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

Data from 2020-2023: Report Date 05/31/2023
CML Diversity & Inclusion Program: Phase II

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

**Construction Contracts Awarded: All Projects**

- **Total Value of Contracts**
  - Other: 79%
  - MBE: 11%
  - WBE: 10%

- **Total Number of Contracts**
  - Other: 54%
  - MBE: 27%
  - WBE: 20%

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

Data from 2020-2023: Report Date 05/31/2023
CML Diversity & Inclusion Program: Phase II

**GOAL:** 10% minority workforce participation

CONSTRUCTION WORKFORCE PARTICIPATION: ALL PROJECTS

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

- WHITE: 66.7%
- HISPANIC: 13.3%
- NOT SPECIFIED: 13.3%
- AMERICAN INDIAN: 0.3%
- AFRICAN AMERICAN: 4.8%
- ASIAN: 0.7%
- OTHER: 1.0%

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

- WHITE: 64.2%
- HISPANIC: 12.9%
- NOT SPECIFIED: 15.2%
- AMERICAN INDIAN: 0.4%
- AFRICAN AMERICAN: 5.4%
- ASIAN: 0.4%
- OTHER: 1.4%

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

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CML Diversity & Inclusion Program: Phase II

**Goal:** 6.9% female workforce participation

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

- **Total Minority:** 19.0%
- **Total Female:** 3.0%

**Workforce by Minority / Gender (% of Workers):**

- **Male - Non Minority:** 64.9%
- **Male - Minority:** 18.5%
- **Male - Not Specified:** 13.6%
- **Female - Non Minority:** 1.8%
- **Female - Minority:** 0.5%
- **Female - Not Specified:** 0.7%

**Workforce by Minority / Gender (% of Hours):**

- **Male - Non Minority:** 63.0%
- **Male - Minority:** 18.7%
- **Male - Not Specified:** 16.1%
- **Female - Non Minority:** 1.1%
- **Female - Minority:** 0.4%
- **Female - Not Specified:** 0.6%

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CONSTRUCTION CONTRACTS AWARDED: KARL ROAD

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

CML Diversity & Inclusion Program: Phase II

Karl Road Value of Contracts

- Other: 81%
- MBE: 13%
- WBE: 6%

Karl Road Number of Contracts

- Other: 51%
- MBE: 31%
- WBE: 18%

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Data from 2020-2023: Report Date 05/31/2023
**CML Diversity & Inclusion Program: Phase II**

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

**CONSTRUCTION WORKFORCE PARTICIPATION: KARL ROAD**

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

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**Karl Road % of Workers**
- **AFRICAN AMERICAN:** 6%
- **HISPANIC:** 12%
- **WHITE:** 62%
- **OTHER:** 2%
- **ASIAN:** 1%
- **AMERICAN INDIAN:** 0%
- **NOT SPECIFIED:** 17%
- **OTHER:** 2%

**Karl Road % of Hours**
- **AFRICAN AMERICAN:** 6.4%
- **HISPANIC:** 14.5%
- **WHITE:** 50.8%
- **AMERICAN INDIAN:** 1.3%
- **NOT SPECIFIED:** 25.0%
- **OTHER:** 1.3%
- **ASIAN:** 0.6%
CML Diversity & Inclusion Program: Phase II

**GOALS:**
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**
- **Total Minority = 19.5%**
- **Total Female = 3.3%**
- **Female - Minority = 0.3%**
- **Female - Non Minority = 2.3%**
- **Female - Not Specified = 0.5%**
- **Male - Minority = 22.5%**
- **Male - Non Minority = 49.5%**
- **Male - Not Specified = 18.0%**

**Workforce by Minority/Gender % of Hours**
- **Total Minority = 22.8%**
- **Total Female = 3.6%**
- **Female - Minority = 0.3%**
- **Female - Non Minority = 1.4%**
- **Female - Not Specified = 1.9%**
- **Male - Minority = 22.5%**
- **Male - Non Minority = 49.5%**
- **Male - Not Specified = 18.0%**

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

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CML Diversity & Inclusion Program: Phase II

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

CONSTRUCTION CONTRACTS AWARDED: HILLTOP BRANCH

Hilltop Value of Contracts

- Other: 77%
- MBE: 12%
- WBE: 11%

Hilltop Number of Contracts

- Other: 47%
- MBE: 28%
- WBE: 26%

*Data from 2020-2023: Report Date 05/31/2023

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CML Diversity & Inclusion Program: Phase II

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

**CONSTRUCTION WORKFORCE PARTICIPATION: HILLTOP BRANCH**

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

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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: 15.5%
- 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 2020-2023: Report Date 05/31/2023
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CML Diversity & Inclusion Program: Phase II

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

CONSTRUCTION CONTRACTS AWARDED: GAHANNA BRANCH

Gahanna Value of Contracts
- Other: 77%
- MBE: 8%
- WBE: 15%

Gahanna Number of Contracts
- Other: 55%
- MBE: 19%
- WBE: 26%

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Data from 2020-2023: Report Date 05/31/2023
CML Diversity & Inclusion Program: Phase II

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

CONSTRUCTION WORKFORCE PARTICIPATION: GAHANNA BRANCH

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

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

CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS: GAHANNA

Workforce by Minority/Gender % of Workers

- MALE - NON MINORITY 71.8%
- FEMALE - MINORITY 0.8%
- FEMALE - NOT SPECIFIED 1.1%
- MALE - MINORITY 18.3%
- MALE - NOT SPECIFIED 7.7%

Total Minority = 18.7%
Total Female = 2.2%

Workforce by Minority/Gender (% of Hours)

- MALE - NON MINORITY 70.9%
- FEMALE - MINORITY 0.6%
- FEMALE - NOT SPECIFIED 0.1%
- MALE - MINORITY 20.0%
- MALE - NOT SPECIFIED 7.9%

Total Minority = 20.7%
Total Female = 1.1%
CONSTRUCTION CONTRACTS AWARDED: REYNOLDSBURG BRANCH

CML Diversity & Inclusion Program: Phase II

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

CONSTRUCTION CONTRACTS AWARDED: REYNOLDSBURG BRANCH

Reynoldsburg Value of Contracts
- MBE: 12%
- WBE: 8%
- Other: 80%

Reynoldsburg Number of Contracts
- MBE: 29%
- WBE: 7%
- Other: 63%

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

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**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: REYNOLDSBURG BRANCH**

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

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Reynoldsburg % of Workers

- **White:** 73.6%
- **Hispanic:** 8.0%
- **Not Specified:** 14.2%
- **African American:** 0.5%
- **Asian:** 0.5%
- **Other:** 1.1%

Reynoldsburg % of Hours

- **White:** 72.2%
- **Hispanic:** 1.0%
- **Not Specified:** 24.4%
- **African American:** 1.3%
- **Asian:** 0.0%
- **Other:** 1.1%
CML Diversity & Inclusion Program: Phase II

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

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

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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.

**Workforce by Minority / Gender % of Workers**
- Total Minority = 11.8%
- Total Female = 6.1%
- Male - Non Minority: 68.9%
- Male - Minority: 10.8%
- Female - Non Minority: 4.7%
- Female - Minority: 0.9%
- Female - Not Specified: 0.5%
- Male - Not Specified: 14.2%

**Workforce by Minority / Gender (% of Hours)**
- Total Minority = 2.4%
- Total Female = 4.3%
- Male - Non Minority: 67.9%
- Male - Minority: 2.3%
- Female - Non Minority: 4.2%
- Female - Minority: 0.0%
- Female - Not Specified: 0.0%
- Male - Not Specified: 25.4%

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