



Legislation Text

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File #: O-060-23, Version: 1

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Diversity, Equity and Inclusion Consultant  
Office of Diversity & Inclusion  
Lacy DeBerry (x2375)  
Revised

**Authorizing the expenditure of \$25,000 from the General Fund for the provision of a Diversity, Equity and Inclusion consultant; authorizing the Mayor to enter in to a contract for said consultant; waiving the competitive bid requirements of Toledo Municipal Code Chapter 187; and declaring an emergency.**

**SUMMARY & BACKGROUND:**

This ordinance requests authorization for Franchise D&I Solutions to continue to evaluate the City's existing organizational practices, level of DEI awareness, and the development of the roadmap for the City's DEI strategy moving forward. Franchise D&I Solutions, LLC (FDIS) will provide the following scope of services:

- Disparity Study support and implementation
- Facilitation of EEO investigations and trainings, and DEI trainings
- Provide insight and knowledge on DEI best practices in the field with a focus on local governments
- Develop a shared language and framework, including a public statement of principle regarding DEI for the city
- Support development of an organization-wide commitment and infrastructure to support and sustain the city's DEI strategy
- Develop a strategy and associated roadmap (an overarching DEI plan) that is aligned with the city's Strategic Plan and values and will ensure that barriers to inclusion continue to decrease, while internal awareness, knowledge and skills continue to increase.

NOW, THEREFORE, Be it ordained by the Council of the City of Toledo:

SECTION 1. That an expenditure in the amount of \$25,000 is authorized from the General Fund, Account Code 1001-10700-1121003STDSTD for the provision of a Diversity, Equity and Inclusion consultant.

SECTION 2. That the Mayor is authorized to enter into a contract for the purpose authorized in Section 1, upon terms and conditions acceptable to the Director of Law and the Director of Diversity, Equity and Inclusion.

SECTION 3. That this Council finds and determines it is in the best interest of the City to waive the competitive bid requirements of Toledo Municipal Code Chapter 187 for the reason that FDIS, due to its knowledge of the development of city's DEI strategy, is now uniquely qualified to assist the city with the strategy's implementation.

SECTION 4. That the Finance Director is authorized to draw warrant or warrants against the above-

mentioned Account Code in an amount not to exceed \$25,000 in payment of the above authorized obligations upon the proper voucher or vouchers.

SECTION 5. That this Ordinance is declared to be an emergency measure and shall take effect and be in force from and after its passage. The reason for the emergency lies in the fact that this ordinance is necessary for the immediate preservation of the public peace, health, safety and property, and for the further reason that this ordinance must be immediately effective in order to timely engage a Diversity, Equity and Inclusion consultant to continue the implementation of the DEI strategy.

Vote on emergency clause: yeas 12, nays 0.

Passed: February 21, 2023, as an emergency measure:  
yeas 12, nays 0.

Attest:

Gerald E. Dendinger  
Clerk of Council

Matt Cherry  
President of Council

Approved: February 22, 2023  
Wade Kapszukiewicz  
Mayor