



# City of Toledo

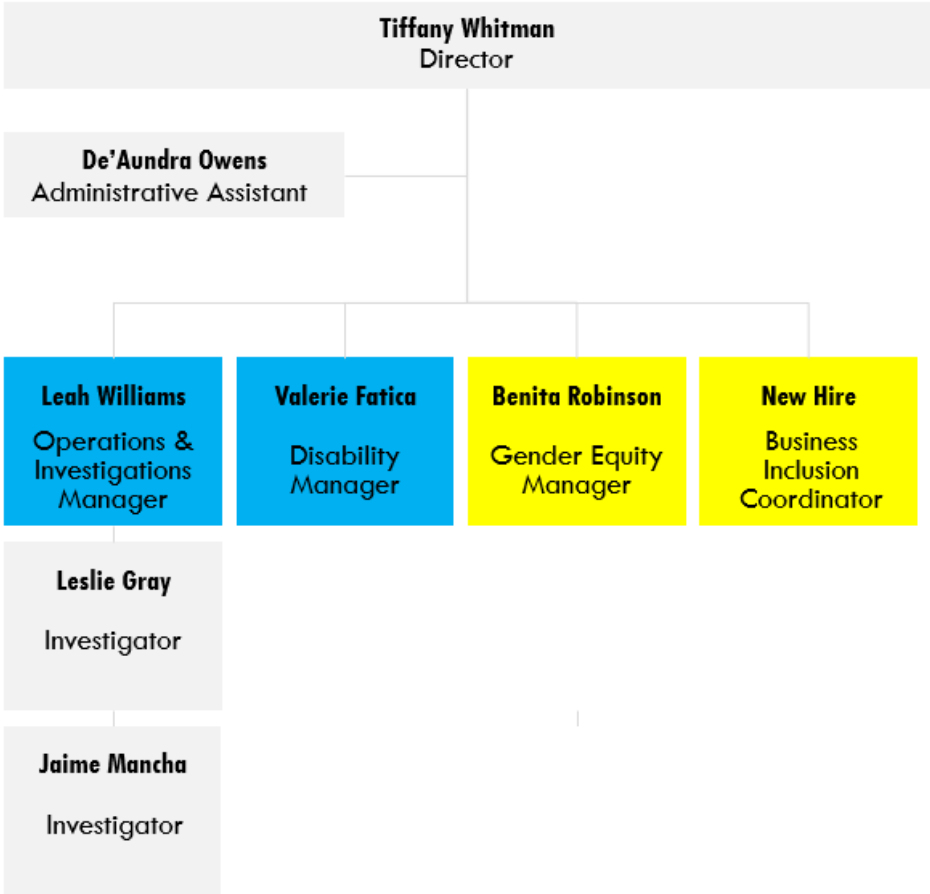
## Diversity, Equity, and Inclusion

### 2025 Budget Hearing

# 2025 Proposed Organizational Chart



Diversity, Equity,  
and Inclusion



# Introduction

## **Cities thrive when diversity, equity, and inclusion are in action.**

- The growth and prosperity of cities are stunted when significant portions of the population are marginalized, underresourced, or excluded.
- Toledo is better when all residents earn a living wage, live in safe and healthy neighborhoods, are employed in fair work environments, and local businesses and entrepreneurs are supported.

## Department Overview - Mission

- The City's Department of Diversity, Equity, and Inclusion (DEI) will foster **safe and equitable work environments**, support **inclusive economic growth through local businesses**, and work to **advance systemic change** throughout the community.

## Department Overview – Who We Serve

- Even if you remove the title “DEI,” our department functions still align with the fundamental purpose of local government.
- Our department internally prioritizes the work culture of City of Toledo **Employees** and, externally, the livelihoods of City of Toledo **Residents**.

# Departmental Functions

1. Workforce Culture
2. Compliance & Investigations
3. Accessibility Services
4. Business Inclusion
5. Advocacy & Opportunity

# 2024 Highlights

## Workforce Culture

- Launched the new ERG – W.A.V.E. (Women and Allies Valuing Equity)
- Launched the Gender Equity Analysis
- City departments, including new TFRD & TPD cadet classes and public safety academy staff, have all completed baseline employee harassment awareness & prevention training

## Compliance & Investigations

- Offered enhanced meditation support to resolve employee conflicts
- Reduced the time to complete investigations in alignment with the City's 30-day processing policy
- Created EEOP Taskforce

# 2024 Highlights

## Accessibility Services

- Created an Inter-Departmental Accessibility Management Team (AMT)
- Disabled & Proud Festival: Enhanced partnership with the Metroparks and increased community attendance
- Aging in Place & City of Toledo 2024 Homeownership Fair
- Second Annual Snow Angels Program – served 242 residents
- Presentation at City of Toledo Landlord Education Fair



# 2024 Highlights

## Accessibility Services

- Trained 30+ COT employees on Disability Awareness
- Created interactive COT-specific training for disability accommodations with HR
- Updated TLCCOD portion of the Toledo Municipal Code

# 2024 Highlights

## Business Inclusion

- Held the inaugural City of Toledo Business & Supplier Empowerment Summit –over 100 attendees
- Launched the newly created C3 Portal –the City of Toledo Certification and Contract Compliance fully online system
- Completed the search for the new Business Inclusion Coordinator
- Increased partnership with the Toledo Regional Chamber of Commerce Minority Business Assistance Center (MBAC)

# 2024 Highlights

## Advocacy & Opportunity

- The first gender-based violence work group was convened with the Mayor's Office of Neighborhood Safety and Engagement (MONSE) Community Action Table
- Partnered with the Department of Housing and Community Development to enhance compliance and implementation of our HUD Section 3 Program—*provides training, employment, contracting, and other economic opportunities to low- and very low-income persons to businesses that provide economic opportunities to low- and very low-income persons*

# 2024 Highlights

## Advocacy & Opportunity

- Numerous sponsorships and partnerships with internal departments and community organizations, including Area Office on Aging, Toledo Public Schools, Toledo Public Library, Women of Toledo, YWCA, Urban Wholistics, Toledo Queer Black Collective, etc.

## Director's 2025 Focus

1. Continue to communicate and embed our mission into the organizational culture –  
*Department Name Change in 2025*
2. Solidify the department's structure & portfolio
3. Establish a strong *foundation* for culture change—*Focus on establishing workforce standards and implementing best practices*

# 2025 Budget Focus

1. Continuation of 2024 initiatives
2. Enhanced opportunities for employee support, training, and development
3. Improved compliance adherence
4. Continued growth and prosperity opportunities in accessibility, community relations, neighborhoods, business inclusion, and workforce development

# 2025 Budget Highlights & Initiatives

## Internal

- Launch Executive Level Training – *City of Toledo Values at Work*
- Specialized workforce culture training and resources for employees
- Ongoing/Baseline Accessibility Training
- Ongoing/Baseline Employee Harassment Awareness & Prevention Training
- Continued mediation support and proactive measures to address employee issues
- Climate Survey

# 2025 Budget Highlights & Initiatives

## External

- Realignment of resources to offer increased support to address gender-based violence in our community and additional community training opportunities
- Increased coordination with Toledo Police LGBTQ Liaison Officer
- Satellite location to offer support to local businesses seeking to do business with the City of Toledo



# 2025 Budget Highlights & Initiatives

## External

- Community impact projects in partnership with COT departments—Economic Development, MONSE, Housing, etc.
- Additional resources and partnerships to address systemic issues and community development

# Schedule of Full-Time Equivalent Positions

<b>Position Title</b>	<b>2023 Budget</b>	<b>2024 Budget</b>	<b>2025 Proposed</b>
Administrative Analyst 2	4.42	2.75	3.00
Administrative Assistant	1.00	1.00	1.00
Director-Administrative Services	1.00	1.00	1.00
Manager-Administrative Services	4.00	3.00	3.00
<b>Grand Total</b>	<b>10.42</b>	<b>7.75</b>	<b>8.00</b>

# Proposed Expenditures by Fund and Category

## General Fund

Category	2021 Actual	2022 Actual	2023 Actual	2024 Amended	2025 Proposed
Labor	205,246	408,750	562,782	573,894	613,776
Overtime	-	138	-	-	-
Pension	28,703	56,237	78,789	80,345	85,929
Employment Taxes & Medical	109,238	116,696	132,906	128,098	137,345
Other Personnel	138	702	1,922	3,850	3,850
Supplies	1,063	5,803	29,518	10,375	10,725
Services	146,904	451,868	216,644	474,622	328,987
Other	9,995	9,100	-	70,500	15,000
<b>Total</b>	<b>501,287</b>	<b>1,049,294</b>	<b>1,022,562</b>	<b>1,341,684</b>	<b>1,195,612</b>

## Street Construction, Maintenance and Repair Fund

Category	2021 Actual	2022 Actual	2023 Actual	2024 Amended	2025 Proposed
Labor	-	-	14,784	18,330	18,990
Pension	-	-	2,070	2,566	2,659
Employment Taxes & Medical	7,160	6,962	7,437	4,632	4,801
Other Personnel	-	-	4	138	138
<b>Total</b>	<b>7,160</b>	<b>6,962</b>	<b>24,294</b>	<b>25,666</b>	<b>26,588</b>

# Proposed Expenditures by Fund and Category (continued)

## Special Assessment Services

Category	2021 Actual	2022 Actual	2023 Actual	2024 Amended	2025 Proposed
Labor	-	-	14,784	18,330	18,990
Pension	-	-	2,070	2,566	2,659
Employment Taxes & Medical	-	-	7,437	4,632	4,801
Other Personnel	-	-	4	138	138
<b>Total</b>	-	-	<b>24,294</b>	<b>25,666</b>	<b>26,588</b>

## Utility Administrative Services

Category	2021 Actual	2022 Actual	2023 Actual	2024 Amended	2025 Proposed
Labor	1,749	-	31,399	36,660	37,980
Pension	245	-	4,139	5,132	5,317
Employment Taxes & Medical	14,340	13,923	14,894	9,264	9,603
Other Personnel	275	-	8	275	275
<b>Total</b>	<b>16,610</b>	<b>13,923</b>	<b>50,441</b>	<b>51,331</b>	<b>53,175</b>



**Thank you.**

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