

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 Management & Budget

Fiscal Year: FY22

Completed By: Daniel Frockt, Monica Harmon, Angela Dunn, Aaron Jackson, Joel Neaveill, Robin Berry, Richard Champion, Christal Bouknight

1. Department Equity Vision Statement:

OMB remains committed to equity by providing excellent customer service through trust, respect, and responsiveness through utilization of equity tools and processes while maintaining our focus on fiscal responsibility, integrity, and transparency.

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: Evaluate implicit bias in OMB hiring practices.
- #2: Train OMB personnel to mitigate any identified implicit bias for future OMB hiring practices.
- #3: Continue OMB efforts with structural racism cohorts to improve internal agency staffs' understanding of structural racism.
- #4: Carry on review of Purchasing Policy to identify equity barriers in conjunction with a multi-department strategic procurement committee.
- #5: In conjunction with the required annual review of all OMB policies, these policies and procedures will also be reviewed through an equity lens.
- #6: Maintain a record of referral efforts of all self-identified minority, women, disabled, or LGBTQ owned businesses that register to bid for LMG contracts to the Human Relations Commission (HRC) for potential certification.

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?

#1 and #2: Percentage of hiring supervisors and above who have been further trained to mitigate implicit bias during FY22.

#3: Add at least two more cohorts to this Center for Health Equity-based curriculum of at least another 12 people during FY22.

#4: Review 100% of the Purchasing Policy with the goal of cataloging existing barriers, assessing their relative high effort / high impact designations, and identify stakeholders and tasks necessary to overcome those barriers. Confirm adherence to the three-quote process at a 90% or greater level of compliance.

#5: Review 100% of OMB policies and procedures during FY22 through the equity lens with a focus on public-facing policies and note equity as a reason for change (or non-change) where appropriate.

#6: # of referrals of self-identified businesses to the Human Relations Commission for certification.

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: (Specific allocation)
- b. Budgetary savings, revenues, and expenses realized from the prior year.

6. Office of Equity Notes and Recommendations:

7. This equity impact statement was reviewed by:

Monica Harmon 4/27/2021
Department Director Date:

Daniel Prock 4/27/2021
Agency Chief Date:

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

Kendall Boyd 4/27/2021

Chief Equity Officer

Date: