



**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, January 25, 2021**

**1:00 PM**

**Virtual Meeting**

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

Roll Call and Review of Meeting Logistics (21-0392)

**On behalf of Chair Bea Stotzer, Vice Chair Wendy Greuel called the meeting to order at 1:11 p.m.**

**Executive Director Abbe Land called the roll. Among those present were Women and Girls Initiative (WGI) Governing Council staff, Executive Director Abbe Land and Porsha Potts, Senior Secretary III. Also, in attendance were Imelda Padilla, WGI Community Engagement and Outreach Consultant, Jackie Filla, PhD., WGI Research Consultant and Marissa Ayala, Sheila Kuehl Policy Fellowship.**

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, Dr. Carmen Schaye, Sharon Shelton, Kathy Spillar and Jane Templin

Absent: Angela Underwood-Jacobs

**1. Chair Report -- Bea Stotzer (21-0393)**

**Chair Bea Stotzer stated as we begin our sunset year, we have a mission to establish Los Angeles County (County) as a leader for creating opportunities and improving outcomes for women and girls. We have an enormous opportunity to right some of the wrongs that impacted women and girls long before the Coronavirus (Covid-19). It is such an amazing window to really be impactful, thoughtful and create some systemic changes as we start 2021 with a clear path of support and the incredible minds on the Governing Council to get the job done.**

Chair Bea Stotzer greatly thanked Executive Director Land and staff, despite having technology challenges and receiving accumulated work.

She provided the Governing Council a glimpse of what to expect in the upcoming months:

- **Honorable Holly Mitchell, Board of Supervisor, has been invited to attend the February 2021 Governing Council meeting.**
- **The Department of Human Resources, the Department of Children and Family Services and the Department of Consumer and Business Affairs are preparing to participate in the Gender Impact Assessment pilot project. The toolkit components are done; and the project charters for each Department will be completed in the next few weeks.**
- **Executive Director Land and Marissa Ayala, Sheila Kuehl Policy Fellow, met with individuals involved with the Alternatives to Incarceration (ATI) and Measure J to discuss data collection, as well as ensuring the needs of women and girls, especially women and girls of color, be taken into account when Measure J allocations are determined. They will present an overview of the WGI at an upcoming ATI meeting.**
- **The University of Southern California Equity Institute research team is currently on track to present their preliminary findings for the Economic Resiliency study by end of February.**

**I. ADMINISTRATIVE MATTER**

2. Approval of Minutes December 14, 2020 (21-0394)

**On motion of Member Jane Templin, seconded by Vice Chair Wendy Greuel and unanimously carried by the following vote, the WGI approved the meeting minutes from December 14, 2020.**

**Ayes:** 14 - Chair Bea Stotzer, Vice Chair Wendy Greuel, Kafi Blumenfield, Araceli Campos, Anita DeFrantz, Perla Hernandez-Trunkul, Chris Hershey, Sandra Mendoza, Alice S. Petrossian, Jennifer Quan, Dr. Carmen Schaye, Sharon Shelton, Kathy Spillar and Jane Templin

**Absent:** 1 - Angela Underwood-Jacobs

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

## II. REPORTS, UPDATES & POSSIBLE ACTIONS

### 3. Establish Final Report Ad Hoc Committee -- Chair Stotzer

Appointments will be made to ad hoc committee that will assist with the Final WGI Report. To sunset January 2022. Action: Approval to establish ad hoc committee (21-0395)

**Chair Stotzer established a Final Report Ad Hoc Committee for determining the components and recommendations for the final report to the Board of Supervisors. She stated by being proactive and hopefully without any surprises in terms of the recommendations, the Committee will have enough time to organize and gather information and materials needed to determine the actions and activities to be undertaken for the report.**

**Chair Stotzer thanked Member Chris Hershey for agreeing to chair the committee and Members Dr. Carmen Schaye, Kafi Blumenfield, and Jennifer Quan for agreeing to serve on the committee.**

**On motion of Member Carmen Schaye, seconded by Member Jane Templin, and unanimously carried by the following vote, the Governing Council approved the formation of the Final Report Ad Hoc Committee to determine the components and focus necessary for the final report submission in January 2022 to the Board of Supervisor.**

**Ayes:** 14 - 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, Dr. Carmen Schaye, Sharon Shelton, Kathy Spillar and Jane Templin

**Absent:** 1 - Angela Underwood-Jacobs

### 4. Employee Climate Survey Follow up - Jackie Filla, Ph.D Presentation on findings and recommendations from follow up to the 2019 Employee Climate Survey in the areas of childcare, protected leave and mentorship. Action: Receive and file (21-0396)

**Jackie Filla, Ph.D., WGI Research Consultant PowerPoint presentation (see supporting document) overview of the findings from the Closer Look report which was done in follow up to the Employee Climate Survey (Survey) for the County of Los Angeles (County) employees. The WGI agreed to examine the following policies and practices to understand the how and the why behind the survey findings: Childcare Needs in the County Workforce;**

**Protected Leaves and Managing Work and Family Care Responsibilities; and Mentorship Opportunities.** Therefore, a series of focus groups were conducted to obtain clarity from the Survey. The culmination of the Survey, the qualitative data, information collected from the focus groups and the follow up survey to participating focus group members assisted in redefining the findings, recommendations and commitment from the County.

#### **Childcare Needs in the County Workforce**

Dr. Filla reported the childcare needs assessment in the County workforce resulted in two (2) key findings which align with the Survey and the focus groups discussions. From the findings, the recommendation for childcare and the other categories will be an information campaign stating the County does have resource(s)/program(s) and brand it in a way that it becomes common knowledge for all County employees. The County has committed to some of these information campaigns and the creation of some resources along with the recasting of some existing resources that are listed in the recommendations. Dr. Filla thinks what probably garnered the most interest from the focus group was the County's opportunity to house childcare facilities and offer childcare subsidies. The WGI recommendation seeks the County support in providing pre and post hour and/or last-minute childcare.

#### **Protected Leaves and Managing Work and Family Care Responsibilities**

Dr. Filla reported on the County's personal leave assessment provided four (4) key findings that aligned with the Survey and focus group discussions with some findings having a tremendous amount of variation in information and dissemination of information across departments. She kept the focus group employees' discussions pre COVID-19 to reflect on what their work environment had entailed. For the most part, County departments did not offer flexible scheduling, teleworking or job sharing.

Dr. Filla reported the focus group support the County's leave options, however, they were unfamiliar with its application and employees, although familiar with the process, do not utilize the maximum allotted leave time mostly for financial reasons. Focus group employees advocated for Countywide protocols opposed to individual departments with less varied access to information and understanding of policies. During the COVID 19 pandemic environment we now understand that a lot more work is possible at home with telework and flexible scheduling. The WGI will recommend that flexible scheduling implemented during COVID 19 become the working norm for most County employees and planning for a career path considers the variation that exists across departments relating to family friendly scheduling.

## **Mentorship Opportunities**

**Dr. Filla reported the County's mentorship assessment were categorized formal, informal and Countywide mentorships from the outcomes obtained from the Survey and focus groups discussions. The formal mentorship focus group discussions were to gain perspective and understanding of what existing mentorship programs resembled, accomplished and what they would recommend. Similarly, she evaluated the experiences the informal mentorship focus group who identified a mentor as someone who has helped them, or they had self-identified as not having mentorship. The formal mentorship focus group determined success on the compatibility of the mentor and mentee.**

**Dr. Filla stated the WGI recommendation will include what was favored by both focus groups, a Countywide mentorship program over Department specific programs and mentor mentee matching with individuals outside of their Department. These recommendations were not obtained from the Survey. From discussions, the formal mentorship focus group suspected their career opportunities would improve from having a mentor outside of their Department to gain broader knowledge of the County as a whole, although, they were really satisfied with having access to their Department mentor. The informal focus group members who had self-identified mentors cited these relationships as the important contribution to their success in advancing in the County and were very satisfied with the mentors who volunteered their time to be supportive. However, some focus group participants reported not knowing about the mentorship opportunities and hoped to gain similar experiences.**

**Dr. Filla reported the WGI recommendations are to develop a guide of best practices for being a mentor because there are more people wanting mentorship than there were individuals willing, able and available to serve as mentors. Experientially, employ more technology for interactions between mentors and mentees which may make these programs more accessible for more senior staff.**

**Executive Director Land thanked Dr. Filla, staff and everyone who assisted with this project and stated the recommendations cited earlier are implementable. She stated since COVID-19, several issues were resolved because people are working from home and have the flexibility to work and take care of personal needs. Also, the Department of Human Resources (DHR) is currently evaluating ways for people to work flexible hours. For teleworkers, new policies and practices are being implemented.**

The WGI partners with DHR who takes to heart the information the WGI provides them.

In response to Member Templin's questions, County employees receive an orientation but like most orientations you hear what interests you at the moment, nevertheless, the employee handbook is being constantly revised as well as each Department conducts an orientation for new employees. The countywide management mentorship program is well structured. Dr. Filla will submit the outcomes from the Survey to Member Templin on family obligations that are categorized by birth and adoption, a sick child and care of an adult family member.

By Common Consent, there being no objection, the WGI received and filed the report.

Attachments:     [SUPPORTING DOCUMENT](#)

5. WGI 2020 Town Hall Report - Imelda Padilla  
Update and discussion on town hall report progress. (21-0397)

Executive Director Land updated the Governing Council on the Community Engagement & Outreach Report that will be reviewed by Member/Chair Sharon Shelton, Community Engagement Committee (Committee) Members. She acknowledged the tremendous amount of staff work used to pull the town halls together, and the follow up conducted during the holidays and the incredible surge of COVID-19.

Imelda Padilla, WGI Community Engagement and Outreach Consultant, commented on the common themes and topics formulated by the committee's questions which helped the panelists provide recommendations and realistic depictions of occurrences in their field. The Governing Council held five townhall meetings with approximately 1,000 people in attendance. The same questions were posed for each townhall meeting which were: What do women and girls need to reach a better economic and healthy future; What action the County should do today to improve their overall quality of life for women and girls; and What is the one action the County can stop today to improve the overall quality of life for women and girls.

Ms. Padilla stated the report is theoretical and full of critical responses. The PowerPoint presentation (see attached document) frames the report. The report reflects what was stated often by the Governing Council, "if you make the world better for women you make it better for everyone." She received and developed numerous recommendations for economic wellbeing, mental health stability, domestic violence and what to avoid if

found in a domestic violence situation, housing and for girls.

In response to a question Member Kafi Blumenfield posed regarding the issues and their alignment with the WGI Framework, Ms. Padilla acknowledged that many of the issues were in the Framework. Ms. Padilla further stated that some macro issues raised were reduced into digestible portions for the County.

Executive Director Land reiterated the prerequisite is data which the WGI has recommended as well as ensured departments actively respond to the community. The townhall feedback supports and aligns itself with most of the WGI directives.

Member Shelton responded the reasons the report is slightly delayed is to ensure the report is robust. The final report is reflective of how the town hall meetings align with the mission and framework of the Governing Council. Even so, the Committee wants to ensure the correlation in terms of what the community recommends and how the WGI recommendations are framed coexist, therefore, the question asked is the guiding question in terms of this report.

Attachments:    [SUPPORTING DOCUMENT](#)

6. CEDAW Update- Araceli Campos (21-0398)

Member Araceli Campos reported on Tuesday, January 5, 2021, the newly configured Board of Supervisors (Board) passed the motion recognizing the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). The Board directed County Counsel (Counsel) to research the feasibility of amending the County Code to adopt the operative principles of CEDAW and report back in 90 days with recommendations implementing CEDAW. Member Campos acknowledged specifically, Supervisors Sheila Kuehl and Holly Mitchell, for sponsoring the motion. In addition, she acknowledged Counsel staff, Laura Quinonez who will lead and develop the recommendations along with Camille Townsend Granville and Wendy Sha from the Labor and Employment Division.

Member Campos stated the next meeting with Counsel is in February 2021, which is the halfway mark of the April 6, 2021 submission date, therefore, looks forward to hearing what are the recommendations in terms of amending the County Code. Counsel will work closely the WGI, the Human Relations Commission and Los Angeles County Commission for Women.

Executive Director Land thanked Member Campos for her leadership and

**Ms. Marissa Ayala, who compiled the materials that formed the Board motion. She stated the WGI will follow Counsel's lead however, she will ensure Counsel considers input from the Commissions in addition to other groups within the County that should be incorporated in this process. The WGI has given Counsel the completed work of Marie Hansell, University of California, Irvine, Legal Clinic and will continue to brainstorm who should be added to the table along with providing Counsel best practices from other jurisdictions.**

**Chair Stotzer thanked everyone for their leadership on this very historic occasion and reiterated Los Angeles County is the largest public entity in the United States to implement the values of CEDAW.**

**By Common Consent, there being no objection, the WGI received and filed the reports.**

7. At Promise Girls Update- Anita DeFrantz (21-0399)

**Member Anita DeFrantz reported the University of California, Los Angeles (UCLA) Master of Public Policy students are finalizing their questions and will begin conducting interviews shortly with various divisions within several school districts.**

**Ms. Marissa Ayala reported the students had a few preliminary conversations with Taylor Schooley, who is part of the Youth Justice Workgroup - the UCLA students connected with her to get more background information about discipline issues in LA County Schools. Each stakeholder will be asked the same standardized questions to make the qualitative interview process consistent.**

**Member DeFrantz mentioned the executive order President Biden signed may have some unintended consequences for Title 9 and Title 7 impacting transgender women and girls in sports.**

**Chair Stotzer thanked Member DeFrantz and looks forward to the Bruins report.**

**By Common Consent, there being no objection, the WGI received and filed the reports.**

8. Executive Director Report -- Abbe Land  
Update on WGI activities (21-0400)

**Executive Director Land reported the County adopted a community workforce agreement in 2019 that includes having women in the trades work**

on County contracted projects, in addition, to establishing a Women's Advisory Council (Council). On Thursday, January 28, 2021, the Council will hold its first meeting. Executive Director Land stated she will represent the Governing Council to observe the meeting. The Council co-chairs are a Department of Public Works leader, Michele Chimienti and Leslie Reinmiller, a female and union leader. The first meeting will address the state of women in the trades and the responsibility of unions to train women.

Chair Stotzer, Member Templin and Executive Director Land met with staff to provide input and insist that decision makers attend Council meetings. Executive Director Land will attend future meetings to confirm inclusion of women with the goal of the Council, of course, to establish a Countywide community workforce agreement so no matter where the County builds or renovates, etc., they will always have a provision for women in all of their projects.

Executive Director Land also reported on the following:

- The Governing Council will receive the annual report draft for input. The Board will receive the written report, including the report that Dr. Filla presented earlier today.
- Executive Director Land corrected a statement made earlier about Measure H that was meant for Measure J. Voters passed Measure J to ensure new money going into the community was for the community opposed to jails. The funds will be allocated this summer.
- The WGI annual report to the Board will include the final version of the 100th Anniversary of the 19th Amendment celebration report.
- Emily C. Williams, Senior Deputy for Human Services and Child Welfare for Former Second District Supervisor Mark Ridley Thomas, had offered the Governing Council complimentary books that were delivered to the office. In addition, the Governing Council has Los Angeles County Library bookmarks and posters commemorating the County's 100th Anniversary celebration that she will distribute once the WGI is able to meet in person.
- D'Artagnan Scorza, Ph.D. was selected Executive Director of the Anti-Racism Diversity and Inclusion Initiative (Initiative) established by Former Board of Supervisor Mark Ridley Thomas. Executive Director Land intends to invite Dr. Scorza to a future Governing Council meeting to disclose the WGI GIA toolkit and women and girls of color recommendations obtained from holding town hall meetings.

**By Common Consent, there being no objection, the WGI received and filed the reports.**

**III. MISCELLANEOUS**

9. Announcements (21-0401)

**There were no announcements.**

**Public Comment**

10. Public Comment (21-0402)

**Jacquelyn Dupont Walker, a member of the public, announced Ward Economic Development Corporation is completing an historic restoration to house formerly homeless single parent vets with a child or who want to reclaim their children from their support network, including foster care. Please spread the word for single parents male and female to register for CES (Coordinated Entry System) to qualify. For additional information, contact 213 494 9493.**

**Members of the public, Fran Sereseres, Nirshila, Marie Nunez, Barbara Wilson and Stephanie Stone, also addressed the WGI.**

**By Common Consent, there being no objection, the WGI filed the public comments.**

**Adjournment**

11. Adjournment - February 22, 2021 - 1:00-2:30 pm (21-0403)

**On motion of Vice Chair Wendy Greuel, seconded by Member Jane Templin, and unanimously carried by the following vote, the Governing Council approved the meeting adjournment at 2:31 p.m. for a Regular Meeting scheduled for February 22, 2021 at 1:00 p.m.**

**Ayes:** 13 - 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, Dr. Carmen Schaye, Sharon Shelton and Jane Templin

**Absent:** 2 - Kathy Spillar and Angela Underwood-Jacobs