



**STATEMENT OF PROCEEDINGS FOR THE
REGULAR MEETING OF THE
WOMEN AND GIRLS INITIATIVE
GOVERNING COUNCIL
KENNETH HAHN HALL OF ADMINISTRATION
500 WEST TEMPLE STREET, ROOM 739
LOS ANGELES, CALIFORNIA 90012**

Monday, November 18, 2019

1:00 PM

Call to order and roll call (19-6622)

Chair Sharon Shelton called the meeting to order at 1:04 p.m. Dr. Jackie Filla called the Roll and noted a quorum was not present. Also present were Abbe Land, Executive Director, and administrative staff, Porsha Potts, Imelda Padilla, Nicole Bryant, and Marissa Ayala. Jennifer Baronoff, County Counsel.

Council Members Sandra Mendoza, Alice Petrossian, and Kafi Blumenfield joined the meeting at 1:07, and 1:09 p.m. respectively to establish a quorum.

Present: Chair Sharon Shelton, Vice Chair Wendy Greuel, Kafi Blumenfield, Perla Hernandez-Trumkul, Chris Hershey, Sandra Mendoza, Alice S. Petrossian, Dr. Carmen Schaye, Kathy Spillar and Jane Templin

Absent: Araceli Campos, Anita DeFrantz, Bea Stotzer and Angela Underwood-Jacobs

I. ADMINISTRATIVE MATTER

- 1. Recommendation: Approval of the Minutes of October 28, 2019 (19-7323)**

On motion of Council Member Jane Templin, seconded by Council Member Dr. Carmen Schaye and unanimously carried (Council Members Araceli Campos, Anita DeFrantz, Bea Stotzer, and Angela Underwood-Jacobs being absent), the minutes from the meeting of October 28, 2019 were approved.

Attachments: [SUPPORTING DOCUMENT](#)

II. PRESENTATION

2. Elba Higueros, Chief Policy Officer, Metro - Update on Metro's Women & Girls Initiative (19-6760)

Elba Higueros, Chief Policy Officer, Los Angeles County Metropolitan Transportation Authority (Metro), leads Metro's Women and Girls Governing Council that was established in 2017 consisting of 60 women and men who meet monthly. Their gender lens is divided in three areas, Metro as an employer, service provider and catalyst for economic development. Since 2017, Metro has created 21 initiatives with developed business cases and conducted an eight-month study to understand how women utilize Metro. Metro's Council also partnered with the County's Women and Girls Governing Council (WGI) to host the First Girls and Women Empowerment Summit which will become an annual event.

Chair Sharon Shelton thanked Ms. Higueros and invited her back to present statistical data Metro's Council gathered for possible inclusion in WGI's report.

Member of the public, Genevieve Clavreul, addressed the Women and Girls Initiative Governing Council.

III. RECOMMENDATIONS

3. a. Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)

Discussion and possible action to adopt recommendation for WGI to work with Human Relations Commission and Los Angeles County Commission for Women on joint recommendation to the Board of Supervisors

- b. Revisiting the Strategic Framework

Finalize Potential Board Recommendation Areas and Gender Equity Mandate Plan

- c. Ad-Hoc Committees

- a) Continue for one year
Increasing Women in Los Angeles County Sheriff and Fire Departments
- b) Discuss the establishment of new Ad Hoc Committees (19-4775)

- a. **Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)**

Following Executive Director Abbe Land's update, on motion of Council Member Kafi Blumenfield, seconded by Council Member Wendy Greuel and unanimously carried, the WGI Governing Council approved working in collaboration with the Los Angeles County Commission for Women and the Human Relations Commission to develop a recommendation to the Board of Supervisors to support the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW).

Chair Sharon Shelton welcomed recently appointed Council Member Jennifer Quan, Fifth Supervisorial District, who will join WGI in January 2020. She is the Regional Public Affairs Manager for the League of California Cities.

b. Revisiting the Strategic Framework

Executive Director Land summarized matters pertaining to the Strategic Framework based mostly on discussions held at the retreat. She provided an overview of Strategic Framework format and structure outlined in a five-page document. Also, she reviewed the goals and objectives not yet addressed in the Strategic Framework which requires the WGI Governing Council to discuss prior to taking any action.

Following the discussion, it was suggested that the potential Board recommendations be reworded to, "Create a Career Development Program..." while using the statement "Educational Reimbursement" as one of its strength and "Create Pathways for Girls in Great Need of Support which will include foster care, homelessness, juvenile justice system, etc...."

Consultant Dr. Jackie Filla who spoke on behalf of Nicole Bryant, reported that County Departments are excited about the mandate to apply a gender lens. However, there is a need for departmental information/resources on how to meet the mandate. The WGI staff talked to departments to explain what is needed from them and how they fit. Identifying the tools needed to impact service delivery, explaining what gender equity should look like, and customizing information suitable for the County was also discussed. Dr. Filla reported that the mandate is in line with the Board of Supervisors' mandate for public accountability which should allow for systems to be designed that would easily collect data supporting the gender equity mandate.

Dr. Filla reported that the Chief Executive Office and Chief Information Office support systematizing data collection. She suggested the steps necessary for successful data collection are:

- **Creating data inventory tool kit**
- **Creating work groups to determine what exist in order to apply it in the county**
- **Providing opportunities to be create systematic pilot projects**
- **Inviting WGI to create and promote an awareness campaign supporting the gender equity mandate.**

Executive Director Land reiterated that the recommendations to the Board of Supervisors will include career development, operational pathways for at-risk girls, and having economic development utilize a gender equity mandate for their reports.

On motion of Council Member Jane Templin, seconded by Chris Hershey, and unanimously carried, to support the revised recommendations and for the WGI Governing Council to further develop the recommendations that will be submitted to the Board of Supervisors.

c. Ad Hoc Committees

On motion of Kathy Spillar, seconded by Alice Petrossian and unanimously carried, the WGI Governing Council approved continuing the Increasing Women in Los Angeles County Sheriff and Fire Departments Ad-Hoc Committee for an additional year. Seated on the Ad-Hoc Committee have been Council Members Kathy Spillar, Alice Petrossian, Araceli Campos and Wendy Greuel.

Executive Director Land reported the 100 Year Anniversary Ad-Hoc Committee will sunset in 2020, the newly established Community Engagement Committee will be for one year and the remaining ad-hoc Committees have sunset. Staff will submit recommendations in January 2020 if additional ad-hoc committees are needed.

Attachments: [SUPPORTING DOCUMENT](#)
[SUPPORTING DOCUMENT](#)
[SUPPORTING DOCUMENT](#)

IV. REPORTS

- 4. a) 100th Anniversary**
- b) Community Engagement**
- c) Increasing Women in Los Angeles County Sheriff and Fire Departments (19-7324)**

a) 100 Year Anniversary

Imelda Padilla, Community Engagement and Outreach Consultant, displayed a sticker with the logo of the 100th anniversary celebration. The WGI Departmental Working Group met today and enthusiastic County departments expressed plans to integrate the celebration in their existing programs. Deliverables and a calendar of events will be show-cased at the January 2020 kick-off of the year-long celebration. She also highlighted some of the events that will be held throughout Los Angeles County. A commemoration acknowledging the celebration was also discussed. The next meeting of the 100th Anniversary Committee will be December 12, 2019.

b) Community Engagement

Imelda Padilla thanked the Community Engagement Ad Hoc Committee for their hard work in setting goals for the next set of the WGI Townhall meetings. She reported that the next steps will be to get input from the Board of Supervisors regarding the townhalls.

Chair Sharon Shelton asked Council Members to submit names of organizations for inclusion in upcoming community engagement activities.

Chair Sharon Shelton announced the following:

- Chair Shelton was pleased to represent the WGI Governing Council as a guest speaker at the Los Angeles Commission on the Status of Women's November 15, 2019 meeting where she shared the WGI Governing Council's highlights including the Guide to Promoting Gender Equity in Recruitment & Hiring.**
- On November 21, 2019, the Department of Public Works will host the Los Angeles County Women's Leadership Conference 2019 at the Pasadena Convention Center.**
- The WGI Governing Council's Progress Report will be disseminated to Council Members by mid-December for review and advisement.**
- On November 6, 2019, Executive Director Land received the Leadership Award at the Employee Round Table of Southern California 2019 Annual Conference & Awards Luncheon.**

She also thanked staff for their hard work and outstanding diligence in providing support to the WGI.

Executive Director Land announced Supervisor Kathryn Barger will become Chair of the Board of Supervisors on December 3, 2019.

In addition, it was announced that Kafi Blumenfield was elected to serve as Chair of the Board for the James Irvine Foundation.

c) Increasing Women in Los Angeles County Sheriff and Fire Departments

Council Member Kathy Spillar reported that an engaged consultant has worked with the WGI Governing Council to gather data from the Los Angeles Sheriff's Department on its recruitment, hiring, and retention practices of women. Preliminary findings indicate challenges at every stage of the recruitment and hiring processes. The final report from the consultant will be completed in early 2020 for presentation to the WGI Governing Council.

Member of the public, Genevieve Clavreul, addressed the Women and Girls Initiative Governing Council.

In response to Council Member Jane Templin's question, the outcomes from the County-wide Employee Climate Survey will be presented in January 2020.

V. MISCELLANEOUS

Public Comment

- 5. Public Comment (Time Allotted: Two Minutes) (19-7325)**

No public comments were given.

Adjournment

- 6. Adjourn to Monday, January 27, 2020 (19-7326)**

The meeting was adjourned at 2:53 p.m. to the next meeting scheduled on January 27, 2020.