

**PUBLIC SAFETY**

MOTION

Over the last several years, the City Council has made an intentional effort to diversify the City's workforce and has invested in this goal through the budget process. The City has invested in creating recruitment programs, evaluating department policies and training, and creating alternative pathways to enter the City's workforces, such as Targeted Local Hire. Given the demographic breakdown of the Los Angeles Fire Department (LAFD), the department has been one of the departments at the center of these efforts.

Today, women hold 115 jobs, or 3.5% of the sworn personnel, an improvement over the 2.9% from 2013. Although improvements have been made, the City's 5% by 2020 goal was not met and the department is still far from it. In order for LAFD to meet the goals of increasing diversity and be a department that welcomes and retains women and minority firefighters there must be a culture of tolerance and respect for all.

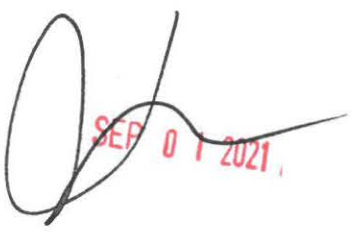
In Fiscal Year 2019-2020 the Council added an additional \$200,000 to the LAFD budget for an organizational study to assess workplace issues concerning members regarding respectful workplace environment and zero tolerance policies. The City Council has not received a status update or any information on this assessment.

I THEREFORE MOVE that the City Council instruct the Los Angeles Fire Department to report back in 15 days with a status update of the organizational assessment funded in the FY 19-20 budget.

PRESENTED BY:   
NURY MARTINEZ  
Councilwoman, 6th District

PRESENTED BY:   
MONICA RODRIGUEZ  
Councilwoman, 7th District

SECONDED BY: 

  
SEP 01 2021

**ORIGINAL**