

# 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 served as CML diversity and inclusion March 2020 – February 2023

### 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

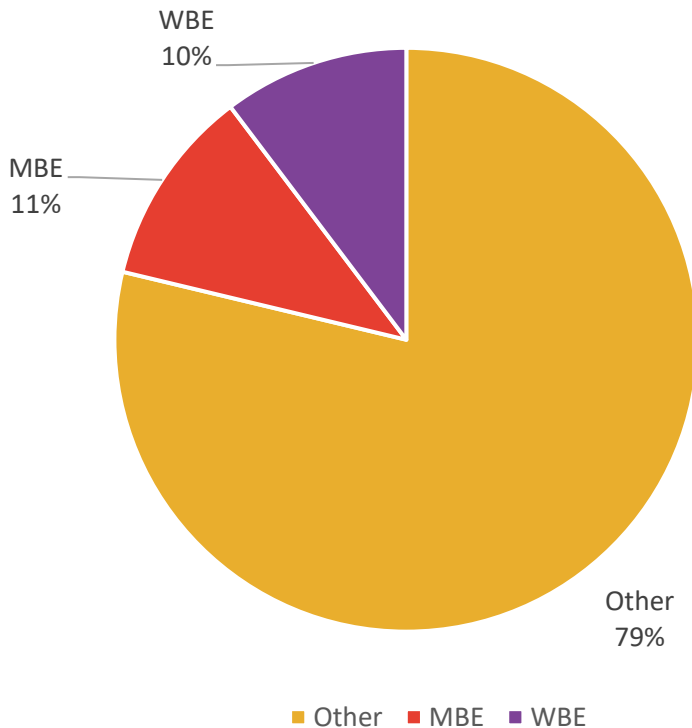
- Updated CML Diversity & Inclusion Program presence on columbuslibrary.org
- Business First Diversity in Business Awards Outstanding Diversity Champion (Organization): April 2021
- Participated in the MORPC Supplier Diversity Procurement Fair: August 2023

# CML Diversity & Inclusion Program: Phase II

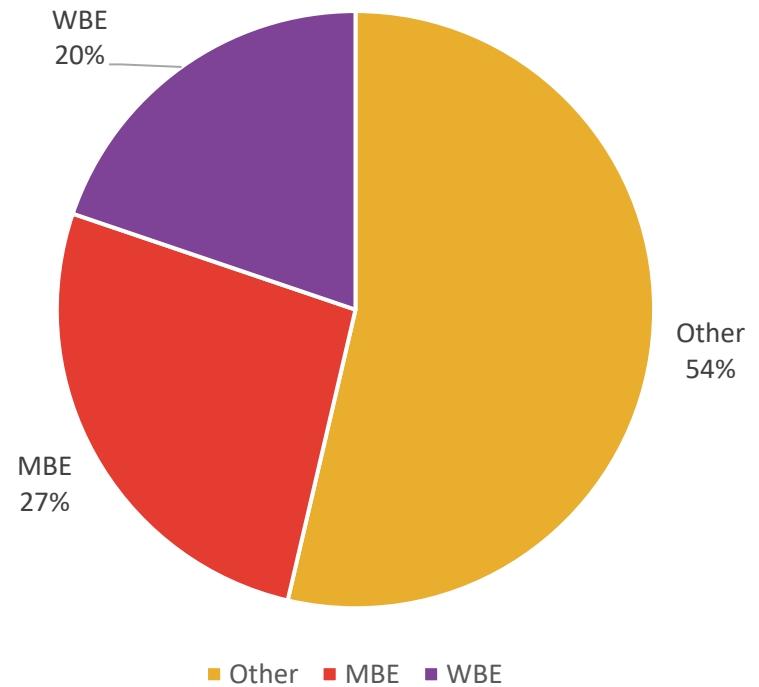
**GOAL:** 20% contracts awarded to MBE/WBE owned businesses

## CONSTRUCTION CONTRACTS AWARDED: ALL PROJECTS

Total Value of Contracts



Total Number of Contracts



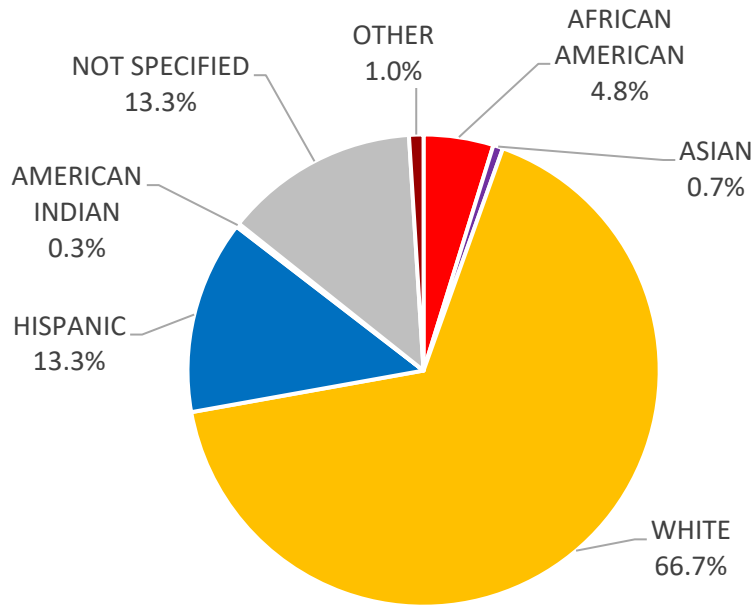
\*M/WBE = Minority Business Enterprise or Woman Business Enterprise  
\*\*Percentages may add up to greater than 100% due to rounding

# CML Diversity & Inclusion Program: Phase II

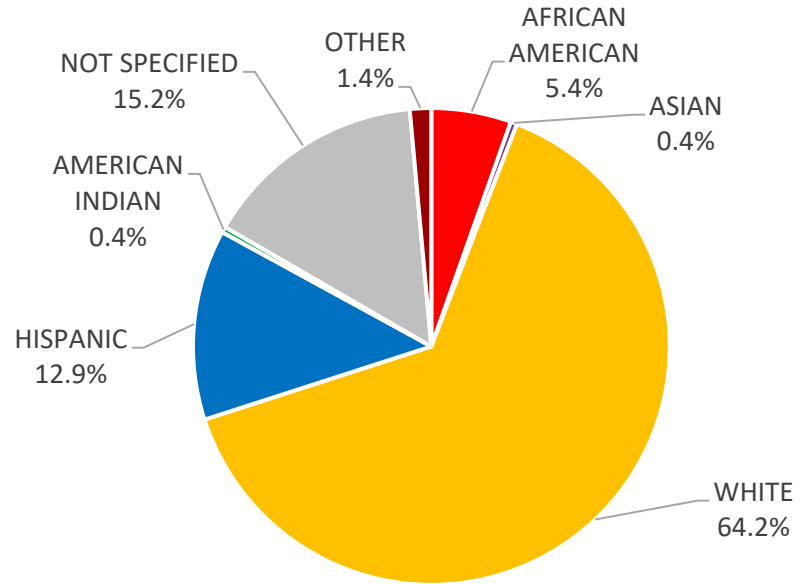
**GOAL:** 10% minority workforce participation

## CONSTRUCTION WORKFORCE PARTICIPATION: ALL PROJECTS

Total-Workforce by Race/Ethnicity  
(% of Workers)



Total-Workforce by Race/Ethnicity  
(% of Hours)



Data from 2020-2023; Report Date 05/31/2023

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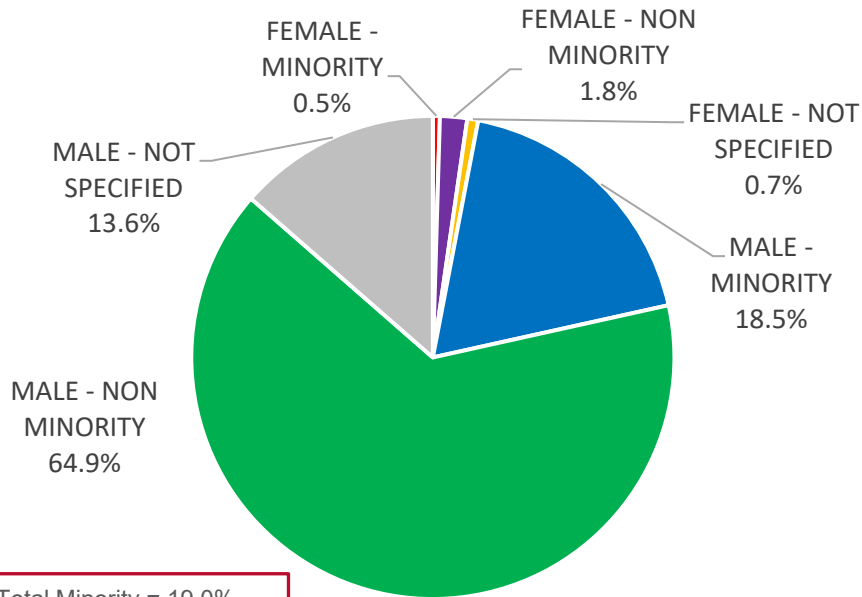
\*\*Due to human error in the time-reporting process, a small number of records in the Workforce by branch tables may have been wrongly attributed to the wrong branch. The number of records potentially with error are too small to have a substantial effect on the branch number of workers category.

# CML Diversity & Inclusion Program: Phase II

**GOAL:** 6.9% female workforce participation

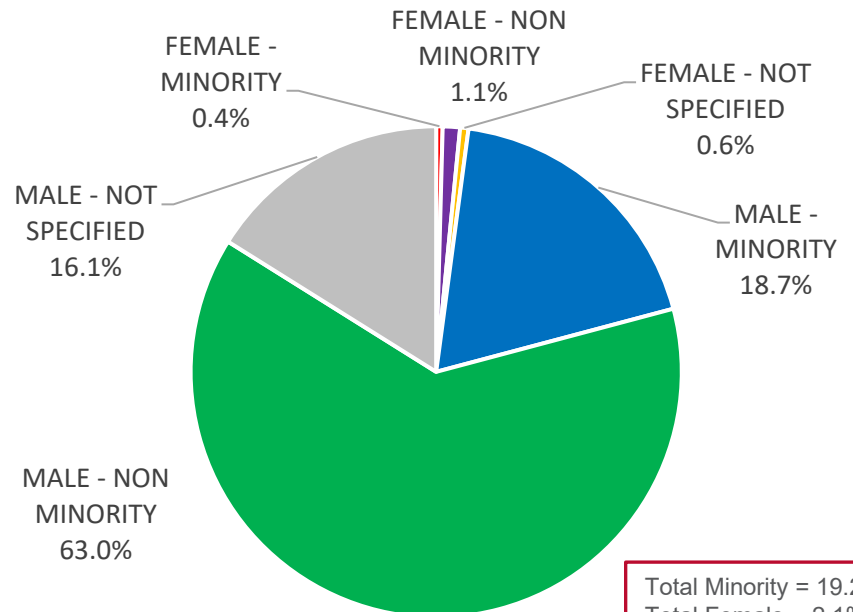
## CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS: ALL PROJECTS

Workforce by Minority / Gender  
(% of Workers)



Total Minority = 19.0%  
Total Female = 3.0%

Workforce by Minority/Gender  
(% of Hours)



Total Minority = 19.2%  
Total Female = 2.1%

Data from 2020-2023; Report Date 05/31/2023

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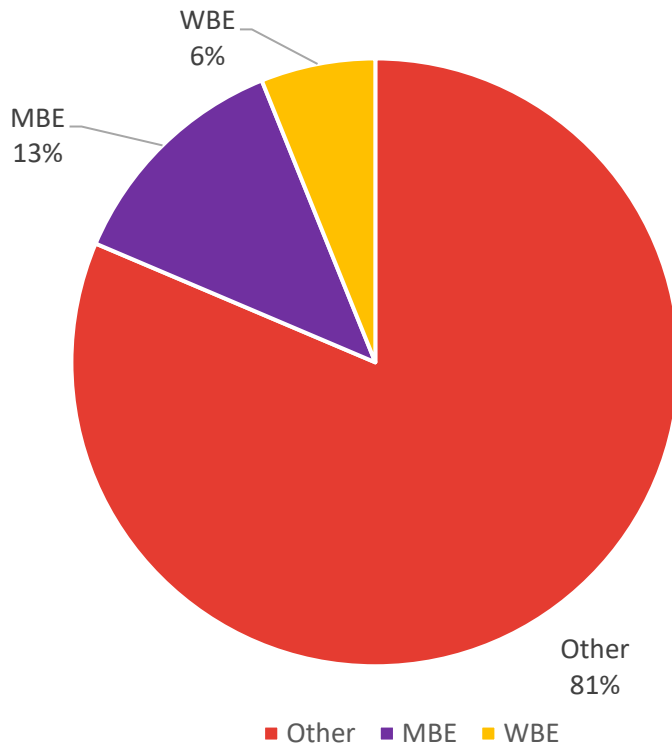
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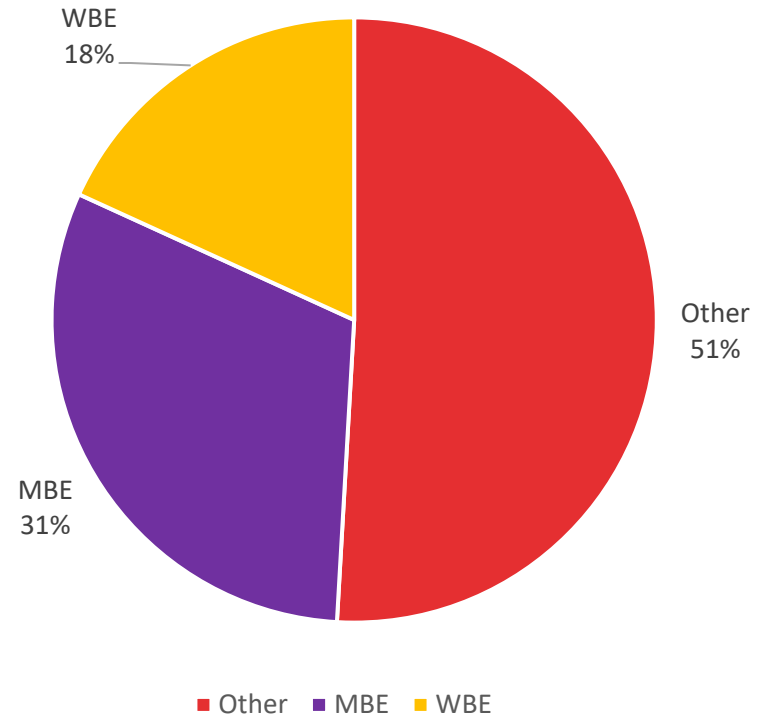
**GOAL:** 20% contracts awarded to MBE/WBE owned businesses

## CONSTRUCTION CONTRACTS AWARDED: KARL ROAD

Karl Road Value of Contracts



Karl Road Number of Contracts



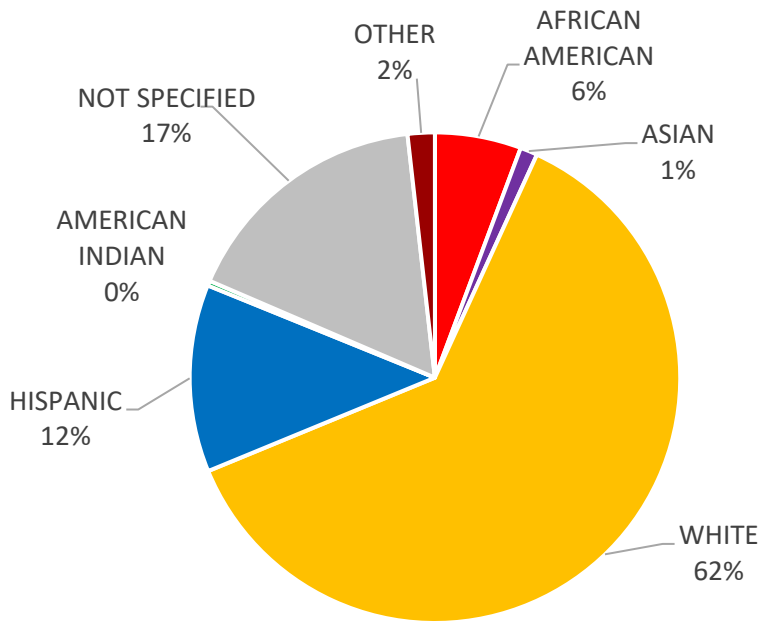
# CML Diversity & Inclusion Program: Phase II

**GOALS:**

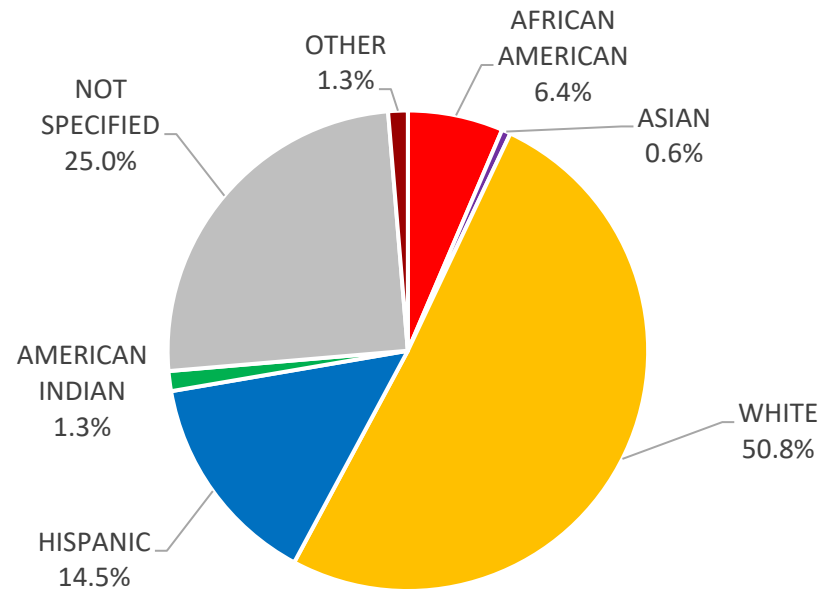
1. 10% minority workforce participation
2. 6.9% female workforce participation

**CONSTRUCTION WORKFORCE PARTICIPATION: KARL ROAD**

Karl Road % of Workers



Karl Road % of Hours



Data from 2020-2023; Report Date 05/31/2023

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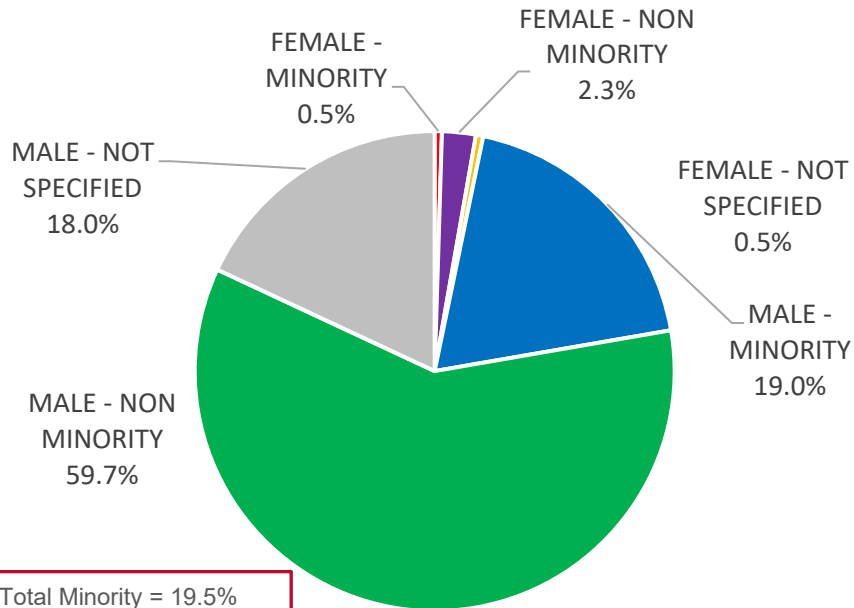
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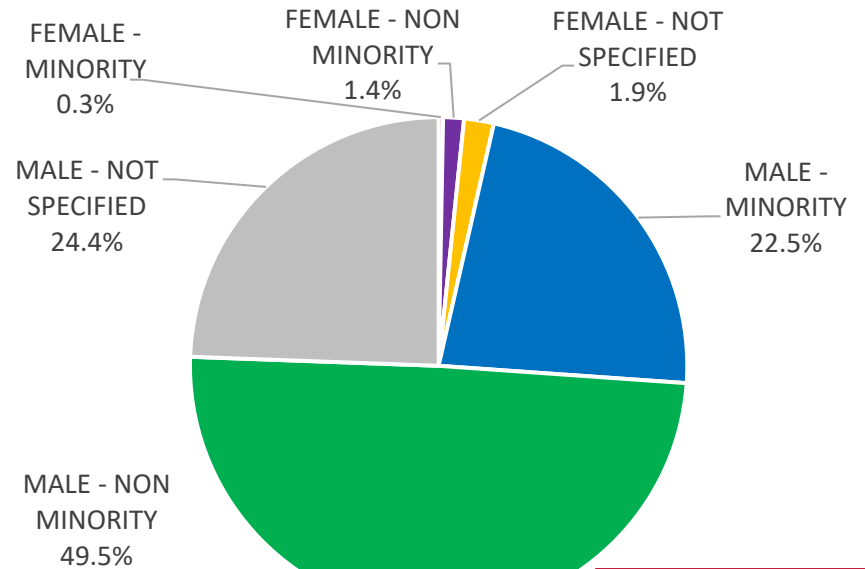
1. 10% minority workforce participation
2. 6.9% female workforce participation

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

Workforce by Minority/Gender  
% of Workers



Workforce by Minority/Gender % of Hours

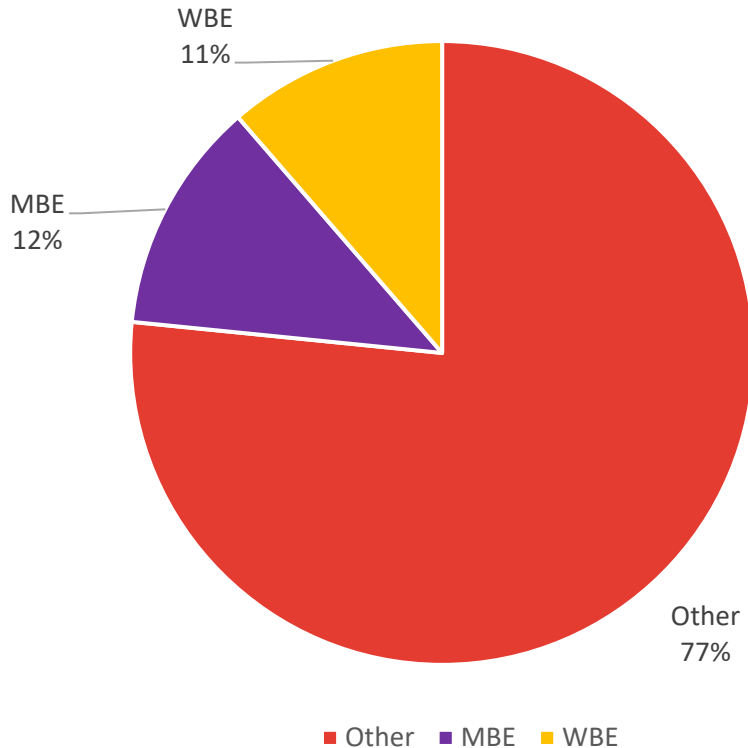


# CML Diversity & Inclusion Program: Phase II

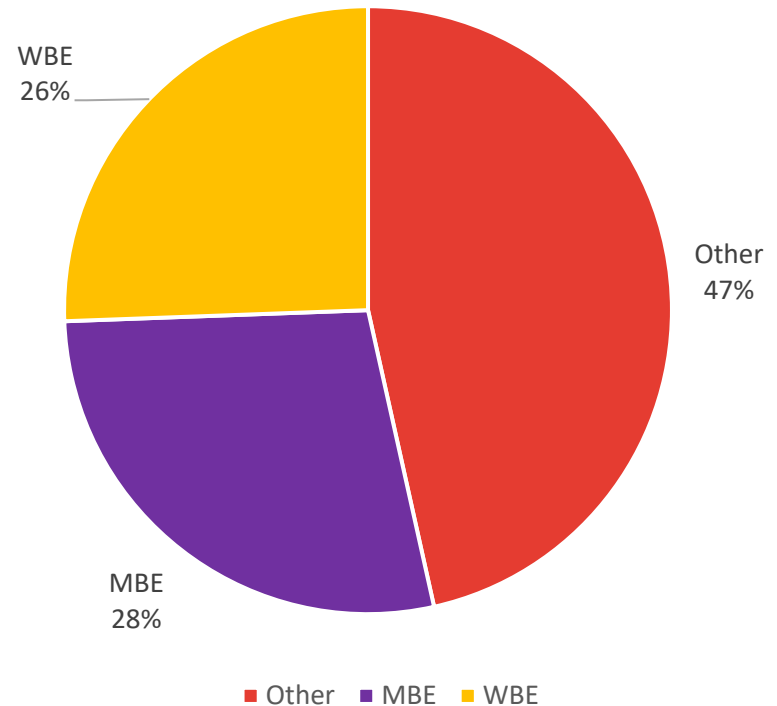
**GOAL:** 20% contracts awarded to MBE/WBE owned businesses

## CONSTRUCTION CONTRACTS AWARDED: HILLTOP BRANCH

Hilltop Value of Contracts



Hilltop Number of Contracts





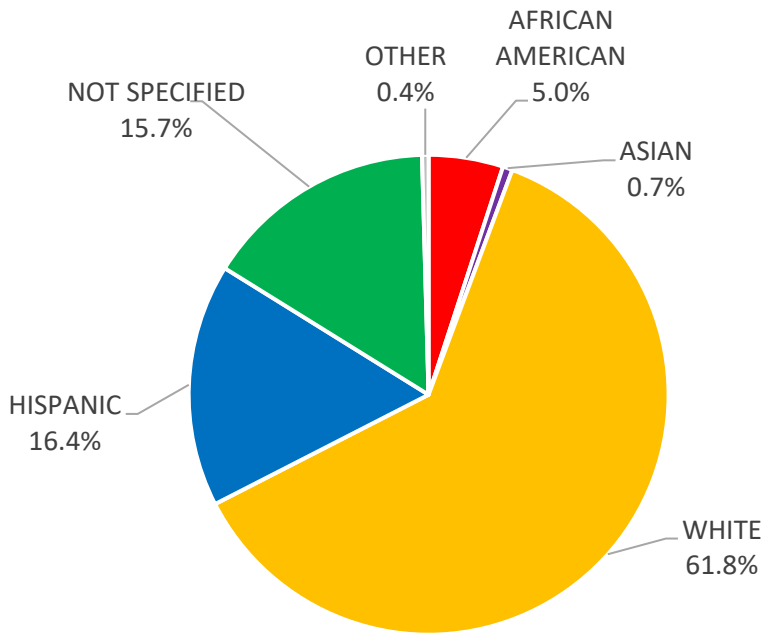
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**GOALS:**

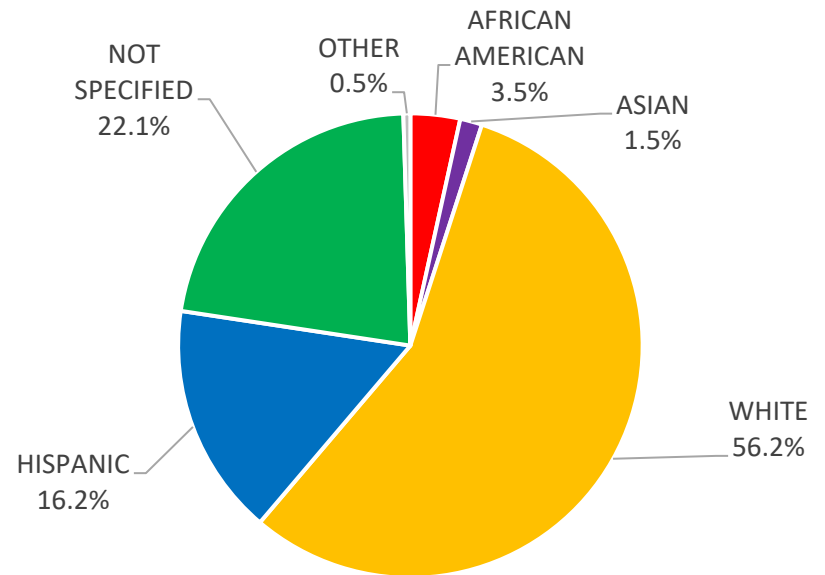
1. 10% minority workforce participation
2. 6.9% female workforce participation

**CONSTRUCTION WORKFORCE PARTICIPATION: HILLTOP BRANCH**

Hilltop % of Workers



Hilltop % of Hours



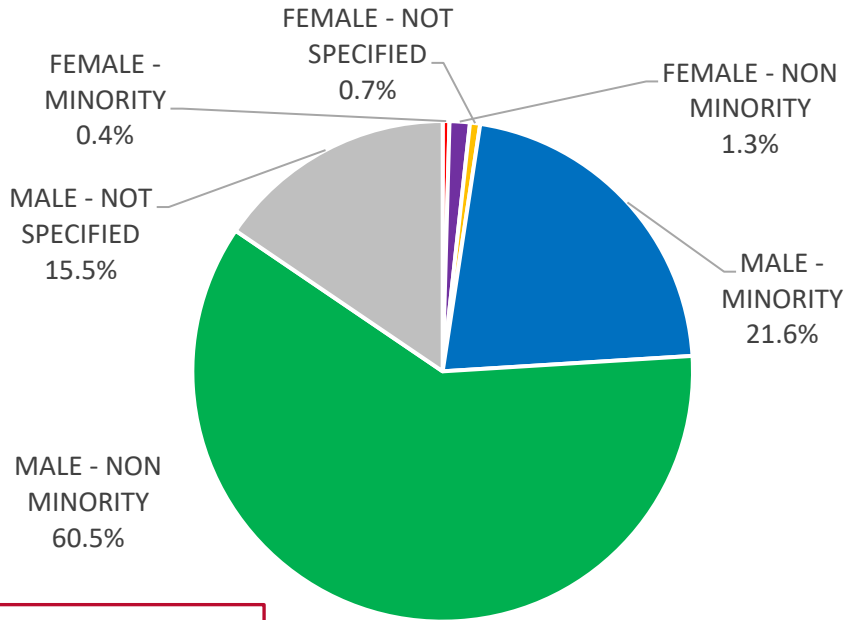
# CML Diversity & Inclusion Program: Phase II

**GOALS:**

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

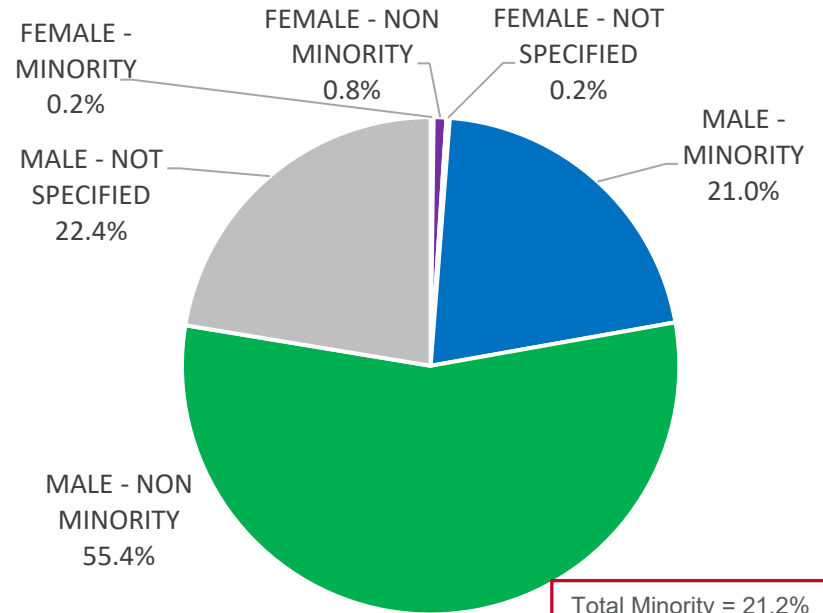
**CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS: HILLTOP**

Workforce by Minority/Gender Status % of Workers



Total Minority = 22.1%  
Total Female = 2.4%

Workforce by Minority/Gender % of Hours



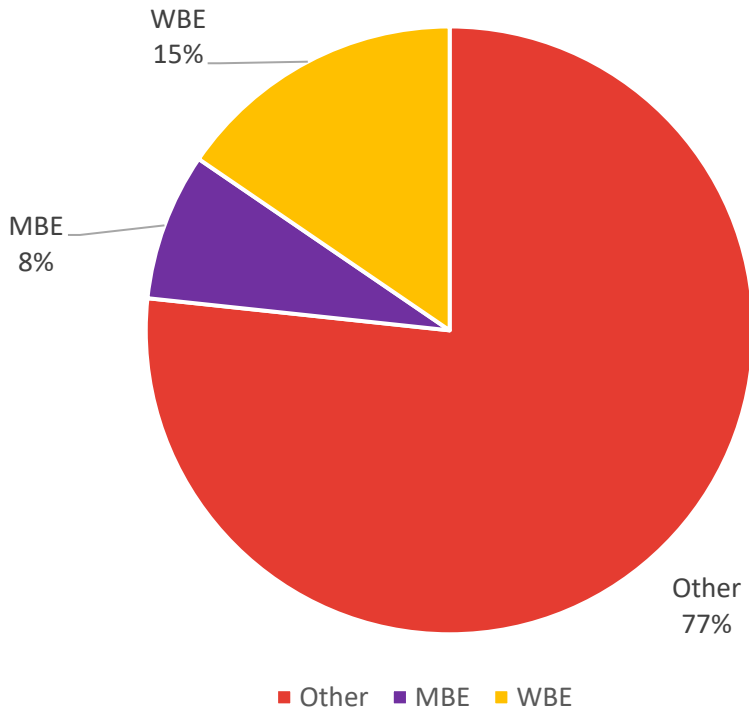
Total Minority = 21.2%  
Total Female = 1.2%

# CML Diversity & Inclusion Program: Phase II

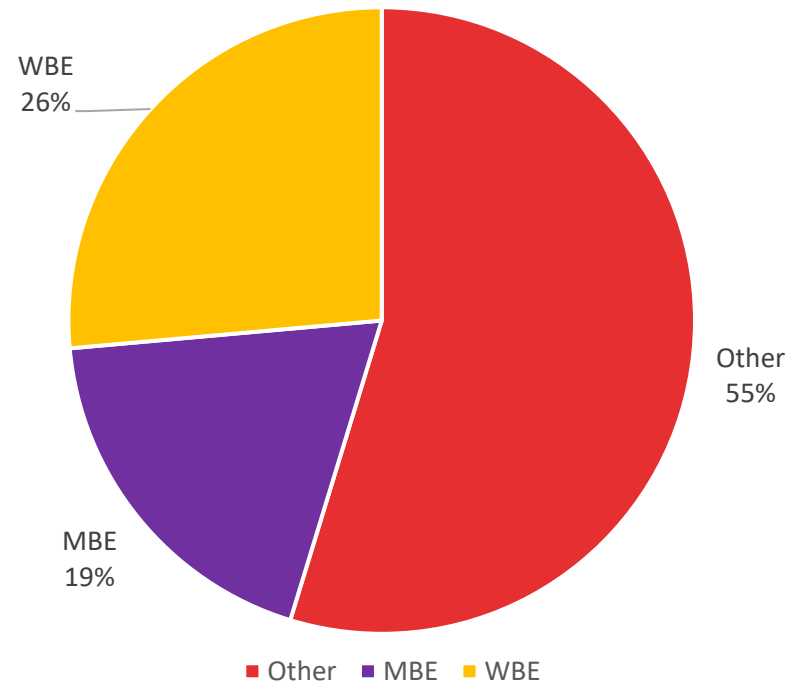
**GOAL:** 20% contracts awarded to MBE/WBE owned businesses

## CONSTRUCTION CONTRACTS AWARDED: GAHANNA BRANCH

Gahanna Value of Contracts



Gahanna Number of Contracts



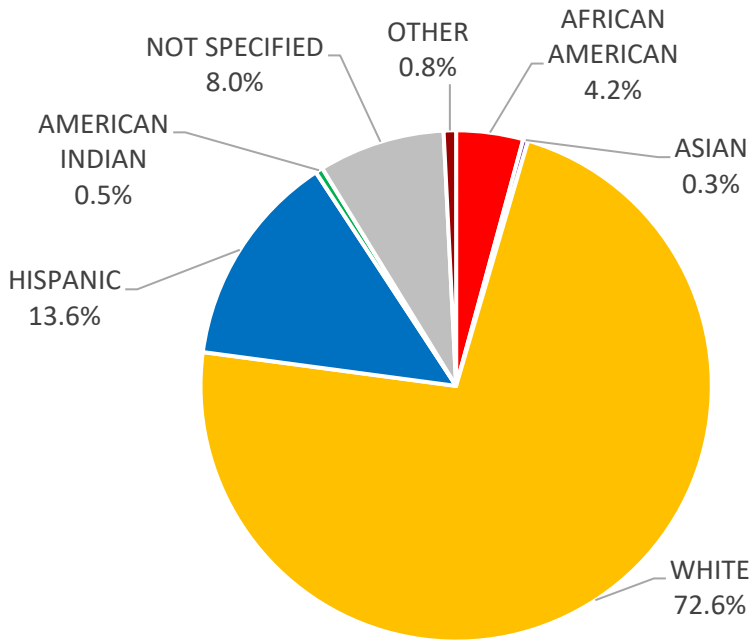
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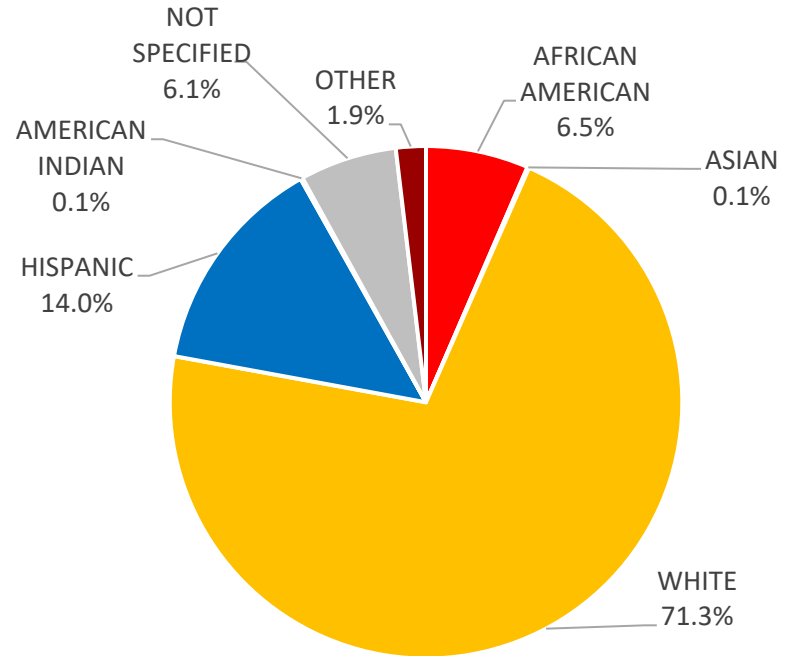
1. 10% minority workforce participation
2. 6.9% female workforce participation

### CONSTRUCTION WORKFORCE PARTICIPATION: GAHANNA BRANCH

Gahanna % of Workers



Gahanna % of Hours



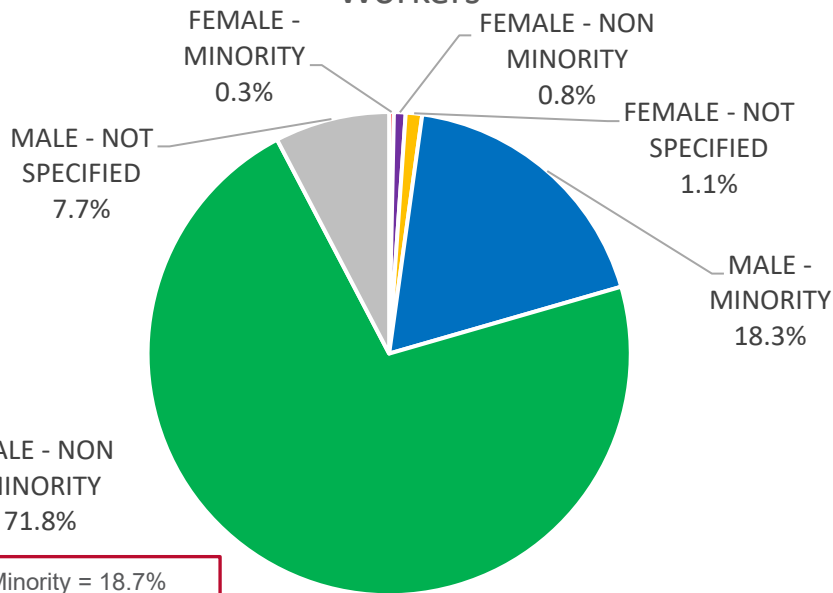
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**GOALS:**

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2. 6.9% female workforce participation

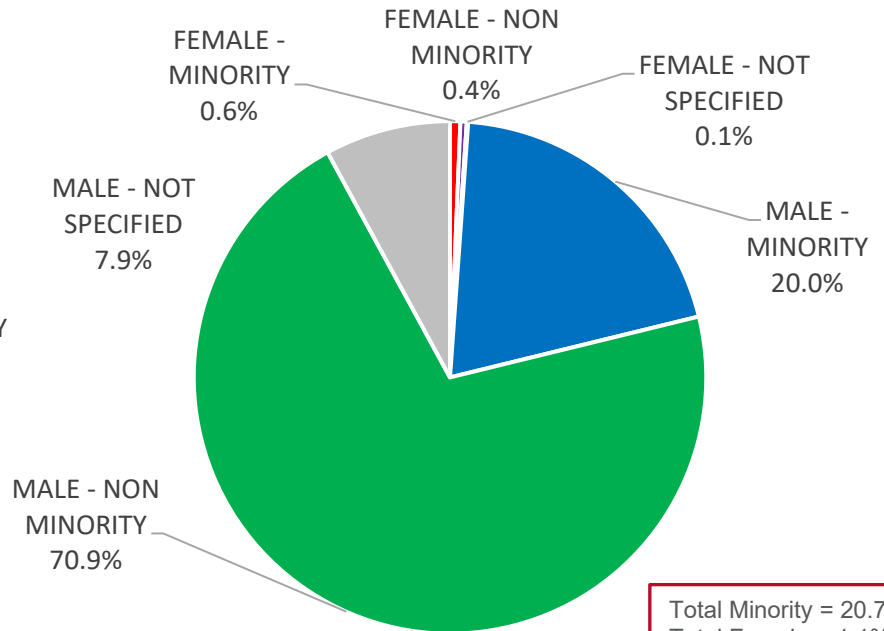
**CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS: GAHANNA**

Workforce by Minority/Gender % of Workers



Total Minority = 18.7%  
Total Female = 2.2%

Workforce by Minority/Gender (% of Hours)



Total Minority = 20.7%  
Total Female = 1.1%

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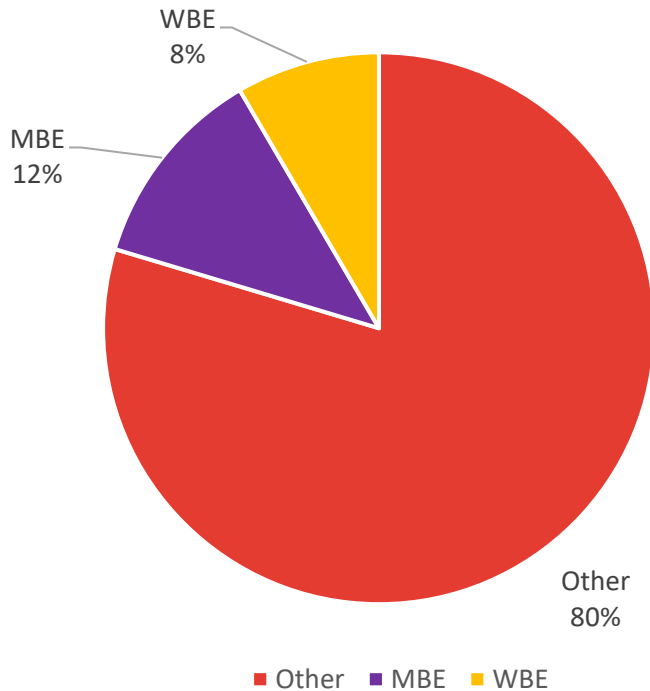
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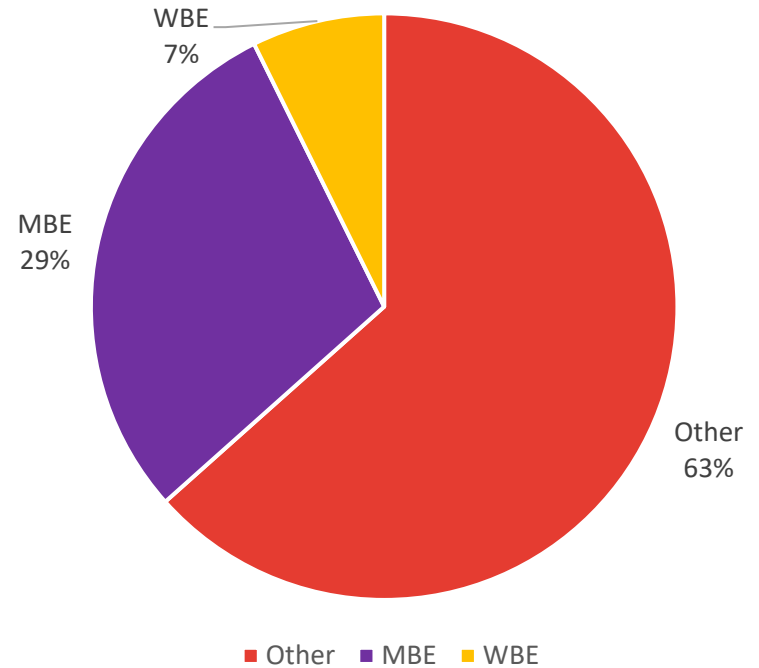
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## CONSTRUCTION CONTRACTS AWARDED: REYNOLDSBURG BRANCH

Reynoldsburg Value of Contracts



Reynoldsburg Number of Contracts



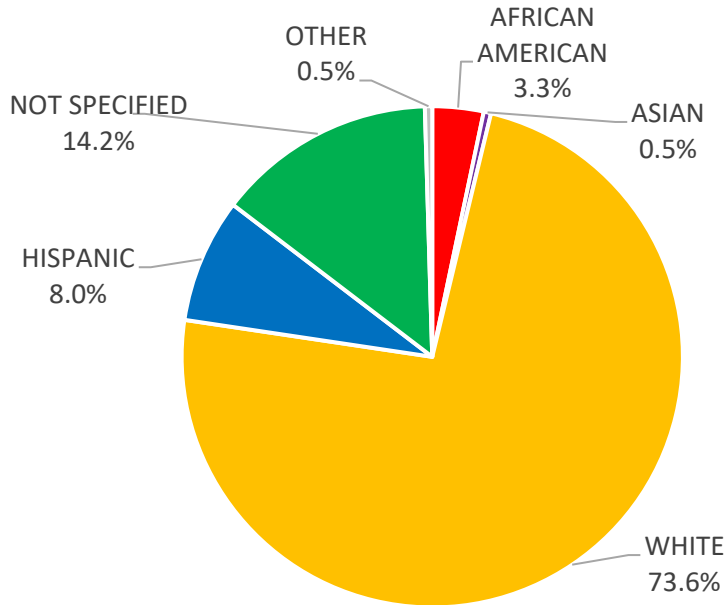
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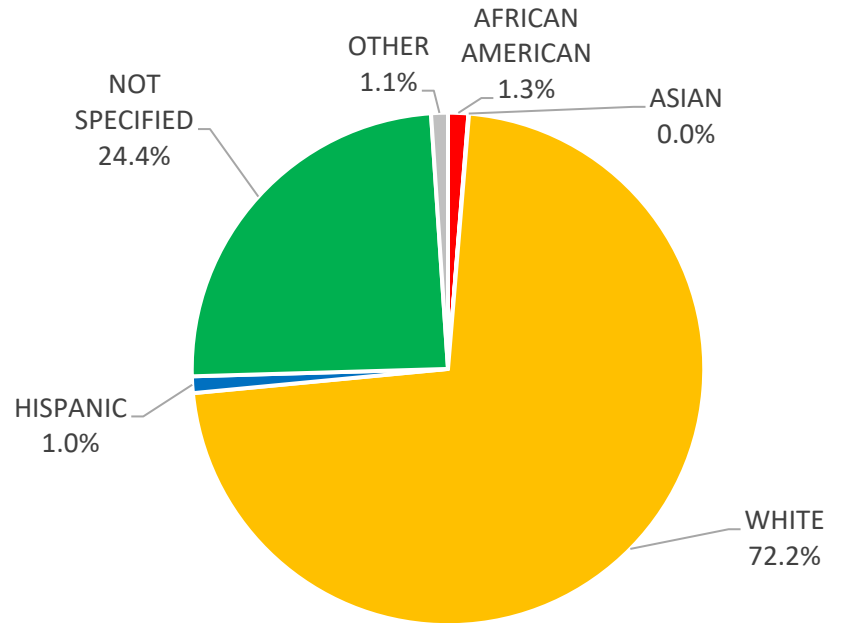
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### CONSTRUCTION WORKFORCE PARTICIPATION: REYNOLDSBURG BRANCH

Reynoldsburg % of Workers



Reynoldsburg % of Hours



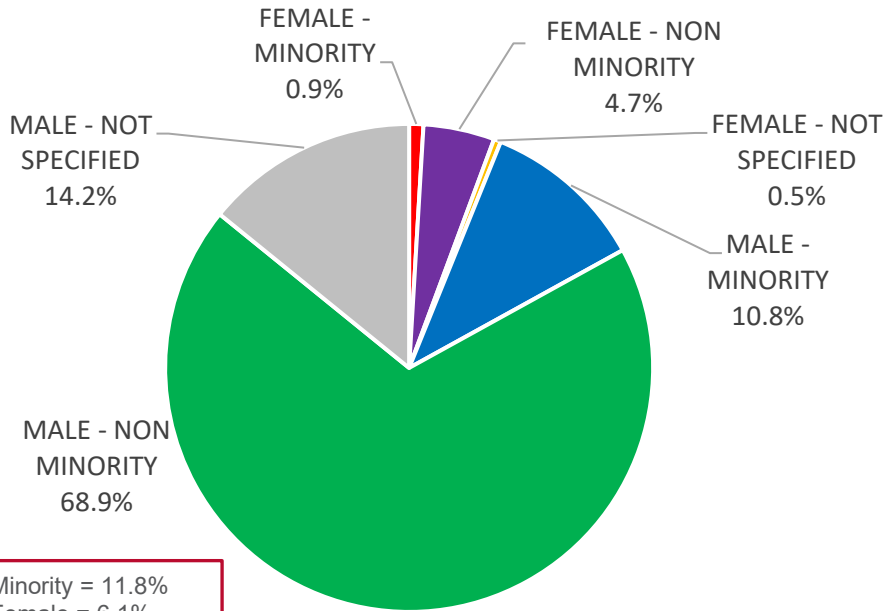
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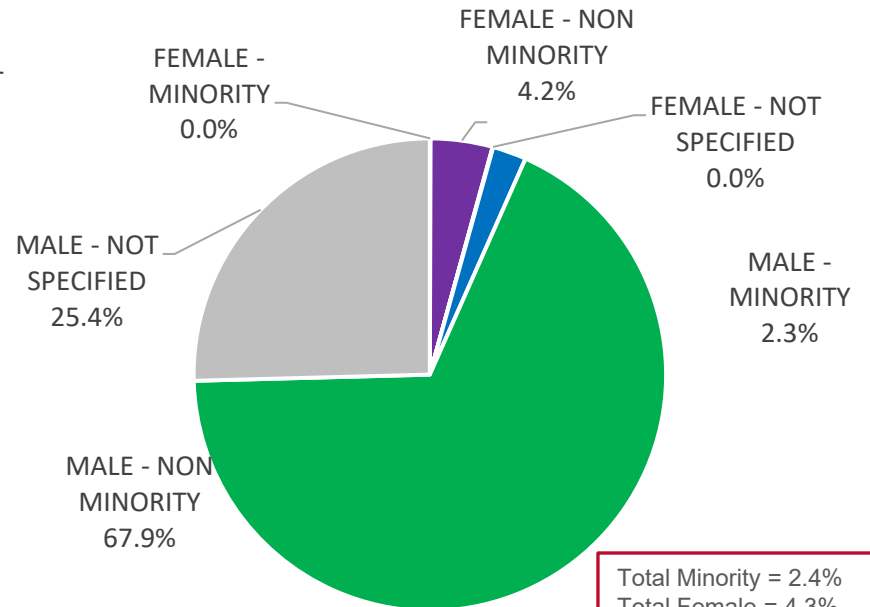
### CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS: REYNOLDSBURG

Workforce by Minority / Gender % of Workers



Total Minority = 11.8%  
Total Female = 6.1%

Workforce by Minority / Gender (% of Hours)



Total Minority = 2.4%  
Total Female = 4.3%