



Louisville Metro Government

601 W. Jefferson Street
Louisville, KY 40202

Action Summary - Tentative 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)

Thursday, March 18, 2021

4:00 PM

Council Chambers/Virtual

Call to Order

Chair McCraney called the meeting to order at 4:01 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.**

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

Non-Committee Member(s)

Council Member James Peden (R-23)

Clerk(s)

Sonya Harward, Clerk

Special Discussion

1. [ID 21-0323](#)

Pay Equity – Not Here, Not Now - Chair Paula McCraney

Attachments: [Pay Equity - Not Here Not Now.pdf](#)

Chair McCraney gave a presentation (attached hereto).

This presentation led into the next presentation and all discussion was had afterwards.

2. [ID 21-0300](#)**Supporting Women in the Workplace - Emily Litzinger, Fisher & Phillips, LLP**

Attachments: [Presentation - Supporting Women In The Workforce.pdf](#)

Emily Litzinger, Fisher & Phillips, LLP, gave a presentation (attached hereto).

The following also spoke to this item:

- Chair McCraney
- Vice Chair Piagentini
- Committee Member Winkler
- Committee Member Arthur
- Council Member Peden

The following was discussed:

- March 25th is Equal Pay Day - when a woman's pay catches up to a man's pay from 2019
- Reference to the Parental Leave Ordinance currently being considered by the Council
- Gender Pay Gap being an univariable analysis
- Possible childcare crisis coming due to day cares closing during the pandemic
- Whether there are any local governments that have been able to enforce pay equity - possible legislation coming from the Federal government in the future that will impact private businesses due to President Joe Biden's interest in the topic
- Promoting the study of the sciences and STEM programs to girls
- Example of the differences in the workplace due to women having to take time off for child birth and how it puts the women behind men when it comes to retirement
- Understanding that pay equity is about equal pay for equal work

Adjournment

Chair McCraney spoke about an upcoming topic for the April 15, 2021 Committee meeting regarding equity in job descriptions. She stated that the Administration was conducting a pay equity study for Metro Government and a report may be available as early as June. She also spoke about a Resolution that will be introduced soon that encourages the private sector to conduct pay equity analyses.

Without objection, Chair McCraney adjourned the meeting at 5:00 p.m.