

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: Office of Civic Innovation & Technology

Fiscal Year: 2022

Completed By: Chris Seidt, Director

1. Department Equity Vision Statement:

The Office of Civic Innovation & Technology is committed to make diversity, equity, and inclusion a part of everything that we do, from the technologies we build and acquire to how we hire our team members.

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: Conduct at least four offsite recruiting activities per year, with two of those occurring at events identified as minority job fairs.
- 2) Goal #2: We will create a diverse interview panel with at least one female and one minority representative within CIT to meet with potential candidates about job postings.
- 3) Goal #3: Conduct an audit and survey of CIT's current vendors to create a baseline that reports on the number of MFDBE certified business we engage with and the amount of money spent with them annually. Additionally, we will ask them if they have a Racial Equity Plan and their goals aligned with that plan.
- 4) Goal #4: Conduct a survey of local governmental and quasi-government technology organizations, to identify MFDBEs that Metro CIT may an opportunity have to do business with in FY22
- 5) Goal #5: Increase MFDBE utilization and spend in FY22
- 6) Goal #6: Create and Equity Analysis Questionnaire to be utilized for all new projects and initiatives managed or reviewed by CIT, to measure their impact on minority communities.

- b. Racial Equity Toolkit analysis

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: Working with Human Resources and other community partners we will participate in at least 4 job fairs and more specifically, at least two minority job fairs, each calendar year.
- b. Goal #2 KPI: Creation of the CIT diverse interview panels
- c. Goal #3 KPI: Perform the audit and survey of our current vendors, seeking confirmation of their status and requesting Racial Equity Plans from all vendors each calendar year.
- d. Goal #4 KPI: Conduct survey to identify technology MFDBEs to do business with Metro CIT in FY22
- e. Goal #5 KPI: Measure dollars spent with MFDBE contractors divided by dollars spent with non-MFDBE contractors in a calendar year.
- f. Goal #6 KPI: 100% of new projects or initiatives reviewed by CIT that will potentially impact the community will complete an Equity Analysis Questionnaire as part of the review through our eCAB process if they have not already completed the full Racial Equity Tool Worksheet.

4. Prior year goal assessment: (Outcomes from the prior fiscal year) N/A for FY22

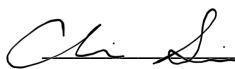
5. For FY23: (Note: these inquiries are for future budget considerations and N/A for FY22)


- a. Budget request allocated as related to equity:
- b. Budgetary savings, revenues, expenses realized from the prior year:

6. Office of Equity Notes and Recommendations:


Recommend approval of Metro CIT’s equity goals and impact. The information technology career field often run into issues of diversity and equity in the utilization of MFDBE firms and recruitment of talent. In addition, the digital divide in Metro provides a barrier for many marginalized and minority communities when it comes to information technology. Would recommend that Metro CIT continue to explore these sorts of barriers and make specific recommendations as to how to eliminate this technology gap.

7. This equity impact statement was reviewed by:

 _____ 4/20/2021
Department Director Date:

 _____ 4/20/2021
Agency Chief Date:

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

 _____ 4/20/2021
Chief Equity Officer Date: