

**MINUTES OF THE MEETING OF THE
MASSACHUSETTS CONVENTION CENTER AUTHORITY
EXECUTIVE COMMITTEE**

June 12, 2023

A meeting of the Executive Committee of the Massachusetts Convention Center Authority (“Authority”) was convened on June 12, 2023 at the Boston Convention & Exhibition Center, 415 Summer Street, Boston, MA, in Meeting Room 204B, via Microsoft Teams or phone: Dial-in Number 1-857-702-2232; Conference ID: 656664128#.

Committee members in attendance at the BCEC were: John McDonnell, Cindy Brown, Ashley Groffenberger, Khushbu Webber and Elissa-Flynn Poppey.

Committee members in attendance via MICROSOFT TEAMS MEETING or telephone were: Paul Sacco and Barbara Capuano.

Board member in attendance was: Michael Donovan.

Board member in attendance via MICROSOFT TEAMS MEETING or telephone was: Michelle Consalvo¹

Staff members in attendance at the BCEC were: David Gibbons, Christopher Donato, Michael Esmond, David Silk, Devin Taylor and Mark O’Leary.

Staff members in attendance remotely via MICROSOFT TEAMS MEETING or telephone were: Christine Pulgini and Joanne Pages.

Public Relations Specialists in attendance were: Greg Almieda, Tracy Barac, and Via Valenti, from Global View Communications.

Public Relations Specialist in attendance remotely was: Sandy Lish

Outside Counsel in attendance was: Thomas Kiley, Esq.

I. ROLL CALL

The meeting was called to order at 10:02 am, and Chairman McDonnell confirmed a quorum for the meeting with a Roll-Call Vote.

Roll-Call Vote:

¹ Michelle Consalvo joined meeting at 10:12 a.m.

Cindy Brown	Present.
Barbara Capuano	Present.
Khushbu Webber	Present.
Elissa Flynn-Poppey	Present.
Ashley Groffenberger	Present.
Paul Sacco	Present.
John McDonnell	Present.

II. APPROVAL OF MINUTES

Upon motion duly made and seconded, the minutes of May 15, 2023 Executive Committee meeting were approved with a Roll-Call Vote.

Roll-Call Vote:

Cindy Brown	Yes.
Khushbu Webber	Yes.
Elissa Flynn-Poppey	Yes.
Barbara Capuano	Yes.
Ashley Groffenberger	Yes.
Paul Sacco	Yes.
John McDonnell	Yes.

III. APPROVAL OF MINUTES

Upon motion duly made and second, the minutes of May 15, 2023 Executive Session meeting were approved with a Roll-Call Vote.

Roll-Call Vote:

Cindy Brown	Yes.
Khushbu Webber	Yes.
Elissa Flynn-Poppey	Yes.
Barbara Capuano	Yes.
Ashley Groffenberger	Yes.
Paul Sacco	Yes.
John McDonnell	Yes.

IV. VISIONING SESSION

Chairman, John McDonnell introduced Greg Almieda from Global View Communications, who presented briefly to the Committee members with a working session to follow.

Workforce Analysis Baseline Summary

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Diversity perceptions are not factored in when reviewing availability data, comparisons to labor market data should not be used as a sole measure of success.

Workforce analysis was done by comparing the racial composition of specific occupation categories of the MCCA workforce to external availability by race in those same categories. Purely from a statistical standpoint a review of workforce data shows there are no glaring deficits in workforce representation with African-Americans. On the other hand, Latinos are significantly under-represented in Building Operations and Clerical. Asians are underrepresented in all categories including management. The perception of unfair treatment and lack of diversity focus outweighs the data showing workforce representation among African-Americans is in most cases higher than external availability.

The specific public allegations call for a more intentional approach to diversity recruiting as a proactive measure.

MCCA Building Operation & Clerical Employee Demographics

The MCCA trends slightly whiter among its clerical employees versus the Greater Boston area, and slightly less white among its building operation employees versus the Greater Boston area. Clerical employees: 2.3% more white than the clerical workforce in Greater Boston. Building operation employees: 0.7% less white than the building operation workforce in Greater Boston.

In those same categories, the MCCA significantly under-indexes among Hispanic & Latino employees versus the Greater Boston area. The organization also somewhat under-indexes among Asian employees. Overall, the MCCA is 6.6% less Hispanic/Latino than Greater Boston's building operations & clerical workforce. Similarly, the MCCA is 4.0% less Asian in those same roles.

The MCCA over-indexes among Black & African American employees in building operations (by 10.5%) and clerical roles (by 8.4%).

V. EXECUTIVE SESSION: To discuss strategy with respect to collective bargaining if an open session may have detrimental effect on the Authority's bargaining position.

Chairman John McDonnell stated because the Committee was about to discuss strategy with respect to collective bargaining if an open session may have a detrimental effect on the Authority's bargaining position. A recorded vote is required to take this meeting into Executive Session.

Chairman McDonnell conducted a roll call vote. Chairman McDonnell, Paul Sacco, Elissa Flynn-Poppey, Ashley Groffenberger, Khushbu Webber, Cindy Brown and Barbara Capuano voted in favor in of going into Executive Session. No member was opposed.

Roll-Call Vote:

Paul Sacco	Yes.
Cindy Brown	Yes.
Barbara Capuano	Yes.
Khushbu Webber	Yes.
Elissa Flynn-Poppey	Yes.
Ashley Groffenberger	Yes.
John McDonnell	Yes.

At 10:21 am, the Committee entered into Executive Session.

At 10:46 am, the Committee reconvened in Open Session.

Roll-Call Vote:

Paul Sacco	Yes.
Cindy Brown	Yes.
Barbara Capuano	Yes.
Khushbu Webber	Yes.
Elissa Flynn-Poppey	Yes.
Ashley Groffenberger	Yes.
John McDonnell	Yes.

VI. OLD BUSINESS

There was no old business.

VII. NEW BUSINESS

There was no new business.

VII. ADJOURNMENT

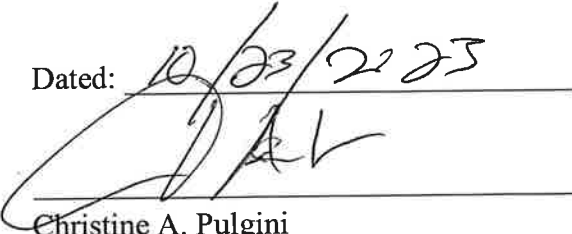
Upon a motion duly made and seconded, Chairman McDonnell conducted a Roll-Call vote to adjourn the meeting.

Roll-Call Vote:

Paul Sacco	Yes.
Cindy Brown	Yes.
Barbara Capuano	Yes.
Khushbu Webber	Yes.
Elissa Flynn-Poppey	Yes.
Ashley Groffenberger	Yes.
John McDonnell	Yes.

The meeting adjourned at 10:46 am.

Dated: 10/23/2023


Christine A. Pulgini
Associate General Counsel