



Legislation Details (With Text)

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Title: This ordinance authorizes the Director of the Office of Diversity and Inclusion to establish and implement race and gender neutral and conscious program policies based on the findings and recommendations of the City of Columbus' July 2019 Disparity Study.

Sponsors:

Indexes:

Code sections:

Attachments: 1. EXECUTIVE SUMMARY

Date	Ver.	Action By	Action	Result
7/15/2021	1	CITY CLERK	Attest	
7/13/2021	1	MAYOR	Signed	
7/12/2021	1	COUNCIL PRESIDENT	Signed	
7/12/2021	1	Columbus City Council	Approved	Pass
6/28/2021	1	Columbus City Council	Read for the First Time	

BACKGROUND: This legislation authorizes the Director of the Office of Diversity and Inclusion (ODI) to establish and implement the policy for the City of Columbus' new minority and women-owned business and small local business enterprise programs. 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 shall establish and implement race-gender neutral and race-gender specific program remedies.

This ordinance authorizes the Director of the Office of Diversity and Inclusion to establish and implement race and gender neutral and conscious program policies based on the findings and recommendations of the City of Columbus' July 2019 Disparity Study.

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 thereby developed a series of policy recommendations as delineated in an Executive Summary (attached hereto and incorporated herein by reference) based upon the Disparity Study conducted by Mason Tillman and Associates; and

WHEREAS, as an outcome of this process, the Director of the Office of Diversity and Inclusion presents the following

race and gender neutral policies for implementation that include, but are not limited to:

- Small Local Business Enterprise Program;
- Sheltered Market Program;
- Project Unbundling Policy; and
- Small Contracts Bond Waivers.

WHEREAS, as an outcome of this process as specifically supported by the results of the Disparity Study, the Director of the Office of Diversity and Inclusion presents the following race and gender specific policies for implementation that include, but are not limited to:

- MBE/WBE Goals
- Professional Services Incentives
- Construction Bid Discounts
- Goods and Services Bid Discounts

WHEREAS, it has become necessary in the usual daily operation of the Office of Diversity and Inclusion to authorize the Director to establish and implement race and gender neutral and conscious program policies, **NOW, THEREFORE:**

ORDAINED BY THE COUNCIL OF THE CITY OF COLUMBUS:

SECTION 1. That the Director of the Office of Diversity and Inclusion is hereby authorized to establish and implement policy changes to establish a race and gender neutral program, as well as, a race and gender specific program.

SECTION 2. That there is hereby created for the City of Columbus the new MBE/WBE and SLBE programs and the accompanying program policies, as further described in the attached Executive Summary, are hereby adopted.

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