



# County of Los Angeles CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration  
500 West Temple Street, Room 713, Los Angeles, California 90012  
(213) 974-1101  
<http://ceo.lacounty.gov>

SACHI A. HAMAI  
Chief Executive Officer

Board of Supervisors  
HILDA L. SOLIS  
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MARK RIDLEY-THOMAS  
Second District

SHEILA KUEHL  
Third District

JANICE HAHN  
Fourth District

KATHRYN BARGER  
Fifth District

December 6, 2018

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. Over the course of five years, the WGI will conduct:

1. A Countywide study of the unique ways in which women and girls are impacted by the policies, programs, services, collaborations, and other actions undertaken by the County;
2. A thorough assessment of the County's recruitment, hiring, retention, promotion, testing, evaluation, and other Human Resources policies to ascertain any disparate impacts they may have on women; and
3. A thorough assessment of the County's abilities and deficits in ensuring gender equity, including an analysis of each department's programmatic impacts, positive and negative, on women and girls in the County.

The motion calls for quarterly progress reports to the Board. This is the fifth report and covers the period from September through November of 2018.

On October 22, 2018, the WGI Governing Council (WGI GC) adopted a three-year Strategic Framework to shape the work of the WGI (Attachment I).

The five strategic priorities areas are:

- Create an equitable workplace where all people regardless of gender and age have equal opportunities for employment, advancement and leadership within the County of Los Angeles' workforce;
- Ensure economic mobility for women and girls of Los Angeles (LA) County by increasing their assets and income throughout their lifespan;
- All County services for women and girls are designed with a gender and age lens to ensure accessibility, responsive to needs and provide for well-being throughout their lifetime;
- Empower the next generation of leadership by preparing women and girls for success in their chosen careers and communities; and
- Design County internal and external partnerships to increase opportunities and improve outcomes for women and girls throughout LA County.

In addition, the WGI GC established five ad hoc committees which are aligned with the specific goals and objectives in the Strategic Framework:

- Increasing the recruitment and retention of women in LA County Sheriff's and Fire Departments;
- Addressing LA County fees and fines detrimental to women's economic stability;
- Connecting LA County Commissions addressing the WGI's areas of interest;
- Redefining economic mobility to improve the economic well-being of women and girls in LA County; and
- Applying a gender justice lens to public and private grant making in LA County.

The WGI GC previously established the 100<sup>th</sup> Anniversary of Women's Suffrage ad hoc committee. As well as approved a member's participation on the Purposeful Aging Los Angeles (PALA) workgroup.

#### *Women in the Trades*

The WGI Executive Director (ED) is part of a workgroup identifying trade and craft apprentice positions that could provide women with journeyed job opportunities.

#### *Addressing Gendered Language in County Recruitment*

In partnership with the Department of Human Resources (DHR), the WGI finalized a guidebook, "Guide to Promoting Gender Equity in Recruitment and Hiring,"

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(Attachment II) which uses research and best practices to educate DHR staff about possible gender biases in employment processes. The guidebook will serve as the basis for the WGI's work on removing gendered language from the County's hiring process.

### *Implicit Bias Training*

On September 26, 2018, the WGI and DHR co-hosted a DIALOGUE Series event, *#GenderBias: Advocating for Equity, Leading the Change*, to facilitate the understanding of implicit bias in relation to gender in the workplace. Over 500 County employees attended the well-received event which featured community and County leaders.

### *Community Outreach and Engagement*

During this period, the WGI participated in the Department of Parks and Recreation's Girls' Empowerment Summits. The summits provided an opportunity for the WGI to hear about the needs of girls as they relate to issues in the WGI Strategic Framework.

On October 25, 2018, the WGI GC Chair and Vice Chair attended the Commissioners Networking meeting to continue to build knowledge about the WGI internally.

### *Staffing and Structure*

The fourth district filled its WGI GC vacant position during this quarter. Additionally, a Senior Secretary III joined the WGI to help further the work of the initiative.

If you have any questions or need additional information, you may contact Fesia Davenport at (213) 974-1186, or your staff may contact Abbe Land at (213) 974-4532 or via email at [aland@ceo.lacounty.gov](mailto:aland@ceo.lacounty.gov).

SAH:JJ:FAD  
AL:NB:pp

### Attachments

c: Executive Office, Board of Supervisors  
County Counsel