

# NEW ACTIONS TO ADDRESS DIVERSITY & INCLUSION PLAN GOALS (MARCH 2018)



Mid-Ohio Regional  
Planning Commission

# **What are our specific and actionable priorities for the remaining part of 2018?**

- **Better Performance on priority D & I Goals**
- **Implement New Internal Structure to Improve Capacity, Results & Priority**
- **Create a Commission Working Group to Develop an External-facing Regional Effort**

- **Implement New Internal Structure to Improve Capacity, Results & Priority**
  - Increase direct reporting to the Executive Director
  - Increase responsibility of Department Heads for participation and performance
  - Establish new goal-specific staff contacts
  - Provide data, context and technical assistance to the plan
- **Timeline: Established in March 2018 & Work Underway**

- **Better Performance on priority D & I Goals**
  - Improve the diversity of the applicant pool and in hiring
  - Assertively review and improve achievement in diversity spend categories and approach
- **Timeline: Implement Changes by September 2018**



## Diversity Spend 2014 - 2017

Year	MBE	WBE	SBE	Section 3	DBE	Total Diverse Expenditures	Total Expenditures	Percent
2014	\$67,284 (5)	\$473,617 (20)	\$613,012 (3)		\$2,000	\$1,155,913	\$6,473,592	17.86
2015	\$30,010 (5)	\$620,704 (12)	\$595,695 (8)	\$38,635 (1)		\$1,285,044	\$5,109,006	25.15
2016	\$45,688 (6)	\$430,891 (11)	\$625,107 (9)	\$24,590 (1)		\$1,126,276	\$4,766,576	23.63
2017	\$18,445 (8)	\$353,203 (19)	\$669,851 (10)	\$4,985 (1)		\$1,046,484	\$5,777,569	18.11

- **Create a Commission Working Group to Develop an External-Facing Regional Effort**
  - Focused MORPC effort to increase diverse voices and representation
  - Create a Diversity in Local Government Working Group
    - Chair: TBD
    - Who: Commission members or appointees
    - Timeline: 6 month working group starting in May 2018
    - Goals:
      - Discuss and review other regionally-focused diversity initiatives
      - Seek approaches to improve diverse representation and voices in the work of MORPC, its committees and its members
      - Develop specific action items for 2019 MORPC Budget
- **Timeline: Recommendations by November 2018**



## Board Diversity 2015 - 2017

Year	African American	Asian	Caucasian	Hispanic	Native American	Other	Total
2015	4	1	98	1	1	2	107
2016	6	1	110	1	1	1	120
2017	9	0	108	1	1	0	119

- **Increased Resources and Reporting**
  - Increased Reporting to Executive Committee
    - D & I Plan Progress Report now 2x annually
    - Will include Presentation & Executive Summary Report
  - Increased Funding for 2018 Diversity & Inclusion Initiatives
    - Increase to \$40,000 from \$25,000
- **Timeline: Final Report Out on September 6, 2018**





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