

MORPC TITLE VI & NON-DISCRIMINATION PROGRAM

October 2024



WHAT IS TITLE VI?

- The Civil Rights Act of 1964 is a landmark civil rights and labor law in the United States that outlaws discrimination based on race, color, religion, sex, national origin, and later sexual orientation and gender identity



“No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.”

TITLE VI

- There are many forms of illegal discrimination which can limit the opportunity of minorities to gain equal access to services and programs.
- MORPC works to eliminate those barriers and to provide equal opportunity to all residents.

Requirements

- Updates every 3 years
- Title VI Resolution – Previously, October 2021
- Currently, October 2024

"That is why we need Title VI of the Civil Rights Act, H.R. 7152 - to prevent such discrimination where Federal funds are involved. . . . Title VI is sound; it is morally right; it is legally right; it is constitutionally right. . . . What will it accomplish? It will guarantee that the money collected by colorblind tax collectors will be distributed by Federal and State administrators who are equally colorblind. Let me say it again: The title has a simple purpose – to eliminate discrimination in Federally-financed programs."

APPENDICES

- **Appendix A** – Civil Rights and Non-Discrimination Related Links
- **Appendix B** – Non-Discrimination Clause in MORPC ODOT Agreement
- **Appendix C** – Title Assurances, Self-Certification of Process, Contractors' Requirements
- **Appendix D** – ODOT Title VI Baseline Assessment Tool – FY2019
- **Appendix E** – Non-Discrimination Complaint Procedure
- **Appendix F** – Responsibilities for Title VI Compliance at MORPC
- **Appendix G** – Public Involvement Plan
- **Appendix H** – Environmental Justice Analysis TIP
- **Appendix I** – Limited English Proficiency Plan
- **Attachments to Appendix I**
- **Appendix J** – Title VI Resolution
- **Appendix K** – Final MORPC 5310 Program Management Plan
- **Appendix L** – Title VI Notice
- **Appendix N** – Diversity, Equity and Inclusion Plan
- **Appendix O** - MORPC Contracting Process Procedures

Title VI

“ No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance. ”

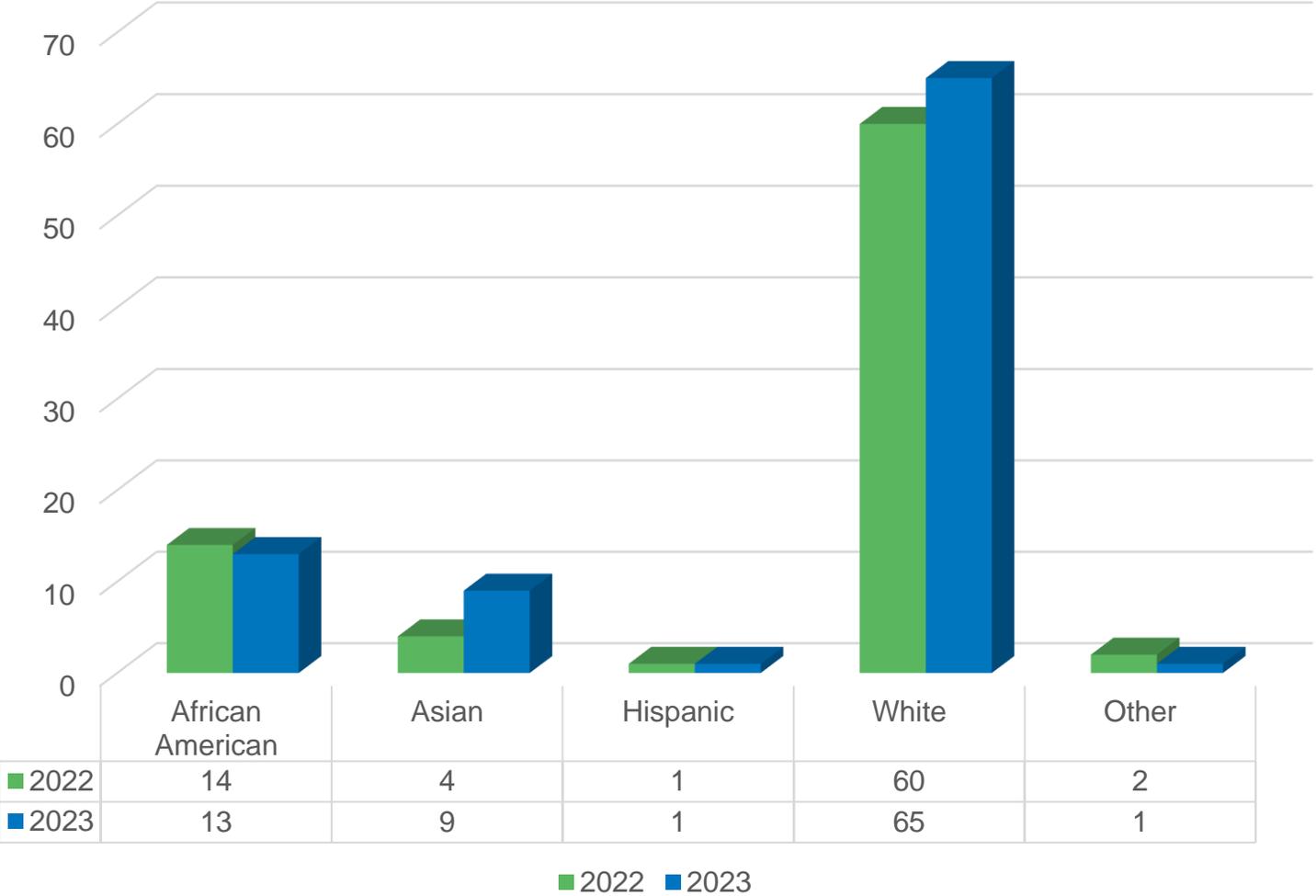
KEY INFORMATION

- MORPC Staff & Board Demographics
- Percent of Minority Population
- Supplier Diversity & Procurement
- Diversity Trainings

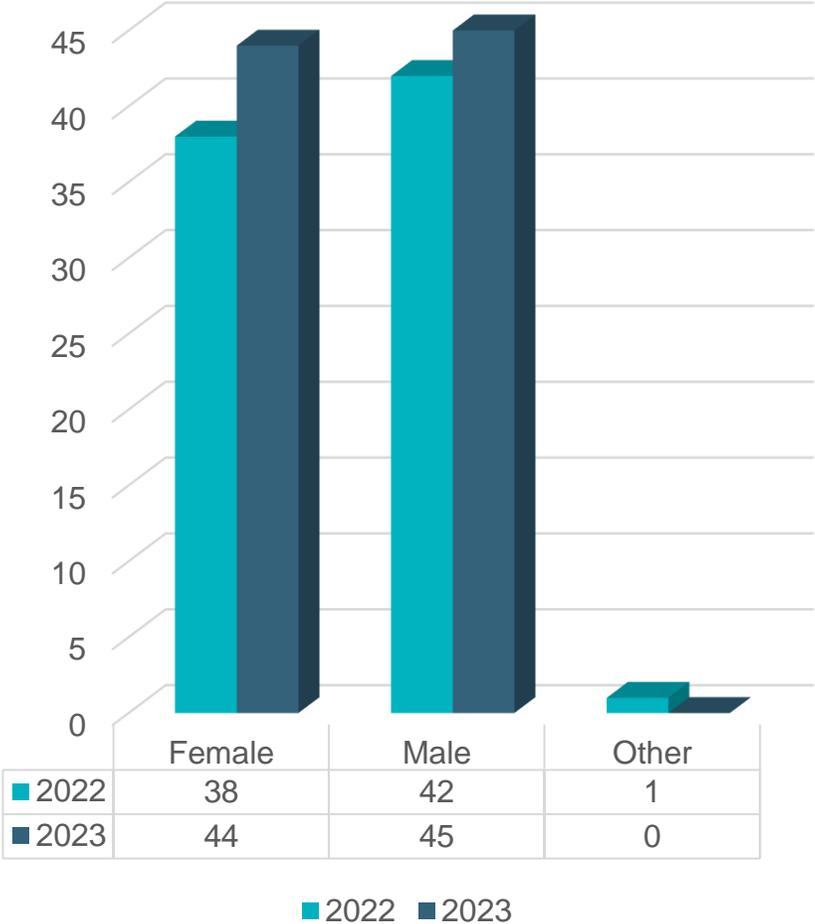


WORKFORCE & LEADERSHIP: STAFF DEMOGRAPHICS

Staff Count by Race: 2022 v. 2023

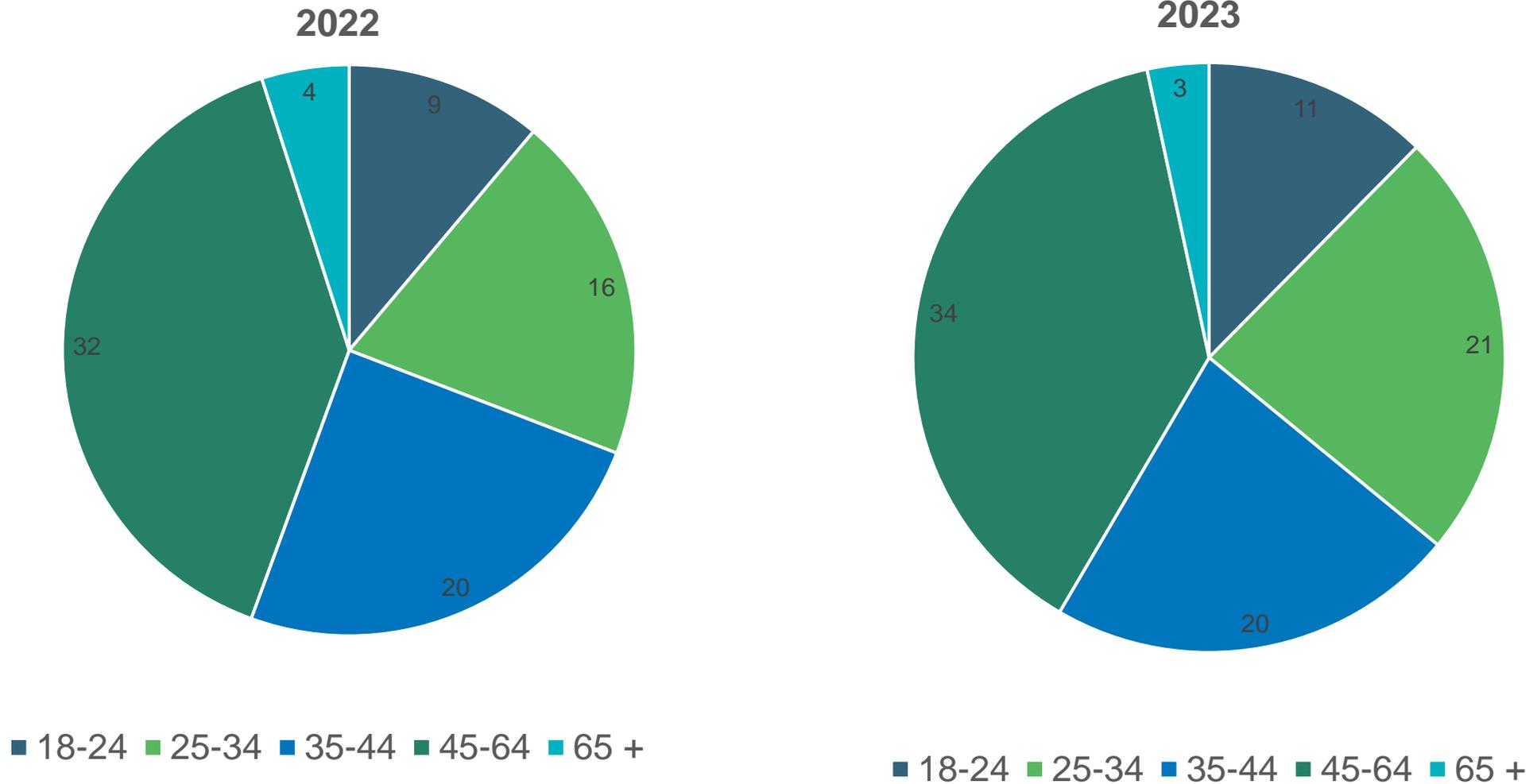


Staff Count by Gender: 2022 v. 2023



WORKFORCE & LEADERSHIP: STAFF DEMOGRAPHICS

Staff Count by Age: 2022 v. 2023

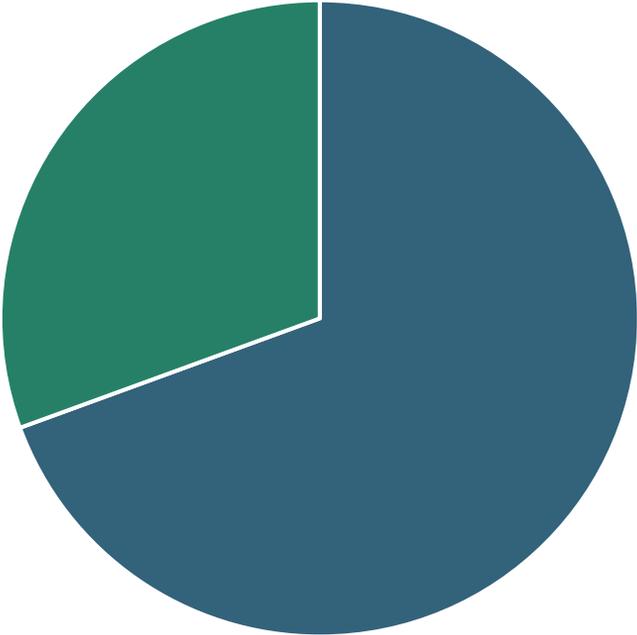


WORKFORCE & LEADERSHIP: COMMISSION



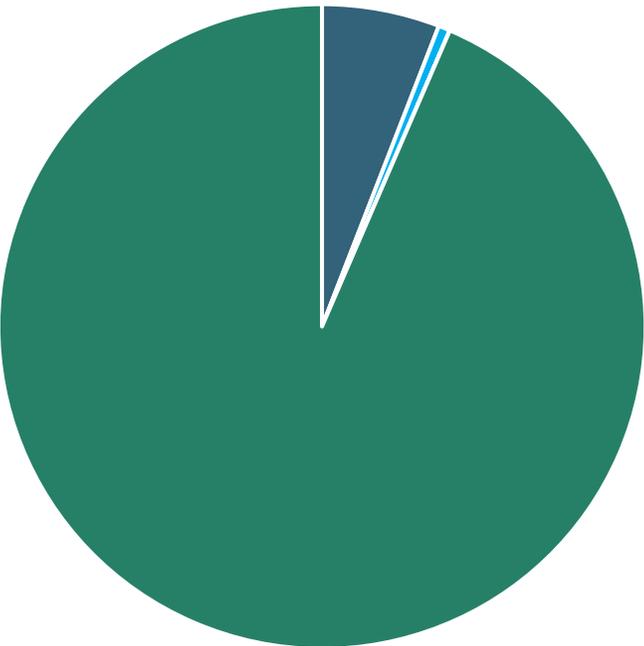
MORPC

Gender



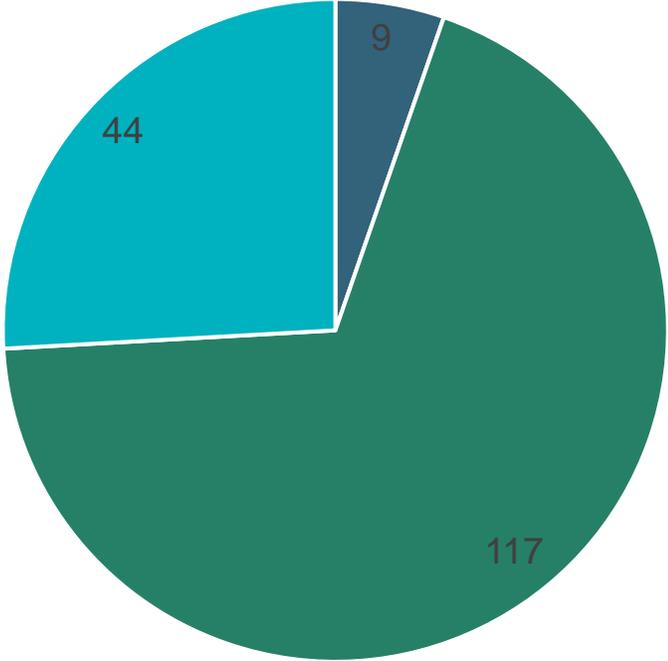
- Male - 118
- Female - 52

Race



- African American - 10
- American Indian/Alaskan Native - 1
- Asian - 0
- Hispanic/Latino - 0
- Native Hawaiian/Pacific Islander - 0
- Two or More Races/Another Race - 0
- White - 159

Age



- 25-44
- 45-64
- 65+

Join us for...

2024 Supplier Diversity & Procurement Summit

Wednesday, May 15, 2024 | 9:00 A.M. – 4:00 P.M.
Columbus Metropolitan Library



PRESENTED BY:



Department of
Development



Franklin County
Board of Commissioners
**OFFICE OF DIVERSITY
EQUITY & INCLUSION**



MORPC

THE CITY OF
COLUMBUS
ANDREW J. GINTHER, MAYOR

OFFICE OF DIVERSITY
AND INCLUSION



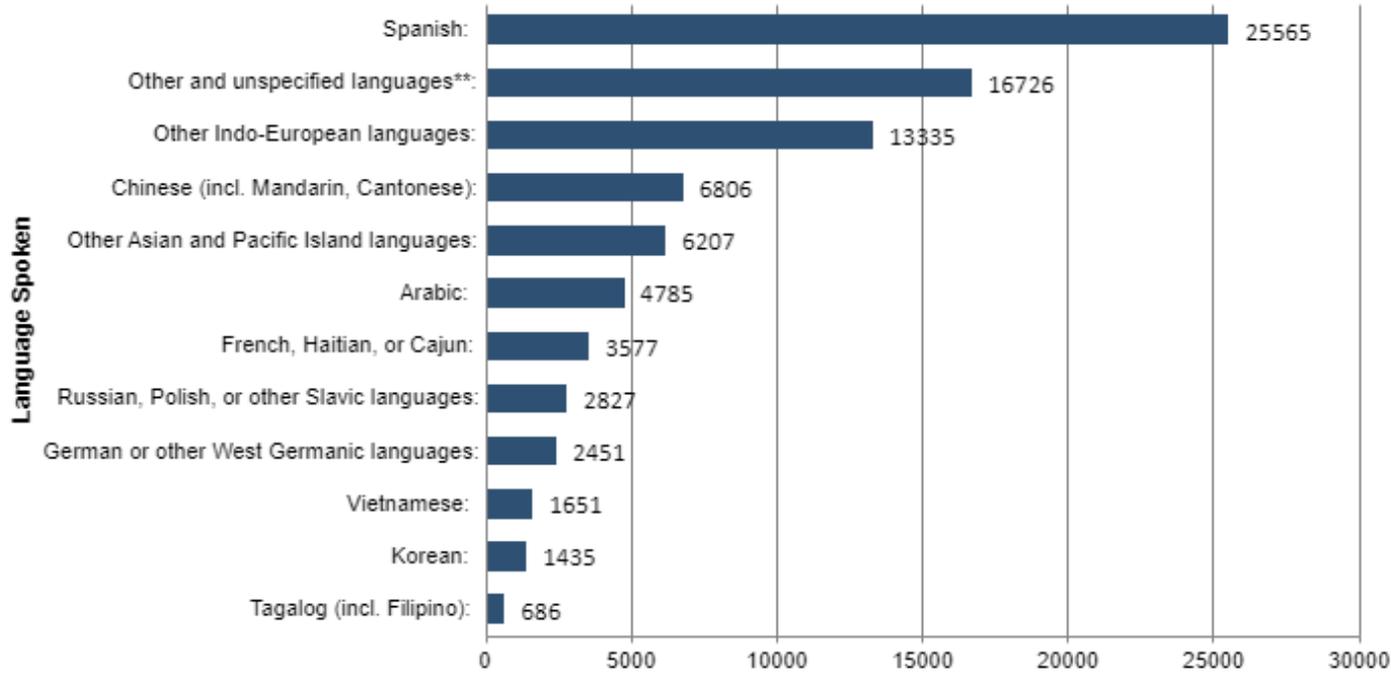
**COLUMBUS
CITY SCHOOLS**



**COLUMBUS
METROPOLITAN
LIBRARY**

LIMITED ENGLISH PROFICIENCY PLAN

Limited English Proficiency Population* Residing in MPO by Language Spoken



Source: U.S. Census Bureau, 2018 -2022 American Community Survey 5 -Year Estimates.

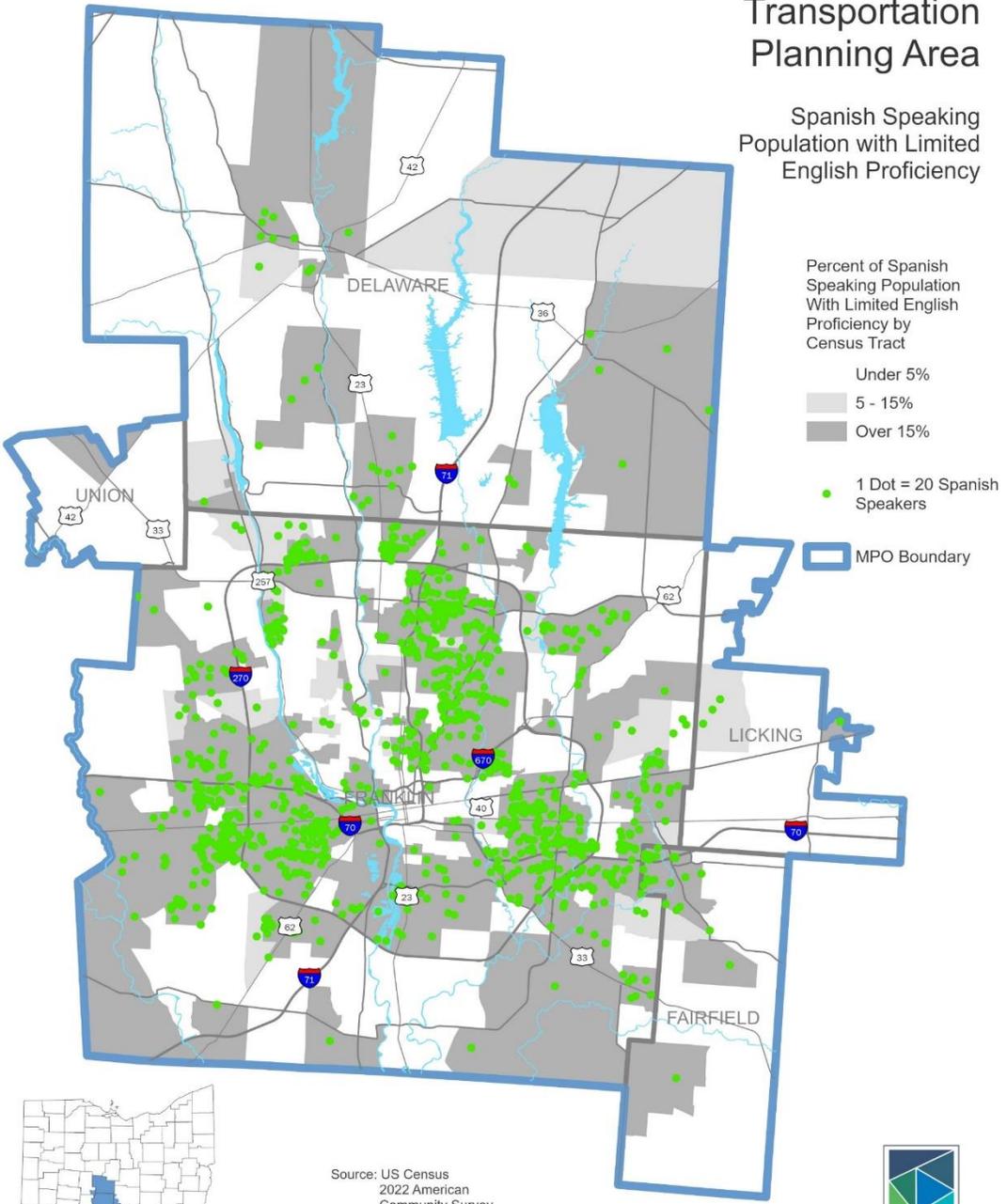
*Limited English proficiency population is comprised of people who self -identify as speaking English "less than well".

**Amharic, Somali, or other Afro -Asiatic language speak



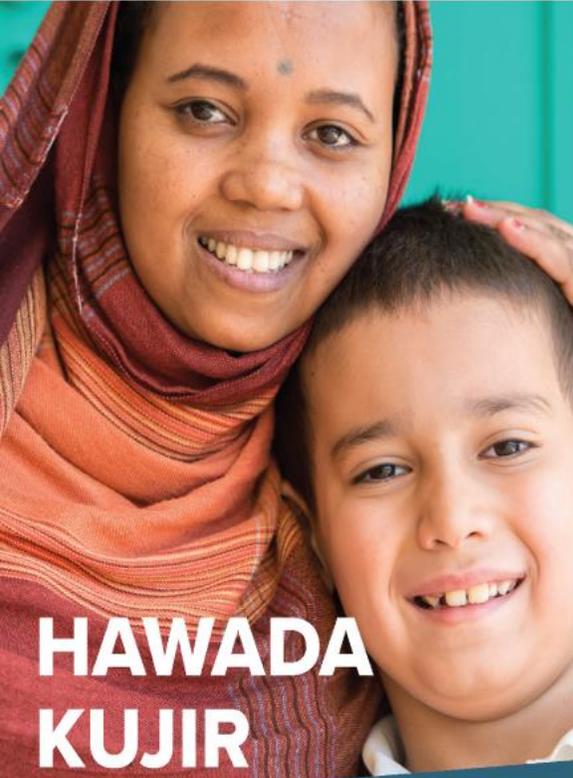
Transportation Planning Area

Spanish Speaking Population with Limited English Proficiency



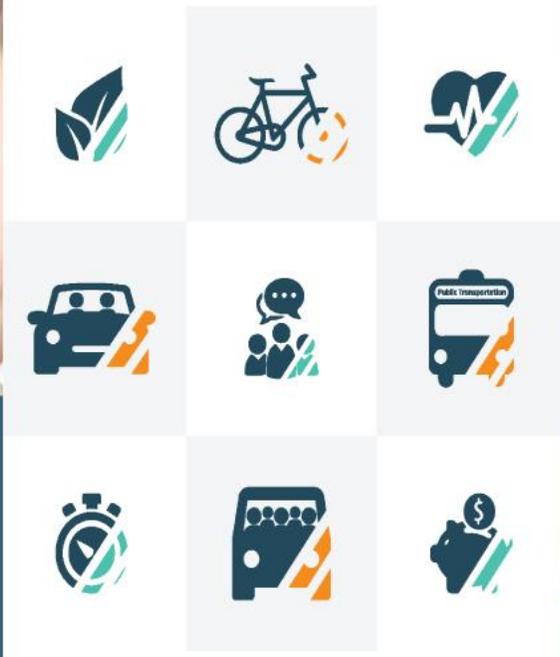
MORPC

The information shown on this map is compiled from various sources available to us which we believe to be reliable. N:\ArcGIS\REQUESTS\InternalDiversity\LEPP\update.aprx



**HAWADA
KUJIR
FEEJIGNOOW
BARTAMAHA OHIO**

LASOCO MACLUUMAADKA JIRA
OO ILAALI CAAFIMAADKAAGA IYO
KAN DADKA AAD JECESHAHAY



Una alternativa más inteligente



**SEA
CONSCIENTE
DEL AIRE**

EN LA REGIÓN CENTRAL DE OHIO



MANTÉNGASE INFORMADO Y
PROTEJA SU SALUD Y LA DE
SUS SERES QUERIDOS



**ADEEGYADA ILLAALADA
CIMILADA GURI BILAASH AH**

Soo wac **614.621.1171** Maanta!

Jooji isticmaalida lacag badan ee biilasha tamarta! Adeegayada iilaalada guri MORPC waxay kugu caawinayaan adiga iyo qaraabadaada inaad badbaado ahaataan oo si weyn ugu qanacsantahay gurigaaga oo bulaash kugu ah!



**ADEEGYADA ILLAALADA
CIMILADA GURI BILAASH AH**

Soo wac **614.621.1171** Maanta!

Jooji isticmaalida lacag badan ee biilasha tamarta! Adeegayada iilaalada guri MORPC waxay kugu caawinayaan adiga iyo qaraabadaada inaad badbaado ahaataan oo si weyn ugu qanacsantahay gurigaaga oo bulaash kugu ah!



**SERVICIOS DE CLIMATIZACIÓN
EN EL HOGAR GRATUITOS**

¡Llame al **614.621.1171** hoy mismo!

¡Deje de gastar demasiado dinero en facturas de energía! ¡Los servicios de climatización en el hogar de MORPC le ayudarán a usted y a sus seres queridos a estar más seguros y cómodos en su hogar sin costo alguno para usted!

EDUCATIONAL WORKSHOPS

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



Beyond Dialogue: Implementing DEIB in Your Organization



MEET THE SPEAKERS



Molly Moses
Senior Talent Marketing Manager
JobsOhio



Yusef Abdul-Zahir
Legal Recruitment Specialist
Nationwide Insurance



Nick Hardin
Senior Dir. of Employee Experience
Columbus State Community College



Suresh Rachuri
CEO + Founder
Maven

When + Where:

Tuesday, April 30
5:00 pm - 7:00 pm ET
Mid-Ohio Regional Planning Commission
111 Liberty Street, Suite 100 | Columbus, OH 43215



Register

TRAININGS

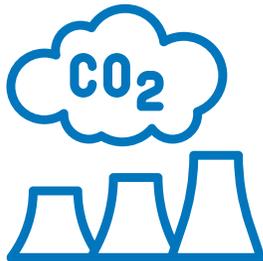


- **Racial Equity Foundations & Applications - YWCA Columbus**
 - Discuss structural racism and connections to inequities in our communities, such as housing and community development
- **Beyond Inclusion, Building a Community of Belonging - YWCA Columbus**
 - Explores the concept of **intersectionality**: when a person or group's racial, socioeconomic, gender intersect in way that amplify oppression
- **The Makings of Metropolitan Inequality - The Kirwan Institute for the Study of Race and Ethnicity**
 - Discuss the formation of metropolitan space, spatial inequality and white flight

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?

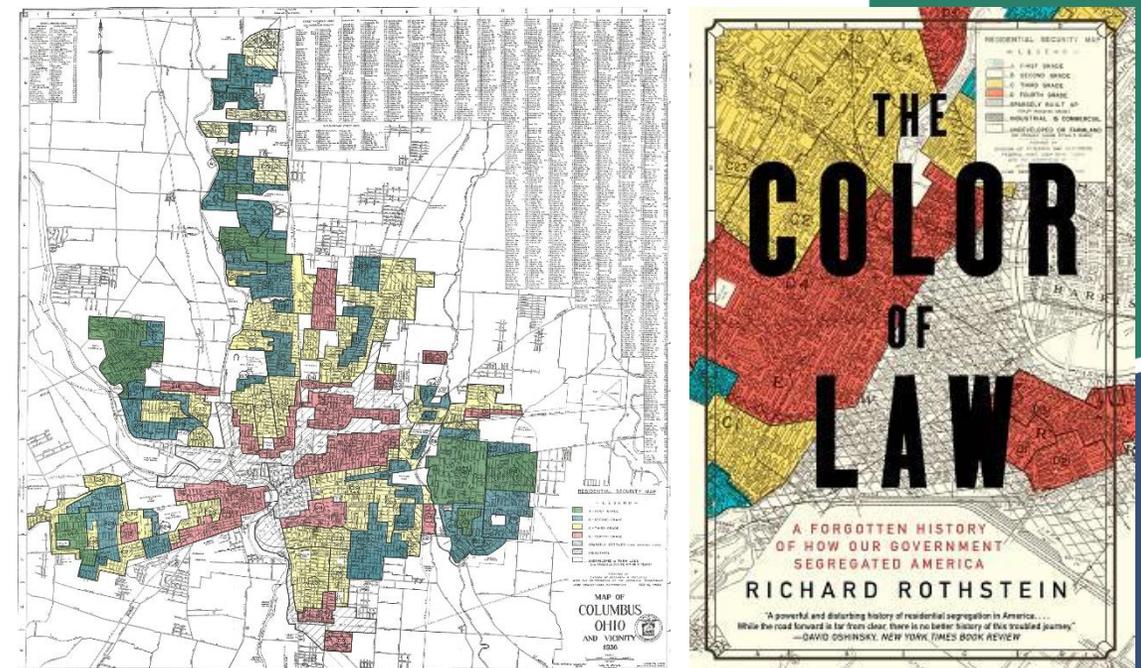


Became effective with President Biden signing an executive order on January 27, 2021



UNDESIGN THE REDLINE

- Interactive, travelling exhibit explores the history of structural racism and inequality that were cemented by the 1938 redlining maps, and still affect our communities today
- Encourages participants to learn and come together to *undesign* oppressive systems with intention
- MORPC staff participated in a workshop, facilitated by YWCA Columbus



Scan QR
code to
learn more

DIVERSITY, EQUITY, & INCLUSION COMMITTEE



“Diversity refers to the differences that make us unique. Inclusion is the action of engaging and valuing cultural differences.”

- The DE&I Committee is charged with spearheading MORPC’s ongoing efforts to foster an inclusive culture, workforce, and environment that is representative of the diverse backgrounds in our region

ENGAGEMENT

- Raise DE&I awareness in the workplace
- Review policies to ensure alignment with MORPC’s mission, vision and values
- Cultivate a culture of belonging

DE&I MEMBERS



RALONDA HAMPTON

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

T: 614.233.4157

rhampton@morpc.org

111 Liberty Street, Suite 100
Columbus, OH 43215



MID-OHIO REGIONAL
MORPC
PLANNING COMMISSION

