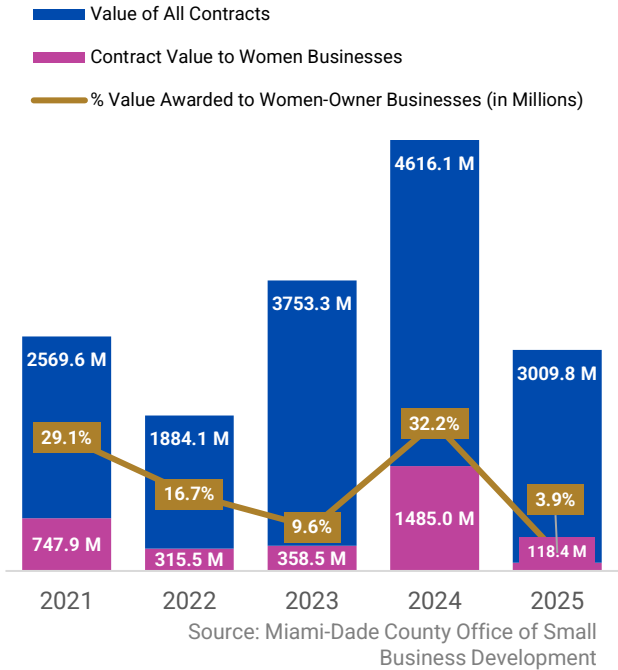


Exhibit 23 displays the contract dollar values awarded to women-owned firms. It shows a significant decline in contract values to women-owned businesses, from 32.2 percent in 2024 to 3.9 percent in 2025.

The average contract value of prime contracts to women-owned businesses peaked in 2019 at more than \$857,000 per award before steadily declining to just \$30,418 by 2025, indicating a shift toward more numerous, but much smaller, prime awards. In contrast, subcontract values to women-owned businesses exhibit extreme volatility, with averages jumping from typical six-figure levels to multi-million-dollar highs, most notably, exceeding \$12.4 million per subcontract in 2024, followed by a sharp 97 percent decline to about \$382,751 in 2025.

Exhibit 23: Total Contract Value and Value of Contracts to Women-Owned Firms (2021-2025)



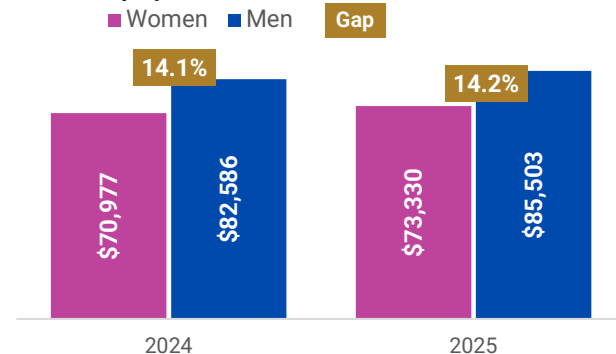
County Employee Pay Gap Analysis

The following section examines the gender pay gap among Miami-Dade County's full-time employees, focusing on how representation, salary patterns, and occupational distribution shape earnings differences between women and men. The county employee data included all employees, and the analysis did not segment by age. Consistent with the 2024 report, the pay and representation calculations in the following section exclude positions classified as part-time, seasonal, or trainee. The analysis also excludes the Miami-Dade County Commissioners whose nominal pay is \$6,000.02. In other words, the analysis covers only 26,998 full-time employees.

While women make up just under 40 percent of the County workforce, they remain underrepresented across many job categories and experience consistent pay disparities that vary by race, ethnicity, education level, supervisory status, and tenure. In 2025, the County's employment rate for women remained unchanged from 2024 at 39.75 percent.

Exhibit 24 shows a minimal change in the median pay gap from 2024 to 2025. The median salary for women increased from \$70,977 to \$73,330 in 2025. The salary increases for both groups from 2024 to 2025 increased the pay gap that favors male counterparts from 14.1 percent to 14.2 percent.

Exhibit 24: 2024 and 2025 Median Annual Salaries and Pay Gaps by Gender for Miami-Dade County Full-Time Employees



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

Race and Ethnicity

Hispanics constitute the largest group of county employees (48.2%), although at a smaller proportion than their representation in the county (70.3%. Black or African American employees constitute 38.9 percent of the county’s workforce. In comparison, White non-Hispanic employees were 11.2 percent of the total. The distribution by race and ethnicity was calculated from the 23,268 employee records with race and ethnicity information, excluding the 4,993 records with missing information.

The pay gaps between women and men vary across racial and ethnic groups, but all favor men, as shown in **Exhibit 25**. The pay gaps by race and ethnicity are the differences between women’s and men’s salaries within each racial and ethnic group. In 2025, the largest pay gap was among Native Hawaiian and other Pacific Islander, American Indian, and Alaska Native employees. The two groups have the fewest employees, 7 and 20, respectively. Black or African American employees were the only group with a single-digit gap.

Exhibit 25: Median Salary and Pay Gaps by Gender, Race, and Ethnicity (2025)

Race/Ethnicity	Women’s Salary	Men’s Salary	Pay Gap
Native Hawaiian/ Other Pacific Islander	\$66,652	\$121,290	45.0%
American Indian/ Alaska Native	\$75,278	\$96,598	22.1%
Hispanic/Latino	\$78,065	\$96,731	19.3%
White	\$94,607	\$110,115	14.1%
Asian	\$94,237	\$107,789	12.6%
Black/African American	\$74,811	\$78,907	5.2%

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

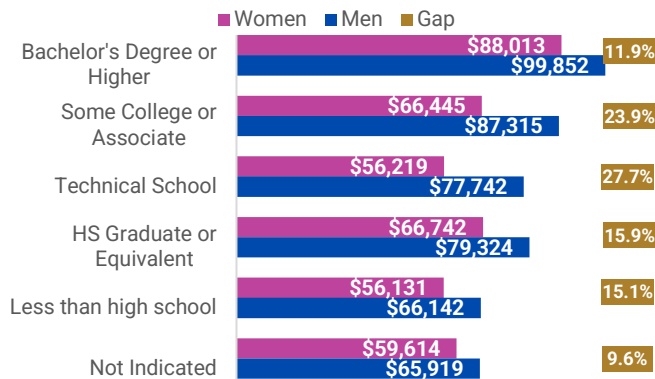
Education

The prior Status of Women report showed that almost a third (32.3 percent) of Miami-Dade County’s 26,912 full-time employees for whom educational attainment was reported had at least a bachelor’s degree. In 2025, 32.5 percent of the 28,155 full-time Miami-Dade County employees with reported educational attainment had bachelor’s degrees or higher. A greater percentage of women (39.7 percent) than men (27.9 percent) hold a bachelor’s degree or higher.

In terms of high school education, more men (50.0 percent) than women (42.2 percent) hold high school or equivalent degrees. Approximately 47.0 percent of County employees have only a high school diploma or equivalent.

Exhibit 26 shows median annual salaries and pay gaps by educational attainment and gender for full-time Miami-Dade County employees.

Exhibit 26: Median Annual Salaries and Pay Gaps by Educational Attainment and Gender for Miami-Dade County Full-Time Employees (2025)



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

The data shows that the pay gaps continue to favor men across all educational levels. Reported pay gaps are relative differences between women and men within the same racial or ethnic group. Similar to last year's Status of Women report, the largest gap (27.7 percent) continues between women and men with technical schooling. In 2025, only 22.6 percent of the 554 full-time employees with technical schooling were women. In terms of median annual salaries, women in this category earned \$56,219 compared to \$77,742 for men. The pay gap is slightly larger for high school degree holders (15.9 percent) than for employees without a high school diploma (15.1 percent).

Exhibit 27 shows gender pay gap data by race and educational attainment for Miami-Dade County employees. The data shows that gender pay gaps favoring men persist across all educational attainment levels and racial/ethnic groups listed, with the widest disparities generally appearing among Hispanic/Latino and White employees. Employees with Bachelor's degrees or higher educational attainment have the smallest gender pay gaps among the three racial/ethnic groups listed. The analysis presented in Exhibit 26 does not control for occupational distribution (e.g., titles, grades, or supervisory status); therefore, pay gaps by education may reflect differences in job mix rather than pay differences within comparable roles.

Exhibit 27: Gender Pay Gaps by Race and Ethnicity, and Educational Attainment (2025)

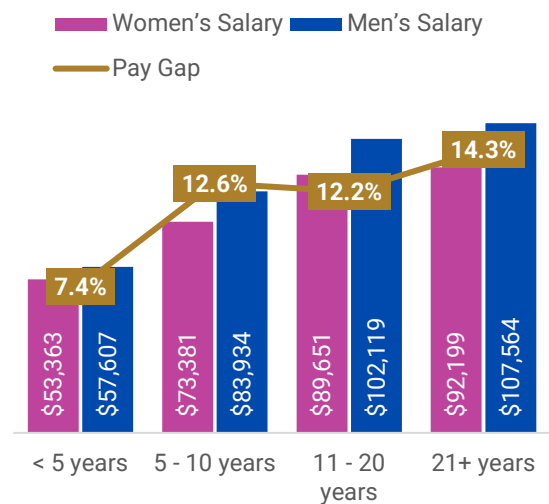
Education	Black or African American	Hispanic/Latino	White
Less than high school	10.0%	29.3%	28.0%
High school or equivalent	8.3%	24.1%	23.2%
Some college or associate degree	18.0%	28.8%	28.9%
Technical school	20.3%	30.3%	41.8%
Bachelor's degree or higher	6.0%	13.2%	13.3%

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

Tenure/Longevity

Exhibit 28 shows median salaries and pay gaps by gender and tenure (length of employment) for the County's 26,466 employees for whom tenure data were available. Only 43.8 percent of the 10,216 women employed with the County have tenure of over 10 years, compared with 48 percent of men (16,250) employed with the County. As shown in Exhibit 28, the smallest pay gap is for employees with fewer than 5 years of tenure with Miami-Dade County. The largest pay gap exists for employees who Miami-Dade County has employed for over twenty years.

Exhibit 28: Median Annual Salary and Pay Gaps by Gender and Tenure/Longevity (2025)



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

Supervisor Level Categories

Exhibit 29 shows women’s representation, median salary, and pay gap by supervisory level. For two categories, Assistant to the Mayor and Chiefs/Senior Advisors, the pay gap slightly favors women. Eleven of the twenty employees in these two categories were women. The largest category was Non-Supervisory, with 12,607 employees, of whom 37.6 percent were women, with a pay gap of 11 percent. The second-largest category was Supervisor Classes, with 7,449 employees, comprising 44.7 percent women, and had a 19.0 percent pay gap. These two roles account for 71 percent, or 20,056, of the county jobs for which a supervisory-level description was available. For these two categories, women’s representation and corresponding pay gaps were similar to those of 2024, when Non-Supervisory jobs had 38.2 percent female representation and a 10 percent pay gap. Supervisor Classes had 44.4 percent female representation and a 19.6 percent pay gap. The third-largest category was the ‘Protective services’ category (5,569 employees), where only 30.8 percent of employees were women. The median pay gap for Protective Services decreased from 11.7 percent in 2024 to 9.1 percent in 2025. The Senior Bureau Commander/Bureau Commander/Section Head category had the lowest percentage of women (27.5 percent), followed by Protective Services (30.8 percent).

The smaller pay gap between Black female and male Miami-Dade County employees, shown in Exhibit 27, may be partially explained by the type of positions they hold. A slightly larger percentage of Black women were in Supervisor Classes (26.5 percent) than Black men (21.4 percent). Conversely, more Black men (52.4 percent) than women (45.6 percent) were in Non-Supervisory roles. The proportion of Hispanic women in supervisory classes (38.0 percent) was higher than that of Hispanic men (27.2 percent). However, their representation was similar across Non-Supervisory roles, with 36.7 percent of Hispanic women and 38.8 percent of men employed at the County. More White women hold Supervisor Class positions (42.5 percent) than White men (31.9 percent). Both White women and men were similarly represented in Non-Supervisory roles, where 25.7 percent of women and 27.4 percent of men were employed. It is also notable that in the Protective Services category, Black women’s representation

was almost equal to Black men, 20.8 percent and 21.4 percent, respectively. However, Hispanic and White women were underrepresented in this category in comparison to their counterparts. Only 11.6 percent of Hispanic and 14.7 percent of White women were represented in Protective Services, compared to 24.6 percent of Hispanic and 27.6 percent of White men.

Exhibit 29: Women’s Representation, Median Annual Salary, and Pay Gap by Supervisory Level (2025)

Supervisory Level	% Women	Salary	Pay Gap
Assistant to Directors	50.0%	\$100,352	33.1%
Department Directors	70.0%	\$198,839	19.3%
Supervisor Classes	44.7%	\$88,698	19.0%
Sr. Bur Comm/Bureau Comm/Section Head	27.5%	\$136,535	12.4%
Non-Supervisory	37.6%	\$56,630	11.0%
Non-Supervisory Professionals	60.7%	\$82,477	10.5%
Deputy Directors	60.0%	\$253,800	10.4%
Protective Services	30.8%	\$89,651	9.1%
Division Directors	38.3%	\$166,683	4.5%
Assistant Directors	43.0%	\$210,889	3.5%
Assistant Div. Directors	48.0%	\$133,529	0.4%
Assistant to the Mayor	57.1%	\$136,147	-2.1%
Chiefs/Senior Advisor	53.8%	\$191,565	-4.1%

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

Appendix A: Aggregate Table with Metrics for Miami-Dade County, 2020-2024

Category	Metric	2020			2021			2022			2023			2024		
		Women	Men	Gap	Women	Men	Gap	Women	Men	Gap	Women	Men	Gap	Women	Men	Gap
Population	Gender Representation	51.4%	48.6%		51.0%	49.0%		50.8%	49.2%		50.9%	49.1%		50.8%	49.2%	
	Black, not Hispanic Population by Gender	51.8%	48.2%		51.6%	48.4%		51.4%	48.6%		51.6%	48.4%		50.9%	49.1%	
	Hispanic or Latino Population of any race by Gender	51.7%	48.3%		51.3%	48.7%		51.2%	48.8%		51.2%	48.8%		51.1%	48.9%	
	White, not Hispanic Population by Gender	48.8%	51.2%		48.5%	51.5%		48.2%	51.8%		48.8%	51.2%		49.7%	50.3%	
Education	High School Graduation Rate	93.1%	87.2%	-6.8%	90.9%	85.4%	-6.4%	91.8%	88.8%	-3.4%	93.3%	90.3%	-3.3%	94.4%	91.8%	-2.8%
	High School Dropout Rate	3.2%	5.3%	39.6%	2.4%	3.8%	36.8%	2.2%	3.1%	29.0%	1.9%	2.5%	24.0%	1.7%	2.4%	29.2%
	Bachelor's Degree or Higher	31.2%	30.0%	-4.0%	33.1%	31.5%	-5.1%	34.9%	34.7%	-0.6%	37.4%	34.4%	-8.7%	38.3%	35.6%	-7.6%
Economic Development	Poverty Rate	17.5%	14.4%	-21.5%	16.2%	13.7%	-18.2%	15.7%	13.1%	-19.8%	15.4%	12.6%	-22.2%	15.8%	12.4%	-27.4%
	Labor Force Participation (Ages 20-64)	73.6%	83.3%	11.6%	74.1%	83.3%	11.0%	75.4%	83.0%	9.2%	76.7%	84.7%	9.4%	76.9%	86.3%	10.9%
	Overall Median Earnings for Full-time Workers	\$35,177	\$40,860	13.9%	\$40,036	\$46,023	13.0%	\$41,454	\$50,577	18.0%	\$45,095	\$51,675	12.7%	\$45,611	\$52,117	12.5%
Health	Health Insurance Coverage	85.2%	82.3%	-3.5%	87.4%	84.6%	-3.3%	88.4%	84.5%	-4.6%	89.5%	85.9%	-4.2%	89.1%	86.0%	-3.6%
	Death Rate (age-adjusted, per 100,000 population)	536.2	858.3	37.5%	548.8	853	35.7%	514.8	786.5	34.5%	462.1	717.3	35.6%	458.8	705	34.9%
	Heart Disease Death rate (age-adjusted, per 100,000 population)	107	191.6	44.2%	102.8	180.8	43.1%	105.2	186.9	43.7%	95.6	178	46.3%	95.4	174.6	45.4%
	Cancer Death Rate (age-adjusted, per 100,000 population)	97.5	141.1	30.9%	96.1	137.5	30.1%	101.3	144.6	29.9%	100.2	140.8	28.8%	102.3	144.5	29.2%
	Stroke Death Rate (age-adjusted, per 100,000 population)	47.9	52.8	9.3%	49.3	54.4	9.4%	49.5	53.1	6.8%	44.6	47.4	5.9%	44.1	46.6	5.4%
	Alzheimer's Death Rate (age-adjusted, per 100,000 population)	30.3	21.2	-42.9%	28.4	19.1	-48.7%	33.8	23.4	-44.4%	28	20.3	-37.9%	25.8	21.1	-22.3%
	Bacterial Sexually Transmitted Disease Rate per 100,000 Population	600.2	850.3	29.4%	668.6	1,047.20	36.2%	704.5	1,124.1	37.3%	772.6	1255.3	38.5%	NA	NA	
	HIV Diagnoses per 100,000 Population	7.7	44.4	82.7%	9.9	52	81.0%	11.1	62.9	82.4%	12.6	63.5	80.2%	16	58.3	72.6%
Safety	Domestic Violence Offense Rate per 100,000 Population	233.3			254.2			275.2			271.1			267.0		
	Forcible Sex Offense Rate per 100,000 Population	7.9			9.7			7.9			11.6			11.4		
	Human Trafficking Reports	158			169			222			199			241		

Sources: ACS 1-Year Estimates, U.S. Census Bureau (2020-2024); ACS 5-Year Estimates for 2020; FL Health Charts, Florida Department of Health; Florida Agency for Health Care Administration; Florida Department of Education; Florida Department of Law Enforcement; Florida Department of Children and Families
Note: Negative values denote higher values for women for the respective metric.

Appendix B: Miami-Dade County Analysis, 2020-2025

Metric	2020			2021			2022			2023			2024			2025		
	Women	Men	Gap	Women	Men	Gap	Women	Women	Gap	Women	Men	Gap	Women	Men	Gap	Women	Men	Gap
Gender Representation in County Boards	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%	41.1%	58.9%	30.2%
Percentage of Prime Contracts Awarded by Gender of Company Owner	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%	34.2%	65.8%	48.0%
Percentage of Contract Value Awarded by Gender of Company Owner	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%	3.9%	96.1%	95.9%
Median Annual Salary of Full-Time County Employees	\$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%	\$73,330	\$85,503	14.2%

Source: Miami-Dade County Clerk of the Board, Miami-Dade County Small Business Division, and Miami-Dade County Human Resources Department