



Diversity & Inclusion
2015 Work Plan Accomplishments

Focus Area	Goal	Status
Workforce	Commit to the preparation of a culturally competent workforce.	<ul style="list-style-type: none"> • Identified training for implicit bias and cultural protocol for the staff and Board members.
Workplace	Improve accessibility and accommodations for minorities, people with disabilities and GBLT.	<ul style="list-style-type: none"> • Identified improvements to the foyer to improve handicap accessibility.
Diversity Spend	Maintain diverse vendors spend at 15 percent or more.	<ul style="list-style-type: none"> • Total diverse vendors spend was 25 percent in 2015. • Single database created for diverse vendors. Training scheduled for staff on how to use the database to purchase goods and services for MORPC. Selection criteria reviewed and addressed for selecting vendors. • Improved efforts to track WBE, MBE and SBE vendors.
Service to Diverse Populations	Increase/enhance service to diverse populations.	<ul style="list-style-type: none"> • Continued to track diverse populations that utilize our RideSolutions, Weatherization and Housing Rehab services. • Training staff on accommodating LEP persons scheduled.
Diversity Requirements	Continue to meet the federal requirements for DBE and Section 3 HUD monitoring and reporting.	<ul style="list-style-type: none"> • Process being developed to improve the monitoring and reporting of DBE requirements. • Continue to monitor federal requirements for DBE and Section 3.
Diversity Communications	Increase the promotion of MORPC's services and programs to diverse audiences, and increase the awareness of MORPC's Diversity & Inclusion efforts.	<ul style="list-style-type: none"> • A Limited English Proficiency (LEP) Plan has been developed to ensure vital documents (brochures, applications, fact sheets, summaries) are translated into alternative languages. • Sponsored Asian Festival.