

# CML Diversity & Inclusion Program: Phase II

## 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 4 projects in 2020 Vision Plan
- CML Diversity & Inclusion Program Phase II presented to Board of Trustees August 2018
- Knight Consulting hired as CML diversity and inclusion March 2021

### Bidding and Contracting Community Meetings

- CML contractor meeting at Main Library to share information about Karl Road and Hilltop bid packages and processes – February 2020
- Virtual contractor meeting to share information about Gahanna bid packages and processes – April 2021
- Virtual pre-bid meeting for Gahanna – highlighted expectations regarding MBE/WBE participation – May 2021

### Marketing and Advertising to the Community

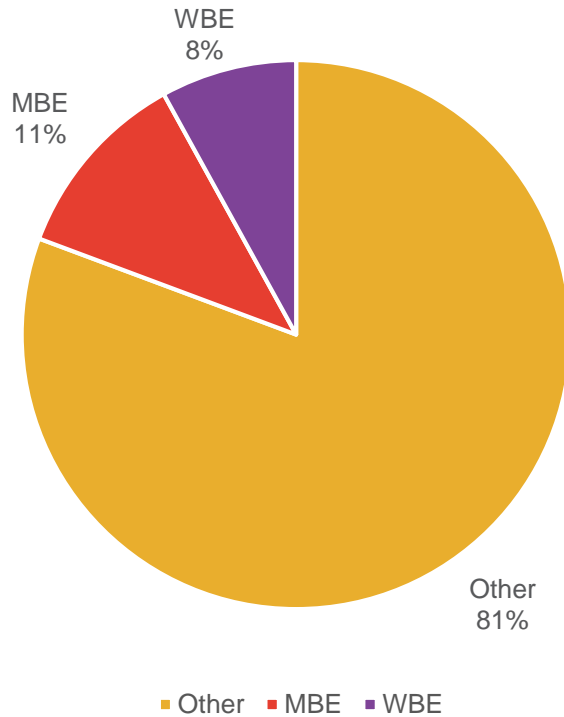
- Updated CML Diversity & Inclusion Program presence on columbuslibrary.org – April 2021
- Business First Diversity in Business Awards Outstanding Diversity Champion (Organization): April 2021

# CML Diversity & Inclusion Program: Phase II

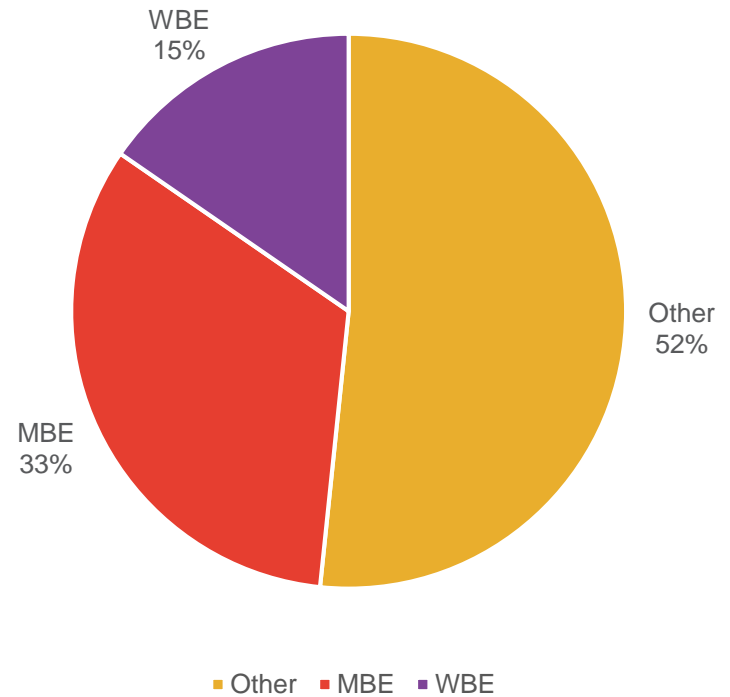
**GOAL:** 20% contracts awarded to MBE/WBE owned businesses

## CONSTRUCTION CONTRACTS AWARDED: ALL PROJECTS

Total Value of Contracts



Total Number of Contracts



\*MWBE = Minority Business Enterprise or Woman Business Enterprise  
\*\*Percentages may add up to greater than 100% due to rounding

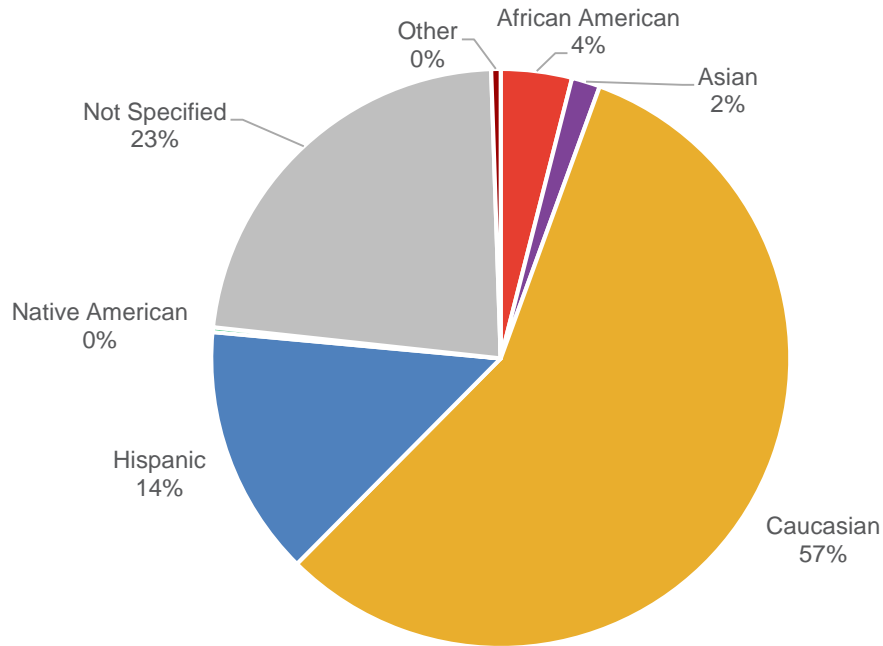
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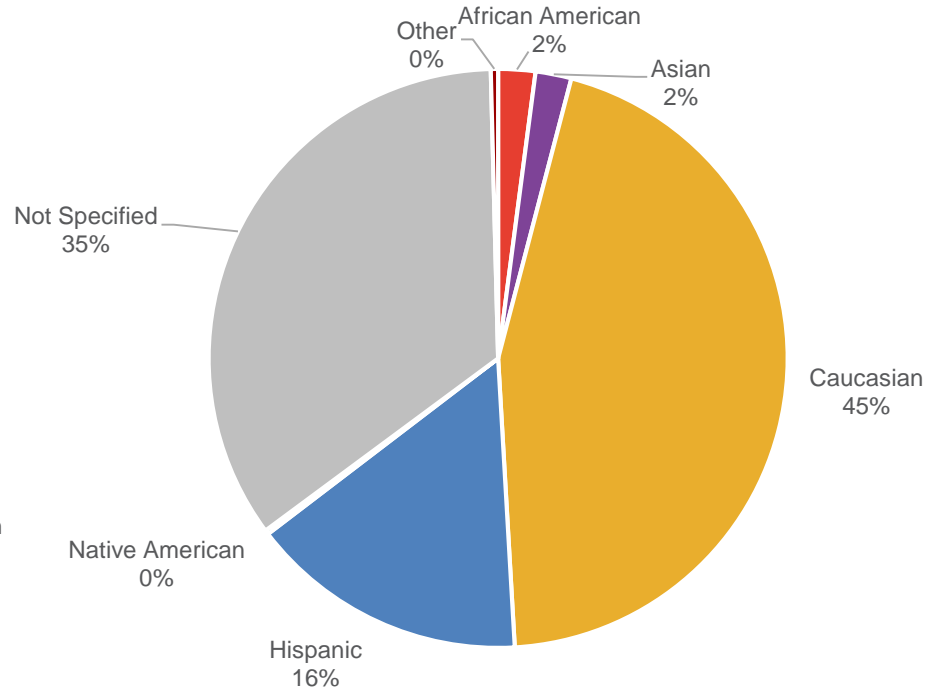
1. 10% minority workforce participation
2. 6.9% female workforce participation

**CONSTRUCTION WORKFORCE PARTICIPATION: ALL PROJECTS**

Total-Workforce by Race/Ethnicity % of Workers



Total-Workforce by Race/Ethnicity % of Hours



Data from 2020-2021: Report Date 05/05/21

\*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.

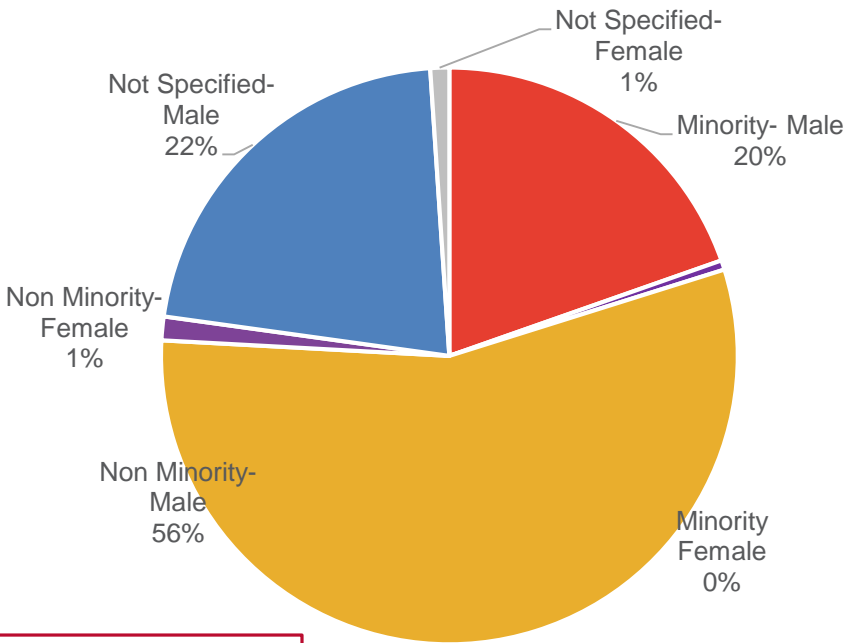
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**GOALS:**

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2. 6.9% female workforce participation

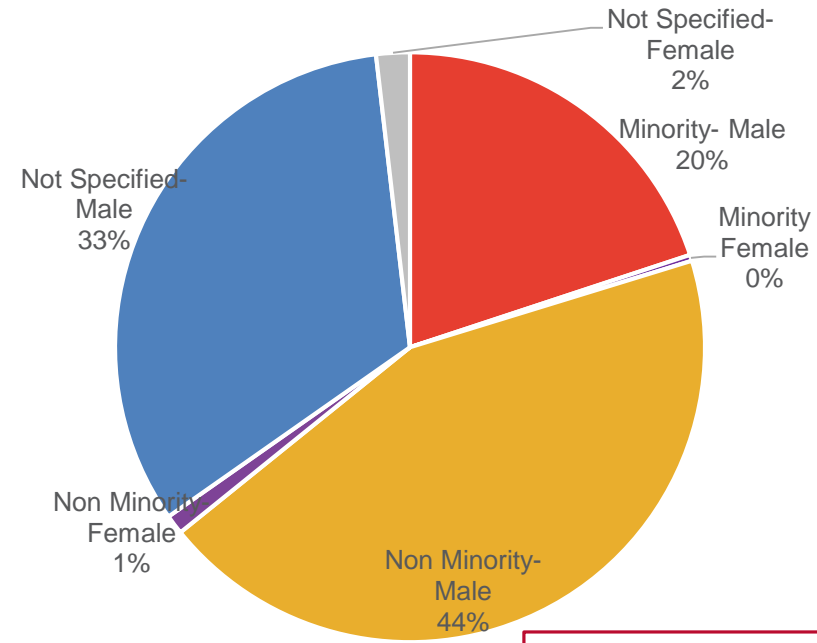
**CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS: ALL PROJECTS**

Workforce by Minority/Gender Status % of Workers



Total Minority = 20.00%  
Total Female = 2.00%

Workforce by Minority/Gender Status % of Hours



Total Minority = 20.00%  
Total Female = 3.00%

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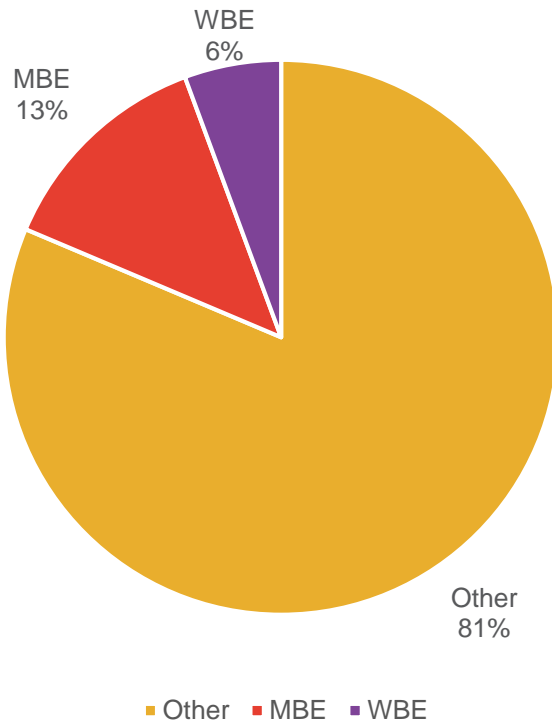
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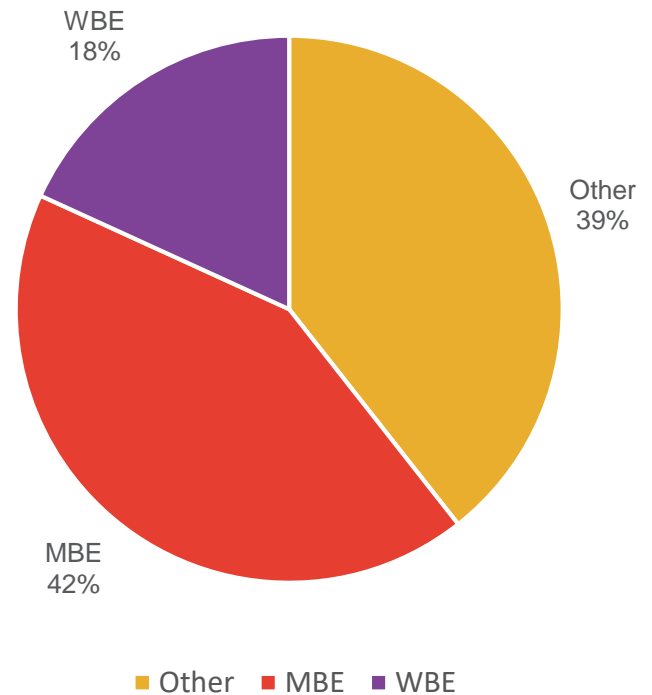
**GOAL:** 20% contracts awarded to MBE/WBE owned businesses

## CONSTRUCTION CONTRACTS AWARDED: KARL ROAD

Karl Road Value of Contracts



Karl Road Number of Contracts



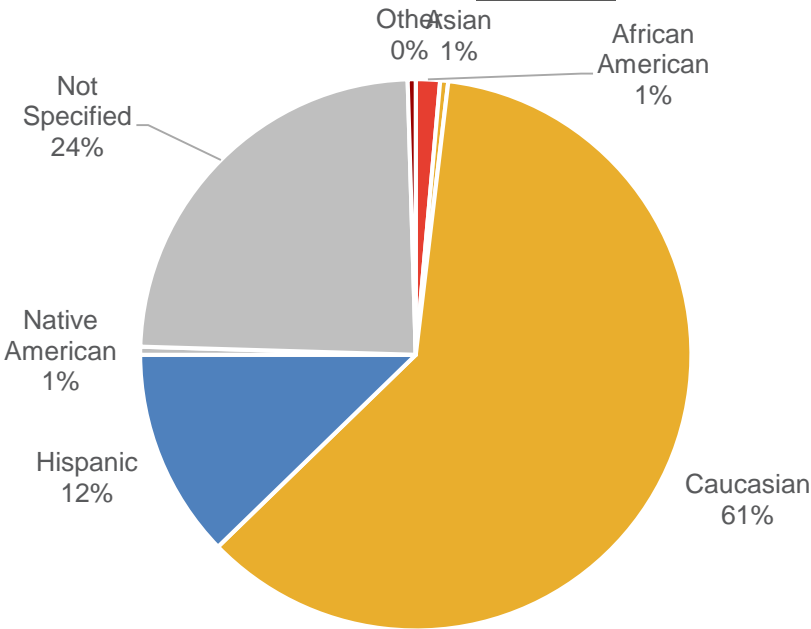
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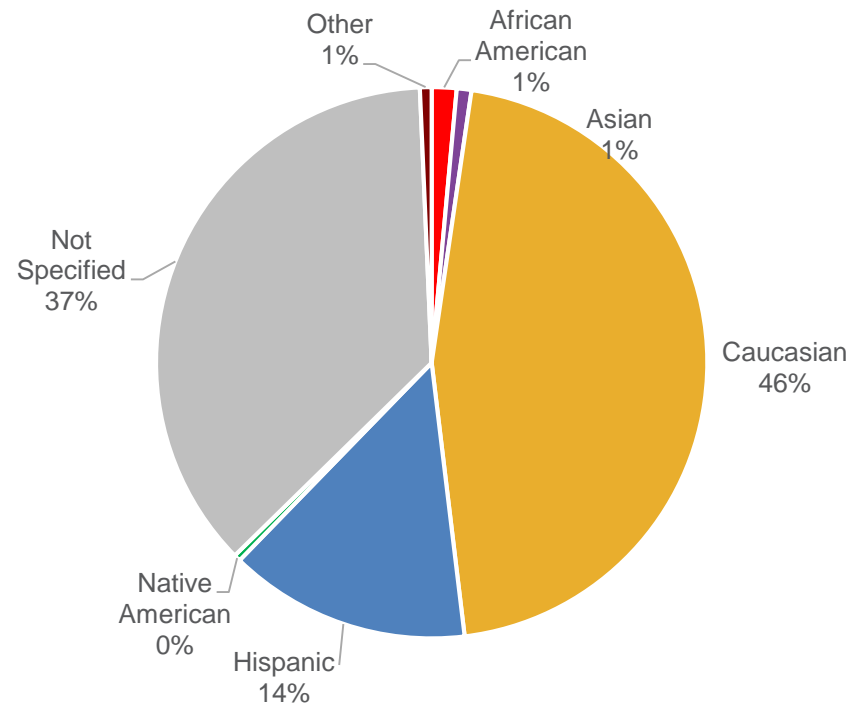
1. 10% minority workforce participation
2. 6.9% female workforce participation

**CONSTRUCTION WORKFORCE PARTICIPATION: KARL ROAD**

Karl Road % of Workers



Karl Road % of Hours



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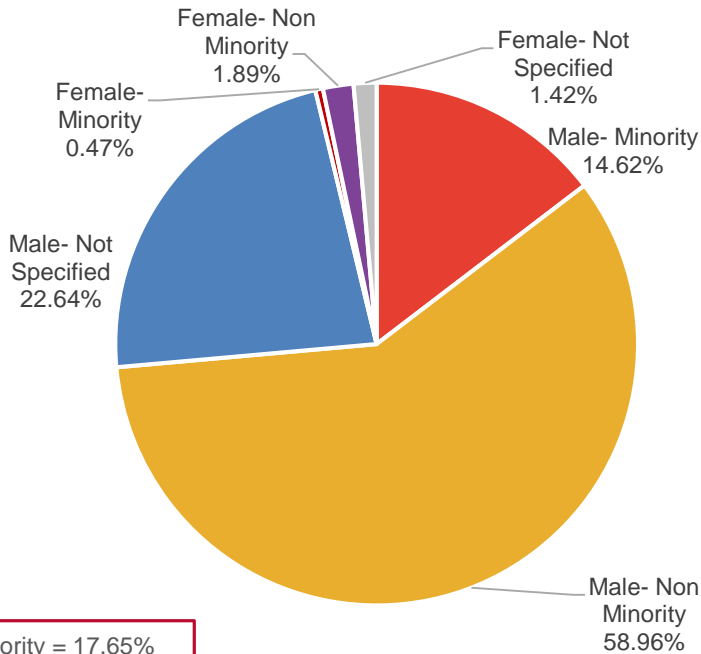
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## GOALS:

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

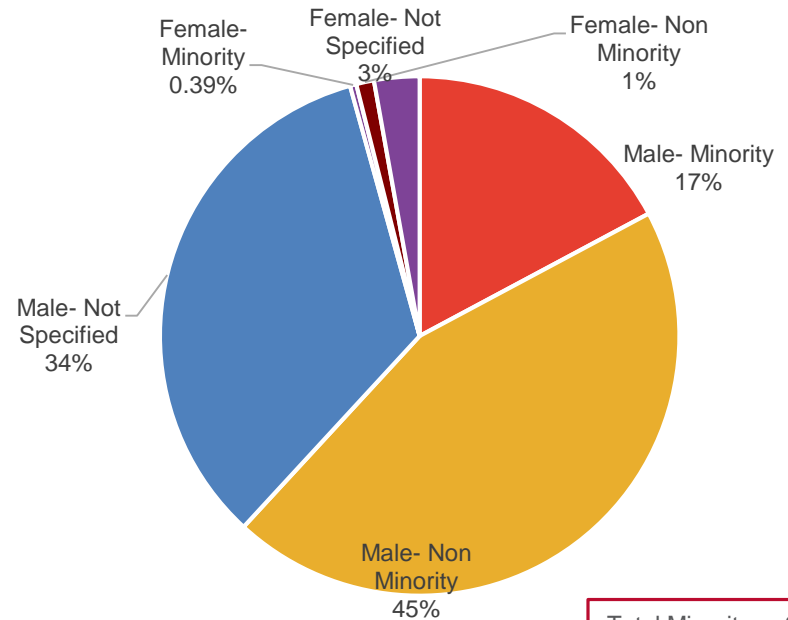
### CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS: KARL ROAD

Workforce by Minority/Gender Status % of Workers



Total Minority = 17.65%  
Total Female = 4.25%

Workforce by Minority/Gender Status % of Hours



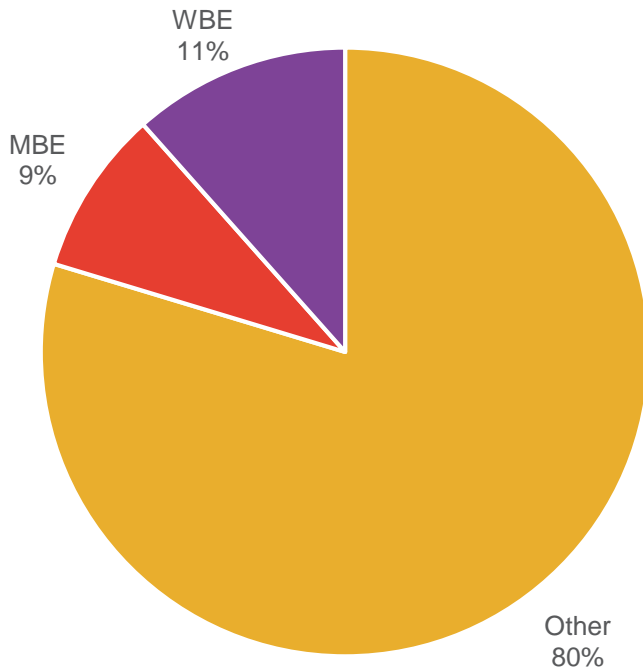
Total Minority = 23.06%  
Total Female = 3.06%

# CML Diversity & Inclusion Program: Phase II

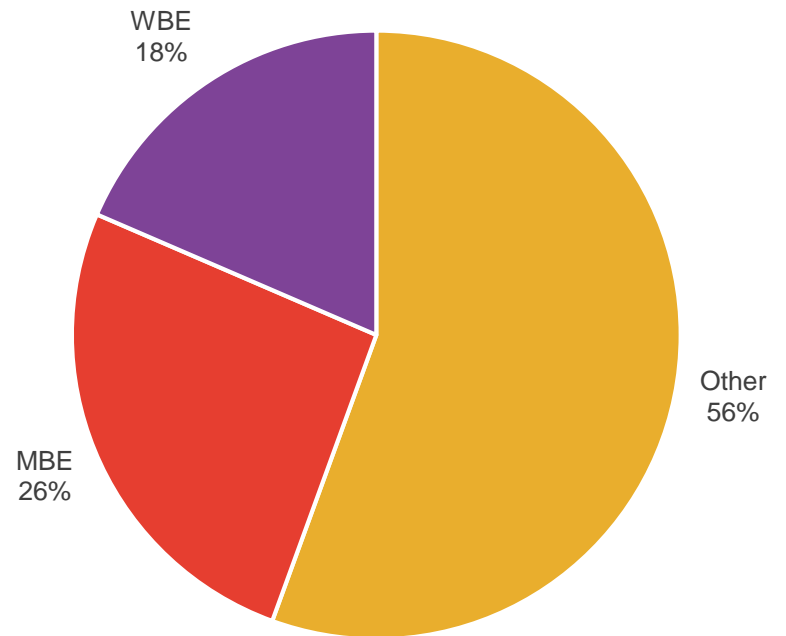
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## CONSTRUCTION CONTRACTS AWARDED: PER PROJECT

Hilltop Branch Value of Contracts



Hilltop Branch Number of Contracts





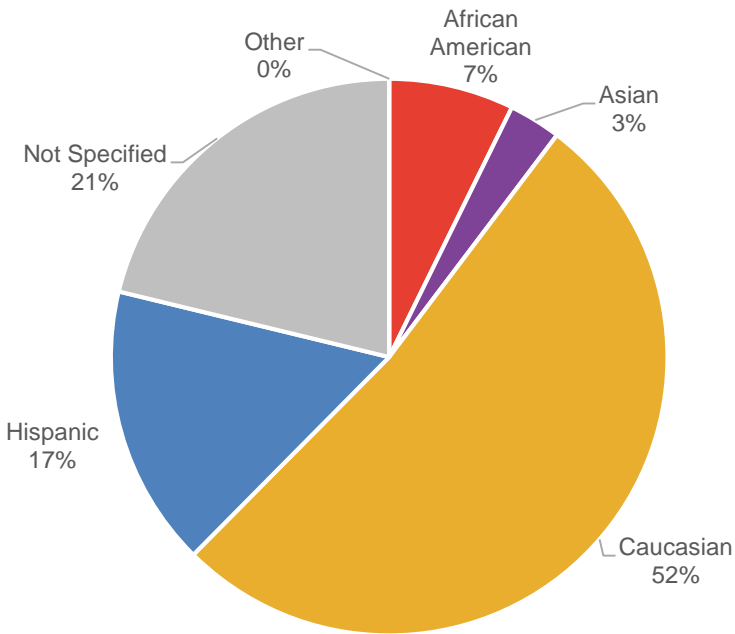
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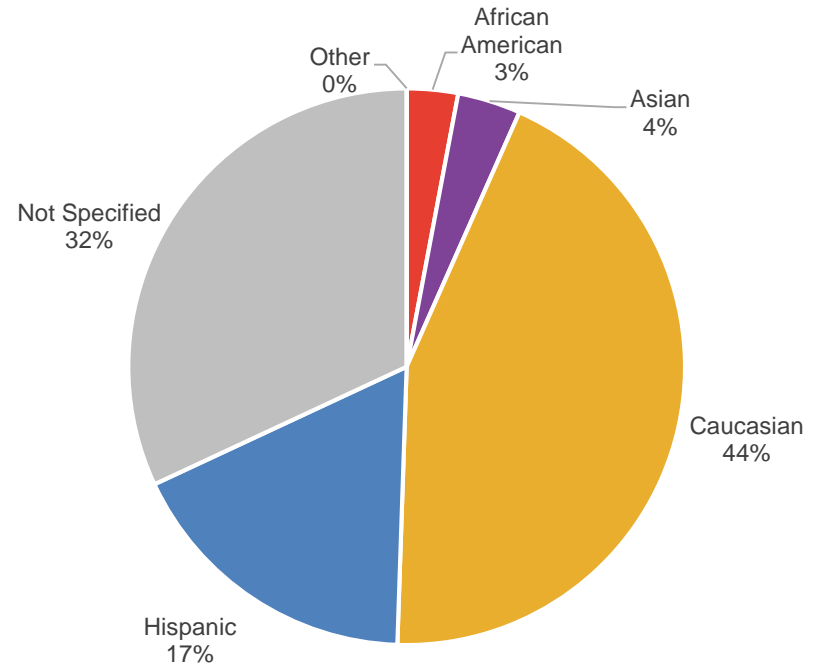
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### CONSTRUCTION WORKFORCE PARTICIPATION: HILLTOP ROAD

Hilltop % of Workers



Hilltop % of Hours



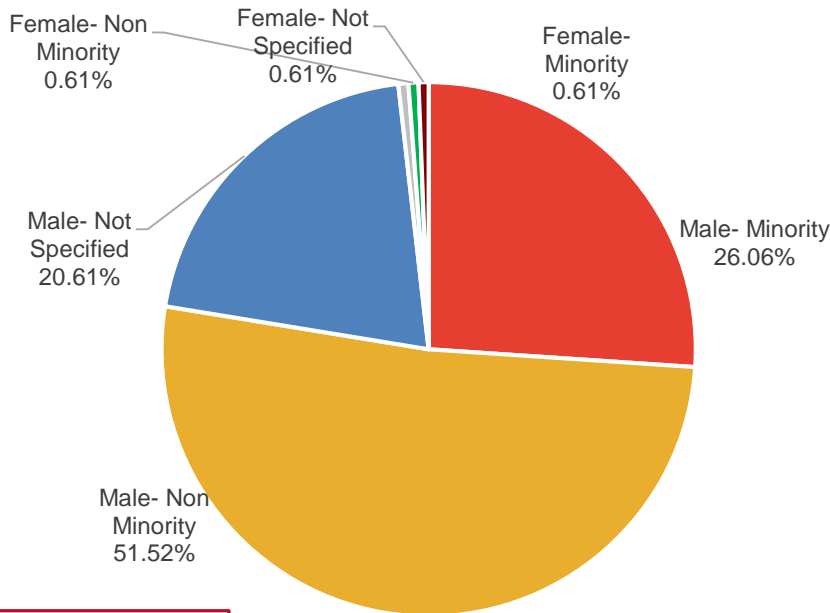
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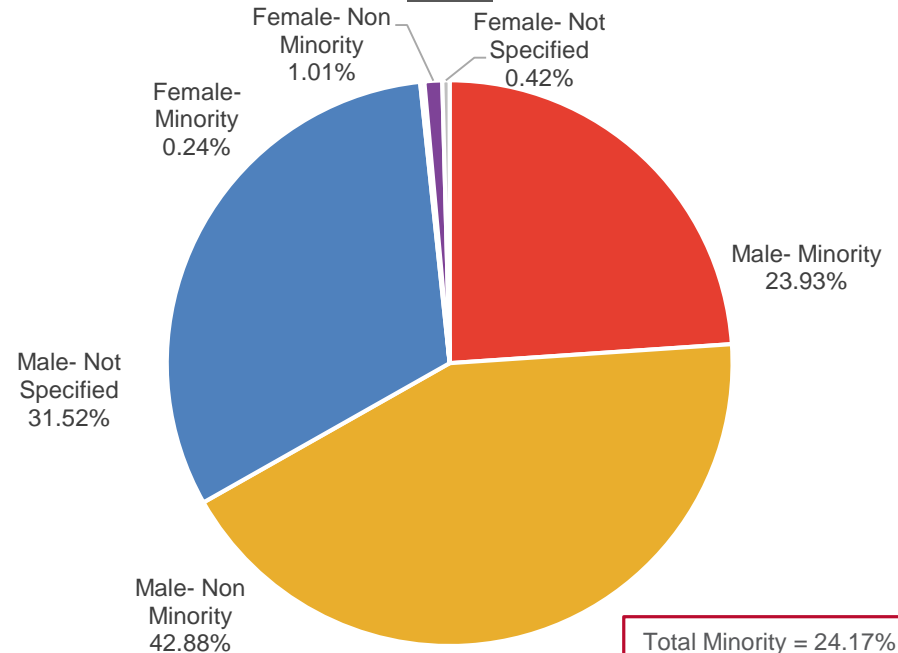
### CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS: HILLTOP

Workforce by Minority/Gender Status % of Workers



Total Minority = 26.67%  
Total Female = 1.83%

Workforce by Minority/Gender Status % of Hours



Total Minority = 24.17%  
Total Female = 1.67%