



Office of the City Clerk Gender Equity Plan Highlights

Friday, May 20th, 2022

SUMMARY OF GOALS



Workforce

Promote Gender Equity across the department

Encourage staff in the clerical series to continue to advance their careers in the City

Services

Promotional video encouraging women to apply to Neighborhood Council seats

GOAL 1

PROMOTE GENDER EQUITY THE DEPARTMENT



HIGHLIGHTS

Keeping gender equity at the forefront of operational decisions

Including gender equity as a key pillar of voter outreach efforts

Having a department working group on the topic of gender equity to continue providing feedback and direction for the department

GOAL 2

ENCOURAGE STAFF IN THE CLERICAL SECTOR TO CONTINUE TO ADVANCE THEIR CAREER



HIGHLIGHTS

Approximately 70% of administrative staff is composed of women

Encouraging career pathway options and development by supervisors

Many administrative staff don't supervise and to help counteract this career building skill gap, opening supervisory training and other professional development workshops to all staff

GOAL 3

PROMOTIONAL VIDEO ENCOURAGING TO APPLY FOR NEIGHBORHOOD COUNCIL



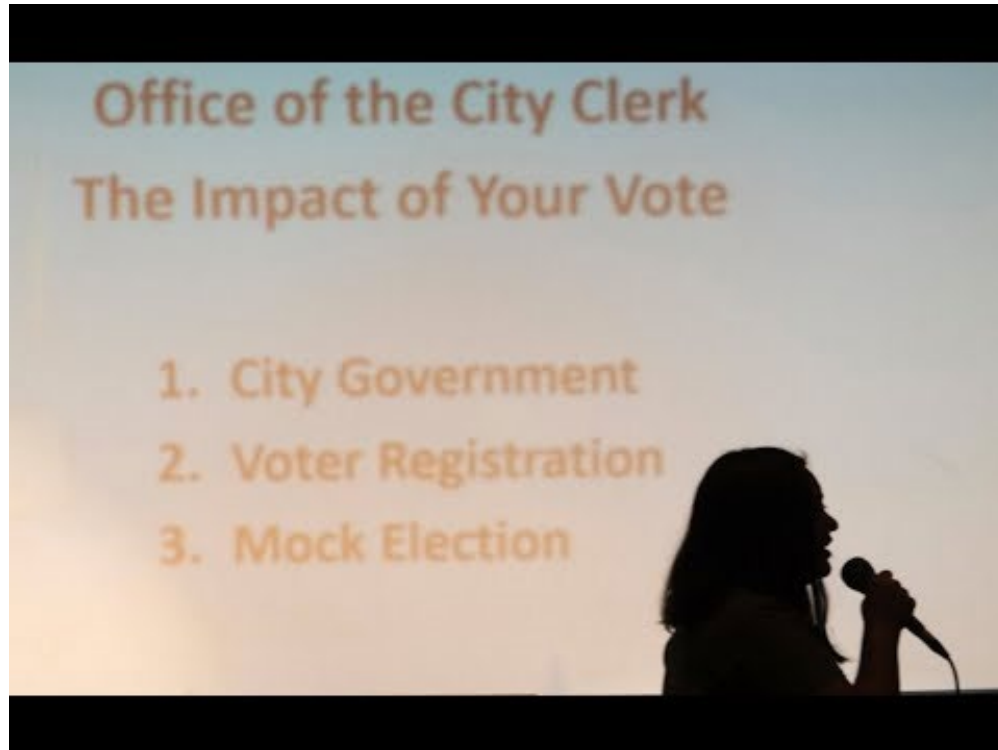
HIGHLIGHTS

Idea developed from conversations about how to encourage women to participate as leaders in the Neighborhood Council system, often a stepping stone to higher offices in the City where women are under-represented.

Completed in partnership with Department of Neighborhood Empowerment. The video is intended to inspire, inform and encourage women to run in Neighborhood Council elections.

VIDEO

LA CITY WOMEN LEADERS IN THE NEIGHBORHOOD COUNCIL SYSTEM



NEXT STEPS FOR CITY CLERK



Optional Survey for Neighborhood Council Candidates to better track demographics

Update Neighborhood Council promotional video for the upcoming 2023 Neighborhood Council elections

Supervisory training and workshops for staff

Re-start Gender Equity Working Group