



Division Description

The Office of Diversity and Inclusion was established in 2017 as one of Mayor Ginther's first acts as the newly-elected Mayor of Columbus. Headed by a Chief Diversity Officer, the Office of Diversity and Inclusion supports the Mayor and his cabinet by leading diversity and inclusion management within the City of Columbus.

Promoting the City of Columbus as "America's Equal Opportunity City," the Office of Diversity and Inclusion is focused on two primary areas of inclusion management: workforce diversity and supplier diversity.

Division Mission

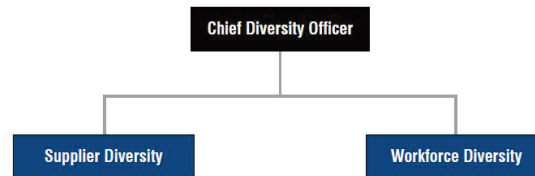
The Office is dedicated to creating and implementing programs, policies, and procedures that will deliver and capture value through workforce and supplier diversity.

Within the Workforce Diversity pillar, the Office of Diversity and Inclusion works in partnership with City Departments to advance recruitment strategies that promote a diverse workforce that is reflective of the full diversity of Columbus Ohio residents. Similarly, the Office of Diversity and Inclusion works collaboratively across City Departments to advance a workplace culture of inclusion that is open and welcoming to all. With a strategic focus on recruiting, retaining, and promoting the best diverse talent available, and applying new and innovative approaches to attracting and retaining diverse talent, the Office of Diversity and Inclusion helps to ensure that diversity and inclusion is an integral part of the City employment process.

The goal within the Supplier Diversity pillar is to promote the economic inclusion of City of Columbus certified Minority and Women-owned Business Enterprises (MWBES). The Office of Diversity and Inclusion creates added value to the city's sourcing and procurement processes through intra-departmental collaboration, the integration of supplier diversity best practices, timely market research, and MWBE development and engagement strategies. As part of the services provided to diverse businesses, the Office of Diversity and Inclusion provides, certification management, business opportunity development, business supportive services, and outreach and engagement.

Budget Summary				
Fund	2017 Actual	2018 Actual	2019 Budget	2020 Proposed
General Fund	1,479,418	1,074,201	1,188,053	1,757,387
Department Total	\$ 1,479,418	\$ 1,074,201	\$ 1,188,053	\$ 1,757,387

Office of Diversity & Inclusion



Our Diversity Makes us Stronger



Strategic Priorities for 2020

Diversity and Inclusion



Implement recommendations of the Disparity Study with broad internal and external stakeholder engagement to include: development of a Minority and Women Owned Business Enterprise (MWBE) program, adoption of new city ordinances to support the new program, and broad internal and external outreach/education related to implementation.

Implement a diversity management software solution to enhance the office's tracking, monitoring, and reporting of MWBE utilization, compliance processes, and outreach efforts.

Collaborate with the Department of Public Safety in the implementation and measurement of the ten-year strategic plan aimed at doubling diversity within the police and firefighter ranks.

Provide a comprehensive supplier diversity outreach and educational program promoting the City of Columbus' bidding processes and procurement opportunities for Columbus-based small, minority, and women-owned businesses.

Implement the first City of Columbus Diversity and Inclusion Leadership Symposium, a day-long convening of business leaders, and diversity and inclusion and human resources professionals around best practices in workforce diversity strategy, recruitment, retention, and diverse talent pipeline development.

Advance supplier diversity outreach and engagement to increase the pool of diverse suppliers who compete for City of Columbus contracting opportunities, and monitor and review city contracts for compliance.

In collaboration with the Citywide Recruitment Task Force, engage in efforts to streamline recruitment strategies and marketing to promote full-time, seasonal, and internship opportunities for diverse applicants.

Enhance the Business Opportunity Assessment program process for increased capacity of diverse businesses and resources to compete.

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.

Expand the diversity communications and marketing strategies that promote the city's leadership and commitment to diversity and inclusion, both internally and externally.

2020 BUDGET NOTES

The Office of Diversity and Inclusion's budget of \$1.8 million includes funding to facilitate diversity and inclusion initiatives that have implications across all city departments. To further advance the goals of the administration in this citywide strategic priority, the office has budgeted for 14 full-time positions, which includes the following new positions: a business development specialist, a compliance officer, and a data analyst. In addition:

Office of Diversity and Inclusion

- The office has driven the city's increased partnerships with MWBE from 8.4 percent in 2016 to 15.6 percent in 2018.
- The office will implement a new, best-in-class diversity management system. This new system will enable the strategic alignment of procurement practices with sound, forward-thinking policies on economic inclusion.
- The office continues aggressive outreach and engagement for diverse talent within the city's workforce.
- The Office will also host the first City of Columbus Diversity and Inclusion Leadership Symposium, a day-long convening of business leaders, Diversity and Inclusion and Human Resources professionals around best practices in workforce diversity strategy, recruitment, retention and diverse talent pipeline development. Funding of \$50,000 has been included in the budget for the symposium.

Financial Summary by Area of Expense					
Division	2017 Actual	2018 Actual	2019 Budget	2019 Projected	2020 Proposed
Diversity and Inclusion					
General Fund					
Personnel	\$ 1,144,500	\$ 905,519	\$ 1,071,036	\$ 522,568	\$ 1,522,200
Materials & Supplies	6,955	35,817	7,250	26,112	8,500
Services	177,963	132,865	109,767	460,892	226,687
Transfer	150,000	-	-	-	-
General Fund Subtotal	1,479,418	1,074,201	1,188,053	1,009,572	1,757,387
Department Total	\$ 1,479,418	\$ 1,074,201	\$ 1,188,053	\$ 1,009,572	\$ 1,757,387

Department Personnel Summary								
Fund	2017 Actual		2018 Actual		2019 Budget		2020 Proposed	
	FT	PT	FT	PT	FT	PT	FT	PT
General Fund								
Diversity and Inclusion	11	0	4	0	11	0	14	0
Total	11	0	4	0	11	0	14	0

Please note: The equivalent of two positions in the 2019 budget column above were funded by the Department of Public Utilities' water, sewerage and drainage, storm sewer, and electricity funds. In 2020, those positions are budgeted in ODI.

Operating Budget by Program				
Program	2019 Budget	2019 FTEs	2020 Proposed	2020 FTEs
Administration	\$ 1,181,143	11	\$ 1,750,245	14
Internal Services	6,910	0	7,142	0
Department Total	\$ 1,188,053	11	\$ 1,757,387	14



2020 PROGRAM GUIDE

ADMINISTRATION

To plan, implement, and evaluate the minority/women owned business enterprise (MWBE) certification and contract compliance function for the City of Columbus. To increase workforce diversity so that it reflects the residents that make up the population of the City of Columbus and attract, retain, and develop city employees as we focus on new and innovative ways to help ensure that diversity is a part of the process.

INTERNAL SERVICES

To account for the internal service charges of the department necessary to maintain operations.

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