



DIVERSITY & INCLUSION UPDATE

Executive Committee
November 4, 2021



MID-OHIO REGIONAL
MORPC
PLANNING COMMISSION

OUR COMMITMENT TO DE&I



MORPC's Diversity Statement:

“Diversity refers to the differences that make us unique. MORPC recognizes, values, embraces, and celebrates diversity by respecting and utilizing all of our differences to enhance our lives and our society.”



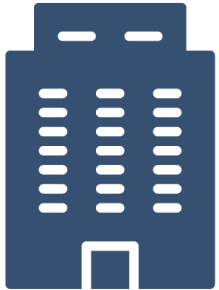
STRATEGIC AREAS OF FOCUS



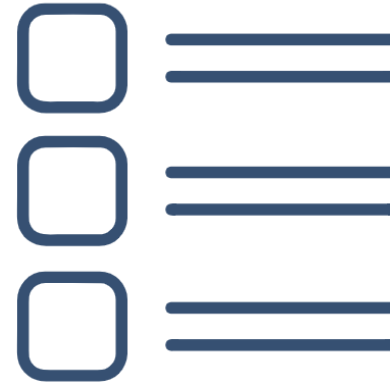
**Workforce &
Leadership**



**Service to Diverse
Populations**



Workplace



**Diverse
Requirements**



**Supplier
Diversity &
Procurement**



**Diverse
Communications**

DIVERSITY, EQUITY, & INCLUSION TRAININGS



MORPC

- **Racial Equity Foundations & Applications - YWCA Columbus**
 - Discuss structural racism and connections to inequities in our communities, such as housing and community development.
- **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.



eliminating racism
empowering women
ywca



THE OHIO STATE UNIVERSITY

KIRWAN INSTITUTE FOR THE
STUDY OF RACE AND ETHNICITY

WORKFORCE: RECRUITMENT



SUPPLIER DIVERSITY & PROCUREMENT



MORPC

| <u>2nd Qtr</u> - Apr 1 to June 30, 2021 | |
|-----------------------------------------|------------------------|
| DBE | 0.00% |
| MBE | 1.12% |
| SBE | 8.29% |
| Section 3 | 1.73% |
| VBE | 0.00% |
| WBE | 14.18% |
| Total | 25.32% |
| Total Spend | \$ 1,553,357.00 |

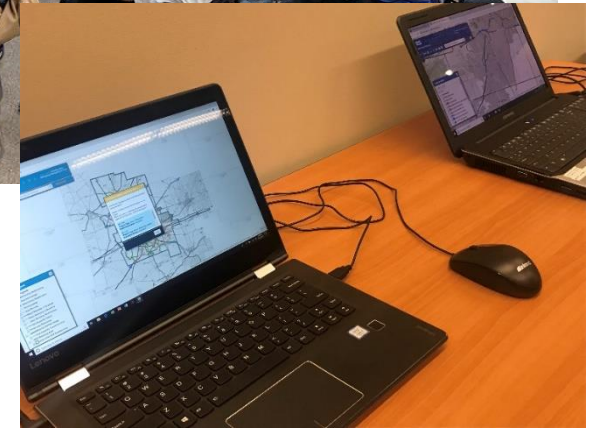
| <u>2nd Qtr</u> - Apr 1 to June 30, 2020 | |
|-----------------------------------------|----------------------|
| DBE | 2.06% |
| MBE | 1.64% |
| SBE | 4.65% |
| Section 3 | 0.28% |
| VBE | 1.72% |
| WBE | 7.54% |
| Total | 17.89% |
| Total Spend | \$ 951,091.00 |

DBE - Disadvantaged Business Enterprise | **MBE** – Minority Business Enterprise | **SBE** – Small Business Enterprise | **Section 3** – HUD & Housing | **VBE** – Veterans Business Enterprise | **WBE** – Women’s Business Enterprise

DIVERSE REQUIREMENTS: PUBLIC PARTICIPATION PLAN

The PPP actively seeks the views of minority, disabled, low-income and other populations traditionally underserved by transportation.

- Provide timely information
- Provide reasonable public access
- Provide adequate notice of public involvement and planning activities
- Obtain early and continuous public involvement in the transportation planning process



DIVERSE REQUIREMENTS: 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.

Requirements

- a. Update Title VI Program every 3 years
- b. Title VI Resolution – October 2021
- c. Submission to the Federal Transit Administration



DIVERSE COMMUNICATIONS

Goal: Increase the promotion of MORPC's services, plans, meetings, events, and programs to diverse audiences, and increase the awareness of MORPC's Diversity & Inclusion efforts.

New MORPC Videos!!

- Gohio
- Weatherization
 - Spanish
 - Somali



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FREE WEATHERIZATION SERVICES
Stay cooler in the summer and warmer in the winter while reducing your utility bills!

OUR PROGRAMS CAN PROVIDE:
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– FREE wall and attic insulation

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or apply online at morpc.org

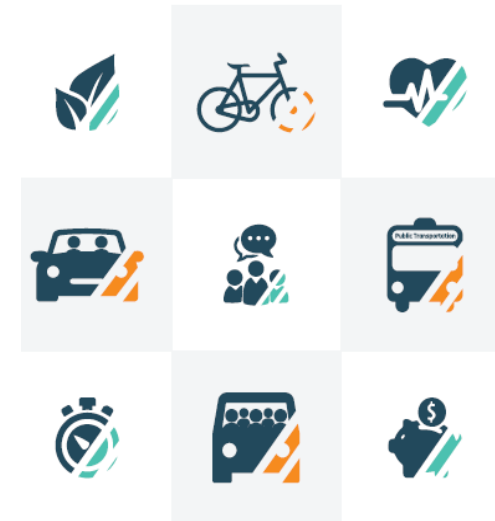


**HAWADA
KUJIR
FEEJIGNOOW
BARTAMAHA OHIO**

LASOCO MACLUUMAADKA JIRA
OO ILAALI CAAFIMAADKAAGA IYO
KAN DADKA AAD JECESHAHAY



MORPC



Una alternativa más inteligente

OUR COMMITMENT TO ELIMINATE RACISM



STATEMENT FROM MORPC

Over the past few weeks, we have all witnessed and felt the sadness, the outrage, and the frustration concerning the deaths of Ahmaud Arbery, Breonna Taylor, George Floyd, and so many other senseless deaths and unnecessary trauma across the nation and closer to home. These tragedies impact us deeply and cast a brighter light on racism and its long legacy and impact on every community.

We support our local government members across the region as they work to eliminate racism and discrimination, especially the City of Columbus and Franklin County in declaring racism to be a public health crisis. Racism affects all members of our society and deserves action from every level of government.

MORPC reaffirms our commitment to work to eliminate racism and discrimination throughout Central Ohio by addressing disparities and inequities through our programs and initiatives.

Through our work to **convene and facilitate regional conversations**, we promote collaboration and urgent effective action.

Through our **transportation and economic development initiatives**, we work to ensure everyone has equal access to education, jobs, healthcare and other community resources.

Through our programs in **residential services**, we provide free services to populations historically underserved and overburdened with energy and housing costs.

Through our **planning and sustainability efforts**, we work to improve air quality conditions that disproportionately affect vulnerable populations.

Through **data and mapping**, we identify trends and disparities to improve opportunities for resources for everyone.

Through our commitment to **diversity, equity, and inclusion**, we provide opportunities for traditionally underrepresented communities to share their thoughts, voices, and perspectives in planning for our region.

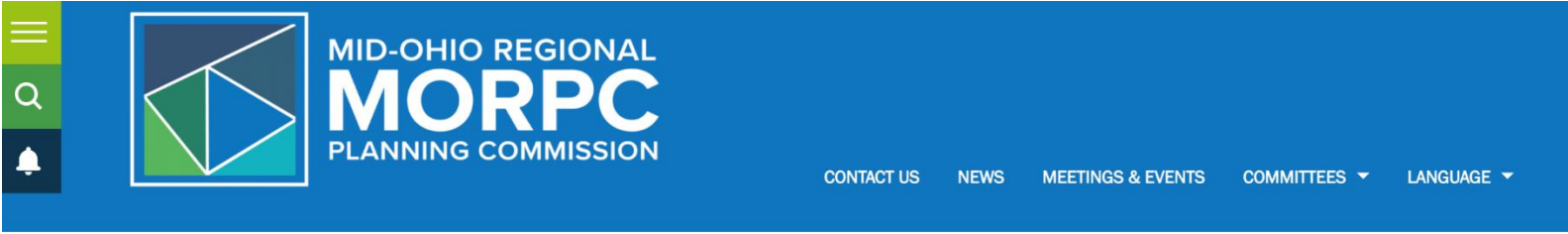
Through our **Regional Housing Strategy**, we work with our community partners to identify gaps in affordable and sufficient housing to meet our current and future market demands.

There is much more work to be done.

We commit to build on our progress, acknowledge and address our shortcomings, improve and measure our impact, and advance new efforts.

We will bring more focus on identifying and eliminating systemic racism through our **public policy and planning work**.

In service to and partnership with over 70 member communities in Central Ohio, we stand together with our regional and state partners to address racism, to create a more just and prosperous region, and to strive to make sure all in our region are moving forward.



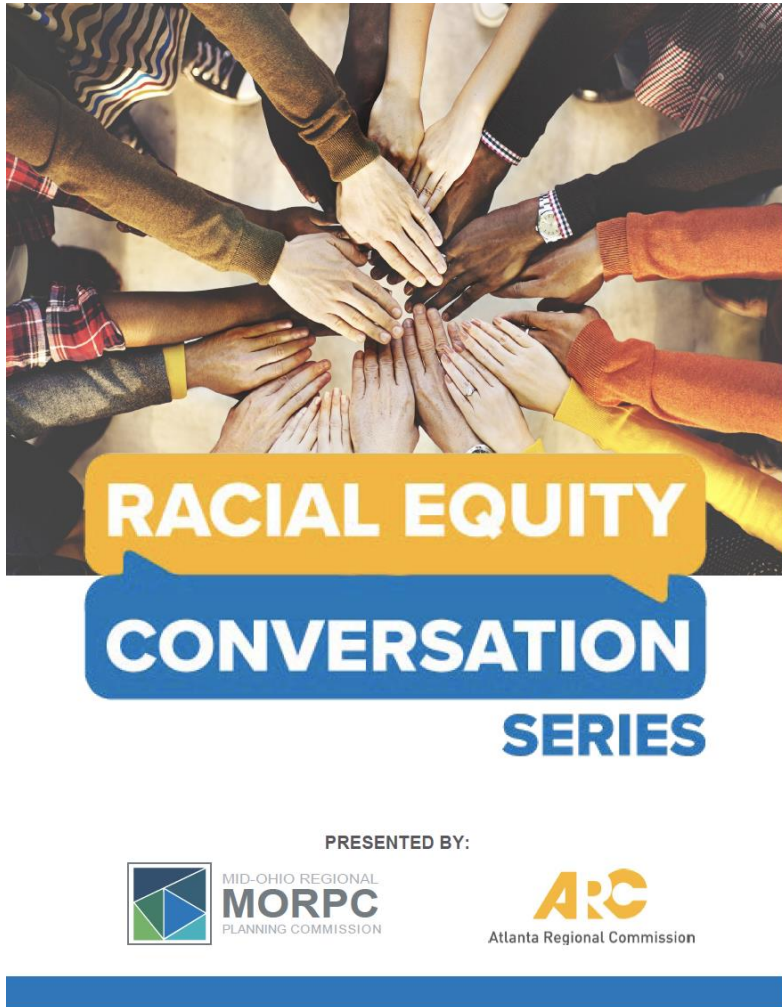
HOME » ELIMINATE RACISM IN CENTRAL OHIO



- ABOUT MORPC
- LEADERSHIP
- DIVERSITY & INCLUSION
- BUDGET & FINANCE
- CODE OF ETHICS

<https://www.morpc.org/eliminatoracism/>

RACIAL EQUITY CONVERSATION SERIES



- Partnered with the Atlanta Regional Council to host a series on race and equity.
- Convened more than 30 leaders across the nation to participate in the series.
- Created a tool kit to serve as a resource guide to help other MPOs/Regional Councils facilitate these conversations.

DIVERSE COMMUNICATIONS: COMMUNITY PARTNERSHIPS



Columbus
Urban League

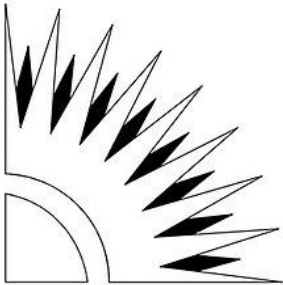
*Empowering Communities.
Changing Lives.*



THE CITY OF
COLUMBUS
ANDREW J. GINTHER, MAYOR

COLUMBUS
PUBLIC HEALTH

THE NATIONAL
**AFRICAN
AMERICAN
MALE**
WELLNESS WALK INITIATIVE



National Pan-Hellenic Council

ORANGE
BARREL
MEDIA



**OHIO
HISPANIC
COALITION**

COALICIÓN HISPANA DE OHIO

COMT@

RADIO **ONE**

CODC

OUTREACH & ENGAGEMENT

- Columbus Public Health – Social Equity Panel
- National African American Male Wellness Walk
- Bike Rodeo – City of Westerville and Westerville Fire Department
- Franklin County Engineer's Office Touch -A- Truck
- Delta Sigma Theta Sorority, Inc., Social Action Committee Workshop – Protecting the Progress of Diversity, Equity, and Inclusion



SERVICE TO DIVERSE POPULATIONS:



**1MORPC
VOICE**



NEXT STEPS:



- ☐ Continue partnerships with diverse organizations to ensure we are:
 - Being inclusive in our engagement efforts
 - Recruiting diverse candidates
 - Ensuring there is diverse representation on our committees and commission
- ☐ Continue our commitment to create a more culturally competent MORPC workforce and board through a more robust training curriculum.
- ☐ Increase diversity spend for MBE's to be in alignment with our agency's goal.
- ☐ Continue to empower internal D&I Committee.

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