



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.

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.

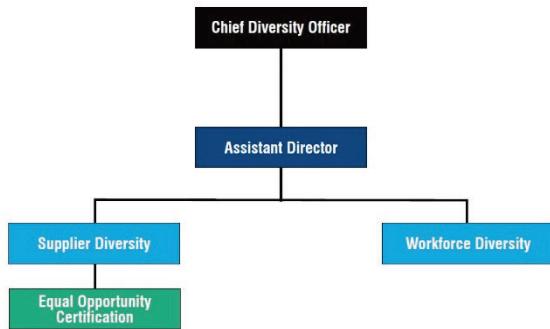
The goal within the Supplier Diversity pillar is to promote the economic inclusion of City of Columbus certified Minority and Women-owned Business Enterprises (MWBEs). The Office of Diversity and Inclusion creates added value to the city's sourcing and procurement processes through intra-departmental 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.

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.

Budget Summary				
Fund	2018 Actual	2019 Actual	2020 Budget	2021 Proposed
General Fund	1,074,201	1,093,943	1,757,387	1,859,993
Department Total	\$ 1,074,201	\$ 1,093,943	\$ 1,757,387	\$ 1,859,993

Office of Diversity and Inclusion



Our Diversity Makes us Stronger



Strategic Priorities for 2021

Diversity and Inclusion



Implement a new Minority and Women Owned Business Enterprise (MWBE) program, based upon the disparity study recommendations and broad internal and external stakeholder engagement.

Implement the B2GNow diversity management software system to enhance the office's tracking, monitoring, and reporting of MWBE certification, diversity spend, compliance, and outreach requirements.

In collaboration with city departments and strategic partners, provide comprehensive supplier diversity outreach and educational programming promoting the City of Columbus' MWBE program, bidding procedures and procurement opportunities for Columbus-based small, minority, and women-owned businesses.

Host the bi-annual Mayor's Small Business Conference & Expo to promote business development, exchange, and opportunities for small businesses throughout central Ohio.

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

Create a diversity and inclusion knowledge base, The Portfolio, to exhibit the various resources available to city departments and stakeholders to enhance their diversity, equity, and inclusion strategies.

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.

Advance the Diversity and Inclusion Office's 30x30 Challenge for the City of Columbus workforce to: 1) learn and act on racial disparities in the workplace; 2) understand how race and other factors have created disparities in jobs, pay, contracting, and access to opportunities; and 3) measure change in workplace culture.

Provide data insights to the City of Columbus leadership to support and advance diversity, equity and inclusion strategies/programs/policies that promote an inclusive, equitable culture within our organization.

Provide a new diversity and inclusion web-based micro-learning platform to improve employee performance and cultural awareness.

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

Strategic Priorities for 2021 (cont.)

Diversity and Inclusion



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 within the departments and build relationships with our external partners to assist in diverse recruitment.

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.

2021 BUDGET NOTES

The Office of Diversity and Inclusion's budget of \$1.86 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. In addition:

- The office will implement a new Minority and Women Owned Business Enterprise (MWBE) program, based upon the disparity study recommendations and broad internal and external stakeholder engagement.
- The office will implement a new, best-in-class diversity management software system. This new system will enable the strategic alignment of procurement practices with sound, forward-thinking policies on economic inclusion.
- In support of the Mayor's Equity Agenda, funding is included in 2021 for rebranding efforts.
- The office continues aggressive outreach and engagement for diverse talent within the city's workforce.
- The bi-annual Mayor's Small Business Conference & Expo will be hosted by the Office of Diversity and Inclusion to promote business development, exchange, and opportunities for small businesses throughout central Ohio.

Financial Summary by Area of Expense									
Division	2018 Actual		2019 Actual		2020 Budget		2020 Projected		2021 Proposed
Diversity and Inclusion									
General Fund									
Personnel	\$ 905,519	\$ 524,444	\$ 1,522,200	\$ 1,118,366	\$ 1,547,943				
Materials & Supplies	35,817	30,136	8,500	8,000	2,000				
Services	132,865	539,363	226,687	243,643	310,050				
General Fund Subtotal	1,074,201	1,093,943	1,757,387	1,370,009	1,859,993				
Department Total	\$ 1,074,201	\$ 1,093,943	\$ 1,757,387	\$ 1,370,009	\$ 1,859,993				

Department Personnel Summary									
Fund	2018 Actual		2019 Actual		2020 Budget		2021 Proposed		
	FT	PT	FT	PT	FT	PT	FT	PT	
General Fund									
Diversity and Inclusion	4	0	8	0	14	0	14	0	
Total	4	0	8	0	14	0	14	0	

Operating Budget by Program									
Program	2020 Budget		2020 FTEs		2021 Proposed		2021 FTEs		
	Budget	FTEs	Budget	FTEs	Budget	FTEs	Budget	FTEs	
Administration	\$ 1,750,245	14	\$ 1,848,426	14					
Internal Services		7,142	0		11,567	0			
Department Total	\$ 1,757,387	14	\$ 1,859,993	14					



2021 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.