 NEWS
A PUBLICATION OF THE BOSTON FOUNDATION

CULTURE LIVES HERE
A MURAL IN BOSTON’S LATIN QUARTER
also . . .
WAGE EQUITY NOW
THE INTERVIEW
BLACK BOSTON
Even after years of efforts to help women and people of color build their qualifications, skills and work experience, gender and racial wage gaps actually have widened over the last decade, contributing to deep losses in lifetime wealth and the daily standard of living.

According to the Boston Women’s Workforce Council of Greater Boston, employers’ wage gaps have increased from $.23 to $.30 since 2013 for all women. The gap is widest for women of color at $.45. These are higher and more accurate than the national figures, which are based on self reporting by employees rather than statistics from employers.

Now, at a time when Massachusetts is losing workers, the Wage Equity Now Coalition, led by Evelyn Murphy and Megan Driscoll, is working with the Boston Foundation as well as prominent representatives and senators to pass historic legislation that would make Massachusetts a national leader in wage equity.

The broad-based coalition combines groups focused on closing the racial wealth gap as well as the gender wage gap. It consists of close to 100 labor unions, concerned businesses and groups working for racial justice and women’s rights—all uniting to pass An Act Relative to Pay Equity. The bill will require all employers to submit their federally required EEOC data to the Secretary of State’s office so that it’s available to a wider audience, and disclose pay ranges to job applicants and current employees.

“We cannot change what we do not measure,” explains former Mass. Lt. Governor Evelyn Murphy, who has fought to
An Act Relative to Pay Equity

H.1849 and S.1191 call on employers to disclose salary ranges when hiring for a position to employees who ask for them. H.1940 and S.1181 require companies and municipalities to submit their federally required EEOC data to the Massachusetts Secretary of State’s office. This information would then be combined at the state level to provide aggregate reporting of racial and gender representation hierarchically within business sectors that can be seen and understood by employers and employees.

close the wage gap for most of her life. “Massachusetts has been a pioneer in so many arenas, and we can be a national leader in the fight for wage equity now. I think that what the Boston Foundation is doing now—leading with equity—is profoundly important. It makes us natural partners in the fight to close the wage gap for women and for all people of color.”
Evelyn Murphy on
WAGE EQUITY

Evelyn Murphy was Lt. Governor of Massachusetts from 1987 to 1991—the first woman in the state to hold a constitutional office. Prior to that, she was Massachusetts Secretary of Environmental Affairs and Secretary of Economic Affairs. Following her work in government, she held leadership positions in the corporate sector. Murphy is the author of Getting Even: Why Women Don’t Get Paid Like Men and What to Do About It. Today, with Megan Driscoll, she leads Wage Equity Now and its Coalition of close to 100 women’s and racial justice groups, community organizations, labor unions, civic organizations and employers—and is working closely with the Boston Foundation to pass An Act Relative to Pay Equity. Here are brief excerpts of our conversation with her. See the full transcript of the interview with Evelyn Murphy at tbf.org/murphyinterview.

“I don’t know of another large coalition that combines racial and women’s wage interests in America,” says Evelyn Murphy. “Typically, they proceed separately: Women’s groups advocate for gender equity; advocates of color organize for racial equity. The Wage Equity Now coalition is powerful because it recognizes the common interests of these groups in advancing earning power. When you look at the gender wage gap today, it’s terrible for all women, yet even more dire for Black women and Latinas.

“The Boston Foundation has been with us from the beginning, along with early support from Eos Foundation. Now, with Lee Pelton’s leadership on advancing equity, it’s an ideal setting for combining historically separate race and gender interest groups to pursue the common purpose of wage equity.

“The solution to eliminating the gender wage gap always has focused on how to fix women: ‘Women needed to get more education, work longer and harder.’ So, in 2000 I started research for a book about why women don’t get paid like men and what to do about it. At that time, the only way women could contest their salaries was to litigate. That’s when I designed a salary negotiation workshop. My team delivered that workshop in 49 states and now the American Association of University Women has taken it over with the commitment to reach 10 million working women.

“For the decade that I led workshops for women, I was always struck by the fact that few participants understood that the
mindset and the behavior are all learned. My goal was to help women understand when to negotiate a salary or a promotion and how to be objective, strategic and persuasive in negotiations. But salary negotiation workshops only help employees act to achieve wage equity.

“Wage Equity Now is addressing the other half of the story: how employers hire people fairly; pay people fairly for the job title they have; and promote women and people of color. A critical component for employers is to address the “power gap.” Being promoted into higher-paying leadership positions is particularly important along with being paid fairly. All of that is from the employer side of the ledger. And that’s what drives me now. These are the same issues that women and people of color encounter wherever they work. To date, an employer’s responsibility for eliminating its wage gaps has not been constructively addressed. That’s the purpose of our proposed legislation.”

“When you look at the gender wage gap today, it’s terrible for all women, yet even more dire for Black women and Latinas.”
Hundreds of social justice advocates, students, nonprofit representatives, funders and grassroots activists came together at Roxbury Community College (RCC) on April 6 for a remarkable community celebration and conversation. The occasion was the release of a new report titled Great Migration to Global Immigration: A Profile of Black Boston.

The report was produced by the Boston Foundation and Boston Indicators in partnership with Embrace Boston. It was prepared by Luc Schuster and Peter Ciurczak of Boston Indicators and James Jennings, Ph.D., Professor Emeritus of Urban & Environmental Policy & Planning at Tufts University.

Boston Foundation President and CEO Lee Pelton opened the event with a moving tribute to the late Mel King, who was instrumental in the founding of RCC, which is celebrating its 50th anniversary this year. He called King “one of Boston’s most influential civic leaders.” (See page 11 for more of Lee Pelton on Mel King.)

The report tracks the demographic history of Boston’s Black community as it has evolved and grown over the past century and explores the continuing socioeconomic disparities between Black people and other racial groups, as well as between the many subpopulations that make up Black communities.
It finds that 66 percent of the Black population lives outside the city limits now. In fact, four of the five communities in Greater Boston with the highest shares of the Black population are south of Boston, led by Brockton, which is a majority Black community.

In addition, more than one in three metro Boston Black residents are foreign-born—the highest percentage of any major U.S. metropolitan area. Tufts Professor Emeritus James Jennings analyzed the ancestries of the region’s Black population and highlighted six subgroups: multigenerational Black Americans; an increasingly large group of Afro-Latinos; two prominent West Indian communities of Haitians and Jamaicans and others; a large Cape Verdean population; and a new population of African-born immigrants, many of whom are arriving as adults and settling in communities outside of the city.

“The rise in the region’s foreign-born Black population and the rapid increase in the number of individuals identifying as Afro-Latino should refocus the way that we think about the Black population of Greater Boston,” added Jennings.

While the recent growth and diversity of our Black population is notable, it has not reversed Boston’s gaps on many socioeconomic indicators. The report tracks significant differences in income, wealth, business ownership and homeownership among Black, White, Asian and Latino individuals. For example, Black business owners make up less than two percent of all businesses. As Lee Pelton said in his opening remarks, “A great deal remains to be done to fulfill Mel King’s vision of an equitable Boston.”
Javier A. Juarez joined the Boston Foundation in February as the new Director of the Latino Equity Fund. He comes to TBF from the Massachusetts Immigrant and Refugee Advocacy Coalition (MIRA), the largest immigrant rights coalition in the state, where he was Senior Director of Advancement. His experience there gave him a strong background both in raising funds and advocating for the rights of all people in our state.

The Latino Equity Fund (LEF) is the first Latino-focused philanthropic fund in Massachusetts and a unique partnership between Latino leaders and TBF. It was established 10 years ago and, since its inception, has received more than $5 million and made over $925,000 in grants to Latino-serving organizations.

Juarez is a first-generation immigrant from Peru and deeply committed to advancing the Latino community. He is a frequent and passionate speaker on the rights and needs of Latinos and an organizer in support of a fair immigration policy and defense of DACA. In his new role, he is focused on building a strong and permanent source of funding for the Latino community and making the LEF a thought leader in the movement for equity.

“The Boston Foundation is an organization that I believe in, with a strong mission focused on equity,” says Juarez. “Because of that, it’s the perfect platform for the LEF. Working together, I see the opportunity for large-scale progress and a future where our diverse and growing Latino community has greater access to achieving prosperity and well-being.

“I believe that the future of the Latino community is inextricably linked to the future of Massachusetts—and that it’s crucial to recognize the contributions of Latinos here and in the country as a whole. I couldn’t be more excited for the opportunity to do this work at the Boston Foundation.”

> GO TO tbf.org/LEF for more on the Latino Equity Fund at the Boston Foundation
When you visit Mozart Park in Jamaica Plain’s Hyde Square, it’s impossible to miss the 160-foot-long mural showcasing the power of Afro-Latin music and dance. The vibrant mural highlighting dancers and musicians, some with local roots, was the brainchild of young activists from Hyde Square Task Force (HSTF), the nonprofit that was behind the designation of Hyde Square as Boston’s Latin Quarter by the Boston City Council and a Massachusetts Cultural District. Roberto Chao was the lead artist, but 50 other artists, young people and volunteers collaborated. Ultimately, the mural was a massive, community-based art project, with input through dozens of community meetings.

“It was a fascinating ideation process in uplifting Afro-Latino arts and culture,” says HSTF Executive Director Celina Miranda whose goal is to amplify the power, creativity and voices of the neighborhood’s young people by connecting them to their Afro-Latin culture and heritage.

Especially meaningful was the involvement of artist Eyevan Richez who was a HSTF youth, and WBUR host José Massó, who served as an Afro-Latin specialist with performing artist Cornell Coley. From left to right, the mural reflects the African Continent as a connected region full of music and dynamism, then goes on to represent blues and jazz, Caribbean music—and finally Afro-Caribbean rhythms and scenes. Miranda points out that while a number of the images are of world famous artists, it also pays tribute to local figures, such as the legendary musician and performer Jorge Arce and the cuatro player and composer Fabiola Mendez. “The mural tells the story of why we believe the Latin Quarter is important,” adds Miranda, “and I think the process of creating it and the result beautifully reflect the value of placekeeping.”
On March 23, more than 250 people joined TBF for the release of two important reports on trends in Boston Public Schools graduates’ post-secondary enrollment and completion, and on the impact of Success Boston’s individualized coaching programs on student success. Both reports provide a powerful illustration of the increased challenges that graduates have faced getting into and completing college with the disruption of the COVID pandemic and the economic and social turmoil it triggered.

Joseph McLaughlin from the Boston Private Industry Council presented the findings from the PIC report, *College Enrollment and Completion: Trends for Boston Graduates*, highlighting the sharp decline in the percentage of BPS graduates going directly to college in the past four years. The disappointing results reflect the challenges of the pandemic and other obstacles to college, even alongside a growing number of supports and options for BPS students. The enrollment rate of 52.5 percent for the Class of 2021 is down from 69.5 percent just four years earlier. McLaughlin also noted that despite these issues, the percentage of BPS grads completing college had remained steady over time.

Kelly Lack from Abt Associates presented the second report, *Coaching for Completion*, the final in a series of reports on this ambitious initiative of the Boston Foundation, the Boston Public Schools, the Boston PIC and a number of colleges and nonprofit organizations. She highlighted the data about Success Boston’s transition coaching, showing that coached students were as much as 21 percent more likely to complete their postsecondary program than their peers. Success Boston has committed to a goal of 70 percent completion by 2030.
From Our President and CEO
M. Lee Pelton

On April 6 at Roxbury Community College, I opened a fascinating presentation and conversation about Boston’s remarkably diverse Black population with a tribute to the heroic and iconic life of Mel King, whom we lost this spring at the age of 94. Mel was one of the most important and influential civic leaders of our time. His body of work was extraordinarily prodigious and profound. There are few corners in Boston that he did not touch with his astonishing leadership.

We all know Mel’s outer achievements, but they don’t begin to tell the whole story. He was a champion of equity and a creator of opportunity so that people could thrive and live lives of meaning, purpose and hope. Most of all, he was a community activist, who gave people a voice and agency to rally around common causes.

In his 1964 acceptance speech for the Nobel Peace Prize, Martin Luther King, Jr. said, “I believe that what self-centered men have torn down, other-centered men can build up.” Mel King was “an other-centered man.” He had the audacity to suggest that people everywhere should have sustenance for their bodies, education and culture for their minds, and dignity, equality and freedom for their spirits. May he rest in power and may his example inspire all of us.