

OFFICE OF DIVERSITY AND INCLUSION

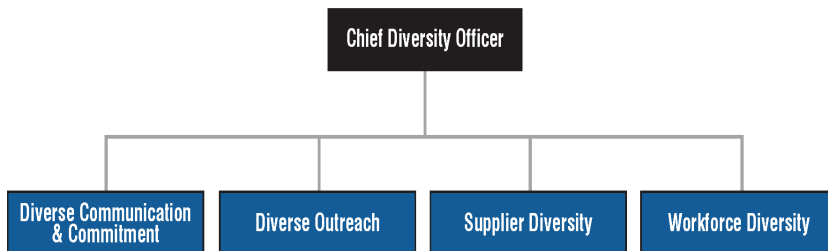
Division Description

Headed by a cabinet member and rebranded in 2017 with a renewed focus, the Office of Diversity and Inclusion (ODI) will continue to support the Mayor and his cabinet by leading diversity and inclusion management within the City of Columbus. The Office of Diversity and Inclusion will concentrate on the following four pillars of diversity and inclusion management: workforce diversity, supplier diversity, diverse outreach, and internal diverse leadership, commitment, and communication.

Division 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 and Inclusion



Strategic Priorities for 2018



Diversity and Inclusion

Complete the disparity study for the City of Columbus which started in 2017.

Continue the implementation of a workforce diversity strategy for the City of Columbus.

Partnering with the Department of Human Resources, continue the implementation of Implicit Bias training for city personnel.

Implement the first citywide diversity scorecard using newly acquired software.

Build on the successes of the 2017 Ohio Municipalities Business Conference in promoting small, minority, and women owned business opportunities.

Expand the business opportunity assessment program which works 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.

Continue to 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.

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

Support the administration and facilitation of the Columbus diversity committee process and the Columbus Recruitment Taskforce.

The key for 2018 is collaboration and implementation.

2018 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. The office has budgeted 11 full-time positions, including a Workforce Manager to lead the Workforce Diversity program.

Department Financial Summary by Area of Expense					
Fund	2015 Actual	2016 Actual	2017 Budget	2017 Projected	2018 Proposed
General Fund					
Personnel	\$ 852,982	\$ 932,073	\$ 1,149,427	\$ 1,144,713	\$ 1,249,079
Materials & Supplies	4,954	4,911	7,750	7,750	8,000
Services	64,576	513,322	334,716	148,215	46,262
Transfer	-	-	-	150,000	-
General Fund Subtotal	922,512	1,450,305	1,491,893	1,450,678	1,303,341
Department Total	\$ 922,512	\$ 1,450,305	\$ 1,491,893	\$ 1,450,678	\$ 1,303,341

Department Personnel Summary					
Fund	FT/PT	2015 Actual	2016 Actual	2017 Budgeted	2018 Proposed
General Fund					
Office of Diversity & Inclusion	FT	9	9	11	11
Total		9	9	11	11

Operating Budget by Program					
Program	2017 Budget	2017 FTEs	2018 Proposed	2018 FTEs	
Administration	\$ 1,057,105	10	\$ 1,255,079	11	
Supplier Diversity	325,892	0	40,128	0	
Workforce Diversity	98,322	1	-	0	
Internal Services	10,574	0	8,134	0	
Department Total	\$ 1,491,893	11	\$ 1,303,341	11	



2018 PROGRAM GUIDE

ADMINISTRATION

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

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 makes 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.
