

MOTION BY SUPERVISORS HILDA L. SOLIS
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A Refocus on Diversity in Hiring for Executive-level Positions

We have proudly touted the County of Los Angeles' history of offering Equal Opportunity Employment and its place as an *Employer of Choice*. We are also very proud of the recognition by Forbes as one of *America's Best Employers (2015, 2016, and 2017)*. We continue, as an employer, our commitment to realize tomorrow's government today by enhancing our succession planning efforts and to clearly state our position in the County's Strategic Plan. The Strategic Plan is consistent with the purpose of our Civil Service System, which is in part established to recruit, select, and advance employees and to have an efficient, stable, and representative workforce.

Our proud and effective workforce continues to represent the communities that reside within the boundaries of the County of Los Angeles. Moreover, our current composition of the Board of Supervisors is a testament to the power of diversity and inclusion, and the belief that leadership is found in the very fabric of our County – without regard to ancestry, religion, sex, gender, gender-identity, age, race, ethnicity, sexual orientation, medical condition, disability, or other protected basis. Our Board, human resources, and equity-related policies also support our continued commitment to workforce diversity and employment in all facets of the services and programs we deliver. However, from time to time, we need to refocus our efforts to ensure that career pathways and leadership opportunities are also reflective of our commitment to diversity.

Our workforce is very diverse and comprised of over 109,000 employees who enjoy professionally-challenging and well-paid careers in the County of Los Angeles in staff-, supervisory-, managerial-, and executive-level positions. However, we can do more to promote and increase diversity in Executive Management positions, which include the top-tier executives in the County of Los Angeles, such as directors, chief deputies and assistant directors. We believe that we can do better by renewing our focus on bridging gaps in areas that call for our attention and to respond in a manner that is supportive, fair, and impactful.

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We must recommit the Board's efforts to support diversity in hiring at executive-level positions and look for opportunities to advance leaders within the framework of Equal Employment Opportunity. We must support our department directors to continuously align with the principles of the County's Civil Service System and supply our County government with a productive, efficient, stable and representative workforce.

WE, THEREFORE, MOVE THAT THE BOARD OF SUPERVISORS:

1. Direct each County department director to engage in succession planning efforts, such as mentorship programs, affinity groups, peer-to-peer support, and micro teach-ins that lead to building workforce diversity and capacity, as well as leadership development and networking opportunities.
2. Direct the Department of Human Resources, in collaboration with the Chief Executive Office, to secure continued funding for the ongoing leadership development training opportunities, ensuring that all departments participate proportionally and that metrics be reported annually, beginning October 1, 2017, in the following areas:
 - a. Levels of participation by department
 - b. Levels of participation by gender, ethnicity, and race, as defined by the Equal Employment Opportunity Commission, to the extent the information is voluntarily reported by participants
 - c. Rate of promotion(s) for participants
 - d. Survey of participant engagement
3. Direct the Department of Human Resources to continue to enhance its County job site (*hr.lacounty.gov*) to portray a diverse and inclusive workforce, and continue to expand its outreach to enrich the diversity of the County's workforce.
4. Direct the Department of Human Resources, in consultation with all County departments, to report back to the Board in writing in 90 days on each department's planning efforts, and progress made on those efforts, to support the goals of promoting and increasing diversity in executive-level positions.

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