

GROWTH

A. Community

1. Quality of Life

As a proposed headquarters facility, the quality of life of the community is an important factor in our decision-making process. Quality of life impacts both our ability to recruit to the community and the satisfaction of employees working at the headquarters. Describe the quality of life in your community. Make sure to address each of the following:

As Mayor Walsh said in our initial response bid, “no other city can match the combinations of head and heart, pride and openness, creativity and stability that run through our culture and drive our success. We have a proven track record of bipartisan, cross-sector teamwork among leaders who are committed to growing our economy by these values.”

Boston is one of the nation’s fastest growing regional economies not just because we’re a great place to do business, but because Boston is a truly exceptional place to live. From walkable urban retail districts served by one of the nation’s best transit systems, to bike paths along the New England seacoast - Bostonians enjoy a lifestyle that is comparable to only a handful of US cities - and at housing costs that are less than peer communities such as San Francisco or New York.

Boston is a truly exceptional place to live with something to offer all residents and visitors. While many cities are defined by their skylines, the City is distinguished by its proud, vibrant, and unique neighborhoods. We know your employees will love Boston!

A. Community

a. Health and Fitness opportunities (indoor and outdoor, both man-made and naturally occurring)

Boston continues to maintain an atmosphere and culture around health and fitness, with several biking and running paths, hiking trails, gym facilities, and exercise classes. The American College of Sports Medicine fitness index routinely ranks Boston in the Top 10 of their annual report¹. Conde Nast² and the Travel Channel³ have recognized Boston as one of the healthiest cities in America, citing the abundant bike paths and running paths, as well as parks and urban green space for recreational activities. Not only is Boston one of the most walkable cities in the US, the widespread Hubway bike-sharing system encourages visitors and locals to bike around

¹ ACSM, “American Fitness Index Health and Community Fitness Status of the 50 Largest Metropolitan Areas,” <http://www.americanfitnessindex.org/wp-content/uploads/2014/02/ACSM-AFI-Report-2017.pdf>

² Conde Nast Traveler, “10 Fittest Cities in the US,” <https://www.cntraveler.com/galleries/2016-05-18/the-10-fittest-cities-in-the-us/4>

³ Travel Channel, “America’s Top 20 Healthiest Cities,” <https://www.travelchannel.com/interests/wellness-and-renewal/photos/americas-top-20-healthiest-cities>

town. Shape Magazine⁴ ranks Boston as the third fittest city in America, noting the number of exercise-related charity events – including walks and road races – that populate the city’s annual calendar.

It may be known as America’s Walking City, but Boston is also one of the nation’s best running cities.⁵ It is easy to see why with its hundreds of miles of trails and more than 150 annual road races. However, no race defines the city more than the Boston Marathon, always held on Patriots' Day, the third Monday of April. Begun in 1897, inspired by the success of the first marathon competition in the 1896 Summer Olympics, the Boston Marathon is the world's oldest annual marathon and one of the world's best-known road racing events. Dedicated paths such as Jamaica Pond, Arnold Arboretum, and Charles River Esplanade make Boston a great place for runners of all levels.

As a coastal city with rivers running through it, Boston sees the shoreline as a public resource: state and city policy, as well as nonprofit action, developed an extensive system of near-continuous greenways along the seacoast and riverbanks. Pathways such as the Charles River Esplanade, the Jamaicaaway, and the Neponset River Trail encourage walking, running, and cycling, as well as access to the water for rowing and sailing. Franklin Park and the Stony Brook Reservation provide additional opportunities for hiking within the city limits.

The Boston Parks Summer Fitness Series is a collaboration between the Boston Parks and Recreation Department and the Boston Public Health Commission. This series of exercise classes, outdoor active workshops, and clinics is designed to offer residents free, expert-led, outdoor fitness opportunities in neighborhood parks. Over 10,000 youth, teens, adults, and seniors, aged from 1 to 91, improve their health by participating in 338 outdoor classes held in 17 key parks in 14 neighborhoods throughout the summer.

Boston has hundreds of gyms, including women-only gyms and specialty facilities focused on spin/cycling, yoga, boxing, and more. Boston Center for Youth and Families (BCYF) operates 36 facilities, 28 of which have gymnasiums. The Greater Boston YMCA has more than 15 branches, equipped with gyms and aerobic classes, indoor and outdoor pools, mini-golf, and sports leagues. Dozens of public and private indoor and outdoor swimming pools are available throughout Boston. BCYF operates 18 pools plus one beach, all open to the public. BCYF community centers have six indoor rock walls and staff that are trained to teach users how to climb.

The November Project is a free fitness movement that was born in Boston as a way to stay in shape and build community.⁶ It is a grassroots fitness community organized through social media. Hundreds of people gather at outdoor spots around Boston. On Mondays, they do push-ups and sit-ups in public parks; on Wednesdays, they sprint up the Harvard Stadium stairs;

⁴ Shape Magazine, “Top 10 Fittest Cities in America,” <https://www.shape.com/fitness/top-10-fittest-cities-america>

⁵ “The 50 Best Running Cities” *Runner's World*, August 2016

⁶ <http://november-project.com/about/>

on Fridays, they run the city's hills.⁷ Now present in multiple cities around the world, the movement motivates and encourages people of all ages, shapes, sizes and fitness levels.

Revere On The Move, a partnership between Revere CARES, the City of Revere, and community groups, works collaboratively to transform behaviors, systems, and the built environment in support of healthier lifestyles and improved health outcomes. Residents and visitors can use the city's neighborhood-based Urban Trail walking routes. Revere Beach and the Northern Strand Community Trail offer cycling paths for all riding levels, and Revere On The Move recently implemented a successful and popular dockless bike share program pilot. The majority of the Revere's park facilities are located at or in proximity to its K-12 schools and within walking distance of most of its neighborhood residents.

A. Community

b. Cultural Activities, including Performing Arts, Fine Arts, Cultural Venues, and Festivals

Boston is home to a wealth of cultural resources, with world renowned museums, performance spaces, and historical attractions. According to ArtsBoston⁸, more than 18 million people attend arts and cultural events in Greater Boston every year. In 2016, over 500 public events, ranging from parades, to block parties, to concerts, were guided through the Mayor's Office of Tourism, Sports, and Entertainment, drawing thousands of attendees and visitors.

Fine Arts

The Museum of Fine Arts is one of the most comprehensive art museums in the world. The next-door Isabella Stewart Gardner Museum was designed to emulate a 15th-century Venetian palace and houses significant examples of European, Asian, and American art, from paintings and sculpture to tapestries and decorative arts. The Harvard Art Museums include the Fogg Art Museum, Arthur M. Sackler Museum, and Busch-Reisinger Museum. The Institute of Contemporary Art champions "innovative approaches to art" on the South Boston Waterfront, and is expanding to East Boston. The Robert Klein Gallery and the Iris Gallery of Fine Art Photography are distinguished showrooms of fine art photography. The SoWa artist district is a significant community of artists including over fifteen galleries and over seventy artist studios. The Galerie d'Orsay in Boston's Back Bay houses an extensive collection of artworks that span a total of six centuries. Gallery NAGA exhibits and sells contemporary art on Newbury Street. Also on Newbury Street, Vose Galleries of Boston is the largest inventory of American realist paintings in New England. The prestigious Krakow Witkin Gallery displays the best postmodern artworks.

Additionally, there are over 500 pieces of public art in Boston. The Mayor's Office of Arts and Culture administers ongoing programs including the Boston Open Studios Coalition, City Hall Galleries, Artist Certification Program, Alternative Space Pilot Project for artists, and Public Art Requests for Proposals. Through these programs, patrons can talk to and buy art directly from

⁷ [Boston's Fitness Flash Mob](#)

⁸ ArtsBoston is a nonprofit arts service organization supporting member organizations with research and audience building programs that encourage participation in arts and culture, stimulate demand and raise attendance.

artists, visit art exhibitions, and apply for non-traditional space to create projects and rehearse.⁹ Every summer, through the Mayor's Mural Crew, young artists work with professional painters on murals throughout the City. The program gives hundreds of Boston's young artists the chance to take part in creating public art.

Cultural Attractions

Boston is home to many landmark cultural attractions. The Boston Public Library, founded in 1848, was the first large free municipal library in the United States and holds several first edition folios by William Shakespeare and original music scores from Mozart to Prokofiev. JFK Museum and Library preserves and provides access to historical materials related to President Kennedy and his times—and engages with citizens of all ages and nationalities through JFK's life story and the ideals he championed.

Historic Landmarks

Boston boasts nine local historic districts across the city. In Downtown Boston, Faneuil Hall is steps from the historic Freedom Trail. The Freedom Trail is a 2.5-mile walking route connecting 16 historic sites. Old North Church is Boston's oldest surviving church building and one of the Freedom Trails most visited historical sites, known for "One if by land, and two if by sea," and the midnight ride of Paul Revere. The Paul Revere House was the colonial home of American patriot Paul Revere during the time of the American Revolution. The Battle of Bunker Hill Museum is located on the Freedom Trail, across the street from the Monument. The museum houses exhibits on the Battle of Bunker Hill, the building of the Monument and the history of Charlestown. The USS Constitution Museum is located in the Charlestown Navy Yard, which is part of the Boston National Historical Park in Boston. The USS Constitution Museum collects, preserves, and interprets stories of "Old Ironsides". The Boston Tea Party Museum was voted "New England's Best New Museum" by Yankee Magazine.

The Black Heritage Trail is a tour of sites important to Boston's 19th century African-American community in Beacon Hill. The African Meeting House was built in 1806 and is now the oldest Black church edifice still standing in the United States. It is located in the Beacon Hill neighborhood of Boston, adjacent to the African-American Abiel Smith School. It is a National Historic Landmark. The Museum of African American History is New England's largest museum dedicated to preserving, conserving and interpreting the contributions of African Americans. The museum and its historic sites tell the story of organized Black communities from the Colonial Period through the 19th century.

Performing Arts and Cultural Venues

Known as Boston's "Theatre District," Washington Street and Tremont Street in Downtown are home to eleven out of the eighteen theaters in Boston including the Cutler Majestic Theatre and the historic Boston Opera House. The Boch Center Wang Theater seats about 3,700 people, making it the largest performance space in the Theatre District. The Emerson Colonial Theatre, built in 1900, has a storied history as a venue for Broadway previews, and is reopening this year after major renovations and a landmark public-private partnership.

⁹ City of Boston, "Arts and Culture," <https://www.boston.gov/departments/arts-and-culture>

Annual theater offerings include the Boston Ballet, Nutcracker, Broadway Musicals, Shear Madness, and the Blue Man Group.

Located near Harvard University's campus, the American Repertory Theatre was named by Time Magazine as one of the five best theatres in the United States. Huntington Theatre Company is Boston's leading professional theatre and recipient of the 2013 Regional Theatre Tony Award. Shakespeare on the Common has become an annual Boston tradition and provides free outdoor Shakespeare performances to 75,000 people a summer.

Symphony Hall is home to the world renowned Boston Symphony Orchestra and the Boston Pops Orchestra, who have both performed there since 1900. The Pops also headlines the Fourth of July Celebration on the Charles River Esplanade, televised nationally, and attracting thousands of visitors from across the country. Boston is home to top conservatories such as the New England Conservatory and the Berklee College of Music, and their students put on hundreds of performances a year both on and off campus. The House of Blues, just steps from Fenway Park, is a joint restaurant and concert venue, and neighbors smaller venues throughout the Allston and Brighton neighborhoods of Boston. Recent additions to the Boston scene include City Winery, an urban winery, restaurant and concert venue in the West End. The Handel and Haydn Society is the oldest continuously performing arts organization in the United States. The Boston Academy of Music is an institute of higher education in the field of music, founded in 1833. It was the first music school of its kind in the country. Boston Conservatory was founded in 1867 to serve as both a professional training academy and community music school. Boston Conservatory at Berklee is internationally recognized as an innovative leader among conservatory programs, focused on elevating and celebrating every aspect of the performing arts.

In addition to major museums and performing art venues, Bostonians also have access to cultural activities and organizations throughout the region. Greater Boston is home to more than 1,500 nonprofit arts and culture organizations, giving it one of the highest per capita concentrations of such groups among major American metropolitan areas. While the largest of these organizations include Boston's famed anchor institutions, many smaller cultural organizations exist throughout the neighborhoods, ensuring that Boston's cultural life extends beyond downtown.

Festivals

Festivals celebrating art, music, food, literature, technology, and culture happen throughout the year. The Boston Calling Music Festival occurs twice annually and attracts a wide range of performers, comedians, and fans over three days. Berklee College of Music hosts the Beantown Jazz Festival. With hundreds of activities over Independence Day weekend at Boston landmarks, Boston Harborfest is the country's largest Fourth of July festival. City Hall plays host to the Pride Festival and Concert and serves as the finish line of the Pride Parade route. The Boston Dragon Boat Festival takes place annually on the banks of the Charles River in Boston and Cambridge with 30-40 teams from the US and Canada competing over a 500- meter course in an energetic race to the finish line.

Revere's Cultural Activities

Revere is a thriving and diverse beachside community, with a breadth of cultural activities. The City's Recreation Department has led a resurgence of activity highlighting Revere's assets and works alongside community groups including the Revere Beach Partnership, Beachmont Improvement Committee, and Revere Community Committee. Among the activities available to residents and visitors:

Revere Beach Arts Festival takes place near Markey Memorial footbridge. The Neighborhood Organizer/Healthy Community Initiatives department leads a public art and mural campaign. The Recreation Department organizes live performances every Sunday during the summer along a green space in front of American Legion. It also supports entertainment and programming during the Revere Farmers' Market operating between May and October.

Revere's cultural venues offer a glimpse into its history as home to successive waves of immigrants from around the globe – among those amenities are a Jewish Community Center and Turkish Cultural Center, the highly active Revere Historical Society, and multiple houses of worship. Revere is also home to historic places including the Rumney Marsh Burying Ground and the Revere Public Library (a Carnegie library).

Revere hosts celebrations that incorporate its distinct geography and cultural heritage. Among them: International Sand Sculpture Festival – which brings almost one million visitors to Revere over the course of ten summer days, the Fall Festival on Broadway – which attracted almost ten thousand attendees in its first year, a Fall Pumpkin Dash and Festival, a Color Party, Revere Beach Arts and Kite Festivals, and Beach Volleyball and Bocce Tournaments. On a neighborhood scale, residents organize and host annual events such as multicultural festivals in the Shirley Avenue and Beachmont neighborhoods, a Moroccan Cultural Festival, a Cambodian New Year celebration, and a Columbus Day parade planned in tandem with members of the Italian-American community in neighboring East Boston.

Revere has designated a major portion of its undeveloped waterfront as a Creative District and is focusing on the development of public art programs for public and private properties and venues throughout the city.

A. Community

c. Crime

Since 2000, Boston's crime rate has decreased by half, making Boston one of the nation's safest cities-- the third lowest of the twenty comparison cities and half that of Seattle.¹⁰ Boston's multi-faceted, multi-agency approach to crime includes community-based initiatives focused on deterrence, programming, and alternatives to incarceration. Boston recognizes that enforcement alone is insufficient and that proper outreach and prevention/intervention efforts are crucial. Mayor Walsh recently launched the Office of Returning Citizens as a means to support the nearly 3,000 citizens returning to their communities from incarceration.¹¹

¹⁰ FBI Uniform Crime Reporting, Table 8, 2015, BPDA Research Division Analysis

¹¹ <https://www.boston.gov/news/city-launches-office-returning-citizens>

The Boston Police Department's community policing approach is a national model, recognized in 2015 by the White House as one of ten cities that have made significant improvements in community policing. The Boston Police Department "prioritizes relationships with youth and the community as the key to building trust and creating safe and thriving neighborhoods." Boston Centers for Youth and Families (BCYF) Street workers work with youth, their families, and community members to help prevent youth violence and connect youth to resources throughout the community. The Street Workers have been mediating conflict and supporting Boston youth in need for more than 25 years.

Our partners at the Suffolk County District Attorney's office have demonstrated alignment with reducing crime through programming and alternatives to incarceration. The Suffolk County District Attorney's office began the Safe Neighborhood Initiative (SNI), a geographically-based community protection model that utilizes a holistic approach to stem violence and improve quality of life. In addition to their traditional law enforcement role in the prosecution of offenders, assistant district attorneys assigned to the SNI work with residents, community organizations, service providers, clergy, and police to connect individuals with services or activities designed to deter recidivism and prevent criminality. The SNI partnership targets criminal offenders for swift prosecution and conducts outreach efforts to prevent more crimes from occurring.

Massachusetts is a model in recording hate crimes. "Massachusetts isn't on my worry screen," according to Brian Levin, director of the Center for the Study of Hate and Extremism at California State University San Bernardino. In some states, he added, "we have cities like Miami that haven't been reporting or counting hate crimes, and we have some large cities [like Houston] that are barely counting hate crimes."¹² In November 2016, Massachusetts Attorney General Maura Healey announced a new hotline to report incidents of bias-motivated threats, harassment, and violence, saying: "In Massachusetts, we will protect people's rights, fight discrimination and keep people safe."¹³ Boston is committed to preventing and prosecuting hate crimes. The Boston Police Department created the nation's first civil rights unit in 1978.

Crime has also been declining in Revere. Personal crimes declined by 21 percent from 2012 to 2016.¹⁴ Property crimes declined by 16 percent over the same time period.

A. Community

d. Housing Availability, Affordability and Quality – the availability of convenient, affordable, quality housing, both now and in the future, is an especially important component of our decision-making process. Our employees must be able to find ample housing opportunities. We are well aware of the community housing challenges that often come with economic prosperity. We are willing to partner with your community in addressing the challenges.

¹² Meghan Irons, "Most Mass. agencies report no hate crimes, but is it accurate?" Boston Globe, December 27, 2017

¹³ <http://www.mass.gov/ago/news-and-updates/press-releases/2016/2016-11-14-hotline-to-report-bias-motivated-threat-s-harassment-violence.html>

¹⁴ Revere Police Department

(i) **Current Housing Stock** (availability, mix of rental versus owned, granular details on a few example neighborhoods if available, focus on [i] 3 bedroom, 2 bath, single-family homes and [ii] 1 and 2 bedroom apartments)

CURRENT HOUSING STOCK

Boston boasts a diverse housing stock, able to accommodate a diversity of household sizes and needs. Housing varies dramatically from the Victorian row houses of the South End to modern units in the Fenway and the South Boston Waterfront. Boston’s historic three-family homes, or “triple deckers,” represent the most common form of housing in the city - 25% of housing units are in structures that have three to four units. In the larger region, single-family homes predominate.

Housing by Number of Units in Building			
	Boston	Revere	5-County Region
Total Housing Units	281,417	21,584	1,728,092
Single Family	19%	34%	52%
2 units	13%	27%	11%
3-4 units	25%	13%	11%
5-9 units	11%	4%	6%
10-19 units	8%	2%	5%
20-49 units	9%	4%	6%
50+ units	14%	15%	8%

Source: U.S. Census Bureau, 2012-2016 American Community Survey, BPDA Research Division Analysis

Note: Other category (boat, van, or mobile home) was excluded

Housing units in the city tend to be smaller, 33 percent of Boston’s units and 25 percent of Revere’s units are studios or one-bedrooms. Boston’s housing is evenly split between studio/1-bedrooms, 2-bedrooms, and 3+ bedrooms. In contrast, the 5-county region which includes suburban and rural areas, has 53 percent 3+ bedroom housing.

Housing Units by Number of Bedrooms			
	Boston	Revere	5-County
Total Housing Units	281,417	21,584	1,728,092
Studio	7%	5%	3%
1-bedroom	26%	20%	16%
2-bedrooms	34%	37%	29%
3+ bedroom	34%	39%	53%

Source: U.S. Census Bureau, 2012-2016 American Community Survey, BPDA Research Division Analysis

Almost two-thirds of Boston housing are rental units, partially reflecting the youth and mobility of the population. In the larger 5-County region, 60 percent of the housing is owner-occupied.

Occupied Housing Units			
	Boston	Revere	5-County Region
Occupied Housing Units	259,324	20,232	1,617,997
Owner-occupied	35%	48%	60%
Renter-occupied	65%	52%	40%

Source: U.S. Census Bureau, 2012-2016 American Community Survey, BPDA Research Division Analysis

In most Boston neighborhoods, moderately dense urban housing forms such as the triple decker prevail, and larger single-family homes are in the minority. The city as a whole has 46,795 owner-occupied 3-bedroom, single-family houses, representing 18 percent of total occupied housing units.¹⁵ The southern neighborhoods of West Roxbury and Hyde Park have the largest concentrations of single families, with approximately 40 percent of the city's total stock of owner-occupied 3-bedroom, 2-bath single-family houses.¹⁶ One- and two-bedroom rental apartments are common in Boston - the city has 112,507 of these apartments, making up 43 percent of the city's total occupied housing units.

Occupied Housing Units by Tenure and Size			
	Boston	Revere	5-County Region
Occupied Housing Units	259,324	20,232	1,617,997
Owner-occupied 3+ bedrooms	18%	29%	44%
Renter-occupied 1- and 2-bedrooms	43%	38%	28%

Source: U.S. Census Bureau, 2012-2016 American Community Survey, BPDA Research Division Analysis

Neighborhood Housing Profiles

People commute from all over the region to work in Boston. The most common communities of residence for East Boston workers are East Boston, Revere, Lynn, Chelsea, Winthrop, and Dorchester.¹⁷ Likewise, people commute from many communities to the South Boston Waterfront, but the most common ones are Dorchester, Quincy, South Boston, Somerville, and Cambridge. The following sections profile the housing stock in select neighborhoods in Boston and Revere.

East Boston

¹⁵ U.S. Census Bureau, 2012-2016 American Community Survey, BPDA Research Division Analysis. Note: Data on number of bathrooms are not available from the U.S. Census.

¹⁶ Boston Assessing Data

¹⁷ BPDA Research Division, [Commuter Flows: Employment and Residence Patterns in Greater Boston](#), U.S. Census Bureau, OnTheMap Application and LEHD Origin-Destination Employment Statistics (Beginning of Quarter Employment, 2nd Quarter of 2014)

East Boston has 17,254 total housing units of which 16,145 (94 percent) are occupied.¹⁸ Of these, 4,515 (28 percent) are owner occupied and 11,630 (72 percent) are renter occupied. Approximately 10 percent of units are single-family homes, and there are just 137 three-bedroom, two-bathroom owner-occupied single-family homes.¹⁹ Almost half of the housing stock are in three to four unit buildings like the quintessential Boston triple-deckers. Large apartment buildings with 20 or more units make up only about eight percent of housing. East Boston has 7,232 one- and two-bedroom rental apartments, 45 percent of occupied housing units.

South Boston Waterfront

The South Boston Waterfront has a rapidly growing, but still small residential population. South Boston Waterfront has 1,834 total housing units, of which 1,645 (90 percent) are occupied.²⁰ Of these, 41 percent are owner occupied and 59 percent are renter occupied. Only six percent of units are single-family homes. Sixteen percent of the housing units are three to four unit buildings. Large buildings dominate on the South Boston Waterfront - 60 percent of residential units are in buildings of 20 or more units, and 45 percent are in buildings of 50+ housing units. One- and two-bedroom rental apartments make up half of occupied housing units in the South Boston Waterfront.

South Boston

South Boston has 17,271 total housing units of which 16,275 (94 percent) are occupied.²¹ Of these, 39 percent are owner occupied and 61 percent are renter occupied. Approximately 17 percent of units are single-family homes, and there are 202 three-bedroom, two-bathroom owner-occupied single-family homes.²² Thirty-six percent of the housing stock is in three to four unit buildings. Large apartment buildings with 20 or more units make up 13 percent of housing. South Boston has 7,836 one- and two-bedroom rental apartments, 45 percent of occupied housing units.

Dorchester

Dorchester, Boston's largest neighborhood, has 47,355 total housing units of which 43,562 (92 percent) are occupied.²³ Of these, 34 percent are owner occupied and 66 percent are renter occupied. Approximately 20 percent of units are single-family homes, and there are 312 three-bedroom, two-bathroom owner-occupied single-family homes.²⁴ Forty percent of the housing stock are three- to four-unit buildings such as triple deckers. Large apartment buildings with 20 or more units make up nine percent of housing. Dorchester has 11,365 one- and two-bedroom rental apartments, 24 percent of occupied housing units.

¹⁸ U.S. Census Bureau, 2012-2016 American Community Survey

¹⁹ Boston Assessing Data

²⁰ U.S. Census Bureau, 2012-2016 American Community Survey, BPDA Research Division Analysis

²¹ U.S. Census Bureau, 2012-2016 American Community Survey, BPDA Research Division Analysis

²² Boston Assessing Data

²³ U.S. Census Bureau, 2012-2016 American Community Survey, BPDA Research Division Analysis

²⁴ Boston Assessing Data

Beachmont and Crescent Beach

The Beachmont and Crescent Beach neighborhoods of Revere are located just north of Suffolk Downs. Beachmont and Crescent Beach currently have 2,930 occupied housing units.²⁵ Of these, 48 percent are owner occupied and 52 percent are renter occupied. Approximately 28 percent of units are single-family homes. Housing units with three or more bedrooms are 41 percent of housing stock. Seventeen percent of the housing stock is in three to four unit buildings. Large buildings with 20 or more units make up 15 percent of housing. Beachmont and Crescent Beach have 1,120 one- and two-bedroom rental apartments, 38 percent of occupied housing units.

(ii) Options (apartment occupancy rate, condominiums, multi-family, single-family, etc.)

Occupancy/Vacancy Rates			
	Boston	Revere	5-County Region
Total Units	281,417	21,584	1,728,092
Occupied	92%	94%	93.6%
Vacant*	8%	6%	6.4%
Rental Vacancy Rate	3.1%	1.9%	1.4%
Homeowner Vacancy Rate	1.2%	0.1%	0.5%

Source: ACS 2016 5-Year Estimates, Table DP04

*Many vacant are in seasonal or occasional use and are not on the market. The rental and homeowner vacancy rates reflect the units on the market for apartment/house hunters.

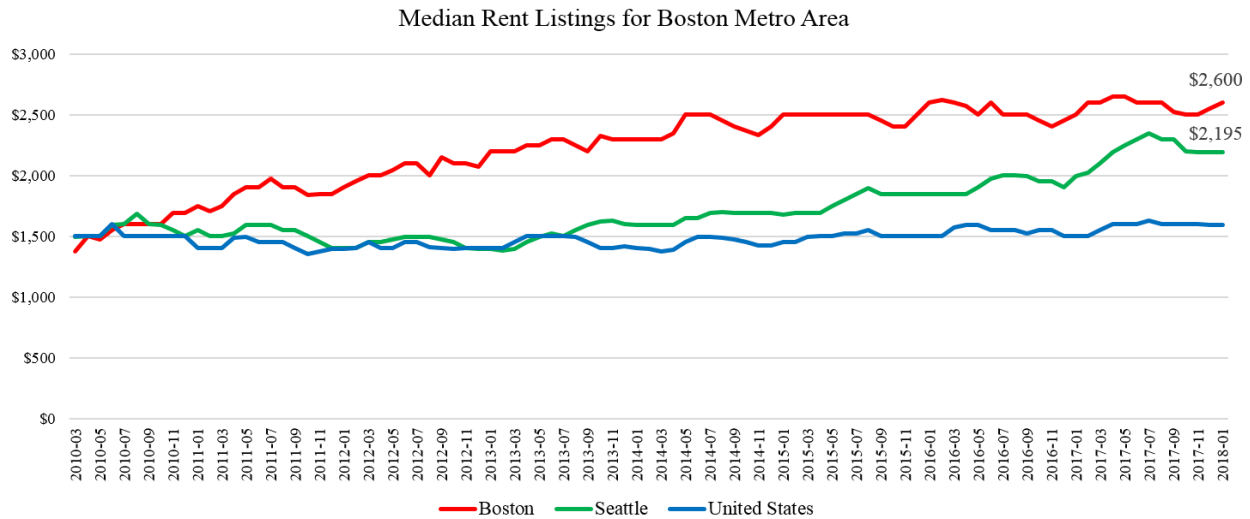
(iii) Cost (apartments, condominiums, multi-family, single-family, etc. – please specifically include data on [i] 3 bedroom, 2 bath, single-family homes and [ii] 1 and 2 bedroom apartments)

Employment and educational opportunities and quality of life have driven up demand to live in the Boston area. With increased demand, housing prices have risen.

Rental Costs

The median rent listing for the Boston Metro Area in January, 2018 was \$2,600, higher than Seattle (\$2,195).

²⁵ U.S. Census Bureau, 2012-2016 American Community Survey, BPDA Research Division Analysis



Source: Zillow.com

Boston median asking rent for rental listings was \$2,371 in 2017. For the city of Revere, median rent was \$2,227. The Revere neighborhood of Beachmont has an average rental price of \$1,957 and Crescent Beach apartment rent for \$1,695 on average.

Average Asking Rents for Rental Listings, 2017		
Bedrooms	Boston	Revere
0	\$1,807	NA
1	\$2,109	\$1,869
2	\$2,498	\$2,257
3	\$2,849	\$2,869
ALL	\$2,371	\$2,227

Source: Rental Beast & MLS, Boston Dept. of Neighborhood Development, & City of Revere

Data from rental listings often overstate the rents that people pay because they are more likely to be for newer, higher-end apartments in larger buildings. Rental listings are also exclusively market rate housing and do not include any subsidized housing. The American Community Survey provides data about actual rents paid in continuing rentals. The table below provides gross rents (including utilities) for 2012 to 2016.

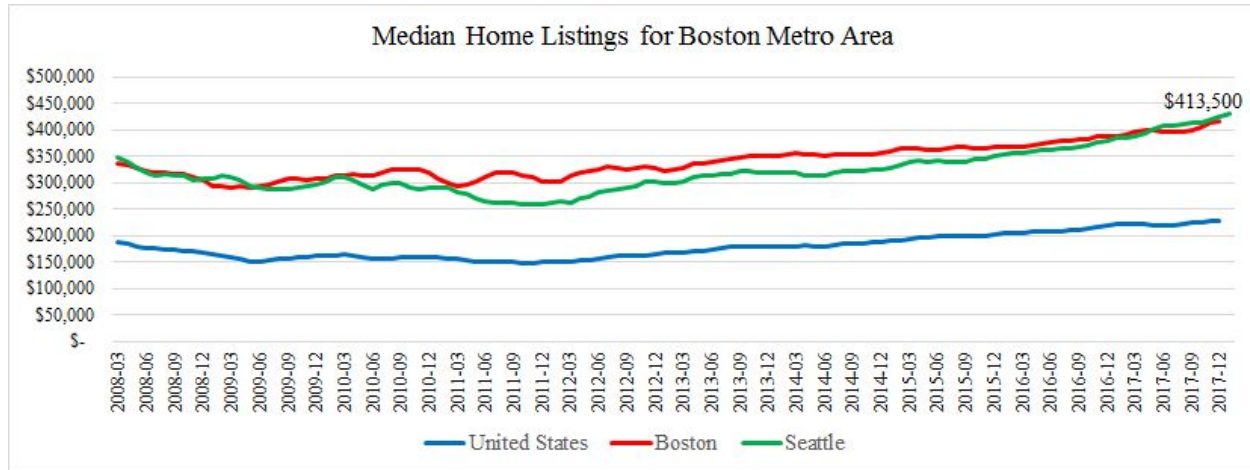
Median Gross Rents, 2012-2016			
	Boston	Revere, Chelsea, Winthrop	5-County Region
Overall	\$1,380	\$1,230	\$1,307

1 and 2 bedrooms	\$1,445	\$1,205	\$1,266
3+ bedrooms	\$1,377	\$1,401	\$1,519

Source: U.S. Census Bureau, 2012-2016 American Community Survey, PUMS, BPDA Research Division Analysis

Sales Costs

The median home sales listing for the Boston Metro Area was \$413,500 in December 2017, approximately the same as Seattle.



Source: Zillow.com

Middlesex County has the highest median single-family home sales prices in the 5-county region at \$512,833. It also has the largest number of single-family and condo sales.

5-County Region Median Sales Prices, 2017				
	Median Sale Price		Number of Sales	
County	Single Family	Condominium	Single Family	Condominium
Essex	\$420,000	\$272,000	6,713	3,118
Middlesex	\$512,833	\$415,000	12,030	6,701
Norfolk	\$475,000	\$349,900	6,978	2,751
Plymouth	\$345,000	\$275,000	6,441	1,378
Suffolk	\$496,500	\$550,000	1,548	5,402

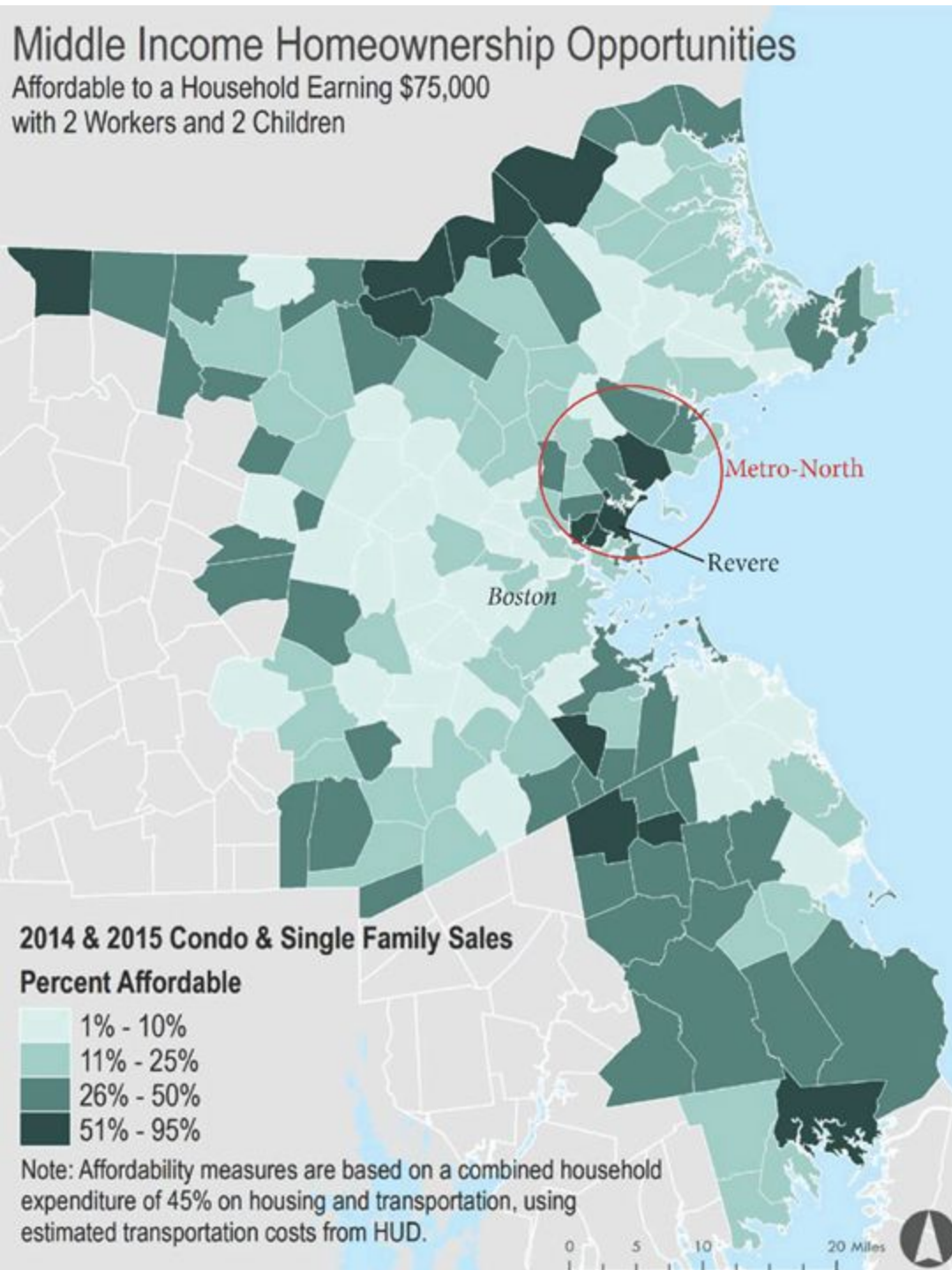
Source: The Warren Group

While housing purchase prices are high in many communities, especially Brookline, Cambridge, and Newton, buyers can find affordable single family homes in communities such as Revere. The table below provides median single family home prices in the most common cities and towns of residence for people who work in East Boston or the South Boston Waterfront.

Median Single Family Home Prices, 2017	
City/Town	Median Price 2017
Lynn	\$329,900
Chelsea	\$371,000
Revere	\$376,500
Weymouth	\$395,000
Everett	\$409,950
Quincy	\$450,000
Malden	\$455,000
Winthrop	\$475,000
Boston	\$580,000
Medford	\$597,000
Somerville	\$733,750
Newton	\$1,200,000
Cambridge	\$1,455,000
Brookline	\$1,912,500

Source: Massachusetts Association of Realtors and MLS Property Information Network

The majority of condos and single families in Revere, Chelsea, and Everett are affordable to families making \$75,000 a year, as shown on the map below.



In the city of Boston, single-family homes sell for an average of \$550,000 and condos sell for \$590,000.

Boston Median Sales Prices, 2017		
	Median Price	# Sales

Single-Family	\$550,000	1,263
3-bedroom, 2-bath single family	\$555,500	64
2-Family	\$610,000	580
3-Family	\$750,000	606
Condos	\$590,000	5,189

Source: The Warren Group

Housing costs within Boston vary widely by neighborhood. A 3-bedroom, 2-bath single family home can be purchased for approximately \$440,000 in East Boston or Dorchester, but averages close to \$1 million in South Boston/South Boston Waterfront.

Boston Neighborhood Median Sales Prices: Single-Family Homes, 2017				
	3 Bedroom		3 Bedroom, 2 Full Bath	
	Median Price	# Sales	Median Price	# Sales
Allston/Brighton	\$640,000	33	\$678,250	6
Back Bay/Beacon Hill	\$3,325,000	5	--	0
Central	\$1,695,483	2	\$1,025,000	1
Charlestown	\$1,075,000	31	\$1,045,750	3
Dorchester	\$500,000	41	\$445,000	2
East Boston	\$460,000	37	\$437,500	6
Fenway/Kenmore	\$2,162,500	1	--	0
Hyde Park	\$383,500	85	\$454,500	8
Jamaica Plain	\$956,500	24	\$1,000,000	5
Mattapan	\$307,500	32	\$292,500	2
Roslindale	\$526,100	67	\$664,300	5
Roxbury	\$426,250	16	\$349,000	1
South Boston	\$827,000	29	\$975,000	5
South End	\$2,400,000	13	\$2,400,000	1
West Roxbury	\$560,000	165	\$535,000	19
Citywide	\$526,100	581	\$555,500	64

Source: The Warren Group

Median Condo sales prices are \$455,000 in East Boston, but close to one million in the South Boston Waterfront.

Median Sales Prices and Sales Volume of Condominiums in Boston Neighborhoods, 2017		
Neighborhood	Median Price	# Sales
Allston/Brighton	\$425,000	394
Back Bay/Beacon Hill	\$996,500	558
Charlestown	\$677,500	310
Dorchester	\$430,500	550
Downtown	\$1,195,000	311
East Boston	\$455,000	279
Fenway	\$628,000	174
Hyde Park	\$252,200	54
Jamaica Plain	\$523,000	427
Mattapan	\$315,000	42
Fenway/Kenmore	\$628,000	174
Mission Hill/Longwood	\$301,850	90
North End	\$730,500	148
Roslindale	\$420,000	162
Roxbury	\$478,000	110
South Boston	\$649,000	741
South Boston Waterfront	\$990,000	49
South End	\$925,000	547
West End	\$725,00	94
West Roxbury	\$345,000	155
Citywide	\$590,000	5,197

Source: City of Boston, Department of Neighborhood Development using Banker & Tradesman data January 2018.

(iv) Planned Housing Developments (that is, those publicly announced)

Under the Walsh Administration, Boston launched an ambitious housing production and affordability agenda tied to the Imagine Boston 2030 strategic plan. Boston's goal is to create 53,000 new units of housing by 2030 and the city is ahead of benchmark targets.

As of December 31st 2017, the City of Boston has permitted 24,576 new units of housing under Mayor Walsh's plan. In 2017 alone, a record-setting 5,379 units were permitted - and over 20% of these units were income-restricted affordable housing.

In addition, the housing development pipeline in Boston is strong. Beyond the 24,576 units permitted, there are another 25,000 units of housing in the permitting or pre-approval process.

Boston Housing Development Characteristics (January 2011 through end of December 2017)													
	Total	By Tenure		By Affordability			By Location		By Bedroom Mix				
	Total Units	Renter	Owner	Deed-Restricted Low-Income (<60% AMI)	Deed-Restricted Middle-Income (61-165% AMI)	Market-Rate Affordable (<125% AMI)	Downtown,* Charlestown, East Boston	Outer Neighbo rhoods	Micro	0B R	1BR	2 BR	3BR+
Completed	15,770	11,802	3,969	1,630	1,343	3,366	9,792	5,978	1%	15%	39%	33%	12%
In Construction	8,258	6,136	2,125	647	884	1,970	4,428	3,830	1%	23%	37%	31%	8%
Pipeline	25,062	19,291	7,947	1,310	2,594	6,435	10,909	16,038	5%	14%	29%	43%	9%

Source: DND Analysis of ISD Permitting Data, 1/1/2011-12/31/17

*Downtown includes Central, Back Bay/Beacon Hill, South End, Seaport

The table below provides a few examples of large and small projects completed, under construction or currently in planning or permitting stages in Boston.

Project Name	Address	Units	Status
South End			
Back Bay/South End Gateway Project	145 and 165 Dartmouth Street	600	Approved in November 2017. Part of a larger mixed-use, transit-oriented redevelopment.
370-380 Harrison Avenue	370-380 Harrison Avenue	273	Mixed-use development Board Approved in 2017. Will also add off-street parking and commercial space.
Harrison Albany	660 Harrison Avenue	650	Approved in March 2017. Overall project will also include retail/office space.
Downtown/North End			
Congress Square	40 Water Street & 68 Devonshire Street	35	Approved in July 2015 and permitted later that year in December. Currently under construction in the Downtown neighborhood.
Lovejoy Wharf - 131 Beverly Street	131 Beverly Street	175	Completed in September 2017, and located in the North End.
102-110 Broad Street	102-110 Broad Street	40	Originally Approved in 2016, and is currently under construction.

South Boston Waterfront/South Boston			
150 Seaport	150 Seaport Boulevard	124	Approved in August 2016. Expected to start construction in Summer 2018 in South Boston Waterfront.
Distillery Project	516-524 East Second Street	65	Construction completed in 2017.
Block M	152 Seaport Boulevard	717	Approved in May 2016 and currently under construction.
Washington Village	235 Old Colony Avenue	656	Approved in August 2016.
East Boston			
917 Bennington Street	917 Bennington Street	42	Project is located in East Boston and will overlook Constitution Beach and Boston Harbor. Currently permitted.
Boston East	102-148 Boarder Street	200	Currently under construction. Units will come with underground parking, a maritime park and community gallery.
135 Bremen Street	135 Bremen Street	94	Approved in November 2014. Includes additional retail space and bicycle storage space.
1181 Bennington Street	1181 Bennington Street	44	Approved in February 2016.
Coppersmith Village	126 Border Street	71	Approved in January 2014, and currently under construction.
Clippership Wharf	25&65 Lewis Street	478	Construction of units is currently underway.
11-19 Walley Street	11-19 Walley Street	38	Project is currently under review by BPDA.

Source: BPDA Pipeline Database, BPDA Research Division

Following is a listing of projects completed, under construction, or currently in planning or permitting stages in Revere.

Revere Projects	Address	Housing Type	Units	Status
Eastern Equity Project	14 Yeamans Street	Micro-unit apartments	30 units	Completion in FY'19, currently in planning/permitting
Nickerson Project	American Legion Highway.	Condominiums	24 units	Completion in FY'19, currently in

				planning/permitting
H&B Project	493 Revere Beach Boulevard	Condominiums	34 units	Completion in FY'19, currently in planning/permitting
Eastern Equity Project	Sears Street	Apartments	13 units	Completion in FY'19, currently in planning/permitting
D'Amico Parcel at Waterfront Square	Waterfront Square/Ocean Avenue	Condominiums	200 units	Completion in FY'21
Parcel 2 at Waterfront Square	Waterfront Square/Ocean Avenue.	Apartments	200 units	Completion in FY'21, currently in planning/permitting
Lasden Estates	580 Revere Beach Boulevard .	Condominiums	310 units	Completion in FY'20, currently in planning/permitting
The Cove Project	Revere Street	Affordable apartments	52 units	Completion in FY'20, currently in planning/permitting
NRP/Philbin Project	320 Revere Boulevard	Apartments	145 units	Completion in FY'19, currently in planning/permitting
Gate Residential	20 Revere Beach Boulevard	Apartments	77 units	Completion in FY'20, currently in planning/permitting
Gate Residential	60 Ocean Avenue	Apartments	123 units	Completion in FY'20, currently in planning/permitting
GTA Project	90 Ocean Avenue	Apartments	75 units	Completion in FY'20
Rising Sun Veterans Housing Project		Micro-unit apts.	35 units	Completion in FY'19
Gate Residential	Ocean Avenue	Apartments	305 units	Completion in FY'20
Gate Residential Development	205 Revere Beach Boulevard	Apartments	195 units	Completion in FY'20

Washington 770	770 Washington Avenue	Condominiums	22 units	Completion in FY'18
Eastern Equity Project		Micro-unit apts.	8 units	Completion in FY'18
Beach Club	526 Revere Beach Boulevard	Apartments	234 units	Completion in FY'18
Ocean 650	Waterfront Square/Ocean Avenue	Apartments	230 units	Completed FY'17
The Vanguard	Waterfront Square/Ocean Avenue	Apartments	194 units	Completed FY'17

Source: City of Revere

Governor Baker supports housing development across Massachusetts to create affordable opportunities to live. More than 900 housing projects are underway across the Commonwealth that will result in upwards of 140,000 units of housing. Within Route 128, a beltway 15 miles outside of Boston often referred to as Boston's Technology Corridor, there are more than 110,000 units of housing under construction. Of these units, 80,000 will be within a half mile of an MBTA rapid transit station. The table below includes a few examples of large and small housing projects in the Greater Boston Region.

Project Name	Address	Units	Status
Cambridge Crossing	Formerly North Point, East Cambridge, MA	2,400	Transit-oriented, mixed use development currently under construction along the border of East Cambridge and Somerville.
Sphere	640 Boston Avenue, Medford, MA	42	Luxury apartment buildings completed in Fall 2017.
The Pioneer	1760 Revere Beach Parkway, Everett, MA	286	Luxury apartment building that is currently under construction and expected to open Fall 2018.
The Washingtons Apartments	2, 37 & 47 Washington Street, Melrose, MA	182	Three luxury apartment buildings completed in 2016. Close to the Orange Line.

One North of Boston Phase Two	150 Heard Street, Chelsea, MA	222	Luxury apartments completed in 2016. Features on-site garage parking, basketball court, and a dog park.
Broadway Residences	2-8 Broadway, Somerville, MA	13	Currently under construction, and expected to finish in Spring 2018.
Arsenal Yards	Arsenal Mall, 485 Arsenal Street, Watertown, MA	425	The mixed-use redevelopment has been approved. It is expected to start construction early 2018. The residential component is anticipated to be completed in 2020.

Source:BLDUP. Retrieved March 12,2018, from <http://www.bldup.com/>

(v) Future Housing Development (Zoning and Use Restrictions, Permitting Requirements and Timeline)

Imagine Boston 2030 lays out the community's vision for shaping Boston's growth to ensure it is inclusive, equitable, and vibrant. The Imagine Boston 2030 plan identifies locations for significant future transit-oriented mixed-use housing development. The City is rezoning these locations as appropriate to streamline development in line with the community's vision. On Dorchester Avenue in South Boston, reformed zoning will steer development towards underutilized industrial parcels that could deliver thousands of new units with density bonuses for middle income affordable housing. In Uphams Corner a new Arts Innovation District will include mixed use housing and new cultural and civic spaces.

Imagine Boston 2030 identified six major growth areas for future housing development. These areas will provide significant new mixed-use housing in transit-accessible areas, creating resilient, inclusive neighborhoods for new and existing Bostonians:

1. Suffolk Downs, East Boston
2. Fort Point Channel, South Boston
3. Newmarket/Widett, South Boston
4. Sullivan Square, Charlestown
5. Beacon Yards, Brighton
6. Readville, Hyde Park

Many of the developable areas identified in Imagine Boston 2030 have large parcels of land with consolidated ownership by either government, institutional or private sector organizations. Boston will quickly accelerate development in these areas as market conditions require. If economic growths continues to exceed projections, Boston may produce significantly more than the 53,000 new housing units targeted for development by 2030.

Under Mayor Walsh's leadership, regulatory reforms have reduced unnecessary costs and time delays in the development approval process. Reforms include updated transit-oriented zoning in

specific neighborhoods, citywide pilot programs for accessory dwellings units, improved community input processes, and technology investments to support the permitting process from application through issuance. Boston Planning and Development Agency (BPDA) Board approvals for new housing rose from 3,928 units in 2014 to 5,766 units in 2017. The percentage of permit plans reviewed by Inspectional Services Department (ISD) in 20 days or fewer has jumped from 65 percent to 83 percent over two years.

(vi). Plans to improve access to affordable housing through accelerating permitting, innovative zoning, etc.

Boston is growing rapidly, creating demand for housing and resulting in price increases that affect Bostonians of all incomes. Approximately 21 percent of Boston households, including both renters and owners, are severely housing-cost burdened in that they spend more than half of their income on housing.²⁶ Affordable housing is critical for preserving Boston's diversity and allowing all residents to thrive.

Boston is a national leader in affordable housing. In 2000, Boston introduced one of the first inclusionary development policies in the nation which required developers to set aside a certain percentage of units in new construction as affordable housing. In 2015 the city worked collaboratively with developers, lenders, nonprofits and community activists to reform the **Inclusionary Development Program (IDP)** to scale up the production of affordable units while making the process more predictable. Developers have created over 1,700 units of stable housing moderate- and middle-income families and contributed \$96.8 million to the IDP Fund, which, when combined with other affordable housing resources, has created 1,070 additional units of housing, affordable to very low-, low-, and moderate-income households. The City proactively encourages housing growth that reduces pressure on existing neighborhoods and implements anti-displacement policies to protect existing communities. Boston's goal is to preserve 97% of Boston's affordable housing stock and we are currently exceeding this metric.

Existing Housing Programs

Acquisition of Vacant or Underutilized Land Working with lending partners, Department of Neighborhood Development (DND) launched a Land Acquisition Pilot Program to help affordable housing developers purchase vacant land and buildings to build affordable, multi-family housing. An investment of \$2 million in City of Boston IDP funds will leverage up to \$5 million in private funds, resulting in an anticipated \$7 million of low interest capital available to support the acquisition of the property. DND estimates that this investment will enable the purchase of between 60,000 and 175,000 square feet of land for affordable housing.

Acquisition of Market Rate Housing The City recently launched the "Acquisition Opportunity Program" by making funds available to non-profit and for-profit developers to purchase market-rate housing and convert the units to income-restricted affordable housing. This serves to remove existing housing from the speculative market and protect tenants from rent increases.

²⁶ U.S. Census Bureau, 2015 American Community Survey, PUMS, BPDA Research Division

Affordable Housing Accelerator Fund The City recently released an RFP for a new multi-purpose investment vehicle which would source capital from the philanthropic and private sectors to create a loan fund for economic development and affordable housing investments. This fund will harness private investment dollars to make city-driven real estate acquisitions that will prevent displacement, create jobs and build long term affordable housing.

Assistance for Artist Housing The Mayor's Office of Arts and Culture and the BPDA jointly manage the ArtistSpace program which includes opportunities for qualified artists to rent and/or purchase affordable, income-restricted artist live-work space. The City will seek opportunities to protect and expand the supply of artist housing in this area through updated zoning and the ArtistSpace program.

Boston Home Center The Boston Home Center helps Boston residents purchase, improve, and keep their homes. The BHC offers training, financial help and counseling to first-time homebuyers, guidance and funding for homeowners for home improvements, and counseling to help families avoid foreclosure. The Home Center also markets homes developed for income-eligible, first-time homebuyers.

Condo Conversion Ordinance The ordinance protects tenants in rental units converting to condos by requiring up to a five year notice period prior to eviction of tenants, providing tenants the opportunity to purchase the condo, and establishing required relocation benefits.

Coordinated Housing Search The Office of Housing Stability has launched a housing search service call "Metrolist," which uses improved web-based technology to provide accurate and timely listings of affordable housing opportunities in Boston.

Density Bonus Zoning Tools The City changed zoning plans for transit corridors to allow for increased density in exchange for increased housing affordability. Developers may exceed previous floor area ratios, but in exchange they must set aside a higher percentage of housing for income-restricted units. These tools will help increase the overall supply of housing and ensure that a substantial portion of the units are targeted to households at lower or moderate incomes.

Dorm-Bed Production Boston's colleges and universities are drivers of the regional economy and important partners on housing affordability. Beyond partnerships with academic experts in housing, real estate and public policy which underpin Mayor Walsh's housing strategy, the City is working with local institutions to build housing for their students to reduce the pressure they place on Boston's housing market. The City's goal is to produce 18,500 new dorm beds by 2030 and thereby reduce the number of students living off-campus by 50%. In order to reach this ambitious goal the City is also building partnerships with private developers who can build dorm for one or more institutions and master lease them for students.

Expanded Anti-Displacement Protections Mayor Walsh has introduced legislation to provide a right to legal council for tenants facing eviction, improve data collection and transparency around evictions, allow tenants the right of first refusal to purchase a home in the event of foreclosure, and allow landlords to receive an income tax credit for renting to income eligible individuals below market rate.

Extremely Low Income (ELI) Set Aside Requirement Department of Neighborhood Development (DND) requires that 10% of all housing created in projects funded by DND be made available to extremely low income households who make below 30% of area median

income (AMI). This policy creates a pipeline of very deeply affordable units which are set aside for formerly homeless households.

Eviction Data Analysis and Intervention Utilizing access to comprehensive data on evictions, the City of Boston uses housing court records and early pre-court eviction documentation to identify trends and proactively intervene to preserve tenancies.

Habitat for Humanity and YouthBuild Partnerships Both organizations have strong history of delivering new homes for Bostonians in need. Boston has partnered with these organizations and on multiple occasions has awarded surplus city-owned land to these service organizations to create affordable housing opportunities.

Housing Innovation Lab In 2015 Boston became the first city in the nation to launch a dedicated in-house Housing Innovation Lab to pilot solutions to address housing access and affordability. The Innovation Lab team works across the public, private and academic sectors to put innovative thinking into practice in Boston. The Lab's work has yielded new connections between increased density and affordability, creative uses of publicly owned real estate, and efforts to reduce the overall cost of housing creation in Boston. The Lab establishes density bonuses to incentivize transit-oriented affordable housing, supports homeowners adding additional dwelling units within their properties, promotes smaller housing unit sizes, establishes public-private partnerships to recapitalize city-owned real estate with new housing, and finds innovative ways to lower the overall costs of housing construction in Boston.

The Housing Innovation Lab regularly partners with local businesses to solve housing affordability challenges. For example, the Lab and local start-up Nesterly created an intergenerational home share pilot which matches college and graduate students from Boston's universities with local seniors who have spaces to rent in the home and could use assistance from a boarder. Another example is the City's partnership with Dream Collaborative, a local minority-owned business that won a competition organized by the Housing Innovation Lab to redevelop City owned land with uniquely smaller unit sizes in order to achieve greater affordability.

Regional Housing Partnership In Fall 2017, the Metropolitan Area Planning Council (MAPC) Metro Mayors Coalition partnered with 14 regional cities to create a regional work plan, which will establish a regional housing production goal, along with specific strategies to achieve that goal throughout the 14-community region. The Metro Mayors Coalition will produce a regional housing strategy in Spring 2018 to achieve the following goals:

- Increase the pace of housing construction in every community throughout Metro Boston, sharing the burden of production in order to increase housing affordability for all household types and incomes;
- Create more housing, both renter- and owner-occupied, in a variety of sizes, including units with two or three bedrooms suitable for families with children;
- Locate housing near transit and in walkable areas;
- Utilize design standards that increase physical accessibility for all ages and abilities;
- Reduce evictions, eliminate unfair rental practices, mitigate displacement, create permanent housing for the homeless, and ensure safe, stable housing;

- Abolish discrimination against tenants and buyers, and advance fair, equitable access to housing opportunity.

Neighborhood Homes Initiative Boston has identified 250 parcels of residential city-owned land to turn into home ownership opportunities for moderate and middle income Bostonians. The homes are built to community pre-approved designs and sold at reduced prices to developers in exchange for long term requirements for income-eligible homeowners to occupy the properties.

Office of Housing Stability The Office of Housing Stability supports current policies that protect residents and works for stronger and more coordinated responses to the housing crisis. The office preserved 2,600 tenancies in its first 18 months.

Office of Fair Housing and Equity The Office ensures equitable access to housing opportunities by reducing barriers for persons living and working in the City of Boston.

Publicly-Owned Real Estate State and City government agencies control large amounts of real estate in Boston. The City is exploring opportunities to redevelop these sites and add needed housing (e.g., a public library on the ground floor with housing above).

Section 8 Project-Based Assistance The Boston Housing Authority (BHA) and DND are working to make 100 project-based Housing Choice Vouchers (often referred to as “Section 8” vouchers) available each year for new affordable housing projects.

Tax Credits and Affordable Housing Development Funds These include Federal Low Income Housing Tax Credits (LIHTC), State Low Income Housing Tax Credits, Community Development Block Grants (CDBG), HOME Investment Partnership funds from the U.S. Department of Housing and Urban Development (HUD), the Housing Innovation Fund, the Housing Stabilization Fund from the State of Massachusetts, and Inclusionary Development Policy (IDP) and Neighborhood Housing Trust funds from the City of Boston.

PROPOSED HOUSING PROGRAMS

Accessory Dwelling Units The City is exploring a pilot program which would permit homeowners to alter their homes to meet changing household needs. Households will be able to modify their homes to create a new dwelling unit for an aging parent, growing family, young adult, or a tenant to increase household income. These additional rental units will increase density, providing much needed housing supply without modifying the existing neighborhood fabric.

Family-Led Stability Pilot The City is exploring a pilot program with the support of Liberty Mutual that will address family instability through: (1) Aggregating access to housing near the student’s school and providing housing supports (2) Using a family-led approach to forge a path towards stability and (3) Coordinating supports among local institutions and systems to address non-housing needs.

Housing with Public Assets In January 2018, the Housing Innovation Lab released a Request for Ideas (RFI) which asked local communities and developers how to combine housing and public assets such as libraries, community centers, and fire stations.

Housing instability and affordability: Like their counterparts throughout the greater Boston region, Revere renters and homeowners are disproportionately cost-burdened; among the most

vulnerable communities are working families, veterans, new immigrants, and the elderly. Through the **Working Cities Challenge**, the City of Revere is working in tandem with multiple local affordable housing, social service, and housing industry stakeholders to develop a Revere Housing Resource Center. This Center would provide integrated, co-located case management, resource referral, and improved information coordination among homeowners, renters, and prospective residents, building on the work of a long-standing **Safe Housing Task Force**.

The City of Revere is proactively exploring options for:

- Public/private/non-profit partnerships with a view to creating affordable housing and community facilities as an integral aspect of the ongoing Transformative Development Initiative effort in the Shirley Avenue District, which could be a model for other such districts in Revere.
- Redevelopment of foreclosed/surplus public properties for affordable housing purposes.
- Public private partnerships to expand and diversify public housing resources and options.

Addressing current and future housing challenges requires state-level strategies to encourage dense and affordable housing near transportation nodes and municipal downtowns, starter homes for families looking to build equity, and smart growth in suburban residential areas. The following are some of the housing strategies implemented by the Commonwealth:

- In 2017, the Governor proposed a \$1.3 billion **Housing Bond Bill** that expands the Low-Income Housing Tax Credit and the Housing Development Incentive Program.
- The **Housing Development Incentive Program** encourages market-rate housing construction in cities where rents are too low to pay for development costs. By bridging the gap between costs and projected rent revenues it has created new housing construction in Massachusetts' gateway cities. The program has delivered more than 800 new units since 2016, and there are more than 1,000 new units in the development pipeline.
- In 2016, \$96 million in state investments through the **MassWorks Infrastructure Program** unlocked the construction of 4,404 new housing units.
- The **40R Smart Growth Housing** program incentivizes cities and towns to implement smart growth overlay zoning that encourages dense construction, consolidates growth, and builds communities. These zones must be near transportation assets, in town centers, or on other lands municipalities have deemed appropriate for high-density housing. Under the Baker-Polito Administration, the legislation expanded to encourage starter-home construction to help first-time home buyers build family equity. Since its inception, in 2014, the program has established as-of-right zoning for more than 15,000 units, with another 3,000 in the pipeline, and has led to the construction of more than 3,000 units, with another 1,000 in the immediate pipeline.
- The **Housing Choice Initiative** encourages cities and towns to adopt housing-friendly zoning and permitting. It bundles legislative changes that reduce political barriers to housing construction with innovative incentives for municipalities that encourage to new

housing. This initiative aims to unlock the construction of more than 135,000 new housing units across Massachusetts.

- Historically, publicly-funded housing programs have focused on “affordable housing,” targeted at families earning less than 60% of the area median income. The **Workforce Housing Initiative** commits \$100 million to create options for middle income households who are ineligible for traditional affordable housing, but are squeezed out of the market in high-demand cities. As of February 2018, the State has approved \$49.7 million in commitments to 23 projects. This initiative has funded the creation of more than 500 workforce housing units, and supported the creation of more than 2,100 total housing units, including projects in Boston, Quincy, Newton, and Lynn. Additional projects are in the pipeline in Cambridge and Somerville.
- The Massachusetts Legislature is currently considering several bills that would ease regulations and boost housing production across the Commonwealth. Bill H.3845, **An Act Relative to Housing Production**, proposed by the Joint Committee on Housing, would require that all cities and towns allow multifamily housing in appropriate locations near transit or town centers; allow accessory dwelling units on single family lots if dimensional requirements are met; and reduces the local margin of a vote required to adopt multifamily zoning from two-thirds to a simple majority. This bill was referred to the House Committee on Ways and Means in July 2017. Governor Charles D. Baker has also sponsored a bill, H.4075, **An Act to Promote Housing Choices**, that would reduce the local margin of a vote required to adopt certain housing-related best practices from two-thirds to a simple majority, including: multifamily zoning, accessory dwelling units, cluster developments, transfer of development rights, and reduced parking ratios, among others. A draft of the Governor’s bill was referred to the House Committee on Ways and Means in early March 2018. The bill is expected to pass in spring 2018, and eliminates supermajority required for municipal zoning changes. These bills, if enacted, would unlock housing opportunities in many transit-oriented communities and ease pressure on housing prices in Greater Boston.
- The **Accessory Development Unit pilot** program allocates millions in funds and offers loans and other financial incentives to developers constructing ADUs.
- **An Act to Promote Housing and Sustainable Development** in the Commonwealth (2016) requires communities to increase multi-family developments

(vii). Mix of rentals versus owned dwellings in your community (include three year trend data, if available)

In Boston, both ownership and rental units have increased over five percent since 2014. The mix of housing has stayed steady at 34-35 percent ownership and 65-66 percent rental. The region as a whole had slow but even growth in both owner and rental units, remaining at 40 percent owner and 60 percent rental.

Change in Owner-occupied Units, 2014-2016				
	2014	2015	2016	% Change 2014-2016

Boston	88,610	89,071	93,649	5.7%
Revere	9,937	10,104	9,734	-2.0%
5-County Region	967,151	968,386	981,145	1.5%

Source: U.S. Census Bureau, 2014, 2015, 2016 1-year American Community Surveys, BPDA Research Division Analysis

Revere's ownership units declined by two percent since 2014, but rental units increased by three percent. This change shifted the owner:renter ratio from 49:51 to 48:52.

Change in Rental Units, 2014-2016				
	2014	2015	2016	% Change
Boston	165,139	172,421	173,943	5.3%
Revere	10,173	10,382	10,498	3.2%
5-County Region	644,787	647,977	654,085	1.4%

Source: U.S. Census Bureau, 2014, 2015, 2016 1-year American Community Surveys, BPDA Research Division Analysis

(viii) Areas comprising the majority of available housing opportunities for Project employees

There are many attractive options for project employees to live - from the project site itself to surrounding neighborhoods and throughout greater Boston. HYM proposes up to 10,000 units of housing in Suffolk Downs in East Boston. Surrounding the proposed project location is East Boston - one of Boston's most desirable neighborhoods. Eastie, home to thriving local retail within the East Boston Main Streets District, is bounded by Boston Harbor on three sides and served by five subway stops along the MBTA Blue Line. Today rents in East Boston average \$2,000 per month for a two bedroom and the median price for a home is \$399,000.

There are also other transit-accessible communities where project employees could live. The Blue Line connects East Boston to Revere where housing opportunities are plentiful along Crescent Beach – the Revere Beach waterfront development. To the south, the Blue Line accesses Downtown and the Red, Orange, and Green Lines.

The Red Line passes south through South Boston and Dorchester, with Silver Line connections to the South Boston Waterfront and Dudley Square. Several ongoing planning projects in these areas will develop new housing opportunities. **PLAN: South Boston Dorchester Avenue** imagines a new, urban, mixed-use 21st-century district along the Red Line, two stops from downtown Boston. The planning initiative covers 144 acres of land in South Boston and Dorchester. **PLAN: Glover's Corner** is a comprehensive planning initiative along a mile-long stretch further down Dorchester Avenue. The neighborhood is located is on the Red Line, four stops from downtown Boston. **PLAN: Dudley Square** is a comprehensive implementation plan

for publicly-owned and vacant privately-owned parcels in Roxbury. The area is served by the Silver Line and is Orange Line accessible.

Many urban and suburban communities with accessible housing costs are within commuting distance of East Boston or the South Boston Waterfront. Currently, the top residential communities for people who work in East Boston are Boston, Revere, Lynn, Chelsea, Winthrop, Everett, Malden, Quincy, Peabody, and Saugus.²⁷ The top residential communities for people who work in the South Boston Waterfront include Boston, Quincy, Somerville, Cambridge, Newton, Medford, Revere, Malden, Brookline, and Weymouth. Housing prices in these towns are detailed in response to Growth question A-1-d-iii.

(ix) Existing housing partnerships between the community and local companies

Few communities can compare to Boston's thriving network of nonprofit, for-profit and community partners dedicated to housing. Boston is a national leader in affordable housing - one out of every five units of housing is income-restricted affordable housing.

- Over 30 local community development agencies (i.e. CDCs) develop affordable housing, establish economic development opportunities, and advocate for inclusive community growth.
- Boston was one of the first cities in the country to require developers of private housing to set aside a certain percentage of new units as affordable housing. Since its inception, the Inclusionary Development Program (IDP) has been embraced by private developers across Boston and is now responsible for creating more than half of the affordable housing built per year.
- On January 1, 2018 Mayor Walsh announced the Boston's Way Home Fund to raise \$10 million in private funding to build 200 units of permanent supportive housing. The fund was launched in partnership with Pine Street Inn and Bank of America. Bank of America has generously kicked off the Fund with a \$250,000 donation.
- The **Housing Innovation Lab** partners with local businesses to solve housing affordability challenges.
 - Local start-up **Nesterly** founded an intergenerational home share pilot which matches students from Boston's universities with local seniors who have space to rent and could use assistance from a boarder.
 - The **Dream Collaborative**, a local minority-owned business, won a Housing Innovation Lab competition to redevelop City-owned land with smaller unit sizes to achieve greater affordability.
- Boston is working with colleges and universities to build housing for students to reduce pressure the housing market. Boston is also building partnerships with private developers who can build dorms for institutions and master lease them for students.
 - The City's goal is to produce 18,500 new dorm beds by 2030 and reduce the number of students living off-campus by half.

²⁷ BPDA Research Division, "Commuter Flows: Employment and Residence Patterns in Greater Boston," 2016 based on U.S. Census Bureau, OnTheMap Application and LEHD Origin-Destination Employment Statistics (Beginning of Quarter Employment, 2nd Quarter of 2014).

- **Habitat for Humanity** and **YouthBuild** have strong histories of delivering new homes for Bostonians in need. Boston has awarded surplus city-owned land to these service organizations to create affordable housing opportunities.
- Dudley Street Neighborhood Initiative (DSNI) created **Dudley Neighbors, Incorporated (DNI)**, a Community Land Trust created to implement and develop DSNI's resident-drafted comprehensive master plan to guide revitalization of the neighborhood. In the late 1980's, Dudley residents established community control over a critical mass of the 1,300 parcels of abandoned land in the neighborhood. The City of Boston adopted the community's comprehensive development plan and granted the power of eminent domain over much of the privately-owned vacant land in the 62 acre area known as the "Dudley Triangle." Twenty five years later, more than 30 acres of formerly vacant, blighted land in the Dudley Triangle are now under neighborhood control through Dudley Neighbors, Inc. This land has been transformed into 225 new affordable homes, a 10,000 square foot community greenhouse, an urban farm, a playground, gardens, and other amenities of a thriving urban village. Dudley Neighbors Inc. is one of the nation's most successful urban community land trusts and serves as a model for organizing to promote development without displacement.
- The City recently released an RFP for a new multi-purpose investment vehicle which would source capital from the philanthropic and private sectors and create a loan fund for economic development and affordable housing investments. This fund will be a affordable housing accelerator - harnessing private investment dollars to make city-driven real estate acquisitions that will prevent displacement, create jobs and build long term affordable housing.

A. Community

e. Inclusion - An inclusive workplace and community are key to Amazon. Provide data on the median earnings, unemployment, home-ownership, educational attainment, and undergrad enrollment gaps for underrepresented minorities in your community. Please further provide data on hate crimes committed in your community.

MEDIAN EARNINGS

Median personal earnings show gaps based on race, ethnicity, and gender in Boston, the region, and the state, as shown in the table below.

Median Personal Earnings of Civilians over Age 16 in the Labor Force, by Race/Ethnicity			
	City of Boston	5-County Region	Massachusetts
White	\$51,909	\$49,832	\$43,961
Black/African American	\$28,390	\$29,220	\$28,653
Hispanic/Latino	\$21,121	\$24,536	\$23,309
Asian/Pacific Islander	\$26,401	\$42,241	\$41,527

Male	\$40,557	\$50,696	\$46,718
Female	\$32,445	\$35,782	\$32,919
Total	\$36,336	\$41,916	\$40,304

Source: U.S. Census Bureau, 2012-2016 American Community Survey, BPDA Research Division Analysis Note: the five-county region is comprised of Suffolk, Norfolk, Middlesex, Essex, and Plymouth counties.

UNEMPLOYMENT

The Bureau of Labor Statistics (BLS) publishes the official national monthly unemployment rate, as well as official rates at the state, county, and city level through the Local Area Unemployment Statistics (LAUS) program. Unemployment in the city, region, and state is low - Boston's unemployment rate in December 2017 was just 2.7%.²⁸ However, there are some disparities by demographics. The BLS provides unemployment rates for Massachusetts by race, ethnicity, and gender.

Massachusetts 2017 Annual Average Unemployment Rate	
White	3.5%
Black/African American	7.8%
Hispanic/Latino	7.2%
Male	4.2%
Female	3.6%
Total	3.9%

Source: Bureau of Labor Statistics, *Employment status of the civilian noninstitutional population by sex, race, Hispanic or Latino ethnicity, 2017*, BPDA Research Division Analysis. Note: Data are not given for Asians/Pacific Islanders.

The BLS does not publish unemployment data by race or ethnicity at the city or regional level. The U.S. Census Bureau's American Community Survey (ACS) publishes one-year and five-year estimates of unemployment by race and ethnicity. Differences in survey methodology cause the ACS to overstate unemployment compared to official BLS numbers. Particularly important for Boston, the BLS surveys people living at their "usual residence" which for many college students means they are counted at their parents' home address rather than their college address. Boston's citywide 2015 unemployment estimate from the ACS, at 6.7%, was over two points higher than the 2015 Boston annual unemployment rate of 4.4% from the BLS. Given that the BLS data do not allow for unemployment analysis by race and ethnicity, and the ACS data consistently overestimate unemployment, one possibility is to take the ratio of unemployment by race and ethnicity compared to the city average from the ACS and report the relative magnitude. These ratios show significant disparities in unemployment by race and ethnicity in the city and the region.

²⁸ Massachusetts Executive Office of Labor and Workforce Development (DWD), Labor Force and Unemployment Data, BPDA Research Division Analysis

Ratios of Unemployment Rates to Citywide Average 2016		
	City of Boston	5-County Region
White	0.63	0.82
Black/African American	1.52	1.75
Hispanic/Latino	1.38	1.61
Asian/Pacific Islander	1.04	0.96
Male	1.08	1.06
Female	0.92	0.94
Total	1.00	1.00

Source: U.S. Census Bureau, 2016 American Community Survey, PUMS, BPDA Research Division Analysis

HOME-OWNERSHIP

Boston homeownership rates are about 34%. Homeownership rates are relatively low within the city of Boston compared to the region and the state. Homeownership rates are particularly low for Hispanics in Boston.

Homeownership Rate by Race/Ethnicity and Gender of Householder			
Race/Ethnicity	City of Boston	5-County Region	Massachusetts
White	43.7%	67.6%	69.0%
Black/African American	29.5%	33.7%	34.1%
Hispanic/Latino	15.4%	24.7%	24.3%
Asian/Pacific Islander	25.2%	50.4%	51.5%
Male	37.4%	62.9%	65.2%
Female	31.7%	57.0%	58.6%
Total	34.2%	59.8%	61.8%

Source: U.S. Census Bureau, 2012-2016 American Community Survey, BPDA Research Division Analysis

EDUCATIONAL ATTAINMENT

One possible reason for the gaps in earnings by race/ethnicity is the gap in educational attainment. Two-thirds of White adults in Boston have a Bachelor's degree or higher, but less than 20 percent of Blacks and Hispanics have the same level of education.

Share of Population age 25+ with Bachelor's Degree or Higher			
Race/Ethnicity	City of Boston	5-County Region	Massachusetts
White	66.7%	50.4%	44.0%
Black/African American	19.5%	23.7%	23.5%

Hispanic/Latino	19.5%	20.1%	17.8%
Asian/Pacific Islander	47.5%	59.9%	58.4%
Male	46.0%	46.4%	41.0%
Female	46.2%	46.0%	41.3%
Total	46.1%	46.2%	41.2%

Source: U.S. Census Bureau, 2012-2016 American Community Survey, BPDA Research Division Analysis

UNDERGRAD ENROLLMENT GAPS

The level of educational attainment has been increasing for all groups over the past decades and enrollment data predict a continued increase. About 90 percent of Whites and Asians aged 18 to 25 who do not already have a Bachelor's degree are enrolled in an undergraduate program. The share enrolled for Blacks and Hispanics is 40% and 48% respectively. A higher share of females than males are enrolled in college so the educational attainment of women should pull ahead of that of men in the coming years.

Share of Persons Age 18-25 without a Bachelor's Degree Enrolled in an Undergraduate Program, by Race/Ethnicity and Gender			
Race/Ethnicity	City of Boston	5-County Region	Massachusetts
White	88.0%	59.3%	55.6%
Black/African American	40.0%	45.5%	46.2%
Hispanic/Latino	48.0%	37.4%	34.8%
Asian/Pacific Islander	91.6%	74.9%	74.3%
Male	64.1%	49.9%	46.8%
Female	73.9%	60.8%	58.3%
Total	69.0%	55.2%	52.4%

Source: U.S. Census Bureau, 2012-2016 American Community Survey, PUMS, BPDA Research Division Analysis

HATE CRIME DATA

In 2016, Massachusetts agencies, including 70 communities, a dozen colleges and the MBTA, voluntarily reported 391 hate crime incidents to the FBI, 120 of which were reported by the City of Boston. There were 5.9 hate crime incidents for every 100,000 people in the state. About half of the incidents were based on race or ethnicity, a quarter on religion, and 19% were based on sexual orientation.²⁹ Reported hate crimes declined 5 percent from 2015 to 2016. The city of Revere had just three hate crime incidents from 2012 to 2016.³⁰

²⁹ FBI, 2016 Hate Crime Statistics, <https://ucr.fbi.gov/hate-crime/2016>

³⁰ City of Revere Police Department

A. Community

f. Recreational Activities

Boston offers a wide range of recreational activities for all ages. Boston's coastal location provides opportunities for water activities from visiting local beaches, sailing on the Charles River, trips to the harbor islands, or strolls around the many reservoirs. Athletic programs in the area include club and team sports, summer and overnight camps, and group trips.

Boston has over 4,500 acres of publicly owned open space with many opportunities for recreational activities at parks, playgrounds, athletic fields, rivers, beaches, urban wilds, greenways and the Harbor Islands. An additional 200 acres of privately-owned, publicly-accessible open space such as the HarborWalk augments the opportunity for recreation in the urban setting.

(i) Athletic programs for adults and children

While the list below is not comprehensive, it highlights the diverse programs available for adults and children. From running tours of Boston's historic sights to intramural sports leagues, the city has athletic opportunities for anyone looking to get involved.

Athletic Programs for Children

The region offers a wealth of team sports leagues including little league, Pop Warner football, ice hockey, soccer, basketball, and swimming. In addition to traditional sports leagues, there are opportunities for camps, lessons, and special events for children at area parks, the harbor islands, and city pools. The table below describes the major youth athletic programs in Boston.

Youth Programs	
Boston Area Youth Soccer	Provides a town-based recreational soccer league for children and youth in the Greater Boston area.
Boston Centers for Youth & Families (BCYF)	Offers a variety of recreational activities for Bostonians of all ages. Residents turn to BCYF for family programming and for fun, healthy activities. BCYF offers engaging and affordable opportunities at 36 facilities all over Boston. Afterschool and summer programs, vacation week activities and aquatics programs serve thousands each year. BCYF members visit to work out, use the computer lab, climb rock walls or spend time with their friends in the teen centers.
Boston Parks and Recreation	Offer free youth athletic programs, clinics, and camps in neighborhood parks across the city. Some notable special events, tournaments, and invitionals include: <ul style="list-style-type: none">• The MLK Invitational Basketball Tournament at Cabot Gymnasium on the campus of Northeastern University.• The Middle School Cross Country Championship celebrated its 21st year in October with 17 schools represented by more than 700 Boston public middle school students.

	<ul style="list-style-type: none"> • Mayor's Cup Double Dutch Tournament where Jump-rope teams from various community centers across the city competed. • Mayor's Cup Girls Softball Tournament expanded to a field of 22 teams, one of the largest ever. • The Mayor's Cup Ice Hockey Tournament ended the year with an expanded Mite field of five divisions and 16 championship games. Mite championship games were played at the Boston Bruins' newly-built Warrior Ice Arena practice facility in Allston and the Squirt, Girls U10, U12, Pee Wees and Bantams were played at Boston College.
Boston Police Athletic Leagues (PAL)	PAL is an independent non-profit organization dedicated to the positive development of youth of Boston. Through PAL, police officers and young people participate in athletic, social and education activities to learn more about each other and their communities.
Boys & Girls Clubs of Boston	Boys & Girls Clubs of Boston provides a safe, affordable place with caring adults and enriching programs for kids to go when they are not in school.
Community Boating Junior Program	Junior summer program teaches children to sail and kayak on the Charles River. Open for 10 weeks in the summer the drop-in style program instills independence and the value of volunteerism.
Courageous Sailing	Every year, Courageous serves over 1,000 kids from Boston, hosts events and regattas, and provides instruction and waterfront access to hundreds of individuals, families, and corporations.
First Tee of Massachusetts	The junior golf program introduces young people ages 7 to 17 to golf at the William Devine Golf Course in Franklin Park.
Hill House	Hill House Athletics is a locally-based program that depends on its passionate administrators, quality coaches, and selfless volunteers to cultivate a strong community bond in which to raise Boston's youth. Starting as early as 3 years old through 13 years old, we develop and educate children; not only on their individual skills, but on what it means to be part of a team, and how to play the right way.
Irish Sports Youth League (ISYL)	The ISYL is a non-profit organization whose mission is to bring the excitement of Gaelic games to children of all ages. The club teaches, organizes and participates in Gaelic Football, Ladies Football, Hurling & Camogie.
Neighborhood Sports Leagues	Neighborhood sports league programs include baseball, basketball, rugby, Pop Warner football, hockey, and softball.
Revere Recreation Department	Operates structured programming for youth from early childhood to high school. Pre-school activities include: dance classes, soccer, t-ball, and tumbling. Elementary school activities include: baseball, basketball, dance, la crosse, paddle boarding, tennis, and track and field. Middle and high school activities include: baseball, basketball, football, lacrosse, tennis, track & field, and an annual 3-on-3 basketball tournament.

Skating Club of Boston	The Skating Club of Boston's Youth in Sport initiative provides support for city youth and city-based organizations supporting local youth in learning, appreciating and excelling in the sport of figure skating.
Sportsmen's Tennis Club	Sportsmen's Tennis & Enrichment Center leverages tennis to open doors of opportunity for youth in some of Boston's most underserved communities. Our goal is to develop players capable of playing college tennis.
Tenacity tennis programs	Each summer during July and August, Tenacity serves nearly 5,000 Boston youth ages 6-16 through our Summer Tennis & Reading Program (STRP) held at 23 public parks across the city. This dynamic program is offered free-of-charge on summer weekday mornings and afternoons.
The BASE	The BASE combines exceptional baseball and softball training and competition with academic and career resources to empower student athletes to achieve their full potential both on and off the field.
Viking Sports	Viking Sports is one of Massachusetts' largest sports recreation companies offering services for kids to adults throughout the state. Programs include summer camps, sports clinics, and league sports.
YesKids	Youth Enrichment Services (YES) is a private, nonprofit organization which provides affordable and impactful sports-based youth development and leadership programming for Boston children and teens.
YMCA of Greater Boston	The first YMCA in the United States opened in 1851, in Boston. The YMCA of Greater Boston provides opportunities that empower people and communities to learn, grow and thrive. With a focus on youth development, healthy living and social responsibility, the Y nurtures the potential of every youth and teen, improving health and well-being and providing opportunities to give back and support neighbors. With locations in more than 15 neighborhoods across Greater Boston, the Y serves thousands of people through hundreds of programming opportunities.

Athletic Programs for Adults

Athletic programs for adults range from co-ed social sports clubs, team clubs, and adventure activities.

Adult Programs	
Access Recreation Boston	Coalition of organizations and individuals dedicated to increasing and enhancing recreation opportunities for people with disabilities in the greater Boston area.
Appalachian Mountain Club Boston Chapter	Coordinates activities for members in the following areas: biking, paddling, family outings, hiking and backpacking, skiing, windsurfing, and music.

Boston Amateur Basketball Club (BABC)	Established in 1977, the BABC evolved into one of the most prestigious amateur basketball programs in the country.
Boston Athletic Association (BAA)	Established in 1887, the BAA is a non-profit organization promoting a healthy lifestyle through sports, especially running. BAA events include the Boston Marathon and other road races. BAA programs include clinics and training.
Boston Ski & Sports Club	Founded in 1967, the club offers ski getaways, indoor and outdoor intramural sports leagues, and adventure travel. The club has over 50,000 active participants annually, 300+ sports leagues, with close to 1,000 teams competing weekly.
Community Boating	Located on the Charles River Esplanade between the Hatch Shell and the Longfellow Bridge, Community Boating is the nation's oldest public sailing center. Classes include First Sail, Mainsail 1, Mainsail 2, Jib 1, Jib 2, Advanced Classes, Paddling Classes, and Windsurfing Classes. Community Boating also hosts adult racing leagues.
Cycling Groups	MassBike, Minuteman Road Club, Nashoba Valley Pedalers, Charles River Wheelmen, Blue Hills Cycling Club, North Shore Cyclists, and Boston Triathlon Team
Guided Running Tours of Boston	Sweat and sightsee simultaneously. Create your own Boston running experience with guided tours through RunBoston and City Running Tours.
Ice Hockey Leagues	Premier adult ice hockey leagues: Stinky Socks Hockey and New England Senior Hockey League
Revere Recreation Department	Revere's Recreation department supports the coordination of facility rentals; it also advertises and occasionally facilitates adult softball, soccer, and basketball pickup leagues. In the private sector, Revere has an active wellness community that utilizes the city's open spaces and publicly owned athletic facilities for fitness purposes. The city is also home to a variety of privately-run dance studios, fitness classes, fitness centers, a CrossFit training facility, and a newly-opened yoga studio located just steps from Revere Beach. Revere hosts a growing number of events open to families and participants of all ages, including: a wiffle ball tournament, a Revere 5K, a Glow in the Dark Run.
Social Sports Clubs	Social sports clubs provide adults opportunities to meet and share their interests in a variety of sports. Some local clubs are: Social Boston Sports, S3 Boston, Fun Sports and Social Group, Club WAKA Sport & Social Club, HubSports Boston
Teamworks Revere	An adult soccer league providing both men and women an opportunity to keep active in a fun environment. Offers multiple leagues for different skill levels.

USA Track and Field registered running clubs	Forest Hills Runners, Somerville Road Runners, North Shore Striders, Cambridge Running Club, Community Running Association, Greater Boston Track Club, Mystic Runners, etc
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(ii) Availability of public parks and recreational areas

Boston offers a wide variety of publicly-protected open spaces from beaches and marshlands to parks, playgrounds, athletic fields, community gardens, urban wilds and more spread across all neighborhoods of the city. This system provides more than 7,200 acres of highly-accessible public and private open space. Boston has more than 300 parks with playgrounds, trails, fields, picnic tables, and much more.

Boston is part of the national Walk to a Park campaign, which calls for all Americans to live within a 10-minute walk of a high-quality park or green space.³¹ Over 97 percent of Bostonians live within a 10 minute walk of a park or open space. Boston was second only to San Francisco for park accessibility on the Trust for Public Land's 2017 ParkScore report.

The Boston Park Commission was established in 1875 to oversee the creation of the City's park system, beginning with the Emerald Necklace. Today the Boston Parks and Recreation Department (BPRD) has jurisdiction and care of over 2,400 acres of parks, including the nearly 1,000-acre Emerald Necklace. Its inventory includes 217 City parks, playgrounds and athletic fields, two golf courses, 65 squares, 17 fountains, 75 game courts, 16 historic cemeteries, three active cemeteries, urban wilds, athletic fields at four high schools, approximately 125,000 park trees and 35,000 street trees.

The State's Department of Conservation and Recreation (DCR) cares for and maintains 2,100 acres of public open space in Boston, including a variety of parks, parkways, playgrounds, beaches, natural areas, and urban wilds. These open spaces include Constitution Beach and the Belle Isle Marsh Reservation in East Boston. Other DCR properties in Boston include the Charles River Reservation, the Stony Brook Reservation, Old Harbor, Dorchester Shores, and the Neponset River Reservation, Castle Island, the Southwest Corridor Park, and the Franklin Park Zoo. DCR oversees Winchester Reservoir and the Middlesex Fells Reservation which includes the 6.9 mile, five-hour skyline hike. DCR owns and maintains the Rumney Marsh Reservation and the Revere Beach Reservation in Revere. DCR also owns and maintains the nearby Winthrop Shore Reservation.

Additional owners of open space include educational and religious institutions and private business organizations. Private owners of open space include conservation organizations such as the Trustees of Reservations and the Massachusetts Audubon Society. These non-profit organizations have sizable holdings of community gardens and urban wilds.

Most notable Public Parks, Recreation Areas, and Greenways in Boston:

³¹ The Walk to a Park campaign is organized by The Trust for Public Land, National Recreation and Park Association and Urban Land Institute, and has the support of 127 mayors across the country.

Park	Amenities/Details
Arnold Arboretum	With 281 Acres, the Arnold Arboretum of Harvard University achieves excellence in scholarship and contributes to the advancement of society as an international center for the study of plants. Arnold Arboretum is a premier destination for deepening understanding and appreciation of plants, horticulture, and biodiversity.
Boston Common and Public Garden	In 1634 the Common was created as America's first public park; it was practical and pastoral with walkways built for crosstown travel. In contrast, the Public Garden established in 1837, was the first public botanical garden in America. It was decorative and flowery from its inception, featuring meandering pathways for strolling. The Common hosts seasonal festivals and activities. These are key destinations for tourists and Bostonians alike.
Cemeteries and Burying Grounds	The City has sixteen historic burying grounds which date between 1630 and 1892. More than 15,000 grave markers in these cemeteries honor Boston's Puritan and Colonial past. These cemeteries also provide relief in the form of open space. Many of these cemeteries and burying grounds are located in dense areas of the city in which open space is otherwise not abundant. Three large cemeteries are still active, and are operated by the Parks Department.
Charles River Reservation	Constructed with mitigation funds from the Central Artery/Tunnel Project, an eastward extension of the Reservation, known as the New Charles River Reservation, was created. Below the old Charles River Dam, a series of parks – the Paul Revere Landing Park and North Point Park in Charlestown, and the Nashua Street Park in Central Boston – were built with pathways along the Charles River near its confluence with Boston Harbor.
Commonwealth Avenue Mall	The Mall's 32 acres were designed in the French boulevard style by Arthur Gilman in 1856. Commonwealth Avenue Mall became the spine of the elegant new Back Bay neighborhood and the crucial green link between the Public Garden and Frederick Law Olmsted's park system. The Mall features nine sculptures and memorials.
Dog Parks	The Boston community has more than 20 dog-friendly parks. The Joe Wex Dog Recreation Space (DRS) in the South End became Boston's first city-sanctioned off leash dog-park in 2007. It provides a space in which dogs can run, play and socialize, with over 13,000 square feet of space (including a separately enclosed 3,000 square feet for small dogs). The

	Bremen Street Park in East Boston includes a half-acre dog park with dog exercise and agility centers.
East Boston Greenway	A neighborhood greenway linking old and new parks is being created in East Boston.
Emerald Necklace	In the heart of Boston and extending to Brookline, the historic Emerald Necklace park system serves as the backyard for city residents and a destination for more than one million visitors each year. Stretching from Back Bay to Dorchester, this inviting green space connects people and nature, just as landscape architect Frederick Law Olmsted intended when he designed it more than 100 years ago. Today, the six parks under the stewardship of the Emerald Necklace Conservancy include more than 1,200 Acres across the City of Boston.
Franklin Park	Franklin Park, the 527-acre historic green space located in the geographic heart of Boston and surrounded by some of the city's most diverse neighborhoods. It is Boston's largest green space, offering Franklin Park Zoo, hiking and walking trails, picnic areas, playgrounds, public events and festivals. Franklin Park was designed by renowned landscape architect Frederick Law Olmsted in the late 1800s.
Golf courses	There are two city owned and maintained 18 hole golf courses in the city: the George Wright in Hyde Park and the William J. Devine at Forest Hills.
Harborwalk	Boston's Harborwalk is 43 miles, of which 38 miles are connected. Part of the richness of the Harborwalk is its variety, reflecting the various activities and urban textures of adjacent land. In places, the HarborWalk extends into maritime industrial areas, allowing visitors to observe at close range working port operations. In others, Harbor walkers can enjoy a swim, go fishing, visit over forty parks and a dozen museums, or sample the latest foodie destination restaurant. The Harborwalk connects to a number of inland trails and parks, including the Emerald Necklace, Charles River Esplanade, Rose Kennedy Greenway, Freedom Trail, South Bay Trail and East Boston Greenway. Boston's Harborwalk program forms a continuous shoreline walking path and is one of the most important components of the City's waterfront revitalization program.
Martin's Park	Martin's Park in the South Boston Waterfront will serve as a memorial park to the youngest victim of the Marathon Bombings of 2015. Martin's

	Park is designed as a universally accessible park and playground next to the Boston Children's Museum.
Moakley Park	Moakley Park is South Boston's largest park and will be the final stop to the Emerald Necklace. Currently, Moakley Park is undergoing an intensive planning study to develop a comprehensive Vision Plan addressing recreational needs, park opportunities, and coastal and storm water flooding concerns.
Neponset River Greenway	The Neponset River Greenway is a significant open space resource for Boston's Hyde Park, Mattapan, and Dorchester communities.
Olmsted Park	Much of Olmsted park is heavily wooded with walking and hiking trails, but Leverett Pond, forming the western border, presents a beautiful vista.
Riverway	The Riverway provides scenic relief for commuter on foot, on bicycles and on the parkways. It is a tranquil, yet active linear park, making it a perfect model for today's greenways movement, which aims to reclaim and connect parcels of land for use as recreational corridors
Rose Kennedy Greenway Conservancy	The Rose Kennedy Greenway, a roof garden atop a highway tunnel, is a public park in the heart of Boston. This greenway corridor stretches for 1¼ miles in a highly dense section of downtown Boston and contains 11 acres of protected parkland. This greenway helps to connect users to the New Charles River Reservation, Harborwalk, and the Boston Harbor Islands. Programming includes festivals, markets, and open spaces. It has become an important corridor for residents in abutting neighborhoods, downtown workers, and tourists.
Southwest Corridor Park	This greenway corridor stretches 4.7 miles from the South End and Back Bay to Roxbury, Mission Hill and Jamaica Plain. It contains about 50 acres of parkland, owned and managed by the State. Besides walking paths, it includes the 3.5 mile Pierre Lallement Bicycle Path, heavily used for recreation and commuting. Other features within it include eleven children's play lot areas, two spray pools, seven basketball courts, five tennis courts, two street hockey rinks, and two amphitheaters. Approximately a quarter of the parkland is decked over the railroad tracks.
Urban Wild Initiative	Urban wilds form an essential part of the City's open space system. The City of Boston promote the use of city-owned urban wilds and other natural areas for passive recreation, environmental education, and other uses in keeping with their natural character. Urban Wilds include: Condor Street, the Rockies, and Belle Isle Marsh. The Condor Street Overlook site provides sweeping views of the inner harbor, looking toward the Tobin Bridge and Mystic River.

Beaches

The Boston Harbor includes metropolitan beaches such as Constitution Beach in East Boston, Pleasure Bay, Carson Beach, Savin Hill Beach, and Tenean Beach, as well as the beaches of the Boston Harbor Islands National Recreation Area. The key beaches, ponds, rivers, and islands are described in the table below:

City Beaches, Ponds, Rivers, Islands	
Belle Isle Marsh	In East Boston, the marsh is comprised of 275 acres of salt marsh, salt meadow, and tidal flats, providing critical wildlife habitat, flood storage, and water quality improvement functions. A remediation and restoration initiative in 2005 culminated in the reconnection of land within the vast Belle Isle Marsh Reservation, and the construction of a trail segment for the future East Boston Greenway. The Belle Isle Marsh is part of the Rumney Marsh, which is approximately 1,000 acres of highly productive salt marsh, tidal flats, and shallow channels.
Constitution Beach	Constitution Beach, aka Orient Heights Bay, is located on the eastern coast of East Boston between Logan Airport and Orient Heights. Swimming and fishing are common activities.
Jamaica Pond	Jamaica Pond was first included in Boston's "Emerald Necklace" of parks in 1892, and has since become a popular destination for families, boating, running, and walking. The Pond has a circumference of 1.5 miles and is made up of more than 68 acres.
Boston Harbor	Ten miles of the city's shoreline lies on Boston Harbor. East Boston is on the Inner Harbor – an area which is used for recreational fishing and boating, and maritime/industrial uses.
Harbor Islands	The Outer Harbor includes dozens of islands. Six islands, including Spectacle, Georges, Peddocks, Lovells, Grape, and Bumpkin are serviced by public ferry. Spectacle, Georges, and Peddocks Islands have visitor/welcome centers. Beaches are found on Spectacle Island, Long Island, Lovell's Island, Thompson Island, and Gallops Island. These islands contain trails, paths, campsites, beaches, and vistas that attract many visitors.

Rivers	Boston is traversed by five rivers: the Charles River, the Muddy River, the Neponset River, the Mystic River and the Chelsea Creek (a.k.a. Chelsea River). Chelsea Creek runs along Revere and East Boston and feeds the Belle Isle Marsh before it empties into Boston Harbor.
Revere Beach	A National Historic Landmark and the nation's first public beach. At over 3 miles long, this transit-accessible beach is a venue for wellness activities and a popular destination for beachgoers, kite-surfers, runners, and cyclists from throughout the region.

Planning for Open Space in Boston and Future of Parks

The City of Boston has recently completed two planning initiatives related to open space. The *Imagine Boston 2030* plan and the *City of Boston's Open Space and Recreation Plan 2015-2021*, which focus on the following goals for parks:

- Steward the exceptional open space system that the City of Boston has inherited;
- Plan for a future open space system that is recognized as the best in the country; and
- Lead the nation in enhancing the urban natural environment and improving the quality of life in the city.

Revere's Planning for Open Space

Revere's open space amenities incorporate a wide range of passive and active uses which will be incorporated into an Open Space Plan currently being developed in partnership with the Metropolitan Area Planning Council (MAPC), to be completed in summer 2018. The report will inform priorities for capital improvements while identifying opportunities to embed the city's distinct and diverse cultural heritage into the design, operations, and programming of open space.

- **Open Space Plan:** Revere is in the process of updating its most recent Open Space Plan through a participatory process involving surveys, focus groups, site visits, data analysis, and other methods conducted in tandem with residents and MAPC. The most recent inventory was completed in 2010 and is enclosed; the updated report will be available by fall 2018.
- **Playgrounds:** Through the City's Healthy Community Initiatives Department and Revere On The Move, Revere has a growing network of revitalized neighborhood and school-based playgrounds, at least four of which are the result of community builds.
- **Community gardens:** The Healthy Community Initiatives department has also spearheaded the creation of two community gardens and is seeking opportunities, based on high community demand, to install more. The existing gardens are in accessible locations at Revere High School and in Gibson Park in Revere's Point of Pines

neighborhood; the former includes plots managed by local nonprofits and Special Education students enrolled at the High School.

(iii) Types of organized activities in parks and recreational areas

In 2017, Boston Parks and Recreation issued a total of 2,094 permits for special events including, concerts, picnics, prayer services, and demonstrations. The department permitted another 3,101 athletic permits for youth and adult programs- ranging from as few as 15 to as many as 1,500 participants. In total 5,195 parks permits were granted in 2017. This is in addition to daily unpermitted, but allowed and encouraged, use of Boston's fields, courts and other spaces for active and passive recreation. From quidditch to cricket to bike polo Boston has recreational opportunities as diverse as its people. In 2017 the department presented 720 programs and events including the Rose Garden Party fundraiser, the Mayor's Garden Contest, and the Dorothy Curran Wednesday Night Concerts on City Hall Plaza.

Major organized activities and special events include:

- Plays including Shakespeare on the Common,
- The Boston Cup - a premier classic auto show,
- Athletic events like Boston Marathon and JP Morgan Corporate Challenge,
- Outdoor summer movies and concerts,
- the Boston Pops concert and fireworks over the Charles each Fourth of July at the Hatch Shell to mark Independence Day,
- Ice skating at the Frog Pond and the Winter market at City Hall Plaza,
- annual Children's Winter Festival hosted during February vacation,
- Highland Street Foundation sponsored a week-long Winter Camp,
- The Boston Parks Summer Fitness Series, which this year had 10,066 attendees for the season with 26 classes per week including yoga, chair yoga, Zumba, salsa, line dancing, boot camp, tai chi, walking, and high-intensity interval training,
- Fall Pumpkin Float at the Boston Common Frog Pond in October, and the
- Annual christmas tree lighting, for the 46th year Nova Scotia gave a tree to the people of Boston as thanks for relief efforts following the December 6, 1917, explosion of a munitions ship in Halifax Harbor.

Revere hosts a wide range of activities in its parks and open spaces, including a growing number of privately organized and publicly promoted 5K and 10K races, adult softball leagues, pickup games with Revere's Police and Fire Departments, as well as events like the annual Color Party, an event inspired in part by the Hindu Holi festival. In many of the City's playgrounds, summer programming includes a weekday free lunch program, as well as reading and literacy activities run in collaboration with the Revere Public Library. In recent years, individual groups have also organized events like salsa lessons in playgrounds and recovery yoga sessions along Revere Beach.

Revere's public facilities, from its outdoor fields to its indoor athletic facilities, are heavily used on nights and weekends year-round for community youth activities and independently-organized soccer, basketball, and volleyball leagues. The city's multiuse Harry Della Russo Stadium, which was renovated in 2014 and boasts a football/soccer field and outdoor track, hosts Revere athletics programming and is a satellite facility for Wheelock College's women's softball and lacrosse teams and the Boston Renegades, a professional women's football team. When not otherwise reserved for use by large groups, Della Russo Stadium is available for public use from dusk to dawn.

In July and August, Revere residents and visitors can enjoy free live music every weekend at the American Legion on Broadway. Residents and visitors to Revere can also make use of the city's multiple Urban Trail walking routes, highlighting the histories and landmarks of neighborhoods throughout the city. Revere Beach and the Northern Strand Community Trail offer cycling paths for all riding levels, and the city's Revere On The Move Initiative recently implemented a highly successful and popular pilot with the dockless bike share program ofo.

A. Community

g. Leisure-Time / Weekend Activities and Travel Destinations

Boston is full of day trip and weekend activities for all lifestyles and ages, in the city or in nearby destinations. New England is famous for its beautiful seasons, and Boston serves a gateway for outdoor exploration.

Skiing and Hiking

There are three downhill ski areas within an hour drive of Downtown Boston: the Blue Hills Ski Area, Nashoba Valley, and Wachusett Mountain. Wachusett Mountain is accessible on the weekends by commuter rail and shuttle from Boston's North Station. Boston's Franklin Park and George Wright public golf courses turn into a cross-country wonderland during the winter months. Within a two to three hour drive downhill skiers and boarders can reach 20 premier ski resorts in Maine, New Hampshire, and Vermont.

National and State Parks

New England also offers great access to major national parks and unique state parks. Great for hiking, camping, and swimming.

- Acadia National Park, ME - offers 158 miles of hiking trails and 45 miles of carriage roads with 16 stone bridges.
- White Mountains, NH - Mount Washington is the highest peak in the Eastern US.
- Baxter State Park, ME - marks the northern end of the Appalachian Trail.
- Smugglers notch, VT - scenic mountain pass near Mount Mansfield, the highest peak in Vermont.
- Walden Pond, MA - a 30 meter deep pond popular for canoeing, kayaking, and swimming spot in summer.
- Berkshires, MA - the rural region is a cultural and recreation getaway offering hiking, skiing, snowshoeing, as well as music and arts festivals.

Additionally, eastern Massachusetts is within the Atlantic Flyway migration route making Boston a birder's delight, especially given the large coastal marshes at the northern and southern ends of the coastline.

Beaches

Just a scenic 60-mile drive south of Boston is Cape Cod, which offers 60 public beaches and access to Martha's Vineyard and Nantucket. Travelers can also take a 90 minute high-speed ferry from downtown Boston to Provincetown, Cape Cod, or take the CapeFlyer commuter rail train from South Station to Hyannis.

Beaches	
South Boston (Carson & M-Street Beaches)	15 minutes by train
East Boston (Constitution Beach)	15 minutes by train
Revere (Revere Beach)	20 minutes by train
North Shore beaches (Crane, Plum Island, Singing, Salisbury, Front, Back, Cape Hedge, Wingaersheek, Good Harbor, and Stage Fort Park Beaches)	45+ minutes by car
Provincetown, MA (Race Point and Herring Cove)	1 hour by ferry
Cape Cod (Longnook, Newcomb Hollow, Nauset, Red River, Lighthouse, West Dennis, Chapoquoit, Scusset Beaches, and more)	1.5-3 hours by car
Martha's Vineyard (Aquinnah, Menemsha, and Lambert's Cove Beaches, and more)	2.5 hours by ferry
Nantucket (Madaket, Miacomet, Great Point, Cisco, Nobadeer, Children's Beach, and more)	3.5 hours by ferry
Rhode Island (Newport, Block Island, Narragansett, Watch Hill, Westerly beaches, and more)	1-2 hours by car

During the summer months, Revere Beach becomes home to Movie Night, which invites beach visitors of all ages to enjoy free family-friendly screenings directly on the nation's first public beach. Maritime and fishing industries along the coast are highlighted during the summer, and ocean enthusiasts can charter boats or embark on a whale watch from Downtown Boston.

Fall Activities

During the fall, Bostonians flock to nearby Salem for Halloween celebrations and historical tours to learn about the Salem Witch trials. Surrounding suburban and rural towns offer incredible sightseeing and apple picking. The onset of fall is a popular time for trips to northern and western New England along country roads and covered bridges to see the fall foliage.

Sports

Boston's well-known sports attractions include the historic Boston Marathon, which attracts thousands of runners and spectators annually, the Boston Red Sox, Boston Bruins, and Boston Celtics who play dozens of home games at TD Garden and Fenway Park in Boston. TD Garden and Fenway Park attract over three million concert and event attendees annually with a wide range of professional sports games, international sports, extreme sports, and NCAA competition. The New England Patriots and New England Revolution play just outside Boston, and their games are accessible by public transportation.

Family Friendly Weekend Activities

Boston offers many great family friendly activities and is close to numerous great destinations in New England. Downtown there are opportunities to explore the Charles River on a Duck Boat tour or visit city parks, the zoo, and historical sites. New England offers amusement parks, steam engine tourist railways, and water parks. The table below is a short list of family friendly activities for the weekend.

Family Friendly Weekend Activities		
Boston Common Frog Pond	Conway Scenic Railroad	Roger Williams Zoo
Boston Children's Museum	Franklin Park & Zoo	Saco River Maine tubing
Boston Duck Boat Tours	K1 Boston and F1 Boston (Indoor / Outdoor karting)	State fairs including the Big E, Topsfield Fair, and Hopkinton
Boston Harbor Islands	Great Wolf Lodge (North America's Largest Indoor Water Park)	Story Land Amusement Park
Boston Public Library: Children's Library Copley Square	Legoland Discovery	Six Flags New England
Boston Swan Boats	New England Aquarium Whale Watching Tours	Thomas Land at Edaville Railroad
Canobie Lake Amusement Park	New Hampshire Motor Speedway (offers Family Camping & tickets)	USS Constitution

The tables below provides a sample list of markets and shopping opportunities in Boston.

Markets & Shopping	
Farmer's Markets	Supported by the Office of Food Access, the 30+ Farmers Markets operate mostly May- September, with 20+ Winter Markets
SOWA	The SoWa Art + Design District in the South End is a vibrant community of artist studios, contemporary art galleries,

	one-of-a-kind boutiques, and design showrooms. Sunday Markets include Farmer's Market, Vintage Market, Food Trucks, and Artisan Market
Main Streets Districts	Boston Main Streets is a network of 20 Main Streets Organizations that use a comprehensive revitalization approach to create, build, and sustain healthy commercial districts.
Quincy Market	Quincy Market, a part of the Faneuil Hall Marketplace, is a premiere urban destination that attracts more than 18 million visitors annually. It is located in downtown Boston, steps away from the waterfront. Over 70 retailers and 40 office tenants occupy space in Boston's iconic mixed use festival marketplace.
Newbury Street	Stretching down the center of Back Bay, from Boston Public Garden to Brookline Avenue, Newbury Street is a mile-long strip of high-end designer clothing stores and five-star spas, prominent galleries, and gourmet cafes.

There are over 135 **breweries, cideries, and distilleries** in Massachusetts, of which 24 are located in Boston.³² Three Massachusetts breweries in 2017 were ranked in the top 100 Brewers in the World by RateBeer's Best Beer Festival. Trillium, located in Boston, was ranked number three with the two other Massachusetts breweries, Tree House Brewing and Jack's Abby, also among the top 100. In addition, Boston is home to the Boston Beer Company, the second largest craft brewer in America with daily tours in their Jamaica Plain facility. Harpoon located in the Seaport also offers daily tours.

Travel to other cities. Boston provides easy access to a range of regional tourist destinations, making it easy to plan a weekend getaway or extended vacation. With many regional bus, train, and ferry lines operating out of South and North Station and with Logan International Airport easily accessible from downtown, travel options are abundant. The Cape Cod National Seashore is accessible by bus, ferry, or train in about two hours, providing access to 43,000 acres of scenic beachfront and coastal towns. The Massachusetts Berkshires, a popular tourist destination for fall foliage-viewing and art institutions, can be accessed by car or by bus in a little over 2 hours.

Outside of Massachusetts, Portsmouth, New Hampshire is a one and a half hour drive and Portland, Maine a two hour journey. Both cities are also accessible by train and feature historic seacoast towns, scenic beaches, and world-renowned seafood. Providence is an hour's drive or train ride away, providing access to a major shopping center, cultural performances, and art galleries. New York City can be reached in four to five hours by car or bus, three and a half hours by train, or 45 minutes by flight, making it easy to enjoy the City's museums, theater performances, restaurants, and nightlife. Finally, Washington D.C. and Philadelphia are both accessible by plane within one and a half hours or by train in five to seven hours, providing opportunities to visit the historical and cultural amenities of these cities. Boston is also within

³² Craft Beer Boston, "Massachusetts Breweries," <https://craftbeerboston.com/breweries/massachusetts-breweries/>

close proximity to the Canadian border, making it possible to travel to Montreal in one and a half hours by plane or five hours by car.

A. Community

h. Sustainability and Environment

Describe your Community's existing and planned sustainability initiatives (such as, but not exclusive to: recycling, green business parks, incentive programs for LEED standard building, energy efficiency programs):

Climate change is one of the largest challenges facing Boston. From record snowstorms to more frequent flooding, climate impacts are here and projected to increase, affecting people, the economy, critical services, and homes and businesses. Climate change poses a greater threat to some Bostonians. The very young and very old, people who do not speak English, and those with low incomes or medical illnesses or disabilities are all at elevated risk. By ensuring that our solutions are built together with those communities and in response to their needs, climate resiliency will build a more equitable city.

To meet this challenge, Boston is currently underway with two world class initiatives to build a climate ready and carbon free Boston. Climate Ready Boston, the City's efforts to prepare for the impacts of climate change, and Carbon Free Boston, the City's deep decarbonization study, will become the framework for the next update of the Climate Action Plan. Below we describe these and a broad range of other initiatives that contribute to making Boston a leader in climate resilience, sustainability, energy efficiency, greenhouse gas emissions reduction and environmental justice.

Climate Ready Boston is an initiative to develop resilient solutions that will prepare our city for the long-term impacts of climate change.³³ The City released a report in December 2016 that includes updated projections for climate change in Boston, a comprehensive vulnerability assessment, recommendations to increase climate resiliency, both citywide and for specific focus areas. To build on that work, the City's already launched projects in several neighborhoods to identify solutions to flooding at the most critical and at need coastal areas. The report recommended 18 key infrastructure priorities to be implemented over the next decades that, by 2030s, would protect over 11,100 residents and 310 businesses and critical highway and transit infrastructure, first responder facilities, healthcare facilities, and redevelopment areas in East Boston and Charlestown.

The city has already announced plans to implement the two highest priority measures, investing more than \$2 million in two initial projects (elevating a street and installing a deployable floodwall) that would provide immediate protection for over 4,500 residents and 100 businesses. Climate Ready Boston recommended 39 strategies and initiatives to pursue to increase the

³³ Boston Environment Department, "Climate Ready Boston," <https://www.boston.gov/departments/environment/climate-ready-boston>

resilience of Boston. An online tool to tracks progress in these key areas. Currently 24 are complete, in progress, or in development.³⁴

Carbon Free Boston. Boston has set ambitious goals of cutting emissions by 25% by 2020 and achieving carbon neutrality by 2050. Meeting the City’s goal will require us to change how we create and distribute electricity, heat our homes and offices, transport people and goods, and handle waste. Carbon Free Boston will review the benefits and costs of technologies and policies, including the environmental justice and equity impacts of those policies, and identify policy-driven strategies to transition from carbon-based fuels to 100% clean and renewable energy sources and achieve carbon neutrality by 2050. As of 2015, Boston reduced GHG emissions by nearly 13% against a 2005 baseline, on our way to our interim target of 25% reduction by 2020.

The **Smart Utilities Vision** initiative explores new approaches to providing equitable, sustainable, and affordable utility services. The initiative is exploring the development of a Smart Utility Standards guidebook for the City, developers and utility companies that illustrates how water/wastewater, electrical, storm drain, street lighting, traffic signals and telecommunications infrastructure can be better designed and coordinated to reduce costs and increase efficiency and sustainability. Additionally, policy recommendations may look to development projects of a certain scale to deploy select Smart Utility Technologies to reduce energy use, increase efficiency, improve communications through technology, and enhance resiliency. The five Smart Utility technologies:

1. **District Energy Microgrid** - lower cost of ownership and greenhouse gas emissions via shared heating, cooling and electric infrastructure that provides additional resiliency;
2. **Green Infrastructure** - nature-based solutions that absorb stormwater and pollution while deflecting heat by increasing the urban canopy;
3. **Adaptive Signal Technology (AST)** - signals that can adjust to the current flow of traffic to minimize congestion and maximize safety;
4. **Smart Street Lights** - electric and fiber-optic enabled installations to allow for future smart city technology; and
5. **Telecom Utilidor:** A pre-built underground series of telecommunication ducts. This Utilidor is intentionally built with additional capacity and easy access to prevent future road excavation projects when additional wires or fiber-optics need to be installed.

Waste Management

The Boston’s Public Works Department collects single-stream recycling and leaf and yard waste curbside from all Boston residents. It also sponsors collections of hazardous waste, electronics and textiles four times per year for residents. In 2016, the City of Boston diverted 39 tons of hazardous waste to be recycled through the Household Hazardous Waste drop off program.

³⁴ Boston Environment Department, “Climate Ready Boston Progress,” <https://www.boston.gov/departments/environment/climate-ready-boston-progress>

Zero Waste Boston³⁵ is a new initiative to transform Boston into zero waste city through planning, policy, and community engagement. The Zero Waste Plan Advisory Committee, members from the community, businesses, advocacy groups, and industries, are considering a variety of actions and strategies about how the City moves to zero waste. Zero waste is a transition towards material use reduction, repair, and reuse. This initiative is part of the 2014 Climate Action Plan update³⁶.

Plastic Bag Ban.³⁷ In December of 2017, Boston City Council and Mayor Walsh approved an effective ban on plastic bags in the City of Boston - joining cities such as Washington DC and Seattle. The measure encourages shoppers to use reusable bags or pay a five cent fee for either a thicker, compostable plastic bag or a larger paper bag with handles. Stores collect fees to help offset the cost of compostable and recyclable paper bags.

Project Oscar.³⁸ A community composting pilot program allows residents to bring food scraps to six locations around the Boston at any time any day of the week.

Conservation and Water Quality

Boston Water and Sewer Commission (BWSC) conserves water as a precious resource through its water improvement projects. In 2017, BWSC provided approximately 3,200 free water conservation kits to Boston residents that include faucet aerators, a low-flow replacement showerhead, a water-efficiency gauge to test showerheads and sinks, and dye tablets to check for toilet leaks. Water demand in the Massachusetts Water Resources Authority (MWRA) territory has decreased by nearly a third since the 1980s, in part through efficiency initiatives. BWSC's Water Trailer, provide free water to the community at ~225 events in 2017 to motivate residents and visitors to drink and enjoy water, but also refill their single-use bottles and reduce plastic bottle usage in the city.

Every year, the MWRA and BWSC collaborate on an Annual Water Quality Report. Each month, MWRA and BWSC perform over 240 sample tests for coliform. BWSC has developed the voluntary Lead Incentive Replacement program to remove the lead from water services in homes, reaching out to more than 4,400 property owners in 2017 that have a private lead service line. Through outreach and social media campaigns, BSWC highlights initiatives that educate on how to keep waterways clean. Pollution prevention initiatives include: Scoop the Poop, Don't Dump, and Clearing Debris from Catch Basins.

³⁵ Boston Public Works and Environment Departments, "Zero Waste Boston,"

<https://www.boston.gov/departments/environment/zero-waste-boston>

³⁶ City of Boston, "Climate Action Plan," <https://www.boston.gov/departments/environment/climate-action-plan>

³⁷ The Boston Globe, "Mayor Walsh signs Ban on Plastic Bags for Boston,"

<https://www.bostonglobe.com/metro/2017/12/17/walsh-signs-ban-plastic-bags-for-boston/tmnDLNF0HtJTkRzvLWsg2L/story.html>

³⁸ City of Boston Greenovate, "Project Oscar," http://www.greenovateboston.org/tags/project_oscar

BWSC has recently adopted a new "green" approach to stormwater management.³⁹ The goal is to infiltrate, or treat, the first inch of stormwater, which substantially reduces pollutant levels in receiving waters and replenishes groundwater city-wide. Practices include rain gardens, tree pits, permeable paving surfaces, stormwater chambers and drywells.

The Conservation Commission protects open space and natural areas in Boston through **Conservation and Biodiversity**.⁴⁰ Wetlands are valuable to wildlife, providing food, breeding areas, and protective cover. Naturally vegetated riverfront lands also provide essential travel corridors for many species. Shellfish beds and commercial and recreational fisheries are dependent on good water quality and healthy coastal and inland wetlands. The Boston Conservation Commission administers the Wetlands Protection Act for the protection of wetland resource areas within the City of Boston. The Commission determines wetland boundaries, reviews projects proposed in or near wetlands and defined buffer areas, and places conditions on development projects that affect wetland areas. They serve to protect public and private water supply, groundwater supply, flood control, storm damage and pollution, land containing shellfish, fisheries and wildlife habitat.

Open Space and Planning for Climate Change

The City of Boston Open Space and Recreation Plan 2015-2021 developed by the Parks and Recreation Department, presents the process, analysis, plan goals, and objectives for improving and protecting open space in Boston. Design of parks can allow these landscapes to adapt to and remain resilient in the face of climate change. The Parks Department has identified the following to address climate change:

Planning and Design. Conduct a citywide climate change impact survey for new and existing park areas to identify park sites and other landscaped amenities that are vulnerable to sea level rise, damage from violent storms, invasive species and pests, landscape succession, temperature related impacts, saltwater intrusion, and flooding from inland water bodies or extreme precipitation. Give special attention to waterfront landscapes, geographically exposed landscapes, and sites with a history of flooding. Develop climate adaptation plans for vulnerable existing parks and landscapes. Design new parks to minimize risks related to climate change. The Parks Department will utilize tools being developed by the Environment Department to incorporate sea-level rise considerations in the design of new projects.

Trees and Plant Materials. The Parks Department will replace or increase tree canopy on sidewalks and open spaces to reduce heat island effect. The Parks Department will continue to modify and update the recommended tree species, plants, and turf lists to reflect current research and tree health concerns with regard to climate change issues such as heat, drought, wind, pests, and increased pollen production that can lead to an increase in allergies.

³⁹ BWSC, "Green Infrastructure/Low Impact Development (GI/LID)," http://www.bwsc.org/ABOUT_BWSC/systems/stormwater/GI_LID.asp

⁴⁰ Boston Environment Department, "Conservation Commission," <https://www.boston.gov/departments/environment/conservation-commission>

Energy Efficiency Programs

Boston stands out as the most energy efficient city in the U.S., an achievement recognized by the American Council for an Energy-Efficiency Economy (ACEEE) since 2013. Massachusetts was rated the most energy efficient state by ACEEE every year since 2012. This year Boston's two leading utilities, Eversource and National Grid, also led in the first and second spots for ACEEE's most energy efficient utility.

The City of Boston pursues energy-saving initiatives to conserve energy in municipal buildings and encourages residents and businesses to improve their energy use. Additionally the City has a number of building incentive programs and standards to reduce energy consumption. The City of Boston is dedicated to the development and construction of public and private renewable energy systems throughout our community.

Incentive Programs for LEED standard building

1. **Mayor's Carbon Cup.** Stakeholders with over 1 million square feet can voluntarily join this program by pledging to reduce emissions by 35% by 2020. If they commit to this goal, we match them with technical assistance through the environment department and other organizations.
2. **Green Building Technical Assistance - Article 37.** As part of the Zoning Code, large projects (over 50,000 square feet) must demonstrate they can meet U.S. Green Building Council's LEED certification standards to a joint committee led by the Boston Planning and Development Agency and Environment Department. As part of this review, developers are able to engage with staff for free technical assistance and advice on how to demonstrate eligibility for LEED points. Article 37 requires that all projects achieve at least the 'certifiable' level of the United States Green Building Council Leadership in Environmental and Energy Design (LEED) Rating System. Boston's Interagency Green Building Committee (IGBC) verifies that each project meets LEED certification standards prior to the issuance of Building Permits and Certificates of Occupancy.
3. **Incentives and Financing for Efficient Residential Buildings**⁴¹ Boston, through the City's E+ Green Building Program, provides a development opportunity for builders and owners to design, build and sell green, net positive energy homes on city-owned parcels. These "Energy positive" homes exceed LEED Platinum rating and supply excess energy to the grid. The city donates the land for development and provide subsidies to low-to-moderate income homebuyers. The RFPs require the developer to design a project that produces as much energy as it consumes and two-thirds of the units must be affordable. The E+ Program is an initiative of the Boston Environment Department, the Department of Neighborhood Development and the Boston Planning and Development Agency.⁴²
4. **Municipal Buildings and Funded Projects.** All new municipal buildings must be LEED Silver Certified, and new and renovated buildings must exceed LEED energy standards by 14 and 7 percent, respectively. Projects funded by the city under the Department of Neighborhood Development Green Affordable Housing Program must also meet the LEED

⁴¹ E+ Green Building Program, http://www.epositiveboston.org/?page_id=393

⁴² BPDA, "E+ Green Building Program," <http://www.bostonplans.org/planning/planning-initiatives/e-green-building-program>

Silver standards. Massachusetts State law mandates lifecycle cost estimates for the early designs of new state or municipal buildings or energy systems (Massachusetts General Law, Chapter 149, Section 44M).

5. **Climate Change Preparedness and Resiliency Checklist.** The BPDA requires that all projects subject to Article 80 consider present and future climate conditions in assessing project environmental impacts, including carbon emissions, extreme precipitation, extreme heat, and sea level rise. Projects must identify building strategies that eliminate, reduce, and mitigate adverse impacts including those due to changing climate conditions.⁴³
6. **The Building Energy Reporting and Disclosure Ordinance (BERDO).** Under BERDO, buildings that are not ENERGY STAR certified or showing documented improvement in energy use reductions must take an “energy action” including either an energy assessment (audit) or retro-commissioning every five years. This requirement covers both residential and commercial buildings. The first cohort of buildings will enter the energy action and assessment phase of the ordinance beginning in 2019.
7. **Gas Leak Reduction Ordinance.** In 2016, Boston enacted the Ordinance Regarding Management and Elimination of Natural Gas Leaks. The intent of this ordinance is: a) to improve the management of City infrastructure by coordinating maintenance, repair, upgrades, and replacement with gas companies; b) to minimize costs, traffic disruption, and blockage due to street openings; c) to protect the City’s and its residents’ investments in urban trees and green space; d) to enhance the public health, safety, and welfare of City residents, businesses, and visitors; e) to support the City’s Climate Action Plan; and f) to facilitate closure of natural gas leaks as efficiently as possible.
8. **Public Lighting.** Boston’s Energy Reduction Plan specifies a 40% reduction goal for energy use of streetlights in the city. The City of Boston is currently retrofitting its mercury and sodium vapor lighting to LED luminaires. To date, 76.3% of the City’s 64,000 electric street lights have been retrofitted, resulting in 35.6 million kWh in annual electricity savings. The city’s goal is to replace all of its street lights with LEDs over the next few years.
9. **Renew Boston** is the program for residents interested in saving energy, money, and improving home comfort. The city, through the Renew Boston program, provides no-cost energy assessments for 1-4 unit residential buildings and additional financial incentives for select energy upgrade measures beyond those provided by the city’s utilities and Mass Save. For businesses, and large condo associations and co-ops (with greater than 4 units), Renew Boston, in partnership with Eversource and National Grid, provides Boston businesses with technical assistance and financial incentives to lower the impacts of high energy costs. Renew Boston also provides a Small Business Direct Install program that provides assessments and financial incentives to improve lighting and mechanical systems.
10. **Renew Boston Trust.** In August of 2014, the City completed a \$66.7 million energy efficiency rehabilitation of 13 public housing properties owned by the Boston Housing Authority (BHA). The work completed by project contractor, Ameresco, includes millions of dollars in energy savings, capital upgrades to BHA’s public housing portfolio, and the first-in-the-nation, public housing project labor agreement, which provided an opportunity for BHA residents to embark on careers in the building trades through the Building Pathways Program. One hundred and three residents were hired and 15 residents graduated

⁴³ BPDA, “Climate Resiliency Checklist,”

<http://www.bostonplans.org/getattachment/5d668310-ffd1-4104-98fa-eef30424a9b3>

from the training program during the construction period.

Based on the BHA success, the City developed an energy efficiency project finance program, called the Renew Boston Trust,⁴⁴ that replicates field-proven finance models for municipal, housing, commercial and institutional sectors. In December of 2014, Mayor Walsh announced this historic turning point in municipal energy efficiency: from the era of incentives, to the age of true investments. In order to manage the expenditure of new finance opportunities for Boston city government, the Alternative Financing Unit was launched in 2016 to manage and explore opportunities that do not fit into the normal budgeting and financing framework. The Alternative Financing Unit will live within the Office of Budget Management, and will be also be supported by staff from the Law Department and the Mayor's Office of New Urban Mechanics.

Green Transportation

Transportation accounts for 27 percent of all greenhouse gas emissions in the United States, and emissions from transportation has been growing faster in absolute terms than any other economic sector.⁴⁵ The following local programs aim at reducing and limiting greenhouse gas production in Boston's transportation sector.

GoBoston2030. Boston is working on a city-wide plan to connect people in every neighborhood to Boston's greenway and transit networks.⁴⁶ As part of the city's GoBoston 2030 plan, the city has set goals for a 5.5% reduction in VMTs below 2005 by 2020, a 50% reduction in transportation greenhouse gas emissions by 2030, and to adopt a zero emission municipal fleet.

Green Links. Boston Green Links⁴⁷ is a city-wide plan to connect people in every neighborhood to Boston's greenway network by installing new paths, new bike facilities, and safer road crossings. The plan includes projects in progress by the City, DCR, community groups and others, as well as new projects developed with local input.

Boston's Green Fleet Policy. Boston's Green Fleet Policy requires that municipal departments purchase hybrid, alternative-fueled, or high-efficiency vehicles whenever possible. Boston also has established a motor pool, FleetHub, using car-sharing technology, allowing the city to reduce the fleet size and maximize the use of existing stock. Additionally, Boston's central fleet uses FleetWave as a business management tool to drive efficient operations; all central fleet vehicles are equipped with electronic IDs that track fueling.

⁴⁴ Boston Environment Department, "REnew Boston Trust," <https://www.boston.gov/environment-and-energy/renew-boston-trust>

⁴⁵ US EPA, "Sources of Greenhouse Gas Emissions," <https://www.epa.gov/ghgemissions/sources-greenhouse-gas-emissions>

⁴⁶ Boston Transportation Department, "Go Boston 2030," <https://www.boston.gov/departments/transportation/go-boston-2030>

⁴⁷ Boston Transportation Department, "Boston Green Links," <https://www.boston.gov/departments/transportation/boston-green-links>

EV-Boston. The Environment and Transportation Departments work on all aspects of support for the burgeoning electric vehicle market. Staff participate in local, regional and national groups that promote, inform and share information to facilitate the adoption of electric vehicles and their support infrastructure. The City is working on an electric vehicle strategy that could bring significantly more public charging infrastructure to Boston in the near future.⁴⁸

Complete Streets. The Complete Streets Initiative aims to improve the quality of life in Boston by creating streets that are both great public spaces and sustainable transportation networks.

Boston Bikes. The Boston Bikes program⁴⁹ helps plan and design streets for bicycling, host fun rides and events, and teach Bostonians of all ages how to ride safely and responsibly, and runs the City's bikeshare program, Hubway.⁵⁰ Boston is working on expanding the Hubway bikeshare program.⁵¹

Parking Restrictions and Zoning Limitations. Boston's downtown parking freeze, created in 1976, limits the availability of commercial parking spaces open to the general public in downtown Boston. Spaces reserved for the use of a building's employees, customers, and guests are exempt from the cap on commercial spaces, but need to be permitted by the Air Pollution Control Commission. Residential spaces are excluded.⁵²

Smart Growth sections of Boston's zoning code promote compact, mixed-use communities in specific neighborhoods.⁵³ The adoption of the guidelines encourages the inclusion of Complete Streets principles in all road construction and maintenance projects. Projects larger than 50,000 square feet must go through an in depth review process including linkages to mass transit. Any new development in Boston subject to Article 80 Large Project Review is also required to execute a Transportation Access Plan Agreement.⁵⁴ These agreements include Transportation Demand Management Measures including but not limited to Subsidized MBTA Pass programs, Membership in the local area Transportation Management Association, Bicycle parking areas, Priority carshare, vanpool and carpool parking. As an incentive to promote location-efficient real estate development, the city allows projects in certain neighborhoods that are more than 50% residential a bonus of 30 feet in height and an increase in floor-to-area ratio of 1.0.⁵⁵

⁴⁸ Boston Environment Department, "E-V Boston: Electric Vehicle Resources,"

<https://www.boston.gov/departments/environment/ev-boston-electric-vehicle-resources>

⁴⁹ Boston Transportation Department, "Boston Bikes," <https://www.boston.gov/departments/boston-bikes>

⁵⁰ Hubway, "Metro-Boston's Bike Share" <https://www.thehubway.com/>

⁵¹ Boston Transportation Department, "Bike Share Expansion," <https://www.boston.gov/departments/boston-bikes/bike-share-expansion>

⁵² Boston Environment Department, "Downtown Parking Freeze," <https://www.boston.gov/departments/environment/air-pollution-control-commission/downtown-parking-freeze>

⁵³ BPDA, "Fostering Transit Oriented Development in Boston," <http://www.bostonplans.org/planning/planning-initiatives/fostering-transit>

⁵⁴ City of Boston, "Transportation Access Plan Agreement," https://www.cityofboston.gov/images_documents/tapa_tcm3-12611.pdf

⁵⁵ BPDA, "Zoning," <http://www.bostonplans.org/zoning>

Sustainable Food

Efforts to make healthy food more available and more affordable for everyone in Boston are highlighted below:

Food Access. The Mayor's office of food access has programs to help fight hunger and increase access to fresh, locally-grown fruits and vegetables for all Bostonians (Boston CAN SHARE), address food insecurity (Boston food access council), Subsidize fruits and vegetables for low income residents (Healthy incentives program), and support urban agriculture (Urban farming program).

Resilient Food Systems Report. Recommendations for the City of Boston were developed by ICIC with the Boston Office of Food Initiatives that focused on improving the resilience of Boston's food systems and addressing opportunities for strengthening it.⁵⁶

Boston's **Climate Action Plan** includes efforts to expand access to healthy and local food by transforming vacant lots into urban farms or community garden plots, increasing healthy food education especially in Boston Public Schools, and expanding the healthy corner store initiative.

Revere has implemented a range of sustainability initiatives for a city of its size:

- Implementing a comprehensive inflow and infiltration mediation program for the water, sewer and stormwater infrastructure systems, including the cleaning and repair of related water-utility lines;
- Excavation and enhancement of the Eastern County Ditch, which is a critical elements of the community drainage and flood control system;
- Installing LED lighting upgrades along commercial districts on Broadway, Shirley Avenue and negotiating with National Grid on updates throughout the City as a whole
- Implementing the dockless bike sharing pilot program (of0) in 2017 with local support from Revere On the Move and the Healthy Community Initiatives Department;
- Instituting a citywide single-stream recycling program, along with cleanliness and environmental initiatives pursued in tandem with Revere Beautification Committee;
- Launching an annual farmer's market and ongoing exploration of local food economy initiatives through the Healthy Community Initiatives Department;
- Administering Greening the Gateway Cities, an urban tree planting program, in 2015 and receiving a recent designation as a Tree City; and
- Working with the Department of Conservation and Recreation (DCR) on the planning, funding and implementation of collaborative programs to improve the quality and attractiveness of the green space, streetscape, and beachfront spaces within the DCR Reservation.

⁵⁶ ICIC, "Resilient Food Systems, Resilient Cities: Recommendations for the City of Boston," http://icic.org/wp-content/uploads/2016/04/ICIC_Food_Systems_final_revised_post.pdf

A. Community

i. Cost of Living

- (i) Specify cost of living composite for each of 2013, 2014, 2015, 2016 and 2017, if available (ACCRA/COLI).

The price level applies to the Boston Metropolitan Division, which encompasses Suffolk, Norfolk, and Plymouth counties. The COLI measures an area's price level compared to the average of all participating areas. Increases in an area's index can result either from greater than average changes in an area's price level, or changes in the composition of the full sample.

Year	COLI ⁵⁷
2013	139.7
2014	137.7
2015	144.3
2016	148.1
2017	148.2

- (ii) Specify the cost of a basket of goods in your community. The basket is from Whole Foods: gallon of 2% milk, loaf of whole wheat bread, and an avocado. Also, the cost of Starbucks tall coffee, movie ticket, monthly gym membership (individual) at a YMCA (if U.S.), dry cleaning of a shirt, and a gallon of gas.

Boston		
Whole Foods Basket ⁵⁸	2% Milk	\$3.79
	Whole Wheat Bread	\$3.59
	Avocado	\$1.25
Other	Starbucks Tall Coffee	\$2.25
	Movie Ticket	\$16
	YMCA individual adult monthly gym membership ⁵⁹	\$52
	dry-cleaning of a shirt	\$2.75
Gallon of gas ⁶⁰	Regular	\$2.62
	Midgrade	\$2.85

⁵⁷ Cost of Living Index (COLI) produced by Council for Community and Economic Research, BPDA Research Division Analysis

⁵⁸ West End location, Cambridge Street, Boston

⁵⁹ Huntington Avenue branch membership, branch memberships vary depending on neighborhoods based on median earnings of each neighborhood. Prices are determined by the Greater Boston YMCA

⁶⁰ <https://www.mass.gov/service-details/massachusetts-retail-gasoline-diesel-fuel-prices>

	Premium	\$3.02
	Diesel	\$3.03
Revere		
Whole Foods Basket⁶¹	2% Milk	\$2.59
	Whole Wheat Bread	\$2.49
	Avocado	\$1.99 - 2.99
Other	Starbucks Tall Coffee	\$1.85
	Movie Ticket	\$13.50
	YMCA individual adult monthly gym membership ⁶²	\$43.00
	dry-cleaning of a shirt	\$2.10
Gallon of gas	Regular	\$2.53
	Midgrade	\$2.80
	Premium	\$3.00
	Diesel	\$2.99

A. Community

j. Commuting

Describe the commuting patterns in your community as well as the commuting region, focusing on average travel times and costs (including tolls). Please address areas of frequent traffic accidents.

COMMUTING PATTERNS

The Boston region has an extensive network that includes multiple transportation options. Workers who live in Boston have a particularly diverse commute mode split with less than half driving to work. Overall, the median commute time for workers in Boston and the region is 30 minutes. Boston has an extensive and affordable public transportation network and more than one-third of workers who live in Boston commute to work by public transportation. These workers have a median commute time of 36 minutes. Currently 42% of homes in Boston are within a 10 minute walk from a rail station or key bus route stop, Hubway station, or carshare.⁶³

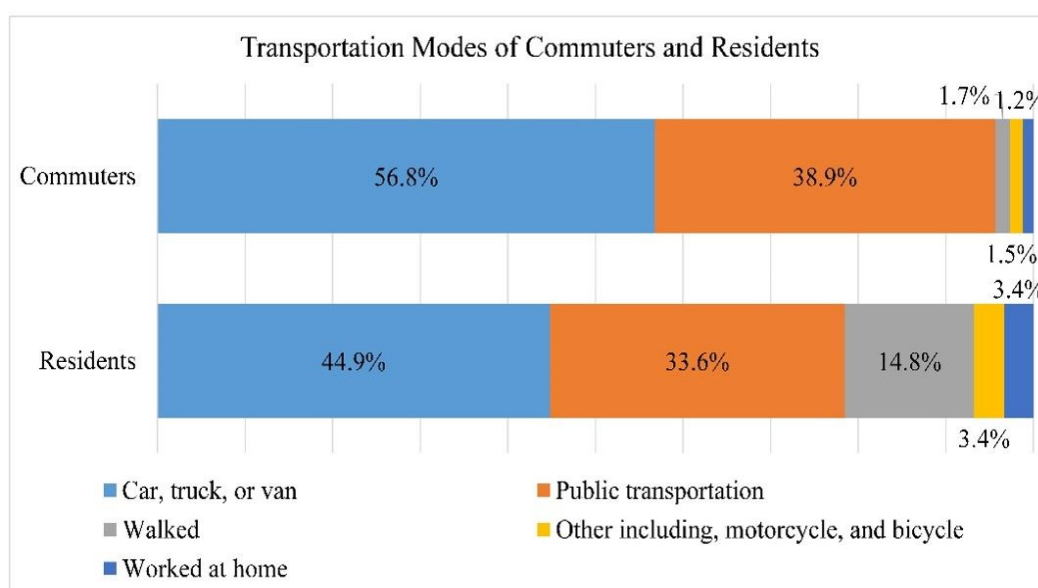
⁶¹ The two closest Whole Foods Market to Revere are in Chelsea and Melrose. These prices are from the local Market Basket Grocery store.

⁶² East Boston YMCA http://ymcaboston.org/sites/default/files/file_uploads/ab2017_eastboston_0.pdf

⁶³ GoBoston 2030 Vision and Action Plan, page 63, https://www.boston.gov/sites/default/files/go_boston_2030_-_full_report_to_download.pdf. Data source: Existing data from MBTA, Hubway 2014, Zipcar 2014, and Enterprise 2014

Commuters from outside Suffolk County who work in Suffolk County have an even higher rate of public transportation usage - 39%.⁶⁴ The Massachusetts Bay Transportation Authority (MBTA) is one of the largest public transit systems in the country, serving nearly 200 cities and towns and over 1 million daily riders on the subway, bus, ferry, and commuter rail.⁶⁵

Almost 15% of Boston resident workers walk to work, taking approximately 15 minutes to get to work. Boston is one of the top 3 most walkable cities in the U.S. and Boston's Walk Score is 81 out of 100.⁶⁶ Boston is rated "very bikeable" by walkscore.com because biking is convenient for most trips.⁶⁷ Commuting by bicycle is growing rapidly in Boston, from 0.9% of commuters in 2005 to 2.4% in 2016.⁶⁸



Note: Data are for Boston residents and for commuters into Suffolk County due to data limitations. 95.6% of jobs in Suffolk County are in Boston. Source: U.S. Census Bureau, 2012-2-16 American Community Survey, BPDA Research Division Analysis

TRAVEL TIMES

Means of Transportation to Work: Workers 16 Years and Over and Median Travel Times				
	Boston	Revere	5-County Region	Massachusetts

⁶⁴ U.S. Census Bureau, 2016 American Community Survey, BPDA Research Division Analysis. Suffolk County used here due to data limitations.

⁶⁵ <https://mbta.com/history>

⁶⁶ WalkScore.com

⁶⁷ WalkScore.com

⁶⁸ US Census Bureau, 2005 and 2016 1-year American Community Surveys, BPDA Research Division Analysis

	#	%	Median time	#	%	Median time	#	%	Median time	#	%	Median time
All Commuters	347,608		30	27,306		32	2,225,232		30	3,399,796		25
Car, truck, or van	155,960	44.9	30	18,202	67.0	25	1,632,414	73.4	27	2,674,195	78.7	24
Public transportation	116,723	33.6	36	7,453	27.0	47	313,956	14.1	47	338,273	9.9	47
Walked	51,467	14.8	15	769	3.0	15	124,831	5.6	14	165,309	4.9	13
Other including taxi and motorcycle and bicycle	11,799	3.4	21	398	1.0	18	48,698	2.2	22	63,623	1.9	21
Worked at home	11,659	3.4	N/A	484	2.0	N/A	105,333	4.7	N/A	158,396	4.7	N/A

Source: U.S. Census Bureau, 2012-2016 5-year American Community Survey, BPDA Research Division Analysis

TRAVEL COSTS

The Massachusetts Bay Transportation Authority (MBTA) is the public agency responsible for operating most public transportation services in Greater Boston, Massachusetts. Boston has one of the first public transportation systems in America.

Bus & Subway	The MBTA operates the “T” through a vast network of bus and train lines.			
Price	\$2.25 per ride, one-way	\$84.50 Unlimited Monthly pass	\$128 Inner Express Monthly pass	\$168 Outer Express Monthly pass
Commuter Rail	The MBTA Commuter Rail extends to the region with thirteen separate commuter rail lines. The Commuter Rail fares depend on which stops you board and exit the train. Stops are categorized into Zones 1A - 10 based on their distance from downtown Boston. The further the stop is from Boston, the higher its zone number and cost.			
Price	\$2.25-\$12.50 per ride		\$74.50- \$328.50 monthly pass	
	Zone	Per Ride	Monthly Pass	Monthly mTicket Pass⁶⁹
	Zone 1A	\$2.25	\$84.50	\$74.50
	Zone 1	\$6.25	\$200.25	\$190.25

⁶⁹ mTicket is a mobile app designed for Commuter Rail and Ferry service

	Zone 2	\$6.75	\$217.75	\$207.75
	Zone 3	\$7.50	\$244.25	\$234.25
	Zone 4	\$8.25	\$263.00	\$253.00
	Zone 5	\$9.25	\$291.50	\$281.50
	Zone 6	\$10.00	\$318.00	\$308.00
	Zone 7	\$10.50	\$336.50	\$326.50
	Zone 8	\$11.50	\$363.00	\$353.00
	Zone 9	\$12.00	\$379.50	\$369.50
	Zone 10	\$12.50	\$398.25	\$388.25
Ferry	<p>Boston Harbor Now is partnering with the Massachusetts Department of Transportation and other stakeholders to help bring Boston Harbor's commuter and recreational water transportation system to scale and link it to land-based transit options.</p> <p>Existing ferry routes provide service to the Charlestown Navy Yard, Hingham, Hull, and Logan Airport year round. There is also seasonal ferry service from Boston to Winthrop, Quincy, Salem, Lynn, Provincetown, and eight of the Boston Harbor Islands⁷⁰.</p>			
Price	Zone	Per Ride	Monthly Pass	Monthly mTicket Pass⁷¹
	Zone 1A	\$2.25	\$84.50	\$74.50
	Zone 1	\$6.25	\$200.25	\$190.25
	Zone 2	\$6.75	\$217.75	\$207.75
	Zone 3	\$7.50	\$244.25	\$234.25
	Zone 4	\$8.25	\$263.00	\$253.00
	Zone 5	\$9.25	\$291.50	\$281.50
	Zone 6	\$10.00	\$318.00	\$308.00
	Zone 7	\$10.50	\$336.50	\$326.50
	Zone 8	\$11.50	\$363.00	\$353.00
	Zone 9	\$12.00	\$379.50	\$369.50
	Zone 10	\$12.50	\$398.25	\$388.25

⁷⁰ <http://www.bostonharbornow.org/what-we-do/work/water-transportation/>

⁷¹ mTicket is a mobile app designed for Commuter Rail and Ferry service

Hubway ⁷²	Hubway is the Boston area bike share program expanding from Boston, Cambridge, Somerville, Brookline, and growing. Since launching in July 2011, users have taken more than 5.3 million trips. Starting this year, Boston is adding an additional 70 stations to the network, more than a 55 percent increase in the number of stations located across the city.		
Membership	\$8 daily pass	\$20 per month or \$99 per year	All include FREE 30-minute rides

TOLL PRICING⁷³

The Massachusetts turnpike, interstate 90, is the only toll road in the Commonwealth. The Massachusetts turnpike, an East/West highway, connects Boston with New York's eastern border and continues across the US to Seattle. The turnpike tolls fall under the EZdriveMA program, which utilizes electronic tolling without booths, barriers, or gates; allowing travel through toll areas at highway speeds. Tolls fees are based upon entry and exit locations along the Massachusetts turnpike. Tolls are collected using either vehicle transponders or license plates readers. If traveling the entire 135 mile length of the Massachusetts turnpike from the border of New York to Boston's Logan airport, the toll is \$7.45.

Additionally, there are four tunnels and bridges that have tolls in Boston: the Ted Williams Tunnel, the Sumner Tunnel, the Callahan Tunnel, and the Tobin Bridge. EZdriveMA provides discounted toll rates for residents in certain ZIP codes abutting the tunnels and bridges. Transponder, license reader, and discounted resident rates for private two-axle vehicles are reflected in the table below.

Toll Pricing for Bridges and Tunnels	Resident Program Discount	EZdriveMA Transponder	License Plate
Sumner and Callahan Tunnels	\$0.20	\$1.50	\$2.05
Ted Williams Tunnel	\$0.20	\$1.50	\$2.05
Tobin Bridge	\$0.15	\$1.25	\$1.55

FREQUENT CAR CRASH AREAS

To address areas of frequent car crashes, the City of Boston released Vision Zero in 2015 with a commitment to eliminate fatal and serious traffic crashes by 2030. Boston's Vision Zero Task Force, comprised of transportation, police, health and emergency medical services, has mined data to create crash cluster maps for each mode of travel. The pedestrian, bicyclist, and motorist crash maps help the city target safety related improvements on streets that need the most

⁷² thehubway.com

⁷³ MassDOT's All Electronic Tolling Program, <https://www.ezdrivema.com/TollCalculator>

attention. In 2017, the default speed limit was lowered to 25 mph on city streets. Boston also crowdsources safety concerns online, using an [interactive map](#), which has received thousands of suggestions. Over the last three years Boston has experienced a decrease in crashes involving people walking and on bikes. In 2017, 14 people died in traffic related crashes on city streets, compared to 23 and 22 in 2015 and 2016 respectively.

Boston's Vision Zero 2016 review provides geographic information on areas of frequent crashes. Crash clusters typically occur in the areas of most density for each mode.

Pedestrian Crash Clusters:

- Downtown, Back Bay, and Copley Plaza
- Neighborhood Main Street Districts (Codman Square, Dudley Square, Egleston Square).
- Areas of high concentrations of homeless residents and recovery services (Massachusetts Avenue and Melnea Cass Boulevard)
- On Columbia Road near Franklin Park in Dorchester

Bicyclist Crash Clusters are located where there are very high volumes of bicyclists:

- Massachusetts Avenue in the Back Bay and Columbus Avenue near the Southwest Corridor path
- Intersections with Green Line trolley tracks (Cleveland Circle and Huntington Avenue at South Huntington Avenue)
- Near the intersection of Cambridge Street and State Street.

Motorist Crash Clusters:

- Near highway entrances of Cambridge Street and Soldiers Field Road, Leverett Circle, Massachusetts Avenue and Melnea Cass Boulevard.
- Along arterial roadways of Columbus Avenue, Blue Hill Avenue, American Legion Highway, and Columbia Road.
- Locations with skewed angle streets or other site specific conditions.⁷⁴

Revere traffic accident data, as reported by MassDOT, for the past five years is as follows: 2011 – 607 accidents; 2012 – 559 accidents; 2013 – 659 accidents; 2014 – 715 accidents; and 2015 – 829 accidents. The areas of highest concern in Revere:

- **Robert M. Copeland Circle:** a large rotary with several highway on-ramps and no pedestrian crossings. The circle has averaged roughly 50 accidents per year over the last five years, resulting in mostly property damage and a significant number of non-fatal injuries. Most incidents involve single-car crashes, but there is a substantial proportion of rear-ends and sideswipes.

⁷⁴ Vision Zero Boston 2016 Review Making our Streets Safer, City of Boston, April 2017

- **Albert J. Brown Circle:** a medium-sized rotary in an urban and retail center with a pedestrian crossing at abutting streets. The circle has averaged around 22 accidents per year over the last five years, resulting in mostly property damage and a small number of non-fatal injuries. Most incidents involve single-car crashes with embankments or fender benders resulting while cars are circulating within the rotary.
- **Bell Circle:** a medium-sized rotary with Rte. 60 intersecting through its center, with various lights and pedestrian crossings within the rotary. The circle has averaged around 19 accidents per year over the last five years, resulting in mostly property damage, but there is a significant portion of non-fatal injuries. Incidents range from multi-car accidents to single-car crashes with embankments, but the most prevalent trend is when vehicles are pulling out into the rotary or when vehicles are stopped at the rotary's lights.

Planning for Autonomous Vehicles

On March 14, 2018, thirteen communities, including the City of Boston, will sign a MOU that will allow for autonomous vehicle testing and mapping beyond the City of Boston's Seaport neighborhood and throughout the Greater Boston area. This agreement expands on the City of Boston's initiative with nuTonomy, and will require nuTonomy and Optimus Ride vehicles to conduct mapping activities, ensure safety measures for engineers and general traffic, and communicate with the City and different communities to share information.

A. Community

k. Number of nationally ranked hospitals and treatment facilities in your community.

There are eleven nationally ranked hospitals in Massachusetts, of which nine are located in Boston.⁷⁵ Boston's Veterans' Affairs Hospitals continue to be ranked 5 out of 5 stars for the highest delivery and quality of care.⁷⁶

Nationally-ranked hospitals and treatment centers in Boston:	National Rankings:
Boston Children's Hospital – #1 children's hospital in the country	#1 Pediatric gastroenterology & GI surgery #1 Pediatric nephrology #1 Pediatric neurology & neurosurgery #1 Pediatric orthopedics #1 Pediatric urology #2 Pediatric diabetes & endocrinology #2 Neonatology #2 Pediatric cardiology & heart surgery #2 Pediatric cancer #3 Pediatric pulmonology

⁷⁵ US News and World Report, "Best Hospitals in Massachusetts" <https://health.usnews.com/best-hospitals/area/ma>

⁷⁶ [Department of Veterans Affairs FY 2017 End of Year Hospital Star Rating](#)

Massachusetts General Hospital - #4 best hospital in the nation	#2 Diabetes & endocrinology #2 Ear, nose & throat #2 Psychiatry #3 Neurology & neurosurgery #4 Pulmonology #4 Rehabilitation #4 Ophthalmology #5 Gastroenterology & GI surgery #5 Cardiology and heart surgery #7 Orthopedics #8 Geriatrics #8 Nephrology #8 Rheumatology #11 Gynecology #12 Cancer #22 Urology #24 Pediatric gastroenterology & GI surgery #25 Pediatric diabetes & endocrinology #40 Pediatric pulmonology
Massachusetts Eye & Ear	#2 Ear, Nose & Throat #4 Ophthalmology
Dana-Farber/Brigham and Women's Cancer Center	#4 in nation for cancer care
Brigham and Women's Hospital	#4 Cancer #4 Gynecology #5 Rheumatology #12 Cardiology and heart surgery #19 Neurology & neurosurgery #22 Diabetes & endocrinology #24 Nephrology #38 Geriatrics #39 Pulmonology #49 Gastroenterology & GI surgery #50 Orthopedics
Spaulding Rehabilitation Hospital	#4 Rehabilitation
New England Baptist Hospital	#15 Orthopedics
Tufts Medical Center	#45 Diabetes & endocrinology
Boston Medical Center	#50 Geriatrics

Massachusetts nationally-ranked hospitals outside of Boston:	National Rankings
McLean Hospital in Belmont, just outside of Boston	#1 Psychiatry
Austen Riggs Center in Stockbridge, in Western Massachusetts	#9 Psychiatry

Revere's nationally ranked healthcare facility is its Revere Community Health Center, a satellite of Massachusetts General Hospital; MGH operates an additional facility on Broadway. The city also hosts facilities operated by Cambridge Health Alliance, East Boston Neighborhood Health Center, Hallmark Health, and North Suffolk Mental Health, all of which are critical community and mental health providers serving Revere and region. Revere also has convenient access to major medical centers in Boston, Cambridge and the North Shore.

2. Community Challenges

- a. Describe the largest social challenges your community is facing. Describe the programs in place to address these challenges. Describe any proposed programs to address these challenges. Describe success measures for current and proposed programs.**

Boston is working diligently to improve the quality of life for its residents. Although there are many social challenges facing our community, the most pressing include housing, immigration, the opioid crisis, climate change, and the disparities faced by our most vulnerable and underrepresented communities. City, regional, and state responses to the challenge of affordable housing were discussed in response to Growth question A-1-d-vi. The specific social challenge of homelessness is discussed here. Programs for immigrant advancement are discussed in response to Growth questions B-3 and B-4. Community responses to the opioid crisis are discussed below. Community efforts to protect the rights of LGBTQ residents, to promote women's advancement, and further racial equity are presented in response to Growth question B-1.

Homelessness

Boston serves over 10,000 individuals who experience homelessness each year and has one of the most intensive emergency responses to homelessness in the country. Boston offers a shelter bed to anyone in need, regardless of sobriety, criminal record, ties to the area, or income. Shelters run by private nonprofits and two major shelters operated by the City of Boston expand overflow capacity in winter months to account for higher demand. Boston's robust sheltering system is in large part why Boston has one of the lowest rates of unsheltered homelessness in the country. During the January 2017 Point in Time Census, Boston counted 186 people, or 3

percent of the overall population of individuals experiencing homelessness, as without shelter. This was the lowest rate of unsheltered homeless in the country for major cities.⁷⁷

In June, 2015, the City of Boston released An Action Plan to End Veteran and Chronic Homelessness in Boston: 2015-2018, an initiative now known as Boston's Way Home. Collectively with our partners, the initiative has housed more than 900 homeless Veterans, reduced the total number of homeless Veterans on a given night by 44 percent, and housed more than 440 chronically homeless individuals representing the end of more than 3,200 cumulative years of homelessness.

Since 2015, City investments in homelessness have increased by more than \$1 million annually for Front Door Triage and Rapid Rehousing, programs that connect homeless individuals to housing and services as soon as they enter shelter. The Rapid Re-housing program quickly moves homeless individuals and families from emergency shelters or the street into housing. It is funded by HUD in partnership with the MA Department of Housing and Community Development, and run by Massachusetts Housing and Shelter Alliance (MHSA) and HomeStart, another Boston-based non-profit focused on housing the homeless. In FY17, the program helped 114 individuals and 66 families move into permanent housing.⁷⁸ Front Door Triage is a triage and assessment tool to identify homeless individuals who frequently utilize emergency health services and to prioritize placing these individuals into housing units. Staff at emergency shelters and health service providers collect information about the homeless individuals they serve and assign a triage score that MHSA uses to prioritize which individuals to place into permanent supportive housing.⁷⁹

Boston built an open-source housing matching engine and has piloted housing surge events which bring resources under one roof to connect homeless individuals with housing and services. Housing surges not only provide information, but also enroll individuals in supportive service programs and make housing offers on-site. Attendees may leave with an address and support services the very same day. To date, the city has hosted eight surges, through which 225 people have been housed.

Boston's Way Home Fund Boston has committed to raising \$10 million in private funding to build 200 units of permanent supportive housing. The fund was launched in partnership with Pine Street Inn and Bank of America to support creation of 200 new units of permanent supportive housing.

The Engagement Center (EC) is a welcoming drop-in space for individuals receiving services in the Newmarket Square neighborhood. Opened in August 2017 as a 6-month pilot, the Center connects participants to homeless and recovery support services. The Center offers toilets, water, coffee, and light snacks. Amenities including recreational space for socialization, access to TV, phone chargers, quiet space for reading, and workstations for internet and email access, and

⁷⁷ U.S. Department of Housing and Urban Development, The 2017 Annual Homeless Assessment Report to Congress, January 2017, p. 16

⁷⁸ MHSP, Rapid Re-Housing, <http://www.mhsa.net/RRH>

⁷⁹ MHSA's New Triage and Assessment Tool Proven to Predict Emergency Service Utilization, <https://www.mhsa.net/news/mhsas-new-triage-and-assessment-tool-proven-predict-emergency-service-utilization>

meetings with housing advocates. The Center has created a group of partners to engage with BPHC on a common goal: to improve the quality of life for both people experiencing homelessness and neighboring communities of Newmarket Square. Just 30 days after opening, the EC was reaching full capacity at 100+ guests by 8 AM every day. Newmarket Square businesses have reported less loitering, relationships between providers and community organizations have improved, and the strain on first responders responding to issues in the area has been reduced.

“I think this place is great. It’s a place where you can get great resources and peace of mind. This place has advertised job openings which helped me get a job. It also has phones where you can call for jobs and make appointments. And if you’re ever hungry, they have snacks and noodles for people who didn’t get a chance to eat! I hope this place continues to thrive and continues the excellent resources.” - Guest

National Homeless Census A group of 300 volunteers, including Mayor Walsh, City of Boston cabinet and department heads, State officials, homeless service providers, and community, civic and faith leaders participated in the 38th annual Homeless Census. This yearly count of individuals living on the street is part of a larger census of homeless adults and families in emergency shelters, transitional housing, and domestic violence programs. In aggregate, homelessness in the City of Boston fell by five percent: from 6,628 in 2016 to 6,327 in 2017.

Opioid Crisis

The use of illicit drugs and abuse of prescription medications are critical public health and safety concerns. Opioid overdose emergencies continue to rise in Boston. Last year (2017), Boston EMS responded to 3,619 narcotic-related illnesses (NRI), a significant increase from 2,879 NRI responses in 2016. While Boston Public Health Commission (BPHC) has a robust training system in place for shelters and treatment centers, most overdoses take place in private homes. Individuals in residential settings are often unfamiliar with the treatment and support system. Individuals released from incarceration to the community are at high risk of opioid-related fatal and non-fatal overdose. Compared to the rest of the adult population, the opioid-related overdose death rate is 120 times higher for persons released from prisons and jails in Massachusetts. The State of Massachusetts has a robust system of care for individuals seeking SUD treatment and recovery support. This system, however, can be complex and difficult to navigate - particularly for those with co-occurring behavioral health and medical diagnoses. Further, the opioid epidemic has strained the state’s treatment capacity, leading to long wait times for accessing residential and medication services. These barriers can be overwhelming to individuals and families in crisis.

The City of Boston’s Office of Recovery Services (ORS) and the Bureau of Recovery Services (BRS) offer innovative solutions for reducing the impacts of Substance Abuse Disorders (SUD) across Boston communities.

Boston Post-Overdose Response Team (PORT) PORT, started in August 2017, is a partnership between the Boston Public Health Commission (BPHC) and the Boston Fire Department that increases access to treatment, reducing unmet treatment needs and reducing overdose-related deaths through prevention, treatment and recovery. The team of harm reduction specialists and first responders connect with individuals and families through in-person, home-based outreach following a 911 call for an overdose. Residents are offered a supportive, informational encounter and access to overdose prevention education and services referrals. The PORT program records services provided on home visits. As part of ongoing evaluation, the PORT team will look at treatment placements, quality of life improvement as reported by clients, and an overall reduction of overdose fatalities across the City.

Personal Advancement for Individuals in Recovery (PAIR) Initiative PAIR is a seed grant program that will consist of grants to individuals in recovery for personal wraparound services needed to maintain and continue recovery. The PAIR Initiative is a partnership between the City of Boston, Warren and Doris Buffett's Letters Foundation, and the Gavin Foundation, and is the first program of its kind in the United States. Seed grants will provide individuals in recovery support for housing, educational and workforce development goals. This initiative is designed for low-income or unstably housed individuals in early recovery, many of whom will be reentering the community from correctional facilities.

Providing Access to Addiction Treatment, Hope, and Support (PAATHS) PAATHS is an assessment and referral service providing navigation through the treatment placement process: level of care assessment, choosing a treatment center, case management, and transportation. PAATHS also provides technical assistance to hospital emergency and inpatient departments with patients needing placement in addiction treatment. PAATHS completed 2,622 placements in treatment through the walk-in center in the Boston's South End and provided transportation for 85% of these clients, who would have otherwise been unable to access care. Through a new partnership with BOS:311, PAATHS provides the first municipal 24-hour hotline for recovery service support. In 2017, PAATHS provided support and referrals to 5,668 hotline callers.

Recovery Reentry is a partnership with the Suffolk County Sheriff's Department to build relationships between incarcerated individuals – both detained and sentenced – and community-based service providers prior to release. The Recovery Reentry panel brings service providers into the correctional facility monthly to describe their services and interface with inmates who have substance use issues.

Youth Prevention The Mayor's office partnered with Blue Cross Blue Shield Foundation of MA to conduct the first ever citywide substance abuse prevention needs assessment focused on middle and high school aged youth and their families. The assessment targeted high-risk youth and addressed racial, ethnic, and economic inequities. Planning process identified gaps and best practices for expanding youth prevention service capacity for the City of Boston and Suffolk County.

Revere's Substance Use Disorder Initiatives (SUDI) Office was established in 2016 as a standalone facility to provide improved coordination and delivery of services. The recently established North Suffolk Public Health Collaborative is also looking at a regional level at collaborative strategies to address public health concerns. The Revere Fire Department in 2011 adopted a first-in-the-nation policy of stocking its trucks with naloxone (Narcan), a practice that has helped save hundreds of lives and that has also been adopted by first responders and fire stations nationwide. All of the above supplements the ongoing work of Revere CARES, a community health coalition based out of Massachusetts General Hospital - Revere.

2. Community Challenges

b. Describe ways businesses are partnering with your community to solve these social challenges (including those that encourage volunteerism).

Businesses in Boston are committed to improving the quality of life the city. Boston has hundreds of partnerships with the business sector to solve community challenges. A few of them are described here.

Arbella Insurance, provider of car, home, and business insurance, is one of 16 companies that provided funding for Climate Ready Boston and Carbon Free Boston, both initiatives of the Green Ribbon Commision. Arbella's charitable foundation, together with independent agents, donated more than \$778,000 in 2016 to a variety of causes including homelessness, youth education, safety, and health.

Bank of America donated \$250,000 to Boston's Way Home, an initiative to raise \$10 million to provide 200 units of long-term housing to chronically homeless individuals.

Blue Cross Blue Shield of Massachusetts provides private healthcare insurance. Their nonprofit foundation has been working to improve social and healthcare conditions since its founding in 2001. Its Prescription Pain Medication Safety Program aims to reduce addiction to pain medication and overprescribing of pain medications, including opioids. The Foundation, along with Boston Medical Center, Boston Housing Authority, Project Hope, Nuestra Comunidad, and Medical Legal Partnership Boston, initiated the Housing as Prescriptions Health Care program which has helped 50 low-income families with young children find and maintain affordable housing. The Foundation also partnered with the City of Boston to conduct an assessment of youth substance use prevention services in the City of Boston and Suffolk County.

Boston Medical Center is a nonprofit hospital. Its Housing Stabilization Fund consists of a plan to invest \$6.5 million over five years to address homelessness within Boston with a goal that

housing security will improve the health and reduce medical expenses among the affected individuals. Additionally, BMC is involved in a partnership with the Blue Cross Blue Shield of Massachusetts Foundation, Boston Housing Authority, Project Hope, Nuestra Comunidad, and Medical Legal Partnership Boston in the Housing as Prescriptions Health Care program which has helped 50 low-income families with young children find and maintain affordable housing. Elders Living at Home is another initiative to end homelessness, particularly for the elderly in Boston.

Brighton Marine Health Center specializes in veteran health care and in 2014 committed to developing 100 affordable housing units for Afghanistan and Iraq veterans who cannot afford the high cost of living of the Allston-Brighton area. The Health Center also helps promotes the ROTC and fitness education at nearby schools.

Ceres is a non-profit organization that partners with companies and investors to advocate sustainable approaches to economic problems. It is a supporting partner within the Green Ribbon Commission, which intends for Boston to become Carbon-neutral by the year 2050.

Clear Channel Communications, now Clear Channel Outdoor, is a global outdoor advertising company. Clear Channel Outdoor began partnering with federal and local law enforcements in 2007 to use its advertising reach to communicate urgent public service announcements including information about fugitives, missing persons, and messages from the Massachusetts Emergency Management Agency.

Citi Community Development, a part of Citibank, serves to improve economic and financial inclusion for underserved individuals by working with nonprofits and public agencies. Citi's donation to the city of Boston's [Immigration Information Corners](#) initiative in 2016 allowed Boston Public Libraries to host helpful resources and information for immigrants..

Comcast, a global media and communications company, has held a Comcast Cares Day for 16 years, gathering 100,000 volunteers nationwide in 2017 and 5,000 in the Boston area alone. The majority of volunteer work around Boston consisted of landscaping and decor, including at the Veterans Northeast Outreach Center in Haverhill.

CVS is a pharmacy and drug store chain with a record for corporate philanthropy initiatives, such as its decision to stop selling tobacco products. In late 2017, CVS Health Foundation announced it would be donating \$550,000 to six chapters of the Alzheimer's Association, including one in Massachusetts.

DREAM Collaborative is a Minority-Owned Business Enterprise established in 2008 to address housing issues in Greater Boston. In 2017 its development organization DREAM Development helped the City of Boston to achieve its goal of creating more middle-income as well as affordable senior housing by developing a townhome in Roxbury in 2017.

Each year, the **Eastern Bank** Charitable Foundation provides more than \$1.5 million in grants to community-based organizations. In 2017, the Eastern Bank Charitable Foundation will donate \$7 million to 1,600+ nonprofits throughout eastern Massachusetts, southern and coastal New Hampshire and Rhode Island as part of Eastern's commitment to donate 10 percent of its net income to charity each year. In September, Eastern joined The Boston Foundation, Harvard Pilgrim Health Care and Arbella Insurance to provide financial assistance to local beneficiaries of the Deferred Action for Childhood Arrivals (DACA) program.

EnerNOC helps companies manage their energy use. It is part of the Green Ribbon commission. (EnerNOC employees have applied their expertise in energy services to act as the commissioning agent at our Boston headquarters to improve the efficiency of all HVAC, lighting, and audio visual systems, which helps to limit environmental impacts, decrease operating costs, and meet greenhouse gas reduction goals.)

Foley Hoag is one of the partners that pledged \$1.1 million to the Greater Boston Immigrant Defense Fund, public-private partnership to protect and defend the Greater Boston's immigrant and refugee communities.

General Electric In April 2016, the GE Foundation brought Developing Skills™ to Boston, launching Brilliant Boston, to create a Model of Excellence, by providing opportunities for students to become critical thinkers, innovators, creators, problem solvers and leaders while exploring careers and understanding the skills necessary for future jobs. The program has partnered with pilot schools and nonprofits in Boston to create exemplar models at the middle, high school and community college level. Also, they have granted \$1,500,000 to the Boston Educational Development Foundation, Inc.

Gentle Giant Movers is Green Moving Company that reduce waste by reusing materials and recycling. They recycle between 80000-100000 pounds of materials each year, uses biodegradable foam peanuts, oxo-biodegradable bubble wrap and moving boxes that remanufactured from 90% post-consumer recycled materials. It was designated a "Bike Friendly Business" by the City of Boston. Gentle Giant is a member of the Climate Action Business Association and Sustainable Business Network of Massachusetts.

Harvard Pilgrim Health Equity Roundtable Program helps to tackle some of the important health disparities by soliciting input and information from those individuals most directly impacted by disparities in health and health status.

Liberty Mutual awards grants towards the community well-being especially for the homeless and low income individuals. To date, \$115,000 were granted to the Boston Health Care for the Homeless Program to provide basic health care for homeless people and \$50,000 to the Rescue Mission to provide daily and overnight shelter to homeless people. *Y2Y* guides and empowers homeless and at-risk youth in the Boston area. Liberty Mutual Foundation grant helps the Youth on Fire Y2Y in Harvard Square, a student-run night time shelter. *More than words* helps youth who are in foster care, court-involved, homeless or out-of-school to take charge of their lives by taking charge of a business. It places these youths in business settings and help them learn how to become accountable, responsible and gain support from the surroundings.

National Grid has invested more than \$3 million in Engineering Our Future program that is committed to build a qualified and successful engineering workforce.

The Reebok Foundation focuses its philanthropy on the BOKS program and also on charitable programs in communities where Reebok offices are located, with special emphasis on the Greater Boston area. The Foundation promotes social and economic equality by funding non-profit organisations that help empower youth to fulfil their potential and lead healthy, happy and active lives.

Social Finance partners with governments, nonprofits, foundations, impact investors, and financial institutions to create innovative financing solutions to improve social outcomes. Social Finance partnered with **Bank of America Merrill Lynch** to assess the feasibility of Pay for Success and Social Impact Bonds to serve US veterans, and explored opportunities in workforce development, wellness, and housing.

State Street Boston Workforce Investment Network (Boston WINs) is \$20million venture philanthropic initiative that is helping to prepare Boston youth for the workforce. WINs is helping ensure that Boston public high school students graduate with a plan for success.

Veolia is environmental sustainability company specializing in energy, waste and water. The company has redesigned the Combined Heat and Power Facility in Kendall square to use the ambient air in order to dissipate the heat instead of the Charles River water. It has reduced the non-transit CO2 emissions by 6 percent.⁸⁰ Also, Veolia is the member of the Green Ribbon Commission of Boston. City of Boston is aiming to become carbon neutral by 2050.

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https://www.veolianoorthamerica.com/sites/g/files/dvc596/f/assets/documents/2017/05/CSR_8-page_Brochure_2017-spreads-FINAL.pdf

Through the Wells Fargo Housing Foundation, **Wells Fargo** has invested more than \$190 million since 1993 to build and rehabilitate homes throughout the nation. Also it provides credit counseling, education, and other programs to prevent foreclosures, provide access to safe and affordable housing, and stimulate growth and stability in distressed areas.

Revere's business community are active supporters, sponsors, and volunteers for civic and community initiatives through the Revere Chamber of Commerce, the Revere Beach Partnership, and the Revere Beautification Committee. Longstanding partnerships and emerging shared interests have led to sustained support for community coalitions such as Revere CARES, the Shirley Avenue Working Group, the Revere/Chelsea/Winthrop Public Health Collaborative, the Broadway Revitalization Program, and the traffic rotary planting and waterfront program.

2. Community Challenges

c. Describe what your community has done to support veterans and disabled in healthcare, housing, and employment. Describe success metrics for such efforts.

Veterans

Approximately 17,000 Boston residents are veterans, just over three percent of the population. A significant portion of veterans are aged 65 and older.

	Boston	Revere	5-County Region	Massachusetts
# of Veterans	17,023	1,710	187,262	340,288
% of population who are veterans	3.1%	4.0%	5.5%	6.4%
% 18-64	1.7%	1.6%	2.3%	2.8%
% 65+	1.4%	2.4%	3.2%	3.6%

Source: U.S. Census Bureau, 2012-2016 American Community Survey, BPDA Research Division Analysis

Under Chapter 115 of Massachusetts General Laws, the Commonwealth provides financial and medical assistance for indigent veterans and their dependents. Qualifying veterans and their dependents receive necessary financial assistance for food, shelter, clothing, housing supplies, and medical care. Every city and town in the Commonwealth must appoint a Veterans' Service Officer to oversee veterans' benefits which also include military burial assistance, subsidies on medical expenses and decoration of veterans' graves and hero squares for Memorial Day. Boston and Revere each have dedicated Veterans Offices to implement the benefits program (paid for by the city and partially reimbursed by the Commonwealth) and to provide assistance in obtaining Federal Benefits such as disability compensation, pensions, education, housing (V.A. Home Loans), hospitalization, burial and other benefits available under Federal Law.

Operation: Thank a Veteran is an all-volunteer outreach program to distribute resources to all veterans residing in the city of Boston. To date, 357 volunteers have visited the homes of 3,177 Veterans. **Operation Thank a Vet - Second Touch:** As a follow up to the outreach campaign, OVS staff will visit the homes of veterans that have been engaged through the Thank a Vet program to connect the veterans with services that are specific to their needs.

Coordinated Veteran Services Network Brighton Marine is headquarters to Coordinated Veteran Services, a Unite Us platform used to refer veterans to other service providers in the area. The Office of Veterans Services has joined the network as a way to streamline the referral process.

The **Department of Veterans Affairs (VA) Health Care System** continues to adjust to the demands of the veterans population. Boston is fortunate to be home of two of the top ranked VA hospitals in the nation with the Jamaica Plain and West Roxbury facilities. Additionally, veterans and military families have options of seeking specialized services through organizations such as the Home Base Program.

Boston's Way Home has housed 876 veterans since taking on the Mayor's Challenge to End Veterans Homelessness in 2014. Patriot Home, a former police station in South Boston, was converted into a 24-unit development to provide veterans and their families affordable housing.

Several area programs help veterans access employment. **One-stop Career Centers** in Massachusetts have veterans specialists provided at no cost by the state. The Office of Veterans' Services and Workforce Development collaborate to improve workforce outcomes for Boston's veterans through the **Pay for Success Program**. This 18-24 month project will work with the healthcare campus in Jamaica Plain to serve 120 Boston veterans who have been diagnosed with PTSD and provide Individual Placement and Support (IPS). This holistic comprehensive model will provide the veterans with longer term employment and sustainable career paths in competitive fields. **Edge4Vets** teaches former service members to translate their military strengths into tools for civilian success. **InnoVets**, Boston's first veteran-focused business incubator, is designed to connect, inspire, and support military veterans as they establish and grow businesses. **Apprenticeship Training Program** - To promote veterans economic self-sufficiency the Office of Veterans Services is assisting in the recruitment efforts for the Mayor's Office of Workforce Development apprenticeship program.

Women's Veterans Workshop - Women Veterans are the fastest growing demographic in the armed forces. In partnership with the Mayor's Office of Women's advancement, the Office of Veterans services are hosting a series of informational sessions for female veterans geared towards skills development.

Greater Boston Veterans Collaborative: The Office of Veterans' Services co-founded a collaborative to leverage the resources of local non-profit and private service providers working in the Veteran's field. The collaborative consists of approximately 202 organizations and to date, the collaborative has held 20 summits

The **City of Revere's Veterans Office** provides a benefits program and service program for Revere's veterans and their families. Over the past year, the Veterans Office has continued or initiated the following activities in support of Revere's veterans: a Mobile WheelChair Program that provides wheelchairs to disabled veterans; a monthly, non-need based food bank that serves over 200 veterans and their families; local business partnerships that include resume preparation, employer outreach, and job placement of veterans and their spouses with employers such as East Boston Limo and Rapid Flow Sewer and Drain; a monthly Veterans Coffee Hour; and administration of Chapter 115 benefits for low income veterans. Revere has been working to improve veterans' access to appropriate and affordable housing. Among the available and improved amenities for veterans are 29 affordable veterans housing units under construction on Shirley Avenue, access to North Suffolk Mental Health group homes, the relocation of the Mottola American Legion post to an expanded and improved facility at Casa Lucia function hall, and most recently a successful application by the Veterans Office and Revere Housing Authority for HUD-VASH vouchers to secure housing for the City's most vulnerable veterans.

People with Disabilities

Almost 80,000 Boston residents have some form of disability, 36 percent of whom are aged 65 or older.

	Boston	Revere	5-County Region	Massachusetts
# of people with disabilities	79,946	7,043	450,135	773,726
% of population who have a disability	12.3%	13.3%	10.6%	11.6%
% 18-64	7.9%	8.0%	6.0%	6.8%
% 65+	4.4%	5.4%	4.5%	4.8%

Source: U.S. Census Bureau, 2012-2016 American Community Survey, BPDA Research Division Analysis

The City of Boston Disabilities Commission ensures the City's compliance with Title II of the Americans with Disabilities Act (ADA) and promotes opportunities for residents with disabilities by providing information and referrals, participating in the architectural review process, and advocating for disability rights.⁸¹ Recent efforts undertaken by the Commission include providing technical assistance on accessibility improvements to City Hall, improving accessible parking and transportation options, convening a disability community forum and ADA celebration day, providing tax assistance and financial empowerment programs to deaf constituents, submitting recommendations for the development of accessible units to the Housing a Changing City: Boston 2030 plan, and initiating early voting opportunities for individuals with disabilities. The Office also collaborates with the Boston Center for Independent Living, the

⁸¹ <https://www.boston.gov/news/disability-commission-annual-report-2016-2017>

Massachusetts Rehabilitation Commission, and other local agencies to offer internships to Boston youth and adults with disabilities.

The construction and renovation of accessible homes and buildings is a priority in the City's development efforts. The Boston Planning and Development Agency, guided by the Disability Commission, recently instituted an Accessibility Checklist as a tool for developers to prioritize accessibility in their project designs beyond basic compliance with ADA Standards. Any project subject to Project Review by the BPDA must provide specific details about how accessibility is emphasized in dwelling units, parking spaces, and entrances. In addition, the Boston Housing Authority has active Tenant Task Forces for the Elderly and Disabled at 26 public housing properties in the city that promote the needs of public housing residents with disabilities.

The City continues to improve ADA compliance in its existing transportation systems while pursuing new ways of increasing transportation options for residents with disabilities. The RIDE is the MBTA's paratransit service that allows riders with disabilities to schedule door-to-door transportation when they are unable to use the MBTA's bus, trolley, or subway systems. The RIDE currently operates in 58 cities and towns in the greater Boston area.⁸² The MBTA has launched a pilot program with Uber and Lyft to provide on-demand service to RIDE customers, reducing wait time and increasing the ease of requesting service.⁸³ Boston is continuing to improve ADA compliance of its Wheelchair Accessible Vehicles (WAVs), or accessible taxi cabs.⁸⁴ In 2016, 44 out of 100 WAV cabs were fully compliant, and all vehicles featured a letter-grade to inform passengers of the usability of individual cabs. The City is significantly ahead of schedule in bringing all of the city's pedestrian ramps into ADA/MAAB compliance. As of the end of the 2016 construction season, nearly 50% of the city's approximately 23,000 ramps were compliant. Approximately 950 ramps are reconstructed each year, putting the City on track to achieve full compliance by 2028, 10 years ahead of schedule.⁸⁵

Several programs at the State level assist residents seeking resources on housing, health, and employment. The Massachusetts Rehabilitation Commission has local offices throughout the Greater Boston Area, including in downtown Boston. The MRC assists individuals with disabilities in identifying and receiving income and healthcare benefits, finding and entering independent living communities and applying for home care assistance. MRC offers no interest loans to modify the homes of adults and children with disabilities. The MRC also provides the Vocational Rehabilitation Program to help people with disabilities get and keep a job through career planning and counselling on disability benefits. Finally, MassOptions, a program run by the Massachusetts Executive Office of Health and Human Services, links individuals with disabilities to a network of partners and agencies that assist in independent living arrangements, legal aid, employment, and MassHealth applications.⁸⁶

Revere's Commission on Disabilities works to increase opportunities and remove barriers for people with disabilities and enforce compliance with Title II of the Americans with Disabilities Act. Revere is looking to develop and expand municipal disabilities services, including a drop-in

⁸² <https://mbta.com/accessibility/the-ride>

⁸³ <https://mbta.com/accessibility/the-ride/on-demand-pilot>

⁸⁴ <https://www.boston.gov/departments/disabilities-commission/wav-taxi-cabs-wheelchair-accessible-vehicles>

⁸⁵ Go Boston 2030, page 63.

⁸⁶ <https://www.massoptions.org/massoptions/About-MassOptions/how-we-can-help/>

and call-in office for disabled constituents. In 2017, Revere welcomed the Special Olympics Young Athletes program to Revere and has plans to continue and expand the program's reach in coming years. The Commission performs essential functions supporting the full participation of Revere's disabled populations, including referrals and mediation between disabled residents and relevant state or federal agencies to help constituents achieve favorable outcomes; facilitation and management of handicap parking signage and permits; oversight and regulation of ADA compliance; helps secure and/or mediate for disabled constituents seeking handicap accessible equipment; and circulates an annual Accessibility Survey (starting in 2018) to better understand and work towards the most necessary and desired services for disabled constituents.

B. Diversity and Inclusion

- 1. Describe the diversity and inclusion programs that are in place with your leading employers and school systems. Describe any legislation at the local or state level on diversity and inclusion.**

LGBTQ Protections

While Boston and the Commonwealth of Massachusetts have long been trailblazers for LGBTQ rights including same-sex marriage, trans-rights, and health-care for LGBTQ residents, the City of Boston still has challenges like most cities in the U.S. One of the only cities in America with a dedicated LGBTQ Liaison appointed by Mayor Walsh, Boston is partnering with nonprofits, other government-agencies and businesses to address and solves these challenges.

Getting to Zero Boston Public Health Commission and the non-profit Aids Action aim to reduce the number of new infections to zero by the year 2030. This is especially important for LGBTQ communities of color that have the highest rates of new infection.

Municipal Equality Index A source of pride for the Walsh Administration is the perfect score the City has received over the past few years from the Municipal Equality Index created by the Human Right Campaign. This index is a nationwide evaluation of 506 cities on how inclusive cities' laws, policies, and services are of lesbian, gay, bisexual, transgender, and queer (LGBTQ) people. The City's response to this questionnaire includes initiatives ranging from the work at Boston Public Schools on anti-bullying efforts and supporting extra-curricular LGBTQ groups to a project working with the Boston Police Department on how to interact with Trans persons during police encounters.

In 2016, Mayor Walsh led advocacy to extend state non-discrimination laws by adding gender identity to protected classes, granting explicit protection for transgender people in public spaces (Chapter 134 of 2016). In 2015, Mayor Walsh signed an executive order establishing gender-neutral restrooms in Boston City Hall, outside of the Mayor's Office and the City Council Chamber. In 2014, the City of Boston's Public Employee Committee, which is responsible for coalition bargaining, voted to add coverage to the City's health plans for services

and procedures related to gender reassignment. Coverage began for all employees, retirees, and covered dependents on July 1, 2014. In 2014, Mayor Walsh filed An Act Relative to the Powers of the Boston Fair Housing Commission (Chapter 110 of the Acts of 2014), which added “gender identity” as a protected class in housing cases which the Boston Fair Housing Commission has the authority to enforce, and clarifies that no dwelling owner can publish discriminatory ads or make discriminatory statements when selling or renting units of housing.

In 2013, the Boston Police Department issued guidelines for police contact with transgender individuals. The Special Order underscores that it is “the policy of the Boston Police Department to treat all individuals with dignity, respect, and professionalism.” The Order requires that all officers use the name and pronouns that the individual prefers and, when possible, hold and transport a transgender prisoner alone. The new guidelines also require that a transgender individual complete a “Statement of Search Preference Form”, declaring their choice to have a female or male police officer conduct their search. Since 2008, every City of Boston employee has received guidelines from the City of Boston’s Office of Human Resources to prevent gender identity discrimination and ensure that all employees are valued members of our community and workforce. In 2002, the City of Boston passed a comprehensive non-discrimination ordinance relative to gender identity to guarantee that no City employee denies any person access to employment, educational, or recreational opportunities based on gender identity. It also prohibits any discriminatory practices regarding public accommodations and services based on gender identity. Lastly, the City’s ordinance requires a pledge of non-discrimination from all financial institutions that the City contracts with for banking services and protects against discrimination in our health care coverage, labor organization’s membership, and in our Fair Housing laws.

Women’s Advancement

Boston is committed to closing the wage gap in Boston and has taken a dual-sided approach, working with both employers and individual women to tackle this persistent issue.

The Boston Women's Workforce Council (BWWC) -- a public-private partnership between the City of Boston and Boston University -- produces regular reports on the gender wage gap in greater Boston and what employers can do to close it. Over 200 Boston-area employers have committed to equity by sharing best practices and data.

In 2016, Mayor Walsh supported the passage of An Act to Establish Pay Equity (Chapter 177 of 2016). This law prohibits pay discrimination for comparable work based on gender, prohibits employers from requiring applicants to provide their salary histories at the beginning of an interview process, and allows employees to freely discuss salaries with their co-workers.

In 2015 the American Association of University Women (AAUW), Boston Mayor Martin J. Walsh, and the Mayor’s Office of Women’s Advancement launched a large-scale grassroots initiative to train 85,000 women by 2021 to confidently and successfully negotiate for salary and benefits packages to help close the gender pay gap in Boston. Through the trainings, attendees can expect to learn:

- How to identify and articulate personal value;

- How to develop an arsenal of persuasive responses and other negotiation strategies, including how to get a raise or promotion;
- How to conduct objective market research to benchmark a target salary and benefits.

Racial Equity

As demonstrated by the data presented in response to Growth question A-1-e, the Boston area continues to suffer from significant disparities in employment, education, and income based on race and ethnicity. Responses to Talent questions A-1-d and A-2-c specifically address racial and gender disparities in the tech sector and efforts to increase inclusion of underrepresented minorities and women. Promoting social and economic opportunities for racial and ethnic minorities is a priority for the City of Boston.

The **Office of Diversity** works to hire a diverse city workforce and to provide leadership and career development opportunities for candidates from demographics currently underrepresented in city government. The **Office of Fair Housing and Equity** works to prevent discrimination in housing opportunities for Boston residents, including discrimination based on race and ethnicity. The **Mayor's Office of Resilience and Racial Equity** released Resilient Boston, the strategic plan to implement policy and programs to combat racism and increase resilience in Boston.⁸⁷ The plan outlines strategies for allowing citizens to access equal economic and social opportunities regardless of race or ethnicity.. The Office has hosted two 'Boston Talks About Racism' events to engage community members in conversation about racial inequality. Finally, the **Boston Residents Jobs Policy** ensures diversity in employment on city development projects, with developers and contractors agreeing to employ 50% residents and 25% people of color on their projects, therefore increasing opportunities for those underrepresented in the construction industry.

Work is also being done at the community level by numerous community-based-organizations that work with underserved populations - just a few of which are highlighted here. With roots in Roxbury's Latino community, **Nuestra Comunidad** works to engage local residents in neighborhood revitalization and to promote economic self-sufficiency. The organization has developed nearly 800 affordable rental homes and 200 affordable homeownership opportunities since its founding in 1981, and has helped lead the revitalization of Roxbury's Dudley Square through homebuyer and financial education, community organizing, and support for small businesses.⁸⁸ **La Alianza Hispana** provides mental and public health support, elder services, and education and workforce development to Greater Boston's Latino community, serving over 2,000 Latinos since its founding in 1971.⁸⁹ **College Bound Dorchester** identifies high-risk youth in high-poverty neighborhoods in Boston, 96% of whom are people of color and many of whom are involved in gang activity or have served time in correctional facilities, and provides intensive academic tutoring and mentoring to set them on a path towards academic success.⁹⁰

⁸⁷ https://www.boston.gov/sites/default/files/document-file-07-2017/resilient_boston.pdf

⁸⁸ (<http://nuestracdc.org/about-us/>).

⁸⁹ (<http://www.laalianza.org/>).

⁹⁰ <http://collegebounddorchester.org/about/impact/>

A range of organizations and initiatives promote economic and employment opportunities for minority populations. The **Black Economic Council of Massachusetts** works to advance the economic well-being of Black businesses, organizations, and residents by advocating for state agencies and local businesses and organizations to adopt policies that promote growth and economic prosperity in communities of color.⁹¹ The **State Street Foundation Boston WINS Initiative** has dedicated \$20 million to create pathways for primarily Black and Latino youth to enter financial services careers.⁹² The **Connection Center** develops school to employer pathways to connect Opportunity Youth, youth between 18 and 24 who are not employed and not enrolled in school, to career opportunities. **SKYLAB** operates a business mentorship and incubator space specifically directed at promoting business leaders of color in the Roxbury neighborhood.

In addition to being the City's economic development partners, many of Revere's leading employers are committed to championing employment diversity and equitable hiring processes, leadership development and management training, mentorship opportunities, and volunteerism and community engagement within and beyond the workplace. Some examples of private sector leadership include:

- **MGH Revere Health Care Center** (100-249 employees): operates dozens of programs and initiatives dedicated to building more equity and representation within professional pipelines, in addition to initiatives addressing systemic health issues and emphasizing culturally aware practices. Some of these initiatives include but are not limited to: a Center for Diversity and Inclusion; an Office for Women's Careers; the Association of Multicultural Members of Partners; a Diversity Committee; a Council on Disabilities Awareness; a LGBT Employee Resource Group; and others.
- **Eversource Energy** (100-249 employees): has instituted various diversity and inclusion initiatives with high rate of employee engagement (70%); operates Diversity Scholar Programs for departments in which minorities are underrepresented; is a member of Work Without Limits, a network of employers committed to increasing employment for persons with disabilities.
- **Super Stop & Shop** (100-249 employees each, two locations): partners with nonprofit organizations and affinity groups such as the LPN, NAAPA, the Black Ministerial Alliance, the Boston Ten Point Coalition, and the Association of Latino Professionals in Finance and Accounting; also operates a management internship program aiming to introduce more women and people of color to retail management careers.
- **Burlington Coat Factory** (100-249 employees): operates a Black Retail Action Group (BRAG) scholarship program; strives for diversity in employment, which has contributed to 64% of management roles being held by women and 37% by people of color.

⁹¹ (<https://www.becma.org/>)

⁹² <https://www.cityofboston.gov/pdfs/economequityinclusionagenda.pdf>

B. Diversity and Inclusion

2. Describe the percentages of foreign-born residents in your community, broken down by place of birth.

Boston has over 180,000 foreign-born residents from over 100 countries, making up almost 28% of the city's population. The table below lists the top 50 countries of origin for Boston residents as well as their share in the region and the state. The Dominican Republic, China, and Haiti are the top three countries of origin for Boston.

Countries of Birth ⁹³	Boston		5-County Region*		Massachusetts	
Total Foreign Born	181,652		815,150		1,061,461	
Dominican Republic	19,000	10.5%	69,476	8.5%	80,495	7.6%
China, excluding Hong Kong and Taiwan	17,866	9.8%	73,393	9.0%	84,183	7.9%
Haiti	16,396	9.0%	47,216	5.8%	51,305	4.8%
El Salvador	10,694	5.9%	32,706	4.0%	36,871	3.5%
Vietnam	8,905	4.9%	27,191	3.3%	35,144	3.3%
Cabo Verde	8,112	4.5%	21,352	2.6%	25,788	2.4%
Jamaica	7,388	4.1%	12,472	1.5%	18,286	1.7%
Colombia	6,588	3.6%	18,309	2.2%	21,517	2.0%
India	4,208	2.3%	48,275	5.9%	62,019	5.8%
Trinidad and Tobago	3,822	2.1%	5,871	0.7%	6,362	0.6%
Guatemala	3,513	1.9%	22,346	2.7%	26,530	2.5%
Brazil	3,256	1.8%	47,221	5.8%	60,919	5.7%
Honduras	3,068	1.7%	10,633	1.3%	11,870	1.1%
Ireland	3,058	1.7%	12,595	1.5%	15,199	1.4%
Russia	2,980	1.6%	16,071	2.0%	19,474	1.8%

⁹³ U.S. Census Bureau, 2012-2016 5-year American Community Survey, BPDA Research Division Analysis

Canada	2,632	1.4%	21,136	2.6%	30,440	2.9%
Mexico	2,590	1.4%	9,602	1.2%	14,082	1.3%
United Kingdom (inc. Crown Dependencies):	2,515	1.4%	17,012	2.1%	23,774	2.2%
Korea	2,201	1.2%	13,773	1.7%	16,997	1.6%
Italy	2,200	1.2%	15,302	1.9%	18,768	1.8%
Nigeria	2,150	1.2%	5,616	0.7%	6,661	0.6%
Barbados	1,827	1.0%	3,567	0.4%	4,103	0.4%
Peru	1,501	0.8%	6,691	0.8%	8,079	0.8%
Somalia	1,415	0.8%	2,445	0.3%	2,787	0.3%
Albania	1,412	0.8%	6,353	0.8%	9,582	0.9%
Greece	1,408	0.8%	8,531	1.0%	11,032	1.0%
Hong Kong	1,395	0.8%	7,391	0.9%	8,111	0.8%
Ukraine	1,376	0.8%	6,552	0.8%	9,398	0.9%
Germany	1,256	0.7%	8,910	1.1%	12,825	1.2%
France	1,193	0.7%	5,677	0.7%	6,818	0.6%
Guyana	1,130	0.6%	2,068	0.3%	2,608	0.2%
Taiwan	1,110	0.6%	7,004	0.9%	7,796	0.7%
Poland	1,082	0.6%	5,402	0.7%	11,389	1.1%
Morocco	1,067	0.6%	6,484	0.8%	7,398	0.7%
Ethiopia	1,058	0.6%	3,980	0.5%	4,268	0.4%
Venezuela	1,005	0.6%	2,964	0.4%	3,963	0.4%
Dominica	942	0.5%	1,829	0.2%	2,088	0.2%
Kenya	901	0.5%	5,528	0.7%	8,867	0.8%
Philippines	860	0.5%	7,712	0.9%	10,865	1.0%

Iran	855	0.5%	4,583	0.6%	5,746	0.5%
Spain	837	0.5%	3,220	0.4%	3,837	0.4%
Turkey	770	0.4%	4,159	0.5%	5,296	0.5%
Thailand	677	0.4%	3,942	0.5%	4,941	0.5%
Japan	672	0.4%	6,121	0.8%	7,522	0.7%
Bangladesh	636	0.4%	2,881	0.4%	3,292	0.3%
Saudi Arabia	635	0.3%	2,626	0.3%	2,934	0.3%
Portugal	606	0.3%	16,056	2.0%	54,869	5.2%
Costa Rica	591	0.3%	1,397	0.2%	1,769	0.2%
Cuba	577	0.3%	2,223	0.3%	2,773	0.3%
Israel	547	0.3%	3,558	0.4%	4,092	0.4%

*Note: The five-county region is comprised of Suffolk, Norfolk, Middlesex, Essex, and Plymouth counties.

Source: U.S. Census Bureau, 2012-2016 ACS data 5-year estimates.

Revere's foreign-born residents comprise 36.3% of the city's population of 53,165 (ACS, 2012-2016 estimates), a higher proportion in comparison to Boston (27.6%) and Massachusetts as a whole (15.7%).⁹⁴ Revere's foreign-born population has been increasing steadily over the past five years, with the majority of newcomers (55.5%) hailing from Latin America. The diversity of languages spoken by Revere residents also reflects these numbers: after English, Spanish is most commonly spoken (26.2% of residents), followed by Arabic (5.7%), Portuguese, Italian, Mon-Khmer (Cambodian), and Vietnamese.

B. Diversity and Inclusion

3. Describe programs that you have in place that build community for immigrants and assist with family integration (e.g., programs around language, culture, legislation, housing, finances).

Boston's Office of Immigrant Advancement (MOIA) strengthens the ability of immigrants and Boston's diverse cultural and linguistic communities to fully participate in the economic, civic, social, and cultural life of Boston. MOIA promotes the full participation of immigrants through immigration and citizenship clinics, English-language classes, and workforce development opportunities. MOIA also works to promote the commemoration and public understanding of the

⁹⁴ U.S. Census Bureau, 2012-2016 American Community Survey, City of Revere

contributions of immigrants to Boston. The table below describes the existing programs promoting immigrant advancement.

Program	Description
Action for Boston Community Development (ABCD)	The ABCD Southside Head Start Adult ESOL Program serves 60 immigrant students in Hyde Park and West Roxbury. Four levels of ESOL instruction are offered in the evenings. Students receive free childcare and support in developing and implementing education and career plans.
Bilingual Ballots	City of Boston offers ballots transliterated in Chinese and translated in Vietnamese for state and federal election. This increases voter participation in these communities and reaffirms their faith in the integrity of the democratic process.
Biliteracy & English Language Learners	<i>An Act Relative to Language Opportunity for Our Kids (LOOK)</i> (Chapter 138 of the Acts of 2017) allows school districts to tailor programs for English Language Learners. Under the law, the Department of Elementary and Secondary Education will also develop “seals of biliteracy” for high school diplomas to recognize students who are proficient in English and another language.
Boston Communications Access Ordinance (2016)	The Boston Communications Access Ordinance (2016) created a full-time staff position to coordinate access issues in providing City services and public information due to language barriers or disabilities.
Boston Trust Act (2014)	The Boston Trust Act (2014) prohibits Boston Police officers from detaining an individual in their custody per a request from Immigration and Customs Enforcement beyond when the individual is to be released. This policy increases public safety by encouraging immigrants to report crimes and to cooperate in investigations, assured that Boston Police will not be enforcing federal immigration laws.
Citizenship Day	MOIA’s annual free legal clinic in partnership with Project Citizenship assists immigrants in becoming citizens. It has helped more than 900 people with their citizenship applications.

English for New Bostonians (ENB)	ENB Serves approximately 1,200 people a year in classes ranging from English for Parents to English for Entrepreneurs to English for Foreign-Trained professionals.
Family Prosperity Initiative	This initiative provides job readiness, ESOL/education and training for employment, job seeking support, as well as assistance with public benefits to low-income Boston residents, ages 18-60.
Greater Boston Chinese Golden Age Center	The Asian Elder Drop-In program provides case management services tailored to the needs of Chinese-speaking elders, residents of elderly housing developments in Boston. Services focus on assistance with health insurance, Medicaid, housing application, supplemental security income, food stamps, and other benefits to maintain their financial independence.
Immigration Health Programs	South Cove Community Health Center serves mostly Asian immigrants and the Haitian Mental Health Network serves the Haitian immigrant community.
The Immigrant Information Corners	The Immigrant Information Corners are information stations located in all 24 Boston Public libraries, 3 Boston Center for Youths and Families (BCYF), and 2 YMCAs. They hold information about citizenship, financial empowerment, and public and community resources in multiple languages. Programming such as Know Your Rights presentations and Citizenship information sessions have also been developed as part of this initiative.
Immigrant Community Forums	Immigrant Community Forums with Mayor Walsh take place at the Veronica Robles Cultural Center in East Boston and the Islamic Society of Boston Cultural Center in Roxbury. They were organized to address the immigrant community's concerns given the hostile political climate and negative rhetoric around immigrants and immigration.
Immigration 101	Immigration 101 presentations for service providers focus on providing an overview of immigration law and the current immigration landscape, including TPS, DACA, Travel Ban, etc. This is a partnership with PAIR Project and Catholic Charities.

Intake & Referrals	About 1,000 constituents are served yearly by connecting them to Boston City services including: obtaining a birth certificate, obtaining a marriage license, paying excise tax and parking violations, referrals to home buyer programs, housing inspections, and Boston Housing Authority applications.
Jewish Vocational Services	The Hyde Park ESOL program provided six ESOL classes to 23 immigrants who needed to improve their English language skills
Know Your Rights (KYR)	KYR presentations inform immigrants about the current immigration landscape, their rights when encountered by an immigration officer, family preparedness, and organizations and agencies that can assist them.
Legal Counseling	Large scale screening clinics in partnership with community organizations offer the immigrant community free legal counseling and screening for other forms of immigration relief. Bi-monthly legal clinics provide free consultations with immigration lawyers for anyone that walks in.
Massachusetts Alliance for Portuguese Speakers	This program provides skills training, case management, education and access to benefits to mostly Brazilian and Cape Verdean clients. The program serves clients in the Allston and Dorchester areas. The program offers workforce development activities, English for Employment training, resource referrals, financial literacy education and income maximization activities to 180 low-income Boston residents.
Mini-grants	Mini-grants, from the proceeds from the We Are Boston Gala, are disbursed yearly to community-based organizations, including the English for New Bostonians (ENB). Organizations use the financial support to build capacity and to develop/expand programming that serves immigrant communities.
MOIA Advisory Board	Comprised of 26 immigrant community leaders along with representatives from the nonprofit, philanthropic, labor, business, and civic sectors, MOIA Advisory Board provides a two way communication channel between the City of Boston and key stakeholders. They also advise the office on the Immigrant Integration Agenda.

MOIA Internship Program	Students from Boston area colleges and universities participate in unpaid internships for course credit. These interns' contributions help increase MOIA's capacity to serve Boston's immigrant communities.
Planning	MOIA supports major City Planning initiatives, including GoBoston 2030, Imagine Boston 2030, Climate Ready Boston, Plan JP/Rox and the Resilience Plan, to be inclusive of the immigrant community by engaging community partners, recommending members to strategic committees, and promoting public events to the MOIA network.
Presentations & Public Education Programs	Provided at schools, community centers, health centers, Boston Public Libraries, and Consulates.
Technical Assistance	<p>Technical assistance provided to City departments to ensure their programming includes and engages the immigrant community. Examples include:</p> <ul style="list-style-type: none"> ● co-designing the outreach strategy for Early Voting with the Elections Department; ● Advising BPS on protocols around immigration enforcement and family support; ● working with 311 so that they can receive calls in any language and handle issues of greatest concern to immigrant residents.
"To Immigrants With Love"	The "To Immigrants With Love" mural project in partnership with the Mayor's Mural Crew celebrates the contributions of past and present immigrants and provides a physical testament to our city's commitment to immigrant communities and helps to promote a welcoming and inclusive message for all.

Many of the challenges of moving to a new community – social integration, housing stability, navigating new geographies and institutions – are exacerbated for those coming from another country, and especially so when new arrivals lack English language skills or are unaccompanied minors. Revere Public Schools has been at the frontlines of these challenges, which has informed in part the creation of the Revere Community School and the metro Boston Five District Partnership, a multi-school district collaborative effort to coordinate curriculum and services in support of students experiencing housing instability within the region. Key programs and efforts in Revere are outlined in the bullets below:

- **Revere Community School:** Housed at Revere High School and dedicated to the integration and leadership development of Revere parents, the RCS operates parent leadership institutes, multicultural fairs and potlucks, English language classes, Arabic classes for police officers/city staff (MACIR), and adult basic education programs.
- **Parent Leadership Training Institute (PLTI):** Offered at the Revere Community School, the PLTI is a civic leadership initiative boosting parent engagement with students/schools; intercultural in recruitment and facilitation, it reflects the student body.
- **Women Encouraging Empowerment (WEE):** WEE focuses on leadership development and economic empowerment, with a special emphasis on foreign-born women and families. Its mission is “to educate, advocate, protect and advance the rights of immigrants, refugees and low income women and their families through organizing leadership development and service delivery.”
- **Moroccan American Connections in Revere (MACIR):** MACIR is an emerging common interest group supporting youth development, cultural heritage programming, business engagement, and civic education within, and between, the rapidly growing Moroccan American community and Revere at large.
- **Revere MGH/CARES:** This long-standing coalition based at Mass. General Hospital’s Revere satellite is a local leader in culturally appropriate care provision; provides funding and support to youth health and leadership initiatives; collaborates closely with Revere’s Healthy Community Initiatives Department; and has long been a leader in disseminating best practices for working with immigrant and refugee populations.
- **Collective impact initiatives:** The City of Revere is a co-administrator of two grants aimed at understanding and reforming the systems that contribute to persistent housing instability and economic distress among the community’s residents, many of whom are working and immigrant families. The Urban Agenda grant, funded by DHED, focuses on hospitality workforce training in collaboration with a nonprofit community development corporation; the Working Cities initiative focuses on building alignment and systems to address issues of housing instability, quality of life issues relating to housing, and supply and demand gaps within Revere housing market.

B. Diversity and Inclusion

4. Describe what your community has done to encourage STEM professional development in your immigrating and minority populations.

Please see response to Talent question A-2-c for programs targeted at encouraging women and members of underrepresented racial and ethnic groups in tech careers. The programs that follow help immigrants prepare for and succeed in STEM fields.

Funded by English for New Bostonians, **Asian American Civic Association** provides limited English speakers and economically disadvantaged people with education, occupational training,

and social services to help the underemployed population meet their potential and prepare students to continue their careers in STEM occupations.⁹⁵

The **Society of Hispanic Professional Engineers (SHPE)**, Boston Chapter is a 501(c)(3) non-profit organization committed to the empowerment and advancement of Latinos in STEM fields across Boston and New England. The Educational Outreach Committee's singular goal is to encourage primary and secondary school students to pursue undergraduate and postgraduate education, and vocational education and training in STEM fields and careers in science and engineering.⁹⁶

The **Boston Children's Museum** has developed a Spanish language guide to expose Spanish speaking children to STEM fields. The *Semillitas* (STEM Sprouts) *Ciencia, Tecnologia, Ingenieria and Matehematica* (Science, Technology, Engineering, and Mathematics) *Guia de Ensenanza* (Teaching Guide and Parent Tip Sheets) is sponsored by the Boston's Children Museum. The guide assists educators in focusing the naturally inquisitive behaviors of three to five-year-olds on science, technology, engineering, and math. It includes general information on how young children explore science topics as well as specific activity suggestions that align with the Massachusetts state guidelines for STEM teaching in early childhood.⁹⁷

In 2012, the U.S. Department of Labor awarded the City of Boston a four-year, \$5 million H-1B technical skills training grant. The **Metro Boston Skilled Careers in Life Sciences (SCILS) Initiative** was established to better serve both individuals and businesses by creating a local pipeline of prepared workers for the life sciences and healthcare industries. Led by the Mayor's Office of Workforce Development in partnership with the Boston Private Industry Council, the SCILS Initiative provided underemployed and unemployed adults who were interested in pursuing careers in STEM (Science, Technology, Engineering, and Math) with access to high-quality training, paid internships, and employment opportunities. Approximately half of the students who trained for careers in the life sciences through the SCILS-funded Boston University BioScience Academy were foreign-born, hailing from such diverse countries as Iran, Mexico, Taiwan, India, Bulgaria, and Uganda.

STEM professional development has largely been the purview of Revere's school department via Advanced Placement courses, mentorships, internships organized through the Metro North Regional Employment Board, and enrollment of Revere residents in Wakefield's Northeast Metropolitan Regional Vocational High School. Likewise, the Revere Community School is emerging as a service and information hub for immigrant and minority populations and as an optimal, if space-constrained, venue for facilitating job training and adult education programs, as well as referrals to diploma translation, college credit and educational credential conversion, interpreter training, and other educational services for nontraditional student populations.

⁹⁵ English for New Bostonians, retrieved from <http://www.englishfornewbostonians.org/funded-programs/>

⁹⁶ <http://shpeboston.org/programs/educational-outreach/>

⁹⁷ <http://www.bostonchildrensmuseum.org/stem-sprouts>