

Ohio University

PUBLIC SERVICE PERSPECTIVE



Franklin County
Board of Commissioners

**OFFICE OF DIVERSITY
& INCLUSION**

AGENDA

- Key Terms and Definitions
- Setting the framework
- Equity in Program, Practice, and Policy



Franklin County
Board of Commissioners

**OFFICE OF DIVERSITY
EQUITY & INCLUSION**

THROUGH MY LENS

EDUCATION



WORK EXPERIENCE

4 Ohio County
Job & Family
Services

Community
Based
Correction
Facility

SERVICE

Family

Faith

Community

INTERESTS

Writer

Wellness &
Fitness

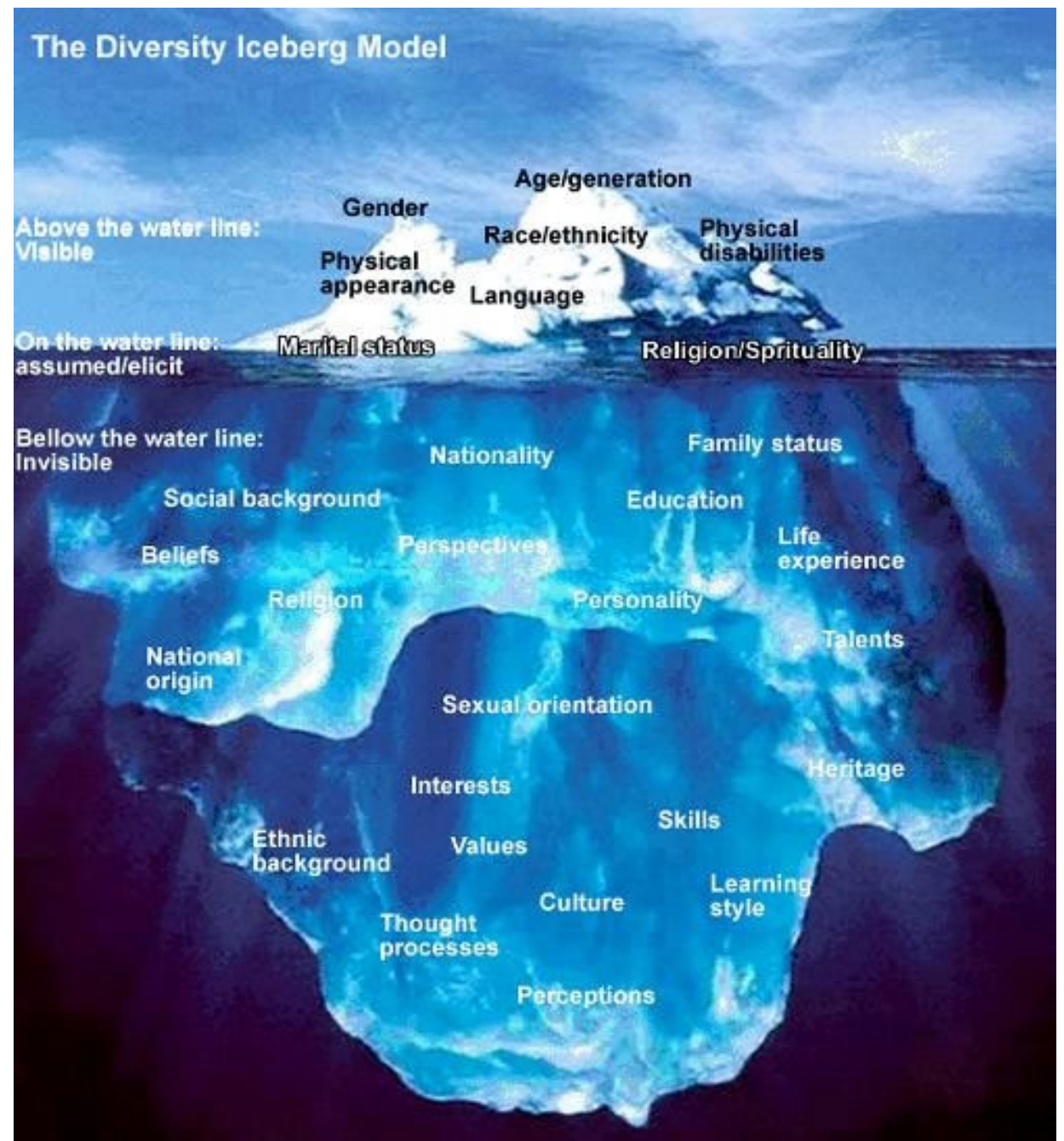


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EQUITY & INCLUSION**

Key Terms and Definitions

Diversity.

Visible and
Invisible
Differences

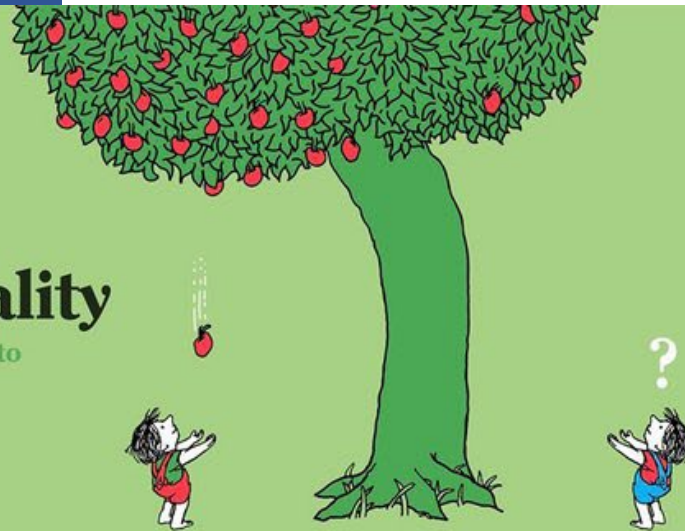


KEY TERMS AND DEFINITIONS

EQUITY

Inequality

Unequal access to opportunities

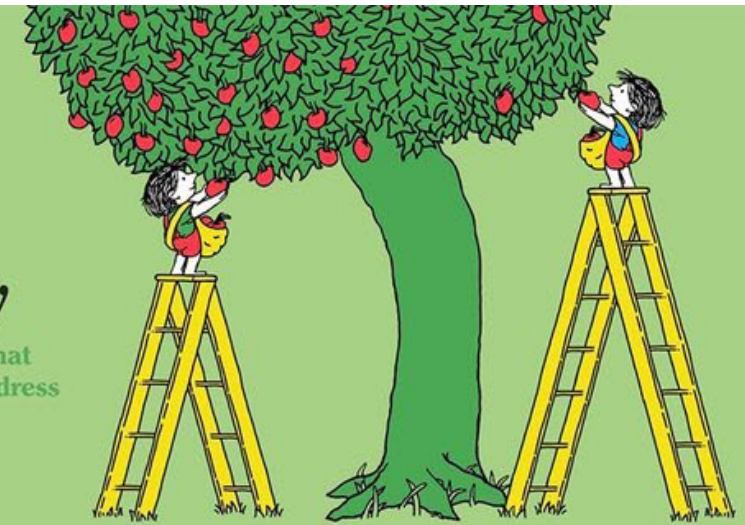


With apologies to Shel Silverstein from @lunchbreak

2019 Design In Tech Report | Addressing Imbalance

Equity

Custom tools that identify and address inequality

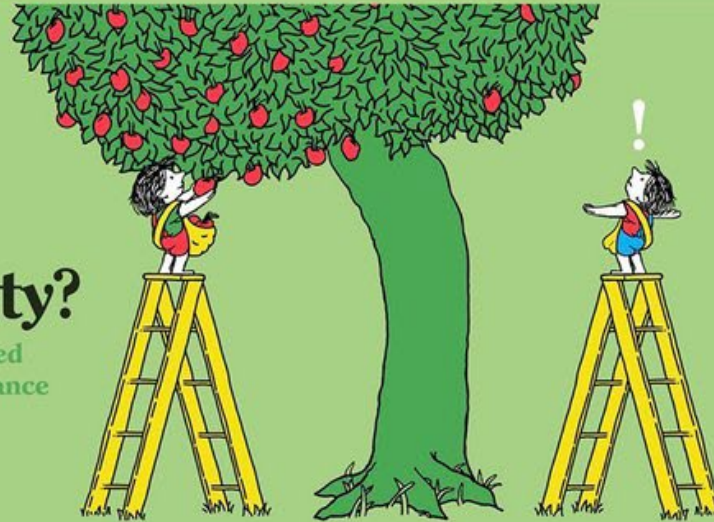


With apologies to Shel Silverstein from @lunchbreak

2019 Design In Tech Report | Addressing Imbalance

Equality?

Evenly distributed tools and assistance

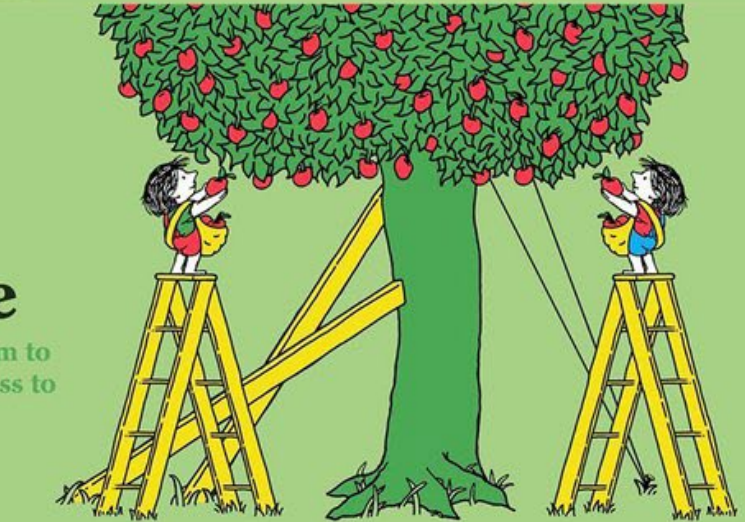


With apologies to Shel Silverstein from @lunchbreak

2019 Design In Tech Report | Addressing Imbalance

Justice

Fixing the system to offer equal access to both tools and opportunities



With apologies to Shel Silverstein from @lunchbreak

2019 Design In Tech Report | Addressing Imbalance

Source: "Addressing Imbalance," by Tony Ruth for the [2019 Design in Tech Report](#).
[External link:open in new](#)

KEY TERMS AND DEFINITIONS

INCLUSION



Source: "Peregrine Global Services [Creating a Culture of Diversity and Inclusion in the Workplace \(peregrineglobal.com\)](https://peregrineglobal.com)

Franklin County Board of Commissioners



John O'Grady,
President



Kevin L. Boyce



Erica C. Crawley

About Franklin County

- 30th largest county in the nation
- Commissioners are the budget and appropriating authority for county agencies and elected officials
- Manages an annual budget of \$1.5 billion
- Maintains the highest long-term bond rating issued by both Moody's Investor Services (Aaa) and Standard & Poor's (AAA) for its general obligation debt



About Franklin County

- 33 agencies
- 42 independently elected officials
- 39 appointed boards, commissions, and committees.



Office on Aging



Dog Shelter & Adoption Center



HR-Benefits & Wellness



Child Support Enforcement



Community Partnerships



Economic Development & Planning



Fleet Management



Office of Diversity, Equity, & Inclusion



Human Resources



Job & Family Services



Justice Policy & Programs



Office of Management & Budget



Public Affairs



Public Facilities Management



Purchasing Department



Sanitary Engineering



Advancing DEI in County Government



Franklin County
Board of Commissioners

**OFFICE OF DIVERSITY
EQUITY & INCLUSION**

IMPROVING OUTCOMES

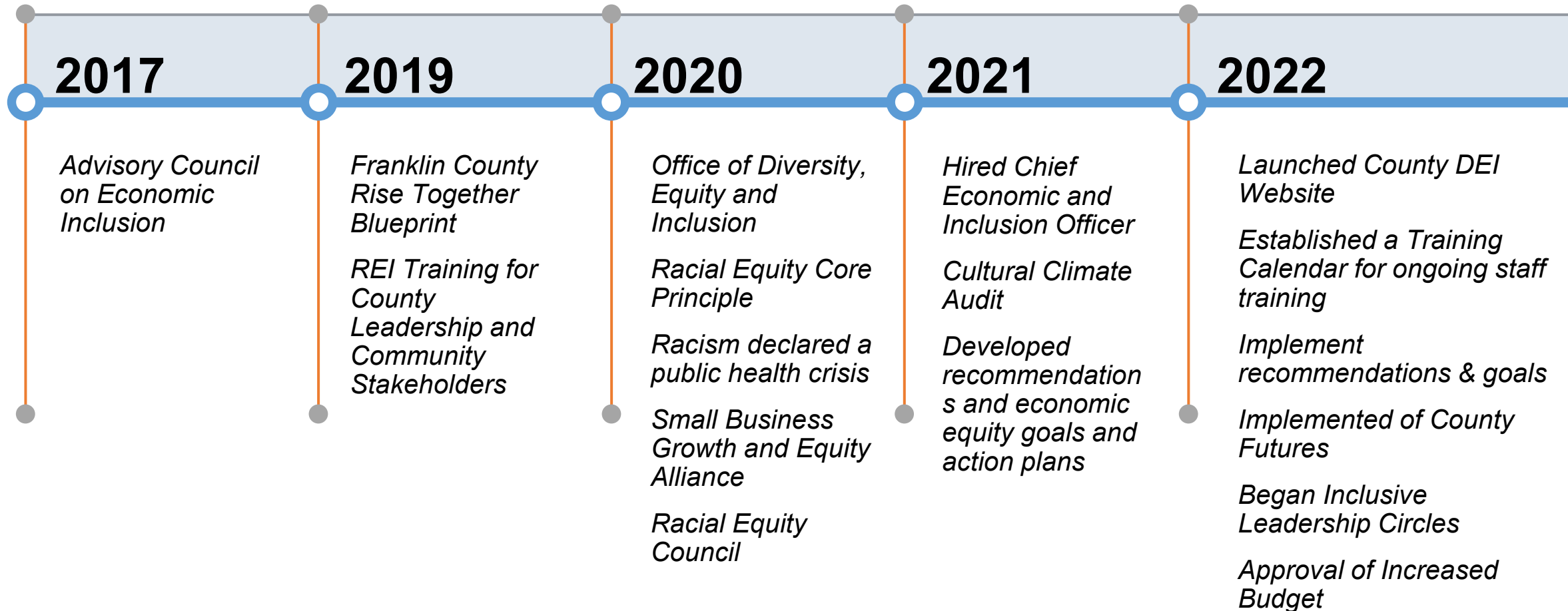
Advancing equity requires a systematic approach to embedding fairness in decision-making processes, executive departments and agencies (agencies) must recognize and work to redress inequities in their policies and programs that serve as barriers to equal opportunity.

-Advancing Equity and Racial Justice Through the Federal Government

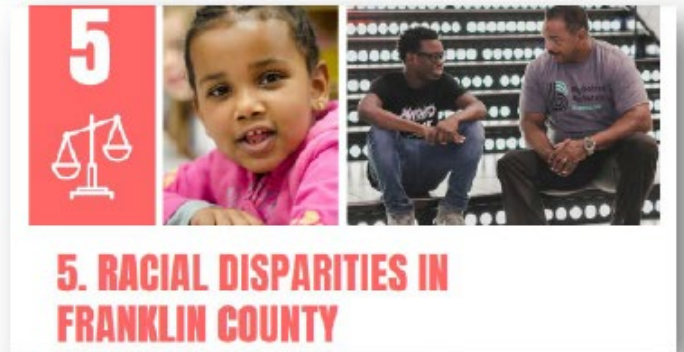


Franklin County
Board of Commissioners
**OFFICE OF DIVERSITY
EQUITY & INCLUSION**

Our Equity Journey



Addressing Poverty



Together the steering committee recognized these key issues:

- Institutional racism and systemic inequities are persistent realities.
- It is vital that the community continues to encourage and appreciate public and private champions of social justice where they live, work, and play.
- It is imperative for the county to move from a collection of isolated and disconnected diversity initiatives to regional inclusive, coordinated, purposeful, interdependent, and strategic actions, to make progress.

Commitment

This blueprint offers an opportunity to take bold steps to alleviate poverty. The steering committee is calling for proactive measures to remedy the historic and contemporary effects of racism and segregation that are persistent in poverty.

To that end, members of the steering committee want to see the county move forward with the following priorities for the next phase of the work.

1. Review personnel policies and organizational structures, and identify where there is bias and inequity in their own organizations. Then, work with county leadership and staff to correct and adjust, as needed.

Declaration- Racism as a Public Health Crisis

BE IT RESOLVED BY THE BOARD OF COMMISSIONERS, FRANKLIN COUNTY, OHIO:

1. Assert that racism is a public health crisis affecting our entire county.
2. Work to progress as an equity and justice-oriented organization, with the Board of Commissioners and its staff leadership continuing to identify specific activities to further enhance diversity and to ensure antiracism principles across Board of Commissioners leadership, staffing and contracting.
3. Promote equity through all policies approved by the Board of Commissioners and enhance educational efforts aimed at understanding, addressing and dismantling racism and how it affects the delivery of human and social services, economic development and public safety.
4. Continue to advocate locally and through the National Association of Counties for relevant policies that improve health in communities of color, and supports local, state, regional, and federal initiatives that advance efforts to dismantle systemic racism.
5. Further work to solidify alliances and partnerships with other organizations that are confronting racism and encourage other local, state, regional and national entities to recognize racism as a public health crisis.
6. Support community efforts to amplify issues of racism and engage actively and authentically with communities of color wherever they live.
7. To always promote and support policies that prioritize the health of all people, especially people of color by mitigating exposure to adverse childhood experiences.
8. Continue on-going racial equity training with the goal of reaching all BOC agency leadership and staff.
9. Encourage racial equity training among all community partners, grantees, vendors and contractors.
10. Identify clear goals and objectives, including periodic reports to the Board of Commissioners, to assess progress and capitalize on opportunities to further advance racial equity; and



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Racial Equity Core Principle

- Disrupting poverty by seeking to proactively advance racial equity.
- Collaborate with residents, community partners and institutions to promote racial equity in all areas of government, education, criminal justice, health, housing and economic success to increase the value of services we provide to our community.
- Commit to creating and sustaining an organizational culture that applies equity principles internally in order to end disparities in hiring and promotions.
- Increase opportunities in contracting and access for funding to minority businesses.



Franklin County
Board of Commissioners

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EQUITY & INCLUSION**



Franklin County Office of Diversity, Equity, and Inclusion Mission

The Franklin County Office of Diversity, Equity, and Inclusion (ODEI) is charged with leading the DEI strategies for Franklin County. By utilizing a racial equity framework ODEI will advance the principles of diversity, equity, inclusion, and accessibility in the ways we recruit, retain develop, procure, and offer our services.



FRANKLIN COUNTY OFFICE OF DIVERSITY, EQUITY & INCLUSION



Chief
Economic
Equity and
Inclusion
Officer



DEI
Administrator



DEI Program
Administrator



Economic
Equity
Administrator



Equity Data
Analyst



Fiscal
Officer



Racial
Equity
Council

Foundational Concepts:
EQUITY | COLLABORATE | CREATE | SUSTAIN | JUSTICE

Racial Equity Council

Cross Agency Engagement

The Inaugural Racial Equity Council (REC) was made of representatives from each 14 BOC agencies.

- Engaged in DEI concepts and education to become DEI Champions
- Developed 11 Racial Equity Recommendations to embed DEI into the fabric of BOC
- Provided feedback for REC 2022

Racial Equity Council Recommendations

1

Establish DEI standards and criteria for all Board of Commissioners agencies and community partners.

2

Create Racial Equity Council sub-groups within other Board of Commissioner Agencies.

3

Engage DEI Trauma Specialist to embed DEI within Franklin County BOC agencies.

4

Review, revise and create trainings to build empathy, create safe spaces, and generate buy-in and support.

5

Infuse recruitment and retention efforts with DEI best practices. Incorporate strategic recruitment tactics.

6

Implement and maintain DEI standards into BOC agencies.

7

Engage DEI position to embed DEI into contract process throughout Franklin County.

8

Enhance county resident experience flow through all agencies.

9

Showcase resources available in the community to support all Franklin County partners.

10

Evaluate external partnerships and build-in equity expectations.

11

Tell our story about how Franklin County is engraining racial equity into operations and services.

Racial Equity Council

Our WHY

- Dismantle internal and external systems of oppression
- Advocate for changes in policy, processes, and practices
- Address racial economic inequality to advance wealth equity and prosperity
- Enhance contracting opportunities for small and minority-owned businesses
- Create a workforce that is representative of the community we serve
- Promote fair treatment in hiring, promotion, performance evaluation, and corrective action
- Cultivate an environment of dignity, respect, and belonging
- Develop ongoing education and training on implicit bias, anti-racism, and cultural intelligence

Audit Overview

The Cultural Climate Audit

In July 2021, the Office of Diversity, Equity, and Inclusion conducted Franklin County's first cultural climate audit.



54% of county employees
responded to the survey

The CCA had four sections:

- 1) Demographics
- 2) Cultural Competence
- 3) Structural Accountability
- 4) Culture of Inclusivity

CCA Results were used to

- identify employee readiness and perception levels
- Provide recommendations for Franklin County to implement **based on where their employees are.**

Economic Equity

Economic Equity Goals

1

Increasing supplier diversity among small, minority, disadvantaged, veteran, women, and LGBTQ+ enterprise businesses doing business with Franklin County

2

Expanding economic equity collaboration with community partners

3

Expanding collaboration with internal agencies and partners, such as EDP, to promote growth

4

Enhancing employee performance goals to increase internal participation in economic equity growth initiatives



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EQUITY IMPACT



Franklin County
Board of Commissioners

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EQUITY & INCLUSION**

Social Determinants of Health

Franklin County
Public Health



Franklin County
**BOARD OF
COMMISSIONERS**

Health Works Franklin County • healthworksfranklincounty.org



Health-related social needs are found where people live, learn, work, and socialize. They have a direct influence on health outcomes.



ECONOMIC STABILITY

- Access to Livable Wages
- Insurance Status
- Access to Long-Term Employment
- Access to Financial Literacy
- Access to Adult Education and Job Training
- Increased Assets such as Home



HOUSING & NEIGHBORHOODS

- Safe Families
- Safe Neighborhoods
- Built Environment
- Smoke-Free Environments
- Increased Quality of Safe & Affordable Housing
- Improved Environmental Conditions



EDUCATION

- School-Based Health and Wellness
- Early Childhood Education and Development
- Access to Extracurricular Activities & Mentoring
- Increased High School Graduation
- Enrollment in Job Training or Post-Secondary



SOCIAL & COMMUNITY CONNECTIONS

- Access to Greenspace
- Restored Citizens (Individual and Family)
- Social Cohesion
- Civic Participation
- Perceptions of Discrimination & Equity
- Incarceration / Institutionalization



FOOD & NUTRITION

- Regular & Consistent Access to Healthy Foods
- Education on Nutrition & Overall Health Impacts
- Addressing Food Deserts & Inequalities



TRANSPORTATION

- Access to Reliable Transportation
- Proximity to Direct Public Transportation to Employment, Residence, and Healthcare
- Affordable Transportation

**EQUITY
IMPACT**

PRACTICE

UTILIZATION OF DATA

- Education and Awareness
- Inclusive Leadership Circles
- Small and Emerging Businesses
- Strategic Partnerships
- Equity Performance Measures

SMARTIE Goals

STRATEGIC | reflects an important dimension of what your organization seeks to accomplish (programmatic or capacity-building priorities).

MEASURABLE | includes standards by which reasonable people can agree on whether the goal has been met (by numbers or defined qualities).

AMBITIOUS | challenging enough that achievement would mean significant progress; a “stretch” for the organization.

REALISTIC | not so challenging as to indicate lack of thought about resources or execution; possible to track and worth the time and energy to do so.

TIME-BOUND | includes a clear deadline.

INCLUSIVE | brings traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.

(Source: OpenSource Leadership Strategies)

EQUITABLE | includes an element of fairness or justice that seeks to address systemic injustice, inequity, or oppression.

2023 BOC EQUITY PERFORMANCE MEASURES

Public Facilities Management

Request 100% of firms seeking to do business with the County to provide their DEI policy and/or plans.

Job and Family Services

- Create an FCDJFS Diversity and Inclusion Team
- No less than 20% of community initiatives will focus on enhancing equity & equitable outcomes

Child Support Enforcement Agency

100% of CSEA staff will receive training in the principles of procedural justice and behavioral economics to provide equitable service delivery to parents through intensive case management units.

Human Resources

- A minimum of one new employment referral relationship with a community organization consisting of or who are serving historically underrepresented group(s) will be established and implemented each calendar quarter to increase referrals, applications & hires from historically underrepresented groups in BOC agencies.
- Completion of a review of the FCBOC Employee Handbook in partnership with ODEI & Raising the Performance Group to ensure policies and procedures are consistent with Franklin County's commitment to DEI.

Justice Policy & Programs

- Implementation of annual OJPP/CASA staff survey regarding DEI to establish a first-year baseline to compare against annually
- Develop grant making strategies that identify opportunities to include participation of marginalized communities
- Increase in 10% the number of organizations funded through a cooperative agreement to support grassroots organizations
- DEI & KPI questions will be incorporated in the RFP process and survey to grant partners to measure DEI activities.
- Increase minority recruitment of CASA volunteers by at least 10%

Office on Aging

- 100% of all FCOA forms will be accessible in the top 3 spoken languages in Franklin County
- 100% of FCOA staff and providers will receive training about the aging population by January 2025.

EQUITY IMPACT

POLICY

BUILD SUSTAINABILITY

- Employee Handbook
- Legislative Advocacy
- Inclusive Statement
- Equity Plans

EQUITY IMPACT

PROGRAMS

CONTINUOUS ACCESSIBILITY AND BELONGING

- Workforce Inclusion
- Health and Human Services
- Franklin County Cooperative Health Improvement Program

Advancing equity is not a one-year project – it is a generational commitment that will require sustained leadership and partnership with all communities. -

*Advancing Equity and Racial Justice Through the
Federal Government*

Thank you!