

**CODMAN SQUARE NEIGHBORHOOD DEVELOPMENT CORPORATION (NDC) STATEMENT
RELATED TO
JOB EQUITY/ACCESS, LIVING WAGE AND WORKER STANDARDS
July 28, 2016**

Codman Square NDC is committed to job equity, working with others to employ community members in all aspects of the work we do, and to insure fair access to jobs for community members. We also seek to insure that all workers are treated fairly and equitably in all aspects of our operations, from our internally controlled hiring, to expectations of others acting on our behalf as service contractors.

To that end, Codman Square has:

1. Signed on to the Mass Minority Contractors' Boston Pilot Program that sets forth clear standards for MBE utilization;
2. On our real estate development jobs, worked to enforce and insure contractor adherence to the Boston Resident Jobs Policy;
3. Signed onto the Mass Association of Community Development Corporation Boston Committees' commitment to minimum wage hiring levels (\$15/hour);
4. Developed a clear Minority Business Enterprise (MBE) Policy, fully endorsed and adopted by our Board of Directors and staff;
5. Sought to reflect the racial/ethnic composition of our community in all hiring and contracting decisions under our control.
6. Viewed job equity and job access as a lynchpin of our Anti-Displacement strategy, as housing prices in our neighborhood rise rapidly;
7. With partners, successfully advocated for resources to build the capacity of small businesses, including M/WBEs, to take on increasingly larger jobs;
8. Created a current job search/placement program, in collaboration with the Fairmount CDC Collaborative, designed to generate local jobs and increase the number of local jobs and job placements for community members in Dorchester, Mattapan and Hyde Park;
9. A creed of local and union hiring to the maximum extent possible.

In regard to Codman Square NDC's Whittier Lyndhurst Washington (WLW) affordable housing development, currently under construction, we are pleased this project will provide 44 units of housing that will be affordable to people earning 30%-60% of the area median income. This project, slated to be completed by the end of 2016, will help stabilize people in place.

Fully 1/3 of the WLW development is a union-contracted job, using union labor. We also have over 90% minority labor deployed at two sites. Codman Square NDC has agreements with WLW general contractors (GCs) to monitor compliance of all subcontractors to the labor standards expected. In cases where contractor and subcontractor labor standard questions arise, Codman Square NDC receives weekly worker compliance reports from our GCs and closely monitors those reports to insure compliance.

Any questions related to this statement should be directed to Gail Latimore, Executive Director, Codman Square NDC at 617-825-4224 x132.