



MID-OHIO REGIONAL
MORPC
PLANNING COMMISSION

111 Liberty St., Suite 111
Columbus, Ohio 43215
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MEETING AGENDA
REGIONAL DATA ADVISORY COMMITTEE (RDAC) DEI & DATA WORKING GROUP
VIRTUAL MEETING: 9-10AM FRIDAY, JUNE 14TH, 2024

MORPC Agency Updates

Dave Dixon opened the meeting with a welcome and a brief overview of the Working Group's purpose for new attendees. He explained that the DEI & Data Working Group is one of five under the Regional Data Advisory Committee (RDAC), formed to support the 2023–2025 Regional Data Agenda. The Group's mission is to help stakeholders use data to advance diversity, equity, and inclusion (DEI) goals, particularly for marginalized and underrepresented communities. Dave emphasized the importance of using data not just for collection and access, but to inform decision-making and drive equitable outcomes.

DEI Toolkits and Breakout Session Brainstorming

Review

Dave reviewed the Group's impact statement, proposed next steps, and SMART goal. He highlighted several DEI toolkits previously identified and noted ongoing outreach efforts to Columbus Metropolitan Library and the Franklin County Digital Equity Coalition for additional resources. Member Mosca, suggested adding the Columbus Chamber of Commerce DEI Toolkit, which includes workforce and supplier diversity components.

Dave acknowledged that while some resources are available, the Group will likely need to develop original content for the planned breakout sessions. He encouraged members to share any additional tools or resources they may know of.

- RDAC DEI & Data Working Group Impact Statement, Proposed Next Steps, and S.M.A.R.T. Goal
- Relevant DEI Toolkits/Resources Compiled to Date
 - <https://kirwaninstitute.osu.edu/research/towards-equitable-investments-addressing-challenges-and-needs-older-african-americans-ohio>
 - <https://www.calhr.ca.gov/state-hr-professionals/Pages/Diversity-Equity-and-Inclusion-Toolkit.aspx>
 - https://www.chapinhall.org/wp-content/uploads/Racial-Bias-in-Data-Assessment-Tool_Chapin-Hall_INTERACTIVE.pdf
 - Ralonda Hampton is connecting with Columbus Metropolitan Library regarding resources,
 - Dave Dixon is connecting with Franklin Co. Digital Equity Coalition regarding resources.

William Murdock, AICP
Executive Director

Chris Amorose Groomes
Chair

Michelle Crandall
Vice Chair

Ben Kessler
Secretary

Consider

Each topic below was discussed in terms of relevance, feasibility, and potential overlap. Member Mosca, expressed strong interest in supporting the “Getting Started with Benchmarks” session, emphasizing its foundational importance. Member Miller, advocated for keeping “Operationalizing DEI Data” as a separate session, noting its distinct challenges in applying data to decision-making. The Group agreed that while there is a progression between topics 2 and 3, they warrant separate sessions.


Member Miller also reiterated the importance of including administrative data in the “Sensitive Data Consumers and Users” session, which Dave confirmed had been updated accordingly.

- Potential Breakout Session Topics/Use Cases
 - Overcoming Resource Constraints - How can we help organizations reduce barriers or access additional resources needed to implement a data-driven approach to advancing their DEI objectives?
 - Getting Started with Benchmarks - How can we help organizations that are struggling to establish "appropriate" or "equitable" DEI benchmarks which are practical from data management and interpretability perspectives, yet still substantially capture their desired impacts?
 - Operationalizing DEI Data to Reach Your "North Star" - How can we help organizations incorporate data about how diverse communities or constituents impact and are impacted by their programs and services, to help those organizations realize their goal or realizing equitable outcomes for their target populations.
 - Recruiting and Retention - How can we help organizations to attract, retain, and advance a diverse talent pool through best practices in human resources, management, staff training, and partnerships with professional organizations, educational connections, and workforce development organizations to realize diversity and inclusion targets for their employees, committees, or governing boards.
 - Sensitive Data Consumers and Users - How can we raise awareness among organizations about known biases, blind spots, and the limitations of "found" data or administrative data which may impact the data's ability to appropriately inform decision making, and ultimately service to traditionally marginalized and underrepresented groups?

Reflection & Planning

Members and staff agreed that the five topics are comprehensive and relevant. Dave proposed a two-hour event format, potentially with one joint session and two rounds of breakouts. The Group discussed the feasibility of hosting the event by the original SMART goal deadline of July 31, 2024, and concluded that a Fall timeline would be more realistic. October 31, 2024, was proposed as the new target date.

Member Mosca raised logistical questions about venue and budget. Dave confirmed that MORPC would host the event in-house, provide administrative support, and cover basic



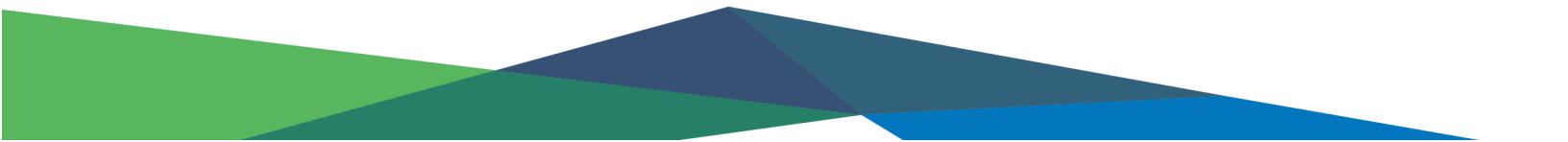
costs like printing and refreshments. Additional support, such as graphic design and social media promotion, may also be available.

- Do we feel the need to amend our Impact Statement, Proposed Next Steps, or S.M.A.R.T. Goal in light of our most recent discussions?
- Have we compiled sufficient toolkit/resources to support our planned engagement, supported with additional direct knowledge possessed by the working group?
- Have we prioritized the "right" topics and number of topics, based upon the desired impact we desire and the resources at our disposal?
- Which breakout session(s) would you be interested in supporting?

Scheduling Next Meeting

Lynn Kaufman will coordinate scheduling for the next meeting.

Next Steps / Adjourn

- Finalize breakout session topics and assign leads.
 - Confirm new event date (no later than October 31, 2024).
 - Begin developing session content and identifying additional contributors.
 - Update RDAC on revised timeline at the July 9 meeting.
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Mid-Ohio Regional Planning Commission
Remote Meeting

DEI & Data Working Group Meeting

June 14, 2024

Members Present

Hena Masood, The Columbus Foundation
Harvey Miller, OSU CURA
Julie Mosca, City of Columbus

Staff Present

Dave Dixon
Lynn Kaufman
Yan Liu