

Advancing Racial Equity for Black Louisville

In light of the tragic death of Breonna Taylor and recognizing the imperative need to address the impacts of racism and dismantle systemic racism, Mayor Greg Fischer is issuing an executive order declaring racism as a public health crisis to acknowledge and address the societal, physical and mental health impacts on Black residents and all Louisvillians. In addition, the Mayor is pursuing a robust state legislative agenda that includes changes to promote transparency and accountability in police-involved disciplinary matters, equity initiatives, bail reform and voting rights. In addition, many of these steps will take budget approval from the Metro Council. This plan, which includes several strategies that can be accomplished in Mayor Fischer's remaining two years in office but many that will require additional time to complete, will be monitored and include community input in internal and external programmatic and policy work. Mayor Fischer's strategy includes the following seven areas of work:

*** GOAL: Reimagine public safety**
by working with the community and Louisville Metro Police Department on reform so that every Louisvillian feels safe and secure in every corner of Louisville, and police are community-oriented, accountable, transparent guardians.

ACTION STEPS:

- **Recruit a police chief to build a culture of guardianship and corresponding budget reallocation.**
- **Implement applicable findings of Hilliard Heintz top-to-bottom review of LMPD in addition to:**
 - o All reforms in the Breonna Taylor Settlement Agreement – Of the nine reforms, three have been completed (search warrant policy reform, seizing currency policy reform, and adding documentation to an officer's file if they leave while under investigation). Items which remain outstanding include: full implementation of an early warning system; annual drug testing; expansion of records in personnel files; retention of social workers; incentives for community volunteering; and a housing credit program.
 - o Diversity in LMPD – Hillard Heintze is conducting a review of hiring/recruitment with an emphasis on how to improve LMPD's police officer workforce diversity. Promotional practices should be reviewed, as well. LMG will use this review to increase the recruitment, hiring and promotion of women, Black, and minority police officers to ensure the Department better reflects the demographics of the community it serves. Provide competitive pay and benefits to attract and retain top talent.
 - o Community Policing – Develop new ways to partner with community organizations and build trust to proactively address the conditions that give rise to public safety issues and impact police legitimacy.
 - o Accountability/Transparency – Officers should lose their certification for serious misconduct and LMG will support a national database for officer certification so all departments can be notified if an officer has lost his/her certification in any jurisdiction.
 - o Promote Mental Health/Wellness of Officers – Support new law, policies and state funding streams to promote mental wellness among officers, including making it a crime to attempt to "blind" an officer with a "laser light device" and criminalizing the practice of "doxing" (maliciously publishing the personally identifying information of) a public official.



- **Begin Group Violence Intervention (GVI) strategy to reduce violent crime and homicides.**
- **Create an independent Civilian Review Board and Office of Inspector General and advocate for subpoena power.**
- **Implement an Office for Safe and Healthy Neighborhoods plan that values the power of youth, aligns with LMPD and creates partnerships with philanthropy and national organizations to lift up Black youth.**
- **Develop robust behavioral health response teams to provide non-enforcement response options.**
- **Develop incentives for LMPD Officers to reside in designated Louisville census tracts.**
- **Advocate for amending KRS 67C to increase accountability and transparency especially in pending internal disciplinary cases.**
- **Allocate additional funding for diversion programs for non-violent offenders and those suffering from substance abuse.**
- **Review Public Safety needs within the community and present a multiple-year road map to address such needs, with an emphasis on cultural competency, equity, mental health and technology.**
- **Invest in intervention, prevention, and re-entry strategies to increase protective factors or buffers (connecting individuals to resources they need) that decrease the likelihood of someone being involved in or exposed to violence, for example Hospital-Based Violence Interruption programs.**
- **Invest in youth capacity and job readiness to reduce the risk of committing or receiving violence.**





GOAL: Support children and families

through Evolve502 by providing every child with wrap-around personal supports and a college scholarship to Jefferson Community and Technical College (JCTC) or Simmons College, with an emphasis on Black and low-income Louisvillians.

ACTION STEPS:

- Partner with and support Evolve502 so every child has wrap-around personal support. Work with Evolve502 to partner with local and grassroots organizations to address the education divide amongst minorities with an emphasis on Black and low-income Louisvillians. Promote Evolve502 Promise Scholarship so there is no financial barrier to a post-secondary degree or credential, and promote Simmons College of Kentucky through Evolve502 with tuition assistance and scholarships.
- Expand Louisville Metro Government’s access to the United Community Platform to enhance navigation of services so that it is a seamless network that connects residents to services.
- Support NTI Hubs with PPE needs. Metro Government is providing \$735,000 to help Evolve502 address PPE and student learning needs at NTI Hubs.
- Establish a community-supported plan so every home has broadband and Wi-Fi access.



GOAL: Increase Black Employment

in the jobs of Louisville’s future by investing in tech training, the Future of Work (FWI) initiative and SummerWorks. Address the Black pay gap and lack of Black talent in professional/ managerial/ technical jobs and ensure Metro Government employment reflects the city’s demographics.

ACTION STEPS:

- Establish goals, strategies and tactics to increase Black professional/managerial/ technical jobs from 6% to be reflective of community’s 22%. Double the projected growth of professional/managerial/technical jobs between 2020 – 2025, including increasing the number of these positions held by Black Louisvillians to work toward population parity.
- Continue public and private support for SummerWorks to provide training and jobs for youth between the ages of 16 and 21.
- Develop recruitment strategies to ensure all Metro Government departments and overall Metro leadership are reflective of the community’s 22% of Black Louisvillians.
- Expand the Future of Work Initiative (FWI) to create the foundation for a sustainable data economy ecosystem by increasing data credentials, encouraging companies to create and maintain dedicated data positions, and developing Louisville as a hub for Artificial Intelligence (AI). Increase tech training opportunities.





GOAL: Build Black Wealth

by increasing and supporting Black-owned businesses through financing, technical assistance, and business networking; increasing Black home ownership through down payment assistance, financing, and other supports; promote an increase in the minimum wage, and advocate for Congressional action on reparations.

ACTION STEPS:

- **Assist small Black-owned businesses with access to capital and support pathways to entrepreneurship through training, assistance and access to opportunities.**
- **Support Small Business Resource Partners, Community Development Corporations, and other Community-Based Organizations supporting small businesses through technical assistance, capital access, and business development.**
- **Allocate \$27.6 million for small business recovery support.**
- **Examine Minority, Women, and Disadvantaged Business Enterprise (MWDBE) and LGBTQ+ certification requirements to remove barriers to entry and implement alternatives to increase procurement.**
- **Increase assistance to start-up and small businesses and build Black wealth creation through a community task force addressing increased MWDBE participation in \$5 billion of capital construction expected during 2021-2025.**
- **Advocate for state and federal legislation to transition the current minimum wage to a living wage.**
- **Support federal legislation HR-40 to establish a commission to study and develop a reparations proposal for African Americans.**





GOAL: Invest in affordable housing throughout all areas of Louisville Metro and restore disinvested neighborhoods

through eviction prevention, homeownership programs, and anti-displacement initiatives to support current homeowners. Louisville Metro will maintain its commitment to affirmatively furthering fair housing by continuing to identify and eliminate barriers to housing choice, and by taking meaningful actions to overcome patterns of exclusion and fostering inclusive communities.

ACTION STEPS:

- **Invest \$21.2 Million to combat evictions and homelessness.**
- **Under the pilot program “My Louisville HOME”, designed to improve homeownership rates in west Louisville, LMG will rehab vacant properties acquired by the Landbank and sell directly to homebuyers who will occupy the homes.**
- **Invest in current homeowners and improvements to infrastructure/amenities in historically disinvested neighborhoods without displacement.**
- **Begin communitywide review process of the Land Development Code to identify and address land use regulations and policies that have inequitable impacts on Louisville residents; implement applicable reforms.**
- **Double funding for the Affordable Housing Trust to address 30% AMI, from the current \$10 million to \$20 million.**
- **Develop and implement a rental equity program for projects funded with federal, state or local funds.**
- **Increase down payment assistance and increase funding to partners conducting homeownership counseling that support increased home ownership rates.**





GOAL: Address the health impacts of racism

and the significant inequities that have once again been highlighted by the COVID-19 pandemic. Metro will examine the need for increased trauma resilient care through understanding, anticipating, and responding to the impact that racial trauma can have, and will stress the importance of equitable access to mental health treatments in response to these historical traumas.

ACTION STEPS:

- Continue to work to minimize the impact of COVID-19 and address racial health disparities. This includes working with a variety of community partners to provide more virus testing in the Black community; provide education resources and testing sites that are more accessible to members of our Latinx community; and, once a vaccine is available, work to ensure vaccine distribution is targeted to our high-risk, most vulnerable populations, as well as areas with the highest incident rate.
- Complete a Request for Proposal to operate a community grocery to provide greater access to nutritious foods. Evaluate community grocery feasibility to include construction and internal operations.
- Complete Trauma Resilient Care training for the community and organizations.
- Launch marketing campaign targeted at Black Louisville to reduce stigma of mental health treatment.
- Develop robust behavioral health response teams to provide non-enforcement response options.
- Increase advocacy and education around Environment Health in heavily industrialized areas including areas where there are high rates of commercial and or high-density traffic.



GOAL: Work to eliminate barriers to voting and enhance voter participation activities, including advocating for the restoration of voting rights and supporting early voting efforts.

ACTION STEPS:

- Advocate for a change in state law for restoration of voting rights to those who have paid their debt to society.
- Support efforts to allow mail-in ballot options for every election, early voting expansion, and other initiatives to ensure everyone has an opportunity to vote.
- Increase Get Out the Vote efforts by working with grassroots agencies on dismantling systemic voter suppression issues.

