



OFFICE OF EQUITY BUDGET FY22



# OFFICE OF EQUITY HIGHLIGHTS OVER THE LAST YEAR

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- Utilized equity tools and approaches to the COVID-19 pandemic relief and response efforts (testing, vaccine administration, etc.)
- Declared racism a public health crisis, via Mayor Fischer's executive order
- Created the Equity in Contracting and Procurement Task Force, via Mayor Fischer executive order, that addresses utilization of minority business firms in capital projects
- For the Build Back Better Together effort, the Chief Equity Officer sat as Co-chair of the entire initiative and was Co-Chair of the Health and Safety Focus Area Team
- With the help of the Metro Council, Breonna's Law was passed, the Civilian Review Board was created, and we expanded protected classes for housing and employment discrimination



# STILL MUCH MORE WORK TO BE DONE!

Hate Crimes, Protests For Racial  
Justice, and a Deepening Division Along  
Racial Lines are Occurring in Our  
Community





# EQUITY GOALS SNAPSHOT FOR FY22

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- Create an Equity Dashboard for Metro agencies in FY22
- Assist Metro agencies in adopting and implementing the Equity in Contracting and Procurement Taskforce recommendations
- Increase the number of revised and revamped Synergy events in FY22
- Have more Lean Into Louisville events around dialogue regarding race and racism and how to address it as a community
- Continue racial equity education and training for Metro agencies



# SKILLS BUILDING SESSIONS

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- With the pandemic halting Action Sessions, followed by months of protests for social justice, Synergy team looked for ways to support our community's healing.
- Led to development of introductory Skills Building Sessions to help prepare police and community for difficult dialogue.
- Pilot Sessions launched in October.
- Two groups participated in the pilot – one of police officers and one of community members.





# WHAT'S NEXT?

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- Actively engage residents and police in the Skills Building Sessions (5/4/21)
- Create a Skills Building Organizing Action Team (SBOAT)
- Develop a budget to ensure 1,000 people are served (500 officers/500 residents)
- Review the outcomes of the original Action Sessions to determine what ideas could be acted on and adopted by LMPD and community





The Skills Building Sessions are a series of five, 90-minute sessions aimed at providing residents and police with skills to help them engage in effective dialogue about challenging issues. We are now:

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- Stepping-up efforts to fully implement the Skills Building Sessions
- Gathering and developing a training plan for small group session Facilitators
- Deciding upon the specifications and criteria for effectively assessing the effectiveness of Synergy Action Sessions and Skills Building Sessions,
- Creating an infrastructure to assist those participants trained to train others
- Working in a virtual environment now, planning to resume Action Sessions





OFFICE OF EQUITY HIGHLIGHTS





# RACIAL EQUITY BEST PRACTICES

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- Community Dialogue: Structured dialogue processes can build important relationships among people who did not previously know, trust or empathize with each other, and thus, increase one's competence and confidence in interacting with people of different races and ethnicities. They can also help people explore an issue from multiple perspectives, as a starting point for planning strategies or motivating actions.
- Addressing Dominance in Culture: Organizational operations need to be aligned with an organization's commitment to Equity and anti-racism values, for legitimacy and credibility with the community in which it works. To the degree that white supremacy dominant culture is embedded in an organization, exposing how it permeates practices and operations, provides an opportunity to co-create a culture grounded in liberation and racial equity and allows marginalized voices to be heard.
- Normalize, Organize, Operationalize: Government is most successful in addressing racial inequity when all employees and the institution normalize racial equity as a key value, operationalize equity via new policies and institutional practice, and organize, both internally and in partnership with other institutions and the community.



# COMMUNITY DIALOGUE

- In order to reach the most people and most diverse audiences, it's imperative that as part of community dialogue with Lean Into Louisville, that we bring in key figures, names and experts who can speak to and work with the community about anti-racism, racial equity and key issues around a more just world.
- The work around Lean Into Louisville will need a full-time Project Manager, who can coordinate these events, continue to collect data and perform the day-to-day activities necessary to make these significant community impacts.





# QUESTIONS?

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\*Photo courtesy of Biz Journal