



# County of Los Angeles CHIEF EXECUTIVE OFFICE

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FESIA A. DAVENPORT  
Acting Chief Executive Officer

December 21, 2020

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

From: Fesia A. Davenport  
Acting 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 the County of Los Angeles (County).

The motion calls for quarterly progress reports to the Board. This is the eleventh report and covers the period from September 2020 through November 2020.

### *Progress During COVID-19*

The COVID-19 pandemic is a global health crisis without precedent. While there was little comparable data to predict the social and economic impacts related to this pandemic, it is undeniable that this crisis has exacerbated gender inequities given women's frontline work and the pandemic's impact on household responsibilities, which still disproportionately fall to women. During this period, the WGI's work ranged from highlighting inequities to creating a pathway to institutionalizing Countywide gender equity through data collection. The work involved in these efforts is briefly described below.

### *Research on the County Workforce*

This quarter, the WGI completed a series of focus groups designed to take a more detailed look at findings from the Los Angeles County Employee Climate Survey (LACECS) concerning three topics: a family friendly work environment, childcare needs among County employees, and employee mentorship program experiences and needs. In collaboration with the Department of Human Resources (DHR), the WGI will combine results from LACECS and

the focus groups into a report featuring policy recommendations and implementation strategies for submission to the WGI Governing Council (WGI GC).

### *Gender Impact Assessment*

During this quarter, the WGI finalized the components of the Gender Impact Assessment (GIA) and began drafting the data collection templates. The WGI also has begun work to create GIA toolkit items, which include quantitative and qualitative data collection templates and supporting educational and exemplar documents. Assessing gender impact allows County departments to highlight successful outcomes and strategies for effectively engaging and serving the County's diverse populations. By the end of next quarter, WGI will select three GIA pilot projects.

### *Virtual Engagement*

During this period, the WGI's community engagement efforts were directed toward completing the last set of virtual town hall meetings. On September 9, 2020, the WGI held the third meeting of the series, *How Can the County Support Women 55+ Given COVID-19 and the Impact of 2020?* On October 7, 2020, the WGI held the fourth meeting, *What Lessons Has COVID-19 Taught the County About Intimate Partner Violence and its Impact on Homelessness?* On October 14, 2020, the WGI concluded the series with, *What Does a Post-COVID-19 Los Angeles Look Like for Women and Girls and What is the Role of County Government?* The information gathered at the meetings will inform recommendations for the WGI's next annual report to the Board.

To conclude the County's celebration of the 100<sup>th</sup> anniversary of the ratification of the 19<sup>th</sup> Amendment, the WGI created a comprehensive presentation that showcases all of the County departments' participation in the celebratory efforts. The Centennial presentation deck is available on the WGI website ([www.lacounty.gov/wgi-19-amendment-centennial](http://www.lacounty.gov/wgi-19-amendment-centennial)). The WGI collaborated with the Department of Arts and Culture (Arts and Culture) on an arts competition to commission artists to create commemorative art for the Centennial celebration. The winning artwork is currently featured on Los Angeles County Library cards and bookmarks, and highlighted on the Arts and Culture website (<https://www.lacountyarts.org/experiences/los-angeles-county-celebrating-100-years>). In addition, the Natural History Museum launched the virtual *Rise Up LA* exhibit where the WGI's Centennial timeline is featured. To date, there have been over 3,400 visits to the exhibit's landing page.

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### *Improving the Justice System for Girls*

In November 2020, through the work of the WGI At Promise Girl Ad Hoc Committee, a collaboration began with students from the University of California, Los Angeles, Luskin School of Public Affairs who will conduct a research project on the school-to-prison pipeline. The project will identify policies that the County could implement to address discipline in schools and divert girls from the juvenile justice system. In addition, the WGI focused on the availability of data on girls in the juvenile justice system. Specifically, the WGI is coordinating with the Information Systems Advisory Board regarding their work around the Board's *Creation of a Criminal Justice Data Sharing Initiative in Los Angeles County* motion. The WGI will also coordinate with the County's new Alternatives to Incarceration Initiative in this work.

### *Interdepartmental Collaboration*

The WGI-led Multidisciplinary Action Team (MAT) - comprised of the Los Angeles County Fire Department (LACoFD), DHR, the Chief Executive Office, and County Counsel - engaged Emergency Services Consulting International (ESCI) to identify opportunities and barriers to hiring and retaining female firefighters in LACoFD. As part of ESCI's work, MAT created an Oversight Committee (OC), comprised of a subset of MAT members and key LACoFD leaders appointed by the Fire Chief, to provide project guidance. ESCI anticipates delivering a comprehensive report, including data analysis, assessment details, recommendations, and an action plan, by summer 2021. During this period, MAT's efforts, along with the LACoFD's Community Outreach, Recruitment, Diversity and Inclusion section, increased its female hiring. With the graduation of its last two classes, there are now 62 women (previously 47) in the fire series, a 30 percent increase. In fact, more women have been hired in the last two classes than were hired in any of the previous six years.

### *Governing Council Updates*

During this quarter, all WGI GC meetings were held virtually. On October 26, 2020, the WGI GC held its first virtual retreat. During the retreat, the WGI GC members discussed their recommendations for institutionalizing gender equity in the County and potential methods to implement the plans before the WGI sunsets.

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:NB:pp

c: Executive Office, Board of Supervisors  
County Counsel