



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

September 17, 2019

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

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 seventh report and covers the period from May through August of 2019.

Departmental Engagement

The WGI's work during this period ranges from collaborating with the departments to further institutionalize gender equity to establishing baselines for expanding the County's gender-responsive capabilities for the most vulnerable populations of women and girls. The work involved in these efforts is briefly described below:

Employee Climate Survey

The WGI engaged in analysis of the *Los Angeles County Employee Climate Survey*, including preparation of the data set for analysis, data analysis, and the generation of preliminary reports with supporting narratives. Priority was given to portions of the survey that could be used to support reports on existing Board motions. The WGI will deliver a report and recommendations to the Board in early November.

Increasing Women in Public Safety

On June 4, 2019, in the *Facilitating the Creation of a Regional Women Firefighters' Support Organization* motion, the Board instructed the Chief Executive Officer and the WGI Executive Director to identify funding to serve as a match to hire a consultant for the newly-created regional professional support organization, Women's Fire Alliance (WFA). The WFA consultant will provide recommendations on an organizational and governance structure, conduct a membership needs assessment, and develop a sustainability plan to ensure long-term viability. On August 27, 2019, the City of Los Angeles approved and matched the County funds in the amount of \$50,000. Funding allows the WFA to move forward with engaging a consultant.

The WGI-headed multidisciplinary action team, charged with making recommendations to increase the number of women firefighters in the Los Angeles County Fire Department, prepared a Request for Statement of Qualifications to engage a consultant to identify cultural opportunities and barriers to hiring and retaining female firefighters. The team expects to issue a report with recommendations and implementation strategies in 2020.

In addition, the WGI engaged a consultant to study aspects of female recruitment and employment in the Los Angeles County Sheriff's Department. The WGI expects to issue a report with recommendations and implementation strategies by the spring of 2020. The report will complement the WGI's ongoing research concerning gender disproportionate employment within classifications.

Improving the Justice System

The WGI Executive Director continues to participate on the steering committee charged with reestablishing the Gender Responsive Advisory Committee (GRAC), hiring a Director of Gender Responsive Services, and making recommendations regarding existing and new jail facilities for women. The Board will appoint its nominees to the newly-established GRAC in late September, and the first meeting is anticipated to take place in November. The WGI Executive Director will co-chair the first two meetings, with GRAC choosing their own chair by the third meeting. The Director of Gender Responsive Services recruitment is in process with a hire anticipated in late fall.

Gender Impact Analysis

The WGI generated a background research memorandum and presentation on the creation of a *Gender Impact Analysis* (GIA) tool for the Women and Girls Initiative Governing Council (WGI GC). The WGI engaged the Chief Information Office to conduct a "phase zero" analysis to identify current County data collection protocols and limitations and to identify a pilot project to demonstrate the potential use of a GIA tool in County decision-making.

Community Outreach and Engagement

This quarter, the WGI engaged the community through departmental partnerships. In collaboration with the Department of Consumer and Business Affairs, the WGI was involved with five focus groups to address the negative impacts of high-cost loans on women borrowers, including hosting a focus group at New Economics for Women. The WGI was a member of the planning committee for the Office of Women's Health Equity Conference. In addition, the WGI assumed a leadership role for the Department of Parks and Recreation's Girls Empowerment Summit to be held in October.

Los Angeles County Celebration of 100th Anniversary of Women's Suffrage

On August 6, 2019, the WGI and the Los Angeles County Commission for Women received a scroll in recognition of the 100th Anniversary of Women's Suffrage. Supervisors Kuehl and Solis arranged the presentation of the scroll as well as the *Centennial Celebration of the 19th Amendment – Women's Suffrage* motion and proclamation to begin the County's celebration of the centennial of women's right to vote. The centennial celebration events will encourage women's civic participation.

Governing Council Updates

On July 22, 2019, the WGI GC held a retreat to discuss institutionalizing culture change through data, policy, and programs to ensure progress continues after the WGI sunsets. The WGI will present proposed recommendations in 2020. A Community Engagement ad hoc committee was established to ensure the WGI GC's work is informed by the community. On August 26, 2019, the WGI GC elected a new Chair and Vice Chair at the WGI GC meeting.

Staffing and Structure

The Third District filled its WGI GC vacant position during this quarter, bringing the WGI GC to 14 members and leaving one vacancy to be filled. Additionally, a Sheila Kuehl Policy Fellow joined the WGI to help further the work of the initiative.

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.

SAH:FAD
AL:NB:pp

c: Executive Office, Board of Supervisors
County Counsel