

# Dialogues

A program that builds inclusion

eliminating racism  
empowering women

**yw**  
boston



Dialogues helps organizations create the necessary **cultural shift** that will support **inclusive policies and practices**.

As the first YWCA in the nation, YW Boston has been at the forefront of advancing social equity for over 150 years. Our **Dialogues** program has provided over 100 organizations with a structured way to openly talk about race and identify barriers to equity and inclusion.

Over the course of five sessions led by expert facilitators, participants will develop a better understanding of their own identities and how individual behaviors can influence organizational culture.

Using our advanced assessment tool and the latest research on behavioral and organizational change, Dialogues partners with organizations to create an action plan and provide them with the resources needed to drive organizational change.

## The case for diversity and inclusion

Millenials of color are **3 times** more likely to quit their jobs.

Unfair treatment is cited as a turnover factor almost **twice as much** as a better job offer.

This turnover is costing companies **\$30.5 billion** per year.

Yet companies with inclusive talent practices generate **up to 30% higher revenue** per employee.

*Sources: Deloitte, McKinsey & Co.*

## Unlocking the power of diversity in the workplace through Dialogues



# Dialogues Program Timeline

1

## Discovery and Assessment (Month 1)

YW Boston staff will meet with a liaison to answer questions, gather context, and identify the needs of the organization. Our staff will administer a pre-assessment tool to set a baseline for future evaluations. Using this information, our team will tailor the Dialogues Program to help meet organizational goals and complement any existing equity and inclusion efforts.

2

## Dialogues Series (Month 2)

Our expert facilitators will lead five 2-hour sessions focused on active listening, relationship building, development of shared language and frameworks, and connecting observation to action.

**First Session:** Who Am I?

**Second Session:** Who Are We?

**Third Session:** How Did We Get Here?

**Fourth Session:** What Do I Do?

**Fifth Session:** What Do We Do?

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## Action Plan Development (Month 3 to 12)

YW Boston staff will work with your organization to create and implement a custom measurable action plan. This action plan will take into consideration organizational feedback, capacity, and existing internal efforts, as well as insights, gathered during midpoint progress evaluations.

### What may an action plan entail?

**Organizational change**

Diversifying senior leadership  
Mentorship programs

**Cultural competency**

Affinity spaces  
Resource groups

**Policies and practices**

Pay equity  
Promotions

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## Closing Evaluation (Month 3 to 12)

Upon completion of the Dialogues sessions, our team will administer assessments of knowledge of concepts, engagement, multicultural awareness, and other indicators at quarterly intervals.

5

## Follow-Up and Outcomes (Month 12 and beyond)

YW Boston will report back on the organization's strengths and areas for growth. Over the course of the program, our staff will provide the organization with tools and recommendations that will support the implementation of the action plan.

Dialogues has helped over 100 organizations including



### Did you know?

Companies with inclusive cultures report a **17% increase** in team performance and are **twice as likely** to meet or exceed financial targets.

### Ready to unlock the power of diversity in your workplace?

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