

Equity Impact Statement

Submitted by: Anonymous user

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Department Information & Vision

Name of Department:

Louisville Zoo

Statement Completed by:

Stephanie Moore

Email:

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Department Vision Statement:

The Louisville Zoo is committed to advancing diversity, racial equity, access and inclusion to create an environment where all people feel welcome and a part of their Zoo to enjoy learning about wildlife and wild places.

Did your vision statement change from last year?

No

Within the last 12 months, has your department used the Racial Equity Toolkit?

No

action_plan_note

Enterprise Equity Goal 1

Department goal to meet enterprise staff composition goal

We aim to have our staff reflect the composition of the city of

Louisville by hiring staff from varying populations.

List department's action steps to meet the goal below.

What

Identify job fairs hosted by Metro and other organizations in an effort to share job opportunities, as well as posting positions on AZA/MIZAS to reach a larger audience of Zoo professionals.

Why

The Zoo's staff representation is as follows:

White - 94.3%

Black - 4.9%

Hispanic- 0.8%

Jefferson County demographics:

White - 65.1%

Black - 21.7%

Hispanic - 6.3%

Other - 6.9%

Who

Michele Golden

When

Dec 31, 2025

Resources Needed

Assistance from Metro HR on job fairs and funding to post positions on AZA/MIZAS

KPI

Increase in percentage of black/Hispanic staff.

Next Steps

Identify job fairs for opportunities to promote available positions at the Zoo.

Department goal to meet enterprise diverse spending goal

Increase diverse spending by 10% by December 31, 2025 from its current status:

Increase spending by 10% with qualified vendors who come from underrepresented groups

Disabled - 0.3%

Female Owned - 16.4%

Minority - 0.2%

No Data - 83.1%

What

List department's action steps to meet the goal below.

Review list of current year vendors and expenses and update data (if known) for current suppliers.

Why

The majority of suppliers (83%) that the Zoo works with does not have any identifying information on their demographics minority, gender, and disability. Updating this information will give us a more accurate picture of vendor demographics.

Who

Stephanie Moore, OMB Fiscal Coordinator

When

Feb 28, 2025

Resources Needed

Assistance from OMB Fiscal Coordinator to review information in Workday and determine vendors to target for information.

KPI

Number of vendors that have demographic information.

Next Steps

Review vendor list and update vendor information if known.

What

Identify typical purchases for each area of the Zoo and how we can diversify our suppliers for typical purchases.

Why

Identifying purchasing opportunities in advance will allow time for managers to identify qualified vendors from a wide variety of backgrounds.

Who

Area Managers

When

Jun 30, 2025

Resources Needed

Information from Workday on annual spend and time for managers to review and plan.

KPI

Typical spend identified and listed against current vendor list.

Set meeting with area managers to review vendor list and identify typical purchases to target

Enterprise Equity Goal 3

Next Steps

Department goal to meet enterprise training goal

Implement a comprehensive equity training program for Zoo staff.

List department's action steps to meet the goal below.

What

**Assign trainings to staff through Collaboration and input completed trainings into Workday. Trainings to be assigned include *Accessibility
*Cultural Competence
Diversity, Equity and Inclusion Training
*Implicit Bias
Assign one training a quarter during calendar year 2025 and ensure staff complete the required training in the quarter in which it is assigned.**

Why

To ensure a better understanding of principles and practices that make the Zoo welcoming for all staff and guests. The program will focus on creating a welcoming environment by addressing unconscious

Who

All Zoo staff

When

Dec 31, 2025

Resources Needed

The Zoo already uses Collabornation as an education tool.

KPI

Assign Diversity, Equity and Inclusion module to staff to be completed in Q1

progress_and_budget

Enterprise Equity Goal Progress UpdateNext Steps

Please report on your progress on the equity goals from the previous fiscal year. (2025) What issues did the department face in accomplishing the equity goals?

The Zoo typically has a low turnover in employees making changes in staff composition more difficult. For enterprise goals 2 and 3, we are challenged by our staffing levels to get training and vendor tracking completed. In addition to tracking, we utilize many Metro wide contracts and are not necessarily the

bias, cultural competency, and equitable practices.

of CY 2025. Quarterly completion rate with a goal of 90% timely training

decision makers of who is awarded those contracts.

Budget Considerations for FY26

Give a high-level description of what the department would like to achieve with respect to Equity in the upcoming fiscal year?

The Zoo recognizes that our programs must reflect the connection between our mission, to better the bond between people and the planet, and the community around us. We have a drafted DEAI plan specific for the Zoo's goals outside of Metro's Enterprise goals. We will be working to refine and more clearly identify goals for the Zoo as a part of our final plan including establishing a team with monthly meetings, increasing language access on our interpretive graphics, seeking community input in visitor experiences and collaborating with local partners in DEAI events.

Has your department considered the budgetary resources and capacity needed to reach its equity goal(s)? What, if any, are the foreseeable challenges?

Capacity is a challenge due to the staffing levels at the Zoo.

Director



Dan Maloney

2/12/2025

Deputy Mayor



Nicole George

2/25/2025

Executive
Director of
Equity



Vanessa McPhail

2/25/2025

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