

DIVERSITY, EQUITY & INCLUSION UPDATE

February 8, 2024



MID-OHIO REGIONAL
MORPC
PLANNING COMMISSION

DIVERSITY & INCLUSION WORKPLAN



As the regional council representing nearly 90 diverse members across Central Ohio, MORPC is committed to diversity, equity and inclusion (DEI), and is guided by six key areas outlined in its Diversity & Inclusion Work Plan:



**Workforce &
Leadership**



Workplace



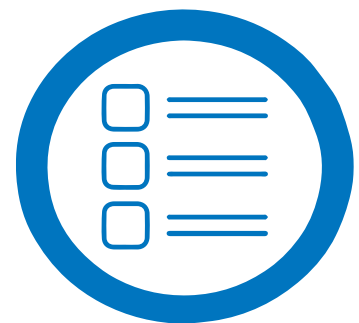
**Supplier
Diversity &
Procurement**



**Service to
Diverse
Populations**



**Diverse
Communications**



**Diverse
Requirements**

2023 IN REVIEW

- Rolled out a new MBE Strategy
- Contracted with 3 new MBE's
- Hosted our first Supplier Diversity Procurement Fair
- Partnered with The Ohio Minority Supplier Development Council
- Participated in diversity career fairs
- Translated marketing materials in new languages
- Tabled over 20 events to provide engagement




2023 IN REVIEW




MORPC


- **UTR:** Interactive exhibit that explores the history of structural racism caused by the 1938 redlining maps and how this inequality continues to impact our communities
- Celebrated National Diversity Month (April)
- Received Lotus Sponsor Award for Asian Festival

ADVANCING DIVERSITY AND FOSTERING A CULTURALLY INCLUSIVE WORKPLACE







MODERATOR
Niel Jurist
Senior Director of Communications & Engagement
MORPC



PANELIST
Jason Jenkins
Chief Diversity Officer and Executive Director
of the Office of Diversity & Inclusion
City of Columbus



PANELIST
Josué Vicente
Executive Director
Ohio Hispanic Coalition



PANELIST
Sherrice Sledge-Thomas
VP Diversity, Equity, Inclusion & Access
Columbus Chamber of Commerce



eliminating racism
empowering women
ywca

DIVERSE COMMUNICATIONS

DIVERSITY, EQUITY & INCLUSION + ENGAGEMENT OPPORTUNITIES



Annual Diversity, Equity
& Inclusion training for
staff



Internal DE&I Committee



Opportunities to
engage with the
community at a variety
of events around the
region



Cultural appreciation
activities throughout the
year

WORKFORCE & LEADERSHIP

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



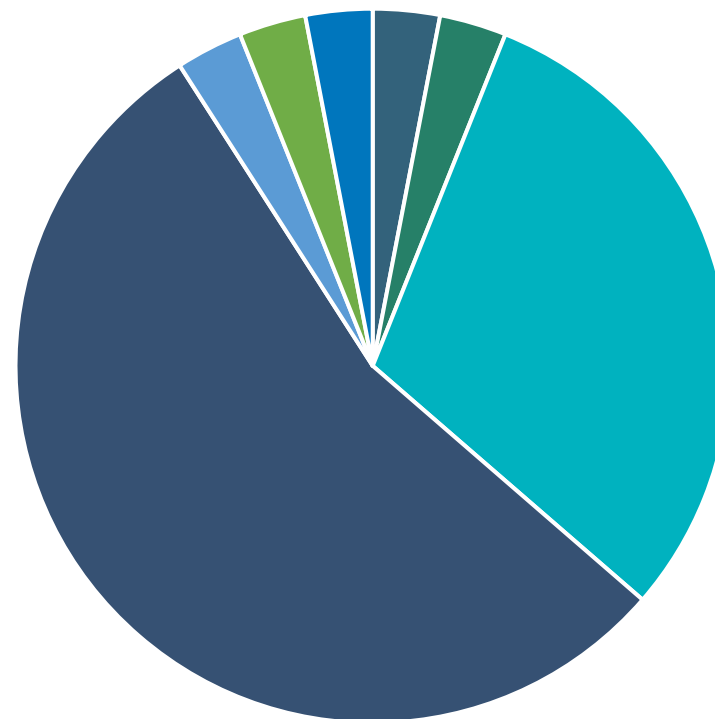
WORKFORCE & LEADERSHIP: HBCU CONNECT



MORPC

- New member benefit added in 2023!
- Highlight niche job positions on HBCU Connect's website and job portal
- 33 total postings from April to December 2023

Member Job Postings



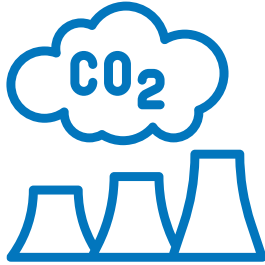
■ Bexley - 1	■ Clinton Township - 1	■ Delaware - 10
■ Gahanna - 18	■ Powell - 1	■ Whitehall - 1
■ Worthington - 1		

ENVIRONMENTAL JUSTICE: JUSTICE40



For the first time in our nation's history, the Federal Government has made it a goal that 40 percent of the overall benefits of certain Federal investments flow to disadvantaged communities that are marginalized, underserved, and overburdened by pollution

Why?



Confront decades of underinvestment and bring resources to communities with environmental hazards

How?



Distribute 40% of overall benefits of certain federal investments to disadvantaged communities

WHEN?



Became effective with President Biden signing an executive order on January 27, 2021



NARC WEBINAR: JUSTICE40 INITIATIVE: ENVIRONMENTAL JUSTICE FOR THE NATION'S MOST DISADVANTAGED COMMUNITIES

- **Wednesday, January 31**
- Nearly 200 planning sector professionals in attendance
- Featured Niel Jurist, MORPC Senior Director of Communications & Engagement and Chair of the NARC DE&I Committee
- Other presenters included equity experts from the U.S. Department of Transportation, U.S. Environmental Protection Agency, and the U.S. Economic Development Administration
- Shared MORPC's efforts to fortify our commitment to Justice40 and our leadership in the development of the Columbus Regional Equity Strategy.



Join us...

Reimagining an Inclusive Equitable Future in Transportation

Wednesday, February 28 | 9:30 A.M.

MORPC Town Hall - 111 Liberty St., Columbus, OH 43215



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Save the date...

Conducting Business with Governmental Entities

April 2024

- ✓ **Meet one-on-one with professionals**
- ✓ **Make new contracting opportunities**
- ✓ **Discover funding opportunities for small businesses**



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