

City of Louisville Recommended EDI Strategic Priorities 2023-2025

Holistic Approach to Driving Policy Decisions

#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.

EDI Committee Role Alignment	Goal	Description	Collaborators	Example Metrics
ADVISE 	Operationalize and integrate equity within the sectors of Louisville by the creation of an Equitable Decision-Making Toolkit	Assist staff, leaders, and council to use a framework that centers equity at the center of all decision-making processes.	- Executive Leadership - Staff - Other DEI Managers from Boulder County	# of users - Level of usefulness # of decisions that impacted EDI KPI's (diverse hiring pool, education, etc.)
CHAMPION 	Design an equity training series that highlights bias, microaggressions, and how to advance inclusion and equity in government that promotes ongoing learning.	Create an in-house series (with the support of other social justice organizations) for City staff to expand their learning on topics related to equity, diversity, and inclusion.	- Out Boulder - Race Forward - Simplify Language - Guest speakers	- Relevant to the participant's sector of work - Can apply the skills/framework within the next 30 days

#2: The City of Louisville will recognize employees' experiences, perspectives, and unique identities and create and maintain an inclusive work environment.

EDUCATE 	Develop a resource hub/repository with equity, diversity, and inclusion resources to make the committee visible and provide resources for the City	An "intranet site" where EDI information is easily accessible and understandable.	- Communications - Information Technology	- Level of usefulness - Level of accessibility
CHAMPION 	Develop representative imagery, events, programming for participants who identify being a minority in the	Building a robust, ongoing, and yearly EDI Program that comprise of events and programming that amplify and elevate the City's	- Cultural Services - Communications	# of EDI-related events/programming that celebrate underrepresented communities each year - Registration

	Louisville community.	commitment to equity, diversity, and inclusion by acknowledging the work we're all engaging in that is moving the needle toward meaningful EDI conversations and actions in the future.		• New and returning attendees • Participant feedback
#3: Strengthen how the city provides services to inclusively engage with the community				
BE IN & BUILD COMMUNITY 	Design a City of Louisville Community Engagement Framework to build relationships with underrepresented communities.	Develop a standard process for how the City approaches engagement with our community.	• Boulder Valley School District • DEI Action Group • Planning Division	• # of new relationships • # of underrepresented populations reached • Retention of engaged community members