

Louisville Metro's Strategic Plan - Resilience and Equity

Resilience & Equity Goal Table

Theme	#	Goal
Resilience & Equity	5.1	Louisville Metro Government will identify and remove racial equity barriers in the procurement/contracting process to make it easier for minority businesses to do business with the city so that procurement and contracting resources benefit the community it serves proportionate to the community demographics.
	5.2	Louisville Metro Government will advance racial equity by having an equitable workforce throughout its breadth and hierarchy that reflects the demographics of the community.
	5.3	Louisville Metro Government will engage, train and grow the leadership of youth and partner with agencies or organizations that support youth of color to advance racial equity so all Louisville's youth can reach their full potential.
	5.4	Make Louisville a healthier, greener and more environmentally friendly city by implementing the Sustain Louisville Plan.
	5.5	Increase Economic stability for those who are low to moderate income.

Action Plan Table for Resilience & Equity

#	What (Will be done)	Why (with a Brief Description)	Who (Owns the Work)	When (Will the work be done)	Check Step (How will you check to see if the work is done?)
39	Create a Resilience Plan	Create a Resilience Plan in consultation with 100 Resilient Cities and the Rockefeller Foundation.	Eric Friedlander	May 2017	Completed Plan
40	Form a Racial Equity Cross-Functional Team	Form a team to drive a racial equity agenda using racial equity liaisons in each department. The liaisons will assist in the creation of a racial equity plan for each department.	Kellie Watson	Ongoing	# of department equity plans created
41	Use a Racial Equity Toolkit	To identify and remove equity barriers using validated tools and practices.	Kellie Watson	Ongoing	# of racial equity analyses applied
42	Form a Procurement and Diversity Cross-Functional Team	To review purchasing policies and procedures and solve for problems identified in surveys of minority businesses. Good faith efforts will be communicated to minority businesses, certain contracts will be unbundled and compliance and monitoring will be enhanced.	Kellie Watson	Ongoing	Number of Policy & Practice Changes Implemented % of spend to minority businesses
43	Equity Reporting	Use the Mayor's Strategic Plan Report Method and LouieStat, each department will be held accountable when appropriate goals have been established.	Kellie Watson	Ongoing	Number of Departments participating
44	Create and Implement the Affirmative Action Plan	To implement the legally required sections of the Louisville Metro Government Workforce and ensure equal employment opportunities for all.	Kellie Watson	Ongoing	Various, % of persons of color promoted, hired, separated
45	Title VI Plan	To prohibit discrimination on the basis of race, color and national origin in any program or activity that receives Federal Funds or other federal financial assistance.	Kellie Watson	Ongoing	% of departments which use language translation in the plan

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46	Personnel Policy	To review the personnel policy through the racial equity toolkit to ensure that the personnel policy is updated and improves racial equity.	Kellie Watson	Ongoing	% of personnel policies reviewed monthly
47	Make Hiring and Screening More Equitable	To ensure equitable hiring practices that will eliminate racial and gender biases by de-identifying applicants to the greatest extent possible.	Kellie Watson	TBD	Increase in recruitment and hiring
48	Review Job Descriptions and Salary Distributions	To review job descriptions by race and gender for each department, including performance evaluations, career paths and professional initiatives.	Kellie Watson	December 2022	Change in HR Policy and Feedback Report % of persons of color promoted Salary distribution in leadership positions
49	Create Employee Resource Groups	To reinforce an equitable workforce vision for Louisville Metro Government as well as assist with mentoring , professional development, workforce retention and recruitment	Kellie Watson	Ongoing	Attitudinal Surveys
50	Train employees in implicit bias training	To train employees and community partners about implicit bias and the need to advance racial equity. Adapt the training for community based organizations which serve youth.	Kellie Watson	Ongoing	# of employees trained and courses completed
51	Ensure Equity on Boards and Commissions	To ensure that Board and Commissions reflect the demographics of the community and that the Boards and Commissions' policies and practices are equitable.	Kellie Watson & Althea Jackson	Ongoing	%of persons of color on each board compared the community
52	Create Racial Equity Youth Council	To support and improve outcomes for and grow leadership in youth of color.	Kellie Watson and Dr. Moyer	July 2018	Youth action plan finalized and released
53	Increase Capacity for Youth data sharing	Partner with agencies that impact disconnected youth to increase and improve systems for youth identified data collection and sharing for youth of color	Kellie Watson and Dr. Moyer	TBD	Formal and signed MOU and accessible data
54	Create and Implement the Youth Voice Policy	Develop policy recommendations for how the voices of youth can be included in policy making.	Kellie Watson and Dr. Moyer	August 2018	Incorporation of Youth Voice in major policy and program decisions
55	Energy Use	Decrease citywide energy use per capita 25% by 2025 (Sustain Louisville Goal 1)	Maria Koetter	2025	Natural Gas and Electricity Consumption
56	Urban Heat Island	Implement strategies to mitigate the urban heat island effect (under Sustain Louisville Goal 3)	Maria Koetter	TBD	Reduction in Urban Heat Island

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57	Tree Canopy	Increase the tree canopy to 45% coverage (Sustain Louisville Goal 16)	Maria Koetter	TBD	Trees Planted in Louisville
58	Financial Inclusion	In collaboration with Bank on Louisville (BoL) partner agencies, connect unbanked and underbanked households to safe and affordable financial products	Gena Redmon	December 2018	# of safe and affordable accounts opened
59	Integrated service delivery	Build capacity of non-profits and other community based organizations to integrate a financial empowerment approach into service delivery	Gena Redmon	December 2018	# of staff and # agencies trained
60	Economic Security	Implement evidence-based techniques to achieve economic security and stability for individuals and families with low incomes	Gena Redmon	December 2018	# of RCS clients that increase income &/or savings

* The work under the resilience goal is dynamic and will continue to evolve as the Chiefs of Resilience and Equity conduct additional planning.