



County of Los Angeles CHIEF EXECUTIVE OFFICE

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August 16, 2018

To: Supervisor Sheila Kuehl, Chair
Supervisor Hilda L. Solis
Supervisor Mark Ridley-Thomas
Supervisor Janice Hahn
Supervisor Kathryn Barger

From: Sachi A. Hamai 
Chief Executive Officer

PROGRESS REPORT ON IMPLEMENTATION OF THE COUNTY'S WOMEN AND GIRLS INITIATIVE (ITEM NO. 9, AGENDA OF DECEMBER 13, 2016)

On December 13, 2016, the Board of Supervisors unanimously adopted a motion by Supervisors Kuehl and Solis establishing the Los Angeles County Initiative on Women and Girls (WGI). The WGI is tasked with: examining the systemic issues that lead to inequitable gender outcomes; and recommending changes to improve the quality of life for women and girls in the County. Over the course of five years, the WGI will conduct:

- A Countywide study of the unique ways in which women and girls are impacted by the policies, programs, services, collaborations, and other actions undertaken by the County;
- A thorough assessment of the County's recruitment, hiring, retention, promotion, testing, evaluation, and other Human Resources policies to ascertain any disparate impacts they may have on women; and
- A thorough assessment of the County's abilities and deficits in ensuring gender equity, including an analysis of each department's programmatic impacts, positive and negative, on women and girls in the County.

The motion calls for quarterly progress reports to the Board. This is the fourth report and covers the period from February through August of 2018.

Overview

Abbe Land joined the County as the Executive Director of the WGI on April 30, 2018. In her approach to the work of the WGI, Ms. Land appreciates that the charge of the WGI is to conduct assessments and studies, but places a heavy emphasis on using existing data and information to identify and assess issues that can be addressed sooner rather than later. To that end, the WGI is identifying which data and which studies are needed to address key issues in the County's role as an employer, partner and service-provider, while simultaneously taking steps today to identify or develop projects and initiatives that can begin to address inequitable gender outcomes for women and girls in the County.

As such, this report describes WGI efforts designed to:

- Implement (new) or support (existing) initiatives designed to address known inequitable outcomes;
- Brand the WGI as a regional connector of the many gender-related initiatives throughout the County; and
- Strengthen the WGI's structure and capacity to move the work of the WGI forward.

Supporting or Implementing New or Existing Initiatives

Much of the work of the WGI during this reporting period has focused on the County as an employer. The WGI's work during this period ranges from designing a pilot program to increase the number of women hired in trades to supporting other WGI-implicated efforts. The work involved in these efforts is briefly described below:

Addressing Gender Inequity of Women Employed in The Trades

The WGI in consultation with the Worker Education and Resource Center, Inc. (WERC), Women in Non-Traditional Employment Roles, (WINTER) and County Counsel is developing a conceptual design for a pilot program intended to increase the number of women working in the trades.

Understanding Impact of County Recruitment Processes on Women

The WGI began assessment of the County's recruitment, hiring, retention, promotion, testing, evaluation, and other Human Resources policies to determine their collective impact on women and girls. To this end, the WGI has solidified working research partnerships within the Departments of the Chief Executive Office, Human Resources

(DHR), and County Counsel to collaborate on data sharing efforts and conceive new data collection efforts/pilot programs to advance the County's gender equity efforts in recruitment, hiring and promotion.

Addressing Gendered Language in County Recruitment

The WGI is currently finalizing a guidebook, "Guide to Promoting Gender Equity in Recruitment and Hiring" which uses research and best practices to educate DHR staff about possible gender biases in employment processes. This guidebook will serve as the basis for the WGI's work on removing gendered language from the County's hiring process and will serve as the basis for a training module on gender-free hiring. The Research Director continues an investigation of gender segregated classifications within the County (i.e., one gender occupies 80 percent or more of positions), the WGI seeks to work with departments, utilize existing data, review existing documents/practices and generate new data to understand how to promote greater gender balance in these areas.

The WGI also assisted DHR with a Productivity Investment Fund grant request for a software application that will greatly assist in creating gender free job postings. The Quality and Productivity Commission recently awarded the \$150,000 grant request on August 13, 2018.

Advisor to Early Work on Recommendations for Equity for Women in the Workplace

The WGI worked closely with the DHR to produce a report in response to the Board's January 16, 2018 motion entitled *Equity for Women in the Workplace*. That motion focuses on the County's family, parental, and medical leave policies; scheduling practices for hourly workers; flexible workplace policies; access to child care; and access to sponsorship or mentoring programs. DHR, in collaboration with the WGI, submitted the first response in June 2018. The final report will be submitted later this year, and the WGI will assist in providing information that specifically addresses the availability and need for mentorship programs, the understanding and use of family-friendly work policies and employee satisfaction measures with current County climate, policies and procedures. This information should help shape board decision making when it comes to potential improvements to family-friendly policies for County employees, particularly female employees.

Implicit Bias Training

As part of the Countywide effort, the WGI and DHR collaborated in writing a grant for Mental Health Services Act training dollars regarding gender implicit bias training for all County employees. The Department of Mental Health approved the \$1,080,600 grant to purchase trainings to launch on the County's Learning Net. To rollout these trainings, the WGI and DHR are planning a special DIALOGUE event, on September 26, 2018, to facilitate the understanding of implicit bias in relation to gender in the workplace. DIALOGUE is a series that DHR has sponsored to raise awareness about diversity and equity for the County workforce.

The WGI is currently working with the County's Implicit Bias and Cultural Competency Initiative on its upcoming Equity Summit to highlight the WGI's efforts to increase gender equity across the County.

Employee Climate Survey

This fall, the WGI will also distribute an *Employee Climate Survey*, developed in consultation with DHR and County Counsel, to assess employee satisfaction and gender equity perceptions. The WGI will make recommendations concerning improved gender equity and enhancing supportive environments for female employees based on analysis of data gathered from the survey.

Employee Mentorship

The WGI is also conducting research that explores the possibility of creating an innovative technology-driven mentorship program for County employees and the feasibility of conducting a comparable worth pay analysis of the County workforce.

Community Outreach and Building the WGI Brand

During this period, the Community Engagement and Outreach Director continued to hold one-on-one meetings with community organizations and grow the WGI's social media presence. The WGI is working to partner with a number of entities across the County, including community-based organizations and County departments to expand its reach.

The new Executive Director has been meeting with departments, sharing information about WGI's mandate and work, and identifying immediate and long-term opportunities for interdepartmental collaboration to better support women and girls, as described below.

Increasing Social Media Presence

To date, over 3,500 individuals subscribe to receive electronic updates on the WGI, representing a 57 percent increase since the last quarterly report. The WGI recently worked with the Office of Countywide Communications to enhance the WGI website, and has greatly increased the WGI's social media presence utilizing Facebook, Twitter, and Instagram. In fact, Facebook followers have almost doubled. Going forward, the WGI will continue to utilize listserv, social media, and the WGI website to provide regular updates on the WGI's progress, highlight the work of the WGI Governing Council (GC) members, educate subscribers on women's issues, and share information about upcoming community engagement opportunities.

Robust Stakeholder Engagement

In March, the WGI staff and GC hosted five Community Conversations across Los Angeles County -- one in each Supervisorial District. WGI convened in the neighborhoods of: East Los Angeles, Willowbrook, San Fernando Valley, East Whittier, and Antelope Valley. More than 300 community members including grassroots leaders and representatives from 64 community-based organizations came together for facilitated discussions regarding community needs, opportunities, and provided recommendations on how the County can better meet the needs of women and girls. A full summary of each community convening may be viewed at (www.lacounty.gov/wgi). The information from the convenings is being used to inform the WGI Strategic Plan.

Supporting Connections Between Women in the Fire Service

In March 2018, the WGI team supported the LA County Fire Department at the inaugural ARISE Summit, which brought together fire fighters and executive leadership from fire services across the County to encourage open dialogue and create strategies to support the growth of women in the fire service and promote equality in the workplace. The WGI Research Director worked with the Fire Department in advance of the Summit to shape the data collection questions deployed during the Summit.

Supporting the Work of WGI Partners Focused on Girls' Issues

On March 12, 2018, the WGI joined six other local organizations -- Public Counsel, the YWCA of Greater Los Angeles, Girls Inc. Los Angeles, EmpowerHER, the Positive Results Corporation, and MOSTe -- at the first meeting of the founding members of the Alliance for Girls Los Angeles. Following in the footsteps of the Alliance for Girls in the Bay Area, the Alliance for Girls Los Angeles will bring together girl-serving organizations

to share information, knowledge, and expertise, and work together to address common goals and challenges impacting the girls and young women of Los Angeles County. Consistent with the mission of the WGI to “establish Los Angeles County as a leader in creating opportunities and improving outcomes for all women and girls,” the WGI will continue its involvement with the Alliance as they plan an official launch sometime before the end of the year.

The WGI is also working with the Los Angeles County Metropolitan Transportation Authority to plan a February 2019 Girls Summit for over 500 girls from area schools where girls in the 7th - 12th grades will learn about careers in the transportation industry.

Supporting the Work of National WGI Partners Focused on Women’s Issues

As part of further building external awareness of the WGI, the WGI hosted an event at the second annual United State of Women Conference on May 6, 2018, in partnership with the Department of Public Health (DPH) to highlight the Social Impacts on Women’s Health Equity. The WGI was a sponsor of the Cities Leading Women: National Association of Commissions for Women (NACW) 48th Annual Conference, held in Los Angeles. On August 3, 2018, the WGI again partnered with DPH to host a panel on the health and well-being of women at the NACW Conference. On June 13, 2018, the Executive Director joined a panel of leaders to discuss the need to increase gender-responsive services within the criminal justice system. The Executive Director was a guest speaker at the Los Angeles League of Women Voters meeting on July 21, 2018.

Supporting the Work of Local WGI Partners Focused on Women’s Issues

On March 29, 2018, the Executive Director briefed the American Institute of Architects’ Los Angeles Chapter’s City Leaders Breakfast on the WGI and led a discussion on gender issues in the workforce, as well as the role of gender in the built or human-made environment.

The Executive Director will represent the WGI on August 22, 2018, on a panel being held at the Federal Reserve entitled, Building Resiliency in Women and Girls in LA County - “Advancing Women’s Health Equity and Financial Literacy.” The Executive Director is the keynote speaker for the Iranian Circle of Women’s Intercultural Network on August 26, 2018, as a part of the Women’s Equality Day program.

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Strengthening Governing Council Structure and Capacity

The WGI GC continues to meet monthly. To better accommodate the Board of Supervisors' WGI deputies' schedules, as well as some of the GC members, their meeting date has been changed to the fourth Monday of the month. The GC is working with the WGI staff to finalize the WGI Strategic Plan, which the Executive Director developed for the GC July retreat. The WGI anticipates finalizing the plan no later than September 30, 2018, and looks forward to sharing the plan in the next report. After the Strategic Plan is adopted, the GC will establish new Ad-Hoc Committees that align with the specific goals and objectives of the plan. The GC will consider the Ad-Hoc Committees' recommendations in their respective areas which will include input from internal and external experts.

The Fifth District recently filled its vacant position, bringing the GC to 14 members and leaving one vacancy to be filled.

If you have any questions or need additional information, you may contact me at (213) 974-1101, or your staff may contact Abbe Land at (213) 974-4532 or via email at aland@ceo.lacounty.gov.

SAH:JJ:FAD
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