DEVELOPMENT STANDARDS

DIVERSITY, EQUITY, AND INCLUSION (DEI) IN DEVELOPMENT POLICY

On August 11, 2022 the Boston Planning & Development Agency (BPDA) instituted a new policy to promote diversity within large private development projects in the City of Boston. The policy requests that proponents disclose plans to include economic participation, employment, and management roles for people of color, women, and certified Minority and Women- Owned Businesses within their project as part of the Article 80 review process for Large Projects. This will also include Planned Development Areas and Institutional Master Plans. The policy builds on the Diversity, Equity, and Inclusion (DEI) requirements that ask bidders for public land parcels to outline a DEI plan. Staff is collecting these Plans for informational purposes to understand disparities in the real estate market, increase M/WBE participation over time, and evaluate strategies to drive greater impact.

In keeping with its mission, and in concert with the call by Mayor Michelle Wu to make Boston a city where all can learn about and participate in development, the Planning Department is seeking to use this opportunity for information gathering to better understand the ways in which policy can be implemented in furtherance of the goal of economic advancement, particularly for those whose opportunities have been limited in the development arena.

A developer's DEI Plan Disclosure addresses all phases of development, including but not limited to:

- pre-development (ex. development entity, ownership, equity and debt investment, design, engineering, legal, other consultants);

- construction (ex. general contractor, sub-contractor, trades, workers performing construction, suppliers, engineering, and professional and other services such as landscaping, catering, fuel supply, rental equipment, etc.);

- And ongoing operations (ex. building tenants, facilities management, contracted services).

Resources

- DEI in Development Policy

- DEI in Development Policy Presentation