

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 for Safe & Healthy Neighborhoods

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 steps outlined in the proposal process are the natural flow of decision-making regarding initiatives and/or programming for the office. Because our focus is on historically marginalized communities of color, we're heavy on engaging those impacted by the work that we do and attempting to create an equitable power balance between community and OSHN. We can't really do our work without what is outlined in the toolkit; a focus on structural violence in our mission grounds us in racial equity.

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

Address structural and interpersonal violence by working with and within multiple sectors of the community to examine root causes and deploy strategies that are comprehensive, evidence based, socially just, and grounded in the public health approach to violence prevention.

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

Goal # 1: Connect 450 individuals [from historically marginalized communities] who have been placed at risk for violence perpetration and/or victimization with needed resources in FY23.

Goal # 2: Provide trauma therapy to at least 400 children and families [from historically marginalized communities] affected by trauma, systemic inequities, violence and unrest by 2023.

Goal # 3: Mobilize the community for violence prevention, having at least 30 entities and 100 individuals collectively [and consistently] impact shared obj

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

Goal #1 KPI: Number of individuals connected to resources through strategic engagement and outreach initiatives.

Goal #2 KPI: Number of youth and families provided with therapy through the TRC initiative.

Goal #3 KPI: Number of individuals and organizations responding to identified objectives for violence prevention through community-based prevention work.

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.

NA

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

Our entire budget is geared towards equity.

9. Office of Equity Notes and Recommendations:

The Office of Safe and Healthy Neighborhoods utilizes the Racial Equity Tool in the course of their work in historically marginalized communities. OSHN continues to be a key community partner for outreach to marginalized communities that seek these equitable outcomes. We recommend closer partnership with the Office of Equity and continued equity work. All efforts and their entire budget are dedicated to equity work.

10. This Equity Impact Statement was REVIEWED by: Monique Williams 5/4/2022
Department Director Date

11. This Equity Impact Statement was APPROVED by: Keith Talley 5/4/2022
Agency Chief Date

12. This Equity Impact Statement was APPROVED by: Michael Meeks 5/4/2022
Chief Equity Officer Date