



**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, July 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 - Alisa Williams (21-2931)

**Chair Bea Stotzer called the meeting to order at 1:03 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.**

Present: Chair Bea Stotzer, Vice Chair Wendy Greuel, Araceli Campos,  
Perla Hernandez-Trumkul, Chris Hershey, Alice S. Petrossian,  
Jennifer Quan, Dr. Carmen Schaye, Sharon Shelton and Kathy  
Spillar

Absent: Kafi Blumenfield, Anita DeFrantz, Sandra Mendoza, Jane  
Templin and Angela Underwood-Jacobs

**I. ADMINISTRATIVE MATTER**

**1. Approval of Minutes June 28, 2021 (21-2932)**

**Executive Director Abbe Land noted the motion in the minutes from June  
28, 2021 for the WGI to receive and file the Justice & Securities Strategies,  
Inc., (JSS) report on Recruiting, Hiring, and Retaining Women in the Los  
Angeles County Sheriff's Department was duly approved and the  
recommendations were submitted to the Board of Supervisors.**

**The WGI approved the amended meeting minutes from June 28, 2021:**

**Ayes:** 10 - Chair Bea Stotzer, Vice Chair Wendy Greuel, Araceli Campos, Perla Hernandez-Trumkul, Chris Hershey, Alice S. Petrossian, Jennifer Quan, Dr. Carmen Schaye, Sharon Shelton and Kathy Spillar

**Absent:** 5 - Kafi Blumenfield, Anita DeFrantz, Sandra Mendoza, Jane Templin and Angela Underwood-Jacobs

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

## **II. PRESENTATION**

### **2. Presentations on what the future holds for Los Angeles County's economy, workforce, and technology:**

Adam J. Fowler, Director of Research | Beacon Economics, LLC

Maria Salinas, President & CEO, Los Angeles Area Chamber of Commerce/Business

Melissa Libhart, Sales Director, Microsoft- State and Local Government (21-2933)

**Chair Stotzer stated today's presentations will identify what the future holds for Los Angeles County (County) in terms of our economy, workforce, and technology. Chair Stotzer introduced three speakers and gave their background in the order of their presentation.**

- **Adam Fowler Director of Research with Beacon Economics (BE) conducts studies that focus on economic and workforce development strategies, environmental economics, domestic energy, housing, and population trends.**
- **Maria Salinas, President & CEO, Los Angeles Area Chamber of Commerce/Business, is the first Latina and woman to hold such a prestigious position at the Chamber that is 132 years old as she serves the interests of over 200,000 businesses and is currently an appointee of Governor Gavin Newsom's Future Work of Commission.**
- **Melissa Libhart, Microsoft Sales Director for State and Local Governments has worked at Microsoft for 27 years and as Director she is responsible for over 10 states in West and Central United States. Ms. Libhart had the privilege of working with the County for a couple of those years.**

### **The Future: Things we're thinking about**

**Mr. Fowler reported before the COVID-19 pandemic in January 2020, it was the second time in our history of collecting data in the United States where**

just over 50 percent (50.4) of the workforce were women. During the COVID-19 pandemic from February 2020 to February 2021 almost 2.5 million women separated from the labor force compared to 1.8 million men. A large cause was the concentration of women that required face to face contact in major industries such as retail, tourism, and travel. Those are also the women who had seen gains over the past decade; prior to the pandemic this was the longest economic expansion. Now women have left their job to navigate additional demands experienced periods of burnout especially entering 2021. In January 2021, again was an unpredicted downturn of women in the workforce.

Furthermore, as baby boomers were retiring pre and during the COVID 19 pandemic artificial constraints were place on many of their positions to use as a filter in human resource departments. Mr. Fowler shared that the constraint is the bachelor's degree that is unrelated to the actual skills, tasks and competencies of the worker that was not previously required and is unrelated to the job. or occupation. In the area of opportunity especially for Southern California, it has an equal impact both across race, education, and age. Prior to the pandemic, about 40 percent of the population have bachelor's degrees leaving roughly 60 percent of the working age 25 to 64 with a high school diploma, some college or without a high school diploma being a large part of our communities. In terms of policy and regulatory action, there is a large part of our community without a bachelor's degree that are artificially constrained and wage equity employment is very important moving forward in the next decade. BE recognizes the gap in wages without thinking about actual employment opportunity.

Mr. Fowler further stated the bigger challenge is the United States (US) dwindling population and workforce that will continue to be a challenge as the overall population becomes smaller and immigration policies hinders human beings from entering the US. Going forward it is a perfect storm, for instance, the baby boomers and millennials are now the largest workforce, but with different household behaviors. Birth rates are lower among all the sub sectors and birthrates among women with a graduate degree are quite delayed as they help-out their household.

Then there are the baby boomers leaving jobs with an informal education being replaced with those having a bachelor's degree in a whole number of occupations that historically it was not required. Mr. Fowler stated projections in next five years in the labor market are going to be very tight and BE already ascertains that the share of workers with more than a high school diploma will becomes harder to find. People are beginning to rethink creatively as employers reconsider if a bachelor's degree is needed to do the work. BE recognizes employers are hungry for bodies in lots

of positions and suddenly the first order filter of a bachelor's degree from a prestigious university suddenly begins to fall away and other work, entrepreneurial and life experiences are being considered.

As for women in technology, Mr. Fowler pairs technology with every industry that BE follows in the economy that has substantive interests. Technology as it relates to filmmaking, content creation, journalism or other areas across almost all our industry sectors will be important, and BE identifies growth in arts culture, leisure, and hospitality in Southern California. Technology employment in Los Angeles is up almost 8 percent during this period of pandemic and data processing software and other information services computer systems design is happening in almost all the large metropolitan areas in the country. Technology advertisements posted by Silicon Valley companies have around 65 percent of those postings outside of the Silicon Valley.

Lastly, Mr. Fowler spoke directly to the Governing Council stating after examining several data sources, whether it is LinkedIn or the Bureau of Labor Statistics there are a lot of degree requirements in job postings when in all reality degrees are not needed. Over the next couple years as it relates to communities of interest that were left out of the labor market and figuring out what is needed to hire is going to be very important. A couple of different institutes are being able to articulate how to measure and understand skill clusters rather than degrees especially in Southern California.

BE is working on very a large project in arts, entertainment and other growing industries that artificially keep out communities of color especially because the educational pipeline is not producing enough degrees. In addition, BE works with several county departments to define the actual skills needed to go into six figures of debt. Oftentimes applicants are over educated and under skilled so even the best art technology degree may require some training. There needs to be a better understanding of what the bachelor's degree is signaling or is it strictly to say this person is competent to work. There are better ways to bring people into the pipeline and train which require a lot of changes in our workforce development systems. Mr. Fowler thinks a real opportunity to bring communities into the formal labor market in ways that have unnecessarily or problematically kept them out.

#### Future of Work in California

Ms. Salinas reported Los Angeles Chamber of Commerce (Chamber) responsibility goes beyond the pressure of today's issues for a thriving

region. For the past two years, the future of work was a leading topic of Governor Gavin Newsom's Future of Work Commission (Commission). Ms. Salinas offered to share the Commission's final report with the WGI. Last year, the Commission joined the discussions held at the World Economic Forum Jobs Reset Summit in October 2020. On July 20, 2021, the Chamber hosted a Future of Works and Life in L.A. Summit (Summit) where experts discussed future trends and business. The Chamber invited Chief Executive Officers (CEO) of companies and decision makers of industries to speak on issues facing future work. Three areas that were clearly identified were the work, the workforce, and the workplace. The Summit brought in perspectives from industry, business, profit, and community leaders who experienced impacting changes in traditional work environments.

Ms. Salinas reported the President of the Southern California Hospitals for Kaiser Permanente revealed women neglected their regular medical care and doctor visits during the pandemic. Ms. Salinas further reported the future needs to be define and navigated as urgent because future work is about the changing views of employees, their work, and how to unleash human potential in a different way. Also, viewed were larger organizations as an ecosystem, to understand its nature, the values passed on to its work, workers and how work is being executed which may be an unfamiliar topic for smaller organizations and workforces. Ms. Salinas stated future work experts cited that the pandemic also unleashed greater connectivity for businesses with each other and unleashed the opportunity to engage in new partnerships. Business leaders recognized working with partners, coalitions and others doing similar work definitely shifted the mindset of business leaders, business models and accelerated efforts.

On the Future of Work Commission, a greater discussion was on essential worker/care economy and recently the Secretary of Commerce Gina M. Raimondo Care Economy Business Council met to discuss how to investments in a comprehensive caregiving infrastructure because family care is probably one of the top barriers for working women.

### **The Ecosystem**

Ms. Salinas reported the nature of work, the workforce and the workplace are evolving and accelerating because of the pandemic. In terms of policy, the value of work is about the need for greater flexibility and the willingness to offer and think about work in a creative manner for employment today. There needs to be a vast array of employment models to accommodate the type of flexibility that workers are demanding today in their work.

The nature of the workplace, in terms of soft skills means flexibility and adaptability of workers. Adaptability because the needs to be open for upskilling in other areas from a policy perspective will ensure programs through workforce development. Flexibility because of high growth demands may require some upskilling in terms of the workers. Businesses called it empowerment of workers, a sense of value and being part of that greater ecosystem.

The nature of the workforce are remote work hybrid models that is a trend that will continue. Employers are beginning to hire people from out of state for their expertise because the workplace is being defined much broader. One of the comments from a CEO is the focus is about the outcomes not the required work hours and trusting employees which implies employees are valued. Ms. Salinas also stated it is so important as an employer that the policy addresses trust and focuses on outcomes.

Ms. Salinas cited one of our dialogue sessions with women shared that women have a long history of stepping out of the workforce to care for children and always knew that flexible work hours could be helpful. An example was offering shared jobs with other employees to support returning seamlessly back into their career. Flexible employment models will be sought out by business and elected leadership including policy that address barriers like family care and paid leave are the utmost importance. Very large employers with deep structures within their organizations have already addressed some of these issues. Ms. Salinas suggests these types of policies are formulated or developed for the long-term success of women in the workplace. Now is the time for the County to address some of these policies with all female leadership at the Supervisorial level. Now is the time to really tackle bold policy development for women and girls especially women of color and young girls that cannot be left behind as this economy recovers. The value and the whole ecosystem are definitely of great interest. Ms. Salinas applauds the Governing Council for the work that they are doing.

#### **Preparing our people AI + workforce of the future**

Ms. Libhart PowerPoint presentation, "Preparing our people AI + workforce of the future," indicated preparations are being made for the country, county, community, and citizens for the future workforce and the beginning of the Fourth Industrial Revolution which changes the way we teach and how we learn. The generational shift is in learning that transpires in the workplace as a generation of young people cannot clearly distinguish

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between the physical world and its digital equivalent. What is called an official moment is when kindergarten through 6th grade teachers introduce core curriculum in a world where children sometimes are more digitally literate than the teacher. For some companies the modern workplace also changed into new interactive ways in a more accelerated pace and were unprepared when the pandemic hit. Many organizations such as LA County had to quickly pivot to remote work. It also changed the way services were provided digitally to citizens. In terms of hybrid models, some people may never physically go back to an office full time.

Ms. Libhart perceives a blend of work and technology in new ways. Research conducted pre pandemic consistently shown men and women leaving their jobs at a comparable rate. Now one in four women are either considering leaving, have left, or put their careers hold on versus one and five men with indication that 50 percent of the women are exhausted and are pressured to work with burnout more than men.

Ms. Libhart stated artificial intelligence (AI) is a prolific topic and researcher from a variety of organizations offer broad and different points of view. There are three (3) levels of AI defined by PricewaterhouseCoopers Advisory Services LLC:

- Assisted Intel intelligence is available today that assist people and organizations i.e., your GPS a more mainstream system in your car or phone that helps you get from point A to point B.
- Augmented intelligence is emerging that assist people and organizations augment the human experience i.e., the car ride services such as Lyft or Uber is a combination of programs that helped organize these services.
- Autonomous intelligence is no longer the way of the future and it is being developed and established in machines that act on their own i.e., a car that is self-driving.

### **Workforce Trends**

Ms. Libhart reported the three (3) workforce trends taken from research, indicates what is happening in the world and what has happened in the past year and a half.

- Augmented humanity is augmented AI and the human centered in the design something Microsoft takes very seriously. Microsoft believes AI design starts with how to augment the human experience, how to amplify human ingenuity, what is the principal approach around AI, and what is the worldview. Based on survey data, two thirds of the executives surveyed saw that AI could change their work dynamic in a

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positive and productive way. In addition, roughly a billion people on the planet have some form of disability. Thanks to AI, Microsoft is expanding the workforce for those that have cognitive, vision, hearing, etc., disabilities.

- Skills economy addresses the talent shortage, scaling up and college degrees because of the shortage of jobs needed to support technologies and the Fourth Industrial Revolution. There is the need to reorganize more than 1 billion people by 2030 and over the next year 42 percent of the core skills required to perform existing jobs, that are expected to change, which means there is a gap. The gap is increasing which is why Microsoft has facilitated the skills gap and expanded access to digital skills along with filling new jobs with the hardest hit populations, low income women and underrepresented minorities.

Microsoft launched a global skills initiative aimed to bring digital skills to approximately 25 million people worldwide. The initiative partners are LinkedIn, GitHub, and Microsoft whose goal focusses on three activities:

- Using data to identify jobs and skills that are in demand and what is required to help populations thrive in a digital economy.
  - Free access to learning paths to get the skills, low-cost certifications, and free job seeking tools once skills are developed.
  - New skilling initiative is a pilot to partner with 250,000 companies in 2021 for skills-based hiring. Recruitment are undergrads that are curious and have a growth mindset. Developed was the career connector, a new service that assist employers in recruiting diverse candidates with multiple skills. It connects job seekers trained by Microsoft skilling partners and through its ecosystem network of partners and customers. Companies look for critical skills and LinkedIn will play a key part in helping recruiters identify new talent by using LinkedIn skill badge learning courses and tests along with Microsoft's skills assessments. This process will assist recruiters evaluate candidates more equitably.
- Diversity and inclusion over the past year was an unprecedented convergence of global events, the pandemic, amplified acts of racial injustice, consumers purchasing crisis and methods that magnified socioeconomic differences. Microsoft response to the global pandemic is to address racial injustice and allyship, where people with privilege and power work to develop empathy towards marginalized groups issues or challenges. Microsoft believes that everyone can play a part in amplifying and advancing a diverse and inclusive environment and that everyone has a capacity to be an ally.

**Ms. Libhart concluded by saying AI, artificial intelligence, is here therefore let us adapt, skill up, embrace, and partner together to help others thrive in this future economy.**

**Attachments:**    [SUPPORTING DOCUMENT](#)  
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### **III. REPORTS, UPDATES & POSSIBLE ACTIONS**

**3. Chair Report - (Bea Stotzer) (21-2934)**

**Chair Bea Stotzer announced the meeting scheduled for August 23, 2021 was canceled and the next meeting will be held on September 27, 2021 at 1:00 pm.**

**Chair Stotzer summarized the visit she, Vice Chair Wendy Greuel, and Executive Director Abbe Land had with the County Chief Executive Officer, Fesia Davenport. They acknowledged the contribution that WGI has made in helping the County identify how to have a gender lens. Ms. Davenport has an opportunity in launching the guaranteed income pilot, a Countywide Poverty Alleviation Initiative (Initiative) to address the growing wealth gap across multiple cross-sections of the County population of which the Chief Executive Office (CEO) intends to initiate and help identify the data sets.**

**Ms. Davenport was informed of the WGI economic resiliency study along with the other Ad Hoc Committees' projects. What Ms. Davenport requested from the WGI was data that will address some of the inequities that are cross cutting around the work of the County. Ms. Davenport really wanted to know how to address the cliff that creates poverty among women and the data sets that are crucial for the pilot project to be meaningful. Ms. Davenport wanted a better understanding from the WGI point of view of what is beneficial for the whole County as it relates to applying a gender lens to all initiatives.**

**Vice Chair Greuel stated Ms. Davenport was receptive to the gender lens aspect, what the WGI has been doing, and how to ensure it is included. Ms. Davenport also understood the goals, objectives and what the WGI is capable of doing.**

**4. Homeless Women Ad Hoc Committee Update (Wendy Greuel) (21-2938)**

**Vice Chair Wendy Greuel, Chair of the Homeless Women Ad Hoc Committee, provided an overview of the past four meetings. Moreover, the next meeting of the Ad Hoc Committee will review recommendations that**

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will assist the County through a gender lens, address the issue of homelessness along with ensuring the unique needs of women and girls are included. Vice Chair Greuel reported the difficulty in keeping up with what is happening each week within the city, County and the different cities within the County of Los Angeles. The Ad Hoc Committee wants to ensure the WGI is at the forefront and that the gender lens is included in those kinds of discussions.

5. At-Promise Girls Ad Hoc Committee Update (Anita DeFrantz) (21-2939)

Chair Stotzer who spoke on behalf of Member Anita DeFrantz, Chair of the At-Promise Girls Ad Hoc Committee, reported the UCLA Public Policy Master's Program report and policy recommendations to end the school to prison pipeline will become available by the next WGI meeting for the Governing Council's review.

6. WGI Final Report Ad Hoc Committee Update (Chris Hershey) (21-2940)

Executive Director Abbe Land spoke on behalf of Chris Hershey, Chair of the WGI Final Report Ad Hoc Committee, to report a presentation to the Governing Council of the final report outline may be held at the September 2021 meeting. Ms. Hershey requests the Governing Council to provide her any pictures, press releases, etcetera, that may assist in developing the final report. Please feel free to send them to Executive Director Land or Senior Secretary Porsha Potts.

7. Community Engagement Ad Hoc Committee Update (Sharon Shelton) (21-2962)

Member Sharon Shelton, Chair of the Community Engagement Ad Hoc Committee, reported by the September 2021 meeting the Ad Hoc Committee will have information to share with the Governing Council. The upcoming virtual town hall report has added significant recommendations.

8. Executive Director's Report  
CEDAW -- Update (Araceli Campos) (21-2941)

Executive Director Abbe Land opened the floor for the following:

**CEDAW Update (Araceli Campos)**

Member Araceli Campos reported County Counsel will need to designate staff to work on the implementation plan for the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and/or draft an ordinance to present to the Board of Supervisors (Board) in September 2021. Hopefully, County Counsel will convene and work with the WGI, Commission for Women and the Human Relations Commission in developing the County's CEDAW provisions.

Executive Director Land reported in February 2020 the Board approved a motion supporting the growth of the Los Angeles film and digital media industry workforce by providing paying internships to 30 young people in foster care and low-income homes. The Workforce Development Aging and Community Services (WDACS), despite the Coronavirus pandemic, were able to work with an organization called Venice Arts who were very good about ensuring gender equity. Approximately, 42 percent identified as female, 42 percent identified as male and the remaining percentage was gender nonbinary which is a very diverse group. The film industry is a growing industry in Los Angeles and allowing young people to have a foothold without a college degree is a big accomplishment.

#### **IV. MISCELLANEOUS**

**9. Announcements (21-2935)**

**There were no announcements.**

**Public Comment**

**10. Public Comment (21-2936)**

**Chair Stotzer requested any public comments to please note them in the chat box along with your phone to be addressed at a later time.**

**Adjournment**

**11. Adjourn to September 27, 2021 - August 23, 2021 CANCELLED (21-2937)**

**Chair Stotzer reminded the Governing Council that the August 23, 2021 meeting was canceled. On motion of Vice Chair Greuel, seconded by Member Jane Templin, and unanimously carried by the following vote, the Governing Council approved the meeting adjournment at 2:51 p.m. for a Regular Meeting scheduled for September 27, 2021 at 1:00 p.m.**

**Ayes:** 10 - Chair Bea Stotzer, Vice Chair Wendy Greuel, Araceli Campos, Perla Hernandez-Trumkul, Alice S. Petrossian, Jennifer Quan, Dr. Carmen Schaye, Sharon Shelton, Kathy Spillar and Jane Templin

**Absent:** 5 - Kafi Blumenfield, Anita DeFrantz, Chris Hershey, Sandra Mendoza and Angela Underwood-Jacobs