



# County of Los Angeles CHIEF EXECUTIVE OFFICE

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KATHRYN BARGER  
Fifth District

December 26, 2019

To: Supervisor Kathryn Barger, Chair  
Supervisor Hilda L. Solis  
Supervisor Mark Ridley-Thomas  
Supervisor Sheila Kuehl  
Supervisor Janice Hahn

From: Sachi A. Hamai  
Chief Executive Officer

## **PROGRESS REPORT ON IMPLEMENTATION OF THE COUNTY'S WOMEN AND GIRLS INITIATIVE (ITEM NO. 9, AGENDA OF DECEMBER 13, 2016)**

On December 13, 2016, the Board of Supervisors (Board) unanimously adopted a motion by Supervisors Kuehl and Solis establishing the Los Angeles County Initiative on Women and Girls (WGI). The WGI is tasked with examining the systemic issues that lead to inequitable gender outcomes and recommending changes to improve the quality of life for women and girls in the County.

The motion calls for quarterly progress reports to the Board. This is the eighth report and covers the period from September through November of 2019.

### *Departmental Engagement*

The WGI's work during this period ranges from continuing collaboration and partnerships with County departments to institutionalize gender equity to promoting civic engagement by highlighting the centennial anniversary of the 19<sup>th</sup> Amendment's ratification. The work involved in these efforts is briefly described below:

### *Employee Climate Survey*

The WGI made significant progress concerning the research mission of the initiative during this quarter. The completion of the *Employee Climate Survey Analysis* is the most notable accomplishment, as it is the culmination of over a year of cross-departmental work and a first of its kind, Countywide employee climate survey. On November 26, 2019, the WGI released the *Employee Climate Survey Analysis* which highlighted findings from the five sections of the survey, along with recommendations based on the survey responses.

### *Increasing Women in Public Safety*

The WGI-headed multidisciplinary action team, charged with making recommendations to increase the number of women firefighters in the Los Angeles County Fire Department (LACoFD), continues to meet regularly. The team is thoroughly assessing recruitment practices based on the August 29, 2019 Fire Fighter Trainee examination. The team is also awaiting a proposal from a firm that will develop a strategic recruitment plan for LACoFD that will identify ways to increase female applicants. Interviews are being scheduled with consultants who responded to the team's Request for Statement of Qualifications to conduct a cultural assessment. The cultural assessment consultant will help identify opportunities and barriers to hiring and retaining female firefighters.

With regard to hiring in the Sheriff's Department, on July 18, 2019, the WGI engaged Justice & Security Strategies (JSS) to develop evidence-based practices for recruitment and hiring; review the application of Peace Officers Standards and Training (POST) standards; evaluate and critique marketing materials; make best practices recommendations; review the International Association of Police Chiefs' report with a gender lens; and issue a written report to the WGI and the CEO with recommendations to increase the recruitment, hiring, and retention of women in the Los Angeles Sheriff Department (LASD). JSS has been reviewing quantitative and qualitative data, meeting with LASD officials and other key stakeholders, conducting literature reviews, and visiting sites to fulfill their contract deliverables. The WGI expects a preliminary report from JSS in early 2020.

### *Improving the Justice System*

On November 14, 2019, the re-established Gender Responsive Advisory Committee (GRAC) held its first meeting after the Board appointed GRAC nominees in late September. The WGI Executive Director is the current GRAC co-chair and participates on the executive steering committee charged with making recommendations regarding existing and new jail facilities for women. A Director of Gender Responsive Services was hired and the Moss Group was engaged to develop a prioritized framework of gender responsive issues and a corresponding strategic implementation plan for the GRAC.

### *Gender Impact Analysis*

This quarter, the WGI generated a background research memorandum on the creation of a *Gender Impact Analysis* (GIA) tool for the WGI Governing Council (WGI GC). The WGI engaged the Office of the Chief Information Officer (OCIO) and completed a *Phase Zero* analysis. The goal of *Phase Zero* was to identify current County data collection protocols and limitations and to identify a pilot project that could explore the use of a GIA tool in County decision-making. The *Phase Zero* research confirmed that departments need education and training on applying a gender lens, standardizing data, and advertising the

importance of achieving the Board's goal of thoroughly assessing the County's abilities and deficits in ensuring gender equity, including an analysis of each department's impacts on women and girls. Based on these findings, the WGI and OCIO began work to design the *Phase One* project. *Phase One* will consist of three parts: 1) creating a toolkit to guide data collection and analysis, including governance; 2) building awareness and engagement around using a gender lens; and 3) developing a data inventory for the County to track gender equity in internal operations and service provisions.

#### *Community Outreach and Engagement*

The WGI, in collaboration with the Office for the Advancement of Early Care and Education, convened a focus group to learn about County employees' childcare options. The WGI also supported the Department of Parks and Recreation's October 5, 2019 Girls Empowerment Summit by connecting the planning committee with the Department of Consumer and Business Affairs and community organizations who presented to girls on topics ranging from financial literacy to healthy relationships.

#### *Los Angeles County Celebration of 100<sup>th</sup> Anniversary of Women's Suffrage*

On August 6, 2019, Supervisors Kuehl and Solis presented a scroll, a proclamation, and the *Centennial Celebration of the 19<sup>th</sup> Amendment – Women's Suffrage* motion to begin the County's celebration of the centennial of women's right to vote. The WGI and the Los Angeles County Commission for Women will promote women's civic participation by encouraging voter registration, registering households for the 2020 Census, and raising awareness of women's roles in Los Angeles County civic life over the last 100 years.

#### *Governing Council Updates*

On November 18, 2019, the WGI GC approved policy recommendations that will be formally presented to the Board in the WGI's March 2020 annual oral and written report. The Fifth District filled its WGI GC vacant position during this quarter, bringing the WGI GC to 15 members and filling all vacancies. In addition, The WGI GC's Community Engagement ad hoc committee began planning townhall meetings scheduled for 2020.

If you have any questions or need additional information, please contact me directly, or your staff may contact Abbe Land, Executive Director, Women and Girls Initiative, at (213) 974-4532 or via email at [aland@ceo.lacounty.gov](mailto:aland@ceo.lacounty.gov).

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c: Executive Office, Board of Supervisors  
County Counsel