

Advancing Racial Equity Through Organizational Change

Lessons from InclusionBoston





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 (Massachusett) People past and present, whose name was appropriated by this Commonwealth. We reside on the ancestral and unceded lands of the Massachusett People and we pay respect to this land and the people who have stewarded it throughout the years.





Vision

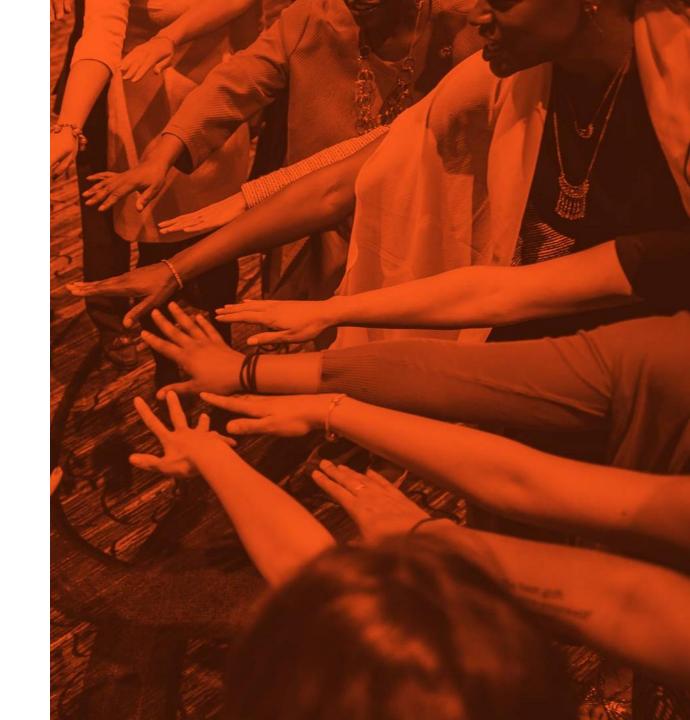
YW Boston is a thought leader on issues at the intersection of race and gender, and helps individuals and institutions create more inclusive environments where women, people of color, and in particular women of color, can succeed.





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.



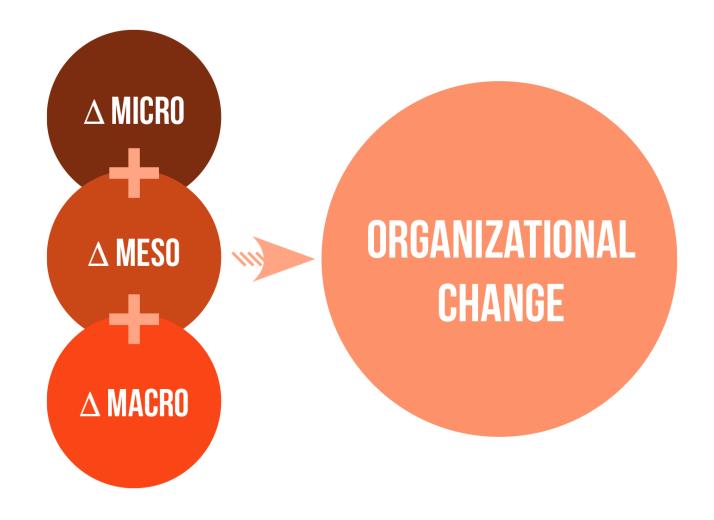
Understanding Equity in Organizations

Macro: Integrated systemic effort across several domains

Meso: Culture, Environment, Norms, Experiences, and Climate

Micro: Knowledge, Behavior, Attitudes





Creating Change

Our Theory of Change

Implementation



INTERVENTIONS **OBJECTIVES OUTCOMES INTENDED IMPACT** STEP 5 STEP 4 STEP 3 STEP 2 STEP 1 Identify structural and Identify strategies Research theories Information gathering Assessing views systemic barriers to achieving that can have an that explain and about gender and racial of individuals impact on racial and analyze racial and racial and gender equity equity challenges in about their needs gender inequities gender inequities Boston Racial and Gender **Program Days Equity Promotion Program Sessions** Individuals Diversity, Equity, and **Inclusion Services** Racial and (LeadBoston. **Action Plans** InclusionBoston, and **Gender Equity** Workshops) Institutions **Advocacy** (Advocacy Committee, Follow-up F.Y.R.E. Initiative, and Coalition Building) STEP 6 STEP 7 STEP 8 STEP 9

Assess if programmatic

outcomes are achieved

Assess if intended

impact is achieved

Checking for understanding during

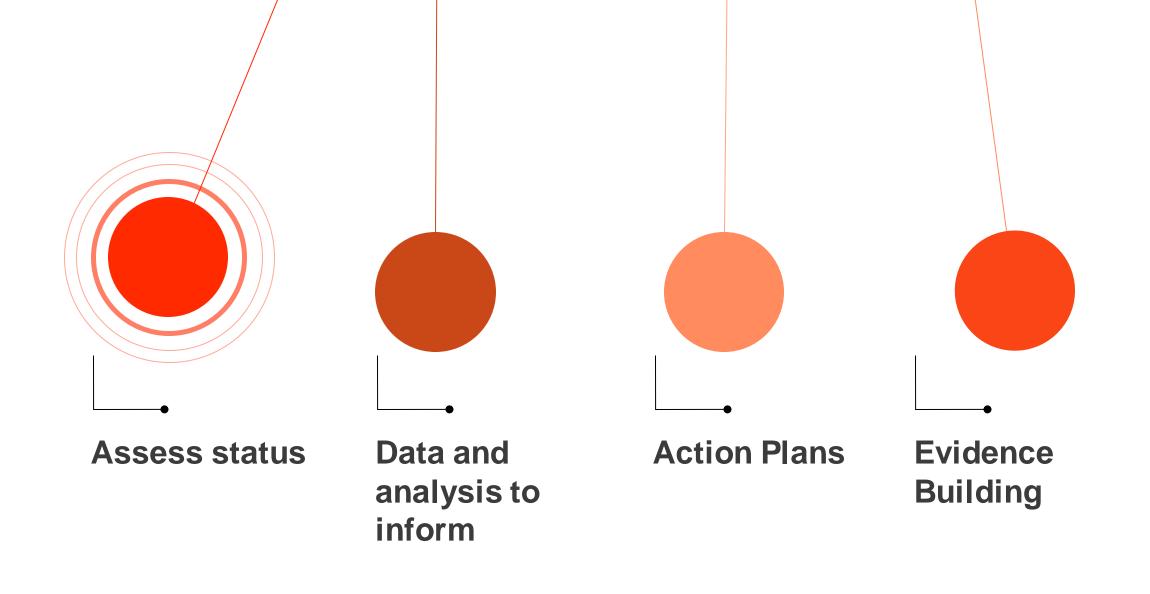
implementation

Our Work

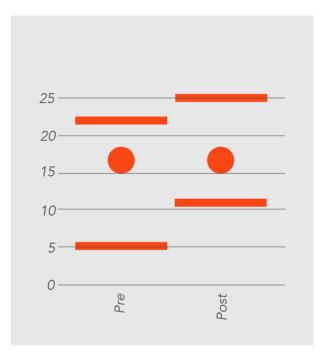


Program Overview

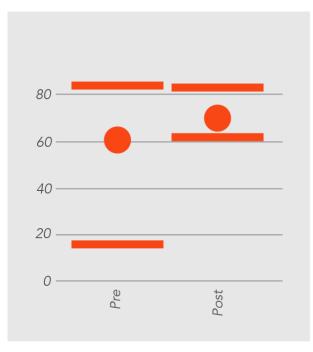




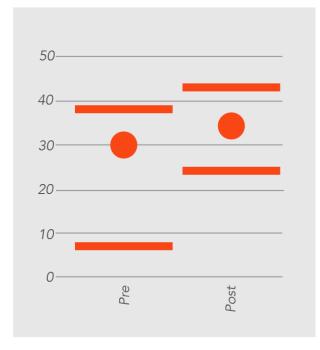
Why Evaluate?



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	 YW affinity group guide and readings Leadership team meeting 	The winter breakEnd of year giving	 Review all resources provided by YW Meeting to determine Overall goals Number of groups Communications Plan 	Leadership team
1.2	Create process to determine leaders of each affinity group	Jan 15	YW affinity group guide and readings	Staff that with most knowledge and ability do not have the flexibility in their schedules to lead this effort	 Determine the qualities and time commitment necessary to lead the group Develop communications plan with leader descriptions and time commitment 	• Jen
1.3	Create a charter and annual action plans per group.	Mar 15	Example charters and action plans	Time and decision- making process	 Draft Charter Present to Leadership Team for feedback Present 2nd draft to all staff 	Leaders of Affinity Groups

Working Together

















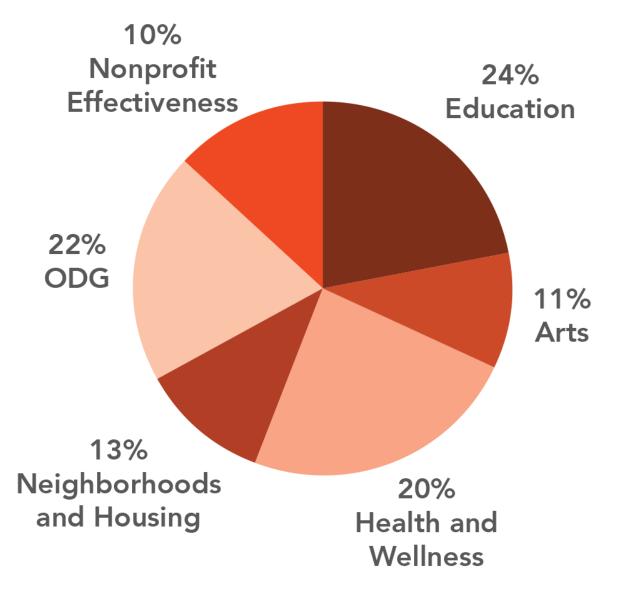






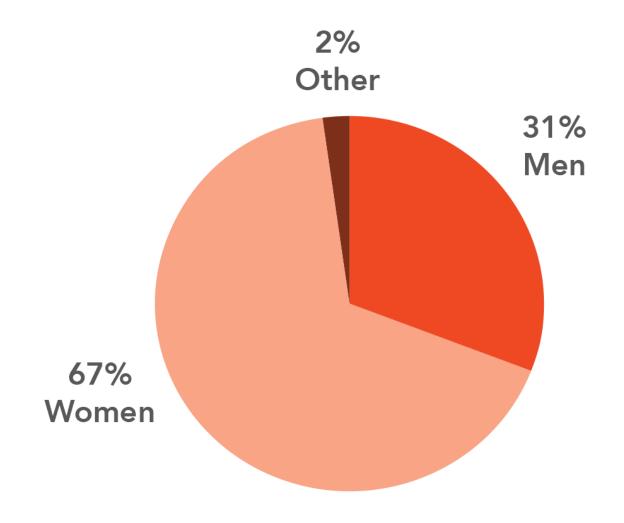
The Cohort- Who are they?- TBF Portfolio





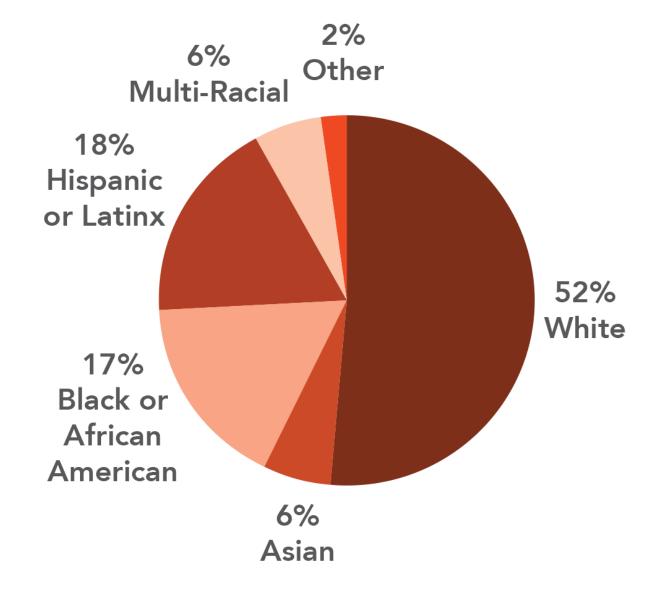
The Cohort- Who are they?- Gender





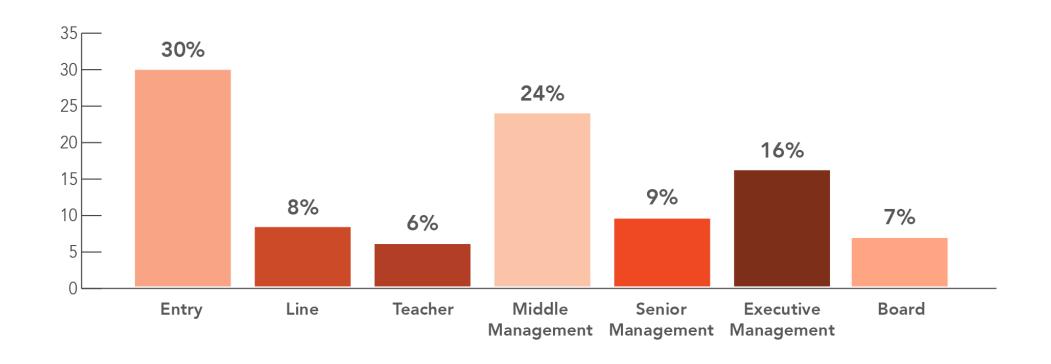
The Cohort- Who are they?- Race





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









Pre-existing organizational priorities



Uneven staff buy-in



Lack of Alignment



Insufficient support

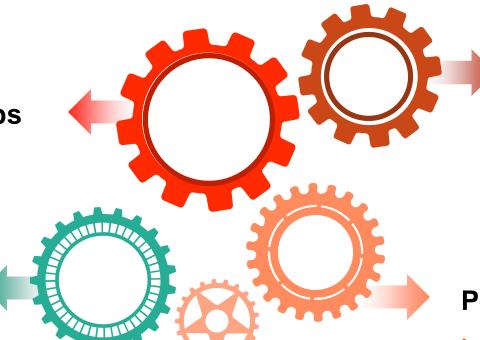
Cohort Actions



- Self-identify
- Organizationally planned
- White and POC

Ongoing Learning

- Required reading
- Lunch and learn
- Internal Libraries



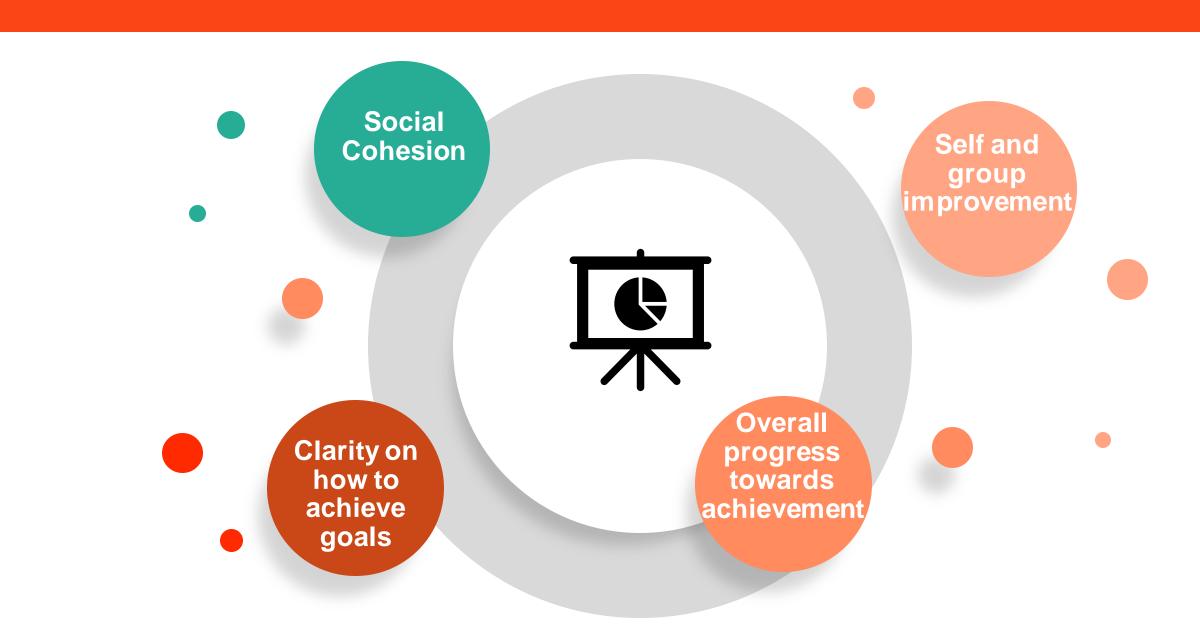
Mentoring

- Informal
- External
- DEI Mentorship

Policy and Practice Review

- Hiring
- Promotion pipeline
- Mission and vision statement

Cohort Findings





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

Stay Connected & Learn More

eliminating racism empowering women





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