



DEI in Development

Policy Overview



**boston planning &
development agency**

What are we doing?

BPDA will be collecting Diversity, Equity, and Inclusion Plan Disclosures as part of the Article 80 Review process.

We are doing this to:

- understand disparities in the real estate market
 - increase M/WBE participation over time, and
 - evaluate strategies to drive greater impact
- We are requesting you submit plans to include economic participation, employment, and management roles for people of color, women, and certified Minority and Women Owned Businesses when filing a project.
 - We are planning to look at the results of these submissions over the next few months and consider a path forward and codify these DEI plan disclosures into the zoning code.



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Why now?

- **Diversity, Equity, and Inclusion is of the utmost importance to us as an agency**, as evidenced by our current policy that requires bidders for public land parcels to outline a DEI plan.
- The BPDA is strongly committed to ensuring that the **disposition of publicly-owned properties provide opportunities for wealth-creation and workforce participation** for businesses and individuals who have historically been underrepresented in real estate development. **To continue this important work, we want to bring the same criteria into private development.**

Beginning in 2018, all RFPs for the redevelopment of BPDA-owned land require respondents to outline a Diversity, Equity, and Inclusion plan. **In 2020, the BPDA began weighing this criterion at 25% for all RFPs.**

Since 2018, the **BPDA released over 18 RFPs and designated 11 development projects to diverse development teams.**



How does it work?

- Project proponents will be requested to **list any certified M/WBEs that will participate in the project**, including the type/nature of work performed on the project and/or the financial interest in the project.
- The **policy initiative is non-evaluative** and applies to projects reviewed through **Article 80B, 80C, and 80D** (with the exception of IMP Amendments and Renewals.)
- The **“DEI Plan Disclosure” should be included in the first filing** related to the project, i.e. Project Notification Form, Planned Development Area, or Institutional Master Plan Notification Form.
- Projects that file their **PNF, PDA, or IMPNF after August 11, 2022** will be requested to submit the Disclosure.



What should the DEI Plan Disclosure address?

Pre-development

- Development entity
- Ownership, equity and debt investment,
- Design, engineering, legal, other consultants

Construction

- General contractor / subcontractor
- Trades, workers performing construction
- Suppliers
- Engineering, and professional and other services

Ongoing Operations

- Building tenants
- Facilities management
- Contracted services
- Others



What is included in the DEI Plan Disclosure?

- **Information related to the M/WBE-owned firms participating in the development**
 - Nature of participation, extent to which their involvement is committed to while filing, other detailed information on the M/WBE role where possible.
- **Strategy for supplier diversity and M/WBE outreach**
 - Goals, strategies, and good faith efforts proposed for M/WBE outreach and ongoing participation
- **Strategies that support sustainable capacity development in M/WBE firms**
 - Mentor-protégé relationships or joint ventures, description of potential impact on the M/WBE firm's future business growth and opportunities.
- **Strategy to support workforce training/capacity building**
- **Any prior experience and track record undertaking similar programs**



Implementation timeline



Resources

- Policy statement available online at: <http://www.bostonplans.org/projects/development-review>

A screenshot of the Boston Planning & Development Agency website. The header is dark teal with the agency logo and navigation links: "About Us", "Contact Us", "Careers", "News", "Calendar", and "Translate Page". Below the header is a secondary navigation bar with links: "Neighborhoods", "Planning", "Zoning", "Work with Us", "Development", "Housing", "Research", and "3D Data & Maps". The main content area is divided into two columns. The left column has a "Development" section with a list of links, including "What is Development Review?". A red arrow points from this link to the right column. The right column has a "What is Development Review?" section with a sub-section "Diversity, Equity, and Inclusion (DEI) in Development Policy". This section contains a paragraph of text, a sub-section "A developer's DEI Plan Disclosure addresses all phases of development, including but not limited to:", and a list of three bullet points describing the phases: pre-development, construction, and ongoing operations. At the bottom of this section is a button labeled "View the DEI in Development Policy". Below the button is a paragraph of text: "For more information, please contact [Nupoor Monani](#), Deputy Director of Master Planning and Policy."

Thank you!
