

One of the city's oldest neighborhoods, Olde Towne East is a hub of historic preservation opportunities and activities, boasting houses representing over 50 unique architectural styles.

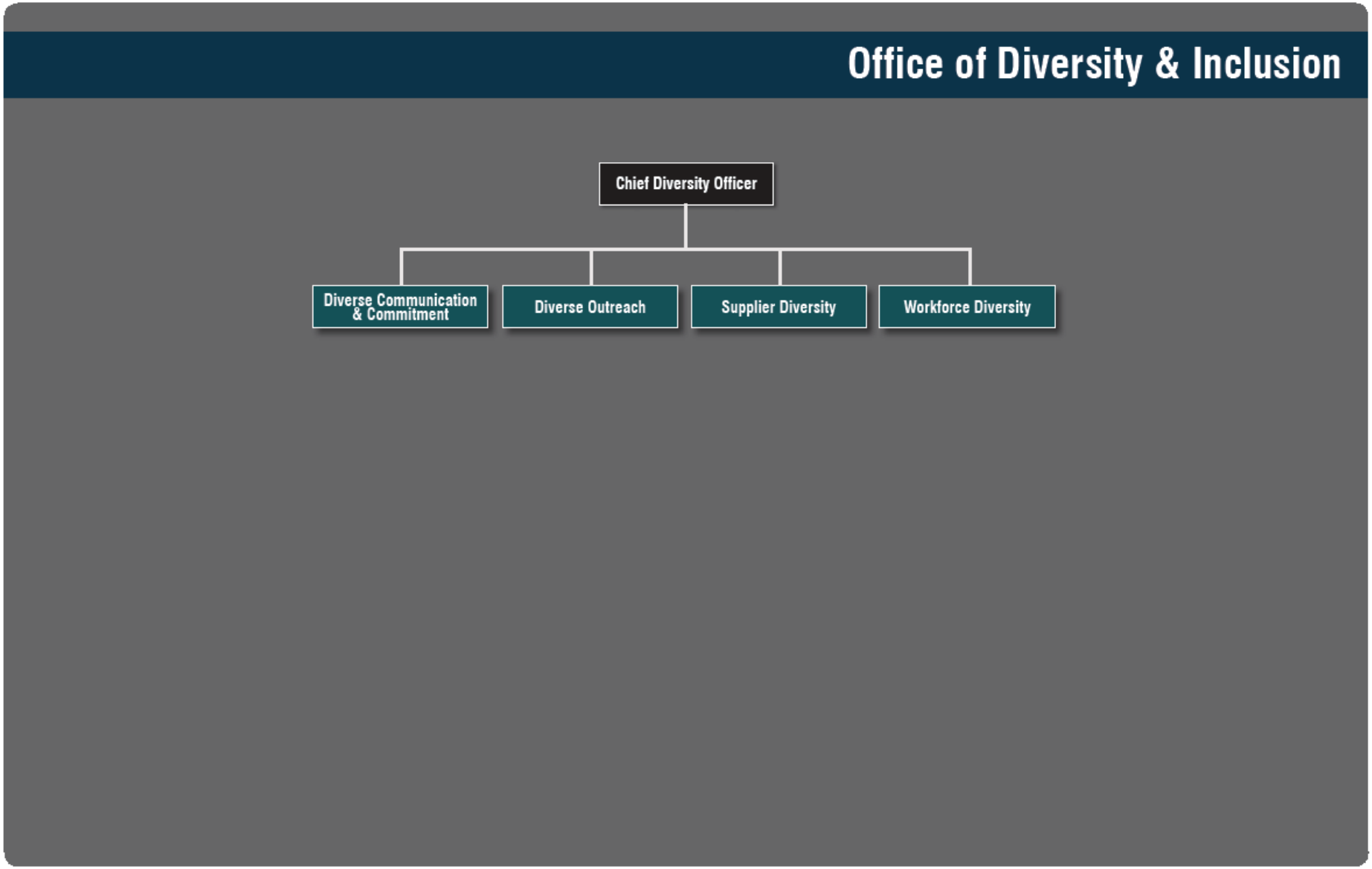
OFFICE OF DIVERSITY AND INCLUSION

Division Description

Effective in 2017, the administration proposes a renaming of the Equal Business Opportunity Commission Office (EBOCO) to the Office of Diversity and Inclusion (ODI). The office will continue to be a division under the Mayor's office, but with a new brand and a renewed focus. The ODI is responsible for supporting the mayor and his cabinet by leading diversity and inclusion management within the City of Columbus. The Office of Diversity and Inclusion will focus on four pillars of diversity and inclusion management: workforce diversity, supplier diversity, diverse outreach, and internal diverse leadership, commitment, and communications.

Department Mission

The Office of Diversity and Inclusion is dedicated to creating and implementing programs, policies, and procedures that will deliver and capture value through supplier and workforce diversity. Additionally, the office will assist underserved, under-utilized businesses with gaining greater access to procurement opportunities and resources to build viable and sustainable businesses.


Office of Diversity & Inclusion
Chief Diversity Officer
Diverse Communication & Commitment
Diverse Outreach
Supplier Diversity
Workforce Diversity

Strategic Priorities for 2017

Diversity and Inclusion

Implement a disparity study for the City of Columbus.

Implement a workforce diversity strategy for the City of Columbus.

Implement the first citywide diversity scorecard.

Implement the first ever Ohio Municipalities Business Conference to promote small, minority, and women owned business opportunities.

Implement a business opportunity assessment program to enhance the capacity of diverse businesses and help them find resources to enhance their ability to compete.

Increase supplier diversity outreach and engagement to increase the pool of diverse suppliers who can compete for City of Columbus contracting opportunities.

Continue to expand relationships with advocacy groups and community organizations that support small, minority, and women owned businesses, and those that can help establish and grow diverse workforce pipelines.

Monitor and review city contracts for compliance, participate in targeted outreach activities, and other efforts to ensure fairness, equity, and inclusion in the city's procurement process.

Implement a diversity communications strategy that promotes the city's commitment to diversity and inclusion, both internally and externally.

Support the administration and facilitation of an annual and newly established City of Columbus diversity committee process led by the Mayor and supported by ODI.

2017 BUDGET NOTES

The Office of Diversity and Inclusion budget includes funding to help facilitate diversity and inclusion initiatives that have implications across all city departments. In addition:

- The office will host its first annual "Ohio Municipalities Business Conference" in 2017, a statewide business conference to facilitate the sharing of best practices among stakeholders. Funding in the amount of $150,000 is budgeted to coordinate this initiative.

- The office has budgeted 11 full-time positions, including a Workforce Manager to lead the newly formed Workforce Diversity program.

- The core functions of the "MBE/FBE Support" program under EBOCO will continue to be supported within the Supplier Diversity program. Funding in the amount of $325,892 is allocated within the program to continue to improve citywide procurement processes thereby expanding the number and capacity of certified diverse suppliers to the city.

Department Financial Summary by Area of Expense

Fund	2014 Actual	2015 Actual	2016 Budget	2016 Projected	2017 Proposed
General Fund					
Personnel	$ 821,767	$ 852,982	$ 871,329	$ 926,826	$ 1,149,427
Materials & Supplies	3,683	4,954	5,100	5,100	7,750
Services	72,371	64,576	58,423	67,790	334,716
General Fund Subtotal	**897,821**	**922,512**	**934,852**	**999,716**	**1,491,893**
Department Total	**$ 897,821**	**$ 922,512**	**$ 934,852**	**$ 999,716**	**$ 1,491,893**

Department Personnel Summary

Fund	FT/PT	2014 Actual	2015 Actual	2016 Budgeted	2017 Budgeted
General Fund					
Office of Diversity & Inclusion	FT	9	9	9	11
Total		**9**	**9**	**9**	**11**

Operating Budget by Program

Program	2016 Budgeted	2016 FTEs	2017 Proposed	2017 FTEs
Administration	$ 355,620	3	$ 1,057,105	10
Diverse Outreach	-	0	-	0
Diverse Communication & Commitment	-	0	-	0
Supplier Diversity	-	0	325,892	0
Workforce Diversity	-	0	98,322	1
Internal Services	-	0	10,574	0
MBE/FBE Support	579,232	6	-	0
Department Total	**$ 934,852**	**9**	**$ 1,491,893**	**11**



2017 PROGRAM GUIDE

ADMINISTRATION

To plan, implement, and evaluate the minority/female certification and contract compliance function for the City of Columbus.

DIVERSE OUTREACH

To implement an aggressive outreach strategy partnering with key external stakeholders in the areas of business, industry, academia, and governmental and social service agencies to enhance the workforce diversity and supplier diversity missions of the office. Working in partnership with the Department of Neighborhoods and the Community Relations Commission, strive to elevate the diversity and inclusion proficiency of all Columbus entities and organizations within Central Ohio to help Columbus become America's Opportunity City.

DIVERSE COMMUNICATION AND COMMITMENT

To clearly define and communicate internally what the City of Columbus means by diversity and inclusion. Also, to support the administration's vision and commitment to diversity and inclusion throughout city departments and commissions, with the ultimate goal of developing a benchmark standard of diversity and inclusion leadership for other U.S. cities to follow.

SUPPLIER DIVERSITY	To ensure that the City of Columbus sources goods and services, in all commodity categories, from diverse suppliers, with a focus on expanding the number and capacity of certified diverse suppliers, and expand the variety of goods and services offered by those diverse suppliers. This mission will include developing policies to enhance inclusion and utilization efforts within the procurement process of the City of Columbus and its departments and commissions.
WORKFORCE DIVERSITY	To reflect the diversity of the residents that make up the population of the City of Columbus. As we attract, retain, and develop city employees, we will focus on new and innovative ways to help ensure that diversity is a part of that process.
INTERNAL SERVICES	To account for the internal service charges of the department necessary to maintain operations.
MINORITY/FEMALE BUSINESS ENTERPRISE (MBE/FBE) SUPPORT	To develop and implement race- and gender-neutral programs that encourage the use of a diverse pool of qualified minority and female contractors and service providers.