

# Diversity & Inclusion Plan:

## Mid-Year Update on Focus Priorities



Mid-Ohio Regional  
Planning Commission

## Specific & Actionable Priorities (April 2018)

Implement new internal structure to improve capacity, results & priority

- Review and Improve diverse hiring
- Revise goals and improve diversity spend
- Launch an effort to increase diverse voices and representation on Board & Committees

## ❑ Create a New Internal Diversity & Inclusion Structure and Committee

- New Department Level Data & Responsibilities
- New Goals-Focused Internal Committee
  - Lead - Bernice Cage
  - Data & Mapping – Jason Kaper
  - Finance – Susan Tsen
  - Human Resources – Tracy Clifton
  - Board Membership – Eileen Leuby
  - Senior Leadership – Terri Flora, Shawn Hufstedler, & William Murdock

## ❑ Review and Improve Diverse Hiring

- Secured additional sites for recruitment postings
- Increase diversity in Summer Internship Program
  - Added HBCs
  - OSU Office of Diversity & Inclusion
- E & AQ Field Staff - Workforce Development Board of Central Ohio
- Increase in staff diversity
  - Still focused on increasing diverse applicants
- Voluntary Applicant Tracking

## ❑ Revise Goals and Improve Diversity Spend

- Total Diversity Spend increased from 11% Q1 to 15% Q2
- MORPC vendor database updated with 269 new vendors
- Improved tracking in Finance system of diverse vendors
  - Work on identifying Sub-contractors & non-certified
- Few RFPs, Improved Internal Guidance:
  - Not a lot of opportunity to bid
  - Minority vendors not reached, asked, or selected

## ❑ Launch efforts to increase diverse voices/representation on Board & Committees

### Diversity in Local Government Working Group

- 19 members with expertise in Diversity
  - 9 Local Governments
  - 9 Non profits
  - Ohio State
- Speakers
- Facilitated Sessions
- Recommendations for 2019 Budget