



Legislation Text

File #: 0632-2021, **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 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 \$339,300.00 from the Recreation and Parks Operating Fund 2285;

Background: TTC 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) Healing Humanity Project TM - Employee Group Sessions are designed to create a safe space for Columbus Recreation & Parks Department (CRPD) employees to share their thoughts, feelings, and bear witness to social and racial injustices, discrimination, and how it affects them. The sessions will allow us to surface the truth that a White person and Black Indigenous Person of Color (BIPOC)/Person of Color (POC) placed in the same environment may be having totally different experiences.

(2) The Enneagram and Diversity, Equity, Inclusion and Anti-Racism: Leadership Team Workshops
There is intentional work that is needed in order to embrace diversity, equity, inclusion, and anti-racism through our 9 different lenses. The Enneagram brilliantly illuminates this work. The Columbus Recreation & Parks Department (CRPD) leadership team will learn how to be allies and advocate for all employees in the workplace by:

(3) 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. Consultants will clarify the understanding of the core values based on individual perspectives, moving towards a shared, collective understanding. This collective understanding is how an organization moves away from core values on paper to the embodiment of core values in the organization.

(4) Executive Coaching Executive coaching involves the development of individual self-awareness that will build on acknowledged strengths and remediation of recognized areas of challenge. Trinity Transition Consultants work with clients to help them to develop alignment between their core values and the core values of the organization. This helps to cultivate more productive workplace relationships with peers, direct reports and staff.

(5) C.A.N.D.L.E TM- Cultural. Allies. Network. for Diversity. Learning. Experiences
Work with CRPD human resources to identify employees who choose to be cultural allies and provide learning experiences each month on anti-racism and across the broad spectrum of diversity. Over time, a pool of potential C.A.N.D.L.E facilitators will be identified and engaged in building internal capacity to continue the work within CRPD. Each C.A.N.D.L.E TM session will be one hour in duration and delivered via a secure video meeting room. The proposed scope of work includes all preparation and session delivery time.

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. To elevate our Department, surrounding the diversity, equity and inclusion efforts, we have been researching additional support services to assist with value add to the overall culture.

As such, 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.

TTC utilizes a two-trainer/facilitator team approach for training and team intervention- our multi-racial and mixed-gender teams model how culturally different individuals can work well together, further modeling cultural competency skill building.

Bid Waiver Justification: TTC's services are unique, innovative and highly specialized. 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 is also a sense of urgency in securing this experienced firm given the major shifts currently happening in our society and culture-both nationally and locally. It is essential we secure these unique services from this qualified firm so that we can address some of the deep challenges facing our agency and position ourselves to be proactive in addressing issues and opportunities brought-on as we enhance our efforts around diversity, equity, and inclusion.

Principal Parties:

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Emergency Justification: An emergency is being requested in order to begin 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: \$339,300.00 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 \$339,300.00 from the Recreation and Parks Operating Fund 2285; to waive the competitive bidding provisions of the Columbus City Code and to declare an emergency. (\$339,300.00)

WHEREAS, it is necessary to 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 \$339,300.00 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 begin 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 3. That the funds necessary to carry out the purpose of this ordinance are hereby deemed appropriated, and the City Auditor shall establish such accounting codes as necessary.

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 \$339,300.00 or so much thereof as may be necessary, 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 10 days after passage if the Mayor neither approves nor vetoes the same.