



SUMMER 2021

COUNTY OF LOS ANGELES

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**Quality and Productivity Commission
 Celebrates 40th Anniversary**

May 12, 2021 marked the Quality and Productivity Commission's 40th Anniversary. Under a Board motion by former Supervisor Michael D. Antonovich, the Board of Supervisors established the Productivity Advisory Committee on May 12, 1981. The Committee's name was changed to the Quality and Productivity Commission in August 1994.

Since 1981, the Commission's core mission has been to provide advice, innovative ideas, assistance and support to County leaders and employees to promote the effectiveness, efficiency, and quality of County public services. The Commission is comprised of 17 members from the public and private sector with diverse backgrounds, expertise and special knowledge related to the Commission's mission. Over the years, the Commission has accomplished its mission through several major programs, including:



1. The annual Leadership Conference, which introduces new ideas, trends, and techniques to County leaders, the workforce, and other Commissions. Approximately 200 people attend this event and it is also live streamed for County employees.
2. The Productivity and Quality Awards Program, which recognizes departmental projects that are creative, effective and improve operations and services, as well as collaborate among County departments. For the last 33 years, the Commission has recognized projects for their quality, success, and impact to the County, its workforce, and its residents. These projects have cumulatively brought in additional revenue and/or achieved savings to the County by more than \$5 billion dollars.
3. The Productivity Investment Fund, which provides quarterly funding to County Departments for novel and pioneering projects that improve processes and services. Since its inception in 1984, the Commission has funded over 500 projects, totaling over \$100 million in grants and loans.
4. Biennial visits with Department Heads which help the Commission better understand departmental operations, priorities, challenges, and best practices. The Commission shares these best practices through a Shared Practices Report that is distributed annually to all County departments; and
5. Special assignments from the Board such as the 4-40 Work Week Study (1993), Sheriff's Department Overtime (2004), Health Services Billing and Collection Process (2004), Public Library Financial Review (2004), Plain Language Initiative (2005), the Wildland Fires Early Detection and Response System (2010), the Single Web Access Report (2012), Digital by Default (2015), and most recently, Prosper LA (2020) as part of the County's roadmap to economic recovery in response to the COVID-19 pandemic.

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Calendar of Events

Arboretum

Evening Forest Bathing

July 31, 2021 5:00 p.m. to 7:00 p.m.

Inspired by the Japanese practice of shinrin yoku, Forest Bathing, a form of ecotherapy, has been scientifically proven to boost immune strength, reduce stress, and improve cognitive functioning.

For more information/registration, please visit:

<https://www.arboretum.org/events/evening-forest-bathing-3/2021-07-03>

Reading the Western Landscape Community Book Discussion

July 28, 2021 7:00 p.m. to 8 p.m. in person

The Arboretum Library's book group inspires the portrayal of Western North American Landscape in fiction, non fiction, drama, poetry, letters, graphic novels, etc.

For more information, registration, please visit:

[Reading the Western Landscape Community Book Discussion In Person and on Zoom - The Arboretum](#)

LACMA

Andell Family Sundays Anytime, 12:00 p.m.

Be creative, discover new art, and have fun—all from the comfort of your home!

<https://www.lacma.org/event-calendar-weekly>

The Music Center

The Music Center presents Dance DTLA—

Every Friday Night, August 13– September 10, 2021, 7:00 p.m.—11:00 p.m.

The Music Center's Dance DTLA returns this summer for five Friday nights of free in-person lessons and dancing under the stars on Jerry Moss Plaza at The Music Center! All the crowd favorites return: Cumbia, Disco, Motown, Salsa, and Bollywood. Enjoy free lessons by L.A.'s top dance instructors as well as music, art-making workshops, food, drinks, and more. For more information, please visit <https://www.musiccenter.org/tickets/events-by-the-music-center/danceDTLA/>

Natural History Museum

Butterfly Pavilion

Through September 6, 2021

Walk among beautiful butterflies in the seasonal Butterfly Pavilion. This springtime exhibition features hundreds of butterflies, colorful native plants, and plenty of natural light to help you see these creatures shimmer. Lots of flight space and a variety of resting spots result in the best views of these amazing insects in Los Angeles County.

<https://nhm.org/experience-nhm/exhibitions-natural-history-museum/butterfly-pavilion>

Parks and Recreation

Parks after Dark

Fridays and Saturdays

June 18—August 7, 2021

Join us under the stars with your family and community as you enjoy movies on Friday nights and concerts on Saturday nights at one of 33 parks near you.

<http://parks.lacounty.gov/summer>

Visit <http://hr.lacounty.gov> for information on employment opportunities with the County of Los Angeles



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Board of Supervisors Launch Delete The Divide Initiative



The digital divide describes the economic, educational, and social inequalities between those who have computers and internet access and those who do not. In Los Angeles County, the digital divide has existed for decades with disproportionate impact on households located in low-income areas and among populations that are predominantly Black and Latinx. United States Census data indicates that in Los Angeles County more than 182,000 households do not have a computer, nearly 365,000 households lack internet service, and 1.1 million households earn \$50,000 or less per year. In today’s society, a computer and reliable internet service are essential to accessing education, employment opportunities, healthcare services, financial resources, support networks, and commerce.

Delete The Divide is an initiative launched by the Los Angeles County Board of Supervisors to empower youth and small businesses in underserved communities who are adversely impacted by the digital divide. The County has formed partnerships with public, private, academic, and community-based organizations to unify efforts in ensuring that disadvantaged communities have direct access, training, and support services in modern technologies. These partnerships will provide youth with a wide range of educational programs, technical certifications, job shadowing, mentoring, corporate tours, paid internships, academic scholarships, and pathways to well-paying careers. Participants will also gain practical experience working on technology projects in their own neighborhoods, plus incentives and recognition awards. Small businesses will have opportunities for computer training, technology support, seminars, podcasts, networking, and assistance with expanding their online presence via websites, social media, and e-commerce.

“The world is increasingly moving online,” said Chair Hilda L. Solis, “Much of our news and information, opportunities and resources are accessible online, and yet, so many of our residents and small businesses do not have access – especially those in Black and Latinx communities. The Delete The Divide initiative pulls all of the County’s services, and those of our partners, to provide a centralized resource for free opportunities in technology. I hope all of our residents take advantage of these benefits and engage in exciting opportunities.”

“The COVID-19 pandemic has shown that access to the critical information and services provided over high-speed internet is no longer a luxury,” said Los Angeles County Supervisor Holly J. Mitchell, Second District. “Delete the Divide will strengthen collaborative efforts to reverse the inequities experienced by those left out of an increasingly digitized world.”

“Families, students, and small businesses must have access to reliable internet connectivity and computers in order to be competitive. While it is a relatively new standard, the impact of having a digital presence cannot be denied. If we are to live up to our commitments regarding equity in opportunity, we must delete the divide,” said Maria S. Salinas, President & CEO of the Los Angeles Area Chamber of Commerce.

The Los Angeles County Internal Services Department (ISD) is responsible for the development and administration of Delete The Divide. “Access to technology is important, but equally important is the ability to explore, pursue, and reap the benefits of the opportunities made possible through technology,” said Selwyn Hollins, ISD Director. “We are grateful to all of our partners for their strong support and commitment to providing critical resources. Together, we can make a meaningful difference in communities most impacted by the digital divide.”

For more information about Delete The Divide and to view interactive maps of impacted communities, visit www.DeleteTheDivide.org.



DPH and LACDA Partner to Vaccinate Hard Hit Communities



Over the past few months, the Los Angeles County Development Authority (LACDA) has partnered with the Department of Public Health (DPH) to provide seamless access to COVID-19 vaccines to its public housing residents, prioritizing hardest hit low-income communities that struggle with accessing vaccines due to transportation, lack of computer access or language barriers. As a result of the partnership, DPH has engaged with service providers to ensure that residents at all of the LACDA’s 63 public housing developments have access to vaccines, with priority being given to seniors and the disabled. To date, over 1,000 vaccines have been administered.

This effort has also allowed DPH’s service providers to extend their resources to residents who have not been able to leave their homes to receive the vaccine. One such example occurred during a vaccination event at the Nueva Maravilla

Public Housing development, where over 300 residents were vaccinated. LACDA staff conducted door-knocking throughout the complex as a reminder that vaccines were available.

This interagency effort focuses on equitable distribution and ensures vulnerable residents are provided equal access to COVID-19 vaccines, by bringing the vaccines directly to them. Providing vaccines at the public housing developments removes obstacles to accessing the vaccines, including lack of transportation, limited mobility, and lack of access to either telephone or internet.



Residents of the Nueva Maravilla Public Housing development pose for a post-vaccine snapshot.

QPC Celebrates 40th Anniversary

continued from page 1



The Commission is proud to have partnered with County departments over the years to innovate processes and programs and deliver services to residents and the community. The impact of these programs is remarkable and far reaching. They have literally saved lives, improved operations, automated and streamlined processes, increased revenue, and enhanced services to the County’s 10 million residents. Some are recognized as regional and national models of excellence.

In the past year, the Commission funded projects that use drones to improve zoning enforcement (Regional Planning); a mobile recreation pilot project offering year-round recreational services to underserved communities (Parks and Recreation); a community participatory COVID-19 symptom monitoring software to engage communities during the pandemic (Public Health); a new Emergency Medical Dispatch software solution to facilitate more efficient triage of medical patients (Fire Department); a mobile application to support food distribution in low-income communities (Public Health); a pilot using advocates to provide holistic support to justice-involved individuals (Public Defender); and a program to address bias and hate using art (Workforce Development, Aging and Community Services/Human Relations Commission). These are but a few examples of how the Commission carries out its mission—to promote ideas and investments that foster vibrant and resilient communities.

These accomplishments were not possible without the support of the Board of Supervisors, Chief Executive Office, Executive Office of the Board of Supervisors, Department Heads, the Productivity Managers’ Network, and County employees, including the numerous project managers, for their ongoing achievements in improving quality and productivity. Their support and vision have inspired the Commission to sustain quality and productivity programs to meet organizational needs.

The Commission would like to acknowledge the countless Commissioners and Commission staff, past and present, who have championed the Quality and Productivity Commission for four decades. They devoted their time to work with County departments to bring forward new ideas and solutions which allowed the departments to deliver County services in a more productive, efficient, and effective way. We look forward to serving the County for another 40 years and leading the way to further improve quality and enhance productivity throughout the County!

For additional information on the Commission, please visit <http://qpc.lacounty.gov/>.



LACDA Collaborates with Community Based Organizations for Senior Public Housing Application Accessibility

As the County’s provider of public housing, the Los Angeles County Development Authority (LACDA) manages 2,962 units of public housing at 63 sites throughout the County.

In an effort to emphasize equity and accessibility to all interested applicants, LACDA works with local non-profit organizations to accommodate various application avenues. One such organization is *KRC in Action*, a local organization which trains and educates Asian Americans & Pacific Islanders, including Korean Americans, to achieve social, economic, and racial justice in the community. Recently, *KRC in Action* contacted LACDA to learn about the senior-housing application process on behalf of Korean community members who do not have access to the internet and therefore, were previously unable to apply.

DJ Yoon, Board President of *KRC in Action*, encouraged and personally assisted his clients in completing paper applications to submit to LACDA. Mr. Yoon worked directly with Shevette Williams, who assists with processing new public housing applications, and even went as far as meeting Ms. Williams on two separate occasions to deliver over 500 applications. *KRC in Action* continues to explore how their clients can benefit from other public programs operated by LACDA and the County.



Shevette Williams, LACDA, and DJ Yoon, KRC in Action

To submit an application for the LACDA Senior Public Housing wait list, please visit www.lacda.org or call (626) 586-1845.



RR/CC Recognized by U.S. Election Assistance Commission



In 2020, the Los Angeles County Registrar-Recorder/County Clerk (RR/CC) made history as the only voting jurisdiction in the United States to implement the first publicly owned voting system, known as the Voting Solutions for All People (VSAP). The RR/CC-initiated VSAP system was over a decade in the making with a mission to blend new technology, policy, and security.

In an unprecedented year, the RR/CC successfully implemented the VSAP system, seeing millions of voters safely, securely, and accessibly make their voices heard. This success has been recognized by the U.S. Election Assistance Commission by being the only voting jurisdiction in the nation to win multiple awards on improving accessibility for voters with disabilities (Flex Vote Center Program), and outstanding innovations in elections (Online Vote Center Locator).

The Flex Vote Center Program was designed to reach voters with distinct needs such as voters experiencing homelessness, disabilities, geographical isolation, or residing in assisted living homes. All Flex Vote Centers provide the exact services and experiences found at a Vote Center and are staffed by RR/CC Election Worker Leads and community volunteers.

In the November 2020 General Election there were a total of 87 Flex Vote Center locations throughout the County across a 10-day period. A total of 2,794 voters who may not have had the opportunity to vote were able to cast their ballot in the election.

Additionally, as the County moved away from the restrictive Polling Place model and into a free range Vote Center model, the RR/CC needed to develop an accessible online tool to allow voters to look up nearby Vote Centers in a user-friendly experience. Voters could easily type in an address or use their mobile device to automatically identify the nearest Vote Center locations. The rollout of the new application was successful and provided voters with an easy-to-use online tool. In total, more than 1.7 million voters throughout the County used the app. It was the primary resource to find a Vote Center.



LA County Library Work Ready Program Continues to Enhance Job-Readiness



Last December, LA County Library launched a series called *Work Ready*, a workforce development program designed for Library customers who are looking to build job skills or discover new career opportunities, but who lack the device or internet connection to make it happen.

Customers who are interested in *Work Ready* can enroll in a six-week session, offered several times throughout 2021. Participants borrow a Chrome-book laptop and Wi-Fi hotspot from one of 20 participating libraries for six weeks, to help ensure they're connected, so they can meet their job and career goals.

The Library is also providing weekly virtual *Work Ready* programs, covering topics ranging from writing cover letters and interviewing, to Identifying high-growth careers and working from home. The webinars, conducted by special guest presenters and LA County Library staff, provide valuable tools and information to individuals seeking to expand their

skill sets.

The program, which is partially funded by the Coronavirus Aid, Relief, and Economic Security (CARES) Act, has a strong focus on helping individuals reenter the workforce, especially those who reside in areas heavily impacted by high unemployment and the digital divide.

“The dynamics of the employment landscape have drastically and quickly changed due to the pandemic” said Library Director Skye Patrick. “By providing our customers with the necessary equipment and job resources to adjust to the new work environment, we are helping to level the playing field and can better prepare them to reach their goals.”

LA County residents can register now to borrow a laptop and Wi-Fi hotspot and enroll in the Work Ready program. Equipment loans are available on a first-come, first served basis.

For more information or to sign up for Work Ready, visit LACountyLibrary.org/Work-Ready



Prosecutors Draft Legislation for Juvenile Justice Law Reform

The Los Angeles County District Attorney’s Office, in collaboration with Assembly Member Miguel Santiago (D-Los Angeles), has recently unveiled legislation that would stop strikes committed by minors from later being used against them in adult proceedings. California’s current Three Strikes law permits specified felonies that are found true in a juvenile court proceeding to be alleged as a strike prior in a future adult criminal proceeding to enhance a defendant’s potential length of incarceration. Assembly Bill 1127 would also allow people to petition the court for resentencing if their prior juvenile adjudication was used to enhance an adult felony conviction.

District Attorney Gascón thanked Deputy District Attorneys Michael Mallano and Katharine Yaske for recommending this legislation, as well as Special Advisor Alisa Blair and the office’s Legislative Advocate, Daniel Felizzatto.

“It just seems unfair to impose this incredibly serious consequence on (juveniles) without the right to a jury trial,” said Mallano, deputy-in-charge of the Compton Juvenile Office. “When a youth faces a strike conviction, which likely will affect them for the rest of their lives, he or she does not have the right to a jury trial – only a bench trial before a judge.”

“Californians must lead in fighting mass incarceration and to do that, we must start with our youth,” said Assembly Member Miguel Santiago, lead author of AB 1127. “In juvenile court, juvenile strikes are not treated the same as adult strikes for many reasons. However, when someone is convicted of a future adult strike, California counts juvenile strikes like prior adult strikes, leading to harsher punishments and longer sentences. We must reverse this backwards system so that we focus on rehabilitating, not incarcerating our communities, and so we can treat all Californians with fairness and dignity.”



Deputy District Attorney Michael Mallano



Deputy District Attorney Katharine Yaske



Deputy District Attorneys Honored by Anti-Defamation League of Los Angeles



Deputy District Attorney Reginald Neal (left) and Deputy District Attorney John Chang (right)

On March 9, 2021, Deputy District Attorneys John Chang and Reginald Neal, of the Office of the District Attorney’s Hardcore Gang Division, were recognized by the Anti-Defamation League (ADL) of Los Angeles and presented with ADL’s Sherwood Prize.

Chang and Neal were honored for their efforts in the prosecution of a 2018 shooting spree, which spanned several days, in which two men were shot to death and several others were wounded when an armed assailant targeted unsuspecting victims due to racial bias against African Americans.

Since 1996, the Sherwood Prize has recognized law enforcement professionals whose commitment to justice is so effective that it makes a significant difference in the community by demonstrating significant achievements in curtailing the prevalence of hate motivated behavior in our society.

The County thanks Deputy District Attorneys Chang and Neal for their service, leadership, and dedication!



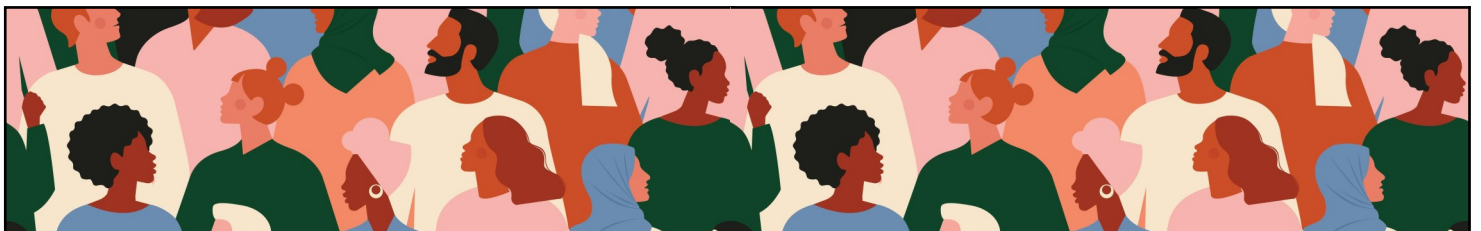
Public Defender Affirms Commitment to Anti-Racism and Equity

The Los Angeles County Public Defender’s Office is proud to announce that in collaboration with Shannon Cumberbatch, Founder of “UPROOT ED--Uprooting Oppression Through Education & Action,” it is engaging in the critical work of reshaping the department’s culture to reflect a commitment to anti-racism and equity.

In addition to her work with “UPROOT ED,” Shannon Cumberbatch currently serves as the Director of Equity & Institutional Transformation at the Bronx Defenders, a public defender nonprofit that aims to transform how low-income people in the Bronx are represented in the justice system, and as Supervising Professor overseeing the Holistic Defense Externship Program at Columbia Law School. Additionally, she has conducted workshops and trainings on the topic of race equity as it relates specifically to the work of Public Defender offices. With the aid of Ms. Cumberbatch, the department expects to transform its organizational culture in a way which ensures:

- 1) PD is an employer which consistently recruits, hires, and retains diverse talent. In effect, PD centers the building and maintaining of its workforce on values which reflect anti-racism, equity, and inclusion;
- 2) Establishment of operational and department-wide strategies which interweave the values of anti-racism and cultural competence through all business practices and the methods by which PD delivers client services; and,
- 3) Elimination or change of any practices that may have an adverse impact on those clients who appear at the intersection of race and gender.

Through this important undertaking, the Office of the Public Defender continues to work toward its goal of ensuring that all clients receive the highest quality, culturally competent legal representation and related services. The department, and the County, welcome the assistance of Ms. Cumberbatch in this new endeavor!





DPSS and WDACS Support Read Across America



In support of the National Education Association’s annual Read Across America initiative, the Department of Public Social Services (DPSS) partnered with the Department of Workforce Development, Aging and Community Services (WDACS) to host a drive-thru book giveaway at the Potrero Heights Park Community Center in Montebello, CA.

The book giveaway was part of ongoing efforts by the DPSS Toy Loan Program to reward and inspire students to read during the COVID-19 pandemic. The two-hour event provided 300 toys and 230 books to 36 families and 64 children registered for the program.

Serving approximately 30,000 children annually at over 50 centers throughout the County, the DPSS Toy Loan Program has developed a well-earned reputation as the largest and the most successful free toy-lending library program in the nation. With toy libraries operating at limited capacity, the program has had to become more creative during the

ongoing pandemic.

“Our department recognizes the increasing support that children need during this challenging time and wants to ensure they are prepared with the tools necessary for a successful school year,” said Antonia Jiménez, Director of DPSS. Ms. Jimenez was joined by Acting Chief Deputy Nick Ippolito, who helped hand out books to youth participants.

Families were contacted in advance by their local toyarian, who operates the Potrero Heights Park Community Center toy-lending library. In order to reduce exposure due to the pandemic, families remained in their vehicles and had their books safely placed in their trunks by Toy Loan staff.

For more information about the DPSS’ Toy Loan Program, please [click here](#).



Summer Pet Safety Tips



ID & MICROCHIP

Make sure your pet is wearing a collar with your current contact information, and check that the microchip is registered & correct.



EXERCISE EARLY

Take your dogs for walks/play with them early in the day to help release extra energy.



COMFORTABLE & INSIDE

Bring pets indoors and make them extra comfortable with soft, cool, soothing places to rest and hang out. Double-check for escape routes & secure them.



WATCH FOR HAZARDS

Make sure pets do not have access to toxic items like charcoal, glow sticks, fireworks, sparklers, and food items like avocados and fruit pits.

BEACH SAFETY



Besides protecting yourself from the sun with sunscreen and a hat, the Los Angeles County Fire Department's Lifeguard Division reminds you to be safe and aware when you are on the sand and in the ocean.

- Always swim and surf near an open lifeguard station and never swim alone.
- Check in with the nearest lifeguard for daily ocean conditions and hazards.
- Always swim and surf within your abilities. Use good judgment.
- If in doubt of the large surf, do NOT go out!
- Never dive into shallow water. Remember feet-first every time!
-  Use swim fins and a leash whenever bodyboarding.
- Keep a safe distance from piers and rocks, and always obey warning signs.
- Never throw sand and always fill in holes before you leave the beach.
- Protect yourself from the sun. Use sunscreen and wear a hat.
- Respect other beach patrons and remember your beach manners.
- The bicycle path is like a road. Always look both ways before crossing!
- If you or someone in your group gets lost, always find the nearest lifeguard.

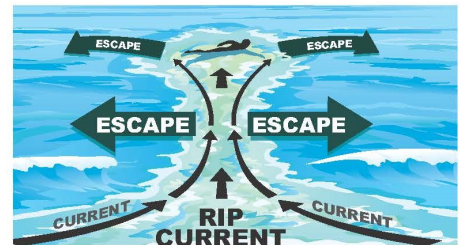


Beware of Rip Currents

A rip current is a current that runs from shallow water near the shore to deeper waters beyond the surfline in a river-like phenomenon. Rip currents can occur at any beach with breaking waves. The bigger the waves, the bigger the rip currents.

Rip currents are a leading hazard to beach goers. Inexperienced swimmers are often caught in the current and pulled out to deep water. Panicked swimmers try to counter a rip current by swimming straight back to shore, putting themselves at risk of drowning because of fatigue.

Here are ways to escape a rip current:



- Remain calm.
- Tread water and float.
- Stay on your bodyboard or surfboard.
- Get the attention of a lifeguard or a bystander who can alert a lifeguard.
- If you are able to self-rescue, swim parallel to shore first to get out of the rip current before swimming into shore.



Watch Out for Stingrays

Stingrays are bottom-dwellers, found partially buried in shallow sandy waters during the summer. They are flat fish with eyes and nostrils on the top side of their bodies with their mouths and gills underneath.

The stingray's defense mechanism is camouflage. If it is stepped on, it will sting. To prevent getting stung, shuffle your feet along the sandy bottom to allow time for a stingray to move away.

If you get stung by a stingray, get immediate help from a lifeguard or paramedic.



Discover more safety topics at:
fire.lacounty.gov

-  facebook.com/LACoFD
facebook.com/LACoLifeguards
-  instagram.com/lacountyfd
instagram.com/LACoLifeguards
-  twitter.com/LACoFD
twitter.com/LACoLifeguards

WELLNESS RESOURCES

for County employees

THE COUNTY HAS SEVERAL EMOTIONAL AND MENTAL HEALTH RESOURCES AVAILABLE TO ALL EMPLOYEES AND THEIR FAMILY MEMBERS.

Counseling

LOS ANGELES COUNTY'S EMPLOYEE ASSISTANCE PROGRAM (EAP)

Free and confidential

County employees and a dependent can attend up to three free virtual sessions every six months. To schedule a confidential counseling session, call (213) 738-4200.

CIGNA'S LIFE ASSISTANCE PROGRAM

Free, anonymous, and confidential

The Life Assistance Program (LAP), offered by Cigna Behavioral Health, provides 24/7 EAP counseling services and 24/7 crisis intervention free of charge to all County employees and their families regardless of what insurance plan they are enrolled in. Call (800) 538-3543 for more information.

DISASTER DISTRESS HOTLINE

Disaster/tragedy helpline

This helpline, sponsored by the Substance Abuse and Mental Health Services Administration (SAMHSA), provides immediate counseling for people affected by any disaster or tragedy. Call (800) 985-5990 to connect with a trained professional.*

NATIONAL SUICIDE PREVENTION LIFELINE

24-hour confidential support

The lifeline provides toll-free, 24/7 confidential support to anyone in suicidal crisis or emotional distress. Call (800) 273-TALK (8255) to connect with a trained counselor at a crisis center in your area. Support is available in English and Spanish, and via live chat.*

VETERANS CRISIS LINE

Free and confidential

This helpline is a free, confidential resource for veterans. Call (800) 273-8255, press "1"; text 838255; or chat online at www.veteranscrisisline.net to connect with 24/7 support.*

DEPARTMENT OF MENTAL HEALTH'S (DMH) ACCESS CENTER

24/7 services

The ACCESS Center, as part of DMH's Help Line, operates 24/7 as the entry point for mental health services in Los Angeles County. Call (800) 854-7771 or visit <https://dmh.lacounty.gov/our-services/disaster-services/access-hotline/>.

*Phone/text fees apply unless otherwise noted.

Resources

WELLBEING4LA

Anytime video sessions

The DMH + UCLA Public Partnership for Wellbeing offers videos focused on strategies to support and sustain your wellbeing while you work. Topics include: Strategies for Maintaining Wellbeing, Mindful Self-Compassion, and more.

<https://learn.wellbeing4la.org/topic?k=supportyou>.

iPrevail

Customized support

DMH, in partnership with iPrevail, offers LA community members free access to a customized support program through self-guided lessons, one-on-one chats, and support groups. Visit

<https://lacounty.iprevail.com> for more.

HEADSPACE

Wellness on the go

All County Employees have free access to the mindfulness and meditation app Headspace.

<https://work.headspace.com/lacdmh/join>



KP.ORG/SELFCARENOW

Recorded resources

Contains written and recorded resources for managing stress, sleeping better, nurturing healthy relationships, and practicing self-compassion.

Kaiser members may also access the Calm app for meditation and sleep resources at kp.org/selfcareapps or at the Apple or Google App stores.



COUNTY HEALTH INSURANCE PLANS

Kaiser-Permanente members can access mental health and wellness services at (800) 900-3277. For Cigna, United Healthcare, and Anthem Blue Cross, call the number on your insurance card.



Similar to starting to telework on a spontaneous basis in March 2020 or being given an assignment as a Disaster Service Worker (DSW) during the pandemic, transitioning back to the physical workspace after an extended period of telework or leave may pose challenges for employees. As such, the Department of Human Resources (DHR) Employee Assistance Program (EAP) has developed training to assist employees with adapting to pandemic-related changes when returning to the physical workplace. The training presents an overview of warning signs and transitional issues that may emerge as employees make their return. Other areas of focus include the importance of self-care, stress management, and the availability of various resources for support.

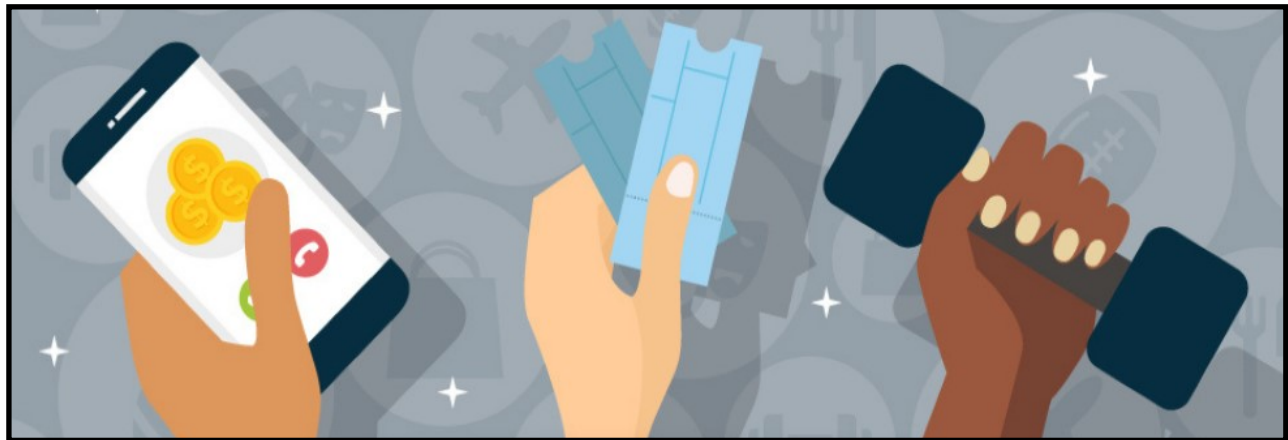
As a tool, a similar training has been developed by EAP to empower supervisors and managers who are tasked with the critically important task of planning and facilitating their employees' adjustment to the "new normal." This training:

- 1) Describes the challenges faced by managers and their employees during this transitional period;
- 2) Identifies the warning signs that indicate that an employee may be struggling;
- 3) Describes the mechanism with which to build a "connection culture" within a team that more effectively supports employees by communicating with them at the right times and in the right ways;
- 4) Explains how managers can create a work environment that supports employees' wellness;
- 5) Guides how supervisors can address any concerns with performance that might emerge;
- 6) Reviews the importance of self-care; and,
- 7) Provides listing of wellness/mental health resources available to the County workforce.



Among other goals, EAP trainings seeks to help both managers and staff more fully appreciate the challenges currently being faced by the County workforce. For more information EAP's training services, please contact the Employee Assistance Program at (213) 738- 4200. DHR remains committed to support the well-being of all County employees.

DHR Announces New Online Employee Discount Program



The Department of Human Resources (DHR), Workplace and Community Programs Division has partnered with **TicketsatWork** and **Employee Savings Tickets** to bring you world-class online employee discount services that offer rich and robust entertainment for employees and their families. Access safely from home, to explore discounts in online retail merchandise, retail memberships, car rentals, hotels, and much more. Please continue to follow appropriate CDC and Public Health guidelines as you take advantage of these new services.



Office of Immigrant Affairs Launches First-Of-Its-Kind Tool for Immigrant Angelenos



Now more than ever, immigrants who call Los Angeles County home desperately need resources and services to help them get through the COVID-19 pandemic and its economic fallout. In response, the LA County Office of Immigrant Affairs (OIA), in the Department of Consumer and Business Affairs (DCBA), has launched a newly redesigned website to serve as an open door for the County's 3.6 million immigrants to access information about critical wraparound services available for them and their families.

The website, immigrants.lacounty.gov, has a new, interactive, map-based immigrant services directory – the first tool of its kind for an immigrant affairs office. This tool allows visitors to search by topic and location for critical services like COVID-19 testing and vaccinations, health care, food assistance, housing support, legal representation, and small business services provided by over 200 County agencies and community-based organizations. The new website also has information about some of the most pressing immigration questions, including public charge, DACA, and evolving immigration policies.

To design the much-needed solution, OIA partnered with [U.S. Digital Response \(USDR\)](#) and the [County Enterprise Geographic Information Systems \(eGIS\)](#) team. USDR provided a team of pro bono developers, content strategists, designers, and data scientists. eGIS assists County departments in developing location-based tools and analytical applications.

“We are continually seeking innovative methods to serve those who live and work in Los Angeles County and we are proud to see the outstanding results of this County and nonprofit collaboration between OIA, eGIS and USDR,” said Rafael Carbajal, DCBA’s Director. “OIA’s new website and its services-locator feature are tools to help improve the lives of millions of people in LA County.”

“This location-based approach helps people find services that are nearby, something that may be difficult to accomplish when reviewing a list of service options,” said Dr. Steven J. Steinberg, Geographic Information Officer for the County of Los Angeles. “The platform also provides OIA with an easy-to-update system so that service options and locations can be updated on a more frequent basis to help ensure the most accurate information.”

“Equitable access to services and information is a common thread we’ve seen across many of USDR’s engagements, and the proactive, user-centered approach taken by OIA helps pave the way for other agencies and governments to tackle similar projects,” said Raylene Yung, USDR’s CEO. “This partnership between LA County and USDR shows how impactful work can be accomplished in weeks, not years, when tech and government come together to support our communities.”



LA County Library Launches Annual Spring & Summer Discovery Program

The Library’s annual celebration of reading, learning, and curiosity for people of all ages began April 5th, and continues through August 8th. Customers interested in participating can sign up individually or as a family online at LACountyLibrary.org/Spring-Summer-Discovery or pick up a paper version of the monthly challenge and activities at their local library using [Sidewalk Service](#).

The Spring & Summer Discovery Program helps customers explore LA County Library’s resources and discover everything the Library has to offer. It also aims to help students who are out of school during the summer months continue reading and learning, helping to ensure their educational success in the next school year.

Program challenges are available for all ages, with activities designed for Adults, Teens, School Age Kids, and Babies & Toddlers. To complete each month’s challenge, participants need to log at least one book and complete three activities and/or read three more books. Those who complete the challenge each month will be entered into a monthly prize drawing, and every monthly challenge completed earns an extra entry into an end-of-summer grand prize drawing.

This year, the Library will be using Beanstack for its virtual program; the Beanstack app is available on mobile devices. In addition to logging books and completing activities, participants can review books read and see other participants’ reviews, check out booklists, and get personalized recommendations on what to read next. The Library will also be hosting fun virtual programs for all ages throughout the course of the Spring & Summer Discovery Program.

For more information on the program and to sign up, customers can visit LACountyLibrary.org/Spring-Summer-Discovery.



Celebrating LGBTQ Pride Month

by Joseph Kelly, RELAC Director, Retired County Treasurer-Tax Collector



Joseph Kelly, Director
RELAC

The Library of Congress, the nation's oldest federal cultural institution, maintains this nation's list of national observances and commemorative months. The commemorative months include Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Pride Month, added through proclamation of President Clinton in 1999. Pride Month commemorates the events of June 1969 when patrons of the Stonewall Inn in New York City staged an uprising to resist police harassment and persecution to which LGBTQ people were commonly subjected. This uprising marked the beginning of a movement to outlaw discriminatory laws and practices against LGBTQ Americans.

I grew up in New York City, and I was eight years old at the time of the Stonewall Inn uprising. It would be two decades from then before I self-identified as gay, but I did know at the time that I was different. Being different is hard as the difference often becomes a reason to tease, haze and exclude. I remember in Catholic high school not making the track team. I was fine with that, but my older brothers who had gone to the same school each made their teams. Later, a guy who made the team told me to get used to failure because "faggots always fail." I didn't know, or know of, any LGBTQ people so I was unable to frame the legitimacy of that statement.

Adrienne Rich, the poet and feminist, expressed the uncharted pathways and obstacles for LGBT persons, certainly of my generation, this way in her *Twenty-One Love Poems* from 1977. "No one has imagined us... / we're out in a country that has no language / no

laws... / whatever we do together is pure invention / the maps they gave us were out of date."

Since Adrienne Rich put those words – no one has imagined us – to paper, LGBTQ persons began in increasing numbers to self-identify as such, to chart systems, to develop laws and to invent a community in which others did not have to imagine us because they couldn't miss us. Over time, I became more aware of the successes of LGBTQ people, which served to push me to excel in my own career. Prior to moving to Los Angeles in 1994, I worked on Wall Street, where it was understood that gays and lesbians were to stay in the closet. However, a friend told me that government agencies were often the most progressive and supportive employers of LGBTQ persons, so I decided to come out as gay on my very first day of County employment in 1996. At that time, HIV/AIDS had been with us for a decade. I remember colleagues, many of them straight, asking me to sponsor them as they walked in the annual AIDS WALK. I remember how proud I was in August 2003 when the Board of Supervisors adopted a resolution put forth by Supervisor Zev Yaroslavsky to provide survivor benefits to domestic partners of current and future retirees. That action allowed a lesbian couple I knew who worked at the County to retire several years later, with the same survivor benefits as their straight colleagues. The Board's action also led to other revisions in benefit and leaves practices that recognized same sex persons in domestic partnerships. In 2014, Supervisor Sheila Kuehl became the first openly gay or lesbian person elected as a supervisor in the history of the County. She has brought a focus to the needs of our LGBTQ youth, who comprise nearly 20 percent of kids in foster care. She also organized the first County employee Pride lunches, which she herself attends.

A memorable moment in my County career occurred on Tuesday, June 14, 2016 when Supervisor Kuehl spoke on the massacre of 49 young gays and lesbians, mostly of color, at the Pulse nightclub in Orlando, Florida, several days prior. At the time, the Pulse nightclub massacre was the deadliest shooting in the United States. Supervisor Kuehl had invited each gay and lesbian department head to join with her in a sign of solidarity. There I, the treasurer-tax collector, stood with County Librarian Skye Patrick, Assessor Jeffrey Prang, Chief Probation Officer Terri McDonald, Health Services Director Dr. Mitch Katz, and Child Support Services Director Steven Golightly. Each of us led departments that, no matter how you sliced them, were the largest, most complex of any municipal government in the entire country. Each of us had not failed, as I had been told with such certainty in high school I would. Rather, we had succeeded and remarkably so, even though those around us had never imagined our success and the maps leading to success were so out of date, if they existed at all. It takes enormous courage and confidence to be open about your sexual orientation, particularly as a leader. My colleagues had navigated this journey with such finesse, with such certainty of purpose, and with such professional dignity. We stood proudly with every LGBT employee, active and retired, of this County, and it is that collective that allows a young gay man in high school today to say to a bully, "Watch your language. I will not fail. Move on."

I celebrate Pride Month because it, like the other commemorative months, serves to educate all of us about each of us.





2021 EMPLOYEE WELLNESS WEBINARS

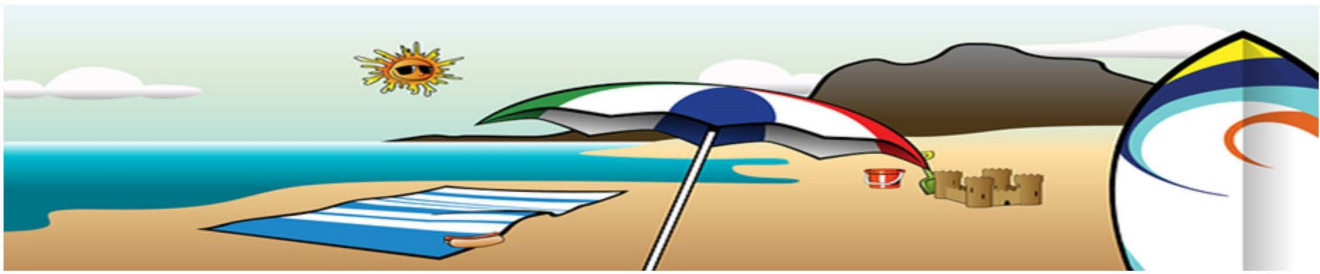


JULY to SEPTEMBER

DATE	WEBINAR TOPICS
JUL 07	Colorectal Cancer Awareness
JUL 08	Ins and Outs of Online Shopping
JUL 14	Gut Health - Microbiome, Probiotics, and Overall Digestive Health
JUL 21	Working with Difficult People
JUL 28	Guided Meditation - Give Yourself a Break
AUG 05	Money Management - Tips for a More Secure Financial Plan
AUG 12	Women's Health - Maintaining Your Health at Any Age
AUG 18	Stages of Behavior Change - A Model for the 6 Stages of Intentional Change
AUG 25	Guided Daily Microbreak Stretches At Your Desk
SEPT 01	Stress Management & A Healthy Mind
SEPT 08	Prepare for Flu Season and Get Your Shot
SEPT 14	Estate Planning - Financial Basics
SEPT 16	Exercise Your Mind - Strengthen Focus, Memory, Agility
SEPT 22	Guided Chair Yoga and Breathing Exercises
SEPT 30	Protecting Your Assets


 For webinar information, registrations and recordings, scan the QR code or [click here](#).





Summer is Rolling in Fast!

Did you know that many seasonal items can be paid for using tax-free funds from your Health Care Spending Account?

You can always use your Health Care Spending Account (HCSA) funds to pay for eligible health care expenses such as medical plan copays, deductibles, dental expenses, vision care, and medication.

You can also use your HCSA funds to stock up on summer essentials. Below are some over-the-counter eligible items you can purchase to help prepare you and your family for summer:

- Sunscreen with SPF15+ and “broad spectrum” and sunscreen lip-balm
- Sunburn creams and ointments
- Prescribed sunglasses
- Anti-itch creams and insect bite relief
- Bandages and other first aid items
- Eligible foot support inserts and insoles

What’s new for HCSA?

You can now use your HCSA funds to buy CDC-approved masks (gaiter-style masks and masks with breathing valves or vents are not eligible), hand sanitizers, and hand sanitizing wipes specifically for the purpose of preventing the spread of COVID-19. You may use your HCSA funds for expenses incurred beginning on January 1, 2020.

Don’t have a spending account?

Take advantage of the special enrollment window going on now to enroll in or make changes to spending accounts.

On May 4, 2021, the Board of Supervisors approved *temporary* rule changes for Health Care (HCSA) and Dependent Care Spending Accounts (DCSA) as a result of the Consolidated Appropriations Act of 2021, which provides relief for employees whose spending accounts may have been negatively impacted by the COVID-19 pandemic. The *temporary* rule changes include the following:

- **Unlimited Carryover** – Allows unlimited carryover of all unused HCSA & DCSA funds for 2020 and 2021 Plan Years.
- **Extending Age Limit for DCSA** – Employees who enrolled in a DCSA as of January 31, 2020, remained in the DCSA for the Plan Year, and have unused balances because their dependent children reached age 13, will be allowed to submit expenses for their dependent up to age 14 in the 2021 Plan Year.
- **Special Enrollment Window** – Prospective mid-year election changes for HCSA and DCSA for 2021 Plan Year without a qualifying event. Employees will be allowed to enroll in a spending account, increase, decrease or cancel their monthly contributions. Changes will be effective the first of the month following the enrollment date. Log on to mylacountybenefits.com, click on the “Enroll or Make Changes” button, click on “Life Events,” and select the life event link, “**Spending Account Special Enrollment**” from the drop-down menu to complete an enrollment **through August 30, 2021**.

If you have questions, call the Benefits Hotline at (213) 388-9982, Monday through Friday, 8:00 a.m. to 4:00 p.m.

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Thank you for your many years of service!

50+ Years

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PUBLIC SOCIAL SERVICES: Jereatha Thomas

45+ Years

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CHILD SUPPORT: Jeanette Alvis, Carol Garcia

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PUBLIC HEALTH: Rachel A. Green

PUBLIC WORKS: Issa A. Adawiya

SHERIFF: Stanley G. Dominguez

40+ Years

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35+ Years

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25+ Years

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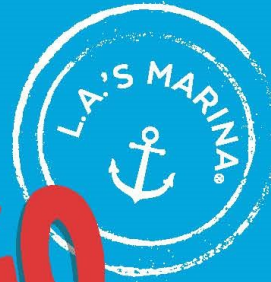
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