# Captioning Transcripts of Committee on Equity and Inclusion Meeting - December 8, 2022

"Arthur, Jecorey"
Peace, welcome to the Committee on Equity and Inclusion, today is Thursday December 7th, 2022, the time is currently 4:25 PM. I'm chairman Jecorey Arthur we also have Vice Chair Anthony Piagentini and we'll be joined by our other committee members momentarily. Committee members Cassie Chambers Armstrong and Markus Winkler have excused absences. And this meeting is being held pursuant to KRS 61.826 and council rule 5A. Today we'll have 2 special discussions concerning our equity oversight. We'll start with the office of management budget and then end with the office of resilience and community services.

"Piagentini, Anthony"
Vice chair, quick point of personal privilege. I just wanted to congratulate the University of Louisville, women's volleyball team who just 1 in the sweet 16 and will play this Saturday in the elite 8, here at young center go check it out support our cards go cards.

"Arthur, Jecorey"
Go cards. We're also going joined by a committee member Kevin Kramer. All right chief. Please welcome our guests, don't forget your name title department for the record, and we'll get into it.

"Meeks, Michael"
Good afternoon my name is Michael makes chief equity officer for Louisville Metro we're here today with yet another cohort of metro government departments to discuss progress toward equity goals with me today representing the office for management and budget. Angela Dunn, Joel Neaveill and Catina Rivera and also with resilience and community service Tameka Laird, thank you for being here.

"Dunn, Angela"
Thank you good afternoon. Angela Dunn, director of the revenue Commission, and I am presenting the office of management and budget equity update this afternoon. So, the vision statement for the office of management and budget is that the is that remains committed to equity by providing excellent customer service through trust respect and responsiveness the utilization of equity tools and processes while monitoring our focus on

fiscal responsibility, integrity and transparency. I want to
make sure my slides work in here. Hang on a second.

"Arthur, Jecorey"
these slides are attached to the agenda, so you can follow along
at home or on your computer.

"Dunn, Angela"
So, the office of management and budget has 8 equity goals, I'll
just kind of quickly read through these with a little bit of an
overview. Goal 1 is to evaluate implicit bias and only be hiring
practices train and OMB personnel to mitigate any identified
implicit bias for future hiring practices, Continue efforts with
structural races and cohorts to improve internal staffs
understanding of structural racism, Continue review of
purchasing policy to identify equity barriers in conjunction
with a multi department strategic procurement committee, in
conjunction with the required annual review of our policies, we
will also review those policies through an equity lens, maintain
a record of referral efforts of all self-identified minority
women, disabled, for LGBTQ+ owned businesses that registered to
bid for local metro government contracts to the human relations
commission for potential certification. Reduce barriers for
taxpayers to conduct business with the revenue commission and
enhance the customer experience through electronic access and
quality communication. So, we have made progress in each of
these goals and provide a quick overview of that progress on
each. So, for goal 1, our hiring practice involves a diverse
interview panel to minimize bias. In addition to the hiring
manager, the personnel division can also review the list of
referred candidates and can make recommendations if needed, to
ensure we have a more diverse group of interviewees. For goal
two the personnel division is creating and implementing a
required training for our managers and supervisors on implicit
bias. This is in addition to the training that is required by
Metro HR. For goal 3 will continue with the current structural
racism cohorts to improve internal agency staff's understanding
we encourage, we will continue to encourage additional staff to
join the cohorts, and we have a current Co cohort that is
scheduled to conclude by the end of this year. Here for goal
four, during the annual update of the procurement policy and
manual OMB reviewed, necessary updates and their potential
equity impacts prior to publication of that document. For goal,
5, there hasn't been a pause on goal 5 and this is the review of
policies and procedures that process in general was put on hold
due to the implementation of Workday. It was a resource issue.
It's anticipated that the policy review will be will start back

up once workday has stabilized and is implemented. For goals, 6,
I wouldn't be maintains records of referral efforts year to date
there have been 635, new self-declared MWDIE and LGBT business
registrations created and referred to the human relations
commission for potential certification. commission for potential
certification. For goal, 7, the revenue commission has drafted a
language access plan. The draft outlines specific steps that
will allow the agency to survey existing language skills and
resources with current stuff, obtain external language services
to translate vital documents trainer staff, et cetera and it's
anticipated that that plan will be finalized by the end of this
year. And for goal, 8, the revenue commission has obtained cost
quotes for updating our existing phone system and our tax
administration system that would implement modern enhancements
to improve the customer experience funding, of course, would be
necessary to move forward, but the language access plan will
provide a guide for translating written communication and forms.
Finally, just as a general ending comment and the revenue
commission continue to make progress on all of the established
goals and to collaborate with the office of equity, while goal 5
has been temporarily paused due to the priority of Workday.
Active review of existing policies will commence once that has
stabilized provides regular contributions to the task force on
equity and procurement and contracting other collaborations
include tier 2 suppliers, subcommittee, membership, small and
minority. Owned supplier engagement, including participation in
the joint utility conference, Kentucky, public procurement
Association, reverse trade school task force, the matchmaker
event and member of the membership and diversity committee. In
addition, the revenue commission has collaborated with the
office of globalization to obtain guidance on development of the
language access plan as well as provide multicultural competency
training to all revenue commission employees at our annual
employee training retreat. Thank you.

"Arthur, Jecorey"
Thank you I'm curious about gold 3 with the structural racism
cohorts.
What exactly are you learning and who are you working with to
get that education about structural racism?

"Dunn, Angela"
I'll generally speak to it and then maybe Tameka Laird can add a
little more detail. I participated in the cohort. It was a plan,
it was a very structured sort of curriculum that we followed it
took, it took place over, it was close to a year because it was
spread out and there were assignments throughout where you had

to read publications that talked about, structural racism, so it was, it was like a learning curriculum, and the cohort existed is this sort, it was a mix of management and staff from all different backgrounds within the office of management budget and the revenue commission to discuss those topics that were presented in the curriculum, and it was meant to educate and kind of open those barriers at multi levels throughout the organization to kind of discuss different perspectives and what that curriculum presented to us.

"Rivera, Catina"
I am Catina Rivera, and I am with the office of management and budget executive administrator. I oversee the personnel division. I did not have personal experience with the racial cohorts like Angie did, but my personnel manager Crystal Boafnight, I can't pronounce her last name does oversee them and Angie was in the original cohort, which was in 202, we are on our 2nd cohort right now they are managed by they were originally managed by the center for health equity and the objectives of the cohort, there's the 4, number 1 is to gain introductory knowledge of foundation, gain an introductory knowledge of foundational, racial equity and root cause theory, number 2 is to improve communication skill, and ease on root cause, and racial equity through formal and informal mediums. Number 3 is to increase the ability to work, collaboratively across OMB and LMG and strengthen the ability to translate research into action. So, basically it is just to be able to speak more openly and to gain a better understanding, to be able to speak without, you know, to be more comfortable to speak on these, the issues.

"Arthur, Jecorey"
I'm almost glad you haven't started the policy review yet, because you're doing this cohort work and getting an understanding of like, a foundational understanding before you dive into, how can we do better and take more action question about number 4 and we might have a follow up from the vice chair, last year in this committee, we learned from the procurement task force that spends MSD over half of their diverse diversity spending on black businesses, LG&G spent a quarter of the water company spends about a 5th Louisville metro government spends less than a 10th of our diversity spending on black owned businesses. I asked about internal policies that prevent us from improving this and the answer was kind of shaky. So, from your perspective, what could we be doing better to change this?

"Naeveill, Joel"
Good afternoon. My name is Jo Ellen procurement director for the city of Louisville Kentucky and I wasn't privy to the discussion previously, but yes, that is true that Louisville metro doesn't meet its goals and I would say that we're the task force in particular is kind of heading the right direction for what we need to do. And part of that is and part of that is exploring disparities study that will actually take steps to make intentional contracting spend and actually identify where disparities have been identified and those could be strictly targeted to provide opportunities for minority owned businesses.

"Arthur, Jecorey"
Thank you, I'll pass it to the vice chair for a follow up and then I'll come back.

"Piagentini, Anthony"
Thank you. Thank you. Mr. chair. Yeah along that line, we passed recently a resolution looking at 2nd, chance employers, right? And it was really an amendment to an existing ordinance that laid out goals for reaching certain, spend certain business small business demographics right? I think women owned business minority on business there was a couple in there. I didn't vote against it. I voted for the resolution, but I pointed, I think it was an ordinance before the ordinance, but I pointed out I was hesitant to vote for it now because I didn't log the goal, but it was all about as I like to colloquially say it I legislated realville, and we're not hitting the current goal, so just adding another goal is kind of a waste of time, so, what I'm curious about is what I don't see here and this is what, where I don't know why, we're seeing it when I see here is goal number 4 continue review of the policy identify equity barriers in conjunction with multi department, strategic procurement committee. We already have goals setout, but an equity goal isn't even to achieve those goals or, to create a tactical plan to achieve those goals, which, to me, would make the most sense. Right? Just lay out a tactical plan to achieve the goals. So, is that goal and that ordinance is that under the purview of the procurement department without within OMB or is it under multiple departments? Sort of jurisdiction or purview?

"Naeveill, Joel"
If I could lay out in 2 different 2, different buckets here, the procurement policy manual is a guide of course, that that provides our procurement procedures or we follow state law and then we follow Louisville ordinance and then we put the policies in place we put that together. So any change the reference to

the goal is any change that comes annually from year to year, we take a look at and we say, okay, is this what, are we adding burden to anybody in trying to do business with the city number 1 and then, are we unfairly unjustly providing, or is this change also impacting unfairly any particular demographic or small businesses? So it's a, it's a annual procedural tactical approach to the day to day. Now, what you're talking about is a bigger bigger goals setting, and which is the metro goal related to percentage of procurement expenditures. So, part of that is, it's a, it's a, we set the policy and we're responsible for implementing those policies, but it takes all of Metro to help achieve that goal. And that gets down to department leadership the day to day operations and the office of equity ringing the bell saying we have these goals and this is a tactical thing that we need to continue to achieve. So, I think there's a lot of room for improvement there operationally across the enterprise. And I think that is an enterprise goal for which I think we certainly have room to improve.

"Piagentini, Anthony"
So, let me get more tactically specific, 1st of all, I would say that you can either add or change to this goal. Right? It's 1 thing to review the purchasing policy, which is what the goal is. It's another thing to create a tactical plan or execution plan to achieve the goal. I would like to see a tactical execution plan to achieve the goal. I would also like to see when we come to the budget review, right this is really the purpose of this is to preliminarily get in front of you. All right, we're in mid-year and the budget that come, may time when we're back talking about the actual budget and this topic comes up we don't want to be we don't want to be surprised we don't want you surprised there are a lot of questioning I'm going to want to see what those percentages have been are and what the tactical plan is to achieve them. Right? I'll give you an example when I worked in a, this was broadly call it a highly regulated industry that included a lot of government contracting we were required to hit certain goals subcontract to at the time we referred to them as but that the whole acronym of minority women owned veteran owned disabled own there were all these classifications and we had requirements to hit them. I worked in the procurement department of this multinational company to your point procurement decisions. We had a policy, but individual departments made final procurement decisions, but we created a structure and had oversight so that if we saw that, for example, there wasn't enough recruiting of businesses that fell into these categories into the initial RFP is a request for proposal we went back to the department head and said why not? Right?

Now, if there was a structural barrier, if there was no businesses that fit those criteria in that particular, spend category, OK, we documented it. Right? We made sure we understood what was going on and that and that because the government, the federal government could've canceled billions of dollars of contracts if we did it so we had to justify. Right? So we went so far as to document that okay. In this particular case and we had the data to support it, we didn't have so, okay as a city. Let's look at what that means right? Do we need to go to go to other business organization? Say, hey, we have a gap here. Right? Why do we have a gap? Is there something we can partner with And then, the 2nd, so 1 is, business recruitment right to actually bid or to attempt to contract. And then the 2nd layer is actual contract, right again another sort of check on the process where, when you see, for example, and I'm making numbers up here, but a department is getting 25% of the businesses or representing their spend of the business is applying. That is maybe a minority contractor, but only 5% of their spend at the end of the day, has contracted with that same category. Now, you've got to again question what is happening here you have 20% coming in, but only 5% making it out. Right? And again, there should be somebody in procurement, if procurement is executing oversight of this, there should be somebody that's not just creating a policy, but then following up starting big to small on who spends the most money around here, right, on so prioritizing largest spend a smallest are you living up to these policies? Right? And if not, why not? And how can we partner right? You know, hopefully you're not coming down, like hammer but instead you're coming as a partner to get them and get the organization in this case, Louisville Metro to the goal. Right? So, I would like to see that going into the budget cycle again, number 1, the numbers, historically, where we are currently where we are, what's the trend look like and then, secondly, a more tactical plan on where we've changed these rules and we have this oversight, and this is how we're going to execute with a goal of moving, you know, from 7% to 10% or however we're trying to. And what's a realistic movement within a certain period of time? Does that make sense? Okay. Thank you. Thank you. Mr. chairman.

"Arthur, Jecorey"
Thank you. And the last goal I'd like to ask a couple of questions about is 6 with referrals to minority businesses. Maybe chief, correct me if I'm wrong, but I think not too long ago we were celebrating because we had the highest amount of something. Could you clarify that for me real quick and then I have a couple follow ups.

"Meeks, Michael"
Yes, so earlier we had 354 or so minority in the database we
have since gone through and revise that we've checked for
duplicates and MFDB
that were not really qualified. So that number is down at this
point. The number that that's showing right now, or I believe or
self self declared yeah, they're self declared. It's yes it's
different from what we have.

"Arthur, Jecorey"
So, I'm curious maybe. What do you think is helping with the
numbers in terms of increasing them? What do you think is most
successful? How do we get there? How do we get to where we are?
What's working really well?

"Neaveill, Joel"
Well, I can speak to the OMB information here and this is
related to our very broad platform for which companies can come
in register and show interest in providing services goods or
services to the city. And we initially provided a registration
platform that could allow them to self self declare. And so I
think it's just because not only, but that's not necessarily
local. It's actually national and so anybody can come in there
and then declare themselves. I am a minority business, but it's
not the same as what we use in terms of a certification by the
human relations commission. Ok, so what we do is we then take on
a monthly basis, the list of any new self declares nationally or
otherwise, and we send that over to the HRC as potential leads
for certification and I don't know what the turn rate or success
rate and conversion of those leads to actual certifications are,
but it's probably, I won't even say, but at least we're getting
some in the pipeline and say, hey, here's some interested. You
might want to try to get them converted and they've done
wonderful job over the HRC over time. When I 1st started 7 years
ago, there was about a 100 sort of certified entities and to
hear that they're over 300 now is great, great progress.

"Arthur, Jecorey"
And last thing is, it's a comment, and maybe a suggestion, and I
emailed the chief about this. I ran into a black, small business
owner who was concerned about pay turnaround and I know we're
talking about capacity issues. I know we talked about adding new
staff people to turn things around, but a policy that he
suggested to me was for small business owners or maybe even more
specifically for some of these minority vendors and contractors.
Looking at a net, 15 versus a net 30, so paying them quicker,

because for a small business owner, you know, we're talking 30 days that could actually turn into more than 30 days, and it could be detrimental to their businesses. So that was something that got brought up, I'm not sure if you're going to review that when you go to review your policies, but it's something that I'm hoping you look at, because it could be really detrimental to those small businesses, vice chair.

"Piagentini, Anthony"
Thank you Mr. Chair, first of all. I think that's it's really a good idea again, we'd have to establish criteria related to, you know, particularly small businesses, those that can't survive without a certain amount of cash flow, but, could and I know this is related, but I just want to be clear both to the public to the chairman to the rest of the committee could be comment on what the current status of our payment terms are just related to the check cutting issues we've run into related to the Workday transition like, essentially, what is our current payment terms? How behind are we, regardless of who the vendor is? Thank you.

"Harmon, Monica"
You're getting the holdup. Excuse me? Hold on. I speak okay, Monica, Harmon, office management and budget as we have previously stated we are behind, we approximately have over 7,000, late invoices. We are trying to pay those in the order in which they were received, we do prioritize certain payments that are critical, an example would be cast a net payment for RCS those, those are processed in a different way and those get paid out because of the services that they provide, but we are trying to work through those. There is the standard payment terms are net 30 that's what we stand unless there is a restatement in the contract, or the invoice, the vendor request earlier payment, so they can initiate and request different payment terms, but if they do not provide that, we go to standard net 30.

"Piagentini, Anthony"
What is our current average payment terms? Excuse me? Let me rephrase what is our current average payment time from invoice date to check cut?

"Harmon, Monica"
Historically it has been anywhere from 35 to 65 days.


"Piagentini, Anthony"

So so, okay, and you use the word historically so that's not what's happening currently. So, 1st of all I do want to clarify that that means that even under good circumstances we weren't paying averaging net 30, we were averaging more than that. What are we currently averaging?

"Harmon, Monica"
I don't have that. I can, I can guarantee you that we are not current.

"Piagentini, Anthony"
Over that 60?

"Harmon, Monica"
I would say that obviously we have invoices that have come in since that are less than 30 days, but we have invoices that are beyond 30 days and probably some of that are exceeding 60 days. We are trying to move those as quickly as possible.

"Piagentini, Anthony"
I'm not disputing the fact that the administration is working to try to rectify the situation, I just wanted to be clear with the, the committee and the public that even under the best of circumstances, we weren't paying net 30 in that 30 we were paying it more than that and currently, we are in, I would call it a crisis mode and at least the numbers that I've seen would indicate at a minimum, we're averaging past 60 days, it could even be past 90 given the burn rate that we're trying to get through.

"Harmon, Monica"
On average I don't think we're past 90, but we, we do have invoices that are aged beyond the 60 days. What I would emphasize to say is that we're required to pay a validated invoice and sometimes vendors will submit an invoice that is not valid, they don't provide the proper information necessary to pay them, even then we will receive an invoice when we get that in the system invoice. So, if we received an invoice 60 days ago and they, it wasn't valid, and it took the vendor 30 days to get it back to us, we're still counting that 60 days late, even though they didn't submit us a valid invoice until 30 days ago I just want to make that clear.

"Piagentini, Anthony"
I understand, but that's 1st of all, I think hopefully workday system I've dealt with generally can calculate that at least differentiate between, you know, received, pending, provide our

pending vendor, follow up and that type of thing. So you can tease out that and get a more accurate accounting of our actual turnaround time. That's 1, number 2, I don't think you're arguing that that is anywhere near what is impacting the problem currently like, that is probably a small rounding error at this point.

"Harmon, Monica"
There's multiple reasons and what's contributing to this. We've talked about it, yes, there's a way to measure it. No, I do not have that information to tell you how old those invoices.

"Piagentini, Anthony"
I just want to be clear here. Yes, there are multiple things, let's say there's 5 things impacting it. When 1 of them is 80% of the problem and the other 420%, then the 4 aren't the issue, it's the 1 and the 1 issue that is screwing this up right now that is before work, let's put it this way, what was our inventory of unpaid invoices before we started implementing Workday on any given random what was the average historic inventory of unpaid invoices?

"Harmon, Monica"
We usually had approximately between 2 to 3,000 invoices.

"Piagentini, Anthony"
So we're over, somewhere between 2-3 times that currently. And the pivot point of that happening was the implementation of Workday, correct?

"Harmon, Monica"
What that's what contribute? Yes, yes. She had to stop the injection of invoices for a period of time, to convert them to the new system. That was a delay of 3 to 4 weeks. So then you automatically have that many invoices behind and then you have all the invoices coming in.

"Piagentini, Anthony"
That was an implementation, I will tell you there was an implementation choice. I have been part of system transitions and although there is typically some blackout period I've seen them as as short as a weekend. So the reason why, and I'm not saying it was OMB or you, I know we have consultants working on this, they might have given this direction as to why they needed to do it that way, but again, I would say that is not common even amongst again I'm talking about companies and transitions on international multi 1 Billion dollar companies they were able

to end up talking multi 1 Billion dollar annual revenue and
spend were able to shut down for a matter of days, 2-3 and
again, mostly over weekends are very low periods of time, maybe
between Christmas and New years, and be able to come very close
to maintaining their payment terms by a matter of days and not
have a situation where they, they had a 2 to 3 times increase in
their backlog. So, again, I was bringing this up so that people
didn't think by saying that we should pursue other ways to
improve cash flow for these small businesses that we are current
that even under the best of circumstances we were able to do
that easily, that is not the case. Hopefully, once we do get
through all of this implementation workday is an excellent
system it's not the system, it's our implementation of it.
That's been the problem. I know many, many, many half the
companies have the major Fortune, 500 companies that work in
this city operate on Workday and do so, and pay their invoices,
time and I'm talking about I contracted with 1 of them, and they
paid me on the precise exact date every single time that was the
net payment terms of the contract I had with them. So, this is
an operating issue that we have to get through. I'm not going to
continue beating up on it, but I did I didn't want to confuse
the public by saying there's lots of issues, there's a issue
that is the issue that we have to get through and then in normal
circumstances, we do need vendors to comply with rule and that
can be one of the contributing factors, so thank you chair.


"Arthur, Jecorey"
Thank you all for being here. We're going to bring up our last
agency. My favorite agency, RCS, officers and community services
because of time let's give a quick overview of where you are,
and your goals. And then we're going to hammer you with
questions

"Piagentini, Anthony"
And I just want to say, I am sorry I was really not looking at
the time I apologize. Although I blame chairman Arthur, and his,
his work on the parks committee for screwing us up. So and I
would just like to say, I love all departments equally so.

"Arthur, Jecorey"
I do equity. So, like, I love you. All right. So name department
and again, just where you are in your goals and then we'll go
through some questions.


"Laird, Tameka"

All right, my name is to Tameka Laird and I'm the director for the office of resilience and community services. I'll jump through the overall acknowledgment of the council since we're saving time, okay, I was going to say, this is not my presentation, okay, all right I have, start it. I'll try to make this as quick as possible, so I can open up for questions. Equity be inequitable has resigned effects on everything we do and how the office of resilience and community services execute our service delivery it is entrenched in the Department's work partnership and collaboration. Rcs is not, is not only a miscibility, but a community action agency. 1 of 23 in the state of Kentucky, our goal is to advocate and empower underserved households. The agencies mission is it exemplifies the old, the movement of resiliency and economic independency. Mid fiscal year, last year RCS, implanted and implemented equity and equitable decisions makings and the strategic planning environmental process. The top 4 targeted areas were workforce, residents, homelessness and data. This is just a slide to show you actually how we're implementing data within the work that we do, and actually creating dashboards to track. We're using the PMP model in order to track all of our KPIs. I'm going to skip that slide and go 2nd to our equity go. So the first Equity goal is advancing the RCS workforce through equity inclusion and diversity to better serve our community in the past 3 years the office of resilience and community services along with the nation had experienced an unprecedented turnover workforce. GI states the reason is due to low pay and 8% decrease in child facilities, charter facilities. Even though Kentucky unemployment rate is at 3.9. These are compelling factors that have affected our agency differently, each agency differently. But the common denominator is the capacity to execute the departments service delivery. RCS has steadily worked on equitable strategies to feel vacancies to insure equitable distribution of workforce and employee structure. The emphasis has been on inclusion through professional development, many trainings, consumer satisfaction in coach your base education. Our goal is to continue to prove our workforce equity through the employee experience, cultural diversity and department practices. Again, another dashboard that we're tracking around workforce and some overall different demographics, and then also professional development. Goal two, increase resilience by strengthening resources skills and opportunities for residents as a community based agency, fostering stabilization, building, self sufficiency that would lead consumers on the ropes to sustainability. These past 3 years the agency has been has seen the hardships of covid and the effects on households, especially the undeserved. The agency has worked on building programs that

would produce equitable solutions and collective community impact to improve the financial wealth of the consumer two the highlights and much many was in fiscal year, 2002 and 2003, the office of resilience and community services utilize the Jefferson County addiction data to create an internal, qualitative dashboard to track the areas of need and stabilization, reconciling with the funding. Also assessing and evaluating food desserts to create a service plan to serve the areas through our senior nutrition program. In addition to RCS a, was excited, still excited about the new partnership with the Louisville Urban league to launch the global financial empowerment focus on financial counseling and to build financial wealth to close the wealth gap. Again, another dashboard to show exactly what we're tracking and the overall demographics, and this is helping us to do a deep dive. Jefferson County, eviction data, another dashboard to show you exactly where we see the overall need and where we're trying to strategize around providing the overall assistance. Goal 3 to create a comprehensive oh. homelessness, okay, here we go homelessness mitigate the impact of helplessness by implementing new solutions and alternatives. We know that everyone deserves safe, affordable housing, we know the city, the state of the nation is trying to come back the crisis of homelessness. It is 1 of complexity, but it's achievable if the federal and state and local federal state and local in the community work together to eradicate. Then this past year, the city took a major step forward toward this effort by allocating 100 Million dollars towards this effort. Thank you council and thank you the mayor. The department has been working on a collaborative equity approach with our partners, participate in initiating dialogue that would reduce barriers and create fair practices for homeless populations as a result, this has led to the development of a harm reduction strategies with our clearing process and the increased connection with our outreach, increase connection with outreach services. Goal equity four to create a comprehensive data work to support and inform agency goals and objectives utilizing data to build a data governance. We know that having an effective and efficient data can change the landscape of an organization. It can assist with making timely decisions, creating policies and programs or improve in policies and programs and service allocations. Pursue and under building, consumer, and a community trust and transparency. Presently has been working toward constructing the department data framework through this process leadership has learned to focus more on transformational approaches that will empower positive change in consumers and the social eco system the operations of the agency in the past 3 years have been reactive change and now we're

transitioning into the new norm the agency can direct and focus on proactive change and decision making and data equity framework. Thank you and then also we have other dashboards that shows the overall progress and so I will leave it at that, because all of the additional slides are additional.

"Arthur, Jecorey"
Committee members, and the public can access these on the agenda. Also, some accomplishments that we have that RCS has done. I have 2 questions.
1 is around equity goal number 1 and I see that the live program has the biggest amount of staff vacancies something that a lot of our shelter spaces do is they use former clients who are kind of like, success stories and bring them back to work in that space. I'm curious if you all practices at all, when you're trying to fill vacancies.

"Laird, Tameka"
We are, we're actually working on several areas we're sitting down with HR to work on internships, recruitment looking at how we can actually work with 2nd, chancers we're trying to think of every avenue in order to be able to do that.

"Arthur, Jecorey"
And my last question before I jump to the queue, goal number 4 around data. Absolutely, it can change the framework of an organization. I'm curious if the software that you use to manage clients is being used across metro elsewhere. I don't forget which budget address it was, but I'll never forget the mayor mentioned pulling X amount of thousands of people out of poverty but when I ask someone in the Mayor's administration, how did you do that? It was a little murky. So, I'm sure that if we had a management system that we were looking at department to department, how are you referring someone to OSHN services, how are they referring someone to your services? How people moving through metro government? How many touch points? How many services do they receive? What programs are benefiting them and pulling them out of poverty so that we could potentially scale those up? I think that would make things a lot more efficient and effective. But I'm curious just for the record what software are you using into your knowledge or any other agencies using that software?

"Laird, Tameka"
And we are using Castanet and no, no other agency is using that. It falls under the community action agency. So it's licensed

through CAC and being a community action agency we are able to utilize it, but we also pay for it.

"Arthur, Jecorey"
And does that integrate with I guess you joined in some of the other software like some of the other things that are being used with other agencies so you all are using different systems to manage clients.

"Laird, Tameka"
That is correct. And when you think about coordinated care, and that's 1 of the things, councilman Arthur that we really needed to horn in on is having an actual overall comprehensive data framework where we're all working in 1 system. HMIS does that from the homeless perspective, but, it does not do that for low income families and from that perspective. So we're tracking it different actual systems and applications.


"Arthur, Jecorey"
That'd be a game changer constituent calls my office and I can see a record, oh, you've access this program with RCS, so, you've called this office and done this, that and other, I mean, that would be a whole different world in terms of moving people to government, vice chair Piagentini.

"Piagentini, Arthur"
I couldn't agree more and really just a request. We have budget committee in a second, Dr. Buchino who's here is gonna be speaking and I sent her some questions and, you know about homelessness strategy, it's because it's part of your goals here, you know, I think 1 of the things, just to bring it up as a discussion point moving forward. No, I'm not trying to put anybody on the spot here, but we have a lot of great people yourself included Dr. Buchino including many other community members and others working very hard, particularly on homelessness. Right I'm going to focus on homelessness here for a 2nd, I'll be we have to include affordable housing and just housing in general as part of that equation. Right? A big umbrella I'm increasingly concerned we have a lot of people going like this, and we're not going like this and working toward the same goal so my ask is at some point, I think it would be easier for council to have a voice, it doesn't mean a person, but maybe a team of people but like, who are on the same page about the overall homelessness strategy, where we currently are what the progress is we all agree that we've made X progress, we've gone backwards, here's the tactics that we're

getting, here's the strategy here, the tactics alignment that strategy with updates on progress. So, I just want to make sure all just like a chairman Arthur is talking about technology from an operating point of view also that we're all working together and there is, you know what and it's probably Dr. Buchino because she's director of homeless services, but so it's probably going through her ultimately, just from a title point of view, but to make sure that all of the groups, including the not for profits that aren't government related, right, are all marching in the same direction because again I've voted and many council members have voted for millions of dollars of support for this effort and I'm not sure we agree that we're making progress. So, it's, you know, I just want to make sure we are tracking it in a way that's understandable and we all agree on the numbers. Does that make sense?

"Laird, Tameka"
Yes. Absolutely.

"Piagentini, Anthony"
I'm not sure I was making sense. Thank you.

"Laird, Tameka"
You were making sense and councilman Piagentini I just want to can I, respond to your statement, a couple of things that we have been doing since the onset of my overall being in this position is that we are trying to ensure that we can actually collaborate within all of the organizations that focus on homelessness and we've done great strides around that, if you would refer to our link on the website, you'll see the U of L report around the homeless initiative, which actually identifies the work that we did with the homeless initiative model, and how we have been implementing the overall resources and services under that model, but also the actual overall intentional connection with the homeless providers, and also trying to work in that 1 voice under unity. So, the coalition, the Coalition for the homeless and the consumer care, have we have bi-weekly meetings that we actually do outreach where we focus on how do we better be able to talk in 1 voice, so that way we can be better representatives for this community and then also for to council and the mayor's office. So, in this next at 5 o'clock, in which we're over during budget, we'll have a presentation for you that I hope will actually direct us in that right in that direction. But also to be able to answer a lot of questions that council has had.

"Arthur, Jecorey"
Committee member, George.

"George, Nicole"
Thank you chair, earlier wanted just briefly say that goal number 1 around advancing RCS Workforce through equity is beautifully written. I'm wanting to better understand though what those benchmarks are, and I'm going to stay maybe the elephant in the room, which is and feel free to correct me if I'm not I'm not accurately stating this. The equity issue is not in who you're recruiting to your agency. If I look at the data correctly, it's mostly black women doing the work. The equity issue is in the compensation. Yes, the social work field. Yes. Which I'm familiar with and as I look at the certifications and I'm wondering, I confess, I don't know as much about the HR compensation study that I guess is pending maybe.

"Laird, Tameka"
It's still pending.

"George, Nicole"
So, I'm interested to know more about the specific benchmarks that are set under number 1 and how that relates to, quite frankly getting to the root of the equity issues that we see or at least that I see in this current piece. The other pieces I would really, and I'm assuming that's part of the HR compensation is how does that how does RCS is compensation compared to other agencies and how that work lines up? So, I don't know that we have the time for that but, you know, I think fundamentally, that's what I'm hearing as part of this, as it relates to the equity work inside the agency of RCS.

"Laird, Tameka"
So, that's a great question. If you refer to our strategic plan narrative, that's out there on our site. That was 1 of the things that I wrote up on in the narrative is around the actual pay scale in comparison to other cities we are ranked at the bottom.

"George, Nicole"
So, I hope that my colleagues hear that and I hope that the community hears that, and I hope that we, as a city are able to articulate the ways in, which, when we under invest in our staff, it impacts the most vulnerable people in our community who depend on those services. They quite frankly, we pay a different scale to for almost every other job, I venture to say, again haven't seen the HR compensation piece anyway. I just want

to put that out there and we're running desperately behind and I appreciate all you do thank you.

"Arthur, Jecorey"
Thank you, thank you for being here. Thank you for the office equity for being a wonderful partner. Thank you to our committee members and our staff for serving on this committee. We did some work this year data, access, language, access, voting rights. Let's keep it going next year. We're adjourned, peace.