



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

**Monday, June 1, 2020 1:00 PM**

**Members attended meeting via video Conferencing <https://meet.lync.com/lacounty-ceo/nbryant/BPG37H4H>**

**or By phone toll: +1 323-776-6996 - Conference ID: 510234872#**

**ADMINISTRATIVE MATTERS**

1. Review of Meeting Logistics. (20-2866)

**Chair Sharon Shelton called the meeting to order at 1:13 p.m. Nicole Bryant, Chief Executive Office-Analyst, called the roll.**

**Present:** Chair Sharon Shelton, Vice Chair Wendy Greuel, Kafi Blumenfield, Araceli Campos, Anita DeFrantz, Sandra Mendoza, Alice S. Petrossian, Dr. Carmen Schaye, Kathy Spillar, Bea Stotzer, Jane Templin and Jennifer Quan

**Absent:** Chris Hershey, Perla Hernandez and Angela Underwood-Jacobs

2. Approval of the Minutes of February 24, 2020. (20-2867)

**Action Item**

**Recommendation: Approval of the Minutes of February 24, 2020**

**On motion of Member Jane Templin, seconded by Member Anita DeFrantz, unanimously carried by the following vote, the Women and Girls Initiative Governing Council (WGI) approved the meeting minutes from February 24, 2020.**

**Ayes:** 12 - Chair Sharon Shelton, Vice Chair Wendy Greuel, Kafi Blumenfield, Araceli Campos, Anita DeFrantz, Sandra Mendoza, Alice S. Petrossian, Dr. Carmen Schaye, Kathy Spillar, Bea Stotzer, Jane Templin and Jennifer Quan

**Absent:** 3 - Chris Hershey, Perla Hernandez and Angela Underwood-Jacobs

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

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**REPORTS AND UPDATES**

**3. Operational Pathways for At-Promise Girls Report and Possible Action - Marissa Ayala**

- Establish At-Promise Girls Ad Hoc Committee (20-2868)

**Chair Sharon Shelton informed the WGI on the primacy of the Operational Pathways for At-Promise Girls Reports. Marissa Ayala, Sheila Kuehl Policy Fellow, explained the reasons for establishing the At-Promise Girls Ad Hoc Committee. Following discussion, Council Members who volunteered to sit on the At-Promise Girls Ad Hoc Committee were Anita DeFrantz, Araceli Campos, Jennifer Quan, Kafi Blumenfield and Sandra Mendoza.**

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

**4. Impact of COVID-19 on Women and Girls Discussion - Sharon Shelton**

- How the Lessons of COVID-19 should transform the LA County Economy;
- How the Lessons of COVID-19 should change Violence Prevention Against Women strategies for LA County;
- How the Lessons of COVID-19 should change how we support women and girls of color in LA County;
- How the Lessons of COVID-19 should change how we support elder women in LA County; and
- How the Lessons of COVID-19 should change how we support homeless women and families affected by housing insecurity in LA County. (20-2870)

**Chair Sharon Shelton noted how the Coronavirus (COVID-19) pandemic impacted women and girls in the United States (US). She hopes to create an action plan for Los Angeles County moving forward.**

**Member Araceli Campos reported the pre-scheduled town hall meetings in every district will become virtual town hall meetings that will engage topics of discussions on COVID-19. The virtual meetings may allow a larger audience.**

**The Community Engagement Ad Hoc Committee will include recommendations to the WGI for Board of Supervisor (Board) action that will be framed on how Los Angeles County fared with women and girls in**

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the COVID-19 pandemic. The recommendations will be added to a larger report to the Board that will have recommendations from topics initially established by the WGI from communities, experts and other constituents' input.

Imelda Padilla, WGI Community Engagement and Outreach Consultant, sought recommendations from Council Members on how to better respond to COVID-19 during this pandemic. Listed were five questions for Council Members to pose their comments. In addition, the WGI website has an extensive list of resources regarding COVID-19 and the website address <https://lacounty.gov/resources-women-girls-during-covid-19/> was referenced in the Zoom chat box.

Chair Sharon Shelton reviewed the mission and vision of the WGI from a PowerPoint presentation to remind Council Members of the WGI tasks. The WGI supports empowering all women and girls to reach their full potential in all stages of life. The WGI guiding principals were also reviewed.

WGI Consultant Padilla coordinated responses from questions indicated on the agenda. The responses from Council Member were specified below:

Vice Chair Wendy Greuel

- The increase in domestic violence caused by the Stay At Home Orders illustrates a need for the county to create emergency/crisis protocols to communicate access to programs offering supportive childcare and domestic violence solutions during a crisis.

Member Anita DeFrantz:

- From statistics being portrayed and its accuracy, she hopes to learn how women and girls survive from the COVID-19 pandemic. Presently, over 55% of the unemployed in the US were women opposed to the majority being men in 2008.

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Member Kathy Spillar:

- There will be a total restructuring of the workforce. More of the workforces will telework which in turn impacts the future of education and essential services provided by the County. Also, the ability to deliver the right kind of services, gender equity representation is critical in the Sheriff's Department. Specifically, inspire a reduction in the use of excessive force and improvement in the delivery of services due to the increase number of women working in the department.

**Member Sandra Mendoza:**

- A lesson learned was the increase in domestic violence during the pandemic therefore the need for the public to access domestic violence services was critical. Assistance programs for seniors wanting to access services offered through digital devices, but they don't have those devices. To advocate a priority to give homeless women with children shelter during a pandemic.

**Member Jennifer Quan:**

- To have the opportunity to be involved in discussion as a stakeholder on how the County will address the effects of the COVID-19 pandemic.

**Chair Sharon Shelton:**

- Requested Council Members to revisit the Commission Reception notes addressing childcare. Also, the WGI needs to address the availability of childcare for women with non-traditional work schedules. From her observation regarding violence prevention, domestic violence resources have not included a trauma-informed recovery plan.

**Member Araceli Campos:**

- Establish a coordinated response within the County in support of the most vulnerable. Provide virtual tutoring and other resources for At-promise girls. A safety net is needed for older adults, the undocumented, and others from the most vulnerable populations. Lobby for matching funds that match the need. Provide personal protective equipment (PPE) and hazardous pay to employees and organizations. Preserve minimum wage increases. Employee's health costs should be covered and County employees should be modeling the use of PPE. Address the level of poverty and domestic violence unreported in the media.

**Member Bea Stotzer:**

- When and how to deliver services and for what reasons. The bureaucracy was not adequately prepared to assist the public during the pandemic. The level of poverty is so deep and not being fully viewed publicly. The crisis of domestic violence and the trauma for children is unprecedented. Women and children should be prioritized in this kind of emergency.

**Member Kafi Blumenfield:**

- Need a plan to address specific needs of those who were disproportionately impacted in times of crisis: African Americans, low-income, jail population, homeless population, foster care, over 65, and undocumented communities. To make sure people have access to traditional government services during a crisis such as in-home services, mental health, housing – rental assistance (planning and funding), universal technology access, have a communications plan, provide guidance for schools, address barriers for women’s reentry into job for more flexible childcare services.

**Member Carmen Schaye:**

- The Economic impact of COVID-19 is inclusive of all the unemployed populations especially women. Women financially contribute to sometimes 50-70 % to the household even with a partner at home. If the economic impact from the pandemic becomes the new normal, how to fix/fill the essential worker’s gap and will there be a need for them internally and externally. Also, job displacement for those still working; technology gap i.e. applying for services; medical advocacy partnering with the Department of Health with those residing in assistance living facilities; and domestic violence and what consequence will the justice department impose on the abusers.

**Member Jane Templin**

- Address the differences between exempt and non-exempt employees. Establish a communication plan that link groups without the ability to meet face-to-face.

Executive Director Abbe Land thanked everyone for their input. The chat box comments addressed concerns about mothers teleworking because of no childcare and the additional trauma to women and girls from the public’s response to George Floyd’s death and beyond COVID-19.

Chair Shelton emphasized the need to link mental health resources with women in addition to children attending school.

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

- 5. Ad Hoc Report:**
- I. Community Engagement - Araceli Campos**
    - (a) Discussion of virtual townhalls
    - (b) Prioritization of topics
    - (c) Focus
    - (d) Audience
    - (e) Format
  - II. Increasing Women in Los Angeles County Sheriff's & Fire Departments - Kathy Spillar**
  - III. Annual Retreat - Sharon Shelton**
  - IV. 100th Anniversary - Alice Petrossian (20-2871)**

**I. Community Engagement - Araceli Campos**

**Member Campos on the Community Engagement Ad Hoc Committee reported by June 2020 meeting logistics and a more formal format would be established for the WGI to review.**

**II. Increasing Women in Los Angeles County Sheriff's & Fire Departments - Kathy Spillar**

**A preliminary report from JSS Consulting Group (Consultants) who examined the barriers women confronted in the recruitment, hiring and training processes of the Los Angeles County Sheriff's Department. The Consultants reviewed recruiting, academy training, and hiring standards as it relates to retention. The finalized report will have recommendations from the WGI. Additional information will be reported at next WGI meeting. In light of the public response to George Floyd's death, Member Spillar stated the need is even greater to hire women and minorities in these departments.**

**III. Annual Retreat - Sharon Shelton**

**Now is the time to really reflect on recent occurrences, its importance, the purpose of the retreat and the role of the county. Also, Member Bea Stotzer speaking on behalf Chair Shelton, further stated to shape the agenda for decision making WGI needs to be responsive to what is going on, include outcomes from the community engagement meetings.**

**Moving forward she wants the WGI to be relevant through recommendations and policy recommendations that would be impactful especially for services and economic mobility for women and girls. The ad**

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**hoc committee recommends postponing the July retreat.**

**Executive Director Land announced the annual retreat will more than likely be held in the fall giving time to receive recommendations from the community engagement meetings. In July 2020, WGI Governing Council will hold its regular meeting.**

#### **IV. 100th Anniversary - Alice Petrossian**

**Member Alice Petrossian reported the Centennial Celebration of the 19th Amendment Ratification of Women's Suffrage would have been in August 2020 however due to the Covid-19 pandemic the big event will be rescheduled for next year.**

**To continue the work and celebration, a few of the WGI ongoing activities were indicated:**

- **Los Angeles County Library has generated a reading list.**
- **A geographic information system (GIS) map highlighting the areas of the 400,000 women who are eligible to vote yet have not registered**
- **Los Angeles County Office of Education has supplied instructional resources**
- **Los Angeles County Department of Arts and Culture has wonderful art that will be replicated on library cards commemorating the good that women have done and continue to do.**

**Member Petrossian cited on the WGI website list the 100 most influential women in Los Angeles County, past and present. Each year a new list will be generated therefore WGI seeks additional nominations. She requested Council Members to continue to submit names to the office or utilize the form on the WGI Centennial Celebration webpage.**

**WGI Consultant Padilla referred to the web address located in the Zoom chat box <https://lacounty.gov/wgi-19-amendment-centennial/>.**

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

#### **6. Chair's Report - Sharon Shelton (20-2874)**

**Chair Shelton thanked everyone for their Ad Hoc reports and the Council Members for volunteering to participate in At-Promise Girls Ad Hoc Committee. She also requested Council Members to listen to Kimberlè Crenshaw, UCLA Professor -The Urgency of Intersectionality TED Talk.**

**7. Executive Director's Report - Abbe Land (20-2876)**

**Executive Director Land thanked staff for working on the WGI annual report that will be given to Board of Supervisor for presentation at the July 7, 2020 hearing. She also reported on the following:**

- **Phase I Program – In the process of creating a toolkit for collecting data**
- **Focus Groups – Reestablishing groups to follow up on the employee climate survey**
- **Community Engagement Program – A white paper was created to collect dialog**
- **Equity Task Force – WGI staff is a member of the interdepartmental task force**
- **Fire Department – To be reported at a future meeting**
- **Domestic Violence – Staff is compiling resources for the WGI**
- **Economic Mobility/Resilience Survey – Hoping the University of Southern California (USC) Department of Environmental and Regional Equity will accept an alliance with the WGI to conduct the survey this summer**

**Executive Director Land thanked Council Members for all their support and expressed how she personally appreciates each member because when she needed specific guidance or had questions all of you have stepped up to the plate. She also reported the next meeting will be held on the regular meeting date of June 22, 2020.**

**In return, Chair Sharon Shelton thanked staff for their outstanding works on behalf of the WGI Governing Council. She also noted additional information for domestic violence survivors and human trafficking can be obtained from workforce centers. She will share a related flyer with the WGI.**

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

**MISCELLANEOUS**

**8. Announcements (20-2878)**

**For the Community Engagement meetings, Member Araceli Campos will incorporate the comments provided in the Zoom chat box for relevancy.**

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

**9. Public Comment (20-2880)**



**Member of the public, Commissioner Fran Sereseres, Lancaster Homeless Impact Commission, addressed the WGI.**

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

- 10.** Adjourn to Monday, June 22, 2020 (20-2882)

**The meeting adjourned at 2:39 p.m.**