

# 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 **September 2022 through June 2023**
- Meetings take place on Thursday mornings, typically 7:30 – 9:30 AM, via Zoom, or 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