



## Diversity and Inclusion

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Chairperson George Sarantou and Members of Toledo City Council

From: Lacy DeBerry, Director, Office of Diversity and Inclusion, *LD*

Re: Office of Diversity & Inclusion Report – Finance and Debt  
Oversight Committee Hearing –March 23, 2023

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### Activities

- Recruitment
  - Investigation Analyst: Interviews held on March 7-8, 2023. Selected 2 candidates. Hire date pending approval.
  - Contract and Compliance Analyst: Posted vacant position closing on March 30, 2023.
- Disparity Study Team meetings: Follow up with Griffin & Strong, P.C. Follow up meetings weekly first quarter 2023. Recommended changes in TMC, COT policies, draft legislation and policies, timelines, etc. will be presented to Council-April 25, 2023.
- Contract and Compliance Prevailing Wages software-rebid proposals-1<sup>st</sup> quarter 2023; submit legislation, approve contract and launch 2<sup>nd</sup> Quarter 2023.
- Investigations incident management software- Tentative launch date for STOPIT-April 28, 2023 pending staff training to all departments.
- Meetings
  - Attended bi-monthly Civil Service Commission meeting on Wednesday, March 15, 2023.
  - Attended Directors Meeting-March 7, 2023
  - Participated in Diversity Equity Access Inclusion Conference -Toledo, OH March 16, 2023 at the Glass City Convention Center
  - Contract renewal-Biddle services for EEO/AA plans implementation-February 27, 2023



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