

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: Louisville Parks and Recreation

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.

we utilized the toolkit during the decision-making process regarding the future use of the Cherokee Park Loop Road. we also are currently utilizing the kit relating to the public meeting process and future of Cherokee Golf Course.

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
Besides the above references, we are utilizing these resources as part of the Parks for All project.

In Process

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

Louisville Parks and Recreation is committed to creating and promoting inclusion. Our aim is to ensure that everyone has equal access to all the benefits, programs and services the department offers. This includes Louisville residents who have been historically marginalized, including those with physical or cognitive disabilities, the LGBTQ community, racial and ethnic minorities, and newly naturalized citizens, refugees and immigrants.

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

#1: Create greater awareness of the west Louisville Outdoor Recreation Initiative.

#2: Increase outreach to the marginalized in our community to improve usage of programs and facilities. #3: Hire an equity manager FY23. #4: Add 2,000 trees to the city's canopy during FY23. #5: Increase the hiring of international employees by 5% in FY23. #6: Provide expanded operating hours at Louisville Parks and Recreation's community centers beginning Summer 2022. #7: Continue to work with the Parks Alliance of Louisville's assessment team to identify gaps in equitable investments and programs in parks/programming during FY23.

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: track press releases, contacts with community leaders, attendance at public meetings and metrics relating to social media posts relating to this GOAL. GOAL #2 KPI: assess public outreach strategy to these communities and determine effectiveness by end of FY 23. GOAL #3 KPI: complete hire of equity manager. GOAL #4 KPI: number of trees planted. GOAL #5 KPI: % of employees hired. GOAL #6 KPI: number of expanded hours at centers. GOAL #7 KPI: identify weaknesses/gaps in equitable investment. 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.

GOAL #2: Designate all Louisville Parks and Recreation community centers as LGBTQ-friendly during FY2022 and designate one community center as the hub for LGBTQ programming. GOAL #3: Provide for green spaces, additional tree canopy and reduces the health impacts of urban heat islands by planting 3,500 trees in FY 22. GOAL #7: In FY22, ensure that every public park in Louisville Metro has adequate provisions for citizens.

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


- #1: N/A #2: N/A
- #3: N/A #4: Plant 2,000 trees (\$600,000 budgeted)
- #5 N/A #6: \$412,0000
- #7: N/A

9. Office of Equity Notes and Recommendations:

Louisville Metro Parks and Recreation utilizes the Racial Equity Tool with all projects and has a healthy list of equity goals. We recommend Parks and Recreation address the concerns expressed in the past over perceived inequities in public parks, and park facilities, maintenance, and amenities, and any perceived inequities within the Metro Parks and Recreation staff. The department has trained or retrained all staff members in Advancing Racial Equity, but we also recommend that the department continue efforts to address any racial inequities in recruitment, hiring, retention, salary and promotion.

10. This Equity Impact Statement was REVIEWED by: Margaret Brosko 5/5/2022
Department Director Date

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

12. This Equity Impact Statement was APPROVED by:  5/9/2022
Chief Equity Officer Date