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State agencies recognized for diversity and inclusion success
*Ohio Departments of Transportation and Insurance and Ohio Office of Budget and Management
recognized*

COLUMBUS (Sept. 9, 2019) — The Ohio Department of Administrative Services (DAS) today recognized three state agencies for their work to create diverse and inclusive workplaces. DAS Director Matt Damschroder presented the 2019 Diversity and Inclusion Awards to the Ohio Departments of Transportation and Insurance and the Ohio Office of Budget and Management.

“The State of Ohio is a diverse state, and our goal is for that diversity to be reflected throughout our state agencies,” said Governor Mike DeWine. “These awards are one way for us to recognize the success and leadership among our state agencies to become a more diverse and inclusive work environment.”

“The most successful organizations not only foster diverse and inclusive work environments, but also look toward the future with creative recruitment and retention strategies,” said Damschroder. “Congratulations to these agencies for embracing Governor DeWine’s vision for workplaces that value diversity and reflect the citizenry they serve.”

The DAS Equal Opportunity Division hosts the awards program and presented them today during its biannual Diversity and Inclusion Institute. The institute is for state employees and other government entities. A panel from the Central Ohio Diversity Consortium judged submissions and selected winners in three categories based on agency size.

Recipients were selected for their innovative pipeline recruitment strategies that allow job candidates and employees to learn, explore, and experience the organization at all levels:

- The Ohio Department of Transportation (More than 1,000 employees) - ODOT was recognized for two apprenticeship programs. The Highway Apprentice Program provides applicants interested in highway maintenance with entry-level temporary employment for up to 16 weeks. Apprentices become full-time highway technicians when they complete the program. In addition, the agency’s Second Chance Apprentice Program links individuals soon to be released from the Ohio Reformatory for Women with opportunities for a pathway to full-time employment with the agency.

- The Ohio Department of Insurance (251 to 1,000 employees) – Seeking to add more individuals who identify as Asian, Hispanic/Latino, and Native American, ODI forged partnerships with several specialized organizations. Job postings are shared with multiple organizations such as the Asian American Center, Asian/Pacific Islander Advisory Council, Philippine American Society of Central Ohio, and the Commission on Hispanic/Latino Affairs. The agency’s equal opportunity officer also frequents specialized job fairs and festivals to connect with these groups.
- The Ohio Office of Budget and Management (Fewer than 251 employees) – OBM took several steps to construct its recruitment pipeline. First, it formed relationships with high schools, colleges and universities to help students develop skills necessary to join the agency. OBM also shares position openings with their fellow agency, Opportunities for Ohioans with Disabilities, to connect disabled Ohioans with meaningful work at the agency. The agency also is pursuing the development of a similar pipeline to recruit women in finance.

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DAS is the hub of State government, working behind the scenes to deliver innovative services and solutions that support the operation of State agencies, boards and commissions.

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