

# Department of Codes & Regulations Equity Update

Louisville Metro Government  
October 6, 2022



# Equity Update

## Equity Vision Statement

The Department of Codes & Regulations is committed to advancing racial equity in our community. The office will perform inspections, abatement services, and permitting and licenses activities utilizing an equity lens, with the goal of achieving a code compliant community for all.



# Equity Update

**Goal # 1: When implementing or altering programs perform a review of the policies and procedures, utilizing the Racial Equity Toolkit**

Update: We used the racial equity toolkit in evaluating the criteria used for developing this year's Annual Cut list. By doing this we changed our criteria for qualifying properties which resulted in a significant increase of over 450 properties from the previous year. This policy applies county wide. However, the highest concentration of qualifying properties were in West Louisville and this change would have a higher impact on minorities neighborhoods quality of life.



# Equity Update

**Goal #2 –In FY23 schedule all divisions in the department for equity training through the Office of Equity**

Update: We are working with the Office of Equity to schedule training for all staff.

In 2017 we had all staff members attend the Advancing Racial Equity training class.



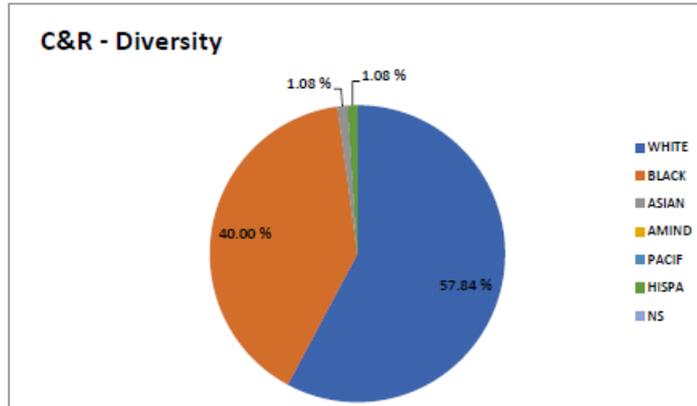
# Equity Update

**Goal #3 –Maintain diversity in the Department that mirrors or is more diverse than Jefferson County as a whole.**

C&R - Diversity

Ethnic Grp	MSA	Dept Count	Dept %	LMG
WHITE	71.60%	107	57.84 %	69.68%
BLACK	21.73%	74	40.00 %	26.71%
ASIAN	2.87%	2	1.08 %	1.29%
AMIND	1.80%	0	#N/A	0.11%
PACIF	0.05%	0	#N/A	0.07%
HISPA	0.18%	2	1.08 %	2.14%
NS	1.77%	0	#N/A	#N/A

185

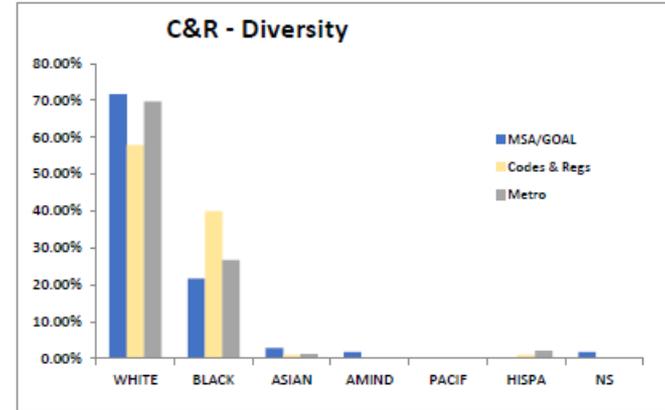


**Figure 1:** Departmental diversity numbers based on ethnicity and gender of Louisville Metro's employee.

**Figure 2:** Comparison information of the department and the Louisville Metro Statistical Area (MSA) - the MSA is the department goal value

**Figures 3-6:** Departmental breakdown by supervisory level  
 Figure 3: Administration (1), Figure 4: Managers & Non-Frontline Supervisors (2),  
 Figure 5: Frontline Supervisors (3), Figure 6: Non-Supervisory (0)

The percentage is representative of the levels' overall diversity and department makeup.



# Equity Update

In February 2022, local leaders from Louisville Metro Government (LMG) attended the 2021-22 Vacant Property Leadership Institute (VPLI) in Austin, Texas, hosted by the Center for Community Progress in partnership with the National League of Cities. And as a result of our attendance LMG was one of three delegations competitively selected to receive up to 100 hours of customized technical assistance.

LMG chose to focus its technical assistance on reviewing its code enforcement process through the lens of racial equity and examining how to apply a strategic and equitable approach to code enforcement to its vacant, abandoned, and deteriorating properties (VAD).



# Equity Update

Multiple meetings and interview with key stakeholders from multiple departments leadup to the June 28, 2022, workshop “From Traditional to Equitable: Reimagining Louisville Metro Government’s Code Enforcement Process”.

Codes & Regulations staff participated in an afternoon session “Centering Equity in Strategic Code Enforcement”, that *focused on examining current code enforcement policies and practices through the lens of racial equity. The workshop facilitated discussions, encouraged participants to think about policy and practice reforms that could lead to more equitable outcomes, along with the resources that will be needed to implement those efforts and barriers that might exist.*



# Equity Update

## Strategy Changes implemented

- Changed policy that required CEOs to issue immediate citations for nuisance violations when there was no communication with the occupants or property owner.
- Created Nuisance Violation Report.
- Gave the CEOs discretion to have an immediate citation waived for quick compliance.
- Created policy allowing CEOs to refer a property for using a notice of violation in certain circumstances.
- Abating nuisance violations while under appeal.
- Changing uniforms for CEOs.
- Changing Property Maintenance door hangers.



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