

eliminating racism
empowering women



Becoming part of the solution

**How can we become part of the solution
to address systemic racism
in our country?**

A virtual event with Dr. Robert Livingston,
author of *The Conversation*

Thursday, February 11, 2021
10:30AM - 11:45AM



#THECONVERSATION

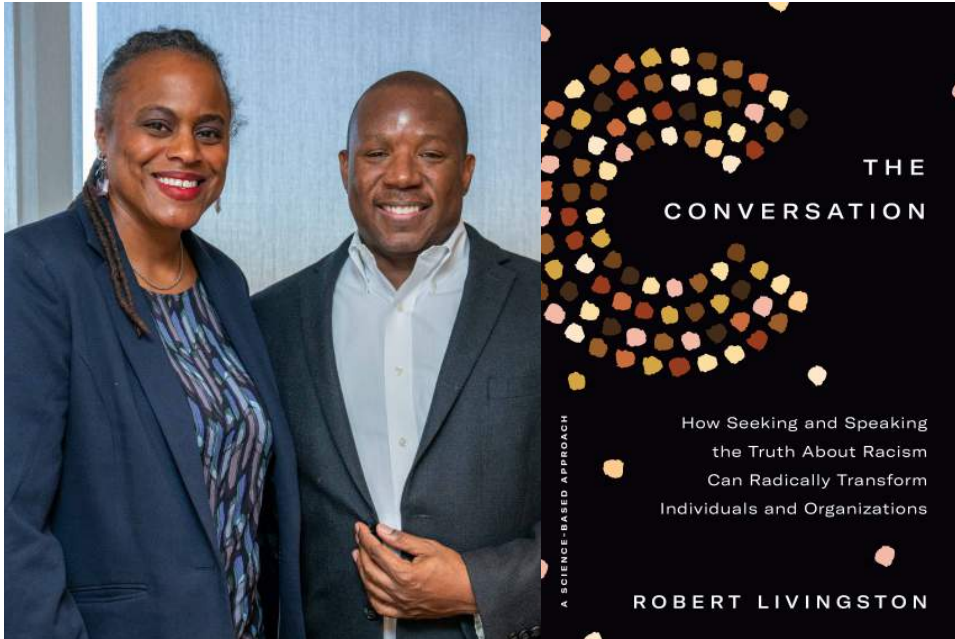
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Becoming part of the solution

How can we become part of the solution to address systemic racism in our country?



During this virtual event, **Beth Chandler**, YW Boston President & CEO, and **Dr. Robert Livingston**, author and Lecturer of Public Policy at Harvard Kennedy School, will explore how individuals and organizations can proceed with more intentional anti-racism work. Beth Chandler will share insights on how to turn objectives into lasting and measurable change, including learnings from YW Boston's comprehensive Diversity, Equity & Inclusion Services. Dr. Livingston will discuss frameworks from his newest book *The Conversation*, where he addresses three fundamental questions: What is racism? Why should everyone be more concerned about it? What can we do to eradicate it?

WELCOME

Dear Friends,

Welcome to YW Boston's first virtual event of the year, *Becoming part of the solution*. Thank you all for joining us and to our sponsors Eversource and Fletcher Consulting LLC for making this event possible. Today we will learn how we can better commit to addressing systemic racism. I am joined by Dr. Robert Livingston, author, Lecturer of Public Policy at Harvard Kennedy School, and consultant at a number of Fortune 500 companies.

Released on February 2nd, Dr. Livingston's newest book *The Conversation: How seeking and speaking the truth about racism can radically transform individuals and organizations* addresses three main questions: What is racism? Why should everyone be more concerned about it? What can we do to eradicate it? As his book lays out, "the difference between a solvable problem and a solved problem is knowledge, investment, and determination."

Last year, we saw an incredible number of individuals and institutions supporting Black Lives Matter. The interest is there - now how do we follow through? Already, we are seeing the momentum to work toward racial equity weaken. Some are even citing 'Allyship Fatigue' as a reason for stepping back from actively engaging in racial equity work. This is difficult for me to hear because long before this past June, activists of color, especially Black activists, have tirelessly fought for racial justice with great resistance. If you are new to this work, this is no time to step back.

Dr. Livingston's model for change closely aligns with our approach at YW Boston. As a part of our LeadBoston program, we develop mid- to senior-level executives into more inclusive leaders, so that they can drive necessary change work within their organizations. And much more can be accomplished when an entire organization commits to institutional change. Through InclusionBoston we partner with workplaces to build the trust and understanding needed to hold open discussions about race and develop data-oriented action plans. I hope that following this event, you will be empowered to take further steps as an individual or as a part of your organization. Thank you for joining us.

Warmly,

A handwritten signature in black ink that reads "Beth".

Beth Chandler
YW Boston President and CEO

YW BOSTON

OUR HISTORY

On March 3, 1866, thirty women in Boston met at the home of civic reformer Pauline Durant to adopt a constitution for the Boston Young Women's Christian Association. Over 150 years later, YW Boston remains a leader in the cause of advancing equity and opportunity for women, people of color, and in particular women of color.

Our Mission

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

As the first YWCA in the country, YW Boston has consistently been a leader in advancing racial and gender equity. In the 1860's YW Boston advanced independence for women by establishing one of the earliest residences for single working women. The facility offered training in domestic service work, creating a path to financial self-sufficiency for young women. In the 1880's YW Boston's Traveler's Aid program met immigrant women arriving in Boston's port and connected them with resources and services to build their lives in the US. By the 1920's YW Boston began promoting racial integration through an "Interracial Committee" made up of women attending Boston's colleges.

Today, YW Boston continues working towards its mission through programs that address the most challenging and persistent inequities, particularly those that lie at the intersection of race and gender.





YW BOSTON OUR WORK

YW Boston's Diversity, Equity & Inclusion services—InclusionBoston and LeadBoston—as well as our F.Y.R.E. Initiative and advocacy work, help individuals and organizations change policies, practices, attitudes, and behaviors with a goal of creating more inclusive environments where women, people of color, and especially women of color can succeed.

DE&I SERVICES

LeadBoston

LeadBoston equips mid-to-senior level professionals with the knowledge, skills, and network they need to become inclusive leaders and influence change in their organizations. Through experiential activities, participants delve into the socioeconomic realities of Boston and explore innovative solutions to inequity.

For more information, to apply or refer a colleague, please visit ywboston.org/leadboston or contact Rachael McCoy at rmccoy@ywboston.org

InclusionBoston

InclusionBoston advances diversity, equity, and inclusion by partnering with organizations looking for improved results. We collaborate with organizations to create an action plan and provide them with the resources needed to drive lasting change. Our customized, evidence-based approach creates sustainable cultural change at the organizations we serve.

This year, YW Boston is launching the InclusionBoston **Gender Series**. This model will support organizations in assessment, process design, dialogue-based sessions, action planning, and pre/post evaluation - all through an intersectional lens - with the ultimate goal of helping organizations uncover internal barriers to women's success.

DEI Workshops

YW Boston also offers one-day workshops led by our expert facilitators. Workshop topics include *Understanding Racial Equity*, *Implicit Bias*, *Microaggressions*, *Intersectionality*, and *Organizational Change to Achieve Equity*.

COVID-19 Statement: We are committed to ensuring the safety of our staff, partners, and program participants. YW Boston is able to accommodate groups of varying sizes through virtual facilitation and online delivery. For more information, please contact Sheera Bornstein at sheera@ywboston.org



YW BOSTON

OUR WORK

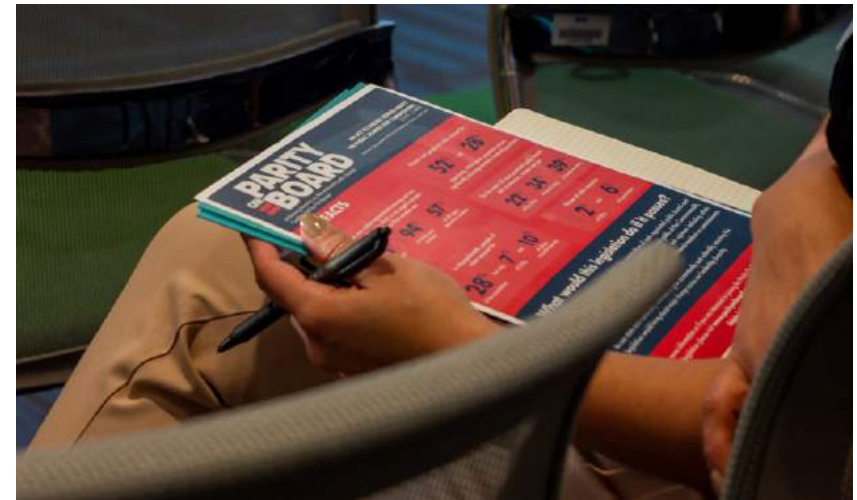


F.Y.R.E. Initiative

(Fierce Youth Reigniting Excellence)

With the F.Y.R.E. Initiative, launched in the Fall of 2019, YW Boston facilitators conduct a 12-15-week leadership development series for girls grades 6th through 9th. The series brings together social justice education, positive identity development, and civic engagement, culminating in small group civics projects. This model takes place in schools or Out of School Time programs, and it is developed to operate in a “girls group” structure rather than a traditional classroom structure. Core to the program is an effort to provide experiential learning opportunities and dialogue to build understanding and increase social-emotional learning.

For more information, please visit ywboston.org/fyre or contact TiElla Grimes at tgrimes@ywboston.org



As part of YW Boston’s work, we also engage the public through advocacy, research, partnerships, and events such as our Women on the Rise Panel, Academy of Women Achievers Luncheon, and Stand Against Racism campaign.

For more information about YW Boston events, please visit ywboston.org/events

Advocacy Committee

The Advocacy Committee supports YW Boston’s mission to eliminate racism and empower women by engaging elected officials, organizations, and the public through legislative advocacy, coalition building, education, and action. We work with volunteer community members to develop and implement the organization’s advocacy agenda to rectify structural barriers to equity for women, girls, and people of color.

In 2019, YW Boston launched the **Parity on Board** coalition in support of legislation promoting greater diversity on Massachusetts’ public boards and commissions. Learn more and get involved by visiting parityonboard.org

Visit ywboston.org/advocacy to learn more about our policy priority areas and legislative advocacy work.



Beth Chandler

President & CEO
YW Boston

Beth Chandler joined YW Boston in November 2012, with more than 20 years of experience in both the corporate and nonprofit sectors. In August 2018, she was appointed President & CEO. Her breadth of work experience encompasses program development, delivery and evaluation, business development, and operations. As President & CEO of YW Boston, she leads the organization as it strives to build more inclusive environments in the City of Boston.

Prior to working at YW Boston, Beth served as vice president at the Achievement Network, a national non-profit dedicated to helping urban public and charter schools close the achievement gap. Beth also held positions at Massachusetts Legal Assistance Corporation, the largest funding source for civil legal aid programs in the Commonwealth and Neighborworks America, one of the country's preeminent leaders in affordable housing and community development. A former professional basketball player, Beth received her undergraduate degree from Harvard University and an MBA from Columbia Business School.



Dr. Robert Livingston

Lecturer of Public Policy
Harvard Kennedy School

Dr. Robert Livingston is a social psychologist and one of the nation's leading experts on the science underlying bias and racism. For two decades, he has served as a diversity consultant to scores of Fortune 500 companies, public-sector agencies, and non-profit organizations. Prior to joining the Harvard Kennedy School in 2015, he held professorships at the University of Wisconsin-Madison, Northwestern University's Kellogg School of Management, and the University of Sussex, where he was the chair of the organizational behavior area as well as the founder and faculty director of Centre for Leadership, Ethics, and Diversity (LEAD).

Dr. Livingston's research has appeared in *The New York Times*, *The Wall Street Journal*, and *Harvard Business Review*. His work ranges from micro-level investigations of the psychological and physiological processes that underlie unconscious bias—to more macro-level examinations how biases impact organizational diversity, leadership representation, and social justice. For example, his research on the "Teddy Bear Effect" finds that Black CEO's uniquely benefit from having facial features that make them appear warmer and less threatening (i.e., babyfacedness).

YW BOSTON

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Proud to support

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and YW Boston

as they advance the conversation to address systemic racism in our organizations and communities

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— A PROUD SUPPORTER OF YW BOSTON —

Fletcher Consulting is pleased to co-sponsor YW Boston's event featuring Dr. Robert Livingston. We are proud supporters of YW Boston - its mission of "eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all" aligns well with the work we do here at Fletcher Consulting.

TOGETHER, LET'S MAKE 2021 A YEAR OF INTENTIONALITY,
MINDFULNESS, & COMMITMENT

You can support YW Boston's mission by becoming an event sponsor.

Visit ywboston.org/events to view upcoming events or contact Dominique Calixte at dcalixte@ywboston.org to learn about sponsorship opportunities.

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