ONONDAGA COUNTY OFFICE OF DIVERSITY AND INCLUSION

2027 EXECUTIVE BUDGET WRITTEN STATEMENT

SECTION 1:

2026 INITIATIVES & ACCOMPLISHMENTS

Diversity, Equity & Inclusion Onboarding Training- We have trained 260 new employees from January 1 to September 8, and as of August 1, we have increased our minority hiring by 27%.

Minority Women Business Enterprise (MWBE)/ MWBE Certification Program- So far this year, we have certified 18 small businesses with their Onondaga County MWBE certifications. The MWBE Division has organized a MWBE Roundtable event scheduled for September 15. This event will bring together MWBEs from all sectors to discuss the County's MWBE Certification Program, learn how to submit bids for County contracts, address potential barriers, and explore networking opportunities within the MWBE community.

Service-Disabled Veteran-Owned Business (SDVOB) Certification Program- Since launching the SDVOB program in January 2026, we have certified three businesses.

One Stop Shop Program- We conducted 18 workshops for small businesses and entrepreneurs, covering topics such as Construction Readiness, the Ins and Outs of Grants, Business Planning & Goal Setting, and Lead Safety. We also have six additional workshops scheduled for the remainder of the year.

Title VI ADA & LEP training- The 2016 Title VI Plan has been updated and revised to include the new protected characteristics.

Commercial Driver License Class B (CDL-B) Workforce Training Initiative- This Initiative prepares participants to obtain a New York State Class B Commercial Driver License. Combines Commercial Learner Permit (CLP) preparation, federally required Entry-Level Driver Training (ELDT), behind-the-wheel instruction, workforce readiness, and employment opportunities.

Participants will receive instruction through qualified industry training partners, ensuring compliance with all applicable federal and New York State CDL training requirements while providing direct connections to employment opportunities throughout Central New York.

2026 BUDGET REVIEW

The Office of Diversity & Inclusion will finish 2026 within budget.

SECTION 2:

2027 BUDGET OVERVIEW

The 2027 budget includes standard wage increases consistent with the baseline budgeting approach.

The Office of Diversity's 2027 Travel and Training and Professional Services appropriations both remain flat from 2026. Travel and Training supports the One-Stop Shop Program, which provides workshops for small businesses and entrepreneurs on topics such as construction readiness, grants, business planning, and lead safety. Professional Services supports interpreter services necessary to ensure access to County programs and services.

SECTION 3:

2027 STRATEGIC PRIORITIES

In 2027, our primary focus will be implementing our Summer Youth Employment Program, designed for youth 16 to 20 years old.

Onondaga County currently offers summer (seasonal) employment opportunities. The Office of Diversity and Inclusion will request ten (10) participants from the following ZIP codes: 13202, 13203, 13205, 13208, and 13210. These areas have been identified as distressed communities that are under-resourced and face significant socio-economic challenges.

This initiative aims to empower our youth by equipping them with essential skills that support both personal and professional growth. In collaboration with the One-Stop Shop Team and our community partners, the program will prioritize:

- Comprehensive skill development
- Mental health awareness
- Conflict resolution
- Human rights education
- Career exploration opportunities
- Community engagement

By focusing our efforts on these key areas, we strive to help the next generation build meaningful and sustainable career pathways that align with their interests and strengths, while also strengthening the economic vitality of our community. We also emphasize equipping young people with essential conflict-resolution skills, including effective communication, active listening, and problem-solving strategies. These competencies are critical for navigating interpersonal challenges in both their personal lives and future workplaces. By addressing these important aspects, we empower them to grow into resilient leaders and responsible citizens.