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

### 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
- Free prevailing wage seminar open to local contractors – August 2015
- 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
- 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
CML Diversity & Inclusion Program

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

CONSTRUCTION CONTRACTS AWARDED AS OF 5/31/18

GOAL: 20% contracts awarded to MBE/WBE owned businesses

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
CONSTRUCTION CONTRACTS AWARDED AS OF 5/31/18

**CML Diversity & Inclusion Program**

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CONSTRUCTION CONTRACTS AWARDED AS OF 5/31/18

CML Diversity & Inclusion Program

**GOAL:** 20% contracts awarded to MBE/WBE owned businesses

CONSTRUCTION CONTRACTS AWARDED AS OF 5/31/18

**Northern Lights Branch**

Value of contracts

- Other: 49.9%
- MBE: 46.3%
- WBE: 3.8%

**Shepard Branch**

Value of contracts

- Other: 86.9%
- MBE: 12.2%
- WBE: 0.9%

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CONSTRUCTION CONTRACTS AWARDED AS OF 5/31/18

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CML Diversity & Inclusion Program

**GOAL:** 20% contracts awarded to MBE/WBE owned businesses

**CONSTRUCTION CONTRACTS AWARDED AS OF 5/31/18**

**Martin Luther King Branch**
- Value of contracts
  - MBE 33.1%
  - Other 66.7%

**Dublin Branch**
- Value of contracts
  - MBE 12.5%
  - WBE 0.7%
  - Other 86.8%

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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

- **Minority male**: 18.1%
- **Minority female**: 1.0%
- **Non-minority male**: 60.6%
- **Non-minority female**: 1.1%
- **Not specified male**: 19.0%
- **Not specified female**: 0.3%

Total minority: 19.0%
Total female: 2.3%

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**Due to human error in the time-reporting process, a small number of records in the Workforce by branch tables may have been wrongly attributed to the wrong branch. The number of records potentially with error are too small to have a substantial effect on the branch number of workers category.

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

- Non-minority male: 61.7%
- Minority male: 21.4%
- Minority female: 0.7%
- Non-minority female: 0.9%
- Not specified female: 0.5%
- Not specified male: 14.8%

Total minority: 22.1%
Total female: 2.1%

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All Active Projects

Workforce by race/ethnicity, % of workers

Caucasian: 61.7%
Hispanic: 9.1%
African American: 8.3%
Not Specified: 19.3%
Native American: 0.4%
Asian: 0.3%
Other: 1.0%

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CONSTRUCTION WORKFORCE PARTICIPATION

**GOALS:**
1. 10% minority workforce participation
2. 6.9% female workforce participation

All Active Projects

Workforce by race/ethnicity, % of hours

- Caucasian: 62.6%
- Hispanic: 11.0%
- African American: 8.6%
- Asian: 0.3%
- Native American: 0.6%
- Not Specified: 15.3%
- Other: 1.6%

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CML Diversity & Inclusion Program

GOALS:
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CONSTRUCTION WORKFORCE PARTICIPATION

This data is based on workforce reports through 5/21/17 – project close date.

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CONSTRUCTION WORKFORCE PARTICIPATION

Northern Lights Branch % of workers
490 total

- Caucasian: 68.4%
- African American: 11.0%
- Hispanic: 9.4%
- Native American: 0.8%
- Not Specified: 9.2%
- Asian: 0.4%

Northern Lights Branch % of hours
49,027 total

- Caucasian: 60.7%
- African American: 15.9%
- Hispanic: 9.5%
- Native American: 3.6%
- Not Specified: 9.8%
- Other: 0.4%
- Asian: 0.1%

This data is based on workforce reports through 7/1/17 – project close date.

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CML Diversity & Inclusion Program

**GOALS:**
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**CONSTRUCTION WORKFORCE PARTICIPATION**

**Parsons Branch % of workers**
- Caucasian: 77.1%
- African American: 9.3%
- Hispanic: 6.7%
- Not Specified: 4.9%
- Other: 1.8%
- Native American: 0.2%

Total workers: 507

**Parsons Branch % of hours**
- Caucasian: 80.4%
- African American: 9.4%
- Hispanic: 5.9%
- Not Specified: 2.3%
- Other: 1.9%

Total hours: 36,836

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

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CML Diversity & Inclusion Program

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CONSTRUCTION WORKFORCE PARTICIPATION

Shepard Branch % of workers
315 total

- Caucasian: 75.2%
- African American: 11.7%
- Hispanic: 6.0%
- Not Specified: 4.4%
- Other: 1.3%

Shepard Branch % of hours
21,221 total

- Caucasian: 67.6%
- African American: 16.2%
- Hispanic: 11.8%
- Not Specified: 2.6%
- Other: 1.7%
- Asian: 0.1%

This data is based on workforce reports through 5/6/17 – project close date.

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CML Diversity & Inclusion Program

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CONSTRUCTION WORKFORCE PARTICIPATION

Northside Branch % of workers

- Caucasian: 72.3%
- Hispanic: 6.6%
- Native American: 0.3%
- Not Specified: 14.5%
- Other: 0.8%
- African American: 5.0%
- Two Or More Races: 0.3%

Northside Branch % of hours

- Caucasian: 68.8%
- Hispanic: 7.8%
- Native American: 0.3%
- Not Specified: 15.5%
- Other: 1.3%
- African American: 5.7%
- Two Or More Races: 0.1%

This data is based on workforce reports through 12/3/17 – project close date.

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**CML Diversity & Inclusion Program**

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**Construction Workforce Participation**

**Hilliard Branch % of workers**
- 597 total
- Caucasian: 62.6%
- African American: 4.5%
- Hispanic: 9.0%
- Native American: 0.5%
- Not Specified: 22.1%
- Other: 1.0%

**Hilliard Branch % of hours**
- 69,428 total
- Caucasian: 59.4%
- African American: 6.4%
- Hispanic: 9.5%
- Native American: 0.7%
- Not Specified: 21.5%
- Other: 2.1%

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CML Diversity & Inclusion Program

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**CONSTRUCTION WORKFORCE PARTICIPATION**

**Dublin Branch, % of workers**
- Caucasian: 72.8%
- African American: 10.8%
- Hispanic: 8.9%
- Not Specified: 7.0%
- Other: 0.6%
- Total: 158 workers

**Dublin Branch % of hours**
- Caucasian: 68.3%
- African American: 9.2%
- Hispanic: 14.8%
- Not Specified: 5.1%
- Other: 2.6%
- Total: 15,358 hours

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