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
- 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
- Professional svs partnership mtg – Sept. 2018

**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
CML Diversity & Inclusion Program

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

**Construction Contracts Awarded as of 10/15/18**

**All Active Projects**

- **Total Value of Contracts to Date**
  - MBE: 19.3%
  - WBE: 2.4%
  - Other: 78.2%

- **Total Number of Contracts to Date**
  - MBE: 33.8%
  - WBE: 12.6%
  - Other: 53.6%

This data is based on dollars awarded as of 10/15/18. 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**
CML Diversity & Inclusion Program

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

CONSTRUCTION CONTRACTS AWARDED AS OF 5/31/18

Main Library

Value of contracts

- MBE 16.2%
- WBE 1.3%
- Other 82.5%

Parsons Branch

Value of contracts

- MBE 20.1%
- WBE 2.3%
- Other 77.6%

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

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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**

**Northern Lights Branch**

- Value of contracts
  - Other: 49.9%
  - MBE: 46.3%
  - WBE: 3.8%

**Shepard Branch**

- Value of contracts
  - MBE: 12.2%
  - WBE: 0.9%
  - Other: 86.9%

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**Percentages may add up to greater than 100% due to rounding*
20% contracts awarded to MBE/WBE owned businesses

CONSTRUCTION CONTRACTS AWARDED AS OF 10/15/18

**Northside Branch**

- **Value of contracts**
  - MBE 13.7%
  - WBE 9.7%
  - Other 76.6%

**Hilliard Branch**

- **Value of contracts**
  - MBE 13.9%
  - WBE 3.2%
  - Other 83.0%

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CML Diversity & Inclusion Program

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

**CONSTRUCTION CONTRACTS AWARDED AS OF 10/15/18**

**Martin Luther King Branch**

Value of contracts

- MBE 33.2%
- Other 66.6%

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**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

- Non-minority male: 61.1%
- Minority male: 17.2%
- Minority female: 1.1%
- Non-minority female: 0.9%
- Not specified male: 19.5%
- Not specified female: 0.2%

Total minority: 18.2%
Total female: 2.2%

This data is based on workforce reports through 10/15/18.

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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.*
CONSTRUCTION WORKFORCE PARTICIPATION

All Active Projects

Workforce by minority status, % of hours

- Minority male: 22.8%
- Minority female: 0.7%
- Non-minority male: 60.7%
- Non-minority female: 1.0%
- Not specified male: 14.5%
- Not specified female: 0.4%

Total minority: 23.5%
Total female: 2.0%

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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 race/ethnicity, % of workers

- Caucasian: 62.0%
- Hispanic: 9.2%
- African American: 7.6%
- Native American: 0.4%
- Asian: 0.2%
- Other: 0.8%
- Not Specified: 19.8%

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CML Diversity & Inclusion Program

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CONSTRUCTION WORKFORCE PARTICIPATION

All Active Projects

Workforce by race/ethnicity, % of hours

- Caucasian: 61.6%
- Hispanic: 11.9%
- African American: 9.2%
- Not Specified: 14.9%
- Native American: 0.6%
- Asian: 0.3%
- Other: 1.6%

This data is based on workforce reports through 10/15/18.

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CML Diversity & Inclusion Program

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

**Northern Lights Branch % of workers**

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

490 total workers

**Northern Lights Branch % of hours**

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

49,027 total hours

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

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1. 10% minority workforce participation
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This data is based on workforce reports through 12/24/16 – project close date.

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1. 10% minority workforce participation
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This data is based on workforce reports through 5/6/17 – project close date.

Shepard Branch % of workers
315 total

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

Shepard Branch % of hours
21,221 total

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

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1. 10% minority workforce participation
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This data is based on workforce reports through 12/3/17 – project close date.

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CONSTRUCTION WORKFORCE PARTICIPATION

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