



County of Los Angeles CHIEF EXECUTIVE OFFICE

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May 29, 2019

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

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 sixth report and covers the period from January through April of 2019.

Departmental Engagement

The WGI's work during this period ranges from collaborating with the departments to increase women's economic stability to supporting other areas of interest to the WGI. The work involved in these efforts is briefly described below:

Employee Climate Survey

The WGI, in collaboration with the Department of Human Resources (DHR) and County Counsel, successfully implemented the *Countywide Anonymous Employee Climate Survey*. The voluntary survey was launched on March 11, 2019 and closed on April 15, 2019. The purpose of the survey was to help the County understand the diversity of employees and some important aspects of their employee experiences. Over 36,000

employees took the survey, with 28 departments achieving over 30 percent participation. The WGI will compile a report of general and more specific departmental findings. This report will inform WGI evidence-based recommendations concerning employment policy within the County, as well as use the data to inform the response to the Board's April 23, 2019 motion, *Expanded Parental Leave Policy for County Employees*.

Increasing Women in Public Safety

The WGI prepared a Request for Qualifications to engage a consultant to study aspects of female recruitment and employment in the Los Angeles County Sheriff's Department. We expect to issue a report with recommendations and implementation strategies by the end of the calendar year. This report will complement the WGI's ongoing research concerning gender disproportionate employment within classifications. The WGI has identified 411 classifications where the position is occupied by 80 percent or greater of one gender. There are 204 female majority and 207 male majority 80/20 classifications.

In addition, the WGI is heading a multidisciplinary action team charged with making recommendations to increase the number of women firefighters in the Los Angeles County Fire Department by examining recruitment, the hiring process, and organizational culture.

Improving the Justice System

On February 12, 2019, the Board required the WGI's leadership role in the *Building a Gender-Responsive Justice System* and *Developing LA County's Plan for Justice-Impacted Women* motions. The WGI Executive Director participates on the steering committee charged with reestablishing the Gender Responsive Advisory Committee, hiring a Director of Gender Responsive Services, and making recommendations regarding existing and new jail facilities for women.

Gender Equity in Recruiting and Hiring

The WGI is working with the Internal Services Department to feature the *Guide to Gender Equity in Recruitment and Hiring*, which was produced by the WGI in partnership with DHR, as part of their newly designed website. The guide will be accessible to over 50,000 current and potential contractors. In addition, the WGI is in discussions with the California League of Cities and the California State Association of Counties to feature the topic of gender equity in the hiring process at upcoming conferences.

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Community Outreach and Engagement

On March 29, 2019, the WGI in partnership with the Los Angeles County Metropolitan Authority's Women and Girls Governing Council, hosted the first Girls Empowerment Summit. The event provided an opportunity for over 250 middle and high school age girls to learn about non-traditional career opportunities. The girls had the opportunity to hear from accomplished speakers and participate in workshops featuring professionals from the transportation industry.

Los Angeles County Celebration of 100th Anniversary of Women's Suffrage

The WGI is spearheading discussions to plan the County's celebration of Women's Suffrage Centennial. The WGI along with the Registrar-Recorder/County Clerk, LA County Library, Arts Commission, Natural History Museum, Los Angeles County Office of Education, and Los Angeles County Commission for Women, are working together to develop the overall branding, timeline, and County events that will showcase women's civic participation.

Governing Council Updates

This quarter, the WGI continued work to support the missions of the WGI Governing Council's (WGI GC) ad hoc committees. On March 29, 2019, the WGI's LA County Commissions ad hoc committee celebrated International Women's History Month by hosting the *County Commissioners Reception*. Over 30 commissioners attended the reception to learn about the WGI and network with other County commissioners. During the reception, attendees identified overlap between their commissions and the goals of the WGI as well as provided feedback on further collaborative efforts to ensure a gender lens drives the work going forward.

Staffing and Structure

The First District filled its WGI GC vacant position during this quarter, bringing the WGI GC to 14 members and leaving one vacancy to be filled.

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.

SAH:JJ:FAD
AL:NB:pp

c: Executive Office, Board of Supervisors
County Counsel