

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 Resilience and Community Services

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.

RCS utilizes the Racial Equity Assessment Tool developed by the Office of Equity.

The budget request benefits communities or any person or population that has historically suffered under and been impacted by discriminatory practices, policies, and procedures, through the continuation of supportive services and assistance programs for low-income households:

- Eviction Prevention Assistance*
- Utility Assistance,*
- Neighborhood Place Care Program*
- Financial Empowerment Center*

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.

Yes, 100% of RCS divisions have completed the Racial Equity Toolkit. Divisional learnings were incorporated and utilized in the development of RCS' FY23 Strategic Plan. Several divisions have comprehensively considered toolkit learnings in departmental functions and services.

Highlighted example: *The Office of Financial Empowerment (OFE) with RCS has specifically utilized the toolkit and learnings in the planning and implementation of the new Louisville Financial Empowerment Center (FEC). The Louisville FEC will create financial counseling as a public service to assist residents with banking, savings, debt, and credit. The FEC will create accessibility and opportunity for all residents – breaking the pattern of inaccessibility of professional financial services. FEC's purpose is an equity strategy by nature. OFE utilized the racial equity toolkit to guide the planning and launch process and the following actions were taken in result:*

- Focused on racial equity commitment and strategy of project subcontractors;*
- Prioritized target populations historically underserved due to systemic racism;*

- *Created diverse representation on the FEC Advisory Committee who steered the planning process;*
- *Educated stakeholders about racial discrepancies in our city and led conversations around equitable program design and strategies;*
- *Engaged local researcher to conduct qualitative research regarding attitudes/behaviors/values of our target populations;*
- *Intentionally selected project partners who demonstrated equity commitment, accessibility and opportunity for targeted populations; and*
- *Created and shared our equity statement and awareness graphic for OFE which demonstrates our commitment and how our programs/policies address issues of financial equity (attached).*

In result of these intentional actions, Louisville was commended for our racial equity strategies and project design from a national funder, the Cities for Financial Empowerment Fund. CFE invited Louisville to share these equity strategies as was highlighted as a city of best practices to a cohort of cities around the country working to plan and launch a Financial Empowerment Center. In addition, CFE has adopted and integrated our equity considerations for project partners and subcontractors into their model.

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

As Louisville’s Community Action Agency, RCS respects Louisville’s cultural diversity. It therefore works to achieve racial equity through its efforts to help its most vulnerable residents stabilize and be more self-sufficient in their education, employment, housing, sustenance, and personal finances.

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. *Advance the Office of Resilience and Community Services workforce through equity, inclusion, and diversity to better serve our community through FY23.*
2. *Increase resilience by strengthening resources, skills, and opportunities for residents through FY23.*
3. *Mitigate the impact of houselessness by implementing new solutions and alternatives in FY23.*
4. *Create a comprehensive data framework to support and inform agency goals and objectives through 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

Please see attached RCS Goals and KPI's addressing racial equity.

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.

All goals were successfully completed.

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

\$3000 was budgeted and expended for Racial Equity Training. RCS does not generate revenue, the department provides assistance to individuals and organizations who serve individuals.

9. Office of Equity Notes and Recommendations:

The Office of Resilience and Community Services has an extensive list of goals and KPIs, has placed racial equity high of the list of departmental priorities with commensurate funding and action, has consistently achieved it goals, and did an exemplary job in completing the Equity Impact Statement. Other than continue the racial equity work on behalf of the residents and employees of LMG, we have no recommendations for the department.

10. This Equity Impact Statement was REVIEWED by:

DocuSigned by: <i>Tameka Laird</i> <small>4FA251E74CB3417...</small>	4/7/2022
Department Director	Date

11. This Equity Impact Statement was APPROVED by:

DocuSigned by: <i>Keith Talley</i> <small>5DF1AB4EDE23414...</small>	4/8/2022
Agency Chief	Date

12. This Equity Impact Statement was APPROVED by:

<i>Michael Meeks</i>	5/5/2022
Chief Equity Officer	Date