



Office of the Clerk

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MOTION

*Minority/Women Developer Mentoring Program
for the Convention Center District Development Project*

WE MOVE that City administration work with 3CDC, the Master Developer for the City of Cincinnati's Convention Center District Development Project, to establish a minority/women developer mentorship program to augment agreed upon diversity and inclusion goals for the Convention Center District Development Project and create pathways to growth for minority and women developers. The following steps shall be taken:

1. **Create M/WBE Database:** City of Cincinnati administration in collaboration with 3CDC and other appropriate organizations shall identify local certified MBEs and WBEs headquartered in Cincinnati ("Identified M/WBEs") and create a database of all such firms ("M/WBE Database"). The M/WBE Database shall be a fluid document that will be regularly updated to include both general information about each company as well the type of projects, size of projects, and role in those projects that the companies have been involved in and other information helpful in determining current capabilities. M/WBE firms that are not headquartered in Cincinnati, but could partner with local M/WBE firms, could be included in the database.
2. **Inform M/WBEs about opportunities early in the process:** 3CDC shall proactively meet with Identified M/WBEs, in person or virtually, to discuss the opportunities with the Convention Center District Development Project and relevant scopes of work required in order to better determine the Identified M/WBEs' current performance capabilities and opportunities for

growth. Such meetings shall be documented as part of the M/WBE Database.

3. **Assess gaps/needs/barriers to inclusion:** Based on the information gathered, 3CDC shall match selected M/WBE firms' capabilities to the scopes of work required and identify any gaps or needs that may create barriers to successful performance. Barriers should be addressed as follows:
 - a. **Access to capital:** City administration and 3CDC will explore creating a revolving fund as a source for low cost bridge capital to give M/WBEs the ability to carry payroll, up-front cost of materials, and other expenses.
 - i. The fund could be managed internally by the City of Cincinnati, or by a third-party partner (e.g., the Cincinnati Development Fund).
 - ii. 3CDC and City administration shall make recommendations for a funding source or sources for the revolving fund, such as a small percentage (0.5%) of the developers' fees, for example.
 - iii. Additionally, 3CDC will determine if there are other financial support structures that can provide equitable coverage for the M/WBEs.
 - b. **Capacity needs:** 3CDC shall develop strategies for key majority firms ("Majority Firm Partners") to mentor M/WBE firms by creating opportunities for M/WBEs to be involved with the Majority Firm Partners in all phases of the Convention Center District Development Project.
 - c. **Bonding:** When necessary, 3CDC will negotiate for the prime contractor to carry 100% of the bond to enable the smaller M/WBE subcontractors to participate in the Convention Center District Development Project.

WE MOVE FURTHER that the minority/women developer mentorship program created for equity inclusion in the Convention Center District Development Project be used as a pilot with the goal of expanding the program into other large-scale (\$5 million or more) development projects.


Jan-Michele Lemon Kearney, Vice Mayor


Victoria Parks, President Pro Tem

Statement

The Convention Center District Development Project provides a tremendous opportunity for growth for M/WBEs. Before being chosen as the master developer for this project, 3CDC, through its president & CEO, agreed to assist the City with the creation of a minority and women developer mentorship program as part of the diversity and inclusion plan. The goal is to create transformative opportunities for M/WBEs, beginning with the Convention Center District Development Project.

CAL → Budget & Finance
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