

Louisville Metro Government Department Equity Impact Statement

Ordinance No. 19 Series 2021 requires that all Metro agencies complete an Equity Impact Statement every fiscal year. Please complete this form and submit to the Office of Equity, no later than April 9th, 2021.

Name of Department: Louisville Metro Police Department

Fiscal Year: 2022

Completed By: Chief Erika Shields

1. Department Equity Vision Statement:

The Louisville Metropolitan Police Department (LMPD) firmly subscribes to the prioritization of equity in its operations, and in the deliverance of its budget. LMPD seeks to develop and implement measurables that will ensure accountability by the department in ensuring racial equity, and remains committed to utilizing racial equity tools in all areas of policing in keeping the community safe.

2. Department Equity Goals:

- a. Specific/Identified Racial Equity Goals (Utilize Racial Equity Budget Assessment Tool and Questionnaire to assist in development) under a SMART framework (Specific, Measurable, Achievable, Relevant, Time Bound)

Note: Metro agencies can have more than one equity goal, and the KPIs and goal measures from your SMART goals should be listed in Section 3 of this document

- 1) Goal # 1: Increase minority recruitment, hiring by 10% in FY22
- 2) Goal #2: Establish 5% minority owned business contracts with a commitment to increase to 10% in FY23
- 3) Goal #3: Create a public facing dashboard on a quarterly basis
- 4) Goal #4: Conduct monthly facilitated dialogues on policing and race

- b. Racial Equity Toolkit analysis

3. Equity Goal Measures and KPI's: Based on your equity goals that you have developed in Section 2, what will be your goals and outcomes measures?

- a. Goal #1 KPI: Percentage minority recruitment and hiring in FY22
- b. Goal #2 KPI: Percentage contracts established with MFDBEs
- c. Goal #3 KPI: Create the dashboard in FY22
- d. Goal#4 KPI: Number of facilitated dialogues in FY22

- 4. Prior year goal assessment: (Outcomes from the prior fiscal year) N/A for FY22**
- 5. For FY23:** (Note: these inquiries are for future budget considerations and N/A for FY22)
- a. Budget request allocated as related to equity:
 - b. Budgetary savings, revenues, expenses realized from the prior year:
- 6. Office of Equity Notes and Recommendations:** LMPD performed a top-down review of the department in 2020, as part of a comprehensive assessment of where the department stands in regards to various operational challenges that exist in the wake of Breonna Taylor's death and the protests for racial justice in 2020. In addition, LMPD has had a several leadership changes in the past year, with current chief Erika Shields being sworn as chief in January 2021. Chief Shields and her leadership team have committed to racial equity and the utilization of equity tools as part of the strategic vision and operations of the department. In addition, the top down review and the recommendations that emanated from that review, have addressing racial equity suggestions that the department has adopted. I recommend that LMPD continue its commitment to racial equity impacts and outcomes as part of its overall operations strategy, while remaining transparent and proactive in its communications, concerning its commitment to racial equity. Recommend approval.

7. This equity impact statement was reviewed by:

Erika Shields 4/20/2021
Department Director Date:

Amy Hess 4/20/2021
Agency Chief Date:

8. This equity impact statement was/was not approved by:

Kendall Boyd 4/21/2021
Chief Equity Officer Date: