

Office of Workplace Equity presentation to CSW



WORKPLACE
EQUITY



Agenda

- Introduction to the OWE
 - Key Initiatives
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● OWE Background

Timeline

- October 2017: #metoo movement dominates the news
- April 2018: ED 23
- April 2018: MyVoiceLA
- July 2019: Chief DEI Officer
- 2020: EEO becomes OWE

Sexual harassment claims by L.A. city workers are difficult to track



The city of Los Angeles has no centralized way to track sexual harassment claims against employees. (Bob Carey/Los Angeles Times)

By DAKOTA SMITH | STAFF WRITER

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● Office of Workplace Equity Mandate & Mission

The Office of Workplace Equity (OWE) **develops guiding policy** that clearly defines the conduct considered appropriate and equitable for City workplaces, as well as **procedures** by which violations of these policies can be investigated and addressed, and **proactive initiatives** to impact employee inclusion & equity on a citywide scale.

Mission: Build an equitable workplace by fostering a culture of inclusion and belonging within our diverse workforce.

● Benefits of Diversity & Inclusion





OWE Initiatives



Workplace Equity Policy & Procedures

The new citywide Workplace Equity policy incorporates **harassment** and **discrimination** concepts covered in over half a dozen existing policy and procedure documents, and includes several new elements, highlighted below.

**Bystander
Harassment**
(unintended impact)

**Inequitable
Conduct**
(microaggressions)

**Civil Workplace
Standards**
(hazing, bullying, and
other hostile behaviors)

Equity Review Panel
(comprised of external
employment law experts)

**Supervisory Duty to
Report**
(mandated citywide)

Citywide Training

The OWE develops Citywide trainings which support Equity & Inclusion, including:

- Sexual Harassment Training
- Implicit Bias Training
- Transgender Sensitivity Training
- Workplace Equity Training
- Equity in Action Training



Citywide Cultural Assessment

Assess

- Employees are **surveyed** on their perceptions of inclusivity, fairness, trust in leadership, belonging, and developmental opportunity.
- Data will be **analyzed** with sophistication capable of leveraging the data in a nuanced manner to assist departments in allocating DEI resources.
- Assessment will be conducted **biennially** by outside experts
- Establishes **baseline** to track progress and information to help most efficiently allocate resources.

Report

- Customized, evidence-based reports describing the City's diversity and inclusion culture overall
- Outline what issues within individual departments need to be addressed through interventions - including training curriculum and engagement
- Interventions will be tailored to address issues unique to each department



Citywide Inclusion Plan

Training

- A comprehensive curriculum of DEI concepts
- Customized modules
- Workshop and coaching opportunities

Inclusion Tools

- Mission and value statements
- Mentoring programs
- Evaluations focused on inclusion

Ongoing Outreach

- Regular outreach on the topics of workplace inclusion and equity
- Partnering with department leadership to incorporate DEI strategies
- Ongoing re-assessment

Gender & Racial Equity Initiatives

HRP Gender & Race Options

- Working with employee groups and the TAC to develop updated gender and race options in key HR systems

Pay Equity

- Developing initiative – currently in research phase

New parent leave & website

- Working to develop resource hub for new parents
- Developing survey to estimate impact of new parent leave