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 2025 open on May 31, 2024 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.

The deadline to apply is October 7, 2024.

Learn more at ywboston.org/leadboston or contact Rachael McCoy at rachael@ywboston.org.
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.

PARTICIPANTS WILL GAIN...

- A deepened understanding of 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

“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

Ready to nominate a leader or apply to LeadBoston? Get in touch with Rachael McCoy at rachael@ywboston.org or visit ywboston.org/leadboston for more information.
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.

<table>
<thead>
<tr>
<th>DATE</th>
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<tr>
<td>January 8</td>
<td>Orientation</td>
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<tr>
<td>January 23-24</td>
<td>Advance</td>
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<tr>
<td>February 12</td>
<td>Class &amp; Poverty</td>
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<td>March 12</td>
<td>Education</td>
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<td>April 9</td>
<td>Exploring Boston’s Neighborhoods</td>
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<td>May 14</td>
<td>Immigration</td>
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<td>June 11</td>
<td>Environmental Justice &amp; Leadership Commitment</td>
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<td>Arrest &amp; Prosecution</td>
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<td>October 8</td>
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<td>November 12</td>
<td>Presenting Leadership Commitments</td>
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<td>November 19</td>
<td>Commencement</td>
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Application Information

STEP 1: ONLINE FORM

Early decision deadline – Friday, August 23, 2024
Final application deadline – Monday, October 7, 2024
To apply for LeadBoston, complete the online application form at 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.

2025 TUITION STRUCTURE

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<tr>
<th>Organization Size</th>
<th>Number of global employees</th>
<th>Tuition</th>
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<tr>
<td><strong>Private</strong></td>
<td></td>
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<tr>
<td>Large</td>
<td>350+</td>
<td>$9,000</td>
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<td>Medium</td>
<td>16-349</td>
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<td>Small</td>
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<td><strong>Nonprofit/Public</strong></td>
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<tr>
<td>Large</td>
<td>350+</td>
<td>$7,500</td>
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<tr>
<td>Small</td>
<td>1-15</td>
<td>$2,750</td>
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</tbody>
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Every participant is required to submit a personal tuition contribution of $300.

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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**
- Former Governor Deval Patrick
  Commonwealth of Massachusetts
- Former Mayor Martin J. Walsh
  City of Boston
- Stephanie Pollack (LB '98)
  Deputy Administrator, Massachusetts Bay Transportation Authority
- Marc Draisen
  Metropolitan Area Planning Council
- Michael Cox
  Commissioner, Boston Police Department
- Turahn Dorsey
  City of Boston
- Kevin Hayden
  Suffolk County District Attorney
- Celina Barrios-Millner
  Chief of Equity and Inclusion, City of Boston
- Segun Idowu
  Chief of Economic Opportunity and Inclusion, City of Boston

**FINANCE**
- Shawna Ferguson
  Chief Diversity, Equity, & Inclusion Officer, Wellington Management
- Wendell Chestnut (LB '99)
  Senior Vice President, Bank of America
- Steven Young
  Former Senior Vice President of Marketing, Eastern Bank
- Bruce Figueroa
  Executive Vice President, Not-for-Profit Banking, M&T Bank
- Sherry Riva
  Founder, Compass Working Capital

**HEALTHCARE**
- Azzie Young, PhD (LB '13)
  Former 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

**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

**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, Smarter in the City

**CORPORATE AND MEDIA**
- Shirley Leung
  Columnist and Associate Editor, Boston Globe
- Melodie Knowlton (LB '20)
  Global Head of the Learning Lab and Executive Director of the Foundation, Vertex Pharmaceuticals
- Steve Vinter
  Senior Director, Technical Leadership Development, Broad Institute of MIT and Harvard
- Tiziana Dearing
  Host of Radio Boston, WBUR

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LeadBoston has been graduating socially responsible leaders for 30 years and its robust alumni network is over 1,250 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  
Deputy Chief, MBTA Transit Police

Stephen Chan  
Senior Advisor for Partnerships, Mayor Wu’s Cabinet

Nam Pham  
Consultant, Department of Transportation, Commonwealth of Massachusetts

Stephanie Pollack  
Former Secretary, Massachusetts Department of Transportation

Amanda Teo  
Chief of Staff, Office of the Suffolk County District Attorney

Matteo Urella  
Associate Coordinator, Project Management, National Grid

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

José Massó  
Chief of Human Services, City of Boston

**SOCIAL SERVICES**

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

Erin McAleer  
President & CEO, Project Bread

**MEDIA/COMMUNICATIONS**

Doug Banks  
Publisher & Editor, Boston Business Journal

Dorie Clark  
Clark Strategic Communications

John Werner  
Managing Director, Link Ventures

Wendell K. Chestnut  
Senior Vice President, Bank of America

Dune Thorne  
Partner, Brown Advisory

Beth Symolon  
Assistant Vice President, Compliance Analyst II, Eastern Bank

Michel Bamani  
Vice President and Counsel, State Street Corporation

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

Joyce Kvalsvik  
Program Management Director, Sovos

Peter Markell  
Chief Financial Officer, Ernst & Young LLP

**HEALTHCARE**

Chien-Chi Huang  
Founder, Asian Women for Health

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

Dr. Jessica Zeidman  
Primary Care Program Director, Massachusetts General Hospital

Daniel Dobin  
Interim Executive Director, Upstream USA

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Joyce Kvalsvik  
Program Management Director, Sovos

Peter Markell  
Chief Financial Officer, Ernst & Young LLP

**LAW**

Mark Michalowski  
Executive Partner, Holland and Knight, LLP

Regina Pisa  
Chairman Emeritus and Partner, Goodwin Procter LLC

Dinesh Melwani  
Member, Mintz

Damian Wilmot  
Chief Legal Officer, Goodwin Procter, LLP

**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

**CORPORATE**

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

Maura Banta  
East Coast Regional Manager of Corporate Citizens, IBM

Tom Burrow  
Chief Digital Officer, Reebok

Kevin McCall  
CEO, Paradigm Properties

Tracy Burns  
CEO, Northeast Human Resources Association

Eric Kramer  
Partner/Principal, Reed Hilderbrand

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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.

WHO PARTICIPATES IN LEADBOSTON?

Since 1991, LeadBoston has competitively selected over 1,250 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.

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.

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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.

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.

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 DEI 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 1,250 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.

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Frequently Asked Questions

7 WHAT ARE THE BENEFITS FOR THE SPONSORING EMPLOYERS?
Employers likewise benefit from their employees’ participation in LeadBoston, as the program:

- Equip leaders with the skills needed to advance diversity, equity, and inclusion in their organization
- Strengthen leaders’ ability to understand stakeholders’ needs, solve challenging problems, and make better business decisions
- Broaden organizational access to key leaders, institutions, and professional contacts via the powerful LeadBoston network
- Reward high-potential individuals and prepare 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 August 23, 2024 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.

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