

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
- CML and local government entities shared information to become a certified vendor and resources for procurement opportunities – May 2024

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
- CML contractor meeting at Main Library to share information on bid packages and processes for Barnett, Linden, Marion Franklin and Canal Winchester branch projects – November 2023
- CML participated in contractor event hosted by Turner at the Ohio Expo Center – February 2024

Marketing and Advertising to the Community

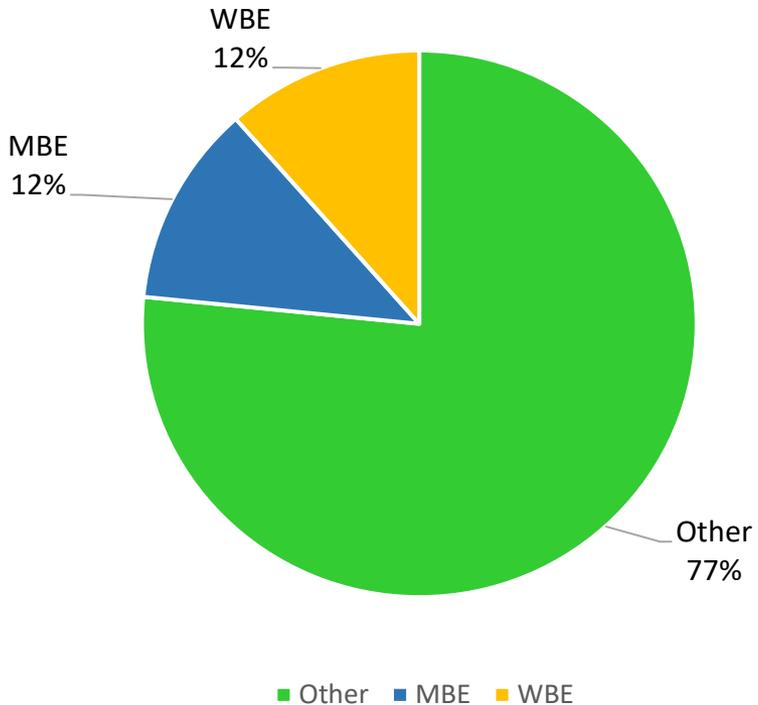
- Updated CML Diversity & Inclusion Program presence on columbuslibrary.org
- Business First Diversity in Business Awards Outstanding Diversity Champion (Organization): April 2021
- Participated in the MORPC Supplier Diversity Procurement Fair: August 2023
- CML, State of Ohio, MORPC, City of Columbus, Columbus City Schools co-hosted a Supplier Diversity and Procurement Summit: May 2024

CML Diversity & Inclusion Program: Phase II

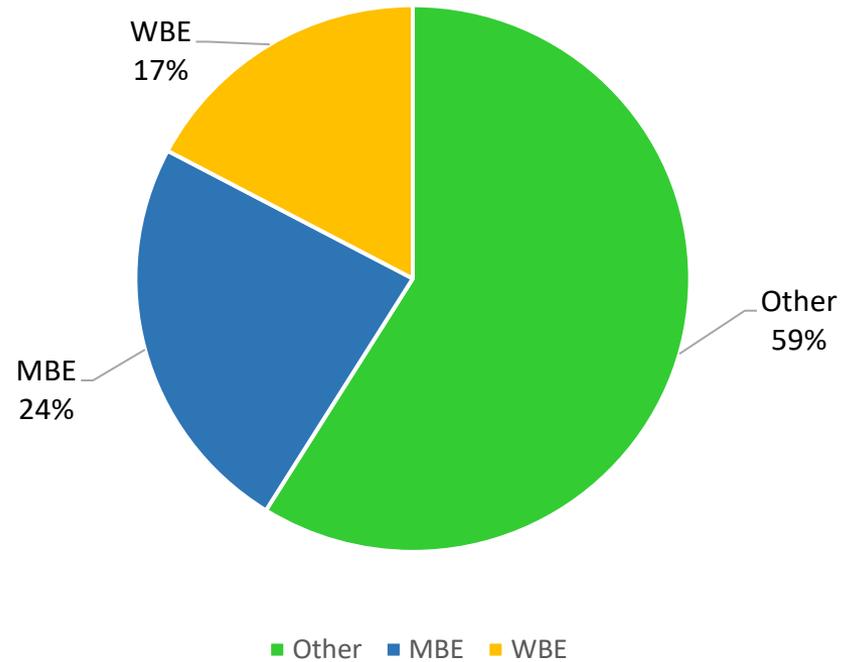
GOAL: 20% contracts awarded to MBE/WBE owned businesses

CONSTRUCTION CONTRACTS AWARDED: ALL PROJECTS

Total Value of Contracts



Total Number of Contracts

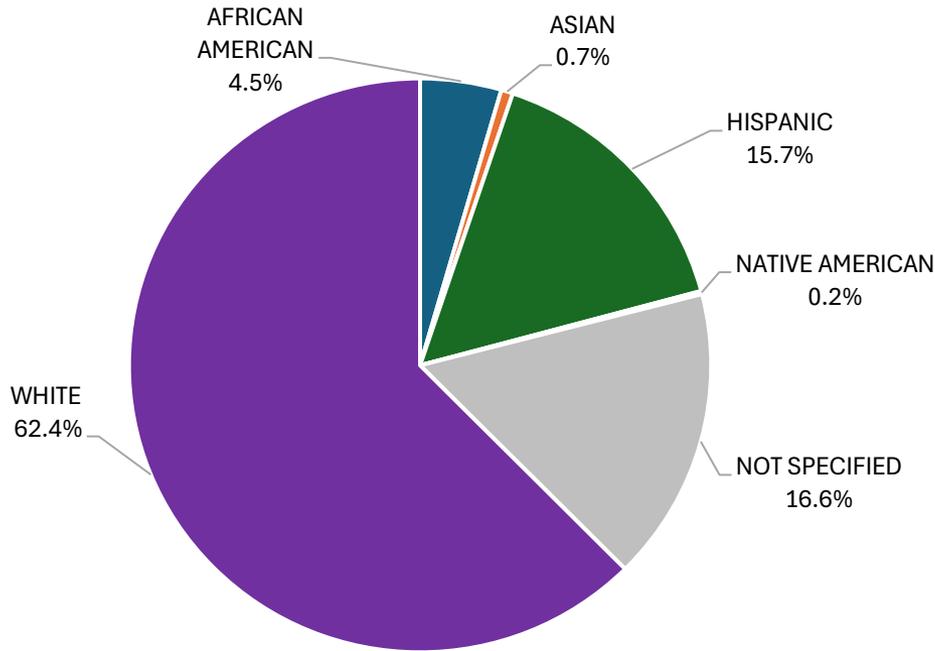


CML Diversity & Inclusion Program: Phase II

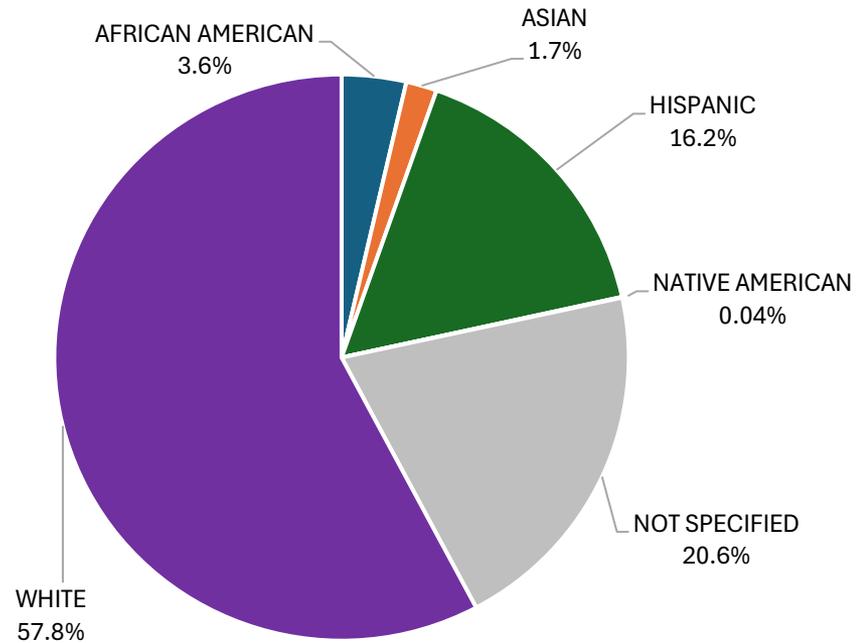
GOAL: 10% minority workforce participation

CONSTRUCTION WORKFORCE PARTICIPATION: ALL PROJECTS

Total Workforce by Race/Ethnicity
(% of Workers)



Total Workforce by Race/Ethnicity
(% of Hours)



Data from 2020-2025

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

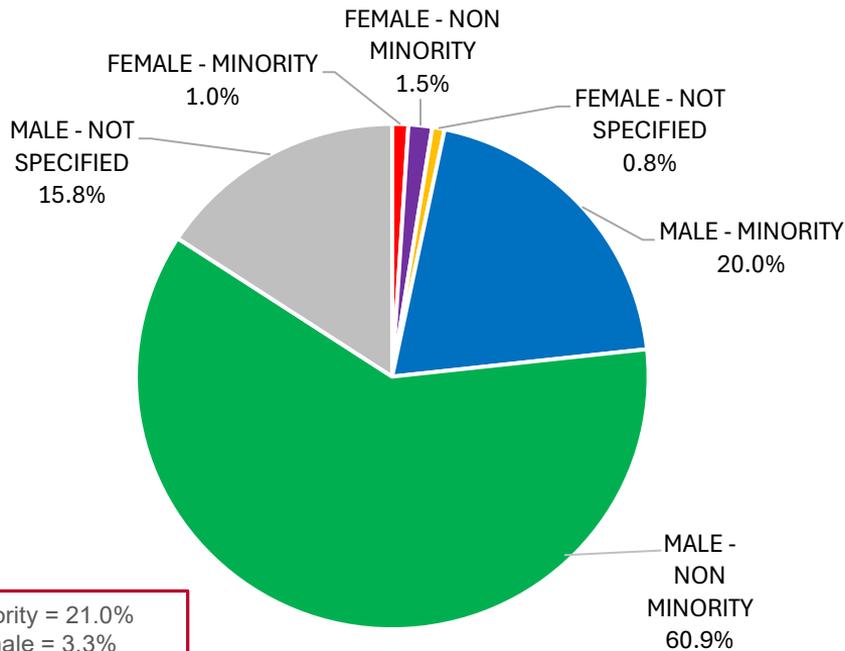
**Due to human error in the time-reporting process, a small number of records in the Workforce by branch tables may have been wrongly attributed to the wrong branch. The number of records potentially with error are too small to have a substantial effect on the branch number of workers category.

CML Diversity & Inclusion Program: Phase II

GOAL: 6.9% female workforce participation

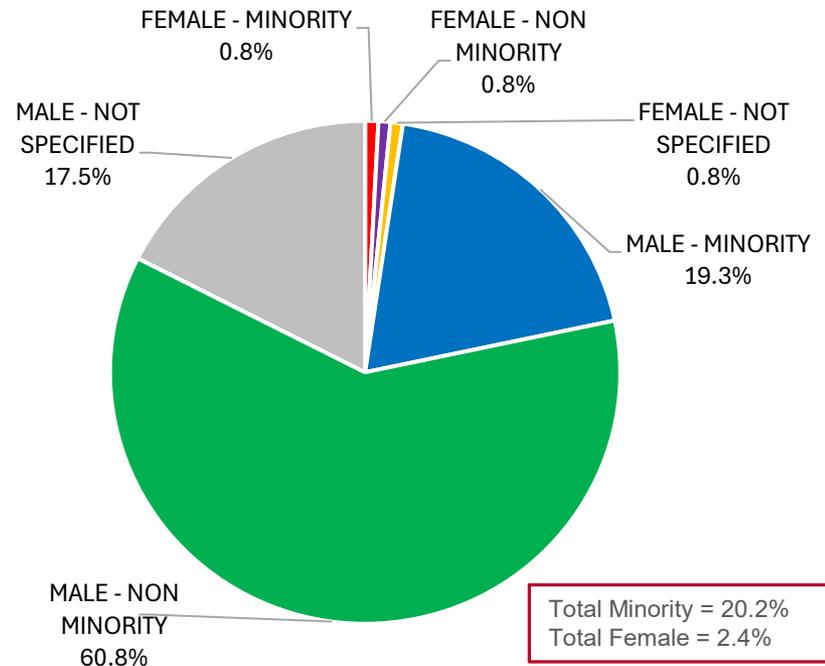
CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS: ALL PROJECTS

Total Workforce by Minority/Gender Status
(% of Workers)



Total Minority = 21.0%
Total Female = 3.3%

Total Workforce by Minority/Gender
(% of Hours)



Total Minority = 20.2%
Total Female = 2.4%

Data from 2020-2025

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

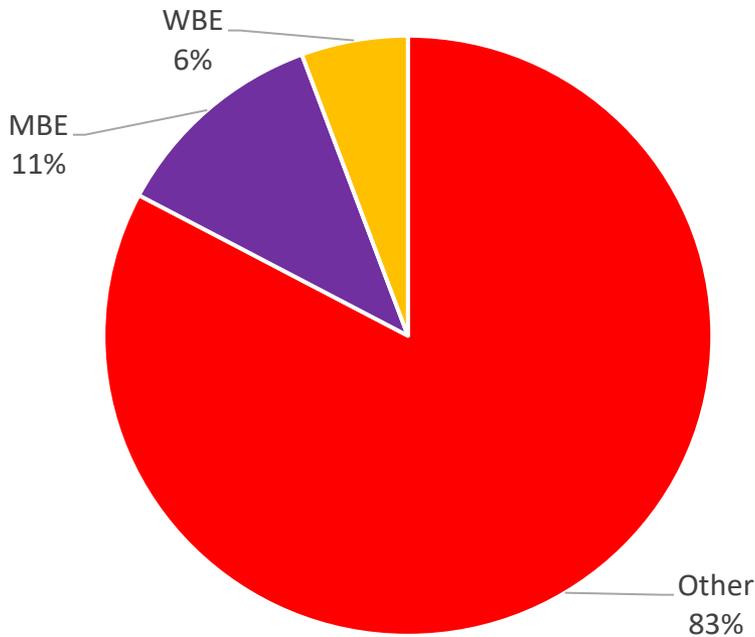
**Due to human error in the time-reporting process, a small number of records in the Workforce by branch tables may have been wrongly attributed to the wrong branch. The number of records potentially with error are too small to have a substantial effect on the branch number of workers category.

CML Diversity & Inclusion Program: Phase II

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

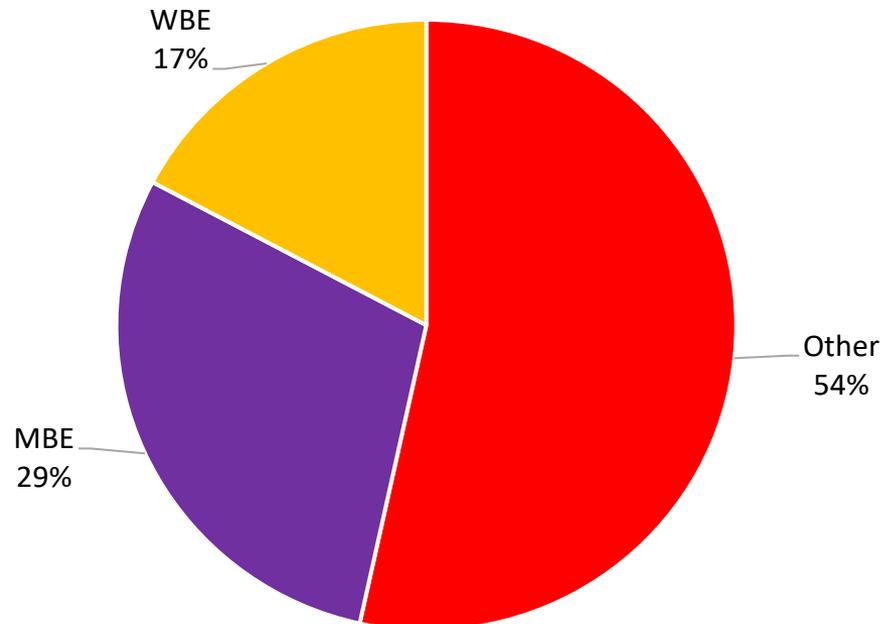
CONSTRUCTION CONTRACTS AWARDED: KARL ROAD

Karl Road Value of Contracts



■ Other ■ MBE ■ WBE

Karl Road Number of Contracts



■ Other ■ MBE ■ WBE

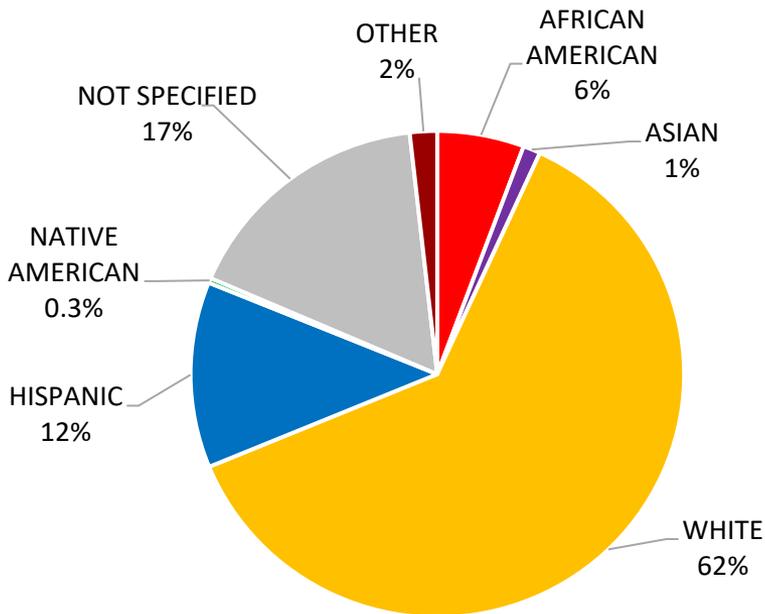
CML Diversity & Inclusion Program: Phase II

GOALS:

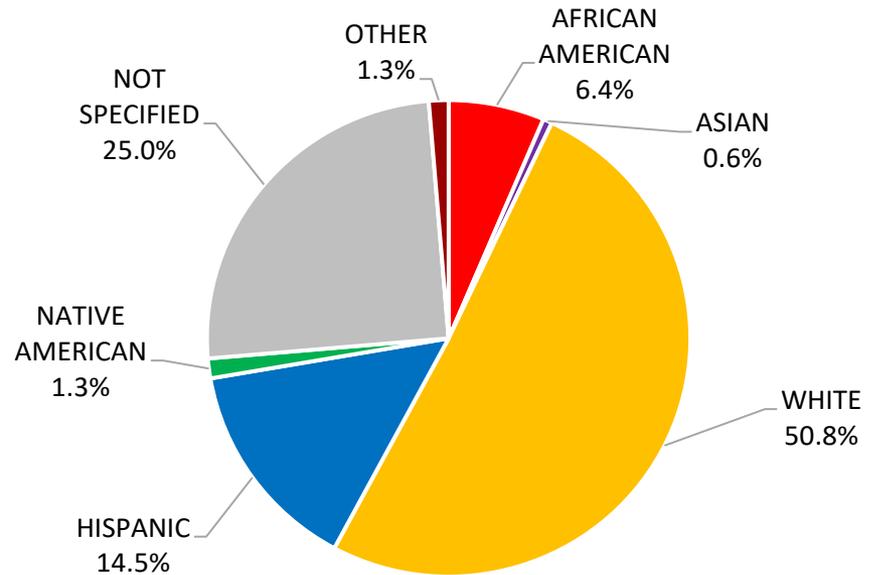
1. 10% minority workforce participation
2. 6.9% female workforce participation

CONSTRUCTION WORKFORCE PARTICIPATION: KARL ROAD

Karl Road % of Workers



Karl Road % of Hours



Data from 2020-2025

*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.

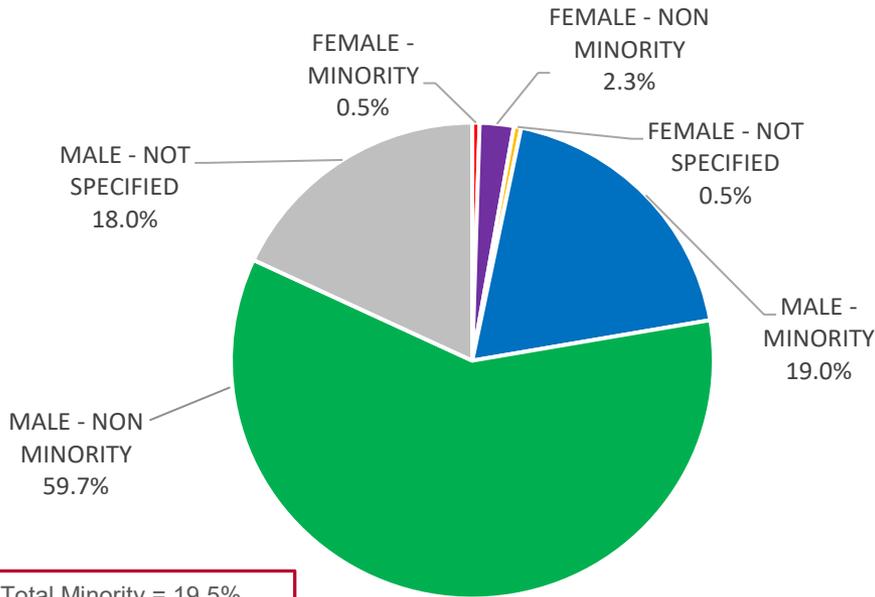
CML Diversity & Inclusion Program: Phase II

GOALS:

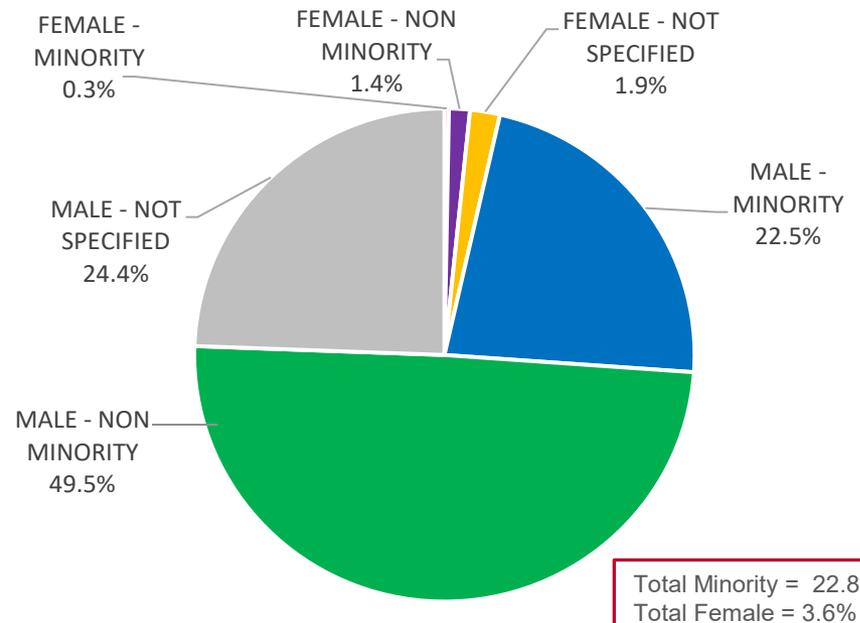
1. 10% minority workforce participation
2. 6.9% female workforce participation

CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS: KARL ROAD

Workforce by Minority/Gender Status
(% of Workers)



Workforce by Minority/Gender
(% of Hours)



Data from 2020-2025

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

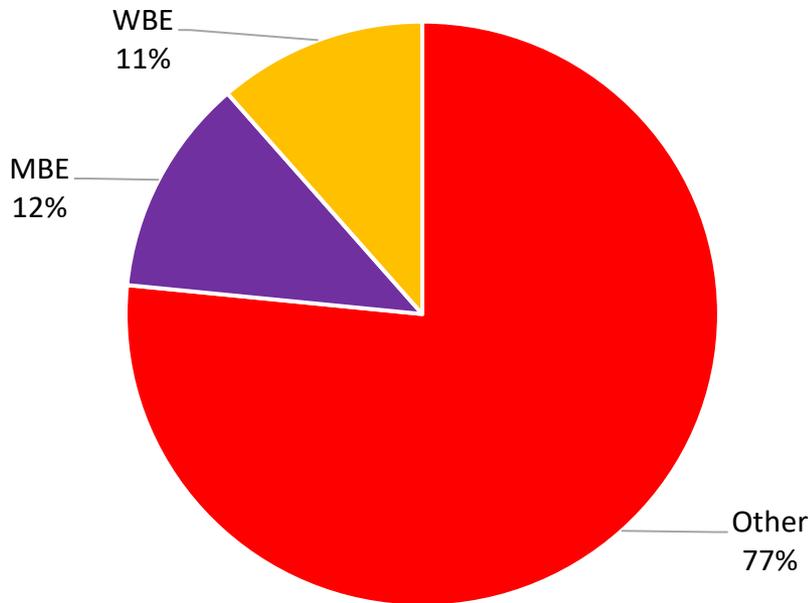
**Due to human error in the time-reporting process, a small number of records in the Workforce by branch tables may have been wrongly attributed to the wrong branch. The number of records potentially with error are too small to have a substantial effect on the branch number of workers category.

CML Diversity & Inclusion Program: Phase II

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

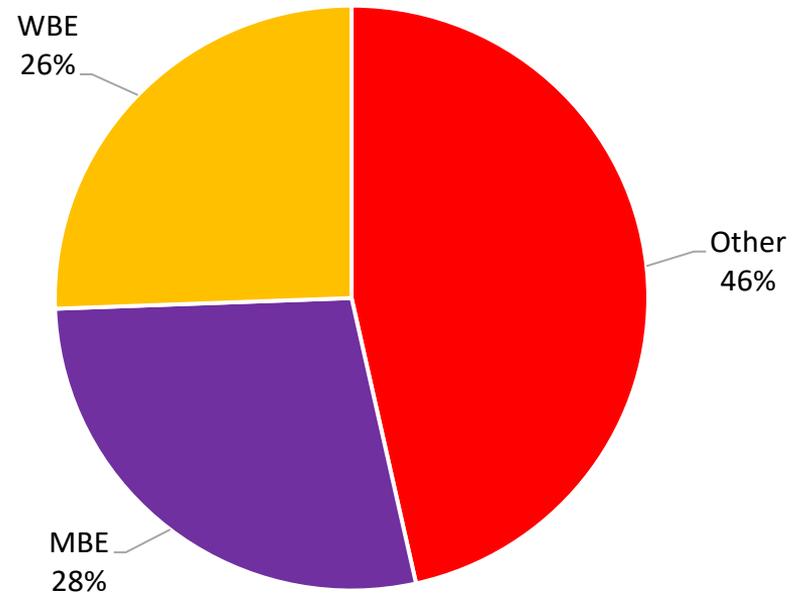
CONSTRUCTION CONTRACTS AWARDED: HILLTOP BRANCH

Hilltop Value of Contracts



■ Other ■ MBE ■ WBE

Hilltop Number of Contracts



■ Other ■ MBE ■ WBE

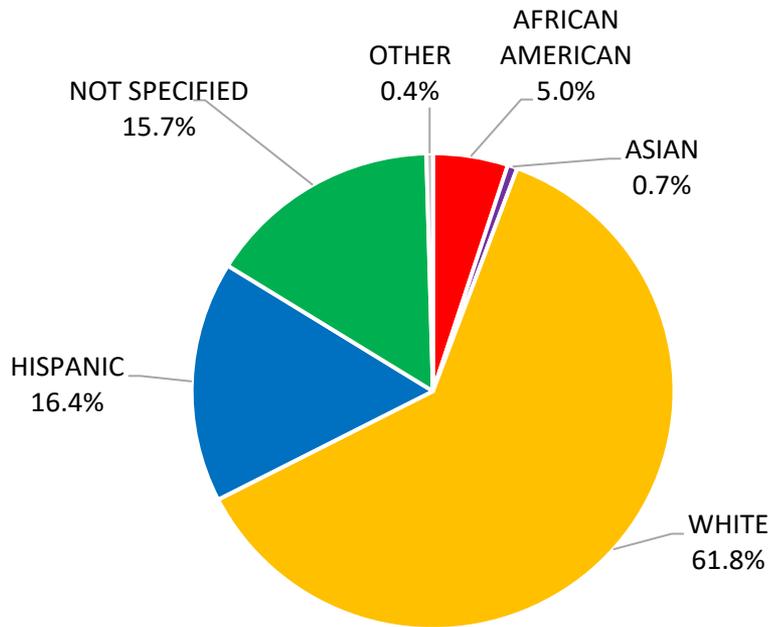
CML Diversity & Inclusion Program: Phase II

GOALS:

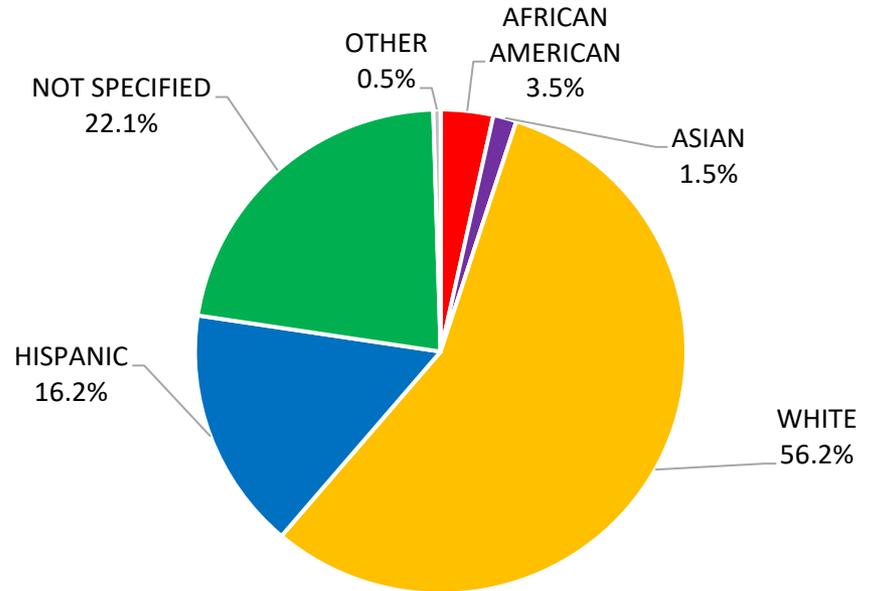
1. 10% minority workforce participation
2. 6.9% female workforce participation

CONSTRUCTION WORKFORCE PARTICIPATION: HILLTOP BRANCH

Hilltop % of Workers



Hilltop % of Hours



Data from 2020-2025

*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.

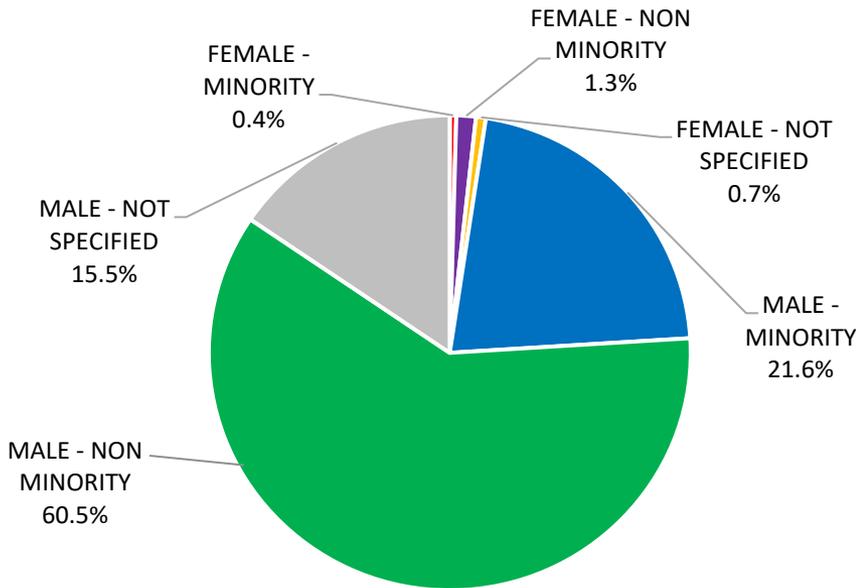
CML Diversity & Inclusion Program: Phase II

GOALS:

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

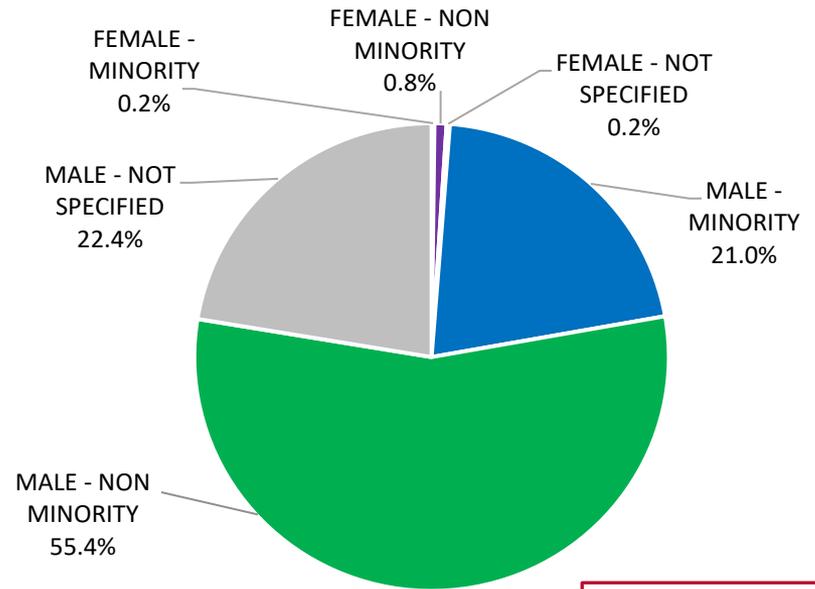
CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS: HILLTOP

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%

Data from 2020-2025

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

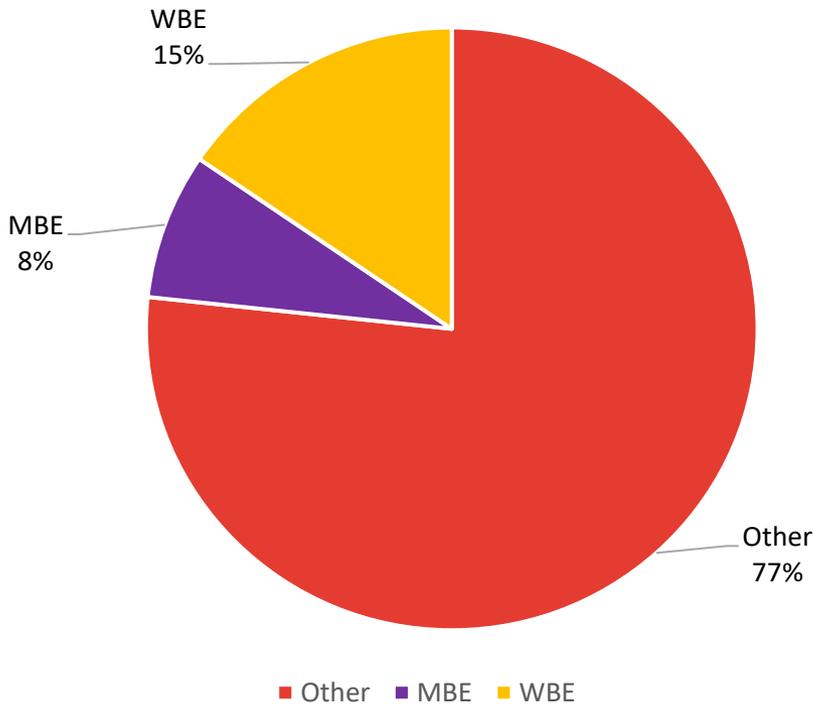
**Due to human error in the time-reporting process, a small number of records in the Workforce by branch tables may have been wrongly attributed to the wrong branch. The number of records potentially with error are too small to have a substantial effect on the branch number of workers category.

CML Diversity & Inclusion Program: Phase II

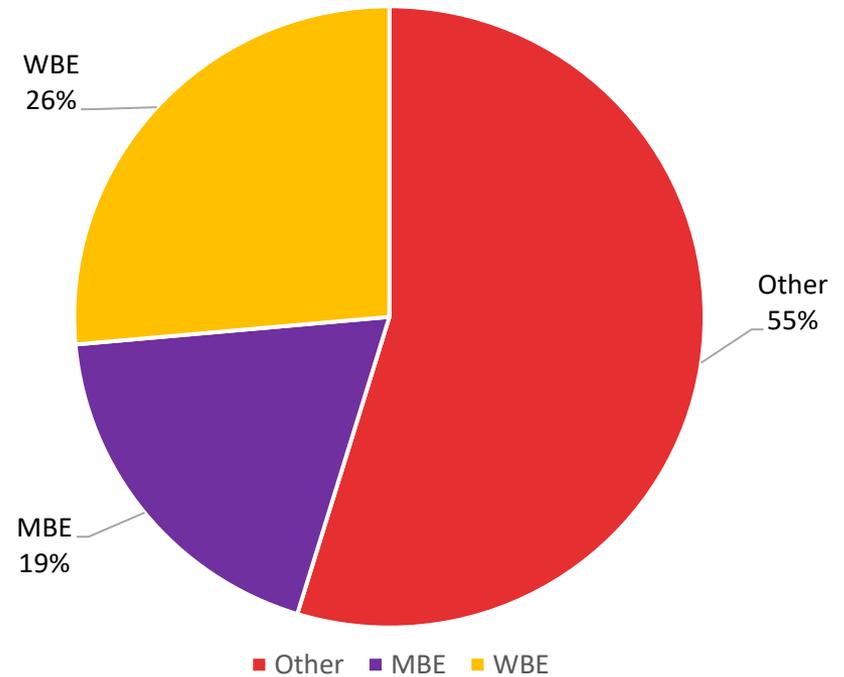
GOAL: 20% contracts awarded to MBE/WBE owned businesses

CONSTRUCTION CONTRACTS AWARDED: GAHANNA BRANCH

Gahanna Value of Contracts



Gahanna Number of Contracts



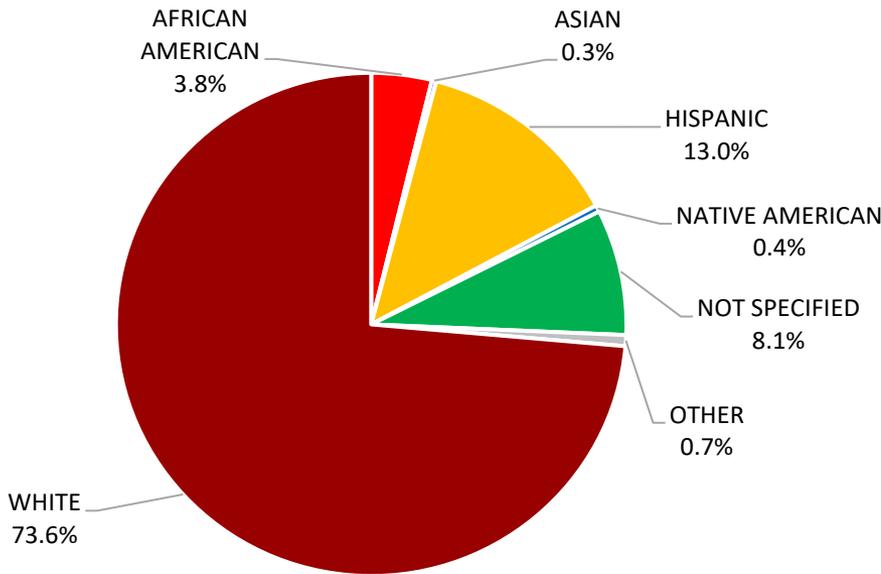
CML Diversity & Inclusion Program: Phase II

GOALS:

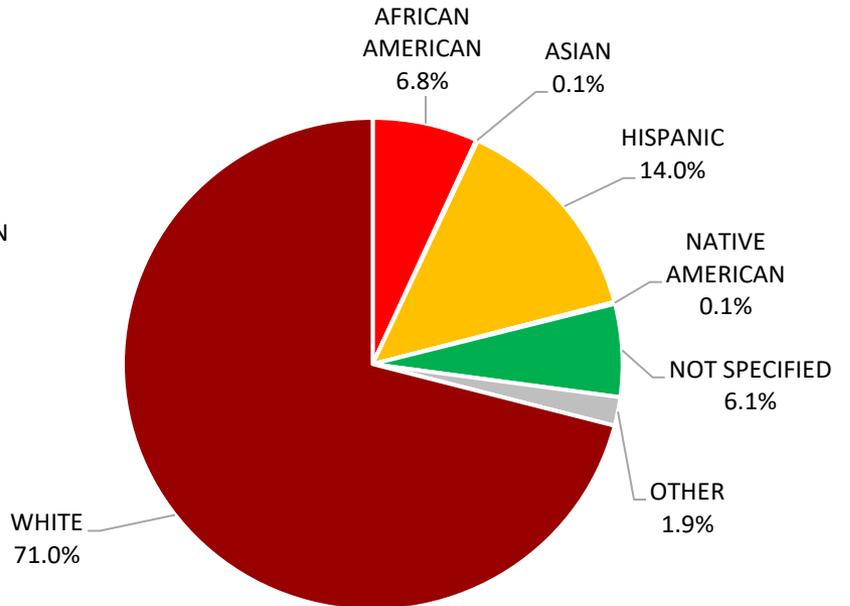
1. 10% minority workforce participation
2. 6.9% female workforce participation

CONSTRUCTION WORKFORCE PARTICIPATION: GAHANNA BRANCH

Gahanna % of Workers



Gahanna % of Hours



Data from 2020-2025

*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.

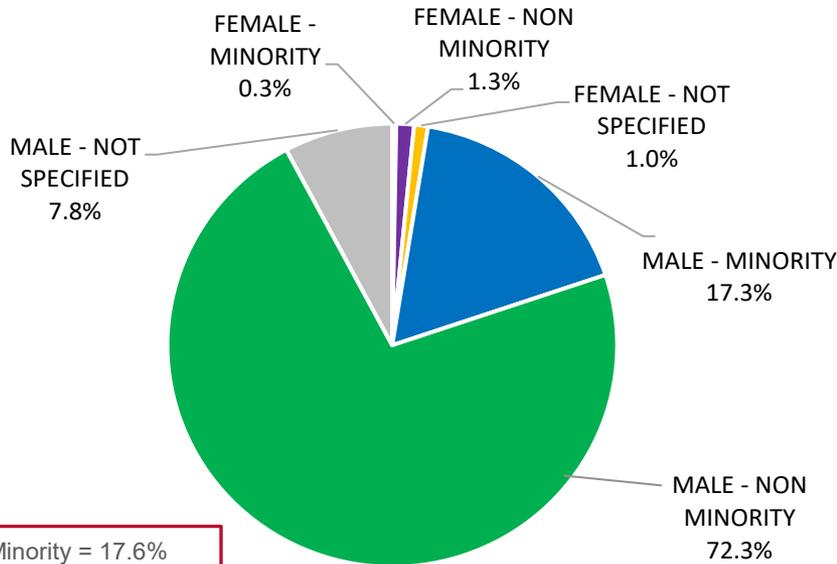
CML Diversity & Inclusion Program: Phase II

GOALS:

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

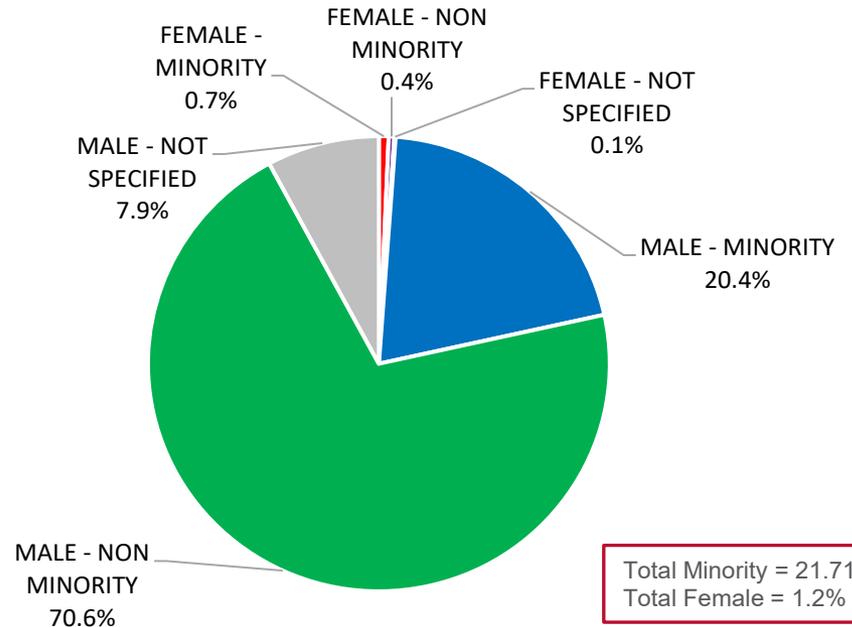
CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS: GAHANNA

Workforce by Minority/Gender Status
(% of Workers)



Total Minority = 17.6%
Total Female = 2.6%

Workforce by Minority/Gender
(% of Hours)



Total Minority = 21.71%
Total Female = 1.2%

Data from 2020-2025

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

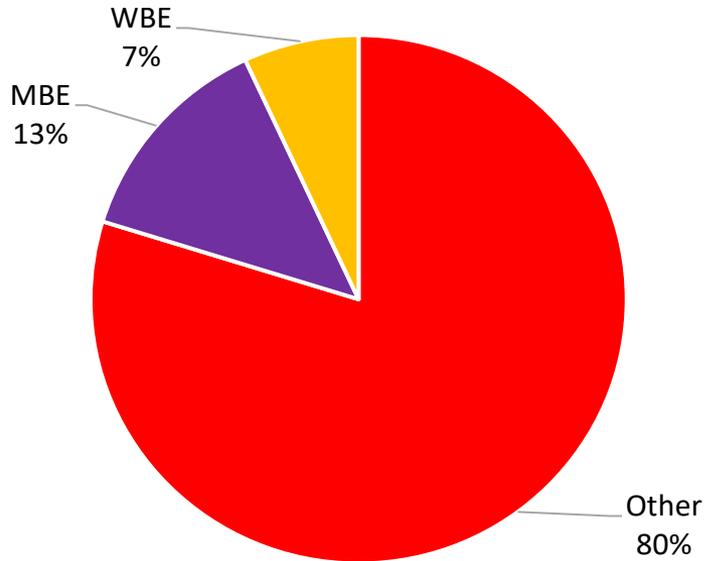
**Due to human error in the time-reporting process, a small number of records in the Workforce by branch tables may have been wrongly attributed to the wrong branch. The number of records potentially with error are too small to have a substantial effect on the branch number of workers category.

CML Diversity & Inclusion Program: Phase II

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

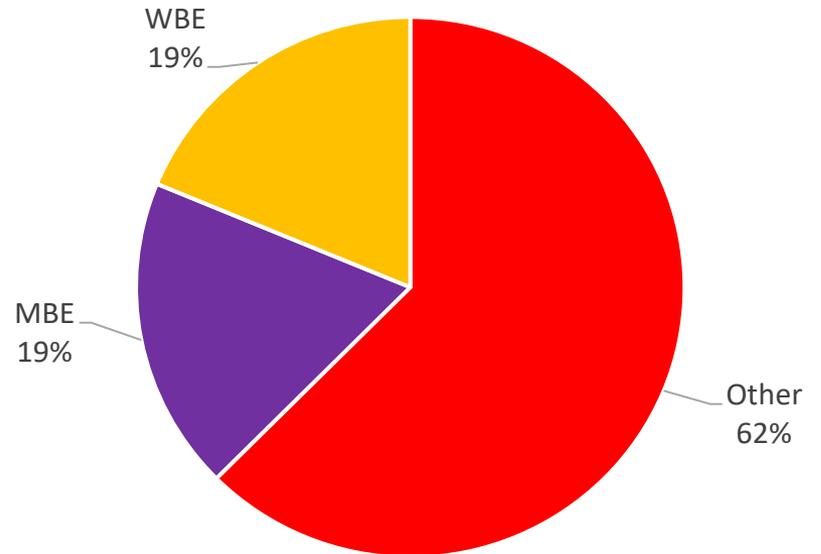
CONSTRUCTION CONTRACTS AWARDED: REYNOLDSBURG BRANCH

Reynoldsburg Value of Contracts



■ Other ■ MBE ■ WBE

Reynoldsburg Number of Contracts



■ Other ■ MBE ■ WBE

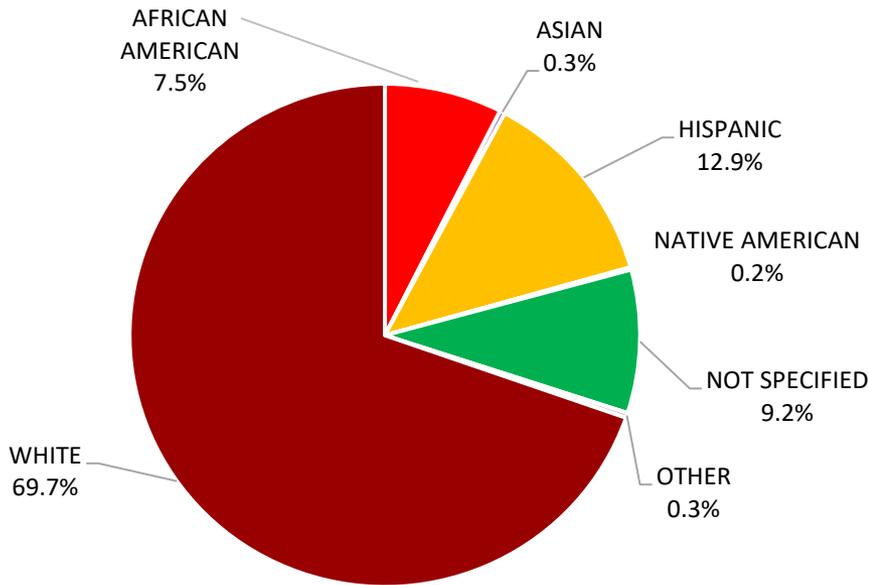
CML Diversity & Inclusion Program: Phase II

GOALS:

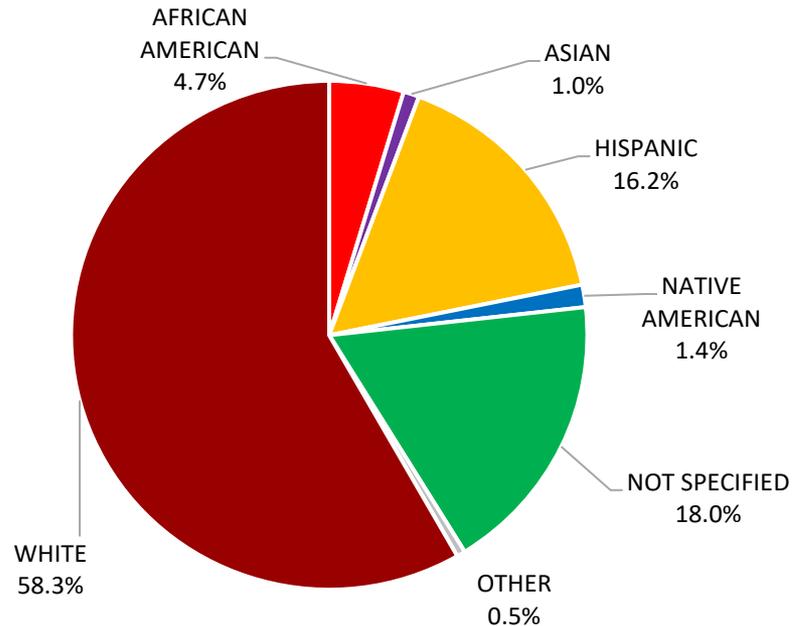
1. 10% minority workforce participation
2. 6.9% female workforce participation

CONSTRUCTION WORKFORCE PARTICIPATION: REYNOLDSBURG BRANCH

Reynoldsburg % of Workers



Reynoldsburg % of Hours



Data from 2020-2025

*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.

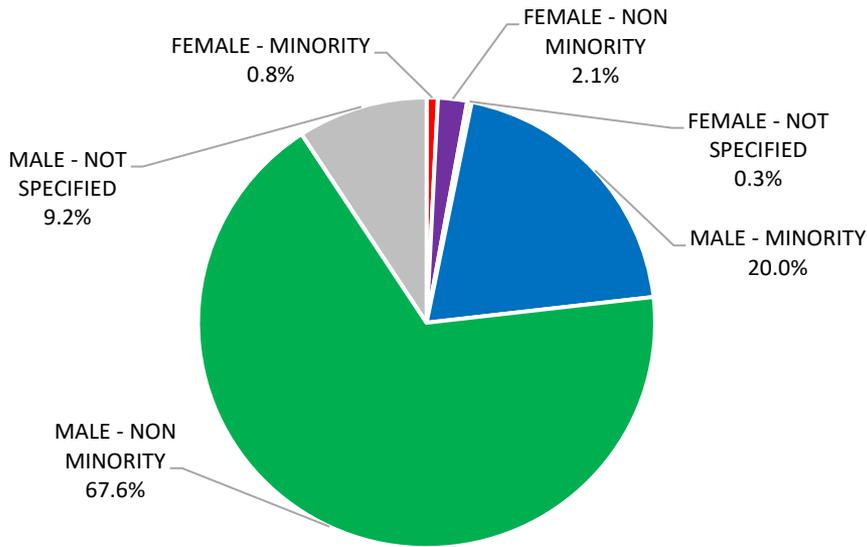
CML Diversity & Inclusion Program: Phase II

GOALS:

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

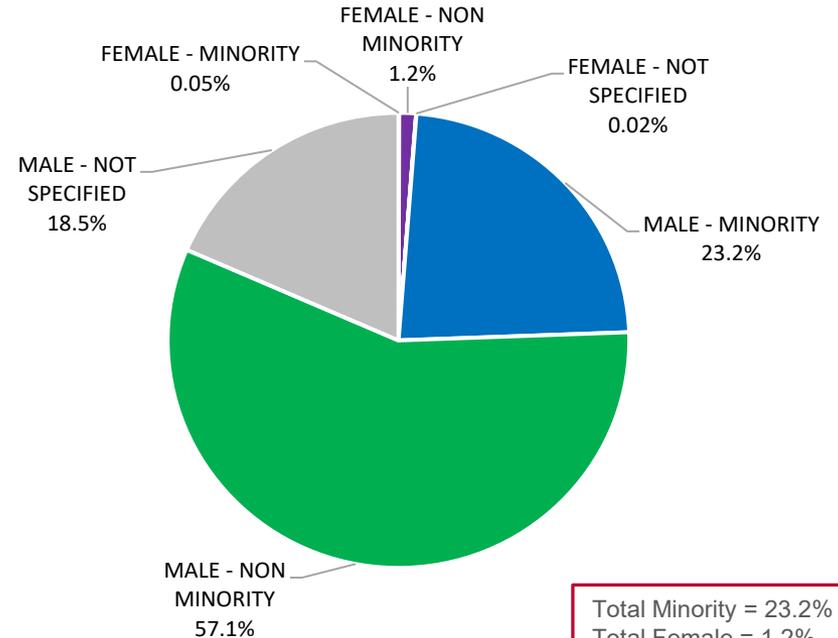
CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS: REYNOLDSBURG

Workforce by Minority/Gender Status
(% of Workers)



Total Minority = 20.8%
Total Female = 3.2%

Workforce by Minority/Gender
(% of Hours)



Total Minority = 23.2%
Total Female = 1.2%

Data from 2020-2025

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

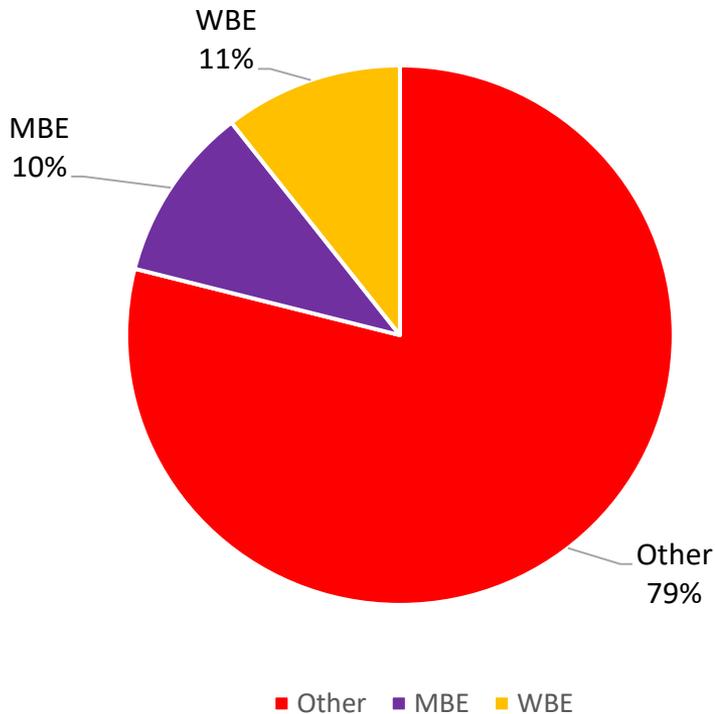
**Due to human error in the time-reporting process, a small number of records in the Workforce by branch tables may have been wrongly attributed to the wrong branch. The number of records potentially with error are too small to have a substantial effect on the branch number of workers category.

CML Diversity & Inclusion Program: Phase II

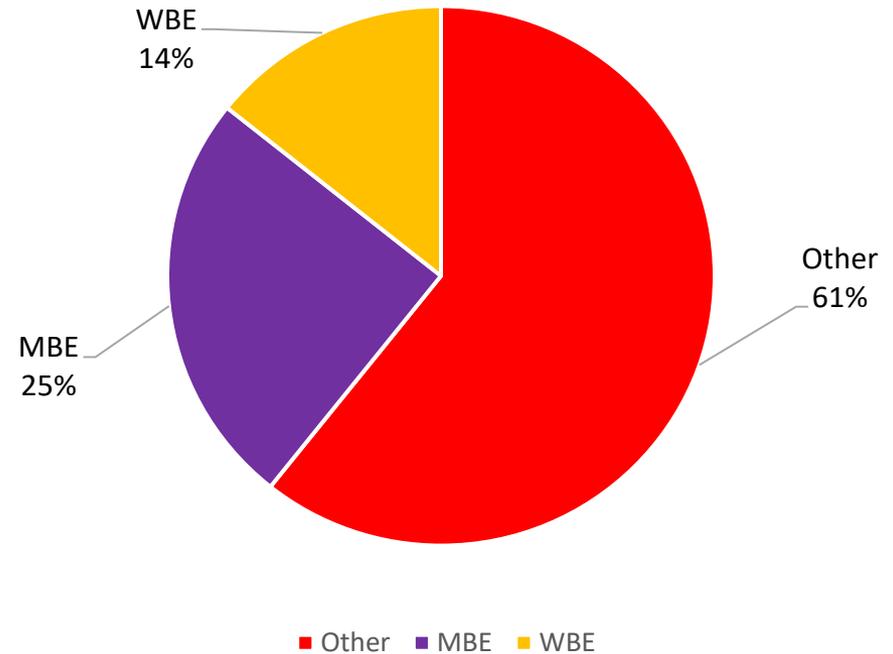
GOAL: 20% contracts awarded to MBE/WBE owned businesses

CONSTRUCTION CONTRACTS AWARDED: LINDEN BRANCH

Linden Value of Contracts



Linden Number of Contracts



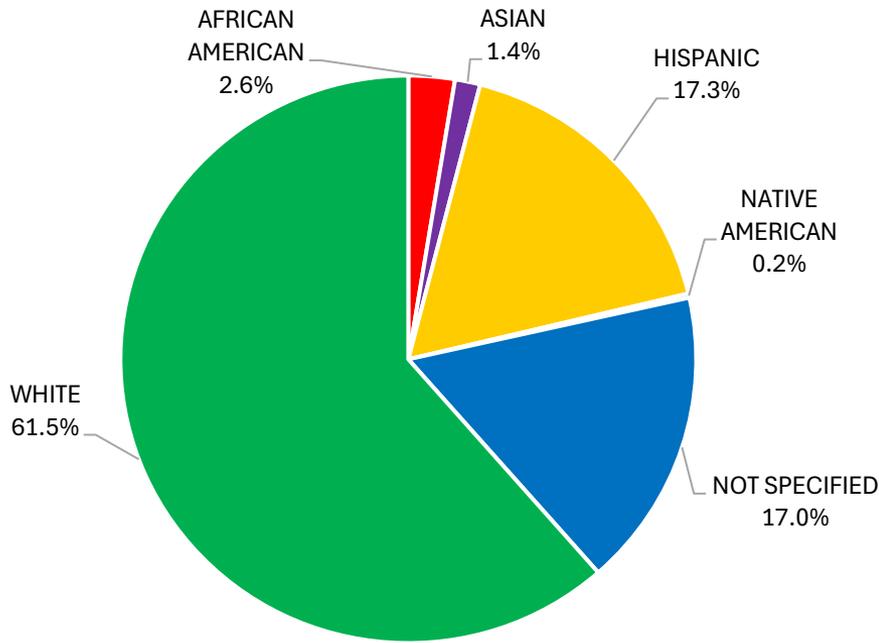
CML Diversity & Inclusion Program: Phase II

GOALS:

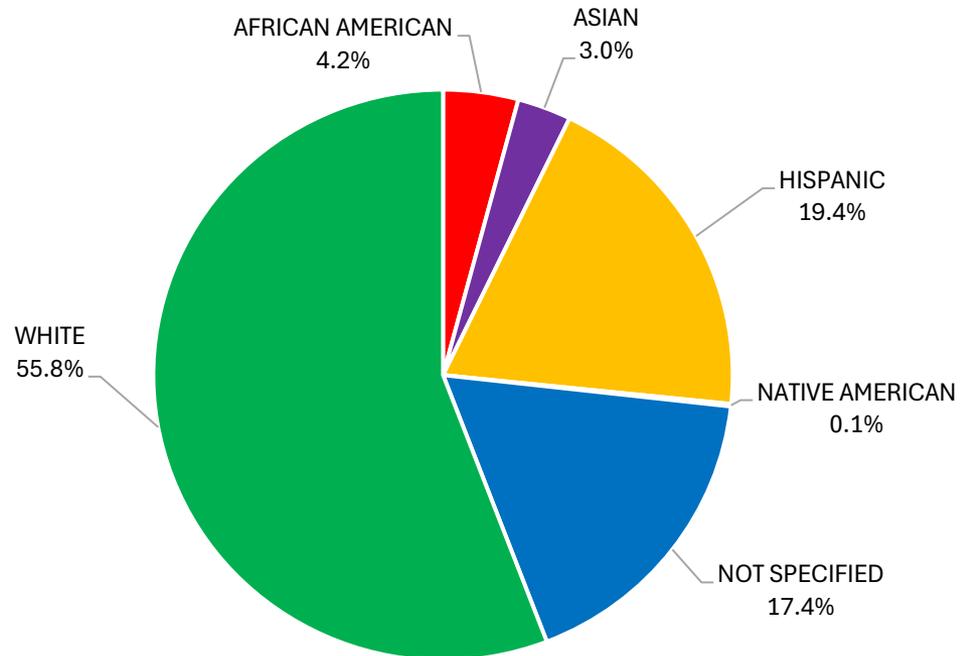
1. 10% minority workforce participation
2. 6.9% female workforce participation

CONSTRUCTION WORKFORCE PARTICIPATION: LINDEN BRANCH

Linden % of Workers



Linden % of Hours



Data from 2020-2025

*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.

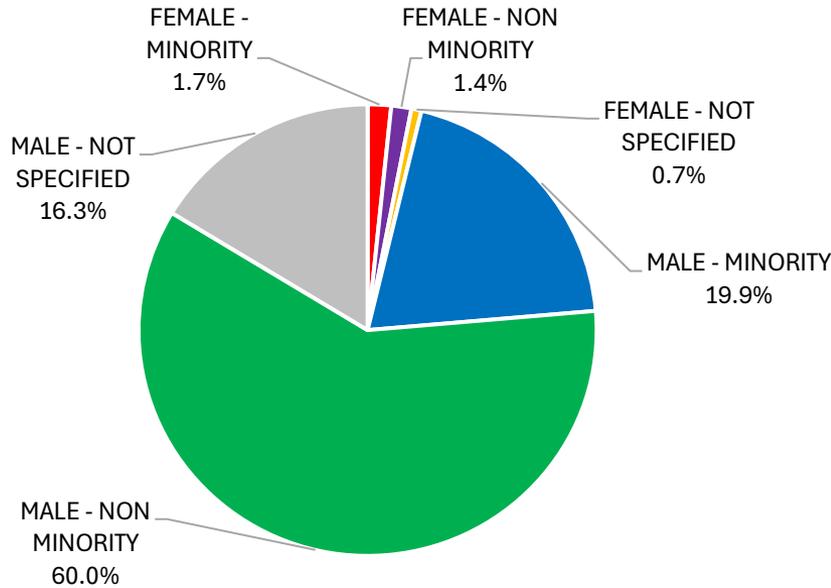
CML Diversity & Inclusion Program: Phase II

GOALS:

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

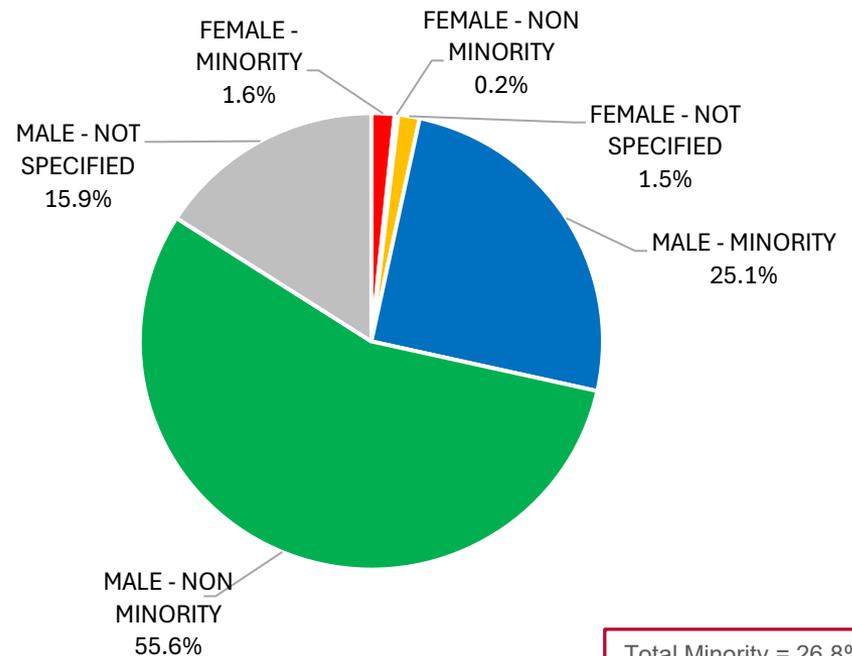
CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS: LINDEN

Workforce by Minority/Gender Status
(% of Workers)



Total Minority = 21.5%
Total Female = 3.8%

Workforce by Minority/Gender
(% of Hours)



Total Minority = 26.8%
Total Female = 3.4%

Data from 2020-2025

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

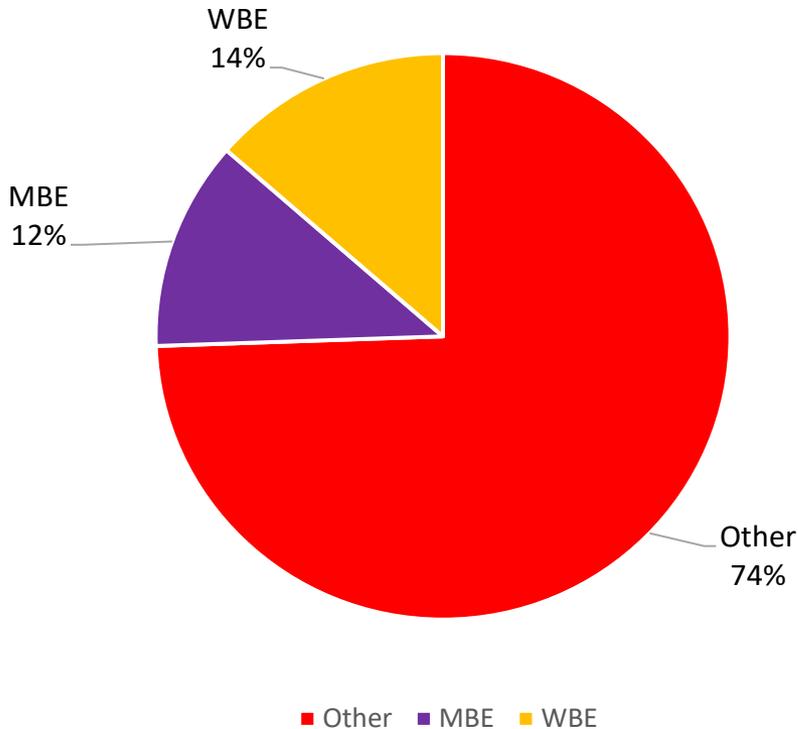
**Due to human error in the time-reporting process, a small number of records in the Workforce by branch tables may have been wrongly attributed to the wrong branch. The number of records potentially with error are too small to have a substantial effect on the branch number of workers category.

CML Diversity & Inclusion Program: Phase II

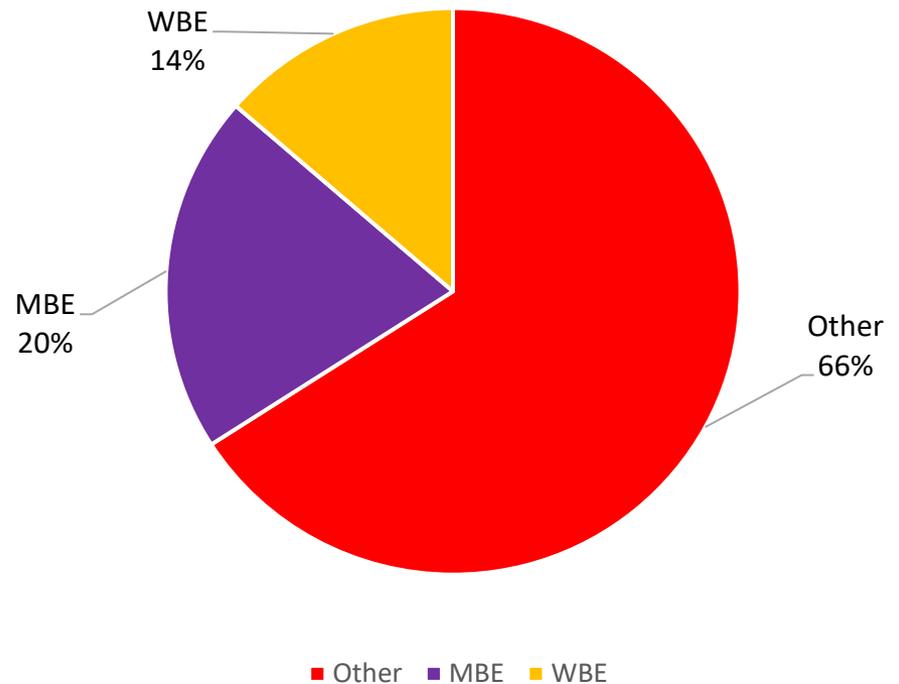
GOAL: 20% contracts awarded to MBE/WBE owned businesses

CONSTRUCTION CONTRACTS AWARDED: BARNETT BRANCH

Barnett Value of Contracts



Barnett Number of Contracts



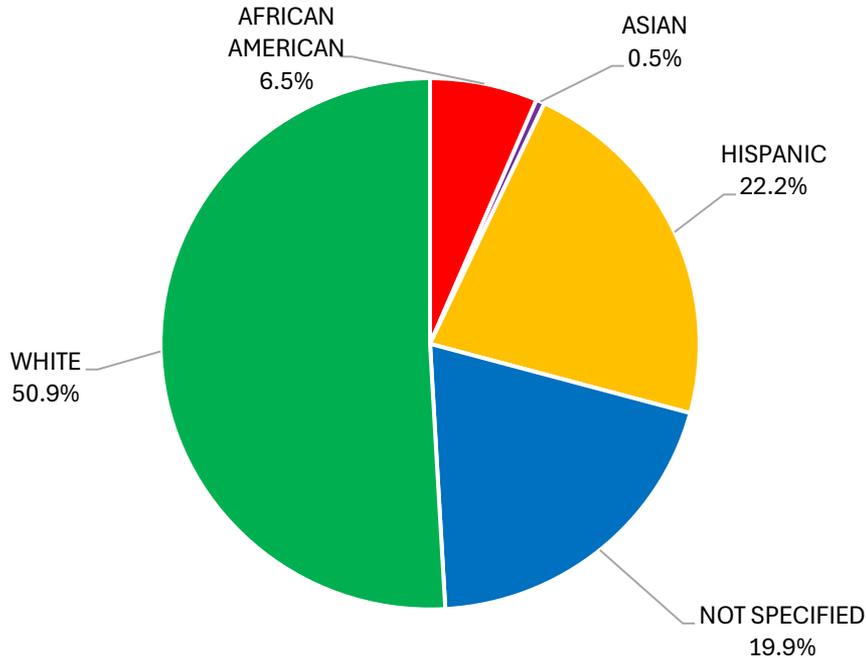
CML Diversity & Inclusion Program: Phase II

GOALS:

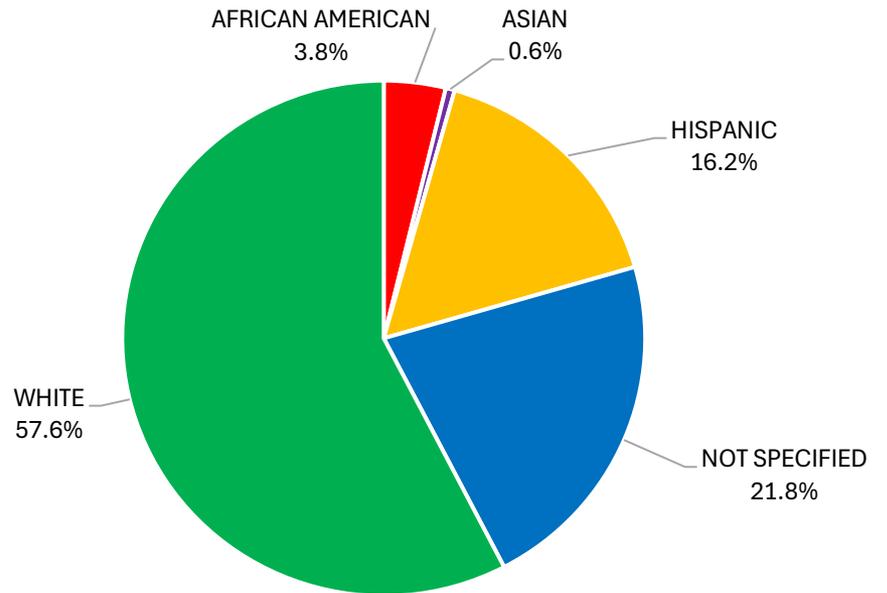
1. 10% minority workforce participation
2. 6.9% female workforce participation

CONSTRUCTION WORKFORCE PARTICIPATION: BARNETT BRANCH

Barnett % of Workers



Barnett % of Hours



Data from 2020-2025

*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.

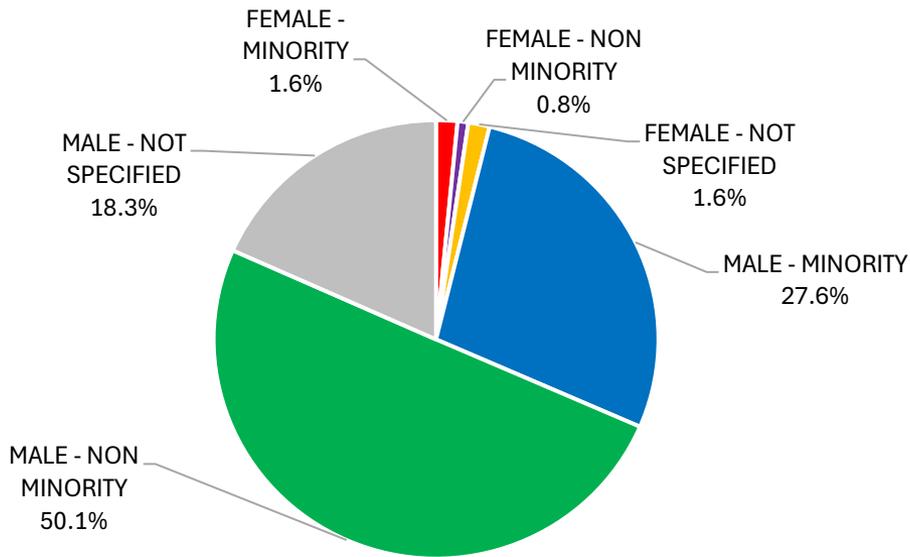
CML Diversity & Inclusion Program: Phase II

GOALS:

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

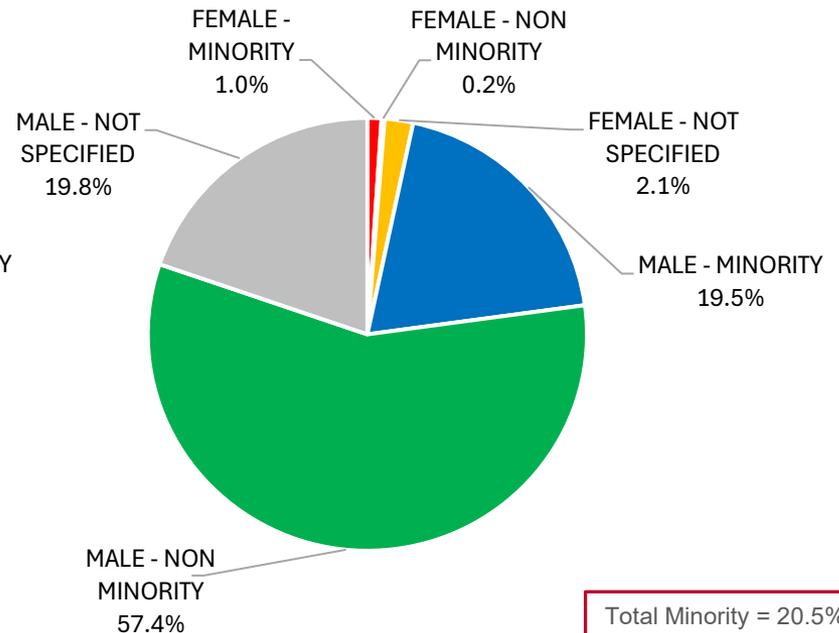
CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS: BARNETT

Workforce by Minority/Gender Status
(% of Workers)



Total Minority = 29.2%
Total Female = 3.9%

Workforce by Minority/Gender
(% of Hours)



Total Minority = 20.5%
Total Female = 3.4%

Data from 2020-2025

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

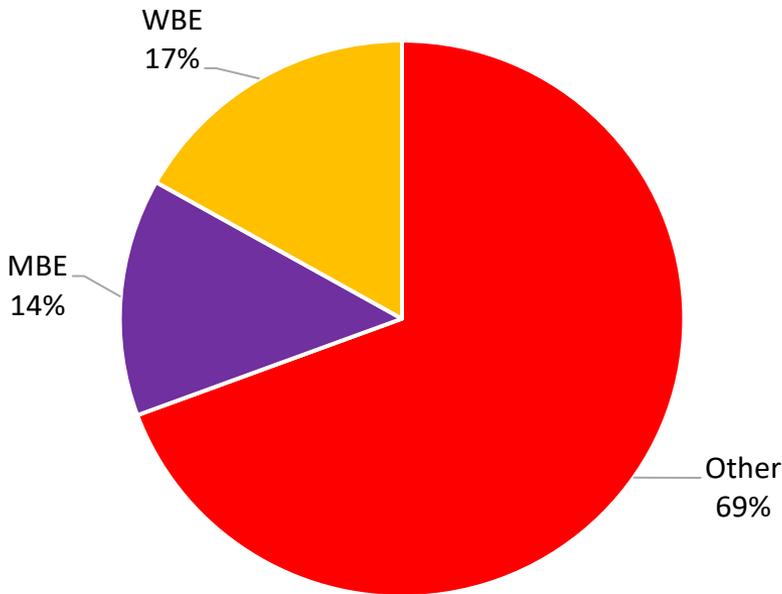
**Due to human error in the time-reporting process, a small number of records in the Workforce by branch tables may have been wrongly attributed to the wrong branch. The number of records potentially with error are too small to have a substantial effect on the branch number of workers category.

CML Diversity & Inclusion Program: Phase II

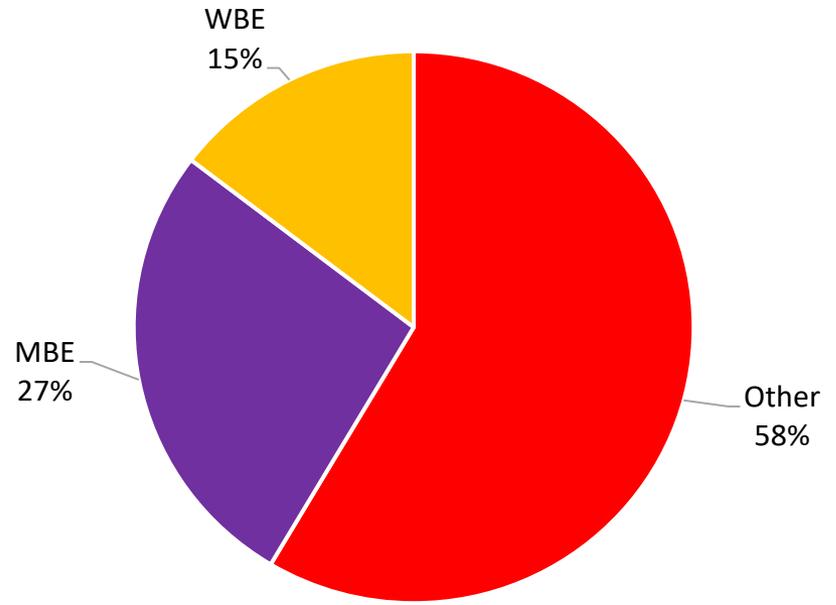
GOAL: 20% contracts awarded to MBE/WBE owned businesses

CONSTRUCTION CONTRACTS AWARDED: CANAL WINCHESTER BRANCH

Canal Winchester Value of Contracts



Canal Winchester Number of Contracts



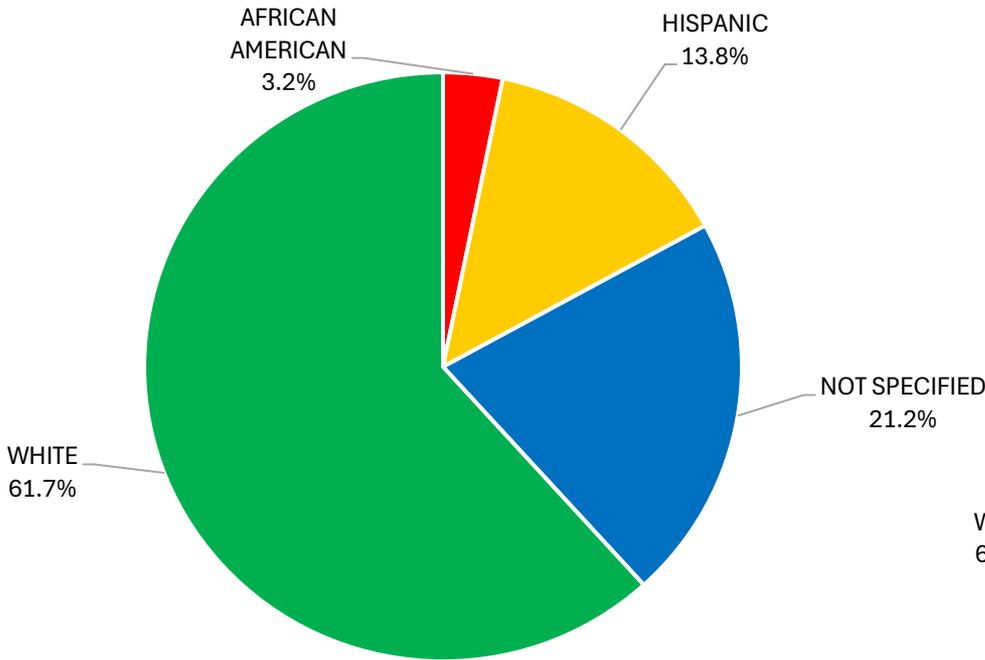
CML Diversity & Inclusion Program: Phase II

GOALS:

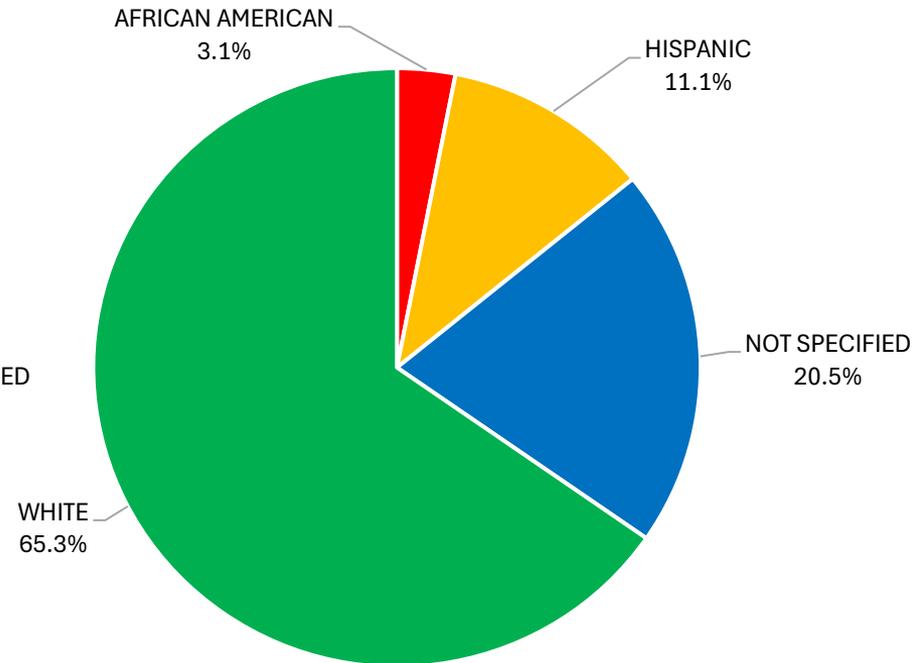
1. 10% minority workforce participation
2. 6.9% female workforce participation

CONSTRUCTION WORKFORCE PARTICIPATION: CANAL WINCHESTER BRANCH

Canal Winchester % of Workers



Canal Winchester % of Hours



Data from 2020-2025

*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.

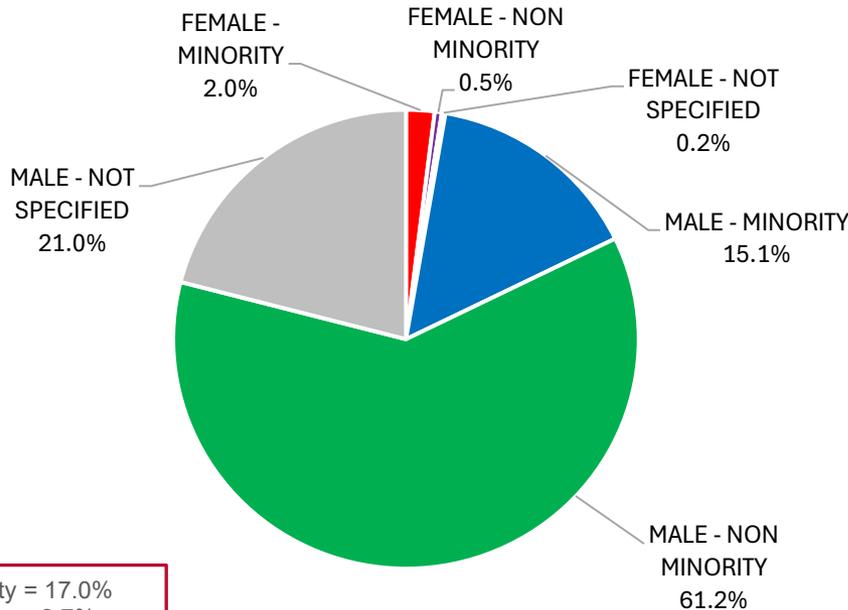
CML Diversity & Inclusion Program: Phase II

GOALS:

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

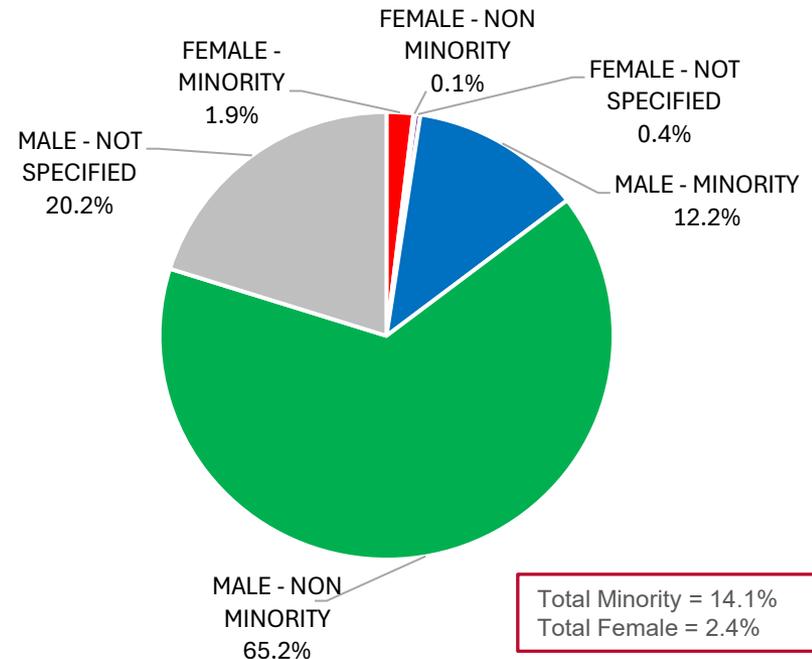
CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS: CANAL WINCHESTER

Workforce by Minority/Gender Status
(% of Workers)



Total Minority = 17.0%
Total Female = 2.7%

Workforce by Minority/Gender
(% of Hours)



Total Minority = 14.1%
Total Female = 2.4%

Data from 2020-2025

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

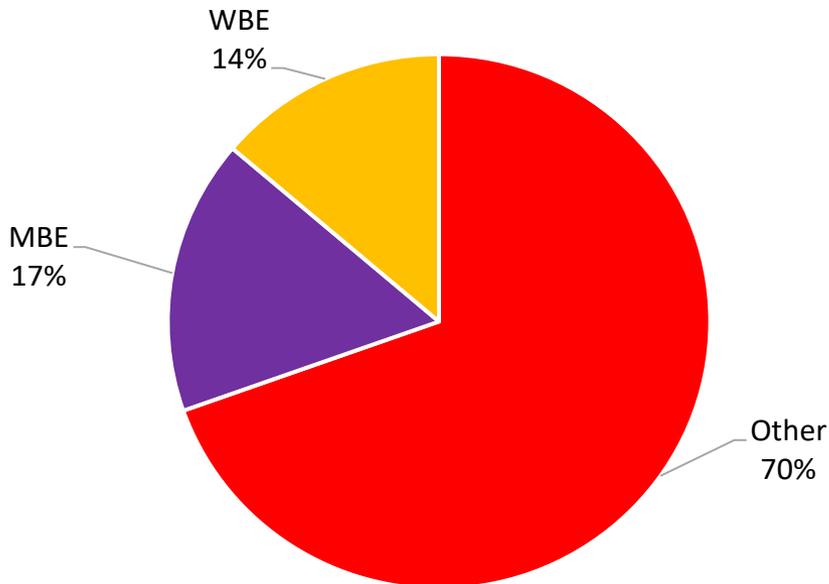
**Due to human error in the time-reporting process, a small number of records in the Workforce by branch tables may have been wrongly attributed to the wrong branch. The number of records potentially with error are too small to have a substantial effect on the branch number of workers category.

CML Diversity & Inclusion Program: Phase II

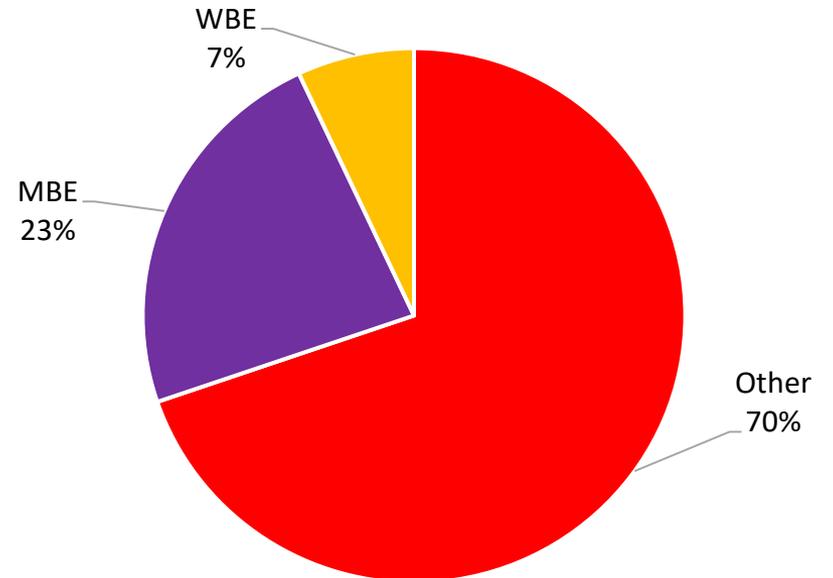
GOAL: 20% contracts awarded to MBE/WBE owned businesses

CONSTRUCTION CONTRACTS AWARDED: MARION FRANKLIN BRANCH

Marion Franklin Value of Contracts



Marion Franklin Number of Contracts



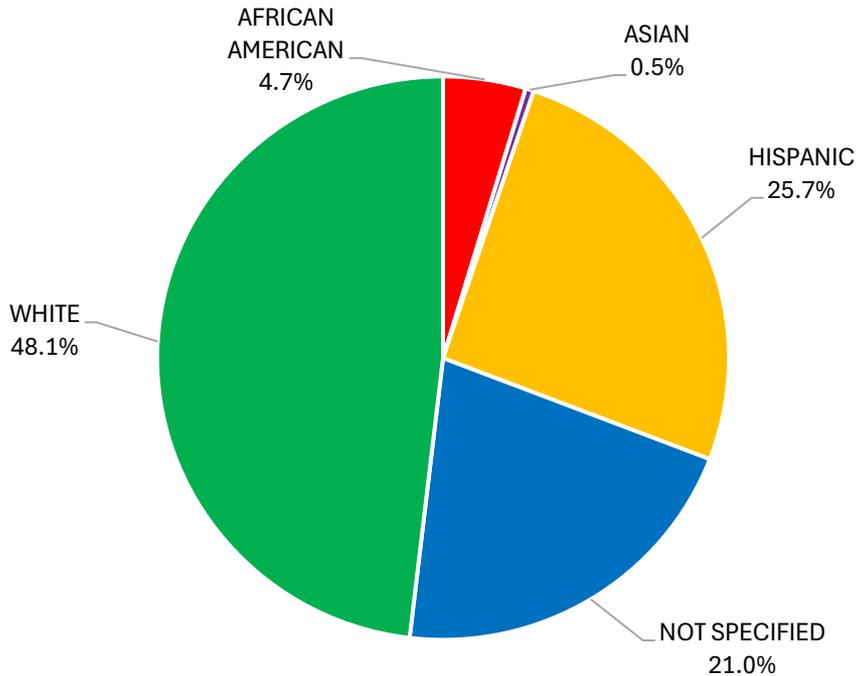
CML Diversity & Inclusion Program: Phase II

GOALS:

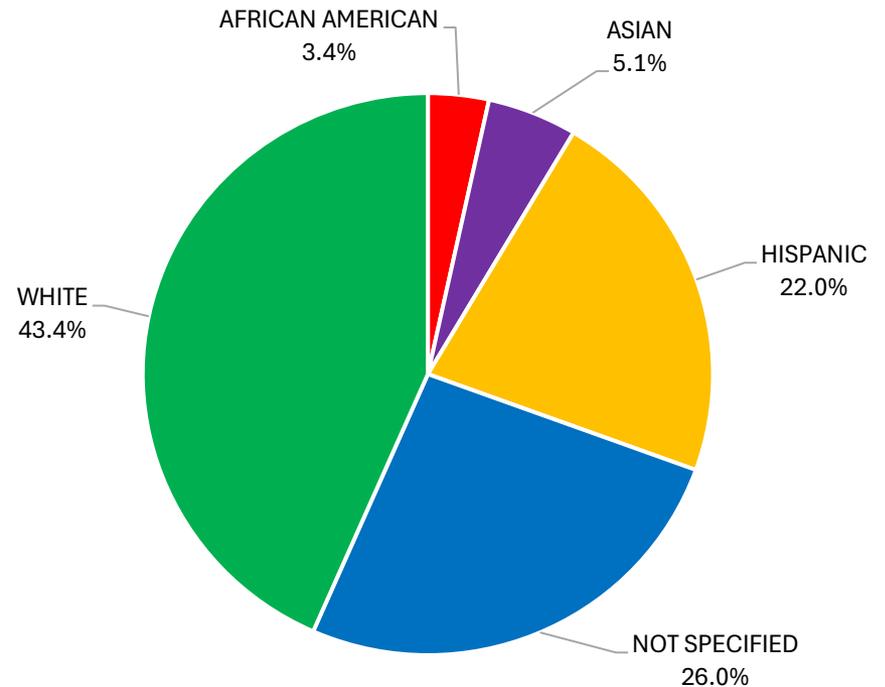
1. 10% minority workforce participation
2. 6.9% female workforce participation

CONSTRUCTION WORKFORCE PARTICIPATION: MARION FRANKLIN BRANCH

Marion Franklin % of Workers



Marion Franklin % of Hours



Data from 2020-2025

*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.

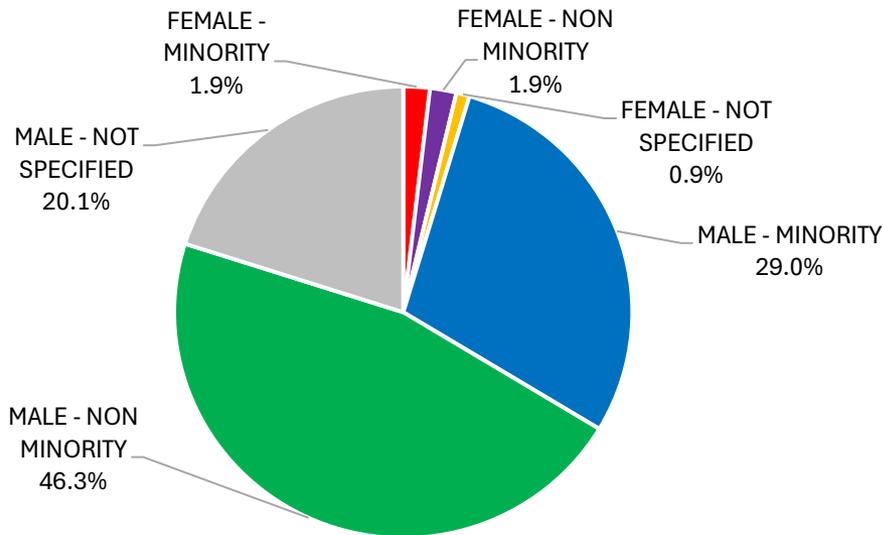
CML Diversity & Inclusion Program: Phase II

GOALS:

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

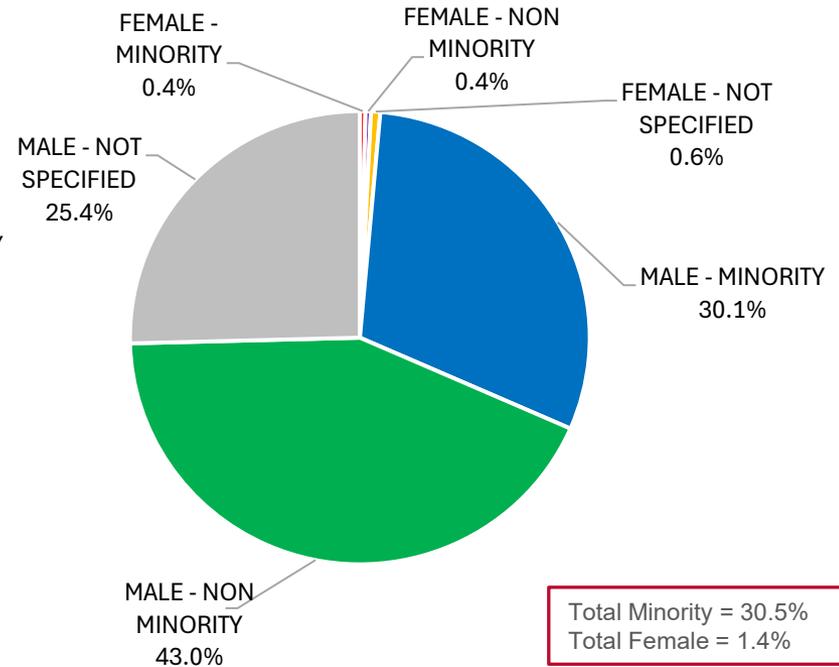
**CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS:
MARION FRANKLIN**

Workforce by Minority/Gender Status
(% of Workers)



Total Minority = 30.8%
Total Female = 4.7%

Workforce by Minority/Gender
(% of Hours)



Total Minority = 30.5%
Total Female = 1.4%

Data from 2020-2025

*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.