

FALL 2023 COUNTY OF LOS ANGELES

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Meet Judge Songhai Armstead (Ret.), Director of Justice, Care and Opportunities Department



Judge Songhai Armstead was sworn in as Director of the new County of Los Angeles (County) Justice, Care and Opportunities Department (JCOD) on Monday, July 25, 2023. Judge Armstead took the oath to serve in her new role in front of the Board of Supervisors, staff, friends, and family in attendance.

"I am deeply honored and profoundly humbled that the Board of Supervisors have entrusted me with first the building of and now the leading of the newest department for Los Angeles County," Judge Armstead said. "In partnership with our entire community, our justice partners, our community and faith-based organizations, our dedicated JCOD team, and all of our sister County departments, we will be able to create safer communities while also providing equitable care and opportunities to those most in need."

Judge Armstead was appointed as a Superior Court Judge by former Governor Jerry Brown and served for five years before stepping down to lead the County's Office of Alternatives to Incarceration (ATI), which is now part of JCOD.

She has over 20 years of experience in the largest, and possibly, most complex justice system in the country. Always committed to a human centered approach, during her tenure as a Superior Court Judge, she achieved one of the best records for compliance and reducing recidivism. In her early career as a prosecutor in the Office of the Los Angeles City Attorney, her innovative programs to improve the lives of veterans, the unhoused, and individuals struggling with mental health and substance use disorders received state and national recognition.

"I supported the creation of the Justice, Care and Opportunities Department because it would streamline our Care First, Jails Last initiatives and strategies. A lot is riding on this new department – with many community members eager to see just, equitable, and inclusive change. To that end, a strong leader is needed who can push forward with a balanced approach. I trust that Songhai Armstead will be the leader we need to follow through on the Board's vision to improve community investment, public safety, and justice," said Supervisor Hilda L. Solis, First District.

Continued on page 3

Calendar of Events

Ahmanson Theatre

A Christmas Story, The Musical

December 5, 2023 through December 31, 2023



Photo credit: Gary Emord Netzley

Set in 1940s Indiana, a young and bespectacled Ralphie Parker schemes his way toward the holiday gifts of his dreams, an official Red Ryder Carbine-Action 200-Shot Range Model Air Rifle. An infamous leg lamp, outrageous pink bunny pajamas, a maniacal department store Santa, and a triple-dog–dare to lick a freezing flagpole are just a few of the distractions that stand between Ralphie and his Christmas wish.

For ticket information visit: https://www.centertheatregroup.org/tickets/ahmanson-theatre/2023-24/a-christmas-story-the-musical/.

Douglas Theater

Dog Man: The Musical

November 21, 2023 through January 7, 2024



Photo credit: Jeremy Daniel

Based on the worldwide bestselling hit series by Dav Pilkey, Dog Man: The Musical is a hilarious and heartwarming new production following the chronicles of Dog Man, who, with the head of a dog and the body of a policeman, loves to fight crime and chew on the furniture while trying his best to be a good boy.

For ticket information visit: https://www.centertheatregroup.org/tickets/kirk-douglas-theatre/2023-24/dog-man-the-musical/.

Mark Taper Theater

Coming Home: The Holiday Celebration

December 3, 2023



Michael Feinstein is coming home to the Taper for the first time in over 15 years. Featuring a sparkling array of holiday standards and special experiences that will get you and your loved ones in a holiday mood.

For ticket information visit: https://www.centertheatregroup.org/tickets/mark-taper-forum/2023-24/feinsteins-at-the-taper/.

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

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***https://hr.lacounty.gov/county-digest/*.**

Judge Songhai Armstead
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"Judge Songhai Armstead has spent her career advocating for alternatives to incarceration and advancing innovative programs to improve the lives of vulnerable populations impacted by our justice system. Her extensive experience and inspiring leadership will support the County in strengthening our Care First vision. I look forward to continuing to work with Judge Armstead and the Department of Justice Care and Opportunities in building a Los Angeles County that allows for all to thrive," said Supervisor Holly J. Mitchell, Second District.

"The Justice Care and Opportunities Department is charting a bold new path for how the County prevents justice system involvement and supports re-entry through a care-first approach," said Supervisor Lindsey P. Horvath, Third District. "The department needs an equally bold leader who will foster relationships with community and create the structure and innovative models required to reimagine our justice system as it stands today. Judge Armstead is wholly embracing this responsibility and today we welcome her and double down on our shared commitment to meet people where they are with services and care."

"With her decades of experience, Judge Songhai Armstead is uniquely qualified to lead this department. She understands how the criminal justice system works – and why it often doesn't – and how we can do a better job preventing recidivism and ultimately making communities safer and stronger," said Supervisor Janice Hahn, Fourth District.

"I am proud to formally welcome Judge Armstead to the County family," said Supervisor Kathryn Barger, Fifth District. "She has a proven track record for reducing recidivism and knows what works. She is also an innovative thinker that will lead our County's development and implementation of effective programs that balance accountability and rehabilitation. I look forward to seeing her drive change."



October Declared Disability Awareness Month

Starting this year, the Board of Supervisors proclaimed the month of October as "Disability Employment Awareness Month" for County of Los Angeles (County) employees.

Each year during the month of October, the Department of Human Resources will host an annual Disability Management and Compliance Symposium during Disability Employment Awareness Month and will publish weekly newsletters for both staff and supervisors with important information and resources about the County's new Disability Management and Compliance Framework, policies, procedures and guidelines, and related topics. The links to the October weekly newsletters can be found here:

Week 1 | Week 2 | Week 3 | Week 4

Celebrate Indigenous Peoples' Day



For Indigenous Peoples' Day 2023, the Los Angeles City/County Native American Indian Commission (LANAIC) collaborated with LA County Library's Cultural Resource Centers (American Indian, Asian Pacific, Black, and Chicano) and Pride Committee to develop Indigenous Peoples' Day booklists for your education and enjoyment. The hope is that these titles help you to consider and rethink your assumptions about Indigenous history and literature and remind you about the power of story to create social and personal change.

To access the booklist, visit https://lacountylibrary.org/indigenous-peoples-day/.

Filipino American History Month



Filipino American History Month is observed in October every year to mark the anniversary of the first recorded evidence of Filipinos in America. Filipino Americans are the second-largest Asian-American community in the U.S. and are the third-largest racial group in California. Their contributions to our country are exemplary and their achievements are recognized and celebrated throughout this designated month.

HISTORY OF FILIPINO AMERICAN HISTORY MONTH

Filipino American History Month, or FAHM, is celebrated annually in October, commemorating the arrival of the first Filipinos in modern-day Morro Bay, California on October 18, 1587.

Filipino-Americans were known as Luzones Indios back then, and they were primarily the Filipino sailors who were enrolled into the Spanish navy as native laborers during the Manila-Acapulco galleon trade. From the Spanish galleon Nuestra Senora de Esperanza, they arrived at the shores of present-day Morro Bay, California.

Following years of campaigning and advocacy by both the civil society and organizations, the Filipino American National Historical Society established Filipino American History Month in 1992. In 2009, Congress recognized the month of October officially as Filipino American History Month.
For more information visit: https://nationaltoday.com/filipino-american-history-month/.

PARKS AFTER DARK

COUNTY OF LOS ANGELES DEPARTMENT OF PARKS & RECREATION

Parks After Dark returns for the winter season with extended hours and free recreational activities at 31 LA County parks. Bring your family and friends to an LA County park location for snow days, sports, exercise classes, dancing, healthy cooking classes, movies in the park, concerts, computer courses, health outreach, and social service resource fairs. Click here for a complete list of dates and locations: https://parks.lacounty.gov/winterpad/.



Celebrating Our Veterans at Vet Day LA '23

Unseasonably warm weather didn't keep the crowds away from Patriotic Hall for Vet Day LA '23 on Saturday, November 11, 2023. Festivities were kicked off by a Jimmy Hendrix-inspired national anthem performed by Jasmine Starr, followed by a joint County of Los Angeles Fire Department and Junior Reserve Officers' Training Corps (JROTC) color guard, remarks by Ms. America, a pitch-perfect Creedence Clearwater Revival tribute band, food trucks, physical fitness challenge, and more, topped by a killer resource fair.

Military Veterans Affairs
COUNTY OF LOS ANGELES



Thank You Veterans







Latina Equal Pay Day

Latina Equal Pay Day is a reminder of the ongoing wage disparities faced by Latinas in the United States. On October 5, 2023, Latina Equal Pay Day symbolized the extended period that Latinas must work to catch up to their white, non-Hispanic male counterparts in terms of earnings the previous year. On average, Latinas earn just 52 cents for every dollar earned by white, non-Hispanic men and takes Latinas a year and 10 months to catch up to the earnings of their male counterparts. This disparity is rooted in systemic issues related to segregation, discrimination, and limited access to opportunities.



The ERA: A tool to fight pay disparity

The Equal Rights Amendment (ERA) was initially introduced in Congress in 1923. It finally passed in 1972, and, in 2020, the ERA was officially ratified and ready for publication when Virginia became the 38th state to ratify the amendment. The ERA states that “Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex.” Its significance lies in its potential to make gender-based discrimination unconstitutional and to provide a solid legal foundation for addressing gender inequalities in various spheres of society, including employment and equal pay.

Why the ERA Matters for Latina Equal Pay

Once published, the ERA would provide comprehensive legal protection against sex-based discrimination. This protection would extend to wage disparities, ensuring that Latinas receive equal pay for equal work. With this constitutional amendment, the fight for pay equity gains an influential ally.

Latinas face unique challenges, including language barriers and immigration status issues. The ERA would serve as a powerful tool to overcome these obstacles. The ERA also has the potential to reshape societal norms and cultural expectations. It sends a clear message that gender equality is not negotiable, fostering a culture where Latina women are valued and rewarded fairly for their contributions.

Achieving pay equity for Latinas is not just a matter of fairness; it has far-reaching economic implications. When Latinas are paid fairly, they have more financial stability, contribute more to the economy, and better support their families.

As we observe Latina Equal Pay Day, let us not only acknowledge the challenges but also recognize the immense potential for change. By championing the ERA and supporting initiatives that promote equality for Latinas and for all women, we can pave the way for a more just and inclusive society where all individuals are truly valued and treated equally, regardless of their gender, ethnicity, or background. For more information visit: https://eracoalition.blog/2023/09/27/latina-equal-pay-day-era-now/.



Official Proclamation of the First Annual Language Access Week in Los Angeles County

On September 26, 2023, the County of Los Angeles Board of Supervisors (Board) officially proclaimed the first annual Language Access Week from September 24, 2023 through September 30, 2023. Through this proclamation, the Board directed the Department of Health Services (DHS) to recognize the commitment of their Healthcare Interpreters to "advancing the health of its patients and communities by providing extraordinary service in the patient's preferred language of care and for facilitating language justice."

DHS has traditionally celebrated International Interpreter/Translator Day on September 30th. (This date always falls during the traditional Hispanic/Latino/a/x American Heritage Month.) Subsequent to the proclamation, celebratory festivities ensued throughout DHS Hospitals and Ambulatory Care Network (ACN) Outpatient Centers highlighting the importance of honoring the cultural and linguistic diversity of staff and patients.

During Language Access Week, DHS staff and patients across sites learned more about language access, services available, and celebrated Healthcare Interpreter Staff. Tools and resources were shared on how to be language champions at their own location.

Language access is critical in providing meaningful access and culturally responsive care for DHS patients and community. DHS serves a diverse patient population, including those who identify as Hispanic/Latino/a/x and prefer to receive their healthcare information in Spanish. On a yearly basis, DHS sites provide over 1.2 million Spanish preferred patient visits (which equals about 50% of its total visits). In addition, more than half (or 54%) of total patient visits prefer to receive their healthcare in a non-English language. That's why DHS continues to improve and increase access to Language Services. Whether we are caring for patients at one of our clinics or remotely through video or phone visits, the Department has enabled many ways to connect with a professional healthcare interpreter.

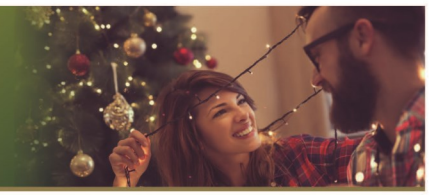
Dr. Erika Flores Uribe, Director of the DHS Office of Language Access and Inclusion, shares, "Our Healthcare Interpreter staff have the power and passion of lived experience. They are an incredible example of how, by ensuring that our workforce is representative of the communities we serve, we foster a profoundly positive impact on patient care. Language Access Week creates an opportunity to highlight our patients and our workforce by acknowledging the various cultural and linguistic backgrounds of both. It brings awareness to how diverse workforce representation is essential for language justice, as well as evidence of our continued commitment to diversity, equity, and inclusion at DHS."

DHS looks forward to future celebrations and continued efforts to strengthen language access for safer and higher-quality healthcare for all. Let's all strive to be language champions Los Angeles County!

For more information on the Language Access Week Board Proclamation, click here: https://file.lacounty.gov/SDSInter/bos/supdocs/04de72c8-47c8-40b0-b7fc-2e7535ee7ed2.pdf.

For more information on the Language Access Services that DHS provides, click here: https://dhs.lacounty.gov/language-access-services/home/who-we-are/.

HOLIDAY & DECOR SAFETY



The holiday season is a joyous time, filled with beautifully decorated trees, and houses draped in festive lights. But every year, dry Christmas trees, holiday lights, and candles cause hundreds of house fires.

The Los Angeles County Fire Department has a few tips on keeping you, your family, and your home safe during the holidays.

Holiday Lights



- Always maintain your holiday lights. Before hanging your lights every year, check for frayed wires, bare spots, gaps in the insulation, broken or cracked sockets, and excessive kinking or wear.
- Unless the directions state it is safe to do so, do not link more than three light strands.
- Periodically check the wires; they should not be warm to the touch.
- Do not leave holiday lights on unattended.

Holiday Decorations

- Use only nonflammable decorations or flame-retardant ones. Decorations should always be placed or hung away from any heat source.
- Make sure that your tree or any of your decorations do not block an exit way. If a fire occurs, a blocked exit way could put you and your family at risk.
- Never put wrapping paper in the fireplace. It could cause a very large fire, throwing off dangerous embers and sparks that could result in a chimney fire.

Candle Care



- Never leave a burning candle unattended. Consider using battery-operated candles instead.
- If you use lit candles, never place them on a tree. Place them in a stable candle holder.
- Keep candles at least 12 inches away from all flammable materials, decorations, and wrapping paper.
- Make sure to keep lit candles away from children and in an area where they cannot be blown or knocked over.

Christmas Tree Safety



- There are many alternatives to fresh trees. Many of the artificial trees are fire-resistant. If you buy one, look for a statement that specifies this protection.
- If you decide to buy a real tree, make sure to determine the freshness of your tree. A fresh tree will stay green longer and be less of a fire hazard than a dry tree.

To Check for a Tree's Freshness, Remember:

- A fresh tree is green.
- Fresh needles are hard to pull from branches.
- When bent between your fingers, fresh needles do not break.
- The trunk of a fresh tree is sticky with resin.
- When the trunk of a tree is bounced on the ground, a shower of falling needles shows that the tree is too dry.

When Setting Up a Tree...

- Place it away from fireplaces, radiators, and other heat sources. Heated rooms dry out trees quickly, producing a fire hazard.
- Use thin guy-wires to secure a large tree to walls or the ceiling.
- Make sure to keep fresh trees in a sturdy, water-holding base.
- Prevent the tree from drying out by keeping the stand filled with water as long as it is indoors.

Discover more safety topics at:
fire.lacounty.gov

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

DPSS Adopt-A-Family Program

Bring joy to someone's life this holiday season and become a sponsor for the Department of Public Social Services (DPSS) Adopt-A-Family Program. Each year, this long-standing tradition brings smiles to hundreds of families served by DPSS. In 2022, over 1,026 generous sponsors provided 1,380 CalWORKs, In-Home Supportive Services (IHSS), Medi-Cal, and CalFresh families with gifts during the holiday season. County of Los Angeles staff, individuals, groups, and local businesses can all participate in this joyous and gratifying event by sponsoring families. Sponsors are provided with the "adoptee's" contact information along with their "wish list" of requested items. Sponsors will have the opportunity to discuss the interests and needs of their matched family(ies) which can range from grocery items, clothing, gift certificates, or toy requests. The 'Spirit of Giving' is contagious and numerous volunteers who have participated in past years with this program have voiced their heartfelt sentiment.

The Adopt-A-Family program is the gift that can be enjoyed and cherished year-round by the Adoptee and the Sponsor alike. If you, a group of coworkers, family members, or friends are looking to make a difference this holiday season, the Adopt-A-Family program is for you. Choose to make a difference in someone's life this holiday season and keep the spirit of effective and caring service alive. For more information on how to participate, please click here: Adopt-A-Family Brochure

How Does it Work?

Los Angeles County Department of Public Social Services identifies families/individuals who are in need during the holiday season. Services provided by DPSS include: CalWORKs (low-income families), CalFresh, Medi-Cal, and In-Home Supportive Services consumers (low-income elderly, blind or disabled individuals, including children).

- The families/individuals provide their consent for release of limited personal information to the sponsor. This information includes their name, telephone number, address, family size, and most importantly, a "wish list."
- The "wish list' is provided to you and you assemble the new selected gifts that are within your budget. No gift is too small.
- As a sponsor, you contact the family to get more detailed information on what is needed or wanted and make arrangements for delivery or pick-up of items (NOTE: For privacy reasons, it is recommended to block your phone number by dialing *67 when contacting the families).



Family(ies) or individuals with any type of open case with the Department of Public Social Services can be part of the Adopt-A-Family program. The family(ies) or individuals must meet one of the following criteria:

- **Recent homelessness/unstable living situation**
- **Illness or recent death in the family**
- **Recent job loss**
- **Family has a special needs child**
- **Elderly/disabled individuals**

Participants:

Thank you so much for taking the time to buy us these wonderful presents. Both myself and my family are very appreciative of your love and support you could provide us through this wonderful program. Have a blessed holiday.

We are really thankful for the help you have provided to me and my family. Christmas will be great this year. Thank you from the bottom of our hearts.

Sponsors:

There is nothing more rewarding than knowing a group of people can come together to give this family something to look forward to. The appreciation from the family cannot be captured in a photograph but seeing a child light up is the best emotion anyone can have. We look forward to doing this again!

Our Production team, rose to the occasion. We hope we gave our family a Christmas to remember. They were a sweet family and we will definitely participate again. Next year, we'll request more than one family.

Los Angeles County Arboretum: Lightscape Reimagined for 2023

Experience a winter walk on the dark side of the garden and let your imagination soar with the new sights and sounds along the Serpent Trail and Forest Path. The reimagined Lightscape merges nature and art in the mesmerizing Fire Garden, awesome Arch of Light, eye-catching Feast of Light, exotic Dancing Palms, and other spectacular installations. The magnificent Winter Cathedral, a fan favorite, returns! There will be food trucks every night and a full bar, too. Pssst — Santa is coming to Lightscape on select nights. Arboretum members save up to $6 per ticket.

For ticket information visit:
https://www.arboretum.org/lightscape-2023/.





Join the Los Angeles County Asian American Employees Association (LACAAEA) Everyone is Welcome!



Are you a Los Angeles County (County) employee looking to connect, grow, and thrive? Look no further! The **Los Angeles County Asian American Employees Association (LACAAEA)** warmly welcomes individuals of all backgrounds to join our inclusive community of professionals. Here's why you should consider becoming a member:

Community and Networking: Connect with fellow employees from diverse backgrounds, all of whom are eager to foster meaningful relationships, exchange ideas, and create lasting friendships.

Professional Development: Elevate your career with exclusive access to workshops, seminars, and skill-building sessions. Our association offers resources to enhance your professional growth, regardless of your background or ethnicity.

Cultural Enrichment: Immerse yourself in the rich tapestry of Asian cultures while celebrating the diversity that enriches our County. LACAAEA's events, festivals, and educational programs promote understanding and appreciation for all cultures.

Advocacy and Support: Stand united with colleagues to address common challenges and concerns. LACAAEA serves as a collective voice to advocate for positive change within the County workplace, fostering an inclusive environment for all.

Mentorship Opportunities: Gain insights from seasoned professionals who are eager to guide you in your career journey. Our mentorship program pairs you with experienced mentors committed to your success, regardless of your background.

Social and Recreational Activities: Have fun while building bonds! Enjoy a variety of social events, outings, and activities that showcase the beauty of the County, reflecting the diversity of our community.

Community Engagement: Give back through volunteer initiatives that make a meaningful impact on local communities. LACAAEA is committed to making a difference beyond the workplace, regardless of your ethnicity.

Access to Resources: Stay informed about relevant news, opportunities, and developments within the County and the broader community.

Join LACAAEA today and be part of a supportive network that empowers you both personally and professionally, regardless of your background. Together, we create a positive and inclusive environment for all County employees.

Ready to take the next step? Visit our website at https://www.lacaaea.com/ to learn more about LACAAEA and how to become a member at https://www.lacaaea.com/our-membership. Embrace the benefits of connection, growth, and community-building – join LACAAEA now!

For inquiries, feel free to contact bowen@lacaaea.com.

Let's grow and thrive together with LACAAEA!

Spend Less, Save More!

rideshare.lacounty.gov

With soaring gas prices now is a great time to explore some Rideshare options!

Vanpool

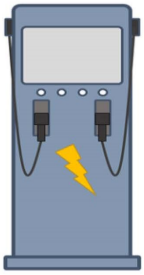
The Los Angeles County Vanpool Subsidy Program provides $650 for electric-powered vans and $250 for gas-powered vans paid directly to the vendor. For more information, on starting a vanpool contact your Department's Employee Transportation Coordinator.



Carpool Two or more people in one car driving to and from work sharing at least 50 percent of the distance. Carpooling is a low-cost rideshare option. Depending on the vehicle make and model and location, a full tank of gas can be costing between $80-$120. Think of the amount you'd save simply by splitting the cost of commuting with other riders.

Public Transportation Riding the bus or taking the light rail is a cost effective commute option. Save on gasoline, maintenance, insurance, depreciation and taxes by taking public transportation. For current rates and schedule information, please visit Metro.net





Electrifyze Electrifyze is a program centered on making electric vehicle purchasing and/or leasing simple and accessible to Los Angeles County employees. Learn about electric and hybrid cars, search car models, and sign-up for a free Car Buying Coach. Help create a fossil-fuel free community. For more information, visit Electrifyze.com

For more information, please contact your Department's Employee Transportation Coordinator or Rideshare.lacounty.gov

Los Angeles County Needs You, Apply to Be an Election Worker Today!

The Los Angeles County Employee Election Worker Application is open for the

March 5, 2024, Presidential Primary Election.

Apply today to be assigned to a Vote Center near you!

Apply Now



Students Can Ride the Metrolink for Free

Metrolink's Student Adventure Pass allows K-12, technical school, college, and university students in Southern California to ride the Metrolink for free. Simply download the Metrolink mobile app, register using your school email address, and verify your account via the confirmation email. The Student Adventure Pass will appear in your mobile ticket wallet within 24 hours.

Learn more at Student Adventure Pass | Metrolink.



20th Annual Leadership Conference "Winning With Trust Through Innovation"



The Quality and Productivity Commission (Commission), in collaboration with the County of Los Angeles (County) Board of Supervisors (Board) and the Chief Executive Office, hosted the 20th Annual Leadership Conference (Conference) at the Music Center, Dorothy Chandler Pavilion-Grand Hall. The 2023 theme was *Winning With Trust Through Innovation* with an objective of strengthening public trust and confidence through government innovation.

Commissioner William B. Parent served as this year's Leadership Conference Ad Hoc Committee (Committee) Chair and also as the Master of Ceremonies during the Conference. He welcomed over 150 attendees to the in-person Conference and hundreds more who watched via live streaming.

Supervisor Lindsey P. Horvath gave the opening remarks on behalf of the Board and thanked County staff for their service and noted that they are an inspiration for all the Board does, especially in the face of adversity these last few years. She also spoke on how we build, secure, and maintain trust and accountability with constituents and stakeholders. Additionally, she underscored the need to begin with trust especially with those in leadership roles in order to tackle challenges like homelessness and climate change.

Fesia A. Davenport, Chief Executive Officer, kicked off the Conference with a reminder that trust is earned and provided examples of what the County workforce do every day, through services and programs, to strengthen public trust and confidence in government. County innovations include the launch of the 988 crisis response system and the new Countywide Speakers Bureau, implementing the Guaranteed Income Program, and enlisting "promotoras" to bring vital health messaging to communities.

Dr. Raphael Sonenshein (Executive Director, Pat Brown Institute for Public Affairs at California State University, Los Angeles) moderated the panel speakers,

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2023 Leadership Conference
Continued from page 15

Dr. Va Lecia Adams Kellum (Chief Executive Office, Los Angeles Housing Services Authority), Dr. Jackie Contreras (Director, Department of Public Social Services), Dr. Barbara Ferrer (Director, Department of Public Health), and George Gascón (District Attorney, County of Los Angeles), to discuss what is trust and how, as leaders, they build trust in their departments and the communities they serve.

The Innovation/Technology Speaker, Michael Allen from Laserfiche, defined generative artificial intelligence (AI) and how the potential misuse of AI can impact trust in organizations as well as its responsible and effective use. AI can help edit documents and presentations, generate meeting notes from audio recordings, transform web development, and automate repetitive and tedious tasks, thereby increasing productivity.

Overall, each speaker added their personal experience and examples from their respective organizations on building, earning, and maintaining trust. We thank all speakers for sharing their time and expertise at this year's Conference. We also thank the Committee members - Commissioners William B. Parent (Chair), Dion Rambo (Vice Chair), Jacki Bacharach, Nichelle Henderson, Shawn Landres, Ed McIntyre, Yasmine-Imani McMorrin, Jessica Gama (Productivity Manager, Probation), and Andrea Barnes (Productivity Manager, Child Support Services) for their leadership in planning the Conference.

For a copy of the program book and to watch the conference video, please visit the Commission website at qpc.lacounty.gov (click here).



County of Los Angeles Earns Designation as a Certified Age-Friendly Employer

On Tuesday, July 25, 2023, the County of Los Angeles (County) announced its designation as a Certified Age-Friendly Employer by the Age-Friendly Institute, the nation's only certification program that identifies organizations committed to being the best places to work for employees ages 50 and older. The County is the first county-level employer in the United States to be designated Certified Age-Friendly.



"This is one of the many reasons why I am proud of Los Angeles County as an employer," said County Board of Supervisors Chair Janice Hahn. "A job with LA County is a good job that does good, and we not only believe in giving everyone equal opportunity, we recognize the value of hiring workers with life and career experience. As the first county in the nation to earn the distinction of being a Certified Age-Friendly Employer, I hope we can be an example for counties across the country."

"Everyone deserves to be valued," said Dr. Laura Trejo, Director of the County's Aging & Disabilities Department. "Aging offers opportunities to share experience and wisdom, and we are lucky that 40% of the County's workforce is 50 years old or more. LA County has always been an age-friendly employer, but this designation is an important step to raise awareness of our values. With an increasingly aging population, our workforce reflects LA County residents, as we strive to transform our society into a better place to grow older."

"Becoming a newly Certified Age-Friendly Employer is not just a badge of honor, but a commitment to a brighter future," said Lisa M. Garrett, Director of the County's Department of Human Resources. "We believe that age is not a barrier, but an opportunity to harness the collective power of wisdom, experience, and fresh perspectives. Together, we will create an inclusive workplace where every individual can shine and contribute their unique talents, regardless of their age."

"I am delighted that LA County has been designated an Age-Friendly Employer. We need employees of all ages and life experiences to bring quality services to LA County residents, and this designation really helps us roll out the welcome mat and invite employees over 50 to join our team," said the County's Chief Executive Officer, Fesia Davenport. "Everyone wins: the County, the older workers, and, most of all, the public we serve."

By asking workers ages 50 and older to join or stay as part of the County's more than 100,000-strong workforce, the County's diversity programs will be advanced. Crucially, the experience of older workers, combined with the reduction of costs through retention, will support the essential services relied upon by millions of County residents. Further, experts including the Centers for Disease Control and World Health Organization have attributed health benefits to sustained social engagement, such as deferring retirement and working additional years. "Local and State governments across the U.S. often are a perfect fit for older employees, who are dedicated to their jobs and enjoy giving back to their communities," said Tim Driver, President of the Age-Friendly Institute. "The numbers speak for themselves. Nationwide, the turnover rate of older workers is one-third of the rate of workers under the age of 50."

RETIREES

Thank you for your many years of service!

50+ Years

CHILDREN AND FAMILY SERVICES: Beverly J. Morales
DISTRICT ATTORNEY: Sharon Wright
HEALTH SERVICES: Ivory Scott Jr.
PUBLIC HEALTH: Diana D. Aguilar

45+ Years

CHILDREN AND FAMILY SERVICES: Sandra Becton, Ofelia Cardenas, Vivian B. Ortiz
HEALTH SERVICES: Maria C. Caballero, Natividad M. Calzadillas, Laurene Kwok, Marie Moreno, Eloisa V. Ridad
MUSEUM OF ART: Ann Rowland
PROBATION: Timothy F. Bryant, David K. Warren
PUBLIC SOCIAL SERVICES: Delores Hendrickson, Veronica Wycoff
SHERIFF: Audrey A. Hamm
SUPERIOR COURT: Maria E. Valenzuela

40+ Years

AGRICULTURAL COMMISSIONER/WEIGHTS & MEASURES: Joanne Benavidez
CHIEF EXECUTIVE OFFICE: Lynn M. Hilton
CHILDREN AND FAMILY SERVICES: Maria C. Barrios-Barragan, Joseph A. Garcia, Shawn D. Greene
DISTRICT ATTORNEY: Marlene Chavez, Yolanda R. Garcia
FIRE: Kathy A. Johnson, Anne M. Leroy
HEALTH SERVICES: Dolores M. Alcaraz, Debra A. Aparicio, Rosemary Bustamante, Florence Cabotaje, Sandy Conners, Debi A. Dandurand, Vera F. Faison, Charlene Ho, Carmen Holguin, Donna Nagaoka, Rosalinda Rodriguez, Randy Thomas, Connie M. Warren, Steven G. Williams
HUMAN RESOURCES: Loretta M. Valenzuela
INTERNAL SERVICES: Olivia D. Sandoval, Debra A. Salinas, Rick L. Sorensen
MEDICAL EXAMINER: Denise Thompson-Weary
MILITARY & VETERANS AFFAIRS: Cynthia D. Green
PROBATION: William Dillard, Yvette Sanchez, Eugene T. Villagran
PUBLIC DEFENDER: Ramiro Jacinto, Sandra I. Soriano Robles
PUBLIC HEALTH: Maria M. Agosto, Pamela E. Alexander, Roland Carrillo, Rosamaria Fine, Denise L. Walters
PUBLIC SOCIAL SERVICES: Carmen L. Carerre, Lilia M. Erviti, Regina Marsh, Janice M. Mc Gehee-Owens, L'kenya K. Smith Wiggs, Gina Venegas
PUBLIC WORKS: Christine Candelaria, Guadalupe C. Carrillo, Darrell Daniels, Edward Dingman, Manoushak Gyulasaryan, Thomas S. Schales
SHERIFF: Diana L. Bliss, Cheryl L. Boswell, Yolanda Cardenas, Elizabeth Quesada, Kimberly J. Hardaway, Dimitra Jones, Mark H. Rockenmacher
SUPERIOR COURT: Yvonne Lucero, Wendy L. Warren

35+ Years

AGRICULTURAL COMMISSIONER/WEIGHTS & MEASURES: Myrna Madrid
ASSESSOR: David T. Crockett, Roy Ganuelas, Brilliant E. Manyere, Paul G. Olvera, Linda Price, Ignacio E. Rojas
AUDITOR-CONTROLLER: Katie Szeto
BEACHES AND HARBORS: Elayne Doucette
CHILDREN AND FAMILY SERVICES: Jose L. Amador, Noel Bright-Wall, Mercedes D. Calderon-Rodas, Lorna D. Fibus, Thomas E. Fraser, Priscilla R. Gonzalez, Darrell A. Green, Connie B. Grissom, Janice E. Oglesby, Karen D. Richardson, Vera D. Spinks-Hall, Karen Vance, Rhonda R. Washington
CHILD SUPPORT SERVICES: Esperanza P. Nastos, Elizabeth Parks
CONSUMER & BUSINESS AFFAIRS: Nicholas V. Aquino
DISTRICT ATTORNEY: Don M. Tamura
FIRE: Ryan J. Corbett, Scott Grigsby, Arlin S. Kahan, Tom A. Seth
HEALTH SERVICES: Romeo C. Agdeppa, Inez Beckon-English, Rock Bilodeau, Thomas Brown III, Glenn P. Cancino, Sharon Carpenter, German Dela Cruz Jr., Nemia Galan, Marianne Gausche-Hill, Lydia J. Grover, Daniel Matsuguma, Seung Y. Moon, Vincent A. Moscato II, Leeshawn Moses, Debora Nance, Laura E. Ortiz, Ricky Pierce, Lorraine J. Star, Dorothy C. Ugorji, Usanee Vanijjakornv, Lynn C. Washington, Yaw Wu
INTERNAL SERVICES: Irma J. Price, Anthony D. Wycoff
MENTAL HEALTH: Lydia Carrillo, Sergio Velasco, Theresa Williams
LA COUNTY LIBRARY: Vivian R. Delgadillo
PARKS & RECREATION: Katherine Avina, Joyce A. Gibson, Anthony J. Myles
PROBATION: Carl L. Brown, Vincent L. Calhoun, Rhonda Calvert-Oden, Monique D. Chanaiwa, La Rae Y. Frers, Johnny S. Garcia, Alvin Millerbis Jr., Silvia M. Moreno, Barbara Parker, Melissa D. Stutenroth, Robert R. Welsh, George E. Williams Jr.
PUBLIC DEFENDER: David L. Canas, Robert P. Ramirez, Rudolph P. Rousseau II
PUBLIC HEALTH: Victoria Del Aguila, Michelle Davis, Jordi Fuentes, Maria C. Pantoja, Diane Sanchez
PUBLIC SOCIAL SERVICES: Serita J. Amos, Ruth E. Batson, Ladrena A. Boyd, Veronica D. Broadway, Latanya D. Cauley, Kaity Chen, Alberta L. Di Angelo, Christine Hien, Peng-Ti Liu, Eugenia Manning, Kathryn M. Minor, Rosemary Porter, Patricia Ramos, Irene M. Valentin, Mercedes Verdin
PUBLIC WORKS: John Awujo, Anthony Dickerson, Maria G. Echeverria, Samuel Hinojos, Mark Jerricks, David A. Perry, Janis K. Takemura, Leo R. Villalovos

RETIREES

REGISTRAR-RECORDER/COUNTY CLERK: Asuncion Otero
SHERIFF: Ricardo A. Amarilla, Tonnie M. Anderson, Sharon D. Cohen, Wendy M. Cole, Lisa R. Coleman, Kathy L. Hales, Deborah A. Johnson, Elisa A. Johnson, Michelle-Ren K. Marmolejo, Gary J. Miller, Esther A. Morse, Michael C. Ortiz, Louise M. Ramirez, Mary E. Rodriguez, Cody X. Signater, Kelley Warren, Veronica L. Young
SUPERIOR COURT: Catherine A. Casarez, Brenda R. Hamilton, Susan M. King, Billie Virgi Shabazz, Phyllis A. Shibata

30+ Years

ALTERNATE PUBLIC DEFENDER: Evan G. Dicker, Felicia K. Grant, Leslie Kelley, Pat V. O'Connell
AGRICULTURAL COMMISSIONER/WEIGHTS & MEASURES: Fernando A. Barrera
ASSESSOR: Lisa E. Betrice
BOARD OF SUPERVISORS: Carla D. Little
CHILDREN AND FAMILY SERVICES: Caroline N. Anih, Ayoka J. Chapple, Maria Flores, Jennifer Kerr, Vien L. Lao, Deedra M. Lawrence, Bertha A. Santiago
CHILD SUPPORT SERVICES: Maria E. Exiga, Mariah Favela, Alan J. Lennon, Kimberly P. Levi, Dorothiea Munn Vaughn, Katherine A. Robinson, Scott M. Vong
COUNTY COUNSEL: Lourdito P. Cabrera
DISTRICT ATTORNEY: Libby Brown, Michael R. Mallano, Maria Palomino
FIRE: David J. Bugarin, Leland M. Delaney, Timothy P. Dixon, Adolfo E. Rodriguez, Tom A. Seth, Robert E. Weaver
HEALTH SERVICES: Elizabeth Adam, Amalia C. Basobas, Eric Bradley, Veronica Christian, Shu-Fang Chu, Melvin Claborn, Rosa A. Clemens, Susan Dao, Marina G. Fowlds, Todd K. Franklin, Maria N. Garcia, Juan A. Guerrero, Janie Han, Fariba Hashemi, Donald Herrera, Sandra B. Hudson, Arturo Ibanez, Shirley J. Jones, Susan Lavis-Lopez, Rebecca Lewthwaite, Kimberly Liggins, Trini Lopez, Cynthia A. Martinez, Sandra Mitchell, Chi K. Ngo, Bethram I. Ogoke, Regina D. Pierre, Patricia D. Quan, Nancy E. Ramos, Miriam Reyes, Gloria M. Rosello-Stevens, Joseph Salcido, Cassandra Segura, Katherine K. Yu
INTERNAL SERVICES: Nancy L. Gonzalez, Alejandro Moran, Jeremy K. Yamauchi
MEDICAL EXAMINER: Sherwood J. Dixson
MENTAL HEALTH: Ashraf M. El Mashatm, Glenda E. Green
MILITARY & VETERANS AFFAIRS: Rosario T. Bueta
LA COUNTY LIBRARY: Richard Lopez, Tricia E. Weber
LACERA: Fern M. Billingy, Michael D. Peterson
PROBATION: Stephanie E. Allen, Beverly L. Cassanova, David A. Cole, Mark P. Garcia, Luis S. Hernandez, Earl J. Marrero, Jonathan P. Mc Isaac, Angela J. Patriarca, Marina Salcido, Helen J. Strait-Banks, Timothy J. Vallez, Ernest Walker, Terri L. White, Jared M. Williams
PUBLIC DEFENDER: Anna M. Armenta-Rigor, Jeanette Y. Comer, Patrick E. Hare
PUBLIC HEALTH: Lawanda H. Bellfield, Wonda L. Brazile-Trayol, June Clark, Schenell M. Fulmore, Tsegazeab Gebremariam, Kimberly D. Hadley, Renor L. Mayshack, Debra C. Mendoza, Leo G. Oorts, Roger J. Wong
PUBLIC SOCIAL SERVICES: Armineh Abcarians, Gloria D. Abiog, Jane Alaniz, Becky P. Chang, Joanne K. Coco, Gloria S. Daniels, Cynthia Hernandez, Marie D. Hinojosa, Chaunte Jackson, Stephania L. Jefflo, Betty Juarez, Hue K. Ly, Barbara Moore, Angela D. Pinkney, Pamela L. Rodriguez, Rosa L. Salazar, Nezhla Shirian, Sonya A. Smith, Joyce E. Thurman, Zewditu Yewondater
PUBLIC WORKS: Corinne M. Aguirre, Paul O. Akamnonu, Elvis M. Arnwine, Steven R. Dickson, Richard L. Haro, Steve R. Holton, Keith A. Lilley, Jose K. Mandanas, Javier Robles, Ma Asuncion J. Suarez
REGISTRAR-RECORDER/COUNTY CLERK: Martina Lara
SHERIFF: Faye A. Adragna, Timothy R. Alsky, John P. Apostol, Manuel Armas, Ferdinand R. Banayos, Enrique B. Bolanos, Johana D. Bonillas, Robert T. Carangi, Juan Castro Jr., Dana A. Chemnitzer, Verginia L. Chiu, Manuel Cueva Jr., Gregory B. Davis, Maggie P. Dixon, Pedro Enciso II, Winston A. Grant, Christopher A. Hammond, Way Ching C. Hsu, Eduardo Y. Labayna, Kenneth K. Lee, Kenneth Leyva, Willette Mitchell, Doreen Munoz, Joseph P. O'Connell, William M. Richardson, Terisa M. River, Brian E. Rogge, Timothy W. Ruggiero, John J. Savay Jr., David S. Shoemaker, Jonathan E. Stambook, John M. Steele, Brice A. Stella, Robert M. Teufel, Guillermo G. Veloz, Joey B. Ventigan, Keith R. Williams, Kevin R. Zaborniak
SUPERIOR COURT: Vanessa Lee, Donna M. Peale, Mary Sanchez, Marie J. Villa-Lovos
TREASURER AND TAX COLLECTOR: Norberto S. Pereira

25+ Years

AGING AND DISABILITIES: Armineh Stephan, Liza M. Zavala
ASSESSOR: Laura S. Gray
CHIEF EXECUTIVE OFFICE: Duke Doan
CHILDREN AND FAMILY SERVICES: Caleb Beyah, Kimberly Carter, Alfonso Cuadra Jr., Gloria Fiesta, Ellen V. Jones, Francesca M. Le Rue, Rodney Louden II, Belinda D. Mixon, Clare K. Naughton, Brett C. Neller, Linda Roman, Kathleen Rowe-Parker
CHILD SUPPORT SERVICES: Yvette Apodaca-Rubio, Georgette Mckinney, Olivia M. Prado
DISTRICT ATTORNEY: Thanh Flumerfelt, Anthony Francisco
FIRE: Steven L. Bartram, John C. Denton, Matthew T. Heard, Timothy Hinger, Andrew L. Maravel, David J. Mendiola, Ramon Montanez Jr., Alma D. Ortega
HEALTH SERVICES: Faryad H. Ali, June J. Brown, Janet A. Celaje, Lawrence Darden, Neldra E. Davis, Tomas R. Diaz, Darrell P. Doehler, Patricia G. Evans, Peta S. Foster, Silvia Garcia, Fernando Gonzalez, Lydia C. Gutierrez, Faye L. Herndon, Claro Vic V. Ignacio, Jean I. James, Mattie L. Jones, Sun Ju, Rose Marie Jupiter, Omid A. Khorram, Zegergis Lebsekal, Marianna Lewis, Hugo E. Martinez, Virginia G. Mathews, Flora Molina, Michele C. Myers,

RETIREES

Boniface O. Ofoegbu, Michael D. Puckett, Efleda A. Quizon, Bonnie R. Rachman, Daniel F. Ramirez, Mechelle C. Scheeler, James B. Sena, George L. Suri, Patricia L. Waters, Robert L. Williams, Kimberly Wright

INTERNAL SERVICES: Hung Chien, Reatha Howard, Jeffrey M. James, Larry D. Mosley, Ralph F. Rodriguez, Jeffrey Wennerstrom

MENTAL HEALTH: Frank W. Compton, Angelita O. Diaz -Akahori, Kuniko Miyagi, Zelda Nash, Maureen A. Reilly, Michael B. Silverman, Divina C. Tababa, Jean R. Yan

LA COUNTY LIBRARY: Willie M. Smith

PARKS & RECREATION: Irene M. Chang

PROBATION: Warrinnia V. Bailey, Leticia M. Barrios, Claire D. Brown, Estela Flores, Jessica Gama, Jimmy A. Gomez, Quitzia D. Guerrero, Lillian Jimenez, David C. Krapf, Jose M. Linares, Arcelia Martinez, Eric C. Peng, Kimberly Reyes

PUBLIC DEFENDER: Carol J. Di Sabatino, Rosette C. Isip, Debra D. Sims

PUBLIC HEALTH: Sara Alvarez, Barbara G. Bacharowski, Ernest Campos, Irina Genkina, Jacqueline Jackson, Zonia Lopez, Christopher Moore, Ruel L. Torres, Genice R. Weicks, Concepcion C. Uy, Patricia Zamudio-Ruiz

PUBLIC SOCIAL SERVICES: Aramis P. Almaguer, Arlene L. Andrade, Rafat S. Bashi, Maria C. Castellanos, Esther Chan, Jose Cruz, Mohamed M. Elaraby, Josefa A. Grande, Albert M. Hakopian, Vicki L. Hill Pearson, Gregory D. Jefferson, Pam M. Lloyd, Irma Lopez, Lida Lousparian, Ngoc D. Nguyen, Dorothy Orozco, Paschal C. Ozoemena, Belinda M. Perez, Maria Plascencia, Benjamin I. Ramirez, Josefa L. Rodriguez, Genay Ruiz, Jaime A. Sanchez, Alixca J. Soberanes-Ceberio, Elizabeth M. Ynoquio

PUBLIC WORKS: Erin D. Lomas, Raymundo Noriega

REGIONAL PLANNING: Mark L. Remollino

REGISTRAR-RECORDER/COUNTY CLERK: Elvia A. Frias, Henry J. Kokosenski Jr.

SHERIFF: Ma Marjorie D. Academia, Andrea N. Bullingor, Miguel Campos, Raymundo Castaneda Jr., Patrick J. Coussa, Dawn M. Crosby, Marcia De Anda, Cynthia A. Dolson, Gloria R. D'orazi, Chad W. Dowdy, Pamela A. Nelson, Darlene M. Prado, Claudia Ramirez, Daniel D. Riordan, Paul J. Statsmann, Kimberly A. Sutfin, Michael J. Thom, Melvin R. Washington, Josie S. Woolum

SUPERIOR COURT: Juanita L. Alfaro, Lisa L. Anderson, Maria E. Arvizo, Dolisa A. Colley, Veronica Garcia Espinoza, Sharon M. Hazzard, Candace J. Henry, Cris K. Ishiki, Cynthia M. Linam, Mary I. Martyn

