

## Thank You to our Founding Sponsors

On behalf of the Construction Diversity & Inclusion Steering Committee, we would like to thank the organizations that have provided the funding to launch this ground-breaking effort to expand opportunities for female and minority workers and businesses to participate in the economic growth and prosperity of our region.

- Dominion East Ohio
- Northeast Ohio Regional Sewer District
  - The City of Cleveland
  - The Cleveland Foundation
  - The George Gund Foundation
- The Greater Cleveland Partnership
- The Medical Center Company
- University Hospitals, Inc.

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Construction Diversity  
& Inclusion Steering Committee  
Chief of Public Affairs, City of Cleveland

Tony Panzica, Co-Chair  
Construction Diversity  
& Inclusion Steering Committee  
President, Panzica Construction Company

## Contracting Opportunities

Hispanic Business Center  
[www.hbcenter.org](http://www.hbcenter.org)  
(216) 281-4422

The Urban League of Greater Cleveland  
[www.ulcleveland.com](http://www.ulcleveland.com)  
(216) 622-0999

Construction Employers Association  
[www.ceacisp.org](http://www.ceacisp.org)  
(216) 398-9860

## Training Opportunities

Cuyahoga County Community College  
– Advanced Technology Ctr. (PAT)  
[www.trainingourworkforce.com](http://www.trainingourworkforce.com)  
(216) 987-3204

Max Hayes High School (PAT)  
[www.clevelandmetroschools.org/Page/2145](http://www.clevelandmetroschools.org/Page/2145)  
(216) 631-1528

El Barrio  
[www.thecentersohio.org](http://www.thecentersohio.org)  
(216) 651-2037

The Spanish American Committee (PAT)  
[www.spanishamerican.org](http://www.spanishamerican.org)  
(216) 961-2100

The Urban League of Greater Cleveland (PAT)  
[www.ulcleveland.com](http://www.ulcleveland.com)  
(216) 622-0999

Towards Employment (PAT)  
[www.towardsemployment.org](http://www.towardsemployment.org)  
(216) 696-5750

*\*Contracting and Pre-Apprenticeship Training  
(PAT) Partners*



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## Construction Diversity & Inclusion

Community Benefits: Key Information  
Spring 2014







## What is a Community Benefit Agreement?

A Community Benefit Agreement is a tool that is becoming more frequently used in major cities to define the elements of a "major construction project" which will be initiated to ensure the project produces positive impact to the community in which it resides. The agreement is most often between an owner or developer and a representative community organization which will ensure accountability to the public.

## What's the history behind establishing a CBA in Cleveland (why did the Mayor and other leaders think this was important)?

The effort of establishing the policy of CBA's converged from three separate efforts, sparked by a meeting hosted by the Commission on Economic Inclusion on March 17, 2011. This meeting was called to examine the historical exclusion of minority workers and contractors in the construction trades in the midst of a \$6 billion construction boom. From this meeting, a group of four black contractors convened and engaged former Congressman Louis Stokes to commission a recommended path to remedy the exclusion. Also the City of Cleveland began a study of practices in other major cities towards better inclusion in the industry. The Commission on Economic Inclusion engaged Richard Pogue former managing partner of Jones Day and Dennis Lafferty to study several areas of the current industry to make recommendations. The MOU which was signed after 18 months of planning and negotiation was a merger of all three efforts in a Public/ Private partnership.



## What is the Memorandum Of Understanding (MOU) which was signed in Cleveland?

The MOU signed by nine organizations in Cleveland is a document which creates a shared responsibility among the parties to promote CBA's as a preferred method and policy for major developments within the city. The parties also agree to study the demand for construction, creating both high school and adult training programs for pre-apprenticeship, create mentor protégée relationships for minority and female contracting, set goals for, pre-apprentice and apprenticeships local hiring, female hiring and minority hiring, develop and implement a working committee, engage the community and report results transparently.

## Who are the partners in the MOU?

The signors of the MOU include, The City of Cleveland, The Construction Employers Association, The Cleveland Building and Construction Trades Association, The Greater Cleveland Partnership, The Hispanic Roundtable, Hard Hatted Women, The Urban League of Greater Cleveland, Cleveland Metropolitan School District, Cuyahoga Community College.

The MOU was also endorsed directly by Coleman Spohn Corporation, JWT&A, LLC, McTech Corporation, and Ozanne Construction Company. Further, several other institutions ( owners of projects) developed an endorsing document to the policy including, Dominion East Ohio, Northeast Ohio Sewer District, Cuyahoga Metropolitan Housing Authority, MetroHealth Hospital, The Cleveland Clinic Foundation, University Hospitals, Case Western Reserve University, Cleveland Metropolitan School District, Geis Companies, and The Medical Center Companies.