



# Louisville Metro Government

601 W. Jefferson Street  
Louisville, KY 40202

## Action Summary - Final Committee on Equity and Inclusion

*Chair Paula McCraney (D-7)*

*Vice Chair Anthony Piagentini (R-19)*

*Committee Member Barbara Shanklin (D-2)*

*Committee Member Jecorey Arthur (D-4)*

*Committee Member Kevin Kramer (R-11)*

*Committee Member Markus Winkler (D-17)*

*Committee Member Amy Holton Stewart (D-25)*

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Thursday, February 4, 2021

4:00 PM

Council Chambers

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### Call to Order

Chair McCraney called the meeting to order at 4:00 p.m.

### Roll Call

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

**\*NOTE: All committee members and non-committee members present attended virtually, except Vice Chair Piagentini, who attended in Chambers.**

**Present:** 7 - Chair Paula McCraney (D-7), Vice Chair Anthony Piagentini (R-19), Committee Member Barbara Shanklin (D-2), Committee Member Jecorey Arthur (D-4), Committee Member Kevin Kramer (R-11), Committee Member Markus Winkler (D-17), and Committee Member Amy Holton Stewart (D-25)

### Non-Committee Member(s)

Council Member Donna Purvis (D-5) and Council President David James (D-6)

### Support Staff

Paul Rutherford, Jefferson County Attorney's Office

### Clerk(s)

Connie Dearing, Assistant Clerk  
Sonya Harward, Clerk

## Special Discussion

### 1. [ID 21-0139](#)

#### Committee Planning Session

Chair McCraney stated that for this planning meeting she wanted this committee to help build agendas as they go along. To establish that equity and inclusion is based on fairness and justice, and civil and legal rights. The Committee will look at how things work within government and try to mitigate the bias in all areas of our local government. The Committee will be developing legislation and wrap around all the services and offerings of local government to make sure these are all equitable, fair and inclusive with everything our local government deals with. The Committee will be looking at racial equity in the justice system, economic justice, equity and social justice as a whole, pay equity and equity in employment by looking at the hiring practices and job descriptions.

The following spoke to items for future agendas:

- Committee Member Winkler
- Committee Member Arthur
- Chair McCraney
- Committee Member Piagentini
- Committee Member Holton Stewart
- Council Member Purvis
- Committee Member Shanklin

The following was discussed for future agendas:

- Future annual assessments of protective classes of minorities and women by looking at employees in similar jobs and experience as to some form of equity to discover if there is an issue with Metro employees.
- Making sure Metro government is inclusively equitable before looking externally regarding issues of equity.
- Looking outside of Metro government as to how minority groups are distinguished.
- How things being taken for granted not being allowed in the future.
- The administrative budget and how it is executed as to where money is going to and where is it coming from.
- Establishing relationships with administration.
- Whether things being done in an equitable way throughout Metro departments.
- If opportunities are being missed regarding equity.
- The need to prioritize in regards to where to start first.
- Looking at geographical areas and where the population is being served.
- Equity throughout each district in regards to the way law enforcement is handled, and constituent needs from district to district being handled the same.
- Establishing equity with jobs in the different departments.
- Whether there is equity with access to employment, clean streets, walking to school safely, living safely in any neighborhood, equitable access to grocery stores, pharmacies, and broad band.
- Economic development equity.

- Job advancement equity.
- Equity with the Neighborhood Development Funds.
- Planning and Zoning equity.
- Equity with the number of police officers in districts.
- Equity with Public Safety
- Lack of equity with community centers and Neighborhood Places throughout Metro.
- Looking at the totality of everything.

## Pending Legislation

### 2. [R-168-20](#)

**A RESOLUTION PURSUANT TO THE CAPITAL AND OPERATING BUDGET ORDINANCES, APPROVING THE APPROPRIATION TO FUND THE FOLLOWING NONCOMPETITIVELY NEGOTIATED PROFESSIONAL SERVICE CONTRACT FOR THE OFFICE OF EQUITY CONCERNING STRATEGIC ALIGNMENT, COMMUNICATIONS, AND CREATIVE DEVELOPMENT FOR THE METRO GOVERNMENT'S STRATEGIES AND PLANS TO MAKE LOUISVILLE A MORE EQUITABLE CITY - NIMBUS, INC. - \$48,000.00.**

**Sponsors:** Primary David James (D-6)

**Attachments:** [R-168-20 V.1 010421 PSC - NIMBUS, INC. - \\$48,000.00.pdf](#)

[NIMBUS Inc. Agreement Office of Equity](#)

[Contract Request Form NIMBUS Inc. Agreement Office Redacted.pdf](#)

A motion was made by Committee Member Piagentini, seconded by Committee Member Winkler, that this Resolution be recommended for approval.

The following spoke to the item:

- Kendall Boyd, Human Relations Commission
- Joel Neaveill, Office of Management and Budget Procurement
- Committee Member Piagentini
- Committee Member Arthur

The following was discussed:

- Equity goals set out by Mayor Fischer in the Executive Order.
- Nimbus provided communications tools and helped pull together all the information needed to address the racial equity throughout Louisville Metro.
- Contract helped focus specifically on the areas that would address the issues and to present activities externally and internally and to be comprehensive for the Executive Order.
- Realization of the cost of the contract being expensive, but necessary.
- The contract already having been executed, but just now on the agenda for approval.
- Contracts being brought before Council proactively in the future.
- Ongoing relationship with this vendor for the future.
- The final product from this contract is in the Executive Order.
- Request was made for a report on the detail of the report presented in the

**Executive Order.**

- The vendor knowing of the ceiling cost for the contract.
- This was a non-competitive contract.
- Details of the report did solidify aspects of racial inequity that is already known internally.
- The external details, being somewhat speculative, was based on what was determined from the contract, and how that matches up with the internal equities and internal racism.

The motion carried by a voice vote and the Resolution was sent to the Consent Calendar.

**Adjournment**

A motion was made by Committee Member Holton Stewart, seconded by Committee Member Winkler, that this meeting be adjourned.

Without objection, Chair McCraney adjourned the meeting at 4:56 p.m.

**\*NOTE:** Items sent to the Consent Calendar or Old Business will be heard before the full Council at the Metro Council Meeting on February 11, 2021.