

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: Human Resources (HR)

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.

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.

HR evaluates equity data for aspects of HR decision making. This includes decisions related to compensation, disciplinary actions, training, classification changes, etc.

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

HR's current vision statement:

"The Human Resources Department is committed to achieving the racial equity goals of Louisville Metro Government through ensuring equitable hiring and retention practices across all Metro departments, to help create and maintain a diverse workforce that is highly skilled and that reflects the demographics of our city while promoting a culture of inclusivity for both Metro employees and the community that we serve."

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

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

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.

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:
Although HR does not utilize the racial equity tool created by the office of Equity or other similar tool, Equity is in bedded in its decision making processes. Many factors account for failure to accomplish its goals. We recommend that HR work with each agency individually to ensure that equitable hiring, promotion, retention, and (re)classification is accomplished throughout Metro Government.

10. This Equity Impact Statement was REVIEWED by: Ernestine Booth-Henry 4/28/2022
Department Director Date

11. This Equity Impact Statement was APPROVED by: Monica Harmon 4/29/2022
Agency Chief Date

12. This Equity Impact Statement was APPROVED by: Michael Meeks 5/2/2022
Chief Equity Officer Date