



**MassGaming Access and Opportunity Committee
Meeting Minutes**

October 11, 2016, 10:30 am – 12:30 pm

The New England Regional Council of Carpenters, 750 Dorchester Avenue, Boston, MA 02125

Call to Order/Introductions **10:36 am**

The meeting was called to order by MassGaming’s Director of Workforce, Supplier and Diversity Development, Jill Griffin. Committee member and guest introductions followed.

Approval of the Minutes Postponed **10:41 am**

Approval of the minutes postponed until next meeting due to not being on the agenda.

Reports:

Wynn Boston Harbor **10:41 am**

Presented by: Jennie Peterson, Project Manager

- Design: M/W/VBE Participation – Awarded contracts as of 9/30/2016
 - MBE: 8.9% (Goal: 7.9%)
 - WBE: 5.0% (Goal: 10.0%)
 - VBE: 6.4% (Goal: 1.0%)
- Design & Construction Outreach
 - Bi-weekly email communications sent to local Chambers of Commerce, diverse business group partners: Supplier Diversity Office, GNEMSDC, Mass Minority Contractors Association, Center for Women & Enterprise, and the Hispanic American Institute.
 - Suffolk Trade Partnership Series classes are underway.
 - 9/8: Suffolk Trade Partnership Series kickoff
 - 9/27: Malden Chamber of Commerce, Regional Chamber Quarterly Meeting and Project Update
 - 9/28: Massachusetts Small Business Resource Fair
 - 9/29: Center for Women & Enterprise Annual Business Leaders Conference
- Construction: M/W/VBE Participation – Awarded contracts as of 9/30/2016
 - MBE: 5.8% (Goal: 5.0%)
 - WBE: 4.8% (Goal: 5.4%)
 - VBE: 6.0% (Goal: 1.0%)
- Construction Workforce Participation: (As of 9/30/2016)
 - Minority: 21.8% (Goal: 15.3%)

- Women: 5.9% (Goal: 6.9%)
- Veteran: 5.4% (Goal: 3.0%)
- Construction Workforce Outreach
 - Ongoing outreach and work with community partners and Career Centers, including monthly reminders about upcoming Building Trades Apprenticeship Application Opportunities. Continuing referrals for career seekers to apprenticeship programs and on-site sub-contractors.
 - Building Trades Career Fairs: Fliers for the fairs had translations into different languages.
 - 9/8: Chinatown Coalition Meeting
 - 9/12: Webinar, working session with Helmets to Hardhats
 - There are challenges with people not wanting to self-identify as veterans; webinar was helpful for Suffolk team to learn about tackling this issue.
 - 9/19: Chinatown Neighborhood Council Meeting
 - 9/27: Everett High School “Life After High School” Event
 - An Everett High graduate who works at Wynn attended the event.
 - 9/28: Massachusetts Girls in Trades Board Meeting
- Construction Workforce: Projected Labor Schedule
 - Meant to be used as an overall guide rather than for cross-checking.
- Wynn’s Project Manager highlighted the increase of female construction workforce participation for Regis Steel Corporation and TREVICOS Corporation.

Committee Member Comments and Discussion

11:01 am

- A committee member noted that it was great the female participation numbers increased, which speaks to the value of targeting core crews. The member also noted that only three contractors are meeting or exceeding the female participation goals.
- A committee member asked if there was any demographic tracking in the career fair registration. Wynn’s Project Manager said there was, but they hadn’t analyzed the numbers yet. The committee member also asked if Wynn could include a column for the number of total employees on the Workforce Summary Report. Wynn’s Project Manager responded that they were working on it.
- A committee and Policy Group on Tradeswomen’s Issues member referred to a document of trend lines for Wynn Boston Harbor’s totals for access and opportunity goals in construction workforce. The document also mentioned some “Game Changers.” The member said that PGTI would provide these trend lines every month.

MGM Springfield

11:09 am

Presented by: Chelan Brown, Diversity Specialist: Construction & Operations

Jason Rosewell, Director of Pre-Construction, MGM Resorts International

- Outreach to MBE, WBE and VBE Companies
 - Met with 4 companies, 2 WBE and 2 VBE.
- Community Partners Network
 - September 21, 2016: Meeting with MGM Construction Team: attended by 15

community partners; MGM Springfield shared current diversity workforce numbers; CPN Steering Committee gave update on infrastructure items.

- CPN sub-committees/Action Teams gave updates on their work.
 - MGM gave an update on the Diversity Task Force meeting and next steps.
 - Review of upcoming CPN Training Calendar.
 - Review of Upcoming Union Apprenticeship Enrollment/Application Dates at beginning of meetings.
 - Temporary CPN Membership Team: finalizing a Directory of Community Partners that will be shared on MGM Springfield Construction Website and used by the Union Eligibility & Referral Committee.
 - Advocacy Team: Developing list of local contractors and construction projects; continuing meetings with Baystate Medical Center regarding expansion; will meet with local Responsible Employer Ordinance Committee.
 - Defining Our Success Team: Archiving and collecting Success Stories; working with Union Applicant Committees.
 - Basic Eligibility Screening Team: Screening over 60 new individuals.
 - Work Readiness Team: Finalizing topics/trainers for CPN Training Schedule; working with applicants deemed “not union eligible,” working on October CPN Work Readiness two-day training program.
- Union Partnership & Outreach
 - o Continued meetings and discussions with local trade unions to include: assistance with targeted diversity recruitment; assistance with upcoming new Union Apprentice Enrollment events; partnerships on outreach events; addressing challenges of new union members and working with a community sponsor to assist in retaining new members; sharing the MGM Labor Pool of diverse union members; MGM Springfield Diversity & Public Relations Team to work with PVBT & Carpenters Union #108 for outreach campaign.
 - Union Referral System Update
 - o Continued referrals and tracking of new diverse union applicants in their union application process.
 - o 1 new diverse individual was accepted into local trade union and is ready to work.
 - o 7 newly identified union members looking for work identified and added to MGM Springfield Available Labor Pool list, shared with Tishman Construction and MGM Springfield sub-contractors.
 - Other Diversity Work & Outreach/Events
 - o September 8 & 21, 2016: MGM Construction site tour with Smith College.
 - o September 13, 2016: MGC Access and Opportunities Committee MGM Construction site tour

- September 14, 2016: Construction Diversity Task Force, attended by 3 trade unions, 3 community partners, MGM Springfield Construction and Tishman.
- September 17 & 24, 2016: OSHA 10 Training Session 2 (15 participants: 13 minorities, 7 women [6 counted in minority count], 1 veteran.)
- September 19, 2016: MGM Springfield Construction Outreach Session: Scaffolding, Shoring, & Spray Fireproofing
- September 30, 2016: Tishman Construction & Putnam Vocational Academy Partnership Launch
 - A Tishman representative said that some interns may be chosen from the high school students participating.
 - A committee member mentioned the possibility of co-ops and a year's worth of credit in an apprenticeship for participants.
- Upcoming Outreach Events/Dates
 - Upcoming Diversity Outreach Work:
 - October 5 & 19, 2016: CPN Meetings
 - October 12, 2016: Construction Diversity Task Force Meeting
 - 3rd Week in October, 2016: MGM Springfield & Community Partners Network 2 Day Work Readiness Program and CPN Public Launch
 - 4th Week in October, 2016: A Day in the Life of a Union Worker Information Session
- Union Construction Workforce: Through 9/27/2016
 - Women: 7.47% (Goal: 6.90%)
 - Minority: 33.13% (Goal: 15.30%)
 - Veteran: 8.30% (Goal: 8.00%)
- Total Construction Workforce: Through 9/27/2016
 - Women: 9.27% (Goal: 6.90%)
 - Minority: 26.20% (Goal: 15.30%)
 - Veteran: 9.44% (Goal: 8.00%)
- Workforce 3 – Month Look Ahead
 - Work in Progress – Water/Sewer Infrastructure
 - Work in Progress – Garage Foundations
 - Work in Progress – Underground MEP for Garage
 - Work in Progress—Systems Separation 95/101 State
 - Work in Progress—Hotel-Podium Foundations
 - Work in Progress—Generator Switch Gear Area
 - Work in Progress – Underground MEP Hotel Podium
 - Work in Progress – Armory - Interior Demo
 - Work in Progress – Concrete Slab on Grade for Podium
 - Work in Progress – Pre-cast Garage Elements
 - Work in Progress – Garage Erection
 - Work in Progress – Steel Erection for Hotel Podium
 - Nov. 2016—Demo of 95/101 Pedestrian Bridges
 - Nov. 2016—Temp Heating

- Dec. 2016—Interior Fitout of 95 State
 - Dec. 2016—Spray Fireproofing
- Design & Construction Commitments: Through 9/27/2016
 - WBE: 13.4% (Goal: 10.0%)
 - MBE: 6.2% (Goal: 5.0%)
 - VBE: 6.4% (Goal: 2.0%)
- Design & Consulting Commitments: Through 9/27/2016
 - WBE: 12.2% (Goal: 10.0%)
 - MBE: 11.6% (Goal: 5.0%)
 - VBE: 4.6% (Goal: 2.0%)
 - Director Griffin asked for clarification of “Design & Construction” vs. “Design & Consulting.” MGM’s Director of Pre-Construction said “Design & Consulting” represents individuals that will likely not be onsite, consulting or providing documents, whereas “Design & Construction” includes both “Design & Consulting” information and “Construction” information.
- Construction Commitments: Through 9/27/2016
 - WBE: 13.6% (Goal: 10.0%)
 - MBE: 5.1% (Goal: 5.0%)
 - VBE: 6.8% (Goal: 2.0%)

Committee Member Comments and Discussion

12:00 pm

- A committee member asked if MGM has made any changes regarding soliciting for work onsite. MGM’s Diversity Specialist said they are still working through their process and looking at best practices, but they will be holding office hours similar to Suffolk’s on the Wynn project.
- A committee and PGTI member referred to a packet on Best Practices for a Diverse Workforce in the Construction Industry and Sample Walk-On Procedures and Forms for Diversity in the Construction Workforce, including a flowchart for what happens to a walk-on application.
- A committee member said she would send MGM the directory with information about the Building Trades Apprenticeship. She also commended MGM on their outreach and how community groups are now using resources to create access and opportunities on other projects.
- A committee member extended congratulations to MGM for their improvements and outreach. He also expressed concern about the reporting of the diverse participants (for the OSHA 10 training) and double counting and the problems it entails. Director Griffin said there has been discussion regarding this, which decided that a minority female individual would not have to choose one identification and could be counted as both, so long as there is transparency about the classifications.
 - A committee and PGTI member explained that the PGTI supports double counting due to its benefits. She said they have found that counting both

minorities and women creates structural incentive to hire more women of color and acts as a counterweight against racism.

- A committee and PGTI member referred to document of trend lines for MGM Springfield's totals for access and opportunities goals in construction workforce. She expressed concern over decreasing women numbers, though generally MGM is above the goal. She also mentioned their 39 contractors who have not had a woman onsite to date. The document also mentioned some "Game Changers." The member said that PGTI would provide these trend lines every month.
 - MGM's Director of Pre-Construction said that there has to be an understanding that there will always be ebbs and flows of the numbers.
 - MGM's Vice President and General Counsel asked the committee member to clarify the data points on the trend lines. The committee member said that the data points were taken from MGM Springfield's monthly union construction workforce percentages. MGM's Vice President and General Counsel said the trend lines seem like a helpful tool, but wanted clearer emphasis that it was the Policy Group on Tradeswomen's Issues' document, not MGM Springfield's. The committee member agreed and said she would emphasize PGTI's name on the document.
- A community member asked if Wynn would consider a community partners network similar to MGM's. Wynn's Project Manager said their efforts are less formalized, but they are doing ongoing work and interaction with career centers and cultural groups that doesn't come together in a formal monthly meeting.
- The community member also asked if MGM Springfield considered their Community Partners Network part of why MGM meets the diversity goals. MGM's Diversity Specialist said CPN is a crucial piece, and if it weren't for the partners referring and vetting people, they wouldn't have the great numbers they currently have.

Guest Speaker

11:52 am

Community Labor United's Darlene Lombos, Executive Director of the Independent Women Project, spoke about the project, which focuses on lowering barriers to women working in construction. The project is focusing on a model that helps provide convenient and affordable childcare for women in construction.

Meeting Adjourned

12:23 pm

Committee Members and Supporting Committee/Staff	<u>Attendees</u> Members of the Community and Guests	Remote Attendees
Jill Lacey Griffin	Darlene Lombos	Brian McPherson
Bruce Stebbins	Clare Shepherd	John David Perez
Ed Bedrosian	Sunny Schwartz	Maureen Carney
Joseph Delaney	Catherine Rollins	Seth Stratton
Jason Rosewell	Anthony Abdelahad	
Chelan Brown	Emily Earll	
Mei-Ling Rodriguez	Todd Bida	
Joseph Truschelli	Iliana Panameño	
Keith Greenaway	Charles Cofield	
Ny Mahasadeth	Martin Sanchez	
Hadley Price		
Mary Vogel		
Lisa Clauson		
Shelley Webster		
Jennie Peterson		
Liz Skidmore		
Mark Erlich		
Beverley Johnson		

List of Documents and Other Items Used

- MGC Access and Opportunity Committee, Notice of Public Meeting and Agenda dated October 6, 2016
- September 13, 2016 MGC Access and Opportunity Committee Meeting Minutes
- Wynn Boston Harbor Access & Opportunity Committee Monthly Update May PowerPoint Presentation dated October 11, 2016
- Wynn Boston Harbor – Construction Workforce Diversity as of: September 25, 2016
- MGM Springfield Access and Opportunity Committee PowerPoint Presentation dated October 11, 2016
- MGM Springfield Workforce Company Union Hours Diversity Report – Construction as of: September 27, 2016
- PGTI Best Practices for a Diverse Workforce in the Construction Industry, Sample Walk-On Procedures and Forms for Diversity in the Construction Workforce 2012-2015
- PGTI Trend lines Charts for Wynn Boston Harbor and MGM Springfield Diversity Goals as of 9/27/2016