

# Women & Girls

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GOVERNING COUNCIL

August 2017



Metro

# Business Case

# Background

- 51% (5,134,000) of LA County residents are women & girls and they comprise 13% of the state's population.
- 6% of the 288,590 veterans living in LA County are women
- Less than 1% of LA County women work in construction
- LA County has the second highest concentration of women-owned businesses in the nation (437,000)
- LA County women, under the age of 35, graduate from high school & attain post-secondary degrees at significantly higher rates than both their men peers & than women over the age of 35.



# Background

- Yet, women & girls suffer from disproportionate disadvantages & burdens (poverty, victims of violent crime, workforce parity)
  - **1 of 5 women in LA County live below the federal poverty level. The poverty rate for African American women and Latinas is significantly higher.**
  - **Women make up a third of the County's homeless population**
  - **Women earn 80 cents to every dollar men make**

# Opportunity for a Gender Lens

1

As an Employer

2

As a Service Provider

3

As a Catalyst for Economic Development



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# Metro Story

# Supportive Policies & Programs

## 1

## Metro as an Employer

- Equal Opportunity Employer/Office of Civil Rights
- Childcare Center at Gateway
- Mother's Rooms at Gateway
- Women's Safety Workshop
- Metro Today Lunchtime Forum
- Mandatory Sexual Harassment Training for Managers
- Zero Tolerance for Sexual Harassment at Metro and with Contractors
- Gender Pay Equity Review
- Veteran/Veteran Spouses Hiring Initiative
- Work-Life Flexibility Policies



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# Supportive Policies & Programs

2

## Metro as a Service Provider

- Peace Over Violence Hotline for Customers
- Homeless Task Force
- Transit Watch App for Customers
- Human Trafficking Campaign (nationally recognized)
- Youth on the Move (age 18 to 24 foster youth)
- UPASS/Low Income Rider Relief TAP Discount Program



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# Supportive Policies & Programs

## 3

### Metro as a Catalyst for Economic Development

- Project Labor Agreement – single mother category/female utilization
- Women Build Metro Los Angeles
- WIN-LA
- SBE/DBE Programs

# Metro Numbers

# 1

## Numbers as an Employer

- Metro has 10,830 full-time staff
- 3,169 (29%) of Metro staff are female
  - 2,407 (76%) are contract staff
  - 762 (24%) are non-contract staff
- 26% of All FTE Contract staff are female
- 47% of All FTE Non-Contract staff are female
- 37% of the 129 executive/sr mgmt. positions (DEO and above) are held by female staff



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*Source: Metro Human Capital & Development,  
August 2017*

# 2

## Numbers as a Service Provider

- 55% of Metro bus riders are female
  - Consistent with previous years, where the % female was 52%, 51%, 53%, 54% in 2012, 2013, 2014 and 2015
- 47% of Metro rail riders are female
  - Consistent with previous years but closer to 50/50 split, previous male was 56%, 57%, 54%, 57% in 2012, 2013, 2014, and 2015
- 34% of Metro bikeshare users are female
- 50% of Metrolink riders are female
- 62% of Access trips are by female
- 17% of Homeless individuals on Metro Rail/Bus are female





# 3

## Numbers as a Catalyst for Economic Development

- Metro has 1,769 certified small businesses
- 40% of SBE firms are women-owned
- Measure M will create 765,000 jobs

# Metro Opportunity

# Women & Girls Governing Council

The Council will examine Metro policies, programs and services and work together for effective, innovative and collaborative change. The council will apply a gender lens in three areas: Metro as an employer, Metro as a service provider and Metro as a catalyst for economic development and make recommendations to our CEO to help impact, advance and empower women and girls.