



City Council

November 4, 2024
Packet Addendum #1

From: [Tiffany Boyd](#)
To: [Samma Fox](#); [City Council](#)
Subject: Retain EDI Manager Position
Date: Monday, November 4, 2024 12:19:09 PM

Dear City Manager Fox and Louisville City Council,

Thank you for serving our community!

Like many communities across the country, Louisville stepped up after the murder of George Floyd and recognized the importance of leadership and management in steering our community towards best practices in equity, diversity, and inclusion.

Our town invested time, energy and money in convening an EDI task force, which brought together a group of often unrecognized stakeholders in our community who invested in laying out a roadmap for our town.

Please retain this position for our town so we can continue to have leadership and goal setting in this vital area.

Below are excerpts from articles from the Brookings Institution who conduct non-partisan research to improve governance at the local level.

“Serving all populations requires collecting better data. Without accurate data, we can’t assess whether government programs are fair and equally accessible, or if they discriminate against or underserve Americans based on race, ethnicity, or other characteristics.”

-Brookings Institute, May 2024

“Place: In most cities, there are [gaps](#) between growth-focused efforts at the regional scale and inclusion-focused efforts at the *neighborhood scale*, as well as siloes and legacies of distrust between community leaders and city and regional leaders due to legacies of urban renewal and public disinvestment. Ensuring that regional economic development initiatives are developed in conjunction with community-centered, equity-focused initiatives at the neighborhood level, will lead to more durable, scalable interventions for inclusive growth.”

[Mayu Takeuchi](#), [Hanna Love](#), and [Xavier de Souza Briggs](#)

August 22, 2024

Thank you,
Tiffany Boyd
Louisville resident

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From: [Kevin Lombardo](#)
To: [City Council](#)
Subject: Fire Hardening - Agenda Item 8C
Date: Monday, November 4, 2024 10:43:07 AM

Hello City Council,

I'd like to express my support for Agenda Item 8C, Ordinance 1884 concerning the fire-hardening of structures in Louisville. As a Marshall Fire rebuilder, we have implemented these construction techniques and can tell you from personal experience that they are way more cost-effective than losing your home or business in a fire.

Thank you for your consideration!

-Kevin

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From: [H.M](#)
To: [City Council](#); [Samma Fox](#)
Subject: Don't defund Equity, Diversity and Inclusion in Louisville!
Date: Monday, November 4, 2024 10:05:11 AM

Dear City Council Members and Interim City Manager Ms. Fox,

I am writing to express my deep concern regarding the 2025-26 budget you are approving today which eliminates the Equity, Diversity, and Inclusion (EDI) Manager position from the City Manager's staff budget. This move threatens to undermine the progress we have made in fostering a more inclusive and equitable community. The one-time allocation of \$50K in 2025 (cut again in 2026) is just a band aid, it is temporary and definitely not enough to address the harm to the program and loss of leadership.

It is crucial that we continue to prioritize EDI initiatives. If you approve this budget and cut the EDI manager position tonight, I urge you to restore the EDI Manager position in the 2025 Budget Amendment process and create a permanent EDI board as recommended by the EDI Task Force. Additionally, as we look to hire a new City Manager, it is imperative that we select a candidate with a powerful commitment to EDI principles and a strong track record in implementing and sustaining an equity, diversity, and inclusion program with proven results. This EDI experience and success should be one of the top three qualifications for the job.

By investing in EDI, we can build a stronger, more resilient community that benefits the entire community. Let's not lose the momentum we have gained. Please reconsider the budget allocation and prioritize EDI efforts for the betterment of our city.

Thank you for your attention to this important matter.

Sincerely,

Helen Moshak

Louisville Resident

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From: [H.M](#)
To: [City Council](#)
Subject: Support of Fire Hardening
Date: Monday, November 4, 2024 9:29:06 AM

Dear City Council Members,

Please vote in favor of the ordinance to set minimums for fire hardening in the construction codes to protect people, our community and property. Thank you.

Sincerely yours,

Helen Moshak
Louisville Resident

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From: [Stephanie Collins](#)
To: [City Council](#)
Subject: IMPORTANT: 11/04 Budget Voting
Date: Monday, November 4, 2024 8:59:08 AM

City Council Members,

Good morning. I hope that you all are doing well. I am writing to discuss the proposed budget changes being voted on today, November 4, 2024, by the City Council. I have heard this plan will eliminate the vacant EDI Manager position (~\$117K which, if correct, is slightly more than 0.5% of an ~ \$30 million budget), leaving only a one-year \$50K EDI program budget. Before you vote please consider that establishing and maintaining these kinds of efforts is difficult and requires intentional action and unwavering commitment. I urge you to fight to keep the EDI budget for the EDI Manager position fully funded by amending the budget to not only restore the EDI Manager position but increase the EDI budget in 2025-2026, in part to build a permanent EDI commission (see below).

Three years ago, in November of 2021, we presented findings in 5 priority areas, created over 40 action items, and recommended that the City Council:

1. Create an EDI Manager/Deputy position with appropriate support, resources, and decision-making power.
2. Make the EDI Task Force a permanent city commission or create a comparable structure and provide compensation to its members.
3. Host regular feedback meetings with BIPOC and other marginalized communities to help assess EDI efforts.

Some 15 months later, with continued support from the disbanded task force, the city hired an Equity, Diversity, and Inclusion Manager; though in hindsight perhaps without the necessary support or resources. While I do not know the reason why the position is now vacant, I do know that has been so for several months.

Upon filling this position, efforts to follow through with recommendations 2 & 3 would have provided invaluable guidance and support. When the position became vacant again, public calls or even informal reaching out to each of the eleven EDI task force members to reassess and recommit to the 2021 recommendations could have helped us refocus our efforts. I would have been overjoyed to receive an email asking for thoughts, time, and energy.

We cannot espouse on our websites that Louisville values “our similarities and differences and invite people from all backgrounds and identities to join us in conversation and participation towards inclusion, equity, and belonging.” or openly share an “Equity Blueprint” that we are not actively following. I put faith in our city and elected representatives keeping their pledges to the important and collective work of EDI. I hope my faith was not misplaced and the Louisville City Council and staff renew their commitment to invest in making Louisville a welcoming community where EVERY person can thrive.

Stephanie Collins, former Equity Diversity, and Inclusion (EDI) Task Force member.

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From: [Tiffany Boyd](#)
To: [City Council](#)
Subject: Resilience for our future: Fire-hardening
Date: Monday, November 4, 2024 5:12:22 AM

Dear City Council,

Thank you for your continued service for our community. Your decisions help to set us up for safety and security going forward.

Some people have said that Louisville should not try and be the “tip of the spear” in adopting policies that protect our future generations. However, if many of you explored the neighborhoods of Louisville and Superior after the Marshall Fire, you probably noticed that one entire side of a street in Old Town Superior did not burn due to construction with home hardening materials while the other side of the street burned to the ground.

Louisville should not shy away from scientifically proven life and property saving practices like fire-hardening.

Thank you for considering the future generations of our town.

Sincerely,
Tiffany Boyd

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From: [Lisa Hughes](#)
To: [City Council](#)
Subject: Home Hardening Code
Date: Saturday, November 2, 2024 9:37:51 AM

Dear City Council,

Since I am unable to attend the City council meeting on Monday November 4th, I am writing to express my enthusiastic support for the passage of the home hardening code. This code is very important for Louisville for both climate resiliency and disaster safety- specifically wildfires. By using fire resistant materials, our community will be safer from both individual house fires and another potential urban conflagration like the Marshall fire.

Studies have shown that ember spread - particularly house to house and via fences are the biggest contributing factors to wildfire spread in the urban environment. Passage of this code will ensure our community is safer, and hopefully prevent less structure loss should we have another fire. For climate resiliency, cementitious siding, etc is more durable and likely to withstand other disasters and climate crises we are likely to experience.

I am wondering though in this current code iteration, why double or triple pane windows were removed and solar panel netting added as that netting is already done in the vast majority of solar installs anyway to keep out critters, Windows are a vital component of home hardening, so I am concerned about this being dropped from the code. Is there the possibility of adding this back in ? I would like to suggest that this be added back in and solar panel netting removed as a requirement.

Perhaps the most important reason to pass this code, however, is the continued ability of Louisville residents to get homeowners insurance. Increasingly, insurance companies are requiring parcel level mitigation, and home hardening to insure consumers, as well as community level mitigation and hardening. By Louisville enacting this code, you are supporting community resilience and insurability of residents for the future. Hopefully, this will also encourage more Louisville communities to consider a Firewise designation, as the Cornerstone neighborhood recently obtained, which will hopefully also encourage insurance companies to continue writing policies in our area and increase both fire safety and community resilience.

Thank you,
Lisa Hughes, Louisville resident

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