



Massachusetts Bay Transportation Authority

Recommended ODCR & DEI Content & Cadence at PW&D Subcommittee + Board of Directors

ODCR & DEI Updates to PW&D + Board

RECOMMENDED CADENCE:

- To be consistent on various reporting requirements' timelines, ODCR & DEI leadership recommend the following cadence and content for updates to the PW&D Subcommittee and the Board of Directors.
- Each of these topics below receive updates each 6 months to the PW&D Subcommittee
- In addition, the full Board of Directors receive one annual update on the same topics.
- That provides three total annual updates (two for PW&D and one for the full Board)

SUPPLIER DIVERSITY:

- Federal Program – ODCR DBE Program (Julian Tynes) recommending 2x per year for July and January to PW&D in addition to October to Full Board.
- State Funds Program – DEI Program (Jabes Rojas, Jeff Cook and Maysoon Tawfik) recommending 2x per year. We presented in March and are planning for September for PW&D in addition to December to Full Board.

PERSONNEL DIVERSITY:

- ODCR (Julian Tynes) FTA EEO personnel diversity report. Recommending May and November for PW&D and February for Full Board.
- DEI (Jabes Rojas) with ODCR (Julian Tynes) sharing deep dive update on blend of DEI programming. Jabes Rojas presented in April and planning for August for PW&D in addition to the Full Board in November.
- HR (Tom Waye) presenting on recruitment outreach and hiring for diverse personnel under their new re-engineered hiring process. Tom Waye presented in February and is planning for August for PW&D in addition to October to Full Board.



ODCR & DEI Updates to PW&D + Board

Jan	Feb	Mar	Apr
- ODCR DBE for PW&D	- ODCR Federal EEO for Full Board - HR on Diversity for PW&D	- State Funds Supplier Diversity for PW&D	- DEI Personnel for PW&D
May	Jun	Jul	Aug
- ODCR Federal EEO for PW&D		- ODCR DBE for PW&D	- DEI Personnel for PW&D - HR on Diversity for PW&D
Sep	Oct	Nov	Dec
- State Funds Supplier Diversity for PW&D	- ODCR Federal DBE for Full Board - HR on Diversity for Full Board	- ODCR Federal EEO for PW&D - DEI Personnel for Full Board	- State Funds Supplier Diversity for Full Board

