



**PUBLIC REQUEST TO ADDRESS
THE BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES, CALIFORNIA**

MEMBERS OF THE BOARD

HILDA L. SOLIS
HOLLY J. MITCHELL
LINDSEY P. HORVATH
JANICE HAHN
KATHRYN BARGER

Correspondence Received

The following individuals submitted comments on agenda item:				
Agenda #	Relate To	Position	Name	Comments
CS-1.		Other	Alexander M Cena	Based on data from the County of Los Angeles Workforce Demographics website as of February 2023, only 8% of managers are executive managers despite AAPIs constituting 19% of the County workforce and 17% of the population. As this role oversees processes and programs that will impact the AAPI community, I ask that engagement and collaboration with AAPI communities be taken into consideration when selecting leadership for this role.
			Andrea Mac	As someone who identifies as AAPI and have lived in LA County all my life, I have failed to see sufficient representation from someone I believe will actively and consistently reach out and look out for our large and diverse community. Based on data from the County of Los Angeles Workforce Demographics website as of February 2023, only 8% of managers are executive managers despite AAPIs constituting 19% of the County workforce and 17% of the population. As this role oversees processes and programs that will impact the AAPI community, I ask that engagement and collaboration with AAPI communities be taken into consideration when selecting leadership for this role.
			Emma Chen	Based on data from the County of Los Angeles Workforce Demographics website as of February 2023, only 8% of managers are executive managers despite AAPIs constituting 19% of the County workforce and 17% of the population. As this role oversees processes and programs that will impact the AAPI community, I ask that engagement and collaboration with AAPI communities be taken into consideration when selecting leadership for this role.
			Erica Luo	Based on data from the County of Los Angeles Workforce Demographics website as of February 2023, only 8% of managers are executive managers despite AAPIs constituting 19% of the County workforce and 17% of the population. As this role oversees processes and programs that will impact the AAPI community, I ask that engagement and collaboration with AAPI communities be taken into consideration when selecting leadership for this role.
			Farrah Su	Based on data from the County of Los Angeles Workforce Demographics website as of February 2023, only 8% of managers are executive managers despite AAPIs constituting 19% of the County workforce and 17% of the population. As this role oversees processes and programs that will impact the AAPI community, we ask that engagement and collaboration with AAPI communities be taken into consideration when selecting leadership for this role.

			The following individuals submitted comments on agenda item:	
Agenda #	Relate To	Position	Name	Comments
CS-1.		Other	Natalie Masuoka	I write to ask the Board of Supervisors to consider engagement and collaboration with AAPI communities be taken into consideration when selecting candidates for leadership roles in County governance. Asian Americans and Pacific Islanders (AAPIs) make up over 16% of the population in LA County, making them the third largest racial group in the County. The needs of the AAPI community deserve to be fairly represented and considered in policy decision-making. At the same time, the cultural, linguistic and socioeconomic diversity within the AAPI community means that there are often many considerations to consider for addressing the community's needs. This requires not only those with expertise and experience with AAPI communities but also those willing to consult with community leaders in the development of policy.
			Rachel Kochhar	
			William I Chao	Based on data from the County of Los Angeles Workforce Demographics website as of February 2023, only 8% of managers are executive managers despite AAPIs constituting 19% of the County workforce and 17% of the population. As this role oversees processes and programs that will impact the AAPI community, I ask that engagement and collaboration with AAPI communities be taken into consideration when selecting leadership for this role.
		Item Total	8	
Grand Total			8	



March 15, 2024

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
Los Angeles, CA 90012

Re: Equity and Diversity in Staffing of Los Angeles County Employees

Dear Supervisors,

Since 1990, Asian Pacific Community Fund (APCF) has collaborated with the County of Los Angeles through our workplace giving campaign to support the Asian American and Pacific Islander (AAPI) nonprofit sector. APCF's mission is to invest in organizations that empower underserved AAPI's by building healthier communities, creating a stronger AAPI voice, and developing AAPI leaders. APCF supports the development of AAPI leaders in all sectors, and we acknowledge the necessity of diverse representation in government staff through considering, hiring, and promoting qualified staff at all levels with the cultural expertise and understanding to meaningfully engage AAPI communities.

Based on data from the County of Los Angeles Workforce Demographics website as of February 2023, only 8% of managers are executive managers despite AAPI constituting 19% of the County workforce and 17% of the population. The value of having staff from AAPI communities who understand AAPI residents cannot be understated, especially in roles that have a spot at decision-making tables since these roles directly impact the communities APCF serves.

APCF considers the equity and diversity of the County of Los Angeles' employees to be a high priority as the County of Los Angeles is home to the largest Asian American population in the United States with many community members unable to advocate for themselves. Please continue to develop and retain the talent within County staff that support the AAPI community.

Sincerely,

A handwritten signature in blue ink, appearing to read "Chun-Yen Chen", is written over a light blue horizontal line.

Chun-Yen Chen
Executive Director

Subject: Request for Increased Representation of AAPIs in Executive Manager Roles

Dear Los Angeles County Board of Supervisors,

I hope this message finds you well. I am writing to bring attention to a concerning trend in the demographic representation within managerial roles in the County of Los Angeles workforce, specifically regarding the underrepresentation of Asian American and Pacific Islander (AAPI) individuals in executive management positions.

According to data obtained from the County of Los Angeles Workforce Demographics website as of February 2023, only 8% of managers hold executive-level positions, despite AAPI individuals constituting 19% of the County's workforce and 17% of the population at large. This disparity raises significant concerns about equitable representation and the fair distribution of leadership opportunities within our community.

Executive managers play pivotal roles in overseeing processes and programs that directly impact various AAPI communities within Los Angeles County. Therefore, it is crucial that these leadership positions reflect the diversity of our population to ensure that the needs, perspectives, and experiences of all residents are adequately considered and addressed.

I respectfully urge the Board of Supervisors to take proactive measures to address this issue by prioritizing engagement and collaboration with AAPI communities when selecting leadership for executive manager roles. By doing so, we can foster a more inclusive and representative workforce that better serves the diverse needs of our county residents.

Thank you for your attention to this matter. I am hopeful that together, we can work towards building a more equitable and inclusive Los Angeles County for all.

Best,
William Chao

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March 12, 2024

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
Los Angeles, CA 90012

Re: Equity and Diversity in Staffing of Los Angeles County Employees

Dear Supervisors,

Approximately one year ago, AAPI Equity Alliance and Asian Americans Advancing Justice Southern California released a joint statement on January 4, 2023 to highlight the necessity of diverse representation in government staff through considering, hiring, and promoting qualified staff at all levels with the cultural expertise and understanding to meaningfully engage Asian American and Pacific Islander (AAPI) communities.

Center for Asian Americans United for Self Empowerment (CAUSE) is following up on any progress and steps taken to ensure fair and equitable representation at all levels of government, including elected officials, appointed positions, and staff. CAUSE is an award-winning and nationally recognized 501(c)(3) nonprofit, nonpartisan, community-based organization founded in 1993 with a mission to advance the political and civic empowerment of the Asian American and Pacific Islander (AAPI) community through nonpartisan voter outreach, training, and education as well as leadership development.

Based on data from the County of Los Angeles Workforce Demographics website as of February 2023, only 8% of managers are executive managers despite AAPIs constituting 19% of the County workforce and 17% of the population. The value of having staff from AAPI communities who understand AAPI residents cannot be understated, especially in roles that have a spot at decision-making tables. This type of data and how we can support increased representation at the executive level is of particular interest to CAUSE and the community-at-large.

CAUSE considers the equity and diversity of the County of Los Angeles' employees to be a high priority as the County of Los Angeles is home to the largest Asian American population in the United States. We look forward to any opportunity for CAUSE to serve as a community partner to the County in any efforts in diversifying the and developing AAPI leaders in the County level, as well as other levels of government.

Sincerely,



Nancy Yap
Executive Director