

CML Diversity & Inclusion Program

GOAL:

1. 20% contracts awarded to MBE/WBE owned businesses
2. 10% minority workforce participation
3. 6.9% female workforce participation

COMMUNITY ENGAGEMENT

Education and Implementation

- Construction Manager at Risk (CMaR) delivery model for 8 projects in 2020 Vision Plan
- CML Diversity & Inclusion Program presented to Board of Trustees December 2014
- Nancy Tidwell hired as CML diversity and inclusion consultant – August 2014
 - regularly communicates with MBE/ WBE firms to answer questions and concerns
 - ongoing conversations with community advocates
 - provides contractors with award confirmation letter with their stated commitment to inclusion, a list of potential workers and other resources
- Letter of commitment to Melinda Carter, Director, City of Columbus Equal Business Opportunity Commission expressing CML's commitment to the community – Feb. 2015
- Diversity & Inclusion Program presentation for Public Service Managers by Nancy Tidwell – March 2015
- Diversity & Inclusion Program presentation for CML Diversity Committee by Nancy Tidwell – March 2015

Bidding and Contracting Community Meetings

- Diversity & Inclusion Program kickoff event about CML building projects – open to all contractors/workers – Fall 2014
- CML contractor meeting at Turner Construction to share information about bid packages and processes – March 2015
- Pre-bid meeting at Main Library for contractors and workers – March 2015
- Quarterly meetings with CML Contractors Advisory Group
 - initiated by CML inclusion consultant and includes leaders in the minority contracting community – 2015
- CML presence at union job fairs and ongoing conversations with union leaders – 2015

Marketing and Advertising to the Community

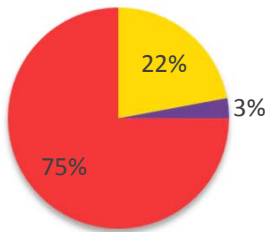
- Full-page bid advertisement prominently displayed in *Columbus African American News Journal* – Feb. 2015
- Created construction job referral flier
 - distributed at branches and posted online for those who want to be considered for employment by contractors – March 2015
- Enhanced CML Diversity & Inclusion Program presence on columbuslibrary.org – March 2015
- Created and distributed business cards with CML Diversity & Inclusion Program goals to share throughout the community – March 2015
- Article by Nancy Tidwell about CML's commitment to the Diversity & Inclusion Program printed in *Columbus African American News Journal* – April 2015

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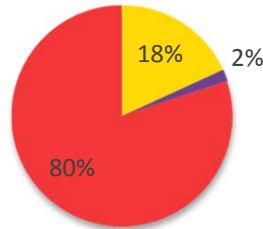
CONSTRUCTION CONTRACTS AWARDED AS OF 6/30/15

All Projects



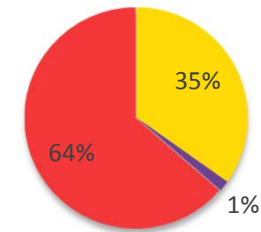
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Main Renovation



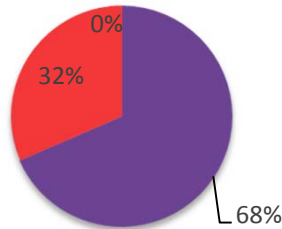
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Parsons



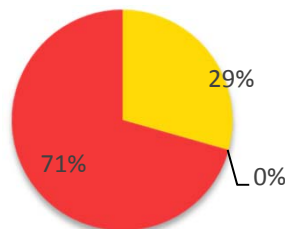
■ MBE ■ WBE ■ All Others

Northern Lights



■ MBE ■ WBE ■ All Others

Shepard



■ MBE ■ WBE ■ All Others

This data is based on dollars awarded as of 6/30/15. Additional contracts will be awarded for all projects listed.

*M/WBE = Minority Business Enterprise or Woman Business Enterprise

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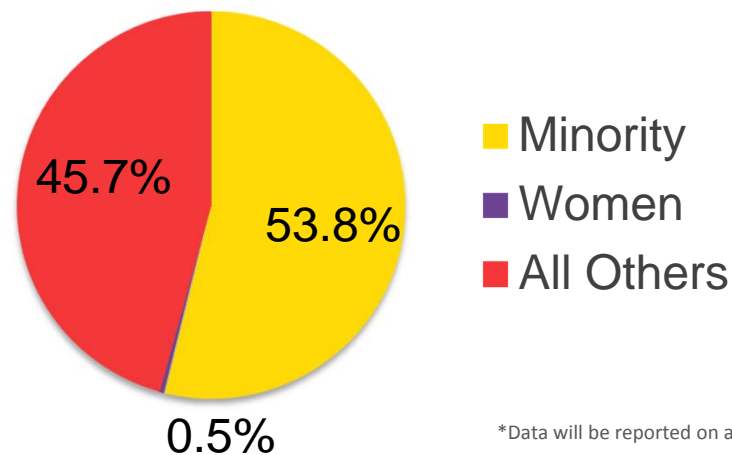
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CONSTRUCTION WORKFORCE PARTICIPATION

Main Library and Parson's Branch

Hours Worked to Date
(as of 6/30/15)



*Data will be reported on additional 2020VP projects as it becomes available.