

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: Public works & Assets

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.

Encourage all employees to become more financially astute (retirement awareness)

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:
Paving projects: (\$20+ million) do not have any minority vendors, only subcontractors like Seven Seas that does the sidewalks and ramp installation and repairs.

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
Having a vision and having enough minority contractors for our largest contracts has been the difficulty. We had suggested a minority contractor incubator to increase opportunity.

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. Internally we have done well to increase employee promotional opportunities
2. Regardless of SMART framework, you have to have contractors to fill the void.
3. We can track contracts but you still have to have contractors to increase % of contract awards

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

1. Number of minority contractors and subcontractors for paving and sidewalks and Capital projects.
2. Increase of minority contract award amount from year to year.

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.

Increase of minority contractors

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

N/A

9. Office of Equity Notes and Recommendations:

Public works and Assets likely needs assistance and training with use of the Racial Equity Toolkit. The pressing need for MFDBES is understood and is being addressed by other agencies, but appropriate use of the toolkit will provided the department with both internal and external tools for advancing equity and justice. We recommend use of the Racial Equity toolkit in all major decision-making of the department, the creation of goals and KPI's, and collaboration with other agencies to help find a solution to the lack of MFDBES.

10. This Equity Impact Statement was REVIEWED by: Vanessa Burns 5/11/2022
 Department Director Date

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

12. This Equity Impact Statement was APPROVED by: Michael Meeks 5/13/2022
 Chief Equity Officer Date