

eliminating racism
empowering women

yw
boston

2022 ANNUAL REPORT

Visualizing Growth— Unveiling Our Progress

YW Boston's signature color is inspired by the persimmon fruit. Just as one would plant a persimmon seed and nurture a budding tree, your support has helps us grow and sustain our organization.

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A NOTE FROM BETH CHANDLER

DEAR FRIENDS AND SUPPORTERS,

Support for racial justice and gender equity has been waning over the past year, as demonstrated by the decreasing investment in diversity, equity, and inclusion (DEI) efforts and roles across multiple sectors. This trend will only continue due to the Supreme Court's decision this summer to gut affirmative action in college admissions. While these developments are discouraging, they are not surprising. It is hard to stay committed to work that sometimes feels like it's moving at a glacial pace and requires both institutional action and personal reflection. Yet, now more than ever, it's time for us to re-double our efforts. We must continue to invest in systems and behaviors that challenge the inequities that continue to exist and support people in turning their awareness into action.

We thank you—our donors, partners, and program participants—for joining with us to create a more inclusive Boston. Your support enables us to transform institutions and communities across greater Boston by working to address long-standing inequities.

2022 was a very successful year for YW Boston. Our dedicated team continued to innovate our program delivery practices, adapting to evolving client needs in order to sustain the momentum for organizational and cultural change.

We conducted research for our [Front and Center Report](#), which uplifts the voices of frontline and hourly workers of color with marginalized gender identities in the Greater Boston Area. The report reveals that workplaces lack support, opportunities for promotion, and equitable pay for these employees. However, the report also includes concrete steps that employers can take to address these challenges and create more diverse, equitable, and inclusive workplaces.

Building on our dedication to innovation, we adapted our United Against Racism initiative with a new, self-paced [curriculum](#). The initiative aims to empower organizations and individuals to grapple with these issues at whatever speed works for them. The topics explored in the robust participant toolkit included racial equity and inequitable systems, and opportunities

for continued learning and action. Our commitment to serving as a valuable resource for individuals and organizations striving to make long-term investments in DEI efforts remains steadfast.

One of the ways we assist organizations in this journey is through partnerships and [DEI Services](#), emphasizing the importance of finding the right rhythm for DEI initiatives—one that embraces urgency while upholding the essential elements of intentionality and sustainability. Illustrating the impact of our work, Boston Lyric Opera [participated](#) in our InclusionBoston program where they learned how to infuse DEI principles into every facet of their organization while simultaneously crafting their Pulitzer Prize-winning production of *Omar*. Through this partnership, they explored a deeper understanding of identity and how it shapes their work, especially how to support their artists and make an impact on their audiences.

The YW Boston team continues to provide programming that responds to the needs of our partners and participants to ensure success on their DEI journey. A great example of this is our [FY.R.E. Initiative](#), which shifted from a semester-based to a full school-year model, allowing our staff to employ new strategies that strengthen connections with both school administrators and youth participants. The new schedule also allowed for more time to be spent on knowledge and skill building in the key areas of positive self-identity, social/emotional development, and exploring social justice topics and civic engagement.

In 2023 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

WHO WE ARE



AS 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

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



Priority Area

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



Key Methods

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



Outcomes

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



Ultimate Vision

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

OUR THEORY OF CHANGE

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 gender and racial 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**

YW 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

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

LEADBOSTON

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

DEI WORKSHOPS

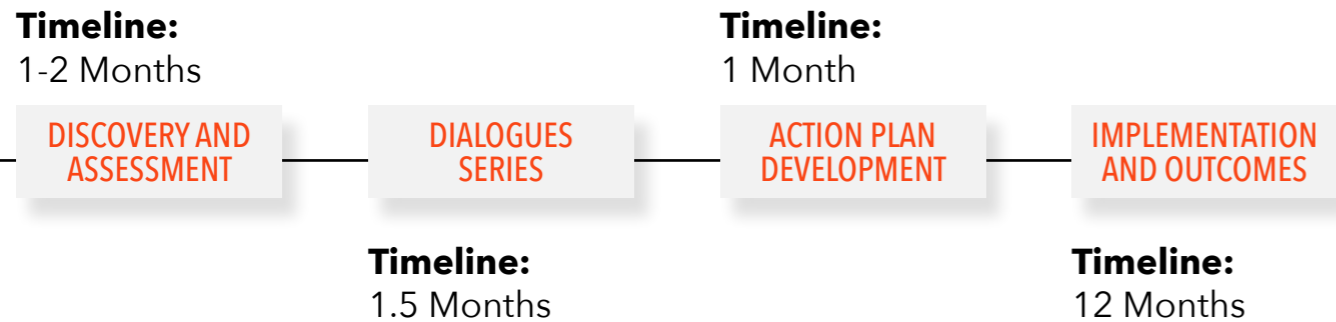
Facilitated trainings that build knowledge, communication, and culture

DEI COMMUNITY OF PRACTICE

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

InclusionBoston is a proven diversity, equity, and inclusion solution for organizations seeking measurable and lasting results. Grounded in research on behavioral and organizational change, our process includes ongoing assessment and evaluation, facilitated discussions, and an organizational analysis to identify the root causes of inequitable outcomes. Following a five- to six-week dialogue series, InclusionBoston staff collaborate with clients to develop a customized action plan. Goals often 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 partnerships inherent in the InclusionBoston program allow our team to support the implementation of the action plan, fostering sustainable structural and cultural change in service of an organization's DEI goals.

InclusionBoston Overview







INCLUSIONBOSTON BY THE NUMBERS



DATA REPORTED FROM JANUARY 1, 2022 - DECEMBER 31, 2022

2022 InclusionBoston Highlights

InclusionBoston piloted a Gender Dialogues series with a sports-based nonprofit. The program offers an intersectional approach to gender inclusion in the workplace, culminating in an action plan to be implemented over 12 months. During the pilot, participants:

-  Discovered that gender inclusion wasn't their primary pain point—racial equity and disability equity were more significant issues for their staff
-  Developed greater trust and structure for feedback and dialogue between previously siloed teams
-  Learned how to address both problematic thinking and behaviors in their colleagues by calling them "in" instead of calling them "out"
-  Built a DEI curriculum that provided current and new staff with practical guidance on how to implement inclusive organizational norms

Providing a firsthand perspective on their experience with YW Boston, Boston Lyric Opera's (BLO) General Director and Chief Executive Officer, Bradley Vernatter, who is also a LeadBoston Class of 2020 alum, **provided his perspective** on BLO's experience with YW Boston:



Our participation [with YW Boston] was at the beginning of BLO's journey to center inclusion, diversity, equity, and access throughout all facets of the organization, from the board to artists, and from our staff to unions. Through [InclusionBoston], we entered the preparation period for *Omar* with a deeper understanding of identity, and how it shapes all of us as we work together. Had we not built that scaffolding and shared language through InclusionBoston, we would not have been able to support our artists as well or have the same impact on audiences for *Omar*.



Bradley Vernatter

GENERAL DIRECTOR AND CHIEF EXECUTIVE OFFICER,
BOSTON LYRIC OPERA



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.

2022 LeadBoston Highlights



Several participants from LeadBoston's Class of 2022 established training plans and committees at their workplaces to build capacity across their organizations. Others took a direct-action approach by rewriting policies for hiring, onboarding, and finance, or making adjustments to board membership and promotion criteria.



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 platforms, maintain relationships with fellow participants, and continue to support YW Boston philanthropically. In 2022, many alumni returned to serve as interviewers, speakers, and partners for the program.

LEADBOSTON BY THE NUMBERS



42
MEMBERS IN CLASS
OF 2022



45%
ACCEPTANCE
RATE



38
LEADERSHIP
COMMITMENTS
FROM CLASS
OF 2022

DATA REPORTED FROM JANUARY 1, 2022 - DECEMBER 31, 2022

OUR WORK

DEI COMMUNITY OF PRACTICE

YW Boston offers one-off **workshops** that address identity, organizational change, implicit bias, and strategic visioning for organizations looking to advance their diversity, equity, and inclusion strategies. Our workshops are tailored to the specific needs of each organization and help them work towards skill building and behavior change. Our expert facilitators guide participants through a multi-step process of personal reflection, knowledge development, communication, and culture building. These workshops also prepare organizations for our signature InclusionBoston program, which includes implementing an action plan.

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. In 2022, YW Boston launched a second cohort to respond to increased demand. The two cohorts reached a total of 30 individuals and included professionals from fields such as biotech, finance, utilities, higher education, criminal justice, and more.

WORKSHOPS BY THE NUMBERS



DATA REPORTED FROM JANUARY 1, 2022 - DECEMBER 31, 2022

“

My experience with this group of dedicated, passionate, and professional individuals has been one of the more rewarding things I've been able to do over the past several years.

”

DEI Community of Practice Participant

FIERCE YOUTH REIGNITING EXCELLENCE

The **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 the Greater Boston area. 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.

2022 F.Y.R.E. Highlights



While the F.Y.R.E Initiative’s 2022 spring programming operated on a hybrid model due to COVID-19, we were pleased to offer the program fully in-person to participants in the summer and fall of 2022 at all sites.



We also expanded the curriculum to a full academic year and allowed Igniters to delve deeper into our curriculum, thoroughly exploring social justice topics and consistently building their positive self-identity.



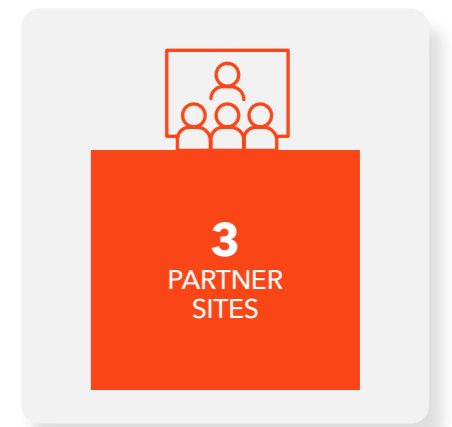
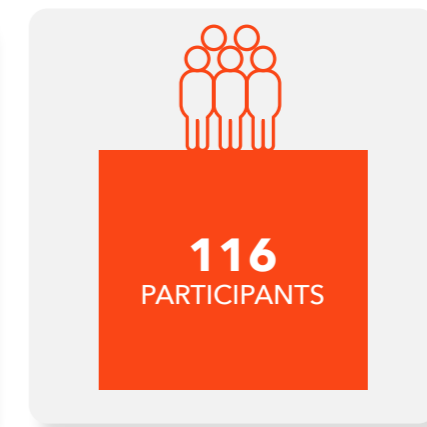
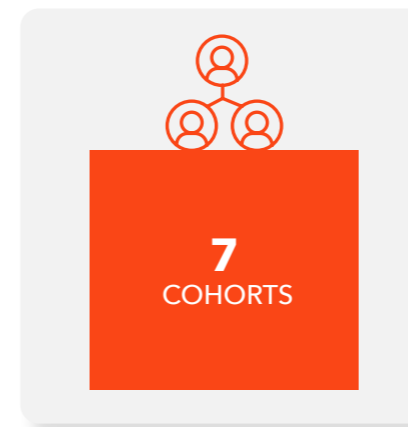
My favorite topic that we discussed in F.Y.R.E would be describing our identities. I think this program is important for girls like me because some girls don't have the opportunity to have an experience like this. My advice I would give younger girls coming here would be to be open minded and trust your sisters here.



Cheyenne B.

8TH GRADE

F.Y.R.E. BY THE NUMBERS



DATA REPORTED FROM JANUARY 1, 2022 - DECEMBER 31, 2022

THOUGHT LEADERSHIP

ADVOCACY COMMITTEE

YW 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.

2022 Advocacy Highlights:



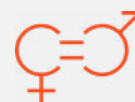
Civil Rights and Racial Justice

Supporting 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 Relative to Civil Rights*.



Childcare and Education

Ensuring 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 support bills such as “The Common Start” bill and *An Act Supporting Parents Running for Public Office*.



Gender Equity

Empowering 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 *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. Another bill under this area of focus is the “I AM” bill which would provide free menstrual products in all public buildings.

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 MA*. 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.

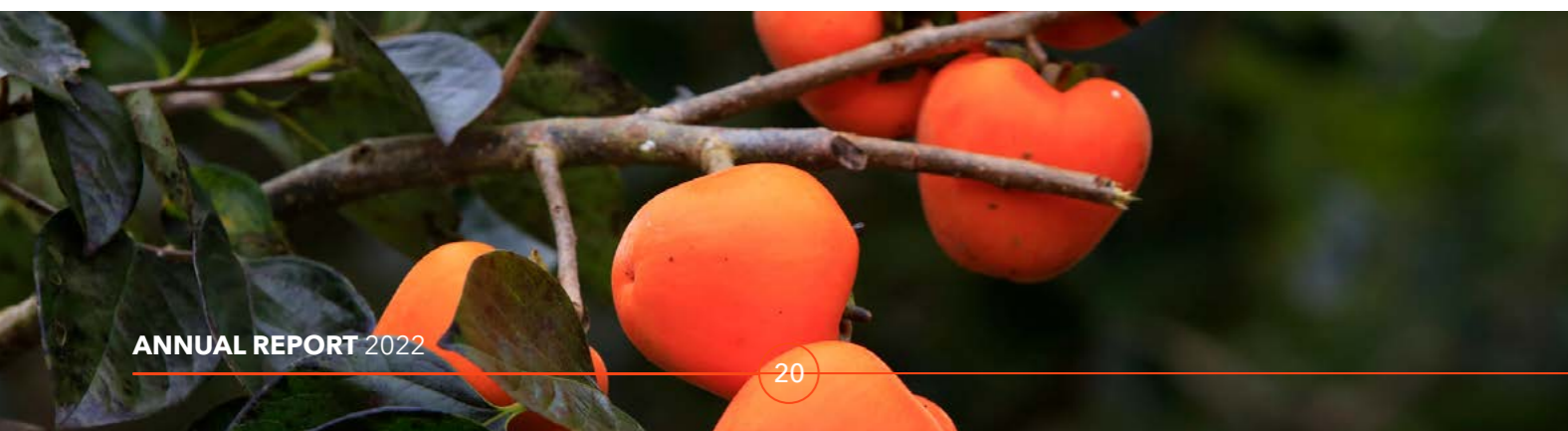
The bill was re-filed by Representatives Tram Nguyen and Dawne Shand, and Senator Liz Miranda in January 2023. Rather than require that public boards and commissions meet a quota, this new version encourages data collection and transparency. If passed, this strategy will be instrumental in identifying 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

In 2022, YW Boston's Elevating Lives event consisted of a half-day conference at the UMass Club in Boston. During the event, “How to Pace Your DEI Strategy to Ensure Meaningful and Lasting Change,” we explored how organizations can find the right rhythm for their DEI initiatives. The conference provided 160 attendees with an opportunity to network with and learn from other Greater Boston area organizations investing in DEI work. The event featured a panel of local business leaders and industry experts, including members of YW Boston's staff. 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 Jay Babbitt, Vice President of Human Resources at Northland Investment Corporation; Heather Magaw, Vice President of People and Culture at Chadwick Martin Bailey; and Louis Chow, Senior Director of Training and Network Development at Home Base, a Red Sox Foundation and Massachusetts General Hospital program.



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

On June 15, 2022, YW Boston hosted the 27th Academy of Women Achievers Celebration at The Westin Copley Place in Back Bay. NBC10 Boston Morning Anchor, Latoyia Edwards, emceed the event.

27TH ACADEMY OF WOMEN ACHIEVERS AWARDEES

EVELYN BARAHONA
DIRECTOR, LATINO EQUITY FUND

SASKIA EPSTEIN
VP, CLIENT AND COMMUNITY
RELATIONS, PNC BANK

ALLISON FEASTER
VP, PLAYER DEVELOPMENT AND
ORGANIZATION GROWTH,
BOSTON CELTICS

JENEÉ OSTERHELDT
CULTURE COLUMNIST & CREATOR
OF A BEAUTIFUL RESISTANCE,
THE BOSTON GLOBE

MICHELLE TAT
SENIOR DATA ANALYST, REIFY
HEALTH (SYLVIA FERRELL-JONES
AWARDEE)

ACADEMY OF WOMEN ACHIEVERS

BY THE NUMBERS



264
ATTENDEES



\$239,500
IN SPONSORSHIPS



\$32,856
IN DONATIONS



\$11,265
IN TICKET SALES

DATA REPORTED FROM JANUARY 1, 2022 - DECEMBER 31, 2022

2022 ACADEMY OF WOMEN ACHIEVERS SPONSORS

PLATINUM

Northland Investment Corporation
PNC Bank

GOLD

Arbella Insurance Foundation
Beth Israel Lahey Health
Eastern Bank
Eaton Vance Management
TJX Companies, Inc.
Trillium Asset Management

SILVER

Blue Cross Blue Shield of MA
Boston Red Sox Foundation
Brookline Bank
Ernst & Young
Fletcher Consulting
Foley Hoag
Hilco Global
Iron Mountain

Massport
Northeastern University D'Amore-
McKim School of Business
NorthStar Asset Management, Inc.
Point32Health
PricewaterhouseCoopers

PREMIER

AllWays Health Partners
BioGen
BlueHub Capital
Boston University School
of Public Health
HUB International
John Hancock
Liberty Mutual Insurance
Liberty Utilities
Nutter McClennen & Fish
Paradigm Properties
Prior Consulting
Public Consulting Group

St. Mary's Center for Women and
Children
Symetra
The Boston Celtics
The Boston Foundation
WS Development

SUPPORTER

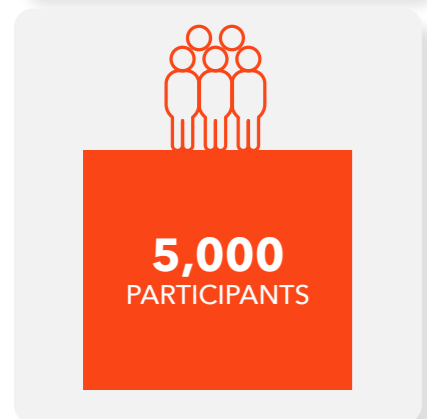
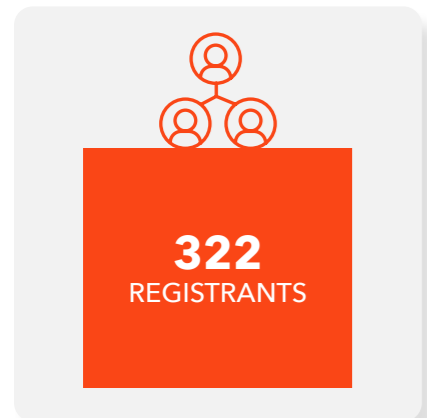
Aspire Health Alliance
Boston Children's Hospital
Boston Impact Initiative
Burns & Levinson
CliftonLarsonAllen LLP
Dana-Farber Cancer Institute
Federal Home Loan Bank of Boston
Hinckley Allen
Hirsch Roberts Weinstein
Holland & Knight
Scarborough & Tweed
Simmons University
The Vernā Myers Company



THOUSANDS OF PEOPLE ALL OVER MASSACHUSETTS JOINED US IN APRIL 2022 FOR OUR ANNUAL UNITED AGAINST RACISM (UAR) CAMPAIGN.

In 2023, YW Boston changed the name of the initiative from Stand Against Racism to United Against Racism (UAR) to address the ableist connotations associated with “Stand.” 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.

UAR
BY THE NUMBERS



DATA REPORTED FROM JANUARY 1, 2022 - DECEMBER 31, 2022

In 2022, we piloted a new concept—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 received a toolkit to help organizations, groups, and individual participants practice self-reflection, engage in their own conversations, and plan to take action in support of racial equity. The response to the curriculum was positive, with one participant sharing, “I love the material itself. There's a lot of information packed into those pages. A lot I didn't know. My organization is about to embark on a DEI journey with YW [Boston] and I could not be more excited for the team.”

SPECIAL THANK YOU TO OUR 2022 UNITED AGAINST RACISM SPONSOR: PNC BANK

Despite many challenges associated with COVID-19 and concerns about the impact on our programs and fundraising, YW Boston had a successful 2022 with the return of some in-person programming and events. We continued to see a demand for our DEI services with revenue from these fee-for-service programs comprising 42% of our operating revenue.

Program revenue from organizations who are able to pay full price for our services allows us to offer discounted rates to nonprofits and individuals who would not have otherwise been able to participate. In addition, YW Boston was awarded a two-year grant to provide scholarships for LeadBoston participants, many of whom identified as BIPOC (Black, Indigenous, and People of Color) or came from smaller nonprofits.

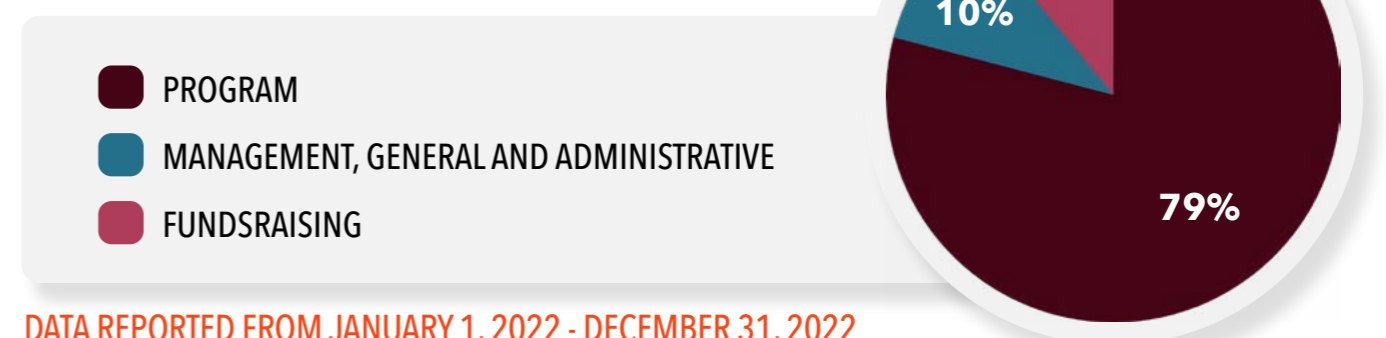
Our three-year goals include significant increases in the number of organizations across all sectors that participate in our work. While some of our programs are fee-based and require only some additional support to make them accessible to all organizations, our F.Y.R.E initiative relies almost exclusively on corporate, foundation, and individual donors.

We are grateful to our many supporters who have made significant investments in our work. Despite the success of our revenue-generating programs, YW Boston will always remain dependent on fundraising support to cover all areas of our operation and enable us to work across sectors to achieve our mission and vision.

2022 OPERATING REVENUE



2022 OPERATING EXPENSES



DATA REPORTED FROM JANUARY 1, 2022 - DECEMBER 31, 2022

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

Robin Shin, Clerk

STAFF PRODUCT MANAGER, WISTIA

Alona Abalos

ASSOCIATE GENERAL COUNSEL AND VP FOR GOVERNANCE, BLUE CROSS BLUE SHIELD OF MASSACHUSETTS

John Anderson

GLOBAL HEAD CORPORATE FINANCE & INFRASTRUCTURE, MANULIFE

Marla Baskerville

ASSOCIATE PROFESSOR, NORTHEASTERN UNIVERSITY

Trish Cotter

SENIOR LECTURER, MIT SLOAN SCHOOL OF MANAGEMENT AND PARTNER PROGRAMS

Gizella C. Crawford

DIRECTOR, MASS GENERAL BRIGHAM HEALTH PLAN

April English

CHIEF SECRETARY, OFFICE OF MASSACHUSETTS GOVERNOR MAURA HEALEY

Christopher Escobedo Hart

PARTNER, CO-CHAIR, PRIVACY & DATA SECURITY PRACTICE, FOLEY HOAG

Wendy Foster

CHIEF OPERATING OFFICER, SOCIAL VENTURE PARTNERS CONNECTICUT

Beyazmin Jiménez

DIRECTOR OF DIVERSITY, EQUITY, INCLUSION & CULTURE, NORTHEASTERN UNIVERSITY

Vicky Levy

PARTNER, DELOITTE

Aisha Losche

CHIEF DIVERSITY OFFICER, DRAPER

Sharifah Niles-Lane

SENIOR VP, HEAD OF SOCIAL MEDIA AND CONTENT, CITIZENS BANK OF MASSACHUSETTS

Benjamin Perkins

FOUNDER & CEO, UPSTREAM IMPACT SOLUTIONS CONSULTING, LLC

Joké Nyren

SENIOR MANAGER, HOLLINGSWORTH & VOSE COMPANY

Tatiana Roc

PRESIDENT, LIBERTY UTILITIES

OUR BOARD

BY THE NUMBERS

YW Boston is proud to report that our board is:



89%
Women



68%
People of Color



58%
Women of Color

DATA REPORTED FROM JANUARY 1, 2022 - DECEMBER 31, 2022

categorized by amount

\$100,000+

Borealis Philanthropy
The Devonshire Foundation
Grantmakers for Girls of Color
Imago Dei Fund
The Lynch Foundation
YWCA of North Eastern MA

\$50,000 - \$99,999

Anonymous
Eastern Bank Charitable Foundation
Eos Foundation
Peter E. Strauss Charitable Trust
TJX Companies, Inc.

\$25,000 - \$49,999

Citizens Bank Foundation
Cummings Foundation
Income Research + Management
Liberty Mutual Foundation
Northland Investment Corporation
PNC Bank
Rockland Trust
Symetra

\$10,000 - \$24,999

John Anderson*
Anna B. Stearns Charitable Foundation
Arbella Insurance Foundation
Beth Israel Lahey Health
Boston Fatherless and Widows Society
Eaton Vance Management
Marguerite Fletcher *LB'18
Christine Letts
Trillium Asset Management
United Way of Massachusetts Bay and Merrimack Valley
YWCA of the USA

\$5,000 - \$9,999

Suzanne Abair* and Kat MacDonald
Pamela and Robert Adams
The Alexion Charitable Foundation
Blue Cross Blue Shield of MA
Boston Red Sox Foundation
Brookline Bank
Castle Island Brewing
Kelly Chewning
Anne Marie Conway and Art LaMan
Trish Cotter*
Ernst & Young
Foley Hoag
Jeff and Mary Fuhrer
Hilco Global
Iron Mountain
Massport
Laura McTaggart and Tom Nolan
Northeastern University
NorthStar Asset Management, Inc.
Point32Health
PricewaterhouseCoopers
Tatiana Roc*
Robin Shin*
Sun Life Financial

\$2,500 - \$4,999

Anonymous II
Biogen
BlueHub Capital
The Boston Celtics
The Boston Foundation
Boston University School of Public Health
Charles Clapp LB'99
Christopher Hart*
Federal Home Loan Bank of Boston
Wendy A. Foster* and Claudia C. Gelzer LB'10
HUB International
John Hancock

Liberty Utilities
Mass General Brigham Health Plan
Nutter McClennen & Fish
Paradigm Properties
Rev. Benjamin D. Perkins* and David W. Brown LB'15
Prior Consulting
Public Consulting Group
Anna Sinaiko and Joshua Klevens
St. Mary's Center for Women and Children
WS Development

\$1,000 - \$2,499

Geeta Bhide Aiyer and Dr. Kamesh Ramakrishna
Maureen Alphonse-Charles LB'97
Amelia Sillman Rockwell/Carlos Perry Rockwell Charities Fund
Janet Kerrigan Anderson
Anonymous III
Cary Armistead
Aspire Health Alliance
Jon Bernstein
Betsey R. Lang Trust
Kimberly Borman and Steven Singer
Boston Children's Hospital
Boston Impact Initiative
Diane Buhl and Mark Polebaum
Burns & Levinson
Beth Chandler and Jill Seaman-Chandler LB'14
Gloria Chun Hoo
Kelley Chunn
Donna Clark and Daniel Hullah LB'13
CliftonLarsonAllen LLP
Gizella Crawford*
Julie Crockford and Sheridan Haines LB'97
Sally Currier
Dana-Farber Cancer Institute
Sean R. Driscoll LB'06

* = BOARD MEMBER
LB 'XX = LEADBOSTON ALUMNI

categorized by amount

Dawn Frazier-Bohnert
Patricia Geagan
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