



HOW TO PACE YOUR DEI STRATEGY

TO ENSURE MEANINGFUL
AND LASTING CHANGE

Date:

Tuesday, October 11, 2022

Time:

8:00 - 11:00am

Location:

UMass Club, 1 Beacon St,
32nd floor, Boston, MA



#ELEVATINGLIVES2022

@YWBOSTON

Share today's knowledge by posting to our Elevating Lives social wall! Here's how:

Scan the QR code on your table or visit: my.walls.io/elevatinglives2022 to add your post to the wall directly.

OR

Share your event experience on social media using **#ElevatingLives2022** and tag **@ywboston**.

That's it! Watch the wall to see your post on the big screen.



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YW BOSTON PROGRAM OVERVIEW

- ✘ **8:00AM** - BREAKFAST AND NETWORKING
- ✘ **8:30AM** - OPENING PANEL (INCLUDES A Q&A SESSION WITH THE PANELISTS)
- ✘ **9:30AM** - BREAK
- ✘ **9:45AM** - BREAKOUT SESSIONS



Elevating Lives is a YW Boston signature event that focuses on issues related to our mission of eliminating racism and empowering women. This year's event, "How to pace your DEI strategy to ensure meaningful and lasting change," explores how organizations can find the right rhythm for their DEI initiatives. Today's half-day conference will allow you to network with and learn from other Greater Boston Area businesses that are investing in DEI.

WELCOME

Dear Friends,

Welcome to YW Boston's 2022 Elevating Lives conference, "How to pace your DEI strategy to ensure meaningful and lasting change." My name is Beth Chandler, President and CEO of YW Boston, and I'm delighted you have joined us for our first in-person Elevating Lives event since 2019.

YW Boston offers a variety of DEI Services, as well as advocacy and youth programming, to empower individuals and organizations in changing policies, attitudes, and behaviors to create more equitable environments for women, people of color, and especially women of color.

Although YW Boston has been around for over 155 years, we've honed in on organizational change and diversity, equity, and inclusion work in the last 30 years because we've witnessed the outsized impact we can have when we focus on institutions and decision-makers.

Through our work with partner organizations, some of which are here today, YW Boston has gained insight into the barriers, and solutions, to successful implementation of DEI initiatives.

Many of you have heard, and perhaps grown tired of, the expression "DEI work is a marathon, not a sprint". The fact is, this is still a common barrier for many organizations as they try to strike a balance between a quick response to the need for greater DEI and a sustainable pace that ensures long-term, systemic results.

We've discovered that thoughtful communication, clear expectations, leveraging mid-level managers, ensuring that work is measured, and sustaining participation across the organization can all help to address this challenge. Our breakout sessions were created to dig deeper into these strategies. You'll hear from YW Boston DEI Services experts and partners with extensive implementation and problem-solving experience.

And, while there will be a lot of information shared during our opening panel and breakout sessions, I encourage you to leverage the knowledge in this room. You're joined by other attendees and peers from the Greater Boston Area who are also investing in DEI work.

Warmly,



Beth Chandler
President and CEO, YW Boston

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 155 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 country's first YWCA, YW Boston has long been a forerunner in advancing racial and gender equity.

In the 1860s, YW Boston helped women gain independence by establishing one of the first residences for single working women. The facility provided training in domestic service work, paving the way for young women to achieve financial independence. YW Boston's Traveler's Aid program met immigrant women arriving in Boston's port in the 1880s and connected them with resources and services to help them build new lives in the United States. By the 1920s, YW Boston was promoting racial integration through an "Interracial Committee" comprised 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—such as 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 2023 close on November 7, 2022. For more information, to apply or refer a colleague, please visit: ywboston.org/leadboston or contact Samuel Ellison at sellison@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.

YW BOSTON OUR WORK

InclusionBoston

InclusionBoston works with organizations in long-term partnerships to develop innovative solutions to a wide range of diversity, equity, and inclusion challenges. We collaborate with organizations to create an action plan and provide the resources needed to drive long-term change, using our advanced assessment tool and the most recent research on behavioral and organizational change. Our tailored, evidence-based approach fosters internal capacity and cultural change while guiding organizations through 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.

To learn more about our services and schedule a free consultation, contact Sheera Bornstein at sheera@ywboston.org.



Get reimbursed for training with YW Boston!

Interested in bringing DEI services to your organization but facing budget constraints? Get fully or partially reimbursed for DEI training with YW Boston through the Commonwealth Corporation's Express Program. Contact Sheera Bornstein at sheera@ywboston.org to learn more.



Advocacy

As part of YW Boston's work, we also engage the public through advocacy, research, partnerships, and events. 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.



Advocacy Committee

Through legislative advocacy, coalition building, education, and action, the Advocacy Committee works to further YW Boston's goals of empowering women and eliminating racism in the city. We work with volunteer community members to develop and implement our advocacy agenda to address structural barriers to equity for women, girls, and people of color.

Click the button below to learn more about our Advocacy Committee.

YW BOSTON OUR WORK



F.Y.R.E. Initiative (Fierce Youth Reigniting Excellence)

YW Boston facilitators lead a 12- to 15-week leadership development series for middle school girls through the F.Y.R.E. Initiative, which launched in the fall of 2019. 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.

Want to bring F.Y.R.E. to your school? Visit ywboston.org/fyre for more information or contact Jay Boss at jboss@ywboston.org.

YW BOSTON EVENT SPEAKERS



(SHE/HER)

BETH CHANDLER

Opening Panelist | Breakout Session Facilitator

President & CEO
YW Boston

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 nonprofit dedicated to helping urban public and charter schools close the achievement gap.

Currently, Beth serves on the Eastern Bank Board of Advisors, TSNE-MissionWorks Board of Directors, the Women's Workforce Advisory Council, and the Leadership Circle of Hope Central Church. In 2022, Beth was appointed to the Museum of Fine Arts Boston (MFA) Board of Trustees.

A former professional basketball player, Beth received her undergraduate degree from Harvard University and an MBA from Columbia Business School.



(HE/HIM)

LOUIS CHOW, Ph.D.

Opening Panelist

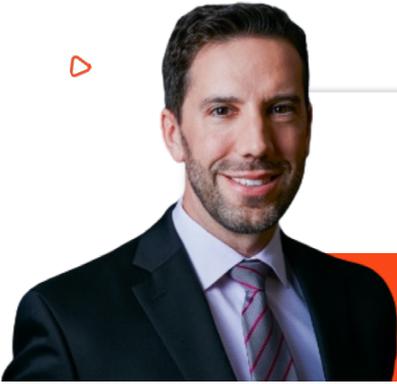
Senior Director of Training and Network Development
Home Base



Louis Chow, Ph.D. is the Senior Director for the Home Base Training Institute and Network Development. The Training Institute provides online and in person education to mental health professionals, first responders, military connected family members, and health professionals that work with service members and their families.

Dr. Chow is also a clinical psychologist and provides evidence-based treatments for Service Members with Post Traumatic Stress Disorder (PTSD) and other invisible wounds of war. He is trained in several evidence-based treatments, including Prolonged Exposure for PTSD, and is a certified trainer and consultant for Cognitive Processing Therapy for PTSD. Prior to joining Home Base, Dr. Chow was a PTSD Post-Doctoral Fellow at the VA Boston where he worked at the PTSD clinic and was a member of the Women's Stress Disorder Treatment Team. He was educated at Georgia State University where he obtained both his Master's and Ph.D. in Clinical Psychology.





(HE/HIM)

JAY BABBITT

Opening Panelist

Vice President of Human Resources
Northland Investment Corporation

Jay leads the HR team, which supports 600+ employees in more than 80 locations around the country. His responsibilities include oversight and strategic direction of all aspects of the human resources function, along with the review and benchmarking of best practices as it applies to recruitment and retention, talent development, compensation and benefits, and rewards and recognition.

Before joining Northland, Jay worked for InterContinental Hotels Group, based at the InterContinental Boston, where he served as Director of Human Resources and was responsible for the successful opening of the 4-diamond award-winning luxury hotel. He has also worked for Starwood Hotels & Resorts and The Flatley Company in various HR roles.

Jay earned his bachelor's degree from the University at Buffalo and has also taken graduate courses through Cornell University and Boston College. He has been recognized by the HR Certification Institute and is currently certified as a Senior Human Resources Professional.

(SHE/HER)

HEATHER MAGAW

Opening Panelist

Vice President of People & Culture
Chadwick Martin Bailey



Heather is Vice President of People & Culture, fostering CMB's culture of trust, teamwork, and collaboration to ensure that each CMBer achieves their highest potential. She partners closely with other members of CMB's Leadership and Management teams to attract, retain, and develop our talent as a strategic differentiator.

Heather brings 20+ years of professional experience and deep knowledge of CMB to this role. Heather began her career with us as a Project Manager bringing a client-centric approach to project management, leading both strategic and tactical client engagements. In 2012, her role expanded to overseeing Client Services with responsibility for research operations and project execution: People, Process, and Technology. Currently, Heather is focused even more purposefully on the People side of that equation, bringing a human-centered approach to her position.

Heather earned her M.A. in Experimental Psychology, with an emphasis in quantitative methods, from University of Hartford, and her B.A. in Psychology from Ohio University, where she graduated Phi Beta Kappa and summa cum laude.





(SHE/HER)

NIA KEITH

Opening Panelist

*Vice President for Diversity, Equity,
Inclusion, and Justice*
Mass Audubon

Nia Keith is a creative and dedicated social justice educator and facilitator with more than 15 years of experience in professional development, program management, community engagement, and team leadership in formal education and nonprofit institutions.

Keith was tapped to serve as the conservation nonprofit’s first Vice President for diversity, equity, inclusion and justice. In her new role, she leads the charge to create an equitable work culture and supporting Mass Audubon’s efforts to build environmental access in Massachusetts, including the over 40,000 acres of land the organization protects.

After finishing her M.S. in environmental studies and education from Antioch University New England, Keith managed Mass Audubon’s education outreach from 2011 to 2013 in Lawrence, bringing science and environmental programs to low-income youth. Her education experience also includes teaching science and math at elementary schools and managing the Museum of Science’s professional development providers and STEM programming.



YW BOSTON

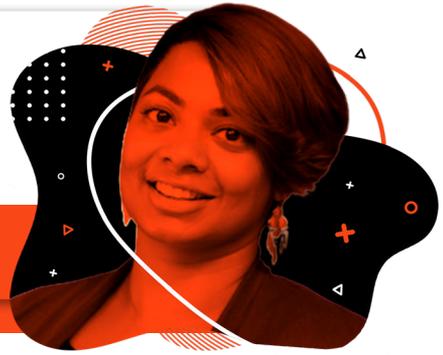
BREAKOUT SESSION FACILITATORS

(SHE/THEY)

ANOUSKA BHATTACHARYYA, PH.D.

Breakout Session Facilitator

Vice President of Programs
YW Boston



Dr. Anouska Bhattacharyya is the Vice President of Programs at YW Boston. Anouska is deeply invested in issues of race, gender and equity in higher education and healthcare.

Anouska was the director of Harvard's international program, managing incoming students' immigration status, funding and curriculum development against a backdrop of increasing state violence and xenophobia. She assisted in the overhaul of the university's core curriculum, and organized faculty protests at the decision to end DACA in 2017. She brings over a decade of expertise in higher education to YW Boston.

Prior to YW Boston, Anouska was heavily involved in the University of Pennsylvania's MSTP: a program designed to diversify the physician-scientist community in Philadelphia and beyond. She is an award-winning teacher at Harvard, Northeastern and MIT. Anouska received her Ph.D. in history of science from Harvard University in 2013 as a result of her research examining the genealogy of mental health in the British Empire, specifically what it means to be simultaneously colonized by the state and by medicine.



(HE/HIM)

KEITH MARION

Breakout Session Facilitator

Head of Workplace Diversity Equity & Inclusion
Point32Health

Keith Marion is the Head of Representation & Workforce Development and DE&I Business Leader for Point32Health the newly combined Harvard Pilgrim Health Care (HPHC) and Tufts Health Plan organization. He is a seasoned executive with expertise in leading strategic enterprise-wide DE&I initiatives. He leads corporate initiatives and programs through a DE&I lens that contribute to measurable business impacts in revenue growth, managing costs, product and service innovation, brand awareness, customer satisfaction, workplace equity, employee engagement, inclusion and belonging.

Keith graduated from Newton South High School, MA; holds a BS in Business Administration from Historically Black College (HBCU) Lincoln University (PA), Diversity Champion & Leadership certificate from Bentley University, graduate from The Partnership Next Generation Executive Program, past recipient of the Boston Business Journal Diversity Champion award, Chair of the Berkshire Partners Blue Hills Boys & Girls Club (Dorchester) Advisory Board, member of the Boys & Girls Clubs of Boston Board of Trustees, Co-Chair of the YMCA Boston Achievers Board, and Vice-Chair of the SPOKE/ Medicine Wheel Board.

(SHE/HER)

Kathleen Von Euw

Breakout Session Facilitator

Interim Director of InclusionBoston
YW Boston



Kathleen joined YW Boston in June 2021 as an InclusionBoston Manager. Kathleen brings a decade of experience developing social justice education and community-engaged programs in higher ed. Her work has focused on approaching community engagement practice, and experiential education from an anti-racist, intersectional framework. Kathleen has prioritized the perspectives of community members and partner orgs by implementing systems that center community voices.

Kathleen previously served as Assistant Director of Community Engagement and Partnerships at Manhattan College, where she spent seven years building bridges between the college and community-based organizations in the Bronx and nonprofits in the greater New York City area.

While in NYC, Kathleen also focused on building capacity for initiatives aimed at creating more inclusive and equitable spaces on campus, including designing educational workshops; piloting intergroup dialogue programs; training students to facilitate dialogues on identity, privilege, power, and oppression; co-chairing a campus climate committee; and collaborating as part of a team to found the Women & Gender Resource Center.

Kathleen holds B.A. degrees in Psychology and Spanish Literature & Language from Villanova University. Additionally, Kathleen earned an M.P.A. and a certificate in nonprofit management.



(SHE/HER)

SARAH FAUDE, PH.D.

Breakout Session Facilitator

Director of Research and Evaluation
YW Boston

Dr. Sarah Faude joined YW Boston in July 2019 to serve as Director of Research and Evaluation. Sarah comes to YW Boston with a decade of research, writing, and teaching experience at the intersection of public urban contexts and racial inequality, in education.

Sarah received her Ph.D. in sociology from Northeastern (NEU) University in 2019. Her dissertation research, entitled “The Road to Registration: Bureaucracy, Inequalities, and the Paradox of Compulsory Choice,” examined the role of institutional actors, practices, and processes in the reproduction of raced, classed, gendered, and linguistic inequalities in Boston Public Schools’ intra-district choice process.

Sarah has also worked in both the out-of-school time and higher education spaces in the Boston area including: NEU’s Sociology and Human Service department; and 826 National. She is an Advisory Committee member of The Identity Project, a creative documentary arts intervention for underserved youth.

Sarah holds a B.S. in Sociology from Skidmore College. She also holds an M.S.Ed from the Graduate School of Education at the University of Pennsylvania and had the honor of teaching middle and high school English in two schools in Philadelphia.



(SHE/HER)

Rebecca Booth-Fox

Breakout Session Facilitator

InclusionBoston Manager

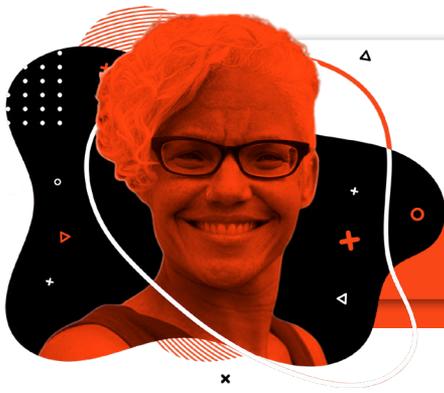
YW Boston



As an InclusionBoston Manager at YW Boston, Rebecca provides support to client orgs to create sustainable organizational change towards inclusion and equity. Rebecca supports organizations to honor the contributions and motivations of each individual, to ultimately take collective action to create conditions for everyone to succeed.

Rebecca brings over a decade of experience facilitating dialogues, building relationships, and collaborative problem-solving. Her work focuses on building inclusive communities based on common interests, cross-cultural understanding, and shared appreciation of each member as a unique individual.

Rebecca's journey at YW Boston started in 2010, when she was trained as a facilitator of the Community Dialogues on Race. She then founded and led Voices of Harmony, creating a space where people from diverse backgrounds can come together to learn, perform, and engage in meaningful cross-cultural dialogue. In 2014 Rebecca joined Big Sister Boston, where she supported friendships between Big Sisters (adult volunteers) and Little Sisters (youth with marginalized genders from all around the metro-Boston area.) Over seven years, Rebecca supported thousands of these relationships by observing and analyzing cultural differences, coaching with nuance and compassion, and honoring individuals' needs and capacities.



(SHE/HER)

Kyle Amber Clark

Breakout Session Facilitator

Chief Equity & Inclusion Officer
The Learning Center for the Deaf

With a genuine passion for social justice, Kyle brings an extensive background in mental health, Deaf culture and education.

She received her Master's degree in Mental Health from Gallaudet University, she is currently working on her dissertation to complete her Ph.D. in social justice, and has participated in numerous presentations and panel discussions on mental health counseling, Deaf culture, empathy and intersectionality.

Most recently, Kyle has served on the Faculty of Color Coalition Committee at Gallaudet. Kyle has worked with organizations nationwide, including the Deaf Abused Women's Network, CSD Unites, National Association of the Deaf, National Black Deaf Advocates and Maryland School for the Deaf. 



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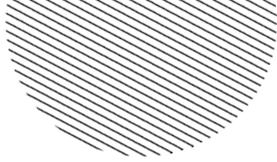
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We wish to thank our **sponsors**
for making today's Elevating
Lives event a **success.**

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FLETCHER CONSULTING

A PROUD SUPPORTER OF YW BOSTON

Fletcher Consulting is pleased to sponsor YW Boston's Elevating Lives Conference this year. We are proud supporters of YW Boston - its mission of "eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all" aligns with the work we do at Fletcher Consulting.



Life's brighter under the sun

Sun Life is proud to support
YW Boston's
Elevating Lives 2022

LIFE | DISABILITY | DENTAL/VISION
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We're glad you could join us
for Elevating Lives 2022.

Stay engaged by following us on social media @ywboston and joining us at our upcoming events.



Come to YW Boston's 2022 Annual Meeting at the ICA

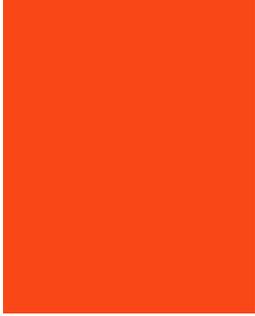
Join us at The Institute of Contemporary Art (ICA/Boston) for our Annual Meeting. The program will include remarks from YW Boston President & CEO Beth Chandler, induction of new members of the Board of Directors, and a preview of our 2022 Impact Report. We will be hosted by Jill Medvedow, Ellen Matilda Poss Director of Boston's Institute of Contemporary Art.

DATE

**Tuesday, November 15,
2022 | 5:00 - 8:30 PM**

PLACE

**ICA Boston: 25 Harbor
Shore Dr, Boston, MA
02210**



Apply to join the LeadBoston Class of 2023

Join Boston's largest network of inclusive leaders. **Applications for the LeadBoston Class of 2023 are open!** Strong LeadBoston candidates have 15+ years of professional work experience; are curious about challenges facing Greater Boston; want to explore inclusive leadership; and are looking to build lasting partnerships across the public, private, and nonprofit sectors. **The final deadline to apply is November 7, 2022.**

Get reimbursed for DEI training with YW Boston through the Commonwealth Corporation's Express Program

Do you want to bring **diversity, equity, and inclusion services** to your organization but have budget constraints? Get fully or partially reimbursed for DEI training with YW Boston through the **Commonwealth Corporation's Express Program**. Visit <https://commcorp.org/subprogram/wtfp-express-program/> or contact **Sheera Bornstein** at sheera@ywboston.org to learn more.

YW BOSTON STAY ENGAGED



The City Talks: Equity in Wellness

DATE: Wednesday, October 19, 2022 | 7:00 – 8:00 PM

LOCATION: Hibernian Hall, 184 Dudley Street, Boston, MA

This fall, the Presidential Obama Portraits will be on display at the Museum of Fine Arts in Boston (September 3 – October 30). Inspired by “The Obama Portraits Tour” and honoring Michelle Obama’s legacy of prioritizing the mental and physical well-being of all Americans—especially young people and people of color—this event discusses issues of wellness in Boston’s marginalized communities. Join this conversation about changing policies, practices, and attitudes to make the wellness industry more inclusive.

The event program includes a panel discussion with city leaders who have made an impact in the wellness industry:

- ✘ DR. ANOUSKA BHATTACHARYYA, VICE PRESIDENT OF PROGRAMS, YW BOSTON
- ✘ ASHLEY MITCHELL, FOUNDER OF THE COURAGE CAMPAIGN
- ✘ LISA SIMMONS, DIRECTOR OF THE ROXBURY INTERNATIONAL FILM FESTIVAL
- ✘ HEATHER WHITE, FOUNDER AND CEO OF TRILLFIT

This event is presented in partnership with the Museum of Fine Arts, Boston. The City Talks: Equity in Wellness is a free event open to the public.



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LIVES 2022**

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