



MBR Principles & Priorities

2021-2022 Legislative Session

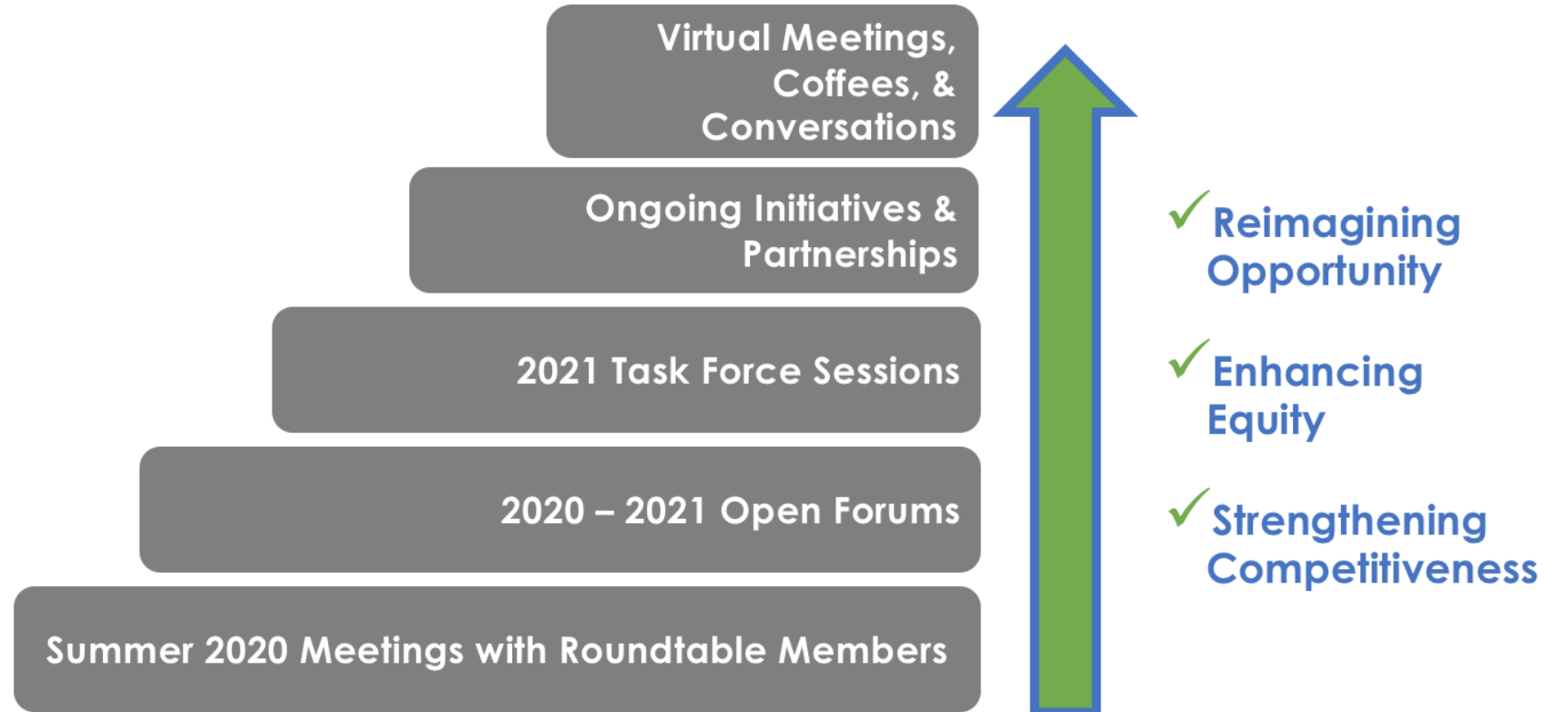


MBR Mission Statement

MBR's mission is to **strengthen the state's economic vitality**. MBR engages with public and private leaders to develop public policy solutions that **enhance Massachusetts' long-term competitive position** and make it a **highly desirable place to do business** within a global economy.

Development of Member Driven Principles & Priorities

BUILDING THE ROUNDTABLE'S POLICY AGENDA



Issue Specific Task Forces

- **Education & Workforce Development** – Chair: Colleen Richards Powell, American Tower
- **Energy & Environment** – Chair: Grace Lee, People’s United Bank
- **Health Care & Life Sciences** – Chair: Mary Anne Heino, Lantheus Medical Imaging
- **Transportation, Housing & Infrastructure** – Chair: Jay Doherty, Cabot, Cabot & Forbes



Cross-Cutting Task Forces: Competitiveness

Competitiveness – Chair: Howard Elias, Dell Technologies

The Roundtable believes that **industry, government and education** play a critical role in establishing the conditions for regional economic growth.

Balancing important **investments** in education, workforce development, transportation, housing and other areas, with **fiscal responsibility**, forms the foundation of the state's competitiveness in the global economy.

The COVID-19 pandemic provides an opportunity for Massachusetts to **re-imagine** our state's competitiveness, **rethink** the implications of public policy, and use the **innovation** it sparked to create a more equitable and competitive Commonwealth.



Cross-Cutting Task Forces: Diversity, Equity & Inclusion

Diversity, Equity & Inclusion – Chair: Karan Dyson, Procter & Gamble

The Roundtable established the Diversity, Equity, and Inclusion (DEI) Task Force to **advocate for selected public policies that work towards racial justice** in the Commonwealth, among other key charter commitments. **DEI is both a social and business imperative**, and therefore, the Roundtable is dedicated to **applying a DEI lens** to policies it proposes and promotes. The Roundtable will also assist its members in implementing best practices within their organizations with respect to recruitment, hiring, advancement, inclusion and belonging, and supplier diversity.

The Task Force took a phased approach, by first building a circle of trust within the team that creates a safe space for vulnerable and authentic conversation, then by developing individual and collective DEI awareness, and finally **creating an action plan to guide our engagement externally and influence the internal operations of the MBR team.**



Cross-Cutting Task Forces: Ad-Hoc Committee on Innovative Business Models

Ad Hoc Committee on Innovation – Chair: Mark Butler, Cigna

The Roundtable's Ad-Hoc Committee on Innovative Business Models was founded around the idea of bringing together Roundtable members to **share ideas, best practices, and solutions to common challenges facing employers** across industry.

- Supporting caregivers in the workplace emerged as a top initiative and, as a result, the Roundtable worked with private and public sector partners to launch the **Massachusetts Caregivers Coalition**. The Coalition will continue to advance its mission under the leadership of the founding members as well as new members
- The Ad-Hoc Committee is now exploring additional common themes around **innovative business models**, all with a lens towards opportunity, equity and competitiveness

**3 Guiding
Principles:
Opportunity
Equity
Competitiveness**

- There is **OPPORTUNITY** for public policy to support a framework that ensures that Massachusetts remains a place where businesses want to be located and people want to live
- Roundtable Principles & Priorities must always be evaluated with a lens towards **EQUITY**
- Roundtable Principles & Priorities must safeguard Massachusetts' **COMPETITIVENESS** and support investments and a fiscal climate that recruits and retains diverse talent within the Commonwealth

Education & Workforce Development – Policy Statement

Meeting the current and future talent needs of employers across the state will require **innovative approaches to education and workforce training**. **Strengthening the state’s childcare and educational systems** are key to unlocking the potential of citizens across the state and cornerstone to building a highly talented workforce of the future. **Building a workforce development system that is aligned to meet both the short- and long-term needs of employers** will enable the state to remain highly competitive in the global economy.

Education & Workforce Development - Principles

- Opportunity: **Increasing access to career and technical education** expands opportunity for youth and young adults by bridging the gap for school-to-career **connecting activities**, leveraging resources from regional **vocational and technical schools**, and advancing **STEM pathways** especially for underrepresented and underserved populations
- Equity: The COVID-19 pandemic further uncovered the **disparities and inequities within the state's childcare and public education systems**, especially in urban and underserved areas across the Commonwealth. It is an economic imperative to understand the root causes of such disparities so the business community can **address and promote equity** in both
- Competitiveness: **Access to diverse talent** and talent pipelines is a driver for Massachusetts' competitiveness. Investing in sector-based job training, workforce training programs, technical education, and post-secondary education will further position employers to access untapped, diverse talent and **align pipeline development with the future of work**



Energy & Environment - Policy Statement

The Massachusetts Business Roundtable supports public policy and regulatory efforts that provide **reliable, sustainable, affordable energy resources** for consumers and businesses enabling the state to **meet the needs of a growing economy, and address climate change** in the most cost-effective way possible.

Energy & Environment- Principles

- Opportunity: **A wholistic, balanced approach** that incorporates innovation (i.e. smart infrastructure, repurposing existing assets) is necessary as we transition towards a cleaner energy future
- Equity: Understand and **support environmental justice initiatives** throughout the Commonwealth
- Competitiveness: Prioritize steps to improve the **competitiveness of the region's energy costs** and use **market-based solutions to address climate change**



Health Care & Life Sciences – Policy Statement

The COVID-19 pandemic has yet again demonstrated how essential the innovation-based **health care and life sciences sectors** are as **economic drivers** in Massachusetts. Roundtable members believe that the Commonwealth must move towards a health care system that ensures **access to quality health care**, increases **equity**, promotes **competition** and invests in the future of the **digital health economy**.

Health Care & Life Sciences - Principles

- Opportunity: **Re-imagine health care and long-term care delivery and innovative solutions** (i.e. telehealth, research & development, supply chains) that creates a health system that is sustainable for hospitals and providers as well as a talent pipeline aligned with industry demand
- Equity: Understand that COVID-19 has highlighted and further exacerbated existing health disparities and work to **ensure greater health access and equity**, incorporating patient viewpoints, across the Commonwealth
- Competitiveness: Acknowledge the impact COVID-19 has had on the behavioral/mental health needs and caregiving needs of employees and their families and work with employers to **provide behavioral/mental health supports**



Transportation, Housing & Infrastructure – Policy Statement

As a result of the COVID-19 pandemic, **people are moving around in different ways.** In order to maximize economic growth and increase talent retention, the Commonwealth must continue to develop transportation and housing policy that **improves the state’s transportation infrastructure and increases affordable housing stock** that reflects the varying needs of **communities across the state** and accounts for the impact of remote work.

A **safe, reliable transportation system** is essential to enable communities across the state to thrive. Transportation policy decisions must be made to **promote economic competitiveness.**

Transportation, Housing & Infrastructure - Principles

- Opportunity: **Reimagine transportation and housing infrastructure** that supports the shifting patterns for living and working in communities across the Commonwealth
- Equity: Advocate for statewide transit and housing policy with an emphasis on **creating solutions for underserved populations**
- Competitiveness: **Prioritize investments** in transportation and housing that are responsive to the changing needs of employers and employees

Consistent Themes Across Task Forces

- Need for talent/workforce
- Access to technology/innovation
- Acceleration of future of work trends due to the COVID-19 pandemic
- Importance of favorable regulatory environment and permitting structures at local, state and federal level
- Concern for the high cost of doing business/living in MA
- Address societal inequities in all sectors, including the disproportionate impact the COVID-19 pandemic has had on women in the workplace
- Ensure equitable access to capital and investments

Industry Specific Policy Priorities

- **Redefine competitiveness** post-pandemic and balance necessary public investments to recruit and retain talent with sensitivity to costs of doing business and cost of living
- Engage in the development of legislation to establish universal, high quality **early childhood education** in the Commonwealth
- Develop strategies to **support the mental health/behavioral health needs** of employees
- Advocate for **statewide transportation and housing strategies** that include support of the Transportation & Climate Initiative and other revenue sources for infrastructure investment
- **Prioritize opportunity pathways** by focusing on closing the digital skills gap and expanding access to school to career connecting activities, technical education and training, post-secondary education
- **Continue support for offshore wind development** as a regional economic development opportunity and essential component of the state's clean energy future
- Continue to be **business community voice for caregivers** in the workplace



Additional Policy Development Through Ongoing Collaborations and Partnerships

Ongoing collaborations:

- Massachusetts Business Coalition for Early Childhood Education
- Massachusetts Caregivers Coalition
- McKinsey Competitiveness Survey
- Massachusetts Business Coalition on Skills
- Workforce Solutions Group
- National Roundtable/State Roundtable Network/Massachusetts Business Association Partners
- Commonwealth Summit

New partnerships in development:

- Black and Latino Legislative Caucus
- Black Economic Council of Massachusetts
- Amplify Latinx
- Conexión
- LGBT Chamber
- Massachusetts Asian American Commission
- CEO Action for Racial Equity

**Examples of
New Policy
Priorities
through
Collaboration
& Partnerships**

- Voting Rights
 - E.g. Election Day holiday, same day voter registration
- Gun Violence Prevention
 - Youth summer jobs program
- Massachusetts Hate Crimes Bill
- Board Diversity
 - Legislation requiring gender, race and ethnic balance on all public boards and commissions
- Digital Divide
 - Closing the digital skills gap