

HR&A +



LA Civil Rights

L.A. Civil Rights Department – Vision Workshop

Commission on the Status of Women

April 25, 2024

Agenda

Introductions	5 mins
What We've Heard	5 mins
Commission Functions, Constraints & Opportunities	20 mins
Visioning Discussion – <i>Breakout Groups</i>	35 mins
Next Steps	5 mins

INTRODUCTION

In 2023, HR&A Advisors responded to the Civil Rights Department's request for proposals to create strategic development and operational plans for the Human Relations Commission, Transgender Advisory Council, and the Commission on the Status of Women.



With a strong mission, vision, and a plan to operationalize, commissions can be catalysts for change as part of the Mayor's goal of building a new Los Angeles.

HR&A INCLUSIVE CITIES PRACTICE

HR&A Advisors (“HR&A”) is an urban development and policy consulting firm devoted to improving the quality of life in cities. Our Inclusive Cities practice works with governments around the country to define, evaluate, and implement policies that promote equity.



Gainesville, FL
Comprehensive Plan Racial
Equity Update



Beverly, MA
Racial Equity Audit



Los Angeles, CA
Strategic Plan for Equity for
LA County Regional Planning

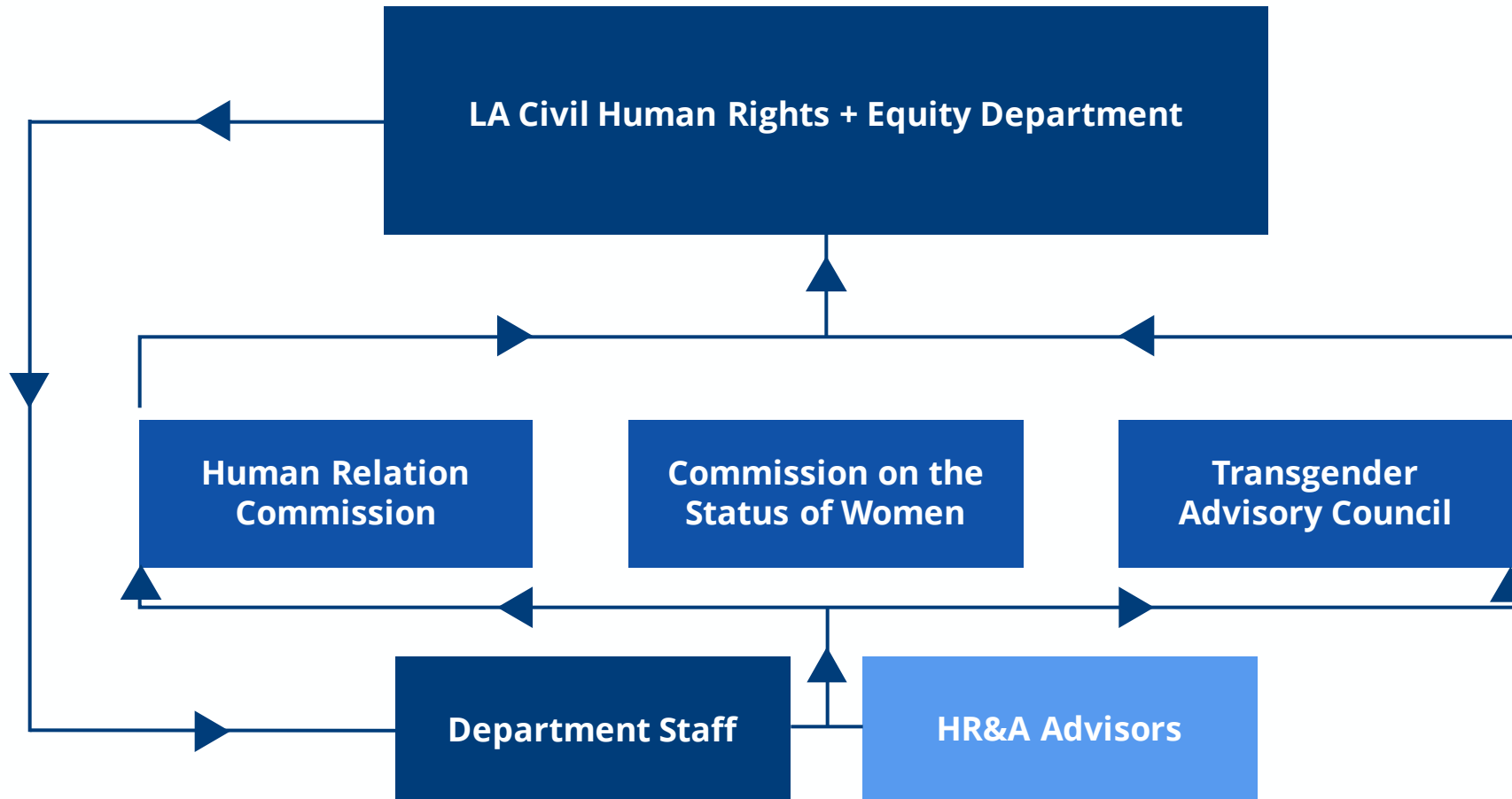
PROJECT TIMELINE

By the end of summer 2024, each commission will have a written roadmap for staff and commission members to meet their chartered purposes and achieve their goals.

- **March 2024:** Commission leadership interviews on vision and strategic planning process
- **April 2024:** Vision workshops with commissions to set vision, strategic priorities, roles, and actions
- **May / June 2024:** Stakeholder interviews & peer city research
- **July 2024:** Operations workshops on how commissions can fulfill their desired roles
- **September 2024:** Final workshops with commissions to refine draft strategic & operational plans

PLANNING PROCESS STRUCTURE

HR&A will support the commissions and Department staff in crafting and refining their strategic & operational plans in alignment with the broader mission of the Department.



PROJECT TEAM

HR&A will support the commissions and Department staff in crafting and refining their strategic & operational plans in alignment with the broader mission of the Department.

Department Staff

Claudia Luna, Assistant General Manager

Liliana Villa, Human Relations Advocate

Francisco Ortega, Senior Project Coordinator

Chloe Coventry, Management Assistant

Tyna Blackman, Commission Executive Assistant

HR&A Advisors

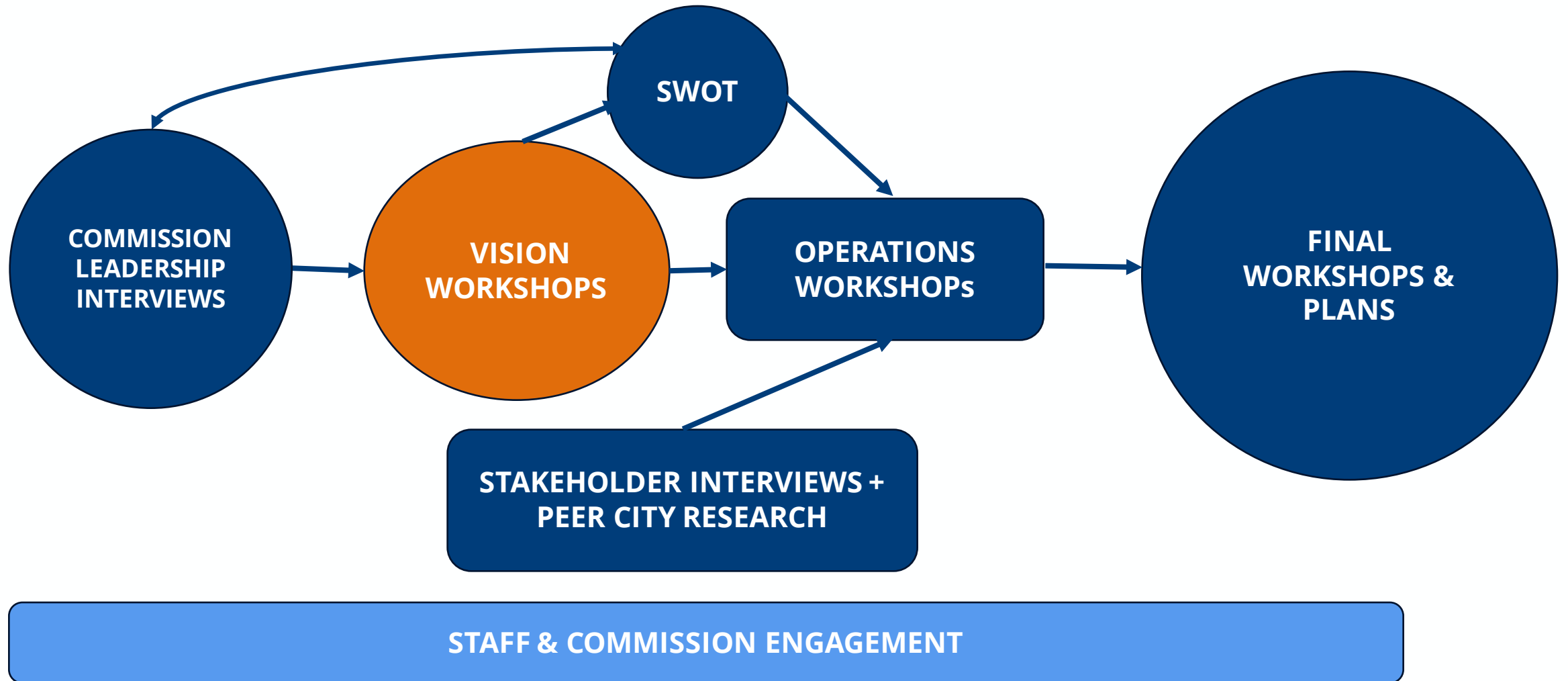
Andrea Batista Schlesinger, Partner

Rachel Webster, Project Manager

Garrett Robinson, Analyst

OUR APPROACH

Our scope is designed to move from vision and goal setting to holding workshops to explore operational models that commissioners can deploy to achieve their goals.



DEFINING SUCCESS | FINAL DELIVERABLE

During the final workshops, HR&A will present draft plans, facilitate discussion, and gather feedback for the final strategic and operational plans with several key elements.

1.
Vision + goals

2.
Changes required
to operationalize
commission goals

3.
Short- and long-
term actions

4.
Cost estimates

5.
Critical path
checklist that
clarifies milestones
+ target dates for
each action

6.
Progress
evaluation criteria

7.
Roles +
responsibilities for
staff to support
each commission

VISION WORKSHOP GOALS

Based on HR&A's work to-date, this vision workshop will allow commission members to understand their charge and reflect on what they can accomplish from their position.

Participants will:

1. Have a clear understanding of parameters that will inform their operational plans.
2. Identify commission's visions, strategic priorities, desired role, and activities.
3. Identify knowledge gaps to inform HR&A's stakeholder interviews and peer city research to support the development of commissions' operational plans.

An aerial photograph of a city skyline at dusk, with a blue overlay and a vertical bar on the left side. The text "What We've Heard" is centered in white.

What We've Heard

OUR APPROACH

Last month, the HR&A team and Department staff interviewed commission leaders to understand the challenges and opportunities that currently exist.

Human Relations Commission

Brittany Mckinley, President

Pierre Arreola, Vice President

Commission on the Status of Women

Tracy Gray, President

Simona Grace, Vice President

Transgender Advisory Council

Eden Anaï Luna, Chair

Morgan Clark, Vice Chair

ChiChi Navarro, Secretary



 CITY OF LOS ANGELES COMMISSION ON THE STATUS OF WOMEN



OPPORTUNITIES

While CSW has had several departmental homes, it is currently well positioned to make catalytic impacts for women and girls within the Civil Rights Department.

Visioning Efforts

- Leaders have identified they want to:
 - Increase political representation for women.
 - Promote economic well-being for women.
 - Decrease sexual violence committed against women.
 - Improve visibility and clarity of the CSW as a resource to the public.

Levers & Opportunities

- There is momentum and excitement around the current political representation for women in and around Los Angeles:
 - Mayor Bass is the first Black woman-identifying mayor of Los Angeles.
 - Los Angeles City Council is newly gender-balanced.
 - All Los Angeles County Supervisors are women.

CHALLENGES

The Transgender Advisory Council (TAC), the Commission on the Status of Women (CSW), and the Human Relations Commission (HRC) raised similar concerns about their barriers.

Communication

- Commissions want to be better able to communicate their purpose and goals to the public.
- Commissions want to know how to maximize their limited meeting time (monthly meetings with no ability to communicate with full board in between meetings).

Collaboration

- Several commissioners named a desire to leverage connections to Mayor Bass and deputy mayors to achieve goals.
- HRC and TAC shared a desire to collaborate across commissions, learn from each other and not duplicate efforts.

Limited Resources

- Civil Rights Department's staff capacity is limited as they have numerous duties.
- The Department is currently under a hiring freeze.
- Commissions do not have their own budgets and have had to get creative in how they pursue funding beyond the Civil Rights Department's support.

EXECUTIVE DIRECTOR'S VISION

Civil Rights Department Executive Director Capri Maddox envisions the CSW focusing on initiatives which:

1. Reduce violence against women
2. Promote women in government or leadership positions
3. Help create upward mobility for women



An aerial photograph of a city skyline at dusk, with a semi-transparent blue overlay across the middle. The text is white and bold, set against the blue background. A vertical blue bar is on the left side of the text area.

Commission Functions, Constraints & Opportunities

FUNCTIONS

The Commission on the Status of Women's functions are well-established in its bylaws which serve as the starting point for all the commission's actions and initiatives.

Chartered Mission / Purpose:

The Commission shall serve in an advisory capacity to the Mayor, City Council, and General Manager of the Civil, Human Rights and Equity Department with respect to ensuring that all women and girls have the opportunity for full and equal participation in the affairs of Los Angeles City government and with respect to promoting the general welfare and human rights of all women and girls in the greater community through policy, advocacy and education.

Commission Functions:

- **Advise** the Mayor, Council, and General Manager of the needs and issues facing women and girls in the City, with special emphasis on women in City government and within underserved populations, as identified by the Commission.
- **Maintain** an active relationship with community-based organizations, academic institutions, civic and business organizations, and other key stakeholders interested in issues facing women and girls.
- **Investigate** pressing issues and develop policy and programmatic recommendations that advance the civil and human rights of women and girls in the City and provide them with positive opportunities free of discrimination in all aspects of their lives.

CONSTRAINTS

As a collective, the commissions are faced with significant constraints that limit their capacity to plan for and execute potentially impactful initiatives.

Budget Constraints

- While the Department's general fund can cover expenses such as event venues, rentals, equipment, office supplies, printing services, commissions do not have a budget allocation and relies on ad-hoc funding allocations from the Department which makes it difficult to plan.
- Due to criticism over behested payments, the Mayor's office has asked commissions not to fundraise at this time.
- Mayor's Fund is a potential supplemental source but is not guaranteed and cannot be relied on consistently.

Limited staff capacity

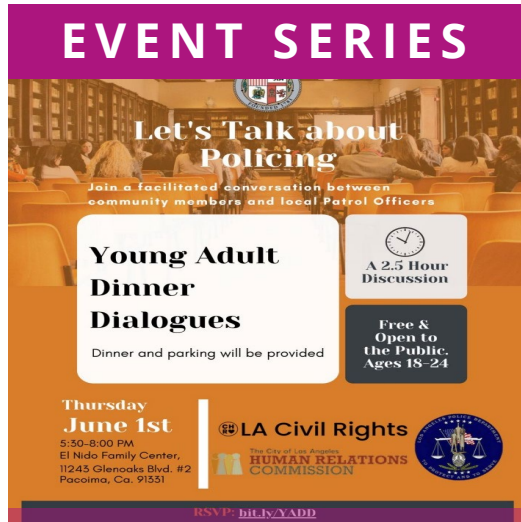
- Commissions consist of volunteers and rely on Department staff with limited capacity for support in executing plans.

Limited Communication

- Restricted communication between commissioners outside of meetings due to Brown Act regulations.

OPPORTUNITIES | INITIATIVES

Commissions have had successful initiatives that highlight what is possible and what it takes to operationalize them.



- In 2018, HRC created a dinner dialogues program to elicit community input on policing. In 2023, it evolved to focus on young adults and for the first time, included LAPD Patrol Officers.
- Staff were involved in venue selection, outreach, and content.



- In February and March of 2023, HRC produced LA TOGETHER with help from USC Annenberg Media Center.
- Funded through in-kind donations, it was a five-episode series featuring real and intimate conversations between Angelenos on challenging issues.



- In May 2023, CSW hosted ~200 attendees at the 33rd Pioneer Women Awards to honor women leading responses to homelessness across LA.
- The Department contributed ~\$5,000 for equipment rentals to supplement CSW Funds which were used for food and entertainment.



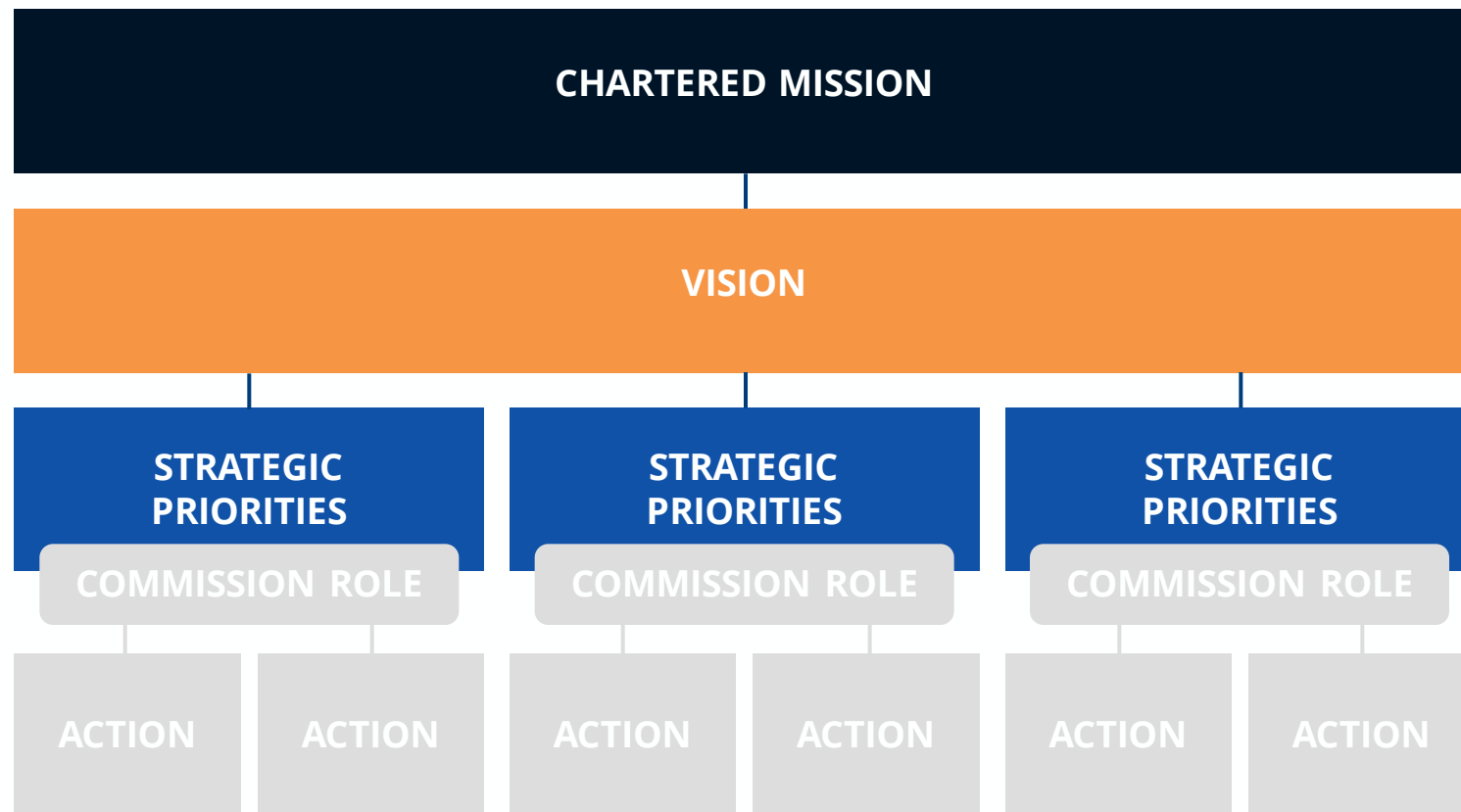
- In March 2023, TAC planned and hosted a job resource fair for the trans community, with ~100 attendees.
- Council District 9's sponsorship covered the \$5,000 cost of the venue, LA Trade Technical College.

An aerial photograph of a city skyline at dusk, with a dark blue overlay. The skyline features several prominent skyscrapers, including a tall, thin tower with a rounded top and a cluster of buildings with a distinctive spire. The foreground shows a dense residential area with many smaller buildings and trees. A vertical blue bar is on the left side of the image.

Visioning Discussion – *Breakout Groups*

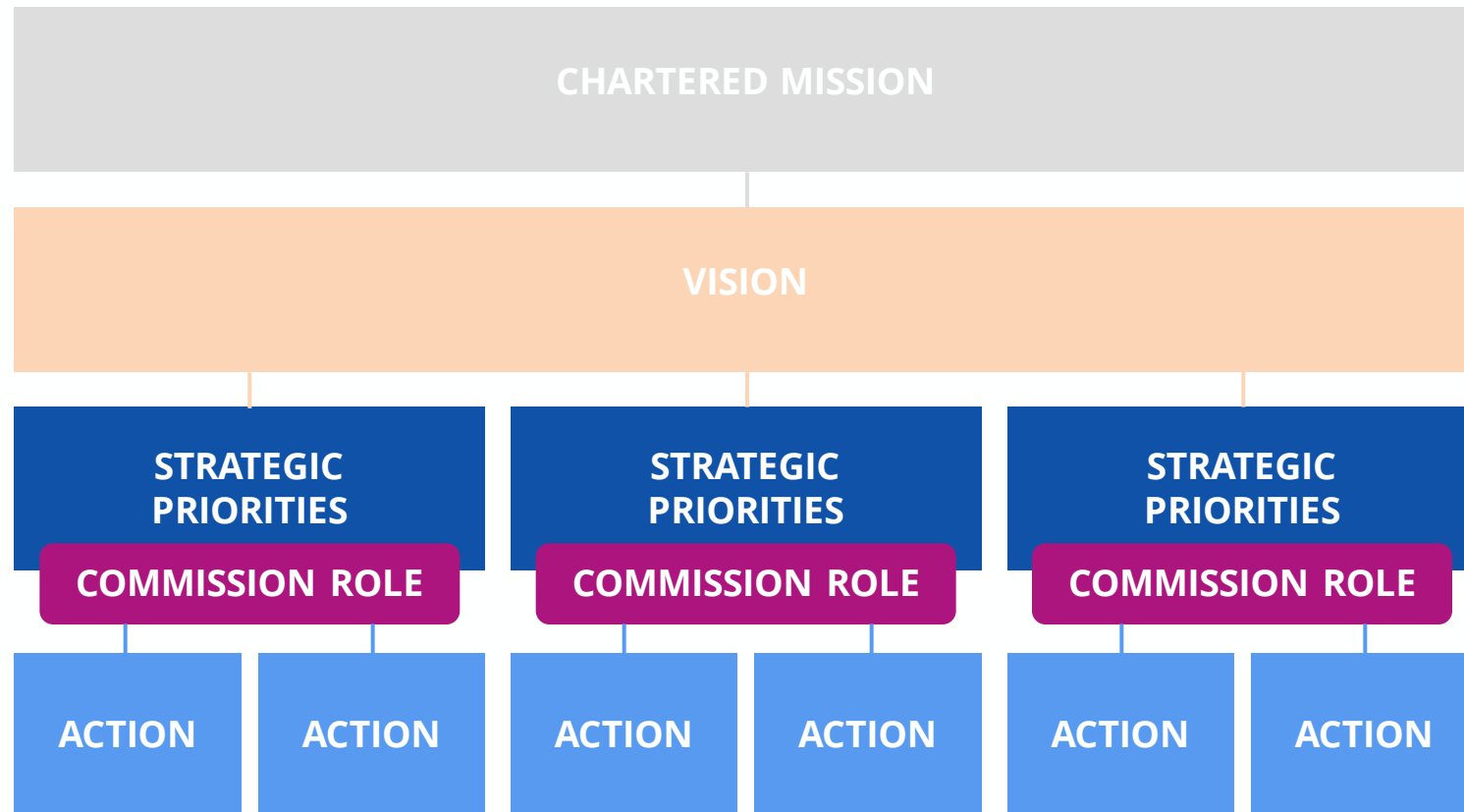
VISION WORKSHOP | APPROACH

With its chartered mission as the foundation, the commission's vision will capture their desired impact in this unique moment in Los Angeles' history and become the north star that guides decision-making on which actions to pursue.



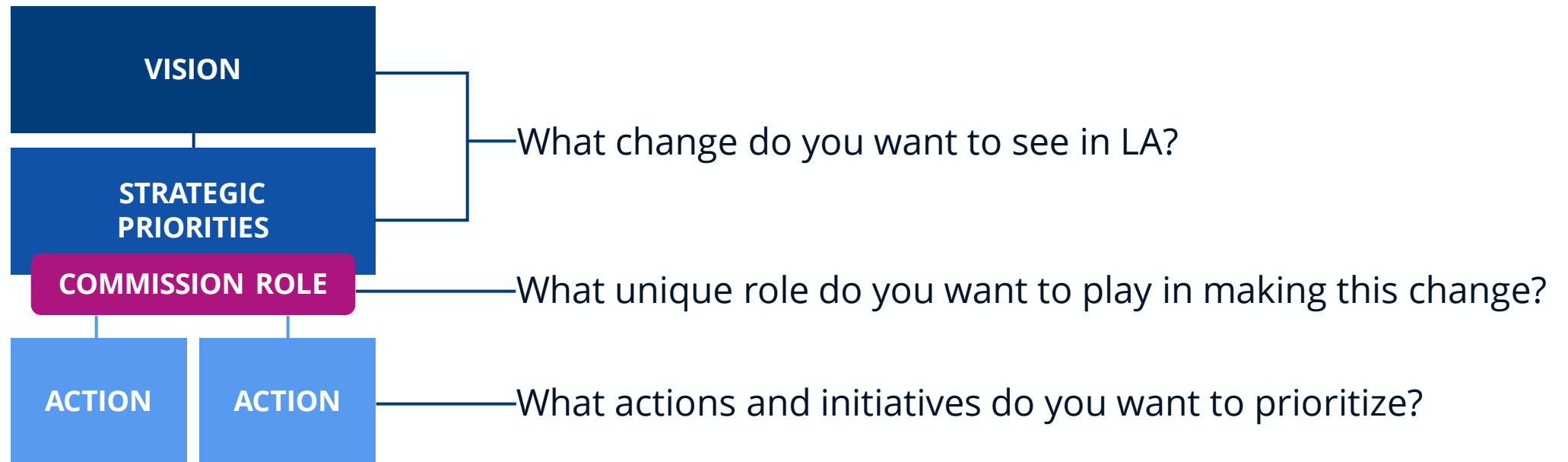
VISION WORKSHOP | APPROACH

Commissions then need to determine their roles within each strategic priority, which will shape associated action items.



INSTRUCTIONS

1. Break out into groups of 2-3 members
2. Assign a notetaker and reporter
3. Using the visioning approach, discuss the following questions:



An aerial photograph of a city skyline at dusk, with a dark blue overlay. The text "Next Steps" is centered in white, bold font. A vertical blue bar is on the left side of the text.

Next Steps

NEXT STEPS

HR&A will build upon initial data by connecting with additional stakeholders and sourcing best practices from other U.S. communities with similar compositions and missions.

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