



# LeadBoston

**Be a change agent. Ensure your organization's success.  
Join Boston's largest network of inclusive leaders.**

**LeadBoston**, YW Boston's signature leadership program, meets organizations' demand for more inclusive leadership by equipping mid- to senior-level professionals with the knowledge, skills, and network necessary to increase equity within their organizations and communities.

## LeadBoston at a glance



### IDEAL APPLICANTS

Mid- to senior-level professionals with 15-30 years of experience



### DURATION

11 months, January through November; time commitment includes ten 8-hour program days with monthly pre-work



### COHORT SIZE

Approx. 40 to 45 participants per class



### COHORT COMPOSITION

Ensures diversity with respect to gender, race, ethnicity, ideology, life experience, professional background, industry, and sector



### INVESTMENT

Organizations support employees by covering tuition and time away from the office for programming

**93%**

of LeadBoston graduates report advancing **diversity and inclusion** at their organization after graduation.

### ▶ Did you know?

LeadBoston participants show increased awareness of diverse racial and ethnic social experiences and greater ability to secure resources to support a diverse workforce.

## HOW TO APPLY

Applications for the Class of 2024 open on June 6, 2023 and are reviewed on a rolling basis. Admission is competitive, so applicants are encouraged to apply early. Apply or refer a colleague at [ywboston.org/leadboston-apply](https://ywboston.org/leadboston-apply).

**The deadline to apply is October 16, 2023.**



## Program Overview

Throughout the program year, **LeadBoston** participants undertake a candid exploration of Greater Boston's inequities. With LeadBoston's experiential learning model, curated content, and responsive programming, participants gain direct insight into key institutions and levers for change. The program culminates with a "leadership commitment," an organization-focused capstone action project.

The program includes a combination of in-person and supplementary virtual components to provide a flexible yet impactful experience for participants. We are committed to the safety of our participants, staff, and speakers. LeadBoston facilitators are prepared to shift in-person engagements as a result of updated state and CDC guidelines regarding COVID-19.

### PARTICIPANTS WILL GAIN...

- A deepened understanding and commitment to equity
- A strengthened ability to lead DEI efforts within the workplace
- Collaboration, communication, decision-making, and strategic thinking skills
- Leverage to utilize their influence for greater impact
- A deep network of support amongst their cohort
- Access to our alum community of over 1,000 diverse leaders
- Tailored organizational development resources, support of action plans, and thought partnership for up to a year after graduation

### CURRICULUM ELEMENTS

- Examination of systemic inequities and how they impact and are impacted by Boston's institutions, neighborhoods, and industries
- Root cause analysis of DEI challenges and interventions that address them
- Integration of a broad range of perspectives
- Facilitated dialogue, experiential learning, expert speakers, online modules, and peer learning



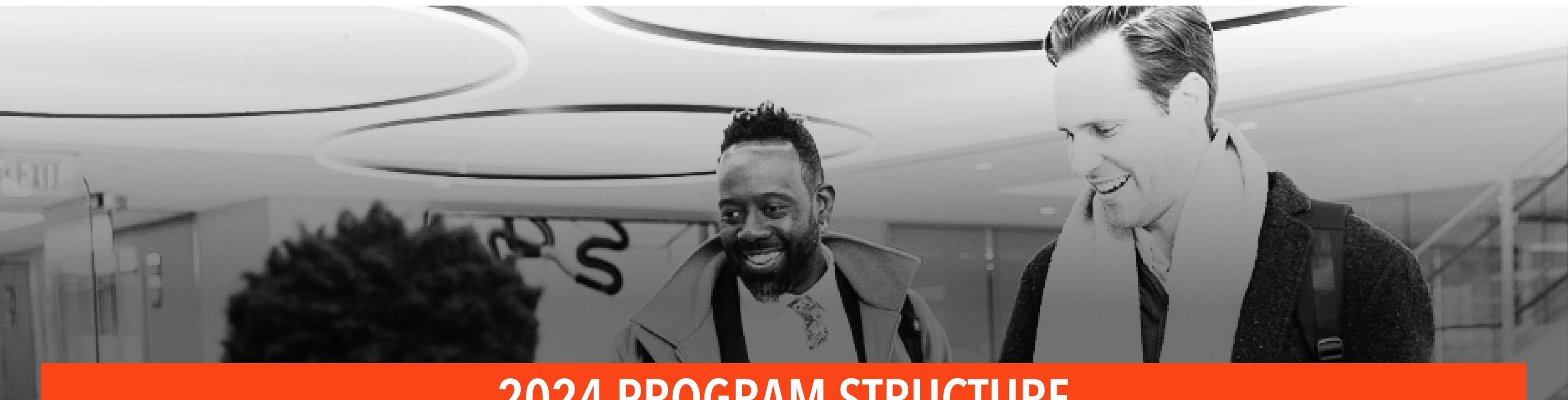
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I'm glad that I was able to take advantage [of being part of LeadBoston], because it has been an asset to not only my network, but also my general growth and development as a leader in the city.

**Harry Harding, Class of 2021**

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## 2024 PROGRAM STRUCTURE

LeadBoston is unique due to its experiential learning approach and cohort-based structure. Participants undertake a candid exploration of Boston’s inequities and envision how to leverage their influence for greater impact.

Through curated content and responsive programming, LeadBoston participants gain direct insight into key institutions and levers for change, strengthening their skills as leaders committed to advancing equity.



DATE	TOPIC
January 10	Orientation
January 18-19	Advance
February 7	Class & Poverty
March 6	Education
April 3	Exploring Boston's Neighborhoods
May 8	Immigration
June 5	Environmental Justice & Leadership Commitment
July 10	Healthcare
August 14	Housing & Transportation
September 11	Arrest & Prosecution
October 9	Incarceration & Re-entry
November 13	Presenting Leadership Commitments
November 20	Graduation

# Application Information

## STEP 1: ONLINE FORM

**Early decision deadline – Friday, September 1, 2023**

**Final application deadline – Monday, October 16, 2023**

To apply for LeadBoston, complete the online application form at [ywboston.org/leadboston-apply](https://ywboston.org/leadboston-apply). The form consists of personal and demographic questions, and will ask you about your leadership philosophy and reasons for applying to LeadBoston. Applicants are accepted on a rolling basis and are encouraged to apply early as admission is competitive.

## STEP 2: INTERVIEW

Invitations are extended to candidates on a rolling basis. Qualified applicants will be invited for an interview with a LeadBoston alum. The interview is a great way for us to get to know applicants and for them to learn more about the program.

## STEP 3: EMPLOYER COMMITMENT

This is due no later than five business days after your interview. To be eligible for acceptance, you must submit an employer commitment form. You will receive a copy of this form after completing the online application. The form states that your employer will support your participation in LeadBoston and finance your tuition.

## ENROLLMENT CONFIRMATION

Accepted applicants will have five business days to respond to their email offer and confirm their seat.

## 2024 TUITION STRUCTURE

Organization Size	Number of global employees	Tuition
<b>Private</b>		
Large	350+	\$9,000
Medium	16-349	\$8,000
Small	1-15	\$4,500
<b>Nonprofit/Public</b>		
Large	350+	\$7,500
Medium	16-349	\$4,500
Small	1-15	\$2,750

*Additionally, every participant is required to submit a personal tuition contribution of \$300.*



## PRESENTERS

LeadBoston participants engage with key thought leaders in intimate, provocative, and in-depth conversations about the major socio-economic and systemic challenges facing Greater Boston. Participants gain speakers' behind-the-scenes insights and best practices for leading change.

**Our presenters have included the following outstanding leaders from a variety of sectors:**

### GOVERNMENT

**Governor Deval Patrick**  
Commonwealth of Massachusetts

**Mayor Martin J. Walsh**  
City of Boston

**Stephanie Pollack (LB '98)**  
Secretary of Transportation, Massachusetts

**Marc Draisen**  
Metropolitan Area Planning Council

**William Gross**  
Commissioner, Boston Police Department

**Turahm Dorsey**  
City of Boston

**Rachael Rollins**  
Suffolk County District Attorney

**Celina Barrios-Millner**  
Chief of Equity and Inclusion, City of Boston

### EDUCATION

**Barry Bluestone, PhD**  
Founding Director of the Dukakis Center, Founding Dean of the School of Public Policy and Urban Affairs, Northeastern University

**Christine Letts**  
Rita E. Hauser Senior Lecturer in the Practice of Philanthropy and Nonprofit Leadership, Harvard Kennedy School

### FINANCE

**Shawna Ferguson**  
Managing Director and Director, Global Diversity, Equity and Inclusion, Wellington Management

**Wendell Chestnut (LB '99)**  
Senior Vice President, Bank of America

**Steven Young**  
Former Senior Vice President of Marketing Marketing, , Eastern Bank

**Bruce Figueroa**  
Head of Nonprofit Banking, People's United Bank

**Sherry Riva**  
Founder & CEO, Compass Working Capital

### SOCIAL SERVICES

**Wendy Foster (LB '10)**  
Former CEO, Big Brothers Big Sisters of Eastern Massachusetts

**Rahsaan Hall**  
Director of the Racial Justice Program, ACLU of Massachusetts

**Audrey Morrissey**  
Co-Executive Director, My Life My Choice

**Nia Evans (LB '16)**  
Director, Boston Ujima Project

**Jim Rooney**  
President & CEO, Greater Boston Chamber of Commerce

**Gilad Rosenzweig**  
Founder & CEO, Smarter in the City

**Segun Idowu**  
President, Black Economic Council of Massachusetts (BECMA)

### HEALTHCARE

**Azzie Young, PhD (LB '13)**  
President & CEO, Mattapan Community Health Center

**Sandro Galea, MD**  
Professor and Dean, Boston University School of Public Health

**Thea James, MD**  
Associate Professor, Associate Chief Medical Officer, and Vice President of the Mission, Boston Medical Center

**Jim O'Connell, MD**  
President, Boston Health Care for the Homeless

**Peter Slavin, MD**  
President, Massachusetts General Hospital

**Barry S. Zuckerman, MD**  
Professor and Chair Emeritus of the Department of Pediatrics, Boston Medical Center

**Dr. Myechia Minter-Jordan**  
President & CEO, Carequest Institute

**Bill Walczak**  
Retired/Founding President & CEO, Codman Square Health Center

### CORPORATE AND MEDIA

**Shirley Leung**  
Columnist and Associate Editor, Boston Globe

**Melodie Knowlton (LB '20)**  
Vertex Pharmaceuticals

**Steve Vinter**  
Former Engineering Director, Google

**Tiziana Dearing**  
Host of Radio Boston, WBUR





## ALUMNI NETWORK

LeadBoston has been graduating socially responsible leaders for 30 years and its robust alumni network is over 1,000 local leaders strong. Alumni are invited to exclusive events including panel discussions, social gatherings, and professional development workshops. Alumni, and their employers, benefit from lifelong access to this unique network of influencers from a variety of sectors.

**Some of the leaders in our LeadBoston Alumni Network include:**

### GOVERNMENT

**Kenneth Green**  
Chief, MBTA Transit Police

**Nam Pham**  
Exec Office of Housing & Economic Development, MA

**Stephanie Pollack**  
Secretary of Transportation, Massachusetts

**Amanda Teo**  
Office of the Suffolk County District Attorney

**Matteo Urella**  
Program Manager, Strategic Communications,  
National Grid

**Andrew Peck**  
Undersecretary of Public Safety, Executive Office of  
Public Safety and Security

### SOCIAL SERVICES

**Wendy Foster**  
Former CEO, Big Brothers Big Sisters of Eastern  
Massachusetts

**Stephen Chan**  
Vice President of Strategy and Operations, The  
Boston Foundation

**Erin McAleer**  
President & CEO, Project Bread

**José Massó**  
Co-Executive Director, United South End Settlements

### LAW

**Mark Michalowski**  
Holland and Knight, LLP

**Regina Pisa**  
Goodwin Procter LLC

**Dinesh Melwani**  
Mintz

### MEDIA/COMMUNICATIONS

**Doug Banks**  
Boston Business Journal

**Dorie Clark**  
Clark Strategic Communications

**John Werner**  
TEDxBeaconStreet

### FINANCE

**Wendell K. Chestnut**  
Senior Vice President, Bank of America

**Dune Thorne**  
Partner, Brown Advisory

**Beth Symolon**  
Branch Manager, Eastern Bank

**Michel Bamani**  
Vice President and Counsel, State Street

**Kevin Hart**  
Head of Marketing, Boston Common Asset  
Management, LLC

**Joyce Kvalsvik**  
Vice President of Technical Program Management,  
Sovos

### EDUCATION

**Dr. Paula Johnson**  
President, Wellesley College

**John Pitcher**  
Vice President Administration and Finance, Bunker  
Hill Community College

**Dr. Raul Fernandez**  
Associate Dean for Equity, Diversity & Inclusion,  
Boston University

**Joyya Smith**  
Vice President of Diversity, Access, and Inclusion,  
Suffolk University

### HEALTHCARE

**Chien-Chi Huang**  
Founder, Asian Women for Health

**Jeff Bellows**  
VP Corporate Citizenship & Public Affairs, Blue Cross  
Blue Shield

**Dr. Jessica Zeidman**  
Massachusetts General Hospital

**Peter Markell**  
CFO and Treasurer, Mass General Brigham

**Damian Wilmot**  
SVP, Chief Risk and Compliance Officer, Vertex  
Pharmaceuticals

**Daniel Dobin**  
Interim Executive Director, Upstream USA

### CORPORATE

**Marcita Thompson**  
Vice President, Fenway Park Tours, Boston Red Sox

**Maura Banta**  
Director of Citizenship Initiatives in Education, IBM

**Tom Burrow**  
Vice President of Digital Brand Commerce, Reebok

**Kevin McCall**  
CEO, Paradigm Properties

**Tracy Burns**  
CEO, Northeast Human Resources Association

**Eric Kramer**  
Partner/Principal, Reed Hilderbrand



# Frequently Asked Questions

## 1 WHAT IS LEADBOSTON?

LeadBoston meets organizations' demand for more inclusive leadership by equipping mid-to senior-level professionals with the knowledge, skills, and network to propel their leadership and their organization's success. During this unique, 11-month program, participants explore barriers to inclusion through facilitated dialogue, expert speakers, communication modules, and peer learning. Our experiential learning approach focuses on the inner workings of Boston, trends and systemic issues that impact the city's social and economic vitality, and inclusive leadership. It provides an unparalleled opportunity for in-depth learning about complex issues, equipping participants with the knowledge, tools, and analytical skills necessary for effecting meaningful change in the workplace.

## 2 WHO PARTICIPATES IN LEADBOSTON?

Since 1991, LeadBoston has competitively selected over 1,000 individuals as LeadBoston participants. Representing the gamut of Boston's professional, racial, ethnic, faith, and gender diversity, LeadBostonians are typically leaders with 15 to 30 years of experience and who have the ability to influence change within their organization. Participants are sponsored and financially supported by their employers. LeadBoston is not an introductory workforce training program, and participants are required to have professional experience prior to participation.

## 3 WHAT HAPPENS IN LEADBOSTON?

The LeadBoston year (January through November) provides participants with a unique opportunity to explore the complexity of Boston's inequities through an inclusive leadership lens. Each month, participants gather in a different location to discuss pressing issues and trends and hear first-hand from civic leaders, community organizers, business people, and academics. Through curated content and responsive programming, participants gain direct insight into key institutions and levers for change, strengthening their skills as leaders committed to advancing equity within their organizations and the broader community. The program includes opportunities to connect with classmates, as well as access to networking, educational, and social opportunities with LeadBoston's extensive alumni network.



## Frequently Asked Questions

### 4 HOW DOES LEADBOSTON EXPLORE TOPICS OF DIVERSITY, EQUITY AND INCLUSION?

LeadBoston looks broadly at systemic inequities and how they impact and are impacted by Boston's institutions, neighborhoods, and industries. We foster skills that enable leaders to analyze root causes of diversity, equity, and inclusion challenges, then devise interventions that address those challenges. After LeadBoston, 93% of participants report that they are advancing diversity, equity, and inclusion within their organizations.

### 5 DOES LEADBOSTON PLAN TO MEET IN PERSON?

The program includes a combination of in-person and supplementary virtual components to provide a flexible yet impactful experience for participants. We are committed to the safety of our participants, staff, and speakers. LeadBoston facilitators are prepared to seamlessly shift in-person engagements to a virtual format as a result of updated state and CDC guideline updates regarding COVID-19.

### 6 WHAT ARE THE BENEFITS TO THE PARTICIPANT?

Through hands-on experiences, topical pre-work, and facilitated discussions, participants strengthen their leadership capacities. Participants gain:

- A deepened understanding and commitment to equity
- A strengthened ability to lead DE&I efforts within the workplace
- Improved collaboration, communication, decision-making, and strategic thinking skills that support personal growth and professional development
- A deep network of support amongst their cohort
- Access to our alumni community of over 1,000 diverse leaders
- Exposure to influential leaders in key institutions
- Tailored organizational development resources, support of action plans, and thought partnership for up to a year after graduation

Participating employees will experience unique professional development opportunities outside of what their organization can offer. Upon graduation, participants become members of the LeadBoston alumni network, a prominent group of over one thousand leaders with access to exclusive networking and educational opportunities.



## Frequently Asked Questions

### 7 WHAT ARE THE BENEFITS FOR THE SPONSORING EMPLOYERS?

Employers likewise benefit from their employees' participation in LeadBoston, as the program:

- Equips leaders with the skills needed to advance diversity, equity, and inclusion in their organization
- Strengthens leaders' ability to understand stakeholders' needs, solve challenging problems, and make better business decisions
- Broadens organizational access to key leaders, institutions, and professional contacts via the powerful LeadBoston network
- Rewards high-potential individuals and prepares them for greater leadership responsibilities

Nominating an employee for LeadBoston gives organizations the opportunity to make Boston a better place to live, work, and thrive. Employers who sponsor participants will benefit from increased employee engagement and loyalty.

### 8 WHAT IS THE EMPLOYER'S COMMITMENT?

Employers support their employees' participation by allowing them time to fully engage in program days, encouraging the development and implementation of an action plan, staying responsive to subsequent action plan follow-up, and covering the cost of participation. There is a \$2,750 - \$9,000 sliding scale fee based on sector and size of the participant's employer. Flexible payment plans are available. Apply by September 1, 2023 for early consideration and admission to the class.

### 9 WHAT IS THE PARTICIPANT'S COMMITMENT?

Participants are expected to attend ten 8-hour program days, complete about two hours of monthly pre-work, respond to feedback surveys, develop their leadership commitment, stay responsive to follow-ups about their leadership commitment, and engage with classmates for the duration of the program year. In addition, the program orientation is four hours and the advance takes place during a weekend in January for eight hours each day. Participants are also required to submit a personal tuition contribution of \$300.