



Mid-Ohio Regional
Planning Commission

Diversity & Inclusion
2014 Work Plan Accomplishments

Focus Area	Goal	Status
WF	Commit to the preparation of a culturally competent workforce.	<ul style="list-style-type: none"> • MORPC's Board as of 12/31/14 has 7 minorities, 8%. • Employee Resource Group participated in a workshop in September to determine how to best improve the diversity spend. • Diversity is a regular item on the General Staff agenda. • Staff attended Generational Training. All new hires are introduced to the Diversity Work Plan. • New hires receive a copy of the Diversity Work plan in orientation & link to video. http://mic.morpc.org/HR/Videos/diversity.wmv • A slide on diversity is presented in new board member orientations.
WP	Improve accessibility and accommodations for minorities, people with disabilities and GBLT.	<ul style="list-style-type: none"> • Title VI notices can be found in the front lobby and employee lounge. Notices to assist the Limited English Population are available at the reception desk. • Restroom signs are in the universal signage (Male/Female) and in Braille.
DS	Increase diverse vendors spend to 10 percent	<ul style="list-style-type: none"> • An internal RFP Response Form was completed; Process to be finalized and implemented in 2015. • Employee resource workshop created 3 Goals to improve diversity spending: <ul style="list-style-type: none"> • Make it easier to reach out to vendors; • Improve selection process by identifying potential agency-wide contracts; • Document and improve vendor's performance. • Employee resource workshop identified the need to compile vendors into one database. • Finance continues to track vendors that are a SBE, DBE, and WBE. <ul style="list-style-type: none"> • An intentional effort was made to reach out to current vendors to determine if vendors were SBE, DBE, or WBE. As a result, additional disadvantaged vendors were identified. • Diverse vendors spending for 2014 was over 23% of total expenditures. Note that this includes certified and uncertified MBE, DBE, WEB, and SBE vendors. As MORPC desires to reduce undue burden on vendors, we do not require certification as a diverse vendor and accept self-identification.

Focus Area	Goal	Status
SD	Increase/enhance service to diverse populations	<ul style="list-style-type: none"> • Air Quality and Housing brochures were developed in Spanish. • Language identification chart was made available at the front desk for walk-in needs. • Process was created to accommodate people walking in the door. • Translators/Interpreters are listed on MORPC's intranet and are available for our service programs. The interpreter service sends an interpreter with MORPC staff and consultants to the client's site to interpret as needed. • Housing, RideSolutions, and Residential Energy applications are reviewed to determine demographic makeup.
DR	Continue to meet the federal requirements for DBE and Section 3 HUD monitoring and reporting	<ul style="list-style-type: none"> • Completed and submitted required reports. • During the year ended 9/30/14, transportation projects that were federally funded included commitments for 3 DBE's for a total of \$95,380.
DC	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"> • 2014 Diversity Ad was created for sponsorships. • Toolkit of vendors is reviewed annually and incorporated into the work plan. The work plan is updated at the beginning of the year and is communicated to the Board and MORPC employees. • Interpretation for the deaf was added to the intranet. Air Quality and Housing brochures were produced in both English and Spanish. • Sponsorship criteria for events were developed and include the following: <ul style="list-style-type: none"> • Event is diverse and inclusive • Events not location specific - audience comes from the Central Ohio region • Events and outreach materials are visible to public • Cannot be tax deductible (i.e. not a donation) • No political or religious affiliationsThe two-day Columbus International Festival reached over 8,000 and the Asian Festival reached over 180,000 attendees.

WF – Workforce

WP – Workplace

DS – Diversity Spend

SD – Service to Diverse Populations

DR – Diversity Requirements

DC – Diversity Communications