

Office of Facilities and Fleet Management

Equity Update

Louisville Metro Government

October 2022



Equity Update

Vision Statement:

The Office of Facilities and Fleet Management is committed to creating a culture of equity by addressing policies, procedures, and practices and budget expenditures that prevent employees and residents from achieving their full human potential.



Equity Update

Equity Goals:

- **Equity Goal #1**

Increase spending with MFDDBE's by 10% in FY22 over baseline year of FY 19.

- **Equity Goal #2**

Adopt and integrate equity tools into the Facilities and Fleet recruiting and hiring process.



Equity Update

Activities Toward Equity Goal #1

- Facilities & Fleet Management tracks MFDBE spend using Power BI. Using this tool, we have been able to import data from FY 19 to present to track our progress.
- Facilities works with the Human Relations Commission and the Purchasing Department to recruit MFDBE's vendors and contractors when projects are identified.



Office of Facilities & Fleet Management MFDBE Spending

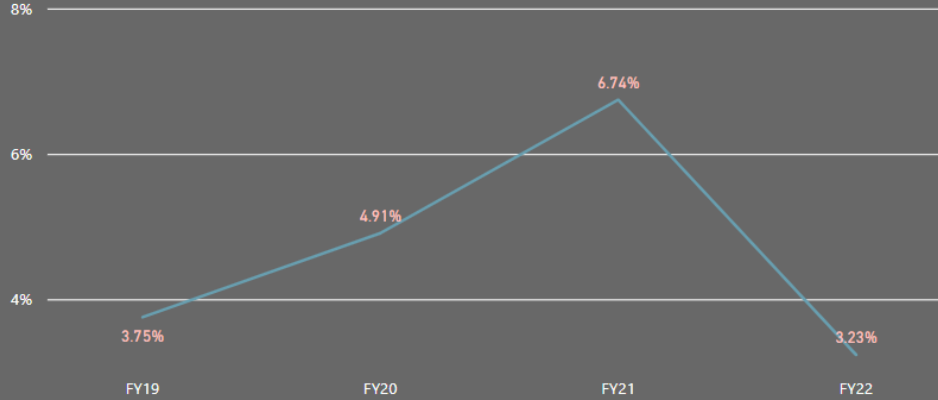
MFDBE Classification

- Select all
- Female
- Handicapped
- LGBT
- Minority

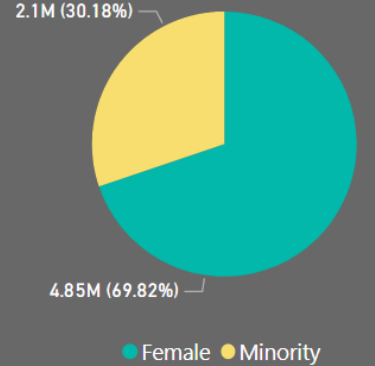
Fiscal Year

- Select all
- FY19
- FY20
- FY21
- FY22
- FY23

% MFDBE Spending by Fiscal Year

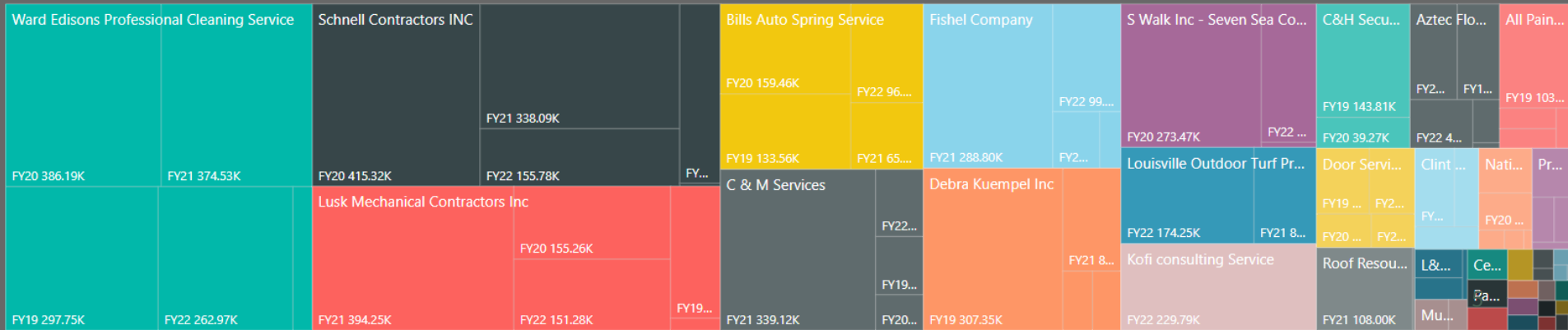


MFDBE Classification Spending



Invoice Total by Supplier and Fiscal Year

Right Click to drill through to Invoices



Equity Update

Activities Toward Equity Goal #1 Explained:

Facilities had increased spending due to Covid 19 and Civil Unrest in FY 20 and FY21. Covid cleaning with Ward Edison and building repairs with Schnell Contractors and Paul Davis Restoration significantly increased raising our percentage of MFDBE spending.

Budget cuts beginning in FY20 required us to decrease contractual spending with Ward Edison which has affected our MFDBE spending.

Facilities consistently uses the HRC website to identify MFDBE vendors for projects under 10k and send notifications when contractual services are being bid.



Equity Update

Activities Toward Equity Goal #2

Created strategies to integrate equity into our recruiting and hiring process:

1. Working with Kentucky Career Center, posted open skilled positions on Focus Talent website resulting in 262 invitations sent to job seekers.
2. Working in collaboration with Kentuckian Builds to seek qualified MFDDBE candidates.



Equity Update

Activities Toward Equity Goal #2 cont.

Advance racial equity by developing an equitable workforce throughout the agency:

3. Collaborating with Jefferson Community and Technical College to provide technical skills training for employees in entry level positions.
3. Reviewing existing policies, procedures, and practices to identify any structural deficiencies that may unintentionally create disadvantages for any group of employees.



Equity Update

Equity-related Collaborations/Accomplishments/Goals Not Met:

Facilities & Fleet Management has:

- worked with the Office of Equity on strategies for improvement

Facilities & Fleet Management has not:

- accomplished its goal of 10% MFDBE spend, but work with HRC on identifying MFDBE's continues.
- accomplished its goal of a supervisory staff reflective of the community, but exploration of apprenticeships, mentorships, and partnerships continue.



Equity Update

Recommended Activity Going Forward External

- *Increase opportunities to expand access to Louisville Metro contracts by smaller, community based MFDDBE's.*
- *Perform proactive outreach to minority-owned businesses to understand barriers to applying to Louisville Metro contracts.*
- *Refer MFDDBE's to the Human Relations Commission to get certified as needed.*



Equity Update

Recommended Activity Going Forward Internal

- *Change information on the resume review, by focusing on the candidate's specific qualifications and talents, not on demographic characteristics.*
- *Train, coach, counsel, and mentor all employees fairly and impartially as a means to integrate equity into organizational succession planning.*
- *Review, simplify, and standardize job descriptions*



Equity Update

CONTACT INFORMATION

Mark Zoeller
Director

mark.Zoeller@louisvilleky.gov

(502) 574-0104

Richard Price
Assistant Director

richard.price@louisvilleky.gov

(502) 574-3587



Office of Facilities and Fleet Management

