

Frequently Asked Questions – Equity, Diversity and Inclusion at the City of Louisville (FAQs – EDI at COL)

What is our EDI statement?

- Everyone is welcome at the City of Louisville. Our staff values our differences, brings out the best in one another and grows stronger together in service to our community.

Who is included in the statement? Is this for City employees or for the residents?

- Given that as an organization we have more influence on our culture and priorities, this is intended for employees. We changed the language slightly to more clearly reflect that by saying “our staff...”

How do we recruit for more diversity?

- Recruiting for diversity is complex and requires a welcoming environment, targeted efforts and time. It is just one aspect of our EDI efforts. First, we need to ensure we have an inclusive environment that is welcoming to diverse employees. Therefore, we are focusing our current efforts on inclusivity and we will prioritize diversity when the time is right.

What is included in “differences?”

- Everything. It would be nearly impossible to call out every difference that makes a person unique. We want to build an environment that is accepting of all differences as long as those differences aren’t illegal or cause harm.

How do we apply this statement?

- It is up to every individual in the organization to behave in inclusive ways that upholds this statement. You have to identify for yourself what you can do to apply this statement. Starting with educating yourself and understanding the roots causes of discrimination, inequity and exclusion to ensure that you are not perpetuating damaging behaviors.

How is the City addressing inequity among full-time, part-time, and seasonal employees?

- It is part of our strategy to look at the policies that apply differently to different positions. It’s important to remember that equity is not equality. We define equity as creating systems where everyone can thrive. This means that employees don’t get the same thing but rather get the things that they need.

The statement is great, but what are we actually doing to advance equity, diversity and inclusion?

- The City has developed an EDI Blueprint that guides our strategy. We have 6 commitments with actions steps. These commitments are a result of the Equity Assessment conducted by a third party in 2021:
 - Create a communication plan for inclusion
 - Develop EDI education strategy and implementation plan
 - Apply an EDI lens to policies and procedures
 - Incorporate the celebration of different cultures, races, ethnicities, and communities
 - Develop a talent planning strategy
 - Establish a process for continued dialogue on EDI through regular listening sessions, feedback and facilitated discussions
- City Council has also committed to add an Equity, Diversity, and Inclusion Program Manager to support these effort.