



Mid-Ohio Regional
Planning Commission

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Memorandum

TO: Mid-Ohio Regional Planning Commission
Executive Committee
Officers and Board Members

FROM: William Murdock
Executive Director

DATE: December 7, 2018

SUBJECT: Proposed Resolution 30-18: "Endorsing the Recommendations of the Diversity in Local Government Working Group"

The trend for Central Ohio to experience dramatic changes in demographics and lifestyles over the next three decades has begun. The changing demographics and economic prosperity are placing the Central Ohio region in the same league as the nation's top cultural centers. Our ability to remain vital, competitive, and relevant in the global marketplace will depend on our efforts to engage, partner, and collaborate with diverse populations.

To understand and effectively serve the needs of our growing diverse population, it is imperative for an organization's board to include the perspective of diverse voices at the table. To this end, a working group of 18 local community members and special interest groups assembled to:

- Discuss and review regionally focused diversity initiatives and communication strategies
- Seek approaches to improve diverse representation and voices in MORPC's work, committees and members
- Develop specific action items to be funded in the 2019 MORPC Budget

The working group developed options for MORPC to explore to improve diverse representation. The proposed actions included:

- Establishing a pipeline for young leaders to become familiar with and engaged in civic leadership
- Enhancing the Commission structure to allow opportunities for diverse voices
- Training and technical assistance for members
- Seeking alternatives to and new options for community engagement
- Being clear on our purpose for diversity
- Strategic communication to increase MORPC's ability to communicate effectively with diverse populations

More detail on the proposed actions can be found attached to the Resolution.

Attachment: Resolution 30-18

William Murdock, AICP
Executive Director

Rory McGuinness
Chair

Karen J. Angelou
Vice Chair

Erik J. Janas
Secretary

RESOLUTION 30-18

“Endorsing the Recommendations of the Diversity in Local Government Working Group”

WHEREAS, Central Ohio will be experiencing dramatic changes in demographics and lifestyles over the next three decades that will affect the future success of our communities. The changing demographics and economic prosperity are placing the Central Ohio region in the same league as the nation’s top cultural centers. As evidenced in the insight2050 report, results demonstrate the importance of a strategic focus on diversity and inclusion:

- Current projections now reveal that our region will grow to three million people by 2050
- The number of seniors aged 65 or older is expected to more than double by 2050
- Racial and ethnic minorities are expected to account for the majority of our region’s growth by 2050
- Increasing evidence suggests that a region’s ability to compete economically will depend more and more upon its ability to attract and retain young talent; and

WHEREAS, given these results and in order to remain vital, competitive, and relevant in the global marketplace, MORPC must engage, partner, and collaborate with diverse populations; and

WHEREAS, to understand and effectively serve the needs of a diverse population, an organization’s board should include the perspective of diverse voices at the table. To this end, a working group of 18 local community members and special interest groups assembled to:

- Discuss and review regionally focused diversity initiatives and communication strategies
- Seek approaches to improve diverse representation and voices in MORPC’s work, committees and members
- Develop specific action items based upon best practices to be funded in the 2019 MORPC Budget; and

WHEREAS, the working group developed options for MORPC to explore aimed to improve diverse representation and voices in MORPC’s work, committees and members; now therefore

BE IT RESOLVED BY THE MID-OHIO REGIONAL PLANNING COMMISSION:

- Section 1. That the actions and recommendations of the Diversity in Local Government Working Group are supported and fully endorsed for further refinement.
- Section 2. That the executive director is authorized take action and further explore the options he shall deem feasible and appropriate to carry out the intent of this resolution.
- Section 3. That this Commission finds and determines that all formal deliberations and actions of this Commission concerning and relating to the adoption of this resolution were taken in open meetings of this Commission.



Karen Angelou, Acting Chair

MID-OHIO REGIONAL PLANNING COMMISSION

Effective date: December 13, 2018
Submitted by: William Murdock, MORPC Executive Director
Prepared by: Bernice Cage, Senior Public Information & Diversity Officer
Public and Government Affairs
Authority: Ohio Revised Code Section 713.21
For action date: December 13, 2018

Attachment: Attachment 1 to Resolution 30-18
Proposed Actions – Diversity & inclusion

Theme	Strategy	Objectives	Tasks
Pipeline	Create new efforts to engage young leaders throughout the region	Engage diverse, regional group of high school students in meaningful learning and feedback on regional issues	Create summer program to engage students <ul style="list-style-type: none"> ● Partner with consultant, local universities, and/or retired school teachers ● Design for meaningful public input ● Consider diversity and regional representation
		Engage young adults (18-36) to help communicate agency goals and activities, to obtain meaningful feedback on regional issues, and to develop a pipeline of young leaders for MORPC and local government boards	<ul style="list-style-type: none"> ● With assistance from partners and local governments, seek and involve young diverse professionals (18-36) ● Cooperatively design program and feedback processes with existing organizations of young leaders
Structure	Consider options to add seats to the Commission as regional representatives	Add key demographics and regional voices lacking on the Commission	<ul style="list-style-type: none"> ● Review governance documents for appropriate placement ● Executive Director, Chair and Vice-Chair make appointments with regional balance as a priority ● Create message for business case ● Consider appointments of young or diverse business owners and non-profit leaders ● Develop expectation that a regional representative will be a member of the Executive Committee
Regional Training & Technical Assistance	Seek assistance from member communities in populating MORPC committees and working groups with more diverse membership	Identify training opportunities for Board development Promote the value of diversity and inclusion	Survey Board: <ul style="list-style-type: none"> ● Identify regional diversity metrics on elected and appointed officials in Central Ohio ● Ensure 100% Central Ohio participation in national-level diversity in local government surveys ● Identify both existing diversity programming as well as needed services and trainings for MORPC member communities
Community Engagement	Support community action throughout the region that will increase understanding and value of diversity and inclusion	Build networks in diverse communities Raise awareness of needs and perspectives of diverse groups	Invite partners and stakeholders who work with diverse populations to present at Commission meetings with Data & Mapping developing a context document of key information on each group

	Revise the Community Advisory Committee (CAC) to improve public input	Improve and include diverse voices in MORPC programs and activities	<ul style="list-style-type: none"> • Review best practices of other MPOs • Develop new approved Public Engagement Plan and submit to U.S. DOT and ODOT • Broaden diverse and regional input through new communication and input mechanisms in lieu of a standing committee
Clarity of Purpose & Meaning	Define diversity and inclusion clearly and explicitly	Create business case for diversity and inclusion	Articulate in core documents and other communications
Strategic Communication	Improve understanding and support of increasing MORPC's diversity	Increase MORPC's ability and willingness to use different ways to communicate effectively with diverse populations	Create a semi-annual engagement of MORPC's diversity partners to discuss MORPC's progress on our external and internal efforts