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**MOTION BY SUPERVISORS HILDA L. SOLIS
AND SHEILA KUEHL**

Los Angeles County 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 seven distinct target areas: economic development, education, housing, violence against women, health care, access to justice, and voting rights. On September 14, 2022, the Chief Executive Office's Women and Girls Initiative (WGI), reported on the status of implementation and made recommendations to set countywide policy that would further embed CEDAW principles into County practices, establish a cohesive framework, implement comprehensive oversight, and ensure accountability.

Beginning January 2022, the WGI embarked on a countywide initiative to coach every department on how to conduct a Gender Impact Assessment (GIA). GIA is a methodology that helps the County improve its understanding of people's different needs, experiences, and opportunities, which may vary based on gender, race/ethnicity, age, and other social-demographic variables. It teaches us to question the assumption that policies, programs, and services affect or benefit everyone in the same way and avoid any unintended negative

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consequences. GIA also helps the County estimate the effects - positive, negative, or neutral - of a policy, program, or service, on different groups.

The County GIA requires that departments apply an intersectional gender lens when analyzing their policies, services, programs, workforce, and leadership. To do so, departments must capture gender data and use a focused process to challenge assumptions as to why gender imbalances exist. By using this methodology and assessing gender data, departments can finely pinpoint gender imbalances within their organization and the services it offers County residents. Once imbalances are uncovered, departments develop goals and strategies to address gender disparities and increase equity. Progress toward gender equity is a multi-year effort, therefore we must lay the groundwork to enable departments to make progress by first establishing a baseline, which includes tracking the data they need to identify gender imbalances and develop goals that move us toward a more gender-neutral workplace and service provider. The Management Appraisal and Performance Plan (MAPP) is the County's best tool to ensure that the work of implementing the CEDAW principles and the development of departmental gender equity goals are accomplished.

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

- 1) Develop a Management Appraisal and Performance Plan (MAPP)

gender equity goal for all Departments through FY 2022-23 and FY 2023-24, which directs departments to complete the GIA with a focus on identifying and tracking

gender equity related goals and advancing gender data maturity within each department's programs, services, policies, practices, and partnerships.

- 2) Report back to the Board during the annual MAPP evaluation process each department's progress toward meeting the gender equity goal.

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