



## LeadBoston is building the largest network of inclusive leaders in Boston

It is imperative for today's leaders to be responsive to increased demands for racial equity. As leaders think about diversity, equity, and inclusion, they must understand how their organizations both impact and are influenced by systems. Only with a firm grasp of this context can leaders make decisions that enable their organizations, and the broader city, to thrive.

**LeadBoston** meets organizations' demand for more inclusive leadership by equipping mid- to senior-level professionals with the knowledge, skills, and network to propel their leadership, and their organization's success, forward. During this 11-month program, participants explore and learn how to address barriers to inclusion through facilitated dialogue, expert speakers, and peer learning. Through experiential learning, participants delve into the socioeconomic realities of Boston and explore innovative solutions to inequity.

**LeadBoston** is a cohort program, accepting a class of around 40 mid- to senior-level professionals per year. Each class is carefully selected to ensure diversity within the group with respect to gender, race, ethnicity, and professional background. This structure connects leaders across sectors, who then go on to collaborate in business and social ventures.

“ LeadBoston opens your mind to issues and points of view to which you otherwise would not have been exposed, opens doors to places you otherwise would never go, and opens your heart to people and communities you otherwise would not know. ”

*Susan Stenger, LB '09  
Partner, Burns & Levinson*

Organizations that send an employee to LeadBoston become partner organizations, and are asked to cover the costs of employees' participation through payment of a sliding scale fee.

To learn more about participation, contact Rachael McCoy at [rmccoy@ywboston.org](mailto:rmccoy@ywboston.org). Visit [ywboston.org/leadboston](http://ywboston.org/leadboston) to access more information.

**LeadBoston** is unique among mid- and senior-career leadership programs due to its experiential learning approach and cohort-based structure. The program year is January through November and will take place over Zoom, allowing participants to engage with fellow leaders and expert panelists from their homes, offices, or remote locations.

### LeadBoston monthly program structure:

- Week 1: Self-paced, topical pre-work
- Week 2: A live four-hour facilitated virtual session
- Week 3: A live 90-minute facilitated follow-up session
- Week 4: Flexible opportunities to connect and network socially

*LeadBoston is committed to ensuring the safety of its staff and participants. Determination of whether in-person meetings will be added will be evaluated periodically and based on state guidelines.*

## Curriculum Elements

- The LeadBoston program looks broadly at systemic inequities and how they impact and are impacted by Boston's institutions, neighborhoods, and industries.
- We foster skills that enable leaders to analyze root causes of diversity, equity, and inclusion challenges faced by their organizations and communities, then devise interventions that address those challenges.
- Program components include facilitated dialogue, experiential learning, expert speakers, online modules, and peer learning.

## Expected Outcomes

Participants will leave the program with:

- A deepened understanding and commitment to equity and a strengthened ability to lead relevant efforts within the workplace
- Improved collaboration, communication, decision-making, and strategic thinking skills that support personal growth and professional development
- A deep network of support amongst their cohort
- Access to our alumni community of over 1,000 diverse leaders.

Partnering employers will benefit from increased employee engagement and loyalty, and a broadened network of local leaders.

## Partnering Employers

Blue Cross Blue Shield  
Boston Children's Hospital  
Boston Police Department  
Boston Public Schools  
Boston Red Sox  
Boston University  
Brigham & Women's Hospital  
Brown Advisory  
Eastern Bank  
Eversource  
Goodwin Procter LLP  
Harvard Medical School  
Holland & Knight LLP  
Liberty Mutual  
Massachusetts General Hospital  
Mintz  
National Grid  
Neighborhood Health Plan  
Partners Healthcare  
Reebok  
Saylent Technologies  
State Street Corporation  
Suffolk County District Attorney's Office  
Suffolk University  
Teach for America  
The Boston Foundation  
Tufts Health Plan

### After LeadBoston, graduates report:

89% 

**Building teams and partnerships across gender, racial, class, or organizational lines**

93% 

**Challenging assumptions**

93% 

**Advancing diversity and inclusion at their organization**

## Ready to nominate an employee or apply to LeadBoston?

Get in touch with Rachael McCoy at [rmccoy@ywboston.org](mailto:rmccoy@ywboston.org) or visit [ywboston.org/leadboston](http://ywboston.org/leadboston) for more information.

## About YW Boston

As the first YWCA in the nation, YW Boston has been at the forefront of advancing equity for over 150 years. Through our DE&I services—InclusionBoston and LeadBoston—as well as our advocacy work and youth programming, we help individuals and organizations create more inclusive environments where women, people of color, and especially women of color can succeed at all levels.

## What is LeadBoston?

LeadBoston meets organizations' demand for more inclusive leadership by equipping mid- to senior-level professionals with the knowledge, skills, and network to propel their leadership and their organization's success. During this unique, 11-month program, participants explore barriers to inclusion through facilitated dialogue, expert speakers, and peer learning. Our experiential learning approach focuses on the inner workings of Boston, trends and systemic issues that impact the city's social and economic vitality, and inclusive leadership. It provides an unparalleled opportunity for in-depth learning about complex issues, equipping participants with the knowledge, tools, and analytical skills necessary for effecting meaningful change in the workplace.

## Who participates in LeadBoston?

Since 1991, LeadBoston has competitively selected more than 1,000 individuals as LeadBoston participants. Representing the gamut of Boston's professional, racial, ethnic, faith, and gender diversity, LeadBostonians are typically leaders with 15 to 30 years of experience and who have the ability to influence change within their organization. Participants are sponsored and financially supported by their employers. LeadBoston is not an introductory workforce training program, and participants are required to have professional experience prior to participation.

## What happens at LeadBoston?

The LeadBoston year (January through November) provides participants with a unique opportunity to explore the complexity of Boston's inequities through an inclusive leadership lens. Each month, participants gather virtually to discuss pressing issues and trends and hear first-hand from civic leaders, community organizers, business people, and academics. Through curated content and responsive programming, participants gain direct insight into key institutions and levers for change, strengthening their skills as leaders committed to advancing equity within their organizations and the broader community. The program includes opportunities to connect with classmates, as well as access to networking, educational, and social opportunities with LeadBoston's extensive alumni network.

## How does LeadBoston explore topics of diversity, equity, and inclusion?

LeadBoston looks broadly at systemic inequities and how they impact and are impacted by Boston's institutions, neighborhoods, and industries. We foster skills that enable leaders to analyze root causes of diversity, equity, and inclusion challenges, then devise interventions that address those challenges. After LeadBoston, 93% of participants report that they are advancing diversity, equity, and inclusion within their organizations.

## Does LeadBoston plan to meet in person?

LeadBoston is committed to ensuring the safety of its staff and participants. Determination of whether in person meetings will be added will be evaluated periodically and based on state guidelines.

## What are the benefits to the participant?

Through hands-on experiences, topical pre-work, and facilitated discussions, participants strengthen their leadership capacities. Participants gain:

- A deepened commitment to equity
- A strengthened ability to lead relevant efforts within the workplace
- Improved collaboration, communication, decision-making, and strategic thinking skills that support personal growth and professional development
- A strong network of support from experienced, influential, and diverse professionals from a variety of sectors and industries throughout Greater Boston
- An in-depth understanding of metro Boston's socio-economic environment, as well as its impact on customers, clients, employees, and other stakeholders
- Exposure to influential leaders in key institutions.

Participating employees will experience unique professional development opportunities outside of what their organization can offer. Upon graduation, participants become members of the LeadBoston alumni network, a prominent group of over one thousand leaders with access to exclusive networking and educational opportunities.

## What are the benefits for the sponsoring employers?

Employers likewise benefit from their employees' participation in LeadBoston, as the program:

- Equips leaders with the skills needed to advance diversity, equity, and inclusion in their organization
- Strengthens leaders' ability to understand stakeholders' needs, solve challenging problems, and make better business decisions
- Broadens organizational access to key leaders, institutions, and professional contacts via the powerful LeadBoston network
- Rewards high-potential individuals and prepares them for greater leadership responsibilities.

Sending an employee to LeadBoston gives organizations the opportunity to make Boston a better place to live, work, and thrive. Employers who sponsor participants will benefit from increased employee engagement and loyalty.

## What is the employer's commitment?

Employers support their employees' participation by allowing them time to fully engage in program days, encouraging the development and implementation of an action plan, and covering the cost of participation. There is a \$2,500 - \$7,500 sliding scale fee based on sector and size of the participant's employer. Flexible payment plans are available. Apply by September 11<sup>th</sup> for early consideration and admission to the class.

# LeadBoston

Ready to nominate an employee or apply?

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Visit [ywboston.org/leadboston](http://ywboston.org/leadboston) for more information.

### Application Step 1: Online Form

Early decision deadline – September 11, 2020

Final application deadline – November 6, 2020

To apply for LeadBoston, complete the online application form at [empower.ywboston.org/leadboston2021](https://empower.ywboston.org/leadboston2021). The form consists of short personal and demographic questions, and will ask you about your leadership philosophy and reasons for applying to LeadBoston. Applicants are accepted on a rolling basis and are encouraged to **apply early as admission is competitive**.

### Application Step 2: Interview

Invitations are extended on a rolling basis

Applicants who pass the first round will be invited for an interview with a LeadBoston alum. The interview is a great way to learn more about the program while the interviewer gets to know you.

### Application Step 3: Employer Commitment

Due no later than 5 business days after your interview

To complete your application, you must submit an employer commitment form. You will receive a copy of this form after completing the online application. The form states that your employer will support your participation in LeadBoston and finance your tuition (details below).

### Enrollment

Due 7 days after being offered a seat in the class

If accepted into the 2021 LeadBoston class, you will have seven days to confirm your spot. Responding to the email from the LeadBoston team will confirm your seat in the class.

## 2021 Tuition Structure

Tuition invoices will be sent to enrolled participants at the beginning of the program year, around late January and early February 2021.

Organization Size	Number of global employees	Tuition
<b>Private</b>		
Large	350+	\$7,500
Medium	16-349	\$6,500
Small	1-15	\$3,500
<b>Nonprofit/Public</b>		
Large	350+	\$6,500
Medium	16-349	\$3,500
Small	1-15	\$2,500

# LeadBoston

As a participant, you will also be expected to contribute a \$300 tuition fee. All tuition and fee payments are non-refundable. Accommodations and flexible payment plans are negotiable upon request. For questions, contact Rachael McCoy at [rmccoy@ywboston.org](mailto:rmccoy@ywboston.org).



**LeadBoston** has been graduating socially responsible leaders for 30 years and its robust alumni network is over 1,000 local leaders strong. Alumni are invited to exclusive events including panel discussions, social gatherings, and professional development workshops. Alumni, and their employers, benefit from lifelong access to this unique network and connection with leaders and influencers from a variety of sectors.

### Government

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**Kenneth Green**  
Chief, MBTA Transit Police

**Nam Pham**  
Exec Office of Housing & Economic  
Development, MA

**Stephanie Pollack**  
Secretary of Transportation,  
Massachusetts

### Social Services

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**Wendy Foster**  
Big Brothers Big Sisters of Mass Bay

**Stephen Chan**  
The Boston Foundation

### Education

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**Dr. Paula Johnson**  
Wellesley College

**John Pitcher**  
Bunker Hill Community College

**Joyya Smith**  
Suffolk University

**Dr. Raul Fernandez**  
Boston University

### Media/Communication

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**Doug Banks**  
Boston Business Journal

**Dorie Clark**  
Clark Strategic Communications

**John Werner**  
TEDxBeaconStreet

### Law

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**Mark Michalowski**  
Holland and Knight, LLP

**Regina Pisa**  
Goodwin Procter LLC

**Eneida Roman**  
Latina Circle and Amplify Latinx

### Finance

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**Wendell K. Chestnut**  
Bank of America

**Cal Perez**  
Morgan Stanley

**Dune Thorne**  
Brown Advisory

**Beth Symolon**  
Eastern Bank

### Healthcare

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**Chien-Chi Huang**  
Asian Women for Health

**Jeff Bellows**  
Blue Cross Blue Shield

**Peter Markell**  
Mass General Brigham

**Wanda McClain**  
Brigham and Women's Hospital

**Dr. Jessica Zeidman**  
Massachusetts General Hospital

**Damian Wilmot**  
Vertex Pharmaceuticals

### Corporate

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**Marcita Thompson**  
Boston Red Sox

**Maura Banta**  
IBM

**Omari Jahi Aarons**  
Liberty Mutual Insurance

**Keith Wexelblatt**  
Reebok

**Kevin McCall**  
Paradigm Properties



**LeadBoston** participants engage with key thought leaders in intimate, provocative, and in-depth conversations about the major socio-economic and systemic issues facing Greater Boston. Participants gain speakers' behind-the-scenes insights and best practices for leading change. Presenters have included the following outstanding leaders from a variety of sectors.

### Government

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**Governor Deval Patrick**  
Commonwealth of Massachusetts

**Mayor Martin J. Walsh**  
City of Boston

**Stephanie Pollack (LB '98)**  
Secretary of Transportation,  
Massachusetts

**Marc Draisen**  
Metropolitan Area Planning Council

**William Gross**  
Commissioner  
Boston Police Department

**Turah Dorsey**  
City of Boston

**Rachael Rollins**  
Suffolk County District Attorney

### Education

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**Tiziana Dearing**  
Boston College

**Barry Bluestone, PhD**  
Northeastern University

**Christine Letts**  
Harvard Kennedy School of  
Government

### Finance

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**Shawna Ferguson**  
Wellington Management

**Wendell Chestnut (LB '99)**  
Bank of America

**Steve Young**  
Eastern Bank

**Bruce Figueroa**  
Citizens Bank

**Sherry Riva**  
Compass Working Capital

### Healthcare

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**Azzie Young, PhD (LB '13)**  
Mattapan Community Health Center

**Sandro Galea, MD**  
Boston University School of Public  
Health

**Thea James, MD**  
Boston Medical Center

**Jim O'Connell, MD**  
Healthcare for the Homeless

**Peter Slavin, MD**  
Massachusetts General Hospital

**Barry S. Zuckerman, MD**  
Boston Medical Center

### Media and Tech

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**Shirley Leung**  
Boston Globe

**Melodie Knowlton (LB '20)**  
Vertex

**Steve Vinter**  
Google Cambridge

### Social Services

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**Rahsaan Hall**  
ACLU of Massachusetts

**Audrey Morrissey**  
My Life My Choice

**Wendy Foster (LB '10)**  
Big Brothers Big Sisters of  
Massachusetts Bay

**Nia Evans (LB '16)**  
Boston Ujima Project

**Jim Rooney**  
Greater Boston Chamber of Commerce

**Gilad Rosenzweig**  
Smarter in the City

**Marty Walz (LB '02)**  
Marty Walz & Associates

**Segun Idowu**  
Black Economic Council of  
Massachusetts (BECMA)



## 2021 Program Set-Up and Schedule

### LeadBoston monthly program structure:

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Month	Virtual Session (9AM - 1 PM) 2 <sup>nd</sup> Week	Follow-Up Discussion 3 <sup>rd</sup> Week
Orientation	1/13	
January	1/20	
Advance*	2/12-2/13	
March	3/10	3/17
April	4/14	4/21
May	5/12	5/19
June	6/9	6/16
July	7/14	7/21
August	8/11	8/18
September	9/8	9/15
October	10/13	10/20
November**	11/10	
Graduation	11/17	

### Topics

- Exploring Boston
- Class & Poverty
- Education
- Immigration
- Healthcare
- Housing & Transportation
- Criminal Justice Part I:  
Arrest & Prosecution
- Criminal Justice Part II:  
Incarceration & Re-entry
- Leadership Commitments

\*Contingent on state and CDC guidelines for in-person gatherings

\*\* Make-up date