

DEI Community of Practice

Enhancing **diversity, equity, and inclusion practices** within metro Boston organizations through community and collaboration

In January of 2020, **YW Boston** and **NEHRA** teamed up to launch a DEI Community of Practice to help meet the emerging needs of Diversity, Equity & Inclusion professionals. As demand increases across the field and more organizations start prioritizing organizational change, DEI professionals face a unique set of opportunities and challenges.

YW Boston and NEHRA's DEI Community of Practice provides a space for DEI professionals to collaborate and troubleshoot within a setting where trust and professional respect are watchwords. Members will engage in honest and confidential discussion regarding DEI challenges, establish best practices to address these challenges, and steward opportunities for collaboration and innovation in the field.

Structure and Expectations

- 12 to 15 members representing a diversity of industries and years of experience within the field
- Community members should influence and/or drive DEI strategy within their organization
- A maximum of two employees from the same organization
- A commitment of nine in-person meetings starting October 2020 through June 2021
- Meetings take place in the morning, typically 7:30 – 9:30 AM, via Zoom or, if we are able to meet in person, at rotating locations
- Meeting structure includes facilitated discussion to engage the expertise within the group
- Participation fee: \$650 per person. A discounted rate is available for organizations sending two employees.

Priority Areas

- Strategies and best practices for collecting, analyzing, and sharing DEI data within organizations
- Best practices and discussion of applicability across industries
- Collaboration on cross-ERG activities
- Discussion and discovery of emerging trends
- Focus areas and needs are identified by the group, as they emerge



What our **members say**

“I have really enjoyed the CoP sessions to date. Each one has provided useful learnings, particularly during this unprecedented time [of COVID-19 and Black Lives Matter].”

- Community of Practice Member

“It has been a great group to lean on and learn from, especially with everything that has happened since March 2020.”

- Carolyn Brunis Luc
Project Manager, People & Culture at Suffolk Construction

Participating Organizations

DEI professionals from a variety of institutions in Boston have participated in our Community of Practice, including:

Beth Israel Deaconess Medical Center
Bright Horizons
Eversource
Federal Home Loan Bank of Boston
Girls Scouts of Eastern Massachusetts
Harvard Pilgrim Health Care
John Hancock
Liberty Mutual
Reebok
Suffolk Construction
Vertex