



**MassGaming Access and Opportunity Committee
Meeting Minutes**

August 9th, 2016, 10:30 am – 12:30 pm

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

Call to Order/Introductions **10:33 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 **10:40 am**

Minutes unanimously approved.

Compliance Update **10:41 am**

MGC Construction Project Oversight Manager made introductions and spoke of role with the MGC.

Reports:

Wynn Boston Harbor **10:49 am**

Presented by: Jennie Peterson, Project Manager

- Design: M/W/VBE Participation – Awarded contracts as of 7/31/2016
 - MBE: 7.9% (Goal: 7.9%)
 - WBE: 4.7% (Goal: 10.0%)
 - VBE: 6.5% (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.
 - 7/13: Launched outreach campaign for Suffolk Trade Partnership Series.
 - 7/26: Mass Minority Contractors Association Members Meeting.
 - 8/2: Hispanic American Institute Outreach event targeting uncertified, diverse-owned businesses. Co-hosted by the North Shore Latino Business Association, Chelsea Chamber of Commerce, Social Capital Inc.
 - Ongoing communication about upcoming bid opportunities, providing prime subcontractors with list of lower tiered sub-contractors (M/W/VBE and local companies and suppliers).

- A Suffolk representative spoke about the fall Suffolk Trades Partnership Series, which is accepting applications until August 12th.
 - The Suffolk representative fielded questions about the Series and its components.
- Wynn’s Project Manager discussed the website “DiverseMA.work”, organized by the Hispanic American Institute, which helps streamline the certification process and steps to working on the Wynn site.
- Construction: M/W/VBE Participation – Awarded contracts as of 7/31/2016
 - MBE: 5.7% (Goal: 5.0%)
 - WBE: 4.3% (Goal: 5.4%)
 - VBE: 0.8% (Goal: 1.0%)
- Construction Workforce Participation: (As of 7/31/2016)
 - Minority: 18.4% (Goal: 15.3%)
 - Women: 7.3% (Goal: 6.9%)
 - Veteran: 7.3% (Goal: 3.0%)
- Construction Workforce Outreach
 - Suffolk’s Compliance Officer spoke of ongoing meetings with sub-contractors to emphasize diversity goals and meetings to address compliance issues with union representation present.
 - Suffolk’s Compliance Officer also spoke of the creation of a dedicated phone line for compliance and the availability of office hours.
 - 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.
 - Centralized Sub-Contractor Outstanding Performers Incentive Program to recognize and reward top sub-contractor diversity performance on a quarterly basis.
 - 7/18: Building Pathways information session at Everett City Hall.
 - 7/20: Massachusetts Girls in Trades annual planning summit.
 - 7/21: Met with Somerville Community Development Corporation to discuss ways to connect local residents with careers in the trades.
 - 7/29-31: Sponsored Puerto Rican Festival of Massachusetts; provided community members with information about job and business opportunities.
 - Wynn’s Project Manager mentioned job fairs that will be held on September 10th and 11th and September 17th and 18th.
- Construction Look-Ahead
 - Wynn was granted the Chapter 91 license, with full clearance to start construction. This will allow for larger volume of contracts and hiring going forward.

- A community member asked about job fair held in other Boston neighborhoods, such as Roxbury and Dorchester. Wynn's Project Manager said that though there will be a job fair in Charlestown, she agreed that it would be a good idea to expand.
- A committee member asked about any partnership Wynn has with Madison Park High School. Wynn's Project Manager said they have an ongoing dialogue with the school and will continue to communicate opportunities.
- A community member was encouraged by Wynn's sponsorship of the Puerto Rican Festival and encouraged Wynn to continue that type of outreach, especially by remaining aware of events through local community newspapers. The community member also suggested communicating through local community religious institutions.
- Wynn's Project Manager welcomed any suggestions about places to spread the word regarding opportunities.
- A community member noted that there was not much outreach to the veteran community. Wynn's Project Manager said all of the bi-weekly emails go out to various veteran groups, but Wynn would like to make a more organized outreach effort to veterans, including a possible event.
- A community member emphasized a need for a gender component in outreach to veterans. The member also commended Wynn's Project Manager's implementation of best practices, but drew attention to women's workforce numbers that decreased since June.
- A committee member asked tradeswomen guests to stand up and encouraged contractors present to connect with the tradeswomen.
- A committee member said that he and other groups would be able to help Wynn connect with other cultural groups.
- A community member mentioned that Wynn has referred to the compliance percentages as "floors" as opposed to "goals" and asked for their spreadsheets and PowerPoint to reflect that terminology.
- A committee member commended Wynn's numbers, specifically because of how early in their project timeline they are. She also suggested a best practice used in Illinois, which is a bid credit system for sub-contractors who go above and beyond compliance requirements. She also asked if Suffolk's Compliance Officer could make an informational flier with her number and office hours to use for dissemination.
- A committee member suggested the women's committee of the Massachusetts Building Congress as a contact for Wynn.

MGM Springfield

11:35 am

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

- Outreach to MBE, WBE and VBE Companies
 - Met with 7 companies that were either suppliers or vendors of construction-related goods, services, and materials, and added to a list to share with local sub-contractors and Tishman.
- Outreach to local Community Groups/Organizations/Departments

- Met 1-on-1 with 5 organizations in Springfield, MA.
- Community Partners Network
 - A separate committee is looking at membership policies due to the large growth of the network.
 - July 11, 2016: Meeting with MGM Construction Team: attended by 16 community partners; MGM Springfield shared current diversity workforce numbers; CPN Steering Committee gave update on infrastructure items.
 - Established sub-committees/action teams of CPN partners to hold meetings/do necessary work after bi-weekly CPN meetings.
 - Teams include: Steering Action Team; Basic Eligibility Action Team; Support Services/Work Readiness Action Team; Advocacy in Construction Action Team; Defining “Success” Action Team; Temp. Membership Action Team.
 - Pam Howland of Community Works updated on new Basic Eligibility Screening Team of CPN partners.
 - Fiore Grassetti (Ironworkers Local #7) spoke about local advocacy issues and work regarding construction, diversity, and Project Labor Agreements.
 - Discussed ways to mitigate challenges.
 - July 26, 2016: MGM Springfield Construction Site tour for CPN.
- Union Partnership & Outreach
 - Continued meetings and discussions with local trade unions to include: assistance with targeted diversity recruitment; partnerships on outreach events; challenges of new union members; sharing the MGM labor pool of eligible diverse union members seeking work.
- Union Referral System Update
 - Continued referrals and tracking of new diverse union applicants in their union application process.
 - 4 new diverse individuals were accepted into local trade unions and are ready to work.
- Other Diversity Work & Outreach/Events
 - July 2016 & On-Going: Sub-Contractor Diversity Kick Off Meetings: Workforce & Commitments Review
 - July 13, 2016: MGM Springfield Construction Outreach Session: Diverse MEP Suppliers/Vendors
 - July 28, 2016: MGM Springfield Construction Outreach Session: General Contractors for 95 & 101 State St.
 - August 2016: Diversity Task Force Meeting
 - August 2016: MGM Community Partners Network Meeting
 - August 2016: MGM Springfield Construction Outreach Session: Diverse/Non-Diverse Paint & Drywall Contractors
 - August 18-21, 2016: 2016 Sponsor of The Wall That Heals
- Upcoming Outreach Events/Dates

- MGM Springfield Community Partners Network Trainings:
 - August 29-30, 2016: OSHA 10 Training & Certification
 - September 2016: “A Day In The Life of A Union Tradesperson” Information Session Work – Readiness Training & Certification
 - October 2016: “A Day In The Life of A Union Tradesperson” Information Session Work – On-the-Job Conflict Resolution Workshop
 - November 2016: “A Day In The Life of A Union Tradesperson” Information Session – Financial Literacy Workshop
- Union Construction Workforce: Through 7/28/2016
 - Women: 7.86% (Goal: 6.90%)
 - Minority: 37.10% (Goal: 15.30%)
 - Veteran: 8.01% (Goal: 8.00%)
- Total Construction Workforce: Through 7/28/2016
 - Women: 9.71% (Goal: 6.90%)
 - Minority: 28.17% (Goal: 15.30%)
 - Veteran: 9.33% (Goal: 8.00%)
- Workforce 3 – Month Look Ahead
 - Work in Progress – Water/Sewer Infrastructure
 - Work in Progress – Temp Power Infrastructure for Tower Crane
 - Work in Progress – Garage Foundations
 - Work in Progress – Underground MEP for Garage
 - Work in Progress—Zorzi Lot Site Prep
 - Work in Progress—Union Chandler Façade Preservation/Demo
 - Work in Progress—Systems Separation 95/101 State
 - Work in Progress—Hotel-Podium Foundations
 - Work in Progress—Generator Switch Gear Area
 - Work in Progress –Dave’s Furniture Abatement & Demo
 - Work in Progress – Water Retention Basin
 - Work in Progress – Underground MEP Hotel Podium
 - Sept. 2016—Tower Crane Erection
 - Sept. 2016—Pre-cast Garage Elements
 - Sept. 2016—Concrete Slab on Grade for Podium
 - Sept. 2016—Garage Erection
 - Oct. 2016—Steel Erection for Hotel Podium
- Design & Construction Commitments: Through 7/31/2016
 - WBE: 13.5% (Goal: 10.0%)
 - MBE: 6.5% (Goal: 5.0%)
 - VBE: 6.4% (Goal: 2.0%)
- Design & Consulting Commitments: Through 7/31/2016
 - WBE: 12.3% (Goal: 10.0%)
 - MBE: 11.3% (Goal: 5.0%)
 - VBE: 2.9% (Goal: 2.0%)
- Construction Commitments: Through 7/31/2016
 - WBE: 13.8% (Goal: 10.0%)

- o MBE: 5.6% (Goal: 5.0%)
- o VBE: 7.1% (Goal: 2.0%)

Committee Member Comments and Discussion**12:00 pm**

- Dir. Griffin asked MGM's Diversity Specialist to clarify the color coding of the list of diverse construction companies. MGM's Diversity Specialist clarified that the green highlighted companies had worked onsite and been paid as of June 30, 2016.
- A community member commended MGM on their report. Dir. Griffin added that last month, it was noted that both applicants had been working very hard.
- A committee member asked for MGM to clarify the role of Tishman in diversity efforts. MGM's Diversity Specialist explained that a Tishman representative attends many community and diversity meetings and focuses on compliance on the contracting and workforce side.
- The committee member noted that there were no women at Tishman in July. Tishman's representative said that their work has been reduced, and a woman who worked for Tishman shifted to working for a sub-contractor.
- The committee member mentioned possible reasons of why WBEs have low numbers of women and encouraged MGM and Tishman to aggressively work with WBEs to encourage them to hire woman. The committee member extended that suggestion to encouraging sub-contractors with low numbers of women to raise their numbers and penalizing those who do not.
- A committee member asked if there is a particular process that allows MGM to look at local companies and get them involved, as opposed to companies from other states. MGM's Diversity Specialist responded that all bids have to be competitive, but whenever possible, MGM is focused on using local companies.
- A committee member asked what the "Day In the Life of a Tradesperson" trainings will look like. MGM's Diversity Specialist said that they are still developing the agendas, but unions will be involved in curriculum, in particular women and minority union members who will speak about their experiences.
- A committee member asked about MGM/Tishman's lack of a walk-on process. The member said that only having an online application is not following best practices and could shut out the very people they hope to recruit. The committee member said she would share a protocol document on best practices for walk-on applications.
- A committee member mentioned that Wynn has estimations for total project hours, and asked if MGM had similar numbers. The Tishman representative said that she would send those numbers to the member.
- A community member asked if there was data on the dollar amount of contracts awarded to state vs. out of state companies. MGM's Diversity Specialist said that there is no data at the moment, but she would talk with others at MGM about getting those numbers.
- A committee member noted that the management minority numbers are

significantly less than workforce minority numbers. She said it would seem that there is an obstacle to minorities gaining management positions and encouraged MGM to look into that.

- The committee member also said that the growing numbers of women in the trades shows that there has been traction in the past four years towards tradeswoman number goals. The member also said that despite this, more work is needed in Western and Central Massachusetts. She also extended an open invitation to Policy Group on Tradeswomen's Issues meetings.
- A committee member said that driving gender diversity drives racial diversity, though the reverse is not true. She emphasized that these particular jobs are the gateway to vulnerable communities.

Meeting Adjourned

12:19 pm

Committee Members and Supporting Committee/Staff	<u>Attendees</u> Members of the Community and Guests	Remote Attendees
Jill Lacey Griffin	Darrell LeMar	Maureen Carney
Bruce Stebbins	Mukiya Baker-Gomez	Seth Stratton
Lloyd Macdonald	Eyon Lozanne	
Chelan Brown	Maggie Drouineaud	
Mei-Ling Rodriguez	Allison Cornelio	
Laura Piscopo	Jayci A. Mooney	
John Fitzpatrick	Julie A. Boucher	
Keith Greenaway	Elizabeth DeAlmeida	
Tameka Moss	Yusef Liban	
Chris King	Emily Earll	
Ny Mahasadeth	Terri Brady	
Hadley Price	Sabrina Jackson	
Brian Doherty	Todd Bida	
Mary Vogel	Iliana Panameño	
Lisa Clauson	Charles Cofield	
Shelley Webster	Carol Thomas	
Jennie Peterson	Chuck Turner	
Brian McPherson	Carline Powell	
Susan Moir	René Mardones	
Liz Skidmore	Weezy Waldstein	
Joseph Delaney	Beatrice Agosto	
Alberto Calvo	Martin Sanchez	
Priscilla Flint-Banks		

List of Documents and Other Items Used

- MGC Access and Opportunity Committee, Notice of Public Meeting and Agenda dated August 3, 2016
- July 12, 2016 MGC Access and Opportunity Committee Meeting Minutes
- Wynn Boston Harbor Access & Opportunity Committee Monthly Update May PowerPoint Presentation dated August 9, 2016
- Wynn Boston Harbor – Construction Workforce Diversity as of: July 26, 2016
- Suffolk Construction Information Packet
- MGM Springfield Access and Opportunity Committee PowerPoint Presentation dated August 9, 2016
- MGM Springfield Workforce Company Union Hours Diversity Report – Construction as of: July 28, 2016
- Suffolk Construction Fall 2016 Trades Partnership Series Handout dated July 12, 2016