

ANNUAL REPORT

20

23



eliminating racism  
empowering women



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# LETTER FROM BETH

## DEAR FRIENDS AND SUPPORTERS,

Since last summer, efforts to support inclusion initiatives have been under intense attack. Conservative activists have branded “DEI” as a bad word, leading many to believe that efforts to create more inclusive environments are pointless, discriminatory, or even illegal.

While frustrating, the backlash against DEI comes as no surprise. There have been countless examples in history when progress towards equity and social justice are met with significant resistance. It’s understandable to feel fearful in the face of opposition to DEI and the inflammatory rhetoric that circulates on social media and in the press. However, it’s important to continue to fight for a more equitable and just organization, city, and state. As Mark Twain said, “Courage is resistance to fear, mastery of fear, not the absence of fear.”

**Despite the increased resistance to diversity, equity, and inclusion, YW Boston continues to push forward during this crucial time, framing our work around the ideals of courage and community.**

Through our work with partners and allies over the last year, YW Boston has created a robust community of organizations and individuals who are not just inspired to be courageous—but who are now equipped to put their courage into action and create meaningful change in their workplaces, communities, and beyond.

Our **InclusionBoston** program actively supports and guides organizations looking to create meaningful change. As one InclusionBoston participant shared after completing the program, “There is a concerted effort to address racial equity that starts at the top. We have expanded our resources in this area with Employee Resource Groups, a full-time Chief DEIB Officer, and offered training on courageous conversations to strengthen individual ability and willingness to engage with their teams.”

There is perhaps no better example of how YW Boston fosters communities of change-makers than our LeadBoston program. Each year, **LeadBoston** brings together a cohort of Boston-area professionals who are passionate about DEI and want to affect change in their organizations. After graduating from LeadBoston, participants then join our robust alumni community where they can remain supported and inspired to keep pushing DEI forward.

“My year with LeadBoston was remarkable,” shared a new alum. “For me, it was the relationships built and being able to take the equity lens and commitments I’d been developing for years and really focus them with greater understanding of the challenges right here in Boston. Continuing the work as a LeadBoston alum and a part of the YW Boston community is a source of encouragement and motivation.”

Through our **F.Y.R.E. Initiative**, we help middle school girls and trans and gender-expansive students discover the importance of building a sense of self and empowerment, inspiring them to examine current systems and build their own communities of youth who are dedicated to learning about and addressing racial and gender inequities within Boston.

Our programs aren’t the only place where we strive to foster a community of courageous DEI champions; YW Boston’s annual **United Against Racism** campaign allows organizations and individuals to learn about the mechanisms and impact of institutional racism and equips them with the basic education and skills needed to begin challenging inequitable systems in their workplaces, institutions, and communities. A participant from Eastern Bank shared the following reflection about their experience: “At [United Against Racism’s] wrap-up, the level of enthusiasm for this work was inspiring. [Our] group engaged in an open discussion about what we had learned, what surprised us, and what we would take with us going forward. I offer my personal thanks to YW Boston for continuing this effort. It needs to happen every year—indeed, every day. I have been proud to be a small part of it.”

Last but not at all least, our **Advocacy** work is a critical part of our mission to challenge inequitable systems and inspire our communities to have the courage to raise their voices against harmful policies and practices here in Massachusetts. Together with our supporters and volunteers, we advocate for legislation that levels the playing field and addresses our state’s systemic barriers to inclusion for women, people of color, and especially women and girls of color.

**We thank you—our donors, partners, and program participants—for joining this community dedicated to creating a more inclusive Boston and standing up to the DEI backlash. Your support enables us to transform institutions and communities across greater Boston by working to address long-standing inequities.**

In 2024 and beyond, we will continue to be a resource for individuals and organizations looking to make long-term investments in DEI efforts. I hope you will continue to financially support these efforts, share our content and programs, and assist us in our work to help others recognize that we all need to be a part of the solution to create an equitable society for people of all racial and gender identities.

Sincerely,



**BETH CHANDLER**  
**PRESIDENT & CEO, YW BOSTON**



A photograph of two women smiling and taking a selfie. The woman on the left is wearing a dark blue pinstriped suit jacket and a large pearl necklace. The woman on the right is wearing a dark blue V-neck top. They are holding a smartphone together. The background features large, stylized letters in orange and white, including the word 'GROW'.

# WHO WE ARE

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**A**s the first YWCA in the nation, YW Boston has been at the forefront of advancing equity for over 155 years. Through our Diversity, Equity, and Inclusion (DEI) Services—such as InclusionBoston and LeadBoston—as well as our advocacy work and F.Y.R.E. Initiative, we 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.



## Our Mission

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We are dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all



## Priority Area

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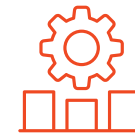
We prioritize changes in policies, practices, attitudes, and behaviors



## Key Methods

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We accomplish our work through DEI services, youth programs, events, and advocacy



## Outcomes

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Organizations and institutions will shift their demographic structure toward greater diversity and inclusion at all levels



## Ultimate Vision

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Systemic change and measurable improvement in gender and racial equity in Boston





# OUR THEORY OF CHANGE

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Our theory of change at YW Boston is rooted in the fact that learning by itself does not lead to behavioral change. In order to impact racial and gender equity in the Greater Boston area, we set objectives, create specific interventions, and work with our partners to find focused and concrete outcomes.

### STEP 1

**Assess and understand** what our participants and partner organizations need

### STEP 2

**Gather information** about racial and gender equity challenges

### STEP 3

**Research theories** that help us understand and analyze racial and gender inequities

### STEP 4

**Identify the most effective strategies** to create the change we want to see

### STEP 5

**Identify structural and systemic barriers** to achieving racial and gender equity

### STEP 6

**Implement objectives** through learning and engagement opportunities

### STEP 7

**Check for understanding** through regular connection and follow-up

### STEP 8

**Assess how we are doing** in our efforts and if outcomes have been achieved

### STEP 9

**Assess if our work is impacting changes** at the individual, interpersonal, and organizational levels

# OUR WORK

DIVERSITY, EQUITY, AND INCLUSION  
(DEI) SERVICES

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**Y**W Boston provides a variety of DEI Services aimed at bringing about long-term organizational change. Our experience shows that changes in people's attitudes and behaviors toward social identities such as race and gender, combined with supportive policies and practices, will lead to more inclusive organizations. Our approach is based on practicing our theory of change with both individuals and organizations, and is influenced by public health, organizational learning, organizational change, strategic renewal, and policy change frameworks.

## InclusionBoston

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Long-term organizational partnership designed to advance diversity, equity, and inclusion at all levels

## DEI Workshops

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Facilitated trainings that build knowledge, communication, and culture

## LeadBoston

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Cohort-based inclusive leadership development for mid- to senior-level professionals

## DEI Community of Practice

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A unique space for DEI practitioners to collaborate and problem-solve

Grounded in research on behavioral and organizational change, InclusionBoston is a comprehensive diversity, equity, and inclusion solution for organizations seeking measurable and lasting results. Through long-term partnerships involving ongoing organizational assessment, a Dialogues series, action plan development, and action plan implementation, we work with organizations to develop innovative solutions to address a wide range of diversity, equity, and inclusion challenges. Action plan goals are customized to each organization's unique context and needs. Examples of past customized action plan goals include articulating a DEI vision statement and strategy, establishing employee resource groups, conducting compensation studies and pay equity audits, developing more equitable hiring practices, and creating pathways for internal promotions and employee retention, among many others. The extended partnership inherent to the InclusionBoston program allows our team to provide support with the implementation of the action plan, fostering sustainable structural and cultural change in service of an organization's DEI goals.

## 2023 INCLUSIONBOSTON HIGHLIGHTS

- In 2023, we grew the InclusionBoston team and welcomed a new Director of InclusionBoston and Organizational Development Senior Manager.
- In May 2023, YW Boston and the InclusionBoston team concluded work with Community Action Partners (CAP), a team of Harvard Business School and Harvard Kennedy School alumni volunteers who provide pro bono consulting services to mission-driven organizations in Massachusetts.
- We continued to see more requests for in-person facilitation, providing an opportunity to redevelop some of our curriculum and activities. In 2024, we plan to conduct a more holistic review and update of the Dialogues curriculum and action plan implementation process to strengthen the connection between the InclusionBoston program and our partner organizations' desired outcomes.



# PARTICIPANT QUOTES:



DEIA comes up in nearly every conversation about new initiatives and strategy. While this may have been on staff's minds during these conversations previously, it is now named and discussed not just at the beginning or end of planning, but throughout."

– INCLUSIONBOSTON PARTICIPANT, YOUTHBUILD USA



I have witnessed colleagues sharing at a deeper and more personal level than in years past. I believe there is more courage for vulnerability, plus more psychological safety. I think we are a more emotionally intelligent organization."

– INCLUSIONBOSTON PARTICIPANT, YOUTHBUILD USA



## INCLUSIONBOSTON BY THE NUMBERS



203

INCLUSIONBOSTON  
DIALOGUES  
PARTICIPANTS



11

ORGANIZATIONS  
BEGAN THE  
INCLUSIONBOSTON  
DIALOGUES PROCESS



9

ORGANIZATIONS  
DRAFTED ACTION  
PLANS



18

ORGANIZATIONS  
PARTICIPATED IN THE  
INCLUSIONBOSTON  
FOLLOW-UP PROCESS

2023

As diversity, equity, and inclusion remain important considerations for the health and success of our organizations and communities, YW Boston's DEI workshops offer a range of opportunities for learning and meaningful conversations to take place. Our action-oriented learning outcomes ensure that participants expand their knowledge base, engage in personal and collective reflection, analyze the current state of their organization, and begin applying what they've learned to build a more inclusive culture.

Our workshops address identity, organizational change, implicit bias, microaggressions, and strategic visioning, and can be tailored to the specific needs of each organization. These workshops also prepare organizations for our signature InclusionBoston program, which includes implementing an action plan to advance their DEI goals.

## 2023 DEI WORKSHOPS HIGHLIGHTS

- YW Boston offered the following DEI Workshops in 2023:
  - » Understanding Racial Equity
  - » Understanding Social Identity
  - » Addressing Implicit Bias
  - » Implicit Bias for Managers and Recruiters
  - » Responding to Microaggressions
  - » At the Intersection of Identities
  - » Organizational Change to Achieve Equity
  - » The Role of Governing Boards in Achieving DEI
- This past year, the InclusionBoston team reviewed our DEI Workshops curriculum to ensure a focus on participant learning, skill acquisition, and behavior change. As part of this process, we completely revamped three of our workshops: At the Intersection of Identities, Addressing Implicit Bias, and Responding to Microaggressions.



## PARTICIPANT QUOTES:



[One thing I'm taking away from this workshop is] the section on calling in/calling out! Incredibly useful content to share with our managers and teams and something that sparked a great discussion.”

– PARTICIPANT FEEDBACK FOLLOWING *UNDERSTANDING SOCIAL IDENTITY WITH CONVERSATION TOOLKIT*



## DEI WORKSHOPS BY THE NUMBERS



11

DISTINCT WORKSHOP OFFERINGS/TOPICS



43

ORGANIZATIONS PARTICIPATING IN WORKSHOPS



94

WORKSHOPS  
63 VIRTUAL  
29 IN-PERSON  
2 HYBRID



2210

WORKSHOP PARTICIPANTS (ESTIMATED)

2023

LeadBoston, YW Boston's signature leadership program meets organizations' demand for more inclusive leadership by equipping mid- to senior-level professionals with the knowledge, skills, and network necessary to increase equity within their organizations and communities. LeadBoston is unique among mid- and senior-career leadership programs due to its experiential learning approach and cohort-based structure. Participants across sectors and industries spend a year together gaining knowledge and building skills that enable them to analyze the root causes of DEI challenges. The program culminates with a project that will drive equitable change within the participants' organizations and communities. The impact of LeadBoston is evident not only in the participant projects, but also through alumni engagement. Program graduates remain consistently engaged in our online community, maintain relationships with fellow participants, and continue to support YW Boston philanthropically. In 2023, many alumni returned to serve as interviewers, speakers, and partners for the program.

## 2023 LEADBOSTON HIGHLIGHTS

In January, LeadBoston's Class of 2023 started their journey with a 2-day retreat held at the Wylie Inn and Conference Center to lay groundwork for the year and build relationships among the class. This class was comprised of professionals from a broad range of industries such as finance, education, healthcare and nonprofit.

- Immersing themselves in Boston, the class explored all neighborhoods from Roxbury to Charlestown, South Boston to Allston. The program days gathered participants at locations such as the Bruce C. Bolling Building in Nubian Square; Burns & Levinson in the Financial District; Massachusetts General Hospital; and the Suffolk County House of Corrections.
- The class heard from impressive guest speakers such as:
  - » Segun Idowu, Chief of Economic Opportunity and Inclusion, City of Boston
  - » Sheila Dillon, Chief of Housing Development, City of Boston
  - » Dr. Sarimer Sanchez, Medical Director of Infectious Diseases Bureau, Boston Public Health Commission
  - » Michael Cox, Police Commissioner and Chief of Boston Police Department
  - » Kevin Hayden, Suffolk County District Attorney
- The Class of 2023's LeadBoston program culminated in creating Leadership Commitments that they brought back to their respective organizations. These included establishing training plans and committees to build capacity across their organizations, rewriting policies for hiring, onboarding, and finance, or adjusting board membership and promotion criteria. The 2023 Class celebrated its commencement in November at Holland & Knight.
- Three events were held for the alumni community including: an Advancing Equity Efforts Amid Personnel Changes webinar, a Lunch & Learn webinar, and an in-person reunion for classes celebrating 5, 10, 15, 20, 25, 30th anniversaries.



# LEADBOSTON BY THE NUMBERS



42

MEMBERS IN  
THE CLASS OF 2023



58%

ACCEPTANCE RATE  
FOR THE CLASS  
OF 2023



42

LEADERSHIP  
COMMITMENTS  
DRAFTED



28

ALUMS WHO  
VOLUNTEERED TO  
INTERVIEW CANDIDATES

2023



YW Boston and the Northeast Human Resources Association (NEHRA) collaborated to launch a DEI Community of Practice in 2020. This forum is a space for DEI professionals to collaborate and troubleshoot in an environment of trust and professional respect. Amid increasing pushback on DEI efforts, we saw growing interest in our Communities of Practice in 2023.

## 2023 COMMUNITY OF PRACTICE HIGHLIGHTS:

- The groups met virtually, once a month for 10 sessions with the option to renew. The 30 participants, divided into two cohorts, represented industries such as biotech, finance, utilities, higher education, criminal justice, and more.
- Participants shared that Community of Practice meetings were a unique space where they could celebrate successes, be honest about setbacks, troubleshoot challenges, and identify cross-organizational trends.
- At a recent meeting, a participant shared that they were struggling to build buy-in among senior leadership for their work. Other participants shared similar situations and tactics that they had found successful. Due to the intimate structure, participants built a supportive network of practitioners that extends beyond our meetings.

“

I can't overstate how much this group means to me. I feel like I have a safe place to land every month. This work is emotionally hard, and having a small group of fellow practitioners to meet with each month is gold!”

– COMMUNITY OF PRACTICE PARTICIPANT



# F.Y.R.E. INITIATIVE

FIERCE YOUTH  
REIGNING EXCELLENCE

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**T**he F.Y.R.E Initiative is an empowerment and leadership program for middle school BIPOC girls (Black, Indigenous, People of Color) inclusive of trans and gender non-conforming students in Boston. This weekly in-school and after-school program uses dialogue and experiential learning to focus on positive self-identity and social-emotional skills, as well as social justice and civic engagement.

By the end of this program, participants of F.Y.R.E. (also called “Igniters”) gain the skills and knowledge to identify and address needs within their communities. Through the development of their sense of self, understanding of their own agency and autonomy, and increased capacity for advocacy, Igniters create a community action project that addresses the disparities and inequities that directly impact them at the intersections of their race and gender.

## 2023 F.Y.R.E. HIGHLIGHTS

- This Spring, F.Y.R.E. participants completed their first community action projects.
  - » At Tech Boston Academy, our Igniters focused their Community Action Project on hygiene. They educated other girls at their school about the importance of teeth/gum hygiene, skin care, and hair care through posters and signage. To wrap up the project, they created hygiene kits full of toothpaste, toothbrushes, soap, deodorants, menstrual products, etc. to distribute in their school’s bathrooms.
  - » At the Davis Leadership Academy, our igniters decided to address student mental health including anxiety, sadness, anger, and overall stress. They hosted a mental health fair with different stations to address different concerns. During their planning sessions, students conducted research, designed a survey, and voted on activities for the fair. On the event day, students set up and ran stations to conduct mental health surveys and introduced techniques to improve mental health such as journaling, relaxation, and art.

## STUDENT QUOTE:



The thing that makes me want to participate is that I want to be able to make change in my school and use my voice.”

LARISSA, 8TH GRADE, TECH BOSTON ACADEMY

## F.Y.R.E. INITIATIVE BY THE NUMBERS



185

PARTICIPANTS



9

F.Y.R.E. PARTNER  
ORGANIZATIONS



20

F.Y.R.E.  
COHORTS

2023





# THOUGHT LEADERSHIP

ADVOCACY COMMITTEE  
AND PARITY ON BOARD

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**Y**W Boston's Advocacy Committee was created in 2017 to identify public policy issues, raise public awareness, and facilitate action. The committee fosters discussions about systemic issues while working to effect change in Massachusetts through advocacy.

## 2023 ADVOCACY HIGHLIGHTS:

Our 2023 Advocacy Committee had 20 members from the Greater Boston area including two full-time YW Boston staff. The committee members' expertise ranged from marketing, public health, finance, arts programming, nutrition and food insecurity, public housing, legal policy, video storytelling, youth support, and antiracism work. Our ages and work experience also varied from in college, post-grad, entry-level, and seasoned professionals with race, ethnicity, and other identities just as varied. Advocacy members participated in events such as reading testimony at the State House, joining partner coalition meetings and rallies, and committee meetings. They also engaged in advocacy work by supporting efforts to increase voter registration by phone banking, writing to their legislators to push legislation forward, and sharing their advocacy stories on social media/YW Boston's platforms. Advocacy Committee members divided into three working groups to focus their efforts and expertise on specific topics under our priorities as well as supporting Parity on Board, a whole team effort alongside the Parity on Board coalition.

- » **Civil Rights and Racial Justice:** Supported legislation that promotes peace, justice, freedom, and dignity for all, especially those with marginalized identities. Examples of our supported legislation under this policy priority are: An Act to establish a public bank, An Act Addressing the racial wealth gap, and An Act prohibiting body size discrimination.
- » **Childcare and Education:** Advocated to ensure that young people in Massachusetts have access to the materials they need to thrive, and that childcare providers and parents are provided equitable opportunities to contribute to our economy and society. In this area of focus, we supported bills such as "The Common Start" bill and An Act supporting parents running for public office. We submitted testimony for the Common Start bill in 2023 as well as joined the Parents Running for Office (PRO) coalition alongside partners like Mass Now, MWPC, and Massachusetts Commission on the Status of Women.
- » **Gender Equity:** Empowered those with marginalized gender identities in Greater Boston through pieces of legislation focused on equity and inclusion. We sit on the steering committee for the Wage Equity Now coalition that supports the "Frances Perkins Act," a combined bill of the previous An Act relative to salary range transparency and transparency in the workplace, which would provide the transparency needed to address gaps and improve employee inclusion, productivity, and morale. We testified in person in May 2023 in support of this bill. Another bill under this area of focus is the "I AM" bill which would provide free menstrual products in all public buildings, another one we have submitted written testimony for in 2023.

YW Boston leads the Parity on Board coalition, a statewide effort, that actively advocated for the passage implementation of An Act to ensure gender and racial diversity on public boards and commissions in Massachusetts. In 2022, this bill was voted out of committee but did not move forward. It asked public boards and commissions to commit to having more women, people of color, and women of color serve as a representative proportion based on population numbers of the Commonwealth. Its goal was to ensure parity on public boards and commissions by encouraging transparency, data collection, and reporting of those applying and serving on boards and commissions.

The bill was re-filed by Representatives Tram Nguyen and Dawne Shand, and Senator Liz Miranda in January 2023. Rather than require that public boards and commissions meet a quota, this new version encourages data collection and transparency. If passed, this strategy will be instrumental in identifying gaps in equity and celebrating success. It was referred to the Joint Committee on State Administration and Regulatory Oversight where our supporters in the coalition and at the state legislature testified in support in May 2023. The bill was voted favorably out of committee in July 2023 and awaits further deliberation.





# EVENTS

## ELEVATING LIVES

The conference provided 130 attendees with an opportunity to explore the structural shifts needed to support systemic change. The event featured an opening panel of local business leaders and industry experts. Following the panel, attendees joined breakout sessions aligned with their specific interests and roles within their organization.

The opening panel was moderated by YW Boston's President and CEO, Beth Chandler and included Jonathan Baum, LICSW, former Chief of Staff at Doc Wayne; Kevin Cherry, Chief Financial Officer at Upham's Corner Health Center; and Grace Moreno, Executive Director of Massachusetts LGBT Chamber of Commerce.

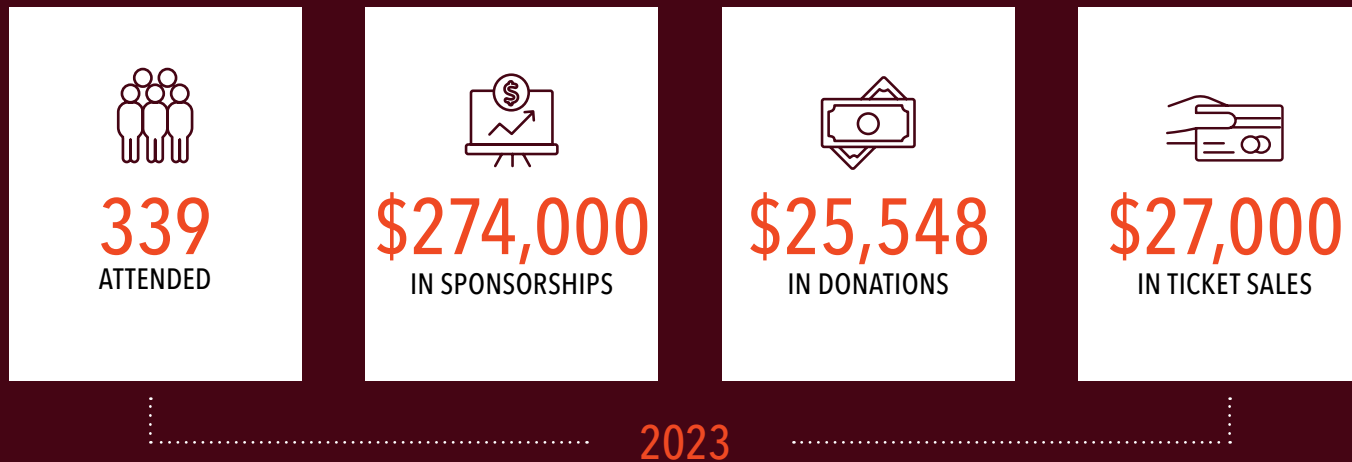
# ACADEMY OF WOMEN ACHIEVERS

Since 1994, YW Boston has brought together over 300 business and community leaders every year to celebrate the city's boldest, bravest, and most influential women during our annual Academy of Women Achievers celebration. This treasured community event highlights the achievements of five women inducted into the Academy and raises critical funds for YW Boston's programs.

On June 6, 2023, YW Boston hosted the 28th Academy of Women Achievers Celebration at The Westin Copley Place in Back Bay. NBC10 Boston Morning Anchor, Latoyia Edwards, emceed the event.

## 28th Academy of Women Achievers Awardees

- Nora Moreno Cargie, President, Point32Health Foundation, Vice President, Corporate Citizenship, Point32Health
  - Natanja Craig-Oquendo, Executive Director, Boston Women's Fund
  - Lisa Fortenberry, Executive Vice President, Camp Harbor View
    - Andrea Silbert, President, Eos Foundation
  - Cristela Guerra, Senior Arts & Culture Reporter, WBUR





**VISIONARY  
(\$25,000)**

- Northland Investment Corporation
- PNC Bank
- Point32Health
- TJX Companies, Inc.

**INNOVATOR  
(\$10,000)**

- Eastern Bank Charitable Foundation
- Eos Foundation

**LEADER  
(\$5,000)**

- Benjamin Perkins
- Beth Israel Lahey Health
- Blue Cross Blue Shield of Massachusetts
- Boston Celtics
- Boston Red Sox Foundation
- Brookline Bank
- Camp Harbor View
- Chadwick Martin Bailey
- Children's Services of Roxbury
- Dana-Farber Cancer Institute
- Eaton Vance Management
- Ernst & Young LLP
- Federal Home Loan Bank of Boston
- Fletcher Consulting, LLC
- Foley Hoag
- Goodwin Procter, LLP

- Howland Capital Management
- HUB International New England
- Jack Connors Family Office
- Liberty Mutual Insurance
- Liberty Utilities
- M&T Bank
- Mass General Brigham Health Plan
- Massport
- Northeastern University
- Paradigm Properties, LLC
- Prior Consulting, LLC
- The Boston Foundation
- The Trustees of Reservations
- Trillium Asset Management
- Webster Bank
- WilmerHale

**CHAMPION  
(\$1,500)**

- Boston Impact Initiative
- Burns & Levinson
- Hinckley Allen
- Hirsch Roberts Weinstein LLP

**ENTHUSIAST  
(\$1,000)**

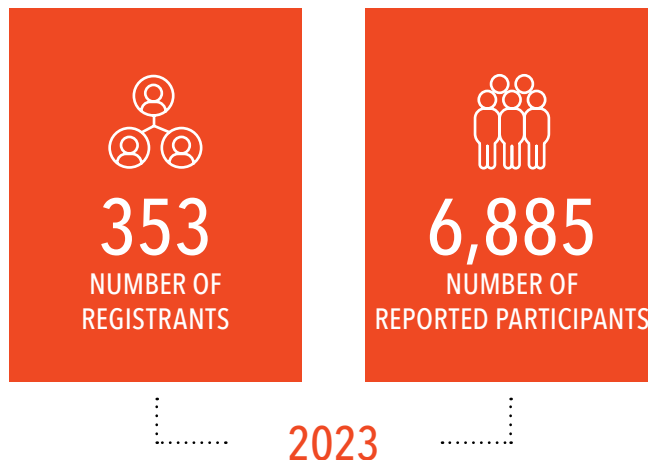
- CliftonLarsonAllen LLP



Nearly 7,000 people all over Massachusetts joined us in April 2023 for our annual United Against Racism campaign. This signature YWCA USA campaign takes place annually and aims to raise awareness about the impact of institutional racism and empowers participants to act and challenge the policies and systems that allow racism to thrive. YW Boston has been hosting this month-long campaign for over 10 years.

In 2023, we offered a fully virtual, exclusive, self-paced curriculum of racial equity content developed by YW Boston to educate, contextualize, and empower organizations and individuals looking to better understand and address racism in Boston. Our United Against Racism curriculum included a variety of media, including articles, videos, discussion prompts, and worksheets.

Participants join individually and as part of a group or workplace. A toolkit accompanied the curriculum to support self-reflection, group discussion, and action planning in support of racial equity.







# 2023 FINANCIAL SNAPSHOT

As a nonprofit, YW Boston relies on both contributed and earned revenue to maintain operations. In 2023, contributed revenue accounted for 51% of our operating revenue, including individual donors, corporate, and foundation giving, along with program revenue accounting for 38%.

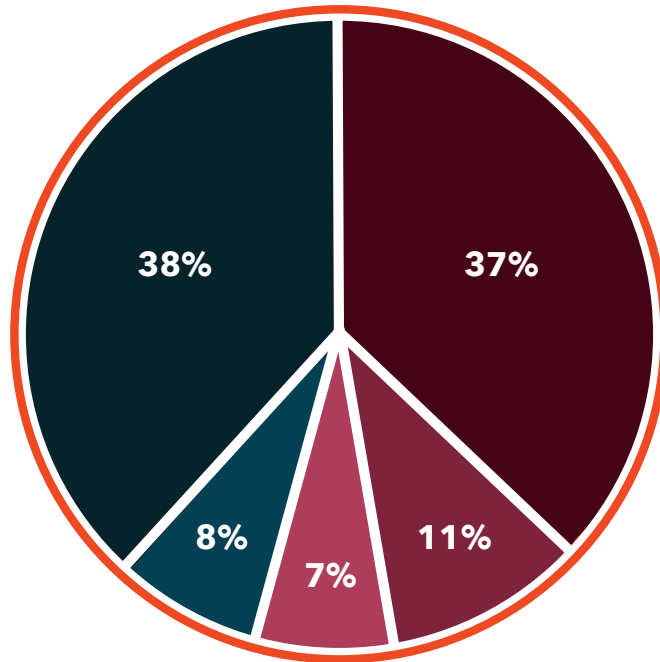
After an uptick in support following the racial reckoning of 2020, we are now experiencing a market change affecting both our earned and contributed revenue. Recent Supreme Court decisions on affirmative action gave license to institutions that did not have a genuine commitment to this work to pull back. The philanthropic sector also saw significant backtracking in commitments to racial and gender-equity work from previous years. Many similar mission-based organizations are seeing significant budget deficits because of reduced contributed support from individuals and foundations. Additionally, DEI fatigue caused some to believe that the work had been completed.

In response to a diminished market interest in our DEI services, we engaged support from a team of Harvard Business School alumni to help us rethink how to fulfill our mission and theory of change. They provided advice on our product positioning to help us match the shifting market conditions. We've also increased our focus on raising market awareness on the ongoing DEI challenges and shifted some of our initial messaging to capture audiences with adjacent pressing challenges.

At YW Boston, we believe the work is never done, and we remain committed to furthering our mission of eliminating racism and empowering women. We are inherently grateful to the individuals, corporations, and foundations who continue to support YW Boston.



# 2023 FINANCIAL SNAPSHOT

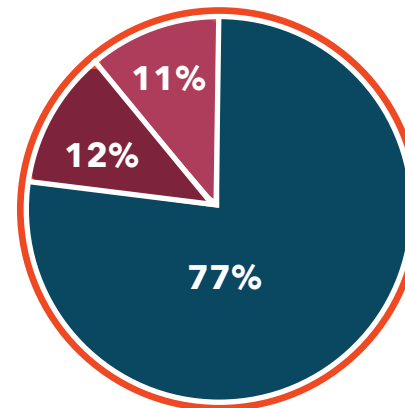


## 2023 OPERATING REVENUE

- FOUNDATION AND CORPORATE
- GOVERNMENT
- INDIVIDUALS
- PROGRAM
- SPECIAL EVENTS

## 2023 OPERATING EXPENSES

- FUNDRAISING
- MANAGEMENT, GENERAL AND ADMINISTRATIVE
- PROGRAM





# 2023 SUPPORTERS

## BOARD OFFICERS

**Marguerite Fletcher - Chair**

President, Fletcher Consulting

**Robin Vann Ricca - Vice Chair**

Chief People & Equity Officer, EVP, Institute for Nonprofit Practice

**Suzanne Abair - Treasurer**

President & Chief Operating Officer, Northland Investment Corporation

**Chris Escobedo Hart, Esq. - Clerk**

Co-Chair, Privacy and Data Security Group, Foley Hoag

## BOARD MEMBERS

**Alona Abalos**

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**John Anderson**

Global Head of Corporate Finance & Infrastructure, Manulife

**Marla Baskerville**

Associate Professor, Northeastern University

**Gizella C. Crawford**

Director, Mass General Brigham Health Plan

**Ivy Jack**

Northstar Assest Management, Inc.

**Beyazmin Jimenez**

Director of Diversity, Equity, Inclusion & Culture, Northeastern University

**Ellen LaPointe**

Senior Advisor, Nonprofit Professionals Advisory Group

**Vicky Levy**

Partner, Deloitte

**Aisha Losche**

Chief Diversity Officer, Draper

**Ross Marshall**

Head of Community Engagement, BioversityMA

**Sharifah Niles-Lane**

Senior Vice President, Head of Social Media and Content, Citizens Bank of Massachusetts

**Joké Nyren**

Senior Manager, Hollingsworth & Vose

**Benjamin Perkins**

Program Leader, Groundwater Institute

**Tatiana Roc**

Vice President, Liberty Utilities

**Robin Shin**

Staff Product Manager, Wistia



# 2023 DONOR LIST

## CORPORATE AND FOUNDATION SUPPORT

### JUSTICE (\$100,000+)

Borealis Philanthropy  
Imago Dei Fund  
The Boston Foundation  
The Lynch Foundation

### EQUITY (\$50,000 - \$99,000)

Eastern Bank Charitable Foundation  
Peter E. Strauss Charitable Trust  
TJX Companies, Inc.  
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It's important that we apply an equity lens to how we recognize supporters of our work. Historically, advancement has recognized people by the amount that they contribute to the organization. The challenge with this approach is that it disadvantages groups who've been systemically disadvantaged for generations since they often have less disposable income. It also suggests that some donations matter more than others and that is not true. We appreciate each and every dollar that comes to this organization to support the important work that we do.

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