



DEI Community of Practice



Enhancing diversity, equity, and inclusion practices within metro Boston organizations through community and collaboration

In January of 2020, **YW Boston** and the **Northeast Human Resources Association (NEHRA)** teamed up to launch a DEI Community of Practice to help meet the emerging needs of diversity, equity, and inclusion professionals. As the landscape for DEI evolves, DEI professionals continuously face a unique set of opportunities and challenges.

YW Boston and NEHRA's DEI Community of Practice provides a space for DEI professionals to collaborate and troubleshoot within a setting where trust and professional respect are watchwords. Members engage in honest and confidential discussion regarding DEI challenges, establish best practices to address these challenges, and steward opportunities for collaboration and innovation in the field.

Structure and Expectations

- Cohorts are composed of 12 to 15 members representing a diversity of industries and years of experience within the field
- Participants influence and/or drive DEI strategy within their organization, most participants have DEI or HR in their title
- A commitment of ten, 90-minute monthly meetings
- Most meetings are held virtually
- Meeting structure includes facilitated discussion to engage the expertise within the group
- Participation fee: \$1000 per person
- Cohorts accept new members in January and September of each year

“This group has been instrumental in helping me overcome roadblocks and obstacles (including those of my own making!). It has also helped me expand my network.” – 2024 Cohort Member



Priority Areas

- Strategies and best practices for collecting, analyzing, and sharing **DEI data** within organizations
- Gaining cross organizational **buy-in** and sustaining **momentum**
- **Communication** of DEI efforts and strategy
- Navigating **current events**
- **Self-care** for DEI professionals
- Troubleshooting live **challenges**
- Focus areas and needs are identified by the group, as they emerge

Enrollment

- 30 min interview with member of YW Boston's team
- Payment of invoice confirms seat in cohort

Participating Organizations

DEI Professionals from a variety of institutions in Boston have participated in our Community of Practice, Including:

Advocates

Blue Cross Blue Shield of Massachusetts

Boston University

Car Gurus

Eversource

Federal Home Loan Bank of Boston

The Community Builders

MassBio

Mass Trial Courts

Partners in Health

Vertex

State Street



“I can’t overstate how much this group means to me. This work is emotionally hard, and having a small group of fellow practitioners to meet with each month is gold!”

– 2024 Cohort Member

Interested in joining our community?

Contact Sheera Bornstein at sheera@ywboston.org to learn how you can join our DEI Community of Practice.



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