



**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 24, 2022

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 (22-0424)

In Chair Bea Stotzer absence, Vice Chair Wendy Greuel called the meeting to order at 1:04 p.m. and proceeded to chair the meeting.

Abbe Land, Executive Director, called the roll. Among those present were Women and Girls Initiative (WGI) Governing Council staff: Porsha Potts, Senior Sec. III. Also, in attendance were Jackie Filla, Ph.D., WGI Research Consultant, and Angela Park, County Counsel. Announced was Marissa Ayala, Sheila Kuehl Policy Fellow, departure from Team WGI. Executive Director Land stated Marissa was an asset to the Team and will be truly missed.

Members Anita DeFrantz attended the meeting although was not counted in the quorum as she was outside the boundaries of Los Angeles County.

Present: 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: Angela Underwood-Jacobs

Excused: Chair Bea Stotzer and Kathy Spillar

I. ADMINISTRATIVE MATTER

1. Approval of Minutes December 13, 2021 (22-0426)

On motion of Member Jane Templin, seconded by Member Perla Hernandez-Trumkul and unanimously carried by the following vote, the Governing Council approved the meeting minutes from December 13, 2021.

Ayes: 10 - Vice Chair Wendy Greuel, Kafi Blumenfield, Perla Hernandez-Trumkul, Chris Hershey, Sandra Mendoza, Alice S. Petrossian, Jennifer Quan, Dr. Carmen Schaye, Sharon Shelton and Jane Templin

Abstentions: 2 - Araceli Campos and Anita DeFrantz

Absent: 1 - Angela Underwood-Jacobs

Excused: 2 - Chair Bea Stotzer and Kathy Spillar

Attachments: [SUPPORTING DOCUMENT](#)

II. UPDATES & POSSIBLE ACTIONS

2. Chair Report - (Bea Stotzer)

a. Special Guest: Julia Orozco, Assistant CEO Policy Implementation and Alignment Branch (22-0427)

Vice Chair Wendy Greuel introduced Julia Orozco, Assistant Chief Executive Officer of the Policy Implementation and Alignment Branch of the Chief Executive Office (CEO). Ms. Orozco has 22 years of experience within the County of Los Angeles (County) working in various departments, divisions, and has been involved in creating policy. Vice Chair Greuel provided an overview of Ms. Orozco's extensive resume, notably serving eight years with former Supervisor Yvonne Brathwaite Burke on affordable housing and economic development. Vice Chair Greuel reported Ms. Orozco has some incredible accolades and accomplishments. Vice Chair Greuel invited Ms. Orozco to introduce herself and indicate what her relationship will be with the WGI.

Ms. Orozco stated the WGI is one of the initiatives under the Policy and Implementation Branch that is pivoting towards implementation. It is an exciting time to uncover how barriers are being identified and how policy can move the throttle forward for women in the County. It potentially determines how to advance equity in terms of gender in general. Ms. Orozco thanked the Governing Council for all their amazing work and dedication even through the pandemic. Ms. Orozco commended everyone in general on how they chose to stay committed regardless of the situation to make the WGI Initiative a priority. It has been an extraordinary five years in preparing the report that is on the agenda today.

As the WGI turns the report over to the CEO's office, Ms. Orozco recognizes the WGI has the experience and understanding of how the County works to ensure

the recommendations become an institutional change within the County. Our Branch will focus on the WGI and the Anti Racism, Diversity, and Inclusion Initiatives. These initiatives need to sustain attention at an executive level to ensure implementation along with the Board of Supervisors (Board) to move forward.

Member Chris Hershey thanked Ms. Orozco for her support and stated the findings and learnings are just the first phase of the report. The implementation is always the stumbling block with any big initiatives not just for the County. Member Hershey is thrilled to know Ms. Orozco reputationally and is excited the work is being acknowledged and may live on.

Ms. Orozco will contact the Governing Council if she has any questions even after the WGI sunsets.

Vice Chair Greuel thanked Ms. Orozco and looks forward to working with her on the initiative.

3. WGI Final Report Ad Hoc Committee (Chris Hershey) (22-0429)

Member Hershey, Chair of the WGI Final Report Ad Hoc Committee, reported a final meeting is scheduled for Thursday, January 27, 2022. Member Hershey acknowledged the challenge was having to initiate a document at the end of five years from a very active amount of work in so many areas and build it into a coherent theory of change. The structure of the layout is clear, simple, and almost intuitive for directing the readers where to go and for what. Member Hershey is very optimistic that the Ad Hoc Committee captured everyone's suggestions and will be happy. The PowerPoint presentation of the final report displayed some key points for the Governing Council's review and for small revisions.

Member Hershey conveyed the report will consist of 16 pages plus the cover using the five priority areas the Governing Council formed at its inception.

The Cover

The symbols shown on the front cover represent the WGI five priorities areas and are used consistently throughout the document as a visual aid. On the left of the inside cover has the WGI mission, and vision. On the right is the introduction to the initiative overall with quotes featuring key people including the Supervisors that helped launch the initiative.

The Report

The report is color coded in three sections. The overview is in purple providing an introduction describing the WGI. The next four pages are two substantive sections, the first section indicates WGI's impact to date with a very brief summary of the five topics areas with all the accomplished projects. It includes completed works and created work needing to move forward. The other substantive section highlights the last five years work with the appendix that literally links every single report the WGI issued.

Executive Director Land requested pictures from the longstanding Governing Council members that may have attended in person town hall meetings hosted by the WGI. The WGI wants to include photos in the report that are relevant.

Member Hershey reported the next four pages are turquoise as it is so clear and simple. One page is about the accomplishments allocated by priority. The next page has recommendations to move the initiative forward. The following pages are the itemized recommendations that dictates future actions. It is a high level introductory which includes things as simple as the work needs to live on, and the need for data to measure the impact.

After, the high level introductory there are four more pages referring to the five priority areas that highlight key recommendations. The Ad Hoc Committee focused on each area displaying to the right of the report the complete list of related reports. The Governing Council has a huge body of work, and the challenge was organizing it so people can actually find the referrals useful.

Member Hershey stated the Ad Hoc Committee is getting close to completing the report. There are a few more rounds of minor edits and she asked Members if there is anything to add or any concerns let it be known by Thursday. The intention of this framework was to create high level summaries and introductions of every topic giving the reader an opportunity to go deeper with the additional content available via the attached link.

Member Hershey received accolades from the Governing Council who very much appreciated the work of the Ad Hoc Committee. The Governing Council also suggested the following:

- Member Sandra Mendoza asked that the document comply with the American with Disabilities Act for digital distribution purposes including considering color contrast.
- Member Araceli Campos asked for a little more time to review the report and to hear from Ad Hoc Committee Members to know how they approached this report and what they wanted elevated so that she can uplift the work.

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- Executive Director Land asked to submit any comments about the report by Thursday morning. If more time is needed, give the WGI a heads up for discussion at the upcoming Ad Hoc Committee meeting.
 - Member Kafi Blumenfield reported the Ad Hoc Committee intent was to create a report acquired from the deep listening and learning of the Governing Council. The report is to be as bold a warning as possible, to be very clear about the work and about executing the next stage. The Ad Hoc Committee wanted to make sure the recommendations were clear and strong enough to point at what needs to be done in order to make the County a more equitable, healthy, fair, and a prosperous place for all women.
 - Member Hershey requested Members to share any thoughts because the Ad Hoc Committee wants to hit the mark as to getting this report as hands on as possible.
 - In response to Member Sharon Shelton question, the Ad Hoc Committee is seeking only slight modifications to the document. At this point, the modifications are more like someone missing in the thank you category, weighing in on moving one thing in front of the other, even more tweaks and clarification to prevent obvious omissions. The pages in the layout are not packed so tightly that changes to a paragraph or two or adding a line or two cannot be made, in fact, they are very welcomed.

Vice Chair Greuel thanked the Governing Council for their support and comments along with Member Hershey and the Ad Hoc Committee team.

4. WGI Going Forward (update on WGI projects)

- a. CEDAW (Araceli Campos)
- b. Gender Parity at LASD (Kathy Spillar)
- c. Homeless Women (Wendy Greuel)
- d. Applying a Gender Lens to Economic Resiliency in Los Angeles County (Jackie Filla)
 - A Closer Look
- e. "Diverting Black Girls in Los Angeles County from the School-to-Prison Pipeline through Intersectional Policy Solutions" (Anita De Frantz)
 - Submit to Board of Supervisors (22-0430)

CEDAW (Araceli Campos)

Member Araceli Campos announced soon there will be an appointment of a new executive director for the WGI. To implement CEDAW, the Board has approved a request from the CEO to extend the implementation plan time period for 90 days from the appointment of the new WGI executive director. The adoption of CEDAW by the County was a collaborative effort of the WGI, the Commission on Human Relations, the Commission for Women along with

community stakeholders. The leader of the crusade was the University of California, Irvine, International Human Rights Clinic, who champion this with the Commissions and WGI.

Executive Director Land reported candidates are submitting their resumes and interest of qualifications for the executive director position this month. The new director will lead the charge of the implementation of CEDAW. Executive Director Land has contacted the executive director of the Commission on Human Relations and the president of the Commission for Women to give them an update on the new timeline, she stated for a successful implementation of CEDAW there needs to be as many groups and departments involved as possible.

Gender Parity at LASD (Kathy Spillar)

Executive Director Land spoke on behalf of Member Kathy Spillar, Chair of the Los Angeles Sheriff's Department (LASD) Ad Hoc Committee, to update the WGI on the report submitted to the Board titled, "Gender Parity at LASD (Los Angeles Sheriff's Department)." The Board motion had directed County Counsel to review POST (Police Officers Standards and Trainings) requirements that may impact gender parity within law enforcement agencies such as LASD. County Counsel contacted the WGI and the Legislative Affairs and Intergovernmental Relations Division (LAIR), CEO, to review all the possibilities to change POST requirements. In addition, the motion also asked County Counsel to examine the impact of the militaristic kind of training that law enforcement uses to train its policing force and to determine how skills needed for modern day policing, especially skills for conflict resolution, communication, and de escalation were evaluated.

On Tuesday, January 25, 2022, Supervisors Kuehl and Hilda Solis will introduce a motion instructing County Counsel to pursue legislative pathways to advancing gender parity in LASD. The motion directed LAIR to examine whether the County supports or sponsors legislation that will change POST requirements, consider having POST establish a gender parity division within POST and/or hold legislative hearing that focuses on achieving gender equity in law enforcement. In the future, the WGI may participate by acquiring subject matter experts to potentially hold legislative briefings or have the legislature address gender equity within POST.

After the Board meeting on Tuesday, Executive Director Land will provide the Governing Council an update on the Supervisors motion.

Homeless Women (Wendy Greuel)

Vice-Chair Wendy Greuel reported the Overview of Policy Recommendations was forwarded to the Blue Ribbon Commission on Homelessness (Commission) as she also serves as a commission member. Executive Director Land will attend the Commission meeting to lead the homeless presentation on either the first or second Wednesday of March., and she will inform the Governing Council when the meeting will be held.

Executive Director Land announced that the homeless count was postponed to the end of February 2022 due to the spike in numbers of those stricken by the Omicron Coronavirus. Executive Director Land will inform those who expressed interest in participating of the new date.

Applying a Gender Lens to Economic Resiliency in Los Angeles County (Jackie Filla)

- **A Closer Look**

Jackie Filla, Ph.D., WGI Research Consultant, updated the WGI on the addendum, “A Closer Look (see Supporting Document),” which is an internal look at how the County applies a gender lens to the work that already exist knowing there is missing baseline data. The original lengthier report has several recommendations about how the County can enhance participation and gather more data about the economic mobility and resiliency of women and girls in the County. What this addendum does is provided further detail on specific recommendations. Data is the key to understanding how we implement all of these recommendations.

As Dr. Filla stated this has been a real priority issue for every Governing Council member. Therefore, the WGI recommends having the County engage in an economic census every five to ten years. This concept is a product of Chair Bea Stotzer who is also Chair of the Economic Mobility Ad Hoc Committee and its members. The Governing Council approved the launch of a Request for Proposal (RFP) to begin the economic census process however, it was shelved because of the COVID-19 Pandemic. This report presents this addendum as a way to elaborate on the existing framework, on what was learned from the departments and to provide a methodology for the implementation phase as it moves forward. The WGI wants this to be a priority project of the implementation phase.

Member Hernandez Trumkul stressed how the COVID-19 pandemic validated the Ad Hoc Committees’ work because it pointed out discrepancies, families experienced especially for working mothers, women, and children. It was when the COVID-19 pandemic hit that heighten the awareness that most people had

overlooked.

Diverting Black Girls in Los Angeles County from the School to Prison Pipeline through Intersectional Policy Solutions” (Anita De Frantz)

- **Submit to Board of Supervisors**

Member Anita DeFrantz, Chair of the At-Promise Girls Ad Hoc Committee, reported on the report, “Diverting Black Girls in Los Angeles County from the School to Prison Pipeline through Intersectional Policy Solutions,” that ask the question of girls primarily black and brown girls “what happened to you?” Oppose to the present day, response which is to identify the situation or person by asking the question, “what is wrong with you?” That part is so impactful and makes a huge difference.

Executive Director Land stated originally the report was to go directly to the Board. The Governing Council approved the concept of the recommendations and added some additional language regarding cultural and linguistic competency. The Governing Council then requested the WGI share the report with the Los Angeles County Office of Education (LACOE), the newly formed Youth Commission and the Commission for Children and Families. LACOE and the Commission were impressed by the depth of the discussion in the report, and they totally understood the frustration of not having the data needed to make decisions. Almost all of the members on LACOE’s Board of Education commented on its value, though a few were unaware of the issues.

Executive Director Land further stated LACOE supported the recommendations from the report and the depth of information as indicated in a memo the Governing Council received on Friday, January 21, 2022. Executive Director Land acknowledged Marissa Ayala, Sheila Kuehl Policy Fellow for her extraordinary work on this report and of the Ad Hoc Committee’s accomplishment.

On motion of Member Anita DeFrantz, seconded by Member Sharon Shelton and unanimously carried, the Governing Council approved to formerly submit the report, “Diverting Black Girls in Los Angeles County from the School-to-Prison Pipeline through Intersectional Policy Solutions,” to the Board of Supervisors.

Ayes: 10 - Vice Chair Wendy Greuel, Kafi Blumenfield, Araceli Campos, Perla Hernandez-Trumkul, Chris Hershey, Sandra Mendoza, Alice S. Petrossian, Jennifer Quan, Sharon Shelton and Jane Templin

Abstentions: 1 - Anita DeFrantz

Absent: 1 - Angela Underwood-Jacobs

Excused: 3 - Chair Bea Stotzer, Dr. Carmen Schaye and Kathy Spillar

Attachments: [SUPPORTING DOCUMENT](#)

EXECUTIVE DIRECTOR'S REPORT

5. Update from Executive Director Abbe Land

- a. Gender Impact Assessment
- b. Gender Data Collection (22-0431)

Executive Director Land stated the Gender Impact Assessment (GIA) tool moving forward will be very important for the implementation of CEDAW (Convention on the Elimination of all forms of Discrimination Against Women), she also sent accolades to Dr. Filla for her leadership, the WGI team and the consultants.

Executive Director Land reported on the following:

- **Gender Impact Assessment (GIA) Pilot Project will become another tool the Departments use to track the impact of gender in their workforce, mission, programs, and leadership. The first meeting was held last week of which 10 departments enthusiastically volunteered to participate in the first cohort: Child Support Services Department; Department of Human Resources; Department of Mental Health; Department of Public Works; Department of Consumer and Business Affairs; Department of Military and Veterans Affairs; Department of Parks and Recreation; Los Angeles County Development Authority, Internal Services Department, and the Department of Children and Family Services;**
- **Women and Girls Initiative website is being finalized with educational videos and reports with a tentative completion date of February 15, 2022. In the Report, "Applying a Gender Lens to Economic Resiliency in Los Angeles County," a recommendation was for County Council to assist with the development of a training and education program. The program will include what gender data to collect, and how it can be used to drives decision making while ensuring it aligns with Proposition 209 Constitution's (California Declarations of Rights). County Counsel will lead the meeting, Executive Director Land along with the Internal Services Department, the Department of Public Works, the Department of Older Adults and Individuals with Disabilities (formerly a part of the Department of Workforce Development, Aging and Community Services WDACS) and newly repurposed WDACS.**

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- The WGI Final Report Ad Hoc Committee will hold its next meeting on Thursday, January 27, 2022. An addition meeting may be held on February 14, 2022, to finalize everything and discuss distribution plans. However, it is the purview of the chair to call a special meeting. For now, the final meeting is scheduled for February 28, 2022.

III. MISCELLANEOUS

6. Announcements (22-0432)

There were no announcements.

Public Comment

7. Public Comment (22-0433)

There were no public comments.

Adjournment

8. Adjourn to Regular meeting: February 28, 2022 1pm (22-0434)

On motion of Member Anita DeFrantz, seconded by Member Kafi Blumenfield and unanimously carried by the following vote, the Governing Council approved the meeting adjournment at 2:16 p.m. for the Regular Meeting scheduled for February 28, 2022 at 1:00 p.m.

Ayes: 10 - Vice Chair Wendy Greuel, Kafi Blumenfield, Araceli Campos, Perla Hernandez-Trumkul, Chris Hershey, Sandra Mendoza, Alice S. Petrossian, Jennifer Quan, Sharon Shelton and Jane Templin

Abstentions: 1 - Anita DeFrantz

Absent: 1 - Angela Underwood-Jacobs

Excused: 3 - Chair Bea Stotzer, Dr. Carmen Schaye and Kathy Spillar