



HR&A +

 LA Civil Rights

L.A. Civil Rights Department – Final Workshop

Commission on the Status of Women

August 29, 2024

Agenda

Strategic & Operational Plan Presentation

Feedback & Discussion

Next Steps

An aerial photograph of a city, likely San Francisco, showing a dense residential area in the foreground and a prominent skyline of skyscrapers in the background. A semi-transparent blue horizontal band is overlaid across the middle of the image, containing the title text. A solid blue vertical bar is positioned to the left of the text.

Strategic & Operational Plan Presentation

LA CIVIL RIGHTS DEPARTMENT

The LA Civil Rights Department works to ensure that all communities in the City of Los Angeles have an opportunity to live, play, and work without fear of discrimination.



Recent successes of the LA Civil Rights Department include:

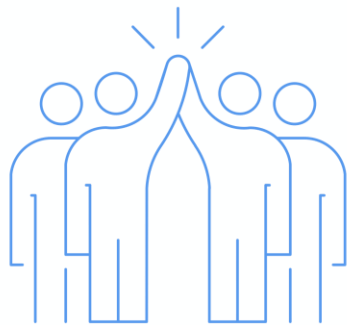
- Launching the “LA For All” campaign, which called upon all residents to envision and work towards a more equitable and inclusive Los Angeles.
- Issuing a citation in March 2024 against a local grocery store and security company for violating the City’s Civil and Human Rights law and discriminating against an African American shopper.

STRATEGIC PRIORITIES OF THE CIVIL RIGHTS DEPARTMENT

As part of its five-year strategic plan in 2022, the LA Civil Rights Department outlined two priorities.



Advance equity, uplift communities, and enforce civil and human rights protections.



Elevate the role of the Department as a prominent player in the civil and human rights protection sector.

LA CIVIL RIGHTS DEPARTMENT

The Department is prioritizing engaging its five commissions as expert advisors, community bridge-builders, and allies, to advance its vision for a more inclusive city.



PROJECT BACKGROUND

In alignment with Mayor Bass' vision, LA Civil Rights Department dedicated resources for the Human Relations Commission, Transgender Advisory Council, and the Commission on the Status of Women to create strategic development and operational plans.



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.

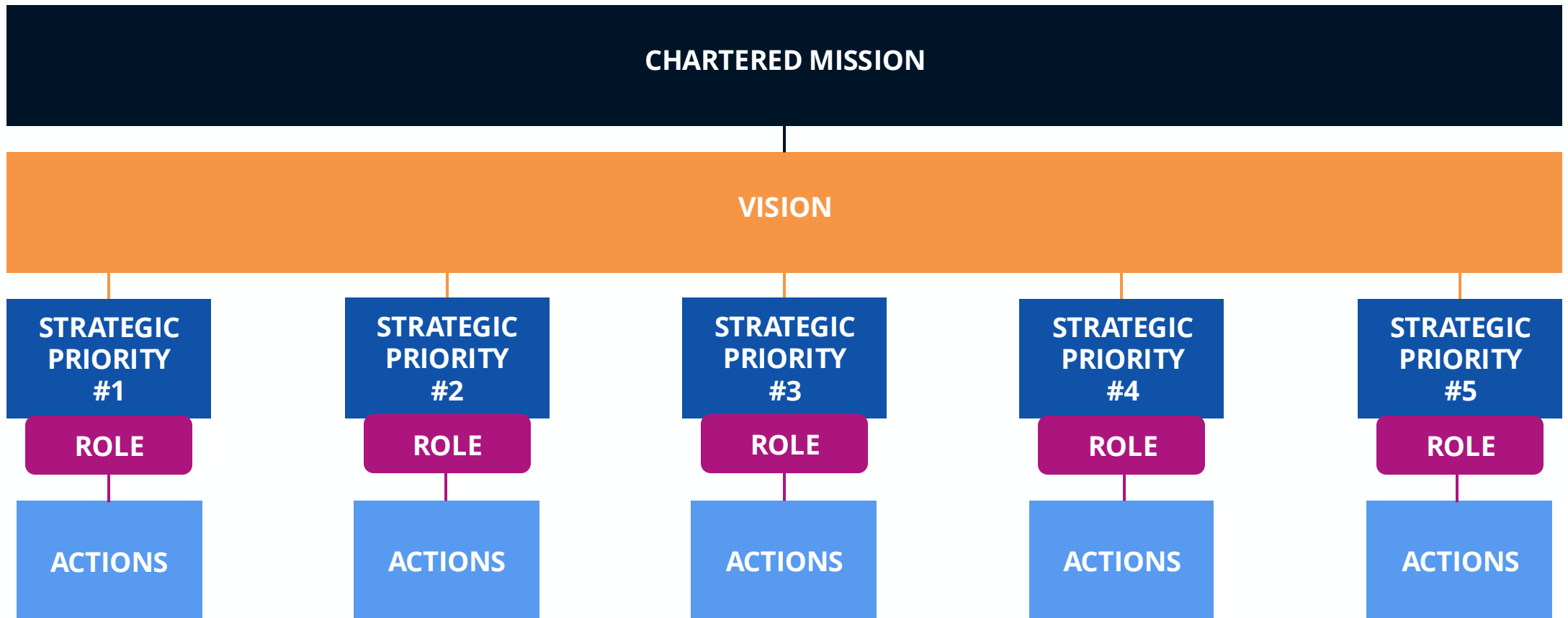
CSW'S MISSION STATEMENT

The Commission on the Status of Women 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.

The Commission on the Status of Women aims to advance the general welfare of women and girls in Los Angeles, ensuring they are safe, economically empowered, and represented in and by local government.

PURPOSE OF THE STRATEGIC & OPERATIONAL PLAN

This plan establishes CSW's unique role in improving the lives of women and girls through five strategic priorities and 19 actions.



ROLES OF THE CSW

CSW aspires to play the following three roles to implement the actions outlined in this strategic plan.



ADVISOR

CSW will advise City leadership on the needs and issues facing women and girls in the city, with special emphasis on women in City government and within underserved populations in the city more broadly.



CONVENER

CSW will maintain and facilitate relationships with and between community-based organizations, academic institutions, civic and business organizations, and other key stakeholders interested in issues facing women and girls.



INVESTIGATOR

CSW will 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.

PHASING & IMPLEMENTATION

The actions are organized into three distinct phases so that CSW and Department staff can strategically allocate time and resources across set time frames.



Immediate Actions: To be completed within the next six months, given the cadence of the City's fiscal calendar and budget processes.



Near-Term Actions: To be completed within the next fiscal year.



Long-Term / Ongoing Actions: To be completed within the next two to four years.

Guiding Questions for Prioritization

- Is this action aligned with the CSW's chartered mission and functions?
- Is this action aligned with the priorities of the Mayor, City Council, and Executive Director of the Civil Rights Department?
- Does the CSW have the organizational capacity and/or partnerships needed to implement this action?

An aerial photograph of a city skyline at dusk or dawn, with a blue color overlay. The skyline features several prominent skyscrapers, including the Willis Tower in Chicago. The foreground shows a dense residential area with many smaller buildings and trees.

GUIDING QUESTION:

What are the immediate next steps to start implementing these actions (i.e., ad hoc committee meetings, monthly CSW meetings)?

Strategic Priority #1 –

Increase the visibility of CSW in Los Angeles.

Immediate Actions:



- Conduct the annual Pioneer Women award ceremony to celebrate impactful women in Los Angeles working in government, economic empowerment, and combatting violence against women.
- Meet with relevant City leaders and City departments and discuss ways to prioritize women’s issues and needs in preparations and execution of international events (i.e., the World Cup 2026 and Olympics 2028).
- Meet with community partners, City Council Offices, Los Angeles County Commission for Women, and the California Commission on the Status of Women and Girls to learn how CSW can support existing efforts to support women in Los Angeles.
- With support from the LA Civil Rights’ Communications team, draft a clear and proactive marketing plan for CSW.

Near-Term Actions:



- In collaboration with the LA Civil Rights’ Communications team, launch a media campaign that highlights the lives of women in Los Angeles and promotes positive stories.

Long-Term/
Ongoing Actions:



- Engage in ongoing planning with LA Civil Rights Department’s Communications team to explore new ways to highlight women’s recent achievements and challenges in Los Angeles.

By increasing its visibility, CSW can play a major role in advancing the welfare of women and girls.

Strategic Priority #2 –

Advise City leadership on how to increase the number of women in leadership in local government and amplify the positive impact of female leadership.

Immediate Actions:



- In partnership with research entities, develop a report on the barriers, impacts, and accomplishments of women in political leadership, particularly in Los Angeles.

Near-Term Actions:



- Using the report, advise City leadership on reforms, including campaign finance reform, that would better support women in leadership in government.

Long-Term/ Ongoing Actions:



- Track changes in budgetary and legislative decisions related to the barriers women face when running for elected office.

By prioritizing **political representation**, CSW can work towards providing full and equal participation in government for women and girls.

Strategic Priority #3 –

Support initiatives that increase women and girls’ economic security and upward mobility.

Immediate Actions:



- Establish and conduct an annual resource fair that includes presentations and workshops related to women and girls’ upward mobility.
- Partner with organizations and speakers who can present and conduct workshops on topics such as pay equity, childcare, homeownership, entrepreneurship, and career opportunities in high-net-worth fields like technology and finance.

Near-Term Actions:



- Launch a campaign, in partnership with LA Civil Rights Communications team, to highlight the challenges of aging and older women experiencing homelessness and promote local resources and support systems.

Long-Term/ Ongoing Actions:



- Identify partners within City agencies and non-profit organizations to learn about how unexamined variables, like the digital divide and menopause, might impact women’s upward mobility in Los Angeles.

By emphasizing **upward mobility**, CSW can help women and girls to be economically empowered.

Strategic Priority #4 –

Support and advise City leadership on issues and policies related to women and girls' public safety needs.

Immediate Actions:



- In partnership with research entities, investigate issues related to women and public safety, including trafficking, domestic violence, and child welfare to strengthen the Commission's ability to advise City leadership on these issues.
- Develop a plan for how CSW will follow up with victims after incidents of hate crimes and violence against women including pathways for continued participation of CSW and LA Civil Rights Department.
- Designate one or two CSW members to liaise with City Council Offices in partnership with the LA Civil Rights Department staff.

Near-Term Actions:



- N/A

Long-Term/ Ongoing Actions:



- Using the developed plan, deploy Department staff and commissioners to the community to respond to incidents of hate crimes and violence against women in the city to provide longer-term care for people who have been harmed.

By prioritizing **public safety**, CSW advise City leadership on the unique safety needs of women and girls.

Strategic Priority #5 –

Support and advise City leadership on issues and policies related to the health and well-being of women and girls.

Immediate Actions:

- N/A



Near-Term Actions:

- In partnership with research entities, investigate the current state of healthcare access for women and girls, including menopausal and reproductive care, to strengthen the Commission's ability to advise City leadership on these issues.



Long-Term/ Ongoing Actions:

- Amplify the work that non-profit organizations are doing to make the City of Los Angeles a safe haven for women seeking reproductive healthcare.



By highlighting the importance of **access to healthcare**, CSW will work to improve the quality of life for women and girls.

Actions by Phase

Phase	Action	Strategic Priority
Immediate	Conduct the annual Pioneer Women award ceremony to celebrate impactful women in Los Angeles working in government, economic empowerment, and combatting violence against women.	1
Immediate	Meet with relevant City leaders and City departments and discuss ways to prioritize women's issues and needs in preparations and execution of international events (i.e., the World Cup 2026 and Olympics 2028).	1
Immediate	Meet with community partners, City Council Offices, Los Angeles County Commission for Women, and the California Commission on the Status of Women and Girls to learn how CSW can support existing efforts to support women in Los Angeles.	1
Immediate	With support from the LA Civil Rights' Communications team, draft a clear and proactive marketing plan for CSW.	1
Immediate	In partnership with research entities, develop a report on the barriers, impacts, and accomplishments of women in political leadership, particularly in Los Angeles.	2
Immediate	Establish and conduct an annual resource fair that includes presentations and workshops related to women and girls' upward mobility.	3
Immediate	Partner with organizations and speakers who can present and conduct workshops on topics such as pay equity, childcare, homeownership, entrepreneurship, and career opportunities in high-net-worth fields like technology and finance.	3
Immediate	In partnership with research entities, investigate issues related to women and public safety, including trafficking, domestic violence, and child welfare to strengthen the Commission's ability to advise City leadership on these issues.	4

With the actions organized by phase, this portion of the plan is a **quick reference tool** for CSW to use when planning and engaging with Department staff and other collaborators.

DEPARTMENT STAFF SUPPORT FOR COMMISSIONS

The plan provides clarity on how Civil Rights Department staff can best support CSW to fulfill its objectives in the following ways.



Organize and support CSW's regular meetings by helping develop the agendas in partnership with CSW leadership and by confirming speakers and council member attendance.



Organize meetings with City leadership and agencies, maintain lines of communication, and support relationship development.



Serve as liaisons between commissioners and LA Civil Rights Department leadership and Communications team.



Provide background research related to our priorities and actions, including finding appropriate local partners and organizations.



Facilitate event planning and logistics.

RESOURCE NEEDS

CSW desired to understand what resources were available to achieve its goals, particularly related to events. This plan provides clarity on resources based on past events and the Department's current parameters related to funding.



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Feedback & Discussion

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GUIDING QUESTION:

What are the immediate next steps to start implementing these actions (i.e., ad hoc committee meetings, monthly CSW meetings)?

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Next Steps

NEXT STEPS

Join **HR&A's office hours** on Monday, September 9th from 12-1pm to share any additional thoughts on CSW's Strategic & Operational Plan.



Commission on the Status of Women
Strategic & Operational Plan