



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.

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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 rate slightly decreased in the last decade, from 54% in 2010 to 52% in 2021, but has consistently surpassed men's (44% in 2010 and 2021).
- **Voter Turnout:** Women's voter turnout has increased by 32 percentage points between 2010 (42%) and 2020 (77%), with some fluctuations, and has consistently exceeded men's since 2016.

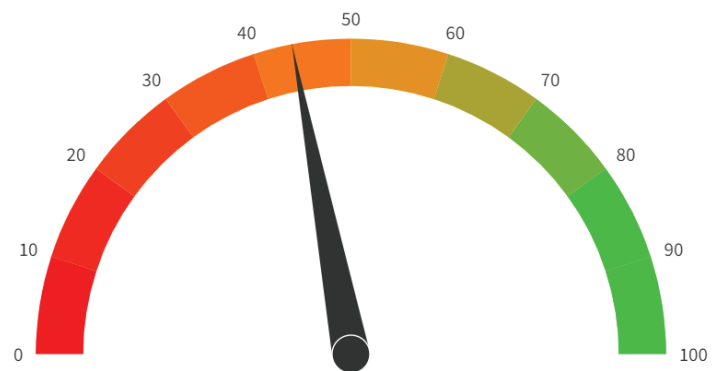
BARRIERS TO WOMEN'S LEADERSHIP:

- **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 with being 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. Encourage 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.

For more details on Leadership, make sure to read the full policy paper [here](#).

The Gender Equity Index score for 2021 was 51 points.