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

Data from 2020-2022: Report Date 05/31/2022
CML Diversity & Inclusion Program: Phase II

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

**Construction Contracts Awarded: All Projects**

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

**Total Value of Contracts**
- Other: 80%
- MBE: 9%
- WBE: 12%

**Total Number of Contracts**
- Other: 51%
- MBE: 28%
- WBE: 21%

*Factors: M/WBE = Minority Business Enterprise or Woman Business Enterprise
**Percentages may add up to greater than 100% due to rounding*
CML Diversity & Inclusion Program: Phase II

**GOAL:** 10% minority workforce participation

### CONSTRUCTION WORKFORCE PARTICIPATION: ALL PROJECTS

**Total-Workforce by Race/Ethnicity % of Workers**
- CAUCASIAN: 65.1%
- HISPANIC: 13.5%
- NOT SPECIFIED: 14.4%
- NATIVE AMERICAN: 0.2%
- OTHER: 1.0%
- ASIAN: 0.8%
- AFRICAN AMERICAN: 5.0%

**Total-Workforce by Race/Ethnicity % of Hours**
- CAUCASIAN: 57%
- HISPANIC: 14%
- NATIVE AMERICAN: 1%
- OTHER: 1%
- AFRICAN AMERICAN: 5%
- ASIAN: 1%
- NOT SPECIFIED: 21%

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

*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: Phase II

**Goal:** 6.9% female workforce participation

**Construction Workforce by Minority & Gender Status: All Projects**

- Total Minority = 19.4%
- Total Female = 2.7%

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

*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.*
CONSTRUCTION CONTRACTS AWARDED: KARL ROAD

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

Data from 2020-2022: Report Date 05/31/22

*K/WBE = Minority Business Enterprise or Woman Business Enterprise

**Percentages may add up to greater than 100% due to rounding
**CML Diversity & Inclusion Program: Phase II**

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

**CONSTRUCTION WORKFORCE PARTICIPATION: KARL ROAD**

**Karl Road % of Workers**
- CAUCASIAN: 61.9%
- NATIVE AMERICAN: 0.3%
- HISPANIC: 12.4%
- NOT SPECIFIED: 16.8%
- OTHER: 1.8%
- AFRICAN AMERICAN: 5.7%
- ASIAN: 1.1%

**Karl Road % of Hours**
- CAUCASIAN: 51%
- NATIVE AMERICAN: 1%
- HISPANIC: 14%
- NOT SPECIFIED: 25%
- OTHER: 1%
- AFRICAN AMERICAN: 6%
- ASIAN: 1%

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

- Male - Minority: 19.1%
- Male - Non Minority: 59.6%
- Male - Not Specified: 18.1%
- Female - Minority: 2.3%
- Female - Non Minority: 0.5%
- Female - Not Specified: 0.5%

Total Minority = 19.5%
Total Female = 3.3%

Workforce by Minority/Gender % of Hours

- Male - Minority: 22.5%
- Male - Non Minority: 49.5%
- Male - Not Specified: 24.4%
- Female - Minority: 0.3%
- Female - Non Minority: 1.4%
- Female - Not Specified: 1.9%

Total Minority = 22.8%
Total Female = 3.6%

Data from 2020-2022: Report Date 05/31/2022
*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.
CONSTRUCTION CONTRACTS AWARDED: HILLTOP BRANCH

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

**CML Diversity & Inclusion Program: Phase II**

**CONSTRUCTION CONTRACTS AWARDED: HILLTOP BRANCH**

**Hilltop Branch Value of Contracts**

- Other: 79%
- MBE: 10%
- WBE: 11%

**Hilltop Branch Number of Contracts**

- Other: 44%
- MBE: 32%
- WBE: 24%

Data from 2020-2022: Report Date 05/31/22

*M/WBE = Minority Business Enterprise or Woman Business Enterprise

**Percentages may add up to greater than 100% due to rounding
CML Diversity & Inclusion Program: Phase II

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

**CONSTRUCTION WORKFORCE PARTICIPATION: HILLTOP BRANCH**

Hilltop % of Workers:
- CAUCASIAN: 61.8%
- HISPANIC: 16.4%
- NOT SPECIFIED: 15.7%
- ASIAN: 0.7%
- AFRICAN AMERICAN: 5.0%
- OTHER: 0.4%

Hilltop % of Hours:
- CAUCASIAN: 56%
- HISPANIC: 3%
- NOT SPECIFIED: 22%
- ASIAN: 2%
- AFRICAN AMERICAN: 0%
- OTHER: 0%

Data from 2020-2022: Report Date 05/31/2022
*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.
GOALS:
1. 10% minority workforce participation
2. 6.9% female workforce participation

CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS: HILLTOP

Workforce by Minority/Gender Status % of Workers

- Male - Minority: 21.6%
- Male - Non Minority: 60.5%
- Male - Not Specified: 22.4%
- Female - Minority: 0.4%
- Female - Non Minority: 1.3%
- Female - Not Specified: 0.7%

Total Minority = 22.1%
Total Female = 2.4%

Workforce by Minority/Gender % of Hours

- Male - Minority: 21.0%
- Male - Non Minority: 55.4%
- Male - Not Specified: 22.4%
- Female - Minority: 0.2%
- Female - Non Minority: 0.8%
- Female - Not Specified: 0.2%

Total Minority = 21.2%
Total Female = 1.2%

Data from 2020-2022: Report Date 05/31/2022
*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.
CONSTRUCTION CONTRACTS AWARDED: GAHANNA BRANCH

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

CML Diversity & Inclusion Program: Phase II

Data from 2020-2022: Report Date 05/31/22

* M/WBE = Minority Business Enterprise or Woman Business Enterprise
**Percentages may add up to greater than 100% due to rounding
CML Diversity & Inclusion Program: Phase II

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

**CONSTRUCTION WORKFORCE PARTICIPATION: GAHANNA BRANCH**

**Gahanna % of Workers**
- CAUCASIAN: 85.1%
- HISPANIC: 9.8%
- AFRICAN AMERICAN: 2.3%
- NOT SPECIFIED: 2.9%
- OTHER: 1.8%

**Gahanna % of Hours**
- CAUCASIAN: 82.3%
- AFRICAN AMERICAN: 5.0%
- ASIAN: 0.4%
- HISPANIC: 9.3%
- NOT SPECIFIED: 1.3%

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

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

Total Minority = 12.1%
Total Female = 1.7%

Total Minority = 16.9%
Total Female = 0.7%