

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: OFFICE OF FACILITIES & FLEET MANAGEMENT

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.

The Office of Facilities & Fleet Management tracks MFDDBE spend using Power BI. Using this tool, we have been able to import data from FY 19 to present to track our progress.

In addition, F&F works regularly with the Purchasing Department to recruit new vendors and contractors when projects are identified.

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.

In addition to the Power BI data set mentioned above, the department is working closely with the Human Relations Commission to identify and engage qualified minority, female, disabled business enterprises (MFDDBEs). Additionally, the department is working with Human Resources, advocacy groups and other governmental agencies to formulate strategies and implement programs and services that will integrate equity into our recruiting and hiring process.

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

No changes for FY23

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

No changes for FY23

5. Key Performance Indicators (KPIs) are a set of quantifiable measurements used to gauge 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

Goal #1 KPI: The percentage increase in the budget spend with MFDBE's in FY22.

Goal #2 KPI: The number of new equity tools that have been integrated into the Facilities and Fleet recruiting and hiring process.

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

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.

In F21, F&F saw a 14% increase in spend with MFDBE contractors and vendors. Data is still being gathered for FY 22.

In FY22, F&F attended a Human Resource Job Fair, posted F&F open positions at the Urban League and Kentuckiana Works, as well as collaborated with the Kentucky Builds program to seek qualified MFDB's.

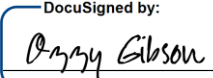
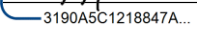
8. Please include the specific dollar amounts from the budget as a measure of expenses, savings, and revenue generated.


In FY 21, F&F spent approximately \$3,690,000 with MFDBE contractors/vendors. Data for FY22 is still being gathered.

9. Office of Equity Notes and Recommendations:

Fleet and Facilities has indicated no change in the vision statement or goals from the previous year and has made progress recruiting MFDBEs, while spending with MFDBEs was up in 2021 but continues to gather data, work on formulating a strategy for recruitment and hiring of personnel. We recommend the department complete the plan of action for hiring a diverse staff and an equitable promotion and retention strategy, along with greater use of the Racial Equity Tool in decision making, collaborate with other departments on personnel issues, and continue the good work.

1. This Equity Impact Statement was REVIEWED by:  4/21/2022
 Department  Date

2. This Equity Impact Statement was APPROVED by:  4/21/2022
 Department  Date

A rectangular box containing a handwritten signature in black ink that reads "Michael J. Macko".

04/22/22

3. This Equity Impact Statement was APPROVED by: _____
Chief Equity Officer Date