



**MassGaming Access and Opportunity Committee  
Meeting Minutes**

**December 8, 2015, 10:30 am – 12:30 pm**

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

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**Call to Order/Introductions:**

The meeting was called to order by Committee Chair at approximately 10:38 am. Each Committee member and members of the public who were present introduced her/himself.

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**Approval of the Minutes**

**10:41 am**

Minutes approved contingent on the proposed changes and additions.

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**Review of Committee Goals**

**10:43 am**

Jill Griffin, Director of Workforce, Supplier, and Diversity Development, reminds committee of the Expanded Gaming Law references to equity and inclusion of minority, women and veterans in the workforce and as small business suppliers to a casino.. She also reiterates that the committee shares the purpose of achieving diversity in the design and construction phases of casino development through regular reporting of progress made towards diversity goals, and by offering licensees assistance in meeting and exceeding their diversity goals as they proceed in the construction of their resorts.

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**Reports:**

**Wynn Everett**

**10:49 am**

Presented by: Jennie Peterson, Development Manager

- Design: M/W/VBE Participation – Awarded contracts as of 11/30/2015
  - MBE: 7.1% (Goal: 7.9%)
  - WBE: 2.4% (Goal: 10.0%)
  - VBE: 6.2% (Goal: 1.0%)
- Construction: M/W/VBE Participation – Awarded contracts as of 11/30/2015
  - 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: (As of 11/30/2015)
  - Minority: 31.7% (Goal: 15.3%)
  - Women: 0.6% (Goal: 6.9%)
  - Veteran: 3.3% (Goal: 3.0%)
- Outreach

- Participated in the 7<sup>th</sup> Annual Supplier Diversity Best Practices Forum Success Stories Panel with Jacobs and DREAM Collaborative. .
- Met with multiple veterans support groups and VBE's working in remediation and general contracting.
- Firms bidding on the Construction Manager role for the Project presented M/W/VBE subcontracting strategies as part of the interview and selection process.
- Committee Member Comments
  - Jennie Peterson agrees to send copies of weekly letters sent to unions requesting women workers.
  - A committee member recommends that a request for diverse workers should be done in the initial request for workers from a union. In writing.
  - A committee member suggests that licensees should have penalties for those contractors not meeting diversity goals.

### **MGM Springfield**

**10:50 am**

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

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

- Design: M/W/VBE Commitments – As of 11/30/2015
  - MBE: 2.6% (Goal: 5.0%)
  - WBE: 4.4% (Goal: 10.0%)
  - VBE: 0.0% (Goal: 2.0%)
- Construction: M/W/VBE Commitments – As of 11/30/2015
  - MBE: 13.6% (Goal: 5.0%)
  - WBE: 12.1 % (Goal: 10.0%)
  - VBE: 0.3% (Goal: 2.0%)
- Construction Workforce: (As of 11/30/2015)
  - Minority: 29.41% (Goal: 15.3%)
  - Women: 9.94% (Goal: 6.9%)
  - Veteran: 7.06% (Goal: 8.0%)
- Union Construction Workforce: (As of 11/30/2015)
  - Minority: 38.99% (Goal: 15.3%)
  - Women: 8.29% (Goal: 6.9%)
  - Veteran: 4.97% (Goal: 8.0%)
- Workforce Development
  - Held individual meetings with:
    - Northern Construction
    - Tishman
    - American Environmental
- Workforce 3 – Month Look Ahead
  - Early December 2015 - Garage Bids Due
  - December 2015 – Fence Lighting
  - December 2015 – Verizon Pole Removal
  - December 2015 – Union/Chandler Design Package To Be Awarded

- January 2016 – Temp Power Connections
- January 2016 – Tree Removal
- January 2016 – 95 State Street Abatement
- January 2016 – Commencement of Demolition
- January 2016 – Mission Abatement
- February 2016 – Mission Demolition
- Outreach
  - Outreach to VBE Companies & Veteran Related Organizations.
  - Outreach to MBE and WBE Companies
  - Met with community groups
  - Community Advertising
    - Afro-American Point of View
    - El Pueblo
    - The Off-Line Newspaper
  - Working with specific groups on outreach and recruitment of minority contracts and workforce referrals.

**Presentations:**

**11:50 am**

Larry Andrews, President and CEO of Massachusetts Growth Capital Cooperation (MGCC) and other MGCC staff members present their Diversity Goal Support Program. Through this program MGCC will provide contract financing to Massachusetts based companies to produce work under a diversity goal with a credit worthy source.

Jabes Rojas, Deputy Chief of the Governor’s Office of Access and Opportunity presents information on the Governor’s Expansion of the Commonwealth’s Supplier Diversity Program. It purposes to innovate and expand the supplier diversity program by the:

- Increase of total number of diverse enterprises earning contracts
- Increase of dollar volume earned by diverse enterprises
- Stimulation of diverse and small businesses statewide by amplifying the marketplace of opportunities
- Leveraging and importing of best practices from the private sector

**Committee/Community Input:**

**12:22 pm**

- Susan Moir agrees to submit in writing her request to the Massachusetts Gaming Commission for clarification of a diversity reporting issue.
- Chairman Ron Marlow agrees to provide the diversity and inclusion language in the context of the legislation to those interested.
- Chairman Marlow encourages that the following three topics are discussed off-online:
  - Compliance and Best Practices
  - Engaging Meaningful Outreach
  - Supply Demand
- Ironworkers will be receiving applications for their apprentice program in January.

**Meeting Adjourned**

**12:45 pm**

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

- MGC Access and Opportunity Committee, Notice of Public Meeting and Agenda dated December 8<sup>th</sup>, 2015
- November 10<sup>th</sup>, 2015 MGC Access and Opportunity Committee Meeting Minutes
- MGM Springfield Access And Opportunity Committee PowerPoint Presentation dated December 8<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 November PowerPoint Presentation
- Wynn Everett – Construction Workforce Diversity (as of November 30, 2015)
- MGCC: Diversity Goal Support Program – Contract Financing
- Color Magazine Article: Diversity Goal Support Program Levels Playing Field
- Governor Baker’s Executive Order No. 565. Reaffirming and Expanding the Massachusetts Supplier Diversity Program
- Press Release: Governor Baker Expands Supplier Opportunities for Veteran, LGBT, Disability, Diverse and Small Businesses
- Expansion and Innovations for Supplier Diversity Program Presentation to MassGaming Access and Opportunity Committee Meeting Dated December 8<sup>th</sup>, 2015