



Legislation Text

File #: 1278-2022, **Version:** 1

This ordinance is to authorize the Director of the Recreation and Parks Department to enter into contract with Trinity Transition Consultants LLC (TTC), to continue to provide support services in developing sustainable, diverse, equitable, inclusive and anti-racist workplace culture that reflects the Departments core values, mission, and vision; to authorize the expenditure of \$126,750.00 from the Recreation and Parks Operating Fund 2285;

Background: TTC was first engaged by CRPD in 2021 to provide DEI training services. Under a new contract for 2022 they will continue to provide similar services with some changes to effectively address the needs of the department. They will work closely with the Departments Diversity, Equity and Inclusion Committee (Committee) to strategically elevate the Committee and the work of the Committee with staff and with our community.

As part of the overall contract, TTC is proposing the following, five (5) prong approach:

(1) Living Our Vision: A Socially Equitable City

Trinity Transition Consultants (TTC) will create an awareness around shared language and communication disconnects as it pertains to the CRPD's vision, mission, core values and practices for an inclusive and diverse workplace.

(2) Executive Group Coaching for the Director and Senior Leadership Team

Executive Group Coaching for the Director and Senior Leadership Team is designed to improve self-awareness among leadership team members; strengthen team building among the senior management team; strengthen team building within Divisions and within the Department, as a whole; and support the CRPD vision and implementation of 2022-2023 diversity, equity, and inclusion priorities.

(3) Executive Coaching for Director

Executive coaching involves the development of individual self-awareness that will build on acknowledged strengths and remediation of recognized areas of challenge.

(4) DEI Committee Strategy Sessions

The DEI Committee is an essential part of the strategy for leveraging the diversity of the city and its employees to promote a culture of inclusivity and accountability within CRPD.

(5) Executive Team Leadership Retreat

Trinity Transition Consultants (TTC) will facilitate one Leadership Retreat with the Director and Senior Leadership team using the results of the Team Personality Archetype assessment.

As part of the Departments Diversity, Equity and Inclusion efforts with forming a Committee, Policy and Plan and in alignment with Mayor Ginther's strategic priorities for the City of Columbus, the Department continues to grow our Diversity, Equity and Inclusion program, since 2018.

Trinity Transition Consultants is a limited liability company founded in 1997. As an African American Woman owned company, TTC is dedicated to serving public, private, and nonprofit organizations with an unyielding commitment to quality and professionalism. Their company is composed of highly qualified consultants from all walks of life with diverse approaches, ideas, and skill sets.

Bid Waiver Justification: TTC's services are unique, innovative and highly specialized. In 2021 when CRPD initially

contracted with TTC, the Department needed to find a provider with experience working with government, specifically recreation and parks agencies, however have them not limited to only the government sector. There was also a sense of urgency in securing an experienced firm to address some of the deep challenges facing our agency in order to position ourselves to be proactive in addressing issues and opportunities around diversity, equity, and inclusion. They have proven to be very effective in the past 12 months and now have a deeper understanding of our Dept and our community making them the ideal candidate to continue training and advising CRPD in this area of expertise.

Principal Parties:

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CC035041 exp. 3/2/2023

Emergency Justification: An emergency is being requested in order to continue the TCC scope of work, with respect to the internal training, processes and the overall development. The schedule for the TCC depends on entering into this contract.

Community Input/Issues: The City of Columbus is committed to fostering a culture of inclusion and equity, of which helps to build a stronger community. The work of this contract will support a more meaningful and strategic community engagement, dialogue, and outreach to improve overall community and Department, race relations and an increase in understanding for minorities and women.

Area(s) Affected: City wide

Master Plan Relation: Within the Master Plan, throughout the Needs and Assessment Strategies, information gathering and the public meetings, the community/stakeholder and staff demonstrated that an increase in diversity, equity and inclusion efforts were necessary to better connect the community with the Department; connecting with those that we serve with our Departments priorities related to programs, construction of facilities, acquisitional planning for providing green space in vulnerable areas.

Fiscal Impact: \$126,750.00 is budgeted and available from within the Recreation and Parks Operating Fund 2285 to meet the financial obligations of this contract.

To authorize the Director of Recreation and Parks to enter into an agreement with Trinity Transition Consultants, LLC (TTC) to provide support services in developing sustainable, diverse, equitable, inclusive and anti-racist workplace culture that reflects the Department's core values, mission, and vision; to authorize the expenditure of \$126,750.00 from the Recreation and Parks Operating Fund 2285; to waive the competitive bidding provisions of the Columbus City Code; and to declare an emergency. (\$126,750.00)

WHEREAS, it is necessary for the Director of Recreation and Parks to enter into an agreement with Trinity Transition Consultants LLC (TTC), to provide support services in developing sustainable, diverse, equitable, inclusive and anti-racist workplace culture that reflects the Department's core values, mission, and vision; and

WHEREAS, it is in the best interest of the Recreation and Parks Department to waive the competitive bidding requirements of the Columbus City Code; and

WHEREAS, it is necessary to authorize the expenditure of \$126,750.00 from the Recreation and Parks Operating Fund

2285; and

WHEREAS, an emergency exists in the usual daily operation of the Recreation and Parks Department in that it is immediately necessary to authorize the Director to enter into an agreement with Trinity Transition Consultants LLC (TTC), in order to continue the TCC scope of work, with respect to the internal training, processes and the overall development, in order to preserve public health, safety and welfare and to ensure continuous fiscal accountability and transparency; **NOW, THEREFORE**

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF COLUMBUS:

SECTION 1. That the Director of Recreation and Parks is hereby authorized and directed to enter into an agreement with Trinity Transition Consultants, LLC (TTC) to provide support services in developing sustainable, diverse, equitable, inclusive and anti-racist workplace culture that reflects the Department's core values, mission, and vision.

SECTION 2. That this Council finds it in the best interests of the City to waive the competitive bidding provisions of City Code Chapter 329 to enter into this contract

SECTION 4. That the City Auditor is authorized to make any accounting changes to revise the funding source for all contracts or contract modifications associated with this ordinance.

SECTION 5. That the expenditure of \$126,750.00, or so much thereof as may be necessary, for the purpose stated in Section 1 be and is hereby authorized from the Recreation and Parks Operating Fund 2285 per the accounting codes in the attachment to this ordinance.

SECTION 6. That for the reasons stated in the preamble hereto, which is hereby made a part hereof, this ordinance is hereby declared to be an emergency measure and shall take effect and be in force from and after its passage and approval by the Mayor, or ten (10) days after passage if the Mayor neither approves nor vetoes the same.