Gender Equity Action Plans

Subheadings in IBM Plex Serif

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GENDER EQUITY
CITY OF LA

Agenda

- Overview of Gender Equity Action Plans
- Timeline of Action Plan Updates (2016 - 2022)
- Overview of the 2022 Gender Equity Action Plans
  - Goal Criteria
  - Action Plan Prompts / Questions
- Timeline of 2022 Action Plan Updates

Overview of the Gender Equity Action Plans (2016-2022)

- The Gender Equity Action Plans were first executed in 2016 after Mayor Eric Garcetti issued an Executive Directive (ED) on gender equity.
- ED. 11 called on every department to appoint gender equity liaisons, collect comprehensive data on how they serve women and girls in L.A., and set tangible goals for improvement.
- Today, all 40 City departments have gender equity plans and liaisons.
- The plans are updated biannually, progress reports are issued bi-annually, and are responsible for turning city-wide gender equity values into results!

Timeline of the Gender Equity Action Plan Updates (2016-2022)

Action Plan Update #1

Action Plan Update #2

Action Plan Update #3

Action Plan Update #4

2016

2018

2020
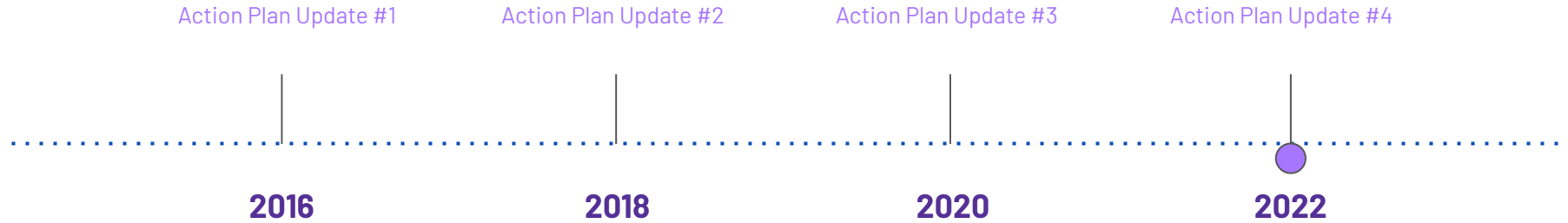
2022

Overview of the 2022 Gender Equity Action Plans

- Each Action Plan update is developed with an iterative lens. Through this process the team works to ensure the Action Plan:
  - Aims to address city-wide needs and expectations
  - Is user friendly
  - Asks carefully crafted questions to ensure goals are thorough, ambitious, yet realistic
- The 2020 Action Plan update process includes a variety of updates:
  - New and improved goal criteria
  - Reviews prompts and questions
  - Focuses on goal-setting
  - A new user friendly template
  - Action Plan Advisory Committee
  - Integrated with the Racial Equity Action Plans and the General Manager Reviews

2022 Gender Equity Action Plans: Goal Criteria

Data Driven

The goal includes a tangible and measurable metric that will allow for change to be assessed and tracked over time

Attainable

It's reasonable to believe this goal can be achieved if the department allocates the appropriate resources within a two-year timeframe.

Tip: This criteria is intended to encourage departments to think about the resources required to achieve this goal. Ideally, the department will craft goals leveraging the department's current resources.

Feasible

The goal focuses on improving an area that the department actually has influence or jurisdiction over.

Tip: This criteria is intended to encourage departments to think about the resources required to achieve this goal. Ideally, the department will craft goals leveraging the department's current resources.

Rooted in Equity

The goal is centered in deliberate action to address specific groups' historic lack of access to resources or opportunities resulting from legacies of unjust laws, institutional policies, or societal values.

Clear Benefit to Individuals of Diverse Genders

The identified outcomes enhance the positive experiences and/or opportunities of cisgendered women and girls, trans women and trans girls, trans men and trans boys, non-binary people, gender nonconforming people and those who are otherwise marginalized.

Innovative

The goal is innovative because it promotes a process improvement to an existing function, **or** the development of a new initiative.

Tip: Departments are not expected to launch new initiatives. Rather, departments should seek to assess and improve their operations, processes or services.

2022 Gender Equity Action Plans: Action Plan Prompts/Questions

The 2022 Action Plan form is similar to a logic model. The reason for that is to encourage evidence based and data driven goal setting and decision making.

COMPLETE ONE GENDER EQUITY 2022 ACTION PLAN PER GOAL.

1) CHALLENGE | What gender equity challenge does the department want to address? *(150 Words Max)*		2) GOAL | How does the department want to tackle the gender equity challenge? *(150 Words Max)The*			

3) OWNER(S)	4) RESOURCES | What resources do you have to accomplish this goal?				
Who is responsible for accomplishing this goal?	**EXISTING BUDGET** *What is the cost + How will you fund this?*	**STAFF** *How many staff are needed?*	**EQUIPMENT** *What equipment is needed?*	**POLICIES + PRACTICES** *What policies will be adjusted?*	**PROCESS IMPROVEMENTS** *What process will be improved?*	**ADDITIONAL MATERIALS** *What else is needed?*
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5) DATES *When will you launch this work?*	*When will you complete the work/measure success?*	6) MEASURABLE RESULTS *What are expected measurable changes stemming from this goal? Example: Percentage increases or reductions*	7) ALL OTHER RESULTS *What are the expected organizational/ cultural/societal changes/ behavioral impacts you expect as a result of accomplishing this goal?*
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Timeline of 2022 Action Plan Updates

July 1: GE + RE Action Plans were shared with Departments.

July 29: Departments complete and submit plans.

August 24: Action Plan Review Committee will review plans and provide feedback.

Thank you!