

# 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
- Bid review with Knight Consulting for Gahanna project – May 2021
- CML contractor meeting at Main Library to share information about Reynoldsburg bid packages and processes – June 2022

### Marketing and Advertising to the Community

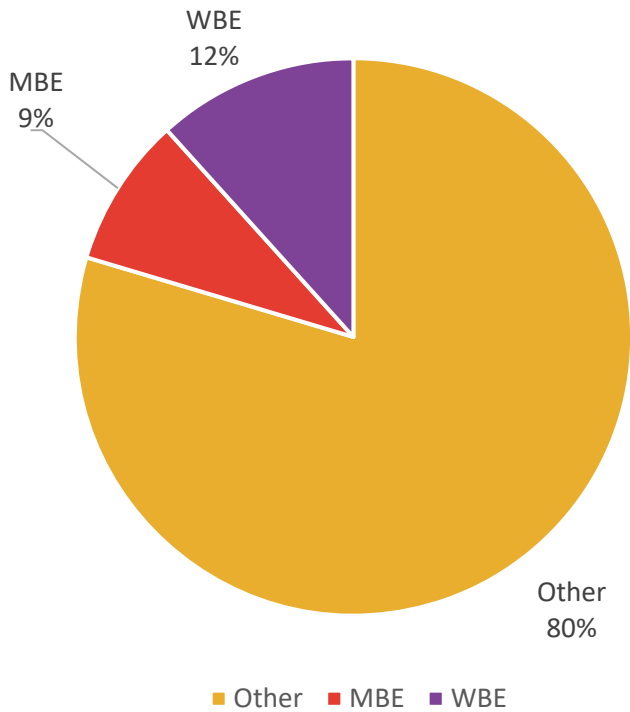
- Updated CML Diversity & Inclusion Program presence on columbuslibrary.org – April 2021
- Business First Diversity in Business Awards Outstanding Diversity Champion (Organization): April 2021

# CML Diversity & Inclusion Program: Phase II

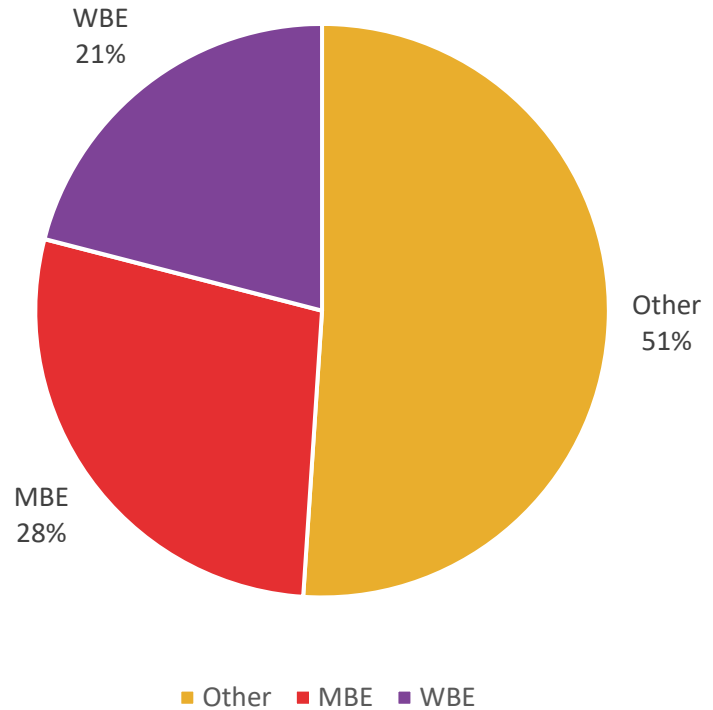
**GOAL:** 20% contracts awarded to MBE/WBE owned businesses

## CONSTRUCTION CONTRACTS AWARDED: ALL PROJECTS

Total Value of Contracts



Total Number of Contracts

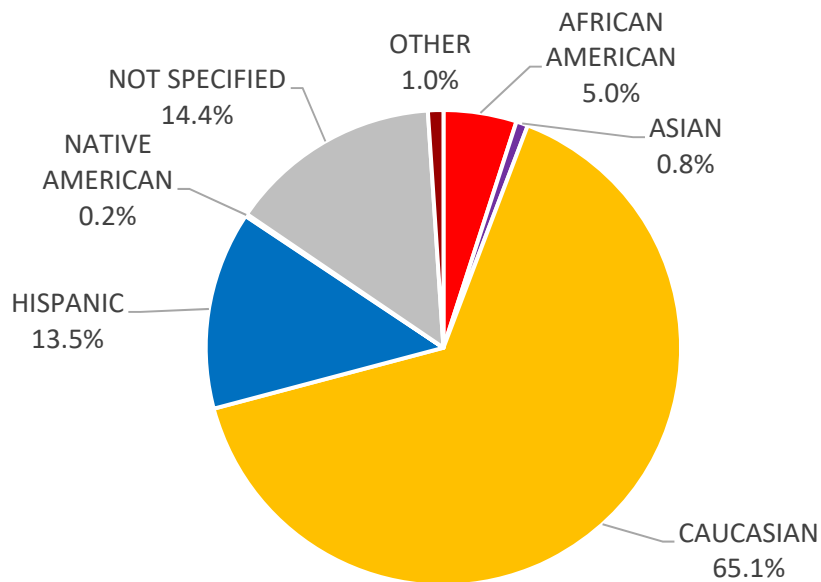


# CML Diversity & Inclusion Program: Phase II

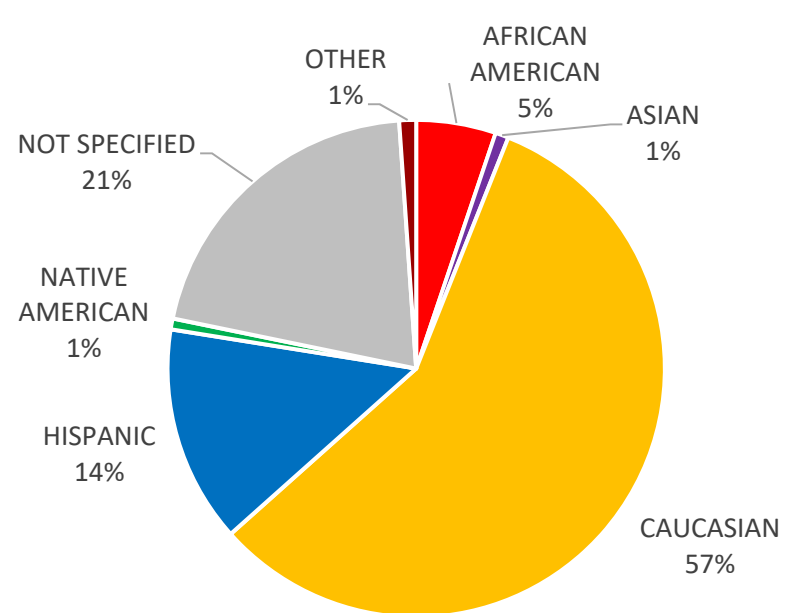
**GOAL:** 10% minority workforce participation

## CONSTRUCTION WORKFORCE PARTICIPATION: ALL PROJECTS

Total-Workforce by Race/Ethnicity % of Workers



Total-Workforce by Race/Ethnicity % of Hours



Data from 2020-2022: Report Date 05/31/2022

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

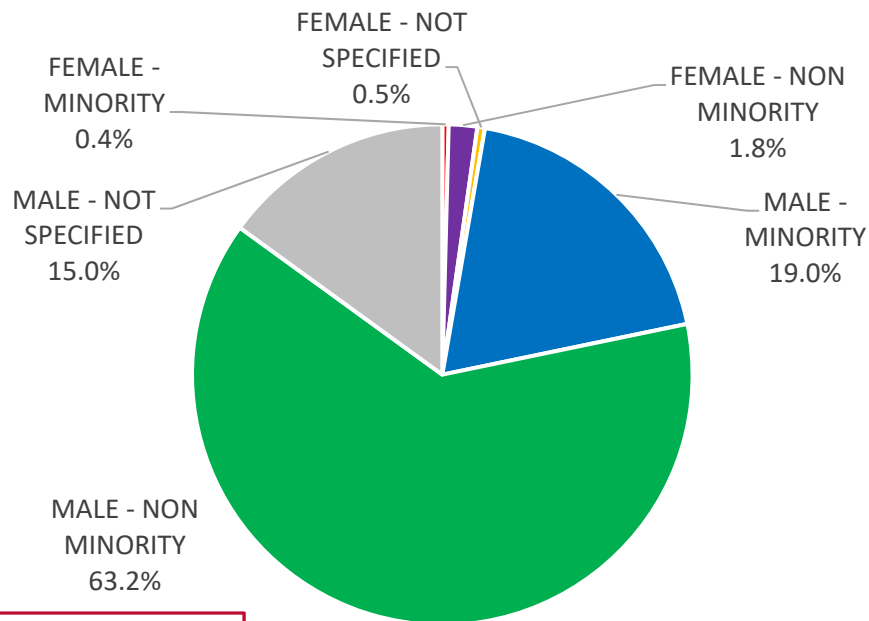
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# CML Diversity & Inclusion Program: Phase II

**GOAL:** 6.9% female workforce participation

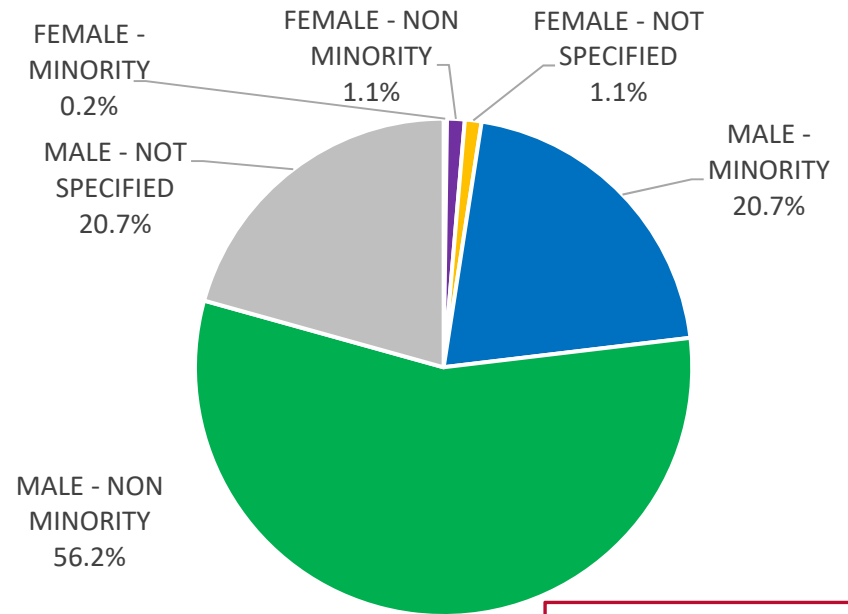
## CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS: ALL PROJECTS

Workforce by Minority/Gender Status % of Workers



Total Minority = 19.4%  
Total Female = 2.7%

Workforce by Minority/Gender % of Hours



Total Minority = 20.9%  
Total Female = 2.5%

Data from 2020-2022: Report Date 05/31/2022

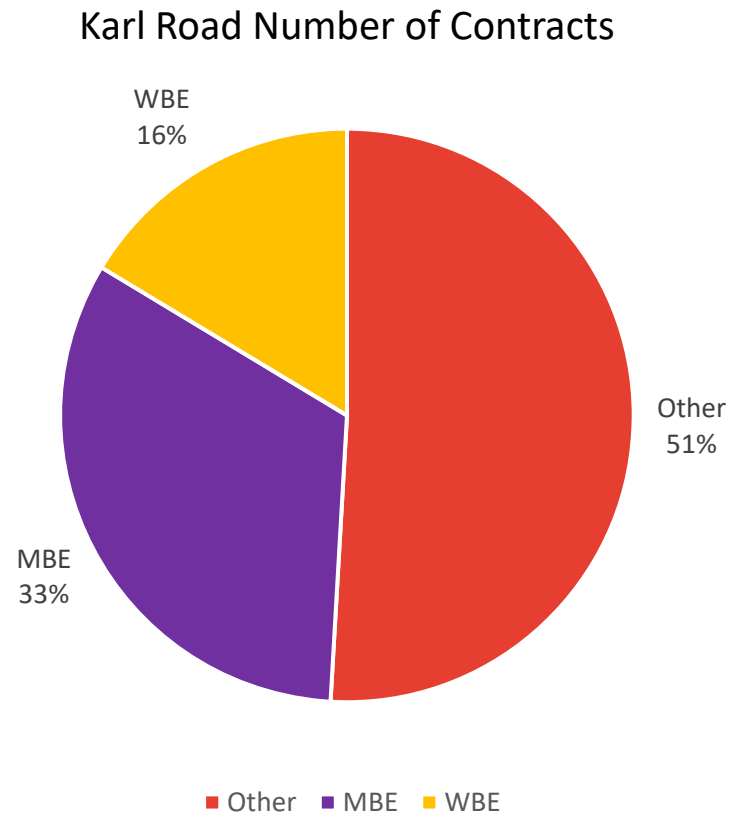
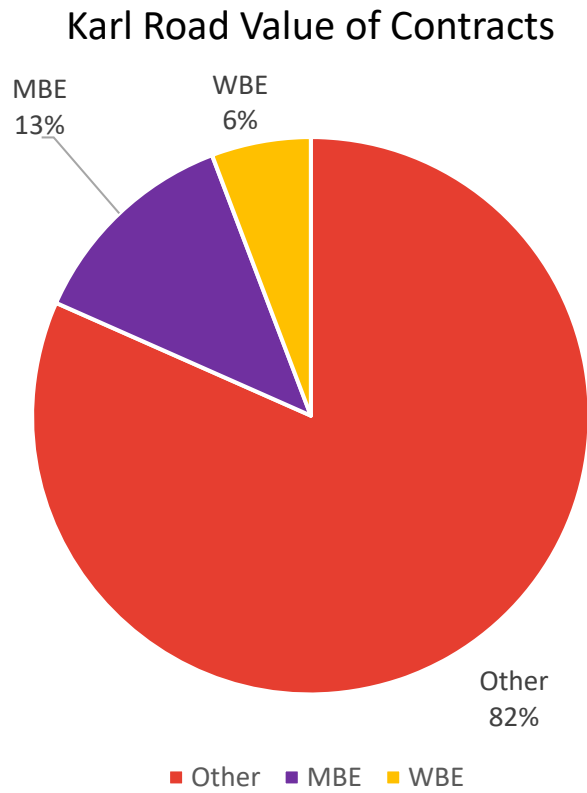
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# CML Diversity & Inclusion Program: Phase II

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

## CONSTRUCTION CONTRACTS AWARDED: KARL ROAD



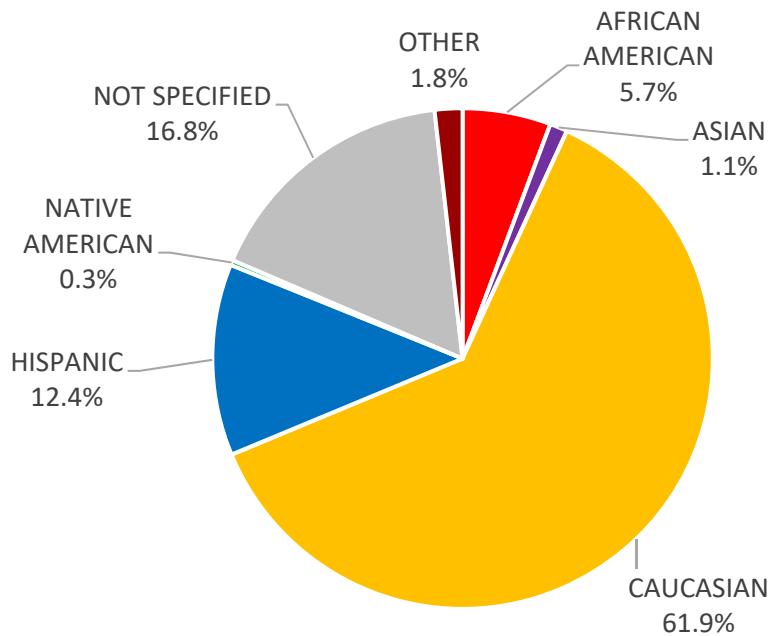
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**GOALS:**

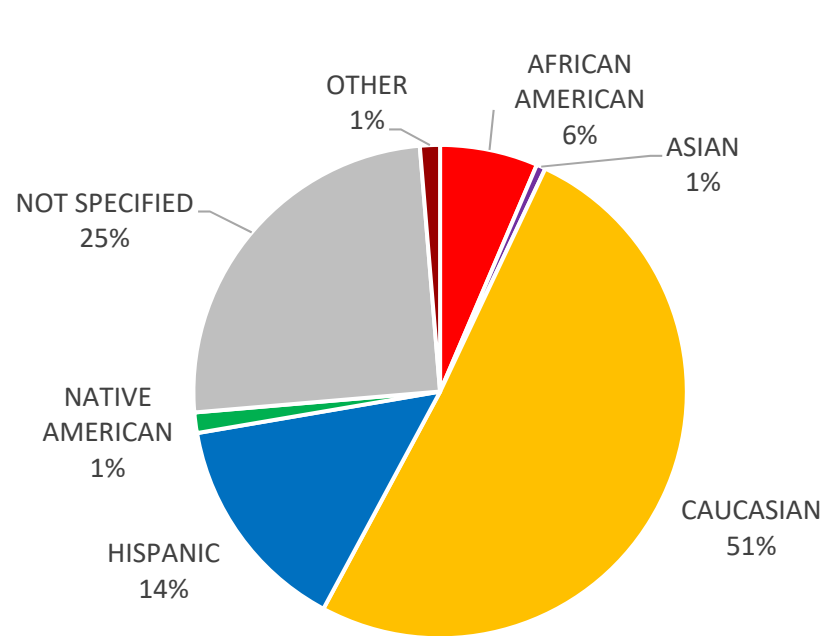
1. 10% minority workforce participation
2. 6.9% female workforce participation

**CONSTRUCTION WORKFORCE PARTICIPATION: KARL ROAD**

Karl Road % of Workers



Karl Road % of Hours



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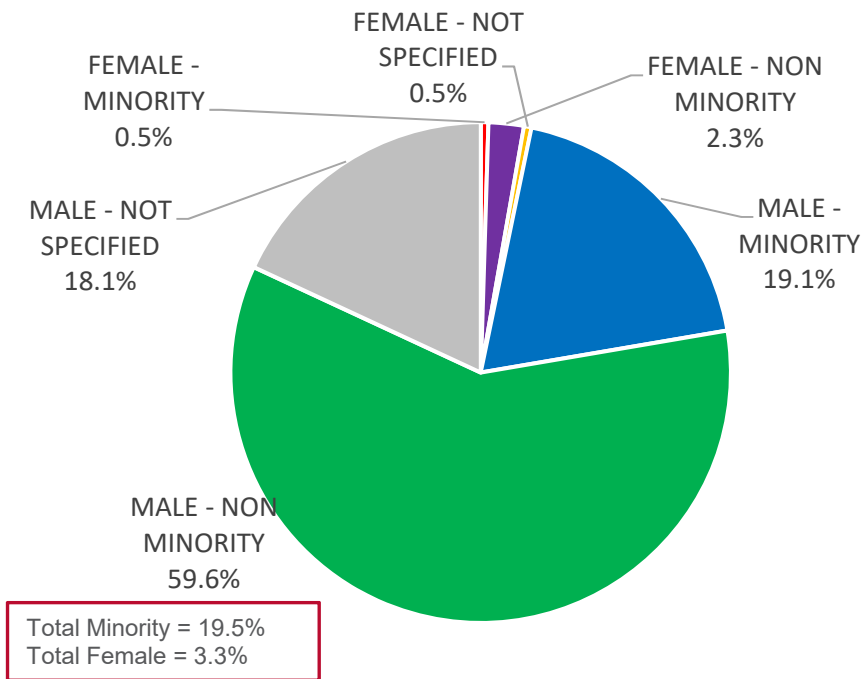
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**GOALS:**

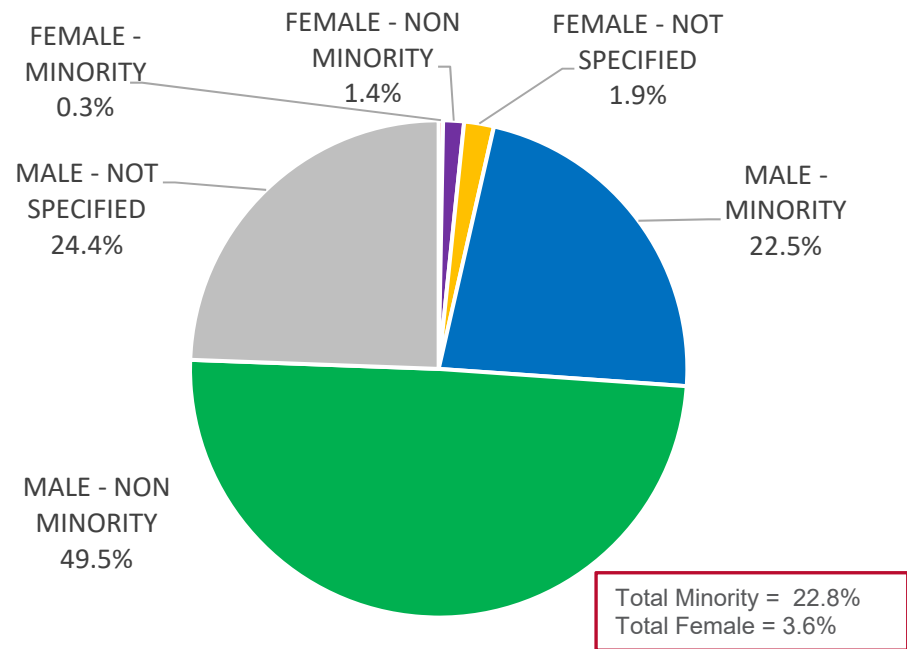
1. 10% minority workforce participation
2. 6.9% female workforce participation

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

Workforce by Minority/Gender Status % of Workers



Workforce by Minority/Gender % of Hours



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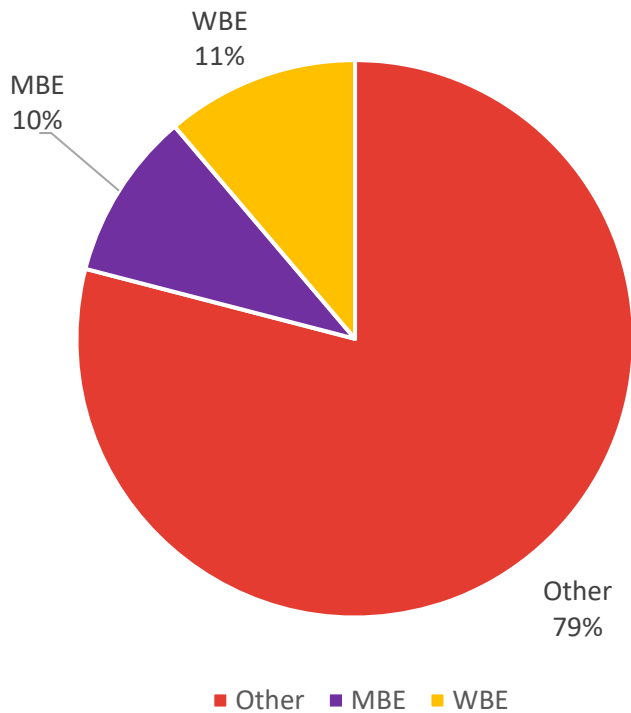
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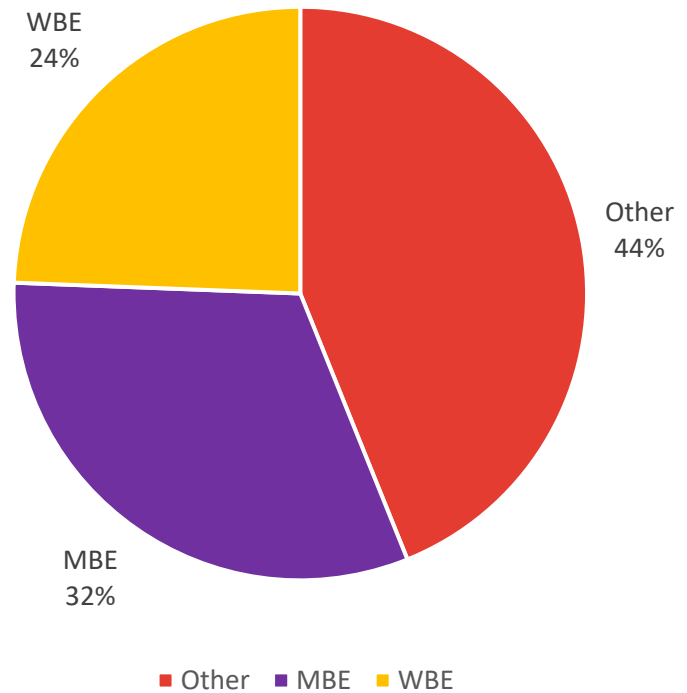
**GOAL:** 20% contracts awarded to MBE/WBE owned businesses

## CONSTRUCTION CONTRACTS AWARDED: HILLTOP BRANCH

Hilltop Branch Value of Contracts



Hilltop Branch Number of Contracts



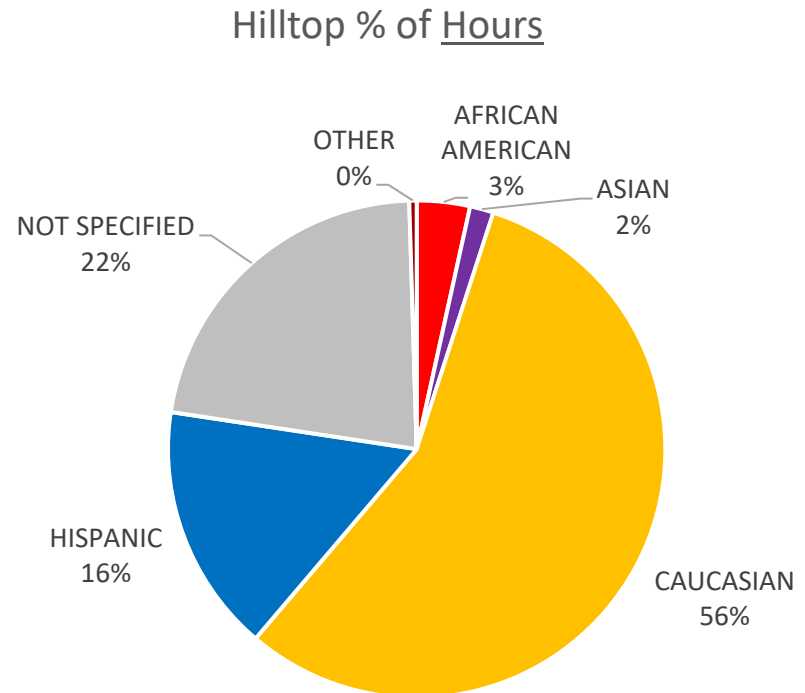
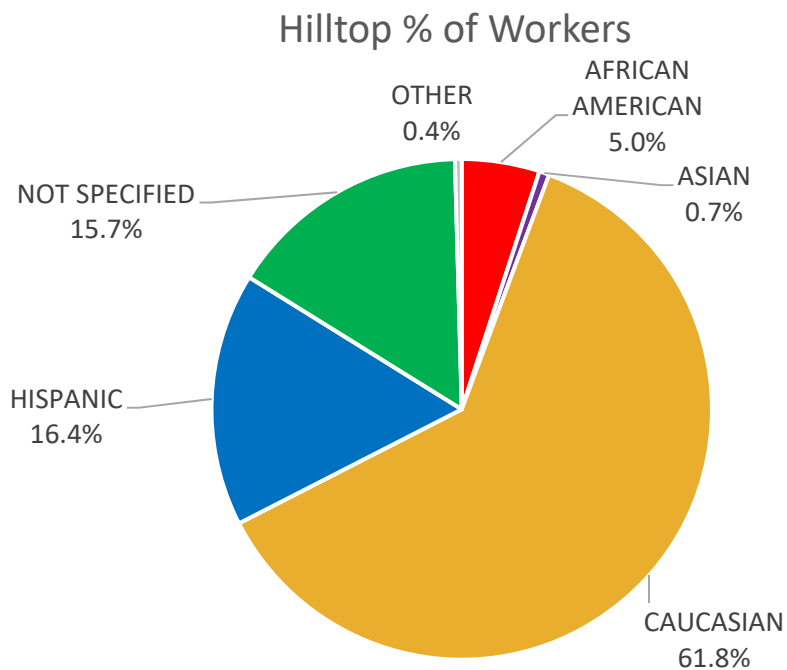


# CML Diversity & Inclusion Program: Phase II

**GOALS:**

1. 10% minority workforce participation
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**CONSTRUCTION WORKFORCE PARTICIPATION: HILLTOP BRANCH**



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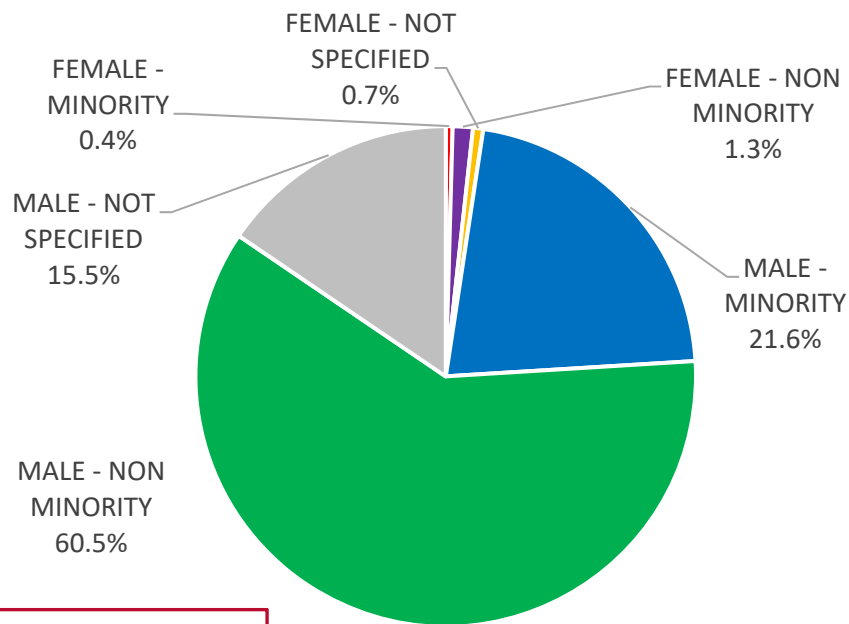
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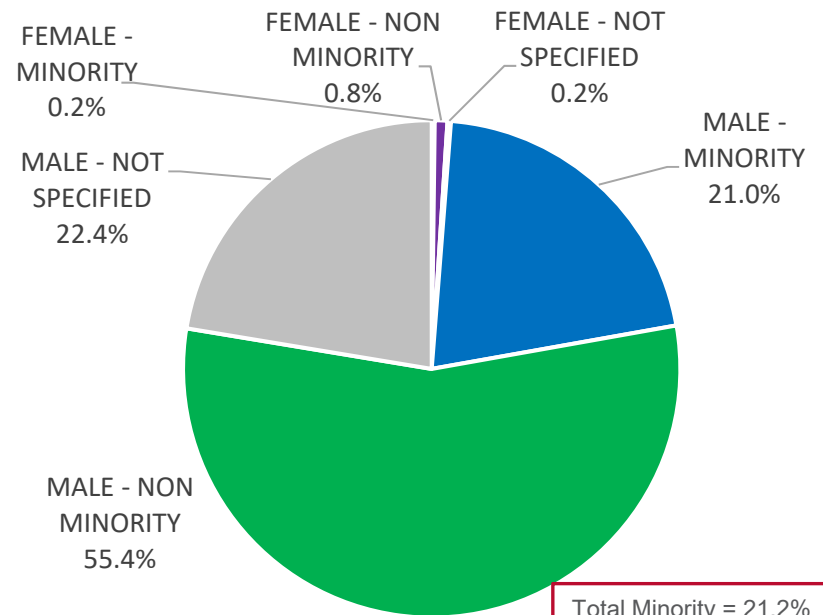
**CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS: HILLTOP**

Workforce by Minority/Gender Status % of Workers



Total Minority = 22.1%  
Total Female = 2.4%

Workforce by Minority/Gender % of Hours



Total Minority = 21.2%  
Total Female = 1.2%

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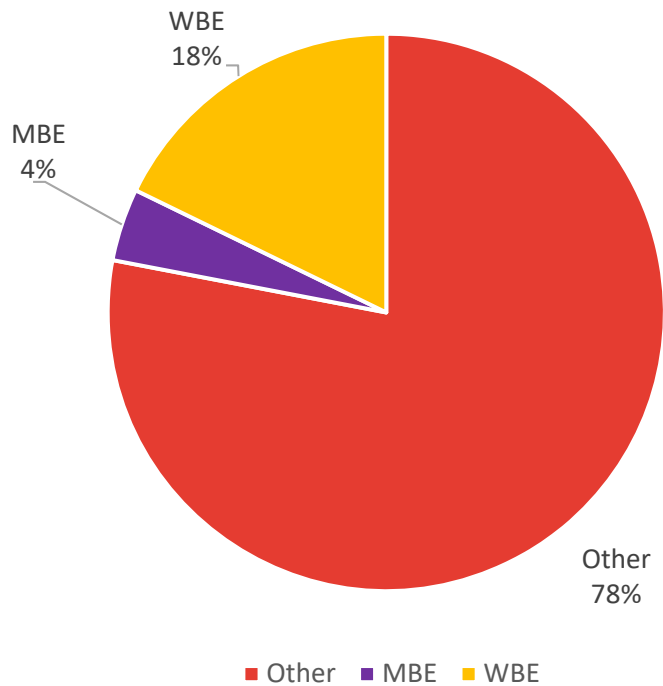
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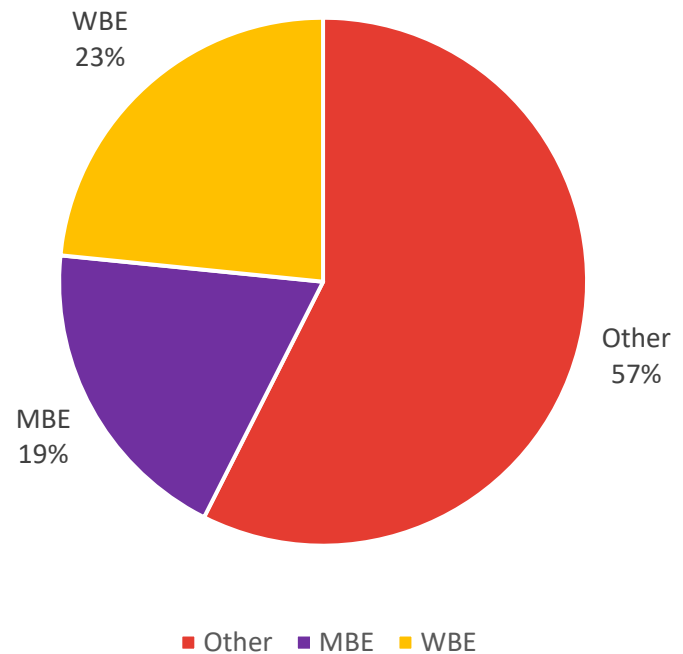
**GOAL:** 20% contracts awarded to MBE/WBE owned businesses

## CONSTRUCTION CONTRACTS AWARDED: GAHANNA BRANCH

Gahanna Branch Value of Contracts



Gahanna Branch Number of Contracts



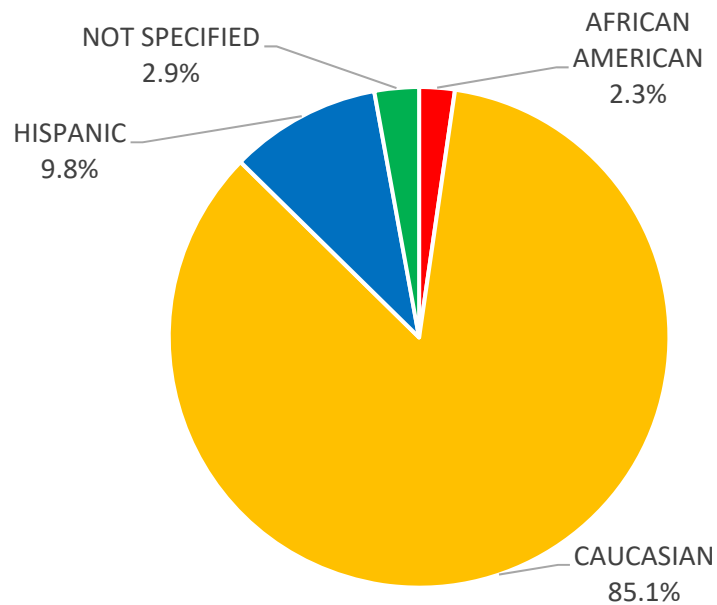
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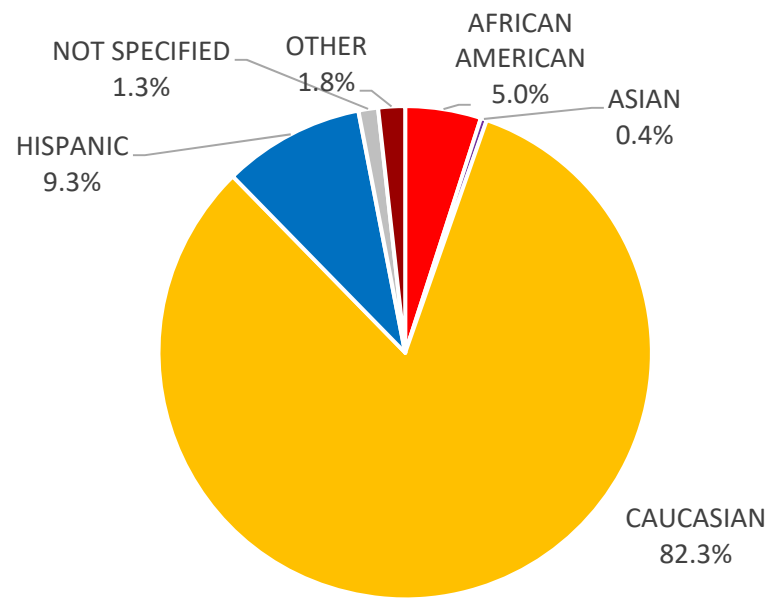
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**CONSTRUCTION WORKFORCE PARTICIPATION: GAHANNA BRANCH**

Gahanna % of Workers



Gahanna % of Hours



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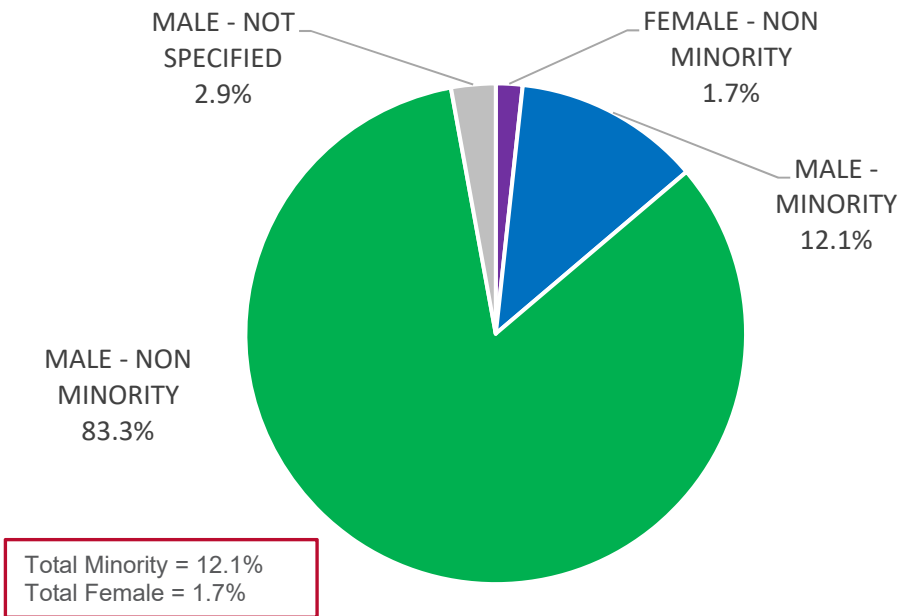
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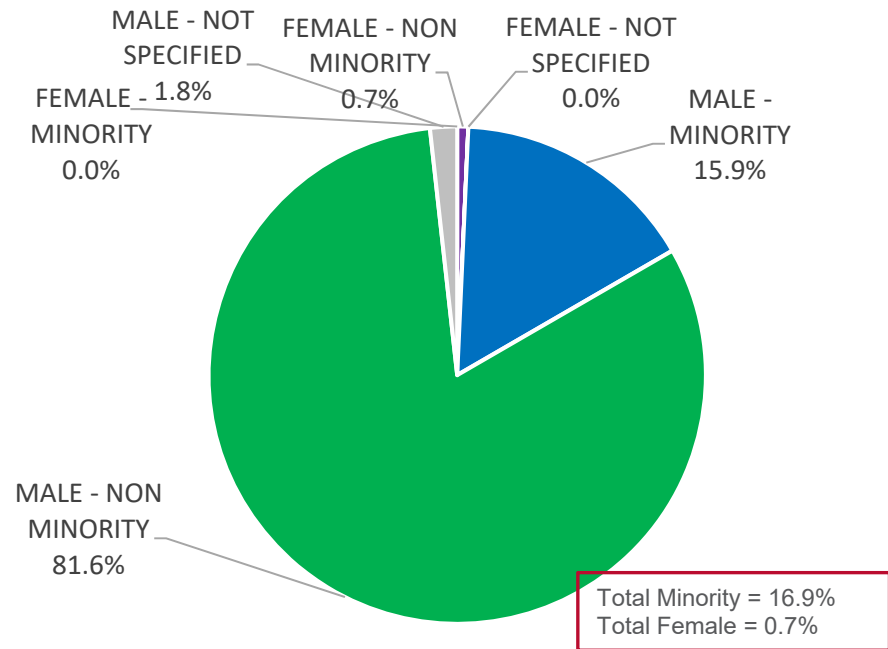
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**CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS: GAHANNA**

Workforce by Minority/Gender Status % of Workers



Workforce by Minority/Gender % of Hours



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