

eliminating racism
empowering women



2020

Elevating *Lives*

DELIVERING ON PROMISES OF RACIAL JUSTICE

The Future of DEI: How to sustain organizational change

**Wednesday, December 2, 2020
10:30 AM - 12:00 PM**

#ELEVATINGLIVES2020

@YWBOSTON

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The Future of DEI: How to sustain organizational change



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2020
Elevating Lives
DELIVERING ON PROMISES OF RACIAL JUSTICE



Elevating Lives is a curated event series that focuses on areas relating to our mission of eliminating racism and empowering women. Our series convenes thought leaders from across sectors for transformative discussions that help elevate lives.

Today's Elevating Lives event will explore the evolution of Diversity, Equity & Inclusion initiatives and how leaders can be responsive in adapting DEI efforts for long-term sustainability. Our panelists will share how they are holding themselves accountable and how they managed to successfully turn aspirational social justice statements into concrete plans for more equitable organizational change.

WELCOME



Dear Friends,

Welcome to the second and final event in YW Boston's virtual 2020 Elevating Lives Series. I am Beth Chandler, President & CEO of YW Boston and I am pleased to welcome you to this important conversation. As the leader of an organization committed to eliminating racism and empowering women, I am grateful for today's gathering.

Today's event specifically looks at how organizations can follow through on their public statements in support of racial equity. In early June we were mourning the loss of many Black lives to anti-Black racism, including George Floyd, Breonna Taylor, Tony McDade, Ahmaud Arbery, and many others, known and unknown. I was proud to stand among my fellow Bostonians as we called for accountability and racial equity within our institutions. As we recognized, we could not go back to the status quo - a status quo which systematically harms Black Americans. Many people learned or were reminded that we cannot look away from injustice. We all must do our part of dismantle racism.

It has now been six months since we saw this boom of support for racial equity. Whether your organization has followed up on their statement with action, or not, you may be wondering - what's next? Well, it is up to all of us, as leaders of these organizations and as the people who utilize their services, to encourage accountability. We need to sustain our energy in order to address deeply entrenched inequities in our communities, systems, and institutions.

Today you will learn concrete ways your organization can deliver on the commitments made and sustain long term change. We hope you are inspired to keep moving this work forward. Thank you for joining us.

Warmly,

A handwritten signature in black ink that reads "Beth".

Beth Chandler
YW Boston President and CEO

YW BOSTON

OUR HISTORY



On March 3, 1866, thirty women in Boston met at the home of civic reformer Pauline Durant to adopt a constitution for the Boston Young Women's Christian Association. Over 150 years later, YW Boston remains a leader in the cause of advancing equity and opportunity for women, people of color, and in particular women of color.

Our Mission

YW Boston is dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all.

As the first YWCA in the country, YW Boston has consistently been a leader in advancing racial and gender equity. In the 1860's YW Boston advanced independence for women by establishing one of the earliest residences for single working women. The facility offered training in domestic service work, creating a path to financial self-sufficiency for young women. In the 1880's YW Boston's Traveler's Aid program met immigrant women arriving in Boston's port and connected them with resources and services to build their lives in the US. By the 1920's YW Boston began promoting racial integration through an "Interracial Committee" made up of women attending Boston's colleges.

Today, YW Boston continues working towards its mission through programs that address the most challenging and persistent inequities, particularly those that lie at the intersection of race and gender.





YW BOSTON

OUR WORK

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YW Boston's Diversity, Equity & Inclusion services—InclusionBoston and LeadBoston—as well as our F.Y.R.E. Initiative and advocacy work, help individuals and organizations change policies, practices, attitudes, and behaviors with a goal of creating more inclusive environments where women, people of color, and especially women of color can succeed.

DE&I SERVICES

LeadBoston

LeadBoston equips mid-to-senior level professionals with the knowledge, skills, and network they need to become inclusive leaders and influence change in their organizations. Through experiential activities, participants delve into the socioeconomic realities of Boston and explore innovative solutions to inequity.

For more information, to apply or refer a colleague, please visit ywboston.org/leadboston or contact Rachael McCoy at rmccoy@ywboston.org

InclusionBoston

InclusionBoston advances diversity, equity, and inclusion by partnering with organizations looking for improved results. We collaborate with organizations to create an action plan and provide them with the resources needed to drive lasting change. Our customized, evidence-based approach creates sustainable cultural change at the organizations we serve.

This year, YW Boston is launching the InclusionBoston **Gender Series**. This model will support organizations in assessment, process design, dialogue-based sessions, action planning, and pre/post evaluation - all through an intersectional lens - with the ultimate goal of helping organizations uncover internal barriers to women's success.

DEI Workshops

YW Boston also offers one-day workshops led by our expert facilitators. Workshop topics include *Understanding Racial Equity*, *Implicit Bias*, *Microaggressions*, *Intersectionality*, and *Organizational Change to Achieve Equity*.

COVID-19 Statement: We are committed to ensuring the safety of our staff, partners, and program participants. YW Boston is able to accommodate groups of varying sizes through virtual facilitation and online delivery. For more information, please contact Sheera Bornstein at sheera@ywboston.org



YW BOSTON

OUR WORK

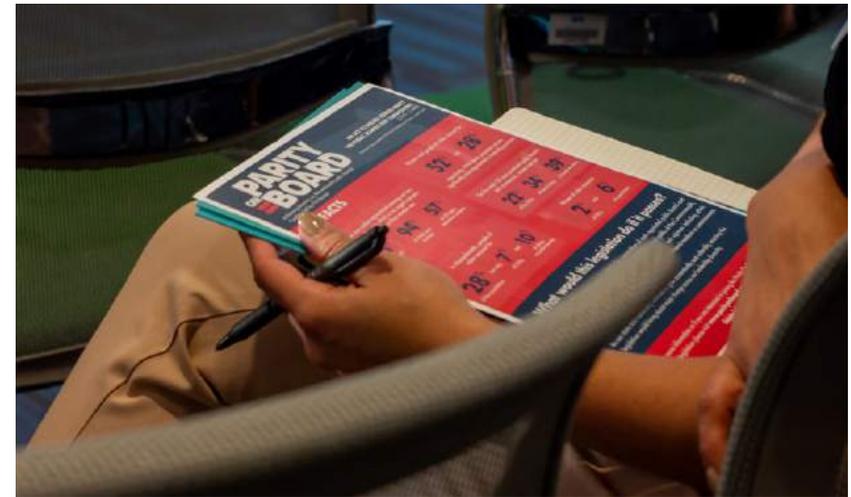


F.Y.R.E. Initiative

(Fierce Youth Reigniting Excellence)

With the F.Y.R.E. Initiative, launched in the Fall of 2019, YW Boston facilitators conduct a 12-15-week leadership development series for girls grades 6th through 9th. The series brings together social justice education, positive identity development, and civic engagement, culminating in small group civics projects. This model takes place in schools or Out of School Time programs, and it is developed to operate in a “girls group” structure rather than a traditional classroom structure. Core to the program is an effort to provide experiential learning opportunities and dialogue to build understanding and increase social-emotional learning.

For more information, please visit ywboston.org/fyre or contact TiElla Grimes at tgrimes@ywboston.org



As part of YW Boston’s work, we also engage the public through advocacy, research, partnerships, and events such as our Women on the Rise Panel, Academy of Women Achievers Luncheon, and Stand Against Racism campaign.

For more information about YW Boston events, please visit ywboston.org/events

Advocacy Committee

The Advocacy Committee supports YW Boston’s mission to eliminate racism and empower women by engaging elected officials, organizations, and the public through legislative advocacy, coalition building, education, and action. We work with volunteer community members to develop and implement the organization’s advocacy agenda to rectify structural barriers to equity for women, girls, and people of color.

In 2019, YW Boston launched the **Parity on Board** coalition in support of legislation promoting greater diversity on Massachusetts’ public boards and commissions. Learn more and get involved by visiting parityonboard.org

Visit ywboston.org/advocacy to learn more about our policy priority areas and legislative advocacy work.



MODERATOR

BETH CHANDLER

YW Boston President & CEO



Beth Chandler joined YW Boston in November 2012, with more than 20 years of experience in both the corporate and nonprofit sectors. In August 2018, she was appointed President & CEO. Her breadth of work experience encompasses program development, delivery and evaluation, business development, and operations. As President & CEO of YW Boston, she leads the organization as it strives to build more inclusive environments in the City of Boston.

Prior to working at YW Boston, Beth served as vice president at the Achievement Network, a national non-profit dedicated to helping urban public and charter schools close the achievement gap. Beth also held positions at Massachusetts Legal Assistance Corporation, the largest funding source for civil legal aid programs in the Commonwealth and Neighborworks America, one of the country's preeminent leaders in affordable housing and community development. A former professional basketball player, Beth received her undergraduate degree from Harvard University and an MBA from Columbia Business School.



PANELISTS



Marianne Harrison

President & CEO
John Hancock



Marianne Harrison is President and Chief Executive Officer of John Hancock, the U.S. division of Toronto-based Manulife Financial Corporation. She also is a member of Manulife's Executive Leadership Team. Ms. Harrison, who is based in Boston, has responsibility across all aspects of John Hancock's operations. Before taking on her current role in 2017, Ms. Harrison served as President and Chief Executive Officer of Manulife Canada, Manulife's Canadian Division. Ms. Harrison serves as President and Chairman of the boards for John Hancock's insurance companies, including John Hancock Life Insurance Company (U.S.A.) and John Hancock Life Insurance Company of New York.



Sara Prince

Partner
McKinsey & Company



Sara joined McKinsey in 2005 as an Associate. She has partnered with clients in various industries with a primary focus on addressing multi-faceted organizational, sales, pricing, and marketing challenges in consumer and other companies. Sara is a leads in McKinsey's North America Sales and Marketing capability building efforts. In the continued pursuit of helping clients broadly in the areas of talent and capability, Sara recently co-authored McKinsey's ground breaking work, "Diversity Matters", linking financial performance and levels of gender and ethnic diversity in a company's leadership team. Sara holds an M.B.A. from the Darden School of Business at the University of Virginia where she was recognized as a Shermet Scholar.

YW BOSTON

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We are committed to building equitable organizations and are proud to sponsor YW Boston's **Elevating Lives Series.**

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Harvard Pilgrim Health Care is proud to support YW Boston Elevating Lives Series.



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