



Diversity and Inclusion in Construction

Past Construction Performance

| | amHigley | | Regency |
|---------------------------|---------------|--------------|------------------|
| | Main Phase II | South Branch | Safe, Warm & Dry |
| MBE | 15% | 16.44% | 15% |
| FBE | 5% | 35.96% | 5% |
| SBE | 10% | 18.38% | |
| Workforce Goals | | | |
| Minority | 15% | 15% | 19.7% |
| Female | 5% | 5% | 1.2% |
| Cleveland Resident | 5% | 5% | 12.4% |

Citywide Goals

| Chapter 187. Cleveland Area Business Code | |
|---|------------|
| MBE | 15% |
| FBE | 7% |
| Cleveland Area Small Businesses (CSB) | 8% |
| Chapter 188. Fannie M. Lewis Cleveland Resident Employment Law | |
| Workforce Goals | |
| Cleveland Resident | 20% |
| Low Income | 4% |

Diversity and Inclusion Committee

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- Diversity Inclusion in Construction Program
- Evaluate Industry Best Practices
- MLK Jr. Branch CMR Requirements

Diversity Committee

- Analysis and assessment
- Diversity and inclusion strategy
 - Recruitment, retention, development, and advancement
 - Mentor protégé program/meet and greets
 - Supplier/(sub)contractor development
- Social responsibility
- Value proposition
- Media/advertising strategies

Best Practices

- Representative workforce
 - Fannie Lewis law
 - Minority businesses and female businesses
- Value proposition
- Breaking down barriers
- Possible development of library construction network for minority professionals

MLK Jr. Branch CMR Requirements

- Establish diversity and inclusion goals
 - MLK's legacy
 - Exceed industry/regional standard
 - Compliance part of bidding process
- Workforce reporting and labor compliance
- Prequalify contractors/vendors



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PANZICA
Construction

CMR Requirements Continued

- Contract community outreach and education
- Union labor
 - Extra points for MBE/FBE/SBE
 - Cleveland residency



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THANK YOU



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