



The Massachusetts Gaming Commission Equity and Inclusion Working Group

We value a diverse workforce and supplier base, and an inclusive culture internally and among our partners in the Massachusetts Gaming Industry.

Statement of Purpose

The MGC is committed to racial equity and justice, diversity, and inclusion and expects the same of its employees, licensees, and other stakeholders.

In our society at large there are systems, policies and practices that continue to yield inequitable outcomes. As a result of these systems, communities of color are disproportionately negatively affected and/or afforded benefits and opportunities to a lesser degree. Although the MGC remains committed to safeguarding all protected classes from discrimination, recent national events have underscored the urgency for all of us, as an agency, to take action on racial equity.

We recognize that, in addressing systemic issues, everyone who is part of any system has an opportunity and responsibility to examine how those systems work and to dismantle barriers obstructing racial equity.

We embrace anti-racism as a guiding principle. Anti-racism¹ (in contrast to an absence of racism) calls for proactiveness. On the topic of racial equity, neutrality is insufficient, preserves the status quo, and is equivalent to an abdication of moral obligation. As such, the MGC adopts these principles and pledges to follow a proactive approach of continuous engagement towards developing and ensuring an environment of equity and justice.

¹ The term anti-racist is described in the book "How to be an Anti-Racist" by Ibram X. Kendi

Equity and Inclusion Action Plan

The Chair of the Massachusetts Gaming Commission convened the Equity and Inclusion Working Group in an effort to consider and examine relevant operations within the MGC and create an on-going action plan to address racial inequity. The Plan will be supported and executed by the entire MGC team. The Executive Director will be accountable for the Plan's implementation.

Initial Action Items:

1. **Culture:** Develop and sustain an agency-wide internal culture of proactive inclusion where everyone can belong, contribute, and succeed. Strategies include:
 - a. **Training:** Provide training and education on such relevant topics as unconscious bias, diversity, and inclusion; racial discrimination; communication and social media use; etc. Create a resource library.
 - b. **Communication and Reporting:** Proactively enhance transparency by increasing communication and reporting on existing and future anti-racism efforts.
 - c. **Celebrate our Community:** Organize a voluntary "Culture Club" to share experiences, literature, and other forms of expression and resources to enrich the understanding of different cultures, histories, and experiences.
2. **Regulatory Review:** As part of an agency-wide regulatory review (conducted no less than every three years), include a criterion that requires each regulation to be reviewed through an anti-racist lens, ensuring that the regulation (i) does not result in a disproportionate negative impact on and (ii) eliminates barriers to opportunities for individuals and/or communities of color.

3. **Customer Service:** Examine MGC's policies, procedures, and the implementation of practices with respect to our customer service and community outreach in order to ensure fair and equitable processes and accessibility to advance economic prosperity for individuals and communities of color.

4. **Hiring and Retention:** Review and enhance MGC's internal hiring and retention practices with the objective of increasing and elevating diverse representation throughout the MGC. Areas of focus and strategies include job descriptions, outreach and recruitment, mentoring and development, and retention efforts. The MGC will continue to publicly monitor and prioritize licensees' hiring and retention practices with respect to diversity and to encourage increased representation and elevation of diverse employees.

5. **Procurement Practices:** Reexamine and revise procurement policies, procedures, and practices to maximize the MGC's and licensees' minority-owned business spend.

The Working Group will periodically report to the Commission publicly on these on-going efforts.