

MOTION BY SUPERVISORS HILDA L. SOLIS

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**Los Angeles County’s Gender Impact Assessment Implementation**

On January 5, 2021, the Los Angeles County (County) Board of Supervisors (Board) adopted the principles ratified by the United Nations for the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). On November 16, 2021, the Board approved an ordinance on the Implementation of the Principles of the CEDAW organized into distinct target areas: economic development, education, housing and homelessness, gender-based violence and harassment, health care, justice-impacted women, voting rights, and civic engagement. On September 14, 2022, the Chief Executive Office’s Women and Girls Initiative (WGI), reported on the status of CEDAW implementation and made recommendations to set Countywide policy that would

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further embed CEDAW principles into County practices, establish a cohesive framework, implement comprehensive oversight, and ensure accountability.

On November 15, 2022, the Board enacted a Countywide Management Appraisal and Performance Plan (MAPP) goal for Fiscal Years 2022-2023 and 2023-2024, directing each County department to develop gender equity goals in the areas of workforce, leadership, and external services, to be carried out within five years. To support departments in the development of gender equity goals, the WGI coached each department on the Gender Impact Assessment (GIA) program. The GIA is the methodology the County employs to improve its understanding of people's different needs based on gender and other socio-demographics variables and teaches us to question the assumption that policies, programs, and services affect or benefit everyone in the same way.

The GIA requires that all departments apply a consistent approach to analyzing policies, services, programs, workforce, and leadership with an intersectional gender lens. By mandating a standardized methodology that required departments to challenge assumptions for why gender imbalances exist, they were able to finely pinpoint discrepancies and have formulated goals to address them.

As of May 2024, all 39 County departments have developed goals and strategies to address gender disparities and measure progress over time, however, implementation of these goals and marked improvement to overall gender equity is a multi-year effort. Despite the short time that departments have

had to implement their goals we have seen promising progress towards County processes including:

- **Countywide Data Infrastructure:** 32 departments have initiated strategies to capture and assess gender specific data for programs and services.
- **Equitable and Gender Responsive Service Delivery:** 18 departments are expanding, launching, or improving their program and service offerings to increase services to women, girls, non-binary persons, and the LGBTQ+ community.
- **Inclusive Workforce Development:** To ensure equal access to opportunities, departments are i) updating recruitment materials with gender neutral language, ii) addressing exam barriers, iii) updating outreach and partnership strategies, and iv) implementing policies to ensure interview panels are diverse.
- **Family Friendly Work Environment:** All departments have assessed their family friendly policies and practices, including the information and support structure available to staff to navigate these policies. To date, nine departments meet the criteria in the Family Friendly Department Program Application and are using it to attract talent and retain employees.
- **Access to Leadership Opportunities:** 17 departments are launching or improving a mentorship program. Thirty departments are establishing

processes to track participation in professional development opportunities to reduce any inequity in access.

To support departments in implementing these Countywide gender equity goals and produce tangible results, the MAPP is the County's best tool. With a continued focus on embedding the principles of CEDAW, formal tracking of these goals, and support to ensure these goals are accomplished, mandating a 5-year MAPP goal to track progress will yield proven outcomes toward increased gender equity.

**WE, THEREFORE, MOVE** that the Board of Supervisors direct the Chief Executive Office to:

1. Develop a 5-year Management Appraisal and Performance Plan (MAPP) gender equity goal for all County Departments through Fiscal Year 2024-2029 which directs Departments to report on their progress towards their Gender Impact Assessment goals, strategies, and metrics during the annual MAPP reporting period.
2. Identify funding of \$125,000 annually for the next five years and report back during Supplemental Budget Phase, to continue to contract with the Gender Equity Subject Matter Expert that helped to develop and lead the GIA program.
3. Grant the Department of Public Health's Office of Women's Health's Delegated Authority to contract with the Gender Equity Subject Expert.

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