

**HOUSE . . . . . No. 3924**

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**The Commonwealth of Massachusetts**



*House of Representatives, June 30, 2021.*

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**In the One Hundred and Ninety-Second General Court  
(2021-2022)**  
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1           *Ordered,* That, the Joint Committee on Racial Equity, Civil Rights, and Inclusion shall  
2 make an investigation and study of diversity and inclusion in the construction industry including,  
3 without limitation, ways to create employment opportunities for racial and ethnic minorities,  
4 women and veterans within the construction industry and ways to ensure racial equity in the  
5 awarding of public construction contracts. Said study may include, but shall not be limited to: (i)  
6 diversity and inclusion standards in hiring of employees and in the awarding of public  
7 construction contracts, including current data on non-union minority and women-owned  
8 contractors bidding on public projects; (ii) identifying obstacles to non-union minority and  
9 women-owned contractors bidding on public projects including, without limitation, an analysis  
10 of the laws, rules, regulations and policies related to bidding and subcontracting that could serve  
11 as a barrier to otherwise qualified minority, women or veteran owned contractors; (iii) analyzing  
12 the use of diversity and inclusion compliance standards and formalized access and opportunity

13 committees within the division of capital asset management and maintenance; (iv) identifying  
14 obstacles to employment opportunities for racial and ethnic minorities, women and veterans  
15 within the construction industry; (v) identifying ways to encourage more racial and ethnic  
16 minority, women and veteran participation in apprenticeship programs including an analysis of  
17 the obstacles to completion of such programs by racial and ethnic minorities, women and  
18 veterans; (vi) the use and efficacy of project labor agreements to promote diversity and inclusion  
19 in the construction industry including a review of the standardization of access, inclusion, and  
20 diversity committees; (vii) the use and efficacy of accountability measures to ensure diversity  
21 and inclusion in the construction industry; and (viii) identifying geographic challenges to  
22 diversity and inclusion in the construction industry; and be if further

23 Ordered, That, the committee shall report the results of its investigation and study and its  
24 recommendation, if any, by filing a report, together with drafts of legislation if necessary, to  
25 carry its recommendations into effect, with the clerks of the House and Senate by December 31,  
26 2021.