



Access and Opportunity Committee Meeting Minutes

Date/Time: April 11, 2017 – 10:30 a.m. – 12:30 p.m.

Place: Everett City Hall
484 Broadway
Everett, MA 02149

Committee Members Present:

Chair Jill Lacey Griffin
Chairman Steve Crosby
Commissioner Bruce Stebbins
Edward Bedrosian
Joseph Delaney
Nader Acevedo
Chelan Brown
John Fitzpatrick
Priscilla Flint-Banks
Keith Greenaway
Brian McPherson
Jennie Peterson
Mei-Ling Rodriguez
Jason Rosewell
Liz Skidmore
Juan Vega
Mary Vogel
Shelley Webster

10:30 a.m. There were opening remarks from both Mayor DeMaria and Chairman Crosby before the meeting was called to order.

Call to Order

10:42 a.m. Chair Jill Griffin called to order the Access and Opportunity Committee Meeting. All committee members in attendance introduced themselves and their organizations.

Approval of Minutes

10:46 a.m. Acknowledging the meeting scheduled for March 14, 2017 was cancelled due to inclement weather, the minutes of the Access and Opportunity Committee (“AOC”) meeting held on February 14, 2017 were approved by committee members unanimously.

Wynn's Report

- 10:46 a.m. Jennie Peterson, Manager/Development, presented Wynn's March 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. In Design Participation, Ms. Peterson mentioned specifically the WBE Saam Architecture, which is a sub-contractor of the Jacobs team. She noted how well they are performing and helping to drive up the numbers. As far as outreach, Wynn is still sending out bi-weekly email communication 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. As a result, they have noticed a boost in WBEs, especially those operating their business out of a trailer.
- 10:52 a.m. Jennie Peterson presented Wynn's update on M/W/VBE Construction Participation. She provided and reviewed the MBE, WBE and VBE participation numbers and was pleased to report that they are meeting all of their goals in Workforce Participation now. Shelley Webster pointed out the diversity efforts of the sub-contractors. She said that as a result of one-on-one meetings and outreach they have had much success in their diversity efforts. So much so that Wynn started an incentive program to recognize and reward best diversity efforts for their contractors and sub-contractors. Ms. Webster noted that J. Derenzo was recognized for their performance aligning with best diversity efforts, especially for Girls in Trades. They received a certificate and letter specifying Derenzo's actions taken. Additionally, the crew and on-ground leadership will be qualified to win a trip for two to Las Vegas, which provides additional incentive to put forth best diversity efforts. Ms. Webster then went through the list of sub-contractors who received best effort recognitions, with Jennie Peterson noting that the names and certificates will be available for the next AOC meeting.
- 11:03 a.m. The presentation then turned to Brian McPherson who provided an update on Construction Workforce outreach efforts and work with community partners and local career centers, including all of the local events, opportunities and meetings. He noted both the YouthBuild and Girls in Trades parents and alumni events. The recap of the Girls in Trades event on March 2nd led to a video presentation of NBC Boston's news clip covering the event. The video featured Twanya "Lady Tee" Lawson, the Keynote speaker from Derenzo, who spoke about the benefits of the program. Jennie Peterson went on to recognize the efforts of all of those involved in the event, including Mary Vogel from Building Pathways. Ms. Peterson also noted that the new Massachusetts Girls in Trades logo was revealed and was submitted by a group of high school students.
- 11:17 a.m. Jennie Peterson went through photographs of the site depicting the various phases of construction. She said they are finishing up the concrete pours, the insulation and fire protection will be part of the next phase. She also noted that the garage is starting to take shape. Brian McPherson wrapped up the presentation by going through the Workforce Data, highlighting the contractors with the best diversity efforts.

11:25 a.m. When the presentation was opened up to questions/comments, there was both recognition and praise offered regarding meeting their goals and their efforts to do so. However, it was pointed out that there are still contractors not meeting their goals and that there are going to be trades coming up in the next phases of construction in which meeting diversity numbers and goals will be critical. Shelley Webster responded by saying they had a Corrective Action Meeting a couple of weeks ago in which there was a request for females submitted. They have been in touch with union business agents to ensure they are bringing a cross-demographic sampling onto the site.

MGM's Report

11:33 a.m. Jill Griffin then turned the meeting over to MGM and Chelan Brown, Diversity Specialist, Construction and Operations. Ms. Brown began their presentation with their update on outreach, going into specifics regarding collaboration with Community Partners Network ("CPN"), noting that they are mostly WBE partners. She went on to say that they are finalizing the 2017 CPN Workplan and how they are phasing into the operations side of things and MGM is working with the Operations Team on Operations Hiring. She noted the collaboration with Baystate Medical Center and CPN to also increase diversity on their upcoming construction jobs. In addition to working with Baystate Medical Center, CPN is also reaching out to local General Contractors and construction job site managers about diversity hiring and contracting. They have also been meeting with local trade unions.

11:42 a.m. Ms. Brown then shifted to outreach updates as they relate to their Union partnerships. She said they are focusing on new members and their work to retain them. They are trying to capture and track success stories and highlights. Ms. Brown went on to talk about other diversity work and outreach efforts. She talked about the success of the MGM Vendor Outreach Session focused on Furniture, Fixtures and Equipment ("FF&E") held on March 1, 2017. The event provided information on how to get certified as a diverse company as well as how to register with the Mass Gaming Commission. As a result, it generated enough FAQ's that they were developed for posting to the website. Overall, there was positive feedback from the attendees. Ms. Brown also mentioned a Chamber members Luncheon held on February 28th.

11:46 a.m. Jason Rosewell then shifted to talk about the Topping Off ceremony held in Springfield on March 29th. He said it is called topping off because that is when the highest piece of steel in the structure is laid. He said the tradespeople attended the event and then were invited to attend a Springfield Thunderbirds event afterwards, courtesy of MGM. Ms. Brown then recognized Tishman Construction's efforts with their ongoing diversity work for both new and current sub-contractors. Tishman has been partnering with Putnam Vocational Academy for students to participate in a mentorship program. Additionally, they have been participating in the Western MA Girls in Trades Fair Planning Group, working with the Association of Black Businesses and Professionals, and participated in a CPN Phone-a-thon held on March 22nd. She went on to talk about the success MGM has had with their Union Construction Worker Office Hours. She said there will be ads on the local radio stations and neighborhood newspapers, postings on social media sites, as well as regular emails and flyers promoting them. MGM has also done

similar promoting for the Open Call for Meetings with Diverse Businesses. Ms. Brown wrapped up that portion of the presentation with a video about Union Construction workers. It featured a WBE/MBE worker, Michelle Campbell, who is in Carpenters Local 43. A question was asked regarding retention and support programs available, such as offering GED assistance, child care, substance abuse, certification, adult education, ESL, etc. Chelan Brown responded saying there is a team in place there to follow up and check in.

- 11:59 a.m. Jason Rosewell then shifted the presentation to Construction Workforce and went over the Workforce Diversity Statistics (Union and Total numbers) and a three month look ahead. He mentioned they are at a pivotal point in construction, moving from exterior to interior. He then went over Design and Construction Commitments, Design and Consulting Commitments as well as Diverse Construction Companies as of March 31st. Mr. Rosewell wrapped up his portion of the presentation by going over the project goals and Workforce Report numbers to date through March 31, 2017 for WBEs, MBEs and VBEs.
- 12:09 p.m. Jill Griffin then opened the meeting up to any questions and/or comments. Liz Skidmore recognized MGM for their efforts also noting the lower numbers for women.

Additional Discussion Topics

- 12:12 p.m. Jill Griffin then moved to the last Agenda item regarding the Construction Diversity Marketing and Recruitment Campaign. She gave background on the campaign as well as the challenges it will address. For example, there is currently no central system to help interested candidates navigate through the 17 individual application processes. With all of the jobs both Wynn and MGM are expected to bring to the area and the union career path those jobs provide, there is a tremendous opportunity now in both Eastern and Western MA. MGC has partnered with KHJ Brand Activation and New England Center for Tradeswomen's Equity ("NECTE") to make the pipeline into union trades for women and people of color more seamless. Ms. Griffin then went on to go over the objectives, action plan and partnerships of the campaign. She went on to mention successful campaigns that had been launched in Alabama, New York City and New Zealand. Ms. Griffin then turned the meeting over to Liz Skidmore and Mary Vogel, members of the NECTE, who explained how resourceful and effective the campaign will be.
- 12:28 p.m. Jill Griffin then opened up the meeting to questions and/or comments. There is a recognition of both Wynn's and MGM's diversity efforts by multiple committee members. Ms. Griffin announced that the next AOC Meeting will take place on May 9th at Springfield Technical Community College in Springfield.
- 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 April 11, 2017
2. Massachusetts Gaming Commission Access and Opportunity Committee Draft Meeting Minutes dated February 14, 2017
3. Wynn Boston Harbor Access and Opportunity Committee Monthly Update PowerPoint Presentation dated March 2017
4. Wynn Boston Harbor - Construction Workforce Diversity, Date Range 9/2015 – 3/31/17
5. MGM Springfield Access and Opportunity Committee PowerPoint Presentation dated April 11, 2017
6. MGM Springfield Workforce Diversity Report (by Company and by Union) as of March 30, 2017
7. Wynn video featuring NBC Boston's coverage of the Girls in Trade Event on March 2nd
8. MGM video featuring Michelle Campbell
9. Massachusetts Gaming Commission Gaming Workforce and Diversity Development PowerPoint Presentation dated April 10, 2017