



Mid-Ohio Regional
Planning Commission



DIVERSITY & INCLUSION EXECUTIVE SUMMARY



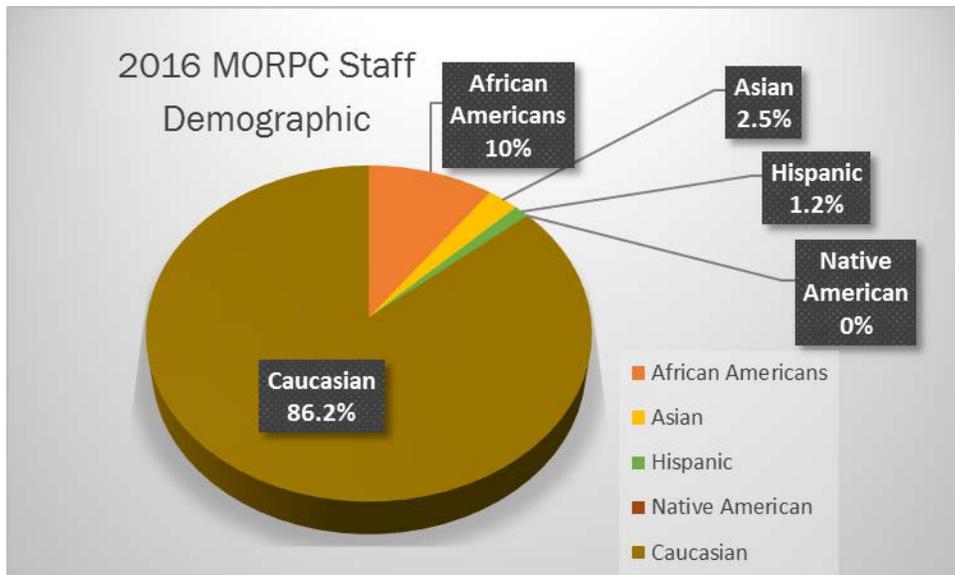
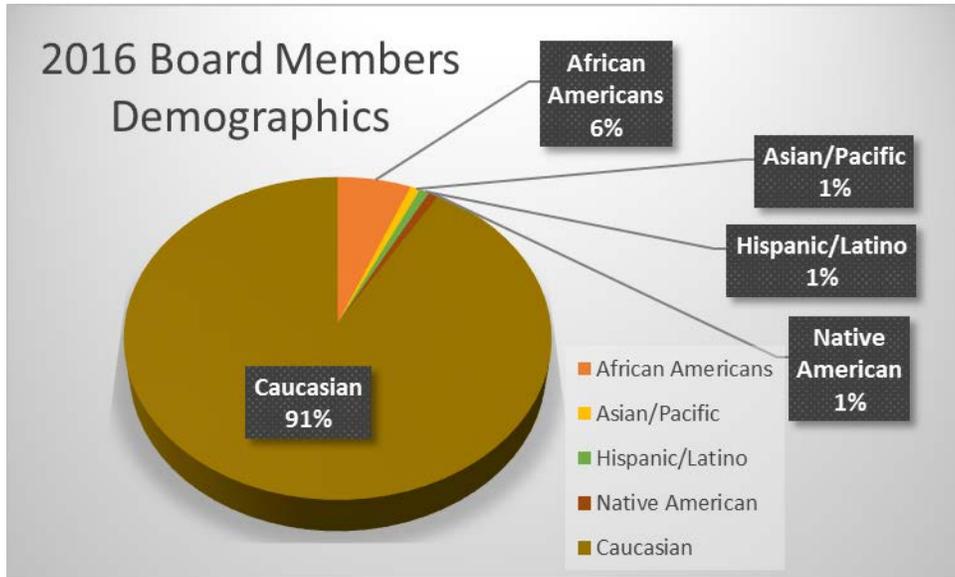
June 2017

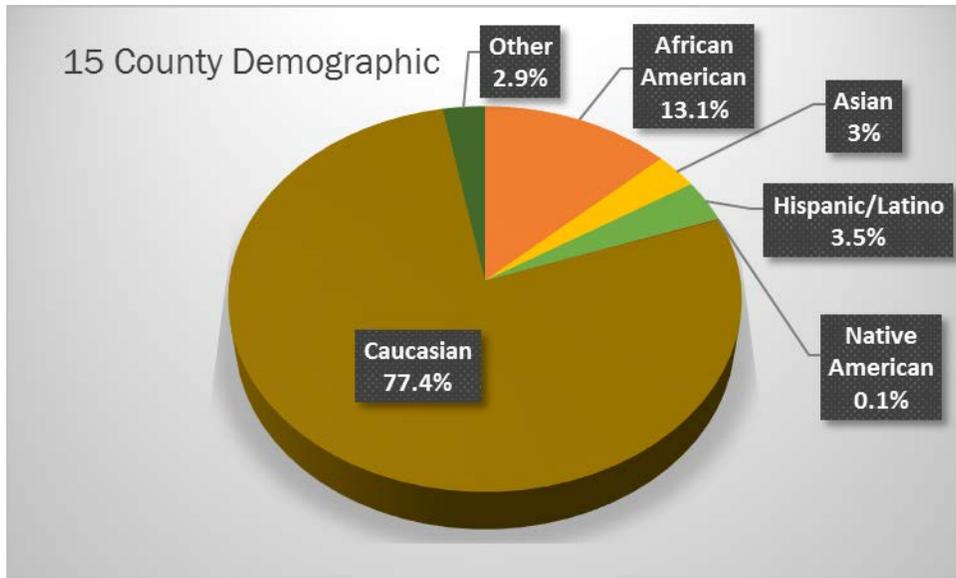
ASSESSMENT OF 2016

A review of the outcomes of the six focus areas allowed the Mid-Ohio Regional Planning Commission (MORPC) to identify accomplishments, to determine whether goals were met through the competencies selected, and where to prioritize targeted efforts for 2017.

WORKFORCE & LEADERSHIP

Goal: Commit to the preparation of a culturally competent MORPC workforce and Board.





We continue to strive to have representation of the Board and Staff reflect the 15-county population.

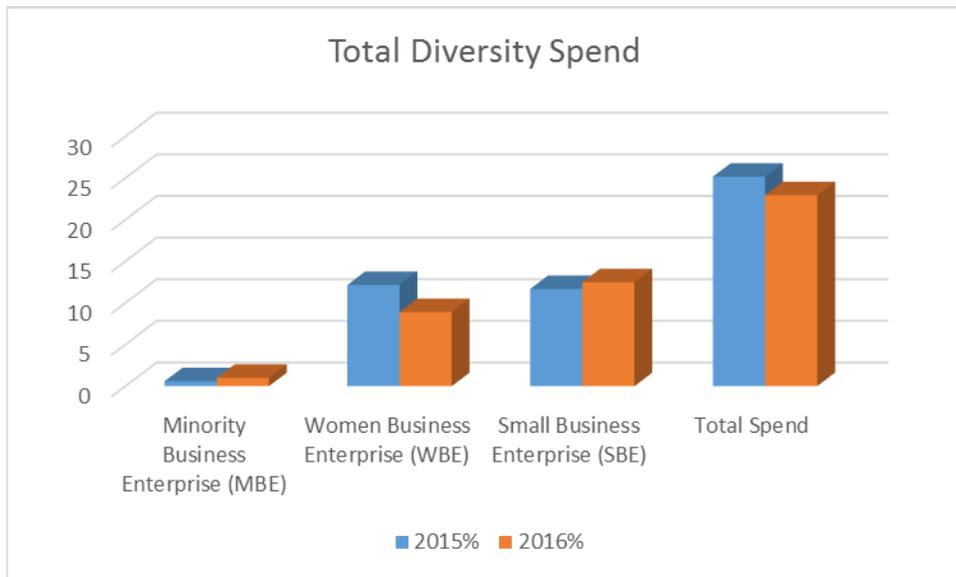
WORKPLACE

Goal: Continuous improvement of the accessibility and assurance of accommodations for minorities, people with disabilities and LGBTQ at MORPC and venues used for MORPC meetings.

Changes were made to the foyer to better accommodate people who use a wheelchair.

DIVERSITY SPEND

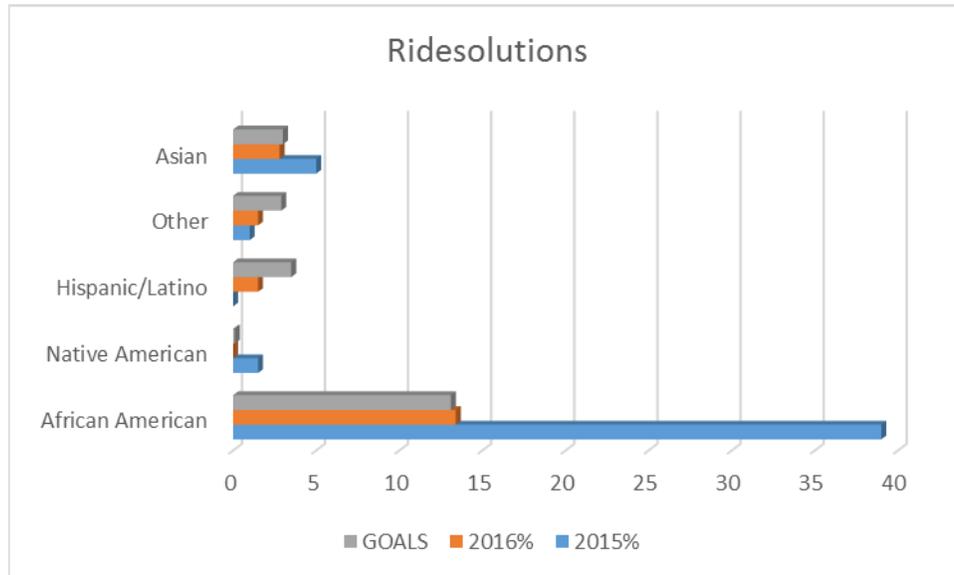
Goal: Maintain diverse vendors spend at 15 percent or more.



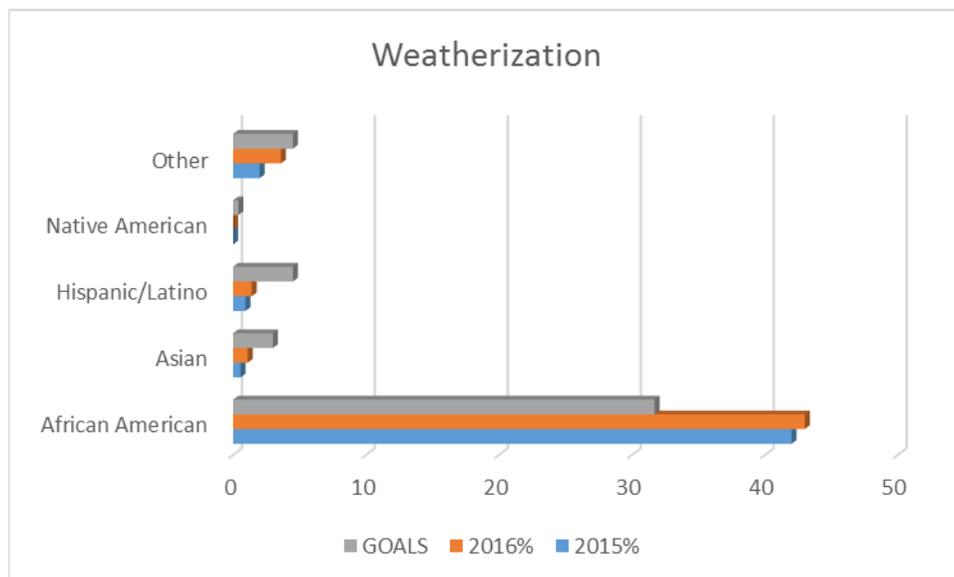
In 2016 total eligible expenditure for the diversity spend slightly decreased to \$4.8 million compared to \$5.1 million in 2015. In 2016 there was a slight decrease in Total Spend and WBE spending while a slight increase occurred in MBE and SBE spending.

SERVICES TO DIVERSE POPULATIONS

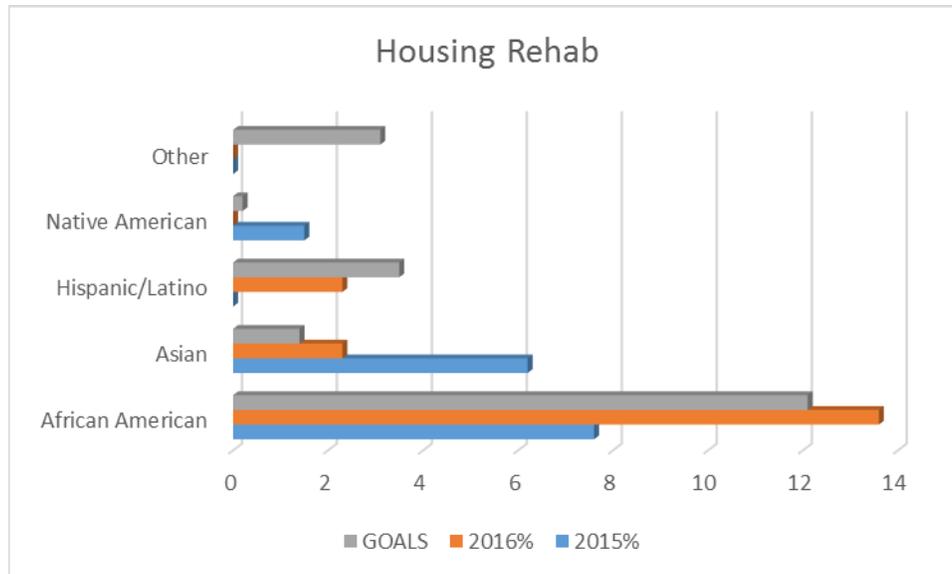
Goal: Increase and accommodate services to diverse populations.



Ridesolutions applications are received from a 15-county service area. While the percentage of African Americans fell in 2016, it was the only population that reached its goal. Latinos served increased in 2016 while Asian and Native American decreased. The Ridesolutions program began a restructuring in 2016 and will be launched with a new name and website in 2017.



The percentage served of diverse populations in the Weatherization (Warm Choice) applications increased from 2015 in all demographics with African Americans exceeding their goal. The program continues to refocus and market to generate applicants in the diverse populations currently underserved.



Housing Rehab – The eligible service area for MORPC housing rehab includes all of Franklin County except the city of Columbus. African American and Asian applicants exceeded their goals. Clients served in this program are on a multi-year wait list on a first come, first served basis.

United Way of Central Ohio Exterior Home Repair Program in Franklinton experienced a decrease in African Americans served from 1.6 percent to 0.0 in 2016. The category of “Other” diverse population showed an increase from 0.0 to 12.5 percent in 2016.

DIVERSITY REQUIREMENTS

Goal: Continue to meet federal requirements for DBE and Section 3HUD, Title VI, and Limited English proficiency.

Disadvantaged Business Enterprise (DBE) is a federal transportation program only. To be recognized as a DBE, the vendor must be certified with the Ohio Department of Transportation. Historically this has been accomplished through sub-consultants as the small contracts and purchases have little opportunity to use subs.

We are required to report our DBE participation to ODOT. There have been changes in the reporting requirements to identify the ethnicity and gender of the diverse vendor or consultant. The December report, for time period April 1 through September 30, reflected no DBEs.

Section 3 of the HUD Act requires that wherever HUD financial assistance is expended for housing or community development, to the greatest extent feasible, economic opportunities will be given to Section 3 residents and businesses in the area. The dollar amount of the awarded contract to business should have a 25 percent Section 3 goal. In 2016, Franklin County Economic Development and Planning updated its Section 3 Plan. Under this Plan, MORPC submitted 12 businesses that certified providing economic opportunities to Section 3 residents, businesses and employees.

DIVERSITY COMMUNICATIONS

Goal: Increase the promotion of MORPC’s services, plans, meetings, events and programs to diverse audiences, and increase the awareness of MORPC’s Diversity & Inclusion efforts.

2017 MOVING FORWARD

To place greater emphasis on communication and outreach, the Diversity effort is under Public & Government Affairs. The Diversity & Inclusion Committee has been restructured to include senior leadership and Board participation. We anticipate that this level of participation will help institutionalize and bring a greater awareness of MORPC's commitment to diversity.

For a copy of the full 2017 Diversity & Inclusion Work Plan contact:
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