Women & Girls

GOVERNING COUNCIL

August 2017
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 woman-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.

Source: 2016 Report on the Status of Women in LA County
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

Source: 2016 Report on the Status of Women in LA County
Opportunity for a Gender Lens

1. As an Employer
2. As a Service Provider
3. As a Catalyst for Economic Development
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
Supportive Policies & Programs

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
Supportive Policies & Programs

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
• 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

Source: Metro Human Capital & Development, August 2017
• 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

Source: June 2016 Metro Onboard Survey
• Metro has 1,769 certified small businesses

• 40% of SBE firms are women-owned

• Measure M will create 765,000 jobs
Metro Opportunity
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.