

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 Free Public Library

Fiscal Year: FY22

Completed By: Lee Burchfield, Director

1. **Department Equity Vision Statement:** 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.
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: Train all Library supervisors on the use of the Racial Equity Toolkit during the 1st quarter of FY22.
 - 2) Goal # 2: Train all Library staff on the Racial Equity Toolkit by the end of Q2 of FY22.
 - 3) Goal # 3: Fully integrate use of the racial Equity Toolkit into Strategic Plan decision making during FY22.
 - 4) Goal # 4: Increase circulation of library materials at West region branches by 5% during FY22.
 - 5) Goal # 5: During FY22 develop and implement improvements plans for the equitable distribution of library facilities, collections, and services utilizing the Racial Equity Tool Kit.
 - 6) Goal #6: During FY22, develop and implement a recruitment strategy to establish a goal % to increase the racial diversity and make-up of Library staff.
 - 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 of Supervisors Trained on the toolkit
 - b. Goal #2 KPI: Percentage of 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: Project Completion Target Date.
- f. Goal #6 KPI: Development of the minority recruitment goal

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: (Specific allocation)
\$3,750,000. Costs for materials and services at branches serving neighborhoods traditionally impacted by racial inequity.
- b. Budgetary savings, revenues, expenses realized from the prior year:

6. Office of Equity Notes and Recommendations: The Louisville Free Public Library has been a historic champion for racial equity, and continues to annually put on events and noteworthy occasions that address racism, bigotry and prejudice. The goals outlined for FY22 demonstrates that Library's commitment to racial equity, and how the library system is a strong strategic tool that can be utilized to reach various communities in Louisville to address racial equity. Approved.

7. This equity impact statement was reviewed by:

Lee Burchfield 4/19/2021
Department Director Date:

Katie Dailinger 4/20/2021
Agency Chief Date:

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

Kendall Boyd 4/20/2021
Chief Equity Officer Date: