



Division Description

The Office of Diversity and Inclusion was established in 2016 as one of Mayor Andrew J. Ginther's first acts as the newly-elected Mayor of Columbus. Headed by the 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.

The Office of Diversity and Inclusion advances the Mayor's Equity Agenda by promoting the economic inclusion of Minority-Owned and Women-Owned businesses throughout the City of Columbus' supply chain. The Office of Diversity and Inclusion creates added value to the city's sourcing and procurement processes through inter-departmental collaboration, the integration of supplier diversity best practices, timely market research, and MBE/WBE business development and engagement strategies. As part of the services provided to diverse businesses, the Office of Diversity and Inclusion provides certification management, business supportive services, MBE/WBE outreach and engagement and supplier diversity data utilization reporting and compliance.

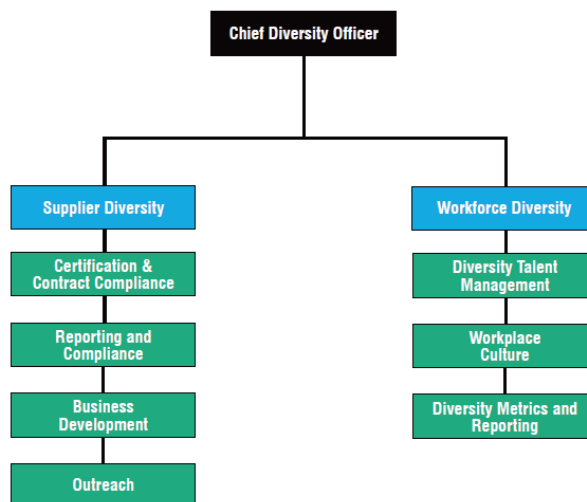
Budget Summary				
Fund	2020 Actual	2021 Actual	2022 Budget	2023 Proposed
General Fund	1,445,603	1,535,194	1,910,183	2,001,958
Department Total	\$ 1,445,603	\$ 1,535,194	\$ 1,910,183	\$ 2,001,958

Our Diversity Makes us Stronger

Office of Diversity and Inclusion

The Office of Diversity and Inclusion continues to expand its work in the DEI (Diversity, Equity, and Inclusion) area with a strategic focus on our Workforce Diversity pillar. The Office of Diversity and Inclusion works in partnership with city departments and various local, community, education, and private sector partners to advance the city's diverse recruitment strategies. Our mission is to create a workforce that is reflective of the residents we serve. 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 diverse talent, and applying new and innovative approaches to attracting and retaining a diverse workforce, the Office of Diversity and Inclusion helps to ensure that diversity and inclusion are an integral part of the city employment process.

Office of Diversity and Inclusion



2023 BUDGET NOTES

The Office of Diversity and Inclusion's budget of \$2,001,958 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 continues aggressive outreach and engagement for diverse talent within the city's workforce.
- \$50,000 has been budgeted toward Minority Business Assistance.
- \$50,000 has been budgeted for the Diversity Youth Entrepreneurship Program.

Financial Summary by Area of Expense					
Division	2020 Actual	2021 Actual	2022 Budget	2022 Projected	2023 Proposed
Diversity and Inclusion					
General Fund					
Personnel	\$ 1,107,948	\$ 1,023,351	\$ 1,604,558	\$ 1,224,736	\$ 1,600,968
Materials & Supplies	7,575	6,701	8,000	33,632	20,000
Services	330,080	505,142	297,625	570,051	380,990
General Fund Subtotal	1,445,603	1,535,194	1,910,183	\$ 1,828,419	2,001,958
Department Total	\$ 1,445,603	\$ 1,535,194	\$ 1,910,183	\$ 1,828,419	\$2,001,958

Department Personnel Summary								
Fund	2020 Actual		2021 Actual		2022 Budget		2023 Proposed	
	FT	PT	FT	PT	FT	PT	FT	PT
General Fund								
Diversity and Inclusion	9	0	10	0	14	0	14	0
Total	9	0	10	0	14	0	14	0

Operating Budget by Program				
Program	2022 Budget	2022 FTEs	2023 Proposed	2023 FTEs
Administration	\$ 1,902,889	14	\$ 1,986,143	14
Internal Services	7,294	0	15,815	0
Department Total	\$ 1,910,183	14	\$ 2,001,958	14



2023 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.