

# CML Diversity & 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 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
- Collaboration with CML Contractor Advisory Group, N. Tidwell, ECDI to establish community mobilization fund for small contractors – June 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
- 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 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
- *Columbus African American News Journal* advertisement – Jan. 2017
- *Columbus African American News Journal* advertisement – Sept. 2017

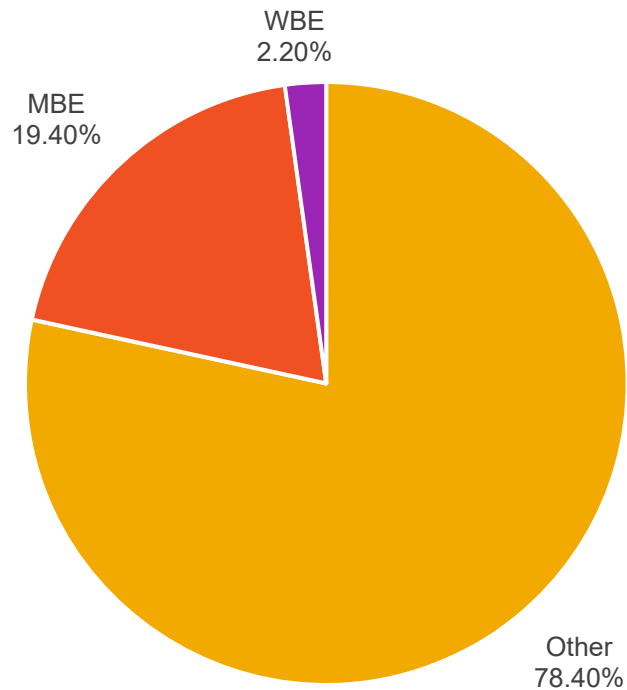
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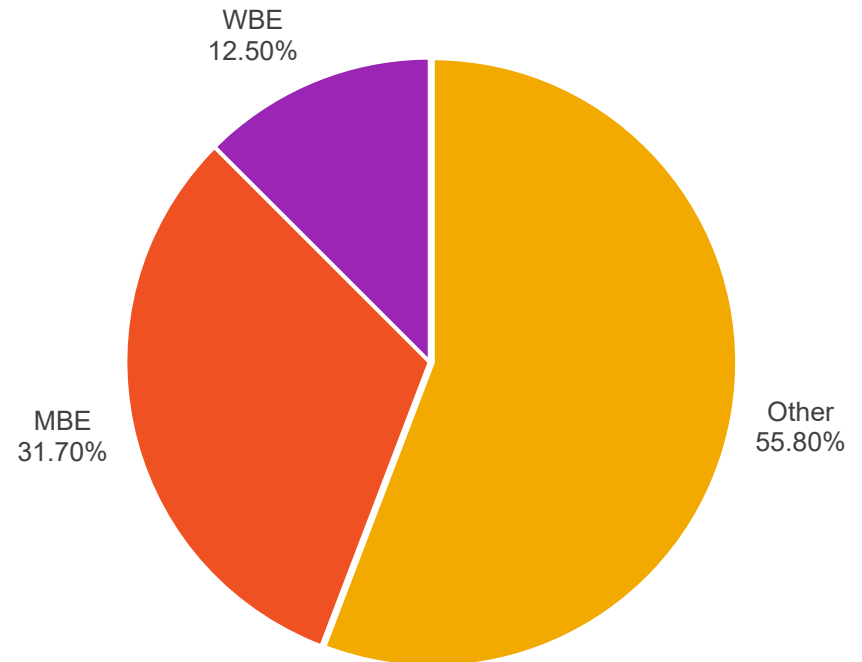
**20% contracts awarded to MBE/WBE owned businesses. The goal was met at 21.6%.**

## PHASE I CONSTRUCTION CONTRACTS AWARDED: ALL PROJECTS

Total Value of Contracts



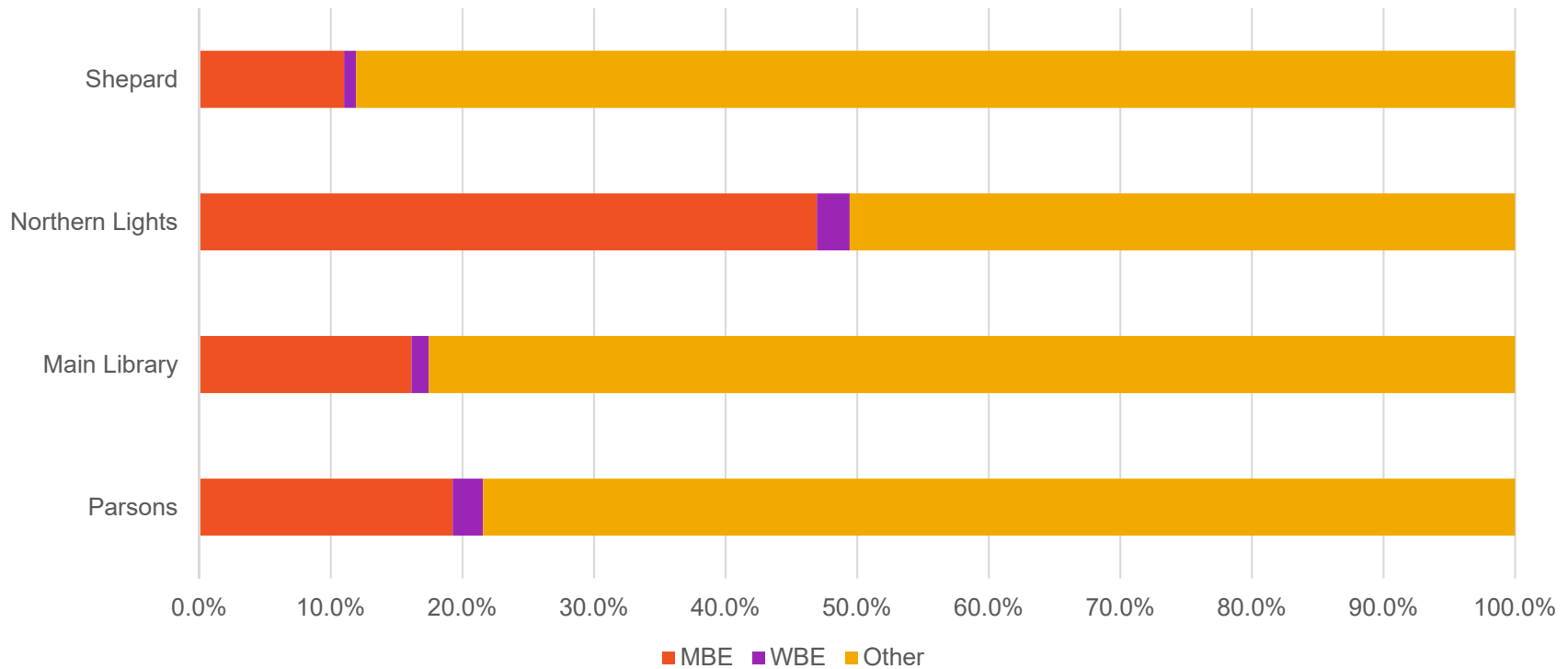
Total Number of Contracts



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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

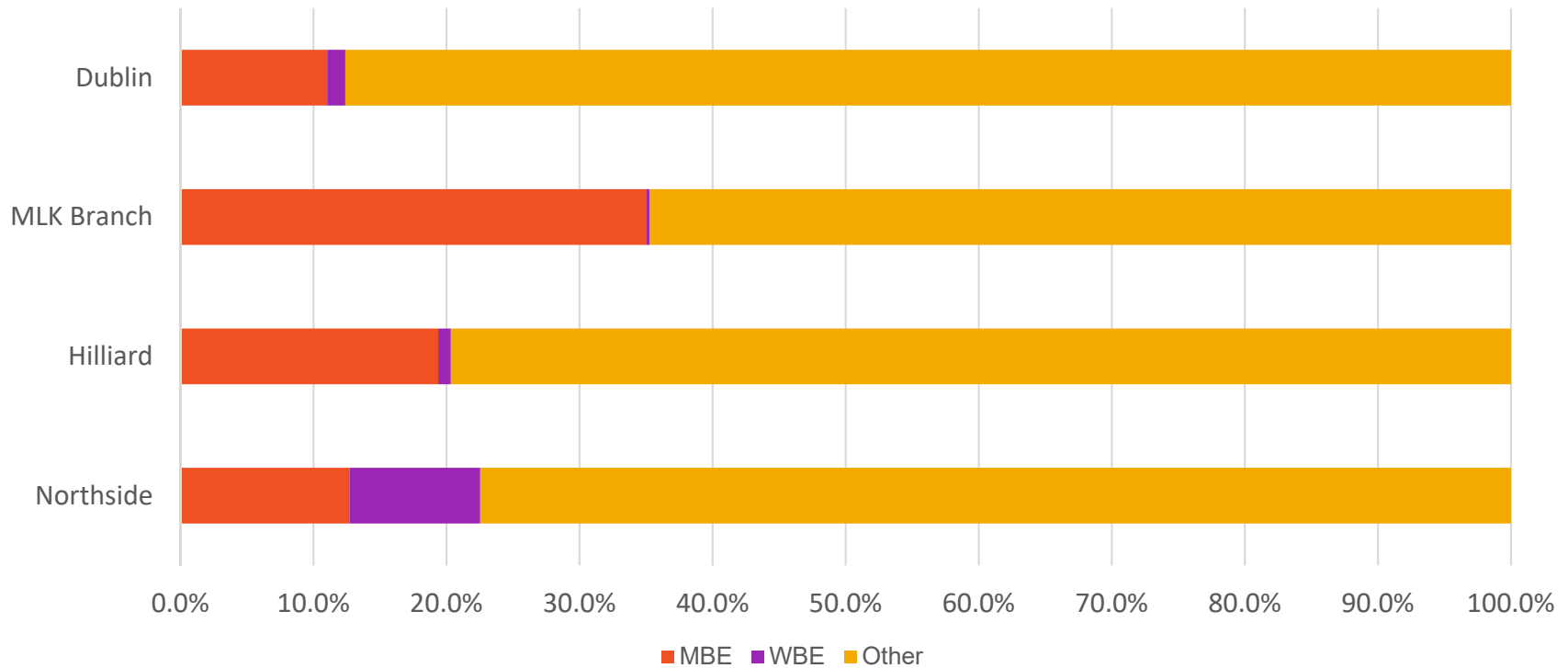
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\*\*Due to human error in the time-reporting process, a small number of records in the Workforce by branch tables may have been wrongly attributed to the wrong branch. The number of records potentially with error are too small to have a substantial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

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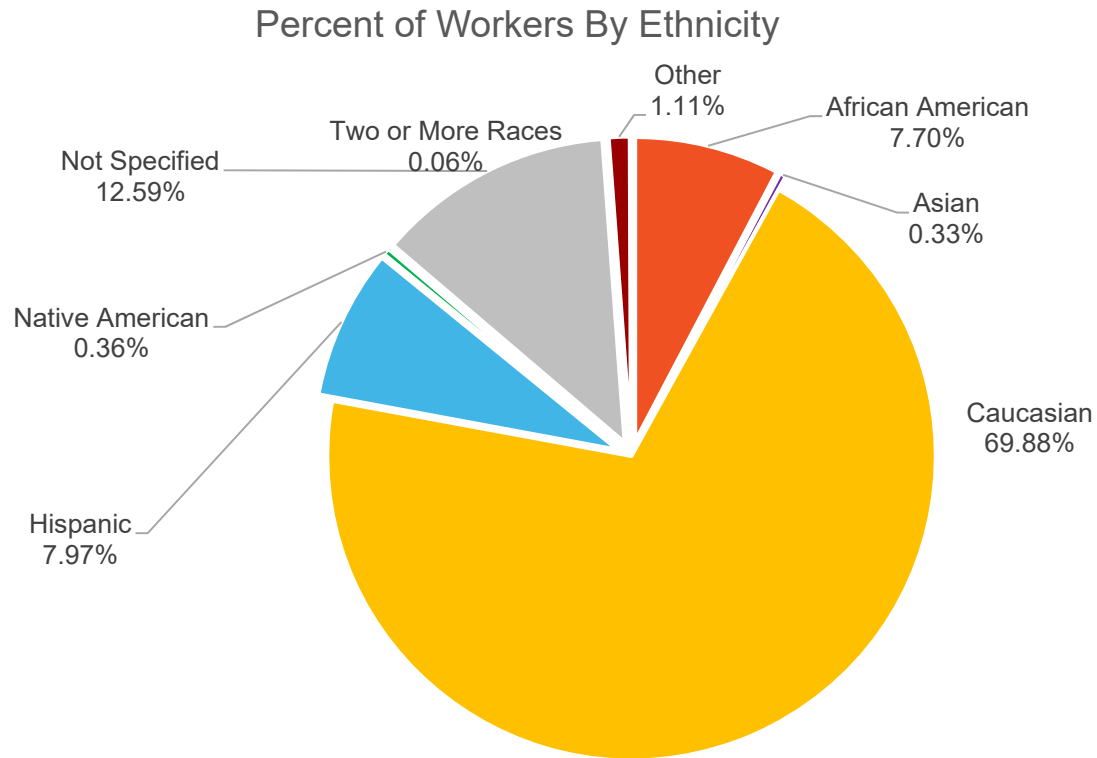
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# CML Diversity & Inclusion Program Phase I Final Report

**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



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

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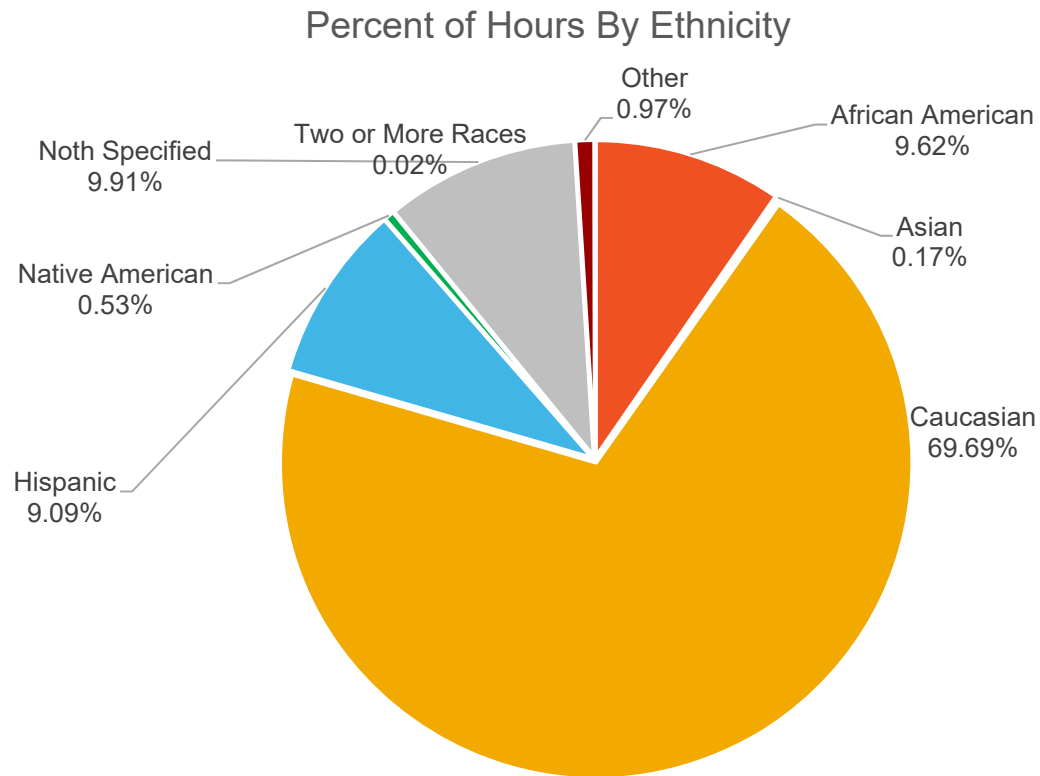
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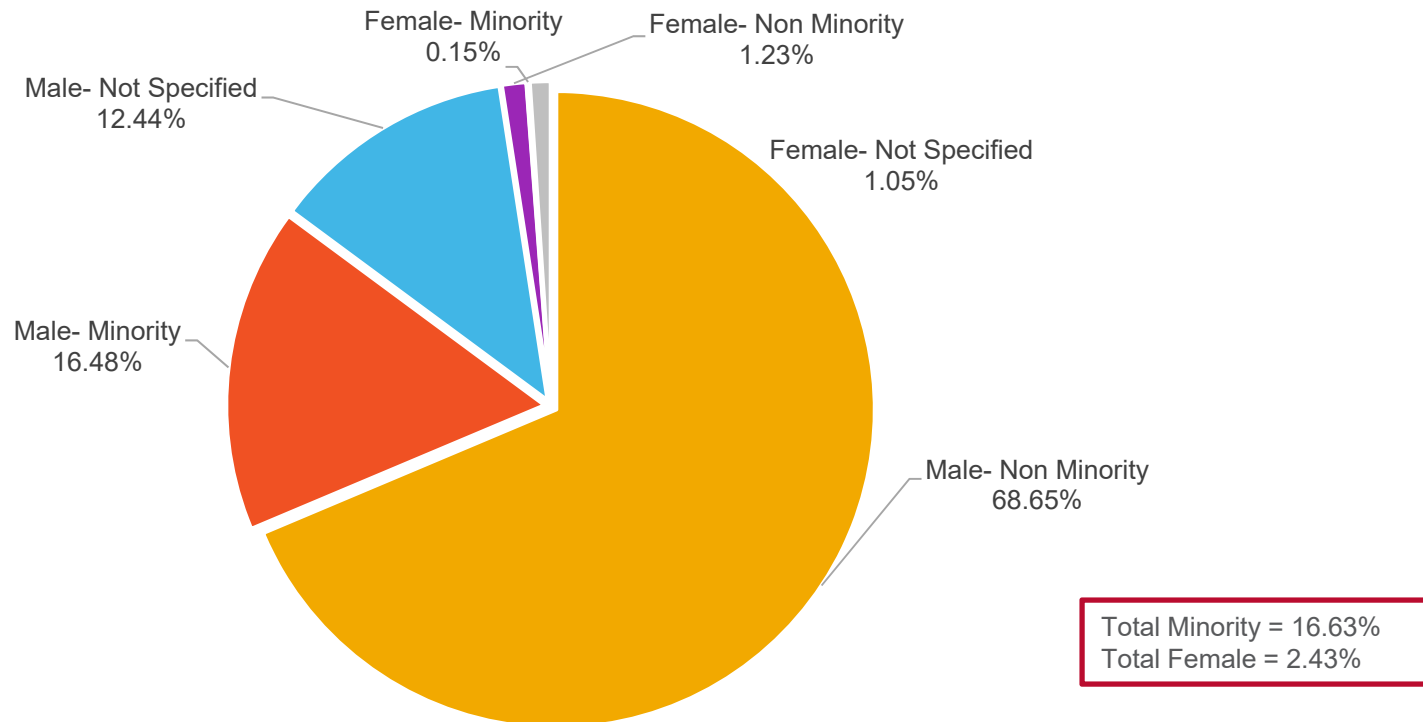
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1. 10% minority workforce participation. Goal met at 16.63%.
2. 6.9% female workforce participation. Goal not met- 2.43%.

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



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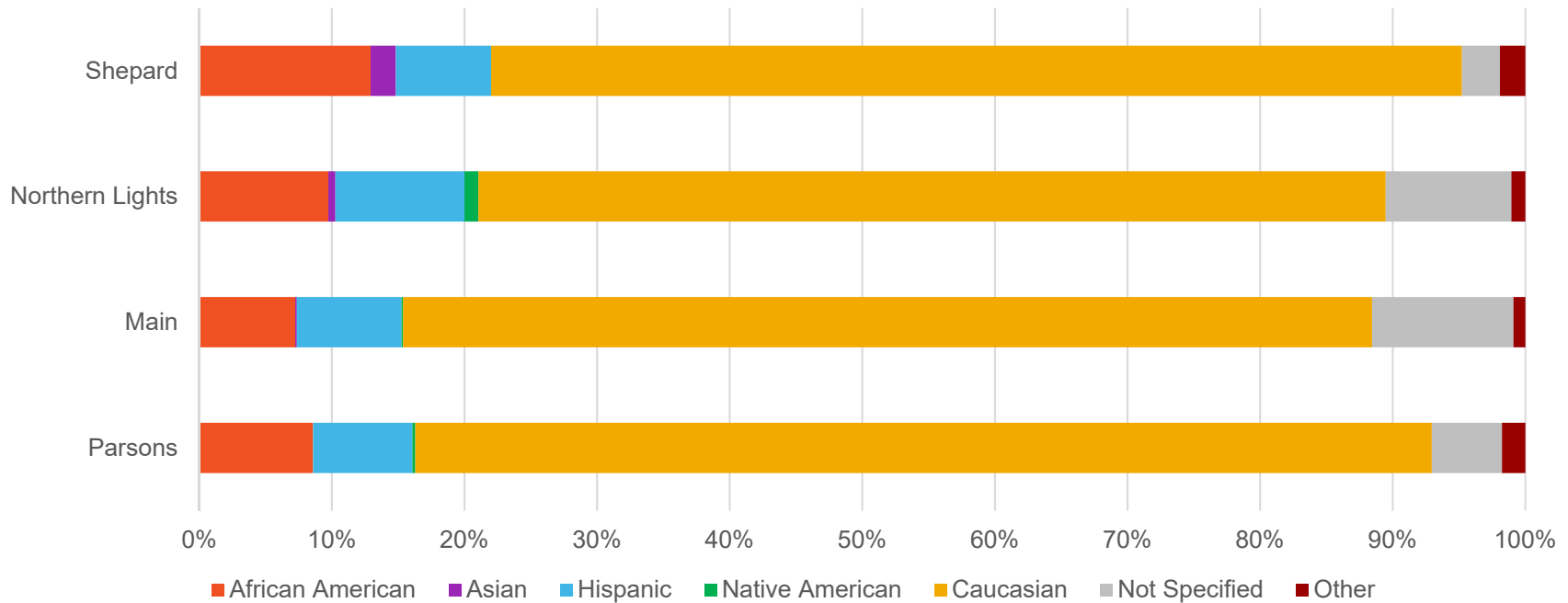
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## GOALS:

1. 10% minority workforce participation. Goal met on all projects.
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



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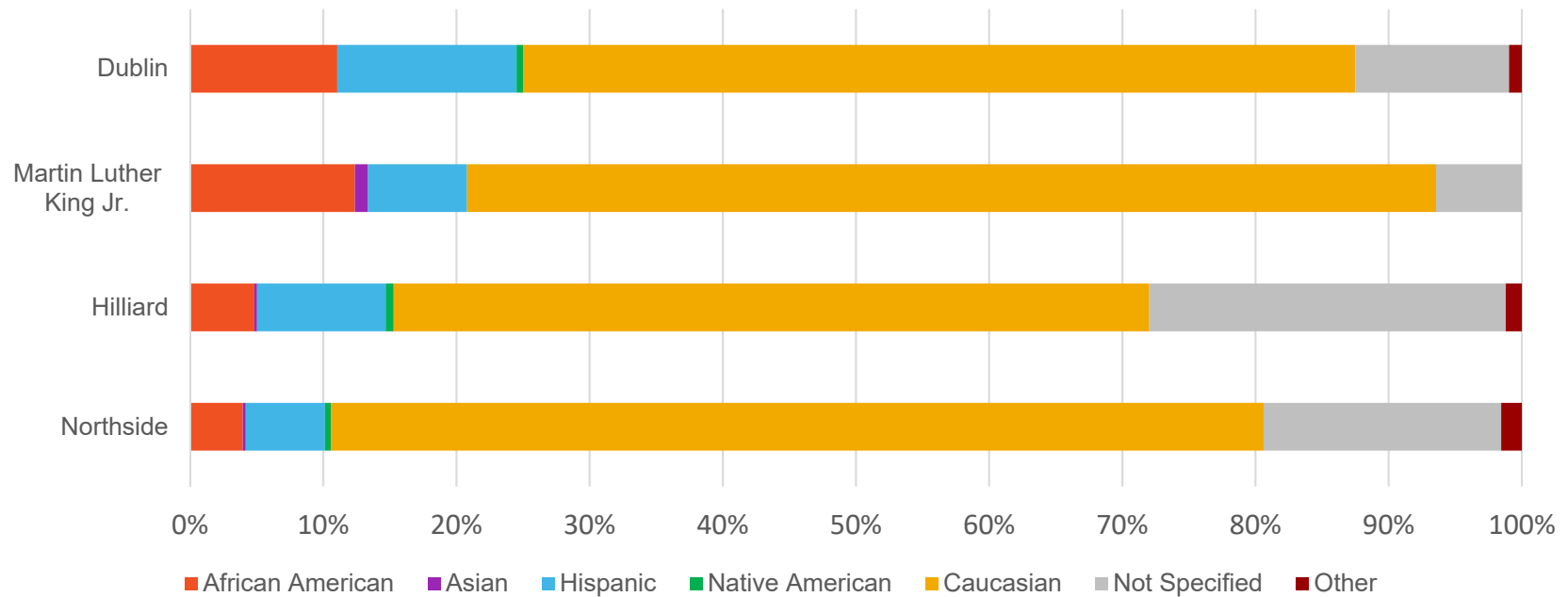


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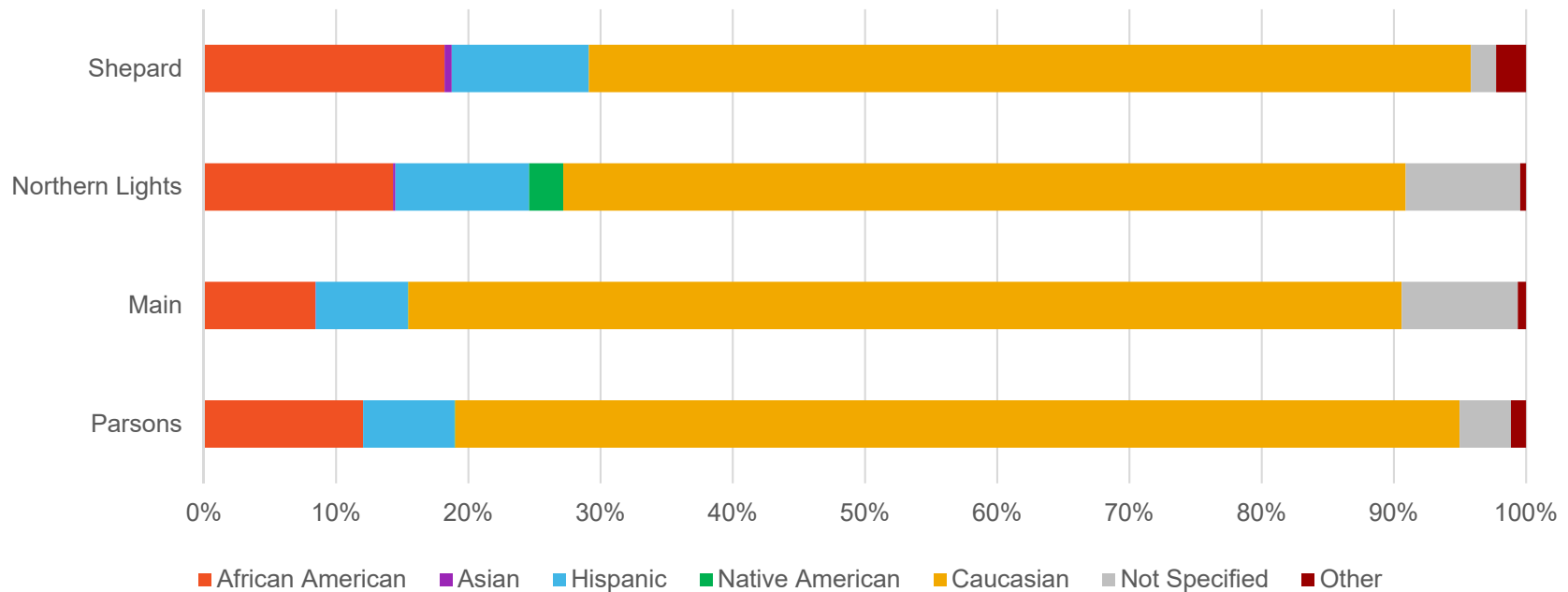
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### PHASE I CONSTRUCTION WORKFORCE BY MINORITY STATUS: PER PROJECT

Total Quantity of Hours per Ethnicity per Project



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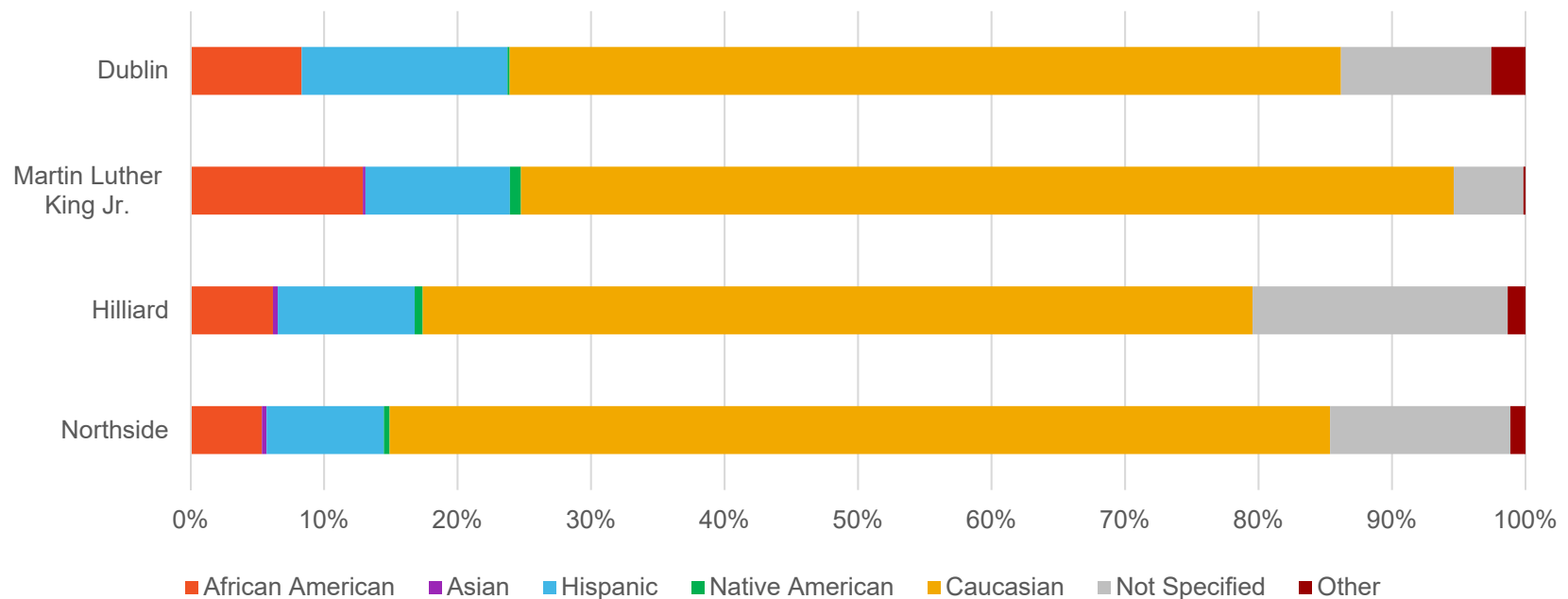
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