



Louisville Metro Government

601 W. Jefferson Street
Louisville, KY 40202

Action Summary - Final Committee on Equity and Inclusion

Chair/Council President David James (D-6)

Vice Chair Nicole George (D-21)

Committee Member Barbara Shanklin (D-2)

Committee Member Keisha Dorsey (D-3)

Committee Member Markus Winkler (D-17)

Committee Member Robin Engel (R-22)

Committee Member James Peden (R-23)

Monday, October 12, 2020

3:00 PM

Council Chambers

Call to Order

Chair James called the meeting to order at 3:00 p.m.

Roll Call

Chair James 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 - Chair David James (D-6), Vice Chair Nicole George (D-21), Committee Member Barbara Shanklin (D-2), Committee Member Keisha Dorsey (D-3), Committee Member Markus Winkler (D-17), Committee Member Robin Engel (R-22), and Committee Member James Peden (R-23)

Non-Committee Member(s)

Council Member Bill Hollander (D-9)

Support Staff

Natalie Johnson, Jefferson County Attorneys Office

Clerk(s)

Sonya Harward, Clerk

Connie Dearing, Assistant Clerk

Special Discussion

[ID 20-1370](#)

Discussion regarding diversity in Louisville Metro hiring and employment - Michael Meeks, Human Resources

Attachments: [The Four Ds of Bystander Intervention.pdf](#)
[Contract Amendment.pdf](#)
[Voiance Language Services, LLC Contract.pdf](#)
[Voiance Language Amendment FY21.pdf](#)

Michael Meeks, Human Resources, spoke regarding equity and diversity within Louisville Metro Government.

The following was discussed as topics of what has been worked on:

- Creation and implementation of a new Employee Performance Form
- Reviewing all personnel policies for equity
- Racial Equity Assessment Tool that is utilized by all Metro agencies
- In the process of training employees for Advancing Racial Equity, Part 1 and Part 2
- Cross-functional team which consists of Human Resources members and Racial Equity Officers, which was suspended due to COVID-19
- The Affirmative Action Plan and Title VI Compliance document
- A Request for Proposal for Interpretive Services
- Affinity groups of veterans, women, LGBTQ, and global diversity getting support
- Active Shooter policy
- Gender bathroom policy
- Eviction Diversion and Prevention pilot programs have been created, which is now covered by the Center for Disease Control and the Governor's moratoriums
- Bystander Intervention initiative which would help citizens de-escalate when problems arise in public
- Homeless initiative such as Adopt-A-Locker
- Housing agreements and community benefits agreements
- State and local legislation being discussed by Human Resources; hate intimidation, long time owner occupant property tax relief program, historically red-lined district development area, modification of the Kentucky landlord tenant act, hate crimes amendment, biased crime reporting, discrimination based on hair style, civilian review board, bail reform bill, and circumstances in which the Louisville Police Department are authorized to use deadly force.
- Creative proposal of a Metro Citizen Safety Board would investigate when there is a shooting, murder, etc., to get the details and facts lined up in preventing the next incident
- Synergy program sessions had been scheduled, but postponed due to COVID-19, would bring citizens and police officers together to establish relationships and building skills
- Build Back Better Together has discussions with other Metro administrative staff to come up with solutions and ideas to help communities restart due to the pandemic.

The following questions were asked, in which answers will be given in a follow-up meeting:

- President James asked for the demographics of gender and race in the different agencies and departments of Louisville Metro government employees.
- Committee Member Shanklin wants the breakdown of African American males and females of the Inspections, Permits and Licensing department.
- Committee Member George asked about the Bystander Project. (See attached)
- Committee Member George asked if there has been any intervention with the Bystander Project among the different agencies and colleagues.
- Committee Member George asked for a list of the legislative plans.
- Committee Member Winkler asked for an equity report on staffing, such as management, front line employees, director levels, etc. to understand if the departments are equitable.
- President James asked for the number of complaints that are made annually in regards to racial injustice or inequity.
- Committee Member Winkler asked about salary equity across Metro and what is done to assure pay equity.
- Council Member Hollander asked if Metro has looked into the paid family leave for the birth or adoption of a child?

The following questions were asked and answers given:

- President James asked about the Cross Functional team. Mr. Meeks stated that it consist of a Human Resource employee being both the Human Resource representative and Racial Equity representative. This will pick back up after COVID-19.
- President James asked for an explanation of Title VI for the viewing public to be given. Mr. Meeks stated that it is the Civil Rights Act of 1964 regarding discrimination regarding race, color, gender, and national origin. Metro has policies that are in existence and followed.
- President James asked regarding the process of an employee who would have a complaint of racial injustice. Mr. Meeks stated that the complaint should be made to the Supervisor. There are steps immediately taken by the Human Resource representative, and followed up with the Director of the department and the Director of Human Resources.
- President James asked for an explanation of the Interpretive Services, in which Mr. Meeks stated that it is for individuals that do not speak English, that come to seek employment, benefits, or finding out about Metro services. It is a contract set up for these services when needed via telephone.

Adjournment

Without objection, Chair James adjourned the meeting at 3:49 p.m.