

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
- 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 presentations for Public Service Managers and CML Diversity Committee by Nancy Tidwell – March 2015
- Turner Construction Asst. Engineer discussion with CML community interns on construction careers – July 2015
- Free prevailing wage seminar open to local contractors – August 2015
- FastPath Program Construction Skills track – resulted from collaboration with local minority contractors and Columbus State – Jan. 2016
- Collaboration with CML Contractor Advisory Group, N. Tidwell, ECDI to establish community mobilization fund for small contractors – June 2016

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
- CML presence at union job fairs and ongoing conversations with union leaders – 2015
- CML Contractor meeting — July 2015
- Northern Lights bid package mtg- July 2015
- City of Columbus Equal Business Opportunity Commission Director's panel discussion on the importance of minority inclusion practices - August 2015
- Shepard Branch pre-bid meeting – Oct. 2015
- Quarterly meetings with CML Contractors Advisory Group – 2015/16
- Turner contractor event – Sept. 2016
- CML contractor panel discussion – Jan. 2017
- Contractor networking meeting – April 2017
- Contractor partnership meeting – Sept. 2017

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
- *Columbus African American News Journal* advertisement – Jan. 2017
- *Columbus African American News Journal* advertisement – Sept. 2017



CML Diversity & Inclusion Program

The following data & visualizations are provided by:
Thoughtwell Data Insights, Columbus, OH



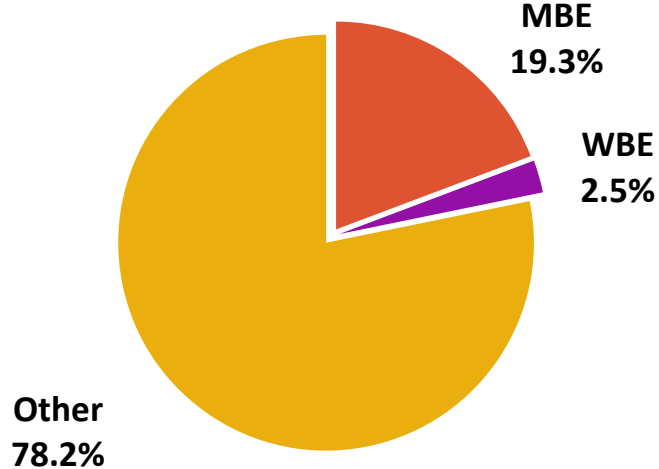
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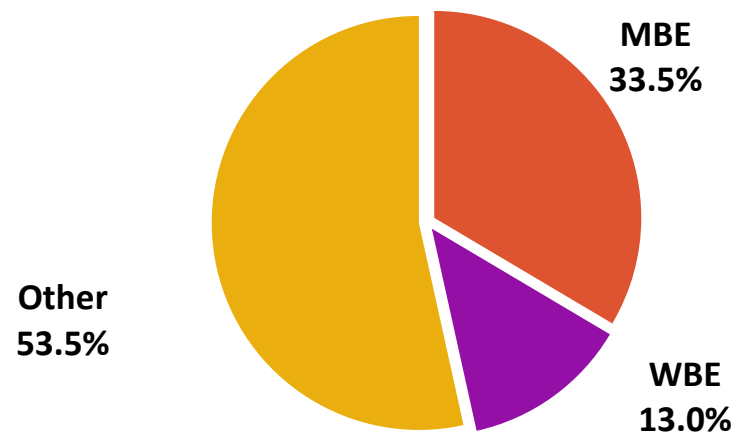
CONSTRUCTION CONTRACTS AWARDED AS OF 5/31/18

All Active Projects

Total value of contracts to date



Total number of contracts to date



This data is based on dollars awarded as of 7/26/18. Additional contracts will be awarded for all projects listed.

*M/WBE = Minority Business Enterprise or Woman Business Enterprise
**Percentages may add up to greater than 100% due to rounding

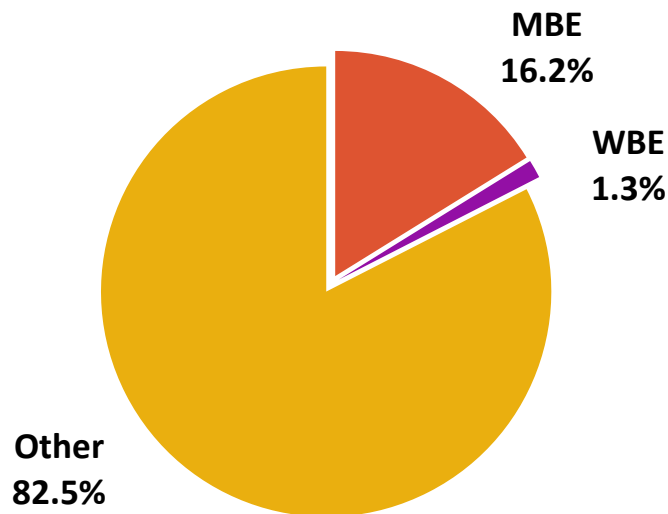
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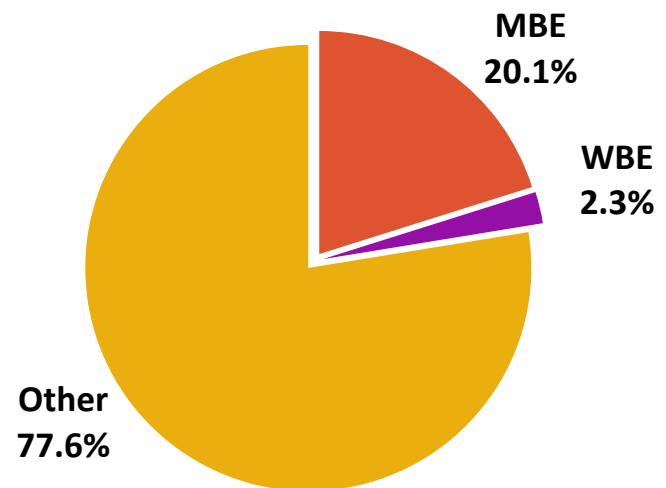
Main Library

Value of contracts



Parsons Branch

Value of contracts



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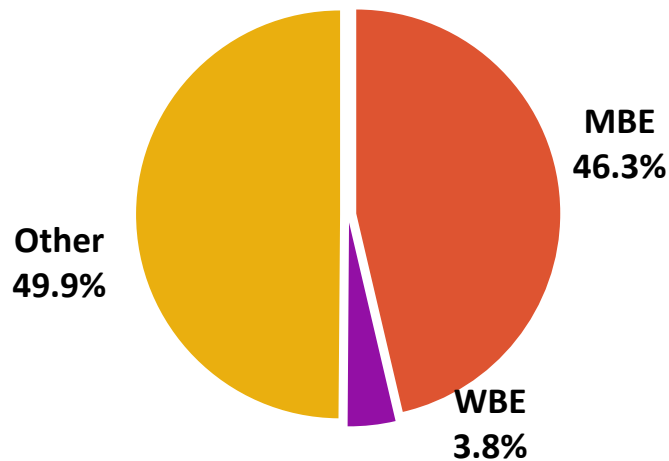
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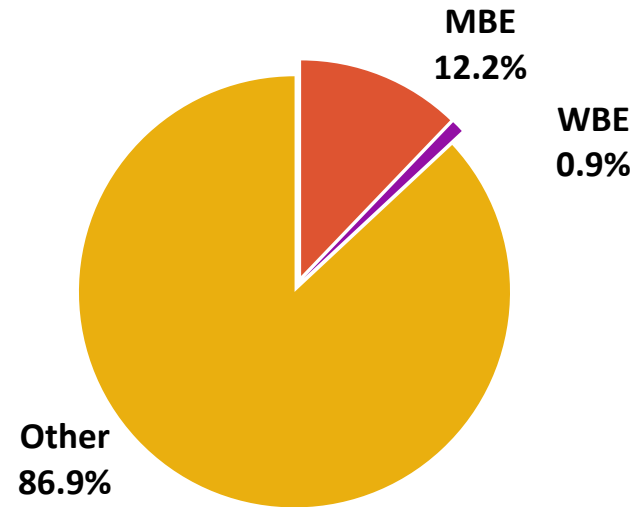
Northern Lights Branch

Value of contracts



Shepard Branch

Value of contracts



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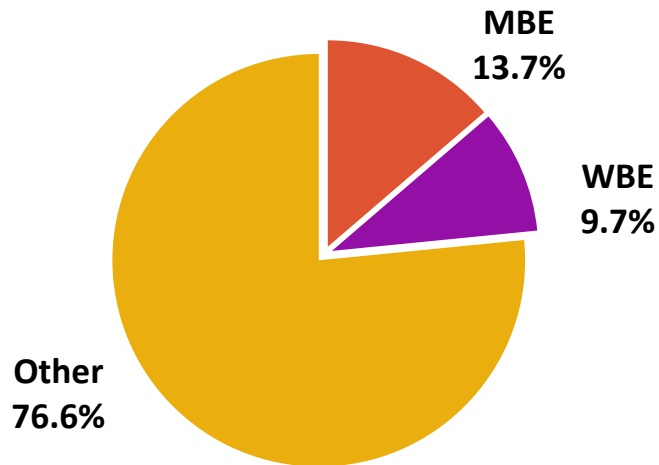
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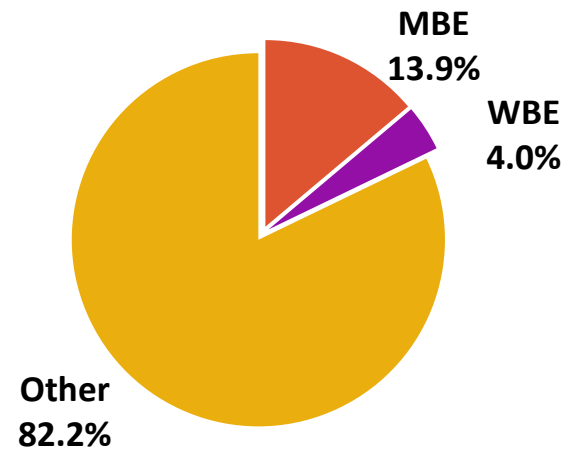
Northside Branch

Value of contracts



Hilliard Branch

Value of contracts



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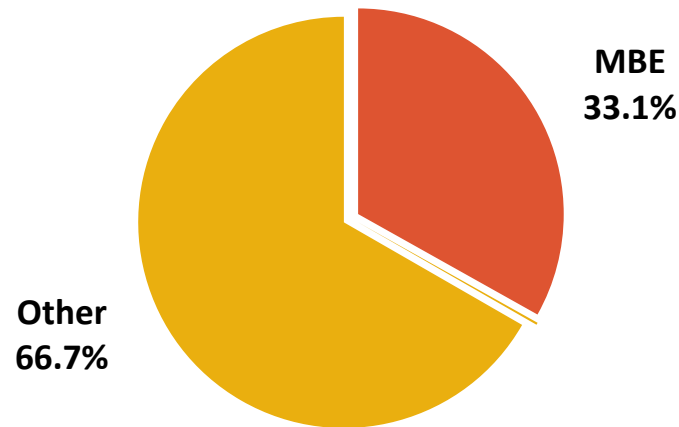
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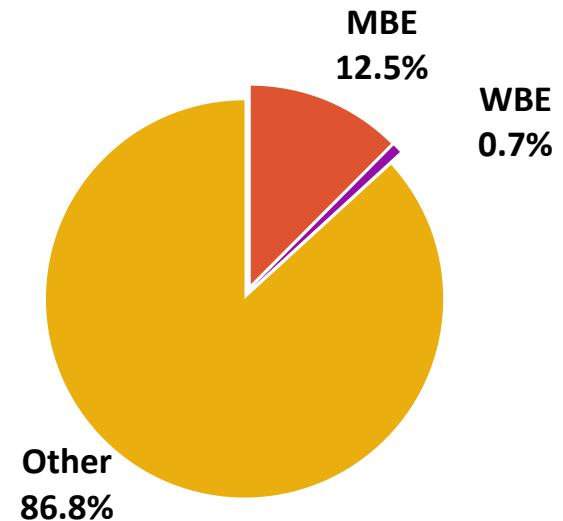
Martin Luther King Branch

Value of contracts



Dublin Branch

Value of contracts



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CML Diversity & Inclusion Program

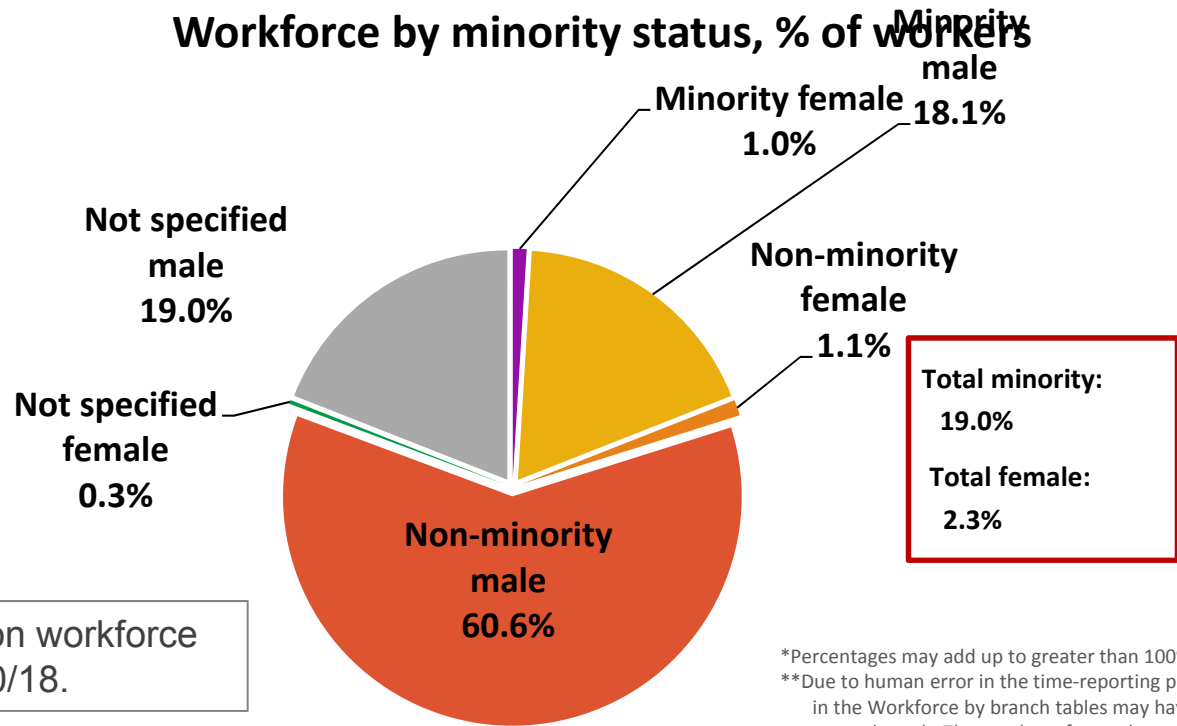
GOALS:

1. 10% minority workforce participation
2. 6.9% female workforce participation

CONSTRUCTION WORKFORCE PARTICIPATION

All Active Projects

Workforce by minority status, % of workers



This data is based on workforce reports through 7/30/18.

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CML Diversity & Inclusion Program

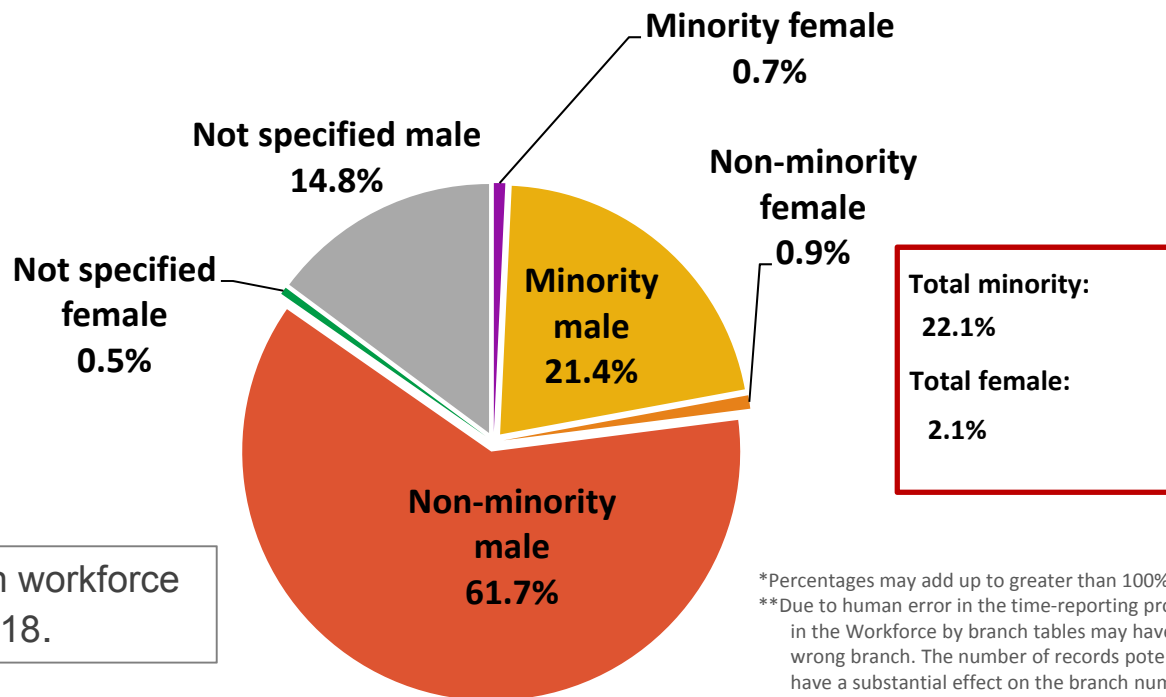
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All Active Projects

Workforce by minority status, % of hours



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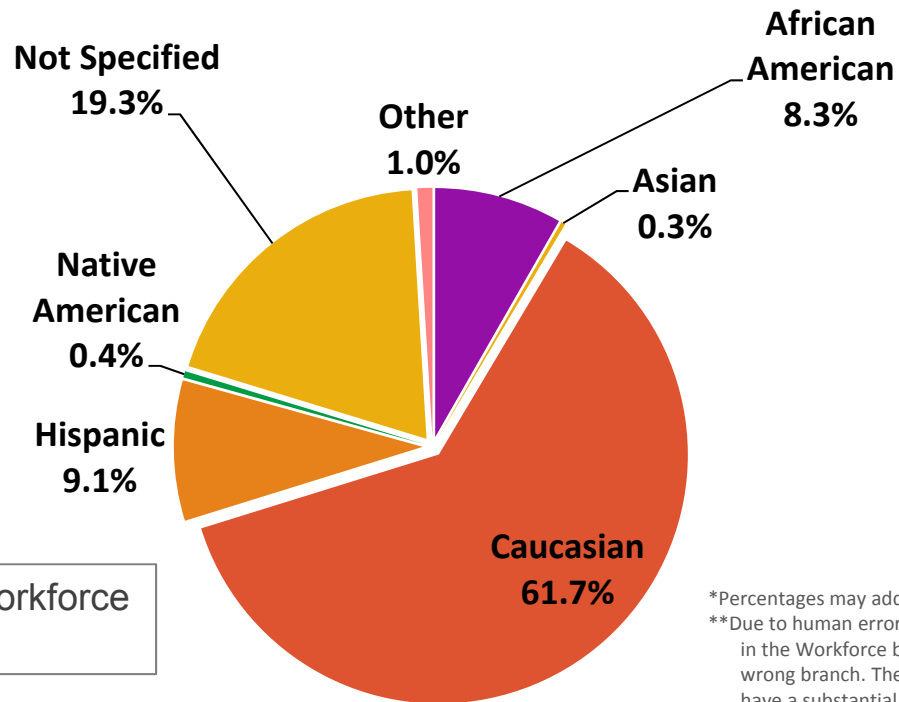
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CONSTRUCTION WORKFORCE PARTICIPATION

All Active Projects

Workforce by race/ethnicity, % of workers



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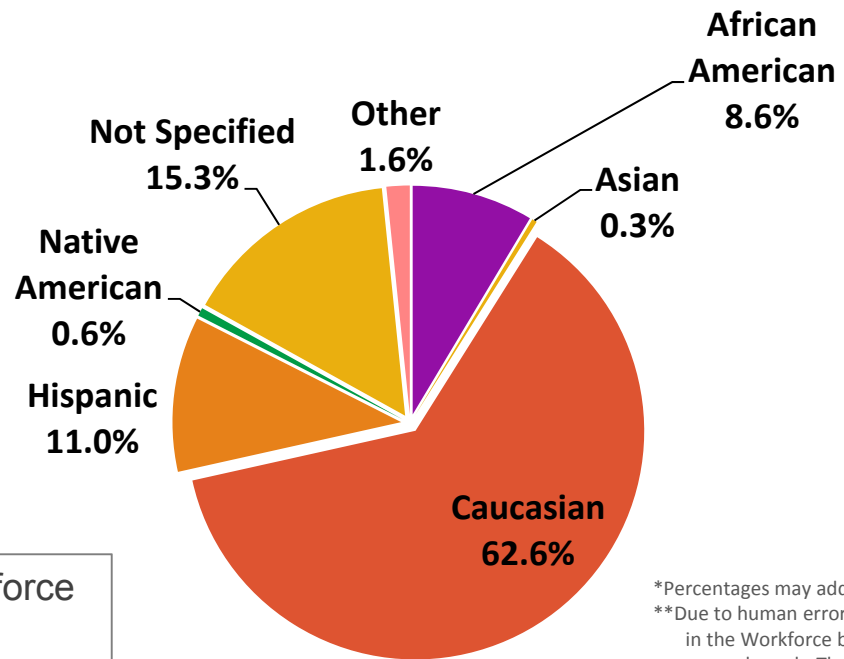
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Workforce by race/ethnicity, % of hours



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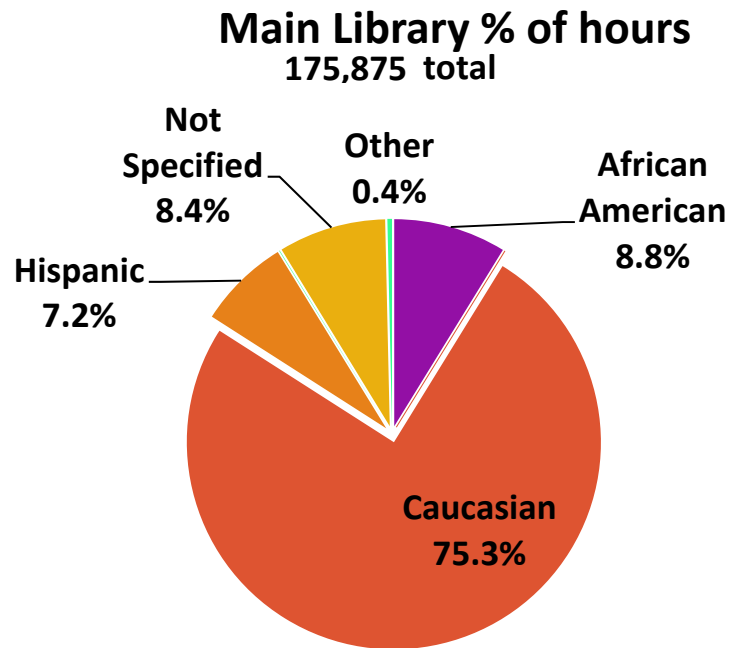
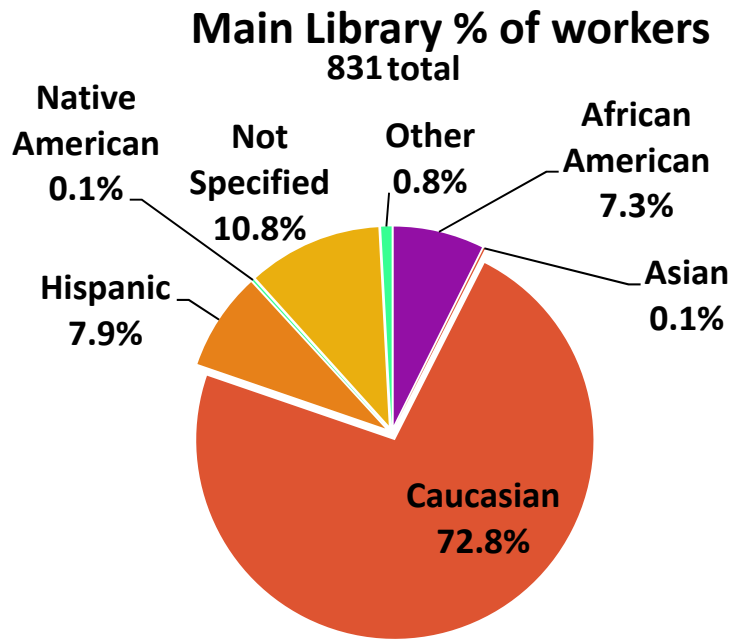
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CML Diversity & Inclusion Program

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CONSTRUCTION WORKFORCE PARTICIPATION



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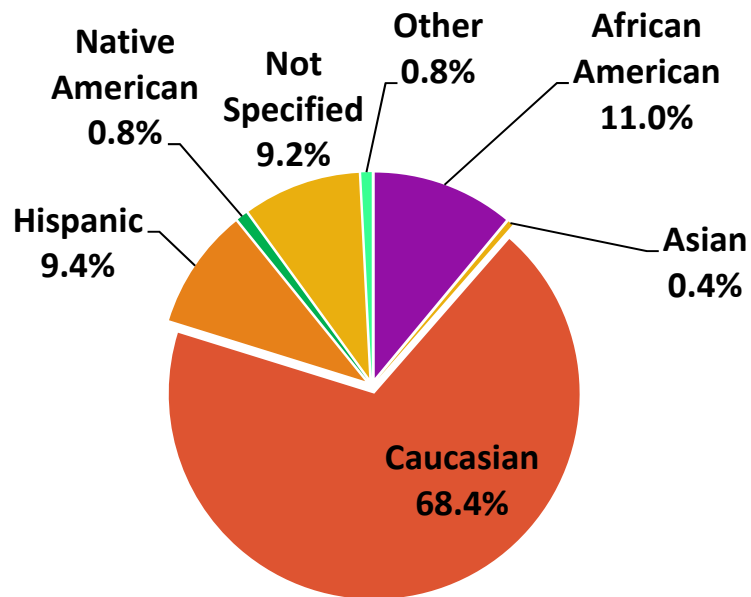
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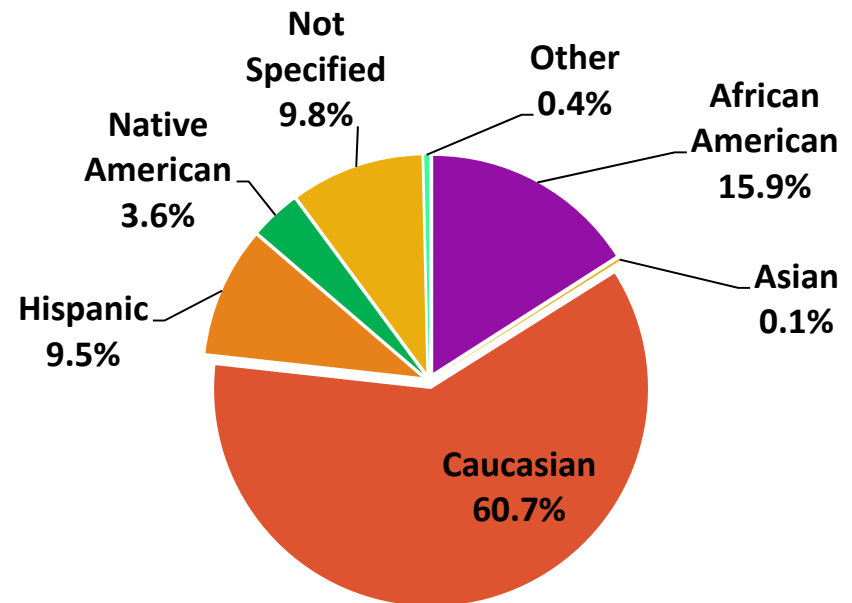
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CONSTRUCTION WORKFORCE PARTICIPATION

Northern Lights Branch % of workers
490 total



Northern Lights Branch % of hours
49,027 total



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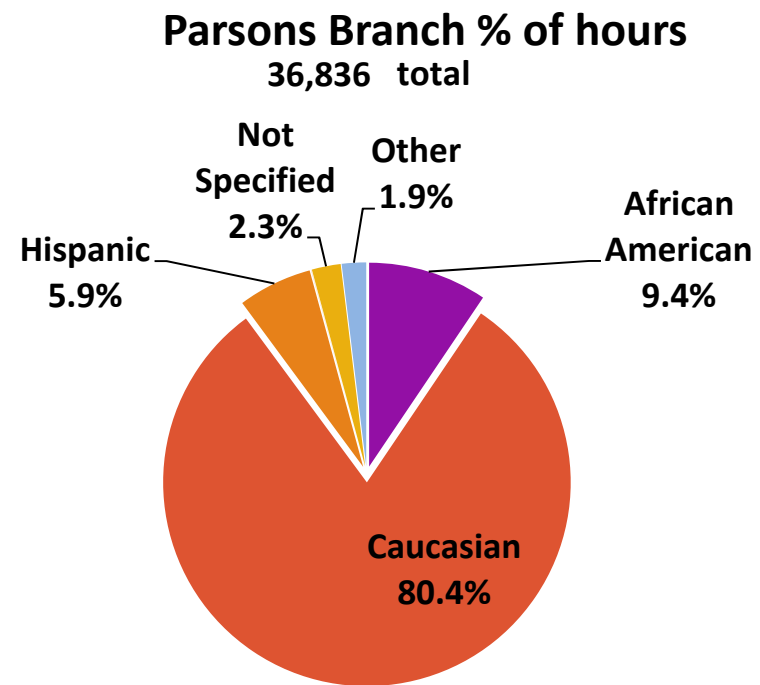
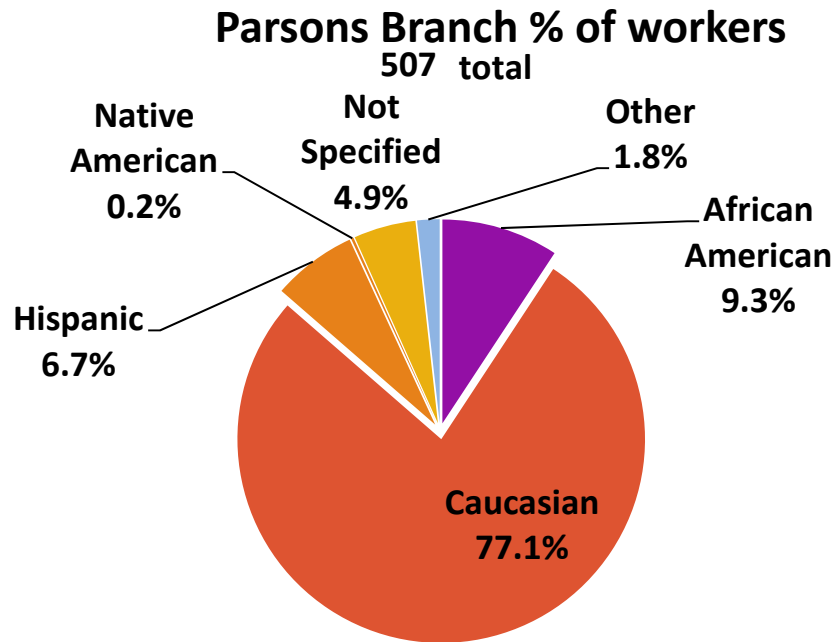
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CML Diversity & Inclusion Program

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CONSTRUCTION WORKFORCE PARTICIPATION



This data is based on workforce reports through 12/24/16 – project close date.

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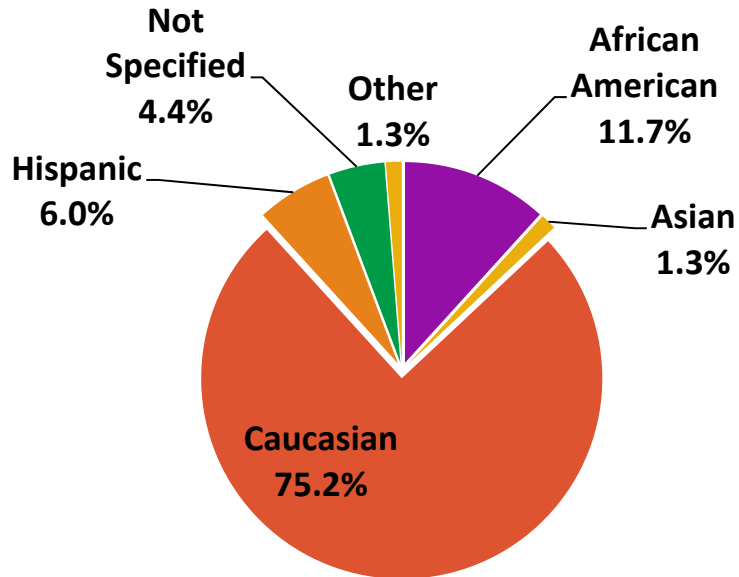
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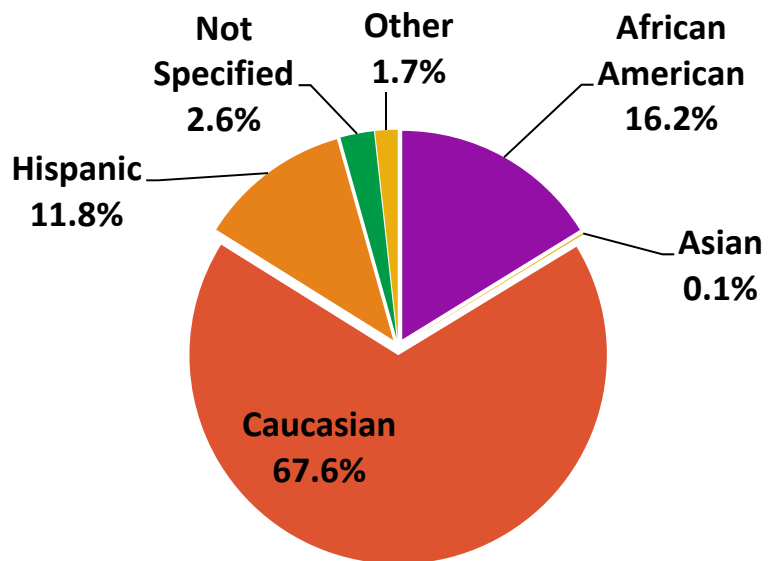
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CONSTRUCTION WORKFORCE PARTICIPATION

Shepard Branch % of workers
315 total



Shepard Branch % of hours
21,221 total



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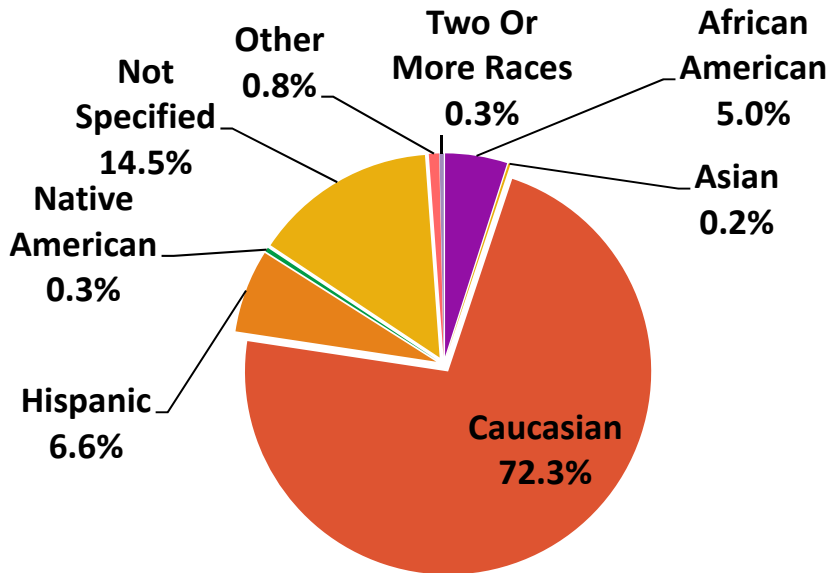
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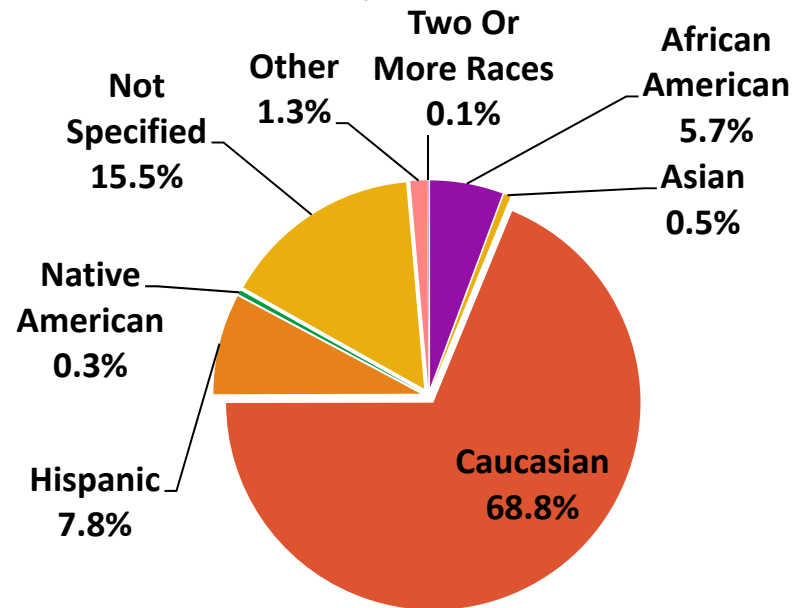
Northside Branch % of workers

606 total



Northside Branch % of hours

57,948 total



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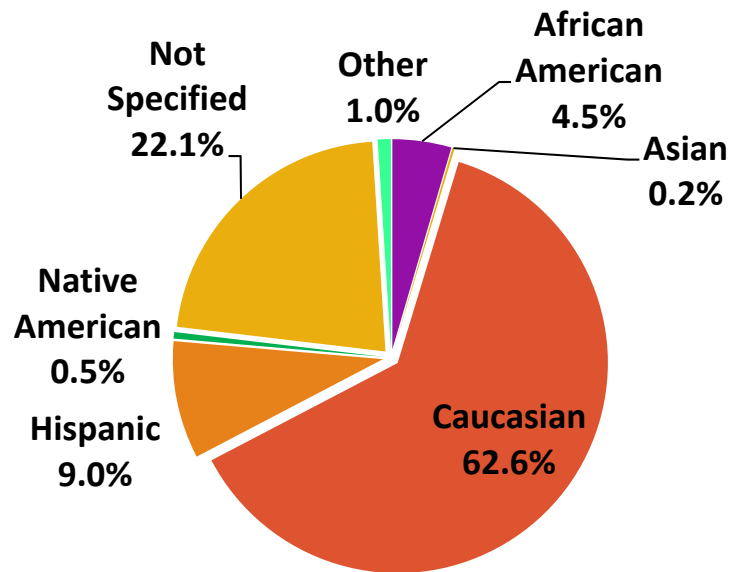
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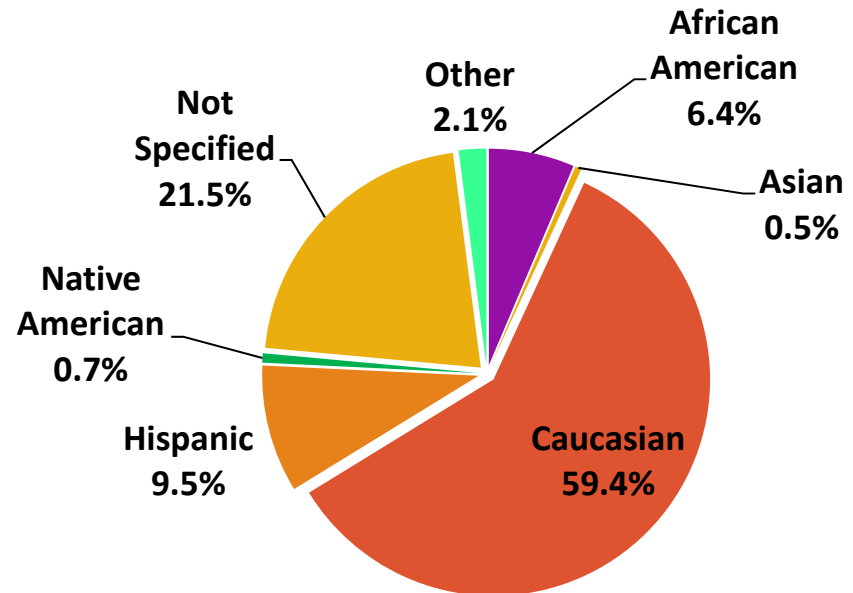
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CONSTRUCTION WORKFORCE PARTICIPATION

Hilliard Branch % of workers
597 total



Hilliard Branch % of hours
69,428 total



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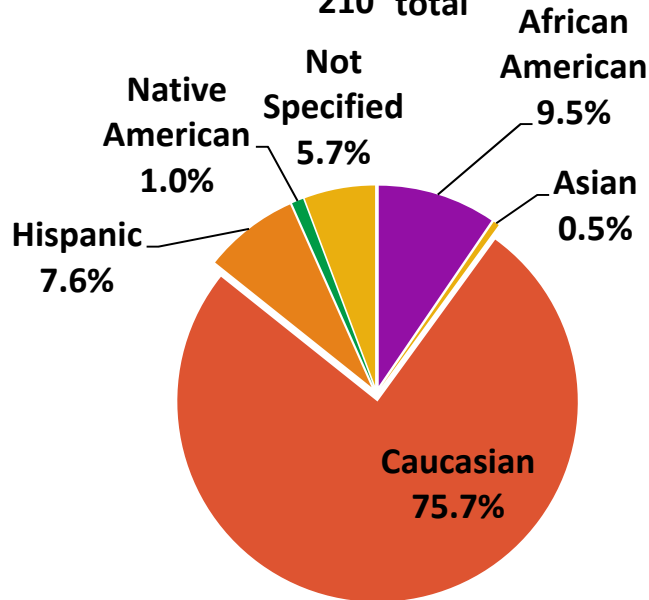
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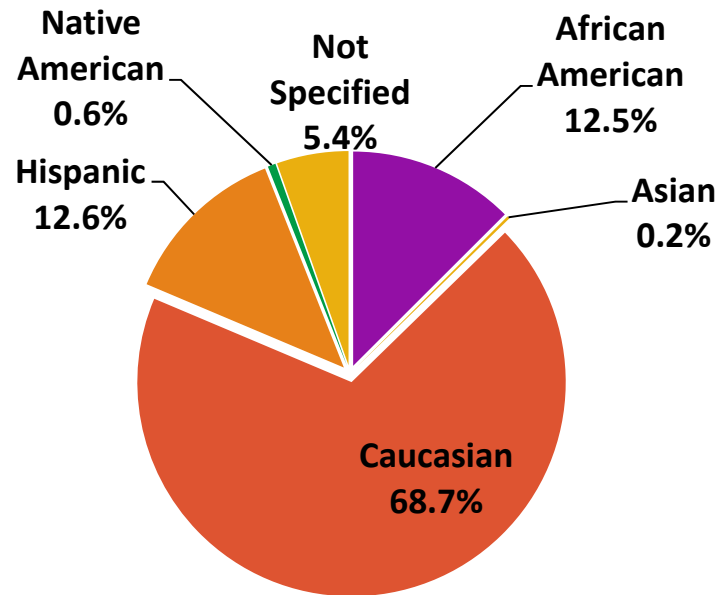
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CONSTRUCTION WORKFORCE PARTICIPATION

MLK Branch % of workers
210 total



MLK Branch % of hours
26,775 total



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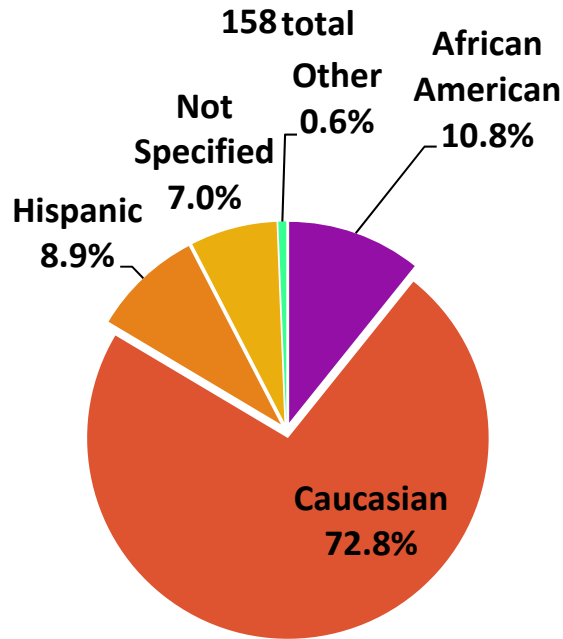
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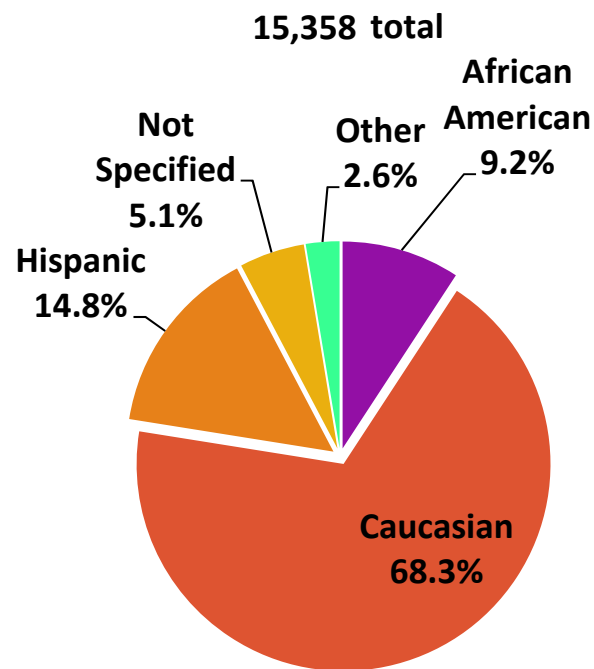
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CONSTRUCTION WORKFORCE PARTICIPATION

Dublin Branch, % of workers



Dublin Branch % of hours



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