

## Louisville Metro Government Equity Impact Statement Fiscal Year 2022-2023

Pursuant to [LMCO 30.03](#) and Ordinance No. 19, Series 2021, all Metro agencies are required to complete an equity review for each departmental budget proposal, which provides the Metro Council with a holistic assessment of how equity is prioritized and addressed within department budgets. As a result, each department must develop an Equity Impact Statement every fiscal year. Please complete this form, include required signatures, and submit to the Office of Equity, no later than Friday, April 8<sup>th</sup>, 2022.

Name of Department: Louisville Free Public Library

1. Has this department implemented and utilized any Racial Equity Assessment Tool developed by the Office of Equity, the Center for Health Equity, or any other equity tool to determine whether budget requests and annual allocations benefit or burden communities or any person or population that has historically suffered under and been impacted by discriminatory practices, policies, and procedures?  Yes  No  
If yes, please explain.

The Racial Equity Toolkit is now implemented at all branches of the Louisville Free Public Library. It is currently in use to assess programs that staff implement at different locations throughout the system.

2. Has this department utilized information from any Racial Equity Assessment Toolkit or Racial Equity Impact Assessment Worksheet, or any other equity tool to advance equity and justice?  Yes  No  
If yes, briefly explain the projects.

The Louisville Free Public Library utilizes information from the Racial Equity Toolkit daily. The toolkit assists in assuring that we are on the right path with eliminating racial barriers in areas of Louisville Metro that are most impacted by economic, educational, and opportunity inequities.

3. Department Vision Statement. The Equity Vision Statement is an inspirational statement of the department's idealistic future for equity meant to inform others on what the department believes, how it will behave, and what types of decisions it will make in the future. What is the published vision statement for this department?

Was there a change in the department's Equity Vision Statement?  Yes  No

To assist communities and individuals most impacted by economic, educational, and opportunity inequities, the Louisville Free Public Library supports all residents and visitors to Louisville Metro, with the facilities, resources, and services they need to support their lifelong learning goals, ensure their educational and professional success, and to be fully engaged citizens in our community.

4. The Department Equity Goals. These are the conditions aimed to achieve in the community and within Louisville Metro Government to attain the outcome of the established Equity Vision (e.g., to train, serve, distribute). Please list the equity goals for this department for Fiscal Year 2022-2023 using the SMART Framework, the tool used to plan and achieve goals using the following elements- Specific, Measurable, Achievable, Relevant, and Time-based. Each element of the SMART Framework works together to create a goal that is carefully planned, clear, and trackable.

Was there a change in the department's Equity Goals?  Yes  No

Goal #1: Train all newly hired supervisors on the use of the Racial Equity Toolkit. Goal #2: Train all newly hired Library staff on the Toolkit. Goal #3: During development of the FY23 Strategic Plan, complete a Toolkit for all new Goals, Initiatives, Programs, or Services. Goal #4: Increase circulation of library materials at west region branches by 5% during FY23. Goal #5: Using the Action Plans developed during the FY22 Equity Audit, achieve specific goals for improvement of community representation and equity. Goal #6: During FY23, continue implementing new recruiting strategies to reduce the equity gap by 25%.

5. Key Performance Indicators (KPIs) are a set of quantifiable measurements used to gage overall long-term performance. Key Performance Indicators are the critical indicators of progress toward an intended result and include points of measurements, such as input, output, activity, mechanisms, control, and/or time. Please list Key Performance Indicators related to your department goals:

Was there a change in the department's Key Performance Indicators?  Yes  No

- a. Goal #1 KPI: Percentage of New Supervisors Trained on the toolkit.
- b. Goal #2 KPI: Percentage of New Library Staff Trained on the toolkit.
- c. Goal #3 KPI: Full use of Racial Equity Toolkit for Strategic Planning.
- d. Goal #4 KPI: Measure of the % of circulation increase at target branches.
- e. Goal #5 KPI: Achieve positive increases in all 5 areas over FY22 baseline.
- f. Goal #6 KPI: Percentage improvement in staff diversity gap.

6. Has the department's ability or inability to achieve the Equity Goals and/or perform according to the Equity Vision State or meet Equity Goals been noted in the subsequent proposed budget?  Yes  No

7. Were the Equity Goals from Fiscal Year 2021-2022 Accomplished?  Yes  No

Please list the stated equity goals for this department that were not accomplished.

All equity goals will be completed by the end of FY22.

8. Please include the specific dollar amounts from the budget as a measure of expenses, savings, and revenue generated.

FY22 Current Operating Budgets: Diversity, Equity & Inclusion Services:\$207,500; Western Library:\$308,600; Shawnee Library:\$440,300; Portland Library:\$300,900; Shively Library:\$451,300; Newburg Library: \$392,700.

FY23 Operating Increase Request: Portland expand hours/staff: Add \$59,600.

FY23 Capital Request: Portland Expansion: \$1,710,000 (\$1,024,000 bond for 20 year KDLA grant and \$686,000 to complete funding); Parkland renovation: \$1,700,000

9. Office of Equity Notes and Recommendations:

The Louisville Free Public Library utilizes the Racial Equity Tool on a daily basis to assess programs. The LFPL goals have been modified to include training; use of the Racial Equity Tool on all goals, initiatives, programs, and services; increased circulation at the western Branch; and more efficient use of Action Plans. We recommend continued use of the Racial Equity Tool; programming of special events that address racism, bigotry and prejudice; and efforts to address any racial inequities in staff recruitment, hiring, retention, salary and promotion.

10. This Equity Impact Statement was REVIEWED by Lee Burchfield 5/3/2022  
Department Director Date

11. This Equity Impact Statement was APPROVED by Katie Dailinger 5/4/2022  
Agency Chief Date

12. This Equity Impact Statement was APPROVED by Michael Meeks 5/4/2022  
Chief Equity Officer Date