



County of Los Angeles  
**CHIEF EXECUTIVE OFFICE**

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SACHI A. HAMAI  
Chief Executive Officer

Board of Supervisors  
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Second District

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Third District

JANICE HAHN  
Fourth District

KATHRYN BARGER  
Fifth District

February 8, 2018

To: Supervisor Sheila Kuehl, Chair  
Supervisor Hilda L. Solis  
Supervisor Mark Ridley-Thomas  
Supervisor Janice Hahn  
Supervisor Kathryn Barger

From: Sachi A. Hamai  
Chief Executive Officer

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

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

- A Countywide study of the unique ways in which women and girls are impacted by the policies, programs, services, collaborations, and other actions undertaken by the County;
- A thorough assessment of the County's recruitment, hiring, retention, promotion, testing, evaluation, and other Human Resources policies to ascertain any disparate impacts they may have on women; and
- A thorough assessment of the County's abilities and deficits in ensuring gender equity, including an analysis of each department's programmatic impacts, positive and negative, on women and girls in the County.

The motion calls for quarterly progress reports to the Board. This is the third quarterly report and covers the period from November 14, 2017 through February 8, 2018.

### **Staffing and Structure**

The WGI is led by an Executive Director and supported by a Research Director, a Community Engagement Director, and an Administrative Coordinator. As of January 2018, the WGI staff team is complete.

The WGI Governing Council continues to meet monthly and to work with the WGI staff to establish the WGI Strategic Plan and to pursue the associated goals and objectives. The Governing Council Ad Hoc Committees on Public Safety, Health and Social Services, and Workforce and Economic Development, established in October, began meeting in November and continue to meet regularly. The committees will help shape recommendations in their respective areas for consideration by the full Governing Council and connect the WGI to outside resources and experts.

### **Research Agenda**

During this quarter, the WGI finalized the hiring of the Research Director and began formalizing the WGI research agenda. In each WGI domain -- County as Employer, County as Service Provider, and County as Partner -- WGI will collect and analyze existing County data, review best practice and models from other jurisdictions, and conduct original research.

The Research Director is beginning with an evaluation of the County's policies and practices as an employer. She is analyzing existing County human resources data, including information related to wages, overtime, promotion, and recruitment. WGI also plans to work with the Department of Human Resources to shape a survey that should help us to better understand the experiences and needs of County employees. We will follow up on survey findings with employee focus groups. It is our goal to provide data analysis and recommendations related to the County as Employer domain in our first annual report to the Board this summer.

This spring, WGI will also begin to collect data related to County as Service Provider, beginning with a data call to departments for program participant and outcome data, disaggregated by gender. Upcoming community consultations are another opportunity to gather data on the experiences and needs of women and girls with respect to County services.

### **Community Engagement and Communications**

During this quarter, the WGI Community Engagement and Outreach Director continued to hold one-on-one meetings with community organizations as part of the WGI Community Engagement plan to recruit leaders from all over the County to attend our community convenings. Leaders in health care access, groups dedicated to increasing the number of women in non-traditional jobs, and organizations that work with girls on STEAM, financial planning, and other skills were among the groups reached this quarter.

In January, the WGI Community Engagement Director established the WGI's social media presence and sent out the first message on the WGI listserv, reaching more than 2,000 people. WGI will continue to utilize the listserv, social media and the WGI website to provide regular updates on the WGI's progress, highlight the work of the WGI Governing Council members, and share information about upcoming community engagement opportunities.

In addition, the Executive Director represented the WGI at several community events, raising awareness of the WGI with various stakeholders. For example, the Executive Director participated in a panel discussion on sexual harassment and the #MeToo movement hosted by the Department of Military and Veterans Affairs. She also briefed the Los Angeles County Women's Health Equity Coalition.

In March, the WGI staff and Governing Council will hold Community Consultations in each Supervisorial District (full schedule attached). Representatives of community-based organizations, grassroots leaders, and members of the community will be invited to join the WGI staff and Governing Council, and District for a discussion regarding community needs, opportunities, and recommendations for how the County can better meet the needs of women and girls. The WGI will produce a brief report of each District's convening to share with the participants as well as an overall summary of the findings from the first round of consultations. These reports will be posted on the WGI website ([www.wgi.lacounty.gov](http://www.wgi.lacounty.gov)).

Following the March Community Consultations, the WGI team will develop a schedule of regular convenings, increasing our reach across the County to ensure geographic diversity and involve a broad range of stakeholders. We will also host subject-specific follow-up meetings and focus groups with convening participants.

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### **Department Engagement**

The County's WGI Department Working Group met for the second time on February 5, 2018. At that meeting, the WGI Research Director provided an overview of the upcoming data call to departments and answered questions from department representatives about the WGI research agenda. The Community Engagement Director shared information on the March Community Consultations and encouraged departments to attend and participate in resource tables that will be available at each convening. We also previewed the WGI's social media plan for Women's History Month and International Women's Day and encouraged departments to celebrate Women's History Month through their own social media platforms and outreach activities. The Library has agreed to help identify relevant historical figures for specific departments to highlight.

The Executive Director continues to meet with departments, share information about WGI's mandate and work, and identify opportunities for inter-departmental collaboration to better support women and girls. As part of that effort, she joined a panel of leaders from the Departments of Public Health, Children and Family Services, the Library, and the Sheriff at the County's first Equity Summit, to highlight the WGI's efforts to increase gender equity across the County. During this quarter, the Executive Director also briefed the Quality and Productivity Commission and will continue to work with Commission leadership as they focus on the intersection of equity and efficiency. WGI is also working with the County's My Brother's Keeper Initiative to identify potential joint activities.

If you have any questions or need additional information, you may contact me at (213) 974-1101, or your staff may contact Regina Waugh at (213) 974-4532 or via email at [rwaugh@ceo.lacounty.gov](mailto:rwaugh@ceo.lacounty.gov).

SAH:JJ:FAD  
RDW:NB:ma

Attachment

c: Executive Office, Board of Supervisors

**Women and Girls Initiative Community Convenings  
March 2018**

Third District: Saturday, March 3rd – 9:30 am-12:00 pm – Van Nuys Community @ Zev Yaroslavsky Center – 7555 Van Nuys Blvd, Van Nuys

Fifth District: Monday, March 5th – 5:30 pm-8:00 pm — Antelope Valley @ AV- Partners for Health – 44226 10th St. West, Lancaster

First District: Wednesday, March 7th – 5:30 pm-8:00 pm — East LA @ Montebello Library – 1550 W Beverly Blvd, Montebello

Fourth District: Thursday, March 22nd – 5:30 pm-8:00 pm — South Whittier @ Liberty Community Plaza – 14181 Telegraph Rd, Whittier

Second District: Saturday, March 24th – 9:30 am-12:00 pm — Willowbrook @ AC Bilbrew Library - 150 East El Segundo Blvd, Los Angeles