



**MassGaming Access and Opportunity Committee  
Meeting Minutes  
May 10, 2016, 10:30 am – 12:30 pm  
Springfield Technical Community College, 1 Armory Street, Springfield, MA 01105**

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**Call to Order** **10:38 am**  
Welcome message from the president of Springfield Technical Community College- Ira H. Rubenzahl

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**Introductions** **10:40 am**  
The meeting is called to order by MassGaming’s director of workforce, supplier and diversity development. Each Committee member and guests who were present introduced her/himself.

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**Approval of the Minutes** **10:45 am**  
Minutes unanimously approved.

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**Reports:**

**MGM Springfield** **10:50 am**  
Presented by: Chelan Brown, Diversity Specialist: Construction & Operations  
Jason Rosewell, Director of Pre-Construction, MGM Resorts International

- Design: M/W/VBE Commitments – Through 4/30/2016
  - o MBE: 9.4% (Goal: 5.0%)
  - o WBE: 10.2% (Goal: 10.0%)
  - o VBE: 3.8% (Goal: 2.0%)
- Construction: M/W/VBE Commitments – Through 4/30/2016
  - o MBE: 8.1% (Goal: 5.0%)
  - o WBE: 18.0% (Goal: 10.0%)
  - o VBE: 5.6% (Goal: 2.0%)
- Total Construction Workforce: Through 4/27/2016
  - o Minority: 28.09% (Goal: 15.30%)
  - o Women: 10.41% (Goal: 6.90%)
  - o Veteran: 9.08% (Goal: 8.00%)
- Union Construction Workforce: Through 4/27/2016
  - o Minority: 38.92% (Goal: 15.30%)
  - o Women: 8.79% (Goal: 6.90%)
  - o Veteran: 7.05% (Goal: 8.00%)
- Workforce 3 – Month Look Ahead
  - o Work in Progress - Water/Sewer Infrastructure
  - o Work in Progress - 95 State Interior Demo

- o Work in Progress - Site Prep for Garage
- o Work in Progress - 73 State Street Support
- o Work in Progress - Temp Power Connections
- o May 2016 - French Church Utilities and Foundations
- o May 2016 - Armory Rear Demo
- o May 2016 - Vault V86 Relocation
- o May 2016 - Union Chandler Façade Preservation/Demo
- o May/June 2016 - Trailer Site Complex
- o June 2016 - Garage Foundations
- o June 2016 - Systems Separation 95/101 State
- o July 2016 - Hotel-Podium Foundations Outreach
- Outreach to MBE, WBE & VBE Companies
  - o (2) Design & Consulting companies- (1) VBE, (1) MBE
  - o (2) Construction companies- both VBEs
- Outreach to local Community Groups
  - o MGM meets with community groups through network meetings and individual check-ins
- Community Partners Network
  - o (2) New community partners added to the list- We The Villagers, Gandara Center Springfield Family Resource Center
  - o April 13, 2016: Network participated in the 1st “Graduating to a Labor Union” Information Session
  - o April 14, 2016: MGM held meeting with community partners
- Union Partnership & Outreach
  - o Assistance with targeted diversity recruitment based on the needs of the individual trade union through the MGM Springfield and Community Partners Network referral work
  - o Meetings and discussions on the MGM Springfield Parking Garage Apprenticeship Program
  - o Partnerships on upcoming outreach events
- Union Referral System Update
  - o 2 new diverse businesses recruited through MGM Springfield Diversity Open Houses
  - o 4 new diverse individuals were successfully accepted into local trade unions
- Outreach Events
  - o April 1, 2016: Youth Build Springfield Open House
  - o April 28, 2016: Minorities Construction Career Forums
  - o April 29, 2016: Bay Path College Annual Women's Conference
- Upcoming Outreach Events/Dates
  - o May 2016: Construction Diversity Task Force Meeting
  - o May 2016: Community Partners Network Meetings
  - o May 4, 2016: Westover Job Corps Construction & Light Industry Workforce Council
  - o May 11, 2016: MGM Springfield Construction Site Tour with Youth Build and Union Rep's

- o May 16, 2016: Women Construction Careers Forums, 10:00-11:30 AM and 5:30-7:00 PM
- o May 2016 & Ongoing: Meeting with Springfield Interise Collaborative
- Website Updates
  - o Includes list of community partners and upcoming outreach sessions

**Wynn Everett**

**11:30 am**

Presented by: Jennie Peterson, Development Manager

- Design: M/W/VBE Participation
  - o MBE: 8.3% (Goal: 7.9%)
  - o WBE: 4.1% (Goal: 10.0%)
  - o VBE: 6.6% (Goal: 1.0%)
- Construction: M/W/VBE Participation
  - o MBE: 68.6% (Goal: 5.0%)
  - o WBE: 18.9% (Goal: 5.4%)
  - o VBE: 0.3% (Goal: 1.0%)
- Construction Workforce
  - o Minority: 16.0% (Goal: 15.3%)
  - o Women: 7.6% (Goal: 6.9%)
  - o Veteran: 9.1% (Goal: 3.0%)
- Design & Construction Outreach
  - o Engagement continues with local Chambers of Commerce and diverse business group partners: Mass Supplier Diversity Office, GNEMSDC, Mass Minority Contractors Association, Center for Women and Enterprise, and the Hispanic American Institute
  - o Quarterly meeting held with Regional Chambers of Commerce to discuss upcoming bid opportunities and the Suffolk pre-qualification process
  - o Suffolk Construction provided information regarding outreach campaign to identify uncertified veteran owned businesses with a goal of informing these businesses about the streamlined MGC certification process and to encourage VBE bidding
  - o Initiated planning with Center for Women & Enterprise for supplier diversity webinar covering key information for WBEs interested in working with Wynn
- Construction Workforce Participation
  - o Outreach and work with local community groups is ongoing
  - o 1-1 meetings underway with local Building Trades Business Agents and Apprenticeship Directors to discuss plans for meeting and exceeding local and diverse hiring goals
  - o Created walk-on application process with clearly outlined procedures and points of contact for both union and non-union workers
  - o Co-sponsor and organizer of the Massachusetts Girls in Trades Informational Career Evening for alumnae and parents of female Career and Technical Education Students: coming up May 25, 2016
  - o Participated in Building Pathways applicant interviews
  - o Co-sponsor of the Youth Build/Madison Park safety training event

- Suffolk's Safety department enacted the FC Background- an RFID tracking system (workforce data collecting tool)
  - Certified payroll process being tracked on a weekly basis through LCP tracker
  - Suffolk offering (3) free safety training classes for surrounding communities- OSHA 10 training, Small Tools training, and Fall Protection training
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### **Committee Member Comments and Discussion**

- A committee member requested clarification regarding MGM's residency numbers and inquired whether the numbers focused only on trades. MGM's director of pre-construction answered by saying that all positions are included in the residency numbers and agreed to the suggestion of indicating "all positions" on future reports.
  - A committee member requested an elaboration to MGM's language relative to the Springfield Parking Garage and Apprenticeship Program. MGM's diversity specialist responded by saying MGM included in their bid application to have 15 apprentices that are diverse and are Springfield residents.
  - In reference to MGM's Springfield Parking Garage and Apprenticeship Program, a committee member requested MGM clarify that the program is not a new, separate apprenticeship program. MGM's diversity specialist responded by saying the program is not a new strategy, but an initiative being taken by MGM.
  - A committee member asked MGM to confirm if the unions are present at their outreach events. MGM's diversity specialist confirmed that the unions are represented at the outreach events.
  - A committee member asked MGM whether opportunities exist for unions not in the application process, outside of the application period. MGM's diversity specialist responded by saying some unions, depending upon their diversity plan, will allow, for example, women workers to enter outside of the interview process.
  - A committee member inquired about best practices to address skills match for youth. Suffolk provided information on their youth mentoring program that has been offered in the past involving job shadowing for students.
  - In reference to pre-apprenticeship programs and national best practices, a committee member suggested hands-on weekend boot camps. In addition, the committee member suggested MGM and community partners could send job counselors on site for live, job site experience relating to construction.
  - A committee member suggested to Wynn the inclusion of a 3 month projection. Wynn's development manager agreed to including a 3 month projection in their report.
  - Group discussion surrounded Recruiting and Retaining Women in the Trades conference on April 29 and Women Build Nations conference April 30 - May 1
  - A committee member requested the implementation of a more robust sexual harassment training on the first day of orientation for all trades people.
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### **Community Input**

- A community member raised the concern that the goals provided in the minutes did not provide sufficient information, such as the results of what was achieved against what was stated. The MGC's director of workforce, supplier and diversity development informed the community member that the expanded version of the data is in the

licensee presentations and reports, which are posted on the MGC website for public viewing. In addition to the discussion, a committee member suggested the inclusion of meeting materials from the previous meeting to help address the community member's concern.

- As a continuation to the topic of MGM's outreach reporting, a community member suggested MGM include details relating to, for example, the number of women hired or the number of those who received a commitment to be hired. MGM's diversity specialist agreed the addition of details pertaining to attendee numbers can be provided and noted MGM's referral system is utilized to track applicants.
- In reference to MGM's Springfield Parking Garage and Apprenticeship Program, a community member inquired into why MGM included diverse Springfield residents in their bid application. MGM's diversity specialist indicated that it is their goal to include as many local residents as possible; provide access and opportunity to diverse Springfield and surrounding community residents; and allow new apprentices to work and learn while on the project.
- In terms of a breakdown of the firms working for MGM, a community member asked whether the numbers include, for example, people working for architectural engineering firms. MGM's director of pre-construction confirmed the numbers do include those working for architectural engineering firms and all subconsultants.
- A community member asked MGM whether the employees are permanent versus working only for the project. MGM's director of pre-construction responded by saying they track union labor and spend with diverse companies, but are not tracking the workforce of the subconsultants.
- A community member requested clarification regarding the inclusion of management in the numbers. MGM's director of pre-construction indicated the numbers includes MGM management and general contractor management- any on-site individuals.
- A community member inquired why MGM is not tracking workforce compliance of the architectural engineering firms. MGM's director of pre-construction indicated they have not been required to nor have looked into tracking architectural engineering firms.
- In regards to MGM's community partners and their work, a community member inquired whether the members have funding to do the work and how that is being addressed. MGM's diversity specialist responded by saying the community partners, as with most non profits, do not have all the funding to perform the work they do outside of the work that they're doing relative to construction workforce diversity. MGM reiterated that they currently contribute to the facilitator costs and fees.
- In reference to youth mentoring, a community member suggested to Building Pathways and unions the use of a pre-assessment document as a tool to help youth in determining their career path. A committee member informed the group that Community Works is the pre-apprenticeship program in western MA.
- Regarding PLA discussions, a community member inquired whether conversations or references relating to regional diversity have been made with union associations and unions. Suffolk's representative responded by saying there is a distinct plan of action for every contractor and they're engaging with both contractors and union officials. Wynn's development manager added that the point made will be taken into consideration.
- A community member provided the suggestions that included: 1) outreach targeting to neighborhood associations with existing and current projects: 2) connecting with MBE and WBEs who can, in turn, help promote other MBE and WBEs; 3) introducing youth to

the BIN model; 4) preparing youth for construction, i.e. work ethics; and 5) getting workforce numbers from architectural engineering firms. Suffolk's representative informed the group that students are exposed to BIN during job tours.

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**Closing comments from the MassGaming's director of workforce, supplier and diversity**

- The next MassGaming AOC meeting will be on Tuesday, June 14<sup>th</sup> at 10:30.
  - o Location TBA.
- The Diversity Goal/Business Technical Assistance Grant awards will be announced at the MA Gaming Commission's public meeting on Thursday, May 12, 2016.

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**Meeting Adjourned**

**12:25 pm**

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## Attendees

### **Committee Members and Supporting Committee/Staff**

Jill Lacey Griffin  
Elizabeth Skidmore  
Mary Vogel  
Bruce Stebbins  
Henry Thomas  
Jason Garand  
Lisa Clauson  
Priscilla Flint-Banks  
Pamela Howland  
Vanessa Otero  
Nader Acevedo  
Maureen Carney  
Eddie Corbin  
Jennie Peterson  
Brian McPherson  
Shelley Webster  
Michael Fitzgerald  
Jason Lawson  
Chelan Brown  
Jason Rosewell  
Seth Stratton  
Mei-Ling Rodriguez  
John Perez  
Fiore Grassetti  
Terrance Lanier  
Ny Mahasadeth

### **Members of the Community and Guests**

Anthony Abdelahad  
Carol Snyder  
Mukiya Baker-Gomez  
Wheezy Waldstein  
Gregg Briggs  
DeJuan Brown  
Darryl Moss  
Andrew Cade

### **Remote Attendees**

Beverley Johnson  
Keith Greenaway  
Bill McAvoy

## List of Documents and Other Items Used

- MGC Access and Opportunity Committee, Notice of Public Meeting and Agenda dated May 10, 2016
- April 12, 2016 MGC Access and Opportunity Committee Meeting Minutes
- Wynn Everett Access & Opportunity Committee Monthly Update February PowerPoint Presentation dated May 10, 2016
- Wynn Everett – Construction Workforce Diversity (as of April 30, 2016)
- MGM Springfield Access and Opportunity Committee PowerPoint Presentation dated May 10, 2016
- MGM Springfield Workforce Union Diversity Report – Construction as of: April 27, 2016
- MGM Springfield Workforce Company Union Hours Diversity Report – Construction as of: April 27, 2016