

Listening Session

January 5, 2024 in District 3

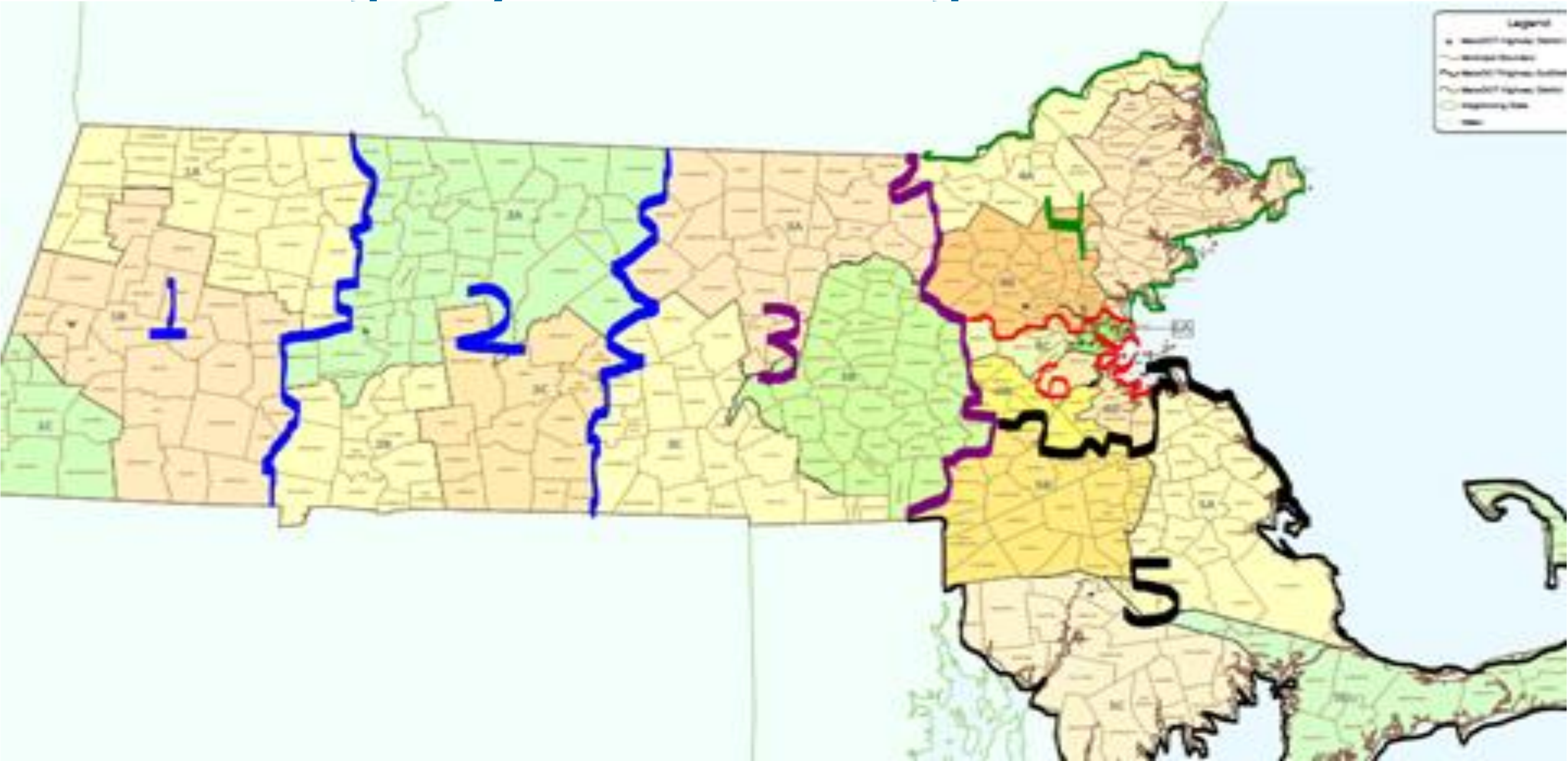
MassDOT/MBTA

Office of Diversity & Civil Rights (ODCR)

MassDOT Highway Division

Commonwealth of MA Supplier Diversity Office
(SDO)

MassDOT Highway Districts Coverage Area



Zoom Webinar Controls for Meeting



- Ask a question and share comments



- Drop down menu to check microphone and speakers



- 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 [689 – 278-1000], Webinar ID: [857 0074 0237]



Live Transcript

- Closed captioning automatically generated by Zoom

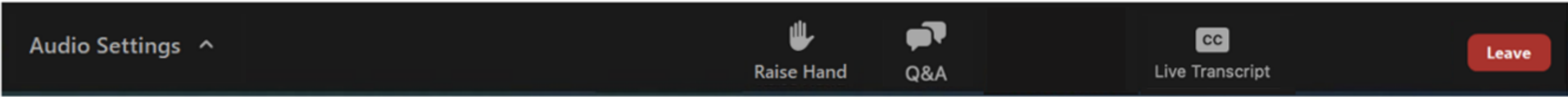


View

- 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]



Public 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 hearing 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 excuse yourself from the hearing.

Other Important Notes

- Your microphone and webcam are automatically disabled upon entering this hearing.
- 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.

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MassDOT Co
mmunications
Department**

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

Today's Panelists

MassDOT/MBTA, Office of Diversity & Civil Rights

- Julian Tynes, Assistant Secretary
- Darnell Williams
- Kelly Monteiro Caesar
- Cynthis Francis
- Gregory Sobczynski
- Tiffany Garcia
- Ayoka Drake
- Peter Racicot
- Tanja Delgado-Figueiredo
- Aisha Saunders-Jackson

Highway District Division

- Barry Lorion
- Michael Hartnett
- Linda Terry

Commonwealth of MA Supplier Diversity Office (SDO)

- John Fitzpatrick
- Meghan Costa

Producers: Junie Celestin, Michael McNutt



Please respond to polling questions on website

1. Have you done business with MassDOT in the past? Yes/No
2. How have you been involved with MassDOT – contractor/ service provider/ community-based organization/ other? Yes/No
3. Is your company a certified minority, women, or disadvantaged business by the Massachusetts Certification Program, MassUCP, the Massachusetts Supplier Diversity Office (SDO), or both? Yes/No/Both
4. Are you aware of the upcoming MassDOT highway construction contract opportunities relevant to the work that your firm primarily does? Yes/No
5. Do you feel that there is a level playing field for minority, women, or disadvantaged firms seeking to participate in those opportunities?
Yes/No

Discussion Topics

- If you feel that there is not a level playing field for minority, women, or disadvantaged firms seeking to participate in those opportunities? Why (10 min)
- What, if any, challenges has your firm experienced in bidding on and/or participating in MassDOT highway construction projects? Please describe. (10 min)
- What, if any, specific recommendations do you have for MassDOT to address any challenges that certified minority, women, or disadvantaged businesses face in bidding on and/or participating in MassDOT highway construction projects? (10 min)
- If you are a Prime – can you share your experience identifying and bringing on board D/M/WBE subcontractors? (10 min)
- Were there topics not covered today that you would recommend for future Listening Sessions? If so, what topics? (10 min)

General Discussion

Please take time at the end of this meeting to fill out our survey seeking our ideas and advice to improve our programs and your experience

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 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*

Steps to Certification



Complete the Certification Self-Assessment



Attend a Pre-Certification Webinar



Apply for certification within one year of attending the webinar



Application paperwork and documents are processed by Intake Coordinator and assigned to a Certification Investigator



Certification Investigator reviews application and begins verification process, which includes site visits (virtual or in-person) and interviews with business owners



Certification Investigator notifies business owner of results of investigation



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

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)

Output type

☒ View in Screen ☐ View in PDF ☐ Export To Excel

SEARCH

CLEAR

www.mass.gov/sdo →

Directory of Certified Businesses



Resources and Contact Information



Our Website

www.mass.gov/sdo

Certification Self-Assessment

Website: www.mass.gov/sdo/start

SDO Certification Help Desk

Phone: 617-502-8843

Email: Webmaster.SDO@mass.gov

Meghan Costa, Construction Program Coordinator

Meghan.Costa@mass.gov

John Fitzpatrick, Director Supplier Diversity Programs

John.B.Fitzpatrick@mass.gov





DBE Supportive Services Program

Presented By:

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

Director of DBE Supportive Services (MassDOT)

Cynthia Francis (she/her)

DBESS Program Coordinator



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

What?

Training and assistance programs specifically for *certified socially and economically disadvantaged* businesses.

Why?

To increase the number of certified and qualified DBE firms actively participating in the highway program, and to increase their ability to compete in the transportation industry on a level the playing field.

Who?

Disadvantaged minority and female owned and operated firms that are certified as DBEs *by the MassUCP* to perform work *related to* highway construction projects.

MassDOT's SFY24 DBESS (Disadvantaged Business Enterprise Supportive Services) Program

- ✓ Business Development
 - ✓ Marketing Services
 - ✓ Technical Assistance
 - ✓ Training and Courses
 - ✓ Bid Matching

Invest in the growth and success of your business!

1. Become certified by the MassUCP as a Disadvantaged Business Enterprise (DBE)
2. Contact CEI at www.MassDBESupport.com to enroll in MassDOT's DBESS Program
3. Actively participate in the DBESS Program
4. Communicate questions and feedback with MassDOT's DBESS Program Team

DBESS Program Team

Kelly Monteiro Caesar, DBESS Director (MassDOT)

617.239.5971

MassDOTDBESS@dot.state.ma.us

Cynthia Y. Francis, DBESS Program Coordinator (MassDOT)

857.208.1742

MassDOTDBESS@dot.state.ma.us

Cost Estimating Institute (CEI) of America, Inc. (DBESS Contracted
Services Provider)

www.MassDBESupport.com

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)

District 3 | January 5, 2024

OJT/Pre-Apprenticeship Programs

Massachusetts Department of Transportation (MassDOT)

- *is committed* to investing in transportation/highway construction related career education, skills training, and career paths with outreach and recruitment efforts focused on underrepresented groups including minorities, women, veterans and disadvantaged workers.
- *demonstrates* this commitment by funding pre-apprenticeship programs across the Commonwealth of Massachusetts which are offered FREE to individuals who meet the eligibility requirements.
- *delivers* pre-apprenticeship training programs to over 300 people per year.

WHAT IS AN APPRENTICESHIP?



Apprenticeship is a unique way to begin a career through paid, hands-on training combined with classroom instruction. As an apprentice you will be trained by a certified, journey-level worker on the job site and receive at least 125 hours per year of instruction in the classroom. This model allows you to earn while you learn

WHAT IS WORCESTER BUILDING PATHWAYS?

- Prepares students to enter a union apprenticeship in the building and construction trades, including but not limited to plumbing, carpentry, roofing, electrical, labor and painting
- Program includes:
 - BOUNCE Professional Development Training
 - 16 weeks of classroom and hands on learning (180 hours)
 - Program runs from **October 2, 2023 to January 29, 2024**
 - **Mondays and Wednesdays from 6:00 PM to 9:00 PM in the classroom**
 - **Saturdays from 7:00 AM to 3:00 PM at job sites or training facilities**
 - Case management and career placement support



LOCATION OF CLASSES AND TRAINING FACILITIES



BE PREPARED TO TRAVEL TO THE FOLLOWING LOCATIONS:

- Worcester
- Boston
- Medway
- Hopkinton
- Roslindale
- New Hampshire
- Canton
- Millbury
- Stoughton
- West Boylston
- Springfield
- Dorchester

WORCESTER BUILDING PATHWAYS PRE-APPRENTICESHIP PROGRAM



Building Pathways is an exploratory pre-apprenticeship program that introduces participants to several different trades including carpentry, painting, sheet metal, plumbing and more!

- 180-hour training program of classroom and hands on instruction.
- Participants receive a total stipend of up to \$1200, a free set of work boots and safety gear.
- Graduates receive support services with job placement including union apprenticeship programs.

Women are encouraged to apply!

- Applicants must:
- Be 18+ years old
 - Have a high school diploma or equivalent
 - Have a valid driver's license and reliable transportation
 - Be physically able to work in construction
 - Be moderate to low income
 - Be authorized to work in the US
 - Consent to drug testing

Contact Anh at
DaoA@masshirecentral.com or
774-418-1234 for more information!

Training Schedule:

October 2, 2023 to January 29, 2024
Mondays & Wednesdays from 6 PM to 9 PM
& Saturdays from 7 AM to 3:30 PM

Classroom training takes place in Worcester
Job Site training in various locations

Scan QR to
sign up for an
information
session —>



This program is offered through the City of Worcester's Worcester Jobs Fund, the MassHire Central Region Workforce Board and the Massachusetts Department of Transportation



CENTRAL REGION
WORKFORCE BOARD



The City of
WORCESTER



WORCESTER BUILDING PATHWAYS CYCLE 7





Mass Hire/Worcester, MA - Highlights

10 Participants - October 2023 cohort

13 candidates interviewed, 10 accepted and 1 waitlisted

ID: 6 Males Total -2 Hispanic/Latina, 2 Black, 2 White AND 4 Females Total: 3 White, 1 Black.

Training

BOUNCE Professional Development,
Diversity in Construction, Labor History,
Construction Math,
CPR/First Aid, Mock Interviews,
and Student Evaluations.

Training Centers

Sheet Metal, Heat & Frost, Carpentry, Plumbing, Painters, Electricians, Operating Engineers, and Roofer's.
Also, field trip to tour the new Doherty H.S. in Worcester.

Apprenticeship Placement

1 graduate was accepted into the Carpenters union
2 two were accepted into the Electrician's union.

Case Management/Retention Services

job search and job application assistance, mock interview practice
referrals to local social service agencies, as necessary
including support with transportation as needed.

Projections for November to January 2023

Provide case management and retention for all ten participants
support in trade selection and apprenticeship applications as they progress.

PLEASE JOIN US AT THE

WORCESTER BUILDING PATHWAYS

GRADUATION

6:00 - 7:30 PM

WEDNESDAY, JANUARY 31, 2024

IN THE SAXE ROOM AT THE

WORCESTER PUBLIC LIBRARY

3 SALEM ST, WORCESTER MA 01608

RSVP TO ANH BY JANUARY 17, 2024

OJT/Pre-Apprenticeship Programs

Five vendors deliver training programs across the State

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

Mary Vogel | Email: mary@buildingpathwaysma.org

2. **Community Works** – Western MA

Jeff Napolitano | Email: jjnapolitano@umass.edu

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

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

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

Arianna Drummy | Email: DrummyA@masshirecentral.com

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

Jeff Cathcart | Email: jcjc@cox.net


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)

FFY24 Federal Aid Projects Scheduled to be Advertised in D3

FY24 Federally Funded PROJECTS TO BE ADVERTISED

PROJ #	DESCRIPTION	DISTRICT	AD DATE	TFPC	CONTRACT COST	ATTRIBUTES
612087	AUBURN- OXFORD- RESURFACING AND RELATED WORK ON I-290 AND I-395	3	12/30/2023	\$ 8,439,775.94	\$ 8,314,350.16	IM, STIP
612098	UPTON- GRAFTON- RESURFACING AND RELATED WORK ON ROUTE 140	3	1/13/2024	\$ 5,210,668.16	\$ 4,869,224.76	STIP
613179	WORCESTER- BRIDGE PRESERVATION, W-44-117 (1XC), ARARAT STREET OVER I-190	3	3/9/2024	\$ 3,600,000.00	\$ 3,300,000.00	BR PRES, STIP
609179	SPENCER- BRIDGE REPLACEMENT, S-23-012, NORTH SPENCER ROAD (ROUTE 31) OVER THE SEVEN MILE RIVER	3	3/16/2024	\$ 3,241,864.06	\$ 2,878,666.64	BFP, BR ON, STIP
605313	NATICK- BRIDGE REPLACEMENT, N-03-020, ROUTE 27 (NORTH MAIN STREET) OVER ROUTE 9 (WORCESTER STREET) AND INTERCHANGE IMPROVEMENTS	3	3/23/2024	\$ 81,307,490.00	\$ 75,091,010.00	D-B, PODI, STIP
609054	LITTLETON- RECONSTRUCTION OF FOSTER STREET	3	3/30/2024	\$ 5,164,375.25	\$ 5,607,237.47	M-Risk, STIP
613180	NORTHBOROUGH- BRIDGE PRESERVATION, N-20-025 (1R8, 1R9), I-290 OVER MDC AQUEDUCT AND CSX RAILROAD	3	4/20/2024	\$ 2,400,000.00	\$ 2,200,000.00	BR PRES, STIP
612874	SHREWSBURY- WORCESTER- BRIDGE MAINTENANCE, S-14-021=W-44-115 (1RA & 1RB), I-290 (EB AND WB) OVER COMBINATION OF LAKE QUINSIGMOND AND LAKE AVENUE NORTH	3	5/11/2024	\$ 1,302,740.00	\$ 1,215,000.00	BR PRES, STIP
609528	GRAFTON- MILLBURY STREET IMPROVEMENTS (SRTS)	3	5/18/2024	\$ 2,106,009.19	\$ 2,368,417.51	SRTS, STIP
609035	WESTFORD- REHABILITATION OF BOSTON ROAD	3	6/1/2024	\$ 10,279,116.02	\$ 11,278,701.70	H-Risk, STIP
608640	SUTTON- GRAFTON- BRIDGE REPLACEMENT, S-33-004, DEPOT STREET OVER THE BLACKSTONE RIVER	3	6/29/2024	\$ 12,380,610.10	\$ 11,741,932.39	BR OFF, STIP
608433	WEBSTER- INTERSECTION IMPROVEMENTS AT I-395 RAMPS (EXIT 2) AT ROUTE 16 (EAST MAIN STREET) AND SUTTON ROAD	3	6/29/2024	\$ 14,381,570.79	\$ 13,318,756.23	STIP
608189	FITCHBURG- BRIDGE REPLACEMENT AND RELATED WORK, F-04-017, WATER STREET (STATE 2A) OVER BOULDER DRIVE AND PANAM RAILROAD & F-04-018, WATER STREET (ROUTE 12) OVER NORTH NASHUA RIVER	3	6/29/2024	\$ 27,578,090.13	\$ 26,719,879.25	BR ON, STIP
612110	FITCHBURG- ASHBY- RESURFACING AND RELATED WORK ON ROUTE 31	3	8/3/2024	\$ 5,391,060.00	\$ 4,941,805.00	 STIP
609411	FITCHBURG- LEOMINSTER- TWIN CITIES RAIL TRAIL CONSTRUCTION (PHASE II)	3	8/17/2024	\$ 27,268,088.55	\$ 25,385,638.20	

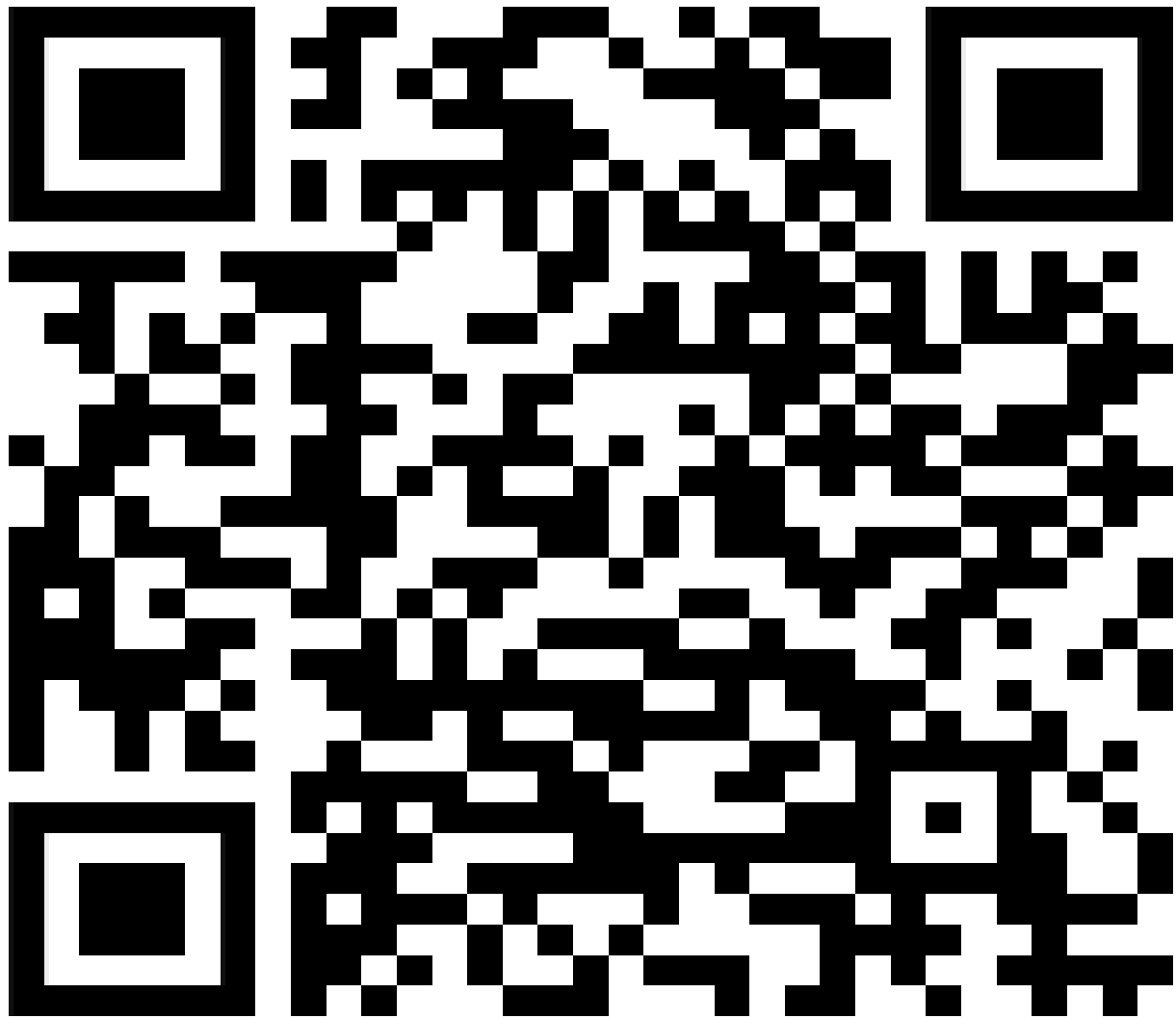
FFY23 Federal Aid Projects Scheduled to be Advertised in D3

FY24 non federally funded PROJECTS

PROJ #	DESCRIPTION	DISTRICT	AD DATE	CONTRACT COST	ATTRIBUTES
609470	DISTRICT 3- ADA RETROFITS AT VARIOUS LOCATIONS	3	8/3/2024	\$1,499,557.50	NFA CIP
609483	AUBURN- PAVEMENT PRESERVATION AND RELATED WORK ON I-90	3	1/6/2024	\$12,000,000.00	WT
610869	NATICK- SUPERSTRUCTURE REPLACEMENT, N-03-007, SPRING STREET OVER THE MBTA	3	8/17/2024	\$2,300,118.80	NFA MT
612811	TOWNSEND- BRIDGE PRESERVATION, T-07-003, STATE 13 (ELM STREET) OVER THE SQUANNA COOK RIVER	3	1/6/2024	\$1,255,327.05	NFA MT
613410	DISTRICT 3- SCHEDULED AND EMERGENCY GUARDRAIL AND FENCING REPAIRS AND IMPROVEMENTS AT VARIOUS LOCATIONS	3	10/21/2023	\$3,019,581.35	NFA MT, WT
613411	DISTRICT 3- SCHEDULED AND EMERGENCY TREE TRIMMING, REMOVAL AND SIGHT DISTANCE CLEARING AT VARIOUS LOCATIONS	3	10/14/2023	\$1,800,000.00	NFA MT, WT
613412	DISTRICT 3- CRACK SEALING AT VARIOUS LOCATIONS	3	2/10/2024	\$1,169,375.00	NFA MT, NFA NHS
613413	DISTRICT 3- SCHEDULED AND EMERGENCY APPLICATION OF REFLECTORIZED PAVEMENT MARKINGS AT VARIOUS LOCATIONS	3	3/2/2024	\$1,700,000.00	NFA MT, WT
613414	DISTRICT 3- SCHEDULED AND EMERGENCY DRAINAGE STRUCTURE AND PIPE CLEANING AT VARIOUS LOCATIONS	3	10/28/2023	\$1,100,000.00	NFA MT, WT
613415	DISTRICT 3- VEGETATION MANAGEMENT (MECHANICAL) AT VARIOUS LOCATIONS	3	11/4/2023	\$1,750,000.00	NFA MT, WT
613416	DISTRICT 3- SCHEDULED AND EMERGENCY TRAFFIC SIGNAL REPAIRS AND IMPROVEMENTS AT VARIOUS LOCATIONS	3	3/15/2024	\$800,000.00	NFA MT
613417	DISTRICT 3- HIGHWAY LIGHTING REPAIRS AND IMPROVEMENTS AT VARIOUS LOCATIONS	3	3/16/2024	\$1,100,000.00	NFA MT
613418	DISTRICT 3- SCHEDULED AND EMERGENCY RESURFACING AND RELATED WORK AT VARIOUS LOCATIONS	3	2/24/2024	\$7,365,618.50	NFA MT, NFA NHS
613419	DISTRICT 3- SCHEDULED AND EMERGENCY FABRICATION AND INSTALLATION OF OVERHEAD AND GROUND MOUNTED GUIDE SIGNS AT VARIOUS LOCATIONS	3	3/15/2024	\$700,000.00	NFA MT
613420	DISTRICT 3- SCHEDULED AND EMERGENCY STANDPIPE AND FIRE SAFETY SYSTEMS INSPECTION, TESTING AND REPAIRS AT VARIOUS LOCATIONS	3	3/2/2024	\$200,000.00	NFA MT, WT
	DISTRICT 3- SCHEDULED & EMERGENCY BRIDGE STRUCTURAL & SUBSTRUCTURE REPAIRS AND RELATED WORK AT VARIOUS LOCATIONS ALONG I-90				



Advertised
Project Bid
Opening
Schedule in
District 3



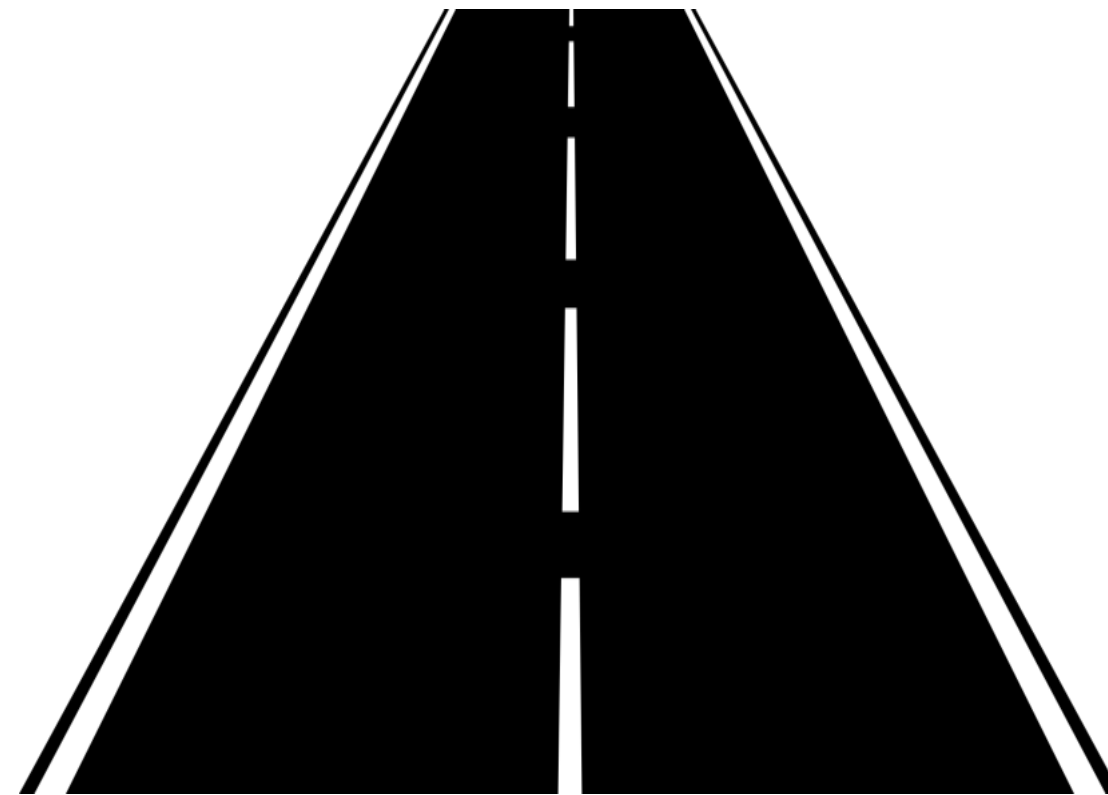
Contract Compliance Highway Division

Peter Racicot, Compliance Officer – District 3

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



ODCR HIGHWAY DIVISION CONTRACT COMPLIANCE UNIT

OUR TEAM – OUR MISSION

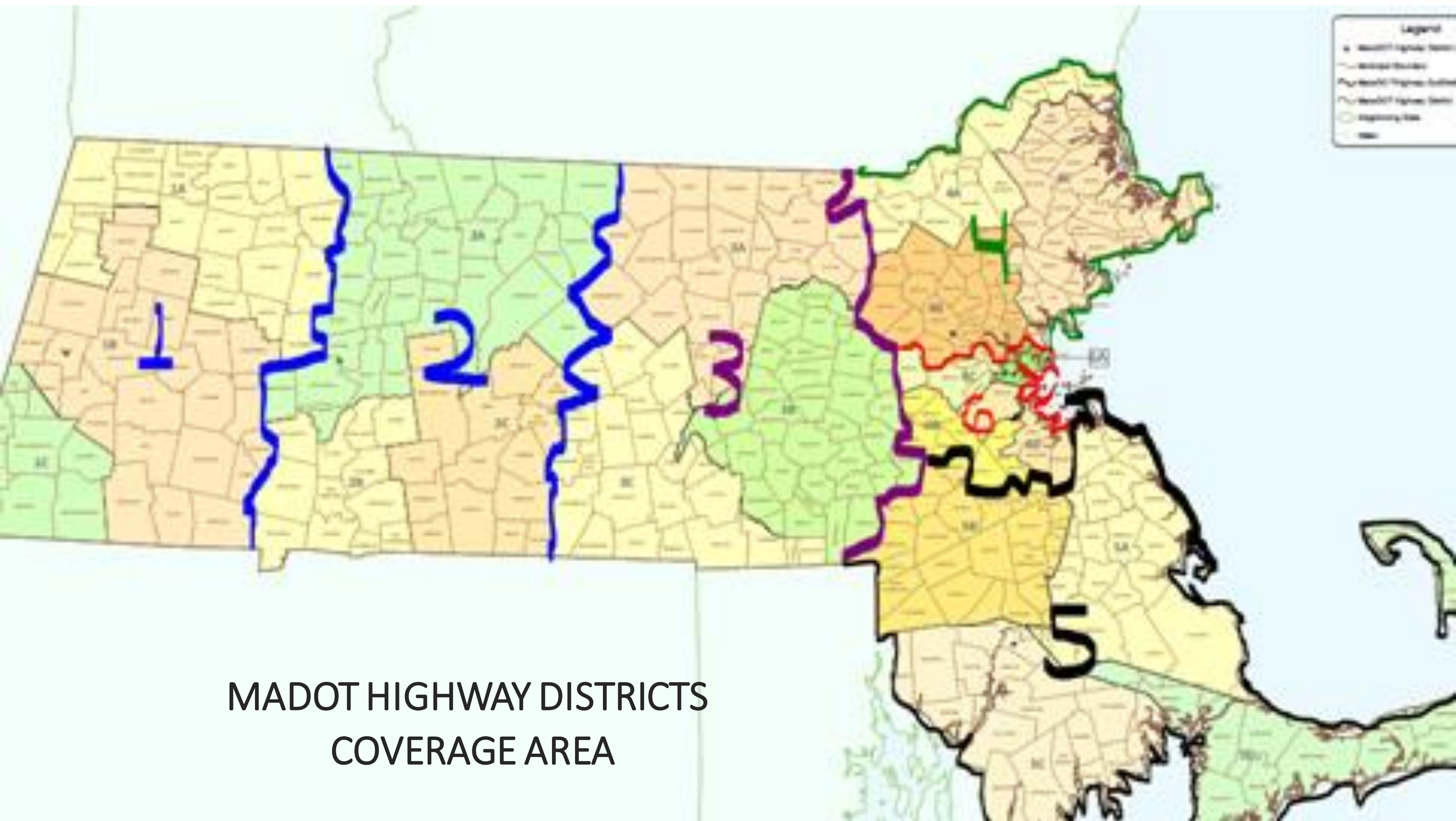
OUR MISSION:

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.



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



MADOT HIGHWAY DISTRICTS
COVERAGE AREA



About the I-495/I-90 interchange improvements project

- The purpose of the I-495/I-90 interchange improvements project is to provide a safe and efficient interchange of the interstate highways I-495 & I-90

About the interchange

- For years, the I-495/I-90 Interchange has experienced traffic demands exceeding its capacity. On an average day, over 100,000 vehicles travel on both I-90 and I-495, with about 75,000 vehicles traveling through the interchange, including approximately half of all trucking entering eastern Massachusetts. The deficient geometry concentrates movements through the former toll plaza area, resulting in queuing onto the interstate mainlines and crash rates twice the statewide average. Through this project, we will improve the movement of people and goods through the area - today and into the future.



MADOT CONTRACT # 116673 – IN PROGRESS
Interchange Improvements, Interstate 495 (NB & SB) at Interstate 90 (EB & WB) Design-Build Project
HOPKINTON, MA

CONTRACT COMPLIANCE ACHIEVEMENTS (TODATE)*
- PROJECT HIGHLIGHTS -

CONTRACT DURATION: OCT. 2022 – JUNE 2027 *PROJECT COMPLETION STATUS TODATE: 19%
CONTRACT DOLLAR VALUE: \$ 394,422,000.00

DBE GOALS: DESIGN: 16% CONSTRUCTION: 16%

TODATE Approx. 16 + DIFFERENT DBE DESIGN & CONSTRUCTION FIRMS HAVE BEEN ENGAGED AND PARTICIPATING

WORKFORCE EMPLOYMENT GOALS & FEDERAL ON-THE JOB TRAINING (OJT)

WORKFORCE EMPLOYMENT GOALS: 15.3% MINORITY EMPLOYMENT & 6.9% FEMALE EMPLOYMENT

CUMULATIVE PROJECT WORKFORCE GOAL ACHIEVEMENT TODATE: MINORITY= 27.35% FEMALES = 8.15%

FEDERAL OJT APPRENTICES REQUIRED: 5 -10 TRAINEE APPRENTICES OJT APPRENTICES EMPLOYED TO DATE: 7

RECONSTRUCTION OF I-91 VIADUCT SPRINGFIELD, MA



CONTRACT COMPLIANCE ACHEIVEMENTS

PROJECT HIGHLIGHTS

ORIGINAL CONTRACT AMOUNT: \$ 148,000,150

FINAL CONTRACT AMOUNT: \$ 163,583,429

ORIGINAL DBE GOAL: 7%

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

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

Workforce 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 Workforce Goal Achievement: Minority = 31.5% Females: 3.8%

ORIGINAL OJT REQ'D.: 5 TRAINEE APPRENTICES

FINAL OJT APPRENTICES EMPLOYED: 12

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
Office of Diversity & Civil Rights (ODCR)

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.

Purpose of Certification



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



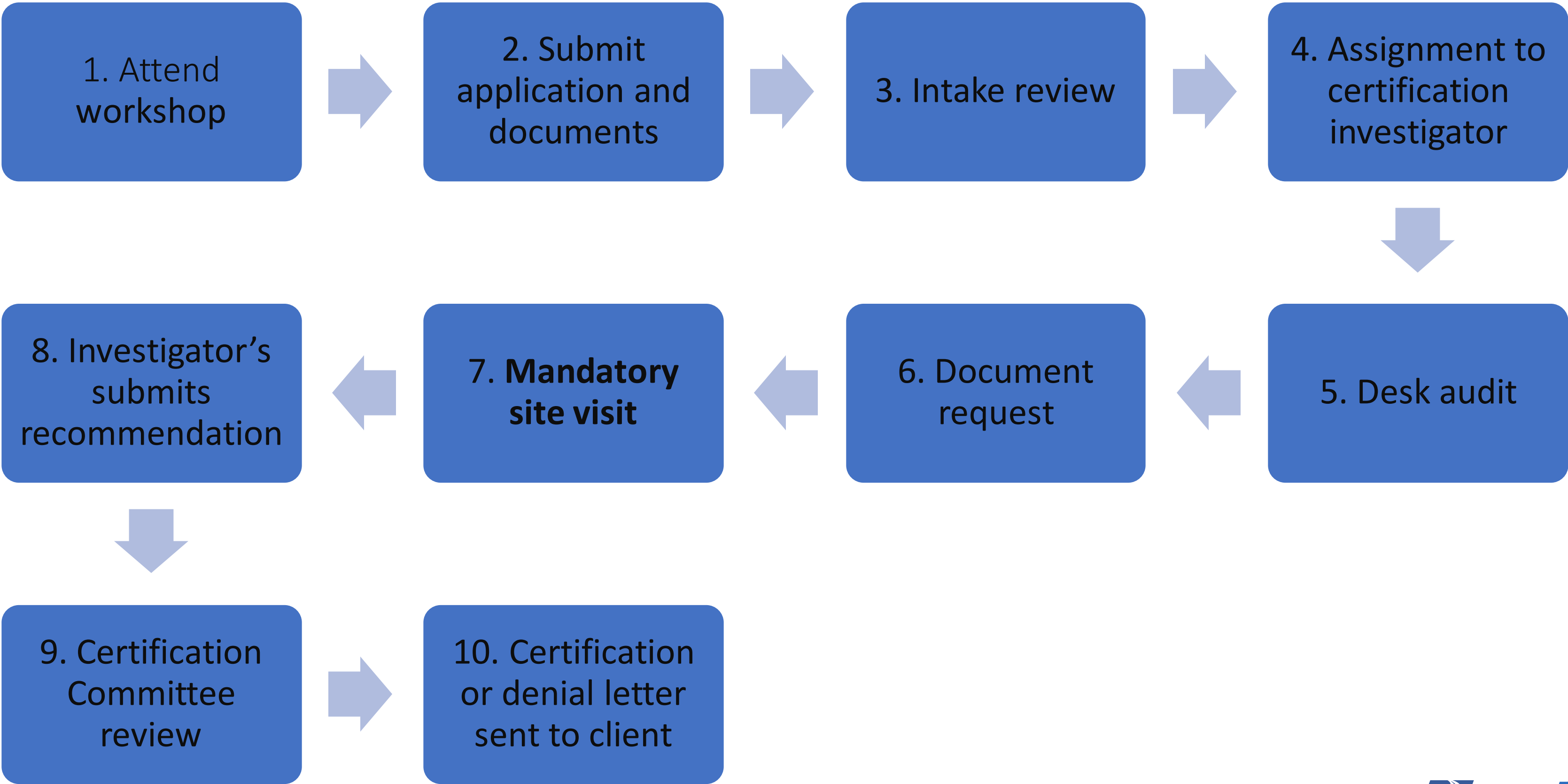
Marketing

Ownership and Management

A for-profit small business concern, at least 51% owned by one or more individuals who are socially and economically disadvantaged. (Social Disadvantage = Women, Minorities (as defined by the SBA) and individuals who have proven their eligibility pursuant to Appendix E of 49 CFR Part 26. Economic Disadvantage = Having a personal net worth less than \$1.32 M.)

The management and daily business operations of such business are controlled by one or more of the socially and economically disadvantaged owners.

Certification Process:



Mandatory Site Visit

All applicants seeking DBE Certification must have a site visit of their principal office space, as well as their 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)

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?**

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>



Thank You for Your Support

MassDOT Facebook and Twitter:

 @MassDOT

 MassDOT

Community Organizations and Others:

- Boston Regional Metropolitan Planning Organization
- Marlborough Chamber of Commerce
- Montachusett Regional Planning Commission
- Middlesex West Chamber of Commerce
- North Central Mass Chamber of Commerce
- Registry of Motor Vehicles



Thank you!

ODCR
OFFICE OF DIVERSITY
AND CIVIL RIGHTS

massDOT
Massachusetts Department of Transportation

 **Massachusetts Bay
Transportation Authority**

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

MassDOT Highway Division

Commonwealth of MA Supplier Diversity Office (SDO)



Contact Information

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