

CML Outreach & 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 Outreach & Inclusion Program presented to Board of Trustees December 2014
- Nancy Tidwell hired as CML outreach 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
- Outreach & Inclusion Program presentations for Public Service Managers and CML Committee by Nancy Tidwell – March 2015
- Turner Construction Asst. Engineer discussion with CML community interns on construction careers – July 2015
- Free prevailing wage seminar open to local contractors – August 2015
- FastPath Program Construction Skills track – resulted from collaboration with local minority contractors and Columbus State – Jan. 2016
- Collaboration with CML Contractor Advisory Group, N. Tidwell, ECDI to establish community mobilization fund for small contractors – June 2016

Bidding and Contracting Community Meetings

- Outreach & 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
- Turner contractor event – Sept. 2016
- CML contractor panel discussion – Jan. 2017
- Contractor networking meeting – April 2017
- Contractor partnership meeting – Sept. 2017
- Professional svcs 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 Outreach & Inclusion Program presence on columbuslibrary.org – March 2015
- Created and distributed business cards with CML Outreach & Inclusion Program goals to share throughout the community – March 2015
- Article by Nancy Tidwell about CML's commitment to the Outreach & Inclusion Program printed in *Columbus African American News Journal* – April 2015
- *Columbus African American News Journal* advertisement – Jan. 2017
- *Columbus African American News Journal* advertisement – Sept. 2017

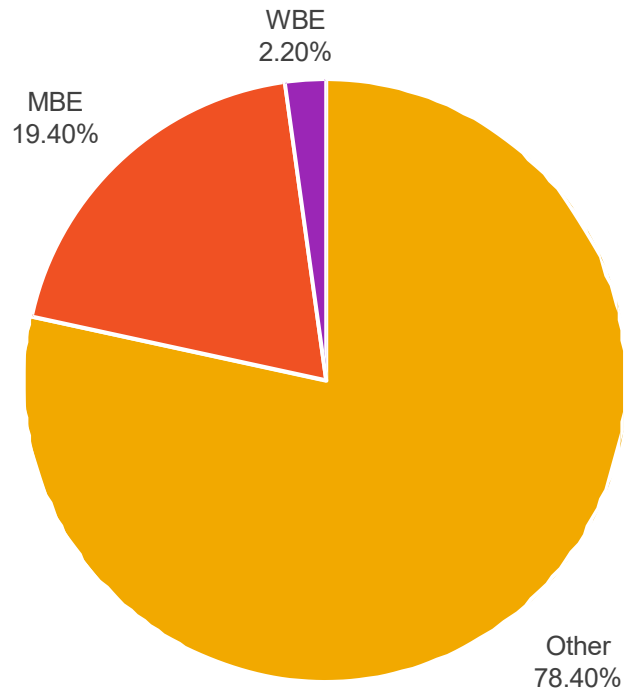
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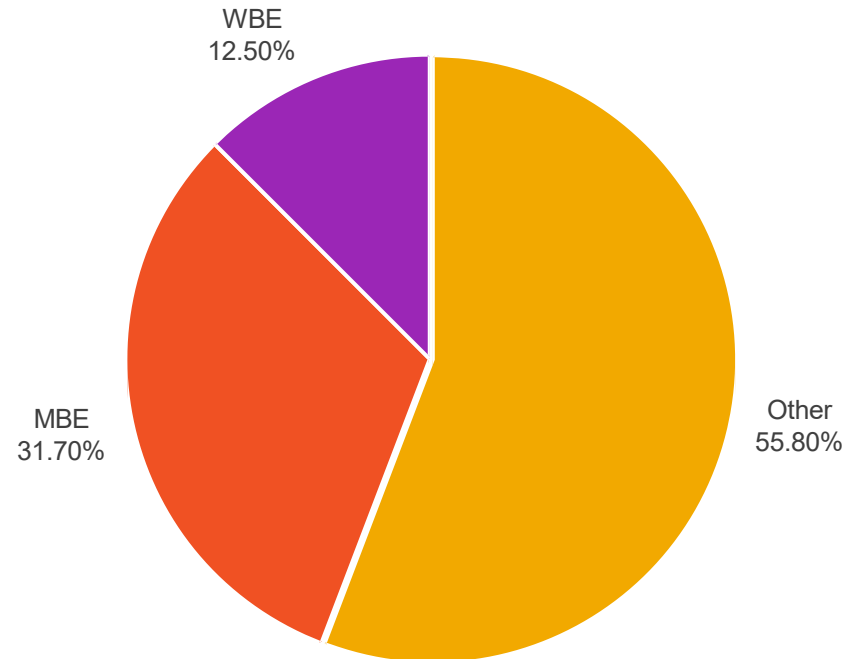
20% contracts awarded to MBE/WBE owned businesses. The goal was met at 21.6%.

PHASE I CONSTRUCTION CONTRACTS AWARDED: ALL PROJECTS

Total Value of Contracts



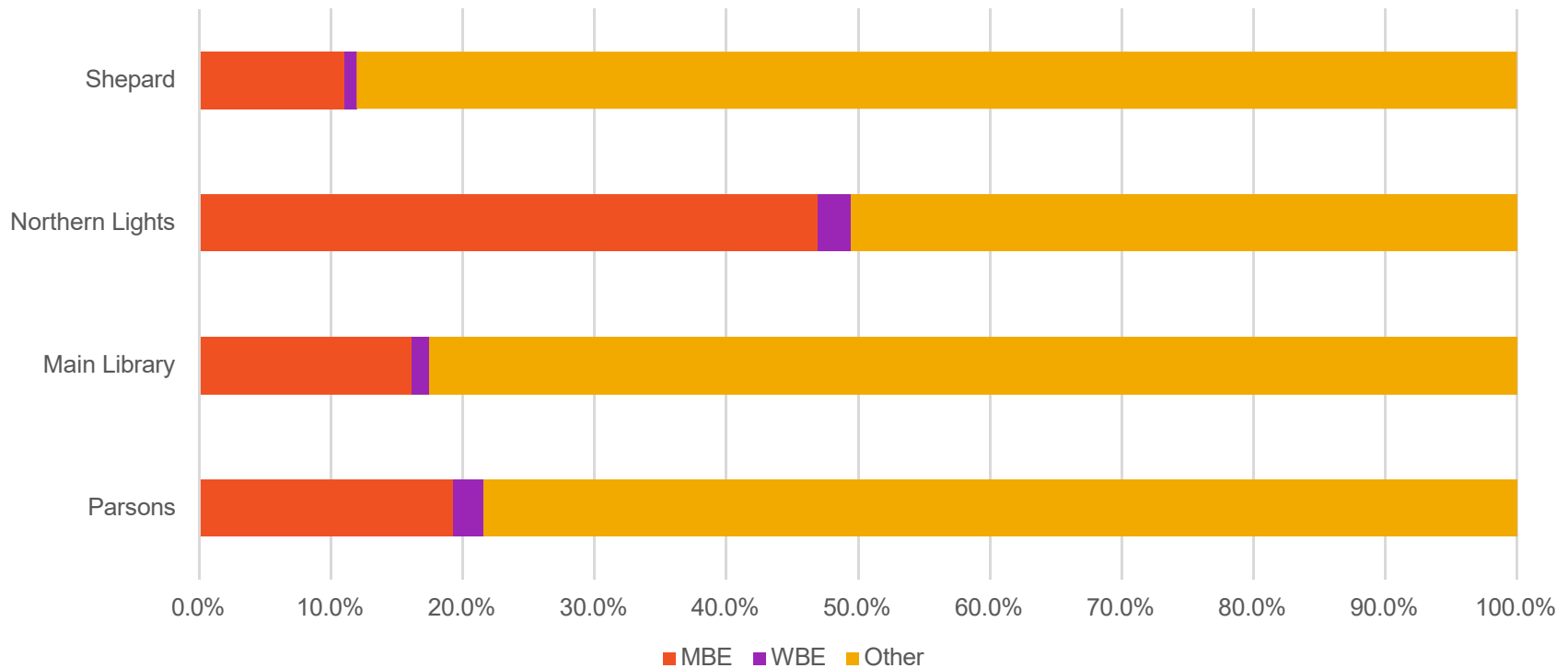
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PHASE I CONSTRUCTION CONTRACTS AWARDED : TOTAL VALUE OF CONTRACTS PER PROJECT



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

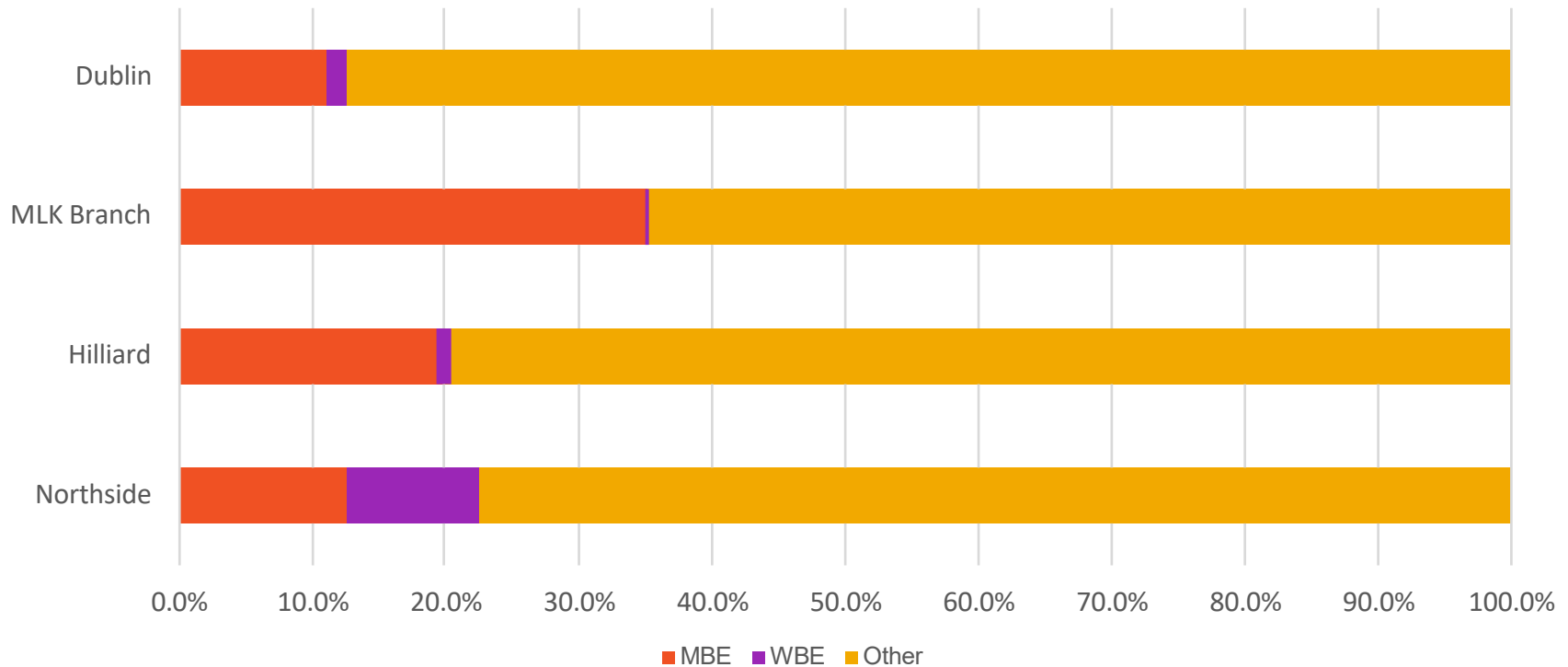
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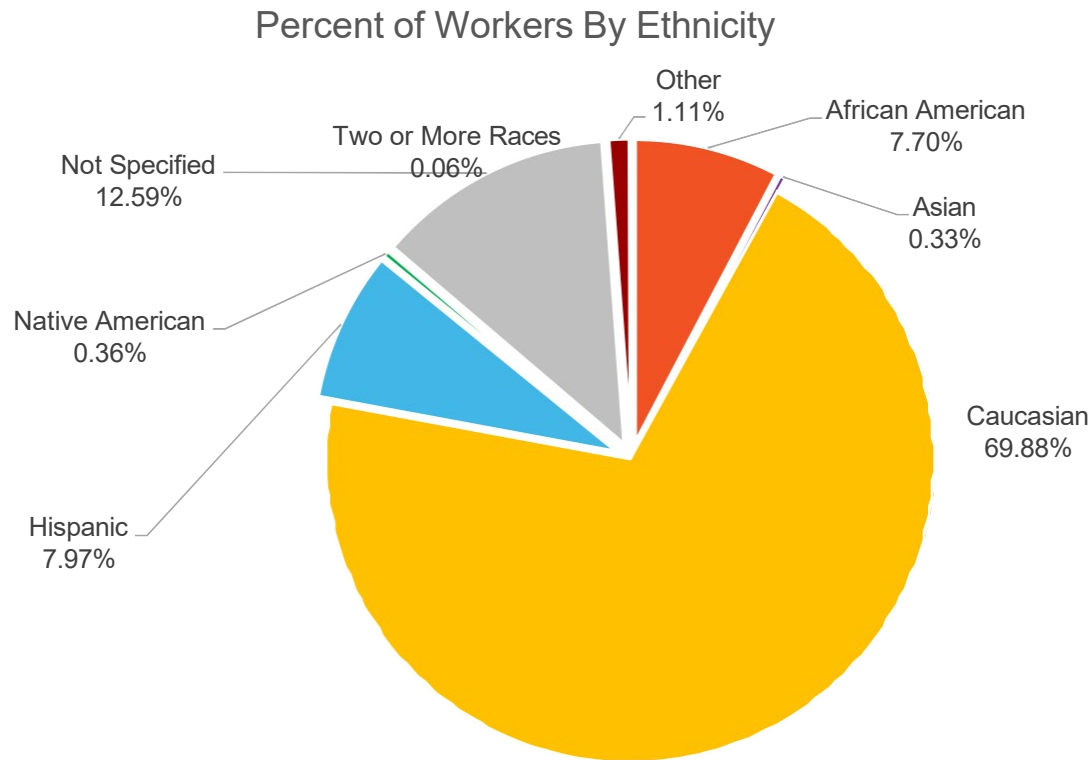
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CML Outreach & Inclusion Program Phase I Final Report

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



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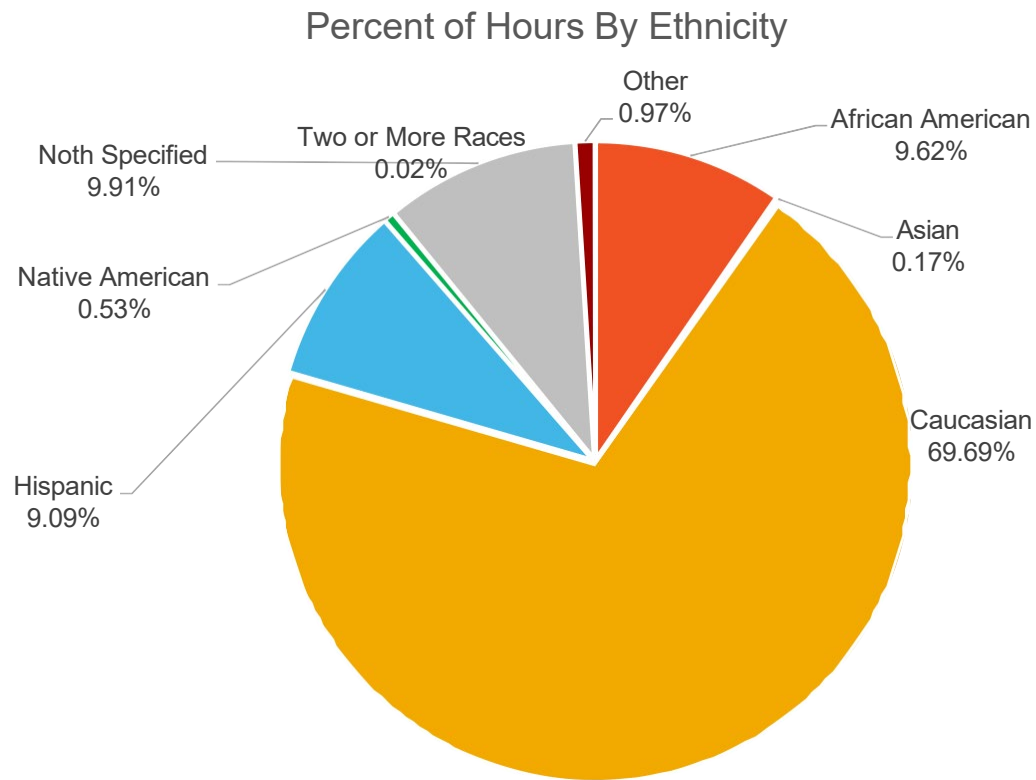
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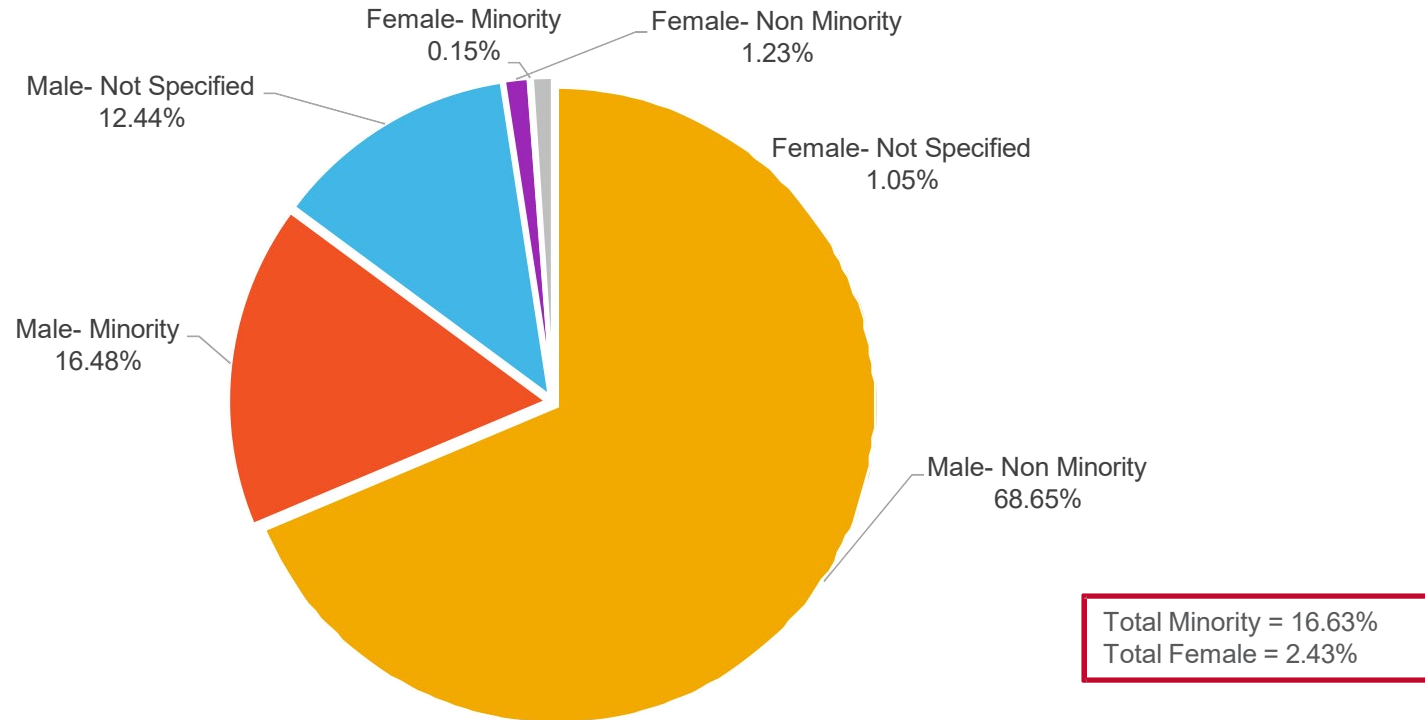
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1. 10% minority workforce participation. Goal met at 16.63%.
2. 6.9% female workforce participation. Goal not met- 2.43%.

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



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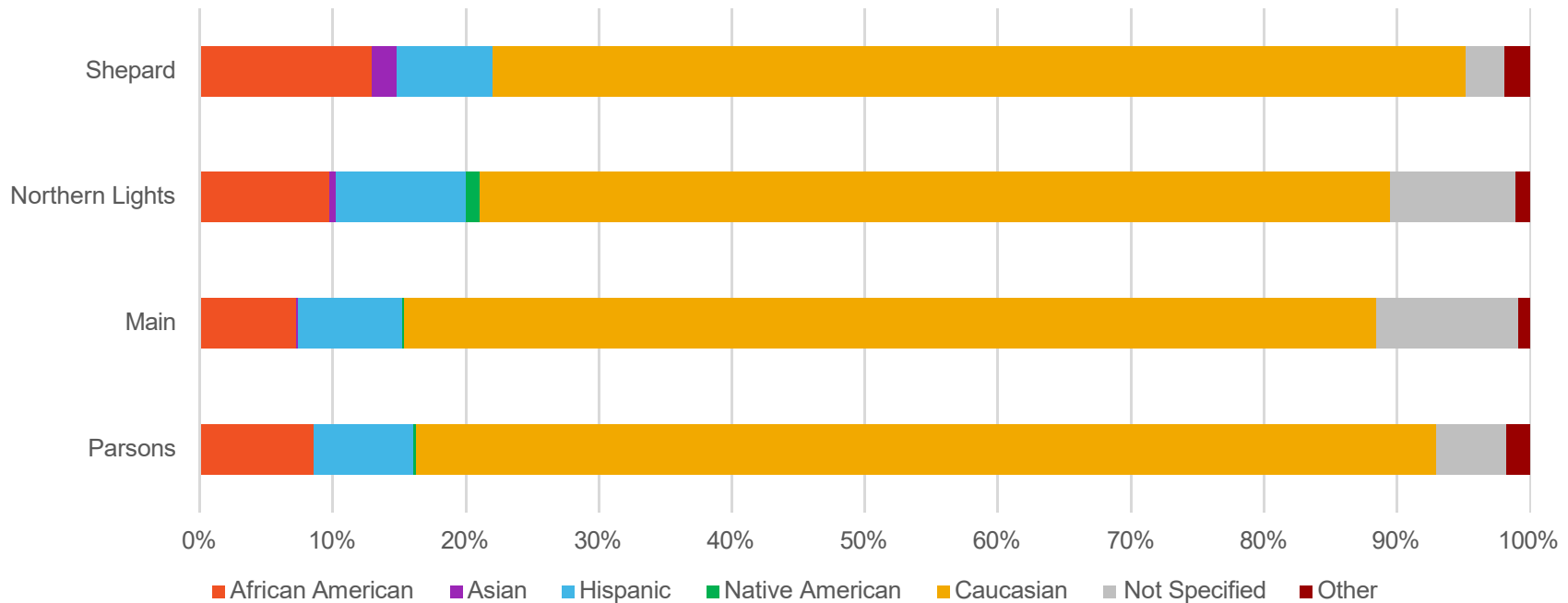
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2. 6.9% female workforce participation. Goal not met.

PHASE I CONSTRUCTION WORKFORCE BY MINORITY STATUS: PER PROJECT

Percentage of Workers Per Project by Ethnicity



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

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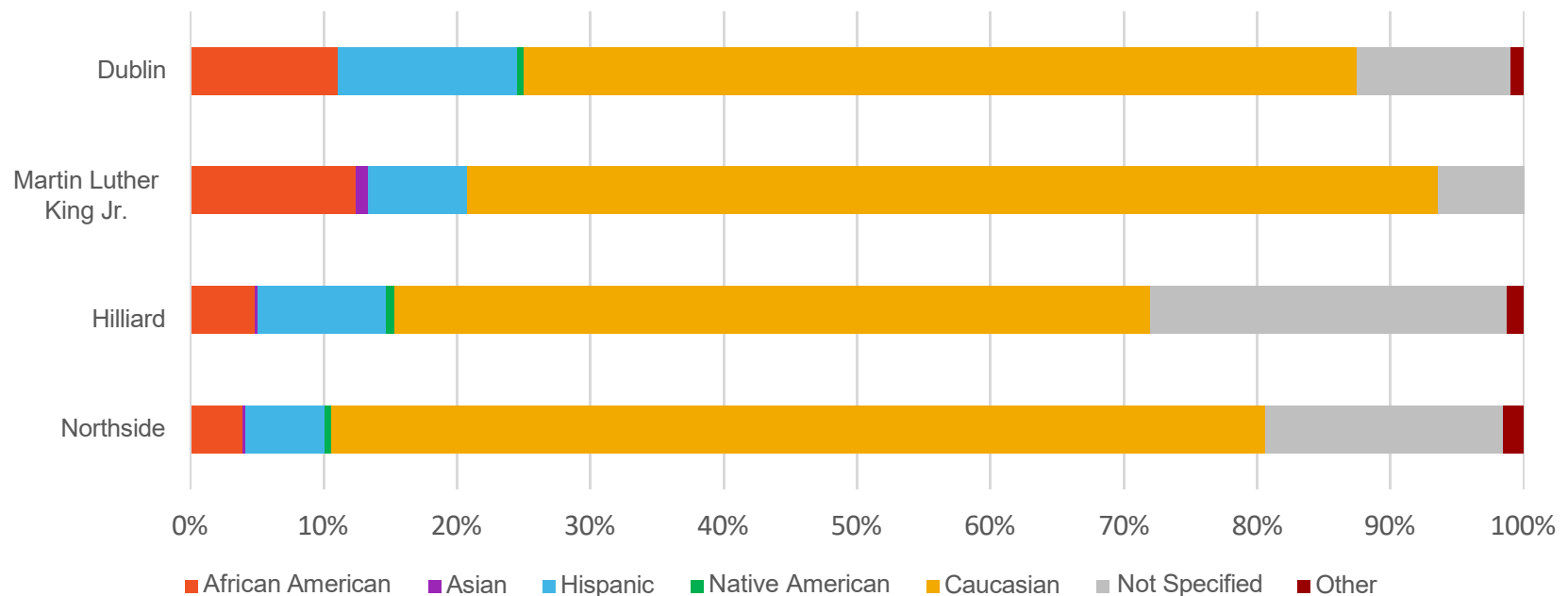
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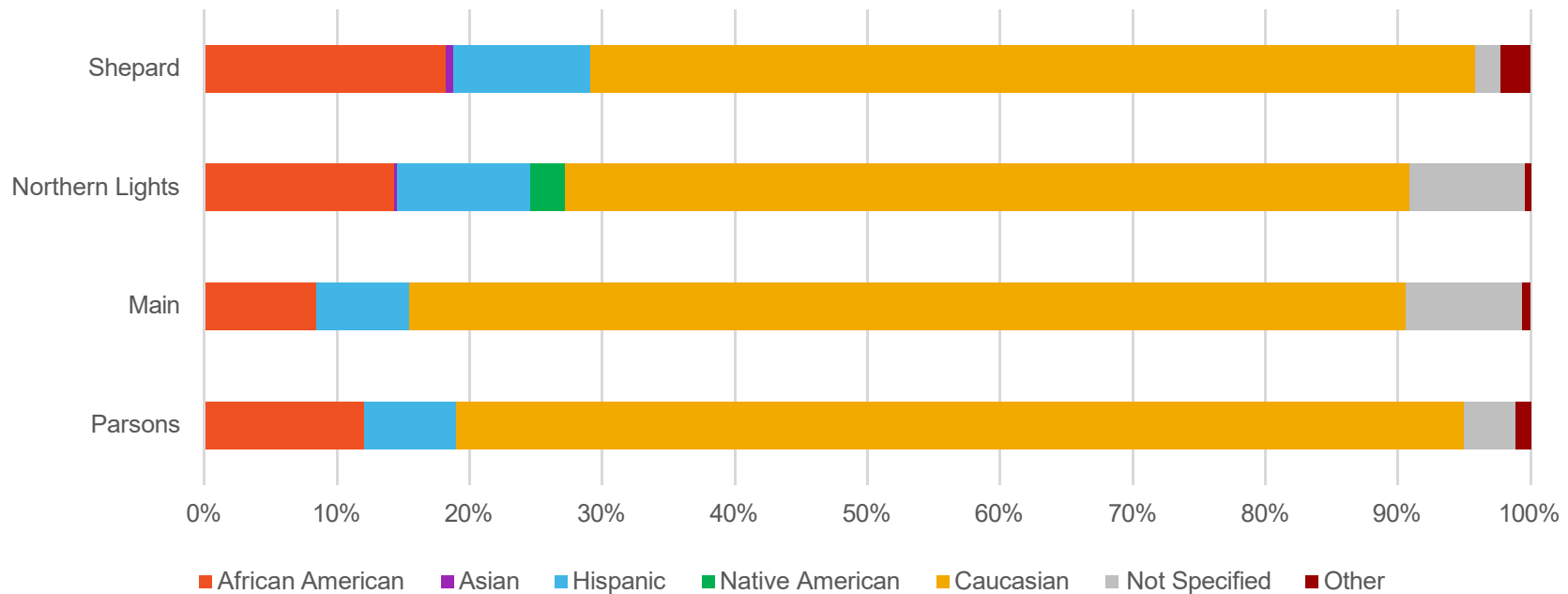
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PHASE I CONSTRUCTION WORKFORCE BY MINORITY STATUS: PER PROJECT

Total Quantity of Hours per Ethnicity per Project



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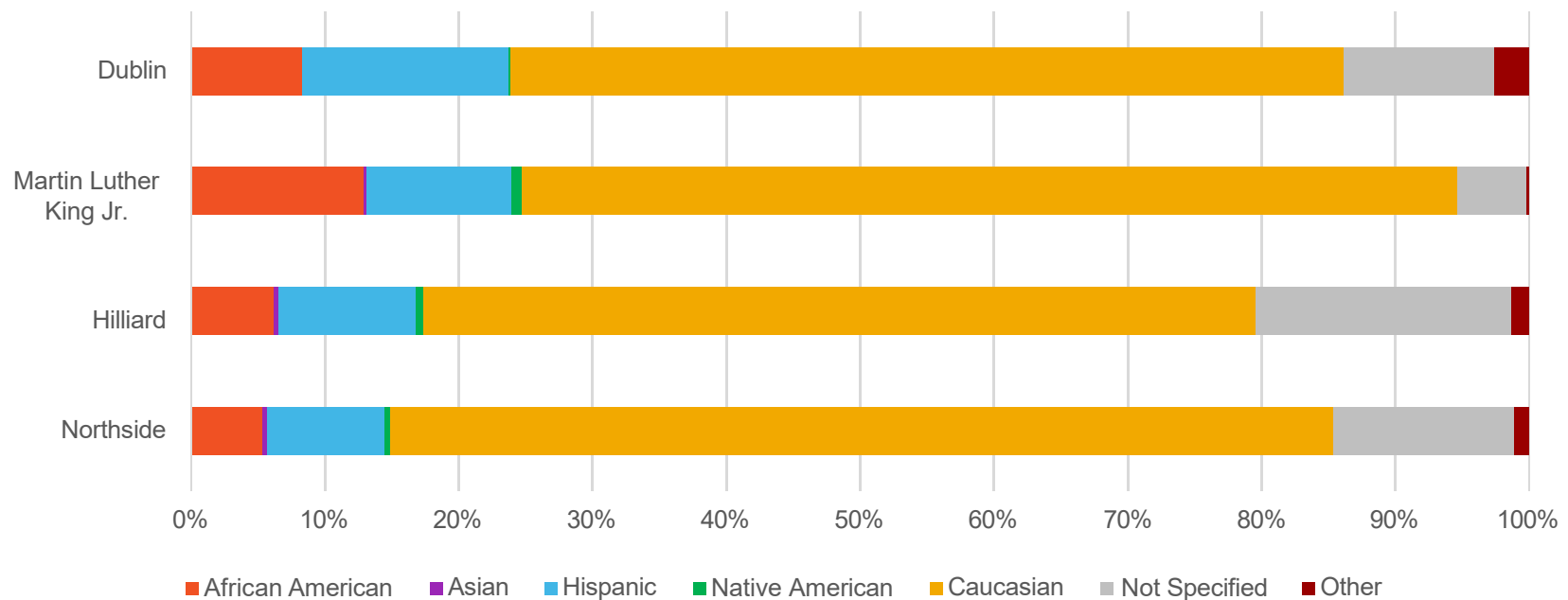
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