



DIVERSITY, EQUITY AND INCLUSION SOLUTIONS

9VC

Mass Convention Center Authority
DE&I Subcommittee Charter Development Session
January 2024

Agenda

Time	Topic
5-10 minutes	Welcomes
10 minutes	Level set & opener
10 minutes	Themes from prior session
60+ minutes	Charter development session
5-10 minutes	Closing remarks and next steps

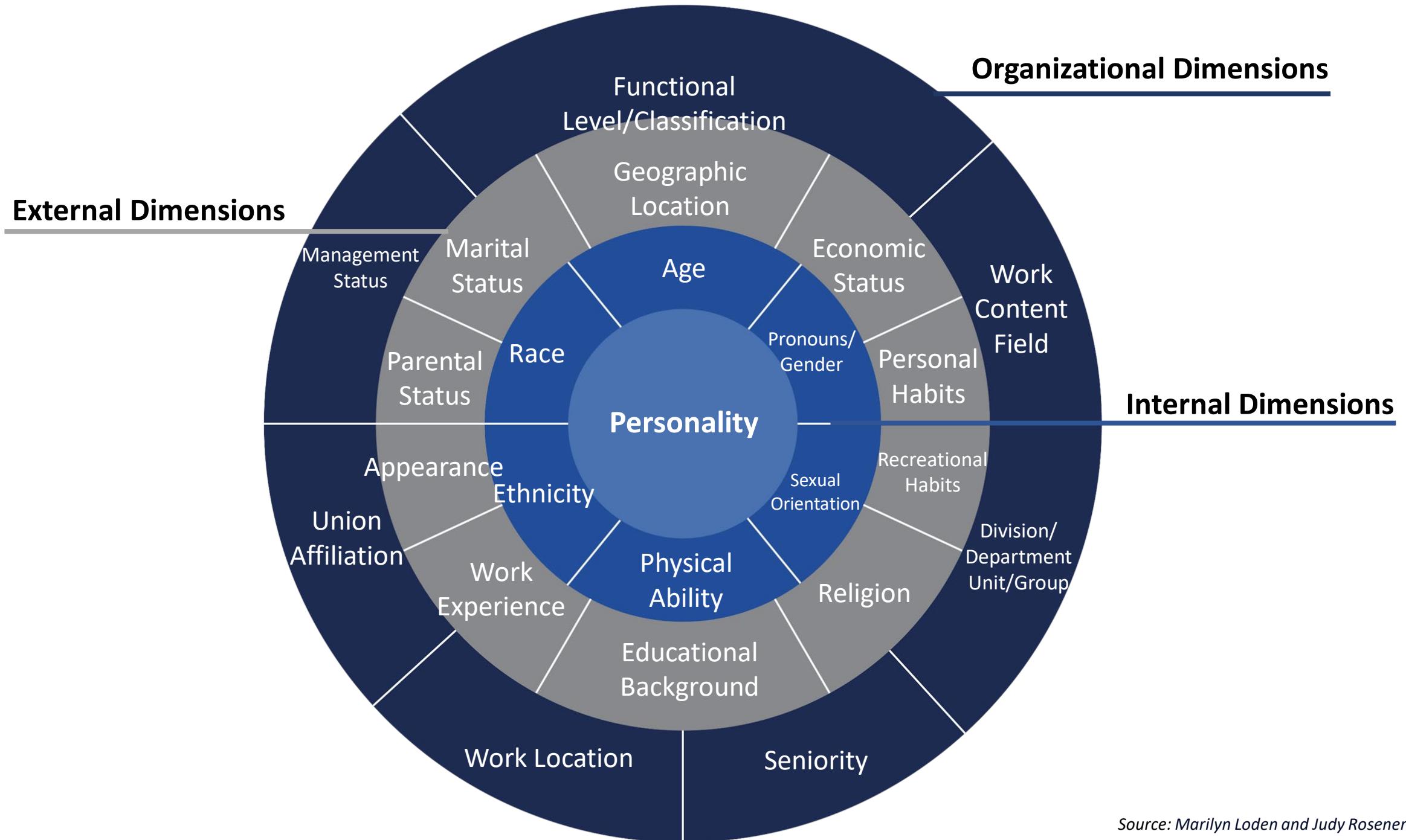
Why are we here?

In this session, we'll begin to develop the elements of the charter for our DE&I subcommittee.

This session is designed to evoke ideas for the basis of our charter

How we'll work together

- We're scheduled for approximately 90 minutes. I will be asking a series of questions, mostly ones asking for your comments
- We want this to be a space of safety and trust
- Speak your truth. This means being open about thoughts and feelings and not just saying what you think others want to hear
- There are no right or wrong answers, just perspectives
- We'll be taking notes to only capture the gist of what you say in response to each question
- Please keep multitasking to a minimum



Source: Marilyn Loden and Judy Rosener

6.12.23 VISIONING SESSION FINDINGS

- MCCA board members have concerns about the current state of DE&I at the Authority, and what the board's role should be.
- There are a range of actions that can be taken, from a wait and see approach to evolving the work regardless of Prince Lobel's report findings.
- Board members agree that there needs to be a clear internal communications strategy that not only outlines how to address DE&I issues publicly, but also identifies what issues get escalated to the board for review.
- The board agrees that they should pursue opportunities to work on relationship building as a group to improve the cohesion of the board as a whole and align on how they can respond to DE&I issues in the future.
- It seems as if most board members want to define the success of any work through the new DE&I person with clear goals and accountability, reporting to the board once a quarter.
- There was interest in identifying ways MCCA could expand recruitment efforts beyond local searches and reviewing the promotion process for employees of color to improve retention.
- It appeared that most potential DE&I work would be employee-focused, but there was some interest in expanding supplier diversity efforts.
- The board's knowledge of current DE&I efforts and definitions could be improved.

What is the core purpose of the DE&I subcommittee?

Think “big picture impact”

What are the subcommittee's short- and long-term goals?

What core values will guide our work?

How should the members of the subcommittee work together?

How should we interact?

What behaviors are important?

How should the subcommittee work with
Authority leadership and the CDO?

How should we interact?

What is our expectation of them?

Should the subcommittee have a start and end date?

What areas of DE&I should we be focused on?

In DE&I, what can the subcommittee impact and what can't we impact?

What does success look like for the subcommittee?

What resources (advice/counsel, support, administrative) does the subcommittee need to do our work?

Any additional thoughts/ideas?