

GROWING TOGETHER

MINORITY, WOMEN AND LOCAL BUSINESSES AND JOBS INITIATIVE



COLUMBIA UNIVERSITY
IN THE CITY OF NEW YORK

COLUMBIA'S COMMITMENT

SUPPORTING MINORITY, WOMEN AND LOCAL BUSINESSES

Columbia University has a long-standing commitment to working with minority, women-owned and locally based (MWL) businesses. Whether by establishing purchasing relationships with vendors, entering into consulting agreements for services, or contracting for construction, renovation, and repair services, Columbia is committed to enhancing the overall engagement of the MWL community in the construction opportunities presented by the University.

Goals

Columbia University has established ambitious goals for construction-related activities. The University's goals for these activities are that at least 35 percent of dollar spend be with MWL firms and that at least 40 percent of the labor force be MWL.

Over the past five fiscal years, Columbia University Facilities and Operations spent more than **\$517 million** with MWL firms, representing **31 percent** of the university's total construction, maintenance, and repair spend. During the same time period, the MWL construction workforce employed at Columbia projects delivered **45 percent** of total workforce hours.



SUPPORTING MINORITY, WOMEN AND LOCAL INDIVIDUALS

A diverse and local workforce benefits both Columbia and its surrounding community by offering different perspectives, greater awareness and increased economic opportunities. By relying on a local workforce, Columbia helps to decrease its carbon footprint as employees can utilize public transportation or walk to work. People who are most familiar with the surrounding community are also most familiar with the opportunities of the University and together, the University and the community grow stronger.

More than **25 percent** of Columbia's support and administrative staff live in Upper Manhattan. All of these jobs include competitive health insurance and retirement benefits.

CONSTRUCTION INDUSTRY RECOGNIZES COLUMBIA UNIVERSITY'S COMMUNICATIONS AND COMMUNITY ENGAGEMENT LEADERSHIP



The Building Trades Employers' Association (BTEA) honored Columbia University's Manhattanville development with a leadership award for communications and community engagement. The award recognizes Columbia University's holistic and comprehensive approach to diversity hiring, construction communications and community engagement after eight years of site work and building construction. Pictured: Marcelo Velez (right), vice president of Columbia's Manhattanville Development Group, receiving the BTEA Leadership Award on behalf of David M. Greenberg, executive vice president of Columbia University Facilities and Operations, from Ralph Esposito, president of Lendlease US Construction.

MEET SOME OF COLUMBIA'S PEOPLE

A small representation of contractors, professional service firms, construction workers, employees and administrators working for and at Columbia University.



Stacy Knutt, the eighth member of her family to join Local 79 and a construction worker at Manhattanville since 2012



Lou Switzer, CEO and founder of the Switzer Group architects, who led design for the conversion of Columbia's Studebaker building for office use



Fatemeh Modarres of Bita, Inc., whose company has done general contracting and interior finishing work at buildings across the university



Radhy Miranda, raised in Washington Heights and now assistant director in Columbia's Facilities and Operations department, responsible for supporting community programs and events



Pat Lilly, a Harlem resident who used Columbia's Employment Information Center to secure a job as a program coordinator for Columbia University Facilities and Operations



Sara Caples and Everado Jefferson of Caples Jefferson Architects, who have contributed to Manhattanville's University Forum and several other projects on Columbia's Morningside campus



Flores Forbes, associate vice president for Columbia's Office of Government and Community Affairs, focuses on economic development in Columbia's local community



Deb Romain, whose company has provided signage and wayfinding solutions across Columbia's campuses



Valerie Adams, carpenter in Local 157, Harlem resident and Manhattanville construction worker



Nelson Vega, Harlem resident and construction worker at Manhattanville



Victor Body-Lawson, an architect who has worked on Manhattanville's Jerome L. Greene Science Center, Lenfest Center for the Arts, and other projects at Columbia

Thank you to our MWL Advisory Council!

Greater Harlem Chamber of Commerce
Upper Manhattan Empowerment Zone
Women Builders Council
Hispanic Chamber of Commerce

Harlem Business Alliance
New York Women's Chamber of Commerce
New York State Chapter of the Association of Minority Contractors

Thank you to the Columbia University Facilities and Operations Minority, Women and Local Advisory Council. Your leadership and guidance has helped Columbia provide more than \$500 million to MWL construction firms working with the University over the last five years, and 78 firms graduate from the successful Mentorship Program. Those firms received more than \$33 million in construction contracting spend through 2014.

A special thank you to the Greater Harlem Chamber of Commerce for actively participating in the Advisory Council since its beginning seven years ago. The exceptional leadership of Lloyd Williams and Patricia Ricketts continues to help guide the forward momentum of our initiatives.

WORKING WITH COLUMBIA

Columbia University has a long-held commitment of working with minority, women and local businesses and workers. We want to assure that Columbia University represents the best of what our diverse firms and workers have to offer. We also expect the best from the businesses, workers and employees working with us – including professionalism, excellence and the highest adherence to ethical conduct. If you would like to join us in growing together, please reach out to us.

Construction Contracts

To find out about contracting opportunities at Columbia:

- **University Forum:** Skanska USA, Van Thompson van.thompson@skanska.com or the Velez Organization, Elizabeth Velez evelez@velezorg.com
- **Other University Projects:** Firms that are interested in participating as a vendor on any other Columbia University construction project should email us at projx@columbia.edu.

Construction Jobs Referral Process

To seek referrals for construction employment on the Manhattanville campus with university construction partners, contact:

- **University Forum:** Van Thompson, Diversity Program Director (Metro Region), Skanska USA, 917-438-4512, van.thompson@skanska.com
- **Jerome L. Greene Science Center/ Lenfest Center for the Arts:** Aissatou Bey-Grecia, Director, Workforce Strategies & Initiatives, McKissack & McKissack, 646-386-7277, abeygrecia@mckissack.com

Columbia University Employment Information Center (CEIC)

Columbia University has an Employment Information Center located at 3180 Broadway, just south of 125th Street, offering a variety of employment services, training programs and in-person workshops that can help individuals obtain meaningful work at Columbia or elsewhere in the community. The Center is an access point for applying for open positions at the University as well as receiving job search assistance and participating in training programs. Walk-ins are welcome or appointments can be made. For more information, please call 212-851-1551 or visit <http://community-jobs.columbia.edu>.

CAREER AND RESOURCE EXPO



Photo by Bruce Gilbert

When: Wednesday September 7, 2016,
9:30 a.m. to 3:00 p.m.

Where: Columbia University - Lerner Hall, Boone Arledge Auditorium, 2920 Broadway (115th Street and Broadway)

Pre-registration is strongly encouraged. Jobseekers can register at CareerExpoCU2016.Eventbrite.com.

Those jobseekers who require assistance with completing the registration, please visit the Columbia Employment Information Center at 3180 Broadway (near 125th Street), Monday through Friday between 10 a.m. and 4 p.m.

EMPLOYMENT INFORMATION AND TRAINING PROGRAMS

Since 2012, the Columbia Employment Information Center (CEIC) has offered close to 6,700 live and online training sessions and provided more than 100 referrals to external outreach agencies for additional training programs.

