



Louisville Metro Government

601 W. Jefferson Street
Louisville, KY 40202

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, April 15, 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 present. A quorum was established.

***NOTE: All committee members and non-committee members present attended virtually, except for Vice Chair Piagentini, who attended in Chambers.**

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 Cindi Fowler (D-14) and Council Member Marilyn Parker (R-18)

Clerk(s)

Sonya Harward, Clerk

Special Discussion

1. [ID 21-0196](#)

Introduction: Keith Talley, Strategic Operations

Chair McCraney introduced Keith Talley, Strategic Operations.

Keith Talley spoke about his responsibilities as the Mayor's new Strategic Operations Officer and the implementation of the Mayor's Strategic Plan, which included the following:

- Plan how to effectively and efficiently utilize the funds from the Federal Government
- Major Initiatives: Build Back Better Together, Homelessness, Clean Collaborative, Operational Excellence, Sustainability, all of which will include the theme of advancing racial equity, and also include Re-imagining Public

Safety and addressing COVID in our community

- Addressing the cross-functional, multi-agency complexity to meet goals

The following also spoke to this item:

- Vice Chair Piagentini
- Chair McCraney
- Committee Member Holton Stewart

The following was discussed:

- Frustration with the Executive Branch regarding good intentions but the lack of execution, and request for more execution
- Keeping the Council up to date on how the funding will be allocated -- Reports to be provided to the Council and finding ways to make the same information available to the public
- Whether there is a list of priority projects that are approved and ready to go that can be shared with the Council -- The list is a work in progress and the agencies have been asked to provide a list of capital projects that are already funded and also a list that could be potentially funded by the Federal funds the city will receive

2. [ID 21-0329](#)

Equity in Job Descriptions and Equity in Departmental Staffing/Make-up: Kendall Boyd, Office of Equity; and Ernestine Booth, Human Resources.

Ernestine Booth, Human Resources, stated that she had been asked three questions and she provided the answers to those, which included the following:

- Question regarding whether job description reviews had been conducted, and the answer was that an analysis is done for 25 percent of the job descriptions annually, per Personnel Policy 30.02, though they are behind from last year due to the pandemic
- Question about salary ranges and whether they are reviewed for equity, and the answer was that they are analyzed during the job description review to make sure they are in the correct pay band and classification associated with each job, and they have completed a compensation analysis to determine if there are parity issues or equity challenges for each job and they will continue to monitor this
- Question about the need or viability of a pay equity review, and the answer was that they are already conducting this review but she also recommended having a third party do an analysis for Metro to address concerns regarding the pay of non-union employees versus that of union employees who get advances on a regular basis due to union contracts

The following also spoke to this item:

- Committee Member Shanklin
- Kendall Boyd, Office of Equity
- Chair McCraney

The following was discussed:

- Hiring of second-chance people and the use of Ban-the-Box in regards to such hiring
- Some jobs require a license that people with certain criminal histories cannot get due to state laws
- Currently hiring a talent acquisition recruiter to help improve the diversity in

Metro Government

Kendall Boyd spoke about the following:

- Equity in staffing
- Reviewing job descriptions to determine what may act as a barrier and considering the impact the requirements are going to have as a whole on a group of people
- Standardized interviews with consistency in questions for all applicants and the panelist being reflective of the community in regards to diversity
- Discrimination based on a person's name and the possibility of having names hidden on resumes so that only the person's credentials can be seen
- Continuing to be cognizant after employees are hired in regards to management, promotions, etc.

The following also spoke to this item:

- Vice Chair Piagentini
- Committee Member Shanklin

The following was discussed:

- Discrimination in regards to age
- New program at General Electric to train African Americans to be suppliers

Adjournment

Chair McCraney spoke about some upcoming discussions, which included Equity in Contracting and Procurement Task Force on May 13th, Brookings Report on Artificial Intelligence on June 3rd, and some upcoming projects for the Louisville Parks Foundation on June 17th.

Without objection, Chair McCraney adjourned the meeting at 4:57 p.m.