



# Diversity & Inclusion Update

October 1, 2020  
Executive Committee



MID-OHIO REGIONAL  
**MORPC**  
PLANNING COMMISSION

# 2019-2020 Diversity & Inclusion Work Plan

- Updates to the Diversity & Inclusion Plan
- Next Steps



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

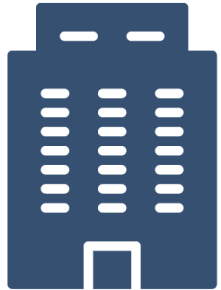
# Strategic Areas of Focus



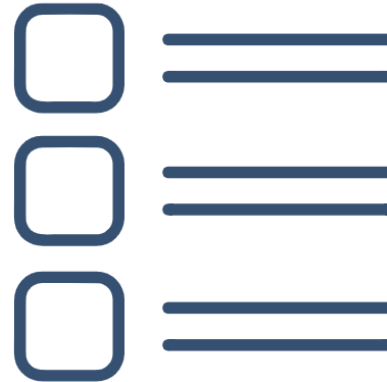
**Workforce &  
Leadership**



**Service to Diverse  
Populations**



**Workplace**



**Diverse  
Requirements**



**Supplier  
Diversity &  
Procurement**



**Diverse  
Communications**

## Area of Focus: Supplier Diversity & Procurement – 2019

- **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.

## 2019

<i>Total Spend</i>	\$5,678,742
MBE	1.09%
SBE/EDGE	7%
Sec 3	2.8%
DBE	.88%
WBE	4.7%
<b>Total Diversity Spend</b>	<b>17%</b> <b>(943,444)</b>

# Area of Focus: Supplier Diversity & Procurement – 2020



**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>1st Qtr - Jan 1 to Mar 31, 2020</b>	
MBE	.23%
SBE	7.64%
SEC 3	1.81%
DBE	.30%
WBE	8.43%
VBE	0%
<b>Total</b>	<b>18.41%</b>
<b>Total Spend</b>	<b>\$1,189,720</b>

<b>2nd Qtr - Apr 1 to June 30, 2020</b>	
MBE	1.64%
SBE	4.65%
SEC 3	0.28%
DBE	2.06%
WBE	7.54%
VBE	1.72%
<b>Total</b>	<b>17.89%</b>
<b>Total Spend</b>	<b>\$951,091.00</b>

# Next Steps



- Reconvened internal Diversity and Inclusion Committee
- Onboard new members on the Community Advisory Committee
- Continue to implement the strategies outlined in the D&I plan:
  - Supplier diversity training and education
  - Employee Trainings
  - Continue to engage diverse audiences through various communication vehicles
- Recommend members for board and committee vacancies
- Provide training for new committee members

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