



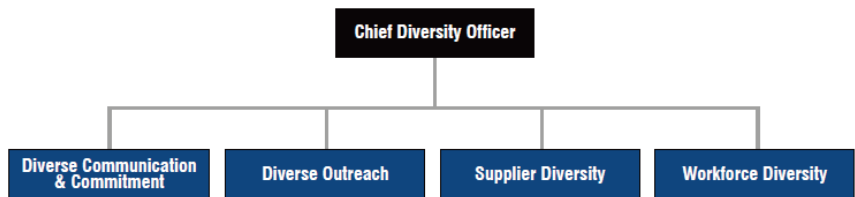
Division Description

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 remains focused on four pillars of diversity and inclusion management: workforce diversity, supplier diversity, diverse outreach, and internal diverse leadership, commitment, and communication, all necessary for making Columbus “America’s Equal Opportunity City.”

Division Mission

The Office 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 and under-utilized businesses to gain greater access to procurement opportunities and resources to build viable and sustainable businesses.

Office of Diversity & Inclusion



Strategic Priorities for 2019

Diversity and Inclusion



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.

Complete the disparity study and implementation of the workforce diversity strategy.

Finalize the ten-year strategic plan aimed at doubling diversity within the Department of Public Safety.

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

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

Participate in targeted outreach activities and other efforts to ensure fairness, equity, and inclusion in the city's procurement process.

Foster 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 strategies that promote 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.

Partner with the Department of Human Resources to ensure full compliance with the Implicit Bias training for city personnel.

Implement the first citywide diversity scorecard using newly acquired software.

2019 BUDGET NOTES

The Office of Diversity and Inclusion's budget includes funding to facilitate diversity and inclusion initiatives that have implications across all city departments. The office has budgeted for 11 full-time positions, in alignment with its restructuring.

Department Financial Summary by Area of Expense					
Fund	2016 Actual	2017 Actual	2018 Budget	2018 Projected	2019 Proposed
General Fund					
Personnel	\$ 932,073	\$ 1,144,500	\$ 1,249,079	\$ 941,527	\$ 1,071,036
Materials & Supplies	4,911	6,955	8,000	26,964	7,250
Services	513,322	177,963	46,262	68,079	109,767
Transfer	-	150,000	-	-	-
General Fund Subtotal	1,450,305	1,479,418	1,303,341	1,036,570	1,188,053
Department Total	\$ 1,450,305	\$ 1,479,418	\$ 1,303,341	\$ 1,036,570	\$ 1,188,053

Department Personnel Summary					
Fund	FT/PT	2016 Actual	2017 Actual	2018 Budgeted	2019 Proposed
General Fund					
Office of Diversity & Inclusion	FT	9	11	11	11
Total		9	11	11	11

Please note: The equivalent of two positions in the 2019 proposed column above are being funded by the Department of Public Utilities' water, sewerage and drainage, storm sewer, and electricity funds.

Operating Budget by Program				
Program	2018 Budget	2018 FTEs	2019 Proposed	2019 FTEs
Administration	\$ 1,255,079	11	\$ 1,181,143	11
Supplier Diversity	40,128	0	-	0
Internal Services	8,134	0	6,910	0
Department Total	\$ 1,303,341	11	\$ 1,188,053	11



2019 PROGRAM GUIDE

ADMINISTRATION

To plan, implement, and evaluate the minority/women 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.

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 them. 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. Supplier Diversity will be managed within the Administration program in 2019.

INTERNAL SERVICES

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