

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to women' pay and representation at the City of Los Angeles.

Recommendations for Council action:

1. INSTRUCT the Personnel Department, with the assistance of the Human Relations Commission and Commission on the Status of Women, to:
 - a. Develop a strategic plan with clear goals to better recruit, hire, develop, and retain women in City departments to include:
 - i. Women of color
 - ii. Transgender women
 - III. Non-binary individuals
 - b. Create a working group of City officials, community and labor partners tasked with designing a clear pathway to help women, including women of color, transgender women, and non-binary individuals, participate in all job classifications and promotional opportunities, focused on higher paying jobs with access to overtime.
2. INSTRUCT the largest City departments, as detailed in the August 5, 2020 Controller report, to:
 - a. Submit annual reports on their efforts to attract, recruit, hire, and retain more women, including women of color, transgender women, and non-binary individuals, to all levels of City government, including entry level jobs that traditionally have been dominated by men.
 - b. Submit quarterly progress reports their efforts to attract, recruit, hire, and retain more women, including women of color, transgender women, and non-binary individuals, to all levels of City government, including entry level jobs that traditionally have been dominated by men with said progress reports to be heard jointly by the Personnel and Animal Welfare and Immigrant Affairs, Civil Rights, and Equity Committees and in Council.

Fiscal Impact Statement: None submitted by the Controller. Neither the City Administrative Officer nor the Chief Legislative Analyst has completed a financial analysis of this report.

Community Impact Statement: None submitted.

(Also referred to the Immigrant Affairs, Civil Rights, and Equity Committee)

Summary:

On October 14, 2020, your Committee considered an August 5, 2020 Controller report and

August 31, 2020 Communication from the Mayor relative to women' pay and representation at the City of Los Angeles. According to the Controller, gender equity is a goal both private and public sector employers strive to achieve, yet it remains frustratingly elusive to most. At its core, gender equity is about making sure women and men have equal access to the same resources and opportunities for success. But equity is both different from and requisite to equality- which only works if everyone starts from a comparable place. The concept of equity, as compared to equality, takes into consideration the unequal nature of our society and its institutions, including the workplace. According to a 2018 Census Bureau study, women earn less than 82 cents for every dollar earned by men in the United States. This is an obvious matter of inequality, but to address and erase this gap will take more than dollars and cents- it will take rethinking and restructuring the way women are recruited, hired, promoted and paid, among other things. The Controller then presented an overview of its findings and answered questions from the Committee members. After consideration and having provided an opportunity for public comment, the Committee moved to make a series of recommendations as detailed above. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE

MEMBER VOTE

KORETZ: YES

LEE: YES

PRICE: YES

ARL

10/14/20

-NOT OFFICIAL UNTIL COUNCIL ACTS-