



## Legislation Text

File #: O-049-21, Version: 1

Diversity, Equity and Inclusion Consultant  
Office of Diversity & Inclusion  
Tyrome Alexander (1031)

**Authorizing the expenditure of \$55,000 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; and declaring an emergency.**

### SUMMARY & BACKGROUND:

This ordinance requests authorization for the provision of a Diversity, Equity and Inclusion (DEI) consultant to evaluate the City's existing organizational practices and level of DEI awareness and to develop a roadmap for the City's DEI strategy moving forward. A request for proposals was issued and Franchise D&I Solutions, LLC submitted the lowest and best proposal. As the selected consultant Franchise D&I Solutions, LLC will provide the following scope of services:

- Conduct an analysis and develop a baseline assessment report of the city's current organizational practices and level of DEI awareness and competency
- 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
- Recommend strategies for where and how to start the city's equity journey
- Support development of an organization-wide commitment and infrastructure to support and sustain the city's DEI strategy
- Develop a training strategy to increase staff DEI competencies, skills and capacity
- 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.

The fiscal impact of this ordinance is as follows:

- The amount of funds requested: \$55,000
- The expenditure budget line item: 1001-10700-1121003STDSTD
- New revenue generated (operational revenue, grants, if any): none
- Revenue budget line item (if any): none
- Are funds budgeted in the current fiscal year (yes/no)?: yes
- Is this a capital project (yes/no)? no
- If yes, is it new or existing (new/existing)? N/A
- What section of the City's Strategic Plan does this support:
  - o Excellence in Basic Services (yes/no) no
  - o Quality Community Investment (Livable City, Development) (yes/no) no
  - o Workplace Culture & Customer Service (yes/no) yes

- o Environment (yes/no) no

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

SECTION 1. That an expenditure in the amount of \$55,000 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.

SECTION 3. That the Finance Director is authorized to draw warrant or warrants against the above mentioned Account Code in an amount not to exceed \$55,000 in payment of the above authorized obligations upon the proper voucher or vouchers.

SECTION 4. 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 begin analyzing the existing organizational practices and level of DEI awareness and developing a roadmap for the City's DEI strategy moving forward.

Vote on emergency clause: yeas \_\_\_\_\_, nays \_\_\_\_\_.

Passed: \_\_\_\_\_, as an emergency measure: yeas \_\_\_\_\_, nays \_\_\_\_\_.

Attest: \_\_\_\_\_  
Clerk of Council

\_\_\_\_\_  
President of Council

Approved: \_\_\_\_\_

\_\_\_\_\_  
Mayor

I hereby certify that the above is a true and correct copy of an Ordinance passed by Council

\_\_\_\_\_.

Attest: \_\_\_\_\_  
Clerk of Council