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**OCTOBER 22, 2019**

**TO: BOARD OF DIRECTORS**

**THROUGH: PHILLIP A. WASHINGTON** *PAW*  
**CHIEF EXECUTIVE OFFICER**

**FROM: ELBA HIGUEROS** *EH*  
**CHIEF POLICY OFFICER**

**SUBJECT: WOMEN AND GIRLS GOVERNING COUNCIL (WGGC) –  
2018-2019 YEAR IN REVIEW**

### **ISSUE**

WGGC was established to analyze how Metro's programs, services, and policies impact the lives of women and girls in LA County. To date, twenty WGGC recommendations have been approved by the CEO. This board box provides a summary of the eleven approved recommendations within the second year of the program.

### **BACKGROUND**

WGGC was established in September 2017 to examine Metro policies, programs and services and make recommendations to the CEO. With consideration of the unique obstacles faced by women and girls, the Council looks to find opportunities to remove barriers to success and expand opportunities at, within, and on Metro.

The goals of WGGC 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.

The Council is comprised of a diverse group of Metro employees representing every department—union and non-union, entry level to executive—meets monthly to develop recommendations to the CEO to help advance and empower women and girls. This group of women and men work together for effective, innovative and collaborative change, examining Metro policies, programs and services through a gender lens. The Council applies a gender lens in three focus areas: Metro as an Employer, Metro as a Service Provider and Metro as a catalyst for Economic Development. It is the Council's objective to reveal and identify challenges and barriers women may face and incorporate an intentional change approach to remove those obstacles and challenges.

## **DISCUSSION**

Below are the approved eleven recommendations presented and developed by the Council.

### ***2018-2019 WGGC Cohort***

#### **Returnship**

Returning to work after a career break is challenging both in terms of finding a job or re-launching a career. The initiative is to provide an internship opportunity for returning mid-career professionals who had taken a career break due to responsibilities as a stay-at-home parent, caregiver of a family member or a military spouse.

#### **New and Expecting Parent Resource and Lactation Rooms**

29% of Metro's workforce is female, 73% are within child bearing years. The recommendation is to provide a more comprehensive Resource Guide that demonstrates Metro is committed to supporting staff with family responsibilities and creating a welcoming environment for their return to work by providing lactation rooms at all locations in a manner that is compliant and accessible.

#### **Metro Mentoring Pilot Program**

It is important for women leaders to be confident in their skills and abilities. This confidence is vital to make tough decisions and perform other necessary leadership tasks. The goal is to empower women at Metro by connecting them with current leaders at Metro to build long-term relationships and obtain knowledge from those you have experience in the field of interest.

#### **Women's Career Fair**

A Metro Women's Career Fair would be an innovative way to recruit female talent and the first of its kind. The fair will provide career advancement workshops in resume writing, interview tips, salary negotiation and developing an elevator pitch.

### **Internal Certification Pilot Program**

The focus of this pilot program is to support individuals looking for a promotion as well as the ability to transition between departments for more career opportunities. This initiative will help to achieve Metro staffing being reflective of the diversity of the community we serve and to ensure that women have equal access to the opportunities provided by Metro.

### **Gender Data Across Metro Mobility Services**

Collecting gender identity data for Metro's mobility services would allow the Agency to track travel patterns and customer choices across mobility services, which would provide insights for transportation planning that can enhance the customer experience for women and girls. Recommendation is to include opt-in gender identity question on all Metro mobility platforms.

### **Prioritizing Transit Stop Lighting**

The initiative recommends looking at future grant requests in order to prioritize the completion of lighting improvements on remaining bus stops that have been identified as having high crime and poor lighting.

### **Gender Sensitive Operations with Microtransit**

Metro's pilot Microtransit Program offers a unique opportunity to test gender-sensitive business approaches to improve the experience for women and girls with a new mobility service. Working within the parameters of Microtransit service the recommendation is to improve the overall customer experience and better serve the needs of women and girls who will use the service by applying a gender lens to the technical, design and business approach to the service.

### **Courtesy Seating for Pregnant Women and Parents with Children**

Transit options that present solutions to pregnant women traveling with small children, multiple packages, strollers and women's chain-travel patterns, must be considered. The goal is to create accommodations for women's and families' special needs by designating courtesy seating along with a marketing campaign.

### **Small Business Workshop Series/ Local Metro Office Hours**

Providing support to Woman-Owned Businesses via education on how to obtain SBE and DBE certifications is paramount to their ultimate success in the Metro contracting process. The initiative recommends that Metro implement a Small Business and Certification Workshop Series pilot program that goes to the community to provide information on how to do business with Metro, the benefits of achieving SBE and DBE certification, and real-life success stories. Partnering with small business centers, Chambers of Commerce and professional associations to host quarterly office hours.

### **Women's Business Summit**

A one-day event that aims to support women-owned businesses and those interested in conducting business with Metro. The one-day event will include break-out sessions, information booths, workshops and panel discussions where

attendees will have the opportunity to learn from successful women and learn how to navigate the vendor portal.

Many thanks to our WGGC 2<sup>nd</sup> Cohort members for their hard work and contributions:

Josephine A. Luzarito, Deanna Esther N. Phillips, Audrey L. Bolden, Nareh Nazary, Monica Del Toro, Olga Arroyo, Bonnie Bradford, Julia Brown, Anita Clark, Susan Corral, Soraya Del Real, Diane Dominguez, Bonita Geyen, Mimi Htut, Juan Jimenez, Sonia Gomez, Mattie Jones, Vanessa Morado, Maral Minasian, Laura R. Gomez, Adrienne C. Molina, Rani N. Narula-Woods, Georgia C. Sheridan, Angie F. Godinez, Susana C. Cariasa-Ginsberg, Mary E. Morgan, William W. Ridder, Gabriela De Leon, Yolanda L. Ruffin, Leticia M. Solis, Parvaneh Ahmadi, Robin R. O'hara, Ann N. Arriola, Samira Baghdikian, Deneise Glover, Miriam S. Long, Lorena L. Ramirez, Theresa Valenzuela, Calvin Y. Wong, Pamela R. Bragg, Chere W. Craig, Brittany E. Gentle, Charlene Y. Nelson, Karen Parks, Karla C. Aleman, Tamika R. Batiste, Aretha D. Hewlett, Sandra U. Montero, Keniesha L. Robinson, Etna T. Granville, Cindy Amaral, Dessery M. Garcia, Adrianna Zavala, Sharlet C. Smith, Oneida Nunez

### **NEXT STEPS**

WGGC will continue to work with departments on the successful implementation of approved recommendations. WGGC will begin its third cohort on October 29<sup>th</sup> to continue the effort to Impact, Advance and Empower lives of Women and Girls.