DEI in Development
Policy Overview
BPDA will be collecting Diversity, Equity, and Inclusion Plan Disclosures as part of the Article 80 Review process.

What are we doing?

We are doing this to:

- understand disparities in the real estate market
- increase M/WBE participation over time, and
- evaluate strategies to drive greater impact

We are requesting you submit plans to include economic participation, employment, and management roles for people of color, women, and certified Minority and Women Owned Businesses when filing a project.

We are planning to look at the results of these submissions over the next few months and consider a path forward and codify these DEI plan disclosures into the zoning code.
Why now?

- Diversity, Equity, and Inclusion is of the utmost importance to us as an agency, as evidenced by our current policy that requires bidders for public land parcels to outline a DEI plan.

- The BPDA is strongly committed to ensuring that the disposition of publicly-owned properties provide opportunities for wealth-creation and workforce participation for businesses and individuals who have historically been underrepresented in real estate development. To continue this important work, we want to bring the same criteria into private development.

Beginning in 2018, all RFPs for the redevelopment of BPDA-owned land require respondents to outline a Diversity, Equity, and Inclusion plan. In 2020, the BPDA began weighing this criterion at 25% for all RFPs.

Since 2018, the BPDA released over 18 RFPs and designated 11 development projects to diverse development teams.
How does it work?

- Project proponents will be requested to **list any certified M/WBEs that will participate in the project**, including the type/nature of work performed on the project and/or the financial interest in the project.

- The **policy initiative is non-evaluative** and applies to projects reviewed through **Article 80B, 80C, and 80D** (with the exception of IMP Amendments and Renewals.)

- The “DEI Plan Disclosure” should be included in the first filing related to the project, i.e. Project Notification Form, Planned Development Area, or Institutional Master Plan Notification Form.

- Projects that file their **PNF, PDA, or IMPNF after August 11, 2022** will be requested to submit the Disclosure.
What should the DEI Plan Disclosure address?

<table>
<thead>
<tr>
<th>Pre-development</th>
<th>Construction</th>
<th>Ongoing Operations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Development entity</td>
<td>General contractor / subcontractor</td>
<td>Building tenants</td>
</tr>
<tr>
<td>Ownership, equity and debt investment,</td>
<td>Trades, workers performing construction</td>
<td>Facilities management</td>
</tr>
<tr>
<td>Design, engineering, legal, other consultants</td>
<td>Suppliers</td>
<td>Contracted services</td>
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<tr>
<td></td>
<td>Engineering, and professional and other services</td>
<td>Others</td>
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</tbody>
</table>
What is included in the DEI Plan Disclosure?

- Information related to the M/WBE-owned firms participating in the development
  - Nature of participation, extent to which their involvement is committed to while filing, other detailed information on the M/WBE role where possible.

- Strategy for supplier diversity and M/WBE outreach
  - Goals, strategies, and good faith efforts proposed for M/WBE outreach and ongoing participation

- Strategies that support sustainable capacity development in M/WBE firms
  - Mentor-protégé relationships or joint ventures, description of potential impact on the M/WBE firm’s future business growth and opportunities.

- Strategy to support workforce training/capacity building

- Any prior experience and track record undertaking similar programs
Implementation timeline

DEI Policy adopted at BPDA Board Meeting

Aug 11

- Monitor, evaluate, and refine -

DEI Zoning adopted at BPDA Board Meeting

Public Meeting

Stakeholder Meeting
Resources

- Policy statement available online at: http://www.bostonplans.org/projects/development-review
Thank you!