

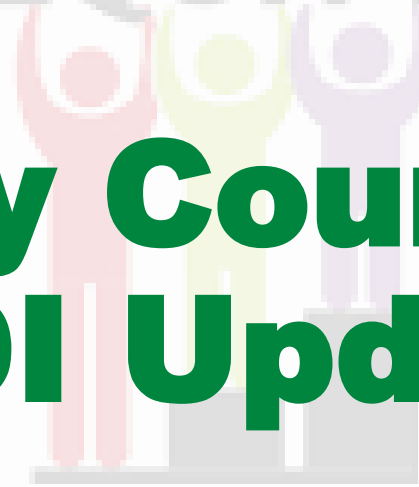


DIVERSITY



of people and perspectives

EQUITY



in policy and practice

INCLUSION

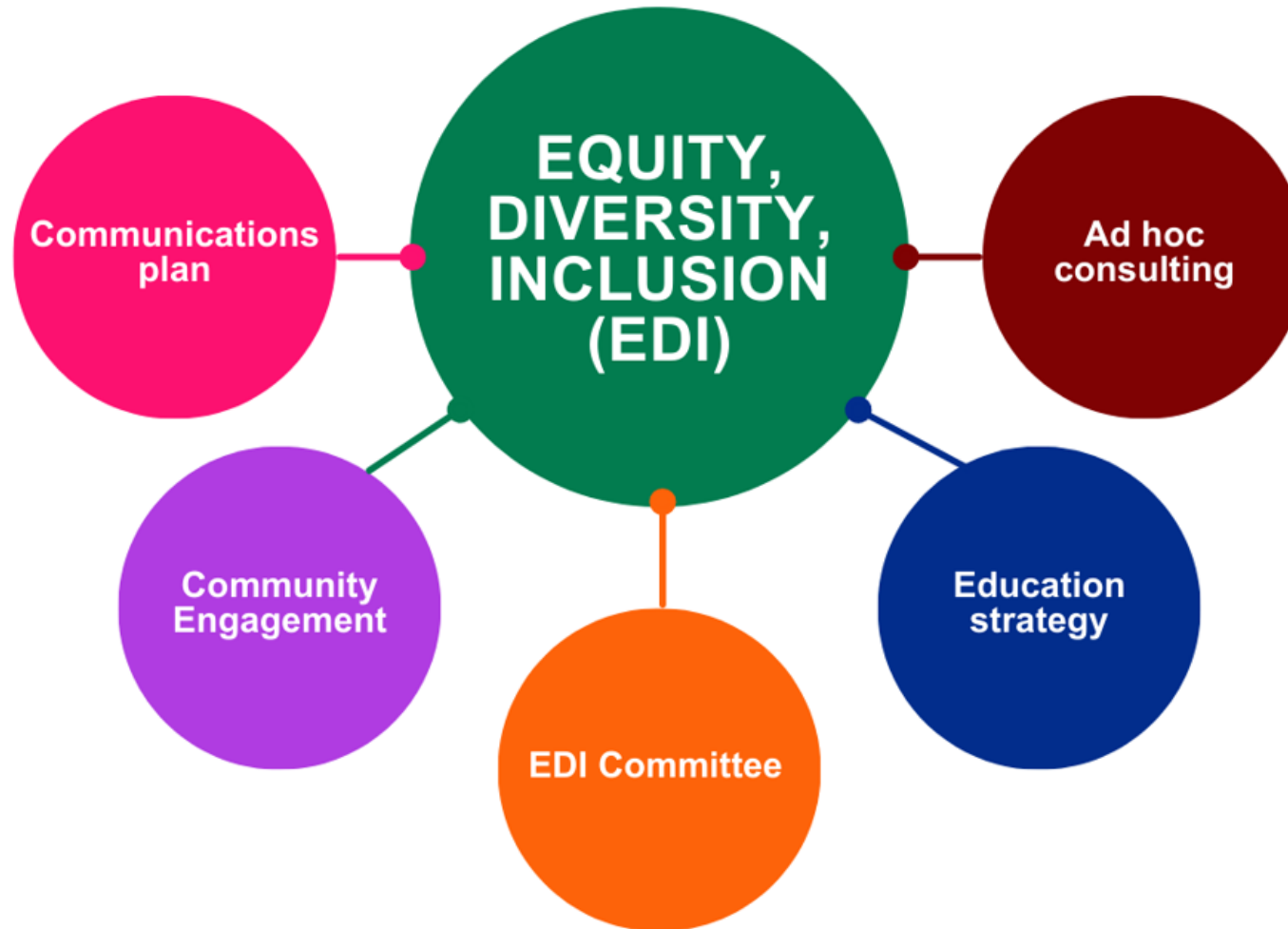


of all voices and visions

City Council: EDI Update

June 20th, 2023

Focus Areas



Work Completed To-Date

- **Language Justice** – facility signage, translation of City communications, Language Line, UserWay
- **Cultural Celebrations** – programs/events, banners, 2023 calendar of events
- **Hiring of EDI Manager** – new position to lead & advance EDI efforts of the City, within the organization & community
 - Growing EDI programming
 - Advancing cultural awareness
 - Providing expert guidance to City leadership
 - Implement Task Force recommendations & Strategic Blueprint

Communications

- **EDI Communications Plan** – integrate diverse, equitable & inclusive practices within City communications by taking into consideration all audiences & ensuring different identities and backgrounds feel represented, affirmed & supported
- **Rocky Mountain ADA Center** – training for communications staff on digital accessibility, including: principles of digital accessibility, creating accessible documents/content, website accessibility & social media accessibility
- **Accessibility Standards** – staff is developing standards for internal/external communications

Community Engagement

- **Equity, Diversity, Inclusion Program: Who We Are**

- **Purpose:** Developing an integrated approach to amplifying and elevating events and programming that demonstrate the City's commitment to equity, diversity, and inclusion

- **Highlighting events that:**

- Ground ourselves in celebrating who we are and understanding where we come from
 - Reflect on the Louisville we want to become in the next 5-10 years
 - Build stronger connections between community members
 - Jumpstart further conversations around underrepresented communities (native people, refugees, communities of color, LGBTQ+, low-income) and their past/future contributions to Louisville

Community Engagement

City of Louisville Community Engagement Framework

- In partnership with the Planning Division
- **Purpose:** Build relationships with underrepresented communities (low-income, native Spanish-speakers, renters, newer residents, etc.) in an authentic way so that their voices are a part of the decision-making process.
- **Benefit:** Develop a standard process for how we approach engaging with our community

EDI Committee: Structure

- Recruitment
 - 15 members
 - 6 new members
 - 9 returning members
- Developed a purpose statement: Why do we exist as a committee?
- Identified roles and responsibilities of committee members
 - Advise, Be in/Build Community, Champion, Educate
- Priorities for year two identified

EDI Learning & Development Strategy

Objectives:

- Design learning sessions that are outcome-driven and influential in changing behaviors
- Learn critical tools and frameworks that apply to the day-to day work
- Bring-balanced perspectives and develop shared knowledge and context
- Make equity, diversity, and inclusion accessible, practical, and relevant

Potential topics: inclusive language and communication, microaggressions, accessibility practices, running equitable meetings

New Employee Training

- Define equity, diversity, and inclusion
- EDI at the City of Louisville
 - The why
 - Past, Current, and Future initiatives, events, and programs
- Inclusive language exercise: Share how to speak and write in ways that everyone understands and makes everyone feel welcome

Ad hoc consulting (based on ask)

- **Current consulting support**
 - Job descriptions
 - Internal and external communications
 - Navigating difficult conversations
 - Calling in/Calling out
 - Creating inclusive spaces for all

Rationale for Recommended Updates to the Equity Blueprint

- **Strategic, concise, and specific**
 - Still maintains alignment with the 2021 Equity Blueprint: policy, education, celebrations, dialogue,
 - The strategic priorities operate under the larger umbrella of holistically improving and driving City policies
- **Integrate the EDI Task Force's recommendations**
 - Safe and welcoming environment (including language justice)
 - Housing
 - Public accommodation/access to services
 - Youth engagement
 - Public health
- **Create strategic priorities that move EDI from “extra” work to embedded/integrated work for departments**

Recommended Strategic Priorities

- **#1: The City of Louisville will operationalize the understanding of race, equity, and social justice among people who work for and represent the City of Louisville, including city staff, City Council, and Boards and Commissions.**
 - Operationalize and integrate equity within the sectors of Louisville by the creation of an Equitable Decision-Making Framework.
- **#2: The City of Louisville will recognize employees' experiences, perspectives, and unique identities and create and maintain an inclusive work environment.**
 - Develop a resource hub with equity, diversity, and inclusion resources.
 - Develop representative imagery, events, programming for participants who identify being a minority in the Louisville community.
- **#3: Strengthen how the city provides services to inclusively engage with the community.**
 - Design a City of Louisville Community Engagement Framework to build relationships with underrepresented communities and integrate their voices into the decision-making process.

Metrics

Decision-making Framework

Percentage of policies, initiatives, projects developed using the framework

Measuring the effectiveness of the tool in creating equitable outcomes for various groups

Measuring the extent to which it helps create inclusive environments

Education Strategy

Staff completion rate of City of Louisville Equity trainings

Number of EDI events/programming that celebrate represented and underrepresented communities each year

EDI Resource Hub

Ease of accessibility of information

Understanding of EDI and its role in the City

Community Engagement

Percentage growth of new community relationships

Retention numbers for community membership engagement