



ERIC GARCETTI
MAYOR

EXECUTIVE DIRECTIVE NO. 11

Issue Date: August 26, 2015

Subject: Gender Equity in City Operations

In order to provide good governance to our City, we must be inclusionary and nondiscriminatory. We must address and provide a platform for those populations who historically have been underrepresented—among them women and girls.

Equity among people of all genders is essential.

Gender equity requires recognizing and providing equal rights, responsibilities, and opportunities to all people no matter their sex or gender. Gender equity is not an issue relevant to just one gender or sex; rather, it is an issue of fundamental human rights.

The recently released Report on the Status of Women and Girls in the City of Los Angeles confirms that the women and girls of our City have been measurably disadvantaged. Whether it be social expectations, professional compensation, or economic opportunities, too often women and girls face undue obstacles. As a City, we have a responsibility to ensure that City operations reflect and address the needs of all people of any sex or gender. Moreover, our efforts to ensure gender equity must include efforts to increase gender diversity on a perceptible level. Gender equity must permeate every level of City operations—as leaders, employers, and service providers.

As one of the first cities to adopt the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), Los Angeles must be a model for its implementation. As such, we have the opportunity not only to achieve gender parity but also to create a system that can be successfully replicated by local governments that wish to eradicate the gap in opportunities based upon sex and gender. Significantly, as CEDAW recognizes that the intersections of multiple forms of discrimination have compounding negative effects on women, we must seek to eradicate gender-based

disparities for all women, regardless of their race, ethnicity, religion, health, marital status, age, class, sexual orientation, gender identity, gender expression, or sex assigned at birth.

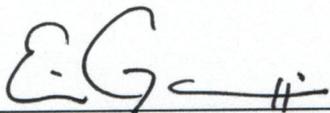
I recognize that different City Departments must employ different strategies to achieve success. But participation from every Department is critical to bring about positive change.

Accordingly, I hereby order the following:

- Each General Manager or Head of Department/Office shall designate a Gender Equity Liaison for the Department/Office, and shall notify my Office of that person's name and contact information (including when there is a subsequent personnel change or change to that person's contact information).
- I hereby create the Gender Equity Coalition, which shall be comprised of the departmental Gender Equity Liaisons and representatives from, and designated by, my Office. Each General Manager or Head of Department/Office shall ensure departmental Gender Equity Liaison representation at regular Gender Equity Coalition meetings held by my Office.
- The Gender Equity Coalition shall:
 - coordinate with the Commission on the Status of Women to fulfill the City's responsibilities under the City's CEDAW ordinance;
 - review and monitor all plans and dashboards required by this Executive Directive;
 - identify additional goals and critical areas that require focus, including targeting women from particularly vulnerable groups such as transgender women, women living with HIV/AIDS, undocumented women, lesbians, women of color, seniors, and young women and girls; and
 - form working groups as necessary to achieve specific results that will lead to greater gender parity.
- By February 1, 2016, each General Manager or Head of Department/Office shall submit to my Office a Gender Equity Action Plan to implement a gender-equity strategy that:
 - upholds an inclusive work environment that promotes fairness and fosters the equal participation of women in leadership positions at all levels;
 - tracks recruitment in fields where women remain underrepresented (such as public safety, science, technology, engineering, and mathematics) and addresses such underrepresentation;
 - tracks contracts and promotes ways to ensure equal contracting opportunities for women-owned business enterprises;

- evaluates City services to discover ways to increase gender parity and to promote equal opportunities for, and the advancement of, women and girls;
 - provides any raw data regarding sex and gender on the City's open-data portal;
 - identifies and develops baseline metrics regarding the status of women and girls in relation to the Department/Office; and
 - publishes to my Office's online Gender Equity Dashboard metrics and indicators related to the status of women and girls.
- The General Manager of the Personnel Department and the City Administrative Officer collaboratively shall conduct salary analyses on an as-needed basis to ensure that there is no gender wage gap between City employees holding comparable positions. All other General Managers, Heads of Departments/ Offices, and Commissions of City Government shall ensure the cooperation of their Departments/Offices/Commissions with these tasks.

Executed this 26th day of August 2015.



ERIC GARCETTI
Mayor