



# 2024

## ANNUAL REPORT



TAKING AIM AT THE COMMONWEALTH'S COMPETITIVENESS

# MISSION

## MAKING MASSACHUSETTS MORE COMPETITIVE

The Massachusetts Business Roundtable is a public policy organization comprised of Chief Executive Officers and Senior Executives from some of the state's largest employers. Roundtable members employ more than 300,000 people in the Commonwealth.

The Roundtable's mission is to make Massachusetts the most desirable place to live, work, and do business by engaging private sector executives and public leaders to ensure access to a robust, diverse, and talented workforce that enhances the Commonwealth's competitiveness in a global economy.



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# MESSAGE FROM THE CHAIR



**Lisa Murray**

*Massachusetts President, Citizens  
Chair, Massachusetts Business Roundtable*

On behalf of the Massachusetts Business Roundtable, I would like to thank our members, public leaders, and partners for all that we accomplished in 2024. With the Commonwealth facing significant and pressing challenges, we are fortunate to have the private sector collaborating with government in a shared pursuit of making Massachusetts a highly-desirable place to live, work, and do business.

Throughout 2024, the Roundtable focused on competitiveness and addressing the biggest challenges facing the state, namely: cost of living; cost of doing business; and the outmigration of talent. Through meetings with members, surveys, commissions, and more, the Roundtable worked collaboratively to ensure the business voice was front and center in policy conversations. This resulted in the passage of significant legislation in 2024, all of which will have a direct impact on the state and improve its short- and long-term economic competitiveness. While much work remains, I am inspired by our Commonwealth's business community and what we can accomplish collectively.

At the same time, we provided impactful opportunities for Roundtable members to engage with public leaders and each other to build networks, strengthen relationships, and make business connections, a key element of our value proposition. We look forward to more of that in the year ahead, using the Roundtable platform in ways that promote members and encourage business development.

I am excited for 2025, a year that will mark the Roundtable's 45th anniversary! This presents an opportunity to reflect on all we have accomplished while recommitting to our strategic goals and mission to strengthen the state's economic vitality. Thank you to the members, past and present, who have helped shape and grow the Roundtable into what it is today. We look forward to forging new collaborations and elevating new solutions to improve the state's competitiveness in 2025!

Sincerely,

A handwritten signature in black ink that reads "Lisa Murray". The signature is written in a cursive, flowing style.

# EXECUTIVE BOARD

## CHAIR



**Lisa Murray**  
Massachusetts  
President  
Citizens

## VICE CHAIR



**Dr. Robert Johnson**  
President  
Western  
New England  
University

## VICE CHAIR



**Cathy Minehan**  
Managing Partner  
Arlington  
Advisory Partners

## VICE CHAIR



**Joe Preston**  
President & CEO  
New Balance

## TREASURER



**Katherine Craven**  
Chief Administrative  
& Financial Officer  
Babson College

## SECRETARY



**John Bissell**  
President & CEO  
Greylock Federal  
Credit Union

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Senior Vice President  
& Chief Diversity,  
Equity and Inclusion  
Officer  
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**Jane Steinmetz**  
Atlantic Growth  
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and Boston Office  
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Ernst & Young LLP



**Robert Rivers**  
Executive Chairman  
and Chair of the  
Board of Directors  
Eastern Bank



**Joseph Campanelli**  
President & CEO  
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# 2024 YEAR IN REVIEW

In 2024, the Roundtable focused on member-driven priorities around workforce, early education, economic development, housing, taxes, and more. Our voice brought the business community's perspectives, ideas, and solutions to important policy conversations with the legislature, administration, and other stakeholders.




- MBR hosts **new member lunch**
- MBR Team Celebrates Black History Month



- MBR co-hosts a convening on **climatetech** with **Deloitte** and **MassCEC**
- MBR co-hosts **Massachusetts Corporate Clean Energy and Sustainability Forum**

- MBR authors op-ed "**Bet on Massachusetts**" in BBJ
- **JD Chesloff** and **MBR** receive **Community Champion Award**



JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE
<ul style="list-style-type: none"> <li>● <b>Community College Commission</b>, on which MBR served, releases <b>report</b></li> <li>● <b>MBR and MTF</b> release <b>MSI report</b> at the State House</li> </ul> 		<ul style="list-style-type: none"> <li>● <b>Governor Healey</b> attends <b>MBR's March Board Meeting</b> at TD Garden</li> <li>● Leadership circle event with <b>Secretary Hao</b> to preview <b>Mass Leads Act</b></li> </ul> 			<ul style="list-style-type: none"> <li>● <b>MBR</b> visits <b>DC</b> for a meeting with <b>state business roundtables</b> and the <b>national Business Roundtable</b></li> </ul> 

- FY25 Budget signed into law, which includes **MBR proposal on child care**
- MBR kicks off the **summer one-on-one meetings with members**, including a Berkshire day



JULY

- MBR co-hosts dinner with **Bentley** to discuss Business in Society report
- **Secretary Augustus** attends **MBR Annual Meeting** hosted by **New Balance**



SEPTEMBER

- MBR joins partners for signing of a **climate and energy bill** featuring **citing and permitting reforms supported by MBR**
- MBR co-hosts member lunch with **UMass President Meehan and Chancellors** to discuss building talent pipelines with UMass



NOVEMBER

- **Largest housing bond bill** in the state's history, also a **top MBR priority**, is signed into law



AUGUST

- MBR co-hosts a **MassSkills convening**, featuring over 100 attendees
- MBR co-hosts an event with **Conexión** as part of a series of events leading up to the November election



OCTOBER

- **MBR, Eastern Bank, and Collette Phillips** host dinner on DEI
- MBR joins elected officials for the signing of the **Mass Leads Act**, a **MBR priority**



DECEMBER

# CONVENE AND CONNECT

In 2024, the Roundtable brought together members for business development, relationship building, and sharing best practices—key elements of the Roundtable’s value proposition. Throughout the year, the Roundtable hosted **four Board Meetings**, including the **Annual Meeting**; **four Executive Committee Meetings**; and **nine Open Forums**. Partnering with member organizations, the Roundtable also hosted five small **group gatherings**. Collectively, these forums provided an opportunity to discuss key issues impacting employers and foster deeper member connections.

From June to September, Roundtable staff also participated in nearly **70 one-on-one summer meetings with members**. These annual meetings serve as an opportunity to engage directly with members; learn more about their business and industry; and get insights concerning the economy.



## Board Meetings

At the **March** Board of Directors Meeting, hosted by member **Charlie Jacobs of Delaware North and the Boston Bruins**, we welcomed **Governor Maura Healey and Secretary of Labor and Workforce Development, Lauren Jones**, at the Legends space at TD Garden. At the meeting, Governor Healey’s remarks highlighted shared competitiveness priorities such as housing, workforce, economic development, and childcare. The Governor also announced the launch of MassSkills, a new public-private partnership to promote skills-based hiring.

At the **June** Board of Directors Meeting, **Jon Donenberg of the National Economic Council** joined members for a discussion on federal economic and policy issues impacting the country and state’s competitiveness. We were also joined by member **Lucy Perez of McKinsey & Co.**, who presented and discussed the results of the Roundtable’s 4th annual Talent & Competitiveness Survey.

At the **December** Board of Directors Meeting, members had the opportunity to hear from **Rich Davey of Massport**. Rich spoke about Massport and the impact it has on the state’s economic activities; addressing greenhouse gas emissions; housing; and more. There was also an engaging discussion on the Roundtable’s Talent Agenda and a post-election state competitiveness conversation.





## Small Group Gatherings

Partnering with member organizations, the Roundtable continued to hold small group gatherings in 2024, offering members the opportunity to network and build connections. **KPMG** hosted a dinner around AI Value Creation; **Bentley** hosted a dinner to discuss its recently released Business in Society Report; **Deloitte** hosted an event with MassCEC to discuss the talent needs of the climatetech industry; **UMass** hosted a lunch on developing talent pipelines with the UMass system; **McKinsey & Co.** hosted convenings of chief sustainability officers; and **Eastern Bank** hosted a dinner on the evolving landscape of diversity, equity, and inclusion efforts in the workplace. These small group gatherings provide a unique setting to take the pulse of industry leaders, who have cross-sector and statewide perspectives, on a variety of issues impacting Massachusetts businesses.



“As a new business leader in Massachusetts, the Roundtable helps to keep me informed on the challenges and opportunities facing the Commonwealth. I enjoy collaborating with other Roundtable members as we work to drive positive change in our state.”



**REBECCA CHASEN**  
New England Managing Partner, Deloitte



## Annual Meeting

The Roundtable convened its **45th Annual Meeting**, hosted by member **Joe Preston of New Balance** in **September**. At the meeting, we were joined by **Secretary of Housing and Livable Communities, Ed Augustus**. In his remarks, Secretary Augustus shared how the recently passed Affordable Homes Act can help to address the housing crisis in Massachusetts. Member discussions addressed the role of local communities in meeting the state’s housing goals and how businesses can be better engaged.



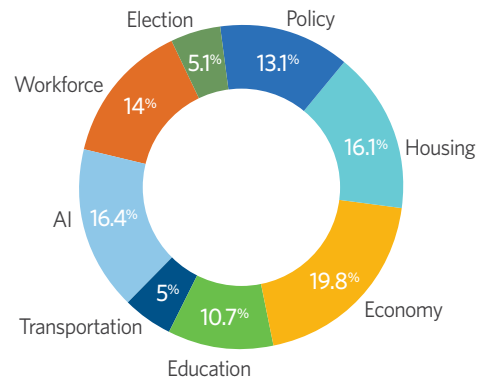
# Summer Meetings

From June to September, Roundtable staff participated in nearly **70 one-on-one summer meetings with members**. These annual meetings serve as an opportunity to engage directly with members; learn more about their business and industry; and get insights concerning the economy. In addition, this year we included a new **pulse poll** with Seven Letter aimed to shed further insights and key takeaways on the challenges and opportunities facing Massachusetts businesses.

Top-of-mind issues for members this summer included:

- Impact of Political and Economic Uncertainty: "Uncertainty is driving hesitancy."
- Workforce, Housing, and Transportation Linkage: "People will move to wherever they can find housing."
- Caution Flags on State Competitiveness Environment: "Talent is available anywhere."
- Evolving Applications of AI in the Workplace: "AI is a leadership function."
- And a Few Others...
  - Regional perspectives
  - Clean energy transition
  - Nonprofits threatened

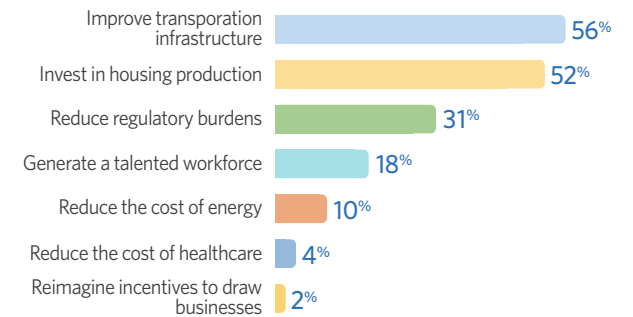
Topics discussed in meetings



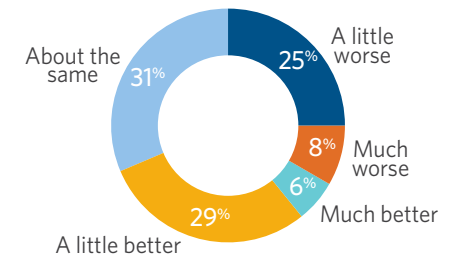
## HIGHLIGHTS FROM THE PULSE POLL

- Roundtable members have split opinions on the state of business in Massachusetts.
- The state's biggest advantages: Talent, Stability, Quality of Life, and Innovation.
- The state's biggest challenges: High Costs, Housing, Transportation, and Taxes.
- The most important policies the state could undertake to make Massachusetts more competitive: Transportation and Housing improvements.

### What is the most important policy to make Massachusetts more competitive?



### How do you think Massachusetts compares to other states as a place to do business?



"We appreciate the Roundtable's support of our industry and their collaborative efforts to keep the Commonwealth competitive for existing businesses while working to realize the economic growth potential of Massachusetts' promising new industries like offshore wind."



ALICIA BARTON  
CEO, Vineyard Offshore

# Open Forums

Throughout 2024, the Roundtable hosted engaging Open Forums that served as an opportunity for members to connect with each other as well as with state policymakers. Discussions also served as an avenue for members to discuss key competitiveness issues.

- **JANUARY:** Leaders from the Health Equity Compact joined Roundtable members for a discussion about efforts to advance health equity in the Commonwealth.
- **FEBRUARY:** The Chair of the Board of Elementary and Secondary Education, Katherine Craven, and Vice Chair, Matt Hills, presented data and discussed the MCAS ballot question.
- **APRIL:** Member Lucy Perez of McKinsey & Co. led a discussion aimed at gaining insights for the 2024 Massachusetts Talent and Competitiveness Survey.
- **MAY:** Senator Mike Rodrigues, Chair of the Senate Committee on Ways and Means, joined members to discuss the FY25 Senate budget and Senate policy priorities for the remainder of the 2023-2024 legislative session.
- **JUNE:** The Roundtable collaborated with the Associated Industries of Massachusetts, the Executive Office of Labor and Workforce Development, and the Massachusetts Caregivers Coalition to host a conversation centered around supporting caregivers in the workplace.
- **SEPTEMBER:** The Roundtable partnered with Conexión to discuss voter participation trends and key issues that were worth watching ahead of the 2024

9 Open Forum Events  
**FEATURING**  
18+ Thought leaders on  
engaging and timely  
topics

240+ Attendees in 2024



state and federal elections. David Paleologos, Director of the Suffolk University Political Research Center, led the discussion.

- **OCTOBER:** Evan Horowitz, Executive Director of the Center for State Policy Analysis (cSPA) at the Tisch College at Tufts University, joined members for a conversation about key insights on the five ballot initiatives that were slated to be on the November ballot in Massachusetts.
- **NOVEMBER:** Members Jay Gonzalez of Curry College and Jane Steinmetz of EY, led an engaging discussion about how neurodiverse talent, an untapped talent pool, can be better supported to contribute meaningfully to the state’s workforce.
- **DECEMBER:** Member Bryan Stevens of Schneider Electric and his colleagues, led a discussion on best practices relative to Employee Resource Networks (ERN), Employee Resource Groups (ERG), and ideas for providing a richer experience for employees.



“The Roundtable is instrumental in raising issues of importance to the broader business community. When challenges are identified, they proactively bring leaders with diverse perspectives together to collaboratively work through them and create solutions. I appreciate the statewide lens they bring to policy conversations and enjoy learning from business leaders from different industries and regions across the state.”

**DAVID MCCREADY**  
President & CEO, Southcoast Health

# PUBLIC POLICY AND ADVOCACY

In 2024, the Roundtable elevated a key value proposition of membership, **public policy**, by working to advance and implement **member-driven priorities** around early education, economic development, housing, taxes, and more.

In this work, we began by **soliciting input** through a variety of member engagement opportunities. Then, we brought the **input to policy forums, commissions, and meetings with public leaders and stakeholders**.

Together, this resulted in **impact**—with the passage of significant pieces of legislation. Through this work, in the short- and long-term, we aim to strengthen the state's competitiveness and increase its economic vitality.

While Massachusetts continues to face challenges, in 2024, the Roundtable helped to ensure the passage of bold and comprehensive legislation on issues such as **climate, early childhood education, economic development, higher education, and housing**. For each of these bills, the Roundtable, along with other business leaders, worked side-by-side with policymakers and other stakeholders on transformative solutions aimed to address challenges, and over time, make Massachusetts more competitive.



## CLIMATE AND ENERGY

*An Act promoting a clean energy grid, advancing equity, and protecting ratepayers* was signed into law by Governor Healey in November 2024. This was a priority bill for the Roundtable in the 2023–2024 legislative session as it included significant reforms to the siting and permitting process with a goal of speeding up clean energy projects throughout the state. In 2024, the Roundtable, along with many Roundtable members, served on the Commission on Energy Infrastructure Siting and Permitting, the commission that developed the siting and permitting reforms that were ultimately included in the final law.

“This transformative climate legislation supercharges the state’s clean energy agenda and includes major reforms to the energy siting and permitting procedures. It is one of those rare public policy wins that has multiple benefits, impacting the economy, our environment, and unlocking workforce development and economic development opportunities across the Commonwealth. The Roundtable is pleased to be part of a coalition of stakeholders supporting this bill and to have served on the Siting and Permitting Commission, and expresses our thanks and congratulations to the Healey-Driscoll Administration and Legislature for their leadership.”

## ECONOMIC DEVELOPMENT

Throughout 2024, the Roundtable advocated for the passage of ***An Act relative to strengthening Massachusetts' economic leadership***, the Mass Leads Act. With nearly \$4 billion in capital expenditures, this legislation will support massive investments in new and existing industries that are, and will, form the foundation of the state's economy for decades, such as life sciences, climatetech, artificial intelligence, and quantum, along with Main Streets, small businesses, and rural communities. The Mass Leads Act was a product of the **Economic Development Planning Council**, a council that Roundtable served on. In this role, the Roundtable brought member-driven priorities to the council, ensuring the business voice, perspectives, and priorities were included in the final law, which will impact the Commonwealth for decades to come.

## EARLY EDUCATION

The Roundtable partnered with the Massachusetts Business Coalition for Early Childhood Education to file and get passed into law, ***An Act to encourage employer supported childcare***. This new initiative is an innovative public-private partnership designed to promote employer-supported childcare. Working closely with legislative leaders and the administration, the Roundtable ensured passage of this bill in the FY25 budget and has continued to collaborate to ensure the future success of this innovative public-private partnership.



“With the incredible advancements in AI and evolving workforce trends, this is a transformational time for businesses. The Roundtable offers a vital platform to share best practices, connect with peers, and discuss state policies that will shape the future of our companies.”

**KELLIE CRANTZ**  
Senior Vice President,  
Human Resources,  
Dell Technologies



## HOUSING

In 2024, *An Act relative to the affordable homes act* was signed into law. It was the largest housing bond bill in the state's history, authorizing nearly \$5.2 billion to support the production, preservation, and rehabilitation of more than 65,000 homes statewide over the next five years. It also includes nearly 50 policy initiatives to increase housing production, including Roundtable priorities such as accessory dwelling units and a seasonal community designation. The Affordable Homes Act Steering Committee, which the Roundtable served on, helped to develop and advocate for the final housing legislation. Housing, and particularly this bill, emerged as a top issue for Roundtable members in 2024 due to its growing impact on employers' ability to attract and retain talent.

“Accessible, affordable, high-quality child care is essential to a thriving economy, providing a necessary support for parents—mostly women—to actively participate in the workforce. For a state experiencing a talent crunch, it also provides employers with access to people who have otherwise been disconnected from the workforce by high costs and the inability to find quality care for their children.”

## HIGHER EDUCATION

This past year, Massachusetts instituted free community college for all, **MassEducate**, building off the prior year's passage of free community college for those 25 and older, **MassReconnect**. The Roundtable served on the Free Community College Advisory Committee, whose recommendations informed the final passage of MassReconnect and MassEducate. Better connections between industry and all two- and four-year colleges throughout the state will continue to be a priority as the Roundtable works to ensure employers have the diverse talent they need to grow and thrive.

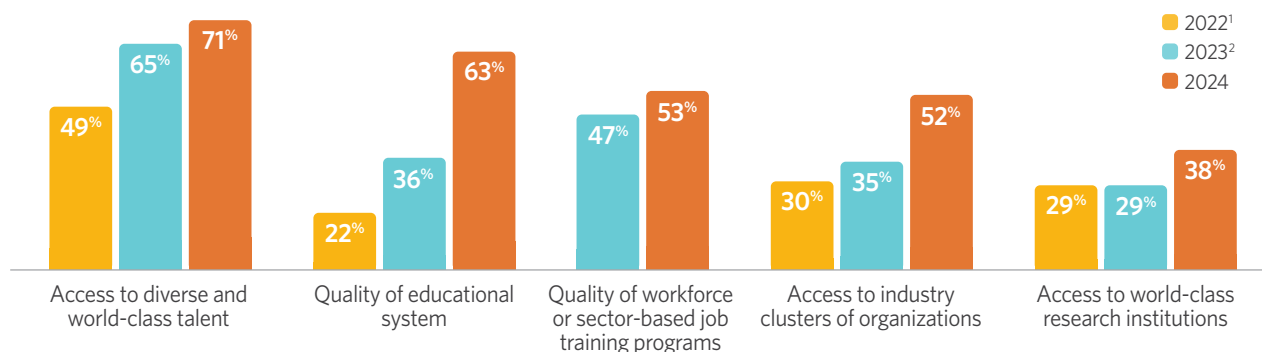


# 2024 Talent and Competitiveness Survey

The 4th annual Talent and Competitiveness Survey, which was conducted in the spring of 2024 in collaboration with **McKinsey & Co.**, sought to gain the latest insights on workforce and economic competitiveness issues. The **2024 Talent and Competitiveness Survey** organized the state's talent and competitiveness issues into three areas:

- The Landscape:** Massachusetts continues to be a hub for education and technological innovation. It is an attractive home for business, with talent continuing to be the top reason employers are here. However, micro headwinds are outweighing tailwinds as factors influencing organizations' decisions to stay in Massachusetts.
- The Challenge:** The rising cost of living, led by the cost of housing and doing business, are the dominant factors influencing organizations' decisions to remain in Massachusetts. This is impacting hiring, as it is becoming increasingly difficult to recruit talent to Massachusetts, and more employers are planning to grow their presence outside of the state.
- The Solutions:** Business leaders believe investments in housing, reskilling the workforce, and investments in life sciences and emerging sectors can address Massachusetts' challenges and positively impact its talent landscape.

Reasons organizations continue to value Massachusetts' access to talent and education as the top tailwinds impacting their presence in the state



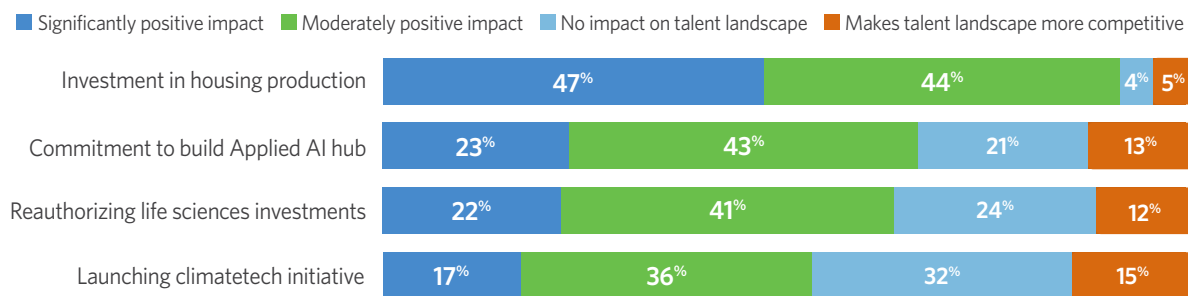
1 2022 source: MBR Future of Work, Workforce Dynamics and MA Competitiveness Survey 2022, March-April 2022 (n = 44)

2 2023 source: MBR Future of Work, Workforce Dynamics and MA Competitiveness Survey 2023, March-April 2023 (n = 53)

**"I bet on Massachusetts, I bet on Boston every time. The resources that we have here, they take a long time to build. It's impossible to build what we have."**

**"It's not only the cost of housing, but the supply as well. And then, the location of the housing, that turns into a transportation issue."**

Potential impact of proposed state government investments on talent landscape



# THOUGHT LEADERSHIP

Throughout 2024, the Roundtable leveraged **media, government, stakeholders, and a broad range of coalitions** to bring the **business voice** to important conversations. In doing so, the Roundtable worked to ensure the perspectives of business leaders were part of important conversations aimed at advancing shared priorities around the Commonwealth's competitiveness.

## OP-EDS

### Getting Sidelined Talent into the Game,

BBJ, JANUARY 2024

"Yes, Massachusetts has a workforce challenge. It is difficult for employers to find talent to fill open jobs. However, some solutions are here, right in front of us. Graduates of Minority Serving Institutions, foreign-educated immigrants, and parents struggling with the high cost and accessibility of child care all add up to hundreds of thousands of qualified, trained and credentialed workers eager to join the workforce but sidelined due to barriers that are preventing them from being fully employed and contributing to the state's economy."

### Bet on Massachusetts, COMMONWEALTH BEACON, JUNE 2024

"In the recent, fourth annual Talent and Competitiveness Survey of members of the Roundtable, conducted by McKinsey & Company, one business leader commented, "I bet on Massachusetts, I bet on Boston every time. The resources that we have here, they take a long time to build. It's impossible to build what we have."

### Why it is urgent for Mass. employers to build new talent pipelines, MASSLIVE, JULY 2024

"We encourage employers to "double down" on new strategies to drive workforce development innovation and impact. The willingness to hire and support nontraditional candidates through the dedication of time, staff and financial resources will catalyze progress toward growth, profitability and inclusivity goals."

### Question 2: A misguided effort that will harm kids, their futures, and the economy, COMMONWEALTH BEACON,

NOVEMBER 2024

"The Massachusetts economy is poised for growth, which means more opportunities for our children to find meaningful career paths that will lead to upward economic mobility—but only with the right skills and education."

### Urgency needed to supercharge Mass. competitiveness, BBJ, NOVEMBER 2024

"What the state needs now is a reframing of the competitiveness conversation, from one of re-litigating what we know to be true to agreeing on the urgency of what is before us. We need candid discussion about priorities, the pace of their implementation, and the impact they have on the ability of business to locate, grow, and thrive in Massachusetts."

## BLOGS

- [Black History Month: Reflections from Roundtable Staff](#)
- [Bentley and the Roundtable Gather Executives to Discuss How Business Impacts Society](#)
- [Taking Aim at the State's Competitiveness](#)

Read more blog posts, including guest pieces by Roundtable members, on the [Roundtable's website!](#)



## AWARDS

The Roundtable and President & CEO, JD Chesloff, were honored with a **Community Champion Award** at the Massachusetts Immigrant & Refugee Advocacy Coalition's (MIRA) 28th Annual Celebration, **Give Liberty a Hand Event**. This award was presented to the Roundtable for the impact it has had in advancing policies and research to support immigrants and refugees in civic, social, and community life. It was a wonderful celebration of the Roundtable's work to advance opportunities for immigrants to access the workforce. The Roundtable team, past and present, joined together to celebrate JD and this recognition.



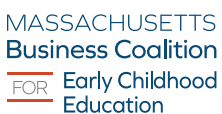
## COALITIONS

Strong partnerships with business associations and other coalitions are an important aspect of the Roundtable's policy work. This year, we focused on new ways to develop a more robust and diverse pipeline of talent for Roundtable member companies.



The Roundtable was a founding member of the **Massachusetts Caregiver Coalition** nearly a decade ago. This coalition, a public-private partnership of diverse business and worker advocates, focuses on elevating the needs of family caregivers as a talent attraction and retention strategy. In 2024, there were significant advancements in the Coalition's work, which included: launching both the **Any Care Counts—MA campaign**, which highlights resources available to caregivers across the state, as well as **The Care Badge**, a free way for individuals to get recognition and timely access to resources and networks of support. To date, the initiative has reached over **700k caregivers and their support systems**. In addition, Roundtable President & CEO JD Chesloff moderated a panel discussion at the **first annual Massachusetts Caregiver Coalition breakfast** at the **Blue Cross Blue Shield Innovation Center**, which included a proclamation from Governor Healey in celebration of National Family Caregivers Month.

**MassSkills** **MassSkills Coalition**, which was launched in 2024 by Governor Healey at a Roundtable Board Meeting, brings Massachusetts employers together, from every sector across the state, who are committed to **sharing, learning, reimagining, and implementing new ways to access, hire, train, upskill, and retain talent**. In addition to launching the Coalition in 2024, the Roundtable, as Co-Chair of the initiative, helped to execute two events for members, and grow the Coalition's membership to over **50 organizations**.



The Roundtable partnered closely with the **MA Business Coalition for Early Childhood Education** to provide thought leadership and advocacy that helped to produce a historic

state budget investment of **\$1.55 billion**—more than double from just five years ago. In addition, we helped to create both the **Governor's Inter-Agency Task Force on Child Care and EEC Employer Childcare Pilot Program**, which will drive further child care expansion and system innovation to support workers, employers, communities and overall competitiveness.



**WORKFORCE SOLUTIONS GROUP** As Chair of the **Workforce Solutions Group**, a coalition of business, labor, workforce, and nonprofit organizations working to improve the state's workforce and education systems, the Roundtable worked with partners to ensure sufficient funding and increase coordination within the workforce system. In 2024, the Roundtable worked to support important line items in the FY25 budget, with a particular focus on **summer jobs for youth**. The Workforce Solutions Group also hosted its **15th Annual Massachusetts Jobs & Workforce Summit**, featuring conversations around building talent pipelines; welcoming new arrivals to the Massachusetts workforce; AI; and addressing the racial wealth gap.

# LOOKING AHEAD TO 2025



## Commissions and Boards

One important way the Roundtable brings the business perspective to policy conversations is through serving on various commissions and boards. In 2025, Roundtable staff will represent members on commissions around community college funding and performance; transitioning the state to a clean energy future; early education and care data; improving higher education in Massachusetts; creating a statewide high school graduation standard; and the MassHire State Workforce Board.



## Implementation of Housing and Economic Development Bills

Through the 2023-2204 legislative session, significant legislation was passed, which will impact housing; economic development; siting and permitting, and more. The Roundtable played a key role in the development of these bills and ensuring their passage. In 2025, the Roundtable will work to ensure the business voice is at the table as these bills are implemented through regulations, additional commissions, and more.



## Skills-Based Hiring

The MassSkills Coalition, co-chaired by the Roundtable, is launching three new learning communities in 2025, focused on skills-based hiring; upward mobility; and data and measurement. Each learning community aims to help employers learn skills-first talent management best practices from each other and outside experts, provide resources and tools for skills-first implementation, and expand access to untapped talent.



## Updated Talent Agenda

The Roundtable's Talent Agenda, originally developed in 2021, has driven the Roundtable's policy work, with its focus on attracting, retaining, developing, and diversifying talent pipelines. A refreshed Talent Agenda, which was released in early 2025, continues these themes and elevates a new pillar called Creating a Competitive Environment for Growth. The updates reflect member feedback and will guide the Roundtable's policy work throughout the 2025-2026 legislative session.

# ADVANCING DIVERSITY, EQUITY, & INCLUSION

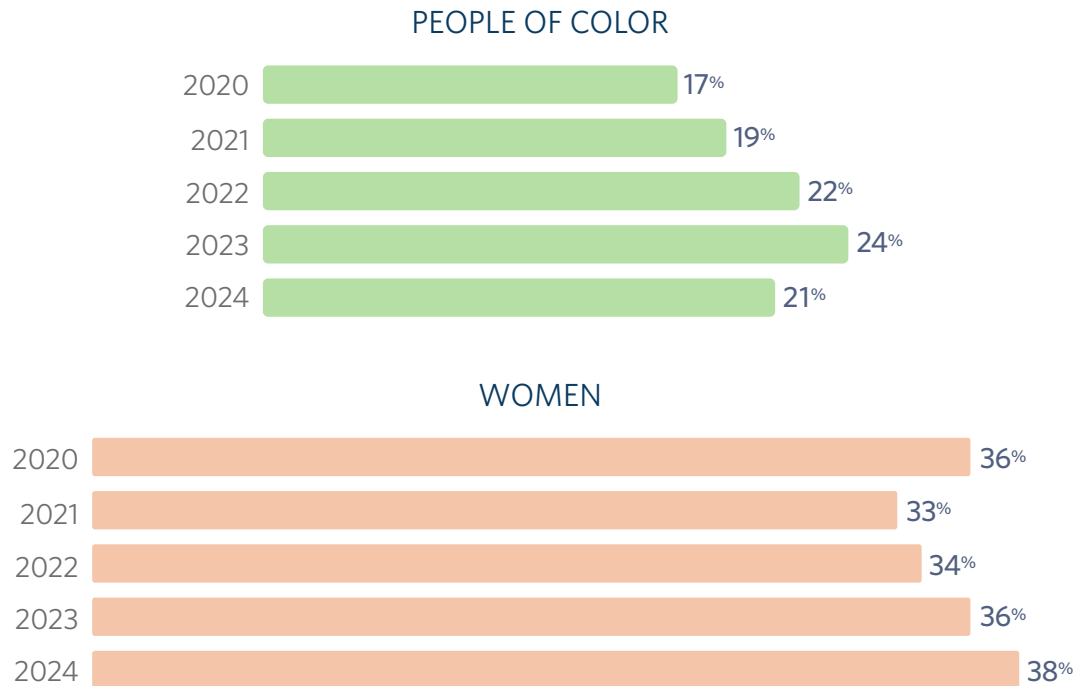
## Increasing Board Diversity

In 2021, the Roundtable Board of Directors approved a five-year goal to increase diversity on the Board. While the Roundtable is especially focused on attracting and retaining women and people of color, the Board recognizes the value in promoting diversity and inclusion among all underrepresented groups, industries, and regions in Massachusetts.

### GOALS

- By 2025, the Board should be represented by at least 50% women.
- By 2025, the Board should reflect, at minimum, the racial demographics of the Commonwealth.

### ROUNDTABLE MEMBERSHIP



“As president of a university charged with educating the next generation of organizational leaders, being an active member of the Roundtable is just good business. It’s offered me an unmatched opportunity to build mutually beneficial relationships with business leaders from across the state!”

**BRENT CHRITE**  
President, Bentley University

# 2024 NEW MEMBERS

The Roundtable serves as a platform for members to work collaboratively with a diverse network of public officials and senior business executives to express ideas, develop innovative solutions, and influence the state's public policy agenda. Roundtable members represent a range of industries and employ more than 300,000 people across the Commonwealth.



**Navjeet Bal**  
President & CEO  
MassDevelopment\*



**Carlyne Hannan**  
Senior Vice President,  
Western New England Region  
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**Alicia Barton**  
CEO  
Vineyard Offshore



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University of  
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**Meredith Beeson**  
Director of East Region  
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President & CEO  
Southcoast Health\*



**Maeghan Welford**  
Director, Strategic Finance,  
Growth, and Transformation  
The MITRE Corporation\*



**Paul Blanchfield**  
President  
Lantheus\*



**Paul Petrigani**  
Global Business Director for  
the Specialty Precipitated  
Calcium Carbonate Group  
Specialty Minerals Inc.

\* New representative for an existing member company



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New England Managing  
Partner  
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**Malisa Schuyler**  
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**Maeghan Welford**

Director, Strategic Finance, Growth and

Transformation

The MITRE Corporation

**Lisa Wieland**

President, New England

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“The Roundtable helps me to cultivate relationships and hear perspectives that I would not otherwise have access to. I greatly enjoy learning from other business leaders, while ensuring that regional differences and strengths are front and center in the Roundtable’s policy work.”



JOHN BISSELL

President & CEO, Greylock Federal Credit Union



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