



County of Los Angeles CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration
500 West Temple Street, Room 713, Los Angeles, California 90012
(213) 974-1101
<http://ceo.lacounty.gov>

FESIA A. DAVENPORT
Chief Executive Officer

May 24, 2021

To: Supervisor Hilda L. Solis, Chair
Supervisor Holly J. Mitchell
Supervisor Sheila Kuehl
Supervisor Janice Hahn
Supervisor Kathryn Barger

From: Fesia A. Davenport
Chief Executive Officer

Board of Supervisors
HILDA L. SOLIS
First District

HOLLY J. MITCHELL
Second District

SHEILA KUEHL
Third District

JANICE HAHN
Fourth District

KATHRYN BARGER
Fifth District

PROGRESS REPORT ON IMPLEMENTATION OF THE LOS ANGELES COUNTY INITIATIVE ON WOMEN AND GIRLS (ITEM NO. 9, AGENDA OF DECEMBER 13, 2016)

On December 13, 2016, the Board of Supervisors (Board) unanimously adopted a motion by Supervisors Kuehl and Solis establishing the Los Angeles County Initiative on Women and Girls (WGI). The WGI is tasked with examining the systemic issues that lead to inequitable gender outcomes and recommending changes to improve the quality of life for women and girls in the County of Los Angeles (County).

The motion calls for quarterly progress reports to the Board. This is the twelfth report and covers the period from January 2021 through April 2021.

Departmental Engagement

During this period, the WGI worked with departments to develop strategies to include data collection as a method to assess and institutionalize Countywide gender equity, and supported other areas to address systemic equity issues.

Gender Impact Assessment

During this quarter, the WGI has moved into Phase Two of the Gender Impact Assessment (GIA) project by launching pilot projects with the Departments of Consumer and Business Affairs, Children and Family Services, and Human Resources (DHR). These departments will pilot the GIA toolkit, data collection templates, and training modules, providing the feedback necessary to fine-tune the assessment. These Phase Two pilots will evaluate the GIA's efficacy in determining how to appropriately apply a

Each Supervisor
May 24, 2021
Page 2

gender lens to a department's mission, policies and strategies, leadership, accountability, and the County workforce.

Employee Climate Survey

The WGI, in collaboration with DHR and the Office of the County Counsel (County Counsel), successfully launched the 2021 *Countywide Anonymous Employee Climate Survey* (Survey), that builds on the 2019 Survey and uses a racial equity lens in support of the Board's Anti-Racism, Diversity, and Inclusion Initiative. The questions were expanded to include the employee experience with COVID-19 vaccinations, and additional demographic information that can offer an opportunity for intersectional analysis to better understand our workforce and aspects of our work environment. Results of the Survey will be sent to the Board in the summer.

The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)

On January 5, 2021, the Board moved that the County adopt and support CEDAW principles and explore the feasibility of amending the County Code to align with the operative principles of CEDAW. The WGI, along with the County Commission on Women and the Human Relations Commission, held a series of meetings with County Counsel to discuss options to meet the Board's directive. County Counsel reported back to the Board with their recommendations.

Department Head Working Group

The WGI Department Head Working Group met on April 21, 2021, with 27 departments represented. During this bi-annual meeting, the WGI provided updates, included a discussion on the 2020-21 department head WGI MAPP goal, and heard from departments on their activities to promote gender equity, including: updating policies, purchasing mobile lactation facilities, establishing employee resources groups, providing financial literacy education, and incorporating best practices into their hiring process to counter potential gender bias.

Pathways to Resiliency Workgroup

On February 9, 2021, the Board adopted the Pathways for Economic Resiliency (Item No. 57-B) motion to implement the recommendations included in the *Pathways for Economic Resiliency* (Report). The Report lists strategies to help the County recover from the COVID-19 pandemic. As a member of this multi-departmental workgroup, the WGI will focus its work in two areas: 1) Training and placing dislocated workers in high growth industries, and 2) Childcare. In addition, the WGI will examine barriers to

Each Supervisor
May 24, 2021
Page 3

reopening childcare centers and improving wages, benefits, and career opportunities for childcare workers.

Department of Public Works' Annual Women's Leadership Conference

This year, the WGI made its contribution to the Department of Public Works' annual women's leadership conference, *Spark the Light*, by sponsoring a booth in the virtual Exhibitors' Hall. Attendees learned about the work of WGI, why it is important, and how this initiative impacts their work environment. Reports produced by the WGI were made available, along with other resources, to increase literacy around gender equity.

Improving the Justice System for Girls

Students from the University of California, Los Angeles (UCLA), Luskin School of Public Affairs are conducting a research project on the school-to-prison pipeline. Initiated by the WGI At-Promise Girls Ad Hoc Committee, the goal of this project is to develop policy recommendations aimed at ending the school-to-prison pipeline for girls in Los Angeles County. With assistance and direction from the WGI, the UCLA team has completed a series of qualitative interviews with experts who work in public schools or on issues of youth justice. The policy recommendations will focus on reducing the heavy impacts that excessive discipline has on girls of color. The students completed their first draft on April 15, 2021, and are in the process of finalizing the report.

Governing Council Updates

The Community Engagement Ad Hoc Committee is finalizing a report of the virtual town halls held in late 2020. A homelessness ad hoc committee was established to identify barriers women face in accessing homeless programs, and to determine specific data needed to drive decision-making.

Should you have any questions concerning this matter, please contact me or Abbe Land, WGI Executive Director, at (213) 332-4942 or aland@ceo.lacounty.gov.

FAD:JMN:TJM
AL:AW:pp

c: Executive Office, Board of Supervisors
County Counsel