

Holyoke Soldiers' Home Access, Inclusion and Diversity Committee

Friday March 18, 2022 at 10 a.m.

Opening of Meeting

- Lisa Dixon officiating in Carol Gladstone's absence.
- Meeting called to order at 10:05.
- Members reminded that the meeting will be recorded

- Committee Members present:
 - Colton Andrews
 - Jose Bayron
 - Rubens Boursiquot
 - Karen Courtney
 - John Cruz
 - Jose Delgado
 - Jesse Flynn
 - Dave Madan
 - Bill McAvoy
 - Coleman Nee
 - Donna Scally
 - Nicole Obi (Kareem Kibodya for)
- Committee Members not present:
 - Migdalia Diaz
 - Raymond Feyre
 - Diane Randolph Jones
 - Mary-dith Tuitt

Presentation/Overview of AIDC Committee Outreach Log

- Charles Kelsey presented the shareable Excel based outreach tracking sheet available on the TEAMS site. Mr Kelsey also summarized outreach efforts since last meeting including attendance at Eventbite open educational sessions held since February meeting.
- Susan Goldfisher explained the importance of the AIDC outreach log as the best way to consolidate outreach work and efforts. Ms. Goldfisher explained that the chat feature can not be disabled and implored committee members not to use it since doing so would be a violation of open meeting law. Ms. Goldfisher will send email reminder about this.

Vote to approve February meeting minutes

- Meeting minutes prepared by DCAMM team shared with Committee members for review and approval.
- February meeting minutes approved via voice vote.

Update from Construction Manager and DCAMM on Outreach

Mr. Kelsey asked committee members to consider how long we should continue outreach events and to remind members that the focus now will be shifting to workforce outreach. No response from committee members.

Ms. Shaughnessy added that even though the topic will shift to workforce participation that conversations have been ongoing and best practices documentation developed much earlier between Commodore/Walsh and DCAMM about workforce participation.

Discussion with Construction Manager and DCAMM regarding workforce participation

Charles Kelsey asked the committee to submit any information about a viable benchmark for veteran's workforce participation to him. Appealed to members for information about veteran workforce availability to help set benchmark for veteran participation. Also Mr. Kelsey indicated that it would be helpful for veteran workers to self-identify. This information should be sent to Mr. Kelsey who will forward to Ms. Shaughnessy.

Open discussion:

Colton Andrews stated that until now apprenticeships have not been discussed. He offered that the BTC (Buildings Trade Council) proposed 20% benchmark utilization based on the Mass DOT template on roadwork projects. He also stated that the BTC website is a good place to start. He gave a brief tour of the website.

Public Question/Comment Period:

Floor was opened up for public comments or questions.

Seeing no questions from the public Lisa Dixon suggested that Mr. Andrews briefly discuss how apprenticeship programs work which he did. Karen Courtney offered that the Division of Labor Standards website is also a good source of information. Linda Shaughnessy said that there will be more resources made available by Commodore/Walsh that will clarify the pipeline path through the apprentice program.

Ms. Goldfisher clarified the distinction between signatory and non-signatory parties to labor agreements. Asked what the qualifications are to be admitted to pre-apprenticeship programs. Mr. Andrews answered.

Ms. Dixon asked if it would be helpful to have Mary Vogle or someone from the Division of Labor Standards speak at the next meeting. Karen Courtney and Colton Andrews volunteered to follow up on finding a presenter.

As there were still no questions from the public Ms. Dixon asked for a motion to adjourn. Motion moved and seconded with no objection. Meeting adjourned at 10:55 a.m.