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MOTION BY SUPERVISOR LINDSEY P. HORVATH August 11, 2026

Establishing a County Office of Gender Equity

Over the last ten years, Los Angeles County has taken significant steps to elevate and pursue gender equity. In December 2016, the Board of Supervisors (Board) unanimously adopted a motion establishing the Los Angeles County Women and Girls Initiative (WGI). The WGI, a multi-year initiative, was charged with examining the systemic issues that lead to inequitable gender outcomes and recommending changes to improve the quality of life for people of all genders, including women and girls, throughout the County.

From 2016 to 2024, WGI worked to advance gender equity by applying an intersectional gender lens when the County acts as an employer, service provider, and partner. In March 2021, WGI launched the County's Gender Impact Assessment (GIA) Program, which serves as a countywide mechanism to advance gender equity. The GIA Program focuses on advancing gender equity across three core operational areas: services, workforce, and leadership, including family-friendly policies and practices. Later that same year, in November 2021, the Board adopted an ordinance to further institutionalize the County's commitment to gender equity, implementing the United

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Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and protecting its principles in County Code. On November 15, 2022, the Board of Supervisors formalized the GIA Program, requiring all County Departments to develop and implement five-year GIA goals across the core operational areas through the Management Appraisal and Performance Plan (MAPP) process.

Between 2022 and 2024, WGI provided comprehensive training and coaching to all Departments on conducting gender impact assessments, setting goals, and developing measurable strategies. By April 2024, all Departments had completed the GIA training and established their five-year MAPP goals, strategies, and metrics. On June 30, 2024, WGI sunset after eight years and the GIA Program and CEDAW implementation was moved to the Department of Public Health (DPH) with funding for program support authorized through FY 2028–29.

The County operates the largest local CEDAW implementation program in the United States, with mandated participation from all County Departments. The GIA program's goal is to ensure gender equity and access to programs and services to all. To advance equity for people of all genders, the GIA program aims to transform institutional culture by challenging embedded gender norms and cultivating organizational practices that recognize and respond to how needs, experiences, and barriers vary by sex, gender identity, and other socio-demographic factors, using an intersectional approach. The County's GIA Program has been recognized at the national and international levels, most recently honored with the 2026 Cities for CEDAW Global Leadership Award from the NGO Committee on the Status of Women, New York (NGO CSW/NY's Global Leadership Award).

Los Angeles County has taken significant action on issues of equity and inclusion. In June 2020, the Board established the County's Anti-Racism, Diversity, and Inclusion (ARDI) Initiative focused on racial equity. ARDI's work has helped inform County workplans, budgets, and programs. The County's racial equity strategic plan identified five strategic goals to be pursued from 2020 to 2030, goals that are data-informed, achievable, and require an intersectional approach for success. ARDI's work has been transformative for children, adults, and families throughout the County, and continues to be a priority for this Board as we support Angelinos facing challenges due to immigration raids, antisemitism, racism, and hatred.

In July 2026, the Department of Public Health (DPH) made changes to the Office of Women's Health (OWH), shifting positions and programs within the Department. OWH transferred oversight of DPH's 91 contracts with County-funded Domestic Violence Support Services (DVSS) and Shelter Based Programs (DVSBP) to the Office of Violence Prevention (OVP). OWH's core work, including the GIA initiative, abortion access, reproductive health, and the prevention of human, was shifted to the Office of Health Equity. ~~This change breaks up one of the only remaining County offices prioritizing the unique needs of women and girls and emphasizes the need for a coordinating office focused on elevating this important work.~~

Los Angeles County is one of the largest local governments in the world, and the decisions made by this Board affect millions of people — including millions of women, gender non-conforming individuals, and girls. Despite this, there is no County Initiative or Office focused on gender equity. To continue its commitment to create a County where all individuals thrive, including those who face attacks on their rights, access to health

care, and safety, this Boad must create a County office to lead this crucial work to provide all individuals with ~~equal~~ equitable access to critical services including health and safety. CEDAW assumes that government has a duty to identify inequities, prevent discrimination, remedy disparities, and proactively advance equity. This requires the County to establish policies and processes, think creatively and collaboratively, and leverage funding and programs to achieve real success with measurable outcomes. The County must provide equal access to services and programs for all individuals, including women and gender non-conforming people and ensure thoughtful, strategic, and collaborative approaches to addressing gender equity.

I, THEREFORE, MOVE that the Board of Supervisors direct the Chief Executive Office and the Department of Public Health, in consultation with County Counsel, to report back in 60 days on the feasibility of creating a County Office of Gender Equity centered around the CEDAW principles. The report back should include:

a) A recommendation for where the Office should be situated within the current County structure with existing resources;

b) A discussion of all existing resources, related programs and services, that could be leveraged to support the new Office and the resources that would be needed to phase in an expanded scope of work for the Office;

c) An exploration of what would be required to amend the existing CEDAW ordinance to include this Office, and to enhance or strengthen the implementation of the CEDAW ordinance and principles, or whether a new County Ordinance would be required;

d) A timeline for the creation of the County Office of Gender Equity with a suggested phased approach; and

e) A plan to engage with diverse community stakeholders to ensure community input and feedback is incorporated into the development and establishment of the County Office of Gender Equity.

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