



# County of Los Angeles CHIEF EXECUTIVE OFFICE

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FESIA A. DAVENPORT  
Chief Executive Officer

September 7, 2021

To: Supervisor Hilda L. Solis, Chair  
Supervisor Holly J. Mitchell  
Supervisor Sheila Kuehl  
Supervisor Janice Hahn  
Supervisor Kathryn Barger

From: Fesia A. Davenport  
Chief Executive Officer

Board of Supervisors  
HILDA L. SOLIS  
First District

HOLLY J. MITCHELL  
Second District

SHEILA KUEHL  
Third District

JANICE HAHN  
Fourth District

KATHRYN BARGER  
Fifth District

## **PROGRESS REPORT ON IMPLEMENTATION OF THE LOS ANGELES COUNTY INITIATIVE ON WOMEN AND GIRLS (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 Los Angeles County (County).

The motion calls for quarterly progress reports to the Board. This is the thirteenth report and covers the period from May 2021 through August 2021.

### *Gender Impact Assessment*

The Gender Impact Assessment (GIA) project reached an important milestone this quarter. The Phase II Pilot Projects with the Departments of Human Resources (DHR), Consumer and Business Affairs, and Children and Family Services were completed in August 2021. Pilot departments assisted WGI to determine the best strategy for the application of best practices Countywide and reviewed and refined toolkit materials, data collection templates, and training documents. Next steps for Phase II are the final production of all toolkit and training documents and creation of a GIA internet portal.

### *Employee Climate Survey*

As an update to the *2019 Countywide Anonymous Employee Climate Survey*, the WGI worked with DHR to follow up on key survey findings and collaborated with the department to develop the *A Closer Look* report, which was submitted to the Board in March 2021. Since March, DHR has moved forward on recommendations, including the need to better inform employees about protected leaves, and collaborated with the Internal Services Department to create a static mailbox for each department's protected leave personnel. In addition, the 2022 Annual Protected Leaves Symposium for Countywide Leave Coordinators is on track for January, and WGI will be featured on the agenda to kick off the Family Friendly Certification program.

The *2021 Countywide Anonymous Employee Climate Survey* successfully concluded on June 11, 2021. Notably, this year's response rate was 42.2 percent, which was a significant increase from the previous survey's response rate of 35 percent. The WGI, in consultation with DHR and County Counsel, has begun analyzing survey responses and anticipates the completion of the final report for submission to the Board in October 2021.

### *The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)*

On July 13, 2021, the Board moved that County Counsel report back with a draft CEDAW ordinance to align with the operative principles of CEDAW and help promote gender equity and/or prevent discrimination against women within the County. In the coming quarter, the WGI will work with County Counsel as they draft the ordinance, and will likewise work on the Board's directive to report thereafter with an implementation plan.

### *Economic Resiliency and Mobility*

The COVID-19 pandemic further illuminated the urgency to understand the economic resiliency of women in the County and refocused the WGI's attention on economic outcomes, especially for women of color. This quarter, the WGI began investigating how the County applies a gender lens to economic recovery efforts; County-led loans, grants, and investments; childcare infrastructure; employment; and the application of flexible post-pandemic work arrangements. The WGI began production of a report using existing data sources from select County departments. The available data, disaggregated by gender, will be used to highlight which data are useful and identify missing data that could help with making informed decisions about programs and services that build the economic capacity of women.

This quarter, the WGI achieved last year's goal to include disaggregated gender data in economic reports. By working with the Chief Executive Office's (CEO)

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Economic Development and Affordable Housing Branch, gender data was included in the Fiscal Year 2019-20 *Economic Development Scorecard*, which was submitted to the Board on August 4, 2021. The WGI will build on this work with the goal of increasing the categories for where gender data is captured and reported in future economic scorecards.

#### *Department Head Working Group*

The WGI worked with Department Heads to ensure that they were able to meet their Management Appraisal Performance Plan (MAPP) goal to implement at least one strategy that strengthens their department's capacity to collect and track data outcomes by gender. These strategies closely align with Countywide efforts to increase representation of women in non-traditional careers and management-level positions; ensure equitable distribution of contracts awarded; and reduce disparities in health and mental health care, among other important areas of focus. The Chief Executive Officer will review the goals during the annual MAPP performance evaluation period.

#### *Achieving Gender Parity in the Los Angeles County Sheriff's Department (LASD)*

The WGI Governing Council (GC) received and filed the Justice & Securities Strategies, Inc., report, *Recruiting, Hiring, and Retaining Women in the Los Angeles County Sheriff's Department*. The report contains recommendations for increasing women representation in LASD and was submitted to the Board on July 21, 2021, for review and consideration.

#### *Governing Council Updates*

The WGI GC's August 2021 meeting was cancelled; however, the work of the At-Promise, Community Engagement and Homeless Women Ad Hoc Committees continued. In addition, the Ad Hoc Committee began drafting the Final Report to be submitted to the Board in March 2022. The report will contain the impact that the WGI has had on County operations and services, various WGI contributions to Countywide initiatives, recommendations for the future, and a call to action to maintain a gender lens in every aspect of service and program delivery going forward.

Should you have any questions concerning this matter, please contact me or Abbe Land, WGI Executive Director, at (213) 332-4942 or [aland@ceo.lacounty.gov](mailto:aland@ceo.lacounty.gov).

FAD:JMN:TJM  
AL:AW:pp

c: Executive Office, Board of Supervisors  
County Counsel