# CML Diversity & Inclusion Program Phase I Final Report

**GOAL:**
1. 20% contracts awarded to MBE/WBE owned businesses
2. 10% minority workforce participation
3. 6.9% female workforce participation

## Community Engagement: Phase I Projects 2014-2019

### 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
**GOAL:** 20% contracts awarded to MBE/WBE owned businesses. The goal was met at 21.6%.

**PHASE I CONSTRUCTION CONTRACTS AWARDED: ALL PROJECTS**

**Total Value of Contracts**
- MBE: 19.40%
- WBE: 2.20%
- Other: 78.40%

**Total Number of Contracts**
- MBE: 31.70%
- WBE: 12.50%
- Other: 55.80%

Data from 2014-2021. Final Report Date: 4/1/2021

*M/WBE = Minority Business Enterprise or Woman Business Enterprise
**Percentages may add up to greater than 100% due to rounding
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GOAL:
1. 10% minority workforce participation. Goal met at 16.36%.
2. 6.9% female workforce participation

PHASE I CONSTRUCTION WORKFORCE BY MINORITY STATUS: ALL PROJECTS

Percent of Workers By Ethnicity

- Caucasian 69.88%
- Hispanic 7.97%
- African American 7.70%
- Asian 0.33%
- Native American 0.36%
- Not Specified 12.59%
- Other 1.11%
- Two or More Races 0.06%

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PHASE I CONSTRUCTION WORKFORCE BY MINORITY STATUS: ALL PROJECTS

Percent of Hours By Ethnicity

- Caucasian: 69.69%
- Hispanic: 9.09%
- Asian: 0.17%
- Native American: 0.53%
- Noth Specified: 9.91%
- Other: 0.97%
- Two or More Races: 0.02%
- African American: 9.62%

GOAL:

1. 10% minority workforce participation. Goal met at 16.48%.
2. 6.9% female workforce participation

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GOAL:
1. 10% minority workforce participation. Goal met at 16.63%.
2. 6.9% female workforce participation. Goal not met- 2.43%.

PHASE I CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS: ALL PROJECTS

- Male- Non Minority: 68.65%
- Male- Minority: 16.48%
- Male- Not Specified: 12.44%
- Female- Non Minority: 1.23%
- Female- Minority: 0.15%
- Female- Not Specified: 1.05%

Total Minority = 16.63%
Total Female = 2.43%

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2. 6.9% female workforce participation. Goal not met.

PHASE I CONSTRUCTION WORKFORCE BY MINORITY STATUS: PER PROJECT

Percentage of Workers Per Project by Ethnicity

Shepard
Northern Lights
Main
Parsons

- African American
- Asian
- Hispanic
- Native American
- Caucasian
- Not Specified
- Other

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PHASE I CONSTRUCTION WORKFORCE BY MINORITY STATUS: PER PROJECT

Total Quantity of Hours per Ethnicity per Project

- Shepard
- Northern Lights
- Main
- Parsons

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