



**STATEMENT OF PROCEEDINGS FOR THE  
REGULAR MEETING OF THE  
WOMEN AND GIRLS INITIATIVE  
GOVERNING COUNCIL**

**Monday, April 26, 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 - Abbe Land (21-1666)

**Chair Bea Stotzer called the meeting to order at 1:04 p.m.**

**Abbe Land, Executive Director 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, Chief Executive Office (CEO) Analyst. Also, in attendance were Jackie Filla, Ph.D., WGI Research Consultant, and Marissa Ayala, Sheila Kuehl Policy Fellow.**

**Executive Director Land introduced Alisa Williams, CEO Senior Analyst, as a new staff member replacing Nicole Byrant. Ms. Williams brings a wealth of experience having worked in many of the departments across the County as a Program Specialist, including working on a Coronavirus Response Team, as well as working with data and assisting in strategic planning. We are delighted to have her step in to assist as the WGI continues its work. Ms. Williams thanked everyone for the warm welcome and stated that it is a pleasure to be here and how she looks forward to working with everyone.**

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

Absent: Alice S. Petrossian, Dr. Carmen Schaye and Angela Underwood-Jacobs

## **I. ADMINISTRATIVE MATTER**

1. Approval of Minutes March 22, 2021 (21-1667)

**On motion of Member Antia DeFrantz, seconded by Vice Chair Wendy Greuel and unanimously carried by the following vote, the WGI approved the meeting minutes from March 22, 2021.**

**Ayes:** 12 - Chair Bea Stotzer, Vice Chair Wendy Greuel, Kafi Blumenfield, Araceli Campos, Anita DeFrantz, Perla Hernandez-Trumkul, Chris Hershey, Sandra Mendoza, Jennifer Quan, Sharon Shelton, Kathy Spillar and Jane Templin

**Absent:** 3 - Alice S. Petrossian, Dr. Carmen Schaye and Angela Underwood-Jacobs

**Attachments:** [SUPPORTING DOCUMENT](#)

## **II. PRESENTATIONS**

2. LA County Human Relations Commission: Hate Crimes and Incidents in LA County - Looking through a Gender Lens-- Robin Toma, Executive Director  
Monica Lomeli, Ph.D, Senior Intergroup Relations Specialist  
Terri Villa-McDowell, Sr. Human Relations Consultant, LA vs Hate Program Coordinator (21-1668)

**Robin Toma, Executive Director, Human Relations Commission (HRC), stated it is a pleasure to be here, and thanked Executive Director Land and the WGI for the collaborations over the years. Mr. Toma mentioned working with WGI on the Los Angeles Countywide (County) equity initiative, the Transgender Youth Conference, and the Anti Racism Diversity Inclusion Initiative along with the most recent, International Human Rights Treaty, CEDAW, that was collaboratively brought before the Board of Supervisors (Board) as a way to solidify the connection of our government with law that defends and protects women and girls.**

**Mr. Toma further stated HRC Hate Crime Report and Anti Hate Initiative grows from the Board's leadership in the past four years as reported hate crimes were going up after many years of decline. To expand our knowledge and awareness, the community was invited to report their assaults although it continues to be under reported, moreover, to report non-hate crimes that constitute expressions of hostility, prejudice and hatred. HRC was able to generate data from the hate crimes report to provide data on crimes against women.**

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Mr. Toma began the PowerPoint presentation (see Supporting Document), "Hate Crimes and Incidents in LA County: Looking through a Gender Lens," by reporting on recent projects conducted by HRC. LA vs Hate, an anti hate initiative launched last year to encourage the public to report acts of hate by phoning 211. The Annual Hate Crimes Report collects data from all law enforcement agencies in Los Angeles County (County). Since 1986, HRC has hosted an annual event, Network Against Hate Crimes, that provides a forum for civil rights organizations, law enforcement agencies, academic and government entities to partner and address hate crime in the communities.

Monica Lomeli, Ph.D., Senior Intergroup Relations Specialist, provided an overview of how data on hate crimes is obtained as well as define the victims of anti female, anti lesbian, and anti transgender hate crimes.

Dr. Lomeli reported all of the County's law enforcement agencies submit reports on acts of hate to HRC as well as community based organizations, colleges and universities, and K through 12 grade school districts. The number of hate crime victims identified as women has grown steadily since 2012, in the year 2019, there were 130 females who reported a hate crime which were 36 percent of the total number of reported hate crimes for that year.

### Types of Hate Crimes Against Women

Dr. Lomeli reported anti female hate crimes account for 7 percent of gender related hate crimes usually less than 1 percent in a given year, many anti female hate crimes involve multiple motivations. Often victims are called racial slurs and the "B" word which was normalized by the media and society; some researchers caution that the frequent use of the "B" word reinforces sexism as a normal part of our society that may lead to underreporting. Domestic or intimate partner violence is not identified as a hate crime because it's an interpersonal relationship. However, other types of hate crimes against women include serial killers, rapists, and gang rapes.

Anti lesbian hate crimes account for 14 percent of all LGBTQ reported hate crimes in 2019. There were 14 anti lesbian hate crimes due not to their sexual orientation but to non conformity or gender stereotypes. When women are perceived by perpetrators to behave or appear too masculine some are threatened with violence to make them into "real men" or with sexual assault to make them into "real women."

Anti transgender hate crimes account for 91 percent of all transgender hate crime. Many transgender women are characterized by the perpetrator

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conflating the victims gender identity with sexual orientation slurs such as fag or fagot are often assigned to anti transgender hate crimes. Trans women experience one of the highest levels of violence.

Terri Villa McDowell, Senior Human Relations Consultant, LA vs Hate Program Coordinator, reported 211LA is a partner of LA vs Hate. Since September 1, 2019, HRC has accepted reports on hate acts and crimes from the community. Of the 347 reports analyzed by HRC staff from 211 calls, 144 (41.5 percent) were women. The types of incidences were broken down by percentages: 19 percent were called a derogatory name, 5.5 percent reported discriminatory treatment, 3.75 percent were bullied, and 3.46 percent reported for both assault and vandalism. HRC received about 358 reports on Asian related hate crimes in the County from March 2020 to 2021. Almost 64 percent were women, 26.3 percent were males, 2 percent transgender and nonbinary, and about 4 percent preferred not to specify.

Ms. Villa McDowell also reported LA vs Hate has three components: education and outreach; 211 call line that offers free services; it is a very complex and heavy load for everybody including herself, a 211 team that works to provide victims counseling, referrals, compensation, and legal remedies, including information on civil rights anti discrimination laws. The 211 team provides referrals for housing, receives bullying reports from minors in school and wants to create a human relations program in schools. HRC hopes to add two more advocacy programs to train local business employees on what action to take when seeing hate happen; and promote and offer LA vs Hate support to school and various city governments. Countywide, LA vs Hate has approximately 17 contracted and 166 non contracted partners.

Attachments: [SUPPORTING DOCUMENT](#)

3. First 5 Los Angeles: Early Childhood Development Post COVID-- Jaime Kalenik, Program Officer, Early Care and Education Team  
Ofelia Medina, Senior Policy Strategist, Office of Government Affairs and Public Policy (21-1670)

Ofelia Medina, Senior Policy Strategist, Office of Government Affairs and Public Policy, reported Ms. Kalenik was unable attend today's meeting due to a family emergency.

Ms. Medina participates in a weekly collaborative, the Los Angeles County Early Childhood Education COVID 19 Response Team. The team consist of members from the Los Angeles County Office of Education, County Department of Public Health--Office for the Advancement of Early Care and Education, First 5 LA, Los Angeles Unified School District, Child Care

Alliance of Los Angeles, the office of Mayor Eric Garcetti, and county resource and referral agencies. Ms. Medina reported early childcare education has a mixed delivery system: centers with multiple classrooms; family childcare homes which are licensed program serving multiple families in a providers' residence; and license exempt care known as family, friends, and neighbors' care. Childcare, an essential service provider, were never ordered to close however, mandated operational changes from the Department of Public Health to prevent the spread of COVID 19 forced many to close their doors and for some, permanently.

Ms. Medina reported as of April 2021, 64 percent of the early education centers in the County and 79 percent of licensed family childcare homes were open. As reported by the resource and referral partner agencies, many of the essential workers receiving emergency childcare vouchers choose throughout the pandemic to utilize family, friends, and neighbors' childcare services which are considered unsustainable.

Afro American women and Latinas lost the most during the economic downturn. Childcare cost increased and providers experienced significant drops in enrollment. Nearly one in three jobs in the childcare industry were lost and the total number of licensed care providers were reduced by 1/3 between January 2020 to 2021. Over 34 childhood education advocacy organizations, the administration and our state legislature including the Women Caucus provided support and needed resources in the amount of \$100 million dollars to establish the Emergency Childcare for Essential Workers Program to secure easy access to childcare for low income children and families.

As the needs of parents and providers continue to grow so has the advocacy at the national, state, and local levels. The First Cares Act appropriated \$3.5 billion dollars and recently, the American Rescue Plan received significant funding. Ms. Medina stated now is the time while California's financial condition is much healthier for our leadership to prioritize investments to change the existing complex and difficult to navigate system. The State of California Early Childcare and Education Coalition (ECE Coalition) recognizes childcare services are vital to supporting essential workers ability to provide children a safe and healthy environment. Childcare is vital for children and families and an essential element in the recovery and the future of the economy.

Ms. Medina further stated the ECE Coalition fashioned recommendations directed towards prioritizing the \$7.8 billion dollars of state and federal funding for early learning support. Ms. Medina offered to provide the

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**Governing Council a copy of the letter describing how to use the \$7.8 billion dollars. A major recommendation is based on diversity, equity, and inclusion that primarily addresses the lack of access for black and brown children across the County and women of color who continue to care for children. Another priority in restoring the economy is for parents to rejoin the workforce while the County attempts to deliberate the larger number of women who no longer work.**

### **III. REPORTS**

- 4. Chair Report - (Bea Stotzer)  
WGI Economic Resiliency Study-Jackie Filla (21-1671)**

**Chair Stotzer briefly highlighted the Governing Council theme for economic resiliency as directed by the Board to explore the County as an employer, service provider, and partner. The Governing Council was one of the first to create a definition for economic mobility and identified indicators for the County to apply a gender lens to the meaning of economic mobility and how it supports advancement internally and externally. The COVID-19 pandemic redirected our focus to better understand how economic resiliency effected women and girls during a crisis. The pandemic exposed very profound economic inequality challenges for women, especially women of color.**

**Chair Stotzer stated we partnered with the University of Southern California (USC) Research Institute who distributed the first draft of the WGI Economic Resiliency Study in March 2021. It was determined the study lacked the economic gender lens for an economic resiliency assessment. Chair Stotzer believes the Governing Council challenge was reaffirmed by the USC study affirming the incredible lack of gender data to provide the information necessary to measure economic ability and identify opportunities for resiliency.**

**Chair Stotzer further stated our in house hero, Jackie Filla, Ph.D., WGI Research Consultant, focused the Governing Council's work to help identify pathways explaining what is meant by economic resiliency for women and girls using a gender lens and how to identify and generate the desirable data. As you will see from this presentation, Dr. Filla has ascertained the necessary information to finish this new approach in the study with hopes of submitting a final report by September or October 2021. Chair Stotzer concluded after so many years of looking at this, we know the incredible challenge to really address economic mobility equitably, therefore, with this study the Governing Council will have the tools to make recommendation to the Board with Dr. Filla's assistance.**

## **WGI Economic Resiliency Study**

**Dr. Filla, stated the PowerPoint presentation (see Supporting Document), “Economic Resiliency Through a Gender Lens,” will enhance USC’s report by projecting future expectations while bringing together all the work done by the Governing Council over the years. Including, global pandemic outcomes and economic hardship that disproportionately impacted women particularly, women of color.**

**Dr. Filla reported County departments such as the Department of Consumer and Business Affairs, requests the WGI assistance on how to collect data and how to keep and use the data collected through a gender lens. An important tenet to consider is early tracking: who is applying for County services; how the County markets its product, identify, and educate constituents; and determine what already exist to disaggregate by gender. The Governing Council has the opportunity, in general, to generate methods to obtain uncollected data.**

**As requested by the Governing Council, to integrate in the USC report information supporting existing recommendations and adding economic sectors using a gender lens. The four sectors indicated in the presentation, will take a deeper dive into not just the WGI’s work but how the County envision its work since recovering from the pandemic.**

**Dr. Filla conveyed the recommendations are to produce three very specific outcomes:**

### **Proxy Measure Recommendations**

**The Proxy Measure Recommendations eliminates the dilemma of not having the perfect metric. With proxy measures the County can adopt and begin using data as they incorporate an intersectional gender lens in their work. Using the proxy eliminates the prerequisite for a perfect metric allowing timely intellectual leverage over decisions.**

### **Programmatic Recommendations**

**The Programmatic Recommendations is the use of existing data from other governmental and non governmental organizations. When the County begins to really think about its role in having its residents recover economically, the WGI will have very specific recommendations about what is necessary and what the County should focus on to ensure women are equitably included in any recovery strategy.**

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## Future Data Collection Recommendations

The Future Data Collection Recommendations will ensure the County collects data disaggregated by gender and apply other equity lenses to tell the complete story of its residence. Overall, the County interest in creatively collecting data has increased. Existing works and the Governing Council's recommendations will assist the County in applying a gender lens, ideally, in the direction the WGI wants for the County to programmatically serve its constituents. An important function of the County moving forward, as the Governing Council thinks of ways to promote the economic wellbeing of residents, is to identify cultural differences and incorporate it into its recovery strategies.

Attachments: [SUPPORTING DOCUMENT](#)

5. Community Engagement Ad Hoc Committee Update (Sharon Shelton) (21-1672)

**Member Sharon Shelton, Chair of the Community Engagement Ad Hoc Committee, reported the ad hoc committee members continue to review the report from the virtual town halls. The ad hoc committee is still in the thick of it in terms of providing recommendations that would impact the County's future therefore, we continue to meet to finish what we hope to be a very robust report that will certainly add to the culminating documents of recommendations from the WGI.**

6. Homeless Women Ad Hoc Committee Update (Wendy Greuel)  
Measure H Funding  
Unaccompanied Women Needs Assessment  
AB 71 - Bring California Home Act (21-1673)

**Vice Chair Wendy Greuel, Chair of the Homeless Women Ad Hoc Committee, reported the first ad hoc committee meeting was held with the intent to hold at least three additional meetings prior to sunset. The goal is to obtain advice and counsel from expert guests as the ad hoc committee moves forward to determine existing accomplishments and how the ad hoc committee can expound upon it.**

**The assessment will include people of color and of course, women, who are experiencing homelessness in addition to lived experiences. Vice Chair Greuel stated her appreciation for everyone's participation in this important issue in the context of all that is happening with Judge David O. Carter injunction of requiring the City of Los Angeles and Los Angeles County to provide housing for all requesting shelter within 6 months and the budgetary items, etc. Vice Chair Greuel was pleased the WGI has taken on the study and thanked the team for participating.**



7. WGI Final Report Ad Hoc Committee Update (Chris Hershey) (21-1674)

**Member Chris Hershey, Chair of the WGI Final Report Ad Hoc Committee, reported the ad hoc committee is in great shape with staff's assistance in issuing the Member Chris Hershey, Chair of the WGI Final Report Ad Hoc Committee, reported the ad hoc committee is in great shape with staff's assistance in issuing the Final Report Survey to Governing Council Members. Presently, four members completed the survey with some members forwarding their concerns via individual messages. Member Hershey reported the ad hoc committee landscape of work from past annual reports, WGI retreats, etc. along with Executive Director Land assistance, an outline of the final report may become available as early as July 2021 for the Governing Council review.**

8. At-Promise Girls Ad Hoc Committee Update (Anita DeFrantz) (21-1676)

**Member Anita DeFrantz, Chair of the At-Promise Girls Ad Hoc Committee, was excited to report the Bruins from the University of California, Los Angeles (UCLA), Public Policy Master's Program completed their draft policy recommendations to end the school to prison pipeline. In light of the recent decision by the Supreme Court Justices to uphold the right to imprison a child for life without the possibility of parole makes our work timely and is very important. In the draft, the primary recommendations are to expand the implementation of on site councils which is comprised of teachers, student, parents and staff, to reform the defiance and violence without injury policies which contributes to most of the detainments and/or expulsions as a form of punishments, and remove policing from schools which really hurts black and brown girls.**

**Member DeFrantz thanked and appreciated Marissa Ayala, Sheila Kuehl Policy Fellow, for championing the project and for her overall help. At one point, Member DeFrantz and Executive Director Land had discussed enhancing the UCLA's report by including a section on de-escalation trainings for teachers. The ad hoc committee will invite professors to address the history of policing in public schools. Member DeFrantz informed committee members to expect to see a meeting notice very soon to discuss this and other matters.**

9. Executive Director's Report  
CEDAW -- Update (Araceli Campos)  
Employee Climate Survey  
Pathways to Economic Resiliency Workgroup  
Denim Day - April 28, 2021 (21-1677)

Executive Director Abbe Land announced WGI County Counsel, Angela Parks, joined the meeting. Executive Director Land also stated the Homeless Women Ad Hoc Committee meeting discussed Assembly Bill (AB) 71 Homelessness Funding: Bring California Home Act that may potentially provide \$2.4 billion dollars annually from taxing corporate entities whose profits exceed \$5 million dollars. The Board supports AB 71 and the WGI will prepare a template or draft letter to send also supporting the bill. Executive Director Land offered to share the template with the Governing Council Members for signature under their organization supporting ongoing funding for the homeless. In addition, the Board is addressing the needs of unaccompanied women experiencing homelessness that are without children because public resources for those in that category are limited therefore, the Board instructed a needs assessment study that will most likely provide supplementary funding.

In addition, Executive Director Land will virtually attend a meeting with Representatives in Washington, DC, with some of the Board of Supervisors in support of President Joseph Biden and Vice President Kamala Harris' recently established White House Gender Policy Council. Executive Director Land will discuss some of the issues concerning women in LA County and the work of the Women and Girls Initiative Governing Council.

#### **CEDAW Update (Araceli Campos)**

Member Campos stated County Counsel requested an extension on their recommendation to the Board on the implementation of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) into County policies.

#### **Employee Climate Survey**

Executive Director Land reported the 2021 Employee Climate Survey will be released this week to all County employees as recommended by the Governing Council. From the 2019 survey, the WGI was able to glean from the survey that employees need different childcare options; understandable family leave criterion; and a broader mentorship program. Employees will have a month to complete the survey then the WGI will follow up with some analysis for reporting at an upcoming meeting. Executive Director Land acknowledged Dr. Filla, who really spearheads the work on the Employee Climate Survey.

#### **Pathways to Economic Resiliency Workgroup**

Executive Director Land reported the County's Pathways to Economic Resiliency Workgroup is attended by the WGI to ensure the Governing

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**Council's recommendations are incorporated in their final report. The WGI is there to reinforce the Governing Council's stance on allowing flexible childcare options for County employees; training and jobs for women in construction, manufacturing, and other jobs presently in demand as well as ensuring the County's workforce is trained for jobs providing a livable wage.**

**Denim Day on April 28, 2021**

**Executive Director Land announced April 28, 2021 is Denim Day an international event encouraging everyone to wear denim. In Italy, a young girl was raped because she was wearing a pair of jeans; the judge ruled the occurrence consensual since she must have helped take the jeans off. The day after the ruling, women in Italy protested by wearing jeans to raise awareness about rape and intimate partner violence.**

**IV. MISCELLANEOUS**

**10. Announcements (21-1678)**

**There were no announcements.**

**Public Comment**

**11. Public Comment (21-1679)**

**A member of the public, Dr. Genevieve Clavreul addressed the WGI.**

**Adjournment**

**12. Adjourn May 24, 2021 1:00-2:30 (21-1680)**

**On motion of Member Anita DeFrantz, seconded by Member Chris Hershey, 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 May 24, 2021 at 1:00 p.m.**

**Ayes:** 12 - Chair Bea Stotzer, Vice Chair Wendy Greuel, Kafi Blumenfield, Araceli Campos, Anita DeFrantz, Perla Hernandez-Trumkul, Chris Hershey, Sandra Mendoza, Alice S. Petrossian, Jennifer Quan, Sharon Shelton and Jane Templin

**Absent:** 3 - Dr. Carmen Schaye, Kathy Spillar and Angela Underwood-Jacobs