

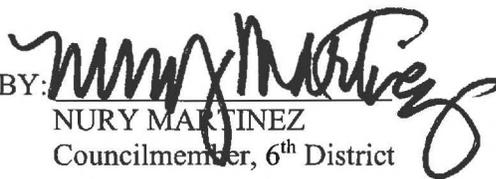
MOTION

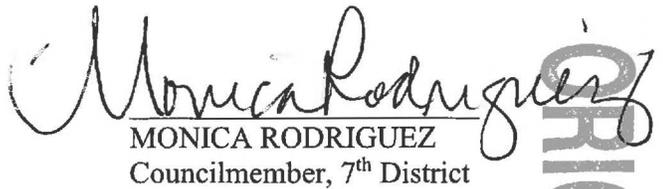
Gender bias and discrimination have been problems in the fire services for years, and have historically prevented fire departments across the country from achieving gender equity. Females make up less than five percent of most fire departments in the United States, and in much of Southern California the percentage is even lower. Only 3.2 percent of sworn Los Angeles Fire Department (LAFD) personnel are female. A number of factors contribute to low numbers of females in the fire service, including cultural issues, social isolation, unequal training and mentorship opportunities, and inadequate facilities, among others.

In 1994, the Los Angeles Women in the Fire Service organization was created to represent female firefighters in the LAFD. In 2016, the Women's Fire League was created to represent female firefighters in the Los Angeles County Fire Department. Recently, two summits were held with these groups and others, to discuss the challenges to recruitment and retention of female firefighters, as well as solutions to these issues. In addition, these summits lead to the creation of a new regional organization, the Women's Firefighter Alliance (WFA), by female firefighters employed by the City and County. The WFA plans to address gender bias and discrimination in the fire service by finding ways to improve recruitment, retention and promotion of female firefighters, and is now seeking the consulting services of a subject matter expert to study and assess the needs of female firefighters in the Los Angeles region. The County of Los Angeles has committed to funding half of the cost of this consultant, and the WFA is now seeking City funds to cover the remaining costs. This study would be invaluable to the LAFD as it strives to increase its diversity.

I THEREFORE MOVE that the Fire Department and City Administrative Officer be directed to report on a source of funds and the steps necessary to provide \$50,000 to the Women's Fire Alliance (WFA) so that the WFA can retain a consultant to assess the needs of female firefighters in the Los Angeles region.

PRESENTED BY:

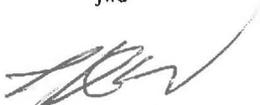

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JUN 7 2019



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