

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 Facilities and Fleet Management

Fiscal Year: FY22

Completed By: Mark Zoeller, Director, Office of Facilities and Fleet Management

1. **Department Equity Vision Statement:** Facilities and Fleet Management is committed to creating a culture of equity by addressing policies, procedures, and practices, and budget expenditures that prevent employees and residents from achieving their full human potential.
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: Increase spending with MFDDBE's by 10% in FY22
 - 2) Goal # 2: Adopt and integrate equity tools into the Facilities and Fleet recruiting and hiring process.
 - 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?
4.
 - a. Goal #1 KPI: The percentage increase in the budget spend with MFDDBE's in FY22.
 - b. Goal #2 KPI: The number of new equity tools that have been integrated into the Facilities and Fleet recruiting and hiring process.
5. **Prior year goal assessment: (Outcomes from the prior fiscal year)** N/A for FY22
6. **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

7. Office of Equity Notes and Recommendations:

Louisville Metro Fleet and Facilities has presented a racial equity plan that is consistent with the overall goals of Louisville Metro Government when it comes to equity and inclusion. Recommend approval.

8. This equity impact statement was reviewed by:

Mark Boeller 4/19/2021
Department Director Date:

Angy Gibson 4/19/2021
Agency Chief Date:

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

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