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RESOLUTION NO. 19-7218

**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
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 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

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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.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF HERMOSA BEACH, CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:

That the City of Hermosa Beach:

1. Is committed to achieving gender equity through its workforce, operations and services to ensure that all have equal access to opportunities and services, regardless of their gender.
2. Will conduct an assessment of the City’s workforce, operations and services through a gender-focused lens to establish baselines and identify areas of opportunity as a next step toward a Citywide effort to achieving gender equity.

BE IT FURTHER RESOLVED, that this resolution takes effect immediately and that the City Clerk shall certify to the passage and adoption of this resolution; shall cause the same to be entered among the original resolutions of said City; and shall make a minute of the passage and adoption thereof on the records of the proceedings of

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the City Council of said City in the minutes of the meeting at which time same is passed and adopted.

PASSED, APPROVED AND ADOPTED this 12th day November, 2019



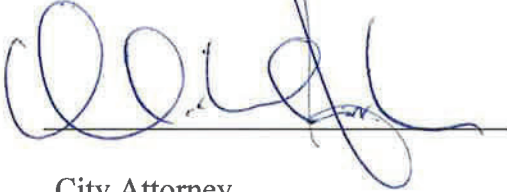
PRESIDENT of the City Council and **MAYOR** of the City of Hermosa Beach,
California

ATTEST:



City Clerk

APPROVED AS TO FORM:



City Attorney

STATE OF CALIFORNIA
COUNTY OF LOS ANGELES
CITY OF HERMOSA BEACH


I, Tanesha Hudson, Senior Office Assistant, Office of the City Clerk of the City of Hermosa Beach, California, do

hereby certify that the foregoing Resolution No. 19-7218 was duly and regularly passed, approved, and adopted by the City Council of the City of Hermosa Beach at a Regular

Meeting of said Council at the regular place thereof on November 12, 2019 by the following vote:

AYES: Campbell, Duclos, Fangary, Massey, Mayor Armato
NOES: None
ABSENT: None
ABSTAIN: None

Dated: November 12, 2019



Tanesha Hudson, Senior Office Assistant
Office Of the City Clerk