

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: Emergency Services

Fiscal Year: FY2022

Completed By: Edward J. Meiman III, Executive Director

1. **Department Equity Vision Statement:** The Office of Emergency Services through its emergency response efforts, is committed to leading and assisting Louisville Metro Government in achieving its racial equity goals, by continuing to ensure that equity is reflected and applied across the Emergency Services organization.
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: Attract and hire a more diverse workforce reflective of the community in which we serve (% increase or goal #?)
 - 2) Goal # 2: Assure adequate staffing and levels of expertise are equitably distributed throughout the community at any given time of day.
 - 3) Goal # 3: Re-establish the Louisville Metro EMS Community Paramedicine Program to assist with underserved and marginalized communities.
 - 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: % increase in diverse workforce make-up
 - b. Goal #2 KPI: Staffing levels and available ambulance numbers throughout Louisville Metro
 - c. Goal #3 KPI: Establish Louisville Metro EMS Community Paramedicine Program 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)
 - b. Budgetary savings, revenues, expenses realized from the prior year:

6. Office of Equity Notes and Recommendations:

Approved. Louisville Metro Emergency Services plays a critical role in public safety in our community. The agency's commitment to equitable community engagement and efficiency of services to all Metro communities, demonstrates how equity is a core value of the operations of this agency. In addition, Metro Emergency Services continues to work with the Office of Equity on issues regarding equity in the COVID-19 pandemic response, recruitment and hiring, and public safety.

7. This equity impact statement was reviewed by:

Edward J. Meiman III 4/19/2021
Department Director Date:

Amy Hess 4/20/2021
Agency Chief Date:

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

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