

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 Resilience and Community Services

Fiscal Year: FY22

Completed By: Director Tameka Laird, Assistant Director Juan Moran, Executive Administrators Andy Bates and Faith Aeilts, RCS Management Team and RCS Ad Hoc Equity Committee

1. Department Equity Vision Statement:

As Louisville's Community Action Agency, the Office of Resilience and Community Services respects Louisville's cultural diversity. It, therefore, works to achieve racial equity through its efforts to help its most vulnerable residents stabilize, sustain, and promote self-sufficiency in their education, employment, housing, sustenance, personal finances, and overall quality of life.

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) Goal # 1: Operationalize use of equity tools within FY22.
- 2) Goal # 2: Provide equity training for RCS personnel in FY22.
- 3) Goal # 3: Ensure that RCS Racial Equity workgroup is functional.
- 4) Goal # 4: RCS will strive to reduce the socio-economic disparities experienced by racial minority residents eligible for services.

- b. Racial Equity Toolkit analysis: Each program in RCS is completing a specific racial equity toolkit.

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?

- a. Goal #1 KPI: Successful completion of equity tool operationalization
 - 1) Number of programs/divisions that have completed racial equity toolkit. Goal: 100% in FY22.
 - 2) Number of updated policies and procedures that reflect equitable performance in delivering services. Goal to be determined FY22.
- b. Goal #2 KPI: Number employees that completed at least one racial equity training session. Goal: 90% in FY22
- c. Goal # 3 KPI: Racial equity workgroup meets monthly.
 - 1) Development of equitable evaluation of departmental goals
- d. Goal # 4 KPI: Percentage of racial minority participants in RCS programs equals or exceeds the percentage of racial minorities in poverty in Jefferson County

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, expenses realized from the prior year:

6. Office of Equity Notes and Recommendations:

The Office and Resilience and Community Services will adopt and implement some very critical racial equity tools that are consistent with Louisville Metro’s racial equity action plan. Approved.

7. This equity impact statement was reviewed by:

<i>Tameka Laird</i>	4/19/2021
Department	Date:

<i>Vincent James</i>	4/19/2021
Agency Chief	Date:

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

<i>Kendall Boyd</i>	4/20/2021
Chief Equity Officer	Date:

More info:

How does your requested budget advance racial equity?

Before enacting of Ordinance No. 19, Series 2021, as the Community Action Agency of LouisvilleMetro, the Office of Resilience and Community Services (RCS) programs have been committed to helping Louisville’s historically marginalized communities. To elevate our current efforts, we know that staff needs to understand racial equity more and develop and implement strategies that close the wealth, education, housing, and quality of life gaps amongst our clientele.

RCS’s FY22 budget advances racial equity by implementing racial equity tools across all programs. RCS serves low to moderate- income households across Jefferson County, particularly those households that are at or below the 125% poverty level. In advancing racial equity, RCS staff need to be trained on understanding racial equity. The training increases the team ability to achieve equity from direct services to program policies and employee management.

RCS will also review personnel and create plans to improve hiring and retaining minorities, equal pay opportunities, and promotional opportunities. The requested budget programs continue to allow RCS to be proactive in ensuring households with low to moderate- income

are stable and can sustain and become self-sufficient in some of the most vulnerable communities/neighborhoods (i.e., providing financial empowerment, job training, education, and various tangible resources and assistance).

What can you identify as part of your agency's racial equity goals, will be impacted by this budget request?

The first RCS racial equity goal impacted by this budget request would be equity training for RCS personnel in FY22. While the dollar amount is uncertain, an estimate of \$15,000 should be sufficient to explore different phases of training needs. The racial equity trainings will be mandatory to ensure personnel is trained appropriately to reduce or prevent unconscious bias toward the individuals RCS serves.

Secondly, utilizing the equity tools and identifying the percentage of minorities served could impact the budget by implementing of structure changes and new policies. This could create the need for a holistic approach toward serving the communities by meeting the

communities/neighborhoods “where they are.” Recent structure changes could result in new staff hiring, a promotional opportunity for existing staff, and operational expenses. (i.e., See attachment of OYD Expansion)

In particular, the expansion of the Office of Youth Development will help RCS reach more youth through our initiatives. We would be able to connect Opportunity Youth to more education and employment opportunities and decrease the city’s disconnection rate. The expansion will allow for Louisville Metro to create a shared youth plan with community and community partners and compete with other municipalities and lead in addressing racial equity issues amongst our most vulnerable youth.

Is there anything in your agency strategic plan budget or operations, that would impact (positively or negatively) your efforts at achieving your agency’s racial equity goals? Have you considered the impacts on underserved and marginalized communities in the development of your budget?

One threat to RCS’s accurate and timely reporting of progress toward any equity goal is the manual and disconnected grants management process currently in place. RCS has requested funding to pilot a grants management system to centralize funding agreements with external partners. The request will improve the coordination between Metro departments and improve RCS’ ability to report on outcomes from local efforts.

Granting RCS’ budget request would allow the Office to improve its grant administration procedures. RCS’s internal programs and services are tracked with a database required by a state funding source. RCS provides millions of dollars annually to external not-for-profit service providers in the community through a various funding sources. However, RCS’s current budget does not allow for the integrated administration of these external grants, including the Homelessness Task Force Initiative, Systems Involved Youth Initiative, Neighborhood Development Funds, and the annual External Agency fund process. All the external grants rely on disjointed software solutions or manual processes that delay financial payments and complicate the tracking of outcomes.

Investing in a grants management system like Neighborly, Submittable, SurveyMonkey’s Apply, eCivics, or another vendor will help the entire Metro Government enterprise better track grants throughout the project life cycle – applications through outcome reporting. The existing state relies on a complicated means of communication between RCS and Develop Louisville, the Office of Management and Budget, Metro Council, and all other stakeholders to perform what could be completed natively manually. The manual and decentralized workflow currently in place reduces availability capacity study or improves equity-related impacts.

Are there deficiencies in your agency budget that inhibit your agency's achievement of racialequity goals? Please provide details.

Currently, not all staff have received training on racial equity. This hinders the ability to advance if the staff are not adequately trained around unconscious bias. Staff training for staff is vital to ensure the agency achieves racial equity goals. Also, the disconnected data platforms are used to track program outcomes. i.e., SurveyMonkey and Excel spreadsheet-based reporting currently in place vs. a formal Grants Management System.

How does your agency's requested budget support racial equity in hiring, retention, promotion, and training? How is your agency specifically performing outreach for consideration for hiring into your agency, and what is needed for your agency's budget to achieve more equity in hiring?

Annually, RCS review the Workforce Demographics Dashboard of minorities hired that supports equity hiring and training. RCS needs to revisit our retention percentage and promotional support efforts. Current outreach equity in place includes posting jobs via social media and marketing job opportunities to demographics subpopulations. To achieve more equity in hiring, RCS will continue to follow HR policies and utilize the racial equity tool kit in FY22 to identify expansion and improvement efforts.

Over the past fiscal year, has there been any significant realignments or changes made to your agency's budget? If so, how did or how would these changes impact your goals around racial equity?

Yes, there have been several increases within the RCS budget due to COVID-19. RCS has received several federal funding opportunities, increase general funds and privately donated funds. Funding provided has been made available to all households across Jefferson County regardless of income and based on AMI's at 80% or lower to aid with assistance with food, utilities, rent, mortgages, and childcare (all due to COVID-19).

Impact to Jefferson County households include job loss, food & utility insecurities, reduce work hours, childcare, and overall hardship) These funding allocations were provided based on demonstrated needs centered around Jefferson county's most vulnerable populations.

Were there any realized impacts on communities of color and historically marginalized populations?

Yes, there were significant impacts on communities of color and historically marginalized populations due to increased evictions, job loss, NTI for children in school, and increased household expenditures. Now, these households are faced with the road to recovery, needing new jobs, training, and education, the need for ongoing assistance, and concerns that when the moratorium is lifted, there could be a possible increase in evictions. An additional concern is



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that vaccinations are made available to ensure health and safety within these underserved communities/neighborhoods are being met.

If your agency has capital assets, how does your budget request take into consideration intergenerational equity ensuring that those who are currently benefiting from the service are paying for its upkeep versus placing the financial burden on future generations?

Office of Resilience and Community Services possesses no capital assets.

How does your agency's budget create contracting opportunities for minority, female, disabled business enterprises (MFDBEs)? Has your agency utilized MFDBEs for your procurement and contracting needs over the past fiscal years? Does your agency have defined goals around increased utilization of MFDBE's over the next fiscal year?

RCS follows the Office of Management and Budget procurement policy. All Request for Proposals (RFP) and Notice of Funding Available (NOFA) allow opportunities for MFDBE to contract with RCS.

How has your agency engaged the community in gathering data and information regarding your requested budget? How does this budget build your agency's capacity to engage with and include communities most impacted by inequities? (e.g. improve leadership opportunities, advisory committees, commissions, targeted community meetings, stakeholder groups, increased outreach, etc.)

Community Needs Assessment Poll Online surveys and customer satisfaction surveys RCS has engaged the community in gathering data and information on programs and services needed for clients RCS serves.

Also, when clients apply for services, RCS can capture and compile data on assistance provided for some of the most vulnerable populations in Jefferson County.

This data then can be utilized to make data-driven decisions on identifying programs and services for communities/neighborhoods that are primarily impacted by inequities.

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