



County of Los Angeles CHIEF EXECUTIVE OFFICE

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November 13, 2017

To: Supervisor Mark Ridley-Thomas, Chairman
Supervisor Hilda L. Solis
Supervisor Sheila Kuehl
Supervisor Janice Hahn
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 unanimously adopted a motion by Supervisors Kuehl and Solis establishing the Los Angeles County Initiative on Women and Girls (WGI). The WGI will examine the systemic issues that lead to inequitable gender outcomes and recommend changes to improve the quality of life for women and girls in the County. Over the course of five years, the WGI will conduct:

- 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;
- 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
- 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 second quarterly report and covers the period from August 14, 2017 through November 13, 2017.

Staffing

As established in the December motion and approved in the February 7, 2017 funding and staffing plan, the WGI is led by an Executive Director and supported by a Research Director, a Community Engagement Director, and an Administrative Coordinator. The Executive Director began work on April 24, 2017. The Administrative Coordinator began work on June 16, 2017, and the Community Engagement Director began work on September 18, 2017. We anticipate the Research Director position will be filled within the next 30 days.

WGI Governing Council

The motion established a 15-member Governing Council, with three members appointed by each Board office. To date, the Governing Council has held four meetings, including an extended session in September, which served as a strategic planning meeting.

At the September meeting, the Governing Council adopted the WGI Governing Council by-laws and the following WGI mission statement:

The mission of the Women and Girls Initiative is to establish Los Angeles County as a leader in creating opportunities and improving outcomes for all women and girls.

We will apply a gender lens when the County acts as an employer, a service provider, and as a partner to:

- Enhance equity and justice
- Increase leadership opportunities and capacity
- Create innovative pathways and partnerships

The by-laws and mission statement are now posted on the WGI website at: <https://www.lacounty.gov/wgi-about-us>.

During the September meeting, the WGI Executive Director provided the Governing Council a brief presentation on County departments and County Commissions, Board priorities, Board motions on WGI issues, and related County initiatives. Reflecting the input of the Governing Council, the WGI Executive Director also shared a summary of the

results of a July survey of 15 County departments, which requested information on existing programs for women and girls, as well as needs and challenges departments are facing in serving this population.

Also at the September meeting, the Governing Council adopted priority areas for initial focus -- Public Safety, Health and Social Services, and Workforce and Economic Development. These priorities were set based on an analysis of the results from the July survey of existing programming, needs in the community as identified in the WGI motion and existing research, an initial review of the County's budget and employment data, and Board motions and priorities. From that analysis, the WGI determined that these are the areas in which the County is already investing significant resources, both in terms of programming dollars and human resources, and where the County is currently serving large numbers of women and girls. Therefore, carefully developed recommendations in these areas are likely to have the greatest impact on the lives of women and girls. These focus areas are also consistent with stated Board priorities and require cross-department analysis and solutions.

At the October Governing Council meeting, Chair Araceli Campos announced the new Ad Hoc Committees established for each priority area. Five Governing Council members were assigned to each Ad Hoc Committee, according to their interest and expertise. The Ad Hoc Committees will consult with experts, work with WGI staff to examine the research and best practices in their respective areas, and shape recommendations for the Board's consideration.

Department Engagement and Gender Integration

The Executive Director continued to meet with Department leadership to share information about the goals and mission of the WGI and identify opportunities for collaboration. She also briefed the Domestic Violence Council and the Women's Health Policy Council during this quarter.

The WGI took advantage of several opportunities to raise awareness of the initiative among County employees and the general public. For example, the WGI will be featured in the upcoming issue of the County DIGEST, and the Executive Director was interviewed for the October 2017 edition of the Department of Public Work's Women's Leadership Council newsletter. In addition, the November 2, 2017 Women's Leadership Conference, attended by over 900 people from across the County workforce and the public, featured a panel discussion with WGI Governing Council members Araceli Campos (Chair), Sharon Shelton (Vice Chair), and Dr. Carmen Estrada-Schaye.

In October, the Executive Director convened the first meeting of the County's WGI Department Working Group. Representatives from approximately 20 County departments and initiatives gathered to share the work their organizations are currently doing to meet the needs of women and girls. This group will convene quarterly moving forward and will serve as a forum for departments to share information and best practices and to collaborate to address common challenges, all issues identified as needs in the July survey. The Working Group will also serve as a resource for the Governing Council as they work to develop recommendations, bringing subject matter expertise as well as experience with the practical workings of their respective departments.

The Executive Director is also working to ensure that the needs of women and girls are better integrated across a range of existing County activities. This includes serving on the Portrait of Los Angeles Advisory Committee, working with the Department of Human Resources to identify needed updates to the County's Civil Service Rules, participating in working groups to shape the Foster Youth Bill of Rights, and working with the Homeless Initiative to address the recommendations of the Los Angeles Services Authority's Ad Hoc Committee on Women and Homelessness.

Community Outreach

The motion calls for the WGI to undertake extensive community engagement, including two Town Hall meetings in each District over the life of the Initiative. The Community Engagement Director is leading the planning process for the first round of Town Hall meetings, in coordination with the Governing Council members from each District, the Executive Director, and Board office staff. The WGI plans to hold a Town Hall meeting in each District during the month of March 2018, in recognition of Women's History Month and International Women's Day.

We will use these meetings to share information about the WGI and solicit community input around experiences with County services and needs, with a focus on the initial WGI priority areas. The information from the Town Hall meetings will also inform the development of a community survey and identify topics for further discussion in targeted stakeholder focus groups and interviews.

In preparation for the Town Hall meetings and as part of the broader community outreach effort, the Community Engagement Director is working with the Governing Council to build a WGI contacts database and is meeting with community stakeholders across the County. The WGI Executive Director and Community Engagement Director will continue to engage with as many community partners and experts as possible to better understand the needs and experiences of women and girls in the County.

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If you have any questions or need additional information, you may contact me at (213) 974-1101 or by email at shamai@ceo.lacounty.gov, or your staff may contact Regina Waugh at (213) 974-4532 or via email at rwaugh@ceo.lacounty.gov.

SAH:JJ:FAD
RW:nb

c: Executive Office, Board of Supervisors