# 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

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Data from 2020-2021: Report Date 4/01/21
CML Diversity & Inclusion Program: Phase II

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

CONSTRUCTION CONTRACTS AWARDED: ALL PROJECTS

Total Value of Contracts

- Other: 81%
- MBE: 11%
- WBE: 8%

Total Number of Contracts

- Other: 52%
- MBE: 33%
- WBE: 15%

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

Data from 2020-2021: Report Date 05/05/21
CML Diversity & Inclusion Program: Phase II

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

CONSTRUCTION WORKFORCE PARTICIPATION: ALL PROJECTS

Total-Workforce by Race/Ethnicity % of Workers
- African American: 4%
- Asian: 2%
- Caucasian: 57%
- Hispanic: 14%
- Native American: 0%
- Not Specified: 23%
- Other: 0%

Total-Workforce by Race/Ethnicity % of Hours
- African American: 2%
- Asian: 2%
- Caucasian: 45%
- Hispanic: 16%
- Native American: 0%
- Not Specified: 35%
- Other: 0%

Data from 2020-2021: Report Date 05/05/21
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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 BY MINORITY & GENDER STATUS: ALL PROJECTS

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

CML Diversity & Inclusion Program: Phase II

GOALS:

CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS: ALL PROJECTS

Workforce by Minority/Gender Status % of Workers

- Non Minority-Male: 56%
- Minority-Male: 20%
- Non Minority-Female: 1%
- Minority-Female: 0%
- Not Specified-Male: 22%
- Not Specified-Female: 1%

Total Minority = 20.00%
Total Female = 2.00%

Workforce by Minority/Gender Status % of Hours

- Non Minority-Male: 33%
- Minority-Male: 20%
- Minority-Female: 0%
- Non Minority-Female: 1%
- Not Specified-Male: 2%
- Not Specified-Female: 2%

Total Minority = 20.00%
Total Female = 3.00%

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CML Diversity & Inclusion Program: Phase II

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

**Construction Contracts Awarded: Karl Road**

### Karl Road Value of Contracts
- **Other:** 81%
- **MBE:** 13%
- **WBE:** 6%

### Karl Road Number of Contracts
- **Other:** 39%
- **MBE:** 42%
- **WBE:** 18%

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

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**Percentages may add up to greater than 100% due to rounding*
GOALS:
1. 10% minority workforce participation
2. 6.9% female workforce participation

CONSTRUCTION WORKFORCE PARTICIPATION: KARL ROAD

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**GOALS:**
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**CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS: KARL ROAD**

**Workforce by Minority/Gender Status % of Workers**
- Male- Minority: 14.62%
- Male- Non Minority: 58.96%
- Male- Not Specified: 22.64%
- Female- Minority: 0.47%
- Female- Non Minority: 1.89%
- Female- Not Specified: 1.42%

**Workforce by Minority/Gender Status % of Hours**
- Male- Minority: 0.39%
- Male- Non Minority: 45%
- Male- Not Specified: 34%
- Female- Minority: 17%

Total Minority = 17.65%
Total Female = 4.25%

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CML Diversity & Inclusion Program: Phase II

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

CONSTRUCTION CONTRACTS AWARDED: PER PROJECT

Hilltop Branch Value of Contracts
- MBE: 9%
- WBE: 11%
- Other: 80%

Hilltop Branch Number of Contracts
- MBE: 26%
- WBE: 18%
- Other: 56%

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Data from 2020-2021: Report Date 05/05/21
**GOALS:**
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**CONSTRUCTION WORKFORCE PARTICIPATION: HILLTOP ROAD**

**Hilltop % of Workers**
- Caucasian: 52%
- Hispanic: 17%
- African American: 7%
- Asian: 3%
- Not Specified: 21%
- Other: 0%

**Hilltop % of Hours**
- Caucasian: 44%
- Hispanic: 17%
- African American: 3%
- Asian: 4%
- Not Specified: 32%
- Other: 0%
CML Diversity & Inclusion Program: Phase II

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CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS: HILLTOP

- Male- Minority: 26.06%
- Male- Non Minority: 51.52%
- Male- Not Specified: 20.61%
- Female- Minority: 0.61%
- Female- Non Minority: 0.61%
- Female- Not Specified: 0.61%

- Total Minority = 26.67%
- Total Female = 1.83%

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