



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

Monday, September 27, 2021

1:00 PM

Virtual Meeting

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

1. Roll Call and Review of Meeting Logistics - Alisa Williams (21-3583)

Chair Bea Stotzer called the meeting to order at 1:12 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, and Marissa Ayala, Sheila Kuehl Policy Fellow.

Member Sandra Mendoza joined the meeting at 1:17 p.m. establishing a quorum. Members Kafi Blumenfield and Alice Petrossian joined the meeting at 1:19 p.m.

Present: 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 Kathy Spillar

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

I. ADMINISTRATIVE MATTERS

2. Approval of Minutes July 26, 2021 (21-3584)

On motion of Member Anita DeFrantz, seconded by Vice Chair Wendy Greuel and unanimously carried by the following vote, the WGI approved the meeting minutes from July 26, 2021.

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

Abstentions: 1 - Jennifer Quan

Absent: 3 - Dr. Carmen Schaye, Jane Templin and Angela Underwood-Jacobs

Attachments: [SUPPORTING DOCUMENT](#)

II. REPORTS UPDATES & POSSIBLE ACTIONS

3. Chair Report - (Bea Stotzer)

Review of Women and Girls Initiative Board of Supervisor motion and WGI projects (21-3593)

Review of Women and Girls Initiative Board of Supervisor motion and WGI projects

Executive Director Land provided a review of the Governing Council mandate by the Board of Supervisors (Board) and what is needed moving forward. Highlighted in the PowerPoint presentation (see Supporting Document), “Update for the WGI Governing Council Board of Supervisors Motion,” are colors indicating what was complete (green), in process (yellow), and incomplete (red). On December 13, 2016, the Board created WGI specifically to apply a gender lens in three areas of the County: as an employer, a service provider, and a partner. Because of the lack of data, it was difficult to complete a few of the Governing Council’s scope of work. Executive Director Land provided summaries of the mission statement, the set of guiding principles and the strategic framework.

The Board requested WGI to conduct a Countywide study in unique ways of which women and girls are impacted by policies and actions taken by the County (red, yellow, & green). The WGI successfully conducted the Community Engagement outreach meetings (green), submitted the quarterly reports (green) and led the research and assessment of the County’s own recruiting processes (yellow) of which WGI continues to work with the County’s Department of Human Recourses to identify opportunities for workforce gender parity. Tentatively planned for the October 25, 2021 meeting, Dr. Jackie Filla, Ph.D., WGI Research Consultant, will provide information on the women and girls’ surveys identifying gaps in county data through the study she is conducting on economic resiliency. The Chief Executive Office (CEO) authorized County departments to work with the

WGI and supported the department head work group meetings held twice a year along with other works (green).

Executive Director Land reviewed the list of Ad Hoc Committees activities and accomplishments as indicated in the presentation. Additionally, the report, “Increasing Women in LASD (Los Angeles Sheriff’s Department)” was forwarded to the Board and Supervisor Kuehl will take the lead in moving forward with some of the recommendations. The WGI looked at who received County grants in public and private sectors and realized the lack of data to conduct the study which prompted the WGI to develop the Gender Impact Assessment tool. Executive Director Land invited the Governing Council to attend The Natural History Museum display, Rise Up L.A.: A Century of Votes for Women, in person or online before the October 10, 2021 closing date.

Executive Director Land reviewed the list of completed work by the Governing Council which included increasing the number of women working for the Los Angeles County Fire Department. Once the hiring freeze is no longer on hold due to the COVID-19 pandemic, the WGI Women in Tech Hiring Initiative will become active, and County employees created the Women in Tech Employees Group to support each other in the apprentice program. Likewise, Women in Trades Apprentice program will be implemented once the hiring freeze is lifted. Dr. Filla is currently working on Employee Climate Survey results from 2021 and the Economic Resiliency Study presentation for the next WGI meeting. The Department of Consumer and Business Affairs took the lead examining the County’s employees’ financial wellbeing. The WGI assisted in the reconstituting the Gender Responsive Advisory Committee to review services for women in County jails and is part of the workgroup overseeing a needs assessment for unaccompanied women experiencing homelessness. The WGI was part of the Youth Justice Work Group and helped ensure there was a focus on the needs of girls.

The most important are the adoption of CEDAW principles and the implementation of the Gender Impact Assessment tool which are the biggest accomplishments the WGI will leave behind. Last year’s accomplishments were every department set a goal that tracks gender and its impact, the 100th Anniversary Celebration of the 19th Amendment, and the addition of gender data to the economic development scorecard. The next steps will be the retreat to review accomplishments and develop recommendations for the final report to ensure that those recommendations address the remaining work to be done.

Chair Stotzer reported at the retreat the Governing Council will review the policy framework for inclusion in the final report. As well as what are some of the challenges to highlight and what will the WGI recommend continuing the work after the sunset date. Chair Stotzer thanked the Governing Council for partaking in the hearings, recommendations, and Ms. Marissa Ayala for putting together the compilation of issues. A copy of the presentation will be forwarded to the Governing Council.

Attachments: [SUPPORTING DOCUMENT](#)

4. At-Promise Girls Ad Hoc Committee Update (Anita DeFrantz)

Receive and File “Diverting Black Girls in Los Angeles County from the School-to-Prison Pipeline through Intersectional Policy Solutions”

Approve recommendations (21-3595)

Member Anita DeFrantz, Chair of the At Promise Girls Ad Hoc Committee (Committee), stated her excitement about the report, “Diverting Black Girls in Los Angeles County from the School to Prison Pipeline through Intersectional Policy Solutions.” Ms. DeFrantz also thanked Marissa Ayala, WGI Sheila Kuehl Policy Fellow, for all her support and assistance.

Ms. Ayala reported the Committee was first established in 2020 to focus on girls most vulnerable to being admitted into the juvenile justice system and early intervention. The Committee gathered information from the Commission for Children and Families, the Youth Justice Work Group, and nonprofits groups like Liberty Hill. The Committee also commissioned a study that was conducted by UCLA Luskin School of Public Policy Students (UCLA) as part of their Applied Practices Project to examine causes for the school to prison pipeline for girls. Predominantly, UCLA’s recommendations are from a series of qualitative interviews conducted with different stakeholders such as administrators, teachers, nonprofit organizations in the service area, and other partners. The outcome of all their analysis determined that girls of color, especially black girls, are suspended and expelled from public schools in Los Angeles County (LA County) at much higher rates than their peers.

Ms. Ayala PowerPoint presentation, “Update from the At Promise Girls Committee: Applied Policy Project” focus was only on girls attending public schools in the LA County. Ms. Ayala reported available data was limited, the Committee and UCLA utilized data that encompassed all the public schools in the LA County and were unable to obtain data at the school district level. Also, unavailable was data on interactions with police officers on school campuses. The Los Angeles County Office of Education’s (LACOE) has

limited jurisdiction over all the school districts but has some oversight actions that can serve as a guiding force.

Ms. Ayala further reported the highest priority are the two recommendations containing a description: School Site Council to redefine defiance and violence without injury policies; and each school district should implement a Parent/Guardian Liaison at all schools. This is based on the pursuit of equity in schools with both political and financial feasibilities. The Committee wants to start with onsite school councils convening different stakeholders to redefine school defiance policies. To identify the types of actions justifying suspension or expulsion; since those actions are pursued very aggressively especially with black girls who are more often perceived as aggressive or defiant. The second recommendation asked each school district to implement a parent guardian liaison at all schools who are specifically responsible as staff for providing holistic support, which has proven to be successful in schools, to students as well as parents or guardians.

After the presentation, the floor was opened for discussion:

Member Alice Petrossian recommended the following:

- Rearranging a recommendation to first position: “The Board should continue to expand investment in youth development and engagement programming,” which is very critical for the Board to continue to expand, investment, etc.
- Engaging the recently formed Youth Commission to join the cause.
- Adding that the guardian liaison of each school district communicates in the language of the population, creating a culturally sensitive linguistically capable layered design system and a language criterion.
- Acquiring the Los Angeles County Board of Education (LACOE) support who has the authority to recommend policy.

Executive Director Land said the WGI will inform the Board of the report’s importance. Also, the WGI intends to involve key people in LACOE and the Commission for Children and Family who originally worked with the Committee. Executive Director Land further reported the new Youth Commission held their first meeting on Wednesday, September 22, 2021. Executive Director Land is scheduled to meet with the Youth Commission Executive Director this week and will give the director a copy of the report.

Member Chris Hershey stated restorative justice is widely understood, discussed, and practiced across LACOE with huge support from teachers

although, implementation by the administration is lacking. Ms. Hershey recommended the Committee overstate the importance of implementing the program in the report as well as obtain support and adequate funding from the Board for the recommendations.

Vice Chair Wendy Greuel suggested adding an appendix to address the most recent ideas/recommendations. Vice Chair Greuel also stated data is needed to identify the problem that public policy makers can respond to which fits the theme of the WGI is putting together in the final report.

Member Sharon Shelton suggested the Committee review the study, "Black Girls Matter: Pushed Out, Overpoliced And Under protected," that was prepared for LACOE.

Member Petrossian stated without data the report cannot prove the critical issue surrounding the mistreatment of girls of color. As a school board member, Member Petrossian will inquire about data at the school district. Ms. Petrossian further stated there is a greater amount of funds available to school districts to bring about change as well as more and more school districts are hiring people engaged in the area of social justice.

Chair Stotzer suggested the Governing Council receives and file just the report but not necessarily the memo to the Board. To really prioritize future works based on the Committee's recommendations and revise the memo to reflect today's recommendations especially around social justice, budgeting priorities, funding culturally relevant positions, informing school board members of LACOE and more importantly, ensure that the Youth Commission embraces the project following its submission to the Board.

On motion Member Anita DeFrantz, seconded by Kafi Blumenfield and unanimously carried by the following vote, the Governing Council received and filed the At Promise Girls Ad Hoc Committee report, "Diverting Black Girls in Los Angeles County from the School to Prison Pipeline through Intersectional Policy Solutions."

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 Kathy Spillar

Absent: 3 - Dr. Carmen Schaye, Jane Templin and Angela Underwood-Jacobs

Attachments: [SUPPORTING DOCUMENT](#)
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5. Homeless Women Ad Hoc Committee Update (Wendy Greuel) (21-3594)

Vice Chair Wendy Greuel, Chair of the Homeless Women Ad Hoc Committee, has met on several occasions and Ms. Ayala is on track to finish the homeless report for review by the Committee. Vice Chair Greuel anticipates the Governing Council will review and adopt the final recommendations of the Committee at the October 25, 2021 meeting. Vice Chair Greuel stated once again it shows how important data is and the WGI will equalize that by ensuring that it is in the design to address women issues and outreach in other areas. Lastly, thanking the Committee members for a very robust dialogue and for creating a fabulous report.

By Common Consent and without objection, this item was received and filed.

6. Community Engagement Ad Hoc Committee Update (Sharon Shelton) (21-3597)

Member Shelton, Chair of the Community Engagement Ad Hoc Committee, reported the Committee final report referenced the County as an employer, a partner, and a provider. The community experts wonderfully presented the issues of women of color, women in the workforce, women over 55, the future of women, and the intersection of domestic violence and homelessness. The finalized report will provide recommendations extracted from the Virtual Town Hall meetings and some formulated by the Committee. Member Shelton also suggested hosting a virtual reception furthering the opportunity for community engagement with affiliated commissions to really talk about the closing of the WGI and to engage partnership in terms of where that work will go moving forward.

7. WGI Final Report Ad Hoc Committee Update (Chris Hershey) (21-3596)

Member Chris Hershey, Chair of the WGI Final Report Ad Hoc Committee, reported the Committee writers have delivered a rough first draft with some reports nearly completed. They are still looking for data and content, the Governing Council may review an extended draft in November 2021.

The PowerPoint presentation (see Supporting Document) provided three different and dynamic concepts and themes to demonstrate the probable look and feel of the report. As the content evolves visually, selecting what to use for content online and printing ought to be reflective of the County's diverse audiences. Chair Hershey emphasized the three slides are draft concepts. The Committee is considering artwork from well-known female artist living in Los Angeles i.e. Synthia Saint James as shown in slide one.

Chair Hershey further stated the second slide being considered will support concepts and themes relating to social media data points, pop-outs numbers that are grounded in research, and data fields that supports the Governing Council's work. The Committee is leaning towards combining the slides with the first slide. The third slide was in deep rich jewel tones instead of bright yellow shown that can be a hybrid of the first two slides also displaying data, call outs, simple graphics and short highlights that stick and provides a strong visual. The Committee will eventually tie the pieces together with approval from the Governing Council.

Executive Director Land stated the WGI may meet in January and February of 2022 to fine tune the final report. Most importantly the report itself must be completed by January 2022 because it may take about a month or so before it is submitted to the Board. Chair Stotzer stated the final report will need several months to pull everything together once the framework is established. The Governing Council will need to decide what can be done, what will be the core recommendations and to be respectful of the mandate, the WGI should hold its retreat in November or December 2021.

Attachments: [SUPPORTING DOCUMENT](#)

8. CEDAW -- Update (Araceli Campos) (21-3598)

Member Araceli Campos reported County Counsel was asked by the Board to draft a motion for an ordinance leading to the implementation of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and extended the motion final draft date to October 13, 2021. County Counsel worked in the WGI, the Human Relations Commission and the LA County Commission for Women in preparing the draft motion. Executive Director Land will inform the Governing Council when the motion will go before the Board. Member Campos stated if approved, the Chief Executive Office will lead in implementing CEDAW within the County.

EXECUTIVE DIRECTOR'S REPORT

9. October 2, 2021 March for Reproductive Rights.

Women's March Update on virtual meetings. (21-3650)

October 2, 2021 March for Reproductive Rights - Women's March

Executive Director Land reported the March for Reproductive Rights is scheduled for Saturday, October 2, 2021. The Women's March is anticipating marches from all over the country. The WGI as well as the Commission for Women are invited to be on stage and speak before the

audience. Executive Director Land further stated if anyone is interested in attending to let her know by Tuesday, September 28, 2021.

Update on Virtual Meetings

Executive Director Land reported the virtual meetings were extended by California Governor Gavin Newsom to further notice. The Board will continue to hold virtual meetings. Executive Director Land stated virtual meetings may extend through the rest of the year as the numbers of COVID-19 cases fluctuate as well as the County protocols ensuring the Commissioners and staff's safety are adopted.

WGI Meeting Schedule

The meeting schedule for the WGI for last two months in 2021 will be held on different days, November 15, 2021 because of the Thanksgiving holiday, and December 13th due to the Christmas holiday. Executive Director Land stated it is a little bit ironic that December 13th is five years to the day that the WGI was established.

III. MISCELLANEOUS

10. Announcements (21-3599)

There were no announcements.

Public Comment

11. Public Comment (21-3600)

There were no public comments.

Adjournment

12. Adjourn to October 25, 2021 (21-3601)

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 2:27 p.m. for a Regular Meeting scheduled for October 25, 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 Kathy Spillar

Absent: 3 - Dr. Carmen Schaye, Jane Templin and Angela Underwood-Jacobs