City of Toledo

Legislation Text

One Government Center
Toledo, OH 43604

File #: O-488-23, **Version:** 1

Diversity, Equity, and Inclusion Training Consultant
Department of Diversity, Equity, and Inclusion
Lacy DeBerry (x2375)
Revised

Authorizing the expenditure of an amount not to exceed $35,000 from the General Fund for the provision of a Diversity, Equity, and Inclusion ("DEI") training consultant; authorizing the Mayor to enter into a contract for said consultant; waiving the competitive bid requirements of Toledo Municipal Code Chapter 187; and declaring an emergency.

SUMMARY & BACKGROUND:
This ordinance seeks approval for the City to enter a contractual agreement with The Employers' Association ("The EA") to facilitate DEI harassment awareness and prevention training, evaluate the City's current DEI harassment awareness and prevention practices, and assist in the development of an annual DEI harassment training curriculum tailored to the City's harassment policies (AP51 and AP71) and workforce. The EA began providing DEI harassment training services for the City in April 2023 after competitive informal bids were sought to facilitate DEI harassment training services in targeted departments based on investigation data. Initially, three (3) bids were submitted and evaluated based on cost, services provided, location, and the company's reputation for providing quality DEI harassment training to similar organizations. After a thorough review of the submitted proposals, it was determined that The EA provided the most cost-effective and suitable bid to meet the City's objective of providing DEI harassment awareness and prevention training to said targeted departments at that time. Approval of this ordinance would allow the City to continue working with The EA to provide this crucial harassment awareness and prevention training for all City employees in keeping with the City's commitment to creating a harassment-free workplace.

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

SECTION 1. That an expenditure in the amount of an amount not to exceed $35,000 is authorized from the General Fund, Account Code 1001-10700-1121003STDSTD, for the provision of a Diversity, Equity, and Inclusion training consultant.

SECTION 2. That the Mayor is authorized to enter into a contract with The Employers' Association 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 The EA, due to its knowledge of the City's harassment policies and workforce, is now uniquely qualified to assist the City in providing DEI harassment awareness and prevention training; evaluating the City's existing harassment awareness and prevention practices; and assisting in the development of an annual DEI harassment training curriculum tailored to the City's harassment policies and workforce.

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 $35,000 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 training consultant to continue the implementation of the DEI harassment awareness and prevention strategy.

Vote on emergency clause: yeas 12, nays 0.

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

Attest:
Gerald E. Dendinger   Matt Cherry
Clerk of Council   President of Council

Approved: September 12, 2023
                             Wade Kapszukiewicz
                             Mayor