



# NECA Boston Chapter DEI Efforts

presented at the  
Eastern Region Managers Meeting

- **NECA Boston Chapter & IBEW Local 103 Hired full-time DEI Coordinator, working in both the NECA and union offices.**
- **Created Empower DEI Program**  
IBEW Local 103 & NECA Greater Boston Empower DEI Program serves current and aspiring Minority Business Enterprises (MBE) and Woman-Owned Business Enterprises (WBE) electrical contractors in the union construction industry. Led by a diverse board of experts, contractors, union members, and advisors from throughout the industry, the program provides access, mentorship, connections, training, and business growth opportunities to qualified participants.
- **Representation on our Joint Trust Funds**  
Appointed an additional trustee on contractor and union side on all our joint trust funds to represent the underrepresented.
- **Organizing MWBE Contractors as Union Contractors & NECA Contractors**  
IBEW Local 103 has aggressively increased organizing efforts of MWBE contractors.
- **Set Goals for Incoming Joint Apprenticeship Training Center's Classes**  
Each incoming class of JATC first-year apprentices have been more diverse than the year before for the past five years. In 2022, 50% combined - women, minority and Boston Residents.
- **Added MLK Jr. Day as a holiday and Juneteenth as an optional holiday in the Collective Bargaining Agreements**
- **Hosting NECA/IBEW inaugural Diversity, Equity & Inclusion Summit (Winter 2022)**
- **Offer DEI Education Courses Tailored to Our Existing & Aspiring MWBE Contractors**
- **Incorporate DEI Education in our foreman training curriculum & various contractor leadership programs**
- **Engage & support industry and community partnerships**  
Serve on boards and advisory committees such as Boston pre-apprenticeship programs, mentorship programs, Women in construction programs, etc.
- **Chapter Leadership on DEI**  
DEI efforts are discussed as the board of director contractors regularly mentor our MWBE contractors.
- **IBEW Leadership on DEI**  
Our DEI initiatives and efforts are in large part a product of the working relationship we have with our union partners.