



# 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

May 22, 2020

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

From: Sachi A. Hamai  
Chief Executive Officer

Board of Supervisors  
HILDA L. SOLIS  
First District

MARK RIDLEY-THOMAS  
Second District

SHEILA KUEHL  
Third District

JANICE HAHN  
Fourth District

KATHRYN BARGER  
Fifth District

## **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 ninth report and covers the period from January through April of 2020.

The COVID-19 crisis is arguably the most substantial global health crisis in modern times, and there is no comparable data to predict the social and economic impacts related to this pandemic. Thus, like so much County work, the WGI's work to improve outcomes for women and girls will likely need to shift in the coming months as the County adjusts to the new reality. This report, which covers a period of time mostly pre-dating the COVID-19 crisis, is focused on the WGI's efforts in the following areas:

- Increasing Women in Public Safety
- Improving the Justice System for Girls
- Gender Impact Analysis
- Community Outreach and Engagement
- Los Angeles County Celebration of the 100<sup>th</sup> Anniversary of Women's Suffrage
- Governing Council Updates

### *Increasing Women in Public Safety*

The WGI-headed multidisciplinary action team, charged with making recommendations to increase the number of women firefighters in the Los Angeles County Fire Department (Fire), engaged Emergency Services Consulting International (ESCI) to conduct a cultural assessment. It was originally envisioned that, by April 2021, ESCI would conduct an assessment to identify opportunities and barriers to hiring and retaining female firefighters, and develop a work plan intended to guide Fire's efforts to attract and retain more women to the department, and support Fire's female employees in an inclusive manner. Given, the COVID-19 crisis, this timeline may change.

In 2019, the WGI engaged Justice & Security Strategies (JSS) to address hiring in the Los Angeles County Sheriff's Department (Sheriff). This quarter, JSS completed a draft preliminary report with recommendations to increase the recruitment, hiring, and retention of women in Sheriff. The WGI Governing Council's *Increasing the Recruitment and Retention of Women in Sheriff and Fire* ad hoc committee will discuss the JSS report findings and make recommendations later this summer.

### *Improving the Justice System for Girls*

This quarter, the WGI assembled an initial group of partners to begin evaluating what data currently exists on girls with justice involvement in areas ranging from school suspensions to placement in probation camps. The initial group plans to identify other potential collaborators and assemble a larger group of experts to consider how to better serve this population of girls. The group will develop a set of recommendations to help divert girls from these systems and create pathways to success.

### *Gender Impact Analysis*

This quarter, the WGI continued work toward developing a *Gender Impact Analysis* (GIA) tool with the Office of the Chief Information Officer (OCIO), which is now in *Phase One*. *Phase One* involves three workstreams to create a toolkit and dashboard for departments to produce a GIA; strategic communications to ensure successful implementation of this work; and a data collection template to set metrics and track progress. To further these efforts, the WGI convened an interdepartmental work group, with an original target of completion by end of July 2020. Given the COVID-19 crisis, this timeline may change.

### *Community Outreach and Engagement*

During this quarter, the WGI met with the Executive Director of the Domestic Violence Council to identify gaps in resources for women and girls. The discussion highlighted the specific housing needs for domestic violence victims. Although housing is needed for many domestic violence victims, a lack of housing is particularly devastating for women

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of color. Going forward, it is imperative that decision makers apply a gender lens when planning, implementing, and distributing crisis resources to women and girls.

The WGI also planned to engage internal partners in focus groups to complement the *Employee Climate Survey Analysis*, hold the second set of Board required townhalls, and host a Girls Empowerment Summit with Los Angeles County Metropolitan Authority's Women and Girls Governing Council. Due to the March 2020 Safer at Home orders, this engagement was postponed, and the WGI is planning summer and fall virtual events.

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

The WGI, along with the Registrar-Recorder/County Clerk (RR/CC), 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 timeline of one hundred women who helped shape Los Angeles' civic culture. The RR/CC, in partnership with the WGI, created a geographical information system (GIS) map to showcase high concentrations of women who are unregistered to vote. The WGI also created a voter registration drive toolkit to accompany the GIS map. To celebrate Women's History Month, the WGI unveiled the timeline, GIS map, and toolkit on the WGI's website ([lacounty.gov/wgi](http://lacounty.gov/wgi)).

#### *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 oral presentation was postponed from March 12, 2020 to July 7, 2020. In addition, the WGI Governing Council cancelled its March and April meetings due to the pandemic. The WGI is dedicated to applying a gender lens to economic resiliency efforts. The resiliency work will assist the County in increasing the efficacy of its response efforts by applying a data-driven accounting of the special circumstances and needs of women in various household settings.

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](mailto:aland@ceo.lacounty.gov).

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