



Board Report

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REGULAR BOARD MEETING NOVEMBER 30, 2017

Motion by:

Kuehl, Hahn, Garcetti, Dupont-Walker, Solis, Barger, and Bowen

Related to Item 33: **Encouraging Contractors to Increase Women's Workforce Participation on Metro Construction Projects**

In 1978, Executive Order 11246 by then President Jimmy Carter, established the nationwide female utilization goal for hours worked on federally funded construction projects. In 1980, the specific goal of 6.9% was established by statute. While the goal has been in effect for more than 37 years, the attainment rate continues to fall short. The national average is below 3%, the state of California average is 2.1%, and Metro is currently averaging 3.35%.

Since 2012, Metro's Project Labor Agreement (PLA)/Construction Careers Program (CCP) has proven that diversifying the workforce on construction projects can improve access to career opportunities and served as a catalyst for improving socio- economic status. While the Metro PLA/CCP has met or exceeded its targeted hiring goals aimed to provide jobs to economically disadvantaged workers, females remain significantly underrepresented on construction projects.

With the passage of Measure M, Metro will oversee the largest public works program in the country. Forty major capital projects are planned over the four decades. Measure M projects are expected to generate more than 450,000 construction-related jobs. There are many benefits for women who consider employment in the construction field - namely, the relatively minor gender pay gap, women earn 93% of what men make in union construction jobs as opposed to 80% on average in other jobs.

A review of best practices from around the country found that cities like Seattle and Boston are exceeding the female utilization goal by integrating a supply and demand strategy to increase gender diversity on construction projects. Some of the barriers to attract women to the male dominated construction industry are: 1) a lack of awareness of job opportunities, 2) the need for supportive services (ie pre-apprenticeship opportunities), 3) the lack of owner/agency support, and 4) a lack of female gender supportive culture at the work site.

On the supply side, Metro is initiating a disparity study for female utilization on construction projects. This study, due to be completed in a year, will determine the availability and utilization of women on Metro projects. In addition, Metro programs, such as Women Build Metro LA, are hosting apprenticeship fairs and boot camps focused on introducing women to construction related jobs. On

the demand side, Metro's PLA/CCP and passage of Measure M ensure that jobs are available. Metro's recent establishment of the Women and Girls Governing Council applies a gender lens to Metro's policies and programs to increase opportunities for women in the workforce, both at Metro and its contractors. These programs are all great steps but more can and must be done. The Metro Board is in a unique position to promote accountability in this policy area. Workforce utilization goals should be a floor, not a ceiling. While there are limitations based upon Prop 209, there are opportunities for this Board to play an active role in recognition of contractors who meet and exceed the female utilization goal and encouraging contractors to provide supportive and inclusive work culture and conditions in the field.

**SUBJECT: MOTION BY DIRECTORS KUEHL, HAHN, GARCETTI,
DUPONT-WALKER, SOLIS, BARGER AND BOWEN**

**ENCOURAGING CONTRACTORS TO INCREASING WOMEN'S
WORKFORCE PARTICIPATION ON METRO CONSTRUCTION
PROJECTS**

WE THEREFORE MOVE that the Board direct the Chief Executive Officer to:

- A. Create a report card/score card system reflecting attainment of the female utilization goals for Metro PLA contractors that is aimed at encouraging contractors to exceed the current goals;
- B. Publish the report card quarterly on the Metro website and as part of the quarterly PLA report to the Metro Board. In addition, report to the Metro Board on ways in which the report card could be reviewed and considered by Metro in upcoming contract opportunities;
- C. Develop an incentive program to encourage contractors to exceed the 6.9% female utilization goal, such as a one-on-one meeting comprised of the Chair, a Board Member, and the CEO; and
- D. Develop a provision to the Employment Hiring Plan that requires contractors to demonstrate how they create/promote a diverse and inclusive work environment in the field (i.e. child care, restrooms, sexual harassment prevention). This should include, encouraging contractors to work with the Los Angeles County Department of Public Social Services to learn of the current resources available to working women.