Louisville Metro Government

Action Summary - Tentative
Committee on Equity and Inclusion

Chair Jecorey Arthur (D-4)
Vice Chair Anthony Piagentini (R-19)
Committee Member Barbara Shanklin (D-2)
Committee Member Cassie Chambers Armstrong (D-8)
Committee Member Kevin Kramer (R-11)
Committee Member Markus Winkler (D-17)
Committee Member Nicole George (D-21)

Thursday, May 12, 2022	**4:00 PM**	**Council Chambers/Virtual**

THIS MEETING IS BEING HELD VIA VIDEO TELECONFERENCE

Call to Order

Chair Person Arthur called the meeting to order at 4:02 p.m.

Roll Call

Chair Person Arthur introduced the committee members present. A quorum was established.

*NOTE: All committee members present attended in Chambers, except for Committee Member Winkler, who attended virtually via WebEx.

Present: 6 - Chair Jecorey Arthur (D-4), Committee Member Cassie Chambers Armstrong (D-8), Committee Member Kevin Kramer (R-11), Committee Member Markus Winkler (D-17), Vice Chair Anthony Piagentini (R-19), and Committee Member Nicole George (D-21)

Excused: 1 - Committee Member Barbara Shanklin (D-2)

Support Staff

Kathryn Meador, Jefferson County Attorney's Office

Clerk(s)

Lisa Franklin Gray, Assistant Clerk
Sonya Harward, Clerk

Special Discussion

1.   [ID 22-0633](#)

SPECIAL DISCUSSION: Discussion on O-161-22 -- An Ordinance amending Chapter 35 of the Louisville Metro Code Of Ordinances ("LMCO") to create a language access policy for Louisville Metro Government
      -- Louisville Metro Office of Globalization

> *Attachments:* [Language Access Council Equity Committee 5.12.22.pdf](#)

> **Chair Person Arthur introduced the topic of discussion and guest speakers.**
>
> **Chief Michael Meeks, Louisville Metro Office of Equity, gave an overview regarding the need for a language access policy and legislation (attached hereto).**
>
> **Chief Meeks acknowledged the following presenters and introduced each:**
>
> **- Amos Izerimana, Louisville Metro Office of Globalization**
> **- Emilie Dyer, Americana Community Center**
> **- Eh Nay Thaw, Catholic Charities**
> **- Kevin Lynch, Louisville Metro Office of Globalization**
>
> **The following also spoke to this item:**
>
> **- Chair Person Arthur**
> **- Vice Chair Piagentini**
> **- Committee Member George**
> **- Committee Member Kramer**
> **- Committee Member Chambers Armstrong**
>
> **The following was discussed:**
>
> **- There was a discussion regarding the diverse culture and community within Louisville Metro that has over 40 countries represented.**
> **- There was an overview of the Ordinance to create a language access policy for individuals that do not read, write, or speak English.**
> **- This legislation will create a framework for businesses and Louisville Metro to offer language access provisions to individuals with Limited English Proficiency ("LEP").**
> **- There was a discussion regarding the continued request for interpreters and translators has increased as very few agencies are aware of the centralized resources.**
> **- There was a discussion regarding the basic rights of communication that gives access to services and resources.**
> **- There were several examples of challenges that individuals experience due to language access barriers.**
> **- There were several questions regarding how many languages are included in the translator/interpreter contract with Louisville Metro.**
> **- Approximately 80 languages are included in the Louisville Metro translator/interpreter.**
> **- There were several questions regarding whether the Louisville Metro Office of Globalization would need additional resources and staff to meet the**

demand for translators and interpreters contract.

- There were several questions regarding whether Louisville Metro currently has a program/policy to address the most prominent language translation for individuals.

- There was a discussion regarding creating a centralized language services office.

- There was a discussion that centralized language services may be offered by Louisville Metro Human Resources.

- There were several questions regarding whether Louisville Metro has created a referral/resource process for new immigrants relocating to this community.

- There were several questions regarding whether Louisville Metro partners with community agencies to address individuals with ("LEP").

- The goal of the Louisville Metro Office of Globalization is to offer services to empower immigrants as they become acclimated within the community.

- There was a discussion regarding how language access challenges impact individuals, the community, and inefficiencies within Louisville Metro.

- There were several questions regarding whether Louisville Metro quantifies the cost to the overall system by not providing language access resources.

- There were several questions regarding whether Louisville Metro tracks multilingual employees.

- There were several questions regarding whether Louisville Metro is maximizing its available resources i.e., bilingual employees.

- There were several questions regarding whether Louisville Metro appropriately compensates bilingual employees.

- There were several questions regarding whether Louisville Metro and/or any other government agencies currently have language access policies in place.

- Currently, Louisville Metro Public Health and Wellness, the Louisville Free Public Library, and Louisville Forward have language access policies.

- There were several examples of impacts experienced by immigrants in which language access policies are not available.

- There were several questions regarding the differences in language availability in comparison to other Louisville Metro Administrations.

- There were several questions regarding whether the Ordinance includes non-verbal individuals.

- There were several questions regarding whether technological innovations may increase/improve the efficiency and/or capability of the Louisville Metro Office of Globalization to provide language access services.

- There was a discussion regarding the various applications and programs that may aid in providing language access, such as Google Translate, however, many programs do not accurately translate some languages.

- There were several questions regarding whether the Louisville Metro Office of Globalization partners and/or interacts with Jefferson County Public Schools.

- Jefferson County Public Schools has a language access policy and shares literature with the Louisville Metro Office of Globalization.

- There were several questions regarding how the Louisville Metro Office of Globalization could further partner with Jefferson County Public Schools to address language access challenges with students and the community.

Pending Legislation

2. [O-161-22](#)

AN ORDINANCE AMENDING CHAPTER 35 OF THE LOUISVILLE METRO CODE OF ORDINANCES ("LMCO") TO CREATE A LANGUAGE ACCESS POLICY FOR LOUISVILLE METRO GOVERNMENT.

Sponsors: Primary Jecorey Arthur (D-4), Primary Nicole George (D-21), Additional Markus Winkler (D-17) and Additional Cassie Chambers Armstrong (D-8)

Attachments: [O-161-22 V.1 042822 AMENDING CH. 35 OF THE ("LMCO") TO CREATE - LANGUAGE ACCESS POLICY FOR LOUISVILLE METRO GOVERNMENT.pdf](#)

This item was held in committee.

Adjournment

Without objection, Chair Person Arthur adjourned the meeting at 4:56 p.m.