

Los Angeles County Equity Initiative

Over the last several years, the Los Angeles County (County) Board of Supervisors (Board) has embarked upon multiple efforts to increase cultural competency, reduce implicit bias, and create a foundation of equity as an employer, service provider, and community and business partner. Such efforts include, but are not limited to, implementing Implicit Bias and Cultural Competency (IB&CC) training for all County employees, establishing the five-year Women and Girls Initiative (WGI), and enhancing County services to lesbian, gay, bisexual, transgender, queer and questioning (LGBTQ+) youth.

As a result of the April 18, 2017 Ridley-Thomas motion, "[Countywide Implementation of Implicit Bias and Cultural Competency Training](#)," an impressive 92 percent of permanent County employees and 84 percent of all County employees have completed online or in-person IB&CC training. Since it was created via a Kuehl-Solis motion, "[Los Angeles County Initiative on Women and Girls](#)," on December 13, 2016, the WGI has convened summits in each supervisorial district, conducted a comprehensive climate survey of County employees, with the Department of Human Resources (DHR) and County Counsel, and led efforts to increase the number of women hired in public safety. In response to a Kuehl-Solis motion from January 9, 2018, "[Supporting and Serving Lesbian, Gay, Bisexual, Transgender and Queer or Questioning Youth](#)," the Departments of Children and Family Services, Probation, Mental Health (DMH), Public Health, and

MOTION

SOLIS	_____
RIDLEY-THOMAS	_____
KUEHL	_____
HAHN	_____
BARGER	_____

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Health Services now meet monthly around efforts to support and serve LGBTQ+ youth, including the creation of new departmental positions to strengthen organizational readiness and capacity to address LGBTQ+ issues as well as offering therapeutic environments that are specific to LGBTQ+ communities.

More than 75 distinct commitments to equity have been made by the County's 37 departments, ranging from the provision of additional IB&CC employee training to the design and implementation of internal equity action plans, to the establishment and staffing of an internal Office of Equity. No single department is leading the County's numerous and multi-faceted equity initiatives. In most cases, department heads have identified equity as a priority and department employees have voluntarily assumed extra responsibilities after recognizing the importance of this work. The County, led by the Chief Executive Office, DHR, the Department of Workforce Development, Aging and Community Services (through its Human Relations Commission), and DMH, has convened two successful and well-attended equity summits and proposed an equity framework that would ensure Countywide alignment of departmental IB&CC determined best practices.

As the County's equity commitments progress and expand, the time is ripe for the implementation of a County Equity Initiative in order to track, monitor, and ensure the effectiveness of these commitments. Additionally, as planning for the County's third equity summit in 2020 gets underway, there is a need to identify funding and resources, as the funding source for the first two summits is no longer available.

I THEREFORE MOVE THAT THE BOARD OF SUPERVISORS:

1. Instruct the Director of Personnel, the Acting Director of the Workforce Development, Aging, and Community Services Department (WDACS), and the Executive Director of the Human Relations Commission (HRC) to jointly submit written recommendations, within 90 days, on the strategic direction of a County Equity Initiative, including:

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- a. Structures and processes to best advance and sustain Countywide and departmental equity commitments;
 - b. Support for the unique and common needs of departments in promoting equity in their operations, services, policies, and practices; and
 - c. An update on the proposed equity framework and an implementation timeline for a County Equity Initiative which will strive to be a national model for equity.
2. Instruct the Chief Executive Officer to work with the Director of Personnel, the Acting Director of WDACS, and the Executive Director of the HRC to report back during the FY2020-21 Supplemental budget phase to determine the availability of funding for a County Equity Initiative and identify potential sources of one-time funding in the FY2020-21 budget to establish the initiative, as well as ongoing funding to sustain the initiative, including an annual Equity Summit and other related convenings.

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(ECW/MN)