

ANNUAL REPORT

2024



eliminating racism  
empowering women

**yw**  
boston



# TABLE OF CONTENTS

LETTER FROM YW BOSTON	3
WHO WE ARE	4
THEORY OF CHANGE	5
OUR WORK	6
THOUGHT LEADERSHIP	14
ACADEMY OF WOMEN ACHIEVERS	18
FINANCIAL SNAPSHOT	20
SUPPORTERS	22



# LETTER FROM YW BOSTON

## DEAR FRIENDS AND SUPPORTERS,

**A**s we reflect on another year of service to our community, we are reminded of the steadfast commitment that has defined YW Boston for almost 160 years. While the way in which we engage with our communities has changed over the years, the mission we adopted in 2009 remains as clear and focused as ever: to eliminate racism, empower women, and promote peace, justice, freedom, and dignity for all.

2024 marked a year of significant transition for us. We said farewell to longtime President & CEO, Beth Chandler, whose leadership guided us through many transformative years. During this time, Kathryn Henderson stepped up as Interim President & CEO as we embarked on a thoughtful search for YW Boston's next leader to help us chart a course for the future. In early 2025, we were proud to welcome Aba Taylor to our organization. With Aba's leadership, we look forward to continuing our work with renewed purpose and energy.

As we continue to advocate for racial and gender equity, we recognize that the changes in the American political landscape have posed significant challenges, threatening the progress we've worked so hard to achieve. We remain unshaken in our commitment. We will continue to be steady and determined. We may adapt our strategies to ensure that diversity, equity, and inclusion work continues, but we will be driven by our mission, not by the headwinds.

To enhance our responsiveness, we introduced a modular approach to our offerings (previously known as InclusionBoston), allowing us to better respond to the unique needs of organizations at various stages of their diversity, equity, and inclusion journey. This new flexibility ensures that we can provide tailored support that is both relevant and effective. By updating our offerings, we have not only streamlined our approach to engaging with partner organizations, but also empowered organizations to develop and lead effective initiatives, furthering our commitment to how we support our partners.

Looking ahead, we remain committed to evolving our work to meet the needs of our community and constituents. We will stay true to our mission while evolving our services and initiatives, ensuring our work remains effective and innovative for the years ahead. Together, we will continue to drive positive change for the communities we serve.

Thank you for being an integral part of this journey. Your support enables us to continue to adapt, grow, and fulfill our mission.

- YW BOSTON

# WHO WE ARE

---

**A**s the first YWCA in the nation, YW Boston has been at the forefront of advancing equity for over 150 years. We work to create more inclusive environments where women\*, people of color, and especially women of color can thrive. We help individuals and organizations transform policies, practices, attitudes, and behaviors through our consulting and training services, leadership development, youth programming, and advocacy initiatives.

*\*anyone who claims this as part of their identity, including trans and nonbinary persons*



## Our Mission

---

We are dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all



## Priority Area

---

We prioritize changes in policies, practices, attitudes, and behaviors



## Key Methods

---

We accomplish our work through our consulting and training services, leadership development, youth programming, and advocacy



## Outcomes

---

We help organizations shift toward greater diversity and inclusion at all levels



## Ultimate Vision

---

Systemic change and measurable improvement in gender and racial equity in Boston





# THEORY OF CHANGE

---

**YW** Boston strategically convenes individuals with different social identities to educate, advocate, and empower people, institutions, and policies to become more equitable.

We use the discomfort of existing systems as the data and the impetus for actionable change.

This results in positive outcomes for women, people of color, and especially women of color.

# OUR WORK

---

YW Boston provides a variety of services aimed at bringing about long-term change. Our experience shows that shifts in people's attitudes and behaviors toward social identities such as race and gender, combined with supportive policies and practices, will lead to more inclusive organizations. Our approach is based on practicing our theory of change with both individuals and organizations, and is influenced by public health, organizational learning, organizational change, strategic renewal, and policy change frameworks.

## LEADERSHIP DEVELOPMENT

### LEADBOSTON

LeadBoston is YW Boston's signature leadership program designed to meet organizations' demand for more inclusive leadership. It equips mid- to senior-level professionals with the knowledge, skills, and network needed to increase equity within their organizations and communities.

LeadBoston is unique among professional leadership programs due to its experiential learning approach and cohort-based structure. Participants across sectors and industries spend a year together gaining knowledge and building skills that enable them to analyze the root causes of leadership challenges in Boston and beyond. The program culminates with a project designed to drive equitable change within the participants' organizations and communities.

The impact of LeadBoston is evident not only in the participant projects, but also through alumni engagement. Program graduates remain consistently engaged in our online community, maintain relationships with fellow participants, serve as volunteer interviewers and speakers, and continue to support YW Boston years after graduating from LeadBoston.

## 2024 LEADBOSTON HIGHLIGHTS

- In January, LeadBoston's Class of 2024 started their journey at Fenway Park for an orientation, followed by a two-day advance (more commonly known as a retreat) held at the Wylie Inn and Conference Center to lay groundwork for the year and build relationships among the class. This class comprised professionals from a broad range of industries such as finance, education, healthcare, and nonprofit.
- Immersing themselves in Boston, the class explored all neighborhoods from Roxbury to Charlestown, South Boston to Allston. Participants gathered at locations such as the Bruce C. Bolling Building in Nubian Square; Roxbury Community College; Boston Medical Center, and Boston Police Headquarters.
- The class heard from impressive guest speakers including Sheila Dillon, Chief of Housing Development, City of Boston; Dr. Katherine Gergen-Barnett, Vice Chair of Primary Care Innovation and Transformation, Boston Medical Center; Monique Nguyen, Executive Director, Mayor's Office for Immigrant Advancement; Roseann Bongiovanni, Executive Director, GreenRoots; and Kevin Hayden, Suffolk County District Attorney.
- The Class of 2024's LeadBoston program culminated in creating leadership commitments that they brought back to their respective organizations. These included establishing enhanced training plans and committees to build capacity across their organizations; rewriting policies for recruitment, onboarding, and finance; and implementing more inclusive access to benefits and services. The 2024 class celebrated commencement in November at Boston Lyric Opera's headquarters.
- Nine events were held for the alumni community including two in-person alumni reunions, six virtual "Conversations on Leadership and Equity" featuring LeadBoston alumni, and one fireside book talk with a LeadBoston alumni author.



## LEADBOSTON BY THE NUMBERS



40

MEMBERS IN THE  
CLASS OF 2024



70%

ACCEPTANCE RATE  
FOR THE CLASS  
OF 2024



40

LEADERSHIP  
COMMITMENTS  
DEVELOPED



25+

ALUMNI  
VOLUNTEERED TO  
INTERVIEW ONE OR  
MORE CANDIDATES

# OUR WORK

---

## COMMUNITY OF PRACTICE

In 2020, YW Boston and the Northeast Human Resources Association (NEHRA) collaborated to launch a diversity, equity, and inclusion Community of Practice. This forum is a space for HR professionals to collaborate and troubleshoot in an environment of trust and professional respect. Amid increasing pushback on diversity, equity, and inclusion efforts, participants share that these meetings are a much-needed space for support, rejuvenation, and exchange of best practices.

### 2024 COMMUNITY OF PRACTICE HIGHLIGHTS

- The groups met virtually, once a month for 10 sessions with the option to renew. The 31 participants, divided into two cohorts, represented industries such as biotech, finance, utilities, higher education, environment, and more.
- Participants shared that Community of Practice meetings were a unique space where they could celebrate successes, be honest about setbacks, troubleshoot challenges, and identify cross-organizational trends.

## CONSULTING AND TRAINING

Grounded in research on behavioral and organizational change, YW Boston's consulting and training services offer comprehensive diversity, equity, and inclusion solutions for organizations seeking measurable and lasting results. This is done through partnerships involving ongoing organizational assessment, a dialogues series, action plan development, and action plan implementation. We work with organizations to develop innovative solutions to address a wide range of diversity, equity, and inclusion challenges.

In 2024, we updated our offerings and delivery model, allowing for even greater customization to meet each client's unique context and needs. In addition to the creation of a pulse survey to collect employee insights about the state of diversity, equity, and inclusion in organizations, our enhanced action plan implementation support increases clients' confidence and ability to stay on track when working toward their goals.

These updates allow YW Boston to better provide organizations with the support they need to achieve sustainable structural and cultural change toward becoming more diverse, equitable, and inclusive.



## 2024 CONSULTING AND TRAINING HIGHLIGHTS

- We launched the new pulse survey with five organizations, leading to insights about experiences of psychological safety, agency, and effectiveness of existing diversity, equity, and inclusion work.
- Some outcomes from organizations who successfully implemented action plans include:
  - » pay equity audits and new compensation structures
  - » guides to improve communication between supervisors and direct reports
  - » expanded access to language interpretation and translation services
  - » mechanisms to capture employee feedback
  - » new positions and committees to oversee this work

### PARTICIPANT QUOTE:



“One valuable tool from our Dialogues process is using the ‘Spheres of Influence’ framework to guide how we think about things and make decisions. I found it helpful to see that tangible example of how we might distinguish between what we can control, what we can influence, and what is outside our control or influence. I find that we often have difficult conversations with different stakeholders where they advocate for things outside our control or influence, and it would be helpful to find a way to bring everyone to a shared understanding around what is within and what is outside our collective control/influence.”



## CONSULTING AND TRAINING BY THE NUMBERS



141

DIALOGUES  
PARTICIPANTS



5

PULSE SURVEYS  
ADMINISTERED



15

ORGANIZATIONS  
PARTICIPATED IN THE  
ACTION PLAN  
IMPLEMENTATION  
PROCESS

# OUR WORK

## WORKSHOPS AND EQUITY LABS

As diversity, equity, and inclusion remain important considerations for the health and success of our organizations and communities, YW Boston's workshops offer a range of opportunities for learning and meaningful conversations to take place.

Equity Labs provide more targeted, practical, and hands-on learning opportunities for our client organizations, helping our partners address emergent challenges and increase capacity for sustaining their efforts.

### WORKSHOPS AND EQUITY LABS OFFERED IN 2024:

- Addressing Implicit Bias
- Addressing Implicit Bias for Managers
- At the Intersection of Identities
- Creating Community Practices
- Creating a DEI Committee Charter
- Defining Your DEI Vision
- Facilitating Dialogue Across Differences
- Organizational Change to Achieve Equity
- Power Mapping for Inclusive Change
- Responding to Microaggressions
- The Role of Governing Boards in Achieving Diversity, Equity, and Inclusion
- Understanding Racial Equity
- Understanding Social Identity

### OF THE 424 PARTICIPANTS SURVEYED AFTER THE UNDERSTANDING SOCIAL IDENTITIES WORKSHOP:



44%

INCREASE FROM BEFORE TO AFTER THE WORKSHOP OF THOSE WHO STRONGLY AGREED THEY COULD NAME AND DESCRIBE THEIR OWN SOCIAL IDENTITIES



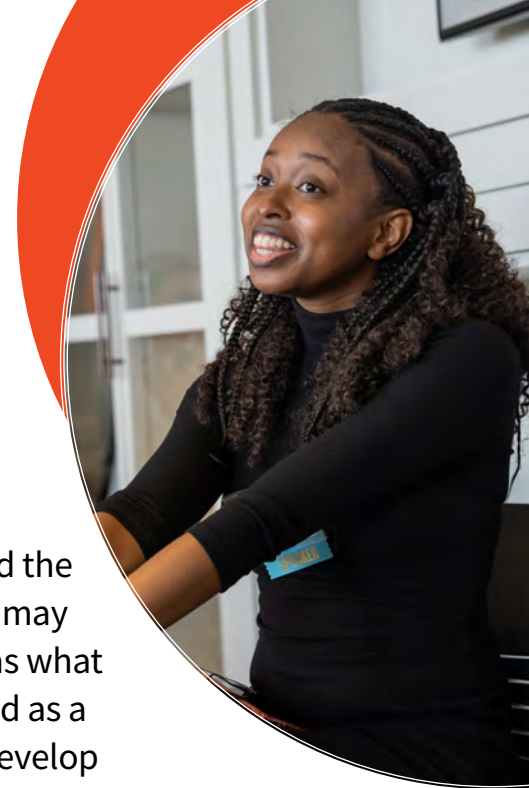
99%

OF PARTICIPANTS AGREED OR STRONGLY AGREED THAT THEY COULD DISCUSS THE WAYS THAT SYSTEMS OF DOMINANCE AND OPPRESSION LEAD TO ADVANTAGES AND DISADVANTAGES FOR DIFFERENT SOCIAL IDENTITIES



100%

AGREED THEY COULD EXAMINE THE WAYS SOCIAL IDENTITIES IMPACT THE WORKPLACE



### PARTICIPANT QUOTE:

“

“I learned a lot from my colleagues from the group participation around identity and the revelation that there was more nuance and diversity of experience than some of us may have been aware of, particularly around socio-economic status and disability. This was what I was hoping: diversity, equity, inclusion, and belonging work should not be perceived as a way to admonish an organization for not being 'diverse enough,' but should help to develop empathy, an appreciation for diversity of experience, AND awareness of where gaps can and should be filled. ”

### WORKSHOPS AND EQUITY LABS BY THE NUMBERS



95

WORKSHOPS AND  
EQUITY LABS HOSTED



43

PARTICIPATING  
ORGANIZATIONS



2,363

PARTICIPANTS



# OUR WORK

## YOUTH DEVELOPMENT

### F.Y.R.E. (FIERCE YOUTH REIGNITING EXCELLENCE)

F.Y.R.E is an empowerment and leadership program for middle-school BIPOC (Black, Indigenous, People of Color) girls, inclusive of trans and gender non-conforming students in Boston. This weekly in-school and after-school program uses dialogue and experiential learning to focus on positive self-identity and social-emotional skills, as well as social justice and civic engagement.

By the end of the program, students will gain the skills and knowledge to identify and address needs within their communities. Through the development of their sense of self, understanding of their own agency and autonomy, and increased capacity for advocacy, students create a community action project that addresses the disparities and inequities that directly impact them at the intersections of their race and gender.

### 2024 F.Y.R.E. HIGHLIGHTS

- In the spring of 2024, F.Y.R.E. participants at Tech Boston Academy completed their community action projects.
  - » 6th Grade: Students focused on the condition of the school bathrooms. They wrote a letter addressing specific issues they hoped to see change, aiming to make all middle-school girls feel comfortable using the facilities, boosting their confidence and self-esteem.
  - » 7th Grade: Students addressed the issue of sexual harassment by creating posters that they displayed around the halls of their school to raise awareness and educate their peers about different types of harassment. Their goal was to help all girls feel safer and more comfortable at school.
- In June 2024, six students attended YW Boston's Academy of Women Achievers celebration. At this event, they were able to network with esteemed guests, learn from the empowering awardees, and envision themselves as future leaders and honorees.

### PARTICIPANT QUOTE:

“

"Being in F.Y.R.E. makes me happy to open up about serious topics.  
I feel heard and seen."

-GENNA, 7TH GRADE, BOSTON LATIN ACADEMY



### F.Y.R.E. BY THE NUMBERS



108

F.Y.R.E.  
PARTICIPANTS



9

STUDENT  
COHORTS



4

PARTNER  
ORGANIZATIONS

# THOUGHT LEADERSHIP

## ADVOCACY

### ADVOCACY COMMITTEE

YW Boston's Advocacy Committee was created in 2017 to identify public policy issues, raise public awareness, and facilitate action. The committee fosters discussions about systemic issues while working to effect change in Massachusetts through advocacy.

Our 2024 Advocacy Committee had 20 members from the Greater Boston area. Their expertise ranged from diversity, equity, and inclusion work, marketing, youth organizing, healthcare, affordable housing, employee experience, food and nutrition insecurity, civics education, and antiracism work. The ages and work experience also varied from in college, post-grad, entry-level, and seasoned professionals with race, ethnicity, and other identities just as diverse.

### PARITY ON BOARD

YW Boston led the Parity on Board coalition, a statewide effort that actively advocated for the implementation of An Act to promote gender and racial diversity on public boards and commissions in MA. The bill was re-filed by Representatives Tram Nguyen and Dawne Shand, and Senator Liz Miranda in January 2024. Rather than require that public boards and commissions meet a quota, this bill would encourage data collection and transparency. If passed, this strategy would be instrumental in identifying gaps in equity and celebrating success. It was referred to the Joint Committee on State Administration and Regulatory Oversight where our supporters in the coalition and at the state legislature testified in support in May 2024. The bill was voted favorably out of committee but did not advance.

We hosted three information sessions on joining a public board and commission in 2024 with the purpose of eliminating fears, misunderstanding, and overall lack of awareness around the process. These were well attended and fostered a great discussion among panelists serving on current boards and commissions.



At the end of 2024, YW Boston decided to hand leadership of the Parity on Board coalition to the Massachusetts Commission on the Status of Women (MCSW) because of their direct ties and connection to this work. We are happy to continue to support the bill through coalition membership in 2025 and look forward to working with MCSW closely to achieve our goals.

## 2024 ADVOCACY HIGHLIGHTS:

- Advocacy Committee members divided into three working groups to focus their efforts and expertise on specific topics under our priorities:
  - » **Civil Rights and Racial Justice:** We supported legislation that promotes peace, justice, freedom, and dignity for all, especially those with marginalized identities. An example of our supported legislation under this policy priority is An Act Addressing the racial wealth gap and An Act prohibiting body size discrimination.
  - » **Childcare and Education:** We supported legislation that ensures young people in Massachusetts have access to the materials they need to thrive, and that childcare providers and parents are provided equitable opportunities to contribute to our economy and society. This includes the “Common Start” bill and An Act supporting parents running for public office. We submitted testimony for the Common Start bill in 2024 and joined the Parents Running for Office (PRO) coalition alongside partners like Mass NOW, Massachusetts Women’s Political Caucus (MWPC), and Massachusetts Commission on the Status of Women (MCSW). This bill was passed in 2024 and maintains the legality of allowing campaign funds to be used for childcare, as a part of the Governor’s overall economic development bill.
  - » **Gender Equity:** We supported legislation focused on empowering those with marginalized gender identities in Greater Boston. We are members of the steering committee for the Wage Equity Now coalition that supported the “Frances Perkins Act,” a combined bill of the previous An Act relative to salary range transparency and transparency in the workplace, which would provide the transparency needed to address gaps and improve employee inclusion, productivity, and morale. We testified in person in May 2024 in support of this bill and it passed in 2024. We also submitted written testimony for the “I AM” bill, which would provide free menstrual products in all public buildings, and we will continue to advocate for it in 2025.
- Advocacy Committee members participated in events such as reading testimony at the State House, joining partner coalition meetings and rallies, and committee meetings. They also supported efforts to increase voter registration by phone banking, wrote to their legislators to push legislation forward, and shared their advocacy stories on social media.



# THOUGHT LEADERSHIP

---

## UNITED AGAINST RACISM

Over 3,300 individuals throughout Massachusetts joined us in April 2024 for our annual United Against Racism campaign, an offshoot of YWCA USA's signature Until Justice, Just Is campaign. The campaign takes place annually and aims to raise awareness about the impact of institutional racism and empowers participants to act and challenge the policies and systems that allow racism to thrive. Our exclusive, self-paced curriculum of racial equity content was designed to educate, contextualize, and empower organizations and individuals looking to better understand and address racism in Boston. The curriculum included a variety of media, including articles, videos, discussion prompts, and a toolkit to support action planning, and participants had the option to join individually or as part of a group or workplace.

### PARTICIPANT QUOTE:

“

“[United Against Racism] always provides really great foundational resources that help our staff and Board gain alignment on key concepts and definitions and offers opportunities to dig into the ways the resources connect to our day-to-day work in concrete ways.”

# THRIVING TOGETHER

Over the summer and fall of 2024, YW Boston launched Thriving Together, an initiative dedicated to helping employers build a supportive workplace culture that empowers employees to navigate and thrive despite external pressures and internal conflicts—all through a diversity, equity, and inclusion lens. Through guides, toolkits, and online and in-person resources, we provided practical advice for fostering an inclusive and supportive work culture during tumultuous times.

Attendees learned how to use communication to foster inclusivity, bring in diverse perspectives, and build a strong sense of belonging within their organizations. They shared tips on how leaders can leverage the power of storytelling to connect on a deeper level and create shared meaning across their organizations.



## THRIVING TOGETHER 2024 WEBINARS

### **Polls, Politics, and People: Fostering Psychological Safety in Intergenerational Workforces**

**July 2024**

**Panelists:**

Olivier Aries, co-founder of Thrive Collective; Ciara Gogan, DEI Leader; Bukky Olugbemi, Manager of Inclusion, Federal Home Loan Bank of Boston; and Eric Nguyen, Senior Director of Consulting & Training, YW Boston

**Outcomes**

Attendees deepened their understanding of psychological safety in the context of a diverse workforce, learned practical ideas for fostering a more inclusive and safe work environment for all employees, and heard strategies for navigating and mitigating conflicts arising from generational differences.

**Watch Here:** [Polls Politics and People: Fostering Psychological Safety in Intergenerational Workforces](#)

### **Crafting Connection: How Storytelling and Communication Build Resilient Organizations**

**October 2024**

**Panelists:**

Austyn Ellese Mayfield, Creative Director, KoS Media; David Brown, Vice President of Communications & Development at Vinfen; Anouska Bhattacharyya Ph.D., VP of Programs at YW Boston; and moderated by Cristela Guerra, Senior Arts & Culture Reporter, WBUR

**Outcomes**

Attendees learned how to use communication to foster inclusivity, bring in diverse perspectives, and build a strong sense of belonging within their organizations. They shared tips on how leaders can leverage the power of storytelling to connect on a deeper level and create shared meaning across their organizations.

**Watch Here:** [Crafting Connection: How Storytelling and Communication Build Resilient Organizations](#)



# ACADEMY OF WOMEN ACHIEVERS

---

Since 1995, YW Boston has brought together hundreds of business and community leaders annually for the Academy of Women Achievers celebration. This treasured community event honors the achievements of five extraordinary women exemplifying leadership and creating change in Boston, while raising critical funds for YW Boston's programs.



## 2024 ACADEMY OF WOMEN ACHIEVERS SPONSORS

On June 4, 2024, YW Boston hosted the 29th Academy of Women Achievers Celebration at The Sheraton Boston Hotel. NBC10 Boston Morning Anchor, Latoyia Edwards, emceed the event.

### 29TH ACADEMY OF WOMEN ACHIEVERS AWARDEES

- Maggie Baxter (Vice President of Programming, NBC Boston, NECN, and Telemundo Boston)
- Pamela Everhart (Senior Vice President, Head of Regional Public Affairs and Community Relations, Fidelity Investments)
- Dr. Aisha Francis (President and CEO, Franklin Cummings Tech)
- Governor Maura Healey (Governor of Massachusetts)
- Jessica Pierre (Chief Communications Officer, City of Boston)

#### **EQUITY (\$25,000+)**

Fidelity Investments  
Northland Investment Corporation  
TJX Companies, Inc.

#### **TRANSFORMATIVE (\$10,000)**

Dana-Farber Cancer Institute  
Eastern Bank Charitable Foundation  
Goodwin Procter, LLP  
Granite City Electric  
National Grid  
Paradigm Properties, LLC  
PNC Bank  
Point32Health

#### **EMPOWERMENT (\$5,000)**

Beth Israel Lahey Health  
Blue Cross Blue Shield  
of Massachusetts  
The Boston Foundation  
Boston Red Sox Foundation  
Brookline Bank  
Children's Services of Roxbury  
Edward Greene/Rob Alan  
Eversource  
Fletcher Consulting, LLC  
HUB International New England  
Liberty Mutual Insurance  
Liberty Utilities  
Massport  
Northeastern University  
Public Consulting Group  
Trillium Asset Management  
Upstream Impact Solutions Consulting

#### **INCLUSION (\$2,500)**

Aetna, a CVS Health® company  
Benjamin Franklin Cummings  
Institute of Technology  
BlueHub Capital  
Boston Common Asset Management  
Chadwick Martin Bailey  
Federal Home Loan Bank of Boston  
Gallagher Insurance  
New England Biolabs  
NWSL Boston  
State Street Corporation  
WilmerHale

#### **COLLABORATION (\$1,500)**

ARC  
Boston Children's Hospital  
Boston Impact Initiative  
Cambridge Health Alliance  
CliftonLarsonAllen LLP  
Empower Success Corps of New England  
Ernst & Young LLP  
GLAD Law  
Hinckley Allen  
Hirsch Roberts Weinstein LLP  
Holland & Knight, LLP  
Prior Consulting LLC  
UnitedHealthcare

#### **F.Y.R.E. SPONSORS**

John and Myra Anderson  
MassMutual  
Shannon Saccocia

#### **IN-KIND DONATIONS**

Winston Flowers



# 2024 FINANCIAL SNAPSHOT

As a nonprofit organization, YW Boston depends on a blend of contributed and earned revenue to sustain our operations. In 2024, contributed revenue—including support from individual donors, corporations, and foundations—made up 56% of our operating income, while program revenue accounted for the remaining 44%.

Following the national reckoning around racial justice in 2020, we experienced a meaningful surge in support. However, like many in the nonprofit sector, we are now navigating a shifting landscape that has impacted both our contributed and earned revenue. Across the philanthropic community, there has been a notable retreat from prior commitments to racial and gender equity work. Many peer organizations are now facing significant funding gaps due to a decline in individual and foundation giving.

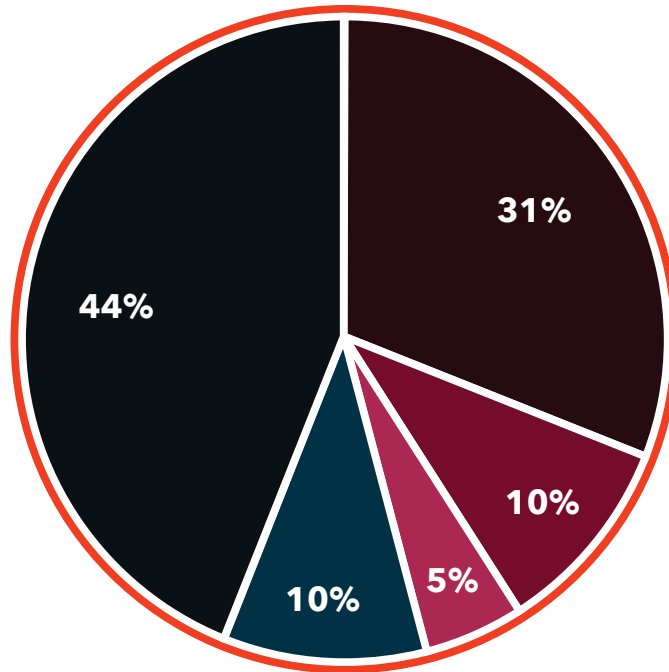
In response, we have expanded our efforts to raise public awareness about the ongoing nature of diversity, equity, and inclusion challenges. We've also adapted our messaging to connect with communities facing related and urgent social issues, ensuring our work remains relevant and resonant.

At YW Boston, we know the work is far from over. We are steadfast in our mission to eliminate racism and empower women. We are deeply grateful to the individuals, corporations, and foundations who continue to stand with us and invest in lasting change.





# 2024 FINANCIAL SNAPSHOT

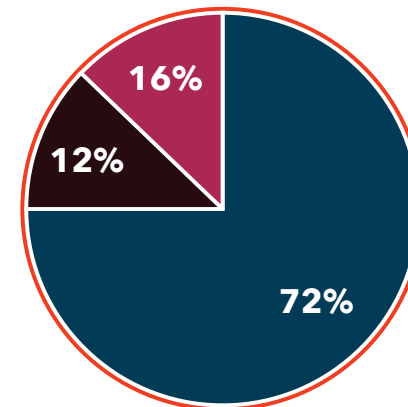


## 2024 OPERATING REVENUE

- FOUNDATION AND CORPORATE
- GOVERNMENT FUNDING
- INDIVIDUALS
- PROGRAM REVENUE
- SPECIAL EVENTS NET OF EXPENSES

## 2024 OPERATING EXPENSES

- FUNDRAISING
- MANAGEMENT, GENERAL AND ADMINISTRATIVE
- PROGRAM





# 2024 SUPPORTERS

## BOARD OFFICERS

**Marguerite Fletcher - Chair**

President, Fletcher Consulting

**Joké Nyren - Vice Chair**

Sr. Total Rewards Manager, Maxar Technologies

**Ivy Jack - Treasurer**

Co-Founder & Senior Advisor, Diverse Investing Collective

**Christopher E. Hart - Clerk**

Partner, Co-Chair, Privacy and Data Security Group, Foley Hoag

## BOARD MEMBERS

YW Boston is proud to report that our 2024 board was 72% women, 78% people of color, and 61% women of color.

**Suzanne Abair**

President & Chief Operating Officer,  
Northland Investment Corporation

**Alona Abalos**

Associate General Counsel and Vice President  
for Governance, Blue Cross Blue Shield  
of Massachusetts

**John Anderson**

Global Head Corporate Finance  
& Infrastructure, Manulife

**Marla Baskerville**

Associate Professor, Northeastern University

**Daniel Baptiste**

Executive Vice President, Skyword

**Lisa Fortenberry**

Executive Vice President, Camp Harbor View

**Ellen LaPointe**

Managing Director,  
Nonprofit Professionals Advisory Group

**Vicky Levy**

Partner, Deloitte

**Aisha Losche**

Chief Corporate and Community  
Engagement Officer, Draper

**Ross Marshall**

Head of Community Engagement,  
BioversityMA

**Sharifah Niles-Lane**

Senior Vice President,  
Head of Social Media and Content, Citizens

**Benjamin Perkins**

Program Leader, Groundwater Institute

**Tatiana Roc**

President, Liberty Utilities

**Robin Vann Ricca**

Chief People & Equity officer, EVP,  
Institute for Nonprofit Practice



# 2024 DONOR LIST

## A Note on Donor Recognition

YW Boston applies an equity lens in recognizing donor giving to avoid perpetuating a system that reinforces the idea that people who give more are better than those who give less. Individual donors are listed alphabetically. Persimmon (\$1,000+/year) and multi-year supporters are highlighted given the importance of their gifts to sustaining our operations.

Thank you to all of the donors and organizations featured in this list. Your steadfast support allows us to deliver meaningful programming all year long and makes Boston a better place for us all.

## PERSIMMON SOCIETY MEMBERS

Suzanne Abair & Kat MacDonald \* ^

Alona Abalos \*

Pamela & Robert Adams ^

John & Myra Anderson \* ^

Dan Baptiste \*

Nikita Carney & Laura Powell

Elizabeth Chandler &  
Jill Seaman-Chandler ^ LB'14

Gloria Chun Hoo & Stanley Hoo

Charles Clapp ^ LB'99

Stephanie Connaughton

Melanie Cook

Sally Currier

Marguerite Fletcher \* ^ LB'18

Robert Frederickson LB'18

Jeff & Mary Fuhrer ^

Edward Greene & Rob Alan

Natalie Jensen & Jim Jay ^

David Jones & Sarah Niemczycki ^

Art LaMan & Anne Marie Conway ^

Ellen LaPointe \* ^

Pamela Lenehan & Lawrence Geuss AWA'10

Christine & David Letts ^ LB'13

Rowell Levy & Susan Harvey

Vicky & Tucker Levy \*

Mary Ann R. Mattoon

Laura McTaggart & Tom Nolan ^

Cathy Minehan AWA'96

Mim & Lori Minichiello ^

Nora Moreno Cargie LB'15 AWA'23

Benjamin Perkins &  
David Brown \* ^ LB'15 LB'19

Paula & John Pitcher ^ LB'15

Tatiana Roc \* ^

Sherrie Saint-Amant ^

Susan Simi

Anna Sinaiko & Joshua Klevens

Beth Jackson Stram ^

Robin Vann Ricca \* ^ LB'04

Laura A. Wernick

Roy & Nancy R. Wilsker ^

Mary Yntema ^ LB'07



# 2024 DONOR LIST

## INDIVIDUAL DONORS

Erik Aas	Aliyah Bridgett-Cola	Kavish Dhiman	Kristin Hagan
Joan & Ames Abbot <sup>^</sup> LB'14	Faye Brown LB'16	Michael DiBenedetto LB'22	Aaron Halls
Stephanie Adams	Susan & Tim Brown	Sean R. Driscoll & Greg Fredo <sup>^</sup> LB'06	Sophie Hansen
Nehemie Agenor	Tracy Brown	Melissa Duggan	Cynthia Harmon LB'06
Christelle Ahye	Vanessa Bruce	Jessica & Shane Early	Jillian Harvey
Geeta & Kamesh Aiyer <sup>^</sup> AWA'20	Karyn Brudnicki	Anne Emmerich	Patricia Hennessy <sup>^</sup>
Holly & David Ambler <sup>^</sup>	Rachel Burgoyne	Nicole Emmons	Felicia Heywood
Shadé Amosun	Darian Butcher	Deborah Enos AWA'10	Leah Hoang
Maren D. Anderson <sup>^</sup>	Andie Byrd	Daylana Ervin-Parker	Elizabeth Hurley
Anonymous I	Candice Caines-Francis	Christopher Escobedo Hart & Sarah Hart *	Bernie & Victoria Husser <sup>^</sup>
Anonymous II	Robert Carroll LB'12	Elizabeth Evans	Cynthia Huveltdt
Anonymous III	David Chafin	Rachel Felix	Michael James LB'09
Mary & John Antes <sup>^</sup>	Linda Chavers, Ph.D.	Aubrey Fiacco	Paul James
Robin Antonellis	Donna Clark & Daniel Hullah <sup>^</sup> LB'13	Jody Fink	Leslie Joannides-Burgos
Elizabeth Arangio LB'15	Emily Clark Hewitt & Eleanor D. Acheson	Lisa Fortenberry * AWA'23	Carolyn Johnson
Keith Barbaria	Stephen Constantino	Katherine Franklin <sup>^</sup>	Alexander & Nada Jovanovic
Marla Baskerville Watkins & Orlando Watkins *	Dana Courtney	Robert Frederickson LB'18	Patricia & Matthew Keenan LB'03
Carol Baumstein	Gizella Crawford <sup>^</sup>	Emily Friedman	John Ketner
Nick Baxter	Callie Crossley	Christina Gale	Marianne Kotubetey
Jane Bermont	Elaina Crugnale	Mary Liz Ganley	Ari Kristan
Dr. Melissa Berry-Woods	Alexandra Curtin	Tara Gervais	Ulea Grace Lago LB'17
Katie Bilotti	Deirdre Daesen	Angela Godfrey	Hana Lasell
Susan Bisaillon & Holly Goodale	Gavin Danaher	Lena & Ronald Goldberg	Holly Laurent <sup>^</sup> LB'01
Leigh Bivings & Graham Pallet	Maura Davenport	Lisa Gordon	Danielle Lauzon
Shiryl Bocher	Kathleen Delaney-Smith	Deborah Gray	Shannon Lee
Kimberly Borman & Steven Singer	N.A. DeMercado <sup>^</sup>	Marianella Grieco	Kirstin LeMay
Kaya Bos	Geraldine Denterlein & Jack Thomas AWA'11	Sarah Griswold	Emily & David Livingston
Elizabeth Brew Boyd & John Boyd <sup>^</sup> LB'10	Bernadine Desanges	Ann Gund	Kristine Lockwood





# 2024 DONOR LIST

## INDIVIDUAL DONORS

Laura Lombardo	Sara Miller	Celia Richa	Nageeb & Fatema Sumar
Aisha Losche *	Gerry Minichiello	Brian Rogan & Adriane Musgrave	Tanya Tanaro
Laura H. Losche ^	Monique A. Mitchell	June & David Rokoff AWA'98	Dorothy Terrell AWA'95
Mike Losche	Angela Moncrief	Eva Rosenberg	Aaron Thomas
Don Lowery	Elizabeth Munnell	Sara L. Rubin & David Montanari	Candace Thomas
Zena Lum ^ LB'11	Glenn & Kathryn Murphy ^	Kristen Rupert	Peter Thorne & Katherine Gross LB'98
Amy Luster LB'16	Susan Mygatt	Omar Saldana	Emma Tobin
John B. Lynch	Regina Naboshek	Elizabeth Saltonstall ^ LB'21	Roberta Turri Vise
Wyona Lynch-McWhite	Ann Newbury	Bob Scoville LB'05	Katie Vandenabeele
Mark Macenka LB'07	Joké Nyren * ^	Rebecca Segal & Valerie Shulock ^	Susan Verdicchio
Kacy Maitland	Piper Orton ^ LB'91	Mary-Margaret Segraves & Paul McLean ^	Susan & David Veroff
Stacey Mann LB'16	Ann Marie Pate	Dan Shea	Maita Vert Crocker
Kathleen Marchi LB'22	Sara & Betram Patkin LB'92	Kim Shellenberger	Wendy Vincent
Ross Marshall *	Teresa Pelletier LB'22	Rosemary Shields	Claire Wadlington
Christina Matthews	Leslie Pelo	Helen Shih LB'16	Cheryl A. Walsh
Mary Pat Maus	Dianne Phillips AWA'14	Sandra Sims-Williams ^ AWA'10	Erin Wederbrook Yuskaitis
William Mayer LB'02	Aria Pierce	Jaye Smith	Robin Whitney
Karen McAlmon	Rocco Pigneri ^	Lori Smith Britton	Cheryl Whyte
Bobby & Kathryn McCarthy	Regina Pisa	Rachel Smith LB'24	Allison Wiese
Ashley McCown	Marc Plonskier	Jeremy Soares	James Wilcox
Emily McDonald	Ted Portnay	Sonja Spears LB'23	Katherine Winter
Jen McGovern	Robin Powell-Mandjes & Lucas Mandjes	Jesse Stanesa	Emi Winterer
Katherine McNally	Mariana Primera	Owen Stearns	Kirsten Wolff
Laura Medeiros	Robert Principe	Linda Stecchi	Susu Wong
Marisa Meldonian	Quatrano Family	Christine Stewart LB'07	Jessica Zander
Ruth Mercado-Zizzo	Suzanne Read	John Stiles LB'23	Joy Celina Zaykoski ^
Emie Michaud Weinstock	Catie Reilly	Colin Stokes LB'18	
Ellen Miller	Aaron & Mary Beth Remorenko ^ LB'13	Liz Su	

**KEY:** ^= Consecutive donor for 5+ years | \*= Board Member | LB 'XX = LeadBoston Alumni | AWA 'XX = Academy of Women Achievers Awardee



# 2024 DONOR LIST

## CORPORATE AND FOUNDATION GIFTS

### JUSTICE

**(\$100,000+)**

Borealis Philanthropy  
YWCA of Northeastern Massachusetts

### EQUITY

**(\$50,000 - \$99,999)**

Eos Foundation  
Liberty Mutual Foundation  
The Lynch Foundation  
Peter E. Strauss Charitable Trust  
TJX Companies, Inc.

### TRANSFORMATIVE

**(\$25,000 - \$49,999)**

Cummings Foundation  
The Devonshire Foundation  
Northland Investment Corporation

### EMPOWERMENT

**(\$10,000 - \$24,999)**

Anna B. Stearns Charitable Foundation  
Anonymous  
The Boston Foundation  
Dana-Farber Cancer Institute  
Eastern Bank Charitable Foundation  
Fidelity Investments  
Granite City Electric  
National Grid  
Paradigm Properties, LLC  
PNC Bank  
Point32Health

Public Consulting Group  
Rockland Trust Charitable Foundation

### INCLUSION

**(\$5,000 - \$9,999)**

Beth Israel Lahey Health  
Blue Cross Blue Shield of Massachusetts  
Boston Red Sox Foundation  
Brookline Bank  
Bushrod H. Campbell & Adah F. Hall  
Charity Fund  
Eversource  
Goodwin Procter, LLP  
The Hamilton Company  
Charitable Foundation  
HUB International New England  
Liberty Mutual Insurance  
Liberty Utilities  
M&T Bank  
MassMutual  
Massport  
Northeastern University  
The Robert Cushman Woods Van  
Nostrand Fund  
Sun Life Financial  
Trillium Asset Management

### COLLABORATION

**(UNDER \$4,999)**

Advocates  
Aetna, a CVS Health® company

Amelia Sillman Rockwell/Carlos Perry  
Rockwell Charities Fund  
ARC  
Benjamin Franklin Cummings  
Institute of Technology  
Betsey R. Lang Trust  
BlueHub Capital  
Boston Children's Hospital  
Boston Common Asset Management  
Boston Impact Initiative  
Cambridge Health Alliance  
Chadwick Martin Bailey  
Children's Services of Roxbury  
Cisco  
CliftonLarsonAllen LLP  
Copyright Clearance Center  
Diversified Communications  
Empower Success Corps of New England  
Ernst & Young LLP  
Federal Home Loan Bank of Boston  
Gallagher Insurance  
Hinckley Allen  
Hirsch Roberts Weinstein LLP  
Holland & Knight, LLP  
Hope Central Church  
Income Research + Management  
John Hancock Financial Services  
New England Biolabs  
NWSL Boston  
PEAK Grantmaking  
Pilgrim Congregational Church

Positively Partners  
Prior Consulting LLC  
State Street Corporation  
UnitedHealthcare  
United Way of Massachusetts Bay  
WilmerHale

### IN-KIND DONORS

Blue Cross Blue Shield of Massachusetts  
Eastern Bank  
Foley Hoag  
MassBio  
Sasaki  
Winston Flowers



# THANK YOU

---

**W**e are deeply grateful to all of the donors and organizations listed in this report for your partnership. Your support, alongside the dedicated work of YW Boston's staff and Board of Directors, enables us to deliver responsive programming that addresses the root causes of persistent inequities in Boston and beyond. You can ensure our mission's long-term viability by investing in YW Boston.

To make a donation,  
visit [ywboston.org/donate](https://ywboston.org/donate)



**ywboston.org**

140 Clarendon Street,  
Suite 300, Boston, MA, 02116

