

## Diversity, Equity, and Inclusion in Development

### Policy for Diversity, Equity, and Inclusion Disclosure Statements for Article 80B (Large Projects), 80C (Planned Development Areas), and 80D (Institutional Master Plans)

August 11, 2022

The City of Boston and the Boston Planning & Development Agency (BPDA) are strongly committed to advancing opportunities for diversity, equity and inclusion, in Boston's economic development community and real estate market. In order to understand how developers are advancing diversity, equity and inclusion, the BPDA shall request projects undergoing Article 80B, 80C, or 80D review (Large Projects, Planned Development Areas or Institutional Master Plans but not including IMP Amendments pursuant to Article 80D-9) to include a Diversity, Equity and Inclusion Plan Disclosure ("DEI Plan Disclosure"). The DEI Plan Disclosure shall reflect the applicant's plans to include economic participation, employment, and management roles by people of color, women, certified Minority-Owned Businesses ("MBEs"), and Women-Owned Business Enterprises ("WBEs") (collectively referred to as 'M/WBEs') on the project. The DEI Plan Disclosure may also include initiatives undertaken by the project proponent to meet these goals within the context of the proposed project(s).

Applicants who file a Project Notification Form (PNF), Planned Development Area (PDA), or Institutional Master Plan Notification Form (IMPNF) pursuant to Article 80 subsequent to the adoption of this Policy by the BPDA Board shall 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. A Minority Business Enterprise or "MBE" is a firm certified under the State of Massachusetts Supplier Diversity Office or the City of Boston that is owned, operated, and controlled by one or more individuals who are African American,

Hispanic American, Native American, or Asian American who have at least 51% ownership of the firm. A Woman Business Enterprise or “WBE” is a firm certified under the State of Massachusetts Supplier Diversity Office or the City of Boston that is owned, operated, and controlled by one or more women who have at least 51% ownership of the firm. Non-certified MBEs and WBEs may be listed in the DEI Plan Disclosure, but must be identified as such.

**The DEI Plan Disclosure should address 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).

**The DEI Plan Disclosure should also include the following relating to M/WBE participation:**

- Providing information as to the M/WBE-owned firms participating in the development, the nature of their participation in the particular phase(s) of the development, and the extent to which such M/WBE involvement is committed as of the date of Article 80 filing. Where possible, applicants should include detailed information on the M/WBE role, responsibility, and total contract value in the development.
- The proponent’s strategy for supplier diversity and M/WBE outreach, including its goals and its good faith efforts the proponent may propose for M/WBE participation. Proposals should indicate what strategies will be pursued, or are being pursued, to identify M/WBE participation, including outreach and identification activities to timely inform the M/WBE community of upcoming opportunities.

- Strategies that support sustainable capacity development in M/WBE firms, such as mentor-protégé relationships or joint ventures. These partnerships for capacity development should describe the impact of participating in this project on the M/WBE firm's future business growth and opportunities.
- The proponent's strategy to support workforce training/capacity building for populations underrepresented in the construction trades as well as other fields of real estate development.
- A description of the Development Team's prior experience and track record undertaking similar programs at other locations both inside and outside of Boston and Massachusetts if relevant.
- And, any other information about the corporation's Diversity, Equity and Inclusion goals that helps provide a more complete understanding of the impacts of economic development.

The narrative should go beyond aspirational statements to include a level of specificity sufficient to understand the scope of the equitable inclusion commitments and how they relate to the project as a whole.

The DEI Plan Disclosure may be provided in narrative format but should explain why the specific commitments are realistic, executable, and impactful.

The BPDA is collecting Diversity, Equity, and Inclusion Plan Disclosures to better understand disparities in the real estate market, increase M/WBE participation, and evaluate strategies to drive greater impact and equitable inclusion.

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