

Captioning Transcript Committee on Equity and Inclusion Meeting - November 17, 2022

"Piagentini, Anthony"

Okay, good afternoon. My name is Anthony Piagentini. I'm the vice chair of the committee on equity and inclusion it is 4:06 PM regular meeting of the Committee and Equity and Inclusion to order. Today we have a couple special discussions on the agenda, this is part of our ongoing effort to get in front of the discussion on what individual departments are doing related to equity. Today we have 2 discussions 1 on and 1 on public works. Chief was there anything else related to, okay? And should we be going right into LMPD then? Oh, yes sorry yes. So a couple of things just as far as roll call, I've announced myself, we are also joined by councilwoman Shanklin, chairman Jecorey Arthur, and just for the public certification councilman chairman Arthur has asked me to lead the meeting today but he is joining virtually and also, virtually we have joining us councilman Markus Winkle and then in chambers, we have councilwoman, Nicole George. Okay with that we're going to 1st pivot to LMPD if you could introduce yourselves for the record and then we can go from there. Sorry Chief did you want to start?

"Meeks, Michael"

I'll start it off. Yes, go ahead. Michael Meeks chief equity officer, Metro government. With me, today is, Minerva Virola. Emily McKinney and Chief Shields, I believe is on her way. I also have with me, director Vanessa Burns and Julie Toler with public works, thank you for having us. Again, by ordinance, of course, the, every department is required to have an equity impact statement and we're here with another cohort of Louisville metro government departments to present reports on progress made on equity issues. So, without further ado, I'm going to turn it over to Minerva to begin with the Louisville metro police department,

"Piagentini, Anthony"

and if you could just for a quick 2nd, just for the record. We've also been joined by councilman Kevin Kramer. Please, and if you can start with introducing yourself on the record name and title, and then you can go from there.

"Virola, Minerva"

My name is I am the equity and diversity manager for the Louisville metro police department on my right. I have major Emily McKinley from the she's an admin services, including recruiting and selection, which is something that we want to

talk about today and of course we have our chief, Chief Shields. So one of the things we want to discuss today, 1st of all, I want to say, thank you for allowing me to speak to you today the equity reports was a collaborative effort so, with this information, it had gone up through the chain of command. There we go, thank you. So, our vision statement, this vision statement was for fiscal year 2022 report, and today we are here to tell you what we have accomplished and while we're planning to do next, so, the vision statement is the Louisville metropolitan LMPD and firmly subscribe to the priority of equity ended up in our operation. And the deliverance of its budget. LMPD seeks to deliver and implement measurable policies and practices that will ensure accountability by the department in ensuring racial equity and remains committed to the utilization, utilizing racial equity tools in all areas and decision making in order to minimize unintended consequences of our minority committee communities and keep the community safe. So that's our vision statement, but we have goals we have 4 goals. So 1 of the goals were to increase the minority recruitment hiring by 10% for fiscal year 2022. Now, LMPD did see an increase of Hispanic hiring from 5% to 14% fiscal year 21 to 2022. LMPD did not see in a significant increase in the African American and women hires. This may be part of from the pandemic and social unrest. But I will tell you what we're doing next, we continue to focus on recruitment efforts and attracting minority applicants through various events a diverse recruitment staff and hiring incentives approved by the Metro Council. So LMPD recruiters will also continue to be attending recruitment and retention workshops to both of our skills and continue working and trying to get people in our police department and LMPD also signs a 30 30 pledge stating that were committed by 2030 to increase women in sworn ranks at LMPD To 30% now, the 30 30 pledge is a national incentive That many police departments has agreed to increase their women females officers in the police department so it's a pledge that everyone is the police departments who have signed this pledge to do this. Okay, equity number 2 our goal for number 2 is to establish 5% minority owned businesses, contracting with a commitment to increase 10% of fiscal year 20. So, I would like to say with the renewal sense of urgency since funding for LMPD has increase, we appreciate we appreciate to support that Metro Council has provided for us, did LMPD not see a significant increase, a minority owned businesses, contracts of fiscal year 22, however, we continue to seek to increase this number in fiscal 23 to the procurement process, and working with OBM, human relations commission and formative outreach. I need to share that we increase the efforts of getting minority on vendors. However, it seems that most vendors are not able to

support our demands such as uniforms which includes our heads, our covers jackets, pants shirts, even polo shirts, but we are, we are in our way and the numbers have stayed the same. So, equity number 3 is to create a public face dashboard and report the dashboard on a quarterly basis. So, you will see a highlight of our dashboard website we will show you an example what it looks like on our next slide, but let's talk about this for a 2nd, the example of accomplishment so this dashboard it was, the suggestions by the hints recommendations and overview so this is how we accomplish in this dashboard. So these are some of the accomplishments that we have done, but if you look, you will see a whole screw a whole list of accomplishments or what's pending what's coming up next and when are we going to do it. So, we implemented the upgrade guidelines and instructions for supervisors when they review Paul will cause after Davis to ensure that they take adequate time to verify is facts and circumstances are sufficiently articulated to seek a warrant from a judge there has been accomplished. Another thing that we have accomplished is training and the commanding officers and supervisors responsible for counseling officers on effective techniques, which is critical for the EIS to succeed in his intended purpose to prevent misconduct and ensure personnel view the system positively, so this dashboard has a list of a whole bunch of stuff that we're having. So, our equity goal for number 4, which is our last 1 conduct monthly facilitated dialogue on policing and race since May 2022 and part of the truth and transformation initiative, but LMPD is engaged in the training and procedural justice workshops this is a monthly facilitated dialog on policing and race after the 1st, week of November they will there are 517 command staff and patrol officers trained LMPD is committed to continuing having more sessions in 2023 and anticipate in additional 500 personnel to be attending this workshop. You will have upcoming listening sessions with internally with the public and with both LMPD the public and this is to be scheduled in 2023 with other collaborators, including the office of equity. So, on this line is the on the dashboard that I was sharing, so we have a highlight or a website and when you hit this website, this is what you're going to see. This is pretty impressive this is really up to date at all times and we're open for suggestions and comments. Okay, so information or recommendation received from the office of equity. LMPD performed the top down review of the department in 2020, as part of an comprehensive assessment of where the departments stand regarding various operational challenges that exist in the wake of Breonna Taylor and the process of the racial justice in 2020. In addition, empathy has several leadership changes in the past year with the current chief Erica

Shield being sworn as chief in January 2021. Chief shield, and her leadership team has committed to racial equity and the utilization of equity tool kit, as part of the strategic vision, and operation of the department in addition the top-down review, and the recommendations that eliminate from that review, have addressing racial equity suggestions that the department adopted. It was recommended that LMPD continue its commitments to racial equity impacts and outcomes as part of the overall operations strategy while remaining transparent and proactive in the communication concerns is commitment to racial equity. Information or another equity related collaboration. LMPD has monthly minority Affairs Committee meetings, a chief advisory board, a chief youth advisory board, the police, athletic league and a chaplain programs, these committees are inclusive in creating accurable relationship and fostering opportunity to change process. There are some other information on other equity related accomplishments that we have done we signed a 30 30 pledge to increase women in the police department by 2030 by 30%. We began an international leadership program, which starts today and I'm so glad to say that we have 28 community leaders who is going to be participating. We have it's going to be really it is really diverse the program starts today around 6:30 P. M. and the 930. so we meet monthly and we have 28 participants. We also have a college citizens Academy, and our main focus on that is bringing the young voices of our community to learn about what the police department has done to change because we heard their voices and then also an opportunity for us to hear what are their concerns and to learn a lot about the police department and creating relationships. Both programs provide information on the career path with policing changes in the police department and its procedure in the increase recruitment efforts. Any questions?

"Piagentini, Anthony"

Yes, thank you. I have one or two questions and then, excuse me pass it off to anybody else in the committee to go ahead and queue in with questions. I do have what I'm looking at 1st of all I'm particularly interested in the increase in African American officers, right? And recruiting and retention. Glad to see, we made some movement in Hispanic officers, Hispanic population is 1 of the fastest growing populations, particularly from an immigrant point of view for example, I think our number 1 immigrant population are Cuban Americans, but clearly African American part of the whole protests over the last couple years, have focused on historically marginalized communities, particularly locally, this African American communities so with that the other one you highlight is pretty significantly is

women. Okay, my, where I would like to understand 2 things right? One, specifically related to African American hiring and retention what are we going to do to turn the corner I get some of the headwinds totally agree not disputing them whatsoever, but how are we going to significantly change that right either through partnerships with LMPD with women's college like, where can we go to increase this that's number 1, my 2nd concern I get nervous in equity discussions when we set for lack of a better term quotas, right? For example, the last 2 police chiefs for LMPD have been both women, chief Gentry now, chief Shields they have done in my estimation, and infinitely better job than the last male chiefs that we had, right? So, we have clearly established that there's no problem or difference or, you know, whether women can or can't lead LMPD they are crushing it and doing a far better job than we've experienced with our male leadership. What I'm concerned about is when you start to set numbers that could be construed as quotas and you, that isn't backed up by applicants like, so 30% of your applicants are women than hiring 30% as long as they're similarly qualified is a no brainer right? Pretty simple. If your applicants are 10% women, 90% male, then we have to address the applicant problem, but just hiring 30% the only way to do that generally speaking, all things being equal is by changing standards, which of course, we don't I would hope we all don't want to do. So, can we talk about these 2 dynamics, one how can we change, how can we change really change the dynamics on African American hiring and then how can we certainly increase female participation in LMPD but do it in a way that's not quarterback, we're forcing the issue instead recruiting and getting in front of it so we have more applicants so then we don't have to change or worry about standards adjustment to meet some of these goals?

"McKinley, Emily"

Hi, I am major Emily McKinley, I'm the administration services division commander one of the units that falls under me is recruitment and selection so I'll address you just said is a very loaded question it's a big question, but the 1st issue regarding African American, hiring and African American recruiting, I think the 1st thing that we, as a police department need to do is work on re-imaging ourselves within the community, and I think that is definitely in the works and we've seen that throughout the past year with the and all the reforms and improvements that we've made throughout our police departments so, in developing our reputation throughout the community, I think that we'll increase those applicants. I will say over the past 9 months, we've implemented several different recruitment efforts and I'll go through a few of those 1 is

we've increased our budget to be able to advertise in various ways. So we've, we have a contract with a marketing company we've done a lot of social media targeting advertisements throughout the city of Louisville as well as Lexington and different other cities, and we're not advertising in Puerto Rico as well. That's increased some of our applicants we've had, we've placed billboards throughout the city in various neighborhoods throughout the city we have toured buses now that are wrapped with our advertisements each 1 of our advertisements we try to make sure that it showcases our department in a diverse and positive manner. We've tried to implement the focus of making a difference within our community so, hopefully that resonates. We also have our hiring a relocation bonuses that have been approved by Council that's increased our hiring efforts. We're offering now, referral bonuses to our officers so each 1 of our officers are now recruiters, recruiting people within our community to join our department we have our down payment assistance program, offering officers assistance with down payment for the purchase of homes and various communities within our within Louisville. We've, we've hosted various recruitment and testing events on November, 26, we have an open, which is a Saturday we have an open physical agility testing with unlimited slots for anyone that wants to come out and get in the application process we posted right alongs, we have a lateral class. We've updated our hiring criteria as well, and we've increased our professional staff hires and with that over the past year, I can tell you that since July. 1st we've had over 550 applications received for the position of police officer, and 50% of those are minority applicants. So that shows that our recruitment efforts are attracting minority applicants, of those 16% are female obviously we want to increase that number so, it's 1 of our goals is increase that number as far as female applicants, but we are seeing an increase in applications that 550 number is a 24% increase from the same time period last year, so if you look at from July 1 2021 to November 1 we've had a 24% increase in our applications. We also be in advertising in Puerto Rico, as I said earlier and we started advertising there on November 1st, and since November 1st, we've received 10 applications from Puerto Rico so there is interest there as well. So we are seeing an increase in minority applications.

"Piagentini, Anthony"

Just to follow up on that, we have mentioned Simmons college. I've actually talked to some of the administrators there they created a program degree program, intended to increase African American teachers, right? And JCPS, great right? Is there an opportunity or has there been any discussions with Simmons

college, not because for 2 reasons not only right, obviously, our goal is to increase African American A B of studies that the more education you get, right, so, in that, in this case, a 2 year degree, um, the less issues with, less issues with use of force problems, right? Within departments. So I think we sort of kill 2 birds with 1 stone, getting somebody with a post high school degree, and helping out with some of our racial diversity issues. So, has there been any discussions with them related to this?

"McKinley, Emily"

Yeah, so as Minerva discussed, our recruitment team is a diverse team. We've had conversations with universities with locally here and Louisville and some of the colleges, one of those as far as I'm speaking to their classes go into different events on their campus, so yes.

"Piagentini, Anthony"

And then can you just address quickly the, a, and then we'll get to the 2 other people in the queue again my concerns about the difference between getting applicants in and then trying to set a hiring quota, which, if you don't have the applicants to support the quota could have a secondary effect of changing standards.

"McKinley, Emily"

Right and we haven't we have not we don't have no plans to change our standards, you know, at this time. So, obviously we're focused on increasing our numbers and increasing our ratios and making our department more equitable.

"Virola, Minerva"

Can I add to that? So, the college academy that I was just talking Simmons College is invited so I have divided the invitation to several colleges UofL, JCTC and Simmons, so I'm not only giving hearing their voices I'm hoping that that too will increase the desire the interest of being part of this.

"Piagentini, Anthony"

Excellent. Thank you. Councilman Armstrong.

"Chambers Armstrong, Cassie"

Thank you, Mister Vice Chair, thank you all for being here today. I also had some questions about women and recruiting LMPD and the 1st question I had is I have just myself become familiar with the literature around the percentage of women on the force and how that impacts use of force claims or incidents and I was

wondering if someone could share that information, because I think when you're talking about the importance of having a representative department, that includes women and the impact on that of how the department interacts with the community is really compelling and so I'm not sure if one of you could sort of speak to those benefits in that research.

"McKinley, Emily"

Absolutely, I don't I don't have numbers in front of me, but I do know there is significant research on women in law enforcement and reduced numbers of use of force rates. Obviously there's research that women are better listeners they're able to deescalate situations, women are typically smaller statutes, so we have to be able to talk our way out of situations and we've seen success with females on our police department and being able to do that and keep our use of force numbers lower. So, yes, we to attract more women to this department, you know and to start recommending better,

"Chambers Armstrong, Cassie"

Thank you and then my other question is I know that there's also research that suggests anytime you're looking at nontraditional work hours, that you tend to get a decreased number of women applicants, because of childcare issues because we know that women still tend to do more of the child caregiving, and we know that those nontraditional care hours can be really difficult to come by and so I was wondering what you all have thought about, by way of childcare subsidies in house childcare programs, anything that might help provide childcare for those nontraditional workshops is that something that you all are thinking about other departments have thought about sort of what's the status of that?

"McKinley, Emily"

Yes, absolutely we have had those discussions recently. I know there are departments throughout the country that have childcare facilities that they are contracted with and that's definitely something that we've looked into. We've also looked at the some sort of stipends for childcare as well. And we can look forward to having those discussions further down the road.

"Chambers Armstrong, Cassie"

Well, please know, anything that expands access to childcare. Something you will find a partner in my office. I am always happy to have those conversations I think it's really, really important and it's such a barrier to entry in so many sectors, especially those that call for nontraditional work hours.

So thank you all for being here. Thank you. Mr. vice chair.

"Piagentini, Anthony"

Thank you. Councilman and chairman Jecorey Arthur.

"Arthur, Jecorey"

Thank you, sir, and I'll try to be real quick I'm looking at equity going around the increase of Hispanic hiring, that's impressive and I'm just curious if you can elaborate on what you think led to that, or was it just simply population growth?

"McKinley, Emily"

I'm not sure exactly what led to that specifically I haven't spoken with the individual officers as far as why did they choose to join the department? I think there's probably a lot of different reasons for that. I don't have a specific answer for that.

"Arthur, Jecorey"

Thank you and with black hiring, are you noticing any cities that are succeeding with this, you know Louisville's secret, I have a secret issue what's going on with that as far as country wide have we seen any success specifically in cities that don't already have a significant number of black people in them.

"McKinley, Emily"

I tend to the summit a couple of weeks ago in Washington D. C where there are leaders throughout the country and the summit, the purpose was discussed recruitment and retention clearly this is an issue that police departments are facing nationwide This is an issue not only in policing, but many different career fields nationwide. There was not any department that is definitely seeing success, everyone is having recruitment issues, but I do feel that here in Louisville, we are seeing successes we discussed before our applications are up 24% and 50% of those applications are minority applicants. Our next feet is getting those applicants through the hiring process and so that's been a struggle in our in itself and so, 1 of the issues that we see is about 40% of our applicants, failed the schedule testing and so we've made an effort to really try to improve our communication with our applicants, assigning recruiters to these applicants so they stay in touch with them offering them ride along making sure they're committed and make sure making sure that they know that we want them on the department and so hopefully we can get those applicants through the hiring process. That's our next goal we got, we got them applied we need to get them through the hiring process.

"Arthur, Jecorey"

I've been communicating with some black officers for, like, over the past year or so and it seems like they really struggle with morale from the public, but also from within LMPD and this is backed up from the report, what are you doing to make black officers feel welcome in the force?

"Virola, Minerva"

1 of the things that we have welcome and working with equity is the minority Affairs Committee that we have is open to everyone, but we focus on the conversations that what is causing the unhappiness while it's causing them the morale, they had the lack of morale they happened the department was causing them to want to seek and go elsewhere. So, this is the conversations we're having and when they are, when people express themselves, we listen and then we try to act on it. So, this is the process that we're at this moment.

"Arthur, Jecorey"

Thank you. I remember a couple of years ago when we discussed the equity goals initially, I was really adamant on making sure we desegregate it. When we talk about minority hires understanding, is that black, is that Hispanic, because that agent is that native so thank you all for doing that. Our equity go to. I'm curious about your vendors, if you desegregate based on different races for that as well or if you just say women, racial minority in some other larger categories or do you break that down by race.

"McKinley, Emily"

So that when vendor submit through the RFP process, it's listed as minority and women owned. I don't have the aggregate on race.

"Arthur, Jecorey"

Understood of course, I'll be interested in that as well as a whole Louisville Metro has really short changed our black businesses when it comes to minority spending and then the last question I have is about equity, go forward with the dialogue's on policing and race. I'm curious how you're measuring success prior to Chief Shields being here. I was pushing about race and policing programs and it seemed like the success was based on attendees, but they were essentially pizza parties, and a lot of people like pizza, even if you have an issue with police. So, that doesn't seem like it would be a good idea of how we're tracking the success of these gathering. So, how are you measuring the success of these talks between police and race?

"Virola, Minerva"

Excellent question at this moment, we're going through the training, the next session for 2023 for next year. I mean, it is for the public and the police so, with that question, to just pose, we can look into seeing and making sure it's not a pizza party it's really a discussion this program is really important to us. We really want to heal our community we really want to hear our officers, we really want to create relationships so, in order for us to really start walking towards that direction, we have to be really serious about what we're doing and when I say we, I'm talking about LMPD and what the community wants and together we can really but we really can move it forward.

"McKinley, Emily"

And I'll add to that, but, you know I don't think we measure success at the moment of the meeting, right? So, success is seen over time. So you have the meetings and you have the event and so I think success is yet to be seen right? And so, we will see how, you know, I think success is going to be with improved community perspective and improve police morale within the department and improved hiring, improved retention, a decrease in use of force. So, I think that is yet to be seen and that's something that we will measure throughout time.

"Arthur, Jecorey"

Those measurements sound wonderful and I'll also throw something out, you're the experts so take it or leave it, I'm curious about neighborhood block watches if you can track and see if a certain group of people are maybe congregated in a specific community or in a certain neighborhood are more willing to participate in their program or more willing to create one based on those conversations. That you're having back and forth, but thank you for the update thank you all for being here.

"Piagentini, Anthony"

Thank you a couple quick housekeeping things, this meeting is being held pursuant to KRS, 61.826 and council rule 5A, thank you to the Chair for reminding me on that one and we've also been joined I don't think I officially announced that Councilwoman Cassie Chambers Armstrong was here, although she already spoke. So I think everybody figured that out, Councilwoman George.

"George, Nicole"

Thank you chair, as we all know exposure is often the basis for future recruitment and so I'm interested in learning more about

the YPAL program, which is the youth police athletic Academy league and probably athletically. Yes. Thank you. And so, what I'm interested in is to know, in terms of outcomes, what are we seeing in the way of exposure then or I guess my 1st, question is are we tracking how exposure will then hopefully at least translate into interest in future and future careers? Is that something that we're tracking?

"Virola, Minerva"

I can't speak about how I tracked it before and seeing the success for today. I was a police officer for many years in LMPD, and I was the first Latina here as a police officer, so I will go to the schools and talk to these young kids, talk to them and tell them that I need them to take my place. So when the question was posed or how did the Latinos come into our police a lot of them may have been living here or they have they were from other areas, so knowing that they could see people like myself and enjoying what we actually do it in the police department, they want to join it. So, the pal program that just mentioned, we have excellent officers who are really dedicated in working with these young youth and planting the seeds is called planting the seeds so we hope that they find an entrance and becoming police officers as well.

"George, Nicole"

Let me just say I've met some of those young people who have who have participated in the program is certainly exciting and offers a lot of potential I would just suggest that we found a way to formalize being able to measure some of that because I think it's exactly what you said there's real benefit in demystify in certain professions, making those contacts with the goal just being to increase exposure and hopefully inspire future interest and making sure that young people know how to continue to explore that post their participation in the program that alone would be a measure. Thank you.

"Piagentini, Anthony"

Thank you very much. We don't have anybody else in the queue. Let me just thank LMPD for being here, thank you very much for your presentation answering the questions. Chief Shields thank you thank you very much for being here it's great to see, you totally met what I said about the leadership change that we've had and how much more appreciative I know I am of the line that you're walking and enforcing the law and increasing safety and at the same time, trying to shift the Titanic here on some of these historic problems that we've had and how the Department's been run. So it's definitely noticed by me and I'm sure many

other people and many of my colleagues so thanks very much for all you're doing. We're going to pivot to director Burns and Ms. Toler. I didn't know who was going to start, but if you want to come to the podium and introduce yourself to the record and then we'll talk about Public Works and Equity. Just for the public, we're just doing a quick presentation changeover so just give us a quick 2nd, and we will have, we will be started here and also all of these, for the public, all of these presentations, the 1 that LMPD just finished and the 1 that public works is doing are publicly available on the agenda, so Chief Burns.

"Burns, Vanessa"

Hi, my name is Vanessa Burns I'm the director of public works in assets, and I have here with me, Julie Toler who's our assistant director for HR and administration and traffic I mean, and safety as well. So, we're here just to try to give just an overview of where we've been going in terms of our equity. One of the things I know that a lot you want to talk about is power construction contracts but the 1st thing I want to say is really talk about our people, because 1 of our goals is to improve the number of people, minorities and females that are supervisors. I've been in Louisville for almost 10 years, there'll be 10 years next month and when I 1st got here, there were not other than Solid waste management services and were not very many minority supervisors and, as a matter of fact, the department, almost, in some ways, felt like a plantation in that they were blacks that were in solid waste and then the other divisions had didn't have very many minority but what we're at now, in 2022 and Julie can, you know, give these details we have about 440 filled positions and of the 440 filled positions 56.6% are minorities and we have about four large divisions and several subdivisions and what we've been trying to do, not just me, but the team is trying to do everything we can to improve the quality of supervision that is in the Department of public works and assets and the way we wanted to do it was to look at all our people, the 1st thing we did from an equity standpoint is, we actually started doing all our performance evaluations for each and every 1 of our employees. We were 1 of the departments that was very serious about it and we didn't do it just so that we can say that we finished the performance evaluation we did it to try to make sure that people would could be the best that they could be. And I think there had not been as much effort to improve how people providing service to a resident and there was not as much education as I think we should. So, I want to thank Julie and her team over the course of the last 10 years and even before I got here for the things that we've done to improve how are people are providing service to our residents or visitors

but also how they provide service and for example, in just before I got here workers comp was 4 Million dollars. And as a result of the training that we have done for the department, that amount has gone from 4 Million dollars to about you can talk in it 700,000. So, what we're trying to do is to make all department as professionals as we can and I think those of you that have been here know that we have made every effort. So, for the equity update our vision was that the goal and vision of the department is to be a high performer and that equally provide services to both residents and visitors. What we wanted to do with our equity goals and dealing with Mr. Meeks and the team is to number 1 is to increase minority contractors by 20% by fiscal year 2024. The equity goal number 2 was to create a contractor assistance program to increase minority contractors as all of, you know, I've been in a number of cities across this country as a public works director and have dealt with a number of cities in Louisville it has the least amount of minority and March and so we as the city need to work on trying to improve that figure out why that is so that we can with all the efforts that the administration and the council has done to increase the infrastructure that we figure out to make sure that the way there's a way for more minorities to participate. The 3rd goal is an internal one, and it's to increase the number of minority supervisors and higher level equipment operators. One of the things that, for example, our electrical maintenance are our highest paid employees operating employees and the number of minorities that we have involved in that is not acceptable and so we have who are looking for people to try to work with the union to try to figure out a way how to get more minorities involved in that so that they can, I think we have 3 or 4 minorities out of 34 filled positions and there are highest paid employees and that we don't have as many. And a part of it is that people don't know that the ability to be trained and be a couple of people, electrician, there's a, a process that you can be trained and be trained for free I think and that you can be able to not just potentially be here in metro government, but other places and that's one of the things that if you ask me, we're we haven't done as good a job I would say that's one of the things we haven't done as good a job. The other thing is that the want to increase the number of minority contractors, as I've said, but 1 of the issues that I've found that maybe one of the things that's holding us back is that it doesn't seem to be contractor assistance program that would help people not only to bid, but also how to run businesses. Now Mr. Meeks says there are incubators and I hope that that would be 1 of the things that we utilize but I just think that we need to do a better job to increase the number of minorities that are

participating in our contracts that we have. So that is kind of the main things that we're interested in. And I just want to say that Julie who stands to my right and her team they go to every job opportunity that they can I've been to the zoo we were at the trying to recruit people, but Julie, to tell you some of the places, and the things that we've been doing over the course of the last, even the last 6 months.

"Toler, Julie"

Hello, Julie Toler her assistant director for public works. We've done a variety of different things this year, especially with our HR team. One thing I do want to point out is we have created around 6 different job descriptions, video job descriptions thanks to metro TV, they've helped us with that and HR, where we can send those videos to our partners that we've made throughout the years and we also have them posted on our LouisvilleKY.gov website when people go to look at the available job opportunities. And we've also created flyers. Thanks to Salvador Melendez our communications specialist he has helped us. We have them in English and Spanish, we do take those to their career prayers. We give them to supervisors to carry in their vehicles while they're out in the community all day, every day because they're constantly getting asked by citizens about any opportunities that are available. We also are in the process of creating some stickers or magnets. We're trying to figure out the magnets don't stick on our vehicles our garbage trucks, or some of our equipment that's out every day and have QR codes and kind of advertise that we're hiring and the job opportunities that are available. Career fairs we've been to Western. Fairdale high school last year we were at the, the Urban League. We've made relationships with goodwill, Dismiss, we just continue to try to make partnerships and connect with people to be able to recruit, you know, the wide variety of individuals with all of our, you know, from equipment operators, tippers, engineers, electrical maintenance, all of the different jobs that we have available. So that's some of the stuff that we've been working really hard on to fill our positions, yeah.

"Burns, Vanessa"

And not just to fill our positions one of the things that we also are very diligent about, is there internal promotions. About 90 over 90% of our, our promotions, our internal. And what we were doing just before the pandemic was, we actually were having a pre-supervisor classes that we were conducting ourselves. And as a result of that, most of our up to that point, most of our employees ever promoted were internal candidates. So, we are continuing that we're getting ready to

kind of start that in conjunction with HR that does have additional classes, but we have also really extensively used prior a University of Louisville management certificates. We have, just last week, had 6 of our employees graduate from Dale Carnegie, cause, what we're looking for is not just the people that could become supervisors what we're looking for are people that can become managers people that then can become assistant directors people that ultimately can become the director so, that's what we've been trying to do and working on succession planning because I think one of the things that happens around here that I see is that there's no sense of a plan. So that people leave, and then there's nobody to replace them so that's one of the things that I think we need to work on.

"Piagentini, Anthony"

Okay, thank you Director Burns. We've got a few people in the queue only about 5 or 6 minutes left. So, I'm just going to make maybe a quick question 1 or 2 quick observations. What's your current what's the current makeup of minority representation in the overall public where everything in public works currently?

"Vanessa, Burns"

56%.

"Piagentini, Anthony"

Okay. So, I think to your point earlier, the good news with you all is your department, is not a matter of recruiting like LAPD is having right professional you, you have plenty of opportunity you have a built in work force your issue is professional development and retention, right? So so I think there's in my estimation you should have a much easier go with this, because you have folks there it's just a matter of upskilling them and giving them the opportunities through professional education training and other opportunities to move into management to expand to other departments that may be traditionally are underrepresented in different demographics, right? So, I think that's 1. my other thing is, I will like to say, though I don't know you mentioned about the goals of minority contractors and increasing that. I think we, I'm not sure what the percentage is, first of all I would say that we probably need to know what the percentages so that we can set a goal, right, because I'm not going to say, you need to do 20% of your spend with minority contractors if there's only 5% of qualified. Like, we can't rely on public works to solve a community wide problem and I'm not absorbing you of solving the problem I think you need to get with where the community is certainly, and I would expect all departments to get there at least, but the question is getting

any further than that much larger community conversation and I wouldn't expect any department to solve that problem that's something that the city needs to work on with the community, not, you know, so I wouldn't expect your department to exceed the capacity that the community already has. And then if we need to build capacity, we need to talk about that as a community. Next in the queue councilwoman Shanklin.

"Shanklin, Barbara"

Thank you, Mr. Chairman. Director Burns, my question to you is you say that, you know, you guys have one contractor, I believe it does speed bumps, we've waited over 2 years and, you know, I paid the money or whatever it's been over 2 years to get the speed bumps and I still haven't gotten done it, but the problem that I'm looking at is there is a African American person that wants to be a contractor, he's talked to the mayor, he's, he does pay, but and all of that, he's come to me, he's got everything to get involved to be a contractor in pavement at the city, can't get in the door, but yet still, we have one contractor who does speed bumps for the whole city, I guess, because he shouldn't take 2 years to get speed bumps putting it. So, could you tell me what's going on with that?

"Burns, Vanessa"

All speed bumps that were there was a problem during the budget, but all speed bumps are on, at least have been completed.

"Shanklin, Barbara"

No, ma'am, and get 2 lists that I've turned in, I paid for. I think overlay it's been more than a year and still have not been done. I've turned in so many speed bumps. I can show you if you want if you won't see it and they have not been done and we only have 1 contractor there are African Americans is trying to be a contractor for the city and gone through everything has gone through, Human relations, all of it and still can't get in the door, but yet in the talk about we need more black contractors and all of that, but we're working with one contractor that can't get anything done. So, could you look into that please?

"Burns, Vanessa"

I will. Thank you.

"Arthur, Jecorey"

Perfect, thank you next to the queue councilman and chairman Jecorey Arthur.

"Arthur, Jecorey"

Thank you, thank you for being here. I'm looking at equity, goal two about the contractor assistance programs and that's a wonderful idea. I know you said you need to talk to develop Louisville, it seems like there will be a lot of overlap because they're helping small businesses. Are you getting any traction with them? Have you already engaged them? Are they willing to work with you all on this? What does that look like so far?

"Burns, Vanessa"

And I did talk to Mr. makes when he was talking about the incubator. There is an incubator program for businesses. And I know that when there was a, when we were looking for things to do with the, with the money, that was the federal money that had come in and they had asked everybody to make requests or not make requests, but give ideas I, at the time said, I thought we needed a separate construction contractor assistant center the decision was made to make a business incubator and all my issue with that only was I wasn't sure that that was the kind of technical information or technical need that in order to get minorities to be contractors to be better contractors that was, you know, I know that they have made every effort with the business incubator, but as a someone who used to work 30 years ago at something called a construction contractor assistant center there are different things that are related to construction as opposed to a regular business, but that was a determination based on available resources, but I just I felt that there was some need for some separate entity or an addendum to the business, whichever way, because we need to be able to get more minorities and whether that's minorities or women or whatever, but I just feel that in order to do that, we need to make sure that we have the right kind of technical assistance.

"Arthur, Jecorey"

I agree and I'm going to work with you on that as long as we hear, because if we open up the application for everybody, that doesn't mean it's for anybody. Thank you.

"Piagentini, Anthony"

Okay, thank you very much. Thank you, very much director assistant director appreciate you both being here today and going through this with us. I don't have anybody else in the queue, so I know we have a pretty packed agenda coming up on the budget committee, so we're going to transfer over to that and without objections meetings adjourned, thanks very much, thanks Chief.