



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 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 MBE/WBE outreach and engagement.

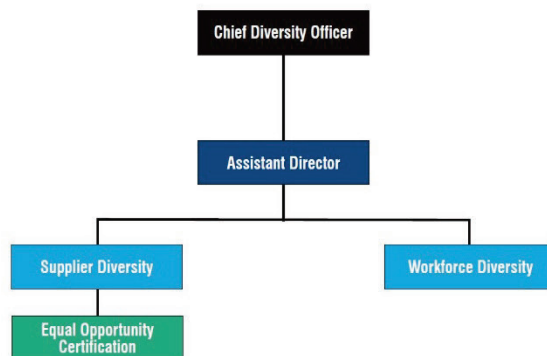
Budget Summary				
Fund	2019 Actual	2020 Actual	2021 Budget	2022 Proposed
General Fund	1,093,943	1,445,603	1,859,993	1,910,183
Department Total	\$ 1,093,943	\$ 1,445,603	\$ 1,859,993	\$ 1,910,183

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 Workforce Diversity. 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 recruitment strategies that promote a diverse workforce that is reflective of the full diversity of Columbus 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 and applying new and innovative approaches to recruiting, retaining and promoting diverse talent, the Office of Diversity and Inclusion helps to ensure that diversity and inclusion is an integral part of the city employment process.

Office of Diversity and Inclusion



2022 BUDGET NOTES

The Office of Diversity and Inclusion's budget of \$1.9 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 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	2019 Actual	2020 Actual	2021 Budget	2021 Projected	2022 Proposed
Diversity and Inclusion					
General Fund					
Personnel	\$ 524,444	\$ 1,107,948	\$ 1,547,943	\$ 1,041,668	\$ 1,604,558
Materials & Supplies	30,136	7,575	2,000	3,000	8,000
Services	539,363	330,080	310,050	587,057	297,625
General Fund Subtotal	1,093,943	1,445,603	1,859,993	1,631,725	1,910,183
Department Total	\$ 1,093,943	\$ 1,445,603	\$ 1,859,993	\$ 1,631,725	\$ 1,910,183

Department Personnel Summary								
Fund	2019 Actual		2020 Actual		2021 Budget		2022 Proposed	
	FT	PT	FT	PT	FT	PT	FT	PT
General Fund								
Diversity and Inclusion	8	0	9	0	14	0	14	0
Total	8	0	9	0	14	0	14	0

Operating Budget by Program				
Program	2021 Budget	2021 FTEs	2022 Proposed	2022 FTEs
Administration	\$ 1,848,426	14	\$ 1,902,889	14
Internal Services	11,567	0	7,294	0
Department Total	\$ 1,859,993	14	\$ 1,910,183	14



2022 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.