

EQUITY, DIVERSITY, AND INCLUSION (EDI) MANAGER

"BRINGING OUT THE BEST IN YOURSELF AND OTHERS"

WHAT IS AN EDI MANAGER?

The Equity, Diversity, and Inclusion Manager is responsible for leading and advancing diversity within the City of Louisville. A significant part of the role is advancing cultural awareness internally within the organization and externally with the community.

21%

The percentage of companies have a senior role fully dedicated to EDI

*Harvard Business Review

KEY RESPONSIBILITIES WITHIN THE CITY OF LOUISVILLE

- Primary contact for equity, diversity, and inclusion related concerns and question among City Staff and the community
- Serve as a collaborator/consultant with leadership to integrate diversity and inclusive best practices into workplace policies, practices, procedures, and programs
- Build initiatives and programs that promote fair, inclusive, equitable practices
- Lead efforts to implement recommendations from the EDI Committee
- Integrate equitable practices in all sectors of city government
- Enhance understanding of topics related to bias, microaggressions, recruitment/hiring, inclusive and welcoming practices on teams, language justice

EDI ROLE IN A NUTSHELL

Strategist



Advance the overall organizational strategy. Problem solve creative solutions with leaders to determine best practices in implementing policies, practices, and procedures.



Consultant, Coach, & Collaborator



Assess and provide recommendations, advice, and solutions on issues related to equity, diversity, and inclusion with the goal of making everyone feel seen, valued, and heard.

WHAT CAN THE EDI MANAGER DO FOR ME?

- Assess, review and give feedback on the integration of equity in policies, procedures, and internal structures
- Deploy an educational seminar, course, or Lunch & Learn on a particular EDI topic
- Advise on the development and delivery of diverse recruitment, retention, and promotion practices
- Collaborate with communication team to drive internal and external diversity related messages
- Working in the community to strengthen ties

97%

The percentage of companies that have a EDI Strategy

*World at Work

QUESTIONS? PLEASE CONTACT MONAI MYLES AT
MMYLES@LOUISVILLECO.GOV