

PERSONNEL, AUDITS, AND ANIMAL WELFARE COMMITTEE REPORT relative to the Citywide Workplace Equity Policy.

Recommendations for Council action:

1. **ADOPT** the proposed Workplace Equity Policy, attached to the Council File, for implementation on a citywide basis, including proprietary departments.
2. **INSTRUCT** the City Administrative Officer (CAO) to take the appropriate actions so that the attached Workplace Equity Policy supersedes the City's previous policy as adopted by the City Council and as contained in Council File No. 91-0469.

Fiscal Impact Statement: The CAO reports that there is no direct impact to the General Fund, although the Personnel Department anticipates the supervisory reporting mandate may double the number of equity complaints received. This anticipated increase in volume may necessitate a commensurate increase in staffing to maintain or improve current and desired service levels.

Community Impact Statement: None submitted.

Summary:

On March 2, 2022, your Committee considered a February 18, 2022 CAO report relative to the Citywide Workplace Equity Policy. According to the CAO, in 2018, the City's Risk Reduction Cabinet (RRC) introduced an initiative to focus resources on addressing the impact of discrimination, harassment, and other equity issues impacting the City, its employees, and employment liability payouts. The RRC collaborated with over 50 risk managers, Equal Employment Opportunity professionals, Department management, and other subject matter experts from across the City workforce on the development of a plan to address these issues relative to four impact areas: Technology, Training, Procedures, and Policy.

Tasked with plan development and implementation, the Personnel Department, with RRC support, developed and issued over 50 recommendations to effectively address and prevent incidents of workplace harassment and discrimination within the framework of the impact areas. One of the most notable advancements under the Technology recommendation was the development and implementation of the reporting and case management system known as MyVoiceLA, which is designed to encourage reporting and ensure fair, thorough, and timely investigations of all reported incidents of discrimination and harassment. After further consideration and having provided an opportunity for public comment, the Committee moved to recommend adopting the new Workplace Equity Policy as detailed in the above recommendations. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel, Audits, and Animal Welfare Committee

COUNCILMEMBER	VOTE
KORETZ:	YES
HARRIS-DAWSON:	YES
BONIN:	ABSENT

ARL

3/2/22

-NOT OFFICIAL UNTIL COUNCIL ACTS-