

Louisville Metro Government Department Equity Impact Statement

Ordinance No. 19 Series 2021 requires that all Metro agencies complete an Equity Impact Statement every fiscal year. Please complete this form and submit to the Office of Equity, no later than April 9th, 2021.

Name of Department: Louisville Metro Animal Services

Fiscal Year: FY22

Completed By: Ashley Book, Interim Director

1. **Department Equity Vision Statement:** To be a world class animal shelter by protecting the public health and safety of all citizens equitably, ensuring the humane treatment of domesticated animals and providing quality and professional service equitably to the public.
2. **Department Equity Goals:**
 - a. Specific/Identified Racial Equity Goals (Utilize Racial Equity Budget Assessment Tool and Questionnaire to assist in development) under a SMART framework (Specific, Measurable, Achievable, Relevant, Time Bound)
Note: Metro agencies can have more than one equity goal, and the KPIs and goal measures from your SMART goals should be listed in Section 3 of this document
 - 1) Goal # 1: Hold twice-yearly low-cost vaccine and microchip clinics in high stray intake zip codes including, but not limited to, 40211, 40214, 40216, and 40272 during FY22 (Covid-19 restrictions permitting)
 - 2) Goal # 2: Partner with Lean into Louisville to host career seminars in FY22.
 - b. Racial Equity Toolkit analysis: See attached toolkit.
3. **Equity Goal Measures and KPI's:** Based on your equity goals that you have developed in Section 2, what will be your goals and outcomes measures?
 - a. Goal #1 KPI: Whether or not the clinic was held and what the attendance was.
 - b. Goal #2 KPI: Number of Lean Into Louisville events held in FY22 that Animal Services attended.
4. **Prior year goal assessment: (Outcomes from the prior fiscal year)** N/A for FY22

N/A at this time.

5. **For FY23:** (Note: these inquiries are for future budget considerations and N/A for FY22)
- a. Budget request allocated as related to equity:
 - b. Budgetary savings, revenues, expenses realized from the prior year: N/A at this time.

6. **Office of Equity Notes and Recommendations:** Louisville Metro Animal Services has provided a specific set of equity goals and opportunities for events that it would like to achieve in FY22. What Animal Services has proposed meets equity action expectation of the Office of Equity, and the office looks forward to assisting Animal Services in these equity goals for FY22. Approved.

7. **This equity impact statement was reviewed by:**

Ashley Book 4/19/2021
Department Director Date:

Azzy Gibson 4/19/2021
Agency Chief Date:

8. **This equity impact statement was/was not approved by:**

Kendall Boyd 4/20/2021
Chief Equity Officer Date: