



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 decreased over the past decade.

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THE LEADERSHIP SCORE IS CALCULATED USING THREE METRICS:

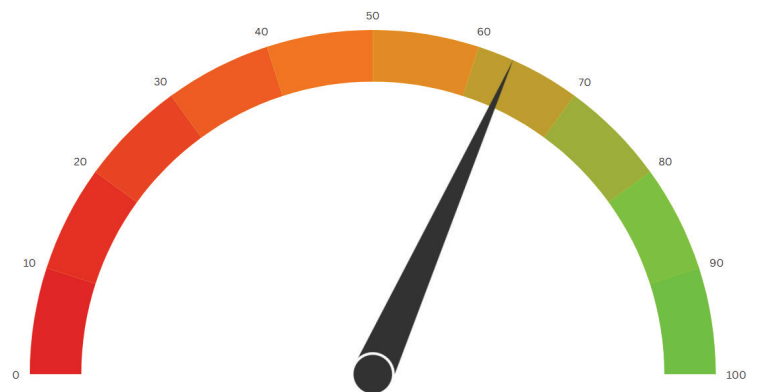
- **Representation in Elected Positions:** In 2024, women constituted 35% of elected positions compared to 65% of men.
- **Voter Registration:** Women's voter registration rate slightly decreased in the last decade, from 54% in 2010 to 52% in 2024, but has consistently surpassed men's (44% in 2010 and 2024).
- **Voter Turnout:** Women's voter turnout during the presidential election in 2024 (74%) was lower than turnout in 2020 (77%), but has consistently exceeded men's since the 2016 presidential election.

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:

- **Increase Women's Representation in Elected Positions:** Expand women's representation in elected positions by recruiting and training female candidates for office, especially women from underrepresented communities. Expand civic engagement initiatives to educate individuals on voting that promotes women's representation, including policies that benefit women and girls. Reduce financial barriers for women who want to run for office.
- **Make Public Meetings Accessible to Working Parents:** Provide childcare services or stipends for childcare during all public meetings to ensure equitable participation and inclusivity in civic discourse.
- **Mentorship:** Develop mentorship programs for women pursuing leadership positions to build a more diverse and equitable future. For mentorship programs to reach a diverse group of women, they must be affordable, inclusive, and accessible to all, especially women of color and LGBTQ+ women who are often left out of the conversation.



The Leadership score was 63 points in 2024,
up from 55 points in 2023.

For more details on Leadership,
read the full policy paper published in 2023 [here](#).

The Gender Equity Index score for 2024 was 53 points.