



**STATEMENT OF PROCEEDINGS FOR THE
REGULAR MEETING OF THE
WOMEN AND GIRLS INITIATIVE
GOVERNING COUNCIL
KENNETH HAHN HALL OF ADMINISTRATION
500 WEST TEMPLE STREET, ROOM 739
LOS ANGELES, CALIFORNIA 90012**

Monday, June 28, 2021

1:00 PM

Virtual Meeting

**Governing Council Members, staff, and the public attended meeting via
Microsoft Teams Video Conferencing or by phone.**

Roll Call and Review of Meeting Logistics - Alisa Williams (21-2126)

Chair Bea Stotzer called the meeting to order at 1:05 p.m.

Alisa Williams, Chief Executive Office (CEO) Analyst called the roll. Among those present were Women and Girls Initiative (WGI) Governing Council staff: Abbe Land, Executive Director, Porsha Potts, Senior Sec. III, and Alisa Williams. Also, in attendance were Jackie Filla, Ph.D., WGI Research Consultant, Marissa Ayala, Sheila Kuehl Policy Fellow, and Rachel Cvitanovich, WGI Intern.

Member Alice Petrossian attended the meeting although was not counted in the quorum as she was outside the boundaries of Los Angeles County.

Present: Chair Bea Stotzer, Vice Chair Wendy Greuel, Kafi Blumenfield, Araceli Campos, Anita DeFrantz, Perla Hernandez-Trumkul, Chris Hershey, Jennifer Quan, Sharon Shelton and Kathy Spillar

Absent: Sandra Mendoza, Alice S. Petrossian, Dr. Carmen Schaye, Jane Templin and Angela Underwood-Jacobs

I. ADMINISTRATIVE MATTER

1. Approval of Minutes May 24, 2021 (21-2133)

On motion of Member Anita DeFrantz, seconded by Member Chris Hershey and unanimously carried by the following vote, the WGI approved the meeting minutes from May 24, 2021.

Ayes: 9 - Chair Bea Stotzer, Vice Chair Wendy Greuel, Kafi Blumenfield, Anita DeFrantz, Perla Hernandez-Trumkul, Chris Hershey, Jennifer Quan, Sharon Shelton and Kathy Spillar

Abstentions: 1 - Araceli Campos

Absent: 5 - Sandra Mendoza, Alice S. Petrossian, Dr. Carmen Schaye, Jane Templin and Angela

Attachments: [SUPPORTING DOCUMENT](#)

II. PRESENTATION

2. State of Childcare in Los Angeles County
Debra Colman, MSW, Director, DPH Office for the Advancement of Early Care and Education (OAECE) (21-2565)

Debra Colman, MSW, Director in the Department of Public Health, Office for the Advancement of Early Care and Education (OAECE), PowerPoint presentation (see Supporting Document), “The State of Early Care and Education in LA County,” reported that 90 percent of a child’s brain develops before five years old. Ms. Colman stated James J. Heckman, an Economist, dedicated a great amount of time studying the investment of early childhood education. Mr. Heckman believes there is a 13 percent return on every dollar invested in early care and education.

Importance of Early Care and Education

Ms. Colman added early childhood education set by the Perry Preschool Project that followed participants and non-participants over 40 years. The study disclosed those having access to early care and education are more likely to have stable housing, car ownership, and higher graduation rates. Also determined in the study, they were less likely to use social service supports, fewer lifetime arrests, a higher median income and employment rate. For OAECE, these findings were exciting and frames how to provide support to the youngest in the care and education program.

Early Care and Education System

Ms. Colman reported the County’s early care and education program is a multi service delivery system divided into three primary streams the center based care, licensed family childcare system and the family, friends, and neighbors’ care that can be informal and may include before and after school and elderly care which is sometimes difficult to track unless the care is subsidized. According to OAECE, a needs assessment study

conducted every five years indicates a huge need to build capacity as the growth of licensed childcare homes continue to decline as of seven years ago.

Since the beginning of the COVID-19 pandemic when the K-12th grade school system closed, OAECE operated early on with about 40 percent of the system open to ensure all the children received help. During the COVID-19 pandemic, the number of available facilities and homes decreased so now the focus is to support the reopening of facilities that closed and ensure those already open remain open. OAECE received reports from centers that lost up to \$250,000 of revenue last year because they were unable to operate at full capacity due to public health restrictions.

Cost of Care

Ms. Colman further reported the County has three primary issues in their early care and education strategic plan. The cost of care for low income families may be half their income for two children, an infant and a preschool age child. Childcare is staff resource intensive and the younger the child the more care costs. The cost of care can be supplemented by a private provider, from state and/or federal subsidizes funding sources, multiple strings of funding, or paying for services at full cost. Most importantly, childcare is expensive, and many in the workforce make very little money. Secondly, workforce quality is dependent on funding streams. Quality does cost money and the quality across the system is uneven. The County has a quality improvement consortium. OAECE is on the leadership council of "Quality Start LA" that consist of best practice thinkers determining how to improve quality across a multi service delivery system. Thirdly, and most importantly, is providing support to the workforce. On June 22, 2021, the Board requested a 120-day plan and framework for implementing a comprehensive early care and education workforce development strategy which is a partnership between OAECE and several other departments in the County including the WGI. Ms. Colman added she had the privilege of working in partnership with the WGI for about a year and a half and ever since, is in constant communication.

Investing in Quality

Ms. Colman stated the workforce dynamic tension is between qualifications and compensation as the State of California continues to push for increased qualifications. Research reveals that the workforce, that has more training albeit a bachelor's degree or a child development permit leads to better care and long-term academic success for the children in their care. The dynamic tension is between how much it costs and how

much money is paid an early childcare provider. There is no direct connection to an increase of wages even if staff acquires additional education. Almost half of the providers in the State of California are on some type of public assistance with salaries less than \$16 an hour. The inconsistency in earnings made by early care and education providers compared to what someone in the K- 12th grade system makes in most cases doubles that of childcare provider specialist.

Question and Reflections

In response to questions and comments posed by the Governing Council, Ms. Colman responded by stating the following:

- San Francisco, CA office of early care and education is very similar to the County's. Their OAECE does remarkable things by offering tax credit to help subsidized care. They also blend lots of funds together which is made possible by having a single county, City, and school district with 500 providers in their bandwidth oppose to over 8500 providers and numerous school districts within Los Angeles County. Los Angeles County's OAECE is utilizing the same consultant for a comprehensive fiscal analysis of investments in the County to include in the framework of the strategic plan. OAECE challenge is how to weave all LA County's different systems into a single tapestry to maximize efforts. Also, for this year, Workforce Pathways LA and OAECE are processing stipend checks for over 1200 early educator students that completed 21 hours or more of college coursework to obtain a child development permit or a degree.
- In March 2020, the Early Childhood Education Response Team was established which was led by OAECE, First 5 Los Angeles and the Los Angeles County Office of Education (LACOE) and in partnership with the City of Los Angeles, Child Care Alliance of LA resource referral system along with a few non-profit organizations. Presently, the response team is switching from response to recovery to what needs the most support. Several American Rescue Plan proposals were submitted to the Chief Executive Office (CEO) that will stabilize the early care and education system. State of California funds were not enough to stabilize the early care and education systems in the County. During the pandemic, OAECE partnered with the Department of Consumer and Business Affairs and the City of Los Angeles grant programs for funding. The additional funding stabilized operations as well as provided technical assistance especially for family childcare providers. Also distributed last year were \$20 million of free childcare vouchers to families. OAECE is asking Governor Newsom for the same package which will vouchers. Therefore, OAECE asked the American Rescue Plan will

probably take about six months before the County can distribute the Plan to support low income families with additional vouchers for the next six months.

- OAECE works on issues with DPH legislative team and the CEO's legislative team on State and federal issues. The Early Care and Education Budget Coalition works strategically to prioritize one to three issues a year.
- Very soon the fiscal analysis conducted by the consultants can produce a budget on the amount needed to serve all the children in the County. Ms. Colman suggested the Governing Council reference a national study of about 700 pages called, "Financing the Early Care and Education System," that presented models by economists on how to assure every child has early care and education.

Chair Stotzer thanked Ms. Colman for her very informative and valuable

Attachments: [SUPPORTING DOCUMENT](#)

III. REPORTS AND POSSIBLE ACTION

3. Chair Report - (Bea Stotzer)
Calendar July 2021-March 2022 (21-2572)

Chair Bea Stotzer welcomed and introduced Rachel Cvitanovich, WGI Intern, the summer intern is working on her Master of Public Policy Degree at the University of California, Los Angeles (UCLA) and is due to graduate in June 2022.

Executive Director Abbe Land noted Member Alice Petrossian joined the meeting.

4. Increasing Women in the Los Angeles County Sherriff's Department Ad Hoc Committee (Kathy Spillar)

Receive and File
Justice & Securities Strategies, Inc. Report
Approve recommendations from Ad Hoc Committee to submit to Board of Supervisors (21-2567)

Member Kathy Spillar, Chair of the Los Angeles Sheriff's Department Ad Hoc Committee, conducted a PowerPoint presentation (see Supporting Document) titled, "Increasing Women in Los Angeles County Sheriff's & Fire Departments Ad Hoc Committee Recommendations." Member Spillar stated although the title includes the Los Angeles County Fire Department (LACoFD), the Ad Hoc Committee focused primarily on the Los Angeles

Sheriff's Department (LASD). Executive Director Abbe Land has met and is working with the LACoFD. A memo dated June 21, 2021, was issued to the Governing Council for this meeting followed by the 200-page report, "Recruiting, Hiring, and Retaining Women in the Los Angeles County Sheriff's Department." Member Spillar thanked and introduced the consultants from Justice and Security Strategies, Inc. (JSS), the Ad Hoc Committee Members, Supervisorial District Deputies, and other members of the team for undertaking the research and developing the recommendations.

Member Spillar reported the Ad Hoc Committee's recommendations are not requesting an expansion in the number of deputies or the department. The recommendations are a shift fundamentally of the gender makeup of LASD. The focus is on how to prevent and overcome the barriers that impede the increase of women in the ranks of LASD. The Ad Hoc Committee believes the recommendations are key in accelerating the kinds of changes that meets the demands for reimagining policing, and the demands from the community that took on added urgency and visibility following the murder of George Floyd and the massive demonstrations. The Ad Hoc Committee recognizes the need to shift resources from police agencies, but the Ad Hoc Committee also recognized the policing culture must change and by increasing the proportion of women in the ranks of LASD will help facilitate the change.

Member Spillar stated the Ad Hoc Committee requested JSS to identify the policies and practices affecting the representation of women in the Sheriff's Department. Revealed was the reliance of one specific test, as stated in the presentation, "The department's reliance on the physical agility test as a core component of hiring requirements (mandated by POST) is a major barrier to increasing the hiring of women." JSS analysis of over 30,000 LASD applications over several years indicates women taking the physical agility tests failed 42.4 percent compared to only 7.2 percent of men. Existing job analysis also revealed that 85- 90 percent of officer's time is spent without engaging in any strenuous physical activity.

In conclusion, Member Spillar reported the overall goal is to motivate the department to adopt modern community policing oriented test and standards, to change the type of person being hired and to really reimagine the qualification standards. Member Spillar requested the Governing Council consider and approve the recommendations as follows:

- 1. Establish that recruiting women is an institutional priority. Commit to goal of 45 50 percent women over a 15-year period, reflecting the**

- population and diversity of the County (currently LASD goal is 20 percent women)
2. **Collect and analyze LASD hiring data on gender by race and ethnicity to track and publish data quarterly to Board of Supervisors**
 3. **To achieve higher percentages of women recruited and hired, lead efforts to reform current California POST requirements:**
 - **Replace outdated physical and written testing standards with standards related to actual physical demands placed on most officers in performing their jobs**
 - **Develop standards and test for assessing applicants' problem solving orientation, conflict resolution skills, critical thinking skills, judgment, mindset of tolerance and inclusion for a broad circle of humanity, high maturity, and ability to communicate with diverse groups**
 4. **Shift academy culture to an adult learning model instead of the current militaristic nature of the academy**
 5. **Compile and submit quarterly reports to the Board that tracks the gender and race of officers involved in excessive force incidents and citizen complaints**
 6. **Develop structured mentorship programs. Conduct diversity, equity and inclusion and implicit bias training. Provide specialized trauma and mental healthcare services for deputies targeted by sexual harassment**
 7. **In order to retain women in the LASD, ensure family friendly work policies.**

Following discussion, Chair Stotzer stated for the record and for the Ad Hoc Committee to keep in mind Member Araceli Campos comment to invite for discourse those who effectively represented the communities of brown and black people before and after George Floyd's death and uprising. Member Campos feels the dialog is important and will effectuate recommendations to the Board. Also, for the record was Vice Chair Wendy Greuel's comment stating for any kind of policy change, the process requires WGI's persistent support long after the final report and recommendations are given to the Board.

On motion of Vice Chair Wendy Greuel, seconded by Member Sharon Shelton and unanimously carried, the WGI received and filed the Justice & Securities Strategies, Inc., (JSS) report on Recruiting, Hiring, and Retaining Women in the Los Angeles County Sheriff's Department and approved the recommendations to submit to Board of Supervisors by the Increasing Women in the Los Angeles County Sheriff's Department Ad Hoc Committee.

- Ayes:** 10 - Chair Bea Stotzer, Vice Chair Wendy Greuel, Kafi Blumenfield, Anita DeFrantz, Perla Hernandez-Trumkul, Chris Hershey, Alice S. Petrossian, Jennifer Quan, Sharon Shelton and Kathy Spillar
- Noes:** 1 - Araceli Campos
- Absent:** 4 - Sandra Mendoza, Dr. Carmen Schaye, Jane Templin and Angela Underwood-Jacobs

Attachments: [SUPPORTING DOCUMENT](#)
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5. At-Promise Girls Ad Hoc Committee Update (Anita DeFrantz)
Update on APP report and next steps (21-2566)

Member Anita DeFrantz, Chair of the At-Promise Girls Ad Hoc Committee, reported the UCLA Public Policy Master's Program student's presentation of the report of policy recommendations to the Ad Hoc committee to end the school to prison pipeline is available for the Governing Council's review. Member DeFrantz added that the cover letter is an excellent complement to the report. Similarly, to the Sheriff's report but in the context of schools, she stated there is not enough qualified personnel that knows how to handle our youth. Although the report does not address the policing of schools, more moderate approaches were taken into consideration.

6. WGI Final Report Ad Hoc Committee Update (Chris Hershey) (21-2569)

Member Chris Hershey, Chair of the WGI Final Report Ad Hoc Committee, gives kudos to the WGI Sheriff's Report which is so impressive. Member Hershey stated that the Governing Council is in the middle of some life changing decisions, and she thanked them for their work.

Member Hershey reported we had a tentative outline however; Executive Director Land will gather and forward materials that place the Ad Hoc Committee in the middle of a refinement phase. Member Hershey stated we are writing in earnest over the summer therefore by the retreat in the fall a draft will become available to share with the Governing Council.

7. Community Engagement Ad Hoc Committee Update (Sharon Shelton)
(21-2570)

Member Sharon Shelton, Chair of the Community Engagement Ad Hoc Committee, received a draft of the Virtual Town Hall (VTH) report bearing significant recommendations. The Ad Hoc Committee will meet within the next couple weeks to discuss the updated report. At the next Governing Council meeting, an update will be given on the revisions made to the VTH

report.

8. Homeless Women Ad Hoc Committee Update (Wendy Greuel) (21-2571)

Vice Chair Wendy Greuel, Chair of the Homeless Women Ad Hoc Committee, reported that at the last meeting two women spoke about the need to address women homelessness and their own lived experiences. The Ad Hoc Committee gained insight from LA Family Housing about a site in the Northeast Valley that designed housing and services specifically for women. The facility's unique design makes women feel safe and provides a calming and soothing environment along with other things for a population that has obviously been severely impacted by living on the streets of Los Angeles.

Vice Chair Greuel stated the next Ad Hoc Committee scheduled presentations are on July 8, 2021 with providers on housing and service needs, and possibly a mental health project. The Ad Hoc Committee is moving fast and furious to get meaningful recommendations to the WGI GC.

9. Executive Director's Report
CEDAW -- Update (Araceli Campos)
Employee Climate Survey
Women in Trades Advisory Council (21-2573)

Executive Director Abbe Land opened the floor for the following:

CEDAW Update (Araceli Campos)

Member Araceli Campos reported County Counsel provided their recommendations directly to the Board and unfortunately, the WGI was unable to review them prior to their submission. The good news is Supervisors Sheila Kuehl and Holly Mitchell will instruct County Counsel to incorporate the implementation of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) into County policies. Member Campos looks forward to seeing what transpires.

Employee Climate Survey

Executive Director Land reported Jackie Filla, Ph.D., WGI Research Consultant, the Department of Human Resources and County Counsel were responsible for shepherding the Employee Climate Survey II that garnered a very large amount of County employee participation of over 42 percent. This summer Dr. Filla, Ms. Ayala and Rachel Cvitanovich, WGI Intern, will analyze the Employee Climate Survey II that has a few additional questions and compare it against the Employee Climate Survey I.

Women in Trades Advisory Council

Executive Director Land thanked Chair Stotzer and Member Jane Templin for meeting with the Department of Public Works (DPW) and a consultant to discuss the Women Trades Advisory Council that is a part of the new community workforce agreement. The purpose of this council is to engage departments and the unions into hiring more women into the trades. The Advisory Council has certain mandates that addresses how to attract women, how to get women there, and how do we keep the women once they are there. Thus far the Advisory Council has met four times and will begin to meet quarterly. There is participation not only from DPW, the Internal Services Department (ISD) and other County departments but from vital union representatives as well. The intent is to increase the number of women in apprentice programs by partnering with organizations that historically find gainful employment for women in the trades. In 2019-2020, the number of women hired to work on projects contracted by the County was less than one percent. By May 2021, and in a short period of time, women working in County contracted projects increased by 2.4 percent. They credit the WGI for pushing them to create a trade advisory council that actually does something.

Executive Director Land also reported the County is not yet officially open. Governor Newsom extended the Order of Emergency to keep the meetings virtual while continuing to meet the requirements of the Brown Act. Executive Director Land stated hopefully, by this September meetings will be held in person.

Chair Stotzer added that the Governing Council will not meet in August 2021. Around September/October a longer meeting will be scheduled to discuss the outline for the report and to shape how to handle the recommendations and look at issues that the Governing Council may have to revisit.

IV. MISCELLANEOUS

10. Announcements (21-2574)

There were no announcements.

Public Comment

11. Public Comment (21-2575)

Members of the public, Ivette Alé and Dr. Genevieve Clavreul addressed the WGI.

Adjournment

12. Adjourn July 26, 2021 1:00-2:30 (21-2576)

On motion of Member Chris Hershey, seconded by Member Anita DeFrantz, and unanimously carried by the following vote, the Governing Council approved the meeting adjournment at 2:28 p.m. for a Regular Meeting scheduled for July 26, 2021 at 1:00 p.m.

Ayes: 11 - Chair Bea Stotzer, Vice Chair Wendy Greuel, Kafi Blumenfield, Araceli Campos, Anita DeFrantz, Perla Hernandez-Trumkul, Chris Hershey, Alice S. Petrossian, Jennifer Quan, Sharon Shelton and Kathy Spillar

Absent: 4 - Sandra Mendoza, Dr. Carmen Schaye, Jane Templin and Angela Underwood-Jacobs