



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, March 10, 2022

4:00 PM

Council Chambers

Call to Order

Chair Person Arthur called the meeting to order at 4:05 p.m.

Roll Call

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

Present: 4 - Chair Jecorey Arthur (D-4), Committee Member Cassie Chambers Armstrong (D-8), Vice Chair Anthony Piagentini (R-19), and Committee Member Nicole George (D-21)

Excused: 3 - Committee Member Barbara Shanklin (D-2), Committee Member Kevin Kramer (R-11), and Committee Member Markus Winkler (D-17)

Non-Committee Member(s)

Council Member Kevin Triplett (D-15)

Clerk(s)

Lisa Franklin Gray, Assistant Clerk
Sonya Harward, Clerk

Special Discussion

1. [ID 22-0313](#)

LOUISVILLE METRO OFFICE OF EQUITY: RACIAL EQUITY TOOL KIT -- MICHAEL MEEKS, METRO GOVERNMENT CHIEF OF EQUITY

Attachments: [Racial Equity Tool Design_FINAL.pdf](#)
[Racial Equity Toolkit Guide 2021w MM SUGGESTIONS.pdf](#)

Chair Person Arthur introduced the topic of discussion and guest speakers.

Michael Meeks, Louisville Metro Office of Equity, gave an overview regarding the Office of Equity and the Racial Equity Toolkit. He introduced the following speakers:

- Eliza Coleman, Louisville Free Public Library
- Rebecca Hollenbach, Louisville Metro Center for Health Equity

The following also spoke to this item:

- Chair Person Arthur
- Vice Chair Piagentini
- Committee Member George
- Wanda Mitchell Smith, Mayor's Office

The following was discussed:

- There was a discussion regarding the Louisville Metro Office of Equity and the Racial Equity Toolkit. (See attached)
- There was a discussion regarding the fundamental principles of the Racial Equity Design and an example scenario. (See attached)
- The principles of the Racial Equity Design are: set a vision and outcomes, involve stakeholders and gather data, determine benefit and/or burden, advance opportunity or minimize harm, evaluate, communicate, and be accountable, and report back.
- There was a discussion regarding quantifying more objectively what Louisville Metro's equity goals are and how to measure those goals going forward.
- There were several questions regarding whether Louisville Metro will have more quantifiable data in the FY23 budget cycle.
- There were several questions regarding what equitable resources/funds Louisville Metro Departments will utilize and/or partner with going forward.
- There were several questions regarding whether gender equity is considered within the Racial Equity Toolkit.
- There were several questions regarding whether the Racial Equity Toolkit reviews other demographics and/or identities.
- There was a discussion regarding how other identities intersect with race and are therefore considered within the Racial Equity Toolkit.
- There was a discussion regarding the Racial Equity Toolkit being more programmatic than operational.
- There was a discussion regarding how this toolkit is comparable with other national toolkits and thus is applicable to other protected classes/populations.
- There were several questions regarding when the Racial Equity Toolkit was

created.

- The Racial Equity Toolkit was originally created in 2015, updated in 2019, and adopted in late 2019.
- There were several questions regarding whether the Racial Equity Toolkit has been used for standard operating procedures in different departments/agencies.
- There were several questions regarding how the Louisville Metro Police Department utilizes the Racial Equity Toolkit outside of the budget cycle.
- There was a discussion regarding the application of the Racial Equity Toolkit and how different agencies may utilize the Racial Equity Toolkit.
- There were several questions regarding whether the Racial Equity Toolkit is a requirement for agencies and non-profit organizations when requesting funding.
- There were several questions regarding the set goals for the Louisville Metro Office of Equity and the Racial Equity Toolkit and whether those goals have been updated.
- There were several questions regarding a support and oversight board or committee for the Louisville Metro Office of Equity.
- There is an Equity Advisory Committee that currently supports the Louisville Metro Office of Equity, and pre-pandemic, there was a racial equity team to offer oversight.
- There were several questions regarding whether the Board of Alderman utilized an equity process prior to merged government.

Point of Personal Privilege

Chair Person Arthur stated that this weekend will be the second anniversary of Breonna Taylor's death. He asked residents to be safe throughout the weekend and to remember the family of Breonna Taylor.

Adjournment

Without objection, Chair Person Arthur adjourned the meeting at 4:49 p.m.