

CML Diversity & Inclusion Program

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 8 projects in 2020 Vision Plan
- CML Diversity & Inclusion Program presented to Board of Trustees December 2014
- Nancy Tidwell hired as CML diversity 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
- Diversity & Inclusion Program presentations for Public Service Managers and CML Diversity 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

Bidding and Contracting Community Meetings

- Diversity & 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
- Quarterly meetings with CML Contractors Advisory Group
 - initiated by CML inclusion consultant and includes leaders in the minority contracting community – 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

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 Diversity & Inclusion Program presence on columbuslibrary.org – March 2015
- Created and distributed business cards with CML Diversity & Inclusion Program goals to share throughout the community – March 2015
- Article by Nancy Tidwell about CML's commitment to the Diversity & Inclusion Program printed in *Columbus African American News Journal* – April 2015

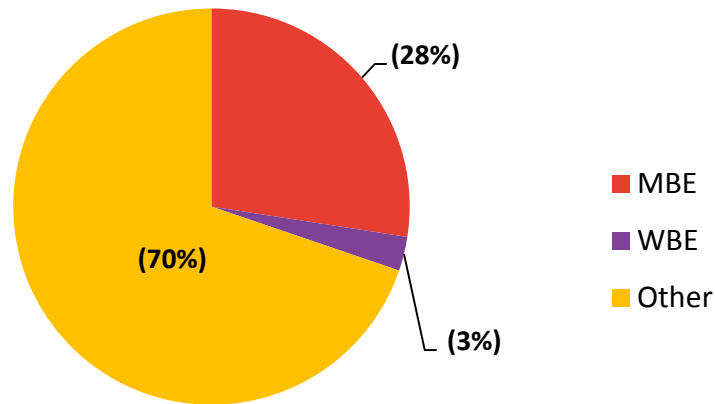
CML Diversity & Inclusion Program

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

CONSTRUCTION CONTRACTS AWARDED AS OF 9/30/15

All Active Projects

Total value of contracts



This data is based on dollars awarded as of 9/30/15. Additional contracts will be awarded for all projects listed.

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

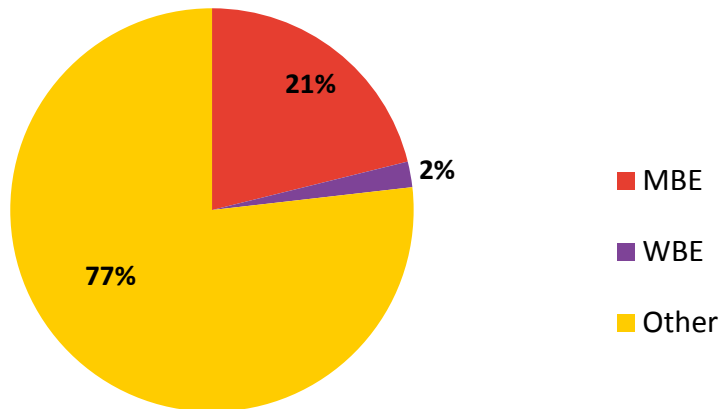
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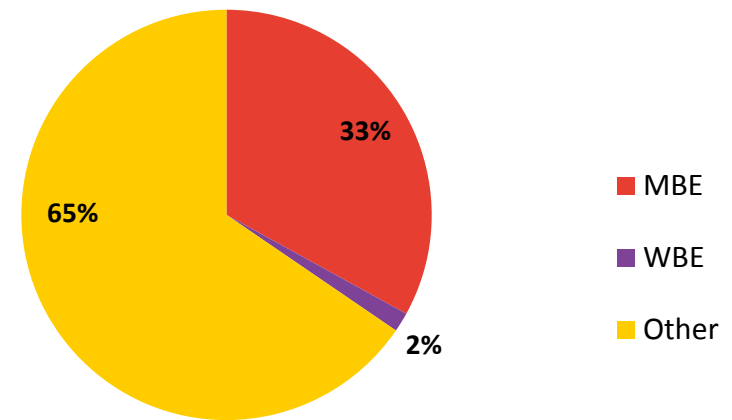
Main Library

Value of contracts



Parsons Branch

Value of contracts



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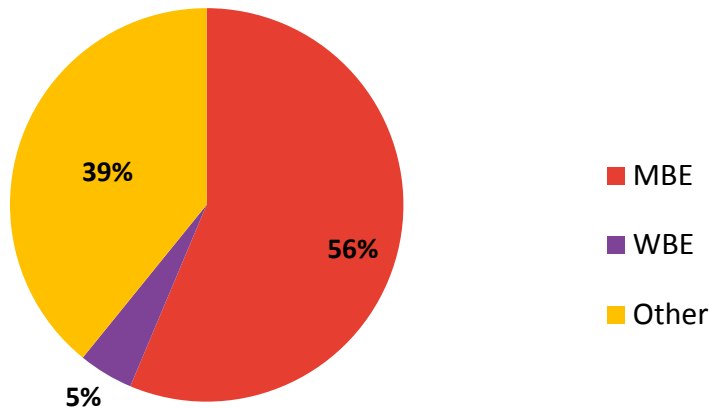
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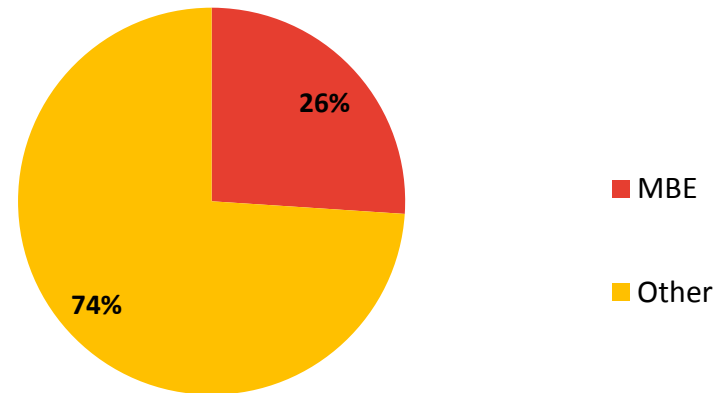
Northern Lights Branch

Value of contracts



Shepard Branch

Value of contracts



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CML Diversity & Inclusion Program

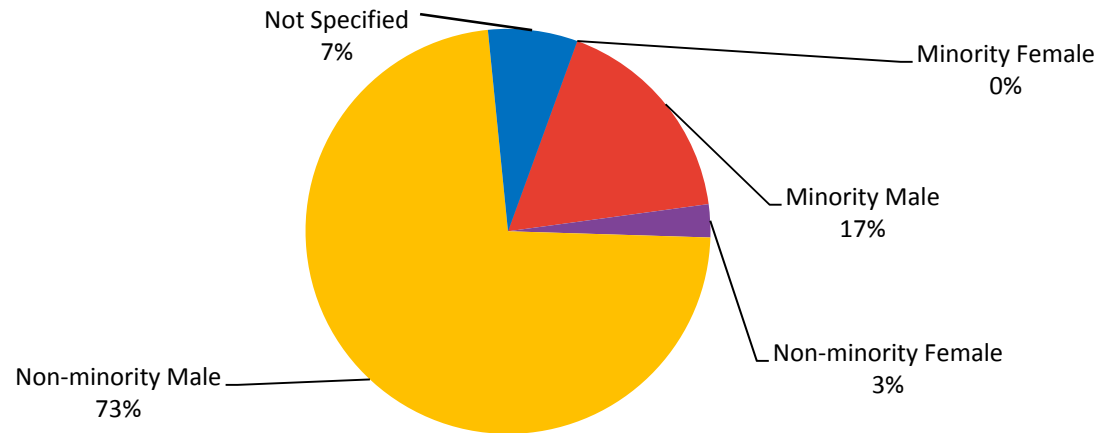
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1. 10% minority workforce participation
2. 6.9% female workforce participation

CONSTRUCTION WORKFORCE PARTICIPATION AS OF 9/30/15

All Active Projects

**Workforce by minority status, % of workers
(construction only)**



This data is based on workforce reports through 9/30/15.

*Data will be reported on additional 2020VP projects as it becomes available.

CML Diversity & Inclusion Program

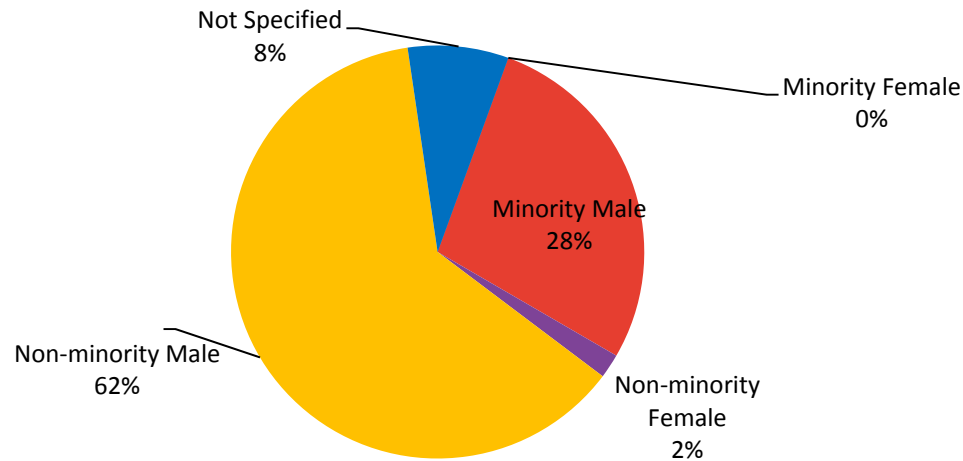
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CONSTRUCTION WORKFORCE PARTICIPATION

All Active Projects

Workforce by minority status, % of hours
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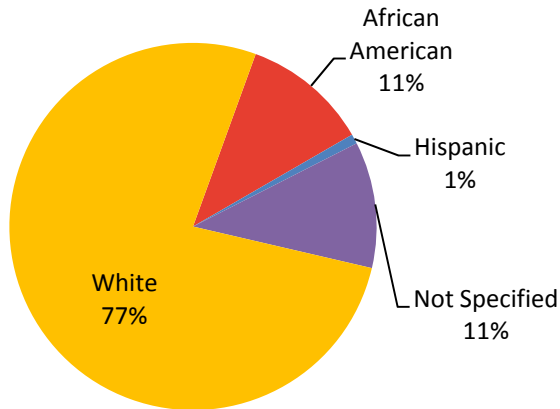
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CONSTRUCTION WORKFORCE PARTICIPATION

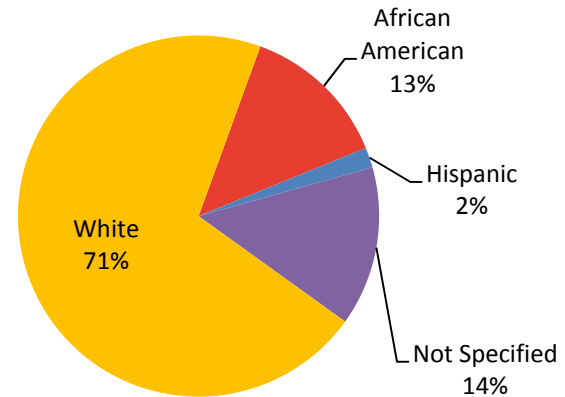
Main Branch workers

117 total



Main Branch hours

15,947 total



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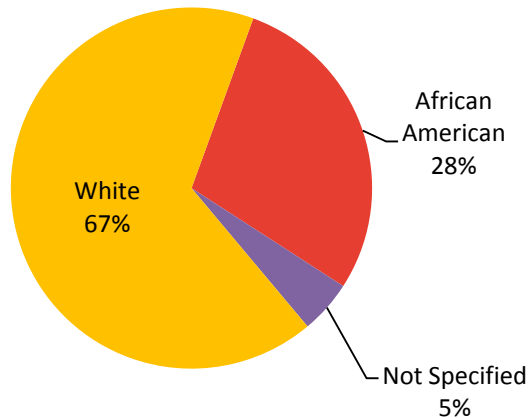
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CONSTRUCTION WORKFORCE PARTICIPATION

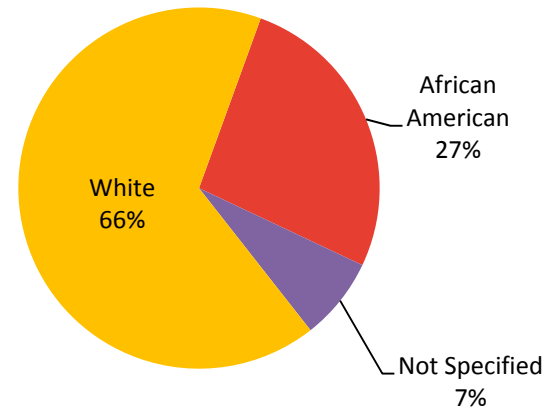
Northern Lights workers

21 total



Northern Lights hours

2,021 total



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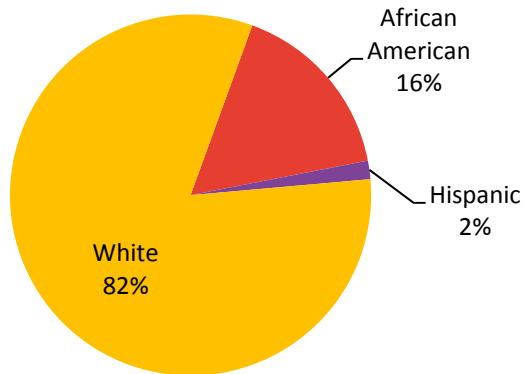
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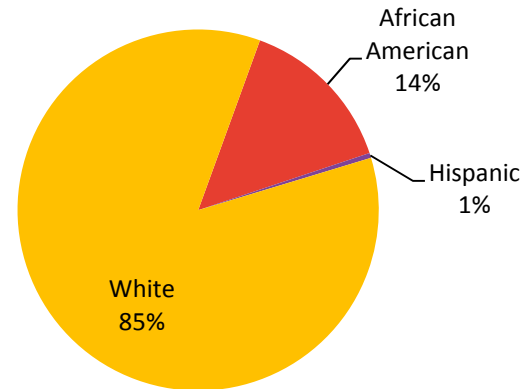
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CONSTRUCTION WORKFORCE PARTICIPATION

Parsons workers
61 total



Parsons hours
3,702 total



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