

Louisville Metro Government Equity Impact Statement Fiscal Year 2022-2023

Pursuant to [LMCO 30.03](#) and Ordinance No. 19, Series 2021, all Metro agencies are required to complete an equity review for each departmental budget proposal, which provides the Metro Council with a holistic assessment of how equity is prioritized and addressed within department budgets. As a result, each department must develop an Equity Impact Statement every fiscal year. Please complete this form, include required signatures, and submit to the Office of Equity, no later than Friday, April 8th, 2022.

Name of Department: **Emergency Services**

1. Has this department implemented and utilized any Racial Equity Assessment Tool developed by the Office of Equity, the Center for Health Equity, or any other equity tool to determine whether budget requests and annual allocations benefit or burden communities or any person or population that has historically suffered under and been impacted by discriminatory practices, policies, and procedures? Yes No
If yes, please explain.

Emergency Services, by including more stakeholders, has begun to work with JCPS and future graduates to attract a more diverse workforce directly after graduation where young adults may not want to attend college and can be immediately trained and sent into the workforce by Emergency Services internally. By gathering data through school systems, we can establish a desire of future workers that could assist with ES Equity Goal #2

2. Has this department utilized information from any Racial Equity Assessment Toolkit or Racial Equity Impact Assessment Worksheet, or any other equity tool to advance equity and justice? Yes No
If yes, briefly explain the projects.

See answer to #1

3. Department Vision Statement. The Equity Vision Statement is an inspirational statement of the department’s idealistic future for equity meant to inform others on what the department believes, how it will behave, and what types of decisions it will make in the future. What is the published vision statement for this department?

Was there a change in the department’s Equity Vision Statement? Yes No

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

4. The Department Equity Goals. These are the conditions aimed to achieve in the community and within Louisville Metro Government to attain the outcome of the established Equity Vision (e.g., to train, serve, distribute). Please list the equity goals for this department for Fiscal Year 2022-2023 using the SMART Framework, the tool used to plan and achieve goals using the following elements- Specific, Measurable, Achievable, Relevant, and Time-based. Each element of the SMART Framework works together to create a goal that is carefully planned, clear, and trackable.

Was there a change in the department’s Equity Goals? Yes No

Emergency Services equity goals are a continuation from FY 22

(Revised 03/22)

- 1) Goal # 1: Attract and hire a more diverse workforce reflective of the community in which we serve
- 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 for underserved and marginalized communities.

5. Key Performance Indicators (KPIs) are a set of quantifiable measurements used to gage overall long-term performance. Key Performance Indicators are the critical indicators of progress toward an intended result and include points of measurements, such as input, output, activity, mechanisms, control, and/or time. Please list Key Performance Indicators related to your department goals:

Was there a change in the department's Key Performance Indicators? Yes No

- 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

6. Has the department's ability or inability to achieve the Equity Goals and/or perform according to the Equity Vision State or meet Equity Goals been noted in the subsequent proposed budget? Yes No

Continued funding for the development of the Community Paramedicine Program was requested for FY 23. This will go hand in hand with the current fiscal years budget considering the start of the pilot programs including the Crisis Call Diversion, Mobile Crisis Response Team and the Nurse Triage Program. Both of these programs have significant potential to assist with underserved portions of the community.

7. Were the Equity Goals from Fiscal Year 2021-2022 Accomplished? Yes No

Please list the stated equity goals for this department that were not accomplished.

- 1) Goal # 1: (*Unsuccessful*) Attract and hire a more diverse workforce reflective of the community in which we serve – We continue to struggle attracting a diverse workforce even though recruiting has taken place to do so
- 2) Goal # 2: (*Successful*) Assure adequate staffing and levels of expertise are equitably distributed throughout the community at any given time of day. – As far as EMS, success has been better distributing more resources throughout the community.


3) Goal # 3: (Unsuccessful, will continue in FY23) Re-establish the Louisville Metro EMS Community Paramedicine Program for underserved and marginalized communities – This program, with the turnover of trained members has not continued although planned training for new individuals will take place in FY23 to assist with the current Crisis Call Diversion and Nurse Triage Programs.


8. Please include the specific dollar amounts from the budget as a measure of expenses, savings, and revenue generated.

Continued funding for Diversion Programs.

9. Office of Equity Notes and Recommendations:

Emergency Services utilized the Equity Toolkit only to the extent of working with JCPS to attract future emergency services workers with partial success in accomplishing equity goals. We recommend full utilization of the Equity Tool to analyze changes, new ideas, policies, initiatives, and programs to mitigate unintended consequences and help advance racial equity. The department plays an important role in Louisville Metro and must remain at the forefront of racial equity work.

10. This Equity Impact Statement was REVIEWED by:  MAY 1, 2022
Department Director Date

11. This Equity Impact Statement was APPROVED by: DocuSigned by:

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Agency Chief Date

12. This Equity Impact Statement was APPROVED by:  5/25/2022
Chief Equity Officer Date