Our Plan

- **Focus on three primary areas**

1. **Digital Inclusion**

2. **Equity in our workforce**

3. **Equity in our procurement**

Digital Inclusion

- **October is Digital Inclusion Month!!!**

- **Where we're focused**
- **Availability of service**
- **Affordability of Service**
- **Access to digital skills and devices**

What makes this work in Louisville?
- **Commitment to the work**
- **Dedicated resources**
- **Engaged community partners**

Digital Inclusion

Installed more than two dozen access points throughout the Russell community in partnership with Spectrum

Equity in our workforce

- Our goal is to mirror the community we serve

- How do we attain that goal?
- Attending career fairs and network opportunities (next will be at the Women in Tech conference)
- Partnering with education to develop the workforce
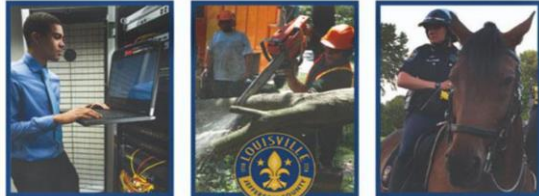- 100% diverse interview panels for every job opening in CIT

Career Fairs in 2022

Equity in procurement

- **Our work this year included auditing our existing contracts for opportunities to RFP them or divide them into smaller opportunities (RFP has been released for utility locates for our fiber networks, previously sole source)**

- **We also directly sought out technology vendors that were MFBE certified to attempt to qualify them as partners**

- **Our Executive Administrator for CIT contracts continues to explore opportunities for new vendors and providers of services to come on board**

Equity in procurement challenges

- Our challenges:

- Technology partner ecosystems make it financially advantageous to maintain existing hardware vendor relationships (Metro would pay more in several documented attempts to shift to another provider of goods)

- In several larger contracts we own, we buy directly from the technology hardware manufacturer and not a reseller or partner (for example, buying laptops directly from Dell)

- Some firms have been resistant to go through the local HRC qualification to be certified even though they are recognized at the state or national level

What's Next

- Parkway Place focused effort to connect all residents for the long term (this is funded, waiting on supply chain to normalize)

- We'd love to expand our internship efforts in the tech sector to invest in the work being done by education and community partners (requires ongoing funding, but this is working in other communities)

- Expanding Public Wi-Fi spots beyond Russell (working with Waterfront Development on opportunities for Phase IV to include Wi-Fi)

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