Ohio Department of Transportation

Reaching Out and Offering Opportunity, Diversity & Inclusion

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John R. Kasich, Governor • Jerry Wray, Director

www.transportation.ohio.gov
UNDERSTANDING THE VALUE OF OPPORTUNITY, DIVERSITY & INCLUSION
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Why these Initiatives are Important to ODOT

- Building relationships that serve us all and reduce conflict
- Good for business

THE RIGHT THING TO DO
MOVING FORWARD

Opportunity, Diversity, and Inclusion
MOVING FORWARD

Mission
To promote diversity and provide equitable opportunities both internally and externally for all individuals

Vision
To set new standards of excellence in opportunity, diversity, and inclusion among all DOTs and state agencies
MOVING FORWARD

CHIEF OF STAFF

Deputy Director

Equal Opportunity

Small & Disadvantaged Business Enterprise

Outreach
MOVING FORWARD

Division Priorities

- Educate internal/external stakeholders
- Maintain aggressive outreach
- Gather and assess feedback
- Create real and sustainable opportunities
- Encourage on-the-job training
Office of Equal Opportunity
- Ensure non-discrimination
- Title VI, Title VII, ADA/504
- Engage and educate via internal training
MOVING FORWARD

Office of Small and Disadvantaged Business Enterprise

- Certification
- Contractor compliance
- Goal setting
- Supportive services
MOVING FORWARD

Office of Outreach

- Point of access for community
- Liaison for opportunity
- Engage and educate

Opportunity, Diversity, and Inclusion
HOW WE ARE ADJUSTING
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DBE Program

- Supportive Services
- PN 13
- NAICS and Certification audit
- Transparency
HOW WE ARE ADJUSTING

DBE Program

- Outreach Events
- Mentor-Protégé
- Capacity Building
- Consultant Program Revisions
HOW WE ARE ADJUSTING

SBE Program

- Parameters
  - $15 million annual receipts for construction
  - $7 million for engineering consultants
- Opportunities
  - Automatic certification
  - Simplified application
ACHIEVING RESULTS

Goal performance

- DBE Program Goal (FFY15): 8.9%
  Actual: 11.57%

- MBE Spend Goal (SFY15): 15%
  Actual: ~24%

- EDGE Goal (SFY15): 5%
  Actual: 13.26%

- 1012 Certified DBE Firms
  Up 101 from 2014
CLOSING REMARKS