



**MassGaming Access and Opportunity Committee Meeting Minutes  
November 10, 2015, 10:30 am – 12:30 pm  
UMass Springfield Center, 1500 Main Street, Springfield, MA 02110**

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**Call to Order/Introductions:**

The meeting was called to order by Jill Griffin at approximately 10:43 am. Each Committee member and members of the public who were present introduced her/himself.

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**Approval of the Minutes**

**10:45 am**

Minutes approved contingent on the proposed changes and additions.

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**Reports:**

**MGM Springfield**

**10:50 am**

- Design: M/W/VBE Commitments – As of October 31, 2015
  - MBE: 4.6% (Goal: 5.0%)
  - WBE: 1.9% (Goal: 10.0%)
  - VBE: 0.0% (Goal: 2.0%)
- Construction: M/W/VBE Commitments – As of August 31, 2015
  - MBE: 13.6% (Goal: 5.0%)
  - WBE: 12.3% (Goal: 10.0%)
  - VBE: 0.3% (Goal: 2.0%)
- Construction Workforce:
  - Minority: 30.23% (Goal: 15.3%)
  - Women: 9.54% (Goal: 6.9%)
  - Veteran: 6.67% (Goal: 8.0%)
- Union Construction Workforce:
  - Minority: 39.18% (Goal: 15.3%)
  - Women: 8.06% (Goal: 6.9%)
  - Veteran: 4.80% (Goal: 8.0%)
- Outreach
  - Continued introductory meetings to target diverse and local opportunities with M/W/VBE's.
  - Construction portion of the MGM Springfield website completed
  - Working with specific groups on outreach and recruitment of minority contracts and workforce referrals.
  - Continued meetings with local community organizations

- MGM Springfield parking garage diversity outreach and mandates
  - Added a list of qualified diverse companies into parking garage bid package
  - Provided local unions/general contractors bidding on parking garage minority, women and veteran workforce referrals for construction/union placement.
- Mission Completed
- Committee Members Comments
  - Requested a separate slide that directly compares current union construction workforce labor statistics to the workforce labor goals
  - Denote companies with pending M/W/VBE status
  - Provide an updated referral list of qualified diverse companies, to those interested.

**Wynn Everett**

**11:50 am**

- Design: M/W/VBE Participation – Awarded contracts as of 08/31/2015
  - MBE: 6.7% (Goal: 7.9%)
  - WBE: 2.4% (Goal: 10.0%)
  - VBE: 6.2% (Goal: 1.0%)
- Construction:
  - In pre-construction phase
  - Site Clearing and Fence Work: Cashman Marine & Dredging
  - Remediation: Charter Contracting Company (MBE)
  - MBE: 95.4% (Goal: 5.0%)
  - WBE: 1.7% (Goal: 5.4%)
  - VBE: 0.4% (Goal: 1.0%)
- Construction Workforce:
  - Minority: 11.5% (Goal: 15.3%)
  - Women: 1.4% (Goal: 6.9%)
  - Veteran: 1.4% (Goal: 3.0%)
- Outreach
  - Attended the GNEMSDC Annual Conference & Vendor Expo.
  - Attended the Center for Women & Enterprise Women Business Leaders Expo.
  - Met with community groups, Building Trades representatives, and the MGC to discuss strategies to achieve local and Diverse workforce goals
  - Sent notice regarding site security services RFP to local and diverse business networks.
  - Attended Monthly Building Trades Apprenticeship Directors Meeting to discuss workforce diversity goals
  - Met with the Building Trades Association (BTEA) to discuss workforce diversity goals with the sub-contractor community
  - Completed Building Trades Apprenticeship industry briefing at Boston Career Link in Dorchester and The career Place in Woburn

- Sent email blast and social media notifications to the community members, job fair attendees, and community partners regarding November Building Trade apprenticeship application opportunities.
- Committee Member Comments
  - Requested that Wynn share the list of individuals who have signed up to get further information on the Union trades, with community organizations interested in doing follow up.

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**Discussion:****12:18 am**

Susan Moir leads a discussion focusing on a “Strategy for Diversity” outlining “5 tips”.

1. Make the Case
2. Build Alliances
3. Measure and Report
4. Make women and minorities visible.
5. Lead from where you are.

Susan provides the committee with the following documents:

- The PGTI Model: Integrating supply and demand for women in the construction industry
- Unfinished Business – Building Equality for Woman in the Construction Trades
- Finishing the Job: Best practices for a Diverse Workforce in the Construction Industry

Lisa Clauson of the New England Regional Council of Carpenters leads a discussion on local and diverse community outreach efforts in Springfield.

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**Committee/Community Input:****12:22 pm**

- A committee member raises the point that at previous meetings it has been requested that both Licensees provide a construction schedule. MGM agrees to provide their schedule once approved by the Commission but prior to this they will provide a three month look ahead. Wynn will provide a link to their schedule previously reported to the Commission, by request.
- A committee member raised the need for daycare during construction and suggested providing a modular on-site daycare facility.
- A community member suggested adding the M/W/VBE certification date on the report to the committee to track the new certifications.
- Ironworkers will be receiving applications for their apprentice program in January.

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**Meeting Adjourned****12:45 pm**

### **List of Documents and Other Items Used**

- MGC Access and Opportunity Committee, Notice of Public Meeting and Agenda dated November 10<sup>th</sup>, 2015
- September 29<sup>th</sup>, 2015 MGC Access and Opportunity Committee Meeting Minutes
- MGM Springfield Access And Opportunity Committee PowerPoint Presentation dated November 10<sup>th</sup>, 2015
- MGM Springfield Construction Workforce Diversity Statistics Report – Onsite Design & Construction
- MGM Springfield Workforce Union Hours Diversity Report – Construction
- Wynn Everett Access & Opportunity Committee Monthly Update September – October PowerPoint Presentation
- Wynn Everett – Construction Workforce Diversity (as of October 31, 2015)
- The PGTI Model: Integrating supply and demand for women in the construction industry
- Unfinished Business – Building Equality for Woman in the Construction Trades
- Finishing the Job: Best practices for a Diverse Workforce in the Construction Industry