



Louisville Metro Government

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)

Thursday, September 16, 2021

4:00 PM

Council Chambers/Virtual

THIS MEETING IS BEING HELD VIA VIDEO TELECONFERENCE

Call to Order

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

Roll Call

Chair Person 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 Committee Member Arthur and Council President James, who attended in Chambers.**

Present: 6 - 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)

Excused: 1 - Committee Member Barbara Shanklin (D-2)

Non-Committee Member(s)

Council President David James (D-6), Council Member Cassie Chambers Armstrong (D-8), Council Member Kevin Triplett (D-15), and Council Member James Peden (R-23)

Support Staff

Holly Hopkins, Jefferson County Attorney's Office
Jason Fowler, Jefferson County Attorney's Office
Natalie Johnson, Jefferson County Attorney's Office

Clerk(s)

Lisa Franklin Gray, Assistant Clerk
Sonya Harward, Clerk

Pending Legislation

1. [O-400-21](#)

AN ORDINANCE AMENDING THE LOUISVILLE/JEFFERSON COUNTY METRO GOVERNMENT CODE OF ORDINANCES (“LMCO”) CHAPTER 92 TO PROHIBIT CREDIT DISCRIMINATION IN EMPLOYMENT (AS AMENDED).

Sponsors: Primary Paula McCraney (D-7), Primary Bill Hollander (D-9) and Additional Jecorey Arthur (D-4)

Attachments: [O-400-21 V.2 CAM 092121 Preventing Credit Worthiness Discrim in Employment.pdf](#)
[O-400-21 PROPOSED CAM 091621 PREVENTING CREDIT WORTHINESS DISCRIMINATION IN EMPLOYMENT.pdf](#)
[O-400-21 V.1 081221 Preventing Credit Worthiness Discrim in Employment.pdf](#)

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

The following spoke to this item:

- Chair Person McCraney
- Vice Chair Piagentini
- Jason Fowler, Jefferson County Attorney's Office
- Committee Member Winkler

The following was discussed:

- There was a discussion regarding the overall intent and goal of the legislation, which is to prevent employers from discriminating against applicants based on credit reporting.
- There were several questions regarding whether the legislation should be heard in a different committee.
- There was a discussion regarding credit history and the role of the Equal Opportunity Employment Commission.
- There were several questions regarding whether other peer cities have this type of legislation.
- There was a discussion regarding the research showing that 11 other jurisdictions have similar ordinances.

A motion was made by Committee Member Arthur, seconded by Committee Member Holton Stewart, that this Ordinance be amended as stated in "O-400-21 PROPOSED CAM 091621 PREVENTING CREDIT WORTHINESS DISCRIMINATION IN EMPLOYMENT.pdf". (See attached)

The motion to amend carried by a voice vote.

- There were several questions regarding whether this legislation would add barriers for employers.
- There was a discussion regarding this legislation being a complaint driven law that would be investigated by the Human Relations Commission.
- There were several questions regarding whether peer cities with similar legislation have shown definitive outcomes.

A motion was made by Committee Member Winkler, seconded by Committee Member Kramer, that this Ordinance be tabled.

The motion to table carried by a voice vote.

2. [R-081-21](#)

A RESOLUTION RELATING TO THE SUPPORT OF FEDERAL REPARATIONS LEGISLATION AND THE PURPOSE OF HOUSE RESOLUTION 40 OF THE 117TH CONGRESS (AMENDMENT BY SUBSTITUTION).

Sponsors: Primary Paula McCraney (D-7), Primary Jecorey Arthur (D-4) and Additional Cassie Chambers Armstrong (D-8)

Attachments: [R-081-21 V.2 CABS 091621 RESOLUTION TO SUPPORT HOUSE RESOLUTION 40 RE REPARATIONS.pdf](#)
[R-081-21 PROPOSED CABS 091621 RESOLUTION TO SUPPORT HOUSE RESOLUTION 40 RE REPARATIONS.pdf](#)
[R-081-21 PROPOSED CAM 081921 Resolution to Support House Resolution 40 RE Reparations.pdf](#)
[R-081-21 PROPOSED CABS 081921 Resolution to Support House Resolution 40 RE Reparations.pdf](#)
[R-081-21 V.1 081221 Resolution to Support House Resolution 40 RE Reparations.pdf](#)
[Basic Principles and Guidelines on the Right to a Remedy and Reparation.pdf](#)
[FREEDOM TO FEAR A Terrifying and Deadly Backlash.pdf](#)
[RAPE AS A BADGE OF SLAVERY.pdf](#)
[Slavery in America.pdf](#)
[What We Get Wrong About Closing The Racial Wealth Gap.pdf](#)
[The Color of Wealth.pdf](#)
[The Economic State of Black America in 2020.pdf](#)

A motion was made by Committee Member Arthur, seconded by Chair Person McCraney, that this Resolution be untabled.

The following spoke to this item:

- Committee Member Arthur
- Vice Chair Piagentini
- Chair Person McCraney
- Council President James
- Council Member Chambers-Armstrong
- Committee Member Winkler

The following was discussed:

- There was a discussion regarding restitution/reparations to descendants of slaves.
- There was a discussion regarding wealth and equality disparities for people of color.
- There were several questions regarding why wealth gap differences occurred and what were the root causes, such as "Jim Crow" or slavery.
- There was a discussion regarding people of color continuing to be impacted

by the injustices of slavery.

- There was a question regarding the best way to move forward and whether reparations is the best direction.

- There was a discussion regarding other races/groups that have received restitution, however, descendants of slaves have never received reparations.

- There was a discussion regarding reparations repairing those that were injured by racial injustices.

- There was a discussion regarding who would pay reparations.

- There was a discussion regarding the scope and intent of the legislation to support House Bill 40 for a study to ascertain the ramifications of racial injustice and a manner to remedy those injured.

- There was a discussion regarding Council President James' proposed amendment by substitution that would further clarify the overall intent of the legislation.

A motion was made by Committee Member Winkler, seconded by Committee Member Arthur, that this Resolution be amended as stated in "R-081-21 PROPOSED CABS 091621 RESOLUTION TO SUPPORT HOUSE RESOLUTION 40 RE REPARATIONS.pdf." (See attached)

- There was a discussion regarding the focus of the legislation centers on descendants of slaves.

- There was a discussion regarding whether House Bill 40 studies other potential options to remedy the financial impacts experienced by descendants of slaves.

- There was a discussion regarding how to determine who qualifies for reparations.

- There was a discussion regarding the true definition of reparations and all it entails.

- There was a discussion regarding whether immigrants that came to the United States would be tasked to pay reparations.

- There was a discussion regarding whether the war on poverty offset the need for reparations.

- There was a discussion regarding the fact that universal programming does not fix systemic injustices.

The motion to amend by substitution carried by a voice vote.

The motion to recommend for approval carried by the following vote and the amended Resolution was sent to Old Business:

Yes: 3 - Arthur, McCraney, and Winkler

No: 2 - Kramer, and Piagentini

Present: 1 - Holton Stewart

Excused: 1 - Shanklin

Adjournment

Without objection, Chair Person McCraney adjourned the meeting at 5:02 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 September 23, 2021.