



DEI in Development

Policy Overview



**boston planning &
development agency**

What are we doing?

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

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?

Pre-development

- Development entity
- Ownership, equity and debt investment,
- Design, engineering, legal, other consultants

Construction

- General contractor / subcontractor
- Trades, workers performing construction
- Suppliers
- Engineering, and professional and other services

Ongoing Operations

- Building tenants
- Facilities management
- Contracted services
- Others



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



Resources

- Policy statement available online at: <http://www.bostonplans.org/projects/development-review>

A screenshot of the Boston Planning & Development Agency website. The page has a dark teal header with navigation links: "About Us", "Contact Us", "Careers", "News", "Calendar", and "Translate Page". Below the header is a secondary navigation bar with links: "Neighborhoods", "Planning", "Zoning", "Work with Us", "Development", "Housing", "Research", and "3D Data & Maps". The main content area is divided into a left sidebar and a main right column. The sidebar contains a "Development" section with a list of links, including "What is Development Review?", "Article 80 Records Library", and "Development Projects". An orange arrow points from the text in the first bullet point to the "What is Development Review?" link in the sidebar. The main content area has a teal header "What is Development Review?". Below it is a sub-header "Diversity, Equity, and Inclusion (DEI) in Development Policy" followed by a paragraph of text. Below the paragraph is another paragraph, and then a list of bullet points. At the bottom of the main content area is a teal button labeled "View the DEI in Development Policy" and a final paragraph of text.

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Neighborhoods | Planning | Zoning | Work with Us | **Development** | Housing | Research | 3D Data & Maps

Development

Article 80 Records Library

Development Projects

What is Development Review?

- What is Article 80?
- Submit Your Project Data
- Large Projects
- Small Projects
- Planned Development Areas
- Institutional Master Plans
- Mitigation & Impact Advisory Groups
- Accessibility Guidelines and Checklist
- Affirmatively Furthering Fair Housing Article 80
- Article 37 Green Building and Climate Resiliency Guidelines
- Article 25A Coastal Flood Resilience Overlay District
- Article 80 Design Review Broadband Ready Buildings Questionnaire
- Building Wraps
- Day Care Facility Requirement
- Language Access Plan for Article 80
- Smart Utilities Checklist
- **DEI in Development Policy**

Compliance

What is Development Review?

Diversity, Equity, and Inclusion (DEI) in Development Policy

As of August 11, 2022 the Boston Planning & Development Agency (BPDA) has instituted a new policy to promote diversity within large private development projects in the City of Boston. The policy requests that proponents disclose plans to include economic participation, employment, and management roles for people of color, women, and certified Minority and Women Owned Businesses within their project, as part of the **Article 80** review process for Large Projects. This will also include **Planned Development Areas**, and **Institutional Master Plans**. The policy builds on the BPDA's **Diversity, Equity, and Inclusion (DEI) requirements** that ask bidders for public land parcels to outline a DEI plan. The BPDA is collecting these Plans for informational purposes to understand disparities in the real estate market, increase M/WBE participation over time, and evaluate strategies to drive greater impact.

In keeping with its mission, and in concert with the call by Mayor Michelle Wu to make Boston a city where all can learn about and participate in development, the BPDA is seeking to use this opportunity for information gathering to better understand the ways in which policy can be implemented in furtherance of the goal of economic advancement, particularly for those whose opportunities have been limited in the development arena.

A developer's DEI Plan Disclosure addresses all phases of development, including but not limited to:

- pre-development (ex. development entity, ownership, equity and debt investment, design, engineering, legal, other consultants);
- construction (ex. general contractor, sub-contractor, trades, workers performing construction, suppliers, engineering, and professional and other services such as landscaping, catering, fuel supply, rental equipment, etc.);
- And ongoing operations (ex. building tenants, facilities management, contracted services).

[View the DEI in Development Policy](#)

For more information, please contact [Nupoor Monani](#), Deputy Director of Master Planning and Policy.

Thank you!
