

DIVERSITY & INCLUSION 2016-2017 Work Plan



Mid-Ohio Regional
Planning Commission

2016-2017 Work Plan

Six Areas of Focus



Workforce & Leadership



Diversity Spend



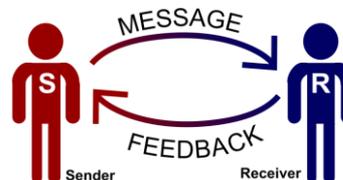
Workplace



Diversity Requirements



Service to Diverse Populations



Diversity Communications

Focus Area #1 – Workforce & Leadership



Goal - Commit to the preparation of a culturally competent MORPC workforce and Board.

- Provide Diversity training
- Continue to track Board Diversity
- Create seats on Board that represent diverse populations
- Present Diversity efforts to new employees, committee and Board members
- Report regularly to staff and Board on the status of meeting the plan's goals



Focus Area #2 - Workplace



Goal - Continuous Improvement of the accessibility and assurance of accommodations for minorities, people with disabilities and LGBTQ at MORPC and venues used for MORPC meetings.

- Ongoing assessment of conference rooms and halls, equipment, employee lounge and restrooms
- Review language and location of notices to ensure compliance



Focus Area #3 – Diversity Spend



Goal - Maintain diverse vendors spend at 15 percent or more.

Continue efforts to increase minority spend:

- Improve access to diverse suppliers
- Monitor employee procurement
- Annually assess diverse suppliers list
- Annually review RFP/RFQ selection summary form



Focus Area #4 – Service to Diverse Populations



Goal - Increase and accommodate service to diverse populations.

- Increase marketing and outreach to diverse populations
- Diversify marketing to be more inclusive of targeted populations
- Track distribution of translated outreach material
- Track the encounters seeking interpreters or translation services
- Allocate appropriate resources to accommodate communications.

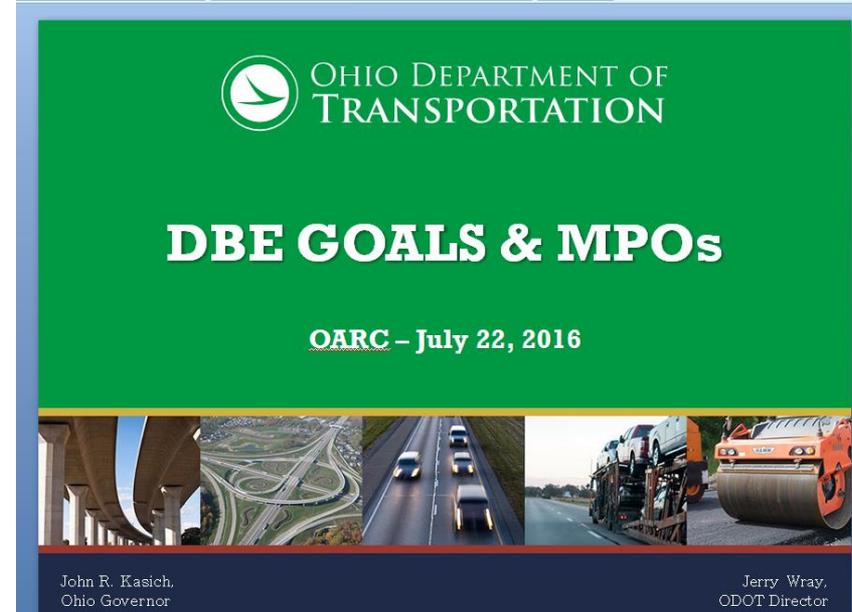


Focus Area #5 – Diversity Requirements



- Monitor & Review for Compliance
- DBE, Section 3, Title VI and Limited English Proficiency Plan

Goal - Continue to meet the federal requirements for DBE, Section 3 HUD, Title VI, and Limited English Proficiency monitoring and reporting.

The image shows the cover of a report titled "DBE GOALS & MPOs" from the Ohio Department of Transportation. The cover has a green background with the ODOT logo and name at the top. Below the title, it says "OARC - July 22, 2016". At the bottom, there is a collage of four images: a bridge, a highway interchange, a highway with cars, and a construction site with a large roller. The names of the Ohio Governor and ODOT Director are listed at the bottom of the cover.

OHIO DEPARTMENT OF
TRANSPORTATION

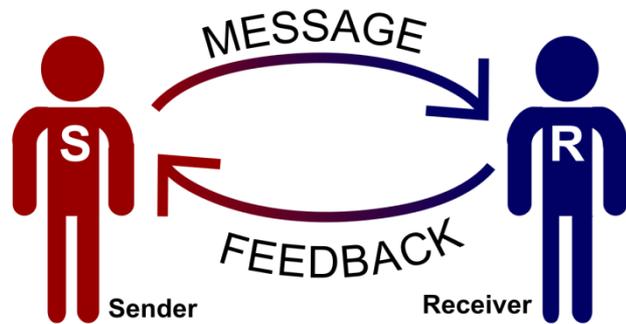
DBE GOALS & MPOs

OARC - July 22, 2016

John R. Kasich,
Ohio Governor

Jerry Wray,
ODOT Director

Focus Area #6 – Diversity Communications



- Collateral materials, webpage and social media images reflect Central Ohio's diversity
- Continue to be strategic in sponsorships
- Host annual meetings with community leaders representing our diverse audiences

Goal - Increase the promotion of MORPC's services, plans, meetings, events and programs to diverse audiences, and increase the awareness of MORPC's Diversity & Inclusion efforts.





Mid-Ohio Regional
Planning Commission

Laura Koprowski

lkoprowski@morpc.org

Phone: 614.233.4126

Bernice Cage

bcage@morpc.org

111 Liberty Street, Suite 100

Columbus, Ohio 43215

Phone: 614.233.4157

www.morpc.org

