



# City of Columbus

Office of City Clerk  
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columbuscitycouncil.org

## Legislation Text

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**File #:** 2026-2021, **Version:** 2

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- 1. BACKGROUND:** This legislation establishes the authority for the Director of the Office of Diversity and Inclusion (ODI) to implement the policy for the City of Columbus' new minority and women-owned business and small local business enterprise programs (per Ordinance 1749-2021 as passed by City Council on July 12th, 2021). The policy is based on the results of the City's 2019 Disparity Study completed by Mason Tillman and Associates and accepted by Columbus City Council July 31, 2019. (Resolution # 0220X-2019). Based on the findings of the study, in collaboration with City Departments and external stakeholders, the Director of the Office of Diversity and Inclusion has recommended the implementation of race and gender neutral and race and gender specific policies. These new minority business enterprise and women business enterprise ("MBE/WBE") program policies and small local business enterprise ("SLBE") program, all as further detailed in the associated policy manual, require that Title 39 of the Columbus City Codes be repealed and replaced in order to update, reorganize, and provide for the implementation of the MBE/WBE and SLBE Programs.

To repeal existing Title 39 of the Columbus City Codes and to enact a new Title 39 in order to establish the Diversity and Inclusion Code and to provide for the operations of the Office of Diversity and Inclusion.

**WHEREAS**, On July 31, 2019, Columbus City Council accepted the findings of the City of Columbus 2019 Disparity Study and the conclusions regarding minority and women-owned business enterprises and requested the Office of Diversity and Inclusion to develop an implementation plan to address the disparities found within the Study; and

**WHEREAS**, pursuant to the direction of City Council, the Office of Diversity and Inclusion, in collaboration with City Departments and external stakeholders, reviewed and prioritized the recommendations of the Study; and

**WHEREAS**, the Director of the Office of Diversity and Inclusion has recommended the implementation of a race and gender neutral and race and gender specific policies based upon the Disparity Study conducted by Mason Tillman and Associates; and

**WHEREAS**, the new MBE/WBE Program Policy and the accompanying manual require the repeal and replacement of Title 39 of Columbus City Codes, **NOW, THEREFORE**,

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

**SECTION 1.** That new Title 39, entitled the Diversity and Inclusion Code, is hereby enacted, reading as follows per the attached word document:

**Ordinance 2026-2021 Revisions to Title 39 Attachment**

**SECTION 2.** That existing Title 39 of the Columbus City Codes is hereby repealed in its entirety and replaced with the new Title 39 as per the attachment.

**SECTION 3.** That this ordinance shall take effect and be in force from and after the earliest period allowed by law.