

Listening Session

July 21, 2023 in District 2

MassDOT/MBTA

Office of Diversity & Civil Rights (ODCR)

MassDOT Highway Division

Commonwealth of MA Supplier Diversity Office (SDO)

Zoom meeting controls



- Use the chat button to ask questions, Alt+H



- To unmute audio - Alt + A toggles audio off/on



- To show video - Alt + V toggles video off/on



- 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 301-715-8592, Meeting ID: 872 3396 6989



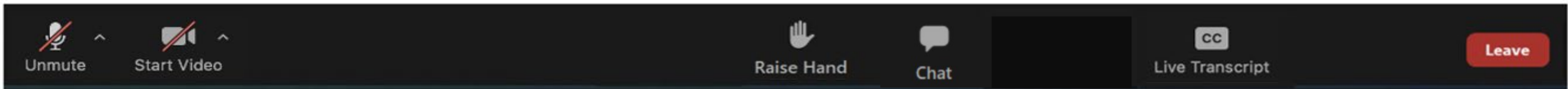
Live Transcript

- Closed captioning automatically generated by Zoom



If you have trouble with the meeting technology during the presentation, please call:

[1.888.799.9666]



Public meeting notes and procedures:

Notification of video recording

- This virtual public meeting will be recorded. The Massachusetts Department of Transportation may choose to retain and distribute the video, images, audio, and/or chat transcript.
- All parts of this meeting are considered public record.
- By continuing attendance with this virtual public meeting, you are consenting 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.

Important notes

- Your microphone and camera are automatically disabled upon entering the meeting.
- The meeting will be open to questions and answers at the end of the presentation.
- Your feedback is important.

All questions and comments are welcome and appreciated, however we do request that you refrain from any disrespectful comments.

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

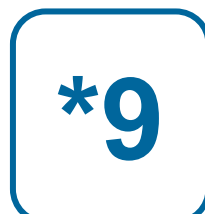
massDOT
Massachusetts Department of Transportation

T Massachusetts Bay
Transportation Authority

Share Your Questions and Comments



Chat



- Submit your questions and comments; (Alt + H)
- “Raise your hand” to be unmuted for verbal questions; (Alt + Y)
- Please state your name before your question
- 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 moment to take the survey on your experience after this meeting

Please be advised that all comments are subject to disclosure for public records, therefore use these functions for project-related business only.

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

Commonwealth of MA Supplier Diversity Office (SDO)

- John Fitzgerald
- Megan Costa

Producers: Michael McNutt, Junie Celestin and Augustin Manyowashington



Survey Questions

1. Is your company a certified minority, women, or disadvantaged business by the Massachusetts Certification Program, MassUCP, the Massachusetts Supplier Diversity Office (SDO), or both?
2. Please list all active certifications (e.g., DBE, MBE, WBE, etc.).
3. Are you aware of the upcoming MassDOT highway construction contract opportunities relevant to the work that your firm primarily does, and do you feel that there is a level playing field for minority, women, or disadvantaged firms seeking to participate in those opportunities?
4. What, if any, challenges has your firm experienced in bidding on and/or participating in MassDOT highway construction projects? Please describe.
5. 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?
6. Describe the process that you have used as Prime Contractors either successfully or unsuccessfully to identify and bring on board D/M/WBE subcontractors?
7. Please list any additional topics that MassDOT could address to support your firm's participation in highway construction projects.

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

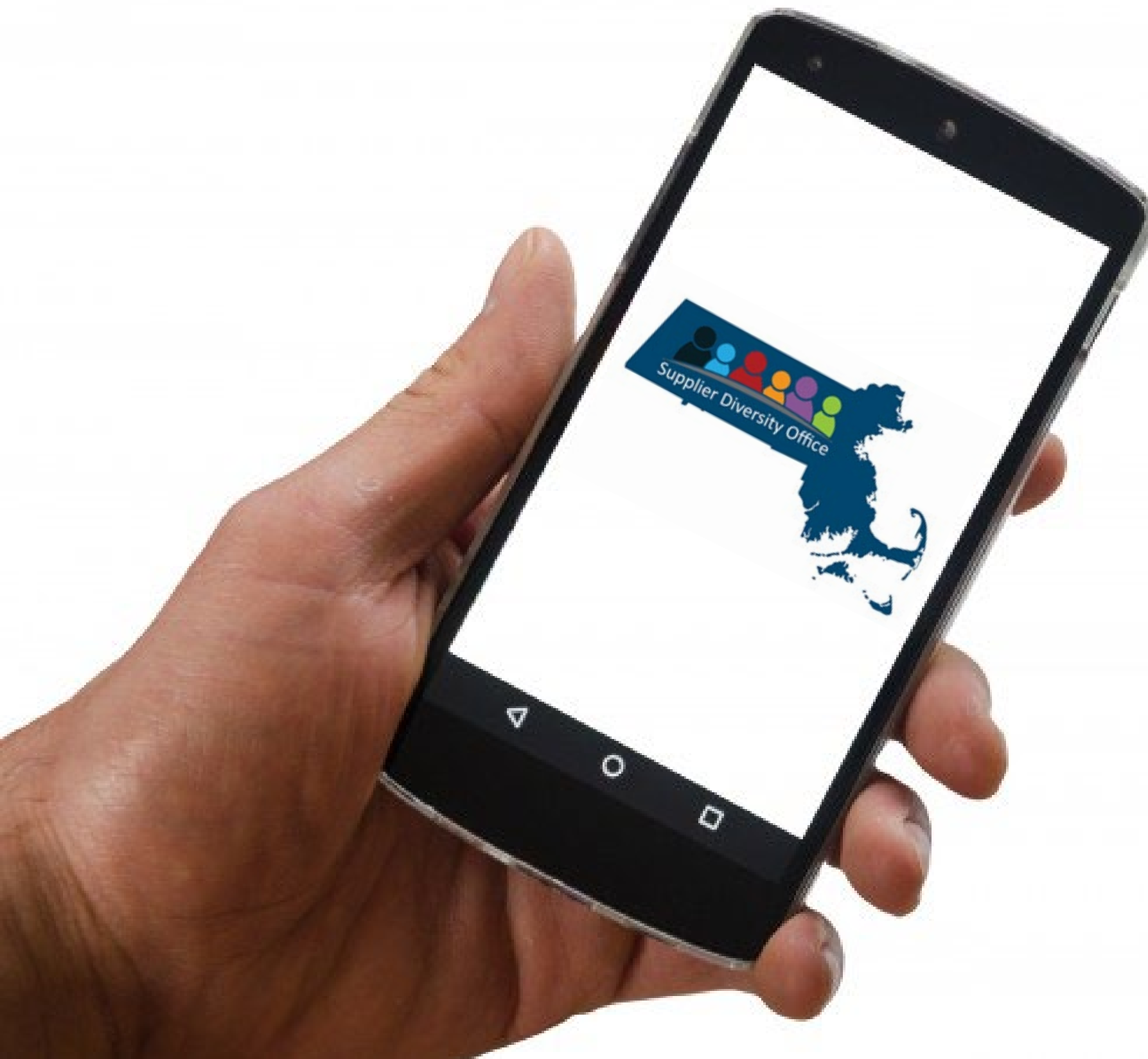
CLEAR

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)

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

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 and disadvantaged workers. MassDOT demonstrates this commitment by funding pre-apprenticeship programs across the Commonwealth. Through a competitive bid process MassDOT secured services of multiple organizations including public schools that assist in providing pre-apprentice training to eligible participants.

A key goal of the program is to provide information and skills training that will lead to permanent careers in the transportation/highway construction industry. Individuals participating are exposed to and encouraged to seek transportation/highway construction related careers. Services include but are not limited to; outreach and recruitment, in-depth assessment, classroom and job site instructions, case management, education and career counseling, job placement, and post placement support services.

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

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

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

Jeff Cathcart | Email: jcpci@cox.net

OJT/Pre-Apprenticeship Programs

Participating Schools in this area:

- Westfield Vocational Technical High School / Westfield
- Greenfield Hight School / Greenfield
- R.L. Putnam Vocational Technical Academy / Springfield
- Pathfinder Regional Vocational Technical School / Palmer
- Smith Vocational and Agricultural School / Northhampton

Every two weeks all participating vendors receive the Contract Award Report for all construction projects that had been awarded, withdrawn, or rejected during the period. This allows the workforce development partners to plan training and recruitment around work opportunities.

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.

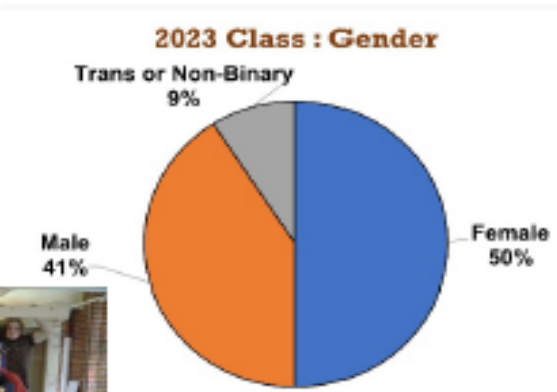
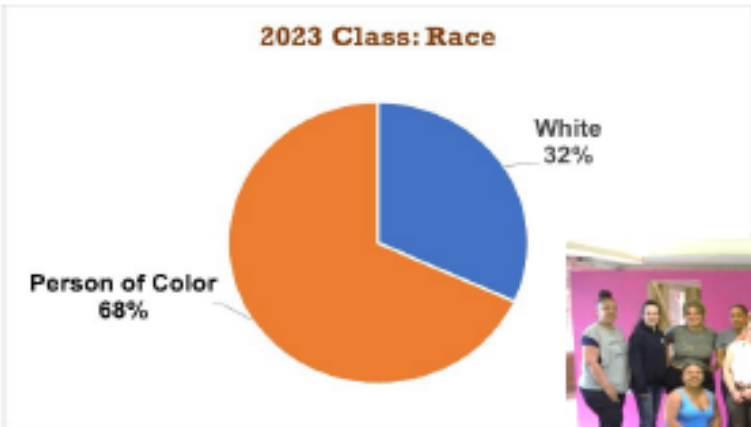
Our graduates have training in construction mathematics, line and grade, and a number of hands-on projects. In addition, each graduate possesses certifications in:

- 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
	TRAINING SPACE:	Building 27, Room 121 Springfield Technical Community College Springfield, MA 01105	



UMass
AFSCME
USA/MTA
PSU

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



Pre-Apprenticeship Programs & Supportive Services

In addition to the MassDOT sponsored pre-apprenticeship program, the Federal Highway Administration funds an on-the-job training program and an on-the-job supportive services program. The UMASS Transportation Center is the current vendor for the supportive services program. Program graduates for the pre-apprenticeship program take additional skill enhancement programs through the UMASS Transportation Center.

Some examples of training programs available:

- CDL B
- Hoisting License
- Asphalt Technician Training
- Introduction to Drones
- E-Bike Technician
- Flagger Certification

UMASS Amherst Transportation Center/Supportive Services - Statewide

Internships and co-op education programs are also available through this program.

FY23 Federal Aid Projects Scheduled to be Advertised

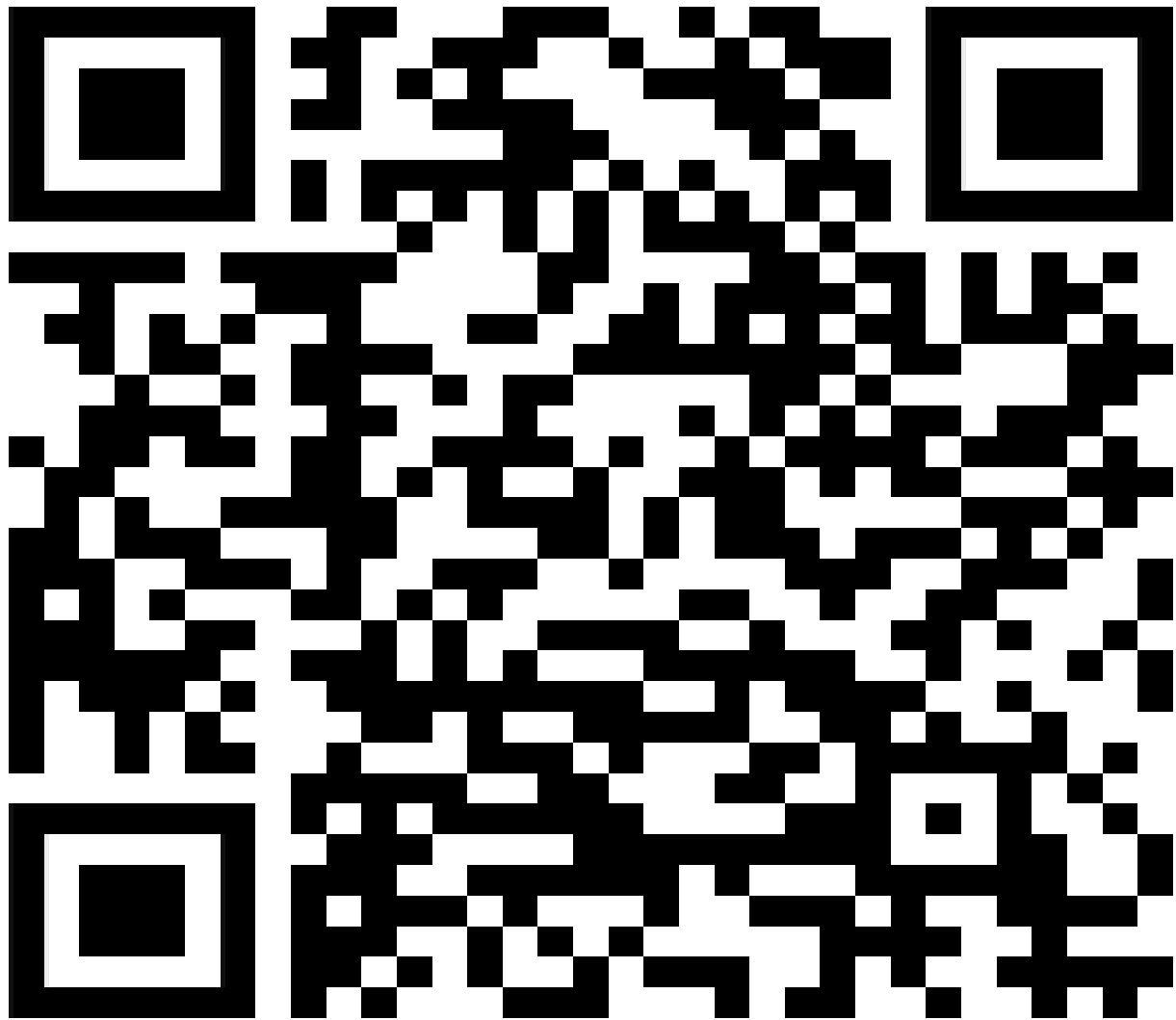
Darnell Williams
Deputy Chief of Diversity Officer, External Programs

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

FFY23 Federal Aid Projects Scheduled to be Advertised in D2

Project #	Location and Description	District	Ad Date	DBE Goal	Contract Estimate	Funding	OJT
609385	DISTRICT 2 - ADA RETROFITS AT VARIOUS LOCATIONS	2	6/10/2023	TBD	\$1,083,698.20	CRRSAA, STIP	0
604209	HOLYOKE - WEST SPRINGFIELD- REHABILITATION OF ROUTE 5 (RIVERDALE ROAD), FROM I-91 (INTERCHANGE 13) TO MAIN STREET IN HOLYOKE & FROM ELM STREET TO NORTH ELM STREET IN WEST SPRINGFIELD (3.2 MILES)	2	6/10/2023	TBD	\$25,514,668.21	NHS, STIP	7
608847	WALES - BRIDGE REPLACEMENT, W-02-002, HOLLAND ROAD OVER WALES BROOK	2	6/24/2023	TBD	\$2,780,395.46	BR OFF, H-Risk, STIP	0
608414	GREENFIELD - INTERSECTION IMPROVEMENTS AT TWO LOCATIONS, ROUTE 2 AND COLRAIN ROAD & ROUTE 2 AND BIG Y ENTRANCE	2	7/1/2023	TBD	\$2,072,912.00	H-Risk, STIP	0
606895	GRANBY - IMPROVEMENTS AT 2 LOCATIONS ON ROUTE 202: SCHOOL STREET & FIVE CORNERS	2	9/9/2023	TBD	\$3,949,527.10	H-Risk, STIP	1
608073	WESTFIELD - WESTFIELD RIVER LEVEE MULTI-USE PATH CONSTRUCTION, FROM ELLSWORTH STREET TO WILLIAMS RIDING WAY (NEAR MEADOW STREET) (2 MILES)	2	9/9/2023	TBD	\$5,145,608.95	H-Risk, STIP	1

Advertised
Project Bid
Opening
Schedule in
District 2



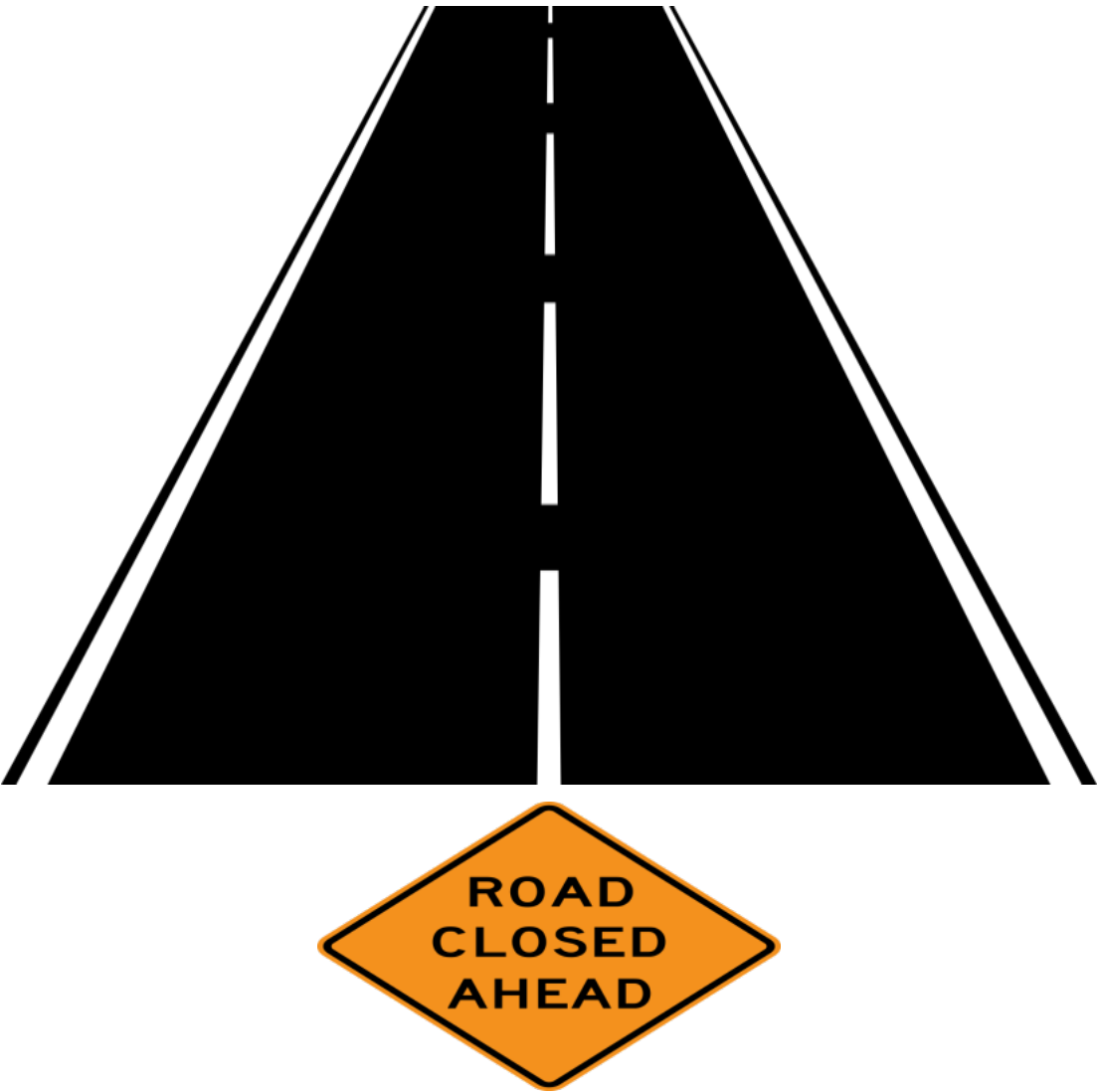
Contract Compliance Highway Division

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



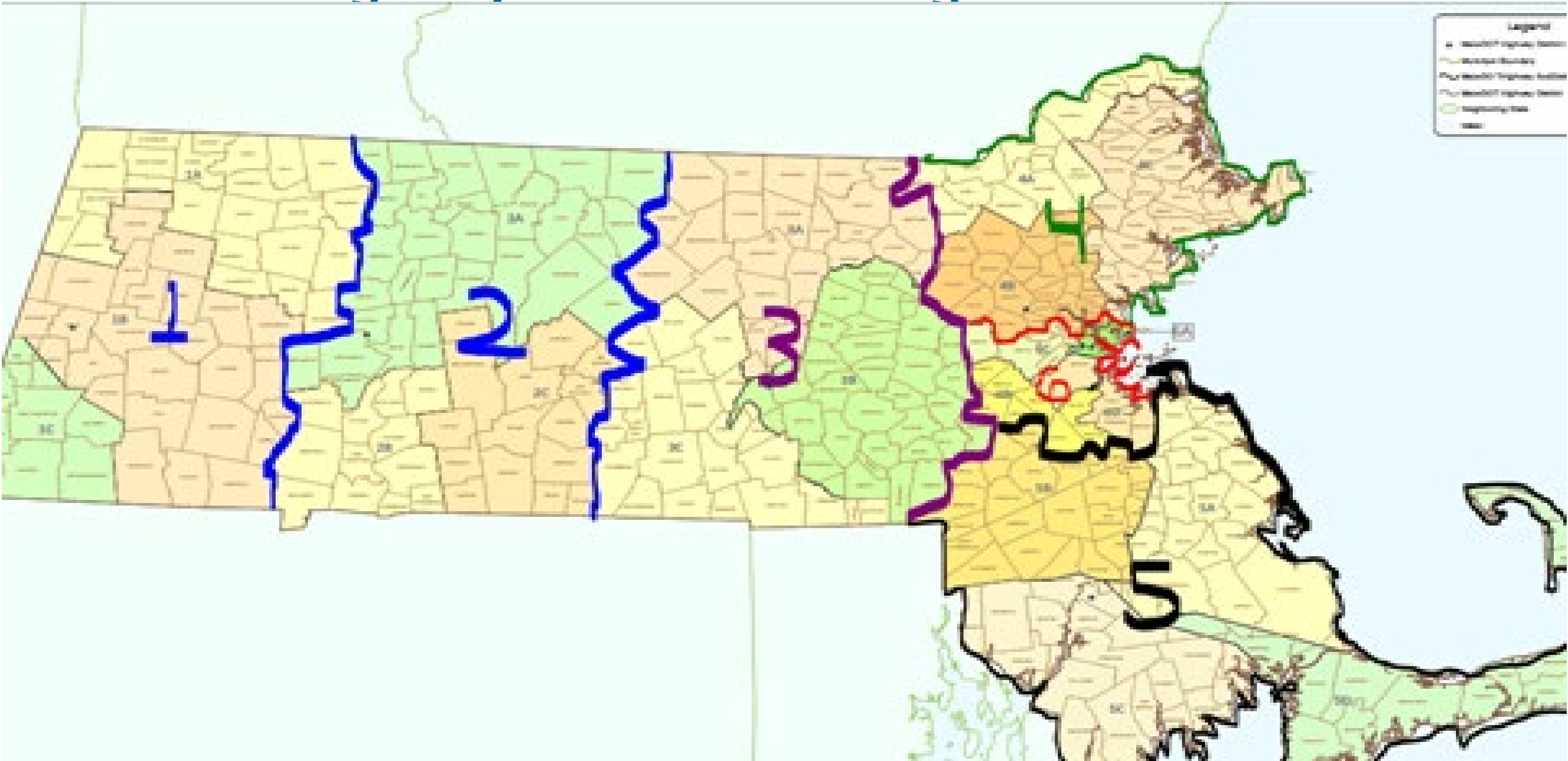
Left to Right: Peter Racicot, Trevor Hodge, Tanja Delgado, Dynell Andrews, John Pires, Mark Young, William Matlock & Keith Parrett

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
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>



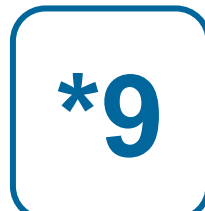


Questions and discussion

Share Your Questions and Comments



Chat



- Submit your questions and comments; (Alt + H)
- “Raise your hand” to be unmuted for verbal questions; (Alt + Y)
- Please state your name before your question
- 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 moment to take the survey on your experience after this meeting

Please be advised that all comments are subject to disclosure for public records, therefore use these functions for project-related business only.

Thank You for Your Support

MassDOT Facebook and Twitter



Municipal Organizations (Greenfield, Granby)

Council on Aging

Granby Public Schools

Community Organizations

Valley Community Development Corp

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



Thank You for Your Support

Multicultural Community Services of the Pioneer Valley Inc.

Pioneer Valley Transportation Authority

Springfield Registry of Motor Vehicles

Hampshire County Resource Center

Springfield Regional Chamber of Commerce

Construction Industries of MA



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	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
DuPont, Stephanie	District Administrator	Stephanie.J.Dupont@dot.state.ma.us
Leavenworth, Patricia	District 2 Highway Director	Patricia.Leavenworth@dot.state.ma.us
Minihan, Matthew	District Operations Engineer	Matthew.Minihan@dot.state.ma.us
Spicer, David	Deputy Administrator / Chief of Construction Engineering	David.A.Spicer@dot.state.ma.us
Kelleher, Brian	State Construction Engineer	Brian.Kelleher@dot.state.ma.us

Commonwealth of MA Operational Services Division, Supplier Diversity Office (SDO)

Name	Title	Email
William, Jr., Robert	Director of Diverse and Small Business Engagement	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



Forthcoming on MassDOT website

Responses from surveys and frequently asked questions (FAQs) collected from each MassHighway District in the Commonwealth will be posted on the link below



Thank you!

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

MA Commonwealth Operational Services Division
Supplier Diversity Office (SDO)

