

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 Equity

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 Equity has both used an abbreviated version of the Racial Equity Assessment Tool in more common decision and policy making, and instructed other departments in utilization of the Racial Equity Assessment Tool and Questionnaire.

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.

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

The Office of Equity Vision Statement remains: "The Office of Equity is committed to leading and assisting Louisville Metro Government in achieving it's racial equity goals, in which our efforts of racial equity can create a government and a community where race does not predict one's quality of life, and where equity is reflected across all institutions of Louisville Metro."

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

The Office of Equity Racial Equity Goals are: Goal #1: Operationalize utilization of equity tools within FY22; Goal #2: Performing and hosting quarterly equity trainings for Metro agencies in FY22; Goal #3: Create opportunity for minority, female, disabled owned business enterprises (MFDBES), by implementing new policies, programs and initiatives in FY22; Goal #4: Have monthly events around dialogue regarding race and racism in calendar year 2022; and Goal #5: Create an equity dashboard for all Metro agencies in FY22.

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

The Office of Equity Key Performance Indicators were: Goal #1 KPI: All Metro agencies have been trained on and are utilizing equity tools by the end of FY22; Goal #2 KPI: Minimum of at least one (1) training for Metro agencies during the quarter; Goal #3 KPI: Number of new or amended policies, programs and initiatives around MFDBE opportunities that are implemented FY22; Goal #4 KPI: Number of Lean Into Louisville events held in FY22; and Goal #5 KPI: Implement the equity dashboard for all Metro agencies. 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.

Yes, partially. Overt the past 2 years, all Metro agencies were trained on use of the Racial Equity Tool and most using the tool; we were unable to conduct quarterly trainings due to staffing shortages; there were new and amended policies, programs and initiatives around MFDBE opportunities implemented, which has resulted in a record high 351 certified MFDBES; increased number of Lean Into Louisville (and Office for women) events; and implement a One Shop Equity Shop for all Metro.

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

The entirety of the Office of Equity budget is dedicated to ensuring that the policies and practices throughout Louisville Metro Government align with the mayor's commitment to improving racial equity in the city.

9. Office of Equity Notes and Recommendations:

It is recommended that the Office of Equity develop a training (virtual or in person) mechanism for consistent training of all LMG employees on use of the Racial Equity Tool to further normalize, operationalize, and organize as recommended by GARE; devote more efforts to certifying greater numbers of MFDBES particularly in constructions; continue Lean Into Louisville events and panel discussions; fully implement the office for women strategic plan and the Truth and Transformation Initiative; and provide more support to all LMG agencies with equity efforts.

10. This Equity Impact Statement was REVIEWED by: Michael Meeks 4/29/2022
Department Director Date

11. This Equity Impact Statement was APPROVED by: Michael Meeks 4/29/2022
Agency Chief Date

12. This Equity Impact Statement was APPROVED by: Michael Meeks 4/29/2022
Chief Equity Officer Date