

What's New in Design Procurement: **Key Updates**

A Presentation to the ACEC Community of Engineers

Resources to assist you in your Design Procurement Work

06.18.2025 ACEC/MA Building Engineering Committee Meeting.



Designer Selection Board
Commonwealth of Massachusetts



Today's Agenda

What is the DSB – a refresher?

What's New this Year in the Designer Application Process?

What is EO630 and the Design Community Working Group?

DSB Mission & Board - MGL Chapter 7C

The DSB is an independent agency under A&F and was established as an autonomous 11-person board to ensure complete compliance with the intent and spirit of Designer Selection Law and related statutes.

- **Ensure that Commonwealth obtains the most qualified designer** for each of its building projects.
- **Maintain public confidence** in designer selections.
- **Provide consistency** in design service procurement methods.
- **Encourage broad-based participation** in public design work.
- **Provide safeguards** to maintain the integrity of the system of procuring design services.



Appointed by the Governor

- Three (3) registered Architects – **one opening**
- Three (3) registered Engineers – **one upcoming opening**
- Two (2) representatives of the Public who are not registered architects, engineers, or licensed contractors – **one opening**

Appointed by the building-related professional societies

- A registered Architect by the American Institute of Architects
- A registered Engineer by ACEC-MA
- A general contractor by the Associated General Contractors

Application Template and Process Changes



- 1 — Sustainability more specifically defined: designing fossil fuel free HVAC, low temperature hot water systems, and low carbon fuel systems including energy efficiency, climate resilience, Passive House principles, Net Zero buildings, and the reduction of embodied carbon.
- 2 — Broadening the pool of applicants: provide additional opportunities for underrepresented firms in new ways and broadening the breadth of firms working on Awarding Agency projects.
- 3 — Veteran 3% Goal are tracked like MWBE goals
- 4 — 3 evaluations and/or references required
- 5 — Updates in the DSN

Updates to the Designer Selection Network

Designer Dashboard



Business Name	User Full Name	Email	System Role
AEOLUS ARCHITECTURE AND DESIGN	Aeolus Foussekis	hazel@formverse.com	Design Community Options



Enroll as New User



Administrative Tools



Public Notice Search



Submit References for Other Firms



Firm Profiles



Download Documents

**View Submitted Applications*



Disclosure Form



Sub Consultant invitation to a project Dashboard



Completed Reviews & Applications



Design Firm informational Brochure



Evaluation Management



My Notifications

Sub Consultants Invitation to Participate



Designer Selection Board

1 Ashburton Place, Room 1018A, 10th Floor, Boston, MA 02108

Project Setup Page for Sub Consultants

www.mass.gov/dsb

Telephone: (617) 727-4046

NAVIGATION BAR								
Instructions	Public Notice Search	Project Summary	Registration & Disclosure	Sub Consultant(s) Setup	Application	Evaluations	References	Submission
i	1	2	3	4 *	5	6	7	8
Please fill up the required fields (*) as the below information will be sent out to your sub consultant(s) for participation request.								
PRIME APPLICANT			PROJECT TITLE			DSB LIST#		
AEOLUS ARCHITECTURE AND DESIGN			Study and Design of Science Lab Renovations and Modernization			25-10		
AWARDING AGENCY			PROJECT APPLICATION NUMBER			USER AGENCY		
U/Mass Amherst			25-10-AEOLUS ARCHITECTURE AND DESIGN			U/Mass Amherst		
CONTACT PERSON		CONTACT EMAIL ADDRESS		CONTACT PHONE		DUE DATE FOR SUB CONSULTANT		
Penelope Foussekis		pfoussekis@autocene.com		(403) 835-8992		4/17/2025		
Please enter the information below and click on send request. Firms will receive a request for participation:						Looking to See the Status of your Subs, click here!		
REQUIRED DISCIPLINES		FIRM NAME		CONTACT EMAIL ADDRESS				
Planner: Laboratory	Prime Firm?	Sub-Consultant?		*	Send request			
Structural Engineer	Prime Firm?	Sub-Consultant?		*	Send request			
Mechanical Engineer (M/P)	Prime Firm?	Sub-Consultant?		*	Send request			
Fire Protection Engineer	Prime Firm?	Sub-Consultant?		*	Send request			
Electrical Engineer	Prime Firm?	Sub-Consultant?		*	Send request			
Planner: Certified Industrial Hygienist	Prime Firm?	Sub-Consultant?		*	Send request			
Specifications Consultant	Prime Firm?	Sub-Consultant?		*	Send request			
Cost Estimator (independent consultant required)	Prime Firm?	Sub-Consultant?		*	Send request			
MA Building Code Consultant	Prime Firm?	Sub-Consultant?		*	Send request			
Environmental Professional	Prime Firm?	Sub-Consultant?		*	Send request			
Add Row		Delete Row						
					<< Back		Continue	

Invitation

From: "noreply.dsb" <noreply.dsb@autocene.com>

Date: May 27, 2025 at 2:40:10 PM EDT

To: searly35205@yahoo.com

Subject: New Project Invitation from DESIGNER SELECTION BOARD for Project Number:DSBA-42



- Don't wait to Act:
 - Check your Junk Folder for Notifications for noreply.dsb or no-reply Designer Selection Board
 - Sub consultants need time to react

Commonwealth of Massachusetts Designer Selection Network Notification

AEOLIS DESIGNER intends to submit an application to provide design services to the Massachusetts Designer Selection Board for the following project:

Project Title: Study and Design for General Building Renovations, Repair and Upgrades

Awarding Agency: Department of Correction

User Agency: Department of Correction

Project Number: DSBA-42

DSB List Number: 25-15

This Invitation can be responded & found in The DSB Portal ([Click Here](#)), within the Project Invitations Dashboard under User Menu.

Thank you.



Designer Dashboard



Business Name	User Full Name	Email	System Role
AEOLUS ARCHITECTURE AND DESIGN	Aeolus Foussekis	hazel@formverse.com	Design Community Options



Enroll as New User



Administrative Tools



Public Notice Search



Submit References for Other Firms



Firm Profiles



Download Documents



Disclosure Form



Sub Consultant invitation to a project Dashboard



Completed Reviews & Applications



Design Firm informational Brochure



Evaluation Management



My Notifications

*View Submitted Applications

Designer Dashboard

Commonwealth of Massachusetts

Designer Selection Network

Administered by the Designer Selection Board

Business Name	User Full Name	Email	System Role
AEOLUS ARCHITECTURE AND DESIGN	Aeolus Foussekis	hazel@formverse.com	Design Community Options



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Disclosure Form



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Evaluation Management



My Notifications

Subconsultant Disclosure

- Who is working on public projects
- Notifications about projects
- Be seen by primes looking for subconsultants



Designer Selection Board

Disclosure Form

[Disclosure Demo Video](#)

Welcome! Below, you can register/update your firm's information.

☐ By checking the box, I affirm that my firm will serve as a Sub-Consultant exclusively.

Firm Type (Check all that apply)

Designer:
☐ Architect
☐ Interior Designer
☐ Owner's Project Manager

☐ Landscape Architect
☐ Construction Manager

☐ Engineer
☐ Programmer

Diversity: **The diversity category requires certification by SDO.**

☐ Woman Owned (WBE)
☐ Service Disabled Veteran Owned (SDVOBE)
☐ LGBT Business Enterprise (LGBTBE)

☐ Minority Owned (MBE)
☐ Disadvantaged Business Enterprise (DBE)
☐ Portuguese Business Enterprise (PBE)

☐ Veteran Owned (VBE)
☐ Disability Owned Business Enterprise (DOBE)
☐ Small Business Purchasing Program (SBPP)

Provided Services

ADD

Click on "ADD" to attach the services that your firm offers.

Disciplines:

Former Name (if any)

Firm Contact Information

Firm Logo

[Click here to attach an image](#)

Recommended picture format is .PNG (.JPGs will upload at reduced quality), logo height will be restricted to 100 pixels. Picture filename CANNOT CONTAIN SPACES.

Name of Business		Website		FEIN	
DSB TEST					
Contact Person	Contact Email Address	Phone	Ext.		
Second Contact Person	Second Contact Email Address	Phone	Ext.		
Main Office Address	City	State	Zip		
Secondary Office Address	City	State	Zip		
# of Employees, Total	# of Employees, Mass.	# Mass. Reg. Architects	# Mass. Reg. Engineers		

Prime Disclosure

- if an **individual**, the individual is a registered architect, landscape architect, or engineer;
- if a **partnership**, a majority of all the partners are persons who are registered architects, landscape architects, or engineers;
- if a **corporation**, sole proprietorship, joint stock company or other entity, the majority of the directors or a majority of the stock ownership **and** the chief executive officer are persons who are registered architects, landscape architects, or engineers, and the person to have the project in his or her charge is registered in the discipline required for the project
- LLC CEO but not President**

Firm Ownership

The disclosure section assists the DSB in verifying that the designer meets certain additional qualification and ownership requirements that are required solely for designers. Once this section has been completed and attested, the firm will be allowed to apply for projects that require their particular firm types. However, the DSB reserves the option to verify the information provided and if any errors or omissions are found it could lead to disqualification of an application by the firm.

****Designer "is an individual, corporation, partnership, sole proprietorship, joint stock company, joint venture, or other entity engaged in the practice of architecture, landscape architecture, or engineering, which satisfies one of the ownership requirements noted below**

For Corporations, to apply for a project as a prime consultant, the CEO must be a registered Designer in MA and either the majority of directors or the majority of the stock ownership must be registered Designers in MA. List all stock ownership of 5% or more. CEO may appear in more than one category.

CORPORATION ✓ CEO meets ✗ Stock Ownership meets ✗ Directors meet ✗ Is eligible to apply as prime

CHIEF EXECUTIVE OFFICER

Name	Title	Address	License Type	License #	Status	State
Penny Foussekis	CEO	112 Derry Street SW	Architect	124560	Current	Massachusetts
					Current	Massachusetts

STOCK OWNERSHIP

Name	Title	Address	Ownership %	License Type	License #	Status	State
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DIRECTORS

Name	Title	Address	License Type	License #	Status	State
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Firm Experience

List all current projects of any type and all projects for all MA public agencies in the last 5 years.

Show Filters

Role	Project Name & Location	Project Description	Principal-In-Charge (PIC)	Estimated Construction Cost (ECC)	Completion Date (est.)	Owner's Contact Info	Facility Type	Status	Type
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☒ I Certify that all information hereby provided is submitted under the penalties of perjury and that the undersigned is an Authorized Signatory of the Firm.

pfoussekis@autocene.com

Penelope

1/30/2025

Email

Printed Name and Title

Date

Designer Dashboard



Business Name	User Full Name	Email	System Role
AEOLUS ARCHITECTURE AND DESIGN	Aeolus Foussekis	hazel@formverse.com	Design Community Options



Enroll as New User



Administrative Tools



Public Notice Search



Submit References for Other Firms



Firm Profiles



Download Documents

*View Submitted Applications



Disclosure Form



Sub Consultant invitation to a project Dashboard



Completed Reviews & Applications



Design Firm informational Brochure



Evaluation Management



My Notifications





Designer Selection Board

Commonwealth of Massachusetts

Project Invitations

Dashboard

AEOLUS ARCHITECTURE AND DESIGN

FILTERS

 Clear Filters  Hide Filters

Invitations Received

Invitations Sent

Status	DSB List #	Project #	Awarding Agency	User Agency
ALL				

Date	Status	Prime Firm	DSB List #	Project #	Required Discipline	User Agency
4/10/2025	View Invitation	AEOLUS ARCHITECTURE AND DESIGN	25-06	DSBA-35	Fire Protection Engineer	Westfield State University
12/26/2023	Rejected	DESIGN BUILD BOSTON	23-20	DSBA-12	Civil Engineer	Mount Wachusett Community College

Prime Invites to Sub Consultants



Designer Selection Board Commonwealth of Massachusetts

Project Invitations Dashboard

AEOLUS ARCHITECTURE AND DESIGN

FILTERS



Clear Filters



Hide Filters

Invitations Received

Invitations Sent

Status	DSB List #	Project #	Awarding Agency	User Agency
ALL				

Date	Status	Sub Consultant Firm	DSB List #	Project #	Required Discipline	User Agency
5/19/2025	Pending	* ENTER NEW FIRM	25-15	DSBA-42	Civil Engineer	Department of Correction
5/8/2025	Pending	DESIGNER SELECTION BOARD	25-13	DSBA-40	Architect	U/Mass Amherst
4/10/2025	Pending	AEOLUS ARCHITECTURE AND DESIGN	25-06	DSBA-35	Fire Protection Engineer	Westfield State University
9/11/2024	Pending	* ENTER NEW FIRM		205323	Architecture	New Bedford Housing Authority
9/6/2024	Pending	* ENTER NEW FIRM	24-16	DSBA-26	Structural Engineer	U/Mass Lowell
8/22/2024	Pending	* ENTER NEW FIRM	24-15	DSBA-24	Electrical Engineer	Massachusetts Emergency Management Agency
8/20/2024	Pending	PENNY	24-15	DSBA-24	Electrical Engineer	Massachusetts Emergency Management Agency
1/19/2024	Accepted	C. A. CROWLEY ENGINEERING, INC.		315213	Plumbing	Waltham Housing Authority
12/27/2023	Pending	Autocene, inc.	23-20	DSBA-12	Civil Engineer	Mount Wachusett Community College
12/27/2023	Pending	AUTOCENE, INC.	23-20	DSBA-12	Civil Engineer	Mount Wachusett Community College
2/28/2023	Rejected	AUTOCENE, INC.	23-02	DSBA-01	Civil Engineer	Bunker Hill Community



Accepting the Invitation

	Designer Selection Board 1 Ashburton Place, Room 1018A, 10th Floor, Boston, MA 02108	Notice to Participate www.mass.gov/dsb
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Dear AEOLUS ARCHITECTURE AND DESIGN,

AEOLUS ARCHITECTURE AND DESIGN intends to submit an application to provide design services to the Massachusetts Designer Selection Board for the following project:

Project Title: Study and Design for General Building Renovations, Repair and Upgrades
Awarding Agency: Westfield State University
User Agency: Westfield State University
DSB List #: 25-06
Project Number:

We would like to include your firm in the role of: Fire Protection Engineer

Please indicate acceptance or rejection of this invitation using the button below.

For additional questions or to discuss further, please contact me at pfoussekis@autocene.com.

Thank you in advance for your consideration.

Penelope Foussekis
(403) 835-8992

Available Actions

Proceed to Accept

Reject

Back to Dashboard

Submitting the Project Manager and Certification Status



Designer Selection Board

1 Ashburton Place, Room 1018A, 10th Floor, Boston, MA 02108

Notice to Participate

www.mass.gov/dsb

Please provide us with the below information as a part of your acceptance and Submit.

PRIME FIRM:	DESIGNER SELECTION BOARD
Project Title:	Study and Design for General Building Renovations, Repair and Upgrades
DSB List #:	25-15
Req. Discipline:	Landscape Architect
Project Number:	
Awarding Agency:	Department of Correction
User Agency:	Department of Correction
SUB FIRM:	SIMONE
Team Lead:	
Mass. Reg. #:	
SDO (Check all that apply):	☐ WBE ☐ MBE ☐ VBE ☐ SDVOBE ☐ N/A
Comments (if any):	

Available Actions

Accept & Submit

Go Back

Back to Dashboard

Prime Evaluation/Reference Requirement



Designer Selection Board
1 Ashburton Place, Room 1018A, 10th Floor, Boston, MA 02108
www.mass.gov/dsb Telephone: (617) 727-4046

Submission

NAVIGATION BAR

Instructions	Public Notice Search	Project Summary	Registration & Disclosure	Sub Consultant(s) Setup	Application	Evaluations	References	Submission
i	1	2	3	4	5	6	7	8

EVALUATIONS ADDED: 0

REFERENCES ADDED: 0

This application now includes a minimum of 3 evaluations or references.

[Reasons For Rejection of Applicants | Mass.gov](#)

PLEASE MAKE A SELECTION BELOW (MANDATORY) AND CLICK ON SUBMIT.

☒ FINAL SUBMISSION TO DESIGNER SELECTION BOARD

☐ CREATE PDF FOR REVIEW

<< Back

PENDING: BELOW SUB-CONSULTANT PROJECT ACCEPTANCE IS MISSING.

has not yet accepted to participate as a **MA Building Code Consultant** in the project. Please follow up with the consultant and ask to accept the project acceptance invitation, for you to submit your proposal. *

*Please click on option 5 in the navigation bar to navigate to Application view and then click on 'Load Subs Response' to retrieve updated acceptance.

PENDING: BELOW SUB-CONSULTANT PROJECT ACCEPTANCE IS MISSING.

has not yet accepted to participate as a **Environmental Professional** in the project. Please follow up with the consultant and ask to accept the project acceptance invitation, for you to submit your proposal. *

*Please click on option 5 in the navigation bar to navigate to Application view and then click on 'Load Subs Response' to retrieve updated acceptance.

PLEASE MAKE A SELECTION BELOW (MANDATORY) AND CLICK ON SUBMIT.

☒ FINAL SUBMISSION TO DESIGNER SELECTION BOARD

☐ CREATE PDF FOR REVIEW

<< Back



Designer Dashboard



Business Name	User Full Name	Email	System Role
AEOLUS ARCHITECTURE AND DESIGN	Aeolus Foussekis	hazel@formverse.com	Design Community Options



Enroll as New User



Administrative Tools



Public Notice Search



Submit References for Other Firms



Firm Profiles



Download Documents



Disclosure Form



Sub Consultant invitation to a project Dashboard



Completed Reviews & Applications



Design Firm informational Brochure



Evaluation Management



My Notifications

Designer Evaluation Tracker

Here, you can view your submitted evaluations, manage pending ones, and start new evaluations as needed. *

2 action(s) is waiting for you.

[Evaluation Detail List](#)

[Evaluation Pending Actions](#)

[New Evaluation](#)

[Search Evaluation](#)

[Generate Excel](#)

Project # / Task #	OPM/PM Info.	Supervisor Info.	Design Firm PM Info.	Contact Person	Status	Evaluation
094085	Janet E. Falone janet@fairhavenhousing.org	DHCD Coordinator dhcdesignerselectioncoordinator@mass.gov	Jeremy Bitner JBitner@rgb.net	Doreen Bennett dbennett@rgb.net	Completed 07/25/2024	Construction

Firm Name

RGB ARCHITECTS

Workflow Information

Submitted Date 7/24/2024

☆ VIEW DETAILS

Public Notice Name

Roof Green Meadows I

DPH2251-FT00	Bartley J. Larkin bartley.j.larkin@mass.gov	Ebell Vasquez ebell.vasquez@mass.gov	John Racine jracine@rgb.net	Doreen Bennett dbennett@rgb.net	Pending	Construction
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Firm Name

RGB ARCHITECTS

Workflow Information

Submitted Date 7/22/2024

Evaluation has been sent to the Supervisor - Waiting for Response

☆ VIEW DETAILS

Public Notice Name

#2 Fuel Upgrade Boiler Plant

- Agency are required to complete an evaluation for primes but not references

- See your evaluations in process

Designer Evaluation Tracker



Designer Selection Board

Evaluation - Supervisor **Approved**

DESIGN FIRM	PROJECT NUMBER	TYPE OF EVALUATION	EVALUATOR
		Preliminary Study	

This evaluation has been marked as "Preliminary Study," which means it will not be publicly posted and cannot be included in an application. Would you like to update the status?

No

Comments

Project Manager's Supervisor Name	Project Manager's Supervisor Email	Approval Date
Penelope	pfoussekis@autocence.com	2025-06-17

**Please note that saving as a draft is not allowed for this step.*

- Agency are required to complete an evaluation for primes but not references
- See your evaluations in process

What were the Results of EO630 and the Design Community Working Group?

Executive Order 630 and the Design Community Working Group



Access & Opportunity

EO 630 Recommendations for Contractors and Designers

- Released a report on September 30, 2024, with recommendations which primarily supported contractors.
- Recommended a Design Community Working Group
- Possible legislative changes raising thresholds for contractors



Design Community Working Group

27 Agencies and Professional Organizations

- Released a report on April 25, 2025
- 4 main topic areas specifically targeting only Designers

Design Community Working Group

1 Designer Procurement, Advertising, & the Application Process

Standardizing the process

Right sizing house doctor projects to set expectations

Office Hours and Training

3 Programs for Action

A mentor-protégé program to guide and support emerging firms who may have limited project readiness, or struggle with capital and administrative capacity.

Pilot/targeted process for small prime firms that may have limited administrative or financial capacity but have project readiness.

2 Navigating the Project After Contract Award

Model Contracts for Subconsultants

Partnering Guidelines

Payment redistribution for early payments on completed sub consultant work

4 Training, Capacity Building, Networking, and Public and Private Stakeholder

Collaborations between agencies and professional organizations on networking events

Training Stakeholders on procurement models that prioritize broadening the use of small, emerging and underrepresented firms

Networking



Next Event in September for Public Building Construction



Capacity Building MassDevelopment

OFFERED BY Executive Office for Administration and Finance

For Designers Applying for Projects

Architects and Engineers are advised to click on the links below to access available Designer Selection Board (DSB) listings:



The Designer Selection Board (DSB) acts as the central administrative authority for the selection of firms to provide "design services" for State building projects throughout the Commonwealth of Massachusetts.

Other Resources

For Small and Emerging Firms
- Economic Development
Resources →

What would you like to do?

Top tasks

[DSB Project Listing →](#)

[How to Apply for State Funded
Projects Through the DSB →](#)

[DSB Online Registration
Designer Selection Network
\(DSN\) →](#)

What you need to know

[Eligibility Requirements For
Applicants →](#)

[General Instructions For Filing
Applications →](#)

[Reasons For Rejections of
Applicants →](#)

[DSB Annual Report and
Exempt Agency Semi-Annual
Reports →](#)

Other Resources

[For Small and Emerging Firms
- Economic Development
Resources →](#)

[Supplier Diversity Office for
Designer Certification →](#)

[Conflict of Interest Training for
Consultant Teams on Public
Projects →](#)

Bonds

Upgrade manufacturing facilities and equipment.

[Learn more](#)

Loans & Guarantees

Facility and equipment purchases, renovation, construction, and more.

[Learn more](#)

PACE Massachusetts

Making clean energy upgrades affordable.

[Learn more](#)

Brownfields Redevelopment Fund

Environmental site assessment and clean-up.

[Learn more](#)

Emerging Technology Fund

Designed to help growing technology companies.

[Learn more](#)

Export Financing

Bring your products and services to international markets.

[Learn more](#)

State Small Business Credit Initiative

Flexible capital for small businesses and manufacturers.

[Learn more](#)

Massachusetts Manufacturing Energy Collaborative

Provides savings on your electricity and natural gas energy costs.

[Learn more](#)

Grant Programs

Access to alternative funding, resources, and individualized services tailored to small businesses.

[Learn more](#)

Business Development & Technical Assistance

Artmorpheus	Boston	617-456-1131	Fosters inclusive creative communities, economic development and innovation by providing under-represented artists and creative entrepreneurs with resources that help them take their ideas and enterprises to the next level.
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CommonWealth Kitchen	Boston	617-626-5353	A food-business incubator with a mission to transform the local food economy by strengthening capacity, creating connections and unleashing the collective power of diverse entrepreneurs to start and grow successful food businesses.
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Community Economic Development Center	Southeastern Mass.	508-979-4684	Mission is to create a more just local economy by building bridges to resources, networks and cooperative action for new immigrants and working families to find their way to economic opportunity.
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Community Teamwork	Lowell	978-459-0551	Mission is to mobilize resources for low-income people, providing opportunities for them to achieve stability and self-sufficiency and have an active voice and
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Capacity Building MassDevelopment



Driving economic and entrepreneurial growth in Massachusetts since 1980

Request for Advising

Successful entrepreneurs continually seek ways to improve the management and operation of their business, often seeking outside advice to help with particular challenges. Studies consistently show that Massachusetts citizens receive a strong return on their investment by utilizing the services of the Massachusetts Small Business Development Center. Our clients outperform other businesses in the state in average sales and job growth.

The Massachusetts SBDC is committed to helping your business succeed in Massachusetts. We provide no-cost, confidential business advising, technical assistance, and training programs to prospective and existing small businesses throughout the Commonwealth. The Massachusetts SBDC fosters the start, growth and sustainability of small business by providing high-quality, in-depth advising, training and capital access.

Areas of assistance for small, for-profit businesses include, but are not limited to: business plan development, preventure feasibility, cash flow analysis, personnel and organizational issues, conventional and non-conventional financing, marketing, international trade, SBIR and government procurement.



The Diversity Focus Statement and Workforce Development



GUIDES FOR EQUITABLE PRACTICE

GUIDE 1 • INTERCULTURAL COMPETENCE

Our workplace improves intercultural competence when...

We more easily recruit and retain employees when...

We more easily advance architecture careers equitably when...

GUIDE 2 • WORKPLACE CULTURE

We have a strong and healthy workplace culture when...

CLARITY

the workplace culture is deliberately shaped

100% of people in the organization can describe its culture

clients are aware of and can connect with the firm's values

firm leaders understand and are intentional about where they are able to lead and advocate effectively and where they are still learning

the time required for collaborative, inclusive practices is made a priority when setting workloads and schedules

Negotiation capability and outcomes improve when...

We are successful in community engagement when...

CONNECTION

TRUST

GUIDE 3 • COMPENSATION

Compensation becomes more equitable when...

Mentorship and sponsorship are equitable and inclusive when...

Measurement is more effective when...

KNOWLEDGE

firms and the profession at large know the baseline state of DEI

firm leaders are open-minded about metrics, even if the findings contradict their perceptions

Questions before Key Takeaways?

Key Take Aways

1

The Designer Selection Network

- Register in the Designer Selection Network to:
- Receive update and training notifications, and to
- Participate on public projects

[Login - Designer Selection Network](#)

2

Design Community Working Group

- Always more to do
- Many items are underway but will take time.
- Reach out with comments:

Contact Simone Early
Simone.A.Early@mass.gov

3

Designer Selection Board Resource

- Design procurement info:
- Requirements for Designer Selection
- Technical Assistance
- Comprehension Assistance

DSB Contact for questions on Process/DSN assistance:
Infodsb@mass.gov

If you have questions about Designer Selection, please contact the DSB Infodsb@mass.gov