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## Marcella A. Lancome

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*Marcella Aguilar Lancome is president and chief executive officer of Coast and Harbor Associates, Inc. and has over 30 years experience with working on government-sponsored construction projects. Ms. Lancome's experience includes working for community based organizations at the national and local level whose mission was to develop policy that would enhance the economic participation of minority contractors in both federal and state funded construction projects. Ms. Lancome began her career in San Antonio, Texas where she was a leader in the Mexican-American community whose emphasize was to bring economic opportunity to the urban areas through large project. Ms. Lancome has held executive level positions at Massport, MDPW, and HUD and has been active in community organizations for over 30 years.*

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### Relevant Projects

*Coast and Harbor Associates, Inc., 1988-present*

#### *Founder & President*

Founder and president of a construction management firm that has provides construction management services to federal and state agencies acting both as a sub consultant to large management firms and as a prime consultant to public agencies. CHA project experience is with construction projects which range in size from \$50,000 to \$3.4 billion in construction value.

*Massachusetts Port Authority, 1980-1987*

#### *Contract Compliance*

In the capacity of Director of Contract Compliance Ms. Lancome implemented authority-wide regulations promulgated by the Federal Aviation Administration and the Federal Maritime programs which required procedures for the inclusion of the small businesses and businesses owned by minority/women. The integration of a diversified workforce, including residents of South and East Boston (impacted by operations of the airport) into the overall operations of Massport and its contractors, vendors and subcontractors. This included all the multi-million dollar construction projects such as the World Trade Center and the Massport office complex at Jeffries point at Logan.

*Massachusetts Commission against Discrimination, 1978-1980*

#### *Civil Rights Review*

Responsible for the review of the various civil rights programs and policies of cities and towns that submitted applications to the Commonwealth for funds to implement water and sewer programs under the federal Clean Water reimbursement provisions. Prepared the recommendations both to the cities and to the Commonwealth.

*Massachusetts Department of Public Works (MDPW), 1976-1978*

#### *Compliance with Court Decision*

As executive assistant to the commissioner of Public Works, Ms. Lancome implemented the Federal Court Order provisions (Jackson vs. Alshulter) requiring the Commonwealth of Massachusetts to correct discriminatory practices statewide for the MDPW an agency with over 2000 employees. This Consent Decree covered all aspects of the recruitment and hiring

practices; it involved the unions and the civil service process and extended to the contract award process.

Contractors Association of Boston, 1974-1976

*United States Department of Labor and Industries (DOL), United States Department of Housing and Urban Development (HUD) Technical Services Program*

Deputy Director overseeing the technical services program, funded by DOL and HUD, designed to assist numerous minority contractors in preparing bid packages, establishing office procedures, preparation and presentation of financial packages for the purpose of securing bid and other bonds required on federal and state work. Provided negotiations on behalf of the contractors with state, federal, and private developers. The program also involved negotiating contractual disputes and analyzing claims to determine their disposition in such manner as to minimize the impact to the minority contractors.

*Region I U.S. Housing and Urban Development, 1970-1972*

*Compliance under Executive Order 11246*

Senior Construction Compliance Specialist investigating complaints classified under Title VI, Title VIII and Executive Order 11246 as amended. Prepared all field and witness reports, submitted preliminary findings of fact to the HUD General Counsel office for their determination of final disposition.

*National Association of Minority Contractors, 1968-1970*

*Congressional Liaison*

The Executive Director provided government relations, congressional support and program development designed to increase the number of federal contracts to minority firms across the country. This position worked with federal agencies to design the necessary support program systems to ensure the success of minority contractors.

*Federation for the Advancement of the Mexican American, 1966-1969*

*Community Organization of Mexican Americans*

The Director of this community based organization, oversaw activities of a publicly funded program with emphasis in four areas: building of public housing; integration of public housing; educational opportunities within the school system for Mexican-American children, and the integration of the municipal employment system for the city of San Antonio, TX.

## Education

Massachusetts Institute of Technology, Fellow of the Whitney Young Foundation, 1967-1968

*The Fellows Program selected (12) individuals from across the country to attend one year of graduate level studies in the field of their interest. Applicants were selected based on their civil rights work in their respective communities. Ms. Aguilar Lancome's interest was focused on the public process for award of construction contracts on publicly funded projects, including individual state construction law and state bonding requirements.*

## Gubernatorial Appointments

Governors Advisory Committee to Massachusetts Commission Against Discrimination, 1982-1986

Massachusetts Community Economic Development Assistance Corporation

Governors' Commission on the Status of Women (two terms), 1975 and 1979

Massachusetts Economic Development Corporation (one term), 1980

## National Appointments

National Commission on Low Cost Housing  
President's Cabinet Committee on the Spanish Speaking Advisory Committee-D.C.  
Board of Directors, National Tenants Rights Organization  
National Welfare Rights

## Elected Positions

Executive Vice-President, Massachusetts Minority Democratic Caucus 1982-1987  
Delegate, Democratic National Convention 1984  
Massachusetts Democratic State Party, 1982-1989

## Professional Associations

Advisory Board, Women in Politics  
NAACP elected at large (first Hispanic member), Board of Directors (two terms)  
Jewish Community Relations Council of Greater Boston, Delegate Women's Mission to Israel  
Board of Directors La Allianza  
Founding Member of Construction Management Association of America