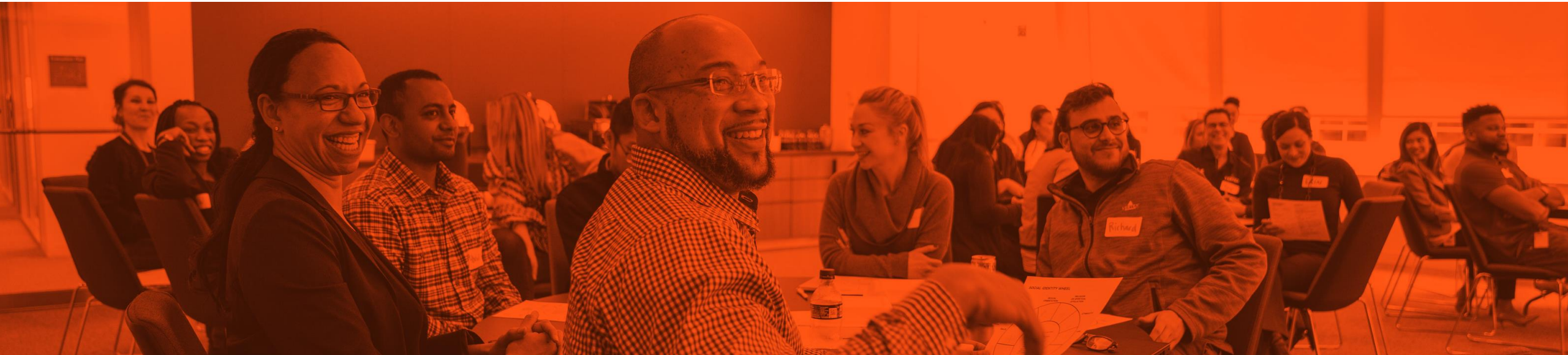


eliminating racism
empowering women



Advancing Racial Equity Through Organizational Change

Lessons from **Inclusion**Boston

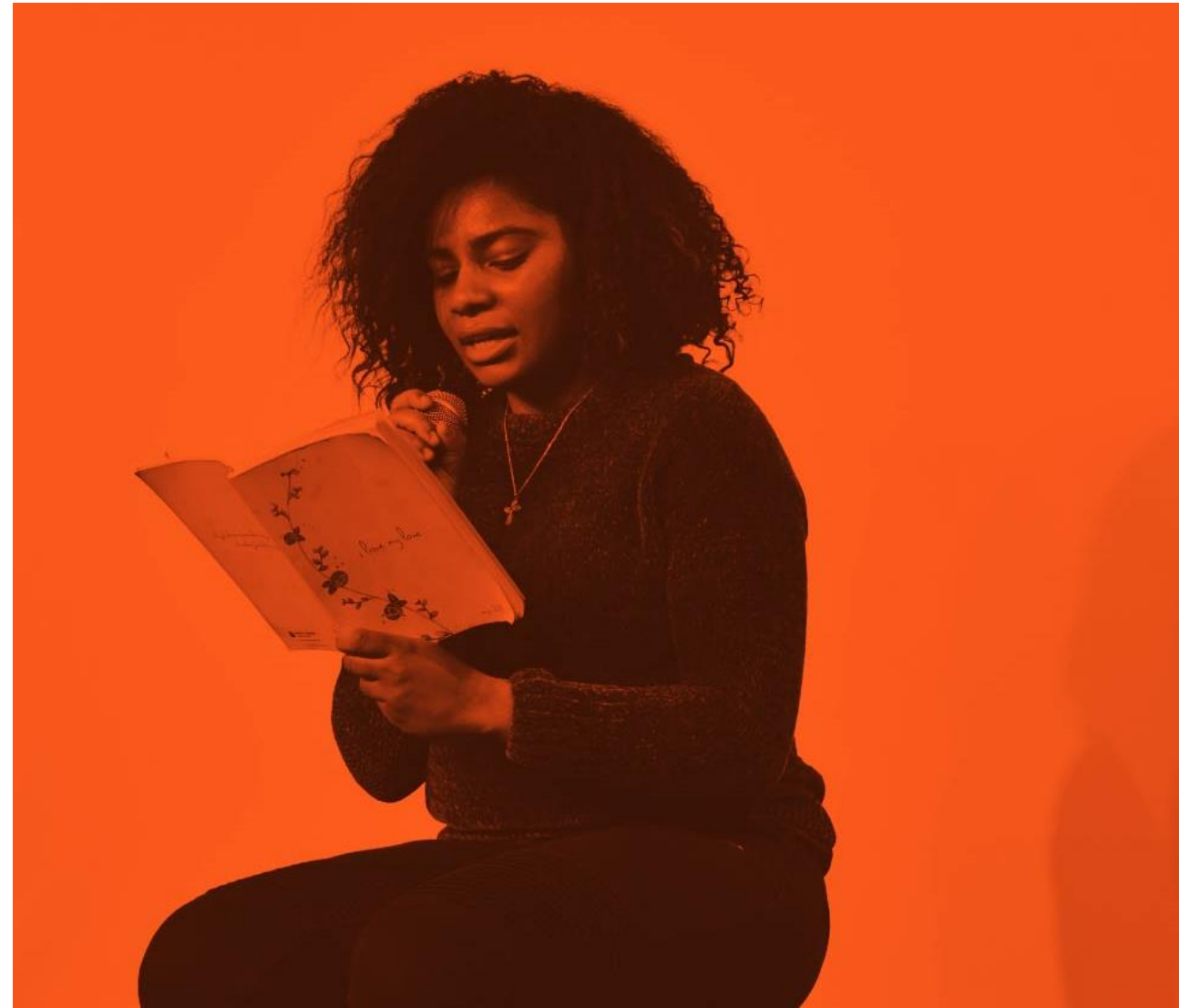




Mission Statement

YW Boston is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom, and dignity for all.

Founded in 1866 as the first YWCA in the United States, YW Boston has consistently been a leader in advancing social equity for over 150 years.





Land Acknowledgement

YW Boston acknowledges that we reside on the traditional land of the Massa-adchu-es-et (Massachusetts) People past and present, whose name was appropriated by this Commonwealth. We reside on the ancestral and unceded lands of the Massachusetts People and we pay respect to this land and the people who have stewarded it throughout the years.





Vision

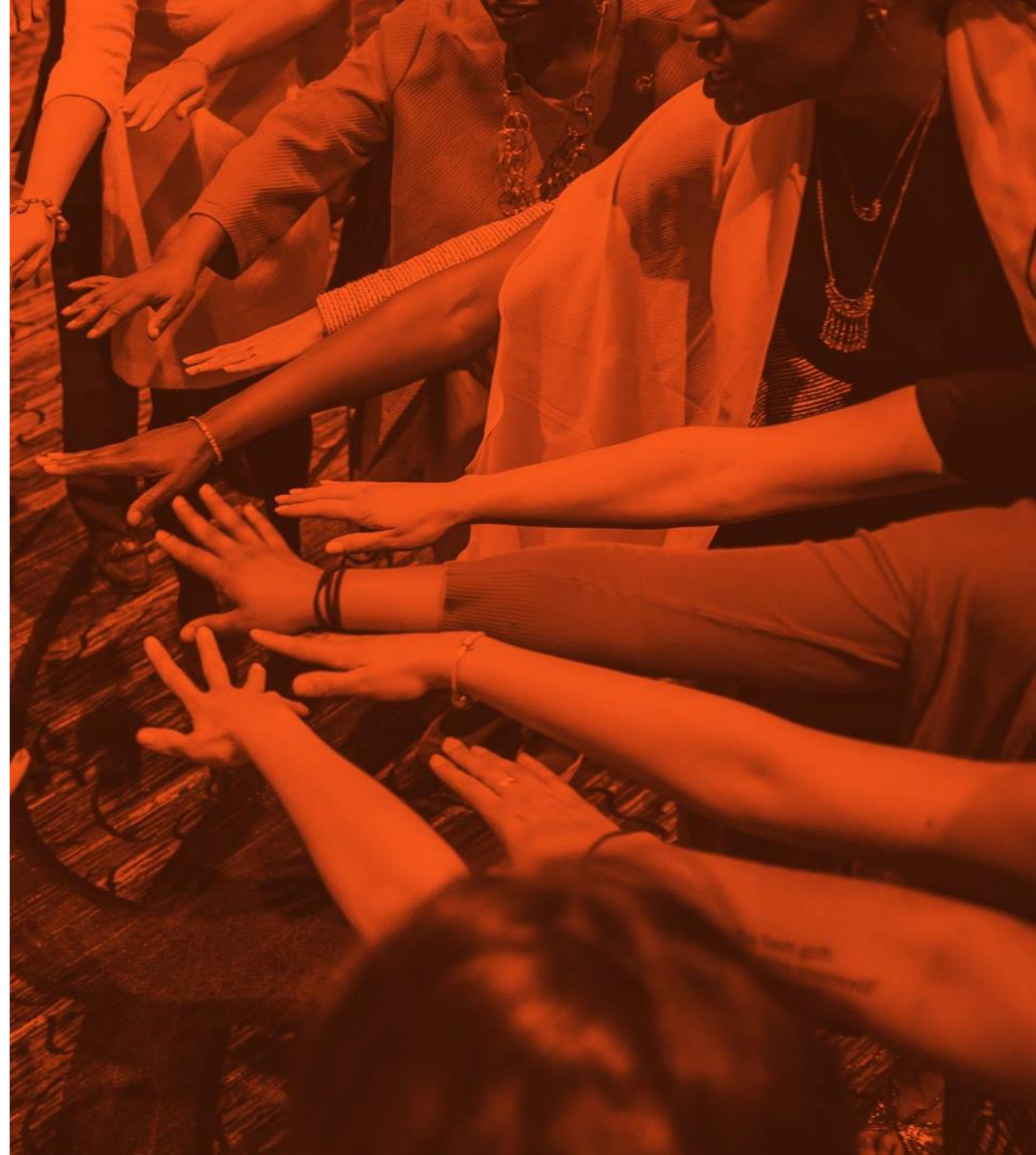
YW Boston is a thought leader on issues at the intersection of race and gender, and helps individuals and institutions create more inclusive environments where women, people of color, and in particular women of color, can succeed.





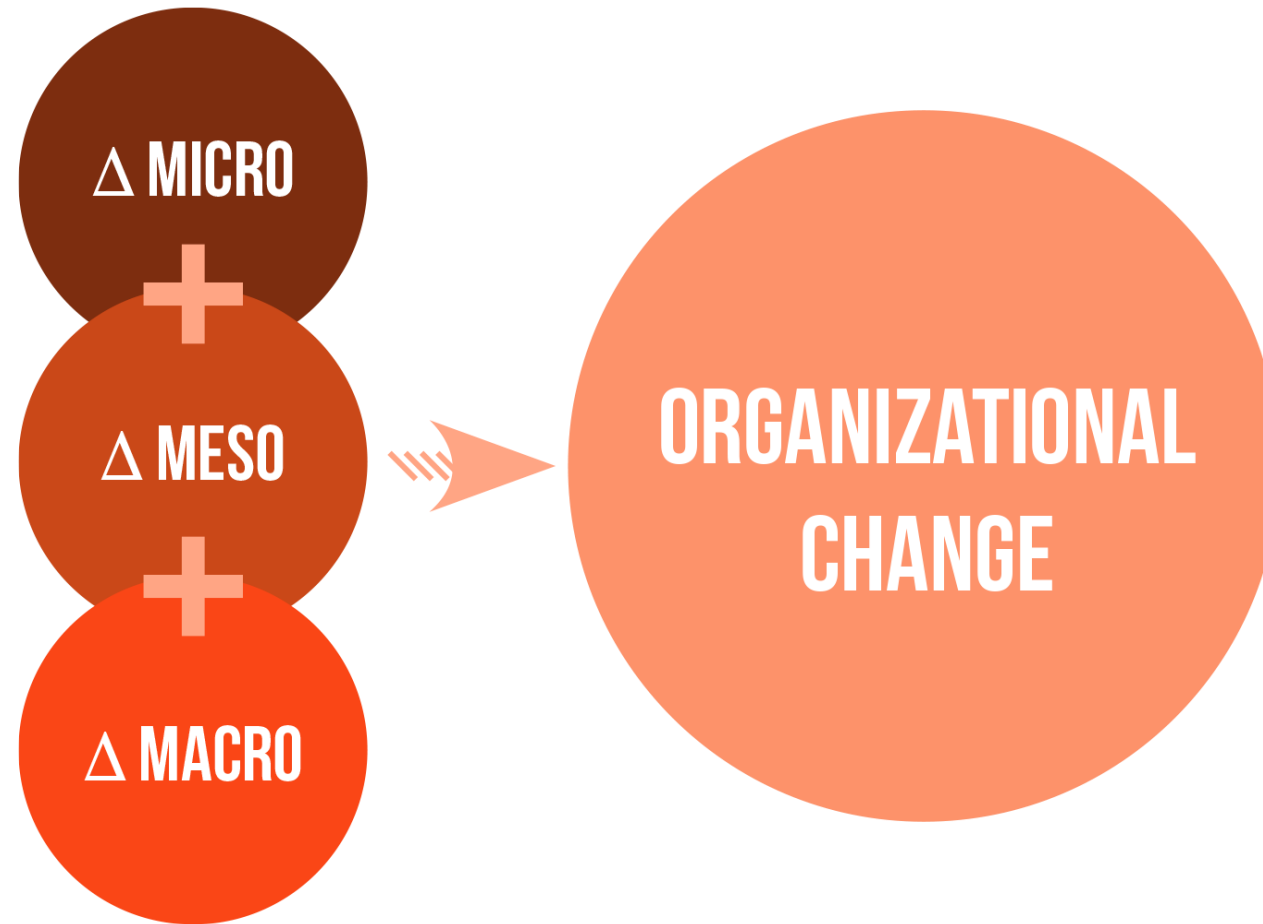
Problem Statement

Within institutions in Boston, there are intersectional systems of oppression, including racism and sexism that everyone plays a part in reinforcing. These systems, through adverse policies, practices, behaviors, and attitudes have negative impacts on many groups, especially women, people of color, and women of color, which prevent them from inclusion at every level in institutions in Boston— particularly leadership.



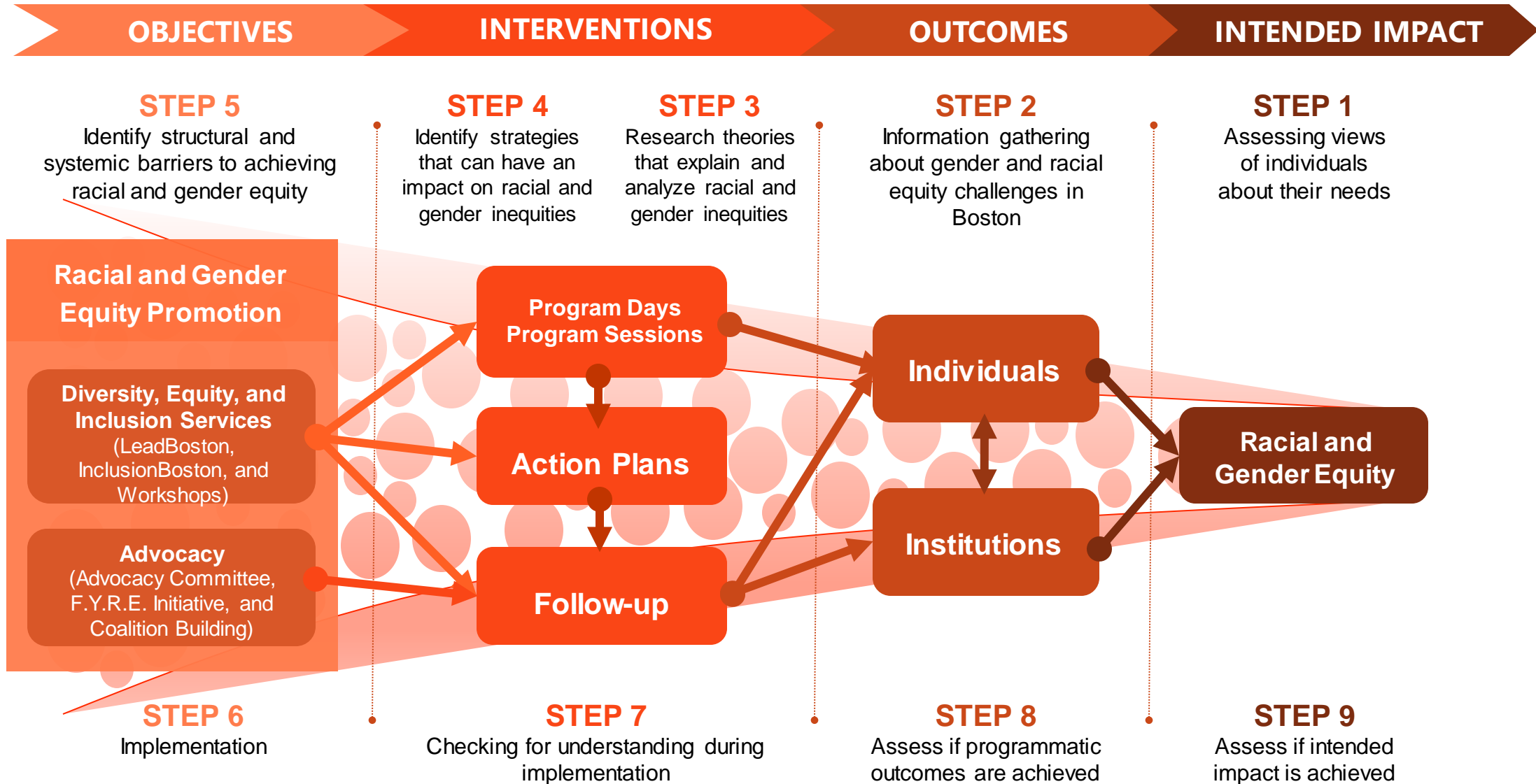
Understanding Equity in Organizations





Creating Change

Our Theory of Change



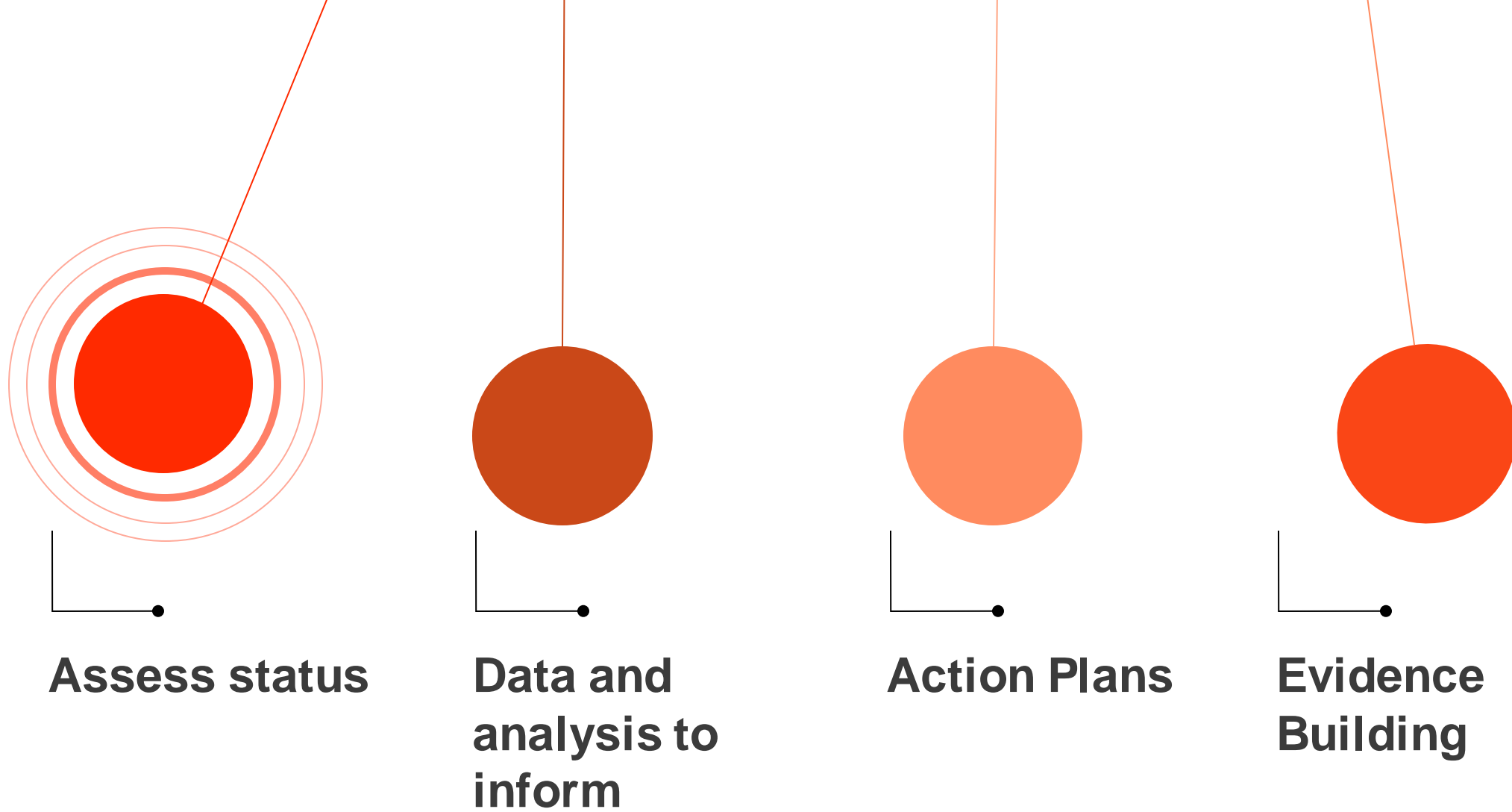
Our Work



Grit and
Perseverance

Program Overview



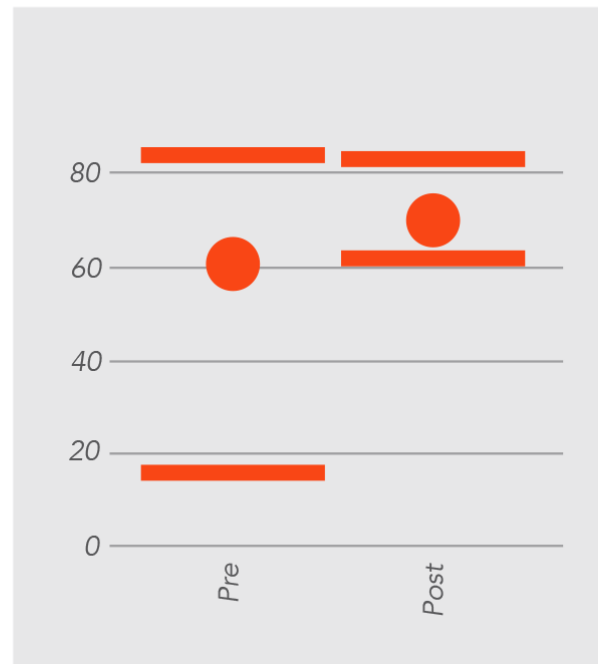


Research & Data to Inform Action

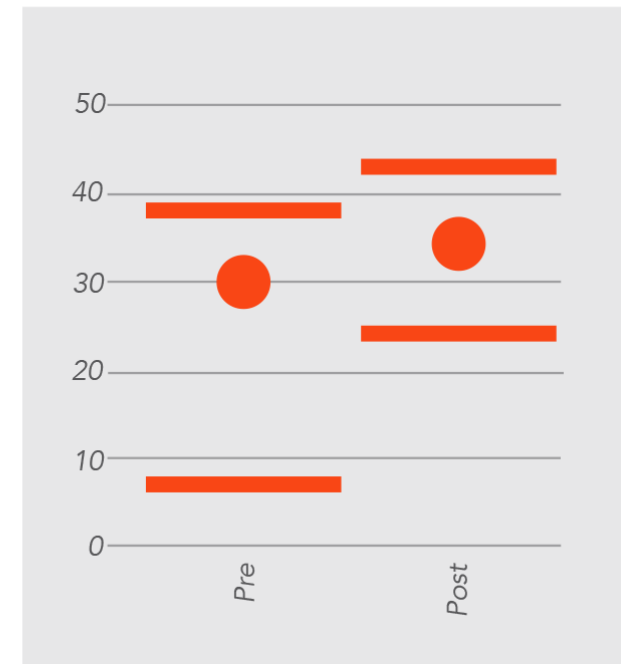
Why Evaluate?



Perceptions of Prejudice

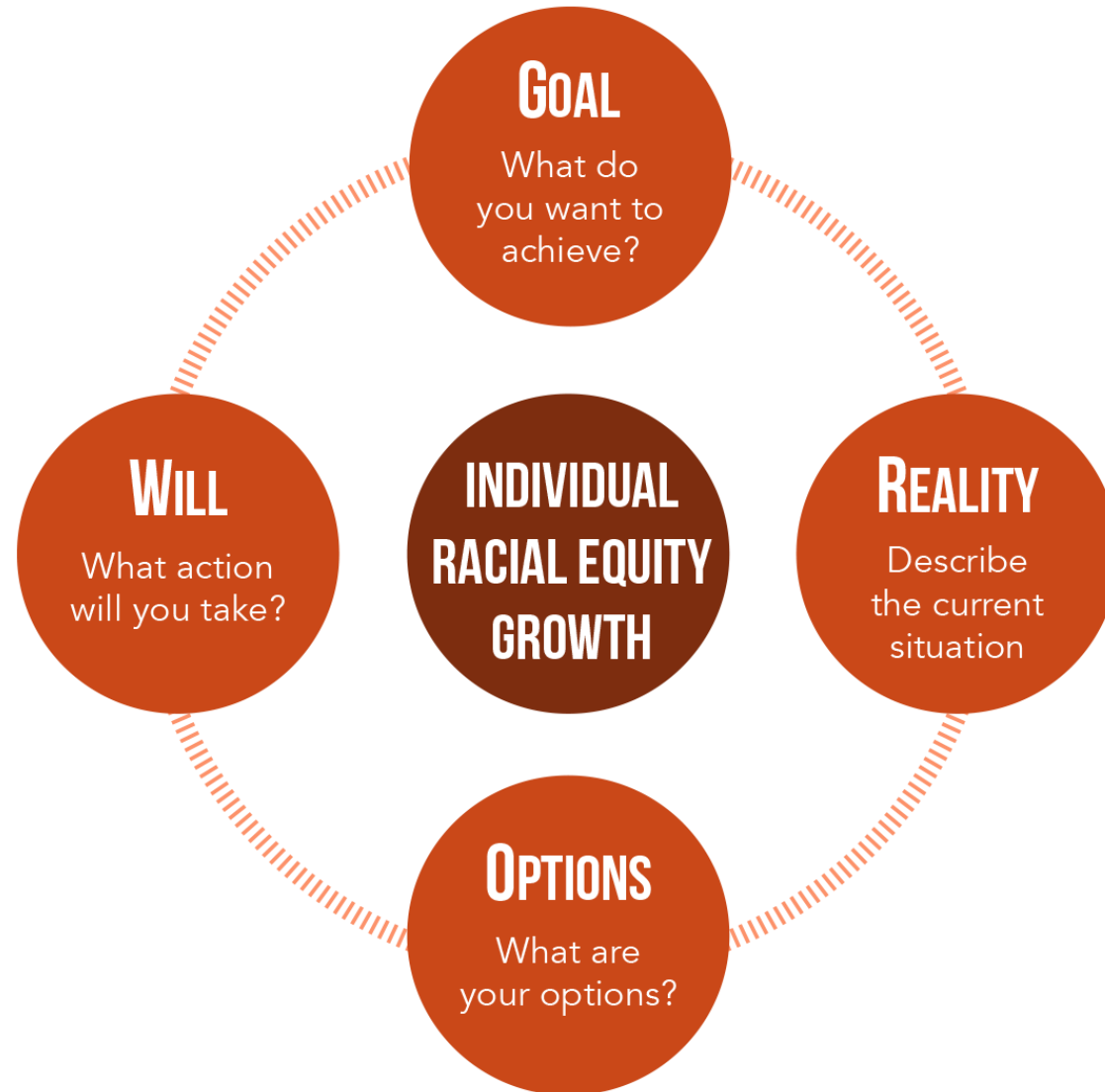


*Manifestations of
Prejudice*



Self Efficacy

Individual Action Plan



Organizational Action Plan

Goal 1: *Develop affinity groups*

	Actions	Deadline	Resources	Roadblocks	Sub-Actions	Owner
1.1	Determine and communicate scope of affinity group, both internally and externally	Dec 31	<ul style="list-style-type: none"> YW affinity group guide and readings Leadership team meeting 	<ul style="list-style-type: none"> The winter break End of year giving 	<ul style="list-style-type: none"> Review all resources provided by YW Meeting to determine <ul style="list-style-type: none"> Overall goals Number of groups Communications Plan 	<ul style="list-style-type: none"> Leadership team
1.2	Create process to determine leaders of each affinity group	Jan 15	<ul style="list-style-type: none"> YW affinity group guide and readings 	<ul style="list-style-type: none"> Staff that with most knowledge and ability do not have the flexibility in their schedules to lead this effort 	<ul style="list-style-type: none"> Determine the qualities and time commitment necessary to lead the group Develop communications plan with leader descriptions and time commitment 	<ul style="list-style-type: none"> Jen
1.3	Create a charter and annual action plans per group.	Mar 15	<ul style="list-style-type: none"> Example charters and action plans 	<ul style="list-style-type: none"> Time and decision-making process 	<ul style="list-style-type: none"> Draft Charter Present to Leadership Team for feedback Present 2nd draft to all staff 	<ul style="list-style-type: none"> Leaders of Affinity Groups

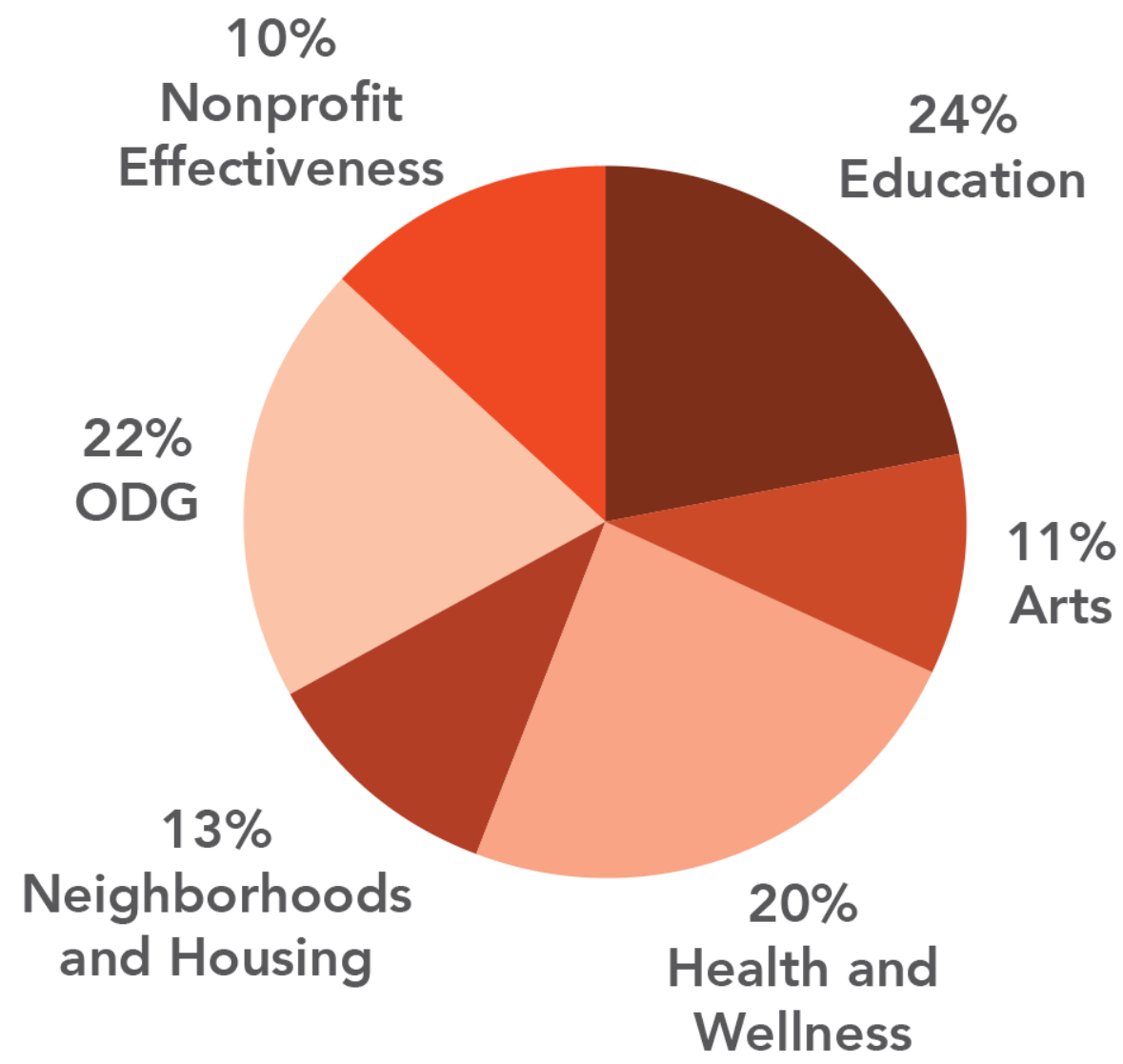
Working Together



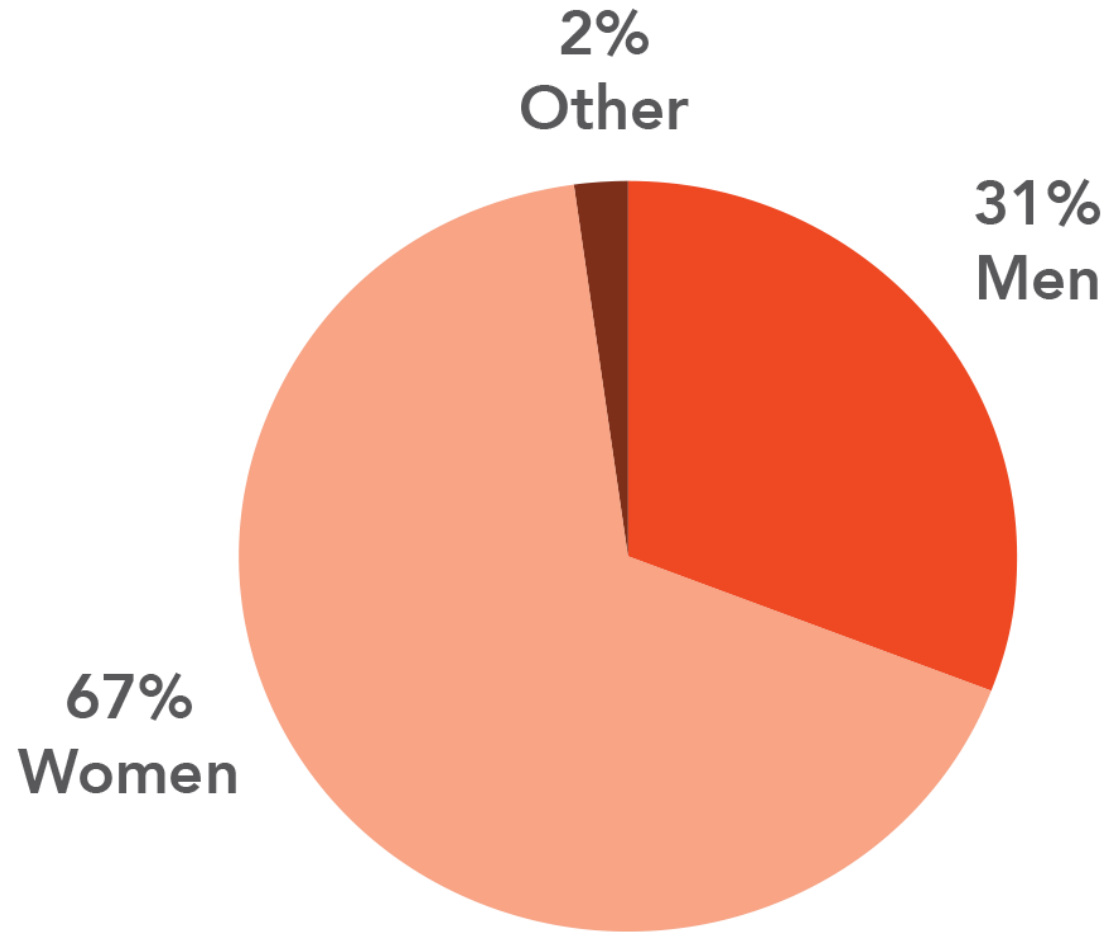
eliminating racism
empowering women



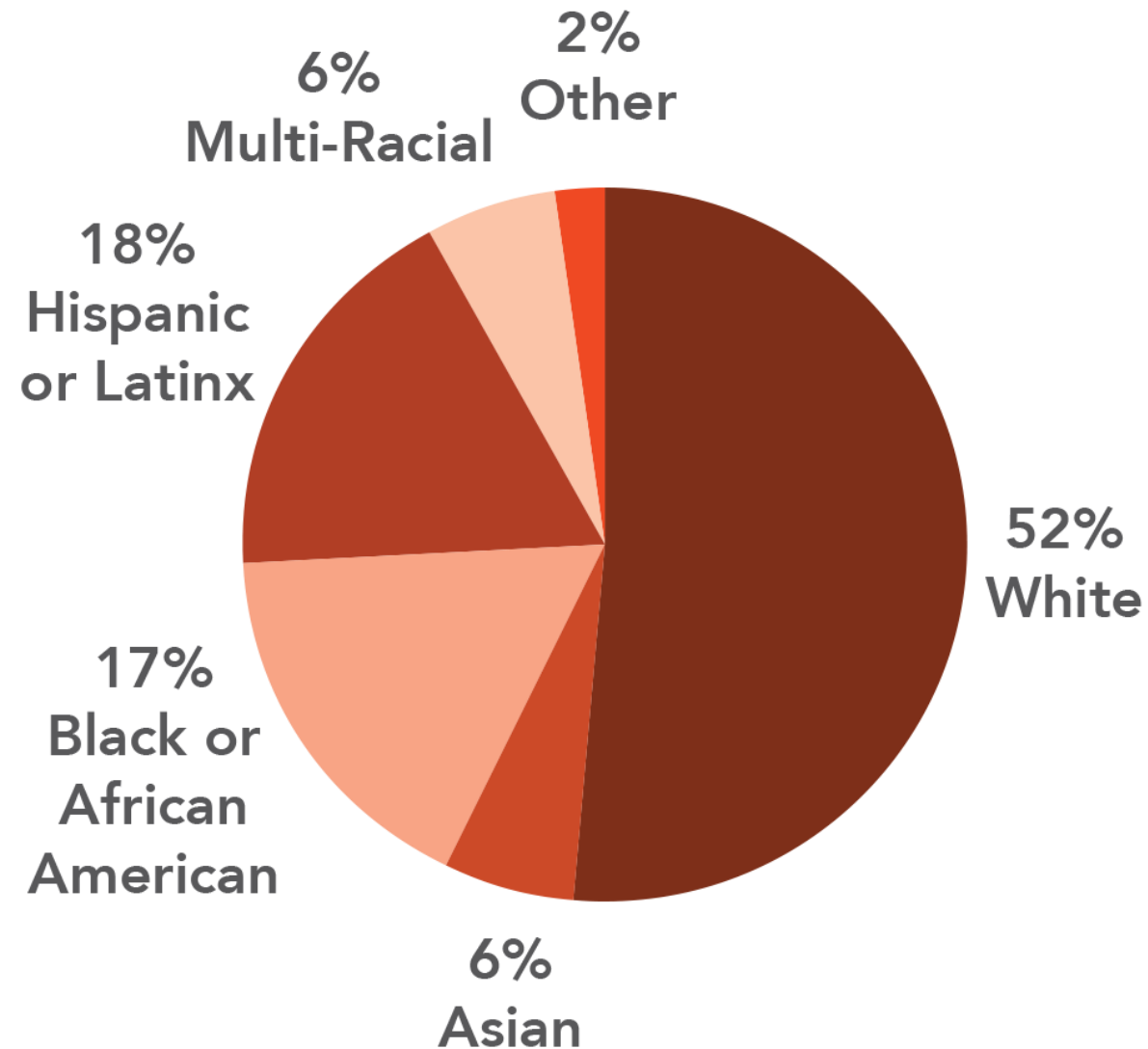
The Cohort- Who are they?- TBF Portfolio



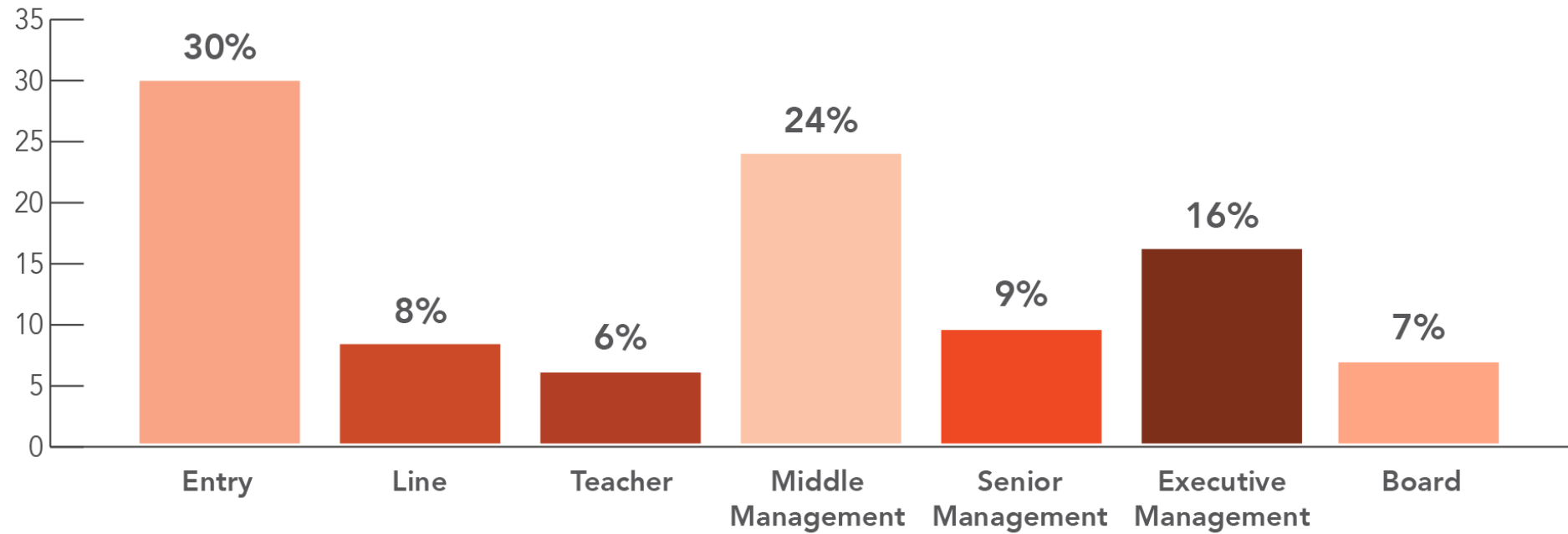
The Cohort- Who are they?- Gender



The Cohort- Who are they?- Race



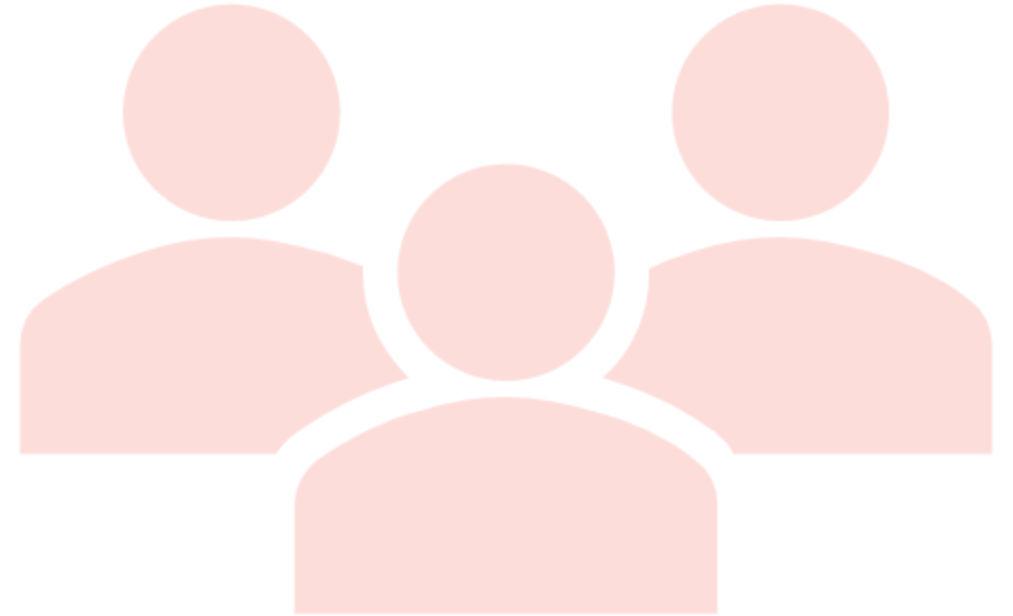
The Cohort- Who are they?- Positions





The Cohort-Commonalities

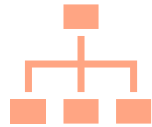
- Care about racial equity
- Desire to expand DEI
- Prioritize hiring and retaining staff of color



The Cohort-Challenges



Turnover



Pre-existing
organizational
priorities



Uneven staff buy-in



Lack of Alignment

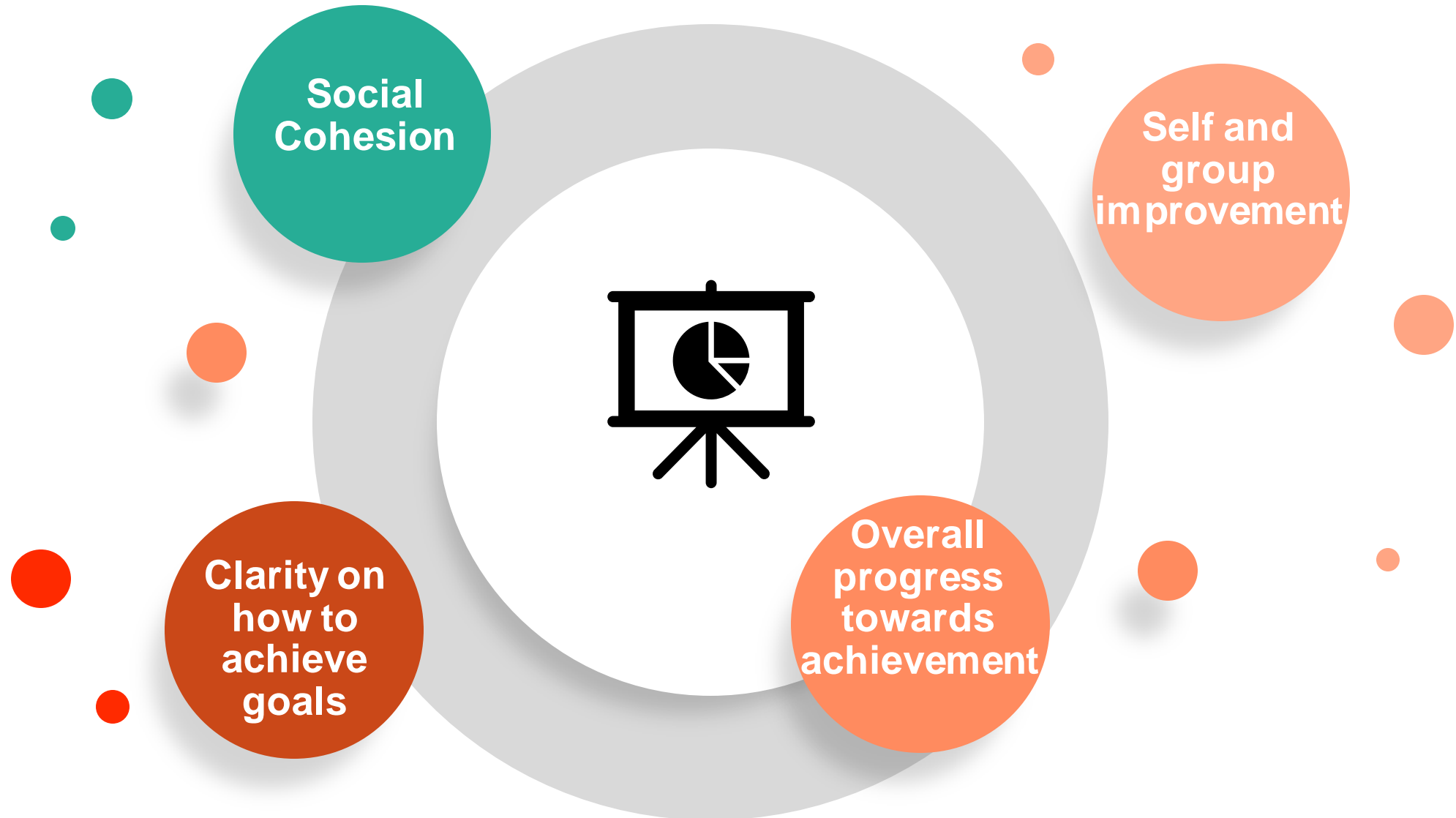


Insufficient support

Cohort Actions



Cohort Findings



Recommendations

Perceived
identity matters

Emotions in
the workplace

Diversity in
disciplines
yields high
results

Be empowered



Beth Chandler

President & CEO

- Joined YW Boston in 2012
- August 2018, appointed President & CEO
- Formerly at Achievement Network
- Formerly at MA Legal Assistance Corporation
- Formerly at Bank of America



Panelists



Yi-Chin Chen
Executive Director
Friends of the Children



Imari K. Paris Jeffries
Executive Director
Parenting Journey



Jim Klocke
CEO
Massachusetts Nonprofit Network

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