



# County of Los Angeles CHIEF EXECUTIVE OFFICE

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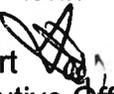
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October 7, 2020

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

From: Fesia A. Davenport   
Acting Chief Executive Officer

## **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 the County of Los Angeles (County).

The motion calls for quarterly progress reports to the Board. This is the tenth report and covers the period from May 2020 through August 2020.

### *Engagement During COVID-19*

The COVID-19 pandemic is an unprecedented global health crisis. While there is little comparable data to predict the social and economic impacts related to this pandemic, we know that times of crisis often exacerbate gender inequities. Thus, the WGI's work remains important. During this period, the WGI's work ranged from increasing collaboration and partnerships with County departments, to taking preliminary steps toward institutionalizing Countywide gender equity through data collection. The work involved in these efforts is briefly described below.

### *Improving the Justice System for Girls*

On June 1, 2020, the WGI Governing Council (WGI GC) created the Operational Pathways for At-Promise Girls ad hoc committee. The ad hoc committee is collaborating with the Commission for Children and Families to develop impactful projects focused on

addressing the lack of intersectional data around girls in juvenile halls and camps, and the over-discipline of girls of color in schools.

### *Gender Impact Assessment*

This quarter, the WGI continued work toward developing a *Gender Impact Assessment* (GIA) tool with the Office of the Chief Information Officer (OCIO), which is now in *Phase One*. The timeframe for *Phase One* of the GIA was delayed to accommodate GIA Department Workgroup members' schedules, as the members adjusted to working conditions under the COVID-19 pandemic. Beginning in May 2020, the WGI convened the Workgroup five times to introduce GIA concepts and review nine potential components from existing best practices. Department liaisons considered how a proposed component would improve gender equity, the feasibility of adoption, toolkit items needed for success, and projected implementation timeframes. Results from these meetings and follow-up surveys were analyzed. In addition, the WGI and OCIO began the initial phase of department interviews to determine possible pilot projects. The interview responses provided insight on departments' logistical readiness, including staff availability and established data systems. Based on this data, the WGI and OCIO will identify potential pilot projects and make recommendations on which components to include in the Countywide GIA. In the next quarter, the WGI will develop toolkit components and present the *Phase One* outcomes to the WGI GC.

### *Community Outreach and Engagement*

During this quarter, the WGI hosted two virtual town hall meetings. On August 19, 2020, the WGI held the first virtual meeting titled, *How Can the County Improve Services for Women and Girls of Color Given All We've Witnessed in 2020?* On August 26, 2020, the WGI held the second virtual town hall meeting titled, *How Does What We've Lived in 2020 Impact the Future Economy and Women in the Workforce?* Each town hall meeting featured a panel of experts, as well as a listening panel comprised of County department representatives. The WGI will hold three additional town hall meetings in the next quarter. Topics for the town hall meetings will include, the impact of the COVID-19 pandemic on older women, the impact of intimate partner violence on homelessness, and the role of County government in a post-COVID-19 pandemic world. The information gathered at the meetings will inform recommendations for the WGI's next annual report to the Board.

During this quarter, the WGI conducted a series of virtual employee focus groups as a follow-up to the 2019 *Employee Climate Survey Analysis*. The first two sets of focus groups helped the WGI gather information on respondents' attitudes, feelings, and experiences related to family-friendly work environment and childcare needs of County employees. A third set of focus groups on mentorship opportunities in the County concluded in September 2020.

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

August 18, 2020 marked the 100<sup>th</sup> anniversary of the ratification of the 19<sup>th</sup> Amendment, guaranteeing women's right to vote. Although the COVID-19 pandemic impacted the WGI's ability to hold and highlight in-person events, the WGI, nevertheless, fulfilled its tasks outlined in the *Centennial Celebration of the 19<sup>th</sup> Amendment – Women's Suffrage* Board motion, which declared August 2019 through August 2020 as the official timeframe for the County to celebrate the passage of the 19<sup>th</sup> Amendment. To celebrate the centennial, the WGI, along with the Registrar-Recorder/County Clerk, LA County Library, Department of Arts and Culture, Natural History Museum, Los Angeles County Office of Education, and Los Angeles County Commission for Women, created a number of resources, including featuring education and voter registration resources on the WGI's website. All County departments made plans to highlight the centennial. For example, the Department of Arts and Culture conducted a competition to develop commemorative art, and the Natural History Museum debuted a virtual exhibit *Rise Up L.A.: A Century of Votes for Women*. The WGI will release a comprehensive report of the yearlong accomplishments this fall.

### *Governing Council Updates*

On February 20, 2020, the WGI disseminated the second annual written report to the Board. In light of the COVID-19 pandemic, the WGI's scheduled oral presentation was postponed and ultimately cancelled. During this quarter, all WGI GC meetings were held virtually. On August 24, 2020, the WGI GC elected a new Chair and the Vice Chair was reappointed. The WGI GC also entered into a partnership with the University of Southern California's Equity Research Institute for one of the institute's inaugural studies. The study's goal is to apply a gendered lens to the understanding of economic resilience following the devastating impact of the COVID-19 pandemic on Los Angeles' economy, which has disproportionately impacted women.

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

FAD:JMN:TJM  
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c: Executive Office, Board of Supervisors  
County Counsel