



# 2019 Mid-Year Diversity & Inclusion Accomplishments

October 3, 2019  
Executive Committee



MID-OHIO REGIONAL  
**MORPC**  
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# 2019-2020 Diversity & Inclusion Work Plan

- Updates to the Diversity & Inclusion Plan
- Mid-year results
- Next steps



**Diversity & Inclusion  
2019-2020  
Work Plan**

# Strategic Areas of Focus



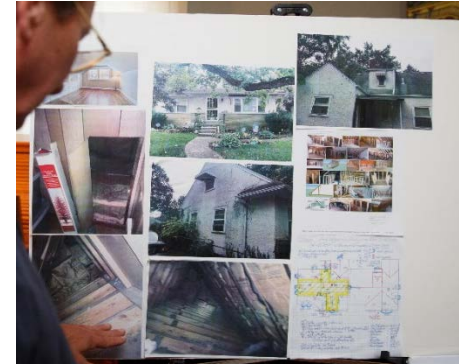
**Workforce & Leadership**



**Workplace**



**Supplier Diversity & Procurement**



**Service to Diverse Populations**



**Diverse Requirements**



**Diverse Communications**

# New Actions to D&I Plan

In 2018 Created Diversity in Local Government Working Group

## Recommendations

1. **Pipeline** –to engage young leaders
2. **Structure** –add regional representatives
3. **Regional Training & Technical Assistance** –add more diverse membership
4. **Community Engagement** – Support community action that increases the value of diversity - Revise the Community Advisory Committee
5. **Clarity of Purpose & Meaning** – Define diversity and inclusion clearly and explicitly
6. **Strategic Communication** – Improve understanding and support of increasing MORPC's diversity

# Workforce & Leadership



MORPC

## Leadership

- 1 MORPC 1 Voice
- Recommending representatives for board vacancies
- Community Advisory Committee reorganization

# 1 MORPC VOICE



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## Workforce

- MORPC Emerging Leaders creating a pipeline
- Job opportunities
- Completed implicit bias training
- Employee advisory group





# Community Advisory Committee

## Current structure

- Citizen representatives
- Feedback group only
- Advisory to Transportation Policy Committee
- Transportation planning focus only
- Led by Transportation team
- Evening meetings
- Meets monthly



## New 2020 structure

- Non profit & social service organizations
- Feedback & network sharing group
- Participate on Commission
- Broad MORPC focus
- Led & coordinated by C&E team
- Morning meetings
- Meets quarterly



# Supplier Diversity & Procurement

Tracking supplier diversity and procurement by department.

			Mid-Year Amount
			\$144,718
		Mid-Year Amount	\$519,491
			\$5,669
			\$13,981
Total Eligible Spend	\$100,185	\$1,595	
		\$40,000	\$3,274
MBE	\$500	\$10,192	\$427
SBE/EDGE	\$690	\$1,916	\$23,351
DBE	\$1,980		
WBE	\$25,477	\$53,703	16
WBE1	\$825		
Total Diverse Spend	\$29,472	10	
Total Percent	29		

# Supplier Diversity & Procurement

**Goal:** Maintain agency diversity spend at 15 percent or more. Increase utilization of MBEs to 5 percent or more, WBE to 5 percent or more and SBE/EDGE to 5 percent or more.

<b><i>Total Eligible Spend</i></b>	<b>\$ 2,885,431</b>	
MBE	\$17,877	.62
SBE/EDGE	\$201,341	7%
Sec 3	\$68,545	25%
DBE (P&E)	\$1,980	2%
DBE	\$10,192	.35%
WBE	\$138,387	5%
WBE1	\$16,833	1%
<b><i>Total Diverse Spend</i></b>	<b>\$455,155</b>	<b>16%</b>

To assist with utilizing more diverse vendors, new language has been added to non-DBE RFPs that states an MBE goal of ten (10) percent.



# Next Steps



- Continue to work the strategies outlined in the D&I plan
- Implement the reorganization of the Community Advisory Committee
- Work with directors to establish department goals for diverse procurement
- Continue to recommend members for board vacancies
- Provide training for new board members
- Schedule staff training for 2020

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