

Louisville Metro Police Department Equity Update

Louisville Metro Government
November 17, 2022



Equity Update

Vision Statement:

The Louisville Metropolitan Police Department (LMPD) firmly subscribes to the prioritization of equity in its operations, and in the deliverance of its budget. LMPD seeks to develop and implement measurable policies and practices that will ensure accountability by the department in ensuring racial equity and remains committed to utilizing racial equity tools in all areas of decision-making in order to minimize unintended consequences for our minority communities and keep the community safe.



Equity Update

Equity Goal #1: Increase minority recruitment hiring by 10% in FY22.

- LMPD did see an increase in Hispanic hiring from 5% to 14% from FY21 to FY22.
- LMPD did not see a significant increase in African American and women hires, this may be in part from the pandemic and social unrest.
- We continue to focus our recruitment efforts in attracting minority applicants through various events, a diverse recruitment staff, and hiring incentives approved by Metro Council.
- LMPD recruiters will continue to attend Recruitment and Retention Workshops, and LMPD signed the 30x30 Pledge stating we are committed by 2030 to increase women in sworn ranks at LMPD to 30%.

Equity Goal #2: Establish 5% minority-owned business contracting with a commitment to increase to 10% in FY23.

- With a renewed sense of urgency since funding for LMPD has increased.
- LMPD did not see a significant increase in minority-owned business contracts in FY22; however, we continue to seek to increase this number in FY23 through the procurement process and working with OMB, the Human Relations Commission, and affirmative outreach.



Equity Update

Equity Goal #3: Create a public facing dashboard and dashboard report on a quarterly basis.

[HH Dashboard](#) | [Louisville Metro PD, KY \(louisville-police.org\)](#)

Examples of Accomplishments:

- **2.2.2 Implemented: Updated guidelines and instructions for supervisors when they review probable cause affidavits to ensure they take adequate time to verify if facts and circumstances are sufficiently articulated to seek a warrant from a judge.**
- **2.5.4 Implemented: Trained the commanding officers and supervisors responsible for counseling officers on effective techniques, which is critical for the EIS to succeed in its intended purpose to prevent misconduct and ensure personnel view the system positively.**

Equity Goal #4: Conduct monthly facilitated dialogues on policing and race.

- **Since May 2022 as part of the Truth Transformation Initiative LMPD is engage in the Training and Procedural Justice workshops; a monthly facilitated dialogues on policing and race.**
- **After the first week in November, there are 517 command staff and patrol officers trained. LMPD is committed to continuing having more sessions in 2023 and anticipates 500 additional personnel attending.**
- **LMPD will have upcoming Listening Sessions with LMPD internally, with the public; and with both LMPD and the public to be scheduled in 2023 with other collaborators; including the Office of Equity.**

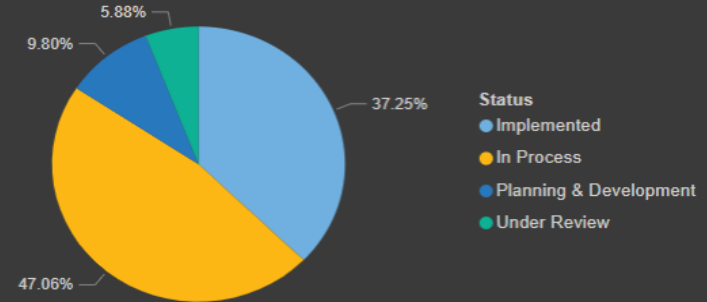


Equity Update

Hillard Heintze Recommendation Overview

| Topic | Implemented | In Process | Planning & Development | Under Review |
|-----------------------------------|---------------|---------------|------------------------|--------------|
| Bias-Free Policing | 44.44% | 22.22% | 33.33% | |
| Community-Oriented Policing | 25.00% | 33.33% | 8.33% | 33.33% |
| Complaints Against LMPD Personnel | 53.85% | 38.46% | | 7.69% |
| Crisis Intervention | | 100.00% | | |
| Crowd Control | | 66.67% | 33.33% | |
| Data Analysis | 25.00% | 75.00% | | |
| Early Intervention System | 87.50% | 12.50% | | |
| Procedural Justice | 37.50% | 50.00% | 12.50% | |
| Promotion Processes | 42.86% | 57.14% | | |
| Recruiting and Hiring | 33.33% | 44.44% | 22.22% | |
| Search and Arrest Warrants | 28.57% | 57.14% | | 14.29% |
| Use of Force and De-Escalation | 26.32% | 63.16% | 10.53% | |
| Summary | 37.25% | 47.06% | 9.80% | 5.88% |

*Percentages may not equal 100 due to rounding



| Rec. # | Recommendation | Status |
|--------|---|------------------------|
| 2.6.6 | Work with community partners to create training for LMPD personnel to improve their understanding of the historical, social and equity issues that contribute to concerns about public safety. | In Process |
| 2.2.2 | Update guidelines and instructions for supervisors when they review probable cause affidavits to ensure they take adequate time to verify if facts and circumstances are sufficiently articulated to seek a warrant from a judge. | Implemented |
| 2.1.12 | Undertake an in-depth workload assessment of the Training Division to determine an appropriate trainer-to-trainee ratio and conduct a needs assessment to determine the appropriate time and resources necessary to train FTU staff to support the Department's use-of-force policy expectations. | Planning & Development |
| 2.5.4 | Train the commanding officers and supervisors responsible for counseling officers on effective techniques, which is critical for the EIS to succeed in its intended purpose to prevent misconduct and ensure personnel view the system positively. | Implemented |

Equity Update

Information On Recommendations Received From The Office Of Equity.

- LMPD performed a top-down review of the department in 2020, as part of a comprehensive assessment of where the department stands regarding various operational challenges that exist in the wake of Breonna Taylor's death and the protest for racial justice in 2020. In addition, LMPD has had several leadership changes in the past year, with current Chief Ericka Shields being sworn as Chief in January 2021. Chief Shields and her leadership team have committed to racial equity and the utilization of equity toolkit as part of the strategic vision and operations of the department. In addition, the top-down review and the recommendations that emanated from that review, have addressing racial equity suggestions that the department adopted. It was recommended LMPD continue its commitment to racial equity impacts and outcomes as part of its overall operation strategy, while remaining transparent and proactive in its communications, concerning its commitment to racial equity.

Information On Other Equity-related Collaborations.

- LMPD has Monthly Minority Affairs Committee meetings, a Chief's Advisory Board, a Chief's Youth Advisory Board, Police Activities League, and a Chaplain Program. These committees are inclusive in creating equitable relationships and fostering opportunity to change processes.

Information On Other Equity-related Accomplishments.

- Signed the 30x30 Pledge to increase women in the police department by 2030 by 30%, began an International Leadership Program and College Citizens Academy. Both programs provide information on the career paths within policing, changes in the police policy and procedures, and an increase the recruitment efforts.



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