



Access and Opportunity Committee Meeting Minutes

Date/Time: February 14, 2017 – 10:30 a.m. – 12:30 p.m.

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

Committee Members Present:

Chair Jill Lacey Griffin
Commissioner Bruce Stebbins
Commissioner Gayle Cameron
Edward Bedrosian
Joseph Delaney
Nader Acevedo
Chelan Brown
Lisa Clauson
Mark Erlich
Brian McPherson
Jennie Peterson
Mei-Ling Rodriguez
Jason Rosewell
Liz Skidmore
Joseph Truschelli
Mary Vogel
Shelley Webster
Priscilla Flint-Banks
Beverley Johnson
Joseph Truschelli

Committee Members Participating Remotely:

Maureen Carney
John Fitzpatrick
Fiore Grassetti
Keith Greenaway

Call to Order

10:38 a.m. Chair Jill Griffin called to order the Access and Opportunity meeting. All committee members in attendance introduced themselves and their organizations.

Approval of Minutes

10:43 a.m. The minutes of the Access and Opportunity (“AOC”) meeting held on January 10, 2017 were approved by committee members unanimously.

Recognition of Mark Erlich

10:43 a.m. Commissioner Stebbins presented Mark Erlich with a Certificate of Appreciation and recognized all of Mark’s efforts. Mr. Erlich expressed his gratitude to the Carpenter’s Union.

Wynn's Report

- 10:46 a.m. Jennie Peterson, Manager/Development, presented Wynn's January report to the Committee. Highlights included Minority Business Enterprise ("MBE"), Women Business Enterprise ("WBE") and Veteran Business Enterprise ("VBE") Participation Goals, Contracts Awarded and Outreach efforts for both Design and Construction. Both Ms. Peterson and Shelley Webster commented on the positive feedback they have received from vendors, which has resulted in a ramp up with purchasing. They both also commented on the more frequent communication with sub-contractors and smaller suppliers as a result of bi-weekly emails sent out to local Chambers of Commerce Wynn/Suffolk sub-contractor and supplier database, and diverse business group partners: Supplier Diversity Office, GNEMSDC (Greater New England Minority Supplier Development Council), Mass Minority Contractors Association, Center for Women & Enterprise and the Hispanic American Institute. Wynn hosted a Furniture, Fixtures and Equipment Purchasing Meet and Greet with Local and Diverse Vendors Event on January 12th and received positive feedback from vendors. Commissioner Stebbins inquired about a timeline and next steps and Ms. Peterson said there will be a bid process and prototyping phase, but overall it has sparked a lot follow-up and relationships with vendors as a result.
- 10:56 a.m. Jennie Peterson presented Wynn's update on construction. She provided and reviewed the MBE, WBE and VBE participation numbers. She did point out that they were just short of their Female Workforce Participation Goal. She said that the slight shortage was due to the fact that different phases of construction predict different workforce participation. Ms. Peterson added that Wynn had a Girls in Trades Event on February 8th and they are looking to that event to drive up the Female Workforce Participation numbers. She said that invitations were sent out and that they had a solid turnout. She said that several women from the Wynn construction site took the time off to speak to the young women attending the event to share their positive experience. Shelley Webster went on to add that after meeting with the IBEW (International Brotherhood of Electrical Workers) they expect to add more females to the workforce.
- 11:06 a.m. The presentation then moved on to discuss the Projected Labor Schedule and both Jennie Peterson and Brian McPherson discussed the soil excavation, remediation and removal process on the site as well as the contractors they are working with to facilitate that process, mentioning J. Derenzo Co. and their efforts specifically.
- 11:11 a.m. In summation, Brian McPherson reiterated that their biggest downfall was in the Female Participation numbers and that was also their biggest push. A manager from Suffolk Construction also attested that they are working on getting those numbers up. The presentation was then opened up to comments and questions. Liz Skidmore expressed concern over the decrease in Female Participation numbers. Those concerns were addressed by Brian McPherson, Jennie Peterson and Shelley Webster. Their main points were that the numbers were not a true representation of who is on site and that if the overall numbers were reviewed one would find that hardly any women are getting laid off. Ms. Peterson and Ms. Webster both reiterated that conversations are always brought up and concerns are addressed every day about this particular issue. A manager from Suffolk Construction also

reiterated that Wynn is currently in a different cycle of construction and the different phases of construction provide an explanation of the layoffs.

- 11:22 a.m. Beverley Johnson addressed the issue of including and/or creating a category for dual-diverse designations, such as MWBE (Minority Women Business Enterprise). Jennie Peterson responded saying the individual numbers capture all of the dual-diverse designations, but that there is also some overlap. Jill Griffin suggested that the overlaps should be clear.
- 11:28 a.m. Finally, as far as outreach, Beverley Johnson suggested that Wynn should expand their outreach efforts to youth further outside the community. Jennie Peterson, Brian McPherson and Mary Vogel all addressed this concern, explaining their upcoming events in a few area high schools as well as with YouthBuild. Wynn will also be having local career fairs coming up later in the year. Wynn's portion of the meeting concluded with Jennie Peterson fielding some questions/concerns from other Committee members and guests from the community.

MGM's Report

- 11:44 a.m. Jill Griffin then turned the meeting over to Chelan Brown from MGM. Ms. Brown began their presentation with their update on outreach, going into specifics regarding collaboration with Community Partners Network and their meeting held on January 18, 2017. She went into more detail about updates from Community Partners Network touching specifically on the Action Teams: Membership, Advocacy and Work Readiness/Success.
- 11:52 a.m. Ms. Brown then shifted to outreach updates as they relate to their Union partnerships. As far as other diversity work and outreach events, she went on to talk about the success of Tishman Construction's involvement and Mentorship Program with Putnam Vocational Academy and the collaboration between MGM, Tishman, Ironworkers Local 7 and Franklin County Vocational Technical High School to arrange a tour of the site for about 20 students.
- 11:58 a.m. In summation, Ms. Brown spoke about their "all hands on deck" approach to the ongoing diversity work at MGM. She said their numbers are shared every day and that comes from the top down. The construction team also announced that they began having office hours for Union Construction Workers for any union tradespeople who are interested in participating in the project. Ms. Brown mentioned some upcoming diversity outreach events for February and March and then shared a video depicting diversity success stories. The focus of the video was on Ultimate Abatement, a women-owned company consisted of a diverse work crew.
- 12:08 p.m. The presentation shifted to Construction Workforce and Jason Rosewell from MGM went over the Workforce Diversity Statistics (Union and Total numbers) and a three month look ahead. He then went over Design and Construction Commitments, Design and Consulting Commitments as well as Diverse Construction Companies. Mr. Rosewell wrapped up his portion of the presentation by going over the project goals to date through January 31, 2017 for WBEs, MBEs and VBEs.

- 12:18 p.m. Jill Griffin then opened the meeting up to any questions. Liz Skidmore inquired about working with trades and what percentages are comprised of women. Jason Rosewell responded by speaking to the fact that the discrepancy is due largely to the work hours varying and certain companies ramping down, while others are ramping up. He also reiterated that they are being extremely diligent and paying close attention to all of these numbers. After further discussion, Commissioner Stebbins suggested they break the Construction Schedule down by trade. That way the spikes in hiring by each trade can be easily tracked over the next 16 months.
- 12:26 p.m. A member of the community expressed a concern regarding the percentages of MBEs supplying materials and construction in Boston. His concern was that if the supplies and materials work goes to MBEs then that will not increase the ability of the tradespeople. He said there is a higher percentage of MBEs in construction. He suggested that those numbers do not reflect contractors of color and that should be looked into/discussed further. Jason Rosewell responded by saying that where they are in the project is reflective of the numbers.

Additional Discussion Topics

- 12:31 p.m. Jill Griffin then wrapped up the meeting by introducing the AOC page on the MGC website and how to navigate to and around it.
- 12:32 p.m. The meeting adjourned.

List of Documents and Other Items Used:

1. Massachusetts Gaming Commission Access and Opportunity Committee Notice of Meeting and Agenda dated February 14, 2017
2. Massachusetts Gaming Commission Access and Opportunity Committee Draft Meeting Minutes dated January 10, 2017
3. Certificate of Appreciation for Mark Erlich
4. Wynn Boston Harbor Access and Opportunity Committee Monthly Update PowerPoint Presentation dated January 2017
5. Wynn Boston Harbor - Construction Workforce Diversity, Date Range 9/2015 – 1/31/17
6. MGM Springfield Access and Opportunity Committee PowerPoint Presentation dated February 14, 2017
7. MGM Springfield Workforce Diversity Report (by Company and by Union) as of January 31, 2017
8. MGM video featuring Ultimate Abatement
9. <http://massgaming.com/the-commission/mgc-committees/access-opportunity-committee/>