



DIVERSITY, EQUITY & INCLUSION UPDATE

Commission
February 9, 2023



MID-OHIO REGIONAL
MORPC
PLANNING COMMISSION

SIX AREAS OF FOCUS



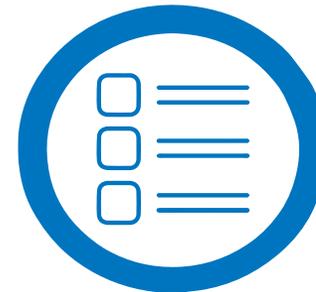
Workforce & Leadership



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 that are at least 51% owned and operated by either African Americans, Asian Americans or Pacific Islanders, Hispanic Americans, or Native Americans.

Benefits:

- ✓ Generate a greater return on investments for an organization
- ✓ Increase brand recognition, community outreach efforts, company culture, and marketing efforts.
- ✓ Brings innovation and creativity to help promote an organization.



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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%
MBE	0.75%
SBE	4.53%
SEC 3	2.45%
VBE	0.19%
WBE	6.36%
Total	14.28%
Total Spend	\$ 1,415,761.00

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

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

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

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

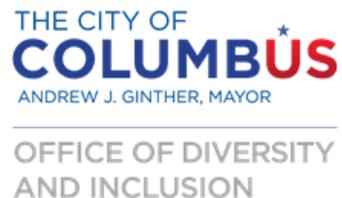
- At the end of each quarter, review and calculate the diversity spend, distribute the report to Directors, and schedule meetings to discuss (as needed)
- Goal is to increase utilization of MBEs to 5%

WORKFORCE & LEADERSHIP



Goals:

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



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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
Total (As of January 3, 2023)				22,568	8,785



BUILD VALUE FOR OUR MEMBERS

New Member Benefit: Partnership with HBCU Connect

- HBCU Connect is the largest network of students and alumni from Historically Black Colleges & Universities (HBCUs)
- Promote your niche and hard-to-fill leadership/executive positions to thousands of highly qualified potential applicants at no cost



Scan to access
the application
form



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