

## **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:** Human Resources

**Fiscal Year:** 2022

**Completed By:** Ernestine Booth-Henry, Director Louisville Metro Human Resources

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

The Louisville Metro Human Resources Department is committed to achieving the racial equity goals of Louisville Metro Government through ensuring equitable hiring and retention practices across all Metro departments, to help create and maintain a diverse workforce that is highly skilled and that reflects the demographics of our city while promoting a culture of inclusivity for both Metro employees and the community that we serve.

### **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: Analyze Metro department demographics comparative to Louisville Metro's Statistical Area (MSA) as reported in Census Bureau data by the end of FY22.
- 2) Goal #2: Assist Metro departments in developing departmental plans for promoting alignment with MSA data by the end of FY23.
- 3) Goal #3: Analyze completion percentage of mandatory diversity trainings by department by the end of FY22.
- 4) Goal #4: Assist Metro departments in developing plans for ensuring the completion of the mandatory diversity trainings by department by end of 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: Collect the department data, as determined by alignment gap analysis, for each department and compare it to the demographics of Louisville Metro, as reported by the most recent Census Bureau data.
- b. Goal #2 KPI: Percentage of Metro departments with hiring plans developed by end of FY22.
- c. Goal #3 KPI: Bi-annual review of training completion data to report completion percentage to each Metro department.
- d. Goal #4 KPI: Percentage of Metro departments with training completion plans developed by end of 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:
- b. Budgetary savings, revenues, expenses realized from the prior year:

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

Metro HR is a key partner with the Office of Equity in the creation and implementation of equity initiatives and tools for Metro employees. The employee demographic data that HR intends to collect and analyze in FY22, will play a crucial role in how Louisville Metro Government will address any racial inequities in recruitment, hiring, retention, salary and promotion for Metro employees, and the Office of Equity recommends approval.

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

Ernestine Booth-Henry 4/20/2021  
Department Director      Date:

Daniel Frockt 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: