



**HB 1210**  
**Corporate Diversity – Board, Executive Leadership, and Mission**  
**Economic Matters Committees**  
**Position: Unfavorable**

Maryland AGC, the Maryland Chapter of the Associated General Contractors of America, provides professional education, business development, and advocacy for commercial construction companies and vendors, both open shop and union. AGC of America is the nation’s largest and oldest trade association for the construction industry. AGC of America represents more than 26,000 firms, including over 6,500 of America’s leading general contractors, and over 9,000 specialty-contracting firms, all through a nationwide network of chapters. Maryland AGC respectfully urges HB 1210 be given an unfavorable report.

HB 1210 is intended to increase the representation of “underrepresented communities” on the boards and executive cadre of private sector companies, both for profit and not-for-profit. It does so by conditioning the award of grants, tax credits, or State contracts valued at \$1,000,000 or more on the private entity’s having persons from underrepresented communities on its board or executive cadre or support for underrepresented communities in its mission. It further requires these entities to report the racial make-up of their boards and executive cadres as part of their annual Form 1 filings with the Department of Assessments and Taxation in a form to be developed by the Department of Commerce and the Office of Small, Minority, And Women Business Affairs. This data would be public.

HB 1210 would represent a dramatic intrusion by the State into a private entity’s ability to determine its board and management structure and the purpose for which the entity was created. Investors in for-profit businesses put their own capital, and, in many cases, all of their assets and that of their spouses’, at risk to establish a business. It is simply inappropriate in a free market economy for the State to seek to coerce these private owners to restructure their managements or their missions to suit what the State deems to be acceptable. HB 1210 does not provide an incentive as some other bills before the General Assembly would do – it imposes a mandate. Restructure as the State sees fit or be barred from any meaningful opportunity to do business with or receive any benefit from the State. This is an egregious overstep by the State, bad public policy, and should be rejected.

Moreover, HB 1210 runs roughshod over family-owned businesses. Many firms in the construction industry or industry in general are owned and operated by family members. The greatest part of America’s wealth lies with family-owned businesses. According to the US Census Bureau, family firms comprise 90% of all business enterprises in North America.<sup>1</sup> HB 1210 would require family owned and operated firms to add non-family member representatives of “underrepresented communities” to boards and executive cadres, totally disrupting the intrinsic structure and purposes for which the family owners created their business in the first place. Again, it is not the State’s business to mandate the board or management composition of privately owned companies.

Finally, the term the “support of underrepresented communities in the entity’s mission” presupposes that every business has a defined “mission”. While it may be business school orthodoxy to create a mission statement, values statement, etc., the overwhelming majority of small businesses don’t bother with such niceties. Their purpose is to sell their goods or services at a profit and satisfy their customers. Mission is not a word in their lexicon. HB 1210 may cause businesses to develop boilerplate mission statements that include some reference to serving all communities well without race-based discrimination or similar verbiage, but that is of questionable value. To be effective, the State would have to monitor all affected entities’ business activities to ensure there is congruence between the mission statement and the business activity regarding “underrepresented communities”. Such an effort would require significant expense and be impracticable.

For these reasons, Maryland AGC respectfully urges that HB 1210 be given an unfavorable report.

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<sup>1</sup> Inc. Magazine, Family-Owned Businesses, <https://www.inc.com/encyclopedia/family-owned-businesses.html>, accessed 2/22/2021 1:00 p.m.