

City of Philadelphia



(Bill No. 230698)

AN ORDINANCE

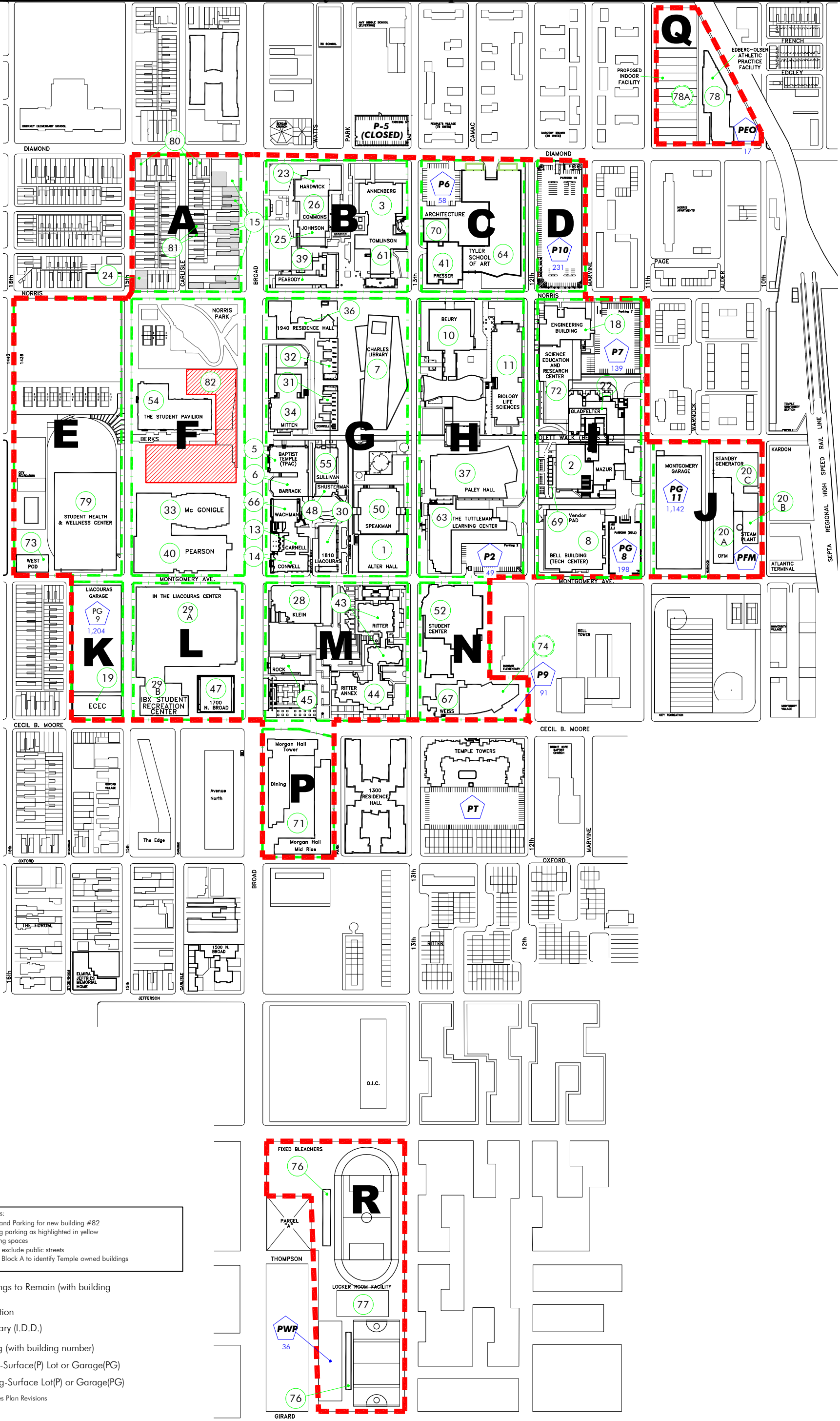
To approve amendments to the Temple University Master Plan in the area bounded by Norris Street, Broad Street, Montgomery Avenue and 15th Street related to Klein College of Media and Communications and Center for the Performing and Cinematic Arts building at 1830 N Broad Street.

THE COUNCIL OF THE CITY OF PHILADELPHIA HEREBY ORDAINS:

SECTION 1. Pursuant to Section 14-304(4) of The Philadelphia Code, Temple University Master plan is hereby amended, as set forth in attached Exhibit “A” Master Plan dated August 2023 along with Exhibit “B” Master Plan Zoning Calculation Chart, which is on file with the Chief Clerk’s Office, and a copy of which is attached hereto for reference.

SECTION 2. This Ordinance shall become effective immediately.

#



September 2023 Revisions:
 - Added GSF, Site Cover and Parking for new building #82
 - Deleted P1, redistributing parking as highlighted in yellow
 - Updated provided parking spaces
 - Updated SP-INS Area to exclude public streets
 - Updated information on Block A to identify Temple owned buildings

- KEY:
- 55 Existing Buildings to Remain (with building number)
 - A** Block Designation
 - SP-INS Boundary (I.D.D.)
 - 56 Future Building (with building number)
 - P Future Parking-Surface(P) Lot or Garage(PG)
 - PG Existing Parking-Surface Lot(P) or Garage(PG)
 - Indicates Plan Revisions



BROAD AND MONTGOMERY CAMPUS
 Special Purpose - Institutional District (SP-INS)
 DESCRIPTIVE PLAN ESTABLISHED 1966

OFFICE OF FACILITIES MANAGEMENT
 TEMPLE UNIVERSITY
 September 2023

ZONING COMPLIANCE SUMMARY

PHILADELPHIA COUNTY – ZONING ORDINANCE AS AMENDED August 2012
 ZONED SP-INS. – "SPECIAL PURPOSE – INSTITUTIONAL" DISTRICT (FORMERLY I.D.D.)
 TEMPLE UNIV. "SP-INS" AREA = 103.43 ACRES (4,505,411 SF) 14-404(3)(a)

SECTION	AREA REQUIREMENTS	MAXIMUM REQUIRED/PERMITTED	TEMPLE PROPOSED	TOTAL*
14-404(3)(b)	MAXIMUM GROSS FLOOR AREA	<400% OF SP-INS (18,021,644 SF)	6,569,044	6,794,044
14-404(3)(c)	OCCUPIED AREA	<70% OF SP-INS AREA (3,153,788 SF)	2,157,449	2,227,449
14-404(3)(d)	YARD SETBACKS	NO YARDS REQ'D (N1)	N/A	N/A
14-1104	HEIGHT REGULATIONS	NOT REQ'D (N2)	N/A	N/A

NOTES:
 * "TOTAL" INCLUDES "NON-TEMPLE" PROPERTIES ON BLOCK A. BUILDINGS #15, #24, #80, and #81 ON BLOCK A ARE OWNED BY TEMPLE
 N1) YARDS REQUIRED WHEN ADJACENT TO RESIDENTIAL DISTRICTS 14-404(3)(d.2)
 N2) HEIGHT AND MASSING REQUIRED WHEN ADJACENT TO RESIDENTIAL DISTRICTS 14-404(4)(b)

OFF-STREET PARKING

CODE SECTION 14-404 (5)	GROSS FLOOR AREA	REQUIRED SPACES 1 SP PER 4000 SF	PROVIDED PARKING SPACES
	6,794,044	1,699	3,165

OFF-STREET PARKING REQUIREMENTS

SECTION 14-404 (5)

- AT LEAST ONE OFF-STREET PARKING SPACE SHALL BE PROVIDED FOR EACH 4,000 SF OF CUMULATIVE GROSS SQUARE AREA OF BUILDING IN THE DISTRICT.
- IN SP-INS DISTRICT WITH TOTAL CONTIGUOUS LAND AREA OF 40 ACRES OR MORE, REQUIRED OFF-STREET PARKING AREAS MUST BE LOCATED WITHIN 2,000 FT OF THE BUILDINGS THAT THEY SERVE.

OFF-STREET LOADING

SECTION 14-806 AND TABLE 14-806(1)

DESCRIPTION	REQUIRED	EXISTING	PROVIDED
SPACES FOR:			
GSF 970,001-1,300,000 (SF)	5		
EACH ADDITIONAL 350,000 (SF) OVER 1,300,000 ONE ADDITIONAL SPACE REQUIRED	15		
TOTAL REQUIRED	20	58	1
TABLE 14-806 (1) OFF-STREET LOADING			
GROSS FLOOR AREA	SPACES	ONE SPACE FOR EACH ADDITIONAL 350,000 SF	
100,000-150,000	1		
150,001-400,000	2		
400,001-660,000	3		
660,001-970,000	4		
970,001-1,300,000	5		

September 2023 Revisions:

- Added GSF, Site Cover and Parking for new building #82
- Deleted P1, redistributing parking as highlighted in yellow
- Updated provided parking spaces
- Updated SP-INS Area to exclude public streets
- Updated information on Block A to identify Temple owned buildings

KEY:

- Ⓢ Existing Buildings to Remain (with building number)
- A** Block Designation
- SP-INS Boundary (I.D.D.)
- Ⓢ Future Building (with building number)
- Ⓟ Future Parking-Surface(P) Lot or Garage(PG)
- Ⓟ Existing Parking-Surface Lot(P) or Garage(PG)
- Indicates Plan Revisions

BLOCK	BUILDING #	OCCUPIED AREA	GFA	PARKING	
				SPACES	LOT
A	BROAD 15	25,508	83,327	21	P10
	NORRIS 24	3,367	10,101	3	P10
	DIAMOND 80	0	0	0	P10
	CARLISLE 81	1,640	4,920	1	P10
	NON-TEMPLE	70,000	225,000	56	NA
B	3	46,941	88,422	22	PG11
	61			0	
	23			49	
	25	41,855	196,109	0	PG11
	26			0	
C	39	13,069	51,106	13	PG11
	41	21,934	65,802	16	P10
	64	72,677	178,076	45	P10
D	70	14,500	51,020	13	P10
	P10				
E	73	2,850	2,850	1	PG9
	79	100,000	120,000	30	PG9
F	33	99,870	284,000	71	PG9
	40			0	
	54	40,264	40,264	10	PG9
	82	105,000	210,000	53	PG9
G	1	27,613	197,559	49	PG11
	5	16,200	27,736	7	PG9
	6	10,536	30,119	8	PG9
	7	65,700	220,000	55	P10
	13	7,522	61,279	15	PG9
	14	9,487	60,746	15	PG9
	30	18,536	96,696	24	PG9
	31	11,194	30,141	8	PG9
	32	9,230	24,756	6	PG9
	34	32,659	81,062	20	PG9
	36	22,253	134,835	34	PG9
	48	4,369	4,369	1	PG9
	50	28,642	82,833	21	PG9
	55	12,632	48,069	12	PG9
66	10,771	127,775	32	PG9	
H	10	48,127	139,066	35	PG11
	11	43,222	172,888	43	P10
	37	66,000	280,000	70	PG11
I	63	28,229	95,599	24	PG11
	2	50,187	188,847	47	PG11
	8	59,682	233,826	58	PG11
	18	23,972	160,343	40	PG11
	22	25,649	181,817	45	PG11
	69	2,500	2,500	1	PG11
J	72	42,300	278,400	70	PG11
	PG8	24,149	0	0	PG8
	20A	25,840	28,250	7	PG11
	20B	6,650	6,650	2	PG11
K	20C	30,500	30,500	8	PG11
	PG11	75,700	23,221	6	PG11
	19	90,000	53,767	13	PG9
L	PG9		0	0	PG9
	29A	115,169	203,333	51	PG9
	29B	24,755	48,727	12	PG9
M	47	18,486	77,565	19	PG9
	28	64,000	134,048	34	PG9
	43	26,909	95,610	24	PG9
	44	24,488	149,592	37	PG9
N	45	10,091	21,305	5	PG9
	52	64,652	144,323	36	PG11
	67	14,164	126,084	31	PG11
P	74	25,250	305,000	76	PG11
	71	108,409	612,089	153	PG9
Q	78	26,550	46,722	12	PE0
	78A	100,000	100,000	25	P10
R	76		0	0	PWP
	77	15,000	15,000	4	PWP
TEMPLE PROPOSED		2,157,449	6,569,044	1,643	
TOTAL		2,227,449	6,794,044	1,699	
TOTAL PROVIDED PARKING SPACE=3,165					



BROAD AND MONTGOMERY CAMPUS
 Special Purpose – Institutional District (SP-INS)
 DESCRIPTIVE PLAN ESTABLISHED 1966

OFFICE OF FACILITIES MANAGEMENT
 TEMPLE UNIVERSITY

September 2023

Project Name: New Academic Building for Klein/CPCA

Name of Owner/Developer: Temple University - Of The Commonwealth System
of Higher Education

Headquarters location: 1801 N. Broad Street, Philadelphia, PA 19122

No. employees: 8,008 full and part time employees

Annual revenues: \$1.5 billion

Project budget (Construction): \$151,000,000

Project budget (Professional Services): \$14,000,000

City of Philadelphia

City of Philadelphia Economic Opportunity Plan

New Academic Building for Klein College of Media and Communications and the Center for Performing and Cinematic Arts (Klein/CPCA)

I. INTRODUCTION, DEFINITIONS AND DIVERSITY PRACTICES

A. Chapter 17-1600 of The Philadelphia Code requires the development and implementation of “Economic Opportunity Plan(s)” for certain classes of contracts and covered projects as defined in Section 17-1601. This Economic Opportunity Plan (“Plan”) memorializes the Owner’s “Best and Good Faith Efforts” to provide meaningful and representative opportunities for Minority Business Enterprises (“MBEs”), Woman Business Enterprises (“WBEs”) and Disabled Business Enterprises (“DSBEs”) (collectively, “M/W/DSBEs” which also includes firms designated as Disadvantaged Business Enterprises or “DBEs”¹) and employ an appropriately diverse workforce for the new mixed-use building for Klein/CPCA within Temple University’s main campus on North Broad Street. The project consists of construction of a new educational, mixed-use building for Klein/CPCA, including, state of the art media and theater spaces, classrooms, student collaboration and study spaces, faculty and executive offices, and conference rooms. Further, the project includes exterior lighting, landscaped outdoor areas that provide a more engaging, open space along North Broad Street, and an enhancement of the existing walkway extending Polett Walk. Primarily, the new home of Klein/CPCA will modernize facilities, enhance the learning experience of its students and create transformative opportunities consistent with the University’s mission. The project is of critical importance to Temple University and to the City of Philadelphia (“Project”). The term “Best and Good Faith Efforts,” the sufficiency of which shall be in the sole determination of the City, means: efforts, the scope, intensity and appropriateness of which are designed and performed to foster meaningful and representative opportunities for participation by M/W/DSBEs and an appropriately diverse workforce and to achieve the objectives of Chapter 17-1600 within this Project. Best and Good Faith Efforts are rebuttably presumed met, when an Owner makes commitments and causes its professional services providers and contractors retained by Owner (collectively, the “Participants” and each a “Participant”) to make commitments within the M/W/DSBE Participation Ranges established for this Project and employ a diverse workforce as enumerated herein.

Accordingly, by submission of this Plan, a responsive and responsible Owner makes a legally binding commitment to abide by the provisions of this Plan which include its commitment to exercise its Best and Good Faith Efforts throughout the Project and its commitment to cause its Participants to use their Best and Good Faith Efforts to provide subcontracting opportunities for

¹ “DBE” or “Disadvantaged Business Enterprise” means a socially and economically disadvantaged minority or woman owned business that is certified under 49 C.F.R. Part 26. If applicant makes solicitation(s) and commitment(s) with a DBE, applicant shall indicate which category, MBE or WBE, is submitted for counting.

M/W/DSBEs in all phases of the Project and to employ a diverse workforce. This Plan expressly applies to all contracts awarded in connection with the Project. The objectives set forth in this Plan shall be incorporated in all contractor requests for proposals, bids and solicitations and communicated to all Participant levels.

B. For the purposes of this Plan, MBE, WBE, DBE and DSBE shall refer to certified businesses so recognized by the City of Philadelphia through its Office of Economic Opportunity (“OEO”). Only the work or supply effort of firms that are certified as M/W/DSBEs by an OEO approved certifying agency² and identified in the OEO Registry will be eligible to receive credit as a Best and Good Faith Effort. In order to be counted, certified firms must successfully complete and submit to the OEO an application to be included in the OEO Registry which is a list of registered M/W/DSBEs maintained by the OEO and available online at www.phila.gov/oEO/directory.

C. Owner is required to submit a statement summarizing current and past practices relating to its diversity practices (“Diversity Practices Statement”). This statement shall identify and describe examples of processes used to develop diversity at all levels of Owner’s organization including, but not limited to, board and managerial positions. This Diversity Practices Statement should also summarize Owner’s strategic business plans specific to its current or past practices of M/W/DSBE utilization on its government and non-government projects and procurement activities. The Statement shall specifically identify, for the last three years preceding the execution of this EOP (or such greater period of time as may have been set forth in the record retention requirement of an applicable EOP), all City of Philadelphia contracts and financial assistance containing an EOP obligating Owner and any “related corporate entities.” “Related corporate entities” shall mean any business entity controlled by a person or business with a majority interest in the Owner’s business. For these identified contracts containing an EOP, Owner shall enumerate the levels of M/W/DSBE participation and diverse workforce attainment achieved, comparing Owner’s achievement to the participation ranges and workforce goals contained in each identified EOP. Attachment “A” to this Plan is provided for this purpose and is submitted by Owner as part of the Plan.

D. Owner also agrees to identify in this Plan, any “Equity Ownership” which shall mean the percentage of beneficial ownership in the Owner’s firm or development team that is held by minority persons, women and disabled persons. In the event Equity Ownership is identified, Owner agrees to abide by the reporting requirements enumerated in Section 17-1603 (1)(g)(3).

² A list of “OEO approved certifying agencies” can be found at www.phila.gov/oEO

E. Owner and its Participant(s) hereby verify that all information submitted to the City including without limitation, the Plan and all forms and attachments thereto, are true and correct and are notified that the submission of false information is subject to the penalties of 18 Pa.C.S. Section 4904 relating to unsworn falsification to authorities. Owner and its Participants also acknowledge that it is a felony in the third degree under 18 Pa.C.S. Section 4107.2 (a)(4) if, in the course of a contract/subcontract awarded in furtherance of this Plan, Owner and/or its Participant(s) fraudulently obtains any public moneys reserved for or allocated or available to minority business enterprises or women's business enterprises.

II. GOALS

A. M/W/DSBE Participation Ranges

As a benchmark for the expression of Best and Good Faith Efforts to provide meaningful and representative opportunities for M/W/DSBEs in the Project, the following participation ranges have been developed. These participation ranges represent, in the absence of discrimination in the solicitation and selection of M/W/DSBEs, the percentage of MBE, WBE and DSBE participation that is reasonably attainable on this Project through the exercise of Best and Good Faith Efforts by Owner and its Participants. In order to maximize opportunities for as many businesses as possible, a firm that is certified in two or more categories (e.g. MBE and WBE and DSBE or WBE and DSBE) will only be credited toward one participation range as either an MBE or WBE or DSBE. The firm will not be credited toward more than one category. These ranges are based upon an analysis of factors such as the size and scope of the project and the availability of MBEs, WBEs and DSBEs to perform various elements of the contract:

The following contract goals have been set for the Project:

Scope	Ranges
<u>Construction</u> – Including, but not limited to, Insulation, Installation, HVAC, Plumbing, Roofing, Electrical, Heating, Cement, Flooring, Engineering, Sewer Services, Excavation, Paving, Demolition, Painting	MBE 15%-20% and WBE 10%-15%
<u>Supplies</u> – Including, but not limited to, Toilet Accessories, Window Supplies, Electrical Supplies, Plumbing Supplies	
<u>Professional</u> – Including, but not limited to, Management Consulting Services, Project Management, Design Services	

B. Workforce Diversity Goals and Requirements

Owner and its Participants agree to exhaust their Best and Good Faith Efforts to employ minority persons, by race and ethnicity, and females in its workforce of apprentices and journeypersons at the following levels³:

African American Journeypersons – 22% of all journey hours worked across all trades

Asian Journeypersons – 3% of all journey hours worked across all trades

Hispanic Journeypersons – 15% of all journey hours worked across all trades

Female Journeypersons – 5% of all journey hours worked across all trades

Minority Apprentices – 50% of all hours worked by all apprentices

Female Apprentices – 5% of all hours worked by all apprentices

III. RESPONSIVENESS AND RESPONSIBILITY

A. The Owner shall identify M/W/DSBE commitments evidencing its intent to use Best and Good Faith efforts to utilize M/W/DSBEs and employ minority persons and females at the levels stated herein. The identified commitments constitute a representation that the M/W/DSBE is capable of providing commercially useful goods or services relevant to the commitments and that the Owner and Participants have entered into legally binding agreements with the listed M/W/DSBEs for the work or supply effort described and the dollar/percentage amounts set forth. In calculating the percentage of M/W/DSBE participation, the standard mathematical rules apply in rounding off numbers. In the event of inconsistency between the dollar and percentage amounts identified, the percentage will govern. Owner will be required to submit to the City, no later than seven (7) days before Project commencement, evidence that the foregoing commitments have been made.

1. Commercially Acceptable Function

A contractor that enters into a subcontract with an M/W/DSBE shall be considered to have made a Best and Good Faith Effort in that regard only if its M/W/DSBE subcontractor performs a commercially acceptable function (“CAF”). An M/W/DSBE is considered to perform a CAF when it engages in meaningful work or supply effort that provides for a distinct element of the subcontract (as required by the work to be performed), where the distinct element is worthy of the dollar amount of the subcontract and where the M/W/DSBE carries out its responsibilities by actually performing, managing and supervising the work

³ These goals have been informed by the City of Philadelphia Fiscal Year 2020 Annual Disparity Study, Workforce Disparity Assessment. Contractor and its Participants are responsible for maintaining records that demonstrate an appropriately diverse workforce for this Project which may include customary hourly wage records.

involved; M/W/DSBE subcontractors must perform at least twenty percent (20%) of the cost of the subcontract (not including the cost of materials, equipment or supplies incident to the performance of the subcontract) with their own employees. The amount of work subcontracted, industry practices and any other relevant factors may be evaluated in determining whether the M/W/DSBE is performing a CAF and in determining the amount of participation credit the Owner has achieved towards the participation ranges. For example, a contractor using an M/W/DSBE non-stocking supplier (i.e., a firm that does not manufacture or warehouse the materials or equipment of the general character required under the contract) to furnish equipment or materials will only receive credit towards the participation ranges for the fees or commissions charged, not the entire value of the equipment or materials furnished.

B. Owner and its Participants shall retain letters of intent, quotations, and any other accompanying documents regarding commitments with M/W/DSBEs, including their submission to the City. M/W/DSBE commitments are to be memorialized in a written subcontract agreement and are to be maintained throughout the term of the Project. Any change in commitment, including but not limited to termination of the subcontract, reduction in the scope of committed work, substitutions for the listed firms, changes or reductions in the listed dollar/percentage amounts, is subject to review by the Oversight Committee as more fully described below. Throughout the duration of the Project, Owner and its Participants are required to continue their Best and Good Faith Efforts.

IV. COMPLIANCE AND MONITORING OF BEST AND GOOD FAITH EFFORTS

A. The Owner agrees to cooperate with OEO in its compliance monitoring efforts, and to submit, upon the request of OEO, documentation relative to its implementation of the Plan, including the items described below:

- Copies of signed contracts and purchase orders with M/W/DSBE subcontractors
- Evidence of payments (cancelled checks, invoices, etc.) to subcontractors and suppliers to verify participation; and
- Telephone logs and correspondence relating to M/W/DSBE commitments.
- To the extent required by law, the Owner shall ensure that its on-site contractors maintain certified payrolls which include a breakout of hours worked by minority and female apprentices and journeypersons. These documents are subject to inspection by OEO.

B. Prompt Payment of M/W/DSBEs

The Owner agrees and shall cause its contractors to ensure that M/W/DSBEs participating on the Project receive prompt payment for their work or supply effort within five (5) days after receipt of payment from the project Owner.

C. Oversight Committee

For this Project, an Oversight Committee (“Committee”) will be established consisting of representatives from the Owner, representatives of the building trades, the construction manager, any third party EOP Monitor, and the City which may include the Project site’s district councilperson, OEO, and appropriate community organizations. The Committee will meet regularly to provide advice for the purpose of facilitating compliance with the Plan.

D. Reporting

The Owner agrees to file an annual report with the City of Philadelphia and City Council concerning the performance of the Economic Opportunity Plan through the duration of the Project. In addition, during construction, the Owner will provide "snapshot" reports containing updates for certain categories of information contained in its annual report on a monthly basis during construction. Snapshot reporting will include: (i) utilization of M/W/DSBEs, and (ii) the hiring and employment of minorities and females. All reports (quarterly & annually) provided to the City under this section will also be provided to the Office of Economic Opportunity.

V. REMEDIES AND PENALTIES FOR NON-COMPLIANCE

A. The Owner agrees that its compliance with the requirements of this Plan is a material inducement for the action of City Council. Failure to comply with the Plan is subject to the remedies and penalties pursuant to Section 17-1605 and remedies and penalties that may be available at law or in equity. The City may exercise one or more of the remedies below, which shall be deemed cumulative and concurrent:

- Refer Owner/Participant to the City of Philadelphia Office of Inspector General for investigation of non-compliance
- Suspend/Debar Owner/Participant from proposing on and/or participating in any future City contracts for a period of up to three (3) years.

Notwithstanding the foregoing, no privity of contract exists between the City and any M/W/DSBE identified in any contract resulting from implementation of the Plan. Neither the Owner nor the City intends to give or confer upon any such M/W/DSBE any legal rights or remedies in connection with subcontracted services under any law or policy or by any reason of any contract resulting from implementation of the Plan except such rights or remedies that the M/W/DSBE may seek as a private cause of action under any legally binding contract to which it may be a party.

[Owner’s signature appears on following page.]

BILL NO. 230698 continued

**City of Philadelphia
City of Philadelphia**

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BILL NO. 230698 continued

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[Signature page to City of Philadelphia Economic Opportunity Plan – Project: New Mixed-Use Building for Klein/CPCA]

OWNER:

**TEMPLE UNIVERSITY – OF THE COMMONWEALTH
SYSTEM OF HIGHER EDUCATION**

By: _____ DocuSigned by:

67E09EF2DF464D8... DATE 11/13/2023

Name: Jaison G. Kurichi
Title: Associate Vice President, Budget

This EOP has been reviewed by OEO Specialists for compliance with 17-1600 of the Philadelphia Code and is certified as responsive.

[See Forms on following pages; these Forms, must be submitted by Owner/Developer]

City of Philadelphia

BILL NO. 230698

Certified Copy

**STATEMENT OF DIVERSITY PRACTICES,
POLICIES AND PAST ACHIEVEMENTS**

In compliance with Chapter 17-1600 of the Philadelphia Code, Section 17-1603(1) entitled “Equal Opportunity Plan: Contents,” the Plan shall contain a statement from the owner, developer and/or recipient of financial assistance, which shall include any of their related corporate entities⁴, summarizing past practices, and identifying and describing examples of processes used to develop diversity at any/all levels of its organization including, but not limited to, Board and managerial positions. This statement shall summarize strategic business plans specific to current or past practices of M/W/DSBE utilization on government and non-government projects and procurement. This statement must specifically identify past City of Philadelphia EOPs and goal attainment. The following should be included:

1. Describe employment and recruitment policies used to achieve diversity in your workforce.

The recruitment of women and minority staff and administrators is guided by the regular practice of Temple University’s Human Resources Department to advertise at the local and national levels in diverse media, including publications addressed to minority audiences. Locally, we advertise in publications such as the Philadelphia Tribune and nationally in the Chronicle of Higher Education, Diverse Issues in Education, and Hispanic Outlook. Our recruitment efforts include electronic media intended to attract the interest of minority job seekers. We have a contract with CIRCA (formerly America’s Job Exchange), which directly links to many regional diversity partners that automatically list our job announcements when we post positions on our external career site, including cross-posting with PA Careerlink. The Human Resources Department further encourages interest in Temple employment by hosting and participating in job fairs in the community and the greater Philadelphia region. Additionally, the Human Resources Department emails copies of job postings to community and human service organizations in the Philadelphia area that serve minority constituencies. Job seekers from within and outside the University can look at posted vacancies. Temple University invites applications from qualified women, minorities, persons with disabilities, and veterans through regular outreach to professional, service, and other community organizations. The Human Resources Affirmative Action Authorization for administrative and non-faculty professional appointments requires a hiring department to attest to their recruitment effort and results. Appointments to all such positions must be approved by the Associate Vice President and Chief Inclusion Officer or the Assistant Vice President for Human Resources before an offer of employment is made.

In addition, opportunities for knowledge and skill development are available through the University’s academic programs and supported through the tuition remission benefit for

employees. The Learning and Development Division of Human Resources also offers employees opportunities to learn the University's operational procedures, build supervisory and leadership skills, and understand regulatory requirements for the organization. Program designs have purposefully included content on how to work within a diverse environment. The University's Performance Development Program has identified "Respect and Valuing Diversity" as one of the university-wide core competencies; therefore, all employees are encouraged to develop diversity-related skills as part of their performance plans.

2. Provide the race, gender, and residential (local) status of your:

- a) Board of Directors
- b) Management
- c) General Workforce

See Attachment 1.

3. Identify your organization's methods of solicitation and utilization of Minority, Woman and Disabled Businesses (M/W/DSBEs). Please be specific in describing outreach and any procurement policies that are focused on creating or sustaining business relationships with M/W/DSBEs.

Temple prohibits any form of discrimination or unfair treatment based on protected characteristics. Consistent with that philosophy, it is Temple's policy to provide appropriate bidding and rfp opportunities for small and small diverse businesses that are ready, willing and able to provide work and services at competitive prices. In furtherance of that objective, Temple is in the process of creating a new position which, when filled, would support the development and consequent economic empowerment of small businesses, including small diverse businesses. The emphasis will be in the fields of planning and design, construction, operations and maintenance. And among other things, the goal would be to mentor and cultivate business opportunities for such small businesses by helping to eliminate barriers that could hinder their participation in the university's procurements.

4. What percentage of your organization's total spend with vendors and suppliers is attributable to M/W/DSBEs? Please include a list of the largest M/W/DSBEs used by your organization in the last 12 months.

- a) Identify the type of goods or services purchased
- b) Amount of the contract.
- c) Indicate if any of these M/W/DSBEs are listed in the City of Philadelphia's Office of Economic Opportunity Registry.
- d) Are these companies certified as M/W/DSBEs? Do you rely on any particular certifying agency?
- e) If there is no previous M/W/DSBE utilization, the Plan shall contain a statement that explains the reason for the lack of M/W/DSBE participation in past contract(s) or project(s).

The percentage of Temple University’s total spend with construction related contractors and professionals attributable to M/W/DSBEs in FY 2023 is 18%. This spend does not include single source contracts or specialty suppliers and vendors.

The five (5) construction related M/W/DSBE contractors and professionals with which Temple University had the greatest spend in FY 2023 are listed below. All appear in the Philadelphia OEO Registry.

Polatnick Zacharjasz Architects LLC (MBE)	\$2,415,508
LSN CM&E, LLC (MBE)	\$1,767,920
Pride Enterprises, Inc. (MBE)	\$1,555,112
Anthony Biddle Contractors Inc. (WBE)	\$1,383,666
MJ Settelen Construction LLC (WBE)	\$889,802

5. Describe any initiatives made by your organization to increase investment and promote equity ownership by minorities and women.

N/A

6. Identify, for at least the past three years¹, each EOP that you or your related corporate entity has held with the City; show M/W/DSBE participation and Workforce Diversity under the EOP contrasting actual achievement with the goals contained in the EOP:

Name of EOP Project: _____

M/W/DSBE Ranges _____

Actual Achievement _____

Workforce Goals _____

Actual Achievement _____

See Attachment 2.

¹ E.g., Developer may have been a signatory to an EOP, under a different name in the past three years.


City of Philadelphia

BILL NO. 230698

Certified Copy

Attachment 1

Demographic Information for Temple University Board of Trustees, Executive Staff and Workforce



City of Philadelphia
Current Workforce Demographics and Board Composition

Organization Name: Temple University		Date: August 31, 2023	
Name of person completing form: Sandra A. Foahl		Phone Number: (215) 204-6772	
Title: Director, Equal Opportunity Compliance		Email: sandra.foahl@temple.edu	

1 DEMOGRAPHIC BREAKDOWN OF WORKFORCE
Please provide the following demographic breakdown of your staff.

	Total	Full-Time #	Part-Time #
Data as of November 1, 2022			
Caucasian	1,671	661	1,229
African American	496	79	124
Latino/Hispanic	157	44	58
Asian/Pacific Islander	301	43	76
*Includes U.S. Nonresidents, Two or more races, Race and ethnicity unknown.			
Native American	9	7	3
Other	272	114	118
Total Number of Employees	2,907	948	987

2 PHILADELPHIA RESIDENCY
Number of employees on your workforce who are residents of the City of Philadelphia?

Total # of Phila Residents	Full-Time #	Part-Time #
	2,878	786

3 DISABLED WORKFORCE
Number of employees on your workforce who have a disability? (Please use the Americans With Disabilities Act definition of "disability". The City of Philadelphia acknowledges that some numbers provided may be based on self-identification and self-report.)

Total # of Disabled Employees	Full-Time #	Part-Time #
	101	17

[Continued on next page.]

City of Philadelphia

City of Philadelphia

BILL NO. 230698

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4 EXECUTIVE STAFF COMPOSITION		
Please provide the following demographic breakdown of your Executive Staff. (You may use your own definition to determine who is included among Executive Staff). In a separate document, list the members of your executive staff, along with their titles.		
	Male #	Female #
As of July 2023		
Caucasian	7	3
African American	1	2
Latino/Hispanic		
Asian/Pacific Islander		
Native American		
Other		
Residents of Philadelphia	2	
Disabled Workforce		
Total Number of Executive Staff	8	5
5 BOARD COMPOSITION		
Please provide the following demographic breakdown of your Board of Directors.		
	Male #	Female #
As of July 31, 2023		
Caucasian	19	7
African American	3	2
Latino/Hispanic	1	
Asian/Pacific Islander	1	
Native American		
Other		
Residents of Philadelphia	3	2
Disabled Workforce		1
Total Number of Board Members	24	9

City of Philadelphia

City of Philadelphia

BILL NO. 230698

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Attachment 2

Past Temple University EOPs

Charles Library - EOP Summary (Construction Only) Temple University Multiple Projects EOP 'New Library' (2015)				
	MBE Totals	WBE Totals	DBE Totals	BGFE
EOP Goals	20-25%	10-15%		
Dollar Totals	\$ 17,655,283	\$ 34,926,397	\$ -	
Percentage Totals	13.45%	26.61%	0%	
Total Goal	30-40%			
Total Actuals	40.06%			

Mazur (formerly Anderson Hall)/Gladfelter Professional Services EOP Summary Temple University Anderson and Gladfelter Gateway Project EOP (2017)				
	MBE Totals	WBE Totals	DBE Totals	BGFE
EOP Goals	10-15%	5-10%		
Dollar Totals	\$ 143,657	\$ 50,500	\$ -	
Percentage Totals	15.34%	5.39%	0%	
Total Goal	15-25%			
Total Actuals	20.73%			

Mazur (formerly Anderson Hall)/Gladfelter Construction EOP Summary Temple University Anderson and Gladfelter Gateway Project EOP (2017)				
	MBE Totals	WBE Totals	DBE Totals	BGFE
EOP Goals	25-30%	5-10%		
Dollar Totals	\$ 1,661,812	\$ 1,761,501	\$ -	
Percentage Totals	18.55%	19.66%	0.00%	
Total Goal	30-40%			
Total Actuals	38.21%			

Mazur/Gladfelter Center for Anti-Racism and Africology Department Renovations Temple University Anderson and Gladfelter Gateway Project EOP (2017)				
	MBE Totals	WBE Totals	DBE Totals	BGFE
EOP Goals	25-30%	5-10%		
Dollar Totals	\$ 1,145,685	\$ 288,416	\$ -	
Percentage Totals	39%	10%	0.00%	
Total Goal	30-40%			
Total Actuals	49%			

City of Philadelphia

City of Philadelphia

BILL NO. 230698 continued

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CERTIFICATION: This is a true and correct copy of the original Bill, Passed by the City Council on December 14, 2023. The Bill was Signed by the Mayor on December 20, 2023.



Michael A. Decker
Chief Clerk of the City Council