



Board Report

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Agenda Number: 39.

**EXECUTIVE MANAGEMENT COMMITTEE
APRIL 12, 2018**

SUBJECT: WOMEN AND GIRLS GOVERNING COUNCIL

ACTION: RECEIVE ORAL REPORT

RECOMMENDATION

RECEIVE oral update on the Women and Girls Governing Council.



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Women + Girls

GOVERNING COUNCIL

Executive Management Committee
April 12, 2018



WGGC COUNCIL

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- 51% of the 10,000,000 LA County residents are women and girls.
- 29% of Metro's 10,800 full-time staff are female.
- 51% of Metro's transit riders are female.
- The Women & Girls Governing Council (WGGC) analyzes how Metro's programs, services and policies impact the lives of women and girls in LA County.
- The Council applies a gender lens in three focus areas:
 - Metro as an employer
 - Metro as a service provider
 - Metro as a catalyst for economic development.

WGGC Goals

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The Goals of the Women + Girls Council are:

- To have a Gender Balanced Workforce;
- To accelerate change because progress for women is progress for everyone; and
- To not seek just one solution, but a comprehensive strategy to address the complex and inter-related causes of gender inequity, mobility and economic challenges.

CEO Approved Recommendations

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1. CEO Action Plan for Diversity and Inclusion
2. Understanding How Women Travel
3. Promoting the Advancement of Women
4. Breaking Down Barriers for the Service Attendant position
5. Girls' Empowerment Summit
6. Bringing "The Voice" to Metro with Blind Screening
7. Crushing the 29% with an Employer Brand Strategy



Metro

Metro as an Employer

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Promoting the Advancement of Women

- Purpose: Promote an inclusive workplace where women can be seen succeeding
- Goal: Publicize promotion of women on WGGC website; foster informal mentoring

Implementation – April 2018

Bringing “The Voice” to Metro – *Blind Screening (6 month pilot)*

- Purpose: Builds trust in our hiring processes & increases diversity
- Goal: Reduce implicit biases when screening candidates for interviews

Implementation -April 2018 - Interim demonstration with 3 positions.- Principal Software Engineer, Director of Communications and Senior Director, Finance



Metro

June 2018- System Software Implementation

Metro as an Employer

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Breaking Down Barriers for the Service Attendant Position (Career Pathway for Mechanics)

- a. Purpose: Identify entry level job classifications where women are underrepresented
- b. Goal: Eliminate gender bias for entry level position where today 103/563 staff are female

Implementation Timeline:

April 2018- Service Attendant Recruitment will reflect the changes to the job description, minimum qualifications, test, and interview questions

Other WGGC Activities

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- DIY Girls- November 2017 
- Providing Support for the Female Scorecard
- 25 Year History of Women at Metro - April 2018
- Denim Day – April 2018
- Take Our Daughters and Sons to Work – April 2018 
- APTA National Public Transportation Career Day- May 2018 
- Women Build LA, High School Road Show- Summer 2018 



Girl Scout Day- Fall 2018



Metro