



# DIVERSITY & INCLUSION UPDATE

Executive Committee  
February 2, 2023



MID-OHIO REGIONAL  
**MORPC**  
PLANNING COMMISSION

# SIX AREAS OF FOCUS



**MORPC**



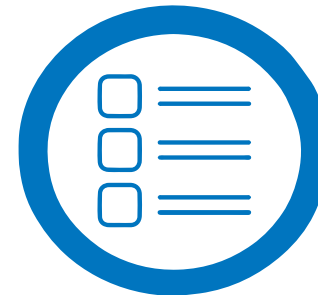
**Workforce &  
Leadership**



**Service to Diverse  
Populations**



**Workplace**



**Diverse  
Requirements**



**Supplier  
Diversity &  
Procurement**



**Diverse  
Communications**

# SUPPLIER DIVERSITY & PROCUREMENT

**Goal:** Maintain agency diversity spend at 15% and to increase utilization of MBEs to 5%.

**Minority Business Enterprise (MBE)** - Designation for businesses which are at least 51% owned and operated by either African Americans, Asian Americans or Pacific Islanders, Hispanic Americans or Native Americans.

## Benefits:

- MBEs can drive an organization's bottom line, with as much as 130% return on investment for every \$1 million spent.
- Distinct competitive advantages.
  - Strengthen brand recognition, community outreach, company culture, and marketing efforts.



MID-OHIO REGIONAL  
**MORPC**  
PLANNING COMMISSION

# MBE STRATEGY



## Recognize

Supplier diversity needs within the agency; to ensure success the commitment to supplier diversity must permeate throughout each department.

## Diversify

Seek out minority owned businesses who intend to support the operational and administrative need(s).

## Sustain

Update internal diverse vendor database to generate opportunities for agency development.

## Partner

Collaborate with local and national organizations that promote and certify diverse suppliers, to identify potential contractors.

# MBE STRATEGY TIMELINE



## QUARTER 1

**January 2023**  
Partner and join a supporting organization  
• (The Ohio Minority Supplier Development Council)

**March 2023**  
Contract with one new minority owned business

**January/February 2023**  
Meet with departmental staff to review the strategy

**February 2023**  
Present MBE Strategy to Executive Committee

## QUARTER 2

**May 2023**

- Host and/or participate in a supplier diversity & procurement fair
- Increase supplier base and identify opportunities by adding new vendors into database

**June 2023**  
Contract with one new minority owned business

**August 2023**

- Ensure that tier 1's are reporting tier 2 diverse spending
- Touch base with staff on training and seeking out minority suppliers

**September 2023**  
Contract with one new and/or existing minority owned business

## QUARTER 4

**October/November 2023**  
Publicize supplier diversity efforts, which can assist in expanding networks

**October 2023**  
Contract with one new minority owned business

**January 2024**  
Review QTR 4 diverse spending and spending for the 2023 year to determine progress, compare it to the previous year(s)

## QUARTER 3

## ADDITIONAL INFORMATION

- At the end of each quarter, review and calculate the diversity spend, distribute the report to Directors, and schedule meetings to discuss (as needed)
- Goal is to increase utilization of MBEs to 5%

# WHAT WE BUY



MORPC

- Audio Visual
- Appraisals
- Clothing
- Consultants
- Consumables
- Contractors
- Diesel Retrofit
- First Aid Supplies
- Graphic Design & Publication
- Hardware
- Inspections
- Insurance Agents
- Legal

- Maintenance Supplies
- Materials
- Media Buys
- Office Supplies
- Oral Drug Test
- Phone Services
- Photography
- Printing
- Promotional Items
- Records Retention
- Refreshments
- IT Services
- Software

- Speakers
- Telecommunications
- Training
- Vehicle Purchase
- Vehicle Rental
- Vehicle Service
- Vending
- Web Design



# DIVERSITY SPEND



<u>1st Qtr</u> - Jan 1 to Mar 31, 2022	
DBE	0.00%
<b>MBE</b>	<b>0.75%</b>
SBE	4.53%
SEC 3	2.45%
VBE	0.19%
WBE	6.36%
<b>Total</b>	<b>14.28%</b>
<b>Total Spend</b>	<b>\$ 1,415,761.00</b>

<u>2nd Qtr</u> - Apr 1 to June 30, 2022	
DBE	0.00%
<b>MBE</b>	<b>.63%</b>
SBE	6.09%
SEC 3	2.73%
VBE	.02%
WBE	6.73%
<b>Total</b>	<b>16.38%</b>
<b>Total Spend</b>	<b>\$ 1,552,732.00</b>

<u>3rd Qtr</u> - July 1 to Sept 30, 2022	
DBE	0.00%
<b>MBE</b>	<b>1.09%</b>
SBE	12.62%
SEC 3	1.51%
VBE	0.00%
WBE	5.61%
<b>Total</b>	<b>20.83%</b>
<b>Total Spend</b>	<b>\$ 1,565,442.00</b>

\*DBE – Disadvantage Business Enterprise, MBE – Minority Business Enterprise, SBE – Small Business Enterprise, Section 3, VBE – Veteran Business Enterprise, WBE – Women Business Enterprise

# WORKFORCE & LEADERSHIP



## Goals:

- Improve diverse representation and engagement in MORPC's work, committees, and Commission
- Commit to a culturally competent MORPC workforce and Board



Thrive**IN**



**HBCU CONNECT**



MID-OHIO REGIONAL  
**MORPC**  
PLANNING COMMISSION



# DIVERSITY RECRUITING STRATEGIES



## HBCU Connect – 2022 Job Summary Report

Job Title	Total Views	Total Clicks	Job Title	Total Views	Total Clicks
Air Quality & Sustainability Coordinator	752	337	Executive Scheduler	1,263	505
Associate or Senior Level Planner, Modeler	1,194	474	Field Technician	1,216	477
Associate or Senior Planner	927	361	Field Technician	1,399	589
Associate Planner	1,249	516	GIS Specialist	137	51
Associate Planner or Engineer	10	5	Grants and Investments Officer	854	273
Associate/Senior Engineer	1,469	475	Housing/Residential Rehab Specialist	2,701	1,111
Central Ohio Greenways Intern	1,188	469	Transportation & Infrastructure Intern	195	37
Director of Data & Geospatial Analysis	795	347	Local Government Summer Internship	129	46
Director of Data Analytics & Strategy	1,227	484	Local Government Summer Internship	939	75
Economic Development Officer	797	351	Public Information Specialist	988	427
Energy Auditor	1,843	824	Public Policy Coordinator	1,032	460
Executive Scheduler	130	44	Regional Investment Officer	134	47
<b>Total (As of January 3, 2023)</b>				<b>22,568</b>	<b>8,785</b>

## Ralonda S. Hampton

*Diversity, Inclusion and Engagement Officer*  
Mid-Ohio Regional Planning Commission

**T:** 614.233.4157

[rhampton@morpc.org](mailto:rhampton@morpc.org)

111 Liberty Street, Suite 100  
Columbus, OH 43215

## Niel M. Jurist, APR

*Senior Director of Communications & Engagement*  
Mid-Ohio Regional Planning Commission

**T:** 614.233.4126

[njurist@morpc.org](mailto:njurist@morpc.org)

111 Liberty Street, Suite 100  
Columbus, OH 43215



MID-OHIO REGIONAL  
**MORPC**  
PLANNING COMMISSION

