

## **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 9<sup>th</sup>, 2021.

**Name of Department:** Louisville Metro Criminal Justice Commission

**Fiscal Year:** FY22

**Completed By:** Faith Augustine, Director

### **1. Department Equity Vision Statement:**

Through planning, research, and system-wide coordination, the CJC strives to ensure a more fair and equitable criminal justice system, in which a person's race, gender, etc., is not utilized as a determinant in criminal justice proceedings.

### **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: Criminal Justice Commission team to participate in Racial Equity Training Series sponsored by the National Network of Criminal Justice Coordinating Councils in FY22.
- 2) Goal #2: Administer Criminal Justice Coordinating Council survey in FY22, to assess CJC members via survey to better understand the climate for taking on racial equity work in our local criminal justice system.
- 3) Goal #3: Agency will disaggregate criminal justice system data received by demographics (race, ethnicity, gender and age) in FY22
- 4) Goal #4: Continue to participate in the Annie E. Casey Juvenile Detention Alternatives Initiative with the goal to reduce racial and ethnic disparities within the juvenile justice system in FY22

- 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: Complete the 5-part Racial Equity Training Series in FY22
- b. Goal #2 KPI: Survey to be completed and results to be shared with the Criminal Justice Commission Board in FY22

- c. Goal #3 KPI: Criminal justice system data disaggregated by demographics within FY 22
- d. Goal #4: Continued participation JDAI meetings in FY22

**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: (Specific allocation) N/A
- b. Budgetary savings, revenues, expenses realized from the prior year: N/A

**6. Office of Equity Notes and Recommendations:**

As a cornerstone to ensuring fairness and justice in our community, the Criminal Justice Commission plays a key role at ensuring that racism and bias does not impact criminal justice outcomes. There is still much work to be done in this area from a federal, state and local level, however the goals listed in FY22 will help ensure that race does not become a key factor in the administration of justice. Approved.

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

*Faith Augustine* 4/19/2021  
Department Director Date:

*Amy Hess* 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: