

## 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 8<sup>th</sup>, 2021.

**Name of Department:** Kentucky Science Center

**Fiscal Year:** FY 2022

**Completed By:** Mike Norman, Chief Executive Officer; Becky Baird – Director of Finance and Administration; Mellisa Blankenship, Director of Education; Toph Bryant – Director of Guest Services; Meredith Loeb – Director of Philanthropy

### 1. **Department Equity Vision Statement:**

Kentucky Science Center respects, values and celebrates the unique attributes, characteristics and perspectives that make each person who they are, knowing that our strength lies in the diversity among the broad range of people we serve. Kentucky Science Center is committed to cultural excellence, understanding that diversity, equity, inclusion, and accessibility are drivers of that excellence. We are fostering a culture that values diversity, equity, inclusiveness, accessibility, empathy and belonging, thus ensuring SCIENCE FOR ALL is a reality.

Science, Technology, Engineering, Art, and Math (STEAM) are necessary for communities to thrive and live in a global society. Diversity equity, inclusion, and accessibility to STEAM are critical to the ongoing work of Kentucky Science Center. We will continue removing barriers to access and engaging with audiences where they are while continuing to seek opportunities that encourage full participation in the vital work of connecting STEAM and society. This will be throughout all our areas of impact - exhibitions, programs, operations, management, Board of Directors, policies, and practices.

### 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 (Note: KPIs and goal measures from your SMART goals should be listed in Section 3 of this document)

- 1) Goal #1:

**Consultant.** Engage external consultant to assist in DEIA evaluation, framework development, and implementation plan.

- 2) Goal #2:

**Culture.** Continue nurturing DEIA culture that permeates all services and impacts all stakeholders, with specific actions informed by external consultant recommendations.

3) Goal #3:

**Team.** Culture that is welcoming to all that does not require code switching with team composition that is reflective of audience served. FY 2022 will focus on recruitment and retention processes and practices with specifics informed by external consultant recommendations.

4) Goal #4:

**Board of Directors.** Goal is a Board comprised of members that are representative of community and audience served. FY 2022 will focus on securing representation of LMI population.

5) Goal #5:

**Audience.** Goal is a culture that includes programs and activities that are welcoming for all, without code switching or preconceived ideas of experiences or resources. For FY 2022, begin process of curriculum review through lens of welcoming, experiences, and resources using framework recommended by external consultant. Also, identify select programs to establish goals in serving underserved and marginalized communities with focus on low-moderate income.

6) Goal #6:

**Partners.** Engage partners that share our DEIA values and demonstrate commitment to equity. For FY 2022, specific actions informed by external consultant recommendations.

7) Goal #7:

**Vendors.** Identify engagement opportunities for minority, female, disabled owned business enterprises (MFDBEs). For FY 2022, specific actions informed by external consultant recommendations.

b. Racial Equity Toolkit analysis—See attached toolkit

**3. Equity Goal Measures and KPI's:** Based on your equity goals that you have developed, what will be your goals and outcomes measures?

a. Goal #1 KPI: Engagement of consultant with primary deliverable an implementation plan including realistic timeline and resources; plan delivered by June 2022.

b. Goal #2 KPI: Timing of recommendation implementation schedule will be determined through work with consultant. In addition, DEIA messages in team

communication at least 12 times throughout the year; 1 all day staff retreat that incorporates DEIA activities; 2-3 external speaker engagements as opportunities arise throughout the year.

- c. Goal #3 KPI: Review of recruitment and retention practices with assistance of consultant; Implementation of recommendations dependent on timing of consultant work.
- d. Goal #4 KPI: At least 25% of Board of Directors represent non-white ethnicity. Recruitment of LMI advisory group representative of service area by end of Quarter 3.
- e. Goal #5 KPI: Protocol requiring review of new curriculum before implementation scheduled to begin in July 2021. Review of all existing curriculum completed by May 2022.  
Specific program goals for underserved and marginalized communities:  
Community Access Memberships – issue 2,500 memberships during year 1 of program;  
My Big Little Adventure – 50% of enrolled families from LMI zip codes / neighborhoods  
JCPS Virtual Programs – virtual programs at four JCPS elementary schools (Gutermuth, King, Mill Creek, and Shelby) that have combined enrollment of approximately 1,850 students, 86% of which are minority and 87% are eligible for free and reduced lunch.  
Girls STEAM Clubs – 40% of participating school locations represent LMI community through eligibility for free and reduced lunch.
- f. Goal #6 KPI: Protocol implemented to ensure partners’ DEIA values are in alignment with KSC by end of Quarter 1 with specific actions informed by external consultant recommendations. Protocol includes methodology to disassociate from partners that do not share our DEIA values.
- g. Goal #7 KPI: Opportunities to engage MFDBEs will be identified with specific actions informed by external consultant recommendations.

**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): N/A
- b. Budgetary savings, revenues, expenses realized from the prior year: N/A

**6. Office of Equity Notes and Recommendations:**

---

---

---

---

---

---

7. This equity impact statement was reviewed by:

Mike Norman      6/4/2021  
Department Director      Date:

\_\_\_\_\_  
Agency Chief      Date:

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

\_\_\_\_\_  
Chief Equity Officer      Date:

## **Louisville Metro Government Racial Equity Budget Assessment Tool and Questionnaire**

### **Instructions:**

Pursuant to Ordinance No. 19 Series 2021, "Equity Impact Statement" requires an equity review for each departmental budget proposal, providing Metro Council with a holistic assessment of how equity is prioritized within departments budgets.

Department directors should complete this questionnaire in collaboration with your respective Chief and department's Racial Equity Liaison(s). Departments will use the answers on this questionnaire to develop an Equity Impact Statement each fiscal year to accompany your budget submission to the Mayor's Office (Due in 2021 by April 8.)

The questionnaire will help define departmental racial equity goals and mechanisms for accountability, which will help address potential concerns/questions from Metro Council during budget review.

### **Questions:**

**How does your requested budget advance racial equity? How will this budget request impact your agency's racial equity goals?**

The budget will advance our equity initiatives, embedded in our *Full STEAM Ahead* strategic plan as part of the Promote Cultural Excellence through Diversity, Equity, and Inclusion pillar. This budget includes funding for external consultant to assist in evaluating KSC operations to help transform us into an equitable entity, with intent on transformation into an anti-racist organization. Our activities are focused on the Team Members, Board of Directors, Audience Served, Partners, and Vendors.

**Is there anything in your agency's strategic plan budget or operations, that would impact (positively or negatively) your efforts at achieving your agency's racial equity goals? Have you considered the impacts on underserved and marginalized communities in the development of your budget?**

Our strategic plan is the cornerstone of our DEIA efforts, so is totally supportive of equity initiatives. Operationally, access barriers including cost, transportation, broadband connectivity, and home computers can impact the underserved and marginalized communities ability to participate in our programs and services.

**Are there deficiencies in your agency budget that inhibit your agency's achievement of racial equity goals? Please provide detail(s).**

We do not possess the personnel or resources necessary to make truly transformational efforts at addressing racial equity. To mitigate this, we have included funding for external resources to help guide us on the journey to being a truly equitable organization.

**How does your agency's requested budget support racial equity in hiring, retention, promotion, and training? How is your agency specifically performing outreach for consideration for hiring into your agency, and what is needed for your agency's budget to achieve more equity in hiring?**

Hiring and retention continue to be a challenge, and our limited internal resources create a major constraint in addressing this. The budget includes funding to ensure all full-time team members are paid a livable wage (\$15 per hour), but we lack the skills and resources to perform outreach in recruitment. The funding for external consultant will help address this issue and provide guidance for us to support racial equity in hiring and retention.

**Over the past fiscal year, has there been any significant realignments or changes made to your agency's budget? If so, how did or how would these changes impact your goals around racial equity? Were there any realized impacts on communities of color and historically marginalized populations?**

The COVID-19 global pandemic continues to impact our operations and ability to address racial equity. Our operating budget has decreased approximately 25% (\$1 million), full time team reduced 20% and part time team reduced 80%. Since approximately 75% of our operating budget is generated through earned revenue, we are severely limited on the amount of resources

dedicated to racial equity activities until business recovers. For example, we have been operating under capacity restrictions with limited staff so have not reinstated our \$5 after 5 program. This was a lower cost access point offered on Friday and Saturday evenings, where we stayed open until 9 pm. We have somewhat offset the impact with the Community Access Membership, but may still exclude an audience that normally attended during \$5 after 5.

**If your agency has capital assets, how does your budget request take into consideration intergenerational equity ensuring that those who are currently benefiting from the service are paying for its upkeep versus placing the financial burden on future generations?**

We are unable to generate enough excess cash from operations to fund depreciation of capital assets. Therefore, our approach, like many non-profit organizations, is to fund at the time of replacement through fund raising activities.

**How does your agency's budget create contracting opportunities for minority, female, disabled business enterprises (MFDBEs)? Has your agency utilized MFDBEs for your procurement and contracting needs over the past fiscal year? Does your agency have defined goals around increased utilization of MFDBEs over the next fiscal year?**

Processes to identify opportunities to engage MFDBEs will be addressed in the work with external consultant including timeline for implementation. Presently, we do not have a feasible strategy for this as our significant vendor payments are single source providers, such as utilities and health insurance.

**How has your agency engaged the community in gathering data and information regarding your requested budget? How does this budget build your agency's capacity to engage with and include communities most impacted by inequities? (e.g., improved leadership opportunities, advisory committees, commissions, targeted community meetings, stakeholder groups, increased outreach, etc.)**

We engage the community through a variety of mechanisms on many topics that inform the operating budget. Our Board of Directors represents the community and has input, including approval, of the annual operating budget. We also work with partners, such as JCPS, to better understand how we can address inequities.