

## **5. Ensuring Gender Equality & Gender Equity in the Workforce Development System.**

Occupational sex segregation<sup>1</sup> continues to be a challenge in the workforce. Women are overrepresented in lower-paying jobs, while underrepresented in better paid occupations. Women working full time and year around in California also earn less than men in every racial and ethnic group. “For each dollar earned by white men, Latinas earn 42 cents, African American women earn 59 cents, Asian American women earn 75 cents, and white women earn 78 cents.”<sup>2</sup> For Latinas, 38 % of California’s women and girls,<sup>3</sup> this means that they must work 22 months to be paid what the white male population earn in 12 months.<sup>4</sup>

Because of the low wages, women do not have the same opportunity to accumulate assets and savings. “Over 7 in 10 Single Mothers (78%) in LA County struggle to meet basic needs.”<sup>5</sup> This amounts to an estimated 189,861 households.<sup>6</sup> The economic hardships that working women face are several and include unpaid caretaking labor, motherhood penalties,<sup>7</sup> wage discrimination, and sexual harassment and discrimination. A woman’s peak years for childbearing concur with the prime years for her professional development. When women step out of the workforce to become mothers, a pay gap is established that continues to grow throughout their careers. Sexual harassment and discrimination also continues to impact women’s lives and professional success. “A 2017 national poll indicates that 30% of women across the U.S. have experienced unwanted sexual advances in the workplace – and that a quarter of those advances were from men who had influence over their work situation.”<sup>8 9</sup>

Of the 53,195 people living on the streets of Los Angeles County, 31% (16,410) are women according to the 2018 Los Angeles Homeless Count.<sup>10</sup> In 2017, nearly twice as many unsheltered women than men had experienced domestic violence and 28% reported a history

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<sup>1</sup> Occupational sex segregation refers to the concentration of women and men in different occupations, The 2018 Report on the Status of Women and Girls in California – A Focus on Women in the Workforce, Mount Saint Mary’s University, Los Angeles

<sup>2</sup> The 2018 Report on the Status of Women and Girls in California – A Focus on Women in the Workforce, Mount Saint Mary’s University, Los Angeles

<sup>3</sup> Ibid.

<sup>4</sup> Equal Pay Day, <http://www.equalpaytoday.org/equalpaydays/>

<sup>5</sup> *Struggling to Stay Afloat: The Real Cost Measure in California 2018*. United Ways of California. <http://www.unitedwaysca.org/realcost>.

<sup>6</sup> Ibid.

<sup>7</sup> “Motherhood penalty” refers to the systematic disadvantages in pay, perceived competence, and benefits that working mothers experience relative to childless women. *The Hidden Penalty of Motherhood – And What It Costs Us*. (May 2017). TIME, <http://time.com/money/4772842/the-hidden-cost-of-motherhood/>

<sup>8</sup> The 2018 Report on the Status of Women and Girls in California – A Focus on Women in the Workforce, Mount Saint Mary’s University, Los Angeles

<sup>9</sup> *Unwanted sexual advances not just a Hollywood, Weinstein story, poll finds*. (October 2017). ABC/Washington Post Poll, Survey conducted by Langer Research Associates, New York, N.Y. <https://abcnews.go.com/Politics/unwanted-sexual-advances-hollywood-weinstein-story-poll/story?id=50521721>

<sup>10</sup> Los Angeles Homeless Service Authority 2018 Homeless Count, <https://www.lahsa.org/documents?id=2001-2018-greater-los-angeles-homeless-count-los-angeles-county.pdf>

of sex trafficking.<sup>11</sup> The number one reason survivors stay in abusive situations (and return to them) is lack of access to financial resources to help them stay safe. In 98% of domestic violence cases, survivors have been financially abused, which take the form of credit fraud and coerced debts, lack of access to bank accounts and cash, lost wages and employment, and lack of access to the workforce.

In line with the City of Los Angeles' commitment to achieving gender equality<sup>12</sup> and gender equity<sup>13</sup> in city operations, the Workforce Development System (WDS) will strengthen its efforts to integrate a gender perspective into the design, implementation, and evaluation of its services, to ensure that women and girls' unique needs are considered, and gender inequality is not perpetuated. In order to address the challenges as outlined above and ensure equal opportunities for women and girls to access qualitative and empowering job trainings and employment, the WDS will:

1. Ensure that WDS staff are trained to prevent and address sexual harassment and discrimination in the workplace and informed about their rights and existing resources. As part of this work, survey WDS staff and WDS clients' possible experience of harassment and discrimination and knowledge of policies and processes in order to inform policies, processes, and trainings.
2. Develop, implement, and evaluate a train-the-trainer training on implicit gender bias and gender mainstreaming<sup>14</sup> to increase the WDS' capacity to consider women and girls' unique needs in the design, implementation, and evaluation of its services, including in career counseling, trainings, and job placement.

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<sup>11</sup> Report and Recommendations of the Ad hoc Committee on Women & Homelessness, Los Angeles Homeless Service Authority, <https://www.lahsa.org/documents?id=1586-ad-hoc-committee-on-women-and-homelessness-report-and-recommendations.pdf>

<sup>12</sup> "Gender equality" refers to equal rights, life prospects, opportunities, and the power of women and men, girls and boys, and people of various gender expressions to shape their own lives. It is a right's-based concept with transformative connotations that embraces an intersectional view on inequalities between genders, and points towards change of gender-based power relations in all sectors of society. The Swedish International Development Cooperation Agency, Sida, <https://www.sida.se/English/publications/159464/hot-issue-gender-equality-and-gender-equity/>

<sup>13</sup> "Gender equity" refers to fairness and justice regarding benefits and needs for women and men, girls and boys, and people of various gender expressions. Thus, distribution of resources based on the needs of different groups of people. The Swedish International Development Cooperation Agency, Sida, <https://www.sida.se/English/publications/159464/hot-issue-gender-equality-and-gender-equity/>

<sup>14</sup> "Gender mainstreaming" is the process of assessing the implications for women and men of any planned action, policy or program, in all areas and at all levels before any decisions are made and throughout the whole process. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs so that both women and men benefit, and inequality is not perpetuated. Gender mainstreaming is not a goal in itself but an approach for promoting gender equality. The Swedish International Development Cooperation Agency, Sida, <https://www.sida.se/English/publications/159382/gender-mainstreaming/>

3. Gather and include data disaggregated by gender in all demographic and performance reports included in the WDB Strategic Annual Plan's list of strategies and activities.
4. Commission the Los Angeles Economic Development Corporation (LAEDC) to identify high paid jobs and training opportunities for women and girls to help them advance in their careers and transition from low paid middle skills jobs to high paid middle skills jobs.
5. Commission a gender analysis to assess what role the WDS, including the WorkSource Centers and the YouthSource Centers, can play to address existing barriers preventing women and girls from accessing qualitative job trainings and well-paid employment opportunities, including in non-traditional female fields. The goal of the analysis is to establish best practices and identify a strategy to remove these barriers.
6. Conduct a comprehensive assessment of how the WDS, including the LA RISE grant, serves the female homeless population. The assessment will look at how many women versus men benefit from the WDS programs targeting the homeless population and provide explanations to those numbers.
7. Design, implement and evaluate a pilot training program targeting survivors of domestic violence and human trafficking. As part of this work, partner with the Los Angeles Housing + Community Investment Department to identify clients from the Domestic Violence and Human Trafficking Shelters funded by the City. The goal of this work is to i) create a pipeline of survivors of domestic violence and human trafficking who access the WDS across multiple sectors, ii) connect Domestic Violence Service Providers and Human Trafficking Service Providers to WDS services, including adult education programs, job readiness trainings, and others, iii) provide workforce development services that are tailored to the specific needs of survivors of domestic violence and human trafficking, iv) partner with the State Development Employment Department to determine how to best protect confidentiality of survivors while enrolled in the WDS and track outcomes, and v) prevent recidivism and help survivors break out of the cycle of abuse through economic empowerment and financial stability.

All of the above will be implemented depending on the availability of funds for Program year 18-19.

Date: 6-26-18  
Submitted in ED Committee  
Council File No: 18-0543  
Item No.: 2  
Deputy: EWDD