

InclusionBoston

Formerly known as Dialogues on Race and Ethnicity

eliminating racism
empowering women

yw
boston



InclusionBoston advances **diversity, equity, and inclusion** by partnering with organizations looking for improved **results**

Using a customized and measurable change management process and range of training and services, **InclusionBoston** helps organizations create the necessary cultural shift that will support inclusive policies and practices. Our evidence-based approach builds internal capacity and a plan for cultural change while supporting organizations throughout their journey.

DE&I services include:

- Organizational assessment and process design
- In-person and virtual dialogue-based sessions that empower individuals and groups to take positive action
- Pre- and post-evaluations as well as follow-up processes to ensure that action is not just planned, but actually occurs.

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.

The InclusionBoston Model

1 DISCOVERY & ASSESSMENT

2 DIALOGUES SERIES

3 ACTION PLAN DEVELOPMENT

4 FOLLOW-UP & OUTCOMES

EVALUATION

Discovery and Assessment

YW Boston staff will talk to 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 InclusionBoston to help meet organizational goals and complement any existing diversity and inclusion efforts.

Dialogues Series

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?

Action Plan Development

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

Closing Evaluation

Evaluation is integral to every part of InclusionBoston. Upon completion of the Dialogues sessions, our team will administer assessments of knowledge of concepts, engagement, multicultural awareness, and other indicators at quarterly intervals.

Follow-Up and Outcomes

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 to support the implementation of the action plan. Follow-up processes ensure action is not just planned, but occurs.

InclusionBoston has helped over 100 organizations identify and overcome barriers to equity and inclusion, 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?

Contact Sheera Bornstein, Director of Partnerships, at sheera@ywboston.org or visit ywboston.org/inclusionboston