



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 –May 25, 2023

Activities

- Recruitment
 - Investigation Analyst: Hired 2 staff, Steve Catti, and Leslie Grey. Onboarding began April 19, 2023.
 - Hiring process for Contract and Compliance Analyst: Interviews completed May 1-18, 2023.
- Disparity Study Team meetings: Follow up with Griffin & Strong, P.C. Presented implementation plan on Tuesday, May 23, 2023. Recommended changes in TMC, COT policies, draft legislation and policies, timelines, etc.
- Contract and Compliance Prevailing Wages software-RFP submitted April 2023, demos May 2023; re-submit legislation, approve contract and launch 3rd Quarter 2023.
- Investigations incident management software- Launched- April 28, 2023.
- Meetings
 - Attended bi-monthly Civil Service Commission meeting on Wednesday, May 17, 2023.
 - Attended Monthly Directors Meeting- May 16, 2023
 - Memorial Day Holiday-May 29, 2023
- By Way of Referral-Chairman Sarantou requested a listing of Veteran's organizations in Toledo. Below are the organizations:
 - Veterans' Affairs
 - Vietnam Veterans of America
 - Veterans of Foreign Wars
 - Disabled American Veterans
 - The American Legion