COMMUNITY PIPELINE RESULTS— 51% POC IN ENCORE'S GOOD JOBS!

"It really made a difference that someone encouraged me—and told me to apply again and again. I learned from going through the interviewing. Or maybe the second time I got an interviewer who like me more!"

"I only know about these jobs because of an Information Session!"

"When I showed my boss that Encore was saying they were paying $19 an hour—in writing—he raised my pay so I would stay!"

"I didn't hear back. I couldn't get through to Encore. I was giving up, but I had someone to call to ask what to do. I got the help I needed to keep going!"

How did this happen? What did we do?

Back in 2013, we said "if there is going to be a casino, we want there to be good jobs and we want our fair share!" We won job quality standards (average $41,000 and 75% full time) as a condition of the license. **But there was more…**

- Won a requirement of 40% people of color in all departments, management and line, front-of-house and back-of-house.
- Led the state-wide fight to change the law to open thousands of jobs to people with CORIs.
- Won the information and support residents need to decide if these jobs were for them and to apply!
- Reached over 2,000 residents in communities of color at local Information Sessions.
- Demanded and received information—in writing—on what the jobs would pay.
- Won reconsideration of over 50 job applicants who felt they were treated without respect or with bias. So far over 15 applicants were hired in a positive process with Encore.

We would like to thank our partners: Massachusetts Gaming Commission; Encore Boston Harbor; Cities of Boston, Chelsea, Everett, and Somerville; MassHire Metro North; MassHire Boston; and the Hyams Foundation.

For more information: jobsactionnetwork@gmail.com / 617-620-0025

Commitment to Our Future: Statements from Jobs Action Network Leaders

Over the last 7 years, with the help of Action for Equity and the Jobs Action Network, we have been able to create an environment of helping people get good jobs. With all our partners—the City of Everett, Encore, MassHire Metro-North—we built a shared understanding that getting good jobs with benefits is a big issue in our community.

It has taken a lot of steps. From our first fight—backing up an Everett resident Mohammed who worked at the airport and made just $7 an hour, but needed to take a cab every morning because his supervisor scheduled him to start before the MBTA started running—to today, we have done a lot of learning. It is the follow-through that is building trust—people believe in what we are doing together. **– Antonio Amaya, La Comunidad Inc./One Everett**

We have been intentional creating the pipeline for our residents—every step from reaching out to each person through their interview to getting into the new job. I am proud we have worked to build an amazing collaboration in the region—sharing our most successful practices and lessons, advocating for each other and all the residents of the region. We need to keep building this community infrastructure. **–Dinanyili Paulino, Chelsea Collaborative**

We know that Boston residents and in particular our residents of color do not get our fair share of good jobs—in Boston or the region. Even winning a 40% requirement for hiring people of color is not enough. We are standing together to demand that we get our fair share—of all jobs, not just service jobs. **– Marvin Martin, Action for Equity/Boston**

The Jobs Action Network has shown that it is possible for low-income communities to get a fair share when it comes to the job opportunities coming to the Boston region. There are many barriers imposed on our communities of colors, and we are ready to overcome those obstacles, but we must work and organize in our local cities to create or strengthen policies oriented to lower the barriers to employment. **–Rene Mardones, Somerville Community Corporation**

So many people I see in our neighborhoods need a good job and don't have the connection or the encouragement they need. It is more than one step. People have to take lots of steps and stay with the process—right through making the changes they have to make in their lives to hold down a full time job. One thing that makes the Community Pipeline so valuable is that we stay with people the whole way. **–Mary Garcia, New England United for Justice**

The **Jobs Action Network's Community Pipeline** is a campaign of Action for Equity. Members include: Alternatives for Community and the Environment, Asian-American Resource Workshop, Bowdoin Geneva Neighborhood Association, Cape Verdean Association of Boston, Chelsea Collaborative, Codman Square Neighborhood Development Corp., Dorchester-Roxbury Labor Committee, Fairmount Job Referral Network, Greater Four Corners Action Coalition, La Comunidad Inc./One Everett, MassCOSH, Monserrat Aspirers, Inc., New England United for Justice, ROC Boston, and the Somerville Community Corporation.