

# 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

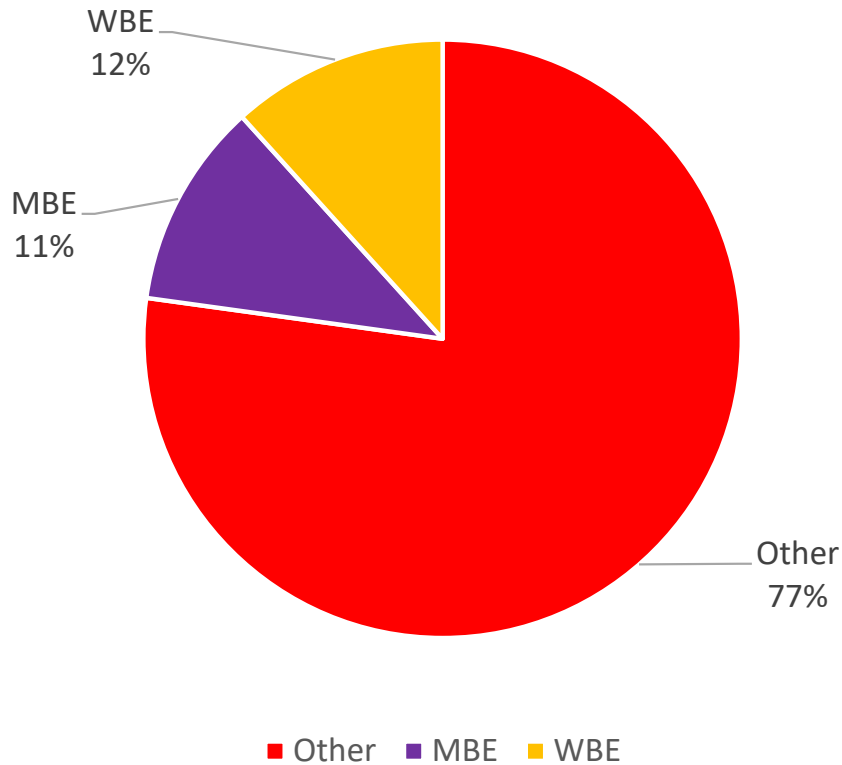
- Updated CML Diversity & Inclusion Program presence on columbuslibrary.org
- Business First Diversity in Business Awards Outstanding Diversity Champion (Organization): April 2021
- Participated in the MORPC Supplier Diversity Procurement Fair: August 2023
- CML, State of Ohio, MORPC, City of Columbus,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

# CML Diversity & Inclusion Program: Phase II

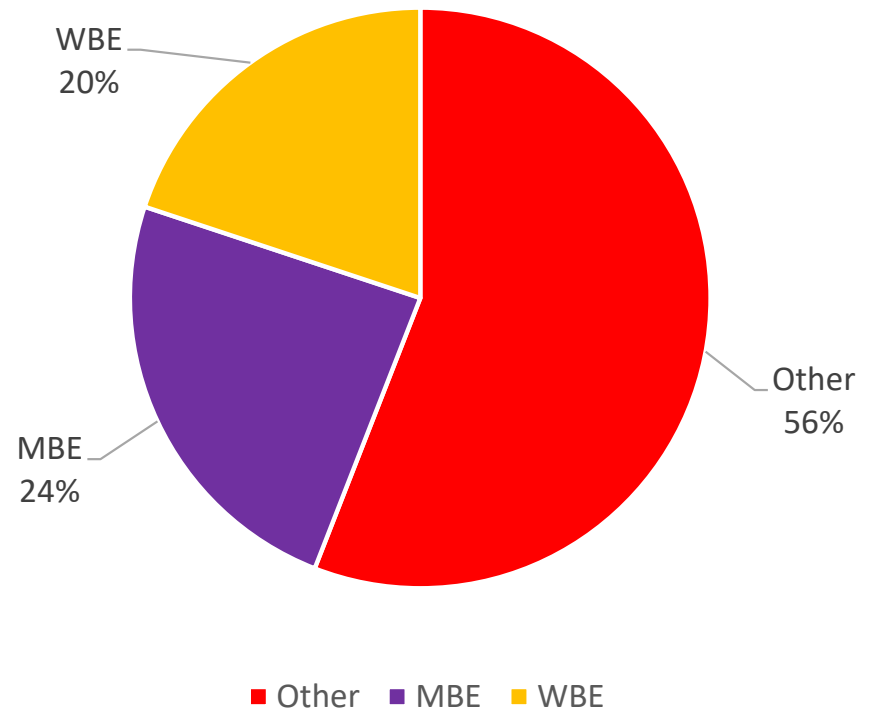
**GOAL:** 20% contracts awarded to MBE/WBE owned businesses

## CONSTRUCTION CONTRACTS AWARDED: ALL PROJECTS

Total Value of Contracts



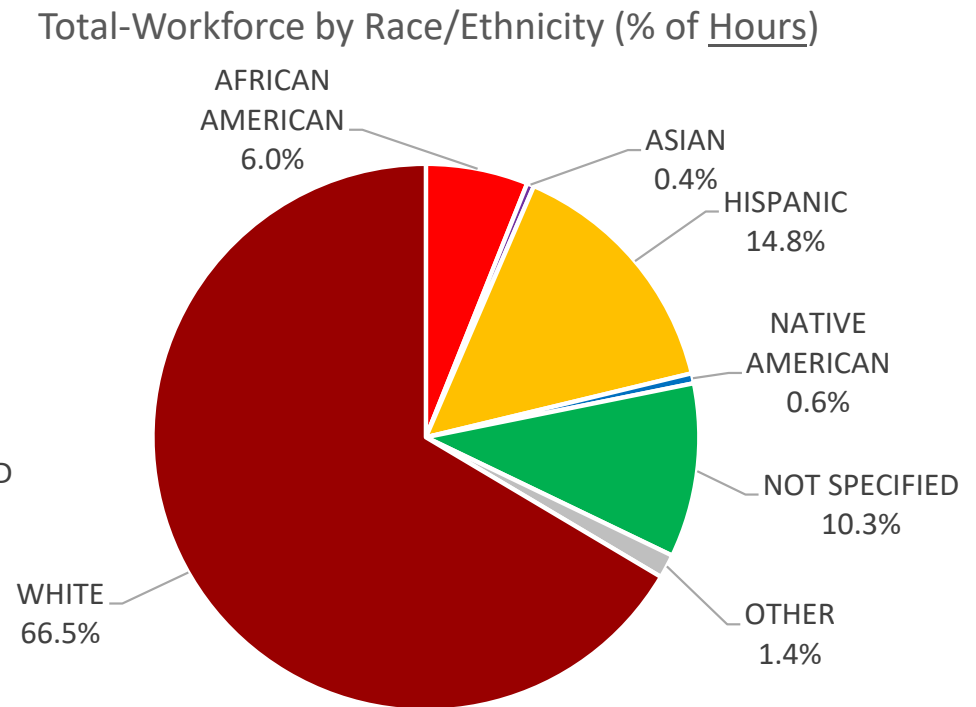
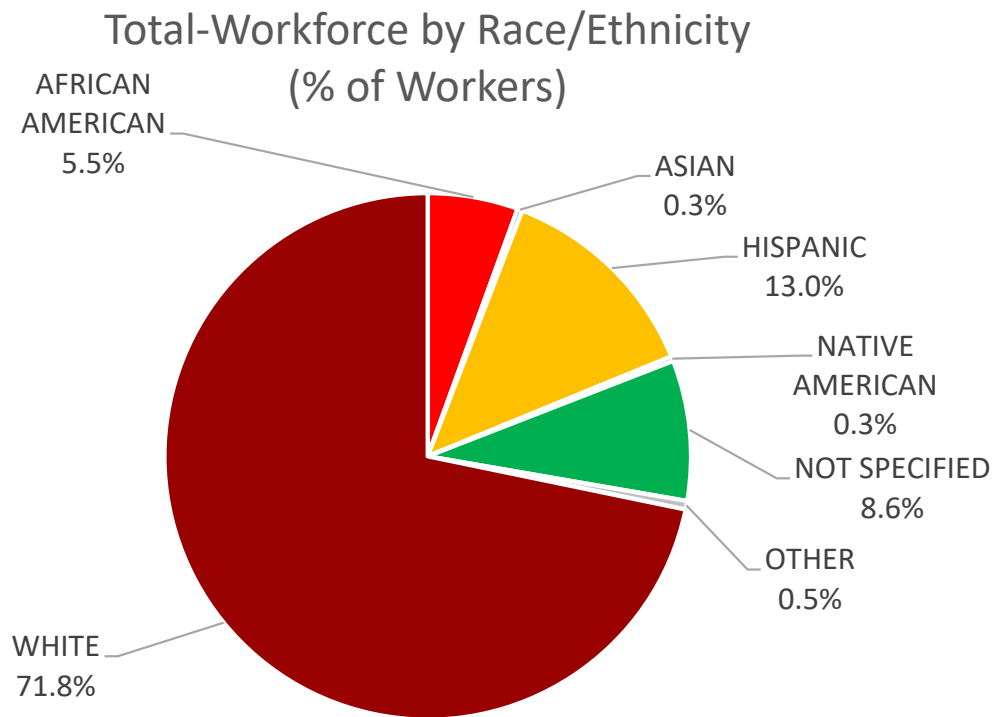
Total Number of Contracts



# CML Diversity & Inclusion Program: Phase II

**GOAL:** 10% minority workforce participation

## CONSTRUCTION WORKFORCE PARTICIPATION: ALL PROJECTS



Data from 2020-2023: Report Date 07/31/2024

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

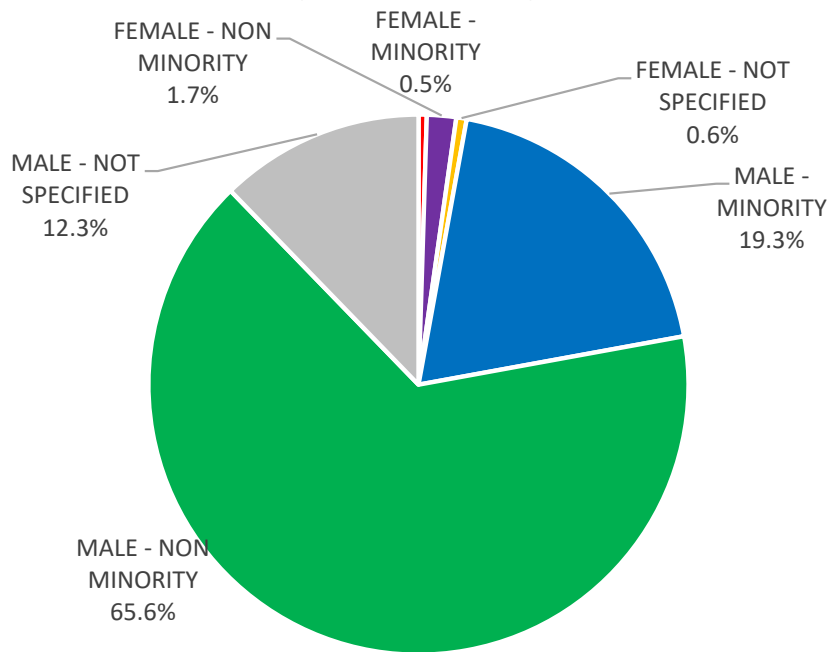
\*\*Due to human error in the time-reporting process, a small number of records in the Workforce by branch tables may have been wrongly attributed to the wrong branch. The number of records potentially with error are too small to have a substantial effect on the branch number of workers category.

# CML Diversity & Inclusion Program: Phase II

**GOAL:** 6.9% female workforce participation

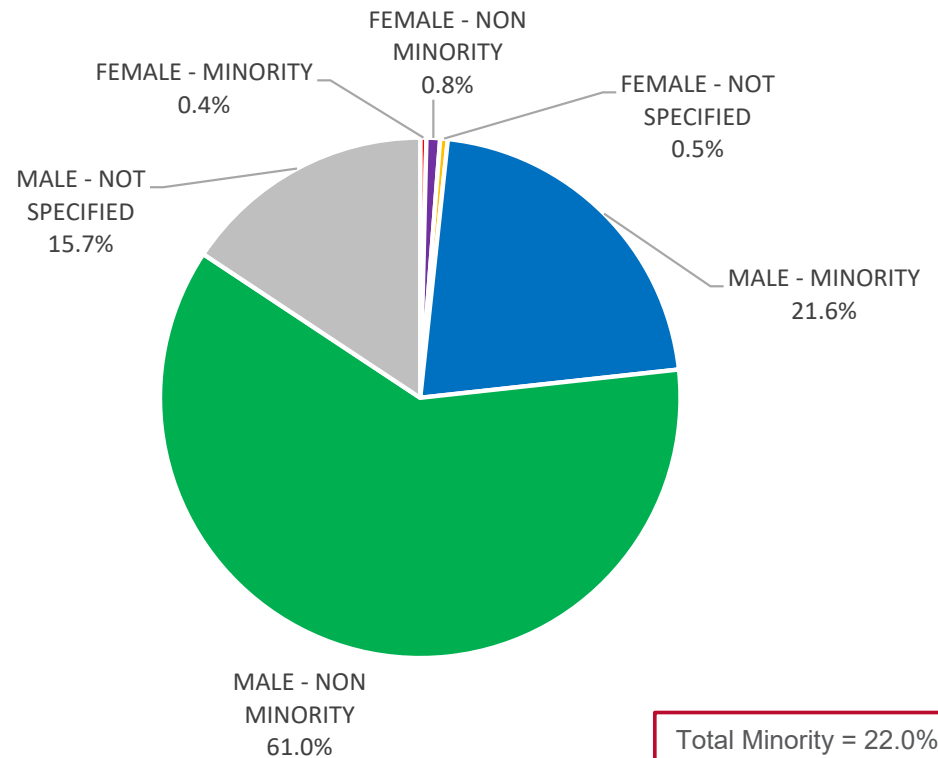
## CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS: ALL PROJECTS

Workforce by Minority / Gender Status  
(% of Workers)



Total Minority = 19.8%  
Total Female = 2.9%

Workforce by Minority/Gender (% of Hours)



Total Minority = 22.0%  
Total Female = 1.7%

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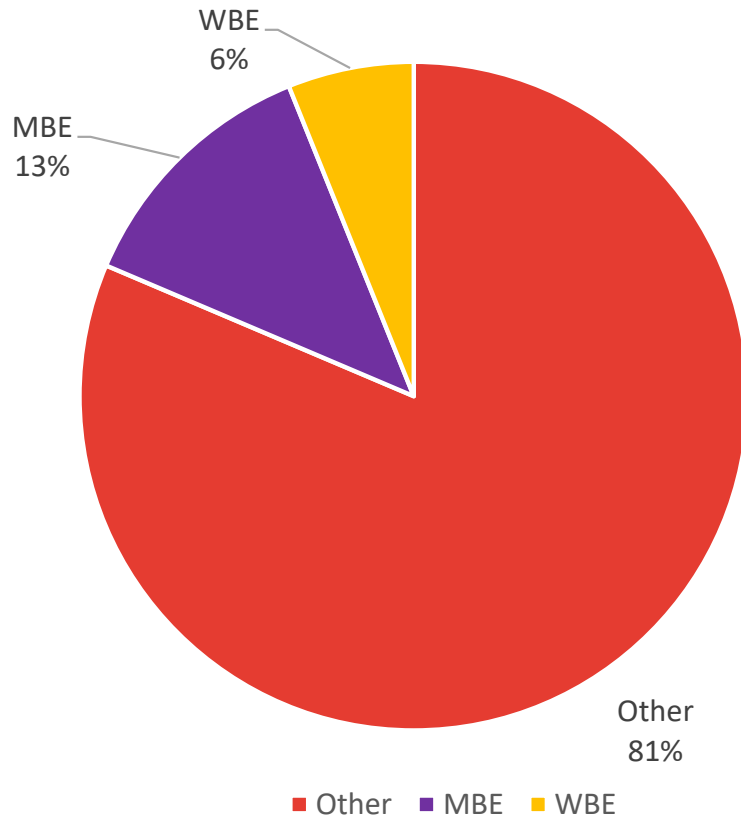
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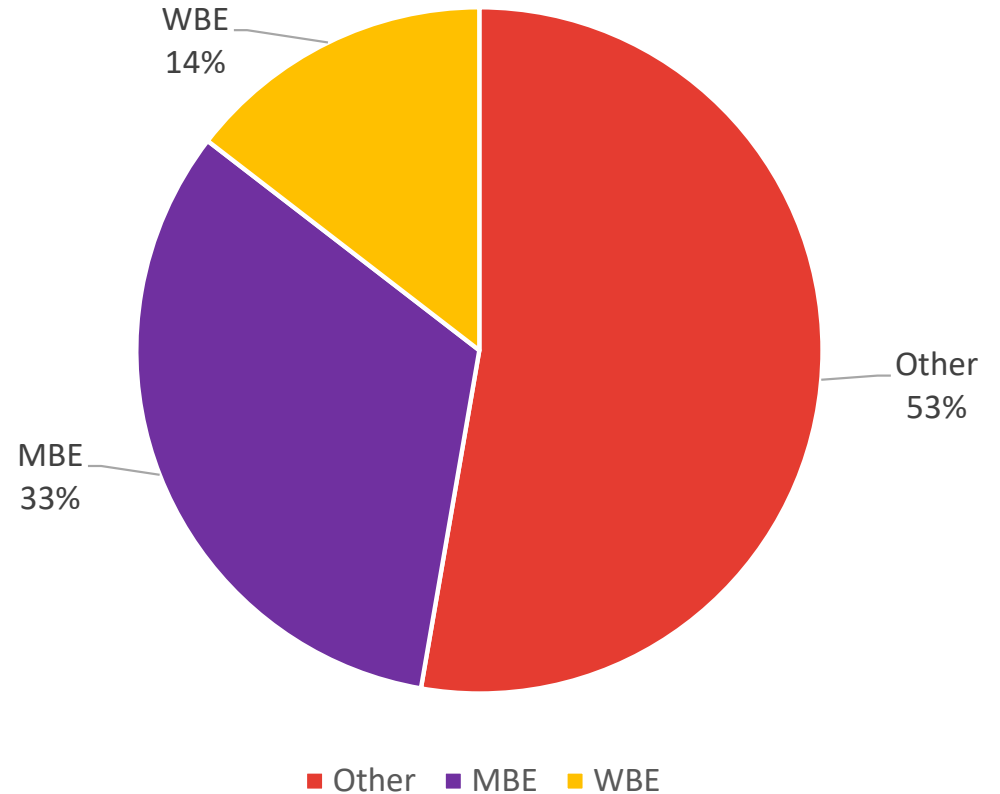
**GOAL:** 20% contracts awarded to MBE/WBE owned businesses

## CONSTRUCTION CONTRACTS AWARDED: KARL ROAD

Karl Road Value of Contracts



Karl Road Number of Contracts



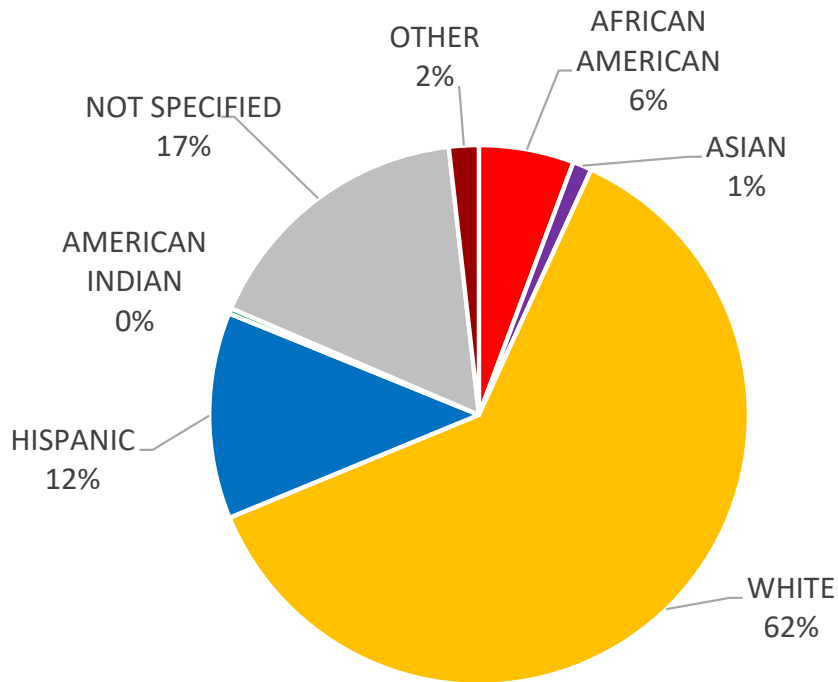
# CML Diversity & Inclusion Program: Phase II

## GOALS:

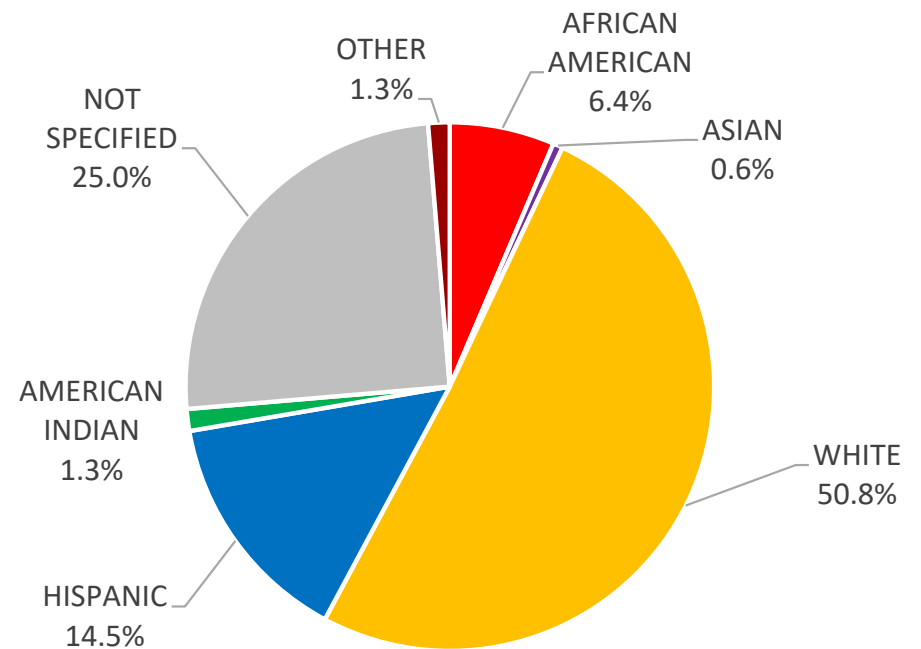
1. 10% minority workforce participation
2. 6.9% female workforce participation

### CONSTRUCTION WORKFORCE PARTICIPATION: KARL ROAD

Karl Road % of Workers



Karl Road % of Hours



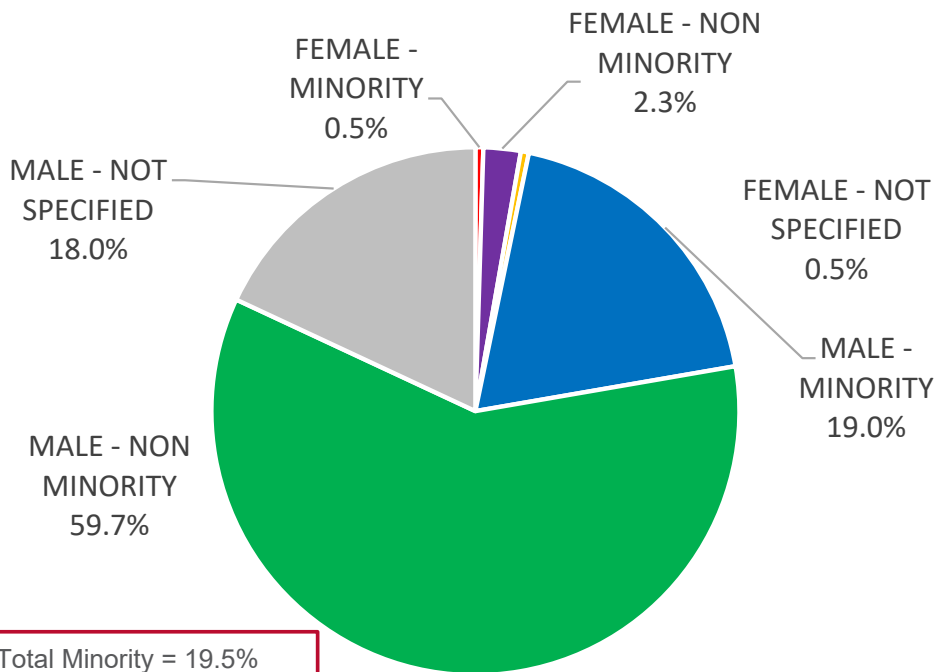
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## GOALS:

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

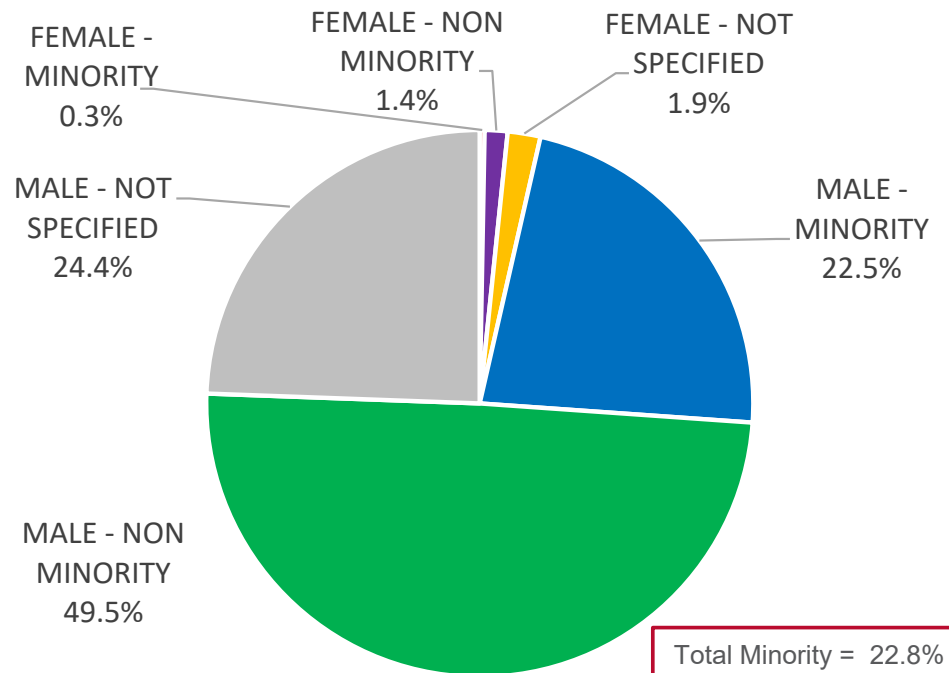
### CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS: KARL ROAD

Workforce by Minority/Gender  
% of Workers



Total Minority = 19.5%  
Total Female = 3.3%

Workforce by Minority/Gender % of Hours



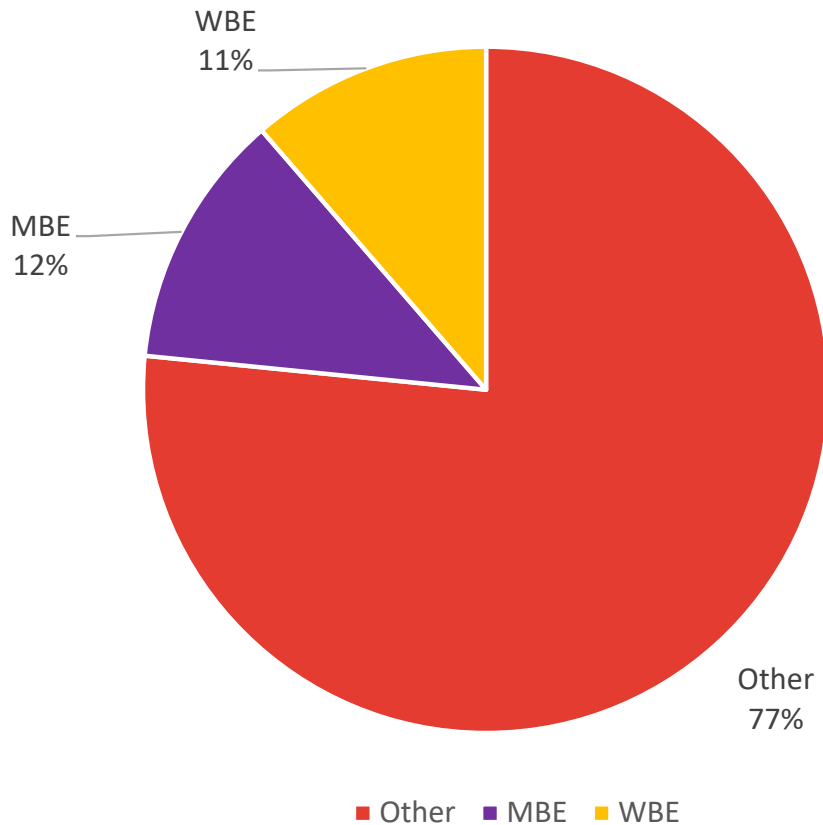
Total Minority = 22.8%  
Total Female = 3.6%

# CML Diversity & Inclusion Program: Phase II

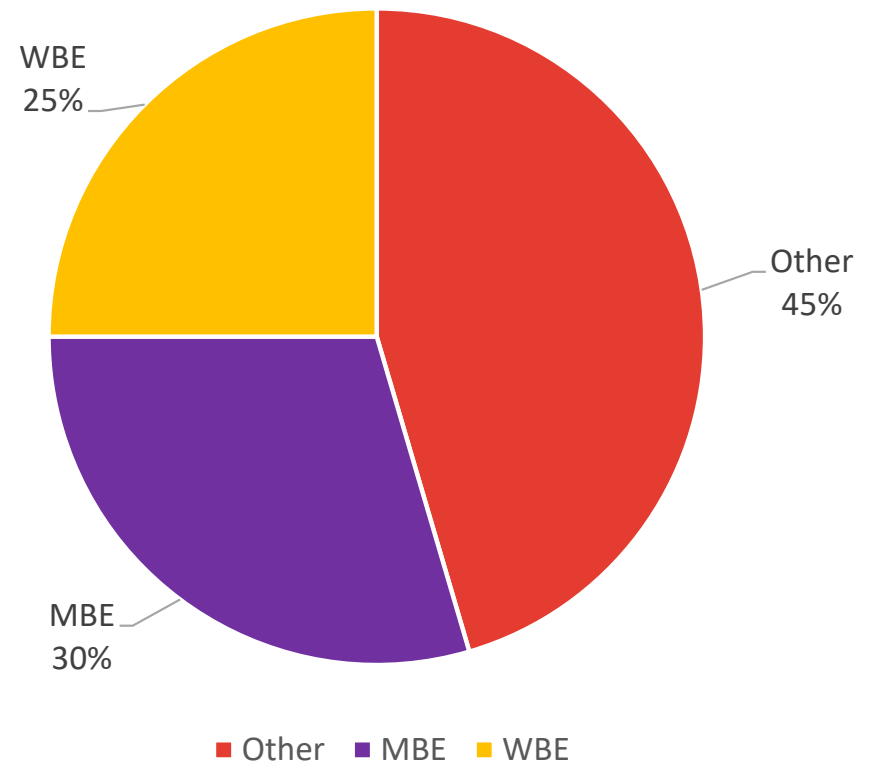
**GOAL:** 20% contracts awarded to MBE/WBE owned businesses

## CONSTRUCTION CONTRACTS AWARDED: HILLTOP BRANCH

Hilltop Value of Contracts



Hilltop Number of Contracts





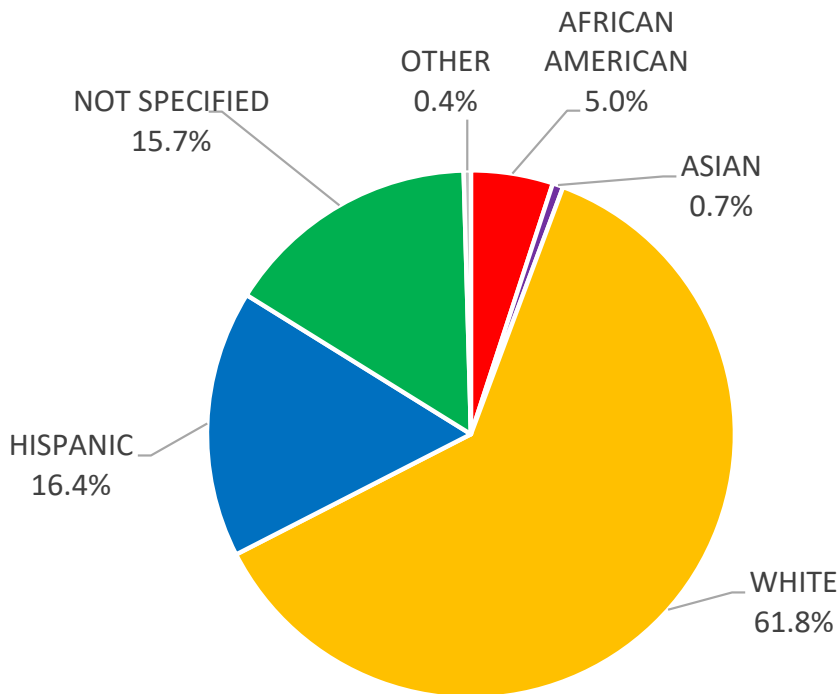
# CML Diversity & Inclusion Program: Phase II

**GOALS:**

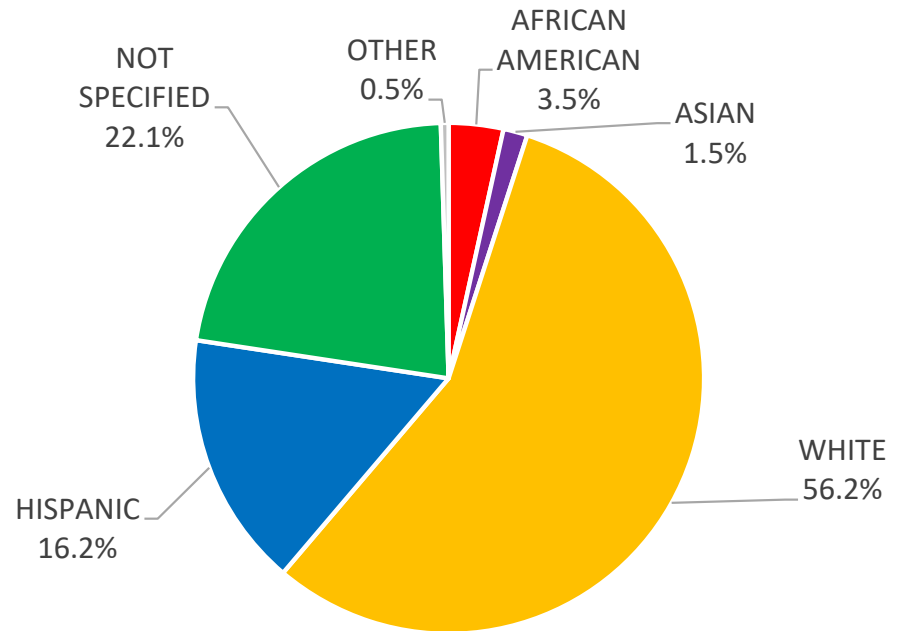
1. 10% minority workforce participation
2. 6.9% female workforce participation

**CONSTRUCTION WORKFORCE PARTICIPATION: HILLTOP BRANCH**

Hilltop % of Workers



Hilltop % of Hours



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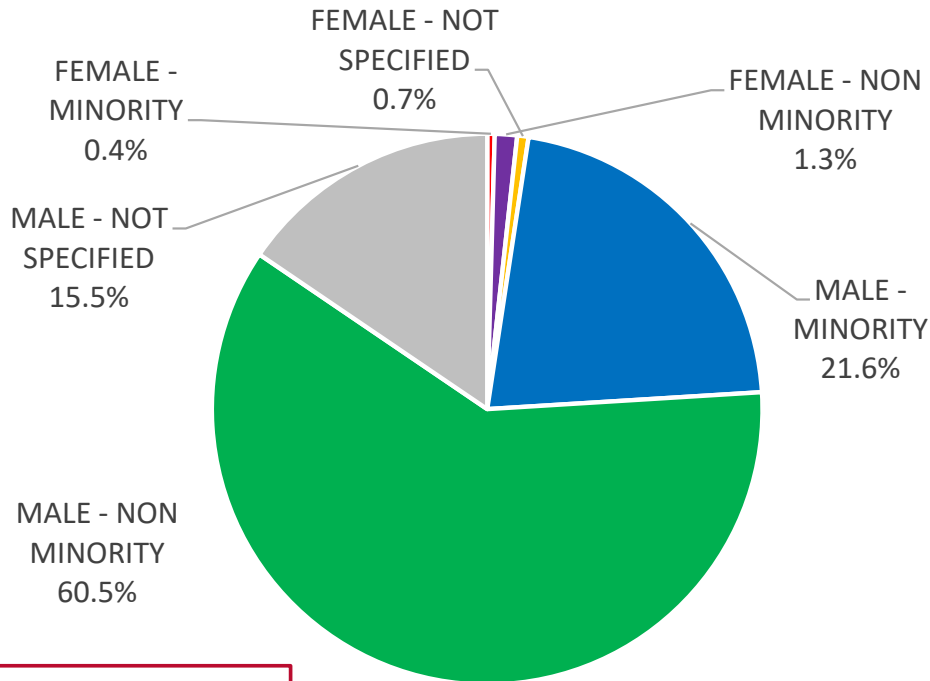
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## GOALS:

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

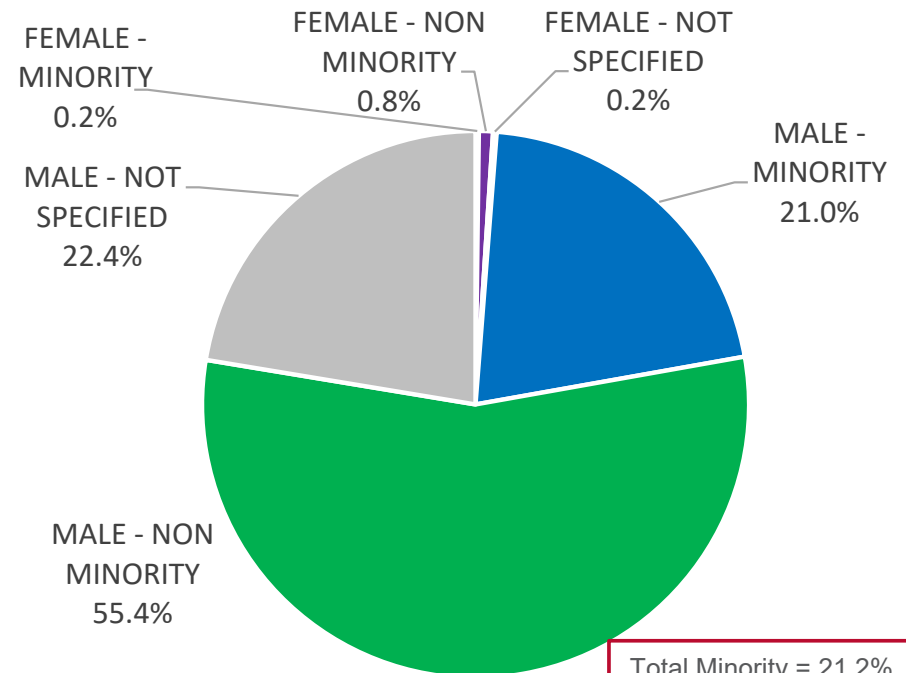
### CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS: HILLTOP

Workforce by Minority/Gender Status % of Workers



Total Minority = 22.1%  
Total Female = 2.4%

Workforce by Minority/Gender % of Hours



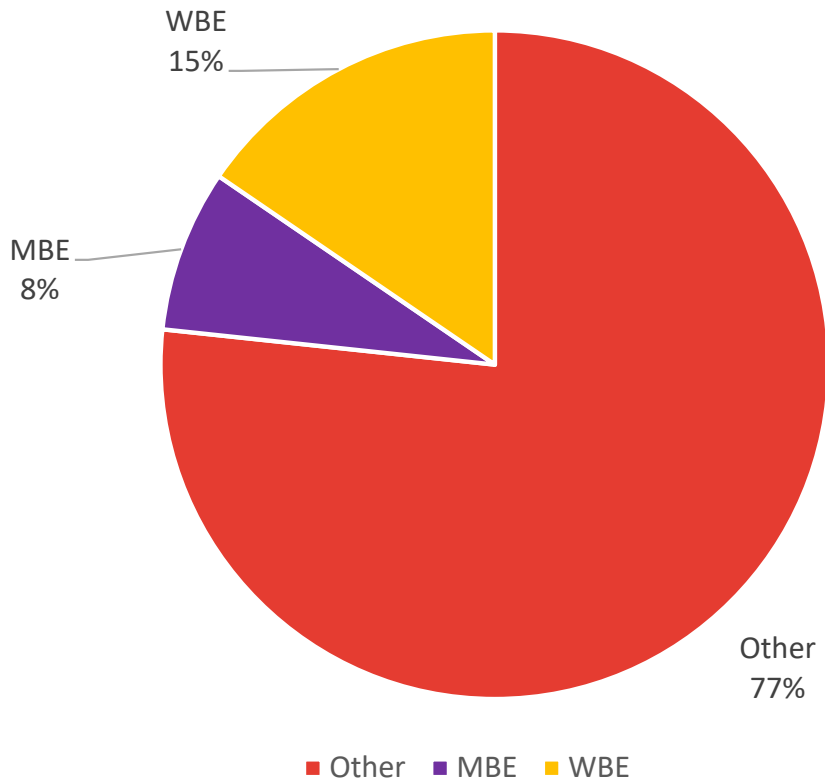
Total Minority = 21.2%  
Total Female = 1.2%

# CML Diversity & Inclusion Program: Phase II

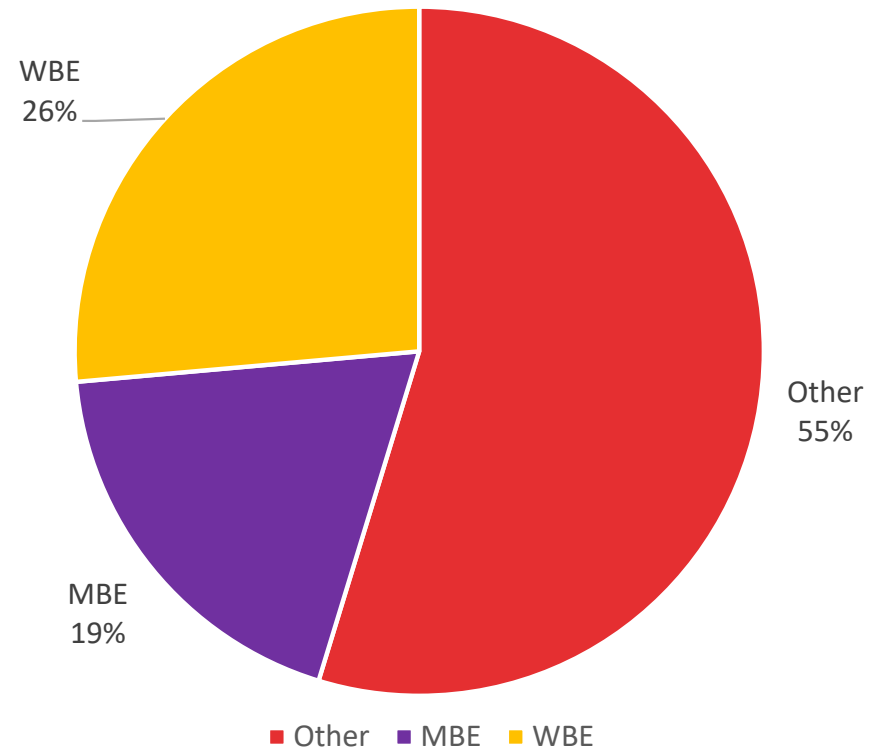
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## CONSTRUCTION CONTRACTS AWARDED: GAHANNA BRANCH

Gahanna Value of Contracts



Gahanna Number of Contracts



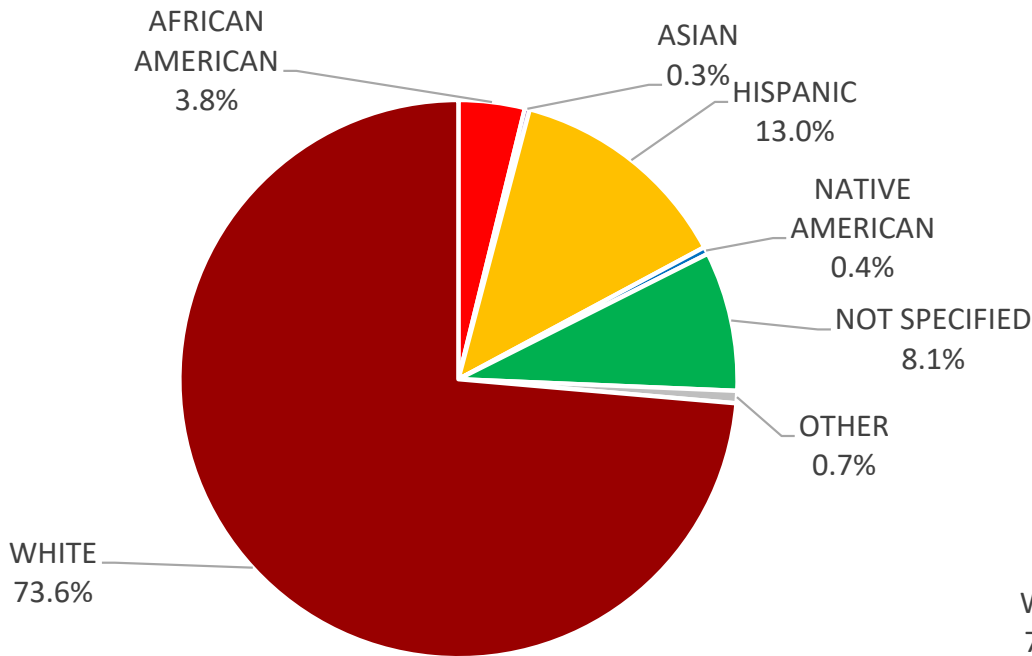
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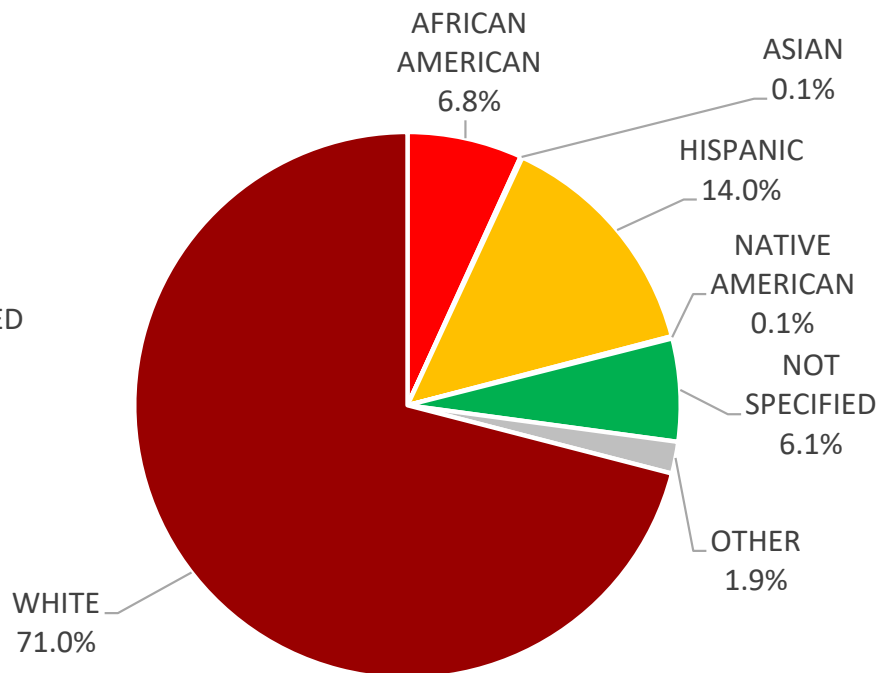
1. 10% minority workforce participation
2. 6.9% female workforce participation

**CONSTRUCTION WORKFORCE PARTICIPATION: GAHANNA BRANCH**

Gahanna % of Workers



Gahanna % of Hours



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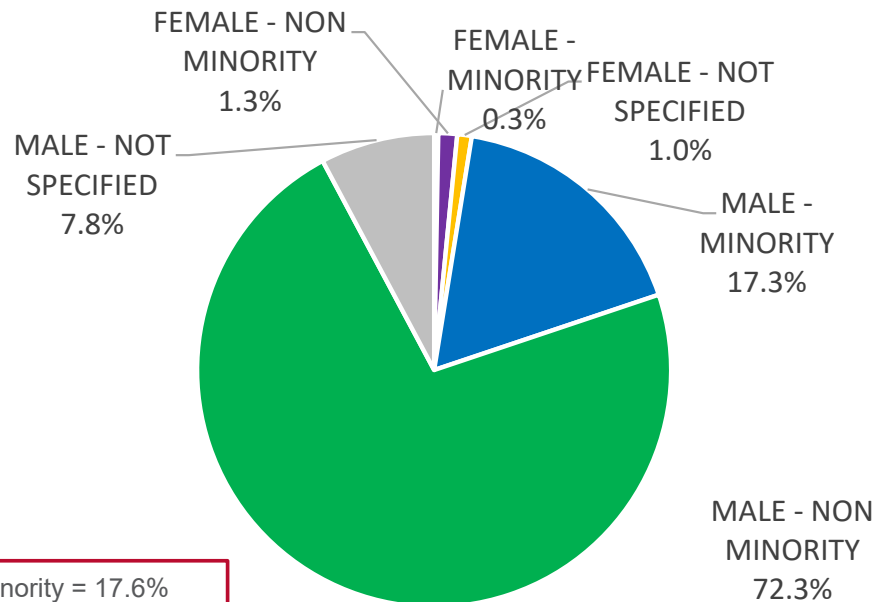
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**GOALS:**

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

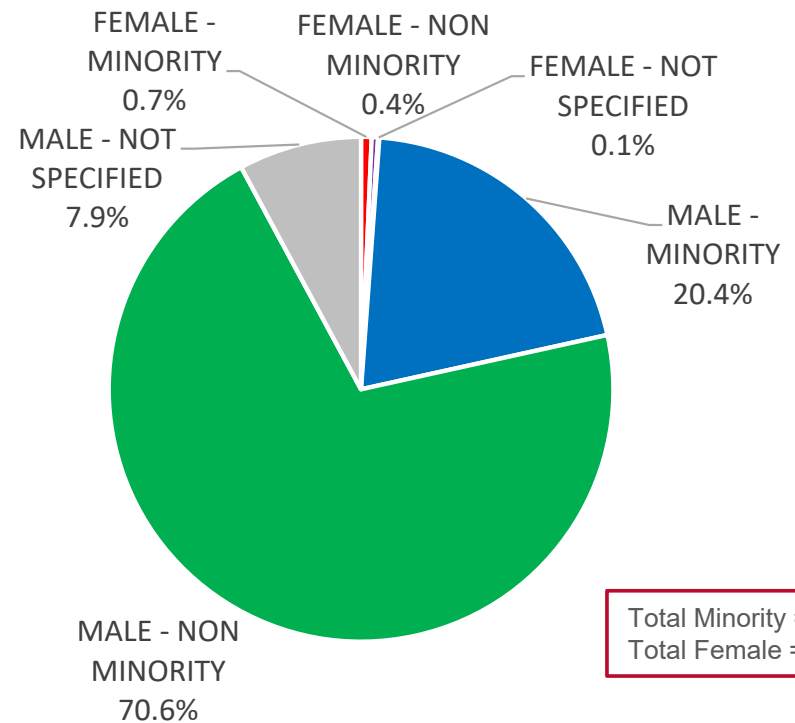
**CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS: GAHANNA**

Workforce by Minority / Gender Status  
% of Workers



Total Minority = 17.6%  
Total Female = 2.6%

Workforce by Minority/Gender (% of Hours)



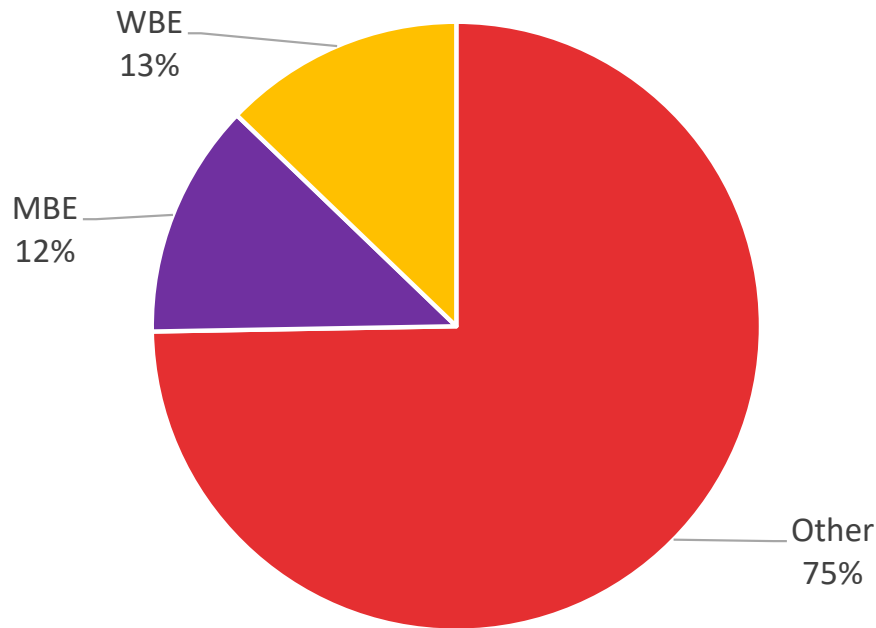
Total Minority = 21.71%  
Total Female = 1.2%

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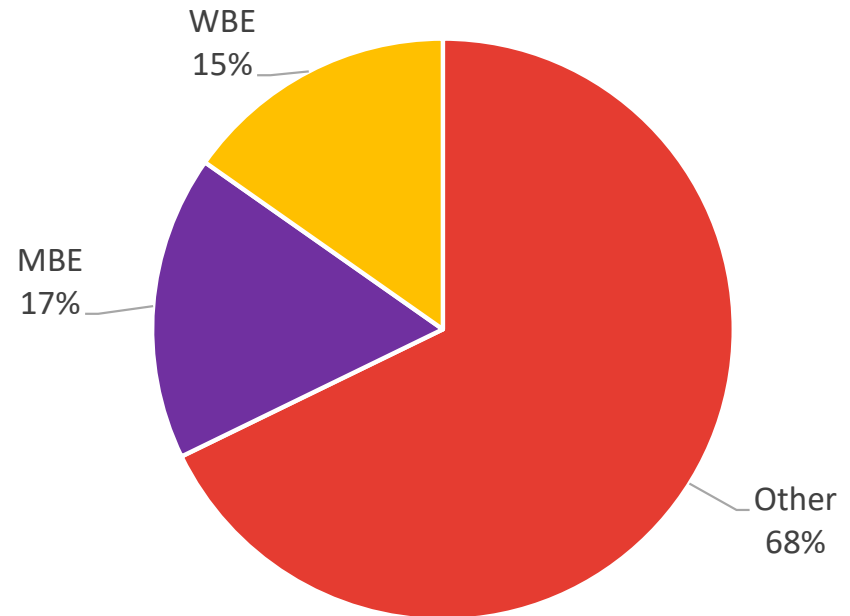
## CONSTRUCTION CONTRACTS AWARDED: REYNOLDSBURG BRANCH

Reynoldsburg Value of Contracts



■ Other ■ MBE ■ WBE

Reynoldsburg Number of Contracts



■ Other ■ MBE ■ WBE

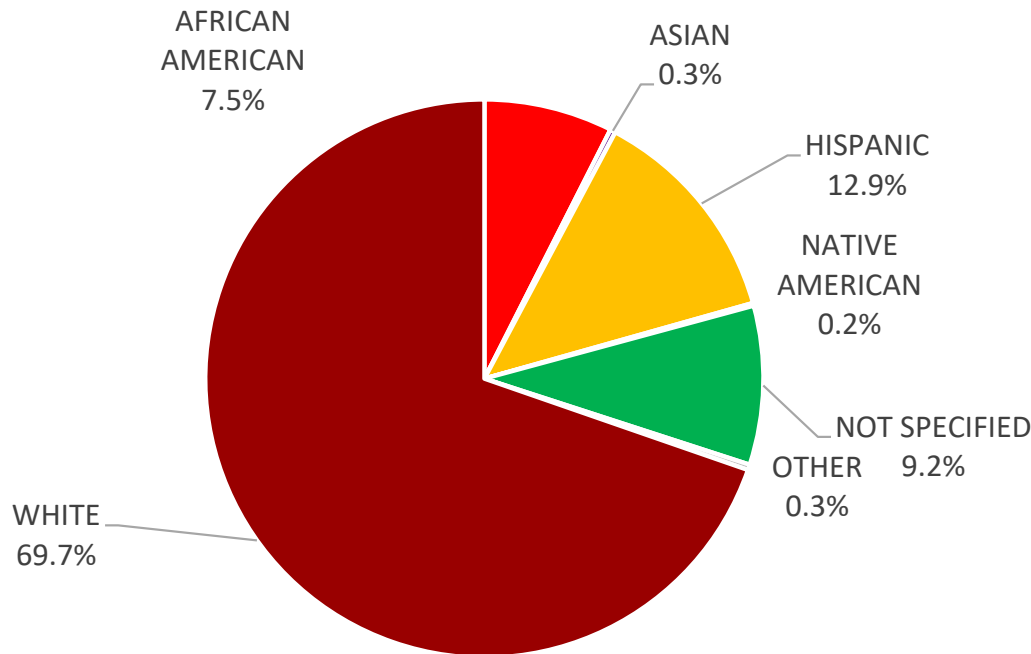
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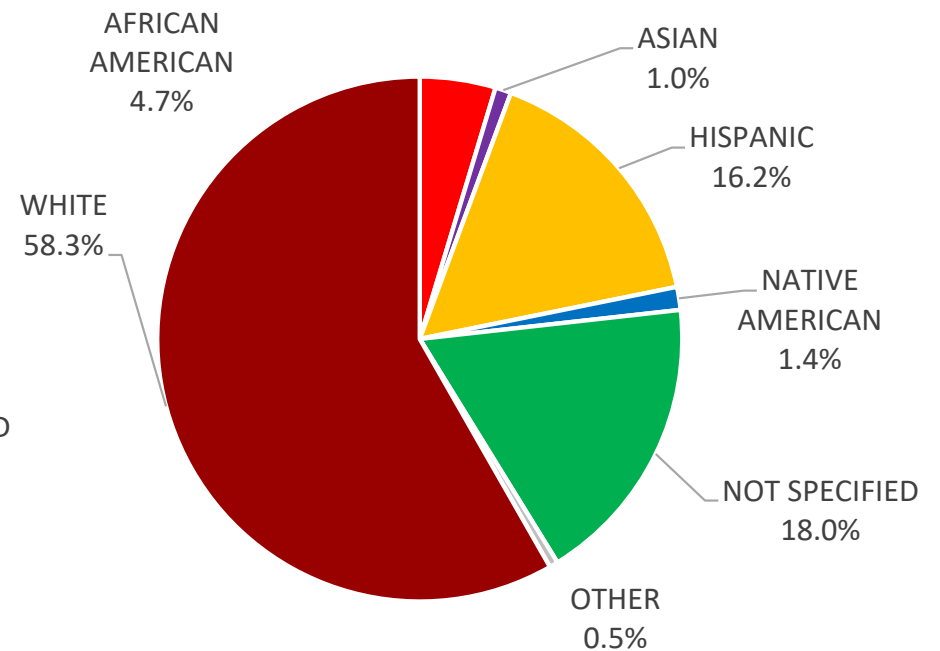
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**CONSTRUCTION WORKFORCE PARTICIPATION: REYNOLDSBURG BRANCH**

Reynoldsburg % of Workers



Reynoldsburg % of Hours



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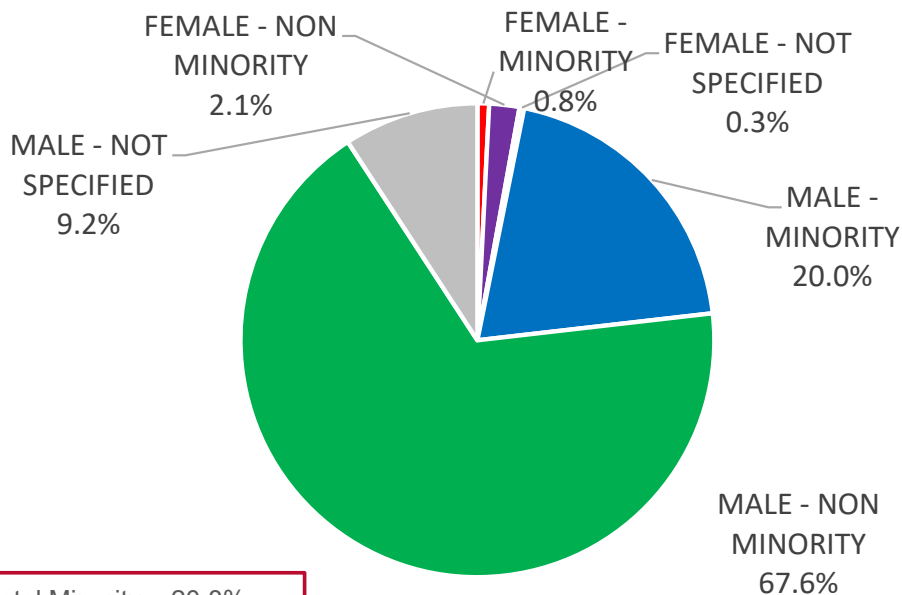
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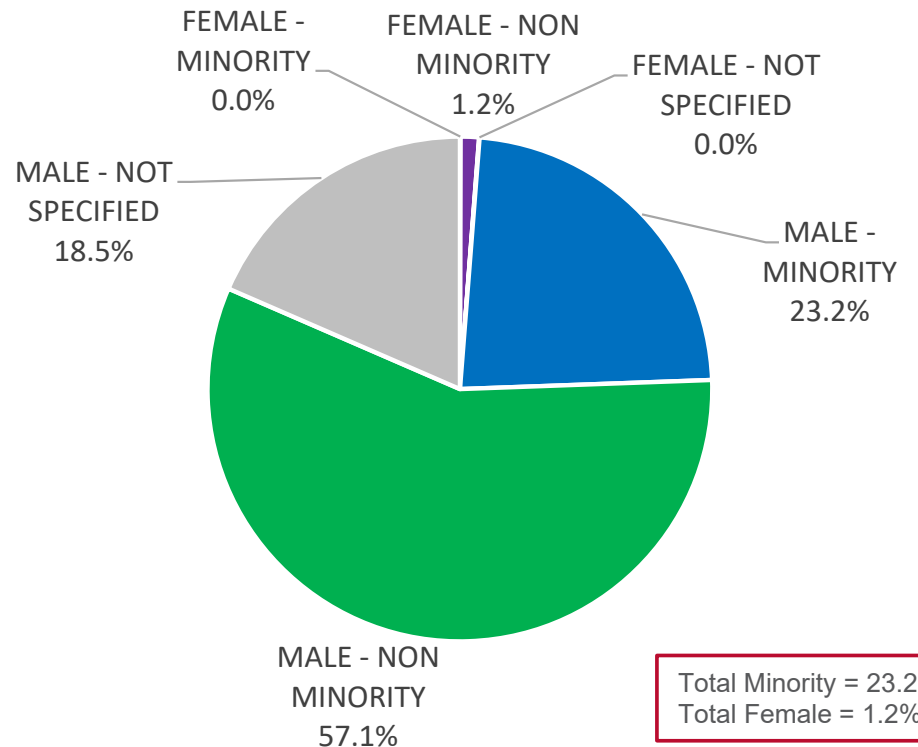
**CONSTRUCTION WORKFORCE BY MINORITY & GENDER STATUS: REYNOLDSBURG**

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%

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