Building more inclusive workplaces

PRESENTED BY:
Beth Chandler, CEO
WHO WE ARE
YW Boston is creating more inclusive and equitable spaces within the City of Boston and beyond.
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 like 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.

(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
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.

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.

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**

**MICRO**
- Intrapersonal
  - Knowledge
  - Attitudes
  - Behavior
  - Self-Concept Skill
  - Developmental History

**MESO**
- Interpersonal Processes and Primary Groups
  - Formal and informal social network and social support systems, including family, work group, and friendship networks

**MACRO**
- Institutional Factors
  - Social Institutions and organization characteristics, and formal (and informal) rules and regulations for operations
- Community Factors
  - Relationships among organization institutions and informal networks with defined boundaries
- Public policy
  - Local, starter and national laws and policies

INTERNALIZED

INTERPERSONAL

INSTITUTIONAL
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?