

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
- Professional svcs 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
- *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



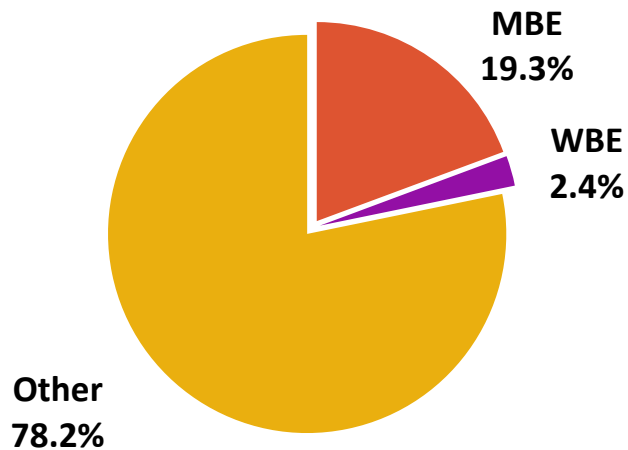
CML Diversity & Inclusion Program

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

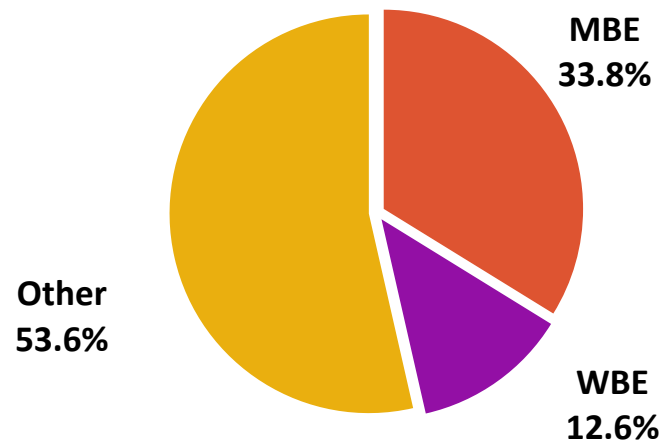
CONSTRUCTION CONTRACTS AWARDED AS OF 10/15/18

All Active Projects

Total value of contracts to date



Total number of contracts to date



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

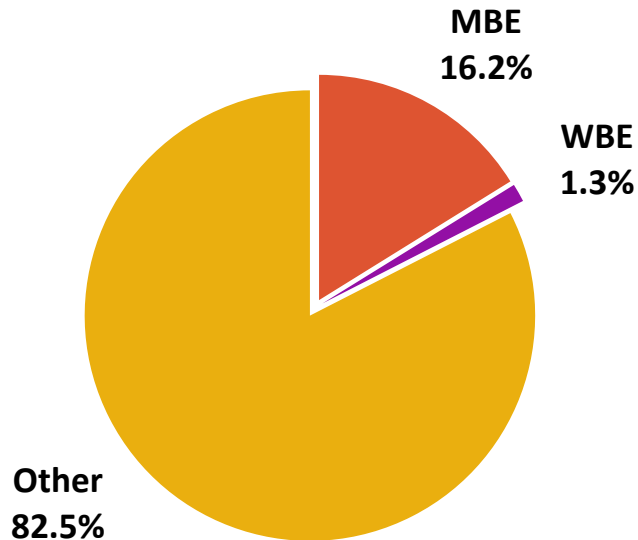
CML Diversity & Inclusion Program

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

CONSTRUCTION CONTRACTS AWARDED AS OF 5/31/18

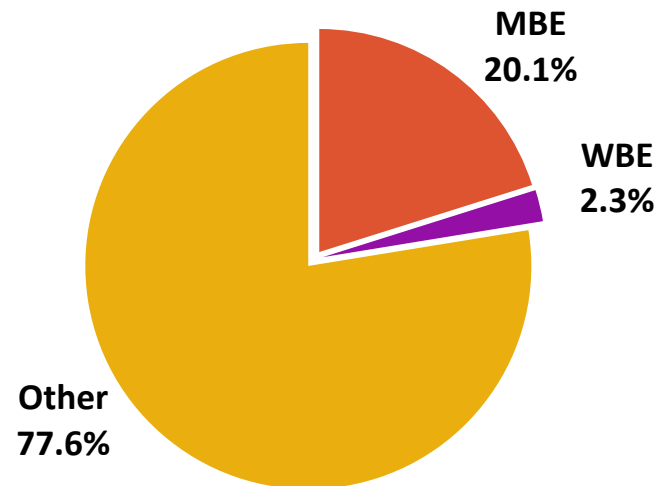
Main Library

Value of contracts



Parsons Branch

Value of contracts



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

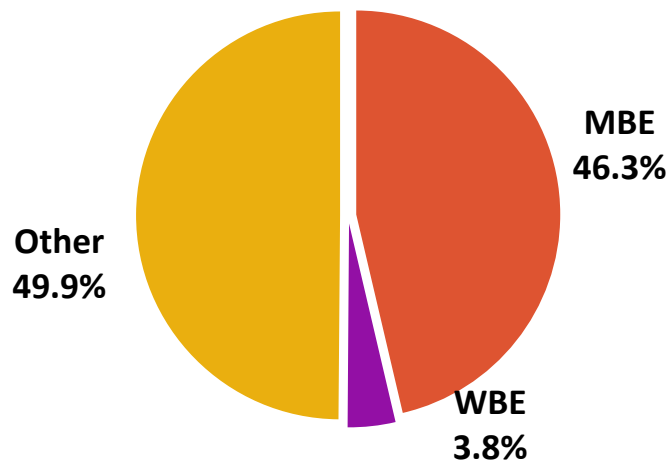
CML Diversity & Inclusion Program

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

CONSTRUCTION CONTRACTS AWARDED AS OF 5/31/18

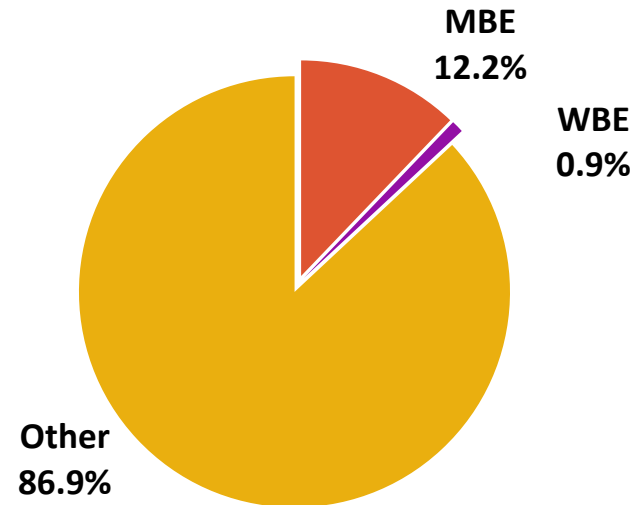
Northern Lights Branch

Value of contracts



Shepard Branch

Value of contracts



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

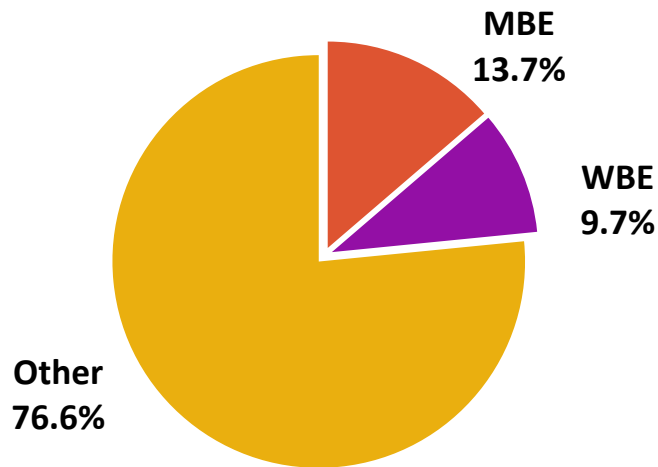
CML Diversity & Inclusion Program

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

CONSTRUCTION CONTRACTS AWARDED AS OF 10/15/18

Northside Branch

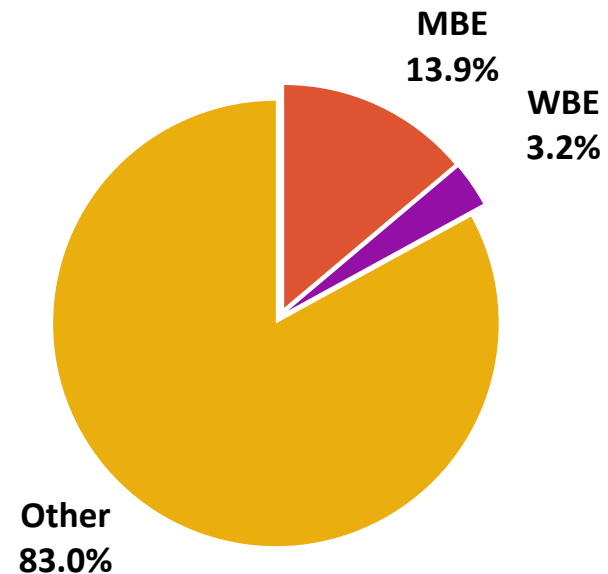
Value of contracts



This data is based on dollars awarded as of 10/15/18. Additional contracts will be awarded for all projects listed.

Hilliard Branch

Value of contracts



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

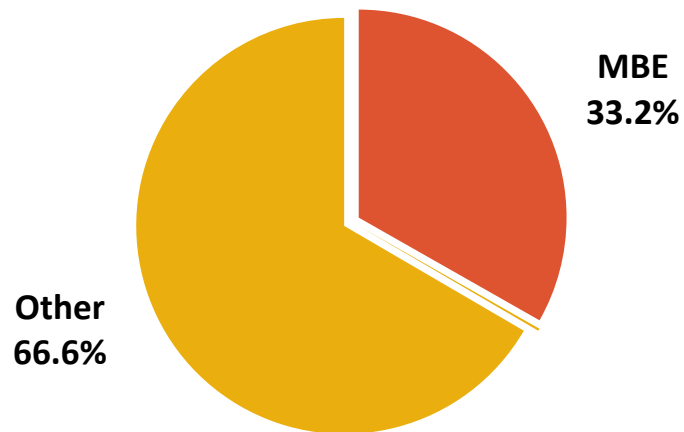
CML Diversity & Inclusion Program

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

CONSTRUCTION CONTRACTS AWARDED AS OF 10/15/18

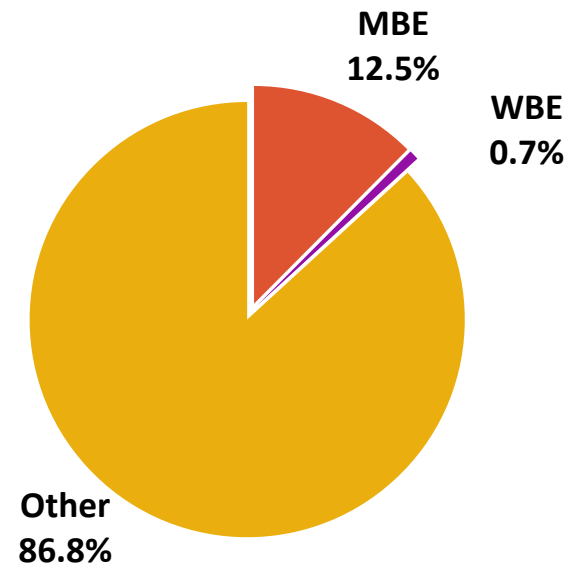
Martin Luther King Branch

Value of contracts



Dublin Branch

Value of contracts



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

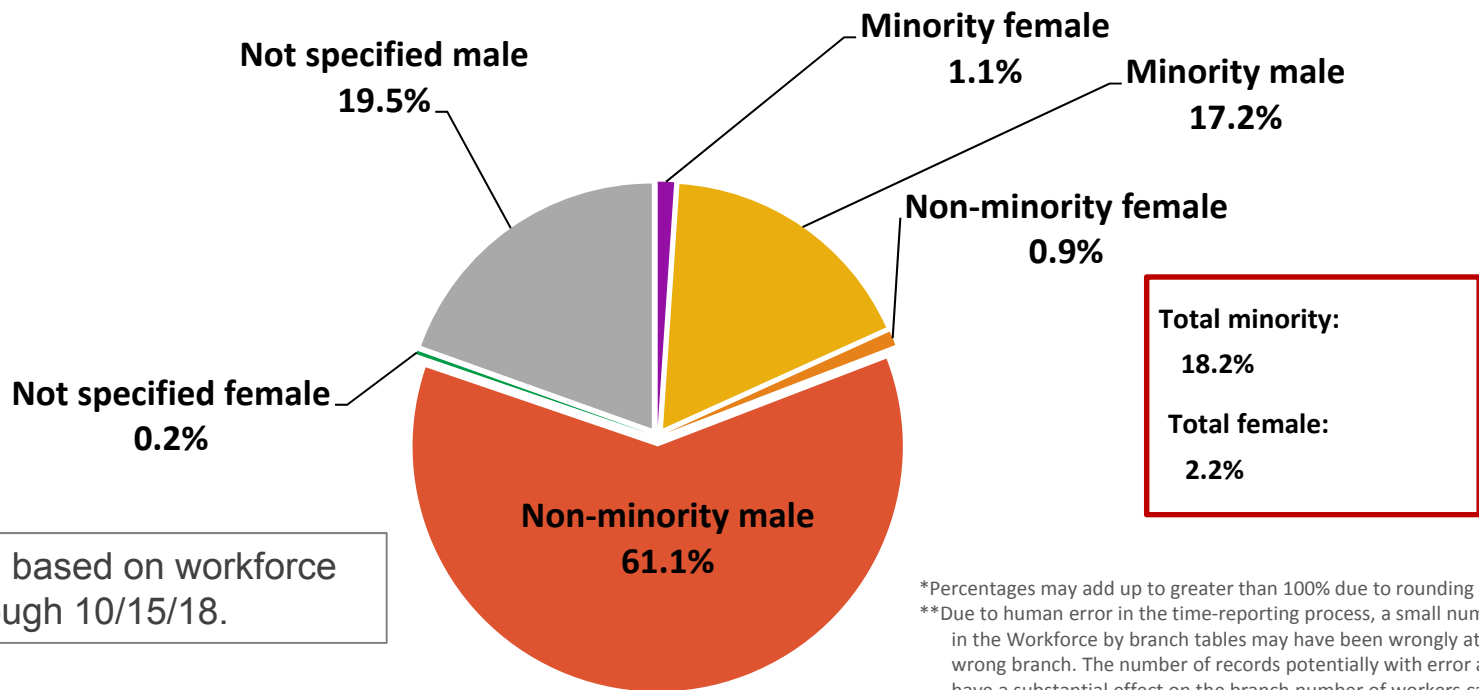
GOALS:

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 10/15/18.

*Percentages may add up to greater than 100% due to rounding
**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.

CML Diversity & Inclusion Program

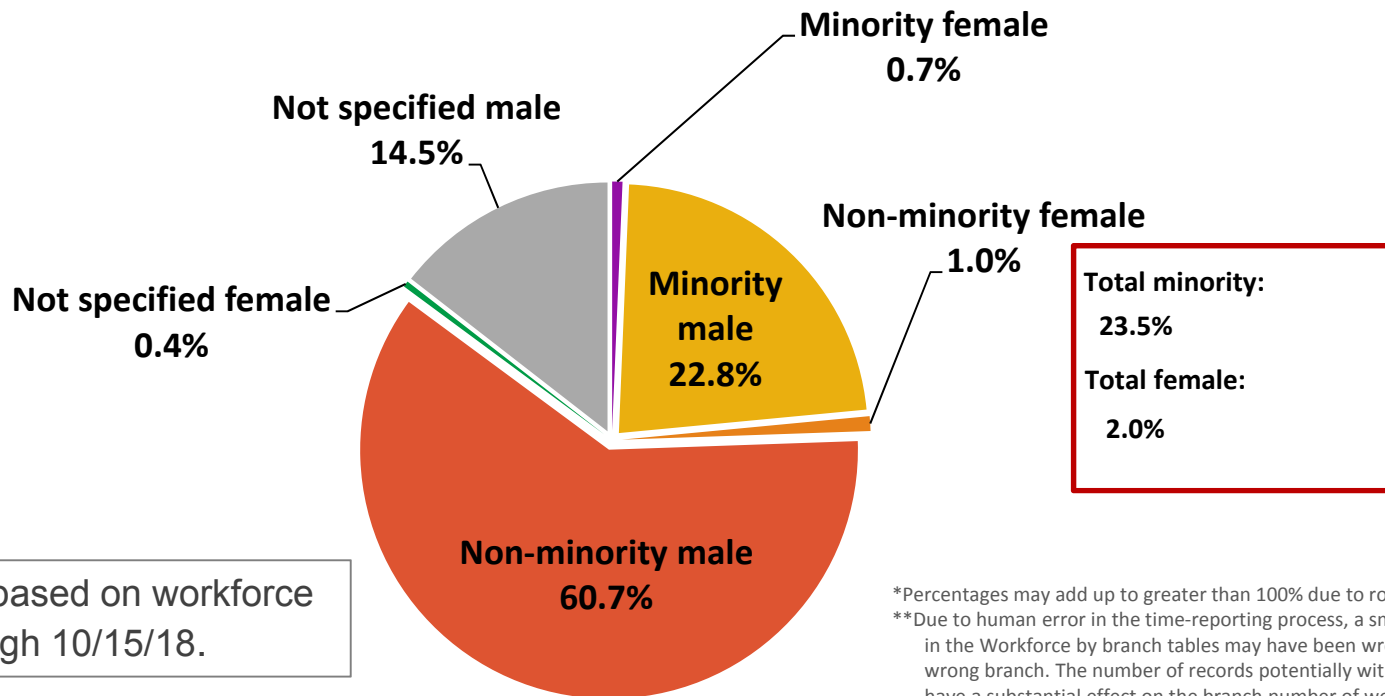
GOALS:

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

CONSTRUCTION WORKFORCE PARTICIPATION

All Active Projects

Workforce by minority status, % of hours



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

*Percentages may add up to greater than 100% due to rounding
**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.

CML Diversity & Inclusion Program

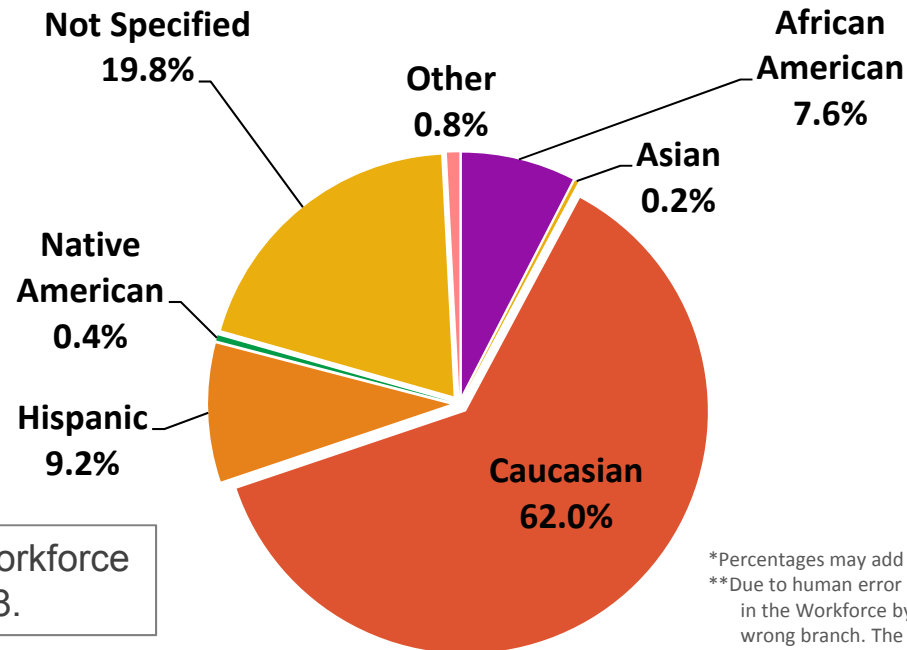
GOALS:

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

CONSTRUCTION WORKFORCE PARTICIPATION

All Active Projects

Workforce by race/ethnicity, % of workers



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

*Percentages may add up to greater than 100% due to rounding
**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.

CML Diversity & Inclusion Program

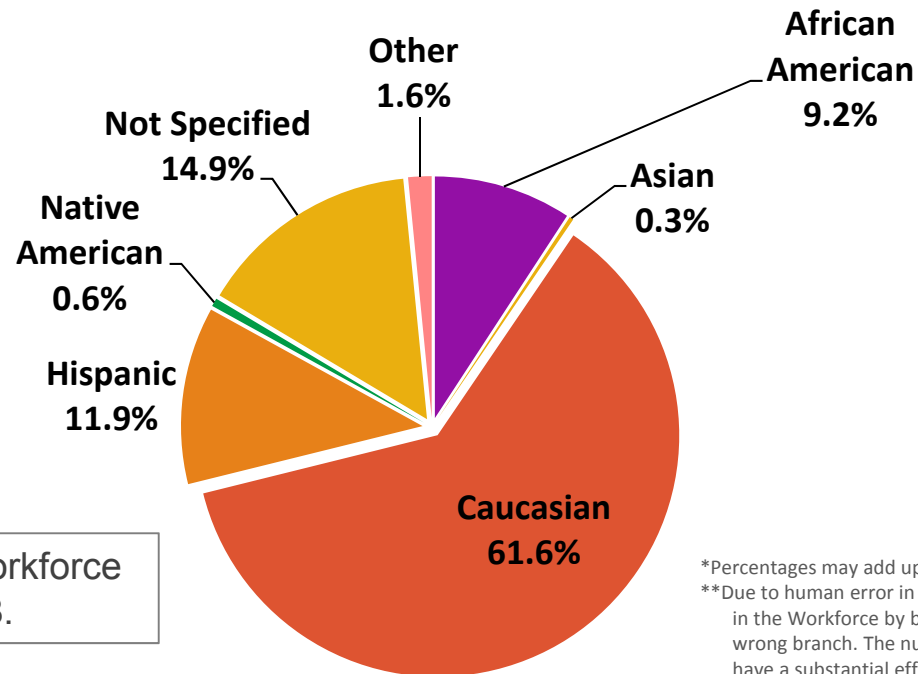
GOALS:

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

CONSTRUCTION WORKFORCE PARTICIPATION

All Active Projects

Workforce by race/ethnicity, % of hours



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

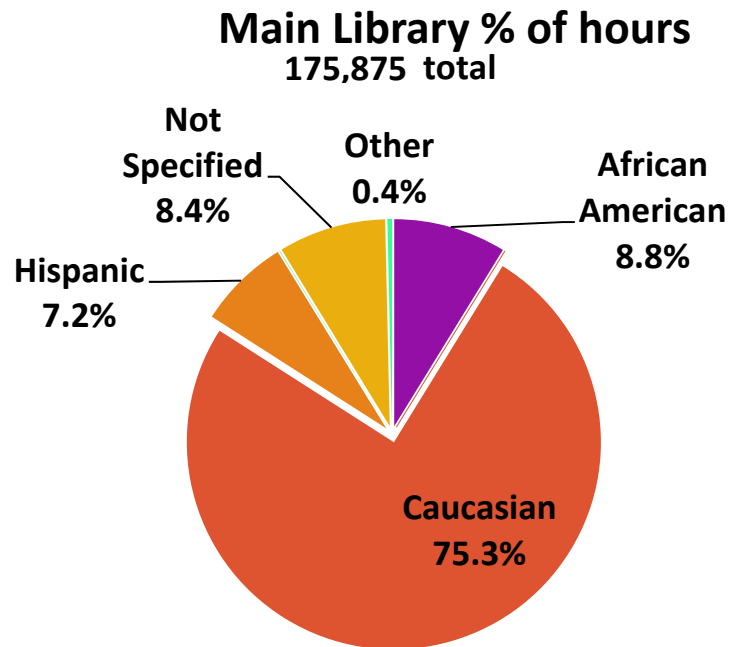
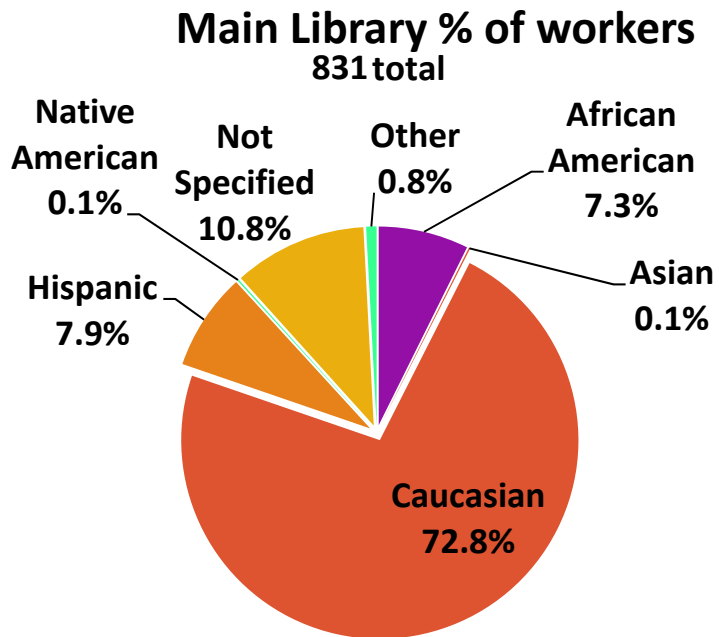
*Percentages may add up to greater than 100% due to rounding
**Due to human error in the time-reporting process, a small number of records in the Workforce by branch tables may have been wrongly attributed to the wrong branch. The number of records potentially with error are too small to have a substantial effect on the branch number of workers category.

CML Diversity & Inclusion Program

GOALS:

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

CONSTRUCTION WORKFORCE PARTICIPATION



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

*Percentages may add up to greater than 100% due to rounding
 **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.

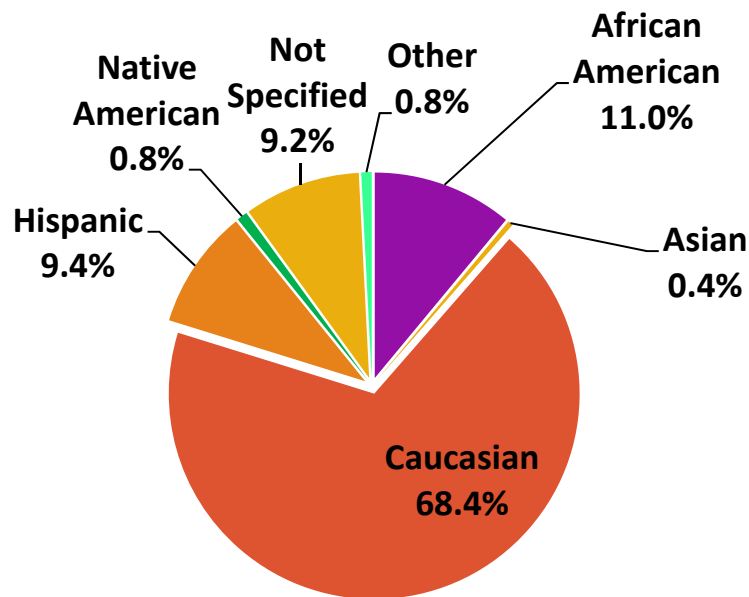
CML Diversity & Inclusion Program

GOALS:

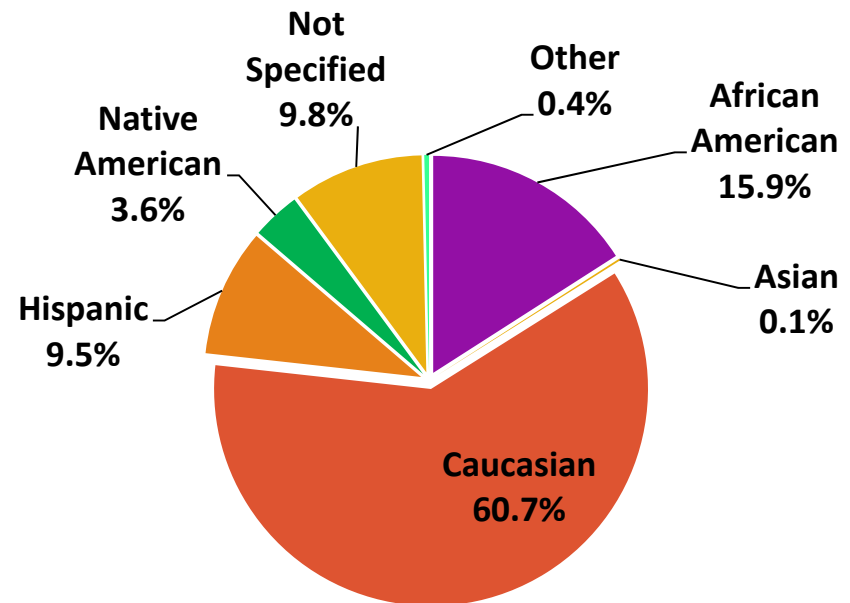
1. 10% minority workforce participation
2. 6.9% female workforce participation

CONSTRUCTION WORKFORCE PARTICIPATION

Northern Lights Branch % of workers
490 total



Northern Lights Branch % of hours
49,027 total



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

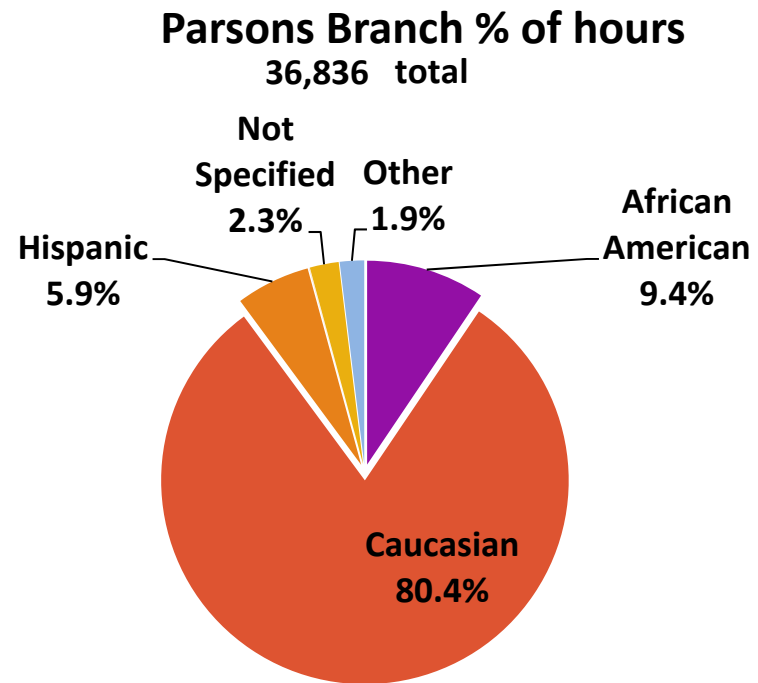
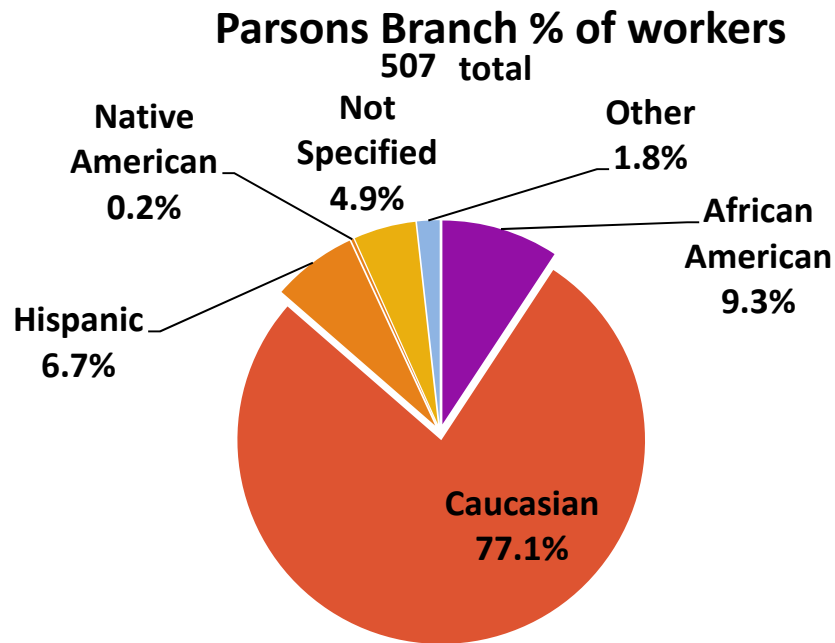
*Percentages may add up to greater than 100% due to rounding
 **Due to human error in the time-reporting process, a small number of records in the Workforce by branch tables may have been wrongly attributed to the wrong branch. The number of records potentially with error are too small to have a substantial effect on the branch number of workers category.

CML Diversity & Inclusion Program

GOALS:

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

CONSTRUCTION WORKFORCE PARTICIPATION



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

*Percentages may add up to greater than 100% due to rounding
 **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.

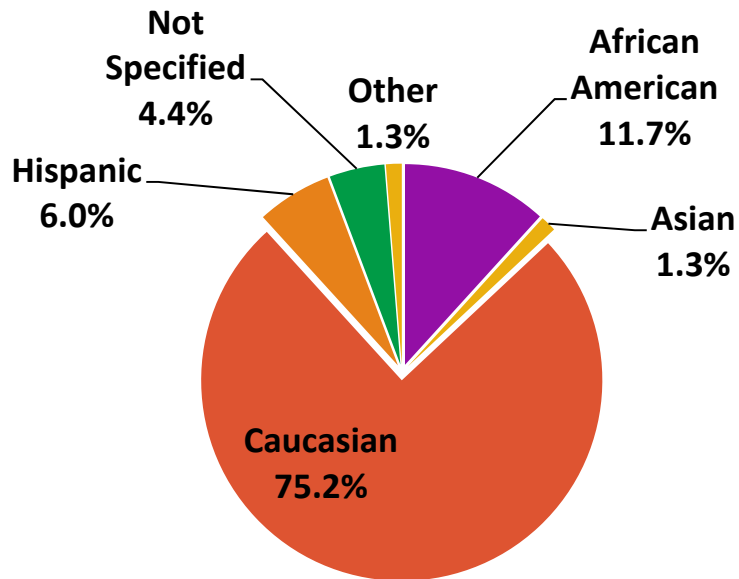
CML Diversity & Inclusion Program

GOALS:

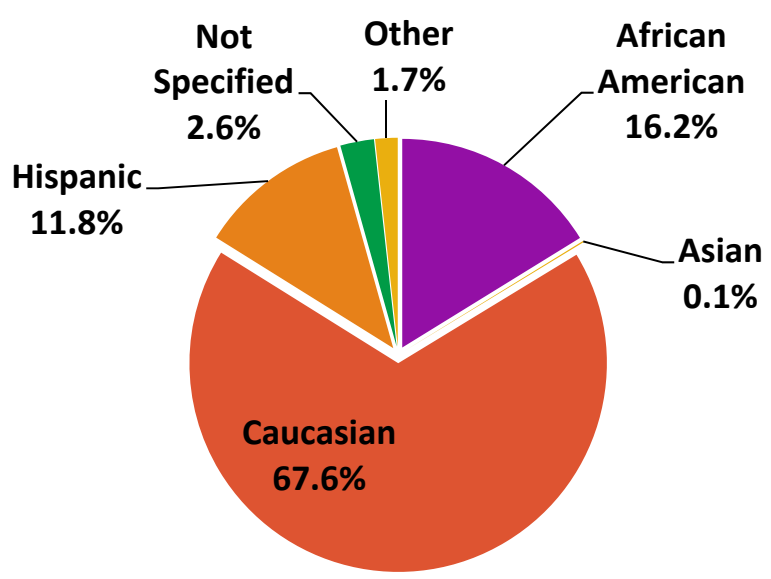
1. 10% minority workforce participation
2. 6.9% female workforce participation

CONSTRUCTION WORKFORCE PARTICIPATION

Shepard Branch % of workers
315 total



Shepard Branch % of hours
21,221 total



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

*Percentages may add up to greater than 100% due to rounding
 **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.

CML Diversity & Inclusion Program

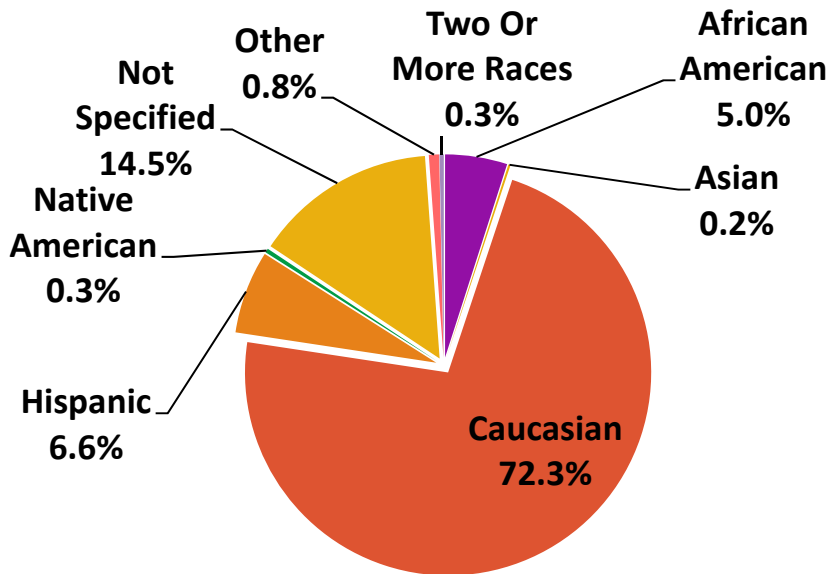
GOALS:

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

CONSTRUCTION WORKFORCE PARTICIPATION

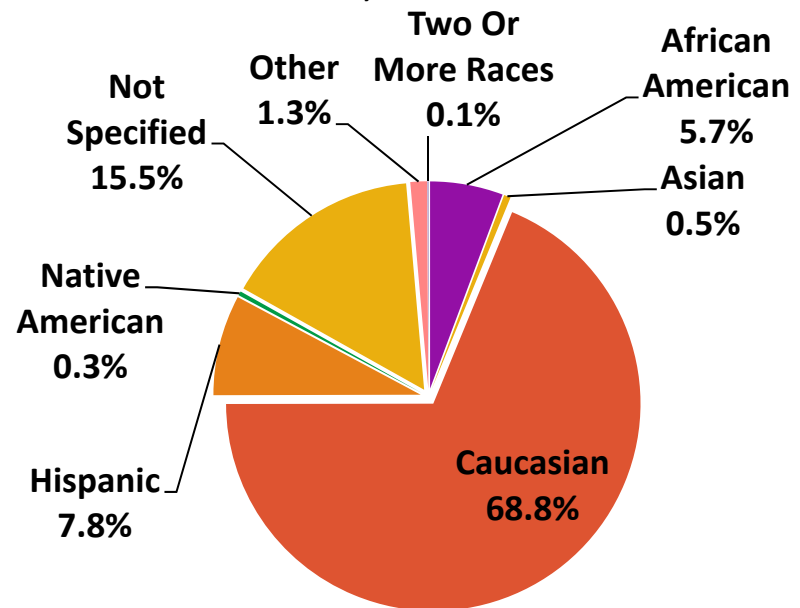
Northside Branch % of workers

606 total



Northside Branch % of hours

57,948 total



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

*Percentages may add up to greater than 100% due to rounding
 **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.

CML Diversity & Inclusion Program

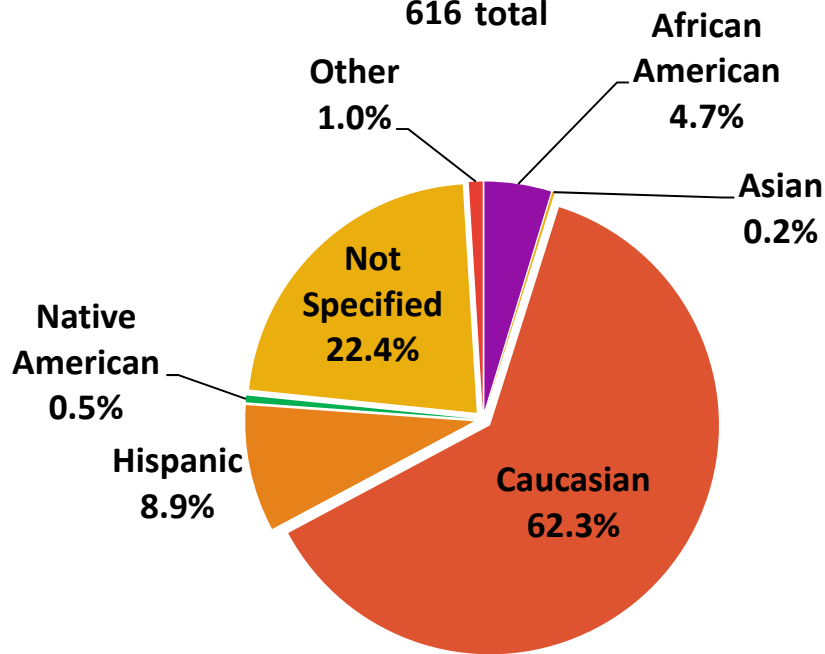
GOALS:

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

CONSTRUCTION WORKFORCE PARTICIPATION

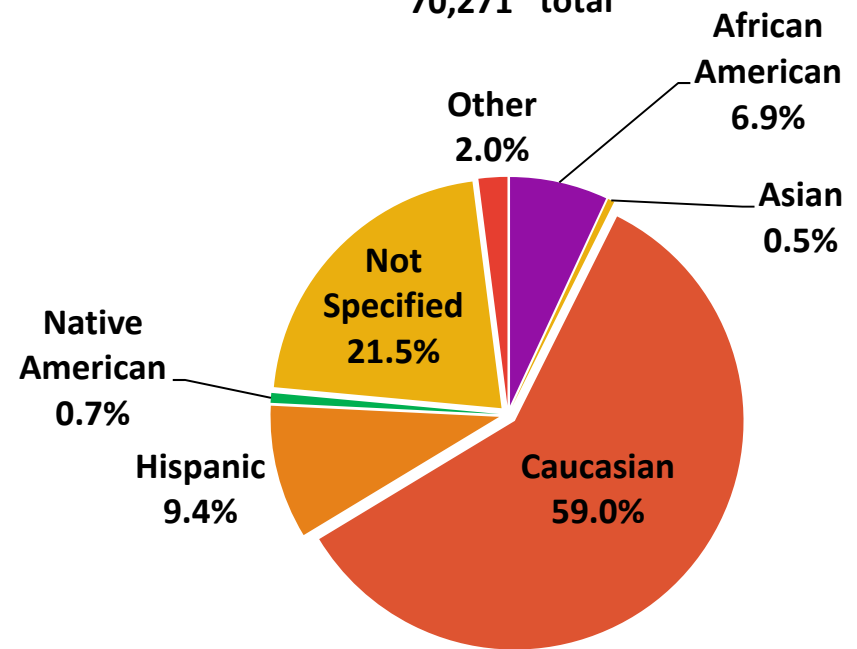
Hilliard Branch % of workers

616 total



Hilliard Branch % of hours

70,271 total



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

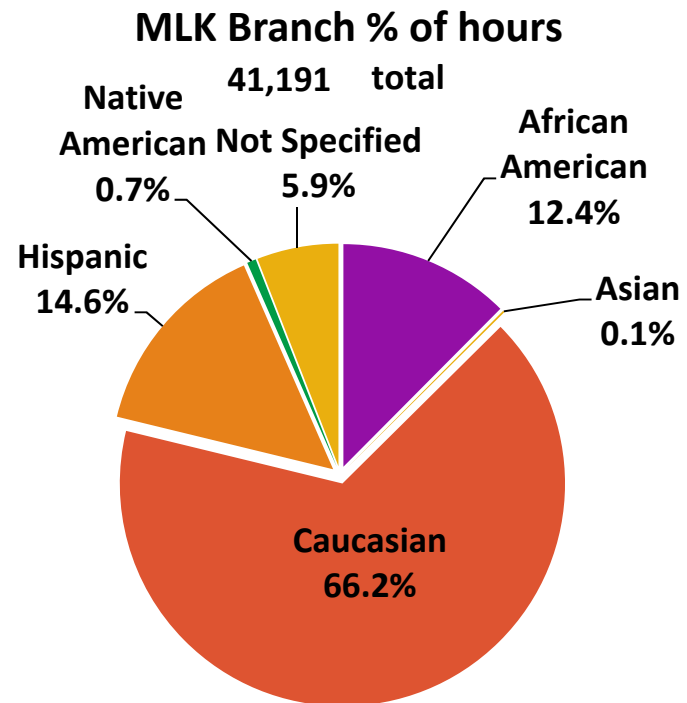
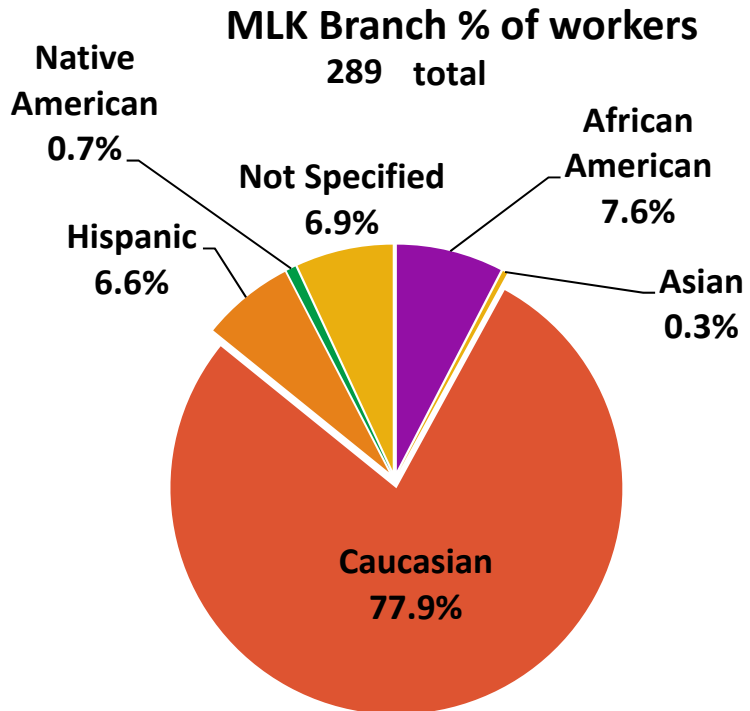
*Percentages may add up to greater than 100% due to rounding
 **Due to human error in the time-reporting process, a small number of records in the Workforce by branch tables may have been wrongly attributed to the wrong branch. The number of records potentially with error are too small to have a substantial effect on the branch number of workers category.

CML Diversity & Inclusion Program

GOALS:

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

CONSTRUCTION WORKFORCE PARTICIPATION



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

*Percentages may add up to greater than 100% due to rounding
 **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.

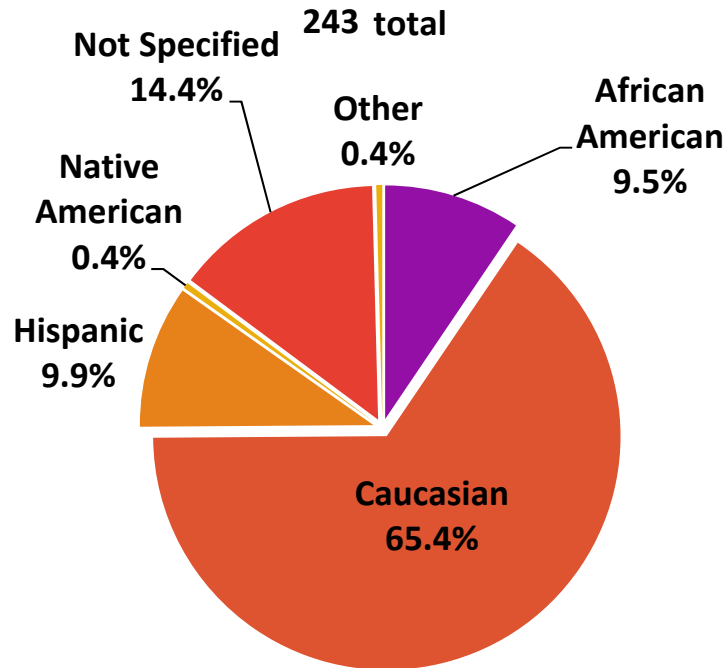
CML Diversity & Inclusion Program

GOALS:

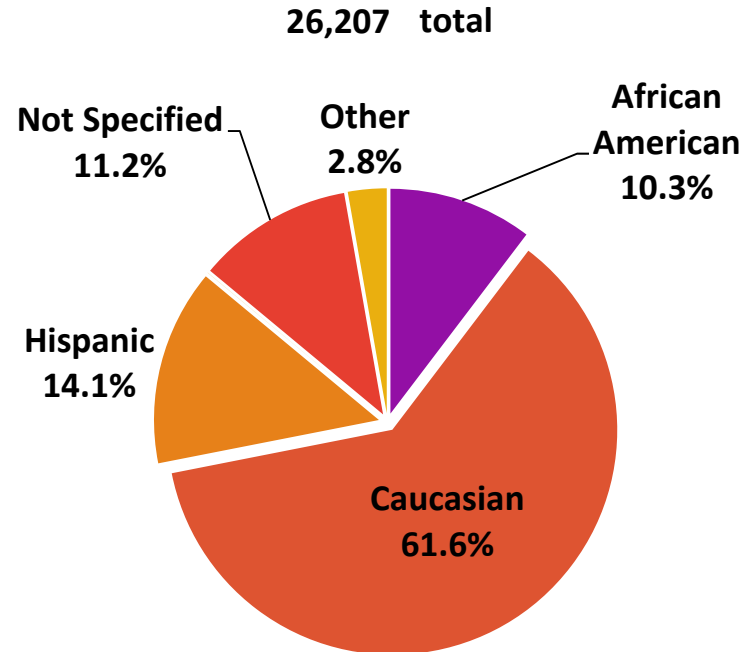
1. 10% minority workforce participation
2. 6.9% female workforce participation

CONSTRUCTION WORKFORCE PARTICIPATION

Dublin Branch % of workers



Dublin Branch % of hours



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

*Percentages may add up to greater than 100% due to rounding
 **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.