



2022 Gender Equity Action Plan: LAFPP

Please complete your department's Gender Equity Action Plan.

To guide you in crafting achievable goals this cycle, **review the Goal Criteria on the left, and the example on Page 2.** When setting goals, consider incorporating all six criteria to ensure your department submits thoughtful, ambitious yet realistic goals. **Complete all questions in the Action Plan on Page 3** to articulate key components of your goal. We understand departments have different capacities depending on their size. We recommend **departments with more than 50 employees create two or three goals, completing one Action Plan per goal; departments with less than 50 employees may submit a minimum of one Action Plan, reflecting one goal.** Please keep in mind, we expect departments to create goals they are confident can be completed and measured within two years from the Action Plan's approval date. Please avoid goals that focus on conducting a study or other forms of data collection. Rather, the department should depend on the findings of a commissioned study to craft a goal. Departments may create Action Plans for past goals that were not completed, permitted the goal meets a majority of the criteria.

Data Driven

The goal includes a tangible and measurable metric that will allow for change to be assessed and tracked over time

Attainable

It's reasonable to believe this goal can be achieved if the department allocates the appropriate resources within a two-year timeframe.

Feasible

The goal focuses on improving an area that the department actually has influence or jurisdiction over.

***Tip:** This criteria is intended to encourage departments to think about the resources required to achieve this goal. Ideally, the department will craft goals leveraging the department's current resources.*

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Rooted in Equity

The goal is centered in deliberate action to address specific groups' historic lack of access to resources or opportunities resulting from legacies of unjust laws, institutional policies, or societal values.

Clear Benefit to Individuals of Diverse Genders

The identified outcomes enhance the positive experiences and/or opportunities of cisgendered women and girls, trans women and trans girls, trans men and trans boys, non-binary people, gender nonconforming people and those who are otherwise marginalized.

Innovative

The goal is innovative because it promotes a process improvement to an existing function, **or** the development of a new initiative.

***Tip:** Departments are not expected to launch new initiatives. Rather, departments should seek to assess and improve their operations, processes or services.*

COMPLETE ONE GENDER EQUITY 2022 ACTION PLAN PER GOAL.

1) CHALLENGE What gender equity challenge does the department want to address? <i>(150 Words Max)</i>		2) GOAL How does the department want to tackle the gender equity challenge? <i>(150 Words Max)</i>				
Subtle racism and discrimination in the workplace (microaggressions)		1. Diversity Training – Each LAFPP employee will be required to complete 1-3 approved Gender Equity training courses available through Cornerstone or the Commission on the Status of Women				

3) OWNER(S)	4) RESOURCES What resources do you have to accomplish this goal?					
<i>Who is responsible for accomplishing this goal?</i>	EXISTING BUDGET <i>What is the cost + How will you fund this?</i>	STAFF <i>How many staff are needed?</i>	EQUIPMENT <i>What equipment is needed?</i>	POLICIES + PRACTICES <i>What policies will be adjusted?</i>	PROCESS IMPROVEMENTS <i>What process will be improved?</i>	ADDITIONAL MATERIALS <i>What else is needed?</i>
James Schiffhauer Monique Lewis	<ul style="list-style-type: none">\$0 The training is free of charge	<ul style="list-style-type: none">1 staff member from HR	<ul style="list-style-type: none">Internet AccessPhone, e-mail addressHeadphones	<ul style="list-style-type: none">Department Non-mandatory training policy	<ul style="list-style-type: none">Non-Mandatory training will include 1-3 Cornerstone Diversity Training courses &/or 1 training course from the Commission on the Status of Women	

5) DATES <i>When will you launch this work?</i>	<i>When will you complete the work/measure success?</i>	6) MEASURABLE RESULTS <i>What are expected measurable changes stemming from this goal? Example: Percentage increases or reductions</i>	7) ALL OTHER RESULTS <i>What are the expected organizational/ cultural/societal changes/ behavioral impacts you expect as a result of accomplishing this goal?</i>
September 2022	September 2023	<ul style="list-style-type: none">Increase percentage of employees with training in gender diversity courses to 100%	<ul style="list-style-type: none">Improved cultural empathyImproved communication amongst culturally diverse staffDecrease in subtle racism and discriminationImproved relationships and knowledge of LAFPP for individuals of diverse genders, that have been traditionally marginalized

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Subtle racism and discrimination in the workplace (microaggressions)		1. Develop relationships with nonprofit and professional organizations that provide support to individuals of diverse genders who are marginalized <ul style="list-style-type: none">a. Affirmative Action Association for Womenb. CITY of LOS ANGELES LGBTQ+ EMPLOYEES ASSOCIATION (CLEASM) (formerly known as Gay & Lesbian United Employees – GLUE)				

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Who is responsible for accomplishing this goal?	EXISTING BUDGET What is the cost + How will you fund this?	STAFF How many staff are needed?	EQUIPMENT What equipment is needed?	POLICIES + PRACTICES What policies will be adjusted?	PROCESS IMPROVEMENTS What process will be improved?	ADDITIONAL MATERIALS What else is needed?
James Schiffhauer Monique Lewis	<ul style="list-style-type: none">\$0	<ul style="list-style-type: none">1 staff member from HR	<ul style="list-style-type: none">Internet AccessPhone, e-mail addressHeadphones	<ul style="list-style-type: none">LAFPP intranet will be updated to include information on gender based affinity groups		<ul style="list-style-type: none">N/A

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When will you launch this work?	When will you complete the work/measure success?	What are expected measurable changes stemming from this goal? Example: Percentage increases or reductions		What are the expected organizational/ cultural/societal changes/ behavioral impacts you expect as a result of accomplishing this goal?	
September 2022	September 2023	<ul style="list-style-type: none">Increased employee knowledge & participation in City employee Affinity groups that cater to individuals of diverse genders that have been traditionally marginalized		<ul style="list-style-type: none">Reduction of microaggressions in the workplace	

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Subtle racism and discrimination in the workplace (microaggressions)		❖ Promote gender equity and increase diversity in contractors and vendors outreach. Host “Investing in Inclusion” webinar in partnership with LAFPP’s Specialized Manager Consultant				

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<ul style="list-style-type: none">Kristy NguyenDerek Niu	\$0	1 staff from Systems and 2 staff from Investments to coordinate, stream, and record online webinar	<ul style="list-style-type: none">Internet AccessPhone, e-mail addressHeadphones/speaker			

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December 2022	December 2023	Increase investment commitment and diversity in the private equity program dedicated to Specialized Managers, including firms with minorities-, women-, LGBTQ- (Lesbian, Gay, Bisexual, Transgender and Queer), persons with disabilities-, and/or US Military veterans- ownership.	<ul style="list-style-type: none">Focused on nurturing the dialogue between institutional investors, asset managers and diverse GPs in the mission to increase diverse manager investments.To raise employee awareness of diversity and changing demographics in order to help the organization better serve the changing community.