



# Building more inclusive workplaces

**PRESENTED BY:**

Beth Chandler, CEO



@YWBoston

eliminating racism  
empowering women



## WHO WE ARE

YW Boston is creating more inclusive and equitable spaces within the City of Boston and beyond.



YW  
Boston



# MISSION STATEMENT

**YW Boston is dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all.**

Founded in 1866 as the first YWCA in the United States, YW Boston has consistently been a leader in advancing social equity for over 150 years.



# Vision

**YW Boston is a thought leader on issues at the intersection of race and gender, and helps individuals and institutions create more inclusive environments where women, people of color, and in particular women of color, can succeed.**



# Why This

## Problem?

The underrepresentation in formal leadership roles is more acute for women of color due to the intersection of gender and race. In the United States, Asian, Black, and Hispanic women, are more underrepresented than their female White counterparts. (1)

This underrepresentation is not limited to the business sector or politics; similar patterns appear in the social sector as well despite long-term and sustained demographic shifts in the US population. (2)

Underrepresentation is more acute for women of color Black women are 3X more likely to aspire to leadership roles and half as likely to get one.

The Boston Globe Spotlight Teams' 2017 series on race in Boston revealed that fewer than 1 in 50 senior managers at Boston-area companies are Black.

Women hold 31.1% of state legislator seats yet their percentage of the MA population is 51.5%. Women of color hold 2.5% of seats.

(Catalyst. (2015). Women CEOs of the S&P 500. [www.catalyst.org/knowledge/women-ceos-sp-500](http://www.catalyst.org/knowledge/women-ceos-sp-500).)

[\(Race to Lead\)](#)



# OUR WORK



## DEI Services

InclusionBoston  
LeadBoston  
DEI Workshops



## F.Y.R.E. Initiative

(Fierce Youth  
Reigniting Excellence)



## Advocacy

Awareness  
Education  
Legislative Advocacy  
Coalition Building



## Thought Leadership

Events  
Partnerships  
Research & Resources



## Diversity, Equity & Inclusion Services



### InclusionBoston

Advances DEI by partnering with organizations looking for improved business and mission-driven results. Our customized, evidence-based approach builds internal capacity and a plan for cultural change while supporting organizations throughout their journey.



### LeadBoston

Cohort-based program that equips mid- to senior-level professionals with the knowledge, skills, and network to propel their leadership, and their organization's success, forward.



### DEI Workshops

Move beyond awareness and towards action by building knowledge that can shift attitudes and behaviors. Workshop offerings include:

*Understanding Social Identities*

*Implicit Bias*

*Microaggressions*

*Intersectionality*



## Diversity, Equity & Inclusion Services



### Forums

Facilitated interactive presentations about current events. Custom as well as ready-made topics are available to an unlimited number of attendees. Topics include:

*Understanding Inequitable Systems as Violence*

*What is Intersectionality and What Does it Have to do with Me?*



### Community of Practice

Unique space for DEI practitioners to collaborate and problem solve. Enhances DEI practices within metro Boston organizations through community and collaboration. Created in partnership with NEHRA.



### UncoverBoston

LeadBoston, our inclusive leadership program, facilitated for cohorts within the same organization to equip leaders as a collective of change agents for inclusion.

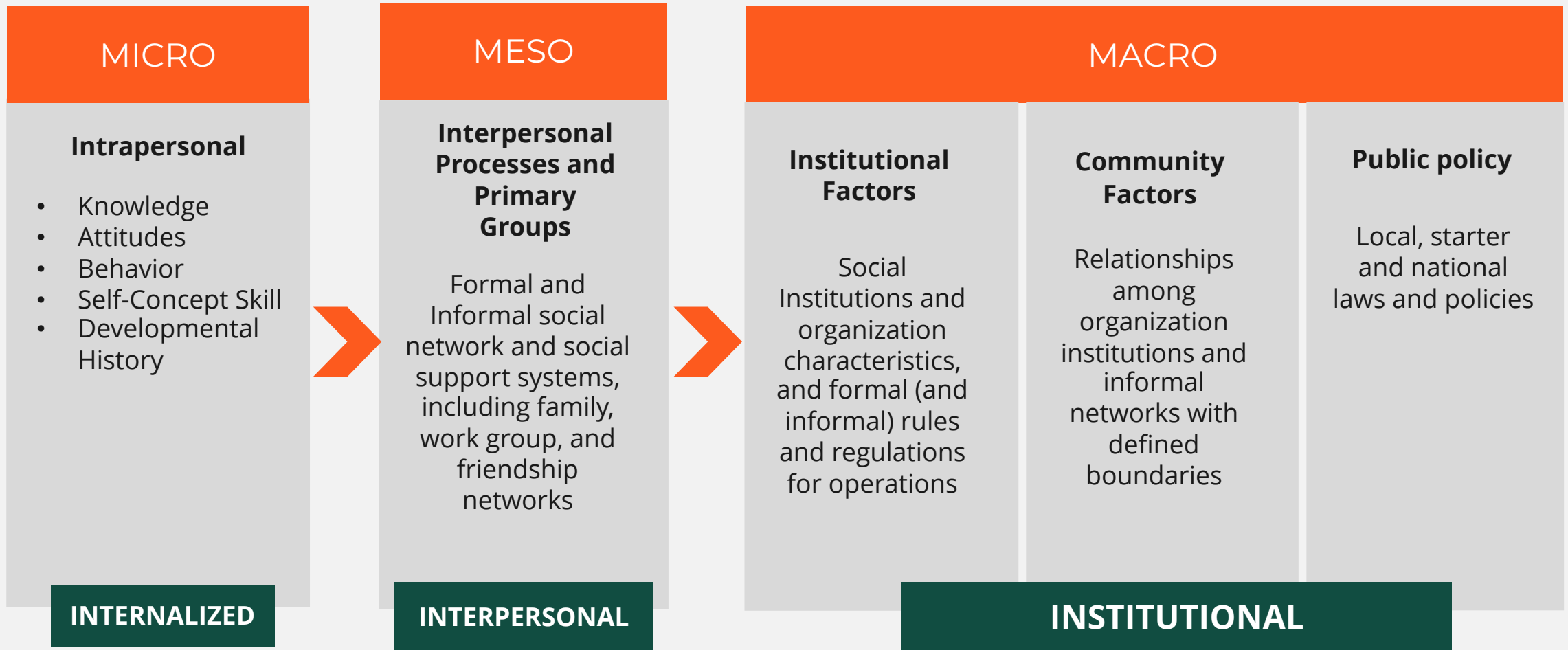


# Unique Approach

- Intersectional
- Systems
- Organizational and Behavioral Change
- Capacity Building
- Tailored to your specific needs

# Ecological Model

## Ideological



# Parity on Board Legislation

- Requires that no state Board or Commission have more than 50% plus 1 of any gender
- At a minimum, racial and ethnic representation must mirror that of the state
- A concerted effort must be made to place women of color on boards
- The Governor's Office will work with Status on the Commission of Women to make the data more transparent to the public

# Why Parity on Board legislation

- Promotes diversity in leadership and governance that broadly reflects the demographics of our Commonwealth.
- Public boards and commissions have outsized impact on the direction of our policies and initiatives
- Some progress for white women and men of color in leadership positions on the state's 50 most prominent public boards and commissions yet **no progress** for women of color

# QUESTIONS?