

Listening Session

June 21, 2023 in District 1

MassDOT/MBTA

Office of Diversity & Civil Rights (ODCR)

MassDOT Highway Division

MA Commonwealth Supplier Diversity Office (SDO)

Zoom Controls



- Ask a question and share comments



- Raise your hand - *9 for users dialing in and Alt + Y to raise your hand



- If you are unable to access the internet or are having technical problems, please call into the meeting at 1 305-224-1968, Webinar ID: 848-4712 2628



Live Transcript

- Closed captioning automatically generated by Zoom

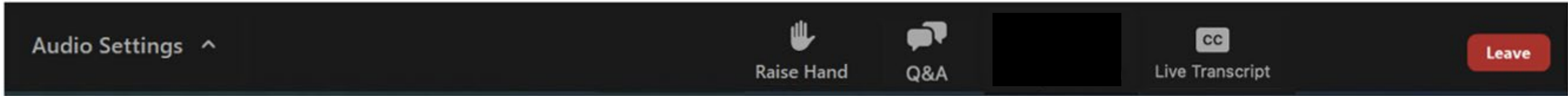


- Use the View button in the upper right-hand corner to adjust the meeting view settings to your preference



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[+1.888.799.9666]



Meeting Notes and Procedures

Notification of Recording

This virtual public meeting will be recorded. The Massachusetts Department of Transportation may choose to retain and distribute the video, still images, audio, and/or transcript. All parts of this meeting are considered public record.

- By continuing attendance with this virtual public meeting, you consent to participate in a recorded event.
- If you are not comfortable being recorded, please turn off your camera, and keep your microphone muted, or you may choose to excuse yourself from the meeting.
- **Other Important Notes**
- Your microphone and webcam are automatically disabled upon entering this meeting.
- The meeting will be open to questions and answers at the end of the formal presentation.
- Please take time to respond to our survey! Your feedback is important.

Notice of MassDOT's policy on diversity and civil rights

- All MassDOT activities, including public meetings, are free of discrimination.
- MassDOT complies with all federal and state civil rights requirements preventing discrimination based on sex, race, color, ancestry, national origin (limited English proficiency), religion, creed, gender, sexual orientation, gender identity or expression, or veteran's status.
- We welcome the diversity from across our entire service area. If you have any questions or concerns, please visit <https://www.mass.gov/nondiscrimination-in-transportation-program> to reach the Office of Diversity and Civil Rights.

**Thank you for joining our meeting. We
appreciate your participation!**

Agenda

- Introductions
- Supplier Diversity Office (SDO)
- State and Federal Certification Process
- DBE Supportive Services
- OJT/Pre-Apprenticeship Programs
- Highway Contract Compliance
- Title VI and ADA
- Upcoming Projects/Contracts



ODOCR
OFFICE OF DIVERSITY
AND CIVIL RIGHTS

massDOT
Massachusetts Department of Transportation

T Massachusetts Bay
Transportation Authority

Panelists

MassDOT/MBTA, Office of Diversity & Civil Rights

- . Julian Tynes, Assistant Secretary
- . Darnell Williams
- . Kelly Monteiro Caesar
- . Tom Quinn (President at CEI of America)
- . Bill Britt (Director of Business Dev at CEI of America)
- . Aisha Saunders-Jackson
- . Tanja Delgado-Figueiredo
- . William Matlock
- . Gregory Sobczynski
- . Tiffany Garcia
- . Ayoka Drake



MA Commonwealth Operational Services Division, Supplier Diversity Office

Producers: Michael McNutt & Junie Celestin

Massachusetts Construction Opportunities



Commonwealth of Massachusetts Supplier Diversity Office (SDO)



SDO Mission: *To promote diversity, equity and inclusion in state contracting by:*



- 1** Certifying certain diverse businesses and small Massachusetts-based businesses
- 2** Connecting these companies with business opportunities and resources



SDO Programs



**SMALL BUSINESS
PURCHASING PROGRAM
(SBPP)**



**SUPPLIER DIVERSITY
PROGRAM (SDP)**



**MUNICIPAL CONSTRUCTION
AFFIRMATIVE MARKETING
PROGRAM (MCAMP)**



SDO Certification Program

SDO Certifications

- Minority Owned Business Enterprise (MBE)
- Women Owned Business Enterprise (WBE)
- Veteran Business Enterprise (VBE)
- Minority Non-profit Organization (M/NPO)*
- Women Non-profit Organization (W/NPO)*
- Portuguese Owned Business Enterprise (PBE)**

Based on at
least 51%
ownership

Recognized Third-party Certifications

- Service-Disabled Veteran Owned Business Enterprises (SDVOBE)
- Disability Owned Business Enterprise (DOBE)
- Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)

Benefits of Certification

- **No cost!**
- If awarded a state contract, the ability to market to Commonwealth agencies seeking to meet their supplier diversity spending benchmarks.
- Eligibility to be a supplier diversity partner to Commonwealth prime contractors.
- Invitations to training, networking and matchmaking events.
- Eligibility to participate in supplier diversity programs of quasi-public and private organizations.

**based on the majority of board and voting body membership*

***only for programs funded by state transportation bond statutes that include PBEs*

Certification Self-Assessment Tool



Conduct a Contractor Certification Drive

Search Mass.gov

PART OF [Certification Program for SDO](#)

OFFERED BY [Operational Services Division](#)

Take the certification self-assessment

This interactive tool will ask you a few questions about your business and will recommend the next steps for SDO and third-party certifications your business may be eligible for.

You will need:

Disclaimer: This self-assessment provides general guidance on whether your company/organization may qualify for the Supplier Diversity Office (SDO) programs. However it does not guarantee eligibility for inclusion in the Small Business Purchasing Program (SBPP) or in any of the diversity categories overseen by SDO. Eligibility for the SBPP is made through the COMMBUYS SBPP registration process and eligibility for SDO certification is determined through a certification investigation conducted by the SDO.

General Questions

Are you a

☐ for-profit business

☐ non-profit organization

☐ government organization

Submit

Progress

Woman Business Enterprise (WBE) Certification

Your company should apply for WBE certification. As a Massachusetts-based new applicant, start the process by registering for and attending a [Pre-Certification Workshop](#). The workshop covers our certification criteria, process and required documents. Once you complete the workshop, you will receive a copy of the certification application form to complete.

If you have questions please contact the Supplier Diversity Office at webmaster.sdo@mass.gov or 617-720-3129.

Small Business Purchasing Program (SBPP) Validation

You should join the Small Business Purchasing Program - it is a quick online process. To start, you need to create (or log into) your seller account in [COMMBUYS](#). Here are the step-by-step directions:

- If you already have a COMMBUYS account, follow the guidance of [How to Complete or Renew SBPP Registration: Guidance for Seller Administrators](#) job aid.
- If you do not have a COMMBUYS account, follow the steps in this [COMMBUYS Vendor Registration](#) job aid. You will be prompted to complete the SBPP application during COMMBUYS registration.

If you need help contact the COMMBUYS Help Desk at COMMBUYS@mass.gov, 888-627-8283 or 617-720-3197.

Let us help you get started! Click "Next" to enter your contact information.

« Previous

Progress

Next »

Contact Information

Company Name:*

City:

State:

Massachusetts

Your Name:*

Phone:*

Email:*

Please list any specific questions that you may have for SDO:

« Previous


Submit

Progress

SDO Directory of Certified Businesses



Find Diverse Suppliers Matching Your Business Needs



[HOME](#) [WORKSHOP/EVENT SESSIONS](#) [DIRECTORY OF CERTIFIED BUSINESSES](#) [COMMBUYS](#)

Directory of Certified Businesses

Search the Directory

[Search the Directory →](#) [Download the Directory →](#) [MassPort Directory →](#)

1-Stop Design Shop, Inc.

SDO Client ID: 20050182

Contact: Ms. Christine Hennigan, President

Address: 323 S-3 New Boston Street

City, State, Zip: Woburn, MA 01801-6298

Phone: (781)938-3866

Fax: (781)932-5996

Email: chris@1stopdesign.com

Home Page: <http://www.1stopdesign.com>

Business Type: Business Enterprise (for-profit)

DBE Certifications: 09/08/2005

SDO NAICS Code(s): 541430,323111,424120,424320,424330,454111,518210,519130,541511,541613,541890,541921

DBE NAICS Code(s): 541430,323111,424120,424320,424330,454111,518210,519130,541511,541613,541890,541921

Certification Type	Certification Organization	Certification Date	Renewal Date
WBE	Supplier Diversity Office - State	09/08/2005	09/08/2023

SDO Description: All Graphic Design Including, Print and Web Media, Collateral, Brochures, Marketing, Logo Designs, Websites, Web Hosting and Publication Design and Production and Procurement of Promotional Products such as Uniforms, Men, Women and Children Apparel, Linens, Pens, Greeting Cards; Photography and Signage Services

DBE Description: All Graphic Design Including, Print and Web Media, Collateral, Brochures, Marketing, Logo Designs, Websites, Web Hosting and Publication Design and Production and Procurement of Promotional Products such as Uniforms, Men, Women and Children Apparel, Linens, Pens, Greeting Cards; Photography and Signage Services

ACDBE Description: N/A

Search Criteria

Welcome to the Commonwealth of Massachusetts Directory of Certified Businesses. As you select search criteria, you can get help by clicking the Help icons in each section.

Begin your search by selecting from the following categories:

Business Type

☐ Business Enterprise (for-profit)

☐ Non-Profit Organization

☒ All

Certification Type

☐ Minority Business Enterprise (MBE)

☐ Women Business Enterprise (WBE)

☐ Disadvantaged Business Enterprise (DBE)

☐ Airport Concession-DBE (ACDBE)

☐ Portuguese Business Enterprise (PBE)

☐ Veteran Business Enterprise (VBE)

☐ Lesbian Gay Bisexual Transgender Enterprise (LGBTBE)

☐ Service-Disabled Veteran-Owned Business Enterprise (SDVOBE)

☐ Disability-Owned Business Enterprises (DOBE)

Certification Agency

☐ Supplier Diversity Office (SDO) - State

☐ MassDOT Office - UCP

☐ City of Boston (COB)

☐ Women's Business Enterprise National Council (WBENC)

☐ National Minority Supplier Development Council (NMSDC)

☐ National Gay and Lesbian Chamber of Commerce (NGLCC)

☐ Disability.IN (USBLN)

☐ U.S. Veterans Affairs (VetBiz)

Keyword Search

Within the above selection, find only those companies with the following keywords in the Company Name or Products/Services description:

NAICS Code Search

Output type

☒ View in Screen

☐ View in PDF

☐ Export To Excel

[SEARCH](#) [CLEAR](#)

Search Criteria

City or Town

All

Region Number

All

Industry Category

All

Product Code

All

NAICS Code (Description & Code)

All

NAICS Code (Code & Description)

All

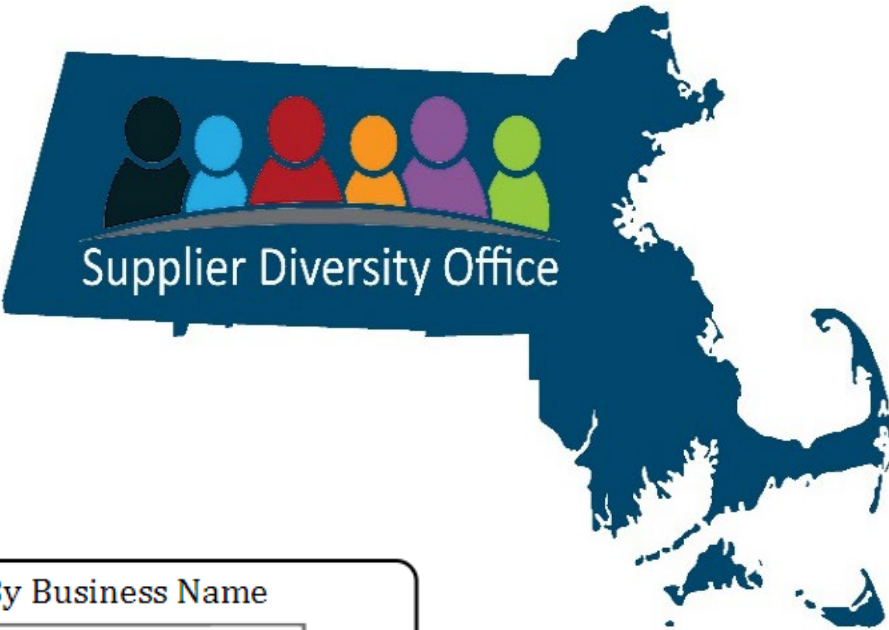
Zip Code

Distance (Miles)

www.mass.gov/sdo →
Directory of Certified Businesses



Massachusetts Map of SDO Certified Diverse Businesses



SDO Certified Businesses Geographical Location

MA-State And Other State

All

List of Counties

All

City Name

All

Zip Code

All

Certification Type

All

Search By Business Name

Search

3410

Business Count

Count by Certificate Type

WBE	2067
MBE	1373
SDVOBE	183
VBE	160
PBE	105
DOBE	43
LGBTBE	38

Count by Profit And Non-Profit

Profit	3285
Non-Profit	125

Count by Business Nature Type

Service	2649
Construction	971
Goods	501
Technology	317
Manufacturing	148
TransportationPlus	92

Dull color Less Certificate Count Bright Color High Certificate Count

Business County	Business City	Business Zip	Business Name	Business Contact EMail
Hampshire	Northampton	01060	Haydenville Woodworking and Design, Inc.	zinnia@haydenvillewd.com
Middlesex	Concord	01742	New Atlantic Global, LLC	zia@avantgarments.com
Middlesex	Lexington	02420	Bursal Consulting & Management, LLC	Zeynep@BursalConsulting.com
Hampshire	Leeds	01053	Bucky Sparkle d/b/a: The Zengineer	zengineerbucky@gmail.com
Norfolk	Brookline	02446	Z Capital Investments, LLC	zeina@zcapitalinvestments.com
Middlesex	Somerville	02145	Zanelli Enterprise, Inc., The	zanellienterpriseinc@gmail.com
OutOfState	Raleigh	27612	John Zachary Ambrose d/b/a: Ambrose Strategy	zambrose@ambrosestrategy.com
Middlesex	Arlington	02474	Metropolitan Home Health Services, Inc.	yvonne.arpiarian@metrohh.com
Suffolk	Boston	02110	Berkeley Investments, Inc.	ypark@berkinv.com
Worcester	Clinton	01510	HumanKind, LLC	youarehumankind@gmail.com
Suffolk	Revere	02151	Bright Cleaning Services, Inc.	ymedina@brightcleaningserv.com
Suffolk	Allston	02134	IKD, LLC	ykim@i-k-design.com

SDO Website Updates (www.mass.gov/sdo)



RESOURCE

Resources for Diverse and Small Businesses

Maximize the value of your diverse and small business certification by exploring training, bidding opportunities, as well as capacity building, financial and technical assistance.

TABLE OF CONTENTS

[Training and Development →](#)

[Bidding Opportunities →](#)

[Capacity Building, Financial and Technical Assistance →](#)

[SDO Organizational Partnerships →](#)

The SDO continues to update its website:

- Resources for Diverse and Small Businesses
- Revised SBPP webpage (www.mass.gov/sbpp)
- Revised SDP webpage (www.mass.gov/sdp)

Resources and Contact Information



Our Website

www.mass.gov/sdo

Certification Self-Assessment

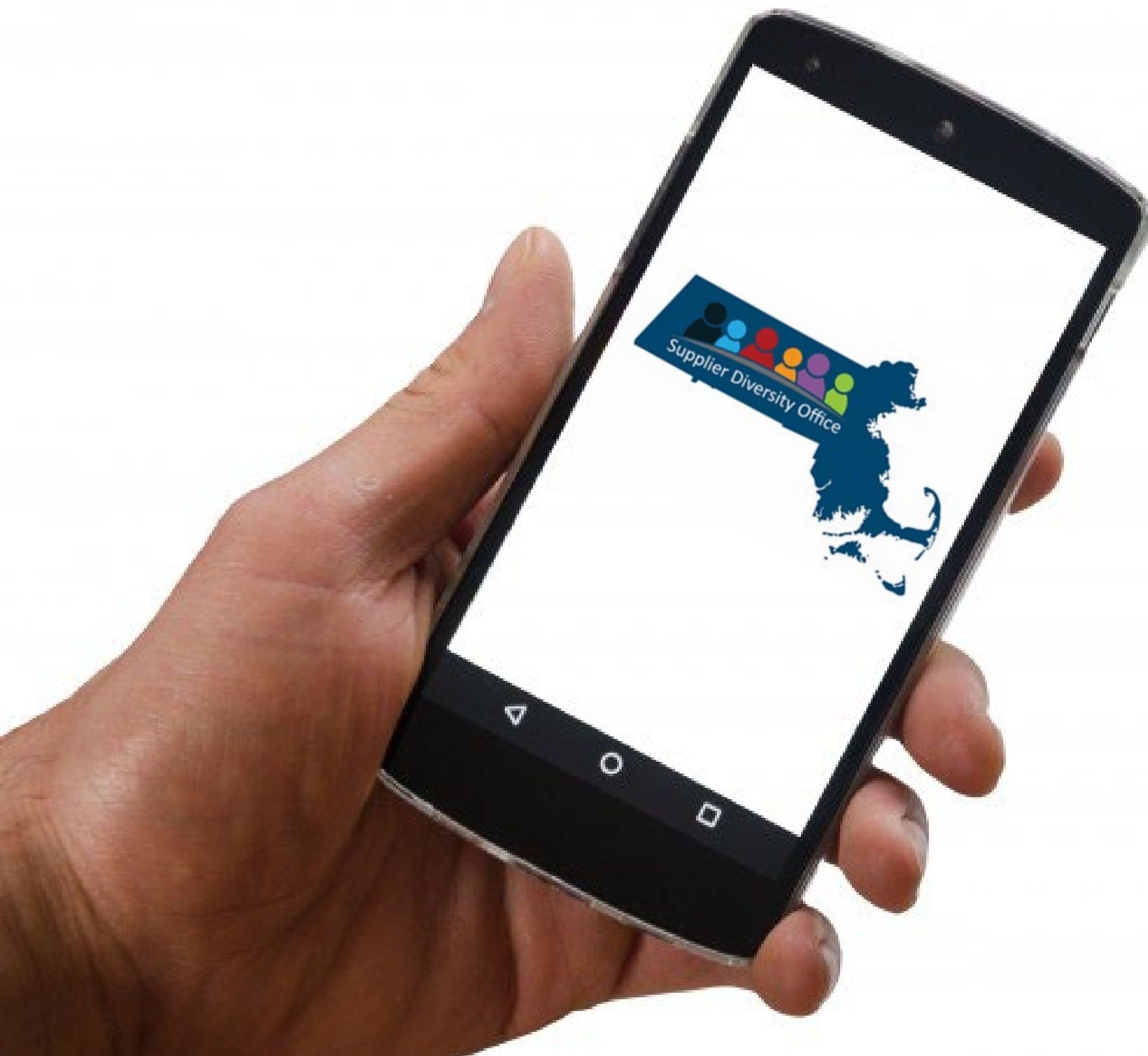
- Website: www.mass.gov/sdo/start

Supplier Diversity Program

- Website: www.mass.gov/sdp
- SDP Help Desk: sdp@mass.gov

SDO Certification Help Desk

- Phone: 617-502-8843
- Email: Webmaster.SDO@mass.gov





DBE Supportive Services Program

Presented By:

Kelly Monteiro Caesar, Esq., PMP, CAAP
(she/her)

Thomas “Tom” Quinn, President
CEI of America, LLC

Bill Britt, Director of Business Development
CEI of America, LLC



MassDOT's DBESS (Disadvantaged Business Enterprise Supportive Services) Program

- What is it?
- What is its purpose?

MassDOT's SFY23 DBESS (Disadvantaged Business Enterprise Supportive Services) Program

1. DBESS Program Overview
2. DBESS Program Bid Matching Element

DBESS Program Contacts

Kelly Monteiro Caesar (MassDOT)

617.239.5971

MassDOTDBESS@dot.state.ma.us

Thomas “Tom” Quinn (CEI)

800.423.7058

tom@ceihome.com

Have a wonderful day and safe travels!

On-The-Job Training (OJT) & Supportive Services

Aisha Saunders-Jackson
Director, On-the-Job Training and Supportive Services

MassDOT/MBTA
Office of Diversity & Civil Rights (ODCR)

OJT/ Pre-Apprenticeship Programs

MassDOT delivers pre-apprenticeship training programs to over 300 people per year.



OJT Pre-Apprenticeship Programs and OJT/SS Programs

MassDOT's commitment to external workforce development grew significantly with the approval of the MassDOT Capital Investment Plan. This plan includes an external workforce development component pledging \$1 Million dollars of state funds each year to support the young adult population enrolled in registered pre-apprenticeship programs.

The **OJT** Program requires State Transportation Agencies to establish apprenticeship and training programs targeted to move women, minorities and disadvantaged individuals into journey-level positions ensuring that a competent workforce is available to meet highway construction hiring needs and address the under-representation of these groups in the skilled trades.

There are 2 qualifying groups:

- * **Group A** - the population enrolled in vocational education programs in the Commonwealth.
- * **Group B** - the out of school, low income, minority, youth, or young adult population.

The **OJT/SS** was established to supplement the OJT Program and to support training programs by providing services to Highway construction contractors and assistance to apprentices and trainees such as: **recruitment, skills training, job placement, childcare, outreach, transportation to work sites, post-graduation follow up, and job site mentoring.**

MassDOT's OJT/SS Programs are providing support to students as they create life-changing opportunities and build fulfilling careers.

OJT/Pre-Apprenticeship Programs

Through a competitive bid process MassDOT secures services of multiple organizations including public schools that assist in providing pre apprentice training to eligible participants.

Employer Benefits

- 1.Reducing the cost of hiring and training
- 2.Providing prescreened applicants for open position
- 3.Reimbursing employers for a % (percentage) of the wages during the pre-agreed training

Employee Benefits:

- 1.Providing employment to workers.
- 2.Workers can earn as they learn.
- 3.Workers receive job coaching during training.

Pre-Apprenticeship and Vocational School Training Program

Calendar Year 2023

7/24/2023	R. L. Putnam Vocational Technical Academy	Springfield	Seniors
9/5/2023	Westfield Vocational Technical High School	Westfield	Juniors
9/11/2023	Pathfinder Regional Vocational Technical School	Palmer	Seniors
9/18/2023	B.M.C Durfee High School	Fall River	Seniors
9/25/2023	Essex North Shore Agricultural & Technical School	Danvers	Juniors
10/2/2023	Essex North Shore Agricultural & Technical School	Danvers	Seniors
10/16/2023	Smith Vocational and Agricultural School	Northampton	Juniors
10/23/2023	Franklin County Technical School	Turner Falls	Jr.'s and Sr.'s
11/13/2023	Norfolk County Agricultural School	Walpole	Jr.'s and Sr.'s
11/27/2023	Norfolk County Agricultural School	Walpole	Jr.'s and Sr.'s
12/4/2023	Bay Path Regional Vocational Technical School	Charlton	Juniors
12/11/2023	Worcester Technical High School	Worcester	Jr.'s and Sr.'s

Community Works, Western, MA

On Saturday, April 15th, Community Works graduated its 2023 class of 23 trainees. Several graduates have already taken positions in the building trades, and most have pending applications with union apprenticeship programs. Graduates are on their way to having rewarding careers in the Building Trades!

Community Works is a state-registered pre-apprenticeship program, providing *guidance for adults into apprenticeship and jobs in the building trades in Western Massachusetts.*

Community Works is a 26-agency partnership that includes PWE, the Massachusetts AFL-CIO, Mass Hire Holyoke, the cities of Springfield and Holyoke, Pioneer Valley Building Trades Council, seven construction contractors, several joint trades apprenticeship programs, and many union locals in the region. Funded by public grant monies and managed by PWE, Community Works prepares western Mass residents for entry into trade apprenticeships.



Western Massachusetts’ Pre-Apprenticeship Program

What is Community Works?

We’re a free training program to help folks get the training and experience necessary to enter the construction/building trades. No matter where you are in life, we’re designed to get you into a satisfying, well-paid career as soon as possible.

What do I get out of it?

Training and certifications to begin a new career in the construction industry. Even before the class graduates, you will have certifications to start working on a job site on day one.



When does it run?

The times of the program are set to accommodate folks who might already have to work during the week. Our program runs from **February 14 through April 15**. Classes are online (live over Zoom) **Tuesday, Wednesday, and Thursday nights from 6:30-9pm**, and in-person **on Saturdays from 7am – 3pm**.

How much does it cost?

Nothing. \$0. We are a publicly, fully funded program, so accepted applicants pay nothing for the class. (In fact, we buy you a pair of high-quality boots and a set of tools when you begin your new job in construction.)

Will I get a job when I graduate?

While we can’t guarantee placement, over the course of the 2 months of the program, you will be provided with a number of opportunities - from direct entry jobs, apprenticeship programs, and more.

Applications due by February 8



For more information:
communityworks@umass.edu
(413) 545-1472
CommunityWorksWesternMass.org

A program of
**UMASS
AMHERST**





The Pre-Apprenticeship Program of Western Massachusetts

COMMUNITY WORKS is a registered adult Pre-Apprenticeship Program run by the University of Massachusetts Amherst and funded through the Massachusetts Department of Transportation (DOT). We have a history of recruiting, training, and placing workers in the Greater Springfield area for jobs in the construction trades and transportation industries.

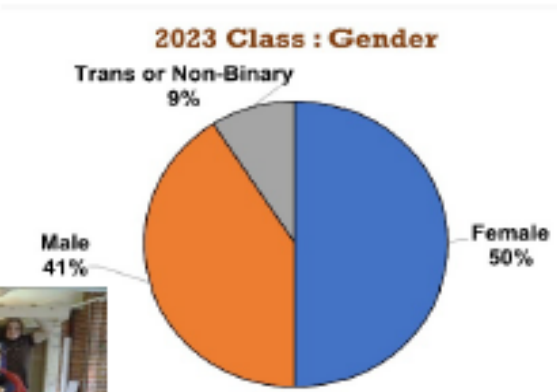
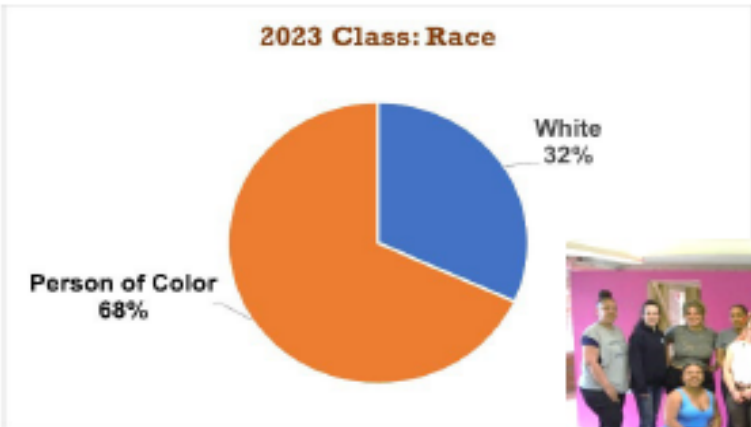
Our graduates have training in construction mathematics, line and grade, and a number of hands-on projects. In addition, each graduate possesses certifications in:

- OSHA-10 HR Construction Industry
- Highway Flagger
- CPR/First Aid/AED




COMMUNITY WORKS typically runs once a year, from February through April, with approximately 20 screened and drug-tested participants, admitted after an interview panel of Western Massachusetts tradespeople. Training is overseen and conducted by **Greg Garfield** (our *Lead Instructor*) over the course of nine (9) weeks, which touches on numerous trades active in the area.

OUR LATEST CLASS



CONTACT

Jeff Napolitano Project Director Office: (413) 545-1472 Cell: (413) 320-6099 communityworks@umass.edu	OFFICE:	Goodell 302, 140 Hicks Way UMass / Amherst, MA 01003	FUNDED BY:  Massachusetts Department of Transportation Highway Division
	TRAINING SPACE:	Building 27, Room 121 Springfield Technical Community College Springfield, MA 01105	



UMass
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USA/MTA
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THE PARTNERSHIP FOR WORKER EDUCATION

WORKER EDUCATION



COMMUNITY WORKS

Serving Western Massachusetts

PROGRAM DESCRIPTION

Community Works is a state-registered pre-apprenticeship program that trains and prepares adults to begin careers in the building trades, construction, and transportation industries.

The program began with \$262,000 from a Workforce Competitiveness Trust Fund grant administered by Commonwealth Corporation on behalf of the Patrick Administration's Executive Office of Labor and Workforce Development (EOLWD). It is and has been funded by the Massachusetts Department of Transportation for the last 5 years.

Community Works particularly focuses on getting women, folks of color, and veterans into job opportunities as laborers, carpenters, plumbers, and other professional careers in the construction industry.



FUNDING PROVIDED BY:

Massachusetts Department of Transportation (Match funding by the University of Massachusetts Amherst)

WHO WE SERVE

Working people of the four counties of Western Massachusetts, with a focus on folks of color, women, and veterans.

ACCOMPLISHMENTS

Since 2010, we've graduated more than 200 trainees; are now graduating classes with a majority of women ready to get into construction!

OUR PARTNERS

Laborers Local 596; Daniel O'Connell's Sons; Springfield Technical Community College; MassHIRE Holyoke; Massachusetts AFL-CIO, New England Laborers Apprenticeship, New England Carpenters Training Fund, Plumbers & Pipefitters Local 104 JATC, Operating Engineers Local 98

Celebrating over 35 years of innovative worker education



OJT/Pre-Apprenticeship Programs

Contact information of the six vendors that deliver training programs across the State

1. **Building Pathways, Inc.** – Boston area

Mary Vogel | Email: mary@buildingpathwaysma.org

2. **Community Works** – Western MA

Jason Reisfeld | Email: jreisfeld@umass.edu

3. **Coalition For Social Justice / Building Pathways/South** – Southeastern MA

Yvonne Marie Toby | Email: buildingpathways.south@gmail.com

4. **City of Worcester / Mass Hire** – Central MA

Jeffrey T. Turgeon | Email: turgeonj@masshirecentral.com

5. **New England Laborers** – Vocational School Program/ Statewide

Jeff Cathcart | Email: jcpci@cox.net

6. **UMass Amherst Transportation Center / Supportive Services** – Statewide

Jason Reisfeld | Email: jreifeld@umass.edu

FY23 Federal Aid Projects Scheduled to be Advertised

Darnell Williams
Deputy Chief of Diversity Officer, External Programs

MassDOT/MBTA
Office of Diversity & Civil Rights (ODCR)

FFY23 Federal Aid Projects Scheduled to be Advertised in D1

Project #	Location and Description	District	Ad Date	DBE Goal	Contract Estimate	Funding	OJT
606797	CUMMINGTON- RETAINING WALL REPLACEMENT ON ROUTE 9 ADJACENT TO SWIFT RIVER	1	7/29/2023	TBD	\$4,181,047.64	STIP	1
610716	WILLIAMSTOWN- INTERSECTION IMPROVEMENTS AT ROUTE 7 AND ROUTE 43	1	8/26/2023	TBD	\$2,931,653.01	H-Risk, STIP	1
608813	LANESBOROUGH- RESURFACING AND RELATED WORK ON ROUTE 7	1	8/26/2023	TBD	\$6,018,350.81	BDBA, NHS, STIP	2
606233	PITTSFIELD- INTERSECTION & SIGNAL IMPROVEMENTS AT FIRST STREET & NORTH STREET (NEAR BERKSHIRE MEDICAL CENTER)	1	9/9/2023	TBD	\$5,304,858.06	H-Risk, STIP	1

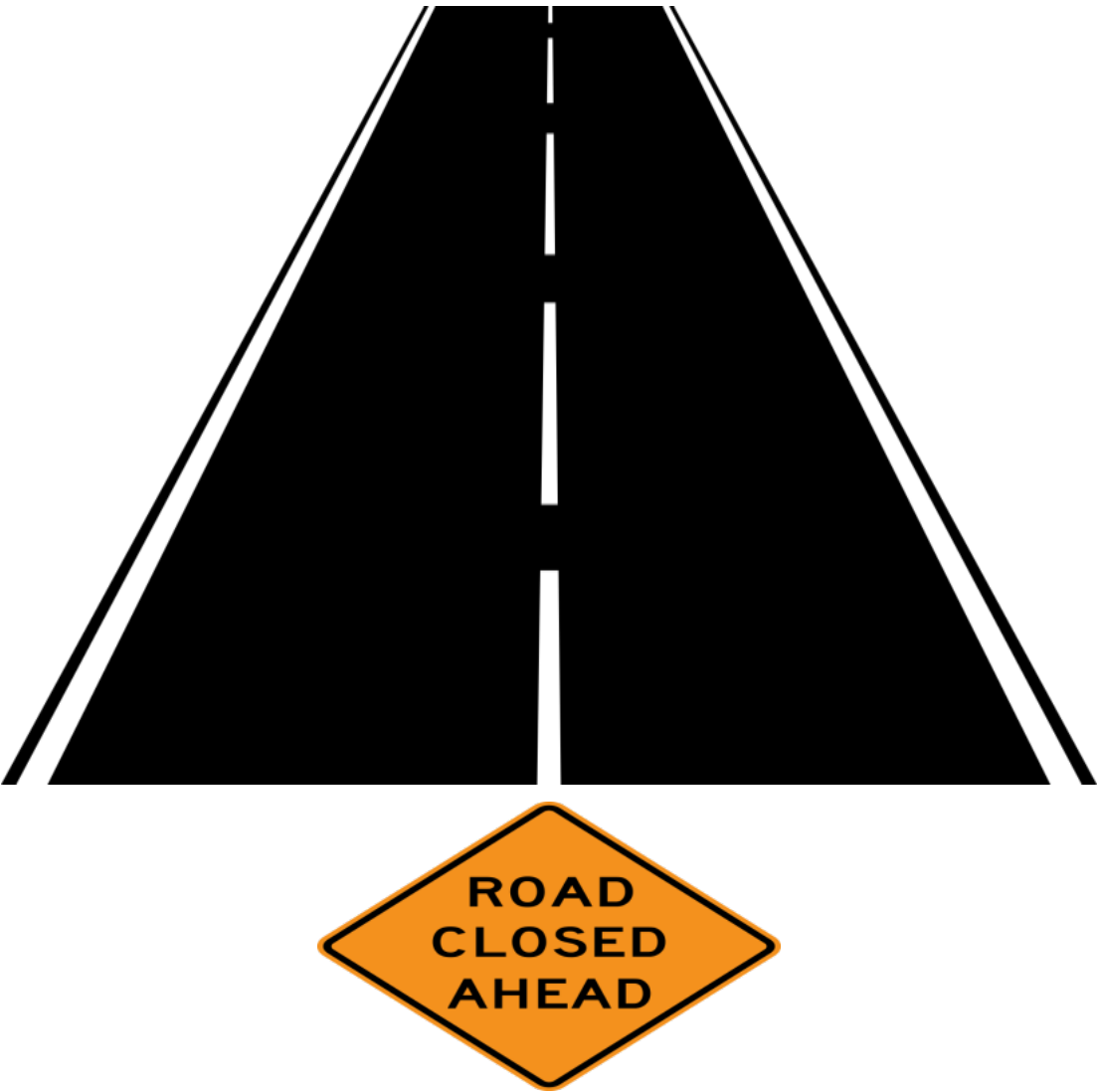
Contract Compliance Highway Division

William Matlock, Compliance Officer – Districts 1 & 2

Tanja Delgado-Figueiredo, Director of Contract Compliance

**MassDOT/MBTA
Office of Diversity & Civil Rights (ODCR)**

MASSACHUSETTS DEPARTMENT OF TRANSPORTATION OFFICE OF DIVERSITY & CIVIL RIGHTS



CONTRACT COMPLIANCE UNIT HIGHWAY DIVISION

Contract Compliance Unit – Highway Division



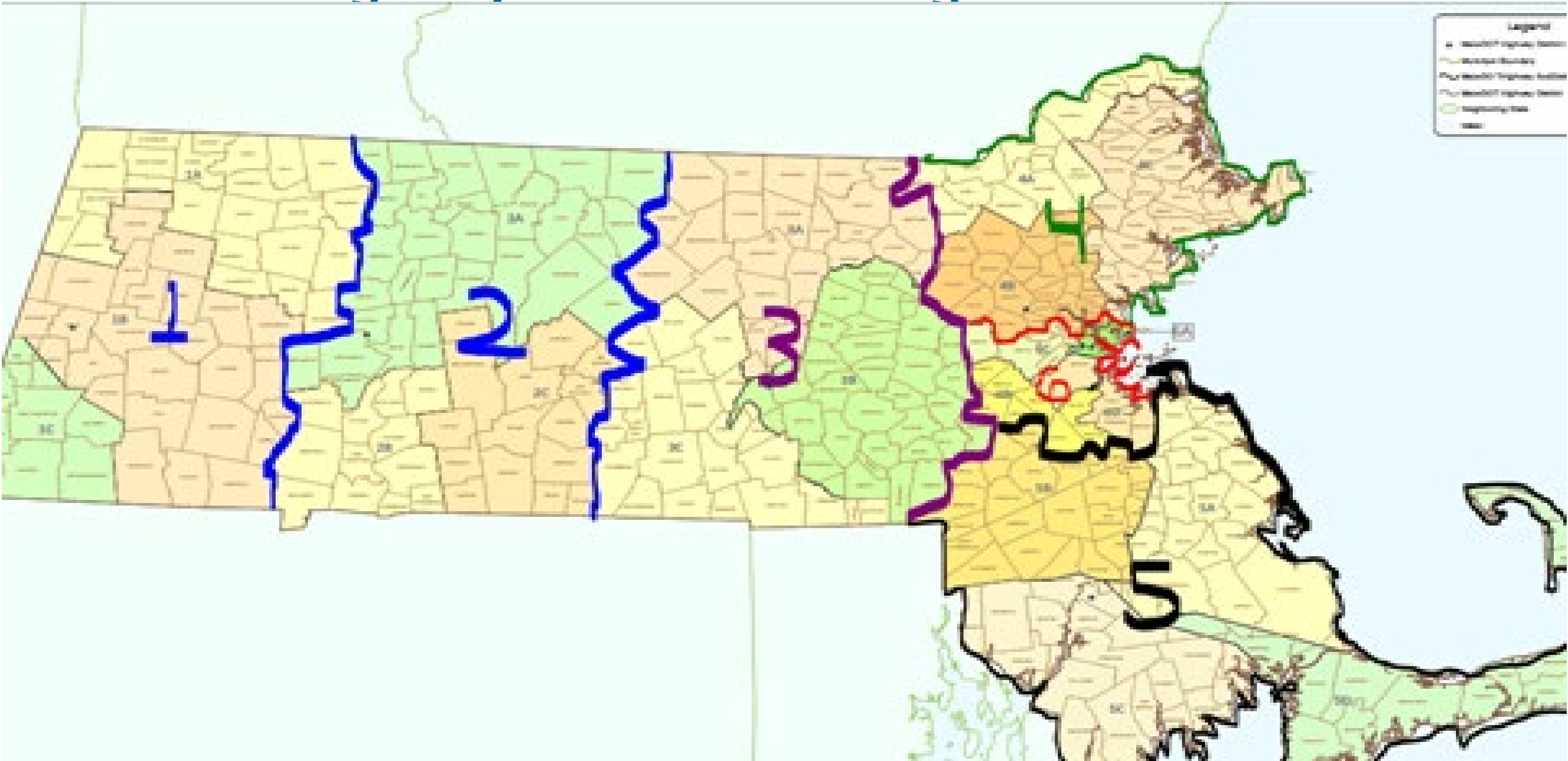
Left to Right: Peter Racicot, Trevor Hodge, Tanja Delgado, Dynell Andrews, John Pires, Mark Young, William Matlock & Keith Parrett

OUR MISSION:

The Mission of the Office of Diversity & Civil Rights Highway Division Contract Compliance Unit is to implement, monitor and enforce Program compliance with State & Federal EEO laws and Minority, Women, Service-Disabled Veterans and Disadvantaged Business Enterprise (M/W/SDV/DBE) regulations to ensure equal opportunity for minorities and women in MassDOT's business endeavors including its road & bridge construction contracts and construction workforce."

The Compliance Team is assigned to 1 of 6 Highway District Offices across the Commonwealth and are responsible for Managing Compliance on projects in their respective geographic area.

MassDOT Highway Districts Coverage Area



RECONSTRUCTION OF I-91 VIADUCT SPRINGFIELD, MA



RECONSTRUCTION OF I-91 VIADUCT SPRINGFIELD, MA

This contract was a major bridge deck replacement project on I-91 in Springfield, Massachusetts. The project required a design solution for the rehabilitation of 129 spans of the viaduct structure that could be executed in two distinct one-year phases impacting the mainline traffic.

PROJECT HIGHLIGHTS & CONTRACT COMPLIANCE ACHIEVEMENTS

ORIGINAL CONTRACT AMOUNT: \$ 148,000,050

FINAL CONTRACT AMOUNT EXPENDED: \$163,583,429

RECONSTRUCTION OF I-91 VIADUCT SPRINGFIELD, MA

ORIGINAL DBE GOAL: 7%

FINAL DBE PARTICIPATION/AMOUNT: 24.8%/ \$36,658,993

WORKFORCE GOALS & FEDERAL ON-THE JOB (OJT) Minority & Female Apprentices

Workforce (WF) Employment Goals: 15.3% Minority Employment & 6.9% Female Employment

WF Goal Achievement – Prime Contractor (White-Schiavone) Workforce:

Minority = 19.4% Females = 6.17%

Cumulative Project WF Goal Achievement: Minority = 31.5% & Females: 3.8%

ORIGINAL OJT REQ'D.: 5 TRAINEE APPRENTICES

FINAL OJT APPRENTICES EMPLOYED: 12 TRAINEE APPRENTICES

Title VI and ADA

Presented by:

Tiffany Garcia, Senior Title VI Specialist



What is Title VI?

Title VI of the Civil Rights Act of 1964 is a federal law that prohibits discrimination based on race, color, or national origin (including limited English proficiency), in programs and services that receive federal financial assistance.

What is ADA?

The Americans with Disabilities Act (ADA) prohibits discrimination against people with disabilities in several areas, including employment, transportation, public accommodations, communications, and access to state and local government' programs and services.

How does ODCR comply with Title VI and ADA?

Notifying the public of their rights

Developing a Language Access Plan (LAP)

Accessibility of new construction

Reasonable modifications

What is my responsibility under Title VI or ADA, as a contractor?

Adopt and follow the MassDOT and/or MBTA Title VI Programs

Comply with the MassDOT and MBTA Language Access Plans

Adhere to ADA design and document standards



Coordinating with ODCR's Title VI/ADA Unit

Phone (857) 368-8580 or 7-1-1 for Relay Service

Email MassDOT.CivilRights@state.ma.us or
MBTAcivilrights@mbta.com

MassDOT/MBTA Title VI and ADA Webpages

<https://www.mbta.com/policies/title-vi>

<https://www.mass.gov/nondiscrimination-in-transportation-program>

MassUCP (Unified Certification Program)

Ayoka Drake
Senior Certification Investigator

MassDOT/MBTA
Office of Diversity & Civil Rights (ODCR)

Key Terms

DBE –
Disadvantaged
Business
Enterprise

SED – Socially
and Economically
Disadvantaged

NAICS – North
American
Industrial
Classification
System

GOAL

The goal of the Disadvantaged Business Enterprise (DBE) program is to ensure that DBE firms have an equal opportunity to receive and participate in MassDOT assisted contracts. This is achieved by:

- Ensuring nondiscrimination in the award and administration of MassDOT assisted contracts.
- Ensuring a level playing field on which DBE firms can compete fairly for MassDOT assisted contracts.
- Ensuring that the DBE program is narrowly tailored in accordance with applicable law.

GOAL (continued)

- Ensuring that only firms that fully meet the DBE regulations eligibility standards are permitted to participate as DBE firms.
- Assisting in the development of firms that can compete successfully in the marketplace outside the DBE program.
- Providing a "one stop shop" certification program for firms seeking to compete for DOT assisted contracts.
- Ensuring that all firms, from prime contractors to subcontractors, understand and respect their obligations relative to all aspects of the DBE program, and that deviations from the requirements of the regulation may be subject to applicable state and federal enforcement sanctions.

Purpose of Certification



Bidding opportunities with MassDOT, MBTA and the Commonwealth of MA through CommBUYS



Marketing

Ownership and Management

A for-profit small business concern, at least 51% owned by one or more individuals who are socially and economically disadvantaged

the management and daily business operations of such business are controlled by one or more of the socially and economically disadvantaged individuals who own it.

Socially and Economically -Disadvantaged Individuals

Women

Minorities

- African Americans
- Hispanic Americans
- Native Americans
- Eskimo/Aleuts
- Asian-Pacific Americans
- Subcontinent Asian-Pacific Americans
- Cape Verdean or Portuguese Americans

Others may prove eligibility pursuant to Appendix E of 49 CFR Part 26

Any additional groups whose members are designated as socially and economically disadvantaged by the Small Business Administration (SBA) at such time as the SBA designation becomes effective.

Personal Net Worth

The net value of an individual's assets remaining after total liabilities are deducted.

The DBE applicant firm must not exceed \$1.32 million, excluding the individual's ownership interest in the applicant firm and the individual's equity in his or her personal, primary residence.

Certification Process:



Mandatory Site Visit

All applicants seeking DBE Certification must have a site visit of your principal office space, as well as your job site, storage facility or warehouse, if applicable (MA companies only)

DBE Certification Requirements

Socially
disadvantaged

Economically
disadvantaged

51% or more
ownership

For profit business

Dominant control
over operations

Independent and
unilateral decision-
making ability

Knowledge, skill,
experience,
professional
license(s)

Economically Disadvantaged

Each SED owner must have a personal net worth less than \$1.32M

Business Size Standard

5-year average revenue and/or employees total for applicant firm and all affiliates cannot exceed assigned NAICS cap or the DBE statutory cap of \$30.4M

Helpful Info

<https://www.transportation.gov/civil-rights/>

Rules and regulations governing DBE and ACDBE

<https://www.census.gov/naics/>

NAICS search

<https://www.sba.gov/contracting/getting-started-contractor/make-sure-you-meet-sba-size-standards/table-small-business-size-standards>



**How will we
keep you
informed?**

Contact Information

MassDOT Office of Diversity & Civil Rights		
Name	Title	Email
Tynes, Julian	Assistant Secretary	Julian.Tynes@dot.state.ma.us
Williams, Darnell	Deputy Chief Diversity Officer	DWilliams1@MBTA.com
Monteiro Caesar, Kelly	Director DBE & Small Business Supportive Services	MassDOTDBESS@dot.state.ma.us
Saunders-Jackson, Aisha P	Director of OJT and External Outreach Programs	Aisha.Saunders-Jackson@dot.state.ma.us
Delgado-Figueiredo, Tanja	Director of Contract Compliance	Tanja.Delgado-Figueiredo@dot.state.ma.us
Matlock, William	Highway Contract Compliance Officer	William.Matlock@dot.state.ma.us
Sobczynski, Gregory	Director of Title VI and Accessibility	Gregory.Sobczynski@dot.state.ma.us
Garcia, Tiffany	Title VI Specialist	TGarcia2@mbta.com
White, Nedra	Director of MassUCP/DBE Certification	Nedra.D.White@dot.state.ma.us
Drake, Ayoka	Senior Certification Investigator	Ayoka.Drake@dot.state.ma.us
MassDOT Highway Division		
Name	Title	Email
McNally, Amy	District Administrator	Amy.McNally@dot.state.ma.us
Heming, Francisca	District Highway Director	Francisca.Heming@dot.state.ma.us
Ringie, Mark	District 1 Construction Engineer	Mark.Ringie@dot.state.ma.us
MA Commonwealth Operational Services Division, Supplier Diversity Office (SDO)		
Name	Title	Email
William, Jr., Robert	Director of Diverse and Small Business Engagemer	Robert.Williams2@mass.gov
Fitzpatrick, John	Director, Supplier Diversity Programs	John.B.Fitzpatrick@mass.gov
Costa, Meghan	Construction Coordinator and Manger of Disabilities Programs	meghan.costa@state.ma.us

How to reach us?

Submit written comments to:

MassDOT, Office of Diversity & Civil Rights
10 Park Plaza, Suite 3800, Boston, MA 02116
Attn: Darnell L. Williams M.Ed, Ph.D

Submit email comments to:

massdot.civilrights@dot.state.ma.us

For project information visit the MassDOT web site at:

<https://www.mass.gov/massdot-office-of-diversity-and-civil-rights-external-operations>





Questions and discussion

Questions and Answers



- “Raise your hand” to be unmuted for verbal questions (Alt + Y)



- Submit your questions and comments using the Q&A button (Alt + H)



- Please state your name before your question



- Please share only 1 question or comment at a time, limited to 2 minutes, to allow others to participate



- To ask a question via phone, dial *9 and the moderator will call out the last 4-digits of your phone number and unmute your audio when it is your turn



- Please take a few minutes to complete the survey after the meeting to let us know how your experience was with this virtual meeting

All questions and comments are subject to disclosure for public records. Please use these functions for project related business only.

Thank You for Your Support

MassDOT Facebook and Twitter



Municipal Organizations (City of Pittsfield, and Lanesborough)

Senior Center
Council on Aging
Disability Commission

Community Organizations

Berkshire Regional Planning Commission
Elder Services of Berkshire County



Lanesborough
Massachusetts



Thank You for Your Support



Chamber of Commerce

1 Berkshire

Southern Berkshire

Franklin County

North Adams

Williamstown

West of the River



SOUTHERN BERKSHIRE
CHAMBER OF COMMERCE



Greenfield & Pittsfield Registry of Motor Vehicles



Targeted outreach was conducted to the following WBEs, DBEs and MBEs from the UCP Directory

Thank you!

MassDOT/MBTA
Office of Diversity & Civil Rights (ODCR)

MA Commonwealth Operational Services Division
Supplier Diversity Office (SDO)

