



# WOMEN'S **ECONOMIC MOBILITY**: OPPORTUNITIES AND BARRIERS

**Economic mobility** encompasses a woman's ability to increase her economic security over time. When gaps persist, women are unable to fully thrive.

Based on the analysis of five core Economic Mobility metrics, gender disparities widened over the past decade.

## THE ECONOMIC MOBILITY SCORE IS CALCULATED USING FIVE METRICS:

- **Higher education:** In 2021, 33% of women and 31% of men ages 25 years and over had at least a bachelor's degree, an increase since 2010.
- **Labor force participation:** In 2021, 47% of women and 59% of men ages 16 and over were in the labor force.
- **Full-time earnings:** The gap between women's and men's median full-time earnings decreased from 16% in 2010 to 13% in 2021.
- **High-pay positions:** The percentage of women in high-paying positions increased from 31% in 2010 to 47% in 2021.
- **Poverty:** Poverty rates exceed the national average with more women (16%) than men (14%) in poverty, however rates declined since 2010.

## BARRIERS TO WOMEN'S ECONOMIC OPPORTUNITIES:

- **The Motherhood Penalty:** Mothers face lower wages, reduced promotion opportunities, and limited career growth due to their disproportionate caregiving responsibilities. The absence of affordable, quality childcare and early childhood education are barriers to women's labor force participation.
- **Savings, Retirement and Wealth:** Lower earnings, lower labor force participation, and less wealth accumulation often lead to lower savings and lower quality of life in retirement. Due to the pay gap, women receive less in Social Security and pensions, and accumulate only 70% of men's overall retirement income.
- **Access to Housing:** Housing unaffordability disproportionately affects communities of color, particularly women of color, due to their high poverty rates. Black and Hispanic individuals, especially women and families with children, face elevated risks of eviction than people with similar income levels.

## POLICY RECOMMENDATIONS:

- **Paid Parental Leave:** Employers should adopt generous paid parental leave policies, which enhance economic security, boost new parents' well-being, reduce infant mortality, and decrease turnover.
- **Government Regulation of Pay Equality:** Through their procurement process, government entities should require contractors to affirm and report on pay equity in their workforce.
- **Support Early Childhood Learning Programs:** To advance women's empowerment and support women's labor force participation and career goals, promote a financially sustainable business model that supports women in the workforce and organize advocacy efforts that improve early learning center operations and opportunities, and provide workforce protections.



**The Miami-Dade score was 61 points in 2021.**



# WOMEN'S HEALTH & WELL-BEING: ACCESS TO COMPREHENSIVE QUALITY AND AFFORDABLE CARE

**Women's health & well-being** is directly linked to their ability to access affordable healthcare and reproductive health.

Based on the analysis of five core Health & Well-being metrics, gender disparities widened over the past decade.

## THE HEALTH & WELL-BEING SCORE IS CALCULATED USING FIVE METRICS:

- **Health insurance:** In 2021, 87% of women had health insurance coverage, compared to 85% of men.
- **Maternal morbidity:** Maternal morbidity rates have fluctuated significantly over the past decade, with the highest recorded at 25 per 1,000 delivery hospitalizations in 2020.
- **Infant mortality:** The infant infant mortality rate was 4 per 1,000 births in 2021, with the highest at 5.2 in 2016.
- **Disability:** In 2021, more women (11%) than men (10%) had disabilities, primarily tied to longer life expectancy and age-related factors.
- **Teenage pregnancy:** Over the past decade, the rate of teenage pregnancies has steadily declined, showing a 66% decrease since 2010.

## BARRIERS TO WOMEN'S POSITIVE HEALTH OUTCOMES:

- **Access to Quality and Affordable Healthcare:** Women face barriers to coverage regardless of their insured status. Women who lack access to private health insurance must rely on public insurance like Medicaid to cover costs, especially during pregnancy.
- **Maternal Health:** Poor maternal health is related to the lack of quality, accessible, and affordable healthcare. Many pregnant people and mothers covered by public health insurance lack coverage before pregnancy.
- **Reproductive Health and Rights:** After the overturn of *Roe v. Wade* in 2022, Florida started restricting and/or banning access to abortion and reproductive healthcare, with a 15-week abortion ban currently in place and a 6-week ban passing in 2023.
- **Transportation:** A lack of transportation access is as a barrier to healthcare among low-income, elderly, rural, and urban populations and contributes to poor health outcomes.

- **Climate Change and Environmental Factors:** Miami-Dade County is especially vulnerable to the effects of climate change including an increased risk of extreme heat, hurricane impact, and sea-level rise. Climate change, a social determinant of health, contributes to poor maternal and reproductive health.

## POLICY RECOMMENDATIONS:

- **Access to Quality and Affordable Health Care:** Ensure equitable access to care, starting with the expansion of Medicaid in Florida, improving the content of care, and addressing the bias and discrimination women experience when seeking care.
- **Maternal Health:** With the help of community partners and stakeholders, develop a 5-year plan to reduce maternal and infant mortality and morbidity rates county-wide, including the expansion of doula care, and providing culturally competent care.
- **Reproductive Rights:** Support the current initiative from Floridians Protecting Freedom to include abortion access on the 2024 ballot.
- **Extreme Heat and Pregnancy Health:** Raise awareness and allocate funding for weatherization and affordable energy access, especially to low and moderate-income families, and enhance the capacity of resilience offices in Miami-Dade, City of Miami, and Miami Beach to address climate change impacts.



**The Miami-Dade score was 61 points in 2021.**



# WOMEN'S LEADERSHIP: INCREASING REPRESENTATION AND WHY IT MATTERS

The **Leadership** gender gap is systemic, persistent, and significant in Miami-Dade County.

Based on the analysis of three core Leadership metrics, gender disparity widened over the past decade.

## THE LEADERSHIP SCORE IS CALCULATED USING THREE METRICS:

- **Representation in elected positions:** In 2021, women constituted 35% of elected positions compared to 65% of men, a slight decline for women since 2010.
- **Voter registration:** Women's voter registration numbers have increased in the last decade, from 64% in 2010 to 73% in 2021, and have consistently surpassed men's (57% in 2010 and 64% in 2021).
- **Voter turnout:** Women's voter turnout has increased by 32 percentage points between 2010 (42%) and 2020 (76%), with some fluctuations, and has consistently exceeded men's since 2016.

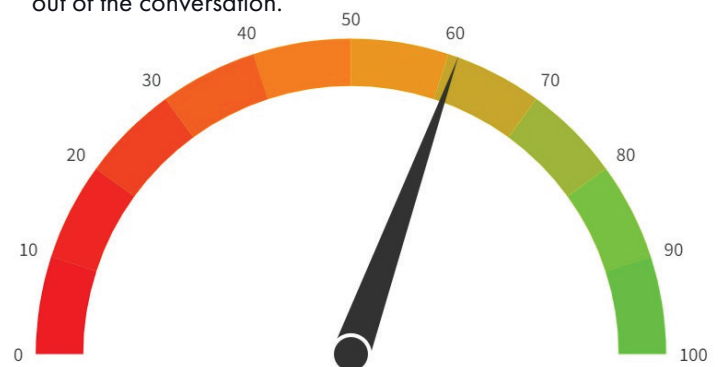
## BARRIERS TO WOMEN'S LEADERSHIP:

- **Caregiving Responsibilities:** Women bear most household and caregiving burdens, leaving them with less time and resources to engage in senior-level and leadership positions. As the primary caretakers of children and family members during their potentially peak years in the workforce, women are more likely to work irregular hours, work part-time, and spend time out of the workforce, impeding advancement.
- **Lack of Networks and Mentors:** Networking often occurs around activities typically considered "masculine," exemplified by phrases like "closing deals on the golf course" and being members of male-only country clubs that keep women out of the loop and away from career development.
- **Stereotypes and Bias:** Cultural and societal norms associate male leaders to be confident, strong, assertive, and self-promoting, whereas women are discouraged from showing these characteristics. Women experience bias due to their gender, race, sexual orientation, disability, or other aspects of their identity.

- **Less Access to Capital and Funding:** Women business owners, founders, and political candidates usually have less access to capital due to the gender pay gap, the motherhood penalty, barriers that impede wealth-building, and gender bias that diminishes access to donor and investor networks.

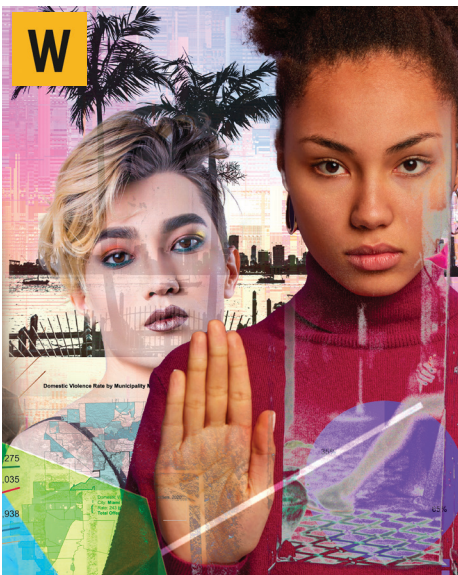
## POLICY RECOMMENDATIONS:

- **Voting By Issue:** Expand women's representation in elected positions by recruiting and training female candidates for office. Greater voter awareness, civic engagement, and voting that promotes women's representation, including policies that benefit women and girls.
- **Childcare During Public Meetings:** Providing childcare services during public meetings is a critical step toward fostering inclusivity and ensuring that all community members can actively participate in civic discourse.
- **Access to Childcare Subsidies:** Educate and encourage private sector employers to provide subsidies for families with children benefiting women's career and leadership advancement.
- **Mentorship:** Mentorship programs for women pursuing leadership positions are a vital investment in building a more diverse and equitable future. For mentorship programs to reach a diverse group of women, they must be affordable and accessible to all, especially women of color who are often left out of the conversation.



The Miami-Dade score was 44 points in 2021.





# FREEDOM FROM VIOLENCE: ACHIEVING WOMEN'S SECURITY AND EMPOWERMENT

Gender-based violence (GBV) against women and girls is a product of gender inequality, oppressive power dynamics, and harmful social norms.

Based on the analysis of four core **Freedom From Violence** metrics, gender disparities decreased over the past decade.

## THE FREEDOM FROM VIOLENCE SCORE IS CALCULATED USING FIVE METRICS:

- **Domestic violence:** In 2021, women accounted for 71% of domestic violence victims.
- **Sexual offenses:** Women accounted for 88% of sexual violence victims in 2021.
- **Overall crime:** The proportion of female crime victims dropped from 50% in 2010 to 48% in 2021, while male victims increased from 50% in 2010 to 52% in 2021.
- **Human trafficking:** In 2021, women were 98% of human trafficking victims.

## THE MANY FACES OF VIOLENCE:

- **Femicides:** The intentional killing of women with a gender-related motivation is the most severe health outcome of violence against women, disproportionately affecting young women, racial/ethnic minority women, and pregnant persons.
- **Gun Violence:** With the rise in gun-related deaths in Florida and nationally, and with relatively easy access to guns and weak regulations, the safety of those uniquely affected by gun violence, including women experiencing intimate partner violence, children and teens are at risk.
- **Child Abuse:** Child abuse and the trafficking of children are adverse childhood experiences that can have lifelong consequences on health, opportunity and well-being. Miami-Dade County has seen a decline in child abuse incidents, but an increase in the trafficking of children.

## POLICY RECOMMENDATIONS:

- **Data Collection and Transparency:** Implement a standardized process for data collection on domestic and sexual violence by all police departments, making gender and racial/ethnic data extraction more efficient and uniform. This data should be publicly accessible, at no cost to the community and service providers.
- **Expand Domestic Violence Services:** Support CVAC expansion to include not only the current central location, but additional Centers more easily accessible to residents in the north and south of the county.
- **Gender-based Violence Local Plan:** In line with the National Gender-Based Violence Plan, develop and implement a county-wide plan to address gender-based violence at the local level. This plan should engage government stakeholders, community leaders, survivors, and officials to build solution-driven, trauma-informed strategies.



**The Miami-Dade score was 56 points in 2021.**