RESOLUTION NO.	19-
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A RESOLUTION OF THE CITY COUNCIL OF HERMOSA BEACH,

CALIFORNIA, FOR THE CITY OF HERMOSA BEACH TO ACHIEVE GENDER EQUITY THROUGH ITS WORKFORCE, OPERATIONS AND

1 2

**SERVICES** 

WHEREAS, the City of Hermosa Beach recognizes that achieving gender equity through its

workforce, operations and services will benefit the public, staff and key stakeholders; and **WHEREAS**, the City of Los Angeles' gender equity toolkit indicates that, "Gender equity

WHEREAS, the City of Los Angeles' gender equity toolkit indicates that, "Gender equity looks to create fairness in order to ensure that all people have equal access to opportunities and services, regardless of their gender. Gender equity is not about treating people of all genders the same; it is about intentionally looking to understand where one gender may need different services or care than the status quo, and working to address these issues in order to create a level playing field;" and

WHEREAS, having an inclusive, representative government with leadership reflective of its citizenry and the public at large will result in good governance, better service delivery and improved decision-making by incorporating diverse points of view; and

**WHEREAS**, the City has made progress in achieving gender equity in its elected and appointed City leadership positions, but could further assess the composition of its overall workforce which is currently 38% women; and

WHEREAS, the City would benefit from encouraging and cultivating the next generation of Hermosa Beach leadership where women have been historically underrepresented, including the City Council, which has had 11 (31%) women Councilmembers of 36 total since 1980; and

WHEREAS, the City would benefit from a review and assessment of its operations and services to determine areas of strength and improvement; and feasible next steps needed to achieve gender equity.

1	NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF HERMOSA BEA		
2	CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:		
3	That the City of Hermosa Beach:		
4	1. Is committed to achieving gender equity through its workforce, operations and services t		
5	ensure that all have equal access to opportunities and services, regardless of their gender.		
6	2. Will conduct an assessment of the City's workforce, operations and services through a gender		
7	focused lens to establish baselines and identify areas of opportunity as a next step toward		
8	Citywide effort to achieving gender equity.		
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10	VOTE: AYES:		
11	NOES:		
12	ABSTAIN: ABSENT: PASSED, APPROVED and ADOPTED this 12th day of November, 2019.		
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17	PRESIDENT of the City Council	and MAYOR of the City of Hermosa Beach, California	
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19	ATTEST:	APPROVED AS TO FORM:	
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22	City Clerk	City Attorney	
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