

eliminating racism
empowering women

yw
boston

2021
Elevating
Lives
Series

Demystifying Critical Race Theory

How CRT can support organizational
diversity, equity, and inclusion

Tuesday, October 26, 2021
9:00 – 10:30 AM Eastern Time



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Demystifying Critical Race Theory

How CRT can support organizational diversity, equity, and inclusion



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2021 Elevating *Lives* Series

WELCOME

Dear Friends,

Welcome to the first event in YW Boston's virtual 2021 Elevating Lives Series. I am Beth Chandler, President & CEO of YW Boston and I am pleased to welcome you to this important conversation. As we started planning this series early in the summer, it was hard to ignore the public conversation about Critical Race Theory. This term, which previously only meant anything to academics and racial justice professionals, had become the bogeyman—used to discount the efforts of schools and organizations seeking to become more inclusive and equitable.

We at YW Boston saw how this framework was being warped in popular media and sought to understand the backlash. First, we published an article about Critical Race Theory with Dr. Sarah Faude, YW Boston's Director of Research and Evaluation, who is trained in the theory. We also wanted to learn more from one of theory's pioneers—which led us to this discussion today with Professor Patricia Williams.

It is difficult to look at this country's history and to recognize that our institutions are embedded with inequities. But we have to work through this fear to make it to the other side. And you and me, we have to challenge harmful misconceptions when we hear them. That is why we are gathering you here today. Not necessarily to convince you not to disparage Critical Race Theory – I don't imagine you'd follow our work if you thought that – but to equip you with the knowledge and community you need to approach conversations about Critical Race Theory with intention.

Greater understanding of Critical Race Theory will only deepen one's understanding of the issues and causes of inequity, and lead to more impactful solutions in their organizational DEI work. Thank you for joining us.

Warmly,

Beth Chandler
YW Boston President and CEO



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 take a closer look at Critical Race Theory, explore corporations' responsibility to support racial justice, and understand how CRT can help organizations better determine where to advance diversity, equity, and inclusion (DEI) work.

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



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.

DEI 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.

Applications for the Class of 2022 close on November 8, 2021.

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

UncoverBoston

UncoverBoston brings all the benefits of our signature LeadBoston program to cohorts within the same organization. UncoverBoston fulfills organizations' demands for more inclusive leadership by equipping mid-to senior-level managers with the knowledge, skills, and behaviors to propel their leadership and their organization's success forward.

InclusionBoston

InclusionBoston engages organizations in long-term partnerships to create unique solutions to a variety of diversity, equity, and inclusion challenges. Using our advanced assessment tool and the latest research on behavioral and organizational change, we partner with organizations to create an action plan and provide them with the resources needed to drive lasting change. Our customized, evidence-based approach builds internal capacity and promotes cultural change while supporting organizations throughout their journey.

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*.

Contact Sheera Bornstein at sheera@ywboston.org to learn more about our services and schedule a free consultation.



YW BOSTON

OUR WORK

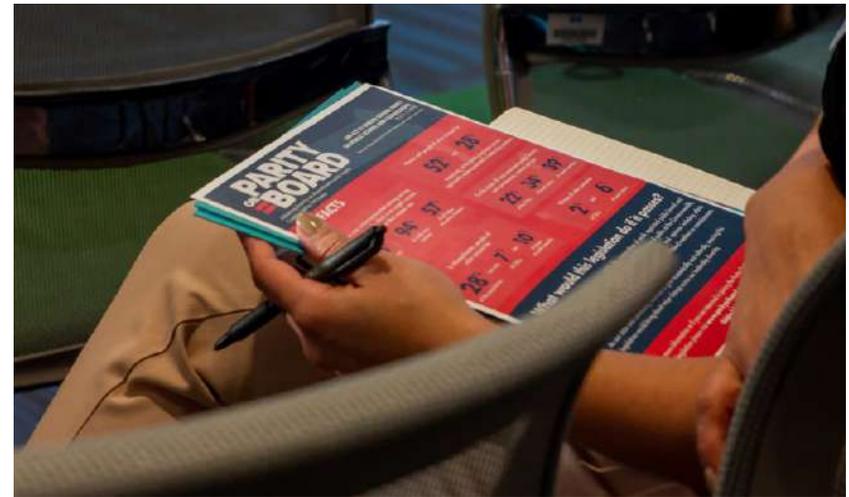


F.Y.R.E. Initiative

(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

Applications for our Advocacy Committee are currently open through November 5, 2021. Visit ywboston.org/advocacy to learn more and apply.

PANELISTS



Beth Chandler

President & CEO
YW Boston

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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. 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. Beth also worked as a corporate banking associate with Bank of America in corporate banking and began her career as a research and evaluation analyst with the Urban Institute. Currently, Beth serves on the Eastern Bank Board of Advisors, The Museum of Fine Arts Board of Advisors, TSNE-MissionWorks Board of Directors, the Women's Workforce Advisory Council and the Leadership Circle of Hope Central Church.



Patricia J. Williams

University Distinguished Professor of Law and Humanities
Northeastern University School of Law

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Patricia J. Williams is a graduate of Wellesley College and Harvard Law School. She began her career practicing law as a consumer and health law advocate for the Western Center on Law and Poverty, and as a Deputy City Attorney for the City of Los Angeles. Upon leaving practice, she served on faculties of the University of Wisconsin School of Law, Harvard University Women's Studies Program, and CUNY Law School at Queen's College, and is Professor Emerita at Columbia University. At present she serves as University Distinguished Professor of Law and Humanities at Northeastern University, with appointments in both the school of law and the department of philosophy. She also holds the title of Director of Law, Technology and Ethics Initiatives. As a parallel career, Professor Williams has pursued journalism. Her award-winning column, "Diary of a Mad Law Professor," has appeared in The Nation Magazine for two decades. She is an elected fellow of the American Philosophical Society, and has held fellowships at the Radcliffe Institute for Advanced Study, the School of Criticism and Theory at Dartmouth College, the Humanities Research Institute of the University of California at Irvine, the Institute for Arts and Civic Dialogue at Harvard, and the Center for Advanced Study in the Behavioral Sciences at Stanford University.

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We're proud to support YW Boston and the important role your organization plays in our community.



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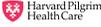
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Investment advisory services are offered through CliftonLarsonAllen Wealth Advisors, LLC, an SEC-registered investment advisor.



Partners in change

Point32Health, the parent company of Harvard Pilgrim Health Care and Tufts Health Plan, is proud to support YW Boston's Elevating Lives series. Together, we can work toward better for everyone in our communities.



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greater equity and
inclusion in Boston!

You can support YW Boston's mission by
becoming an event sponsor.

Visit ywboston.org/events to view upcoming
events or contact Dominique Calixte at
dcalixte@ywboston.org to learn about
sponsorship opportunities.

Upcoming Events



Don't miss the second part of our
2021 Elevating Lives Series
**Measuring Equity and Inclusion: Using Data for
Organizational Change**

Measuring Equity and Inclusion
Using Data for Organizational Change

A panel featuring team members from
InclusionBoston

Wednesday, December 8, 2021 | 9:00 – 10:30 AM Eastern
Free Virtual Event

Please join YW Boston for the second installment of our 2021 Elevating Lives virtual event series. After learning how frameworks such as Critical Race Theory can help organizations better determine where to advance diversity, equity, and inclusion (DEI) work during our first Elevating Lives event, we will explore the importance of measuring behavioral change as a key indicator of successful equity and inclusion initiatives in the workplace.

You will hear from our internal experts **Dr. Anouska Bhattacharyya**, Director of InclusionBoston, and **Dr. Sarah Faude**, Director of Research and Evaluation. Drawing from YW Boston's unique approach and findings from our extensive DEI Services, we will explore the key drivers to behavioral change and how organizations can go about measuring new and existing workplace inclusion initiatives.

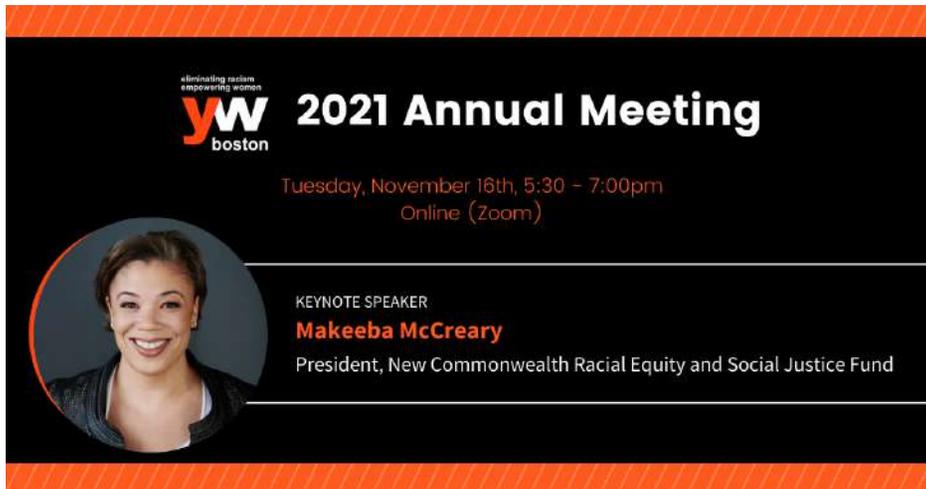
Register at ywboston.org/elevatinglives

Date: Wednesday, December 8, 2021

Time: 9:00 – 10:30 AM

Place: Online

Join us for YW Boston's 2021 Annual Meeting



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2021 Annual Meeting

Tuesday, November 16th, 5:30 - 7:00pm
Online (Zoom)



KEYNOTE SPEAKER
Makeeba McCreary
President, New Commonwealth Racial Equity and Social Justice Fund

As YW Boston continues its mission of eliminating racism and empowering women, join us and fellow YW Boston supporters as we reflect on our accomplishments of 2021 and look towards our future goals at our 2021 Annual Meeting.

Here, you'll also have the opportunity to hear from YW Boston President & CEO **Beth Chandler** to learn about various elements of our organization including our programming, how we go about our work, and our impact. We'll also hear from **Marguerite Fletcher**, chair of YW Boston's Board of Directors as we induct two new board members: **John Anderson**, Global Head Corporate Finance & Infrastructure at Manulife and **Vicky Levy**, Global Life Sciences Practice Leader at Deloitte.

Our keynote speaker **Dr. Makeeba McCreary** is a 2020 YW Boston Academy of Women Achievers awardee, and the former Chief of Learning and Engagement at the Museum of Fine Arts Boston. She currently serves as first President of the New Commonwealth Racial Equity and Social Justice Fund (NCF). NCF is a coalition founded of Black and Brown executives from Massachusetts' leading corporations united to support Black and Brown communities amid the COVID-19 pandemic and in the wake of the brutal killing by police of George Floyd.

Register at ywboston.org/events

Date: Tuesday, November 16, 2021

Time: 5:30 - 7:00 PM

Place: Zoom (Online)



2021
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Thank you for joining us!

We hope you will return for the second part of our 2021 Elevating Lives Series!

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2021
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