

ITEM #41

(Status of Women in Broward County 2023 – Report No. 23-09)

ADDITIONAL MATERIAL REGULAR MEETING

MARCH 14, 2023

**SUBMITTED AT THE REQUEST OF
OFFICE OF THE COUNTY AUDITOR**



Status of Women in Broward County Report 2023

Office of the County Auditor

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Report No. 23-09
March 9, 2023

**OFFICE OF THE COUNTY AUDITOR**

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March 9, 2023

Honorable Mayor and Board of County Commissioners:

On November 5, 2019, the Broward County Board of County Commissioners unanimously voted to approve the enactment of Ordinance 2019-35, creating Article V, Sections 16 ½ - 81 and 16 ½ - 82, of the Broward County Code of Ordinances, adopting the United Nations' Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). CEDAW provides an international standard for protecting and promoting women's human rights and is frequently referred to as the "Bill of Rights" for women.

The Ordinance tasked my Office with the responsibility to gather and provide gender equity data in the categories of economic development, health and safety, and education. Accordingly, we engaged the services of Florida International University, Jorge M. Pérez Metropolitan Center, a leading urban policy think tank and solutions center, to conduct research and gather the data required. Over the past months, their team has worked diligently to identify valuable information in these key areas, while my Office has been engaged in coordinating with various County agencies to ensure the accuracy and completeness of data provided regarding County operations.

We are pleased to present to you the collaborative results of this effort, the Status of Women in Broward County Report 2023 (Report). This is the second biennial report on women's economic development, health and safety, and education in Broward County and provides an update on women's overall wellbeing in the County during the last two years.

As required by the Ordinance, this Report, and the gender equity data provided herein, is also being presented to the Broward County Commission on the Status of Women, who, in accordance with the Ordinance, will analyze the data and make recommendations to the Board of County Commissioners.

We would also like to recognize the efforts of the various County departments and agencies which assisted in providing some of the data, including the County's Human Services Department, Human Resources Division, Intergovernmental Affairs/Borads Section, Office of Economic and Small Business Development, Purchasing Division, as well as the Broward Sheriff's Office and Broward County Supervisor of Elections.

Status of Women in Broward County Report 2023

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This is not an audit. Accordingly, this Report is not intended to comply with Generally Accepted Governmental Auditing Standards.

Respectfully submitted,



Bob Melton
County Auditor

cc: Monica Cepero, County Administrator
Andrew Meyers, County Attorney
Kimm Campbell, Deputy County Administrator
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Status of Women in Broward County Report

Office of the County Auditor
Broward County
Board of County Commissioners

2023





The Status of Women in Broward County Report 2023 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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Various County departments and agencies provided some of the data, including the Human Services Department, Human Resources Division, Intergovernmental Affairs/Boards Section, Office of Economic and Small Business Development, Purchasing Division as well as the Broward Sheriff's Office and Broward County Supervisor of Elections.

In November 2019, the Broward County Board of County Commissioners unanimously voted to approve the enactment of Ordinance 2019-35 creating Article V, Sections 16 ½ -81 and 16 ½ -82, of the Broward County Code of Ordinances adopting the United Nations' Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). The Ordinances designated the Office of the County Auditor to collect gender equity data. The Ordinance was sponsored by Commissioner Nan H. Rich, and Co-sponsored by Mayor Mark D. Bogen, Vice-Mayor Dale V.C. Holness, Commissioner Michael Udine, Commissioner Lamar P. Fisher, Commissioner Steve Geller, Commissioner Beam Furr, Commissioner Tim Ryan and Commissioner Barbara Sharief.

The report is prepared in association with:

The Office of the County Auditor, Broward County

The Office of County Auditor conducts audits of Broward County's entities, programs, activities, and contractors to provide the Board of County Commissioners, Broward County's residents, County management, and other stakeholders unbiased, timely, and relevant information for use in promoting government accountability and stewardship and improving government operations.

The report is prepared for:

The Broward County Board of the County Commissioners and The Broward County Commission on the Status of Women

The Broward County Commission on the Status of Women (CSW) Advisory Board is a non-partisan body with a focus on raising awareness and celebrating the contributions and successes of all residents of Broward County. It provides a collaborative platform for those seeking information on issues that affect women, girls, and their families in the County.

STATUS OF WOMEN

Executive Summary

The Status of Women in Broward County Report 2023 is the second biennial report that tracks disparities between women and men and progress toward closing the gender gap. The 2023 Report tracks women's progress in Broward County based on educational attainment, economic development, and overall health and safety.

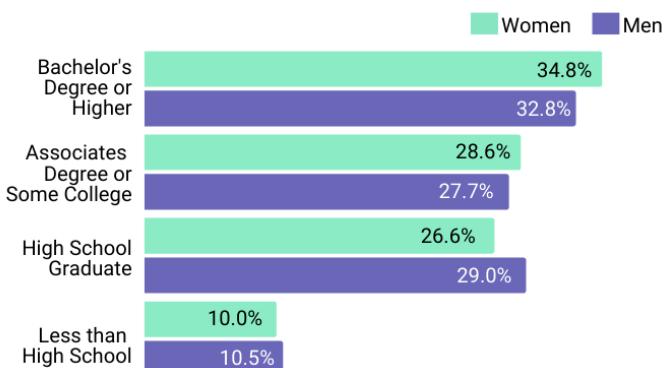
Broward County Population (2021): 1,930,983



Education

Between 2019 and 2021, the proportion of women with a bachelor's degree or higher increased by 9.2%.

Highest Level of Educational Attainment by Gender (2021)



Field of Degree for the Population 25 years or older (2021)

Degree	Women	Men
Science and Engineering	27.8%	44.4%
Science and Engineering Related	13.3%	5.6%
Business	24.3%	28.0%
Education	13.7%	4.9%
Arts, Humanities, and Other	21.0%	17.3%

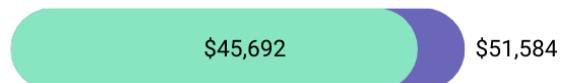
The proportion of women with a bachelor's degree in science or engineering increased by 19.6% between 2019 and 2021.

Even though more women obtained a higher education, the wage gaps between women and men with a bachelors degree was 22.2% and 26.7% for those with a graduate or professional degree.

Economic Opportunity

■ Women ■ Men

Median Earnings for Full-time Workers (2021)



Poverty

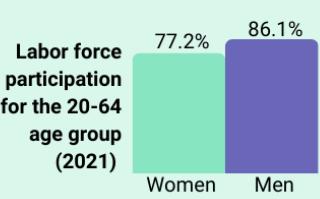
241,133 Broward residents in 2021 lived below the poverty threshold. Of these, 53.9% were women.

Overall Poverty Rate	Women's Poverty Rate	Men's Poverty Rate
12.6%	13.3%	11.9%

Labor Force Characteristics

Between 2019 and 2021, the labor force population aged 16 years and older declined by approximately 15,000.

The labor force in 2021 was 50.6% women and 49.4% men.



Industries and Occupations

Top Three Women-Dominated Industries (2021)

■ Women ■ Men



Top Three Occupations with the Largest Earnings Gap (2021)

Occupation	Women (%)	Men (%)
Healthcare Practitioners and Technical Occupations	34.4%	65.6%
Natural Resources, Construction, and Maintenance Occupations	27.8%	72.2%
Management, Business, Science, and Arts Occupations	23.1%	76.9%

IN BROWARD COUNTY 2023

Health

Men had higher death rates in all leading causes of death, except for stroke and Alzheimer's disease related deaths.

Highest Age Adjusted Disease Death Rates per 100,000 population and Difference (2021)

	Women	Men	Difference
Heart Disease	103.6	178.0	41.8%
Cancer	113.1	144.4	21.7%
COVID-19	85.3	131.1	34.9%
Stroke	56.5	51.1	-10.6%
Unintentional Injury	33.7	98.7	65.9%

Broward County Government Resources

Between 2020 and 2022, the number of Human Services Department (HSD) clients across all divisions doubled. Women have been the majority of clients between 2020 and 2022.



Women as a proportion of HSD clients (2022)

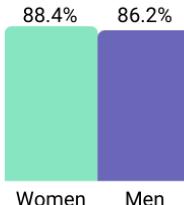
Family Success Administration Division (FSAD) served the highest proportion of women assisted by HSD.

Women were 80.2% of FSAD clients in 2022.

FSAD services include assistance with finances, tuition, childcare, nutrition, and employment.

Insurance Coverage

Insurance Coverage by Gender (2021)

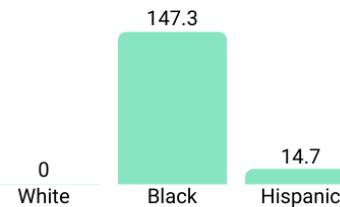


The insurance coverage rates for both women and men increased between 2019 and 2021.

Women 85.7% → 88.4%
Men 83.5% → 86.2%

Maternal Health

Maternal Deaths per 100,000 Live Births by Race and Ethnicity (2021)



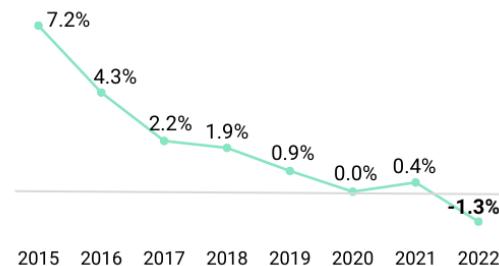
The rate of mothers with no prenatal or only third trimester care and the rate of infant deaths per 1,000 births have not significantly improved since 2018.

Broward County Government Employees

Median Earnings and Gap (2022)



Full-time Broward County Government Employees Median Earnings Gap Trends



Gender Representation

Full-time Women Broward County Government Employees by Count and Percentage (2022)

Job Family	Women	% Women
Administrative	801	73.0%
Professional	781	54.0%
Manager	326	47.5%
Director	43	37.1%
Supervisor	122	31.7%
Technician	79	27.0%
Executive	16	36.4%
Trades/Maintenance	341	20.3%
Total	2,509	43.7%

The proportion of full-time women Broward County Government employees increased from 43.2% in 2020 to 43.7% in 2022. Women were the majority in only two job families, administrative and professional.

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Introduction

The Status of Women in Broward County Report 2023 (2023 Report) is the second biennial report on women's economic development, health, safety, and education in Broward County. This report updates and expands on the information presented in the 2021 Report and presents information on the advancement of gender equity across the foundational areas of economic development, health and safety, and education as required by Broward County Board of County Commissioners (Board) Ordinance No. 2019-35. This Ordinance was sponsored by Commissioner Nan Rich, and with unanimous approval from the Board, was adopted in November 2019. With this adoption, Broward County Government (BCG) became one of only eight jurisdictions in the United States to formally adhere to the United Nations' Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

This second biennial Report outlines progress in reducing inequality across the focus areas and presents trends that speak to the persistence of gender gaps. At the time of the 2021 Report, the COVID-19 pandemic effects were still unfolding. The ensuing health crisis led to employment, income

losses and had far-reaching effects on many areas, including mental health, food insecurity, educational outcomes and more. The data in the 2021 Report was based on information mostly from 2019, the last 'normal' pre-pandemic year, a time in which the U.S. and local economies were in the midst of expansion, with low unemployment, gradually increasing wages and increasing gender equity. As the 2021 Report noted, the gender pay gap in Broward County was decreasing, and as of 2019, it was 12.6%, almost five percentage points lower than the 17.3% gap at the start of the decade, in 2010. The 2021 Report also described the continued presence of gaps in labor force participation, across industry sectors and occupations, with lower earnings for women across all educational attainment levels, with additional disparities by race and ethnicity in health and other metrics. However, many advancements were also observed, with the gaps reducing, albeit slowly, across most metrics. The COVID-19 pandemic placed all previous progress on hold and threatened to reverse it.¹

The health crisis of 2020 and 2021 had a disproportionate impact on women and minority populations, especially women of color. In 2020, a new term was coined, a "she-cession", to denote the negative effects on women's employment and earnings during the pandemic.² According to a September 2020 McKinsey study, roughly a third of working mothers were considering taking a leave of absence, dropping out of the workforce entirely, cutting their hours, moving to part-time or switching to a less-demanding employment. The study noted that "this is the first time we've seen signs of women leaving the workforce at higher rates than men; in the previous five years of this study, women and men left their companies at similar rates." Childcare responsibilities were a primary concern for most mothers.³ According to the Survey of Household Economics and Decisionmaking (SHED) conducted by the Federal Reserve Board, the pandemic disrupted childcare or in-person schooling for nearly 70% of parents, with 25% of mothers reporting that they did not work, or worked less, as a result. Single mothers had slim financial cushions going into the COVID-19

¹ Taub, Amanda. (Sept. 26, 2020). "Pandemic Will 'Take Our Women 10 Years Back' in the Workplace." *The New York Times*.

<https://www.nytimes.com/2020/09/26/world/covid-women-childcare-equality.html> ; McKinsey and Co. (2020). "COVID-19 and Gender Equality: Counteracting the Regressive Effects." <https://www.mckinsey.com/featured-insights/future-of-work/covid-19-and-gender-equality-counteracting-the-regressive-effects>

² Alini, Erica. (May 9, 2020). "Welcome to the 'She-Cession.' Why this Recession is Different." Global News. <https://globalnews.ca/news/6907589/canada-coronavirus-she-session/>

³ Women in the Workplace, 2020. McKinsey and Company & Lean In. <https://womenintheworkplace.com/2020>

recession and had higher unemployment rates during the recession than single fathers and women without children.⁴

Apart from voluntarily leaving the workforce, women were also more likely to lose their jobs. From January through March 2020, the unemployment rate for women was the same as or lower than that of men. However, this trend reversed in April 2020. The unemployment rate for women spiked more during the initial shutdowns and remained higher throughout the pandemic than the unemployment rate for men. According to the Federal Reserve's Survey of Household Economics and Decisionmaking (fielded in July 2020), a larger share of women than men (aged 25 to 54) lost a job, were laid off, were asked not to work any hours while still being paid, had hours reduced, or took unpaid leave since March 2020.⁵ The impact on women of color was even more pronounced. For example, in September 2020, 1.1 million people left the workforce, of whom 865,000 were women, and almost half of those women were Black or Latina. During the same time, one in nine Black and Latina women were unemployed, at an approximately 60% higher rate than White women.⁶

While the pandemic-related gender disparities in the U.S. workforce are well documented⁷, the local impacts in Broward County, specifically by gender, have not been presented in a cohesive report. The Status of Women in Broward County Report 2023 details information on a variety of metrics that allow for such local comparisons over time and by gender. In addition to the comprehensive extraction and analysis of publicly available data, this 2023 Report also presents information from various BCG departments, to illustrate important indicators of gender equity, including representation on advisory boards, BCG employee composition and pay equity. A section of this 2023 Report also details a variety of services and resources to Broward residents that expanded to address the short-term economic, social and health needs. The increase in clients served (45.4% from 2020 to 2021, and 14.8% from 2021 to 2022) is indicative of the greater challenges for residents and BCG's increased resources that were

dedicated to meeting them. In 2022, women were 56.3% of the 102,575 clients served by the Human Services Department, whose service areas included economic stability, health, education, housing and many others.

The comprehensive analysis presented in this 2023 Report serves not only to illustrate the continued presence of persistent disparities, but also to serve as an evidence-based platform for solutions. The long list of challenges presented may seem daunting, but Broward County has community resources and infrastructure to be successful in addressing them, not only through government agencies, but also through its nonprofits and community leaders. The Commission on the Status of Women (CSW), which is one of Broward County Government's advisory boards, is focused on raising awareness and celebrating the contributions and successes of female residents of Broward County. It provides a collaborative platform for those seeking information on issues that affect women, girls and their families in our County. The CSW and other organizations who focus not only on women and girls, but more broadly on community building can use this Report to develop solutions that will ensure all members of Broward County are seen, heard and have the opportunity to participate equitably in shared prosperity.

⁴ Consumer and Community Context 3(1): 2–6. Board of Governors of the Federal Reserve System (U.S.).

<https://www.federalreserve.gov/publications/files/consumer-community-context-20211105.pdf>

⁵ Fernandez, Jennifer and Anna Tranfaglia (2020) "Gender Disparities in Financial Well-Being from the Survey of Household Economics and Decisionmaking" Research Report (October 2020). Federal Reserve Bank of Philadelphia (U.S.)

⁶ U.S. Bureau of Labor Statistics. The Employment Situation – September 2020.

https://www.bls.gov/news.release/archives/empstat_10022020.pdf

⁷ Richard Fry. "Some gender disparities widened in the U.S. workforce during the pandemic." Pew Research Center.

<https://www.pewresearch.org/fact-tank/2022/01/14/some-gender-disparities-widened-in-the-u-s-workforce-during-the-pandemic/>

Population Characteristics

Race, Ethnicity, Gender, and Age

Race and Ethnicity

Describing the composition of Broward County's population is a crucial step in the effort to understand the factors that drive disparity, as economic inequality is both racialized and gendered. In Broward County, the population did not change significantly in composition since the Status of Women in Broward County Report 2021 (2021 Report). As noted, in 2019, the population was 1,952,778, and as of 2021, the population decreased to 1,930,983.

Exhibit 1 shows a comparison of the Broward population by race and ethnicity, as reported in the 2020 Decennial Census and the American Community Survey (ACS), both products of the U.S. Census Bureau. Between these reports, there are small differences in the proportions reported by racial and ethnic groups, with the largest difference in multiracial populations. The **Exhibit** also shows the proportion of Hispanic residents, an ethnic category that is separate from the racial groups. Hispanic residents can be White, Black or multiracial.⁸

Exhibit 1: Total Population by Race and Ethnicity in Broward County, 2020

Race/Ethnicity	% of Total Population (Census)	% of Total Population (ACS)
White Race Alone	39.9%	39.6%
Black or African American Race	27.4%	28.4%
Some Other Race Alone	12.9%	9.4%
Two or More Races	19.8%	22.6%
Hispanic or Latino Ethnicity	31.3%	31.4%

Source: 2020 Decennial Census, American Community Survey, U.S. Census Bureau

Although the Decennial Census is considered more accurate in terms of population counts, it cannot be used to track changes in community characteristics, which are not reported in Census. Therefore, to provide more in-depth information, this Status of Women in Broward County Report 2023 (2023 Report) relies on the ACS 1-Year Estimates for many metrics. All trend data within this 2023 Report presents the ACS 1-Year Estimates except for the 2020 data, for which only ACS 5-Year Estimates were available.

Gender

For 2021, the ACS 1-Year Estimates reported Broward County's population at 1,930,983, a decrease of 21,795 people since 2019. **Exhibit 2** shows that women accounted for 18,653 (86%) of this decrease. This change minimally affected the overall proportion of men and women living in Broward County. From 2019 to 2021, the total population changed from 51.3% to 50.9% for women and 48.7% to 49.1% for men.

Exhibit 2: Comparison of Women and Men as Proportion of Total Population, 2019-2021

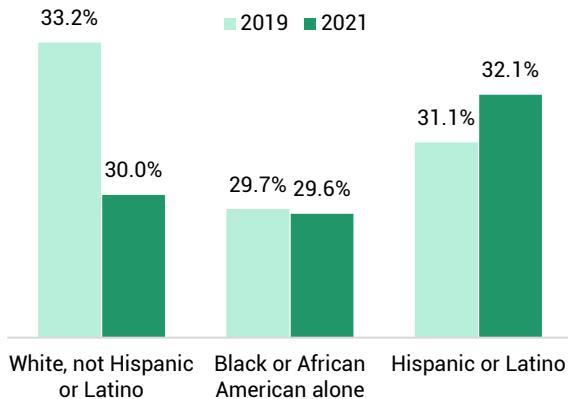
Year	Women	% Women	Men	% Men	Total
2019	1,001,957	51.3%	950,821	48.7%	1,952,778
2021	983,304	50.9%	947,679	49.1%	1,930,983

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

Similar to the composition reported in the 2021 Report, according to the ACS 1-Year Estimates for 2021, Broward County continued to be predominately White, not Hispanic or Latino, Black or African American, and Hispanic or Latino, when compared to the 2021 Report. The individual composition of women and men by race and ethnicity was representative of the total combined population. **Exhibit 3** shows that Hispanic or Latino women were 32.1% of the total female population, followed by White, not Hispanic or Latino women (30.0%), and Black or African American (29.6%). The male population was similarly distributed with 32.8% White, not Hispanic or Latino, 32.0% Hispanic or Latino and 27.1% Black or African American. These three groups account for more than 90% of Broward's population, with the remaining residents identifying with other races or as multiracial.

⁸ U.S. Census Bureau, 2020 Census Illuminates Racial and Ethnic Composition of the Country. <https://www.census.gov/library/stories/2021/08/improved-race-ethnicity-measures-reveal-united-states-population-much-more-multiracial.html>

Exhibit 3: Comparison of the Population of Women's Composition, 2019-2021



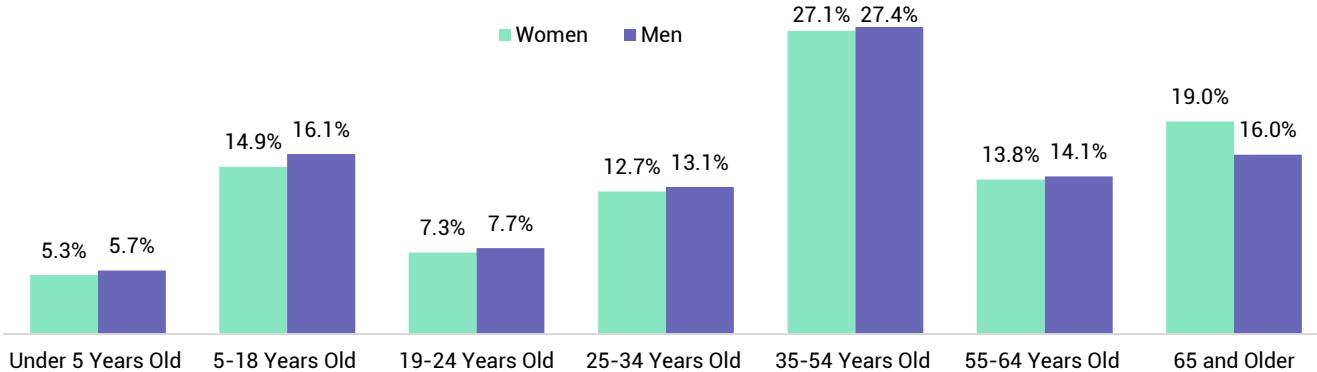
Source: ACS 1-Year Estimates, U.S. Census Bureau

Age

As shown in **Exhibit 4**, in 2021, the largest portion of Broward County's population was in the 35-54 years old age group. This group, when combined with the 25-34 years old age group, is commonly referred to as the "prime working age group." Within all age brackets, there was little variation between the proportion of men and women in each. The most significant difference was in the 65 and older age bracket, where there were 34,000 more women than men. This difference may be related to women's higher life expectancy.

Overall, there was a small decrease in the population of 65 and older (1.1%); however, there was a 1.3% increase in the population under 18 and a 2.3% increase of the prime working age population. If these changes continue in subsequent years, they could signify positive demographic shifts, which may expand the economic base of Broward County.

Exhibit 4: Population by Age and Gender in Broward County, 2021



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

Household Characteristics

Household structure and family composition are important metrics because they signify stability, child development, education, and career opportunities, and are also linked to labor force participation, earnings, and other economic indicators. This section of the 2023 Report presents a description of the households and families in Broward County, while the *Economic Opportunity* section will present data on differences in earnings.

A household consists of all the people who occupy a single housing unit. There are two major categories of households defined by the U.S. Census: "family" and "nonfamily". A "family" is a group of two or more people (one of whom is the "householder") who are related by birth, marriage, or adoption and are residing together. A married couple, as defined by the U.S. Census, is a husband and wife within the same household. A "nonfamily" household consists of a householder living alone (a one-person household) or where the householder lives with people to whom he/she is not related.

In 2021, there were 864,486 total residential housing units in Broward County; of which 747,715 (86.5%) were occupied. Even though the total population slightly decreased from 2019 to 2021, the number of occupied housing units actually increased by 6%. In 2021, 63.3% of the occupied housing units were owner-occupied, compared to 36.7% of rented units. Additionally, as shown in more detail in **Exhibit 5**, the 747,715 total occupied housing units were composed of 63.2% family households and 36.8% nonfamily households.

Between 2019 and 2021, the average household size decreased from 2.74 to 2.56 people, respectively. Specifically, the average family size decreased for all family structures. Married couples had an average family size of 3.38 persons in 2019 and 3.24 persons in 2021. However, the most significant decrease in family size was for women-led households with no spouse present.⁹ Their family size decreased from 3.72 persons in 2019 to 3.21 persons in 2021. Meanwhile, the average family size for a male householder with no spouse decreased from 3.37 in 2019 to 2.99 in 2021.

In 2019, the largest average family size was for women-led households with no spouse present; however, their size has decreased through 2021, now falling behind married couples. There was a 6.3% increase in married individuals between 2019 and 2021.

In 2021, similar to 2019, Broward County's households were predominantly married couples, followed by nonfamily households. However, within family households, the proportion of married couple families increased by 1.1%, whereas the proportion of women-led families decreased by 0.8%. As the section on *Economic Opportunity* will discuss, these changes in household composition could have economic impacts as incomes are generally lower for nonmarried households.

Exhibit 5: Households and Families in Broward County, 2019 and 2021

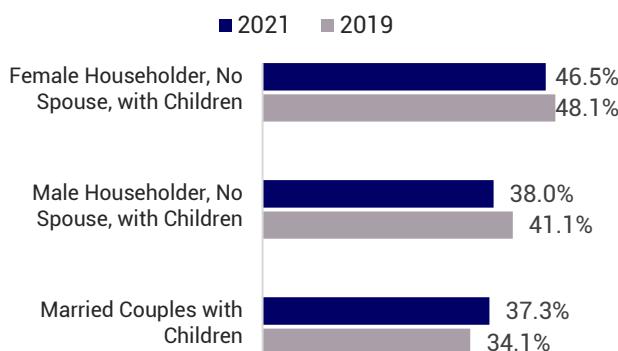
Household and Family Type	% of Total (2019)	% of Total (2021)
Family Households:	63.0%	63.2%
Married Couple	41.8%	42.9%
Woman-led households, no spouse present	15.3%	14.5%
Man-led households, no spouse present	6.0%	5.8%
Nonfamily Households	37.0%	36.8%
Total	705,472	747,715

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

⁹ The category "married" is further divided into "married, spouse present," "separated," and "other married, spouse absent." A person was classified as "married, spouse present" if the husband or wife was reported as a member of the household.

Even though woman-led households, with no spouse present, represented only 14.5% of the total occupied housing units, they were more likely than other household types to have their own children under the age of 18 living with them. **Exhibit 6** shows the percentage of families with children in the respective family group. There was a small decrease in the percentage of female householder families with children, from 48.1% in 2019 to 46.5% in 2021. Conversely, there was an increase in the percentage of married couple families with children, from 34.1% in 2019 to 37.3% in 2021.

Exhibit 6: Percentage of Families with Children, in Broward County, 2019 and 2021

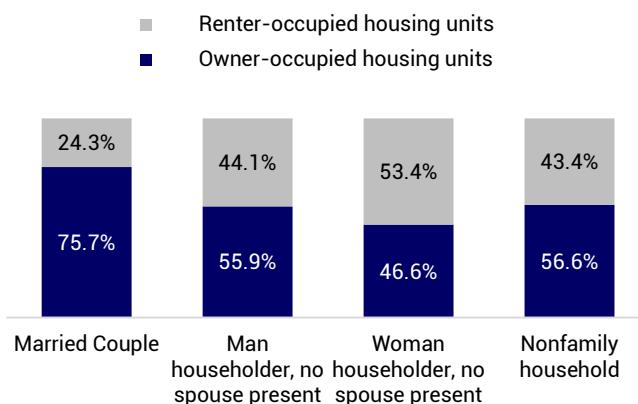


Source: ACS 1-Year Estimates, U.S. Census Bureau

In general, married couples offer a more stable environment from the perspective of income and housing. The *Economic Opportunity* section of this 2023 Report will further demonstrate income disparities based on family structure. However, as shown in **Exhibit 7**, women-led households were more likely to rent than the other household compositions. While the proportion of married couples who were homeowners remained virtually unchanged from 2019 to 2021 (0.3% difference), the proportion of woman-led owner-occupied households decreased from 47.7% in 2019 to 46.6% in 2021. Conversely, there was an increase in homeownership among men-led householder families, from 53.7% in 2019 to 55.9% in 2021. Homeownership among nonfamily households increased from 54.6% in 2019 to 56.6% in 2021.

Homeownership provides stability and relative consistency in housing costs. ACS 1-Year Estimates for 2021 reported 53.3% of renters and 32.7% of owners in Broward County were severely cost burdened, spending 35% or more of the income on rent or mortgage.

Exhibit 7: Rented and Owner-Occupied Households by Family Type in Broward County, 2021



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

Education

Educational attainment is a major predictor of economic opportunity and social mobility. It is widely believed that investing in higher education and human capital is critical for economic growth.¹⁰ As women's education advances, it would follow that economic disparities would decrease and eventually disappear. The following section explores the progress in closing the education gaps and shows that although women surpass men in overall educational attainment, there are some important differences in the field of study they choose, which may subsequently influence their careers and earnings.

High School Graduation

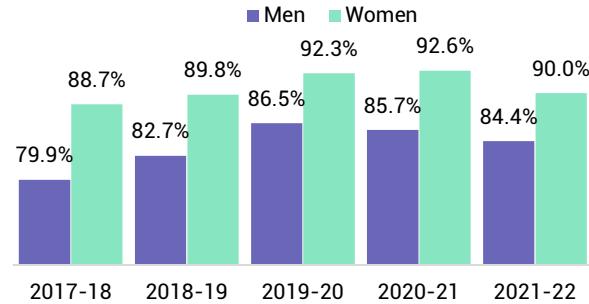
The 2021 Report presented data for high school graduation rates between 2014 and 2019. Since the publication of the previous report, the Florida Department of Education has released new data for the three academic school years between 2019 and 2022. The trend analysis shows that the overall graduation rate peaked in 2019-20 at 89.4% but decreased to 87.2% in 2021-22.¹¹

While the annual overall data does not show much difference from year to year, there are graduation disparities by gender. The long-term trends, as presented in the 2021 Report, showed a continuous increase in both women's and men's graduation rates. With the addition of the three new academic years of data, women continue to have significantly higher graduation rates than men (**Exhibit 8**). However, women's graduation rates decreased from 92.6% in 2020-21 to 90% in 2021-22. Men's graduation rates decreased from 86.5% in 2019-2020 to 84.4% in 2021-22. The decline in men's graduation rates was concurrent with an increase in men's dropout rates from 1.6% in 2019-20 to 2.7% in 2020-21.

The Florida Department of Education's Student Database System reports student graduation rates by race and Hispanic or Latino ethnicity. However, these categories are not mutually exclusive, and students may be counted twice depending on the race indicated.¹² Therefore, the terms "White," "Black," and "Hispanic" will differ from the terminology used for reporting the American Community Survey (ACS) and

U.S. Census data, but these terms are used appropriately when following the Florida Department of Education's categories.

Exhibit 8: High School Graduation Rates by Gender in Broward County, 2017-18 to 2021-22 Academic Years



Source: Florida Department of Education

The trend analysis in the 2021 Report showed that racial and ethnic disparities in graduation rates have been persistent for the past decade. Black and Hispanic female and male students continue to have lower graduation rates when compared to White students (**Exhibit 9**). The most significant difference for women was during the latest academic year, 2021-22. Graduation rates for Hispanic and Black women decreased as compared to White women for the 2021-22 academic year. Similar trends were observed among Black and Hispanic male students.

Exhibit 9: High School Graduation Rates by Gender, Race, and Ethnicity, in Broward County, 2018-19 to 2021-22 Academic Years

Race/Ethnicity	Gender	2018-19	2019-20	2020-21	2021-22
White	Women	93.5%	94.2%	94.6%	95.0%
	Men	89.7%	90.8%	91.0%	91.9%
Black	Women	87.0%	90.9%	90.9%	87.5%
	Men	76.3%	82.0%	82.1%	78.7%
Hispanic	Women	89.8%	92.1%	93.0%	88.8%
	Men	84.1%	88.0%	85.1%	84.5%

Source: Florida Department of Education

¹⁰ Akcigit, U, J Pearce and M Prato (2020), "Tapping into talent: Coupling education and innovation policies for economic growth", VoxEU.org, October 10.

¹¹ Workbook: PK12 - High School Graduation Cohort (knowyourdatafl.org). Florida Department of Education.

¹² Florida Department of Education. 2022-23 Student Database Data Dictionary (fldoe.org)

Like the 2021 Report, economically disadvantaged students continue to have significantly lower graduation rates than non-economically disadvantaged students. Economically disadvantaged students are considered those eligible for federal assistance, such as those in the foster care system and those eligible for free and reduced-price meals from the National School Lunch Program (NSLP) or the Supplemental Nutrition Assistance Program (SNAP).¹³ Families are eligible for SNAP and NSLP when their net monthly income is at or below the poverty threshold. The 2022-2023 net monthly poverty threshold for a family of four was \$2,313.¹⁴

Exhibit 10 shows the high school graduation rates by economic status in Broward County for 2021-22 academic year. While the graduation rates for White economically disadvantaged female students remained stagnant between 2018 and 2022 (a 90.3% graduation rate in 2021-22), graduation rates fluctuated for economically disadvantaged Black and Hispanic women, which peaked in the 2020-21 academic year at 92% and 90.4%, respectively, but decreased to 85.3% and 86.2%, respectively, the following academic year. Economically disadvantaged Black (77.4%) and Hispanic (81.2%) men's graduation rates in 2021-22 did not improve since the 2021 Report and continued to be lower than White men (86.4%). **Exhibit 10** also shows the correlation between income and graduation rates. All racial and ethnic groups and across both genders have at least a five-percentage point difference between students in the two economic status groups.

Exhibit 10: High School Graduation Rates by Race, Ethnicity, Gender, and Economic Status, in Broward County, 2021-22 Academic Year

Economic Status	Gender	Overall	White	Hispanic	Black
Economically Disadvantaged	Women	86.6%	90.3%	85.3%	86.2%
	Men	80.3%	86.4%	81.2%	77.4%
Not Disadvantaged	Women	94.5%	97.1%	93.0%	91.9%
	Men	90.2%	94.4%	88.6%	83.4%

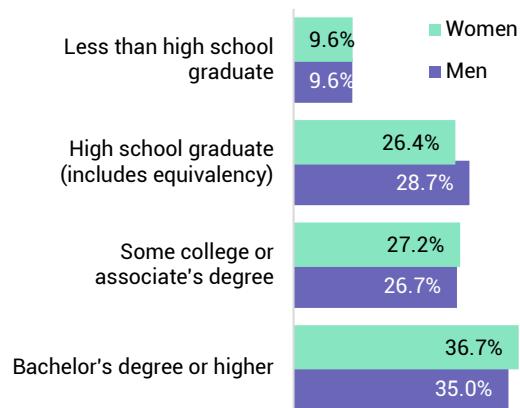
Source: Florida Department of Education

Post-Secondary Education

The most recent data on the proportion of Broward County residents with post-secondary degrees shows continued advancements in educational attainment, following the trends presented in the 2021 Report. Educational attainment data is reported by the U.S. Census Bureau for the population 25 years and older.

The most notable change, compared to the 2019 data presented in 2021 Report, was the proportion of women with a bachelor's degree or higher. In 2019, the proportion of women 25 years and older with a bachelor's degree was 32.8%. This rate increased to 36.7% in 2021 as shown in **Exhibit 11**. The increase for men was lower, from 33.1% in 2019 to 35.0% in 2021.

Exhibit 11: Educational Attainment for Persons 25 and Older by Gender in Broward County, 2021



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

As the primary four-year university in Broward County, Florida Atlantic University's (FAU) six-year graduation rates for its 2014 and 2015 cohorts reflect this increasing trend of bachelor's degree attainment. FAU determines its graduation rates by tracking how many students complete their four-year program within a six-year time period. The 2021 Report showed that the 2013 cohort had a 50% graduation rate; however, the 2014 and 2015 cohorts had 55% and 56% rates, respectively.¹⁵ For Broward College, the three-year graduation rate for the Fall 2019 cohort with associate degree was 34%, a three-percentage point increase from rate of the 2016 cohort shown in the 2021 Report.

¹³ Florida Department of Education. (2021). Database Definitions. 2021-116150.pdf (fldoe.org)

¹⁴ USDA. (2023) SNAP Eligibility | Food and Nutrition Service (usda.gov)

¹⁵ Florida Atlantic University (2022). Common Data Set. cds-2021-2022.pdf (fau.edu)

There are generational differences in field of study choices by gender. In 2021, as seen in **Exhibit 12**, women 25 to 39 years old were more likely to have a degree in science and engineering than in education. For comparison, women in the 65 and older age group were more likely to have education degrees.

Exhibit 12: Field of Degree for Bachelor's Degree Holders by Age and Gender in Broward County, 2021

Field of Study	25 to 39 years		40 to 64 years		65 years and over	
	Men	Women	Men	Women	Men	Women
Science and Engineering	50.7%	32.6%	40.7%	27.8%	44.6%	18.9%
Science and Engineering Related	1.9%	12.9%	7.7%	12.2%	5.5%	17.1%
Business	25.3%	26.6%	30.1%	25.5%	26.6%	16.4%
Education	2.5%	8.0%	4.3%	12.7%	8.9%	26.4%
Arts, Humanities and Others	19.6%	19.9%	17.2%	21.7%	14.4%	21.2%

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

However, the attainment of a higher degree does not guarantee an equitable opportunity for women, as seen in **Exhibit 13**. In 2021, approximately 15,000 more women had a bachelor's degree compared to men, and approximately 11,000 more women had a graduate degree or higher than men. Within every educational attainment bracket, women were paid over 20% less than men with the same level of education.

Exhibit 13: Wage Gap by Educational Attainment in Broward County, 2021

Educational Attainment	Men	Women	Gap
Less than high school graduate	\$26,568	\$19,721	25.8%
High school graduate (incl. equivalency)	\$36,793	\$27,245	26.0%
Some college or associate degree	\$45,014	\$33,183	26.3%
Bachelor's degree	\$60,449	\$47,006	22.2%
Graduate or professional degree	\$83,187	\$60,957	26.7%

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

Economic Opportunity

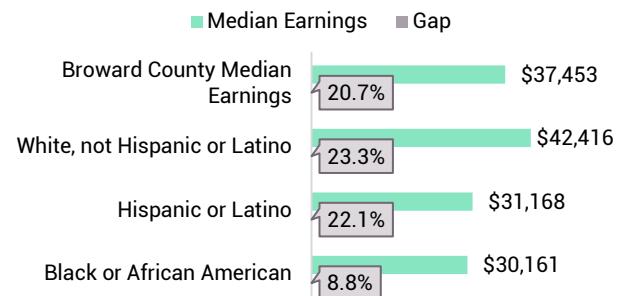
The most visible indicator of economic opportunity is income. Higher incomes are usually the result of higher educational attainment, which may lead to high-wage careers. Observed disparities in earnings across gender and racial groups may signify systemic challenges that need to be studied further and addressed adequately to ensure equitable access to opportunities.

Median Earnings

In Broward County, the 2021 median earnings for the total women working population aged 16 and older was \$37,453, with a 20.7% earnings gap between men and women, as shown in **Exhibit 14**. The gender wage gap is defined as the difference between the median earnings of men and women relative to the median earnings of men. It can also be expressed as a proportion of women's earnings to men's, i.e., the 20.7% gap in 2021 can also be presented as women earning 80 cents for every dollar earned by men. This earnings gap has fluctuated since 2015, decreasing to its lowest point of 16.9% in 2018 (adjusted for 2021 inflation); however, it has increased in 2021, surpassing the 2017 earnings gap (20.5%). Since this gap is influenced by the distribution of full-time and part-time workers by gender, it is a less precise measure of disparity than the full-time earners' alone. However, it is essential to discuss this difference before exploring racial and ethnic disparities, as the U.S. Census Bureau datasets only present earnings by race and ethnicity for the overall female and male populations, rather than full-time earners.

From 2019 to 2021, White, not Hispanic or Latino, and Hispanic or Latino women's median earnings increased, by 8.5% and 5.3%, respectively, while Black or African American women experienced a 1.1% decrease in median earnings when comparing inflation-adjusted 2019 earnings to 2021. However, Black or African American female workers had the lowest wage gap, as shown in **Exhibit 14**.

Exhibit 14: Women's Median Earnings for Working Population 16 and older by Race and Ethnicity and Earnings Gap, Broward County, 2021



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

Poverty

The U.S. Census Bureau defines the poverty threshold as a 'measure of needs,' or how much an individual or family must earn to meet the basic needs of life. The poverty threshold is adjusted every year for inflation. One of the main uses of the poverty threshold is to direct assistance and federal resources to individuals and households in need. In the 2021 ACS 1-Year Estimates, the poverty threshold for an individual under 65 was \$13,788 and \$18,677 for a household with two people and one child under 18. However, the poverty thresholds are not geographically sensitive. It does not account for the cost of living in more expensive areas such as South Florida; therefore, it is important to consider those who are categorized in the Asset Limited, Income Constrained, Employed (ALICE) community, as defined by United Way.¹⁶ United Way estimates the ALICE threshold by the minimal total costs of household essentials. ALICE individuals and households are above the poverty threshold and not eligible to receive certain federal assistance. According to United Way, in 2018, 37% of Broward County's households were in the ALICE category. For a family of two adults and two school-aged children, the ALICE survival budget was estimated at \$68,952.¹⁷ In 2018, the ALICE survival household costs were well above the Federal Poverty Level of \$25,100 for a family of four. When combined with the 2018 household poverty rate, the ALICE report concluded that 50% of

¹⁶ United Way (2020). ALICE in Broward County | United Way Broward [https://www.unitedwaybroward.org/sites/default/files/documents/2020/2020ALICEHighlightsReport_FL_FINAL-4.15.20%20\(1\).pdf](https://www.unitedwaybroward.org/sites/default/files/documents/2020/2020ALICEHighlightsReport_FL_FINAL-4.15.20%20(1).pdf)

¹⁷ United for ALICE, Florida County Profiles. <https://www.unitedforalice.org/county-profiles-mobile/florida;ALICE-in-Broward-County>, <https://www.unitedwaybroward.org/alice-broward-county>

Broward County households struggled to meet their basic needs.

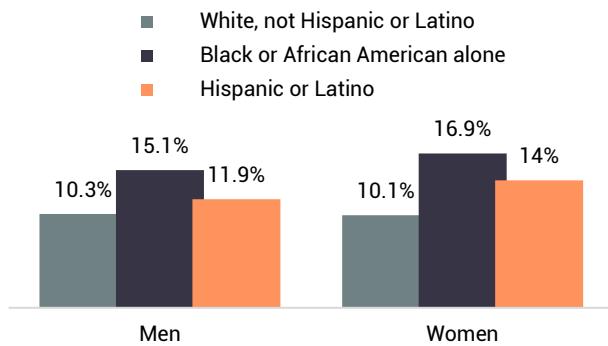
Poverty by Gender, Race, and Ethnicity

Broward County's poverty rate has not improved significantly since 2017 (13%). The 2021 overall poverty rate for Broward County was 12.6%. For women, the poverty rate between 2017 and 2021 decreased slightly, from 14% to 13.3%. Men's poverty rate remained the same at 11.9%.

Black or African American residents had the highest poverty rate (16.1%) among the three major racial and ethnic groups. In comparison, the poverty rate was 10.4% for White, not Hispanic or Latino, residents and 13% for Hispanic or Latino.

Black or African American men and women had significantly higher poverty rates compared to their White, not Hispanic or Latino, and Hispanic or Latino counterparts (**Exhibit 15**). In 2021, Black or African American women had the highest poverty rate in Broward County at 16.9%, followed by Hispanic or Latino women at 14%.

Exhibit 15: Poverty Rates by Race and Ethnicity and Gender in Broward County, 2021



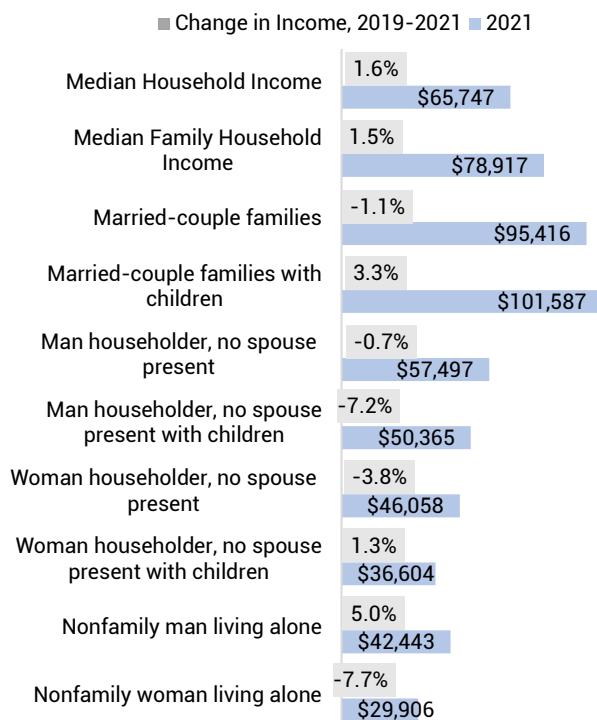
Source: ACS 1-Year Estimates, U.S. Census Bureau

Household Income

The median income for households in 2021 was \$65,747 overall and \$78,917 for families. However, as seen in **Exhibit 16**, households with children (excluding married couple families) had lower incomes than the same family type without children. Women-led households had significantly lower income than the other analyzed households and family structures. Women-led households with children under 18 had 20.5% lower income than women-led households with no children. Nonfamily women living alone had the lowest income in Broward County, \$29,906. When adjusting the 2019 median income for 2021 inflation

and comparing the status of women-led households with no spouse and nonfamily women living alone, both median incomes decreased significantly. For women-led households with no spouse and no children, the median income decreased by 3.8%. The median income for a nonfamily woman living alone decreased by 7.7%. The most significant increase in household median income was for nonfamily men living alone, a 5% increase compared to adjusted 2019 income.

Exhibit 16: Median Household Income by Family Type in Broward County, 2021



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

In 2021, 129,976 Broward County women and 111,157 men lived in poverty. Almost a quarter (23.6%) of the women living in poverty were under 18, while 22.7% were 65 and older. For comparison, approximately 30% of the total male population living in poverty were under 18. However, there was a smaller proportion of men 65 and older living in poverty at 19.6%. The disparity in the older age group may be due to women representing a larger proportion of that population.

Household Income by Race and Ethnicity

According to the ACS 1-Year Estimates, in 2021, married-couple families in Broward County had a 5.6% poverty rate, whereas other family households, including men-led and women-led households, had a 17.7% poverty rate. As shown in **Exhibit 17**, of the total

number of households living in poverty, 40% were married couples and 60% were other family households, of which 48.8% were women-led households. The poverty rate for women-led households was significantly higher than for men-led households at 20.2% poverty rate.

Exhibit 17: Types of Family Households Living in Poverty in Broward County, 2021

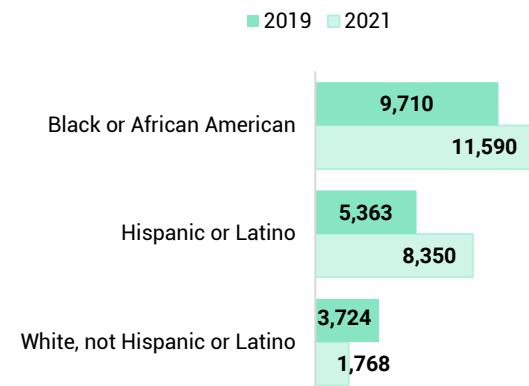
Family Type	% of Total in Poverty
Married-couple family	40%
Men-led households, no spouse present	11.2%
Women-led households, no spouse present	48.8%

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

Furthermore, 70.9% of women-led households living in poverty had at least one child of their own living with them (a total of 15,528 households), compared to the 43% of married-couple families living in poverty with their own children (a total of 7,704 families). As a result, there are twice as many women-led households living in poverty with children. In contrast, only 58.5% of the total men-led households living in poverty (or 2,950 men-led households) had children.

As seen in **Exhibit 18**, there was a significant disparity between women-led households living in poverty by race and ethnicity. In 2019, there were 9,710 Black or African American women-led households living in poverty. In 2021, the number rose to 11,590, and Black or African American women-led households living in poverty were over 6 times more prevalent than White, not Hispanic or Latino, women-led households at 1,768. Following similar trends as shown in **Exhibit 15**, Hispanic or Latino women had the second highest count and rate of women-led households in poverty. In 2019, the count of Hispanic or Latino women-led households was 5,363. This count increased by 2,987, to 8,350 in 2021. In contrast, the number of White, not Hispanic or Latino, women-led households living in poverty decreased from 3,724 in 2019 to 1,768 in 2021.

Exhibit 18: Count of Women-led Households in Poverty by Race and Ethnicity in Broward County, 2019-2021



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

Labor Force Participation

The 2021 Report, presenting 2019 data, showed the labor force participation rate for Broward County's population at 66.4%. This rate did not significantly change and was at 66.2% in 2021, according to the 2021 ACS 1-Year Estimates.

In the 2021 Report, women had a 5% unemployment rate in 2019, based on the 2019 ACS 1-Year Estimates. However, to provide more current data in this Report, the U.S. Bureau of Labor Statistics (BLS) was used as an alternative source. BLS reports monthly ungendered unemployment and quarterly labor force participation rates. In December 2019, BLS reported a combined 2.6% unemployment rate.¹⁸ Over the past two years, unemployment peaked in May 2020, reaching 17%, due to the COVID-19 pandemic. However, the most recent available data shows a 2.2% unemployment rate in December 2022, which is a slight decrease compared to the pre-pandemic rate in December 2019. In the second quarter of 2022, the Census Bureau's Quarterly Workforce Indicators reported 769,066 employed Broward County residents or 72% of the labor force.¹⁹ Since the BLS does not report detailed data for median earnings, the following sections will continue to use the ACS 1-Year Estimates for comparisons of wage gaps, industry proportions, and median incomes.

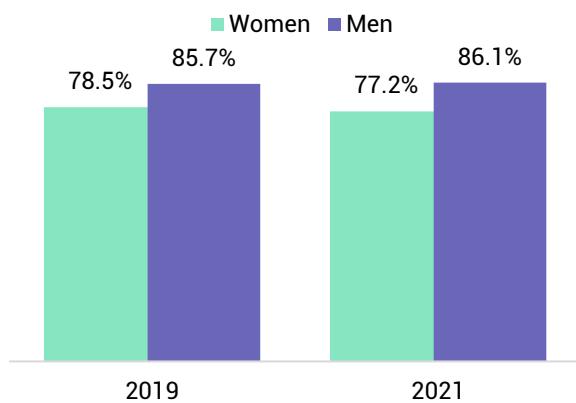
¹⁸ U.S. Bureau of Labor Statistics. (2022). Local Area Unemployment Statistics. BLS Data Finder

¹⁹ U.S. Census Bureau. (2022). Quarterly Workforce Indicators: Broward County. QWI Explorer (census.gov)

Between the 2019 and 2021 ACS 1-Year Estimates, over 16,000 women aged 16 years and older left the civilian labor force, while an estimated 21,959 women lost employment. In comparison, for the same time period, approximately 1,700 men joined the labor force, while 8,876 men lost employment. The overall proportion of women aged 16 years and older in the labor force decreased by 0.9%, whereas the proportion of men increased by 0.9%.

The U.S. Census Bureau only provides a gendered labor force participation rate for the population aged 20-64 years old. The effects of women leaving the labor force may be correlated to a decreased participation rate from 78.5% in 2019 to 77.2% 2021, as shown in **Exhibit 19**. For this specific age group in 2021, the proportion of the labor force for those aged 20-64 years old was 50.2% women and 49.8% men. Women's labor force participation rate may also be related to the decrease of women aged 16-64 from 2019 to 2021. This age bracket decreased by 2.3% or 14,615 women in Broward County.

Exhibit 19: Labor Force Participation Rates for the Population 20-64 Years old in Broward County, 2019-2021



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

Full-Time Employees in Broward County

The decrease of women in the working age groups and the decline in their labor force participation rates, was consistent with the lower proportion of women working full-time. According to the 2019 ACS 1-Year Estimates, 66.5% of female workers in the 16-64 age group had full-time employment. In 2021, 64.3% of women in this age group worked full time. From 2019 to 2021, the overall count of women working full-time decreased by 7% or 22,302. Both in 2019 and 2021, women were less than half of the full-time workers, approximately 45%. During the COVID-19 pandemic, more women than men left the labor force, and found alternative, more flexible, occupations²⁰ or became unemployed. These trends were further exacerbated for minorities and for women with children.²¹

As shown in the 2021 Report, the 2019 median income for men and women full-time employees aged 16 and older resulted in a 12.6% wage gap. As shown in **Exhibit 20**, in 2021, this wage gap decreased slightly to 11.4%, as women's median wages increased to \$45,692. The 2019 reported income differs from what was shown in the 2021 Report since the values for 2019 have been adjusted for 2021 inflation. The overall median earnings for men and women combined increased by approximately \$4,000 between 2019 and 2021. However, the wage increases were slightly different for men and women. Men's income increased by 6.9% and women's income increased by 8.4%, which helps to explain the reduced earnings gap.

Exhibit 20: Full-time Median Income and Gap for Broward County, 2019 and 2021

Year	Total	Men	Women	Gap
2019	\$44,391	\$48,255	\$42,160	12.6%
2021	\$48,735	\$51,584	\$45,692	11.4%

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

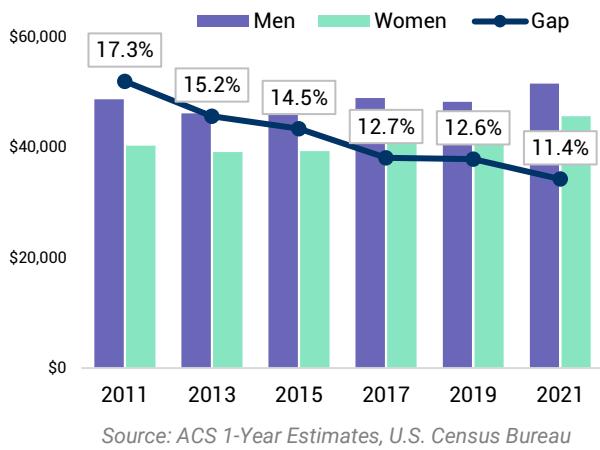
²⁰ Gafner, J. (2022). Flexibility Over Stability: Women and Gig Work During COVID-19 | Indeed.com

²¹ Albanesi, S., & Kim, J. (2021). Effects of the COVID-19 recession on the US labor market: Occupation, family, and gender. *Journal of Economic Perspectives*, 35(3), 3-24.

Broward County's wage gap for full-time employees was somewhat lower than Miami-Dade County (13%) and Palm Beach County (12%) but significantly lower than Florida (17.4%) and the United States (18.5%). **Appendix A details a comprehensive comparison of select metrics from the 2023 Report.**

The decline in the wage gap continues a trend also noted in the 2021 Report. Due to data collection challenges during the COVID-19 pandemic, the U.S. Census Bureau did not release 2020 ACS 1-Year Estimates; therefore, an odd-year trend data analysis is presented in **Exhibit 21**. Adjusted for 2021 inflation, women's median earnings for full-time employees increased by approximately \$5,300 between 2011 and 2021. Men's median income increased by \$2,800 since 2011. The higher median earnings increase for women than men has led to a decreased earnings gap.

Exhibit 21: Full-Time Employees' Median Earnings and Wage Gaps by Gender in Broward County, 2011-2021



Class of Worker

The U.S. Census Bureau divides workers into eight classifications primarily based on not-for-profit, for-profit, and government employee status. In Broward County, women had higher earnings than men in only one of the eight classifications in 2021. As shown in **Exhibit 22**, women's earnings in private, not-for-profit, organizations were 5.9% higher than men's.

This is a significant change for this classification from the 2021 Report, which presented 2019 data. In 2019, the private not-for-profit sector had a 35.3% wage gap in favor of men. This sector was predominantly women in both 2019 (67.7% women) and 2021 (66.8% women).

In 2019, the median earnings of female federal government employees were \$32,050 less than male employees (36.9% wage gap). As shown in the 2021 Report, in Broward County, this sector was predominantly men (56.7%). However, in 2021, the majority of federal workers were now women (52.1%). With this shift and increase in earnings for women, the sector's wage gap decreased to 18.9%.

Women who were 'self-employed in own not incorporated business and unpaid workers' in 2019 earned approximately \$12,000 less than men (33.9% wage gap). Between 2019 and 2021, the number of women in this sector increased by 11% while their median earnings decreased by 5.2%, impacting the calculation of the wage gap. In 2021, women earned over \$16,000 less than their male counterparts (40.8% wage gap).

The largest class of workers in Broward County, in both 2019 and 2021, was private for-profit workers. In 2019, this sector was comprised of 56.3% men and

Exhibit 22: Median Earnings by Class of Workers in Broward County, 2021

Class of Workers	Women	Men	Gap
Full-time, year-round civilian employed population 16+	\$45,692	\$51,584	11.4%
Private for-profit wage and salary workers	\$42,023	\$50,539	16.9%
Employee of private company workers	\$41,982	\$49,574	15.3%
Self-employed in own incorporated business workers	\$43,219	\$61,420	29.6%
Private not-for-profit wage and salary workers	\$57,010	\$53,857	-5.9%
Local government workers	\$53,225	\$68,852	22.7%
State government workers	\$46,188	\$73,557	37.2%
Federal government workers	\$65,271	\$80,486	18.9%
Self-employed in own not incorporated business and unpaid workers	\$23,510	\$39,696	40.8%

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

43.7% women. This sector saw a 15% decrease in women between the analyzed years. In 2021, the sector was 58.4% men and 41.6% women. Although more women left this sector, the median wages for those remaining increased since 2019; however, the wage gap increased from 14% to 16.9%, meaning that men's wages increased at an even higher rate than women's.

Industry

The U.S. Census Bureau defines industries utilizing 13 major industry categories and 9 sub-industry categories. The wage gaps and representation of women by industry sectors in 2021 varied in comparison to 2019.

Exhibit 23 compares the 2019 and 2021 proportions of men and women for the major industry sector categories and subcategories.

As shown in **Exhibit 23**, the 'finance and insurance, and real estate and rental and leasing' sector was the most equal in gender representation, with 50.2% women and 49.8% men. Women were most underrepresented in the 'construction' sector, accounting for only 14.8% of construction employees. The following pages within this section provide a more detailed analysis of sector representation and gaps.

Exhibit 23: Industries by Proportion of Men and Women Employed Full-Time in Broward County, 2019 vs 2021

Industries	2019		2021		
	Men	Women	Total	Men	Women
Full-time, year-round civilian employed population 16 +	54.5%	45.5%	695,688	55.2%	44.8%
Agriculture, forestry, fishing and hunting, and mining	53.8%	46.2%	1,856	66.9%	33.1%
Construction	89.2%	10.8%	57,722	85.2%	14.8%
Manufacturing	68.8%	31.2%	45,804	69.1%	30.9%
Wholesale trade	67.5%	32.5%	22,125	67.9%	32.1%
Retail trade	56.5%	43.5%	79,633	58%	42%
Transportation and warehousing, and utilities:	76.1%	23.9%	45,823	70%	30%
Information	68.2%	31.8%	14,405	59.1%	40.9%
Finance and insurance, and real estate and rental and leasing	49.6%	50.4%	60,825	49.8%	50.2%
Finance and insurance	46.6%	53.4%	39,632	45.5%	54.5%
Real estate and rental and leasing	54.5%	45.5%	21,193	57.7%	42.3%
Professional, scientific, and management, and administrative and waste management services	54.8%	45.2%	108,483	60.8%	39.2%
Professional, scientific, and technical services	52.2%	47.8%	66,773	57.7%	42.3%
Management of companies and enterprises	10.1%	89.9%	137	92.7%	7.3%
Administrative and support and waste management services	58.9%	41.1%	41,573	65.6%	34.4%
Educational services, and health care and social assistance	26.9%	73.1%	146,964	27.0%	73.0%
Educational services	32.0%	68.0%	53,060	28.8%	71.2%
Health care and social assistance	24.3%	75.7%	93,904	25.9%	74.1%
Arts, entertainment, and recreation, and accommodation and food services	60.6%	39.4%	44,669	58.9%	41.1%
Arts, entertainment, and recreation	64.3%	35.7%	14,072	65.3%	34.7%
Accommodation and food services	59.5%	40.5%	30,597	55.9%	44.1%
Other services, except public administration	48.7%	51.3%	28,185	61.1%	38.9%
Public administration	51.8%	48.2%	39,194	53.6%	46.4%

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

To provide a full scope of Broward County's industries, **Exhibit 24** compares the 2019 and 2021 wage gaps for all 13 major industry categories and 9 sub-industry categories. In some of the sectors, the change in the wage gap was less than three percentage points, which is within the margin of error of the survey sample which produced these results; therefore, this may imply that the wage gap was stagnant. The purple arrows indicate an expansion of the wage gap in favor of men. The green arrows indicate a decreasing wage gap in favor of women. Some of the most notable wage gap increases were in 'accommodation and food services' (21.3 percentage point wage gap increase) and 'information' (10.4 percentage point wage gap increase) industries.

In 2021, the 'education services, and health care and social assistance' industry was the most women-dominated field (**Exhibit 23**) at 73% women and 27% men. However, even though it was a women-dominated industry, there was a 21.7% wage gap in 2021 (**Exhibit 24**). Although both men and women's wages increased, the industry's wage gap has not changed since 2019. Women were still paid over \$13,000 less than men in 2021.

'Construction' and 'manufacturing' were two men-dominated sectors that experienced substantial shifts in both the wage gap and gender proportions. In 2019, the wage gap for construction was 17.9% in favor of women. During the same year, the industry was only 10.8% women and 89.2% men. Between 2019 and 2021, women's employment in 'construction' industry increased by 45.3%, while men's employment only increased by 1.3%. As a result, in 2021, the industry was 69.1% men and 30.9% women. However, despite the increase in women's

participation in this men-dominated field, the wage gap changed to 9.1% in favor of men. Industries and occupations with smaller populations are more susceptible to changes over time.

Following the above example of more women entering traditionally men-dominated sectors, the overall 'manufacturing' industry grew by 18.7% from 2019 to 2021. Even though more women joined this industry, the proportion of men and women did not change,

Exhibit 24: Wage Gaps by Industry in Broward County, 2019 vs 2021

Industries	2019 Gap	2021 Gap	Change
Full-time, year-round civilian employed population 16+	12.6%	11.4%	No Change
Agriculture, forestry, fishing and hunting, and mining	48.4%	57.1%	↑
Construction	-17.9%	9.1%	↑
Manufacturing	42.7%	20.3%	↓
Wholesale trade	-3.8%	4.4%	↑
Retail trade	18.3%	25.4%	↑
Transportation and warehousing, and utilities	19.6%	16.5%	↓
Information	5.1%	15.5%	↑
Finance and insurance, and real estate and rental and leasing	14.1%	14.8%	No Change
Finance and insurance	27.5%	27.6%	No Change
Real estate and rental and leasing	-7.6%	-0.8%	↑
Professional, scientific, and management, and administrative and waste management services	11.5%	12.0%	No Change
Professional, scientific, and technical services	20.8%	20.1%	No Change
Administrative and support and waste management services	10.1%	13.9%	↑
Educational services, and health care and social assistance	21.4%	21.7%	No Change
Educational services	13.3%	7.9%	↓
Health care and social assistance	31.1%	33.5%	No Change
Arts, entertainment, and recreation, and accommodation and food services	8.3%	30.8%	↑
Arts, entertainment, and recreation	25.7%	17.7%	↓
Accommodation and food services	5.1%	26.4%	↑
Other services, except public administration	16.0%	5.3%	↓
Public administration	39.2%	40.9%	No Change

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

since men joined at a similar rate. 'Manufacturing' was approximately 31% women and 69% men in both 2019 and 2021. However, unlike 'construction,' as more women joined the 'manufacturing' sector, the 2019 wage gap (42.7%) decreased to 20.3%, with women's incomes increasing by over \$12,000.

In 2019, the 'real estate and rental and leasing' sector was 54.5% men and 45.5% women and had a 7.6% wage gap in favor of women. However, in 2021, with an 18.4% decrease in women's and a 7.4% decrease in men's participation, 'real estate and rental and leasing' was the most equitable industry. This industry was 42.3% women and 57.7% men. The earnings for both men (\$48,300) and women (\$48,698) were slightly below the overall median earnings, but the wage gap was 0.8% in favor of women. It was the most equitable industry due to its proportion distribution and since the wage gap was closest to zero.

In both 2019 and 2021, the 'public administration' sector was the most inequitable with an unchanged wage gap and proportion distribution. In 2021, the full-time workers in this sector were 53.6% men and 46.4% women. The employed population in this industry increased by 3.5% for men and decreased by 3.6% for women, but this did not significantly affect the proportion distribution. The 2021 wage gap was 40.9%, with men making an estimated \$36,000 more than women.

As shown in **Exhibit 24**, the most inequitable field would appear to be 'agriculture, forestry, fishing and hunting, and mining', but the sample size of the ACS 1-Year Estimates was small and margins of error for both participation and income were too large to make definitive conclusions.

In addition to the major shifts in 'construction,' the largest change in the industry sectors between 2019 and 2021 was in the major industry category 'arts, entertainment, and recreation, and accommodation and food services.' This major category is comprised of two subcategories – 'arts, entertainment, and recreation' and 'accommodation and food services.' The number of employed persons in this major sector decreased by 35.9%, a 37.7% decrease in male employees and a 33% decrease in female employees. However, this decrease was predominantly the result of employment decline in the subcategory of

'accommodation and food services,' which could be a direct result of the COVID-19 pandemic, as restaurants and food services lost revenue due to differing consumer spending habits and social distancing.^{22, 23}

Employment in the 'accommodation and food services' subcategory decreased by 37.5% or approximately 8,000 women. Men's employment in this subcategory decreased by 46% or 14,600 men. The wage gap for the 'accommodation and food services' subcategory, increased from 5.1% in 2019 to 26.4% in 2021. With the decrease in employment and increase in the wage gap for this subcategory, the wage gap for the major sector of 'arts, entertainment, and recreation, and accommodation and food services' also experienced an increase in the wage gap from 8.3% to 30.8% between 2019 and 2021.

Occupations

The U.S. Census Bureau classifies occupations into five major categories and 14 subcategories. **Exhibit 25** details the number and proportion of Broward County female employees in each category in 2021, and the percentage change in women's employment between 2019 and 2021.

The occupational subcategory with the highest proportion of women was 'office and administrative support.' This occupation's proportion of women changed somewhat changed between 2019 and 2021. In 2019, the occupation was 77% women, while in 2021, it was 74.2% women. The total number of women employed in this occupation in 2021 was approximately 61,000, a 12.8% decrease from 2019. While more women left the occupation, the 2019 wage gap (6.7%) increased to 10.3% in 2021, with women's median income estimated at \$36,514, compared to men's at \$40,715. **Exhibit 26** (on page 19) shows each occupation's median income and wage gaps by gender in Broward County in 2021.

²² Rodgers, K. (2021) Covid's devastating toll on restaurants: 2.5 million jobs lost (cnbc.com)

²³ Gulyas, A., & Pytka, K. (2020). The consequences of the covid-19 job losses: Who will suffer most and by how much. *Covid Economics*, 1(47), 70-107. gulyas_paper.pdf (bancaditalia.it)

'Computer, engineering, and science' occupations were men-dominated in 2019 and 2021. However, the proportion of men and women significantly changed as women's employment increased by 44.5%. In 2019, the occupation was 76.1% men and 23.9% women, whereas in 2021, it was 71.8% men and 28.2% women. With this significant increase in women's employment, the wage gap in this occupational subcategory decreased from 18.9% in 2019 to 11% in 2021.

The proportion of men and women in the 'healthcare practitioners and technical' category did not change since the 2021 Report; however, the wage gap increased from 14.1% in 2019 to 34.4% in 2021. This was the occupation with the largest wage gap in 2021: men were estimated to make \$94,343, compared to women's estimated median earnings of \$61,942.

Since 2019, the wage gap in the 'transportation' subcategory decreased from 28% to negative 0.2% in 2021. This occupation was the most equitable in earnings; however, the proportion of women (15.6%) was significantly lower than men (84.4%).

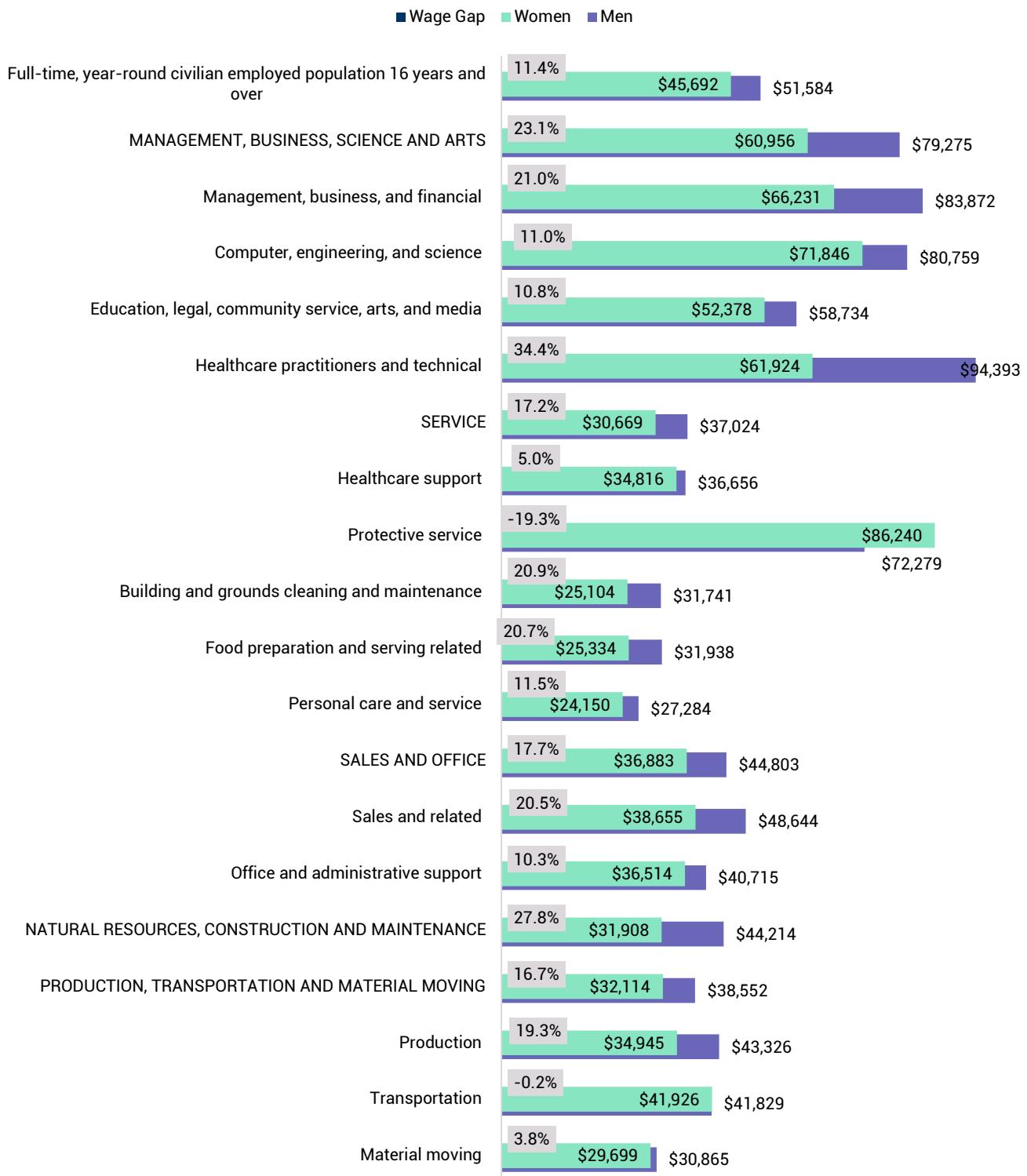
The occupational subcategory with the next lowest wage gap was 'healthcare support.' There was no significant change in the wage gap between 2019 and 2021. In 2021, the wage gap was 5%, while the proportion of employment was 84.5% women and 15.5% men.

Consistent with the decrease in women's employment in the 'arts, entertainment, and recreation, and accommodation' and 'food services' industry discussed previously and shown in **Exhibit 25**, the service category occupations experienced a 26.9% decrease in women's employment. Within this major category, the decrease in women's employment was concentrated in the 'personal care and service' and 'food preparation and serving' related occupational subcategories. Similar trends related to COVID-19, consumer spending and habits may have directly impacted the 'arts, food and service-related' occupations, as mentioned regarding their related industries. Between 2019 and 2021, women's employment in these occupations decreased by 51.7% and 37.1%, respectively.

Exhibit 25: Occupations by Women's Employment in Broward County, 2021, and Percentage Change in Women's Employment Between 2019 and 2022

Occupations	Women	% Women	% Change in Women Employment 2019 vs 2021
Full-time, year-round civilian employed population 16 +	311,435	44.8%	-7.2%
Management, business, science, and arts	156,929	49.7%	6.4%
Management, business, and financial	66,212	43.3%	8.9%
Computer, engineering, and science	13,071	28.2%	44.5%
Education, legal, community service, arts, and media	44,681	64.6%	-1.2%
Healthcare practitioners and technical	32,965	70.0%	1.7%
Service	46,922	47.1%	-26.9%
Healthcare support	17,308	84.5%	-9.0%
Protective service	5,982	31.9%	12.6%
Food preparation and serving related	8,080	41.5%	-37.1%
Building and grounds cleaning and maintenance	9,561	32.0%	-34.6%
Personal care and service	5,991	54.4%	-51.7%
Sales and office	92,210	60.2%	-13.3%
Sales and related	30,927	43.8%	-14.2%
Office and administrative support	61,283	74.2%	-12.8%
Natural resources, construction, and maintenance	3,214	5.1%	54.5%
Production, transportation, and material moving	12,160	19.1%	-21.2%
Production	3,727	18.5%	-44.4%
Transportation	3,966	15.6%	-13.5%
Material moving	4,467	24.6%	8.1%

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

Exhibit 26: Occupation Median Income and Wage Gaps by Gender in Broward County, 2021

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

From 2019 to 2021, the wage gaps decreased in 10 of the 19 occupational subcategories, while wage gaps increased in three subcategories and six subcategories experienced no significant change. The 'healthcare practitioners and technical' subcategory had the largest wage gap, with men earning 34.4% more than women. There were double digit wage gaps across most occupations, including 'management, business and financial' (21.0%), 'sales and office' (17.7%), and 'office and administrative support' (10.3%). The largest gap in favor of women (19.3%), was in 'protective service' occupations. Protective services include law enforcement, firefighters, security guards, detectives, and their supervisory positions.²⁴

High Wage Occupations

High wage occupations are the fields in which employees have higher median incomes than the overall median income for a given area. In 2021, Broward County had six high wage occupations for women. As shown in **Exhibit 27**, four of the high wage occupations for women fell under the major category 'management, business, science, and arts.' 'Protective service occupations' were the only high wage category from the service occupations group.

'Protective services' was a notable occupation to highlight since the wage gap was 7.4% in favor of men in 2019 but 19.3% in favor of women in 2021. From 2019 to 2021, there was an 18.8% decrease in men's employment and a 12.6% increase in women's employment in this category. The field was still predominantly men; however, the proportion of women changed from 25.2% in 2019 to 31.9% in 2021. Employment in the remaining high wage occupations increased, except for 'education, legal, community service, arts, and media occupations'.²⁵

Exhibit 27: Broward County High Wage Occupation Median Income and Gap, 2021

High Wage Occupations	Overall	Men	Women	Gap
Full-time, year-round civilian employed population 16 years and older	\$48,735	\$51,584	\$45,692	11.4%
Management, business, science, and arts occupations	\$67,814	\$79,275	\$60,956	23.1%
Management, business, and financial occupations	\$74,142	\$83,872	\$66,231	21.0%
Computer, engineering, and science occupations	\$79,201	\$80,759	\$71,846	11.0%
Education, legal, community service, arts, and media occupations	\$54,171	\$58,734	\$52,378	10.8%
Healthcare practitioners and technical occupations	\$67,925	\$94,393	\$61,924	34.4%
Protective service occupations	\$77,363	\$72,279	\$86,240	-19.3%

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

²⁴ Hussain, M. (2022). Examining employment and diversity in the protective service occupations: Monthly Labor Review: U.S. Bureau of Labor Statistics (bls.gov)

²⁵ 2021 ACS 1-Year Estimates, U.S. Census Bureau

Median Income by Municipality

Utilizing U.S. Census data on full-time employees 16 years and older, this section presents median income by gender in Broward County municipalities. For this 2023 Report, both the ACS 1-Year and 5-Year Estimates were utilized. The ACS 1-Year Estimates only include areas with larger populations over 60,000 people (11 of 31 municipalities). The ACS 5-Year Estimates were used for municipalities with population under 60,000 people (20 of 31 municipalities). The ACS 5-Year Estimates are averages of yearly sample data over a five-year period. Therefore, in **Exhibit 28**, for the municipalities marked with asterisks, the ACS 1-Year Estimates are shown, whereas the remaining municipalities show the ACS 5-Year Estimates.

In 2021, Broward County had six municipalities with wage gaps in favor of women, represented in **Exhibit 28** with a negative sign. Lauderdale-by-the-Sea had the highest median earnings for women in the County, with an 11.8% wage gap in favor of women; however, the population is relatively small (6,231 and 56.1% women). Smaller populations result in higher margins of error. In terms of equity, Tamarac (population 75,122, 53.9% women) and Deerfield Beach (population 86,355, 53.3% women) had median incomes with wage gaps closest to zero. Their median incomes were below the Broward County average (\$48,735). Therefore, even though these areas have equitable income between men and women, the entire populations were paid less than the County's overall median income.

Sea Ranch Lakes is a significantly smaller area in Broward County, with a population of 540 according to the U.S. Census Bureau's 2020 Decennial Survey. The area had approximately 200 full-time working residents in 2021. Like Lauderdale-by-the-Sea, Sea Ranch Lakes' margin of error is significant in terms of the status of women. The ACS 5-Year Estimates reported a \$58,000 median income for women with a \$22,426 margin of error. Therefore, the wage gap (calculated with men's median earnings at \$250,000) was 76.8%. The municipality with the highest wage gap was the City of Weston (52.3%), where women made approximately \$46,000 less than men.

The lower wage gaps were in areas with lower median incomes that were predominantly Black or African American. In 2020, the Perez Metropolitan Center of FIU

developed a report titled the "Status of Black Broward," which included a population density map by census tracts for reference, documented this trend of lower wage gaps in predominately Black or African American areas with lower median wages.²⁶

Exhibit 28: Median Income of Full-Time Workers 16 Years and Older by Gender and Municipality in Broward County, 2021

Municipality	Men	Women	Gap
Broward County*	\$51,584	\$45,692	11.4%
Lazy Lake	(-)	(-)	(-)
Sea Ranch Lakes	250,000+	\$58,000	76.8%
Weston*	\$88,468	\$42,216	52.3%
Hillsboro Beach	\$102,500	\$53,750	47.6%
Lighthouse Point	\$79,188	\$55,104	30.4%
Coconut Creek	\$61,609	\$43,438	29.5%
Wilton Manors	\$73,483	\$51,859	29.4%
Parkland	\$109,620	\$77,943	28.9%
Plantation	\$62,682	\$47,240	24.6%
Davie	\$63,666	\$50,404	20.8%
Cooper City	\$76,506	\$62,054	18.9%
Sunrise*	\$50,849	\$42,478	16.5%
Oakland Park	\$46,693	\$40,408	13.5%
Pompano Beach*	\$52,126	\$45,145	13.4%
Hallandale Beach	\$43,535	\$37,997	12.7%
Lauderdale Lakes	\$31,675	\$27,681	12.6%
Fort Lauderdale*	\$56,282	\$50,503	10.3%
Coral Springs*	\$50,873	\$47,141	7.3%
Margate	\$45,264	\$42,032	7.1%
Dania Beach	\$46,625	\$43,488	6.7%
Pembroke Pines*	\$51,478	\$48,284	6.2%
North Lauderdale	\$38,020	\$35,828	5.8%
Pembroke Park	\$32,401	\$30,573	5.6%
Southwest Ranches	\$83,360	\$79,375	4.8%
Deerfield Beach*	\$43,199	\$42,785	1.0%
Tamarac*	\$46,831	\$47,085	-0.5%
Miramar*	\$45,322	\$46,138	-1.8%
Hollywood*	\$45,400	\$47,468	-4.6%
Lauderhill*	\$36,676	\$40,505	-10.4%
Lauderdale by the Sea	\$79,360	\$88,685	-11.8%
West Park	\$35,484	\$40,087	-13.0%

Source: ACS 1-Year and 5-Year Estimates, U.S. Census Bureau

²⁶ Urban League of Broward County, <https://www.ulbroward.org/sites/default/files/ULB->

DOC/Research%20Reports/State%20of%20Black%20Broward%20Report.pdf

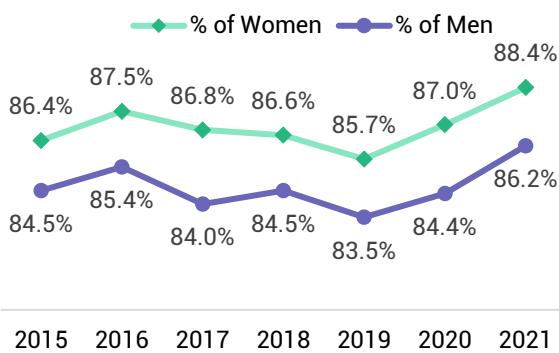
Health

Health disparities are considered to be preventable differences in the occurrence of disease, injury, and violence, as well as opportunities to achieve optimal health experience by socially disadvantaged populations. The *Health* section of this 2023 Report presents information on gendered differences across metrics such as health insurance, disability, disease occurrence, etc., while other metrics will specifically describe conditions for women, such as maternal and infant health.

Insurance Coverage

The rate of women and men with health insurance in Broward County increased from 2019 to 2021, as reported by the U.S. Census Bureau's ACS 1-Year Estimates. This increase reverses the previously reported decreasing insurance coverage rate as noted in the 2021 Report (**Exhibit 29**). The 2021 rate of women with health insurance is above the 2016 peak. In 2021, 88.4% of women and 86.2% of men in Broward County had insurance. The 87.3% insured rate for the total civilian noninstitutionalized Broward County population in 2021, was 2.6 percentage points higher than 2019.

Exhibit 29: Health Insurance by Gender in Broward County, 2015-2020



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

The ACS 1-Year Estimates do not include rates of insured and uninsured individuals by gender and age; however, there were notable changes in the rate of insured younger adults. In 2019, 71.9% of residents between the ages of 26 and 34 were insured, which was the lowest rate across all age brackets. In 2021, the proportion of insured individuals in this age group increased by 5.6% to 77.5%. Additionally, the 19 to 25 years-old age bracket had the most significant increase in insured residents, increasing from 75.3% in 2019 to 81.6% in 2021. This increase might be related to rising awareness of the Affordable Care Act or the inclusion of adults under 26 on their parent's plan.²⁷

The only age bracket with a decrease in the rate of insured residents occurred in the 65 and older group. In 2019, 98% of residents 65 and older were insured, whereas, in 2021, this rate decreased to 96.6%.

While this percentage decrease may appear to be minimal, the actual number of uninsured residents 65 and older revealed a more significant finding. Specifically, in 2019, over 6,000 residents over 65 were uninsured, whereas this number almost doubled to 11,477 in 2021. The rate and number are both significant to the status of women, considering that women comprised 55.1% of the total 65 and older population.

²⁷ Center on Budget and Policy Priorities, <https://www.cbpp.org/research/health/covid-relief-provisions-stabilized-health-coverage-improved-access-and>; Keiser Family Foundation, <https://www.kff.org/policy-watch/how-has-the->

pandemic-affected-health-coverage-in-the-u-s/ ; Assistant Secretary for Planning and Education, <https://aspe.hhs.gov/reports/25-million-young-adults-gain-health-insurance-due-affordable-care-act-0>

Disability Status

There was no significant change between 2019 and 2021 in the overall rate of Broward County residents with a disability. In 2021, 11% of women and 10.3% of men lived with a disability. Within the categories of disabilities, as defined by the ACS 1-Year Estimates, the entire population of men and women under 65 living with a disability saw little variations in types of disabilities. However, as shown in **Exhibit 30**, for the population of women 65 and older living with a disability, there were small decreases for almost all types of disabilities. Due to the size of the sample in the American Community Survey, all of these differences are within the error margin of the sample.

Exhibit 30: Cause of Disability for Women 65 years and Older in Broward County, 2019 vs 2021

Disability Type	2019	2021
Hearing Difficulty	11.0%	8.4%
Vision Difficulty	7.2%	6.1%
Cognitive Difficulty	9.6%	8.8%
Ambulatory Difficulty	24.5%	20.6%
Self-Care Difficulty	9.1%	8.1%
Independent Living Difficulty	17.5%	15.4%

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

In general, individuals with a disability have lower median earnings than individuals without a disability. **Exhibit 31** shows that while the overall median earnings gap for those living without a disability increased from 17.8% in 2019 to 20.6% in 2021, the earnings gap for those with a disability significantly decreased by 13.2% from 31.6% in 2019 to 18.4% in 2021. While women with a disability still made approximately \$7,000 per year less than men, their median earnings rose faster than the median earnings for men, potentially moving toward closing the earnings gap for those with disabilities. According to the 2021 ACS 1-Year Estimates, the Broward County earnings gap for those with a disability (18.4%) was significantly lower than the rates in Miami-Dade County (28.4%), Florida (24.1%), and the United States (26.7%).

Exhibit 31: Inflation Adjusted Median Earnings by Gender and Disability Status in Broward County, 2019 vs 2021

Disability Status	2019	Earnings Gap 2019	2021	Earnings Gap 2021
With a disability	\$27,093		\$31,914	
Men	\$32,940	31.6%	\$35,022	18.4%
Women	\$22,546		\$28,593	
No disability	\$36,352		\$37,951	
Men	\$40,088	17.8%	\$42,158	20.6%
Women	\$32,971		\$33,471	

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

In 2022, BCG's Community Partnership Division (CPD) funded nine providers – ARC Broward, Ann Storck Center, Boys Town South Florida, Broward Children's Center, Children's Diagnostic & Treatment Center, JAFCO Center, Parent to Parent, United Community Options, and Early Learning Coalition, to deliver services to residents with special needs, including case management, advocacy, respite, health care and education/childcare. The 12 programs administered by these nine agencies served 2,467 clients, predominantly in the 'under 25' age groups. Just over a third of these clients (34.4%) were female.

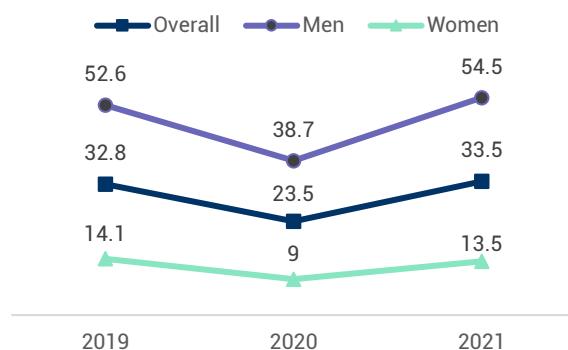
Communicable Diseases

Communicable Diseases are infectious diseases or disorders caused by organisms – such as bacteria, viruses, fungi, or parasites. Many communicable diseases are reportable to the State of Florida; however, updated data for 2021 and 2022 has not been published at the county level within Florida since the 2021 Report, accordingly, certain updated analyses cannot be completed at the time of this 2023 Report.

AIDs/HIV Diagnoses and Death Rates

Human Immunodeficiency Virus (HIV) is a virus that attacks cells that help the body fight infection, making a person more vulnerable to other infections and diseases.²⁸ There was a significant decrease of 9.3% in the rate of new HIV diagnoses in Broward County from 32.8 per 100,000 population in 2019 to 23.5 in 2020, across all racial and ethnic groups, probably due to COVID-19 pandemic isolation. However, as shown in **Exhibit 32**, in 2021, the rates increased to 33.5 per 100,000 population, surpassing the 2019 rates.

Exhibit 32: Change in Overall, Men, and Women HIV Diagnoses per 100,000 Population in Broward County, 2019-2021

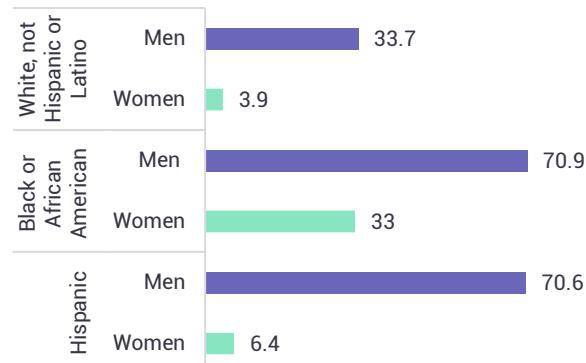


Source: Florida Health Charts, Florida Department of Health

Exhibit 33 compares the HIV rates per 100,000 population by gender, race, and ethnicity, showing significant disparities across the three main racial and ethnic groups. **Black or African American women continued to have a new HIV diagnosis rate nearly ten times higher than their White, not Hispanic or Latino counterparts.** Furthermore, men across all racial and ethnic groups had higher diagnosis rates than women. Hispanic men and women had the largest differences: 70.6 diagnoses per 100,000 population for Hispanic men compared to 6.4 for Hispanic women. For

Hispanic women, the rate of HIV diagnoses decreased minimally from 7 diagnoses per 100,000 in 2019 to 6.4 in 2021, whereas the rate for men increased from 67.4 in 2019 to 70.6 in 2021.

Exhibit 33: HIV Diagnoses per 100,000 Population in Broward County by Gender, Race, and Ethnicity, 2021



Source: Florida Health Charts, Florida Department of Health

If left untreated, HIV can lead to Acquired Immunodeficiency Syndrome (AIDS), which occurs when the body's immune system is badly damaged because of the virus.²⁹ The overall 2021 AIDS diagnosis rate of 12.9 per 100,000 residents for Broward County was significantly higher when compared to the State of Florida rate of 8.5 per 100,000 residents. According to the Florida Department of Health, compared to its neighboring counties, Broward's rate was lower than Miami-Dade County (13.6) and significantly higher than Palm Beach County (7.6).

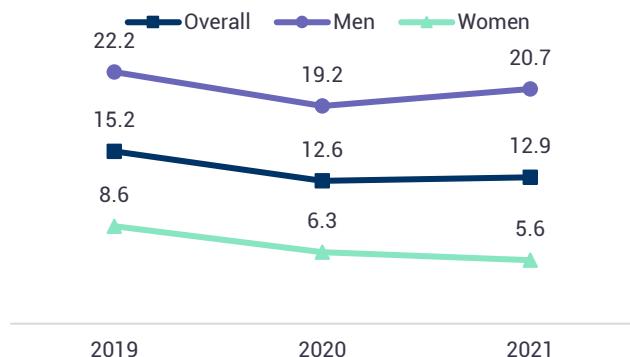
Exhibit 34 shows that in Broward County, the rate of AIDS diagnoses per 100,000 women decreased from 8.6 in 2019 to 5.6 in 2021. The rate of AIDS diagnoses for men decreases by 1.5 between 2019 and 2021, but the rate was still almost four times higher than for women at 20.7 diagnoses per 100,000 men. Disparities in AIDS diagnoses across racial and ethnic groups and by gender mirrored the differences in HIV rates. Black or African American women's rate of AIDS diagnoses decreased between 2019 (21.4 per 100,000) and 2021 (15.8); however, their rate was still higher than White, not Hispanic women (3 per 100,000) and Hispanic or Latino women (1.9). The highest rate of AIDS diagnoses in 2021 for Broward County residents

²⁸ Centers for Disease Control and Prevention. <https://www.cdc.gov/hiv/basics/whatishiv.html>

²⁹ U.S. Department of Health and Human Services and the Minority HIV/AIDS Fund. (n.d.). What Are HIV and AIDS? | HIV.gov

was 35.6 diagnoses per 100,000 for Black or African American men.

Exhibit 34: Change in Overall, Men, and Women AIDS Diagnoses per 100,000 Population in Broward County, 2019-2021



Source: Florida Health Charts, Florida Department of Health

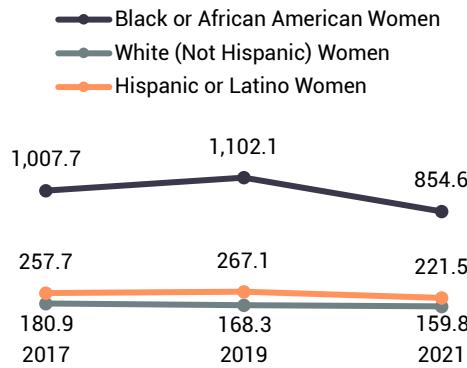
The death rates for AIDS and HIV for a given year are not reported by race and ethnicity by the Florida Department of Health on Florida Health Charts; however, the data is gendered. The 2021 death rate for women in Broward County has increased slightly compared to the 2019 data (2.2 per 100,000 women in 2021 as compared to 2 in 2019). However, the death rate for men decreased from 7.4 in 2019 to 4.6 per 100,000 in 2021.

Sexually Transmitted Diseases

Compared to Miami-Dade County, Palm Beach County, and the State of Florida, Broward County's rate of Bacterial Sexually Transmitted Diseases (STD) diagnoses (including chlamydia, gonorrhea, and syphilis) was substantially higher. **Broward County's overall combined infection rate for men and women in 2021 was 921.6 diagnoses per 100,000 residents, in comparison in Miami-Dade County (853.1), Palm Beach County (581.3), and the State of Florida (753.5).** The higher rate in Broward County is correlated with the higher proportion of Black and African American residents, who account for most of the STD cases. The Centers for Disease Control and Prevention (CDC) also cites possible reasons for higher rates among racial and ethnic minority groups such as barriers to sexual health services, and distrust in the health care system.³⁰

As seen in **Exhibit 35**, the rates of bacterial STD diagnoses among women in Broward County vary considerably when compared by race and ethnicity. Although STD rates have decreased for the three major racial and ethnic groups, Black or African American women are four times more likely to contract an STD than Hispanic women.

Exhibit 35: Women Bacterial STD Rates per 100,000 residents in Broward County, 2017-2021



Source: Florida Health Charts, Florida Department of Health

Specifically, analyzing the three STD types revealed that the **greatest disparity among women by race and ethnicity was within the rates of chlamydia diagnoses**. In 2021, White, not Hispanic, women had a chlamydia diagnosis rate of 111 per 100,000 women, whereas Hispanic or Latino women had a 167 diagnosis rate per 100,000, compared to the 569.3 rate per 100,000 for Black or African American women. The 569.3 rate for Black or African American women was the only comparison where women had a higher rate of STDs as compared to their male counterparts.

³⁰ Centers for Disease Control and Prevention. (2020). STD Health Equity (cdc.gov)

Chronic Disease Occurrences

Diabetes, Heart Attack, and Heart Diseases

Exhibit 36 compares the previously stated 2016 data on disease occurrence in Broward County, presented in 2021 Report, to the most recent Florida Health Charts data for 2019. Data for 2021 was unavailable at the county level. The disease occurrence data for diabetes and heart diseases calculates the percentage of men or women who have been told they have the disease within a given year. Furthermore, "heart disease" refers to those who have been specifically told they have angina or coronary heart disease.³¹

While men have shown some improvements in health, women have fared worse in all three categories: diabetes, heart disease, and heart attack, as shown in **Exhibit 36**. All percentages for women have minimally increased; however, the most significant increases in disease occurrences were for women with angina or heart disease. Some factors that lead to higher rates for women include overweight or obesity, lack of exercise, and weight gain from pregnancy. Heart disease is the most common complication of diabetes.³²

Exhibit 36: Disease Occurrences by Gender in Broward County, 2016 and 2019

Diseases	2016		2019	
	Men	Women	Men	Women
Diabetes	9.7%	10.9%	10.1%	12.7%
Heart Attack	4.6%	1.8%	4.7%	2.9%
Heart Disease	4.4%	0.6%	3.6%	3.3%

Source: Florida Health Charts, Florida Department of Health

Cancer

Due to delays in the release of data on cancer incidences (new cancer cases) from the Florida Department of Health, the most recent data available for the 2023 Report is from 2019. As shown in **Exhibit 37**, compared to 2017, the latest data provided in the 2021 Report, new breast and uterine cancer cases minimally increased in Broward County in 2018 and 2019. The number of ovarian and cervical cancer diagnoses dipped downward in 2018 but increased the following year.

Exhibit 37: Incidence of Most Common Cancers for Women, Broward County, 2017-2019

Cancer Types	2017	2018	2019
Breast Cancer	1,418	1,402	1,410
Uterine Cancer	330	337	357
Ovarian Cancer	118	106	117
Cervical Cancer	111	82	99

Source: Florida Health Charts, Florida Department of Health

Cancer disparities reflect the interplay among many factors, including social determinants of health, behavior, biology, and genetics—all of which can have profound effects on health, including cancer risk and outcomes. In 2019, women's cancer rates of 395.8 per 100,000 population were 6.1% higher than men's cancer rates of 372.9. The difference in cancer rates between women and men in 2017 was lower, at 3.5%.

Women's cancer mortality rate of 164.7 per 100,000 population is lower than men's cancer mortality rate of 213.9. As shown in **Exhibit 38**, in 2021, cancer was the second leading cause of death for women in Broward County. This count has been decreasing since 2018, moving from 1,726 in 2018, 1,653 in 2019, 1,644 in 2020, to 1,625 in 2021.

Getting screening tests regularly may find breast, cervical, and colorectal (colon) cancers early, when treatment is likely to be most effective.³³ Cancer screening data for women who have received mammograms, Pap tests, and other related cancer diagnostics has not been updated since the 2021 Report, which presented 2016 data. Two statistics from 2016 are important to reiterate:

- 62.3% of women 40 years and older received a mammogram in the past year.
- 54.7% of women 18 and older received a Pap test in the past year.

³¹ Florida Health Charta. (2019). BRFSS2021.pdf (flhealthcharts.gov)

³² Khatri, M., M.D. (2022). 10 Known Diabetes Complications (webmd.com). Web.M.D.

³³ CDC. (2022). Cancer Screening Tests | CDC

Risky Behavior

Data on risky behaviors from the Florida Department of Health's Behavioral Risk Factor Surveillance System was only available for 2019, the most recent data available for the 2023 Report. For the following sections, comparisons will be made to 2016, the latest data provided in the 2021 Report.

Alcohol Consumption

There was no significant change between 2016 and 2019 in the percentage of men in Broward County who engaged in heavy or binge drinking. However, the percentage of women engaging in heavy or binge drinking decreased from 16.5% in 2016 to 12.3% in 2019. In 2019, the percentage of women who engaged in heavy or binge drinking was highest for White, not Hispanic or Latino, women (17.6%), followed by Hispanic or Latino women (11.1%), and Black or African American women (6.2%).

Tobacco Use

In 2019, 7.4% of women in Broward County were current smokers, a decrease from 10.9% in 2016. However, this rate remained significantly lower than men in Broward County. In 2019, 18.1% of men smoked, an increase from 12.1% in 2016.

Physical Activity

There was no significant change in the percentage of women with poor physical health since the 2021 Report. In 2019, 12.1% of women had poor physical health. Percentages for women in Broward County by race and ethnicity also did not vary significantly. In 2019, 13.2% of Hispanic or Latino women had poor physical health compared to 10.2% of Black or African American women and 12.6% of White, not Hispanic or Latino, women. However, the percentage of men with poor physical health increased from 7.2% in 2016 to 14.1% in 2019.

Nutrition

The CDC recommends for adults to consume at least 1.5 to 2 cups of fruits and 2 to 3 cups of vegetables per day to support a healthy lifestyle.³⁴ In 2017, the CDC reported that only 12% of adults in the United States were meeting this recommendation. The CDC also found that more men, younger adults, and those living in poverty struggle to meet this recommendation

compared women and those above the poverty line.³⁵ In 2019, 40.5% of women in Broward County consumed two or more servings of vegetables per day. There was a large disparity between women and men who consumed two or more servings of vegetables per day, with only 28.1% of men meeting this recommendation in 2019. There was no available 2016 data on Florida Health Charts.

Leading Causes of Death

In 2021, 46.6% of deaths in Broward County were women and 53.4% were men. While there was no significant change in the proportion of deaths between men and women, the actual counts increased for both sexes between 2019 and 2021. The overall death rate per 100,000 population increased by almost 22% from 790.6 in 2019 to 963.6 in 2021. The increase could be attributed to the COVID-19, with 2,672 deaths attributed to COVID-19 in 2021 alone. The leading cause of death for both men and women was heart disease (**Exhibit 38**), a continued trend from 2019.

Exhibit 38: Counts of the Leading Causes of Deaths in Broward County, 2021

Causes of Death	All	Women	Men
Heart Disease	3,673	1,643	2,030
Cancer	3,324	1,625	1,699
COVID-19	2,672	1,177	1,495
Stroke	1,505	931	574
Unintentional Injury	1,364	379	985
Chronic Lower Respiratory Disease	640	323	317
Diabetes	587	256	331
Alzheimer's Disease	311	210	101
Nephritis, Nephrotic Syndrome and Nephrosis	282	109	173
Suicide	235	54	181
Other	4,165	2,034	2,131
Total	18,758	8,741	10,017

Source: Florida Health Charts, Florida Department of Health

Compared to the previous report and 2019 data, COVID-19 and unintentional injury rose to displace strokes and chronic lower respiratory diseases as the third and fifth leading causes of death for both men and women. Like the 2019 death counts, the primary

³⁴ CDC. (2022). Adults Meeting Fruit and Vegetable Intake Recommendations – United States, 2019. <https://www.cdc.gov/mmwr/volumes/71/wr/mm7101a1.htm>

³⁵ CDC. (2017). Only 1 in 10 Adults Get Enough Vegetables. <https://www.cdc.gov/media/releases/2017/p1116-fruit-vegetable-consumption.html>

disparities between men and women were among those who died from a stroke and unintentional injury. Women were 1.6% more likely to die from a stroke, while men were 2.6% more likely to die from an unintentional injury.

Suicide and Mental Health

The COVID-19 pandemic, with increased isolation, raised concerns and awareness of mental health challenges. In 2021, Broward County's suicide rate of 10.7 per 100,000 residents was lower than the 13.8 rate across the State of Florida. Broward's suicide rates have been consistently lower than the state's since 2002. However, **in 2021, at 235, Broward County had the highest count of suicides in the entire State of Florida.**

Since 2002, when the first Florida Health Charts report was available, men in Broward County had higher suicide rates than women. As seen in **Exhibit 38**, women's 54 suicide deaths were 23% of all suicides. Despite this difference in outcomes, men and women in Broward County had similar self-reported rates of poor mental health and depressive disorders. In 2019, the most current year for which data is available for Broward County, approximately 11.9% of men and 14.1% of women who responded to the Florida Department of Health's Behavioral Risk Factor Surveillance Survey have been told they had a depressive disorder. In 2019, 10.3% of women and 12.7% men reported poor mental health on 14 or more of the previous 30 days. However, the suicide rates for women and men continue to show disparities. According to the National Institute of Mental Health and the CDC, while the incidence of mental illnesses and disorders is higher among women, women are more likely to seek professional medical help, which provides a possible explanation for the lower suicide rates among women.³⁶

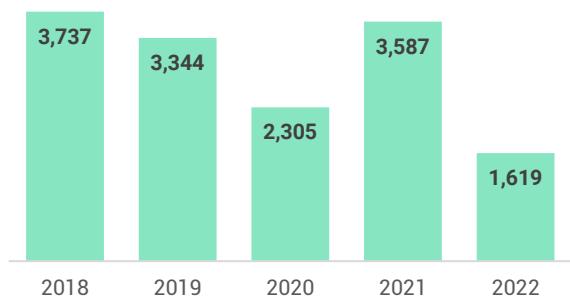
In Broward County, there are a number of resources and providers that offer mental health services and support. In 2011, the Florida Department of Children and Families (DCF) designated the Broward Behavioral Health Coalition, Inc. (BBHC) as Broward County's behavioral health services managing entity for State funded mental health and substance use disorder treatment services. The BBHC is responsible for the contracting, monitoring, clinical quality oversight, and performance improvement of the DCF program. The BBHC oversees

a network of mental health providers in Broward County, listed in **Appendix B**.

Within Broward County Government, multiple Divisions in the Human Services Department provide mental health counseling services to residents in need. The Community Partnerships Division (CPD) funds a number of organizations with different target clients, some of them serving the community at large, while others focused on women or children. The Elderly and Veteran's Services Division (EVSD) and the Crisis Intervention and Support Division (CISD) provide direct services.

The number of clients served with CPD funding has fluctuated over the years. As shown in **Exhibit 39**, in 2022, 1,619 female clients (51.5% of total clients) have been served by CPD-funded partner nonprofits programs focused on mental and behavioral health. Clients might receive services from multiple agencies; therefore, the total of clients shown may reflect some duplication of people served. In 2021, CPD-funded partner nonprofits provided mental health services to 3,587 women, representing 55.9% of clients.

Exhibit 39: Female Clients Receiving Mental and Behavioral Health Services from Community Partnership Division-funded Partners, Broward County, FY 2018-2022



Source: Human Services Department, Broward County Government

Exhibit 40 shows the total number of mental and behavioral health clients served by BCG-funded nonprofits and directly by respective divisions. Consistent with the findings that women have a slightly higher rate of mental health disorder diagnoses, most mental and behavioral health service clients in 2022 were women. The proportion of women served varied by organization as shown in the exhibit.

Most organizations serve both female and male clients. Even Women in Distress, a nonprofit focused

³⁶ NIH. (2021). NIMH » Men and Mental Health (nih.gov).

on serving women and girls, includes men among its clients. The female clients' race and ethnicity seem to be generally representative of the broader population: 5.2% Hispanic, 37.2% White, 32.4% Black or African American, 6.6% other, and 18.6% did not provide demographic information.

Exhibit 40: Human Services Department Total and Female Clients Receiving Mental/Behavioral Health Services, Broward County, 2022

Service Providers	Clients	% Women
Camelot Community Care	17	52.9%
Center for Hearing and Communication	19	63.2%
Community Based Connections	41	34.2%
Covenant House	314	44.0%
Harmony Development Center	187	41.7%
Healing Arts Institute	115	53.9%
Henderson Behavioral Health	1,886	50.9%
Kids In Distress	28	50.0%
Mental Health America Of Southeast Florida	18	38.9%
School Board of Broward County	346	61.6%
SunServe	86	66.3%
Women In Distress - WID	80	63.8%
Volunteers of America	4	100.0%
Elderly and Veterans Services Division - EVSD	70	40.0%
Crisis Intervention and Support Division – CISD NJCC	376	83.2%
Total	3,587	55.9%

Source: Human Services Department, Broward County Government

Overdose

The Florida Department of Health also reports Broward-specific data regarding opioid use. Gendered data on drug overdose deaths is not available. However, in 2021, Broward County had a rate of 34.8 deaths per 100,000 people from drug poisoning, whether intentional or unintentional. This rate has dramatically increased between 2018 and 2020, rising from 22.9 deaths per 100,000 people to 35.2 deaths. **Broward County's overdose rate has also remained nearly identical to the rate in the State of Florida but is higher than the rate in Miami-Dade, and lower than the rate in Palm Beach County since 2018.**³⁷

BCG operates the Broward Addiction and Recovery Division (BARD), which offers residential, detoxification and outpatient programs for individuals struggling with substance use and co-occurring disorders. In 2022, BARD served 2,312 clients, of which 28.6% were women. In 2021, BARD served 3,238 clients of which 30.8% were women. According to the National Center for Health Statistics, in 2019, women's drug overdose deaths were half of men's, which demonstrates the lower prevalence of drug abuse among women.³⁸

³⁷ Florida Health Charts. (2021). Deaths From Drug Poisoning - Florida Health CHARTS - Florida Department of Health | CHARTS (flhealthcharts.gov)

³⁸ Centers for Disease Control, National Center for Health Statistics. <https://www.cdc.gov/nchs/hus/topics/drug-overdose-deaths.htm#explore-data>

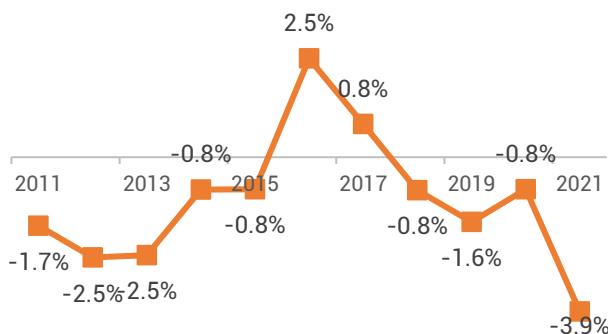


Maternal and Infant Health

Fertility

The most recent maternal and infant health data available from the Florida Department of Health is from 2021. In Broward County, there were 20,303 births in 2021. **Exhibit 41** shows that during 2011-2021 birth rates per 1,000 population have been in decline, with the exception of the increases in 2016.

Exhibit 41: Birth Rates per 1,000 Population in Broward County, 2011-2021

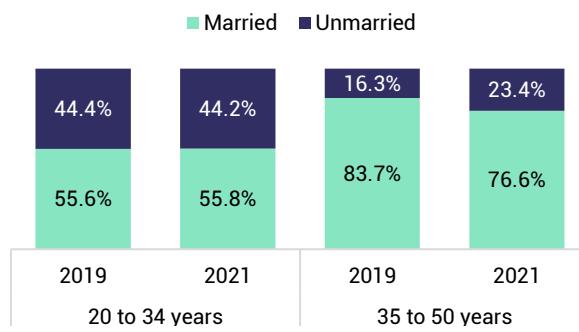


Source: Florida Health Charts, Florida Department of Health

The distribution of births by age bracket for women ages 15 to 50 years old shifted in comparison to 2019. In 2019, 28.9% of total births in Broward County were to women 35 to 50 years old. This percentage increased to 37.1% in 2021. An opposite trend appeared in the 20 to 34-year-old age bracket. The percentage of births in the 20 to 34 years old age group decreased from 70% in 2019 to 62.9% of all births in 2021.

Exhibit 42 shows the marital status of women giving birth by age bracket. While the 35 to 50-year-old age bracket's total percentage of all births increased, the proportion of these totals births to unmarried women also increased. In 2019, 16.3% of births to women ages 35 to 50 years old were to unmarried women; however, that proportion increased to 23.4% in 2021. In contrast, the proportion of births to unmarried and married women ages 20 to 34 barely shifted between 2019 and 2021.

Exhibit 42: Proportion of Births to Married or Unmarried Women Aged 20-50 in Broward County, 2019 vs 2021



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

Maternal and Infant Conditions

Maternal health is closely linked to newborn survival, as vulnerabilities to illness can pass from mother to child. The Florida Department of Health reported that in 2021, 18.1% of adult women in Broward County did not see a doctor in the past year due to cost. This rate may also correlate directly to the 1,633 women who gave birth in 2021 with either only third-trimester prenatal care or no prenatal care. Furthermore, 524 or 2.8% of the total births were specifically to women with no prenatal care at all. The rate of women who never received prenatal care increased from 2.3% in 2018.

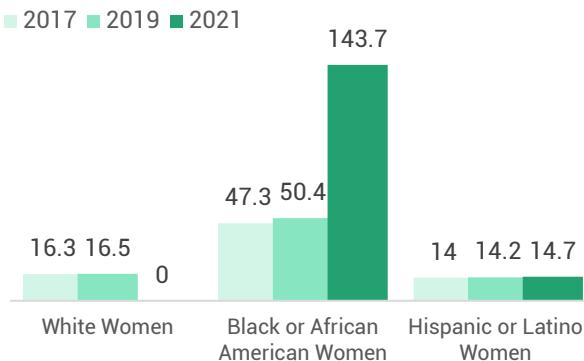
The rates for both women who were underweight or overweight during pregnancy have not changed significantly since 2018. In 2021, 25.6% of births were to mothers who were obese at the time of pregnancy. Three percent of births were to women who were underweight at the time of the pregnancy.

Severe Maternal Morbidity is the presence of a complication during a delivery hospitalization.³⁹ Consistent with the rise of women who never received prenatal care, the rate of Severe Maternal Morbidity per 1,000 hospitalizations increased by 9.9%, from 16.2 in 2019 to 17.8 in 2021.

As seen in **Exhibit 43**, maternal mortality rates fluctuated between 2017 and 2021. The data for 2017 is included to show that the 2021 increase in maternal mortality for Black or African American mothers is significant in the context of longer trends. Severe and stagnant disparities in maternal death rates have been apparent for Black or African American women since 2017. Their rates have consistently been almost three times higher than their White and Hispanic or Latino counterparts. However, in 2021, the maternal death rate of Black or African American mothers almost tripled compared to 2019. By comparison, there were no maternal deaths for White mothers and 14.7 for Hispanic mothers in 2021.

In 2021, Broward County had an infant (aged 0-364 days old) mortality rate of 5.3 per 1,000 live births in comparison to the 5.9 rate for the State of Florida. The Broward County infant mortality rate has been stable since 2019. However, there were 107 infant deaths in 2021.

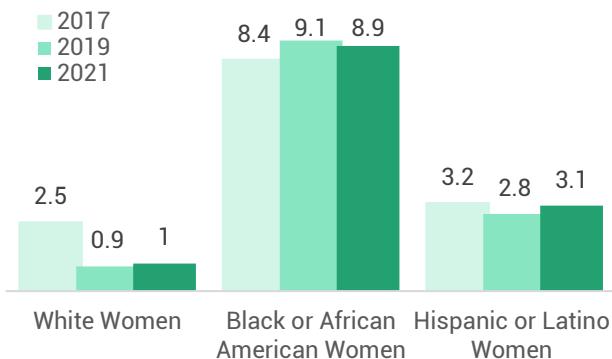
Exhibit 43: Maternal Mortality Rates Per 100,000 Live Births by Race and Ethnicity in Broward County, 2017-2021



Source: Florida Health Charts, Florida Department of Health

Between 2017 and 2021, infant death rates followed similar patterns compared to maternal mortality rates. Infant mortality rates are calculated per 1,000 live births and deaths occurring within the first 364 days of the infant's life. **Exhibit 44** shows that Black or African American infants had a mortality rate of 9 deaths per 1,000 live births and were three times as likely to die before their first birthday than Hispanic or Latino infants, who experienced a rate of 3 deaths per 1,000 live births in 2021. In contrast, the mortality rate for White infants was 1 infant death per 1,000 live births. None of these rates have significantly improved or worsened since 2017.

Exhibit 44: Infant Mortality Rates per 1,000 Live Births by Race and Ethnicity in Broward County, 2017-2021



Source: Florida Health Charts, Florida Department of Health

³⁹ Florida Health CHARTS, <https://www.flhealthcharts.gov/ChartsDashboards/rdPage.aspx?rdReport=NonVitalInd.Dataviewer&cid=0867>

Safety

Domestic Disturbance Dispatch Calls

The Broward Sheriff's Office (BSO) provided data on domestic dispatch calls by areas they service (contract municipalities, airport, port, and unincorporated⁴⁰). **Exhibit 45** shows the number of domestic disturbance dispatch calls from 2021 to 2022 by service areas. Sixteen of thirty-one municipalities in Broward County have their own law enforcement entities and track their own crime data and are not shown in the Exhibit.

Exhibit 45: BSO Domestic Disturbance Calls by Service Area, Calendar Years 2021 and 2022

Service Areas	2021	2022	Change
Airport	16	10	-37.5%
Broward Municipal Service District (Unincorporated)	247	255	3.2%
Cooper City	146	159	8.9%
Courthouse	1	3	200.0%
Dania	395	467	18.2%
Deerfield Beach	465	535	15.1%
Lauderdale by the Sea	33	41	24.2%
Lauderdale Lakes	299	391	30.8%
North Lauderdale	1,104	1,121	1.5%
Oakland Park	367	383	4.4%
Parkland	119	131	10.1%
Pembroke Park	55	65	18.2%
Pompano Beach	1,131	1,398	23.6%
Port Everglades	1	2	100.0%
Tamarac	661	739	11.8%
West Park	116	128	10.3%
Weston	146	167	14.4%
Total	5,302	5,995	13.1%

Source: Broward County Sheriff's Office

Between 2017 and 2021, the number of BSO domestic disturbance calls continuously decreased from 7,764 cases in 2017 to 5,302 cases in 2021. However, this four-year decline was a positive trend that reversed in 2022. The number of domestic disturbance calls increased by 13.1% between 2021 and 2022. When analyzing both count and percent change, the most significant increase in domestic disturbance calls was

⁴⁰ The area is not served by any of the 31 cities and instead the Broward County Government acts as a municipal government.

⁴¹ UCR Guide Manual - Florida Department of Law Enforcement. https://www.fdlle.state.fl.us/CJAB/Documents/UCR/UCR_Guide_Manual.aspx

in Pompano Beach. For two consecutive years, Pompano Beach had the highest count of domestic disturbance calls to - BSO, with the number of calls increasing by 23.6% between 2021 and 2022. Only one area, Airport, saw a decrease in domestic disturbance calls (a 37.5% decrease).

Domestic Violence Cases

Domestic violence is any criminal homicide, manslaughter, rape (includes forcible sodomy), fondling, aggravated assault, aggravated stalking, simple assault, threat/intimidation, or simple stalking of one family or household member by another family or household member. A family or household member means spouses, former spouses, parents, children, siblings, other family members, cohabitants, and persons who are parents of a child in common regardless of whether they have been married.⁴¹

According to the Florida Department of Law Enforcement (FDLE), Broward County had 5,598 domestic violence cases in 2020,⁴² the latest year for which data has been released. The 2020 domestic violence rate per 100,000 people was 289.7, down by 1.3% from 293.5 in 2019. **Exhibit 46** shows the small changes in the occurrence of domestic violence across different types of cases from 2019 to 2020 in Broward County.

Exhibit 46: Rate of Domestic Violence Cases per 100,000 People in Broward County, 2019 and 2020

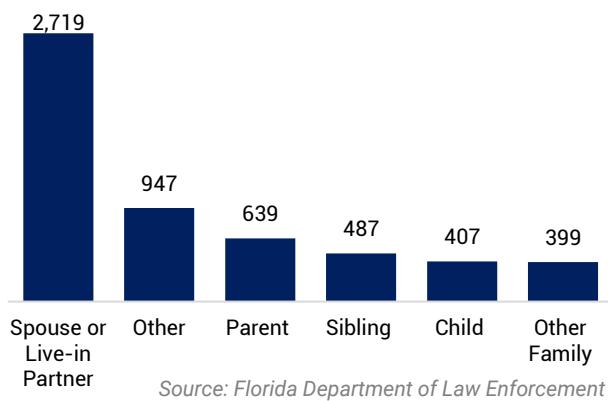
Category	2019	2020	Change
Murder	1.1	0.7	-1.8%
Manslaughter	0	0	0%
Forcible Rape	4.4	3.9	-0.5%
Forcible Fondling	0.8	0.7	-0.7%
Aggravated Assault	57.9	55.2	-0.2%
Aggravated Stalking	0.5	1.0	5.7%
Simple Assault	225.0	223.0	0.0%
Threat/Intimidation	3.1	3.9	1.3%
Stalking	0.6	1.3	5.6%
Total	293.5	289.7	-1.3%

Source: Florida Department of Law Enforcement

⁴² Florida Department of Law Enforcement. (2020). Total reported domestic violence offenses by county. Domestic Violence (state.fl.us)

FDLE reports domestic offenses by county and victim relation to offender (**Exhibit 47**).⁴³ Though the data is not gendered, it sheds light on the impact of domestic violence within Broward County households. According to the National Coalition Against Domestic Violence, 37.9% of women in Florida and 29.3% of men will experience intimate partner violence, stalking, or intimidation in their lifetime. At the national level, the proportion of women to men domestic violence survivors varies; however, the CDC reports that at least 1 in 3 men will experience domestic violence or intimate partner violence in their lifetime and are less likely to report abuse.^{44 45} Therefore, even though women are more likely to experience domestic violence than men, there is a high probability that a significant proportion of Broward County's domestic violence survivors were men.

Exhibit 47: Domestic Offense by Victim Relation to Offender in Broward County, 2020



As noted, none of the data for domestic violence is available by gender or age; however, there have been nationwide efforts by the Federal Bureau of Investigation (FBI) to develop a database for domestic violence cases. The FBI's Crime Data Explorer, through the Uniform Crime Reporting program, attempts to collect crime statistics self-reported by local and state law enforcement agencies.⁴⁶ This data provides domestic violence cases by gender, race, ethnicity, and age, as well as victim and offender demographics. Unfortunately, BSO was not among the only two of

Florida's 757 law enforcement agencies that reported their full crime statistics for 2021.

The most recent data provided by BSO to the FBI's Crime Data Explorer was for 2020, at which time BSO reported 333 cases categorized as "all violent crimes with no demographics." This data is heavily inconsistent with the State of Florida report. For example, Broward County had 1,066 aggravated assault cases (determined to be domestic violence) reported to the Florida Department of Law Enforcement. This count includes all jurisdictions in the County. BSO only reported 257 aggravated assault cases to the FBI, for which no victim or offender demographic data was reported to either FDLE or the FBI. According to the Marshall Project, a nonpartisan, nonprofit news organization that seeks to create and sustain a sense of national urgency about the U.S. criminal justice system, local law enforcement agencies have cited capacity issues, including cost and training requirements, as the reason for not self-reporting this data to the FBI.⁴⁷

Sexual Violence

Any nonconsensual sexual act or attempt, with or without force, is classified as a forcible sex offense regardless of the age of the victim or the relationship of the victim to the offender.⁴⁸ In 2020, the forcible sex offense rate per 100,000 population in Broward County was 34.6, as compared to the State of Florida at 49.2. As shown in **Exhibit 48**, Broward County's forcible sex offense rate has declined in the past decade. The highest rate per 100,000 population was 46.5 in 2014 and the lowest rate of 34.8 was in 2020.

⁴³ Offenses are classified and reported based on the findings of the reporting/investigating officer. An agency does NOT have to wait on the official determination/report from a coroner, medical examiner, forensics unit, State Attorney's Office (SAO), etc., to classify the offense for reporting to UCR. UCR Guide Manual - Florida Department of Law Enforcement.

https://www.fdle.state.fl.us/CJAB/Documents/UCR/UCR_Guide_Manual.aspx

⁴⁴ CDC. (2020). Intimate Partner Violence, Sexual Violence, and Stalking Among Men | Violence Prevention | Injury Center | CDC

⁴⁵ S. R. (2014). Men: The Overlooked Victims of Domestic Violence - Domestic Violence Statistics

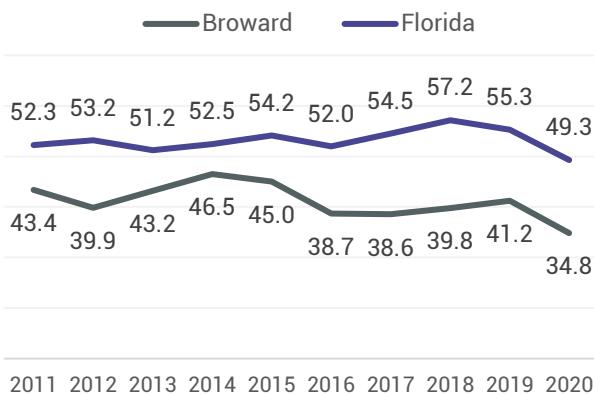
⁴⁶ FBI. (2022). Crime data explorer. CDE (cjis.gov)

⁴⁷ Li, W. (2022). What Can FBI Data Say About Crime in 2021? It's Too Unreliable to Tell | The Marshall Project.

⁴⁸ Florida Department of Law Enforcement. Uniform Crime Reports Manual.

https://www.fdle.state.fl.us/CJAB/Documents/UCR/UCR_Guide_Manual.aspx

Exhibit 48: Forcible Sex Offenses Per 100,000 Population in Broward County and Florida, 2011-2020



Source: Florida Department of Law Enforcement, Uniform Crime Reports

Exhibit 49 shows the 2019 and 2020 forcible sex offence rates by offense type for Broward County. The overall 15.5% rate decrease from 2019 to 2020 was the result of a reduction in the 'rape by force' offense type, which, in 2020, accounted for 568 (84.4%) of the 673 sex offenses.

Exhibit 49: Forcible Sex Offenses Per 100,000 Population by Offense Type in Broward County, 2019-2020

Year	Overall	Rape by Force	Attempted Rape	Forcible Fondling
2019	41.2	34.9	1.0	5.4
2020	34.8	29.4	1.2	4.2
Change	-15.5%	-15.6%	25.5%	-21.9%

Source: Florida Department of Law Enforcement, Uniform Crime Reports

The rate is based on cases that were recorded by local jurisdictions and reported by Florida Department of Law Enforcement. However, research indicates that only 310 out of every 1,000 sexual assaults are reported to police.⁴⁹ While sexual violence offense data is not available by gender, according to the National Sexual Violence Resource Center (NSVRC), nationwide, 81% of women and 43% of men reported experiencing some form of sexual harassment and/or assault in their lifetime.⁵⁰ The decrease during 2020 may be the product of COVID-19 pandemic-related closures and social isolation.

Services to Domestic Abuse and Sexual Violence Survivors

Community-wide programs and services aimed at protecting and rehabilitating survivors of domestic abuse and sexual violence are vital to promoting the health and safety of residents in Broward.

BCG provides funding for domestic violence counseling services through its Community Partnerships Division/Health Care Services (CPD/HCS) to Women in Distress of Broward County, Inc. (WID). WID is one of the organizations serving survivors of domestic violence, and is the only nationally accredited, state-certified, full-service domestic violence center serving Broward County. They provide a multitude of services, including a 24-hour crisis hotline, emergency shelter, counseling and therapy sessions, children support services, education and prevention, injunction for protection, a pet shelter, and help with safety planning.

Exhibit 50: Number of Clients Served by Women in Distress of Broward County and Annual Funding from CPD/HCS for Domestic Violence Counseling Services Contract, 2012-22

Fiscal Year	Total	Women	Men	Funding by CPD/HCS
FY 2012	215	202	13	\$154,819
FY 2013	236	233	3	\$154,819
FY 2014	151	129	22	\$154,819
FY 2015	263	247	16	\$164,819
FY 2016	233	233	0	\$179,819
FY 2017	251	240	11	\$164,819
FY 2018	242	221	21	\$164,819
FY 2019	244	228	16	\$164,819
FY 2020	267	253	14	\$217,057
FY 2021	267	253	14	\$233,347
FY 2022	180	180	0	\$216,615

Source: Women in Distress of Broward County, Data provided by Human Services Department

A portion of WID's services is BCG funded. In 2021, through the contract with BCG, WID served 267 clients, of which 94.8% were women, maintaining a steady number of clients served from FY 2020 (267). **Exhibit 50** shows that in 2022, BCG funding to WID helped deliver domestic violence counseling services to 180 domestic violence survivors, 100% of whom were women. In addition, WID delivered other services including behavioral health and mental health counseling, domestic violence emergency shelter,

⁴⁹ Department of Justice, Office of Justice Programs, Bureau of Justice Statistics, National Crime Victimization Survey, 2015-2019 (2020).

⁵⁰ National Sexual Violence Resource Center (NSVRC). <https://www.nsvrc.org/statistics>

case management, and rapid re-housing services to an additional 122 clients, of which 83.6% were females. Overall, 93.4% of WID clients in 2022 were women.

In 2020, 253 of the clients served were women, and 14 were men, the same number and gender of service recipients in 2021 (94.8% females). In 2022, 100% of the clients served were females. Note that these numbers of clients receiving Domestic Violence Counseling Services represent only the CPD/HCS funded portion of services. This funding has grown gradually over the past decade, increasing from \$154,819 in FY 2012 to \$216,615 in FY 2022.

The BCG Child Protection Team (CPT) is a medically-led unit, funded through the Florida Department of Health and BCG General Fund. CPT is responsible for rendering expert medical recommendations on eligible cases, per mandatory statutory criteria. Cases may involve physical abuse, sexual violence, medical neglect, mental injury, and malnutrition. During 2021, the CPT team delivered multidisciplinary assessment services to 810 children (52.7% females) who were suspected of being abused, neglected or abandoned by a parent or caregiver, with a funding allocation of \$1,446,484 (\$839,891 State, \$606,593 Federal). During 2022, a total of 1,500 children were served, 52.2% females, with a funding allocation of \$1,374,160 (\$767,567 State, \$606,593 Federal). Services and programs which aid child survivors of abuse and violence are vital to address the trauma resulting from sexual violence.

Human Trafficking

In 2021, the National Human Trafficking Hotline, operated by Polaris, a non-profit organization, reported a 1.7% decrease in human trafficking victim and survivor callers from 2020. At a national level, Florida occupies the third place in the number of cases identified. For 2021, Polaris reported 781 human trafficking cases, identifying 1,253 victims in Florida. Out of the 781 cases, 574 were sex trafficking related, 99 were labor trafficking related, 37 were both, and 71 were not specified.⁵¹ While the number of cases in Florida reported by Polaris is quite significant, the data likely still does not represent the full scope of

trafficking in the state due to a lack of awareness of human trafficking, and victims' fear of their traffickers, which can lead to underreporting.

According to the 2022 annual report of the Florida Department of Children and Families, there were 1,876 reports to the Florida Abuse Hotline that were determined to be cases of human trafficking in the entire State of Florida. Of these, 1,742 reports (92.9%) were for commercial sexual exploitation of a child and 134 (7.1%) were labor trafficking.

Exhibit 51: Top Five Florida Counties with Highest Children Human Trafficking Cases, 2019-2022

County	2019	2020	2021	2022
Broward	250	158	204	130
Orange	155	138	162	177
Miami-Dade	197	193	158	169
Hillsborough	125	142	155	166
Duval	145	106	128	111

Source: Florida Department of Children and Families

Broward County had the fourth-highest reported count of human trafficking cases (130), behind Hillsborough (166), Miami-Dade (169), and Orange (177) counties. Over the past four years, these counties, with the addition of Duval County, have been the top five counties in Florida with the highest count of human trafficking cases.⁵² In addition to having large populations, these five counties all have a major college, an airport, and a professional sports arena.⁵³

As seen in **Exhibit 51**, Broward County's human trafficking cases have fluctuated between 2019 and 2022. Among these five counties, Broward had the highest number of incidents in 2019 and 2021.

Unfortunately, DCF data was not available by race, ethnicity, or gender. However, the Broward Human Trafficking Coalition, a nonprofit organization, in partnership with multiple other organizations, has published Broward County specific human trafficking data that is gendered, age-based, and categorized by race.

The most recent data from the Broward Human Trafficking Coalition was for the first and second quarters of 2020 (January to June). In the first half of 2020, there were 73 reports of human trafficking, 69

⁵¹ National Human Trafficking Hotline, <https://humantraffickinghotline.org/en/statistics/florida>

⁵² Human Trafficking of Children Annual Report (2022). https://www.myflfamilies.com/sites/default/files/2022-10/Human_Trafficking_Report_2021-22.pdf

⁵³ Lapchick, R. (2019). The rise and exposure of human trafficking in the sports world (espn.com). *ESPN*.

commercial sexual exploitation of children, and 4 labor trafficking. Of the children's cases, the majority were children ages 12 to 16 years old. Furthermore, 42 were Black or African American children, followed by 21 White children (not specified if Hispanic or Latino) and 10 of multiple or unknown races. Finally, of the children's cases, 62 were female, 10 were male, and one child was transgender. There is no data on adult human trafficking or labor trafficking survivors.⁵⁴

Broward County Agencies for Women and Children Safety

It is important to recognize that Broward County has many entities that provide services related to the safety of women and children. Some of the nonprofit agencies include but are not limited to: Goodman Jewish Family Services of Broward County, PACE Center for Girls, as well as the Crime Victim Compensation Program through the Attorney General's Office. This section of the 2023 Report focuses on services directly provided or funded by BCG. Some of these BCG funded organizations include Henderson Behavioral Health, Legal Aid, Children's Home Society, and Women in Distress of Broward County.

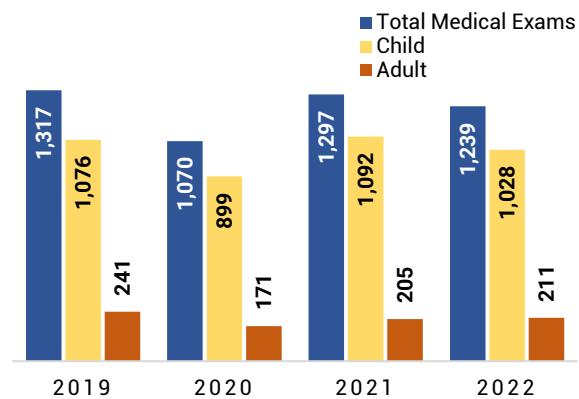
As mentioned in previous sections, Women in Distress of Broward County, Inc. (WID), provides services to female clients. According to the WID's 2021/2022 Annual Impact Report⁵⁵, they served 2,401 persons and provided 45,618 bed nights with an average stay of 88 nights per person. They also delivered 21,450 Advocacy, Counseling, and Therapy hours and assisted 12,302 survivors with Crisis Hotline Services. WID also reviewed 10,196 police reports, identified 339 as High Lethality, and rendered 502 education and prevention community events. Legal Assistance was provided to 694 survivors through the Injunction for Protection Program.

In 2022, BCG funding supported services for 382 WID clients, of whom 87.2% were female. These services included Mental/Behavioral Health (80 clients), Outreach (74 clients), Case Management (32), Housing (16), and Health (180).

The BCG Crisis Intervention and Support Division (CISD), works with survivors of sexual violence and child abuse in Broward County. **Exhibit 52** shows that

in FY 2021, CISD completed 1,297 medical exams for child abuse, sexual assault, and human trafficking victims, of these, 1,092 exams were for children (84.2%). In FY 2022, 1,239 medical exams were completed, of these 1,028 exams were for children (83%). In FY 2021, CISD provided 44,616 services in the areas of counseling, examinations, advocacy, medical evaluations, accompaniment and case coordination to child abuse, sexual violence, and human trafficking survivors. In FY 2022, 39,798 units of the aforementioned types of services were provided.

Exhibit 52: CISD Medical Examinations, FY 2019-2022



Source: Human Services Department, Broward County Government

During FY 2021, CISD served 3,320 clients. Of these, 87.4% (2,903) were females, of whom 26.8% were African American, 16.6% were White, 17.4% were Hispanic and 4% were other. Of the 3,320 clients served, 1,473 were children. Of these children, 33.9% were under the age of 5 and 66.1% were between the ages of 6 through 17.

In FY 2022, CISD served 3,595 clients. Of these, 61.9% (2,224) were females of whom 30.2% were African American, 15% were White, 17.1% were Hispanic and 2.6% were of other races or ethnicities. Of 3,595 clients served, 2,825 were children. Of these children, 37.7% were under the age of 5 and 62.3% were between the ages of 6 through 17.

Refer to the Crisis Intervention and Support Division – CISD column in **Appendix C** for the total clients and percentages of female clients served using BCG provided funding.

⁵⁴ Broward Human Trafficking Coalition. <https://www.bhtc.us/statistics.html>

⁵⁵ Women in Distress of Broward County, Inc. <https://www.womenindistress.org/wp->



Broward County Government Resources and Services

Broward County Government (BCG) services to the community span various areas, including housing, transportation, safety, parks and recreation, libraries, and various social services. The following section focuses on two specific areas in which BCG has a direct impact on its residents' general well-being and economic opportunities.

Services to Residents

The Human Services Department (HSD) of BCG aims to enhance the quality of life for Broward County residents through innovative and integrated health and human services programs that promote self-sufficiency and well-being. HSD, along with its five divisions and sections, also coordinates and funds quality accessible health and human services in collaboration with public and private partners. The five divisions include Broward Addiction and Recovery Division (BARD), Community Partnership Division

(CPD), Family Success Administration Division (FSAD), Elderly and Veterans Services Division (EVSD), and Crisis Intervention and Support Division (CISD). While some of the services provided by these divisions are discussed in other sections of this Report (see the *Health* and *Safety* sections), the summaries in this section provide a more detailed look at the characteristics of HSD's clients by program and type of service.

The number of clients served by HSD (either through direct services or provided through funded programs) has increased from 2020 to 2022. All HSD data presented in this section is based on the fiscal year (FY), which runs from October 1 through September 30. As shown in **Exhibit 53**, from 2020 to 2021, the total number of HSD clients served increased by 27,900 clients (45.4%) from 61,443 to 89,343. In the following year, the number of clients served increased by another 13,232 clients (14.8%) to 102,575. Over the same period, the percentage of female clients served decreased from 54.8% in 2020, to 52.8% in 2021, and increased to 56.3% in 2022. The 2022 increase is consistent with the analysis presented in the *Economic Opportunity* section of this Report, which illustrates the impact of the COVID-19 pandemic on women.

Most HSD clients received services from CPD. From 2020 to 2022, approximately 73% of all clients received services from CPD and the number of clients served has more than doubled. The percentage of clients served by FSAD also increased, accounting for 10.1% of total clients in 2021 and 13.1% of total clients in 2022.

Exhibit 53: Percentage of Women and Total Clients Served by Broward County Government's Human Services Department's Divisions, FY 2020- FY 2022

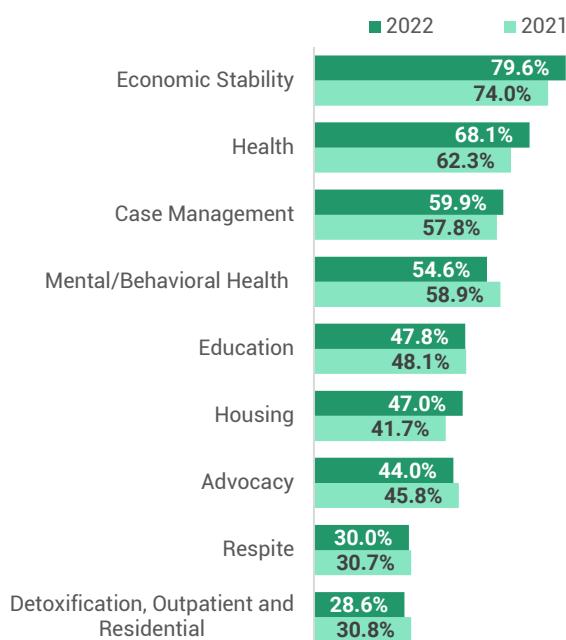
HSD Divisions	2020*		2021		2022	
	% Women	Total	% Women	Total	% Women	Total
Broward Addiction and Recovery (BARD)	30.7%	4,161	30.8%	3,238	28.6%	2,312
Community Partnership (CPD)	47.8%	37,750	49.9%	67,234	52.9%	79,514
Crisis Intervention and Support (CISD)	63.1%	2,794	69.6%	3,320	62.0%	3,596
Elderly and Veterans Services (EVSD)	54.9%	5,164	52.8%	6,567	49.9%	3,747
Family Success Administration (FSAD)	84.0%	11,574	73.9%	8,984	80.2%	13,406
Overall	54.8%	61,443	52.8%	89,343	56.3%	102,575

Source: Human Services Department, Broward County Government

Note: The figures shown in this exhibit for FSAD for FY 2020 differ from the 2021 Report, which did not include 10,144 clients served by the LIHEAP and CSBG Programs. The clients served by these Programs are now included in this analysis.

Exhibit 54 shows a comparison of the percentage of female clients by type of service. It reflects a growing percentage of women served across four types of services from 2021 to 2022 – economic stability, health, case management and housing. This exhibit omits independent living and outreach services which were only offered in FY 2022.

Exhibit 54: Percentage of Women Served by Type of Service, FY 2021-2022



Source: Human Services Department, Broward County Government

Exhibit 55 shows all service types offered by HSD in FY 2022. The three categories of service with the largest number of clients were education, health, and economic stability. Education services were provided by partner agencies, of which the largest program was Junior Achievement (BizTown and Finance Park), serving 30,109 clients, of whom 47.6% were females. Health services were provided by partner nonprofits funded by HSD. Most of the clients receiving health support (14,322) were served by 211 Broward, a 24-hour helpline offering listening support, information, referral, and crisis services. The largest economic stability program was the Low Income Home Energy Assistance Program (LIHEAP) which served 8,145 clients, of whom 85.8% were women.

Exhibit 55: Percentage of Women and Total Clients Served by Type of Service Funded by BCG's Human Services Department's Divisions, FY 2022

Service Type	Total	Women	% Women
Economic Stability	13,556	10,791	79.6%
Independent Living	68	51	75.0%
Health	24,866	16,941	68.1%
Case Management	3,886	2,326	59.9%
Mental/Behavioral Health	3,587	1,960	54.6%
Education	35,659	17,037	47.8%
Housing	3,636	1,709	47.0%
Advocacy	4,580	2,017	44.0%
Outreach	8,133	3,316	40.8%
Respite	856	257	30.0%
Detoxification, Outpatient and Residential	2,312	662	28.6%

Source: Human Services Department, Broward County Government

Broward Addiction and Recovery Division (BARD)

BARD offers a comprehensive addiction recovery continuum of care, providing behavioral health, medical health, and crisis support services as well as two '23-hour hold bay beds' to meet the needs of the Broward County community. Between 2021 and 2022, BARD experienced a reduction of their client population, due to safety requirements imposed by State of Florida Executive Order 2051 and COVID-19 guidelines. Despite these pandemic-imposed restrictions, in FY 2021, BARD served a total of 3,238 clients, 30.8% of whom were women. In FY 2022, BARD served 2,312 clients, 28.6% of whom were women.

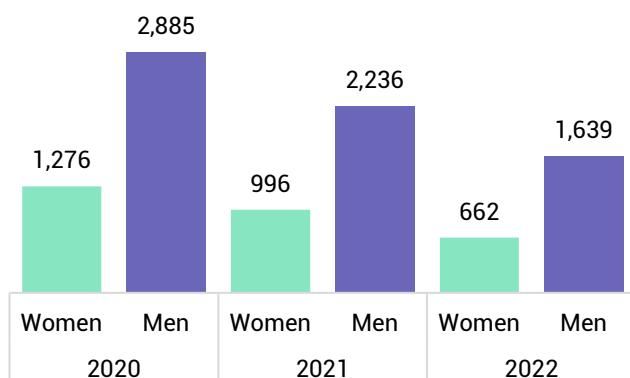
In response to the growing opioid epidemic⁵⁶, BARD offered detoxification services and varying levels of treatment, including residential, outpatient, intensive outpatient, and medication assisted treatment services. Additional treatment services include individual, group, and family therapies, referrals to community resources, and other wellness services. Specialized services include the Mature Adult Program designed for consumers over the age of fifty-five; a criminal justice team assisting individuals who are court ordered to treatment as well as assessments to

⁵⁶ Centers for Disease Control, Understanding the Opioid Overdose Epidemic. <https://www.cdc.gov/opioids/basics/epidemic.html>

incarcerated individuals; and a Perinatal Addiction Program for women with children under seven years of age. Services are offered in various locations throughout the County.

As shown in **Exhibit 56**, in 2021 and 2022, women were slightly less than one-third of the total clients served, consistent with the 2020 proportions presented in the 2021 Report.

Exhibit 56: Broward Addiction and Recovery Division Clients Served by Gender, FY 2020-2022

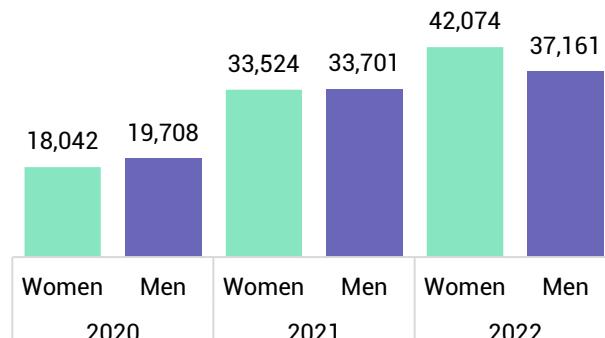


Source: Human Services Department, Broward County Government

Community Partnerships Division (CPD)

CPD is responsible for planning, coordinating, administering, and evaluating a comprehensive array of human service programs for children and adults through the following sections: Children's Services Administration Section (CSA), Health Care Services Section (HCS) (including HIV/AIDS services) and the Homeless Initiative Partnership Section (HIP). In 2022, the Division served 79,514 clients, a 15.4% increase from 2021. **Exhibit 57** shows a higher proportion of women served in 2022, as compared to 2020 and 2021.

Exhibit 57: Community Partnership Division Clients Served by Gender, FY 2020-2022



Source: Human Services Department, Broward County Government

Exhibit 58 reveals that HCS served a higher percentage of women in 2021 and 2022 when compared to CSA and HIP. In 2021, CSA accounted for most of the CPD clients served, at 63.5%, which decreased to 52.8% in 2022. The main reason for the decreased percentage of CSA clients out of the total clients served by CPD is due to the significant increase (78.4%) of clients to HCS. This is primarily due to the inclusion of funding to the 211 Broward helpline under HCS in 2022, which served 14,322 clients. HCS also partners with other local providers to deliver mental health services and domestic violence counseling.

Exhibit 58: Percentage of Women and Total Clients by Community Partnerships Division Section, 2021-2022

CPD Section	2021		2022	
	Female	Total	Female	Total
Homeless Initiative Partnership (HIP)	41.2%	10,988	41.8%	13,328
Children's Services (CSA)	48.0%	42,688	47.2%	41,996
Health Care Services (HCS)	62.9%	13,558	69.0%	24,190
Total	49.9%	67,234	52.9%	79,514

Source: Human Services Department, Broward County Government

In 2022, CPD increased the number of funded programs for various services, from 83 in 2021, to 104. Women were the majority of clients served by 48 (46%) of these programs in 2022. There was one CPD provider with services specific to women, Healthy Mothers Healthy Babies Coalition of Broward County. This nonprofit aims to strengthen families and improve birth outcomes in the underserved community and served 61 women in 2022 with BCG funding.

Women in Distress of Broward County (WID), a nonprofit organization, administered five CPD-funded programs, which served 382 clients in 2022. BCG is only one of WID's financial supporters. According to the organization's 2021/2022 Annual Impact Report, WID served 2,401 clients, providing 21,450 advocacy, counseling, and therapy hours.⁵⁷

Exhibit 59 shows the BCG-funded programs administered by Women in Distress and the respective clients. Of the 382 clients, 87.2% were women, of which 180 were domestic violence survivors who received counseling services.

Exhibit 59: BCG-Funded Programs Provided by Women in Distress, Broward County, FY 2022

Section	Program	Total	Female
Children's Services (CSA)	Behavioral Health-Mental Health Counseling	80	63.8%
Homeless Partnership (HIP)	Domestic Violence Emergency Shelter	74	75.7%
Homeless Partnership (HIP)	Case Management	32	96.9%
Homeless Partnership (HIP)	Rapid Re-Housing	16	93.8%
Health Care Services (HCS)	Domestic Violence Counseling Services	180	100.0%
Total		382	87.2%

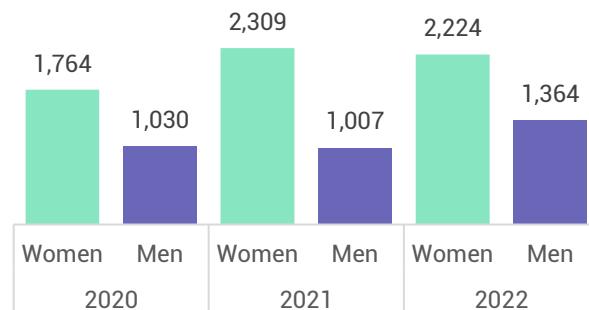
Source: Human Services Department, Broward County Government

Crisis Intervention and Support Division (CISD)

CISD provides administrative oversight and direct service support to three sections: Justice Services Section, Crisis/Counseling Section, and the Child Protection Team (CPT) and Medical Services Section. CISD manages the Crisis I, Crisis II, Counseling and CPT programs at the Nancy J. Cotterman Center (NJCC) building. The programs' primary responsibilities are to enhance the quality of life for survivors of sexual violence, child abuse, and human trafficking. NJCC houses the only Certified Rape Crisis Program and the only Accredited Child Advocacy Center in Broward County. CISD is the sole provider of forensic, medical and assessment services for child abuse victims and their families through CPT. Services provided at NJCC include but are not limited to medical exams, forensic and specialized interviews, accompaniment, advocacy, and crisis intervention.

The analysis of CISD presented in **Exhibit 60** and **Exhibit 61** show that the number and percentage of females served by all programs slightly decreased from 2021 to 2022.

Exhibit 60: Crisis Intervention and Support Division Clients Served by Gender, FY 2020-FY 2022



Source: Human Services Department, Broward County Government

Exhibit 61: Percentage of Women Served by Crisis Intervention and Support Division in FY 2021 and FY 2022

Program Name	2021	2022
CISD Counseling	85.5%	83.2%
CISD CPT	52.7%	52.2%
CISD Crisis I	85.5%	81.2%
CISD Crisis II	60.4%	58.0%
Total	69.6%	61.9%

Source: Human Services Department, Broward County Government

⁵⁷ Women in Distress of Broward County, Inc. https://www.womenindistress.org/wp-content/uploads/2022/12/2022-Annual-Report_FINAL_Single-page-1102.pdf

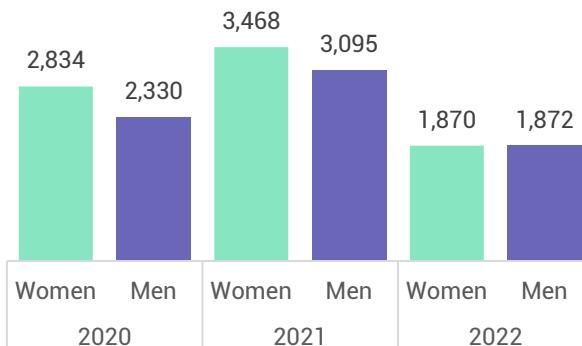
Across all programs, the majority of clients served by CISD were females. Female clients received 81.2% of the sexual violence services and 83.2% of the therapeutic services. Approximately 52.2% of underage clients, receiving assessment services for abuse, neglect, or abandonment by a parent or a caregiver, were female. Approximately 58% of clients receiving human trafficking case coordination were female.

Elderly and Veteran Services Division (EVSD)

EVSD provides a range of community-based initiatives designed to empower elders, veterans of all ages, and their families/caregivers, to improve their quality of life through services that promote self-sufficiency and allow aging in place.

As shown in **Exhibit 62**, in 2020, EVSD served 5,164 clients, of which 54.9% were women. In 2021, EVSD served 6,567 clients, of which 52.8% were women. In 2022, EVSD served 3,747 clients, of which 49.9% were women. In 2021 and 2022, EVSD percentage of women served slightly declined, by 2.1% and 2.9%, respectively. However, the number of clients served, both women and men, decreased by 46.1% and 39.5%, respectively, from FY 2021 to FY 2022.

Exhibit 62: Elderly and Veterans Services Division Clients by Gender, FY 2020-2022



Source: Human Services Department Broward County Government

The majority of the EVSD clients were served through the Community Care for the Elderly Program (33%) and the Veterans Services Program (31%). **Exhibit 63** shows 49.9% of the clients in the programs serving the elderly in 2022 were women; however, the Veterans Services Program reports only 25% of service recipients were women.

Exhibit 63: Elderly and Veteran Services Division Total Clients and Percentage of Women Served by Program, FY 2022

Program Name	Women %	Clients
Community Care for the Elderly Program	72.2%	1,236
Veterans Services	25.4%	1,173
BC Elderly and Veterans Services Program	42.3%	811
Community Care for the Elderly W/L Reduction Program	76.3%	177
Home Care for the Elderly	67.0%	176
Alzheimer's Disease Initiative Program	53.4%	103
EVSD Behavioral Health Program	40.0%	70
Assisted Living Waiver Program	100.0%	1
Total	49.9%	3,747*

Source: Human Services Department, Broward County Government

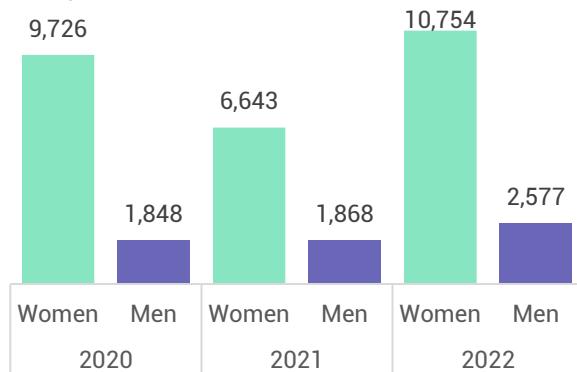
*Note The total count in this Exhibit shows five additional clients whose gender is unknown as compared to Exhibit 60

Family Success Administration Division (FSAD)

FSAD has four programs which provide emergency assistance and case management services to residents experiencing homelessness, evictions, foreclosures and loss of electric and water services. It also provides assistance with tuition, financial management, employment, transportation, nutrition, and childcare services. The four programs are Family Success Centers, Community Action Agency, Housing Options Programs, and Financial Capability Program.

Exhibit 64 shows the number and gender of clients served by FSAD. From 2020 to 2021, the percentage of women clients served decreased by 31.7%; however, the percentage then increased by 61.9% from 2021 to 2022. Women accounted for the majority of FSAD clients in all three years. The largest percentage of female clients served was in 2020 (84.0%), and the smallest was in 2021 (78.1%). In 2022, 80.7% of clients were women.

Exhibit 64: Family Success Administration Division Clients Served by Gender, FY 2020-2022



Source: Human Services Department, Broward County Government

As shown in **Exhibit 65**, 80.2% of clients across FSAD's seven programs were women. In 2022, the majority of clients served by FSAD received services from the Low-Income Home Energy Assistance Program (LIHEAP), and from the Emergency Rent Assistance Program (ERAP), in which 85.8% and 70.5% of clients were women, respectively.

Exhibit 65: Family Success Administration Division Clients and Percentage of Women Served by Program, FY 2022

Program Name	Women %	Clients
Low Income Energy Assistance Program (LIHEAP)	85.8%	8,145
Emergency Rental Assistance Program (ERAP)	70.5%	4,733
Community Services Block Grant (CSBG)	90.5%	283
Emergency Assistance (EA)	78.8%	146
Housing Options Program (HOP)	58.0%	88
Community Based Case Management Program	72.7%	11
Total	80.2%	13,406*

Source: Human Services Department, Broward County Government

*Note: The total clients count in this Exhibit shows 75 more clients than Exhibit 62. The gender of these 75 clients is unknown.

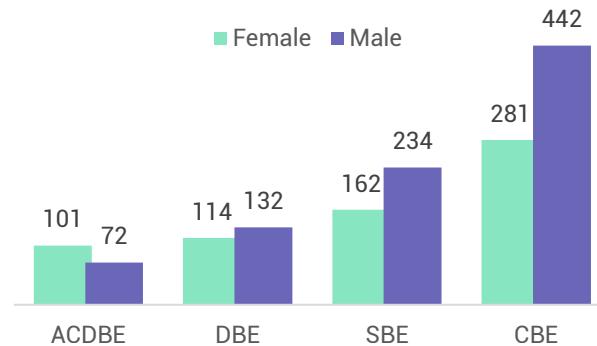
Services to Businesses

The BCG Office of Economic and Small Business Development (OESBD) provides certification services to local small businesses in order to bid on BCG procurement contracts with Small Business Enterprise (SBE), County Business Enterprise (CBE), Disadvantaged Business Enterprise (DBE) or Airport Concessions Disadvantaged Business Enterprise (ACDBE) program requirements. Certification in these programs also provides a gateway to other OESBD services that support the growth and sustainability of Broward County's business community.

BCG's long-running Minority and Women-owned Business Enterprise (MWBE) program established on July 13, 1993, was challenged in court and suspended in June 2007. Since 2007, there has been no local small business certification programs specifically supporting a minority and women program operated by BCG. However, BCG administers the federal Disadvantaged Business Enterprise (DBE) and Airport Concessions Disadvantaged Business Enterprise (ACDBE) Programs under the U.S. Department of Transportation, which are exclusively for minority and women-owned businesses participating in federally funded aviation and transportation projects. The current BCG small business program is substantially a locally based economic development program for small businesses that is race and gender neutral. The program provides opportunities for BCG to set participation goals or reserves for certified firms on BCG procurements. As required by the Broward County Business Opportunity Act, the CBE Program requires at least a 25% CBE participation goal on eligible BCG funded projects. Additionally, BCG has the SBE Program that allows BCG to reserve eligible projects under \$250,000 for certified SBE firms. These federally and locally certified businesses are only a small portion of the total number of vendors that participate in the BCG's procurement process. As of December 2022, BCG had over 20,000 registered vendors. BCG issued a total of 1,924 certifications to businesses that are listed in its local and federal directories (some firms may have more than one certification).

Of these 1,924 local and federal certifications issued to Broward County firms under the CBE, SBE, DBE and ACDBE programs, no gendered data was available for 15.4% (297) certifications. Of the remaining 1,627 certifications, 40.5% (658) were to women-owned businesses, and 5.5% (89) were to equally owned firms, as shown in **Exhibit 66** (women-owned businesses are considered enterprises in which women have 51% or more ownership).

Exhibit 66: Local and Federal Certifications Issued to Broward County Businesses by Program and Gender as of December 31, 2022 Certifications Issued to Broward



Source: Office of Economic and Small Business Development, Broward County Government

BCG did not historically collect ownership information such as gender for vendors participating in its procurement process. However, in April 2022, BCG began collecting ownership data for prime vendors bidding on BCG procurements. The data collected includes business owners' gender, race, and ethnicity, which now enables the analysis of contract awards to minority and women-owned firms. It is important to note that this data is available for prime vendors only and does not include subcontracted firms. As this disclosure was voluntary, over 50% of the owners did not provide information on their gender and race; therefore, these firms were recorded as "Did Not Report" or DNR.

Since data collection started for solicitations advertised beginning in April 2022, ownership information was submitted only for a limited number of procurements with awards completed by December 31, 2022.

During this time, there was a total of 162 prime vendor applicants for 89 awarded contracts totaling \$74 million (first year contract term). Of these 162 applicants, 62 (38%) did not respond to the gender question. Therefore, our analysis in **Exhibit 67** focuses on the remaining 100 applicants, of which 70 were men-owned businesses, 27 were women-owned and three had equal male-female ownership.

For this dataset, 42 contracts representing \$28.3 million (38% of total contract value during this time) were awarded. Of these, four contracts were awarded to women-owned firms receiving a total of \$881,750 and 35 contracts were awarded to men-owned firms receiving \$26,655,826. The remaining three contracts valued at \$776,479 went to firms with equal female-male ownership.

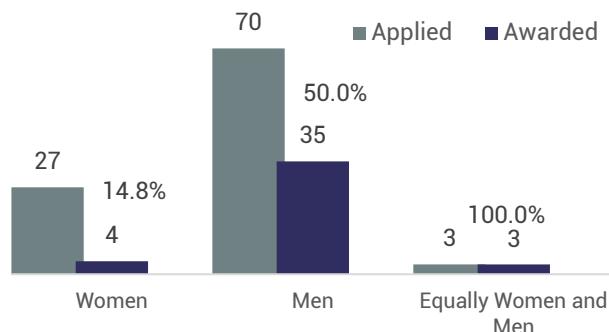
As shown below and in **Exhibit 67**, the percentage of applicants that were awarded contracts by gender is:

- 70 men-owned firms applied to bids and 35 were awarded contracts (50%);
- 27 women-owned firms applied to bids and four were awarded contracts (14%);
- Three equally owned firms applied to bids and three were awarded contracts (100%).

Additional details regarding the gender and race/ethnicity of vendor owners for these 42 awarded contracts are presented in **Exhibit 68**.

Exhibit 67: Gender of Business Owners for Contract Applicants and Awardees during April-December 2022

Exhibit 67: Gender of Business Owners for Contract

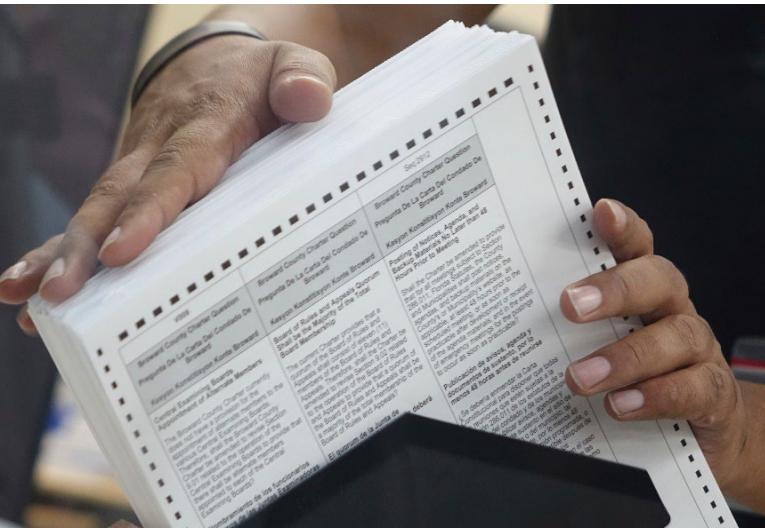


Source: Purchasing Division and Office of Economic and Small Business Development, Broward County Government

Exhibit 68: Number of Contracts and Contract Values Awarded by Broward County Government to Prime Vendors by Owner's Gender and Race/Ethnicity, Data Limited for the Ownership Reported During April-December 2022

Owner's Gender	Owner's Race and Ethnicity	Number of Contracts	Contract Values
Female-Owned	Asian (Not Hispanic or Latino)	2	\$273,615
	Black or African American (Not Hispanic or Latino)	1	\$69,875
	White	1	\$538,260
	Total Female-Owned	4	\$881,750
Male-Owned	Asian (Not Hispanic or Latino)	2	\$7,315,349
	Black or African American (Not Hispanic or Latino)	5	\$8,417,795
	Hispanic or Latino	12	\$3,823,720
	White	16	\$7,098,962
	Total Male-Owned	35	\$26,655,826
Equal Female-Male Ownership	DNR	1	\$16,979
	Hispanic or Latino	2	\$759,500
	Total Equal Female-Male Ownership	3	\$776,479
	Total	42	\$28,314,055

Source: Purchasing Division and Office of Economic and Small Business Development, Broward County Government



Broward County Elected Officials, Voter Registrations, and Advisory Boards

The presence of women in positions with decision-making responsibilities is an important indicator of their status and ability to participate, advocate, represent, and ultimately influence policies. The following section explores representation in positions with legislative and policy authority.

Within Broward County Government's (BCG) own governance, the proportion of women leaders has remained stable. After the 2022 elections, two of the nine Commissioners on the County's Board were female, the same as in the 2021 Report. The County Administrator, serving as the chief executive officer of BCG, is also a female. The following section explores representation at other elected and appointed positions representing Broward County residents. The data collection and analysis for the section on elected officials were completed by the FIU Metropolitan Center research team, using publicly available government sources, including BCG, the U.S. House of Representatives and Senate, the Florida Legislature, and the Broward League of Cities.⁵⁸

Elected Officials

The analysis of elected officials representing Broward County residents includes elected officials in the U.S. House of Representatives, the Florida Senate and House, County offices (Commissioners as well as the Sheriff, Property Appraiser, Clerk of Courts, and Supervisor of Elections), the Broward County School

Board, and municipalities. As of the conclusion of 2022, 37.9% of elected positions representing Broward County were women, similar to the 37% calculated in the 2021 Report.

Broward County has 31 municipalities with varying numbers of representations on their councils or commissions. Municipal officials account for most of the over 200 elected positions in Broward County. At the end of 2022, there were 57 women (36%) out of 160 municipal elected positions. As of the writing of this 2023 Report, some city councils (e.g., Pembroke Park, North Lauderdale) have open seats with pending elections; therefore, the proportion of elected women is calculated for the 160 occupied seats and excludes the three currently vacant positions. The 2021 Report presented a similar composition, with 60 women elected to municipal positions in 2020.

At the BCG level, as noted above, two of the nine County Commissioners are women, the same as in the 2021 Report. There are four other elected positions countywide, of which only one elected official is a woman – the Clerk of Courts. Voters elected men for the other three posts – Supervisor of Elections, Sheriff, and Property Appraiser.

School Boards typically underrepresent women.⁵⁹ In Broward County, before the 2022 election, all nine School Board members were women. However, following these elections, at the end of 2022, the School Board is almost evenly split between five women and four men. As shown in **Exhibit 69**, the Broward County School Board is the only local governing body with a majority of women.

Exhibit 69: Female Legislative Elected Official Representation in Broward County, December 2022

Government Type	Women	Men	% Women
Municipal	57	103	35.6%
County	2	7	22.2%
School Board	5	4	55.6%
State Legislative Officials	9	6	60.0%
Federal Legislative Officials	3	3	50.0%
Other	1	3	25.0%
Total	77	126	37.9%

Source: Research and Calculations by the Pérez Metropolitan Center

⁵⁸ Broward County, the U.S. House of Representatives <https://www.house.gov/>, U.S. Senate, <https://www.senate.gov>, the Florida Legislature, <http://www.leg.state.fl.us>, and the Broward League of Cities Membership Directory. (January 2023). <https://www.flipsnack.com/868AEE66AED/broward-league-of-cities-membership-directory-u8ev53uo7k/full-view.html>

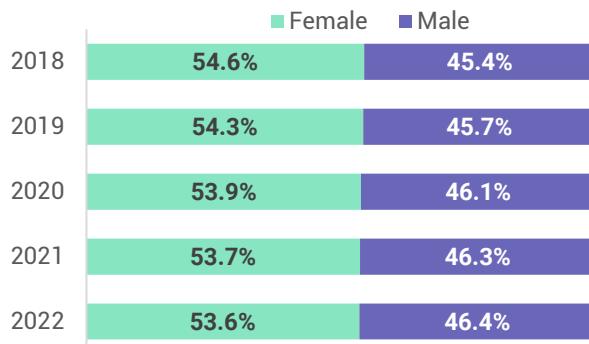
⁵⁹ National School Board Association. <https://www.nsba.org/ASBJ/2020/october/women-on-board>

The redistricting process following the 2020 U.S. Census led to fewer representatives elected by Broward County voters. At the federal level, Florida is represented by two male Senators, but in the U.S. House of Representatives, three of the four Broward County Representatives are women. In the Florida legislature, there are nine women and six men representing Broward. The 2021 Report showed eight women and eleven men for 2020. The districts of some of these representatives also include parts of Miami-Dade or Palm Beach counties.

Voter Registrations

The disparity in elected officials does not correlate with women's voter registrations. As women comprise a slight majority of the overall population, they also account for most voter registrations. However, **Exhibit 70** shows that the proportion of registered female voters has decreased over the past five years, from 54.6% in 2018 to 53.6% in 2022.

Exhibit 70: Broward County Voter Registrations by Gender, 2018-2022

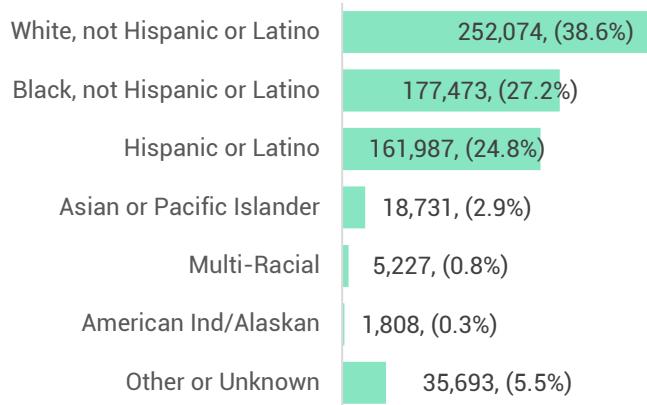


Source: Broward County Supervisor of Elections

The Broward County Supervisor of Elections Office provided voter registration data, representing total voter registrations for each year, as of December 31. As of December 31, 2022, Broward County had 652,993 female and 566,092 male voter registrations (these statistics may not reflect the actual number of eligible voters due to their choice to register as well as the changes that occur during the year, including relocation, death, and other factors).

In concurrence with the overall population distribution by race and ethnicity, the largest proportion of registered female voters is White, not Hispanic or Latino, women at 38.6% in 2022. For comparison, White, not Hispanic or Latino, women were 32.2% of the total female population aged 18 and older, according to the 2021 ACS 1-Year Estimates. However, voter registration trends show a gradual decline in this demographic, with the percentage of female voters from this racial group decreasing to 38.6% of registered female voters in 2022, down from 39.8% in 2018. **Exhibit 71** shows the second largest racial group among registered female voters in 2022 were Black, not Hispanic or Latino women, 27.2%, down from 27.8% in 2018. Conversely, there was an increase in the percentage of Hispanic or Latino female registered voters, from 23.9% in 2018 to 24.8% in 2022.

Exhibit 71: Broward County Female Voter Registrations by Race and Ethnicity, 2022



Source: Broward County Supervisor of Elections

Citizens Advisory Boards and Committees

BCG Intergovernmental Affairs/Board Section (IABS) is responsible for maintaining all records relating to advisory boards, commissions, and authorities that involve County Commission appointees. The purpose of appointments to County advisory boards is to encourage citizens' participation in government by creating forums for discussion and decision-making that are non-binding for the County Commission. Broward County citizens can serve in these positions after a qualification process and by County Commissioner appointment.

The 2021 and 2022 advisory board composition analysis is based on the demographic information that candidates for positions reported voluntarily. The analysis only includes occupied seats as of December 31 of the respective year. A significant percentage did not provide their race and ethnicity, or gender. For purposes of this 2023 Report, certain assumptions were made about gender and reviewed by IABS. According to IABS, as of December 31 of 2021 and 2022, Broward County had 66 advisory boards. The dataset in **Exhibits 72 and 73** only includes the 36 advisory boards, in which at least one-half of the members are appointed by the County Commissioners.

Exhibit 72 shows that the proportion of women serving on County advisory boards increased from 40.6% in 2020, to 41.1% in 2021 and to 44.5% in 2022. It should be noted that fluctuations in advisory board members are typical as the membership changes due to vacancies, resignations, or members' loss of qualifications, such as relocation.

Some of the advisory boards can vary significantly in the size of membership. For example, the Climate Change Taskforce has up to 25 members, while the Historic Preservation Board only had 2 members in 2021. In 2022, the 36 advisory boards had an average of 11 members.

The proportion of women appointees also varies by advisory board. **Exhibit 73** shows that 11 of the 36 advisory boards had 50% or more women as of December 31, 2022. On 15 of these 36 boards, women were equal to or less than 25% of the members. Eight of these 15 boards had no female representation.

Exhibit 72: Advisory Board Composition by Gender for Broward County Advisory Boards with at Least One-half of the Members Appointed by County Commissioners, as of December 31 of 2020-2022

Year	Women	Men	% Women
2020	190	278	40.6%
2021	122	174	41.1%
2022	177	220	44.5%

Source: Intergovernmental Affairs/Boards Section, Broward County Government

Exhibit 73: Women's Representation on Broward County Advisory Boards with at Least One-half of the Members Appointed by the County Commissioners, as of December 31, 2022

Advisory Boards	% Women
Commission on the Status of Women	93.8%
Library Advisory Board	87.5%
Broward Cultural Council	84.6%
Broward Housing Council	81.8%
Advisory Board for Individuals with Disabilities	70.6%
Children's Services Board	68.0%
Animal Care Advisory Committee	63.6%
Human Rights Board	60.0%
Tourist Development Council	60.0%
Community Action Agency Advisory Board	58.3%
Housing Finance Authority	50.0%
Climate Change Task Force	45.2%
Urban Wilderness Advisory Board	42.9%
Unsafe Structures Board	40.0%
Broward County Planning Council	35.3%
Broward Regional Health Planning Council	30.8%
Small Business Development Advisory Board	30.8%
Substance Abuse Advisory Board	30.0%
Affordable Housing Advisory Committee	28.6%
Bicycling and Pedestrian Advisory Committee	28.6%
Consumer Protection Board	26.3%
Central Examining Board of Engineered Construction Trades	25.0%
Marine Advisory Committee	25.0%
Parks and Recreation Advisory Board	25.0%
Courthouse Task Force Advisory Committee	22.2%
Central County Community Advisory Board	20.0%
Educational Facilities Authority	16.7%
Medical Marijuana Advisory Board	16.7%
Central Examining Board of Electricians	0.0%
Central Examining Board of General Construction Trades	0.0%
Central Examining Board of Liquefied Petroleum Gas Contractors	0.0%
Central Examining Board of Mechanical Contractors	0.0%
Central Examining Board of Plumbers	0.0%
Cocomar Water Control District Advisory Board	0.0%
Historic Preservation Board	0.0%
Living Wage Advisory Board	0.0%
Grand Total	44.5%

Source: Intergovernmental Affairs/Boards Section, Broward County Government

Broward County Government Employee Data

In 2020, Florida TaxWatch, an independent, nonpartisan, nonprofit taxpayer research institute and government watchdog, ranked Broward County Government (BCG) the fourth largest public employer in Broward County, behind the Broward County School Board, Memorial Health Care System and North Broward Hospital District.⁶⁰ The analysis in this section explores the composition of the BCG workforce using calendar year-end data provided by its Human Resources Division. The 2021 Report analyzed 2010-2020 employee data and the 2023 Report continues the assessment of gender representation and pay equity for the 2021 and 2022 calendar years (using data as of December 31 of each respective year stated) with references to changes and trends in employee composition. The dataset includes employee agency and division, position title, employment status, hourly and annual pay rates, date of employment, gender, race, and job family.

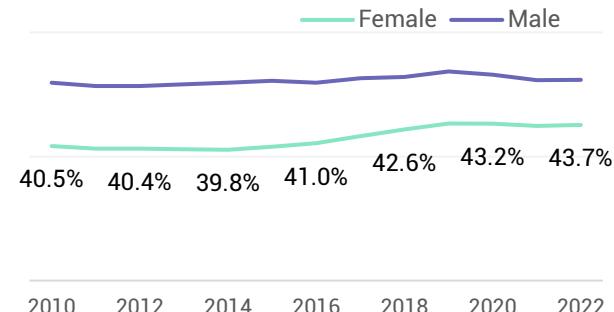
In recent years, the BCG workforce experienced fluctuations. In 2020, the workforce was 6,551 employees, which decreased by 4.4% to 6,263 employees in 2021. In 2022, there was an increase of 2.5% up to a total of 6,418 employees. As in previous years, most BCG employees work full-time: 91.4% in 2021 and 89.5% in 2022.

Gender Representation

Continuing the trends noted in the 2021 Report, which presented 2020 data, the BCG workforce remains predominantly male. However, the proportion of women has slightly increased, from 43.7% in 2020 to 44.0% in 2021 and 44.3% in 2022. For comparison, 47.5% of workers in 2022 in Broward County overall were women, as reported by the U.S. Census Bureau in the ACS 1-Year Estimates. Women are slightly less likely than men to hold full-time jobs in Broward County, 88.2% in 2022, compared to 90.6% of men.

Due to the minimal differences in full-time and part-time employment status between men and women in BCG, the following analyses compare pay and other characteristics by gender for full-time employees. In 2022, 2,509 female and 3,237 male employees worked full-time at BCG, with women representing 43.7% of total employees (**Exhibit 74**).

Exhibit 74: Broward County Government Employees by Gender and Percentage of Women, as of December 31, 2010-2022



Source: Human Resources Division, Broward County Government; calculations made by the Perez Metropolitan Center

The percentage of female employees has increased over the past decade. Broward County is now approaching the estimated proportion of full-time employed women in the area, 44.8% as of 2021, the most recent estimate available from the U.S. Census Bureau.

In the past two years, the proportion of female employees hired by BCG has increased, as shown in **Exhibit 75**. The wage gaps of new hires were 7.4% in favor of women in 2021 and 1.3% in favor of men in 2022.

Exhibit 75: Broward County Government Full-Time Female New Hires Percentage and Median Salary, as of December 31, 2021 and 2022

Hire Year	Female %	Median Salary	Wage Gap
2021	44.9%	\$49,423	-7.4%
2022	46.6%	\$49,147	1.3%
Total	45.9%	\$49,147	-1.5%

Source: Human Resources Division, Broward County Government

⁶⁰ Florida TaxWatch, 2020. <https://floridataxwatch.org/Research/Full-Library/ArtMID/34407/ArticleID/18865/Floridas-Top-Public-Employers-by-County>

As of December 31, 2022, 43.7% of full-time employees were women. **Exhibit 76** shows the largest number of current female (868) and male employees (1,003) were hired in the 2016-2020 period.

Exhibit 76: Number of Full-Time Broward County Government Employees by Year of Hire and Gender, as of December 31, 2022

Hire Period	Female	Male	% of Female Hires in Period
2021-2022	458	518	46.9%
2016-2020	868	1,003	46.4%
2011-2015	425	650	39.5%
2006-2010	184	350	34.5%
2001-2005	265	303	46.7%
2000 or earlier	309	413	42.8%
Total	2,509	3,237	43.7%

Source: Human Resources Division, Broward County Government

The analysis of the BCG employment data identified an uneven representation of women across job categories. The Human Resources Division classifies employees into eight categories of various professional levels referred to as 'job families'. As shown in **Exhibit 77**, as of December 31, 2022, the three job families with the largest number of total employees were Trades/Maintenance (1,677), Professional (1,447), and Administrative (1,098). Women were the majority of employees in the Administrative (73.0%) and Professional job families (54.0%). Women are 20.3% of Trades/Maintenance employees, of which women were the minority of employees in this job family.

Exhibit 77: Full-Time Broward County Government Employees by Job Family and Gender, as of December 31, 2022

Job Family	Total	Women	Men	% of Women
Administrative	1,098	801	297	73.0%
Professional	1,447	781	666	54.0%
Manager	686	326	360	47.5%
Director	116	43	73	37.1%
Supervisor	385	122	263	31.7%
Technician	293	79	214	27.0%
Executive	44	16	28	36.4%
Trades/Maintenance	1,677	341	1,336	20.3%
Total	5,746	2,509	3,237	43.7%

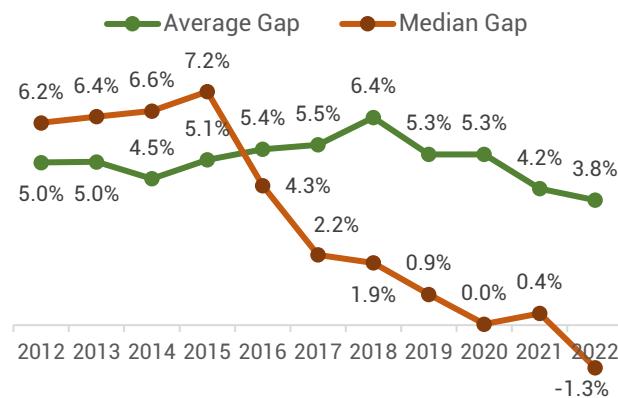
Source: Human Resources Division, Broward County Government

Overall Pay Gaps

While the 2021 Report identified small pay gaps between female and male employees when the total BCG workforce is considered, the analysis also showed a trend toward reducing disparities in pay for full-time employees. We focus on full-time employees who represent most BCG employees and will provide a more consistent analysis. The following analysis also looks at both median and average wages. Average wages are skewed by possible outliers (i.e., very high or very low salaries), while median wages represent the distribution of incomes more accurately as they correspond to the middle number in a list of sequentially ordered data.

The gender wage gap is defined as the difference between the median earnings of men and women, relative to the median earnings of men. A positive number signifies a gap in favor of men, while a negative number shows a gap favoring women. In 2022, the median wage of full-time employees was \$61,505 for women and \$60,172 for men. **Exhibits 78 and 79** show that in 2022, women's median wages were 1.3% higher than men's, while there was still a 3.8% gap in average wages favoring men.

Exhibit 78: Wage Gap by Inflation-Adjusted Average and Median Earnings for Full-Time Broward County Government Employees, 2012-2022



Source: Human Resources Division, Broward County Government; calculations made by the Perez Metropolitan Center

Exhibit 79: Inflation-Adjusted Average and Median Earnings by Gender and Wage Gaps for Full-Time Broward County Government Employees, 2012-2022, as of December 31 of Each Year

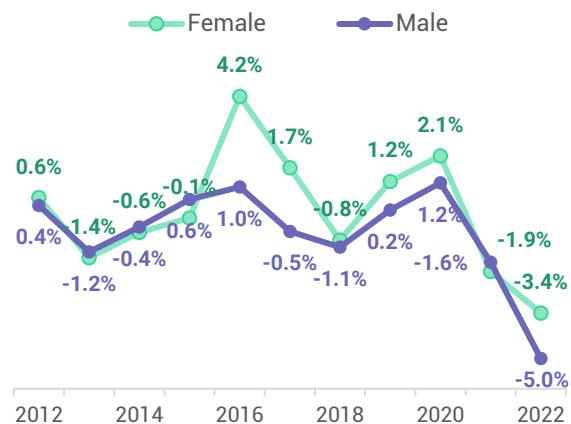
Year	Average			Median		
	Female	Male	Gap	Female	Male	Gap
2012	\$66,904	\$70,428	5.0%	\$61,061	\$65,113	6.2%
2013	\$65,922	\$69,409	5.0%	\$60,177	\$64,301	6.4%
2014	\$65,947	\$69,056	4.5%	\$59,838	\$64,058	6.6%
2015	\$66,112	\$69,653	5.1%	\$59,802	\$64,430	7.2%
2016	\$68,099	\$71,995	5.4%	\$62,291	\$65,084	4.3%
2017	\$68,124	\$72,126	5.5%	\$63,336	\$64,736	2.2%
2018	\$67,649	\$72,264	6.4%	\$62,811	\$64,038	1.9%
2019	\$68,982	\$72,806	5.3%	\$63,566	\$64,174	0.9%
2020	\$70,632	\$74,549	5.3%	\$64,893	\$64,914	0.0%
2021	\$71,242	\$74,363	4.2%	\$63,647	\$63,876	0.4%
2022	\$69,580	\$72,363	3.8%	\$61,505	\$60,712	-1.3%

Source: Human Resources Division, Broward County Government; calculations by the Pérez Metropolitan Center

BCG wages for women and men have not kept up with inflation in the past two years, on par with national trends.⁶¹ When adjusted for inflation, using 2022 denominated dollars, wages for both women and men have decreased year-over-year. **Exhibit 80** presents year-over-year wage changes by gender over the past decade. This longer-term comparison shows that despite annual fluctuations, in most years, wages generally kept up with inflation. However, from 2020 to 2022, both women's and men's inflation-adjusted median earnings declined, by 5.2% and 6.5%, respectively.

We cannot determine the root cause of these disparities between women and men, as changes in wages can be attributed to a combination of factors. Additional analysis of representation and gaps are presented in the following sections based on employee characteristics provided by BCG Human Resources Division, including year of hire, agency, gender, race, and job family.

Exhibit 80: Year-over-Year Wage Changes by Gender of Broward County Government Employees, 2012-2022 as of December 31 of Each Year (Inflation Adjusted, 2022 Denominated)



Source: Human Resources Division, Broward County Government; calculations made by the Perez Metropolitan Center, using the Consumer Price Index of the Bureau of Labor Statistics.

⁶¹ U.S. Bureau of Labor Statistics, Real Earnings Archived News Releases, December 2021 and December 2022. <https://www.bls.gov/bls/news-release/realer.htm>

Pay Gaps by Agency

BCG has 17 agencies and departments. **Exhibit 81** depicts how women's representation and median wage gaps for full-time employees vary across agencies and departments. In 2022, considering all positions in each agency/department, the largest pay gap (33.7%) for full-time female employees was in Finance and Administrative Services Department, with a 62.2% female workforce. This is the fourth largest BCG agency by employment.

In the third largest department by employment, Human Services, the gap was 3.1% in favor of men. In the second largest department, Public Works, women comprised the smallest percentage of employees but had 27.4% higher median earnings than men. In 2022, the largest BCG department, Transportation, had 1,201 full-time employees, of whom 35.3% were women. Their pay gap was almost negligible at 0.3%.

The agencies and departments in **Exhibit 81** are reflective of BCG's organizational chart. Some of these departments or agencies include multiple divisions/offices. For example, the Boards and Agencies Department includes Board of Rules & Appeals, Office of Inspector General, Planning Council, and Legislative Delegation. County Administration includes the County Administrator, Intergovernmental Affairs/Boards, Office of Economic & Small Business Development, Office of Management & Budget, Office of Public Communications, Public Communication, and Regional Emergency Services & Communications. County Commission includes offices of the County Commissioners, County Attorney, and County Auditor. Judiciary is included in the exhibit, as these are BCG-funded positions; however, BCG does not have any role in hiring of judicial employees.

Exhibit 81: Women's Representation and Median Wage Gaps for Full-Time Employees of Broward County Government by Agency/Department, as of December 31, 2022

Agency/Department	Total	% Women	Pay Gap
Finance & Administrative Services	516	62.2%	33.7%
Cultural	15	73.3%	27.5%
County Administration	191	53.9%	23.7%
Judiciary	36	63.9%	23.3%
Boards and Agencies	39	59.0%	23.2%
Resilient Environment	399	50.4%	14.6%
County Commission	129	53.5%	10.2%
Greater Fort Lauderdale Conventions & Visitor Bureau	38	76.3%	9.2%
Human Services	532	72.0%	3.1%
Transportation	1,201	35.3%	0.3%
Aviation	515	35.1%	-0.6%
Libraries	497	65.2%	-2.4%
Office of Medical Examiner & Trauma Services	44	68.2%	-2.8%
Parks	420	29.8%	-11.3%
Port Everglades	222	26.1%	-13.1%
Water & Wastewater Services	381	22.3%	-14.0%
Public Works	571	20.8%	-27.4%
Total	5,746	2,509	-1.3%

Source: Human Resources Division, Broward County Government; calculations by the Pérez Metropolitan Center

Pay Gaps by Year of Hire

The differences in median wages of current employees show the impact of recent hirings on the pay gap decrease. **Exhibit 82** analyzes the median wages for current employees (as of December 31, 2022) and shows pay gaps based upon year of hire. As shown, for employees hired in more recent years, the pay gap favors women.

Exhibit 82: Median Wage Gaps for Full-Time Employees of Broward County Government by Year of Hire and Gender, as of December 31, 2022

Year of Hire	Female	Male	Pay Gap
2021-2022	\$58,728	\$54,972	-6.8%
2016-2020	\$59,143	\$57,744	-2.4%
2011-2015	\$62,654	\$63,077	0.7%
2006-2010	\$72,828	\$67,439	-8.0%
2001-2005	\$67,596	\$67,723	0.2%
2000 or earlier	\$68,329	\$70,618	3.2%
Overall	\$61,505	\$60,712	-1.3%

Source: Human Resources Division, Broward County Government; calculations by the Pérez Metropolitan Center

Pay Gaps by Job Family

In 2022, in seven of eight job families, women's median earnings were lower than men's (**Exhibit 83**). The Executive job family was the only job family in which women's earnings were higher. There were 16 women and 28 men in this job family. There seems to be some correlation between representation and wage gaps. The two job families with the lowest proportion of women were Trades/Maintenance and Technician. These job families also had the largest wage gaps.

Exhibit 83: Median Wage Gaps and Proportion of Women for Full-Time Employees of Broward County Government by Job Family, as of December 31, 2022

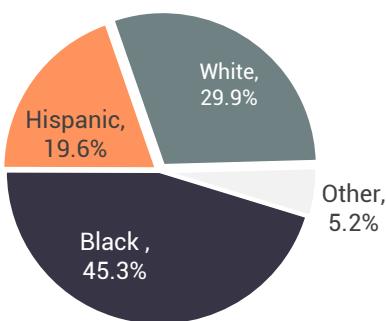
Job Family	Pay Gap	% Women in Job Family
Trades/Maintenance	27.7%	20.3%
Technician	11.6%	27.0%
Professional	8.8%	54.0%
Director	8.1%	37.1%
Manager	4.4%	47.5%
Administrative	4.2%	73.0%
Supervisor	3.8%	31.7%
Executive	-3.1%	36.4%

Source: Human Resources Division, Broward County Government; calculations by the Perez Metropolitan Center

Pay Gaps by Race and Ethnicity

The three dominant racial and ethnic groups in Broward County are represented in the full-time BCG workforce, but their proportions differ from the overall population. **Exhibit 84** shows a distribution of 19.6% Hispanic, 29.9% White, and 45.3% Black employees. By comparison, these three groups are represented in almost equal proportions in Broward County's population.

Exhibit 84: Broward County Government's Full-Time Employees by Race and Ethnicity, as of December 31, 2022



Source: Human Resources Division, Broward County Government; calculations by the Perez Metropolitan Center

When considering pay gaps, Asian women lagged further behind their male counterparts than any other group, by 12.6%. **Exhibit 85** shows median wages by race, ethnicity and gender, with the table arranged from the largest gaps between women and men, to the lowest. BCG has a total of 143 employees who identified as Asian, of whom 60 are women and 83 are men. Of the three largest racial and ethnic groups in the BCG workforce; Black women's median earnings were 1.2% higher than Black men's, Hispanic women earned 0.9% more than Hispanic men, and White women's earnings were 4.2% lower than White men's.

A full pay equity analysis requires factoring in employees' educational attainment and other vocational certifications in the pay gaps assessment. Human Resources Division states that such an analysis is currently underway.

Exhibit 85: Median Wage Gaps for Full-Time Employees of Broward County Government by Race, Ethnicity, and Gender, as of December 31, 2022

Race/Ethnicity	Female Count	Female	Male Count	Male	Pay Gap
Asian	60	\$66,724	83	\$76,360	12.6%
Pacific Islander	36	\$73,139	60	\$76,583	4.5%
Two or More Races	12	\$63,290	12	\$66,049	4.2%
White	630	\$69,912	1,087	\$72,990	4.2%
Hispanic	452	\$68,036	677	\$67,437	-0.9%
Black	1,305	\$59,512	1,299	\$58,816	-1.2%
Not specified	7	\$59,143	11	\$58,455	-1.2%
American Indian	7	\$75,008	8	\$60,387	-24.2%
Overall	2,509	\$61,505	3,237	\$60,712	-1.3

Source: Human Resources Division, Broward County Government; calculations by the Perez Metropolitan Center



Conclusions

The Status of Women in Broward County Report 2023 described in detail the current data on crucial factors that affect women's well-being. The metrics presented in this Report measure the focus areas identified in The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). CEDAW aims to ensure women's equal access to, and equal opportunities in, political and public life - including the right to vote and to stand for election -- as well as education, health and employment.⁶² In the spirit of CEDAW's conception of equality, the 2023 Report describes inequality in many areas as a way to raise questions about possible barriers in equality of opportunity. In 1999, the United Nations' Committee on the Elimination of Discrimination against Women (Committee), elaborated recommendations that would aim for substantive equality, and posited that "the position of women will not be improved as long as the underlying causes of discrimination against women, and of their inequality, are not effectively addressed." The Committee recommended that "the lives of women and men must be considered in a contextual way, and measures adopted towards a real transformation of opportunities, institutions and systems so that they are no longer grounded in historically determined male paradigms of power and life patterns."⁶³ In this concluding section of the 2023 Report, it is worth exploring some of these contextual factors that prevent greater progress towards the achievement of equality.

Education: In 2021, Broward women surpass men in overall educational attainment, with a higher

percentage of women (36.7%) than men (35.0%) having bachelor's degrees or higher. However, a greater percentage of men hold degrees that lead to high-earning occupations. The biggest disparity is in the science and engineering field, in which 44.4% of men and 27.8% of women hold bachelor's degrees. Conversely, 34.7% of women and 22.1% of men have degrees in the education, arts, and humanities fields. These differences are a factor in the resulting 22.2% earning gap between women and men with bachelor's degrees. Social stereotypes that preclude women from entering the Science, Technology, Engineering, and Math (STEM) fields, as well as persistent unequal treatment for those who pursue and achieve STEM degrees, continue to sustain the disparities. Despite girls performing equally to boys, or outperforming them in math in middle and high school test scores, parents and teachers steer girls away from STEM fields.⁶⁴ A 2018 report found that "more rapid and sustained progress in closing the gender gap in science, engineering, and medicine is jeopardized by the persistence of sexual harassment and its adverse impact on women's careers in our nation's colleges and universities."⁶⁵ Closing the STEM education gaps is conditioned on removing such contextual barriers.

Economic Development: The 2023 Report describes a higher Broward women's poverty rate (13.3%) as compared to men (11.9%), and an 11.4% wage gap for full-time workers. These disparities, as well as many others across family types, industry sectors and occupations, are a consequence of educational degree pathways, and they are also linked to broader structural issues and societal norms. Research has shown the presence of a "motherhood penalty" results in the widening of pay gaps for women with children. A 2017 study of U.S. Census Bureau researchers showed that the spousal earnings gap doubles between the two years before the birth of the first child and the year after that child is born.⁶⁶ The gender pay gap has also been labeled a "child care penalty"⁶⁷ because the increase in the pay gap coincides with the age at which women are

⁶² United Nations Women, <https://www.un.org/womenwatch/daw/cedaw/>

⁶³ General Recommendation No. 25, on Article 4, Paragraph 1, of the Convention on the Elimination of All Forms of Discrimination against Women, on Temporary Special Measures. <https://www.un.org/womenwatch/daw/cedaw/recommendations/General%20recommendation%202025%20%28English%29.pdf>

⁶⁴ American Association of University Women. (2015). The STEM Gap: Women and Girls in Science, Technology, Engineering and Mathematics. <https://www.aauw.org/resources/research/the-stem-gap/>; Title IX and 50: A Report by the National Coalition for Women and Girls in Education. (June 2022). <https://nwlc.org/wp-content/uploads/2022/06/NCWGE-Title-IX-At-50-6.2.22-vF.pdf>

⁶⁵ National Academies of Sciences, Engineering, and Medicine. (2018). Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine. Washington, DC: The National Academies Press. <https://doi.org/10.17226/24994>.

⁶⁶ Chung, YoonKyung et al. U.S. Census Bureau. (2017). The Parental Gender Earnings Gap in the United States. <https://www2.census.gov/ces/wp/2017/CES-WP-17-68.pdf>

⁶⁷ Kliff, Sarh. (Feb 18, 2018). A Stunning Chart Shows the True Cause of the Gender Wage Gap. <https://www.vox.com/2018/2/19/17018380/gender-wage-gap-childcare-penalty>; Whiting, Kate. (May 19, 2022). The Motherhood

more likely to have children under the age of 18 at home.⁶⁸ During the COVID-19 pandemic, women were more likely than men to reduce their work hours and sacrifice careers in order to provide child and elderly care.⁶⁹ A report of the Federal Reserve Bank of St. Louis, noted that “the U.S. child care industry may be small in terms of wages and jobs, but it has an outsize impact on the ability of parents to participate in the labor market”.⁷⁰

Health: Higher rate of health insurance coverage, lower death rate and higher life expectancy in comparison to men are notable outcomes that favor women. However, biological and social factors affect women different than men. In 2019, the most current year for which data is available, 18.1% of women and 19.0% of men did not see a doctor in the past year due to cost.⁷¹ Routine check-ups are an important mechanism for prevention and early detection of disease. For pregnant women, adequate care during and after pregnancy can improve maternal and infant health outcomes. The severe maternal morbidity rate, measured as complications during a delivery hospitalization, increased from 16.2 per 1,000 hospitalizations in 2019 to 17.8 in 2021. The higher maternal and infant death rates for Black and Hispanic families are linked to “variation in quality healthcare, underlying chronic conditions, structural racism, and implicit bias”.⁷² Poverty and lack of access to healthcare do not fully explain these disparities. Research has shown that “disparities in maternal and infant health persist even when controlling for certain underlying social and economic factors, such as education and income, pointing to the roles racism and discrimination play in driving disparities”.⁷³

Safety: The closure of public spaces, many offices and businesses, and social isolation seemed to have a positive effect on crime reduction in Broward. Both reported domestic violence and sexual violence offenses declined from 2019 to 2020. Broward County

had 5,598 domestic violence cases in 2020, the latest available year of data. The 2020 domestic violence rate per 100,000 people decreased by 1.3% from 2019 to 2020. The sexual violence rate per 100,000 population decreased by 15.6% for the same period. Reported offenses do not account fully for the actual crimes that occur. Local data is not available, but the National Crime Victimization Survey (NCVS), administered by the US Census Bureau under the Department of Commerce, shows higher crime occurrence than law enforcement statistics, estimating that in 2020, only about 40% of violent victimizations and 33% of property victimizations were reported to police. However, this report also shows a 22% decline in the total violent victimization rate from 2019 to 2020, consistent with the decline in the offense rate.⁷⁴ The report cited as reasons for underreporting fear of reprisal or getting the offender in trouble, believing that police would not or could not do anything to help, and believing the crime to be a personal issue or too trivial to report.⁷⁵ Social stigma and lack of supporting environments are some factors in underreporting. The Centers for Disease Control and Prevention (CDC) suggests these can be addressed by establishing supporting and proactive sexual harassment prevention policies, promoting social norms that protect against violence, and promoting healthy sexuality by discussing topics like sexual behavior, sexual communication, respect, and consent.⁷⁶

The implications of the discussion on the contextual factors that affect women across the United States are that solutions on the resulting inequities require substantial and sustained effort, and collaboration across levels of government and sectors. The reporting on the persistence of the challenges Broward County women and girls face is an important step that helps to monitor progress and assess how well we are doing as a community in addressing them.

Penalty: How Childcare and Paternity Leave Can Reduce the Gender Pay Gap. World Economic Forum.

<https://www.weforum.org/agenda/2022/05/reduce-motherhood-penalty-gender-pay-gap/>

⁶⁸ Kochhar, Rakesh. (2023). The Enduring Grip of the Gender Pay Gap. Pew Research Center. <https://www.pewresearch.org/social-trends/2023/03/01/the-enduring-grip-of-the-gender-pay-gap/>

⁶⁹ Kenny, Charles, and George Yang. (2021). The Global Childcare Workload from School and Preschool Closures During the COVID-19 Pandemic. Center for Global Development.

<https://www.cgdev.org/publication/global-childcare-workload-school-and-preschool-closures-during-covid-19-pandemic>

⁷⁰ Gascon, Charles S., and Devin Warner. (2022). Pandemic, Rising Costs Challenge Child Care Industry. Federal Reserve Bank of St. Louis.

<https://www.stlouisfed.org/publications/regional-economist/2022/jan/pandemic-rising-costs-challenge-child-care-industry>

⁷¹ Florida Department of Health, Florida Health Charts. <https://www.flhealthcharts.gov/charts/default.aspx>

⁷² Centers for Disease Control. (2022). Working Together to Reduce Black Maternal Mortality. <https://www.cdc.gov/healthequity/features/maternal-mortality/index.html>

⁷³ Hill, Latoya, Samantha Artiga, and Usha Ranji. (2022). Racial Disparities in Maternal and Infant Health: Current Status and Efforts to Address Them. <https://www.kff.org/racial-equity-and-health-policy/issue-brief/racial-disparities-in-maternal-and-infant-health-current-status-and-efforts-to-address-them/>

⁷⁴ Criminal Victimization, 2020. Bureau of Justice Statistics. <https://bjs.ojp.gov/library/publications/criminal-victimization-2020>

⁷⁵ Criminal Victimization, 2021. Bureau of Justice Statistics. <https://bjs.ojp.gov/library/publications/criminal-victimization-2021>

⁷⁶ Centers for Disease Control and Prevention. <https://www.cdc.gov/injury/features/sexual-violence/index.html>

Appendix A: Comparison of Select Metrics for Broward County, Miami-Dade County, Palm Beach County, Florida, and the United States

Category	Metric	Broward County			Miami-Dade County			Palm Beach County			Florida			United States		
		Women	Men	Difference	Women	Men	Difference	Women	Men	Difference	Women	Men	Difference	Women	Men	Difference
EDUCATION	Bachelor's Degree or Higher (2021)	34.8%	32.8%	-6.1%	33.1%	31.5%	-5.1%	37.5%	37.5%	0.0%	31.8%	30.2%	-5.3%	33.7%	31.1%	-8.4%
	Field of Bachelor's degree (2021)															
	Science and Engineering	27.8%	44.4%	37.4%	25.9%	41.6%	37.72%	24.4%	43.4%	43.73%	25.0%	41.8%	40.2%	28.0%	44.6%	37.2%
	Science and Engineering Related	13.3%	5.6%	-138.8%	13.6%	7.5%	-81.21%	12.1%	5.9%	-105.97%	14.4%	6.2%	-132.5%	13.4%	5.7%	-137.3%
	Business	24.3%	28.0%	13.3%	27.4%	29.2%	5.90%	21.6%	28.8%	24.99%	21.4%	28.0%	23.5%	17.2%	23.4%	26.3%
	Education	13.7%	4.9%	-179.9%	15.5%	4.4%	-250.48%	20.4%	4.6%	-344.00%	18.2%	5.6%	-224.0%	16.4%	5.4%	-204.4%
	Arts, Humanities, and other	21.0%	17.2%	-22.0%	17.5%	17.3%	-1.33%	21.6%	17.4%	-23.97%	21.0%	18.4%	-14.3%	24.9%	21.0%	-19.0%
	Earnings by Educational Attainment aged 25 and over (2021)															
	Less than high school graduate	\$19,721	\$26,568	25.8%	\$20,558	\$27,635	25.61%	\$22,242	\$29,585	24.82%	\$20,748	\$29,252	29.1%	\$21,337	\$32,247	33.8%
	High school graduate (includes equivalency)	\$27,245	\$36,793	26.0%	\$24,390	\$33,203	26.54%	\$27,250	\$35,243	22.68%	\$26,802	\$36,120	25.8%	\$27,912	\$40,889	31.7%
ECONOMIC DEVELOPMENT	Some college or associate's degree	\$33,183	\$45,014	26.3%	\$32,262	\$41,129	21.56%	\$34,108	\$44,457	23.28%	\$32,519	\$43,087	24.5%	\$34,340	\$50,174	31.6%
	Bachelor's degree	\$47,006	\$60,449	22.2%	\$43,813	\$53,436	18.01%	\$47,939	\$63,575	24.59%	\$45,845	\$61,840	25.9%	\$51,266	\$73,592	30.3%
	Graduate or professional degree	\$60,957	\$83,187	26.7%	\$60,533	\$82,671	26.78%	\$60,227	\$90,855	33.71%	\$59,116	\$84,191	29.8%	\$68,626	\$99,579	31.1%
	Labor Force Participation (2021)	77.2%	86.1%	10.3%	74.1%	83.3%	11.04%	76.5%	83.7%	8.60%	72.7%	81.1%	10.4%	73.7%	82.3%	10.4%
	Full-time Employment (2021)	64.3%	71.8%	10.4%	66.2%	74.2%	10.8%	63.2%	71.5%	11.6%	64.2%	72.5%	11.4%	60.6%	71.0%	14.6%
HEALTH	Earnings for Full-time Employed (2021)	\$45,692	\$51,584	11.4%	\$40,036	\$46,023	13.01%	\$46,212	\$52,492	11.96%	\$42,269	\$51,195	17.4%	\$49,532	\$60,775	18.5%
	Pay Gaps (2021)	11.4%			13.0%			12.0%			17.4%			18.5%		
	Insurance rate (2021)	88.4%	86.2%	-2.6%	87.4%	84.6%	-3.31%	88.8%	85.3%	-4.10%	89.2%	86.5%	-3.1%	92.4%	90.3%	-2.3%
	Maternal mortality per 100,000 live births (2021)	20.1			21.7			14.2			13.4			23.8		
	Infant mortality per 1,000 live births (2021)	5.27			3.99			4.97			5.9			5.4		
	Cancer Rate per 100,000 (2019)	395.8	372.9	-6.1%	448	382.1	-17.3%	414.5	401.9	-3.1%	484.6	432.2	-12.1%	290.4	308.7	5.9%
	% With Angina or coronary heart disease (2019)	3.3%	3.6%	8.3%	2.6%	6.6%	60.6%	5.0%	5.0%	0.0%	3.6%	5.7%	36.8%	4.2%	7.0%	40.0%
	% Told they have diabetes (2019)	12.7%	10.1%	-25.7%	9.6%	10.0%	4.0%	9.5%	11.7%	18.8%	10.7%	12.7%	15.7%	12.0%	14.0%	14.3%
	Hospitalizations with mental disorder (2021)	1094.2			1004			952.3			976.3			n/a		
	HIV Diagnosis Rate per 100,000 (2021)	13.5	54.5	75.2%	11.8	74.1	84.1%	10.8	33.2	67.5%	8.1	35.4	77.1%	4.5	21	78.6%
SAFETY	STD Diagnosis Rate per 100,000 (2021)	764.7	1085.6	29.6%	668.7	1047.2	36.1%	616.1	543.5	-13.4%	763.6	742.2	-2.9%	672.7	511.1	-31.6%
	Domestic Violence rate per 100,000 (2020)	289.7			267.2			297.2			492.2			258.5		
	Sexual Offense rate per 100,000 (2020)	30.6			33			35.9			39.7			38.4		
	Child abuse rate (5-11 years old) per 100,000 (2021)	322.7			146.6			320.5			539.9			725.1		
	Human Trafficking Cases (2021)	130			169			64 minors			1,876			10,359		

Sources For Counties And State: ACS 1-Year Estimates, U.S. Census Bureau; FL Health Charts, Florida Department Of Health; Florida Department Of Education; Florida Department Of Law Enforcement; Florida Department Of Children And Families; Broward County Sheriff's Office; Sources For The USA: ACS 1-Year Estimates, U.S. Census Bureau; Center For Disease Control And Prevention; CDC Surveillance Survey; World Cancer Research Fund International; Criminal Victimization, 2020, U.S. Department Of Justice; FBI Uniform Crime Reporting; U.S. Statistics, Minority HIV/AIDS Fund; Human Trafficking Facts, Polaris

Appendix B: Current Broward Behavioral Health Coalition, Inc. Provider Network

Archways, Inc.	Ft. Lauderdale Hospital
Banyan Health Systems	Gulf Coast Jewish Family and Community Services, Inc.
BCG Broward Addiction Recovery Division	Harmony Development Center
BCG Crisis Intervention and Supports Division	Henderson Behavioral Health, Inc.
BCG Elderly and Veterans Services Division	House of Hope, Inc.
Broward County Sheriff's Office	Kids in Distress, Inc.
Broward Health Medical Center	Memorial Healthcare System
Broward House, Inc.	Mental Health America of Southeast Florida
Broward Housing Solutions	NAMI of Broward County, Inc.
Broward Partnership for the Homeless, Inc.	Our Children, Our Future, Inc.
Camelot Community Care, Inc.	Silver Impact, Inc.
Care Resource	Smith Mental Health Associates, LLC
Children's Harbor, Inc.	South Florida Wellness Network, Inc.
Citrus Health Network, Inc.	SunServe
Covenant House Florida, Inc.	TaskForce For Ending Homelessness, Inc.
Evolution Treatment Center	The Chrysalis Center, Inc.
Fellowship House	The Village South
Fellowship Recovery Community Organization, Inc.	Tomorrow's Rainbow
FISP Florida	United Way of Broward County, Inc.
Foot Print to Success Clubhouse, Inc.	

Source: Broward Behavioral Health Coalition

Appendix C: BCG Human Services Department Total Clients and Percentages of Female Clients by Division and Type of Service, FY 2021 and FY 2022

FY 2021												
Agency	Community Partnership Division - CPD		Family Success Administration Division - FSAD		Elderly and Veterans Services Division - EVSD		Broward Addiction and Recovery Division - BARD		Crisis Intervention and Support Division - CISD		Total Clients of Service Type	% Female Clients by Type of Service
Type of Service	Total	Female%	Total	Female%	Total	Female%	Total	Female%	Total	Female%		
Advocacy	794	33.4%			1,023	22.9%			1,508	67.8%	3,325	45.8%
Case Management/Coordination	406	41.6%			5,467	58.6%			1,048	60.4%	6,921	57.8%
Detoxification, Outpatient, and Residential							3,238	30.8%			3,238	30.8%
Economic Stability	28	10.7%	8,824	70.8%							8,852	74.0%
Education	35,320	48.1%									35,320	48.1%
Health	12,292	62.3%									12,292	62.3%
Housing	10,991	41.4%	160	61.3%							11,151	41.7%
Independent Living												
Mental/Behavioral Health	6,413	55.9%			77	42.9%			764	85.5%	7,254	58.9%
Outreach												
Respite	990	30.7%									990	30.7%
Other												
Total	67,234	49.9%	8,984	73.9%	6,567	52.8%	3,238	30.8%	3,320	69.5%	89,343	52.5%

*Blank cells indicate the Division does not offer the indicated type of service.

Source: Human Services Department, Broward County Government

FY 2022

Agency	Community Partnership Division - CPD		Family Success Administration Division - FSAD		Elderly and Veterans Services Division - EVSD		Broward Addiction and Recovery Division - BARD		Crisis Intervention and Support Division - CISD		Total Clients of Service Type	% Female Clients by Type of Service
Type of Service	Total	Female%	Total	Female%	Total	Female%	Total	Female%	Total	Female%		
Advocacy	1,343	35.6%			1,173	25.4%			2,064	60.1%	4,580	44.0%
Case Management/Coordination	226	49.6%			2,504	61.7%			1,156	58.0%	3,886	59.9%
Detoxification, Outpatient, and Residential							2,312	28.6%			2,312	28.6%
Economic Stability	238	37.0%	13,318	80.4%							13,556	79.6%
Education	35,659	47.8%									35,659	47.8%
Health	24,866	68.1%									24,866	68.1%
Housing	3,548	46.7%	88	58.0%							3,636	47.0%
Independent Living	68	75.0%									68	75.0%
Mental/Behavioral Health	3,141	51.5%			70	40.0%			376	83.2%	3,587	54.6%
Outreach	8,133	40.8%									8,133	40.8%
Respite	856	30.0%									856	30.0%
Other	1,436	36.0%									1,436	36.0%
Total	79,514	52.9%	13,406	80.2%	3,747	49.9%	2,312	28.6%	3,596	61.8%	102,575	56.1%

*Blank cells indicate the Division does not offer the indicated type of service.

Source: Human Services Department, Broward County Government