



### **Multi-Anchor Initiatives**

- Twelve organizations participating in Humanim administrative training program (UMMC, UMB, UM Faculty Physicians, JHU, JHHS, Loyola, Morgan, Notre Dame, LifeBridge, Towson, Mercy, and UB).
- Seven organizations participating in new local food business initiative with City Seeds School of Food (UMMC, UMB, JHU, MICA, Loyola, LifeBridge, and Sagamore Hospitality).

### **Bon Secours Baltimore Health System**

- Goals - Increase numbers served in workforce development with special focus on returning citizens.
- Goals - Increase job placements with concentration on vocational skills programs (CNA/GNA, Clean & Green)
- Goals - Increase affordable housing production including MBE/local contractor participation and local hiring
- Multiple - Helping support and fund Southwest Partnership
- Multiple - In partnership with Kaiser Permanente, expanding workforce services, youth services, economic development and planning for a community development project for Southwest Baltimore.
- Hiring - Manages several workforce programs and services; partners with MOED.
- Hiring - Offers new CNA workforce training program and support/training for returning citizens.
- Capital - Enhanced LNYW program to include \$25,000 incentive.
- Capital - Implementing local hiring for New Shiloh Village and 315 Payson Street.
- Capital - Manages and is working to expand portfolio of affordable housing.

### **Coppin State University**

- Goals - Achieve 7.5% procurement spend to local (Baltimore City) firms and achieve 20% procurement spend to MBE firms.
- Purchasing - Achieved \$1 million in spending with local firms.
- Capital - Employed 70 local residents as part of a new construction project.
- Capital - Fostered predevelopment efforts of Hebrew Orphans Asylum.

### **Johns Hopkins University and Health System**

- Goals - Launched HopkinsLocal, a holistic economic inclusion initiative with specific goals, including:
  - Construction - In FY17, achieve 18 percent participation in construction contracts by M/WBE; track LBE.
  - Construction - Institute new joint JHU/JHHS construction prequalification & vendor review process.
  - Construction - Expand local hiring policy into all design and construction projects; was key partner in Centre Theater that included inclusion goals.
  - Construction - Launched the BLocal BUILD College providing training for Baltimore small, local, minority-owned, woman-owned and/or disadvantaged businesses in design and construction industry.
  - Hiring - Aim to have 40 percent of new hires for targeted positions come from targeted areas.
  - Hiring - Manage several workforce programs and services; expanding partnership with nonprofits on coaching/placement.
  - Purchasing - Increase spending with businesses, especially M/WBE in Baltimore City by \$6 million over 3 years.
  - Purchasing - Work with 24 non-local suppliers over the next three years to create development plans that outline how they will hire, procure or invest in Baltimore.
  - Purchasing - Supporting Food Hub and partnering with CitySeeds, a Humanim social enterprise
  - Purchasing - Increase outreach to local, minority, and women-owned businesses & engage them in the bidding process.
  - Purchasing - In partnership with Morgan State University and Baltimore County Community College, hosting Goldman Sachs 10,000 Small Businesses Program.
  - Purchasing - Support efforts of employees to buy local by providing a directory of pre-screened vendors.

- Goals - In April 2016, Co-Launched BLocal Initiative, a collaborative of 27 businesses working to strengthen the City through hiring, investing, and buying locally setting a goal to infuse at least \$69 million into local and minority-owned, women-owned, and disadvantaged businesses.
- Multiple - Anchor partner in the East Baltimore Revitalization Initiative.
- Multiple - Launched Homewood Community Partners Initiative and \$10 million Central Baltimore Future Fund.
- Capital - Co-funds small capital neighborhood projects.
- Capital - Supports robust LNYW Program for employees.

### **Kaiser Permanente**

- Goals - Created new inclusion goals focused on Baltimore City that include:
  - Providing high school students access to hands-on skill building/internships and mentorships to prepare them for allied health careers at Kaiser Permanente and/or health care organizations.
  - Enhancing economic opportunities for Baltimore businesses and residents by leveraging KP's buying power to support and to influence hiring, sourcing and investing locally.
  - Expanding opportunities within local facilities to increase participation of local Baltimore City residents in the design, consultant, construction, and maintenance activities of capital projects.
- Multiple - In partnership with Bon Secours, expanding workforce services and planning for a community development project in West Baltimore.
- Hiring - Partnering with JHU & UMB to enroll 100 students in P-Tech Program at Dunbar HS.
- Purchasing - Contracting with a Baltimore City minority supplier to provide food services for local facility.
- Purchasing - Exploring new business development program for Baltimore M/WBEs.

### **LifeBridge Health**

- Goals - Enhancing women and minority purchasing goals for professional services.
- Goals - By the end of 2017, LifeBridge will increase hiring of local employees as follows:
  - 5% from Baltimore City with a focus on: 21215, 21209, 21207, 21208, 21216.
  - 5% from Baltimore County with a focus on: 21207, 21133, 21244, 21215, 21209, 21208, 21117.
  - 5% from Carroll County - All zip codes.
- Multiple - Serving as a partner and a funder of Park Heights Ren. Corp. & Combined Cylburn Communities.
- Hiring - VSP, a division of Sinai Hospital, offers career training, job readiness, and connectivity to job opportunities.
- Purchasing - Participated in Next Street Procurement System review; continuing to work with consultant team to develop a long term strategic plan for procurement.
- Capital - Created new community development director position to support anchor roles in area neighborhoods.
- Capital - Connecting senior homeowners with weatherization, energy, and home improvements to enable aging in place.
- Capital - Partnering with Healthy Neighborhoods for home improvements, mortgages, and organizing.
- Capital - Offers employees both rental and homeownership LNYW incentives.
- Structural Racism - Submitted proposal to host training on implicit bias / structural racism in 2017.

### **Loyola University Maryland**

- Goals - Meet or exceed the goal of awarding 15% of purchasing and contracting to MBE businesses.
- Goals - Meet or exceed the goal of awarding 25% of purchasing and contracting bids to LBE businesses (25 miles or same city/county).
- Goals - Setting hiring goals.
- Multiple - Serving as a primary partner and coordinator of York Road Initiative.
- Hiring - Built partnerships with Year Up and Maryland New Directions to support local hiring opportunities.
- Purchasing - Purchasing local food through Parkhurst; launched FreshCrate to expand healthy food access.
- Purchasing - Implemented e-purchasing system to strengthen infrastructure and track LBE & M/WBE activities.
- Capital - Growing MBE contracting performance and exploring local hiring in capital projects.
- Capital - Supports a LNYW Program for employees.
- Capital - Fostering and supporting the development of a Business Improvement District for York Road to support additional sanitation and commercial corridor activities.

- Structural Racism - Will be hosting training on implicit bias / structural racism in fall 2017.

### **Maryland Institute College of Art**

- Goals - Adopted local/MBE goals for construction project - 25% MBE & 15% City local. Piloting local goals.
- Goals - Helping lead/organize dialog with Presidents/CEOs on issues of race, equity and influence after the uprising.
- Hiring - Provided career coaching for Operations Employees.
- Hiring - Have hired Youth Works candidates as employees.
- Purchasing - Supported and mentored IT cabling firm for contracting; providing marketing/design support to food business.
- Purchasing - Partnered with local/MBEs Station North Arts Café and Chef Mac's Louisiana Cuisine on café & food truck.
- Purchasing - Purchasing local food/using local businesses through food provider Parkhurst.
- Purchasing - Participated in Next Street Procurement System review.
- Purchasing - Launching B/CAN business initiative to develop city wide creative capital/economic driver.
- Capital - Key partner in development of Centre Theater including incorporation of local hiring goals.
- Capital - Construction of Lazarus Center, 1801 Falls, and Leake Hall featured and exceeding hiring & M/WBE goals; ongoing Dolphin St. project exceeding goals.
- Structural Racism - Hosting 2<sup>nd</sup> stage of training on implicit bias / structural racism in spring and fall 2017.

### **Morgan State University**

- Multiple - Implementing Morgan Community Mile.
- Purchasing - In partnership with Johns Hopkins University and Baltimore County Community College, hosting Goldman Sachs 10,000 Small Businesses Program.
- Hiring - Participating in Humanim Administrative Assistant Training Program; hired several program graduates.
- Capital - Exploring local hiring for upcoming capital projects.
- Capital - Launching community development project focused on Herring Run.
- Capital - Launched new LNYW Program in 2014.

### **Notre Dame of Maryland University**

- Goals - Setting LBE and W/MBE business purchasing goals for FY2018.
- Goals - Exploring setting local hiring goals.
- Multiple - Serve as a York Road Partnership member and play supporting role for commercial revitalization with other partners, including exploring the creation of a business improvement district for York Road.
- Hiring - Adopted Baltimore City living wage for all employees (\$11.66 for FY2018) and adjusts annually.
- Purchasing - Participated in Next Street Procurement System review.
- Purchasing - Piloting a new University procurement policy with a focus on LBE & W/MBE purchasing to build upon our relationships with numerous local vendors for food, trades and other services.
- Capital - Growing LBE and W/MBE contracting performance; 19% and 21% respectively on a recent \$6.7M renovation project, including a local firm lead.
- Capital - Offers \$2,500 LNYW match for employees purchasing primary homes in Baltimore City.
- Structural Racism - Hosted trainings on implicit bias / structural racism with the Perception Institute for University's leadership including human resources, hiring managers, department chairs, etc. in fall 2017.

### **Towson University**

- Hiring - Participating in Humanim Administrative Assistant Training Program; hired several program graduates.
- Capital - Working with a national & local consultant to leverage real estate investments to anchor revitalization of Towson.
- Structural Racism - Hosted trainings on implicit bias / structural racism spring and summer 2017.

### **University of Baltimore**

- Purchasing - Utilized catering RFP with workforce outcomes yielding 3 city firms.
- Purchasing - New café opened in the law school with workforce outcomes.
- Hiring - Participated in mock interviews and employer conversations with NPower and Humanim.

- Hiring - Partnering with Our Daily Bread and Maryland New Directions for local hiring.
- Capital - LNYW continues to be offered to employees.

### **University of Maryland, Baltimore / UMB BioPark**

- Goals - Working between UMBs Office of Community Engagement and HR, we will strive to increase number of West Baltimore employees in targeted positions by 10% by 2018.
- Goals - Leverage Merchant Access Program to generate at least \$250k in new revenue for West Baltimore and Downtown businesses by July 2018.
- Multiple - Helping support and fund Southwest Partnership; opened new community engagement center with free resources/services in the Poppleton/Hollins Market neighborhood.
- Multiple - Completed and launched a joint UM Partnership for West Baltimore to advance community health, education, employment and local business engagement.
- Hiring - Implemented hiring tiers to enable BCCC students to move into UMB jobs.
- Hiring - Launched new workforce services initiative with Center for Urban Families.
- Hiring - Launched new local hiring initiative focused on West Baltimore residents.
- Purchasing - Launched Merchant Access Program for local food businesses.
- Purchasing - Exploring use of local benefits factor for west Baltimore outcomes in RFP.
- Purchasing - Establishing Local Business Advisory Board.
- Purchasing - Establishing joint purchasing goals with UMMC to expand purchasing impact.
- Purchasing - Participated in Next Street Procurement System review.
- Capital - Created community benefits agreement linked to new development project.
- Capital - Expanding LNYW program.

### **University of Maryland Medical System**

- Goals - Maintain at least 25% MWBE spend participation of eligible expenditures and strive for an additional 1% (Marketing, IT, Communications, HR).
- Goals - Expand Tier 2 MWBE Program.
- Goals - Increase % of West Baltimore local hires from 15% to 18% for targeted positions (Total Employees 8,300).
- Goals - Create Buy Local strategy for Baltimore City Hospitals and Implement Year 1 Goals.
- Multiple- Continue support as “Anchor partner” with the Southwest Partnership to focus on hiring local and economic development initiatives.
- Multiple - Completed and launched a joint University of Maryland Partnership for West Baltimore to advance community health, education, employment and local business engagement.
- Purchasing - Have achieved 27% MBE goal growing from 7% at UMMS Corporate Level. Achieve 25% MBE goal at Corporate Level.
- Purchasing - Participated in Next Street Procurement System review.
- Purchasing - Developing joint plan between UMMC and UMB to increase local direct spend on catering by 100% (with local MBE and small business) from pilot year spend of \$120k.
- Purchasing - Establish a Merchant Advisory Board to counsel the UMMC/UMB Local Purchasing Work Group in meeting community needs.
- Hiring - Engaged multiple community based organizations to foster local hiring and skills training.
- Hiring - Increase % of West Baltimore local hires from 15% to 18% for targeted positions (Total Employees 8,300).
- Hiring - Providing career coaching and workplace excellence training to support employee career growth & success, targeted to local community employees - 160 employees/year.
- Hiring - Providing employment opportunities to youth via YouthWork, Project Search, BACH Fellows, NAHSE and other youth programs - 75 youth per year.
- Hiring - Improve access to job application process and remove barriers to local hiring in West Baltimore.
- Capital - Continue support of the LNYW and Financial Literacy Programs for UMMC employees.
- Capital - Achieve 25% MBE goal in minor construction (both campuses).