

eliminating racism
empowering women



BEING PART OF A MOVEMENT

2020 ANNUAL REPORT



*YW
Boston*

A message from our President and CEO

DEAR FRIENDS AND SUPPORTERS,

The theme of this year's annual report is "Being Part of a Movement." We thank you, our donors, our partners, and our program participants, because by partnering with YW Boston, you are part of a broader movement towards long overdue, concrete action. On one hand, this movement towards racial and gender equity is such a simple concept to support, yet on the other, so complicated to execute. Inequities are embedded in everything from our policies and practices to our own implicit biases. This movement is hard work. Yet, its goals of racial and gender equity are essential for all who care about living in a fair and just society and the individuals – women, people of color and in particular women of color – who have lived with the implications of racism and sexism for too long.

Early in 2020 the YW Boston Board of Directors had the faith in our programs to move forward despite the uncertainty brought about by COVID-19. The events of the spring of 2020 demonstrated the need for the work, and illustrated that things would not get better without close attention and commitment. The questions at YW Boston included: could we deliver our programming virtually, and could we survive the crisis financially? There were many unknowns, but the Board, like our staff, believed we could carry out this important work, and despite uncertainty, gave us the green light to move forward and invest in our staff and infrastructure to meet the need. They believed that they, along with other members of the YW Boston team, would step up and provide the resources needed to continue our work, our innovation, and allow us to make the necessary changes to deliver virtually.

“

This movement is hard work. Yet, its goals of racial and gender equity are essential for all who care about living in a fair and just society.

”



*YW Boston President & CEO
Beth Chandler at our 2019
Women on the Rise event*

Today we can confidently deliver our work in person or virtually, opening up new opportunities for YW Boston. Thanks to the Board and to all of you, our friends and supporters, who invested in this work, 2020 was a very strong year for YW Boston. Not only did we serve more people than ever through our programs but we weathered the financial storm. 2021 is shaping up to be a strong year as well. We hired more staff to meet growing demand and continue the rigorous research and evaluation of our programming. Referrals serve as one of the biggest drivers of new business so we thank all of you who help spread the word about the importance of our work and what we can accomplish together.

I hope that you will continue to support this work financially, share our content and programs with others, and continue to be not only a part of the movement but a leader in this movement.

You have and continue to make all the difference. Thank you.

BETH CHANDLER
President and CEO
YW Boston

A message from our Board Chair

DEAR FRIENDS AND SUPPORTERS,

I am heartened by the ongoing investment and interest in equity by all of you in our YW Boston community. It is encouraging to see the openness, the ongoing learning, and the support of this often-challenging work. While the idea of being “an activist” is not for everyone, through the act of learning and being open to new ways of looking at things, whether through blogs, events, participating in YW Boston’s programs, and/or donating, you are making a difference and are part of a broader movement towards real change. Working towards greater equity in our country and communities is not easy. It is about examining ourselves, our organizations, our systems and practices, and it can challenge us to our very core. Your commitment to it is leading to real change. As late Congresswoman Shirley Chisholm said, “You don’t make progress by standing on the sidelines, whimpering and complaining. You make progress by implementing ideas.”

As we make our way through these challenging times, in addition to thanking all of you, I want to thank our Board of Directors and committee members who have had to make often difficult decisions over the last two years, but have consistently shown unwavering support and belief in YW Boston’s mission, vision, and dedicated staff. Our staff has been creative in their ability to deliver consistently excellent and impactful work and continue to meet program participants where they are. As a result, we have seen impressive growth and interest in our programs. Last but not least, I want to thank Beth Chandler for her steadfast leadership of YW Boston and in the community. It is a pleasure to work alongside her.



Working towards greater equity in our country and communities is not easy. It is about examining ourselves, our organizations, our systems and practices, and it can challenge us to our very core. Your commitment to it is leading to real change.



*YW Boston Board Chair
Marguerite Fletcher at our
2019 Academy of Women
Achievers event*

I am proud to be leading this important organization. As a YW Boston supporter, I hope you are too. Over 47% of our budget comes from donations. As you read through the pages of this report, I hope you will not only feel proud to be connected to it, but will continue to support it through your financial commitment, by spreading the word about this work, and through your own and ongoing personal work as you continually learn and work to create a more inclusive community where all Bostonians have a chance to succeed.

Many thanks,

MARGUERITE FLETCHER
Board Chair
YW Boston



IS DEDICATED TO

**eliminating racism,
empowering women,**

AND

**promoting peace,
justice, freedom, and
dignity**

FOR ALL.

WHO WE ARE

As the first YWCA in the nation, YW Boston has been at the forefront of advancing equity for over 150 years. Through our DEI Services—including 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.



● **BEING PART
OF A MOVEMENT**

As we continue to grapple with our dual crises of the COVID-19 pandemic and systemic racism, YW Boston knows that advocacy will be most effective when driven by **action**.

At YW Boston, we recognize the importance of multi-level interventions at the individual, interpersonal, and institutional levels to create lasting change. Good intentions are not necessarily followed by positive impact.

YW Boston is empowering a multi-generational community of change-makers through our mission and programming. Together, we are part of a movement to create a more equitable and inclusive city.



LeadBoston participants at the Class of 2019 graduation.



TiElla Grimes, FYRE Initiative Program Manager, at the Let Me Lead Conference.

● OUR WORK

YW Boston has been at the forefront of advancing racial and gender equity for more than 150 years. Our mission of eliminating racism has been a core tenet of all our programs over the course of the last 30 years, and we have fine-tuned our focus on organizations over the last 20 years.

Achieving greater DEI requires change on various dimensions—policies, practices, attitudes, and behaviors. Changes in people’s attitudes and behaviors regarding social identities, such as race and gender, coupled with supportive policies and practices will lead organizations to be more inclusive. YW Boston offers a variety of DEI Services designed to create lasting change.

YW Boston’s approach resides in change theory practice for both individuals and organizations. This practice borrows from public health, organizational learning, organizational change, strategic renewal, and policy change.

OUR DEI SERVICES FOCUS ON CHANGE AT THREE LEVELS:



MICRO

Changes to an individual’s knowledge, attitude, behavior, and self-concept.



MESO

Changes in cultural and interpersonal interactions.



MACRO

Changes in the policies and practices of institutions and communities.



OUR WORK / DIVERSITY, EQUITY, AND INCLUSION SERVICES

INCLUSIONBOSTON

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

LEADBOSTON

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

UNCOVERBOSTON

LeadBoston, our inclusive leadership program, facilitated for cohorts within the same organization.

DEI WORKSHOPS

Facilitated trainings that build knowledge, communication, and culture.

FORUMS

Facilitated interactive presentations about current events.

DEI COMMUNITY OF PRACTICE

Unique space for DEI practitioners to collaborate and problem solve.



OUR WORK / DIVERSITY, EQUITY, AND INCLUSION SERVICES

● InclusionBoston

The most comprehensive DEI solution for organizations seeking measurable and lasting results

InclusionBoston engages organizations in long-term partnerships to create unique solutions to a variety of diversity, equity, and inclusion challenges. Using our advanced assessment tool and the latest research on behavioral and organizational change, we partner with organizations to create an action plan and provide them with the resources needed to drive lasting change. Our customized, evidence-based approach builds internal capacity and promotes cultural change while supporting organizations throughout their journey.

THE INCLUSIONBOSTON MODEL



HOW IT WORKS

Diversity without inclusion is not enough. InclusionBoston offers a variety of services and interventions that help advance diversity, equity, and inclusion within organizations by influencing cultural, behavioral, and structural changes through the following components:



Organizational assessment and process design



In-person and virtual dialogue-based sessions that empower individuals and groups to take positive action



Pre- and post-evaluations, as well as follow-up processes to ensure that action, is not just planned, but actually occurs

Gender Dialogues

In addition to our original Dialogues Series, InclusionBoston partners can also participate in Gender Dialogues. Our Gender Dialogues offer an intersectional approach to gender inclusion in the workplace. During our specialized Gender Dialogues, participants will:

- Reflect on the intersectionality of social identities with a focus on gender and how it interacts with other social identities to provide advantages and disadvantages.
- Deepen awareness of the history that has shaped the binary gender classification and how its construction impacts us in present day.
- Cultivate empathy through active listening and experiential learning.
- Build practices that enhance the ability to effectively communicate across difference.
- Identify barriers and outline next steps towards a shared vision for gender equity.

BEING PART OF A MOVEMENT



Feels like...
Over time, participants report higher employee engagement.



Sounds like...
“We have the power to change the organization for the present and future.”
- InclusionBoston Participant



Looks like...
After just 5 weeks of dialogues, participants report being more likely to secure information and resources for diverse colleagues.





OUR WORK / DIVERSITY, EQUITY, AND INCLUSION SERVICES

● LeadBoston

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. During this unique, 11-month program, participants explore barriers to inclusion through facilitated dialogue, expert speakers, experiential and peer learning.

LeadBoston provides an unparalleled opportunity for in-depth learning about complex issues, equipping participants with the knowledge, tools, and analytical skills, and support to develop leadership commitments necessary for effecting meaningful change in the workplace for years to come.

EMPLOYERS BENEFIT FROM EMPLOYEE PARTICIPATION AS THE PROGRAM:

- Equips leaders with the skills needed to advance diversity, equity, and inclusion in their organization
- Strengthens leaders’ ability to understand stakeholders’ needs, solve challenging problems, and make better business decisions
- Broadens organizational access to key leaders, institutions, and professional contacts
- Rewards high-potential individuals and prepares them for greater leadership responsibilities.

PARTICIPANTS AND ALUMS GAIN:

- A deepened understanding and commitment to equity
- A strengthened ability to lead DE&I efforts within the workplace
- Improved collaboration, communication, decision-making, and strategic thinking skills
- Leverage to utilize their influence for greater impact
- A deep network of support amongst their cohort
- Access to our alum community of over 1,000 diverse leaders
- Access to continuing education and networking activities
- Tailored organizational development resources, support of action plans, and thought partnership for up to a year after graduation
- Use of an alumni hub, YW Boston Connect, to share resources, expertise, career guidance, board service, job opportunities, etc.
- Invitations to YW Boston events
- Opportunities to stay engaged through an alumni newsletter, social media channels, and volunteer roles.

BEING PART OF A MOVEMENT

Feels like...



“A greater motivation to be an agent of change with an incredibly strong network behind me to support this work.”

Sounds like...



“Stronger voice, further understanding, call to action.”

Looks like...



“This program has completely transformed our office [...] and empowered us to take that final step: to change hiring practices and procedures, to form a DEI committee, to offer scholarships to people who have had barriers to entering the workforce.”
– LeadBoston Participant

Recent participating organizations

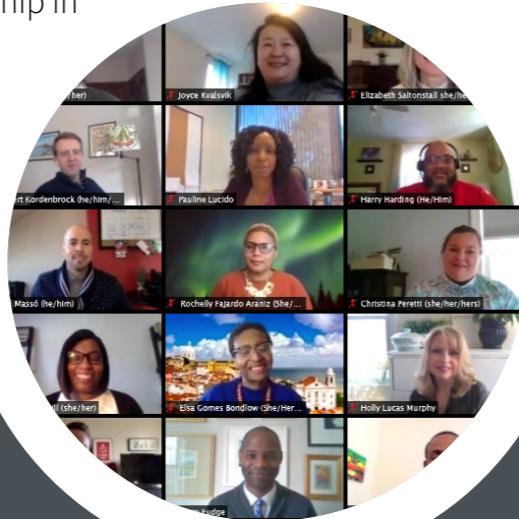
- Blue Cross Blue Shield
- Boston Children’s Hospital
- Boston Common Asset Management
- Boston Police Department
- Boston Public Schools
- Boston Red Sox
- Boston University
- Brigham & Women’s Hospital
- Brown Advisory
- Eastern Bank
- Eversource
- Goodwin Procter LLP
- Harvard Medical School
- Holland & Knight LLP
- Liberty Mutual
- Maloney Properties
- Massachusetts General Hospital
- Massachusetts Office of the Attorney General
- Mintz
- National Grid
- Northeast Human Resources Association (NEHRA)
- Ocean Spray Cranberries, Inc.
- Partners Healthcare
- Reebok
- Saylent Technologies
- Silicon Valley Bank
- Sovos
- State Street Corporation
- Suffolk County DA’s Office
- The Boston Foundation
- Tufts University School of Medicine
- Vertex Pharmaceuticals





In 2021, YW Boston's signature leadership program celebrated its 30th Anniversary with the graduating Class of 2021. Throughout the year, LeadBoston commemorated 30 years of inclusive leadership. An alum committee met monthly to plan ways for the community to learn, act, connect, and sustain. YW Boston also hosted a celebration commemorating this anniversary on November 30th, 2021 at the Artists for Humanity Epicenter.

"As a longtime supporter of LeadBoston's efforts to produce more diverse and socially responsible leaders, **Holland & Knight** is pleased to congratulate this vital organization on its 30th anniversary," said Diane McDermott, executive partner of Holland & Knight's Boston office. "Thank you for being an integral part of the Boston community over the years and for giving our firm the opportunity to partner with you in so many important initiatives. We greatly appreciate your hard work and leadership in making Boston a better place to work and live."



“

Although we only have control of our own behavioral actions, we can make a difference collectively by enhancing awareness of racial inequalities in education, healthcare, housing, and the legal system. Through this program, I realized that there are many good people in Boston that care and fight for equality.

- LeadBoston Class of 2020 Participant

”

OUR WORK / DIVERSITY, EQUITY, AND INCLUSION SERVICES

● *UncoverBoston*

UncoverBoston fulfills organizations' demands for more inclusive leadership by equipping mid-to senior-level managers from the same organization with the knowledge, skills, and behaviors to propel their leadership and their organization's success forward. Participants explore how to address barriers to inclusion through facilitated dialogue, expert speakers, experiential and peer learning.

UNCOVERBOSTON ACHIEVES CHANGE THROUGH THESE COMPONENTS:

- Examining racial inequities in Boston and how they show up within the organization
- Targeted education of critical frameworks and skill-building
- Experiential sessions empowering individuals and groups to take positive action
- Action plan development

BEING PART OF A MOVEMENT

Feels like...



97% of participants agree or strongly agree that the Education program day "challenged and deepened my understanding of equity issues in Boston."

Sounds like...



"I am getting more educated by each session. It is an eye opener for me."

Looks like...



"Solutions are possible. People in privileged positions need to change their behavior, habits, thought process and sensitivity towards poverty, and systemic discrimination/bias"

-UncoverBoston Participant

OUR WORK / DIVERSITY, EQUITY, AND INCLUSION SERVICES

● DEI Workshops

As racial equity increasingly surges to the national spotlight, organizations are looking for ways to engage employees in meaningful conversations. YW Boston offers one-time DEI Workshops to organizations looking to prepare for InclusionBoston, as a way to support action plans developed through the program, and to organizations who are not yet ready to commit to long-term partnerships. DEI Workshops move beyond awareness and towards action by building knowledge that can shift attitudes and behaviors. YW Boston’s expert facilitators guide participants through a multi-step process of personal reflection, knowledge development, and communication and culture building.

Workshop offerings include:

- Understanding Racial Equity
- Understanding Social Identities
- Implicit Bias
- Implicit Bias for Managers and Recruiters
- Microaggressions
- Intersectionality
- Organizational Change to Achieve Equity
- The Role of Governing Boards in Driving DEI Work

● Forums

YW Boston offers custom as well as ready-made interactive forums for organizations searching to stay responsive to current news and events. These interactive sessions are facilitated virtually to an unlimited number of attendees. Forums include a Question & Answer portion with YW Boston staff and include the opportunity for your organization’s leadership to participate.



BEING PART OF A MOVEMENT

Feels like...



“I should lean more into the discomfort of conversations about identity and Diversity, Equity, and Inclusion.”

Sounds like...



“I need to better commit to finding and giving support. Because I am a woman of color I often don’t acknowledge my own implicit biases.”

Looks like...



“That it isn’t enough to think of myself as not being racist, that I actively need to do something to make a change, which includes learning about racism, understanding my implicit bias, and finding out what I can do to make a difference.”



● DEI Community of Practice

In January of 2020, YW Boston and the Northeast Human Resource Association (NEHRA) teamed up to launch a DEI Community of Practice to help meet the emerging needs of Diversity, Equity, and Inclusion professionals. As demand increases across the field and more organizations start prioritizing organizational change, DEI professionals 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 discussions about DEI challenges, establish best practices to address these challenges, and steward opportunities for collaboration and innovation within the field. In 2021, we introduced a second cohort in response to increasing interest.



BEING PART OF A MOVEMENT

Feels like...



“Having the intimate, open, honest discussions in this group helps so much. It is truly the only safe space that I have to share my thoughts and because everyone else shares so openly, it is helping me to expand my way of thinking, my commitment to this work, and most importantly, it reassures me that I am not alone!”

Sounds like...



“It is good to know what other companies are doing. If other companies are able to overcome a roadblock and resistance, it is helpful to the rest of us to use that information to influence our own organizations. It helps to say, ‘Well, XYZ is doing it. Why not us?’ It gives motivation and courage to those who wonder what others are doing.”

Looks like...



70% of members reported that the Community of Practice helped them to overcome roadblocks in their work.



Fired up now than more than ever

Reflections from a YW Boston DEI Services partner

Pauline Lucido has become “empowered and fired up now than more than ever” as a result of participating in YW Boston’s Diversity, Equity, and Inclusion (DEI) Services. She is amongst a handful of individuals who have partaken in both **InclusionBoston** and **LeadBoston** simultaneously.

Pauline learned about YW Boston from attending our Academy of Women Achievers Celebration annually. Here, she became interested in participating in LeadBoston because she wanted “to create equitable opportunities for women and people of color.” In 2020, Pauline’s company, **Northland Investment Corporation**, introduced a DEI initiative and began working with YW Boston’s InclusionBoston.

And just a few months later, Pauline joined the LeadBoston Class of 2021. She knew participating would “afford me the opportunity to participate in the change that we felt was needed in making my workplace diverse, equitable and inclusive.”

Pauline describes being a part of both InclusionBoston and LeadBoston as eye-opening. Both partnerships gave her a perspective on our city’s inequities and an understanding of how these systems can change.



LeadBoston is my in-depth class where I have the reading assignments, thought provoking pre-class work, and hear from guest speakers on the various DEI topics that impact Boston as a city, and the communities and workplaces around it. InclusionBoston is my practical application class where I get to apply what I am learning.



Pauline is already seeing how YW Boston’s DEI Services have impacted her organization. They’ve created a DEI Steering Committee comprised of employees across the organization to continue leading their internal change work. As she brings together what she has learned in LeadBoston and what her organization has learned as a part of InclusionBoston, Pauline is “optimistic this will result in creating an environment that celebrates diversity and is equitable for all employees at Northland.” Thank you, Pauline, for sharing your story. And to Northland Investment Corporation for your partnership.

OUR WORK / FIERCE YOUTH REIGNITING EXCELLENCE

● F.Y.R.E. Initiative

With the F.Y.R.E. Initiative, launched in the Fall of 2019, YW Boston facilitators conduct a semester-long leadership development series for middle school girls. 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. The series brings together social justice education, positive identity development, and civic engagement, culminating in small group civics projects. Core to the program is an effort to provide experiential learning opportunities and dialogue to build understanding and increase social-emotional learning.

F.Y.R.E. Initiative Values

FREEDOM
SELF-LOVE/WELLNESS
YOUTH POWER

COMMUNITY
EMPATHY
GROWTH
POLITICAL EDUCATION

WHAT CAN F.Y.R.E. IGNITERS ACCOMPLISH?

- Utilize critical thinking to assess racial and gender inequities in the City of Boston
- Learn about historical and current movements for racial and gender equity
- Increase their capacity to engage in advocacy and policy change and lead others to act on issues important to them
- Build a sense of self, empowerment, and resilience by controlling their lives and making an impact in their community
- Identify community needs and assets, and build problem solving skills in identifying solutions
- Understand how identities intersect and are impacted by systems of power
- Utilize reflection, empathy, and conflict resolution to work across differences to resolve broader institutional issues



F.Y.R.E. SYMPOSIUM

On Saturday, June 5th, 2021, the F.Y.R.E. Initiative hosted its first-ever F.Y.R.E. Symposium, titled “**Igniting Your F.Y.R.E. Within: Sharing our experiences with COVID-19.**” Together at the Symposium, we celebrated our Igniters’ (F.Y.R.E. Initiative participants) growth as a part of the F.Y.R.E. Initiative. Igniters were joined by an intergenerational group of supporters dedicated to amplifying the voices of girls as change-makers in Boston. The virtual event included interactive elements, intergenerational sessions, and guest appearances including a keynote from Vice President of Apparel at Reebok, Portia Blunt, as well as remarks from Representative Liz Miranda.

BEING PART OF A MOVEMENT

Feels like...



“The girls are a lot more confident and able to express their thoughts and feelings more. I think that it was helpful for them to have a way to be a part of a community during this challenging year of hybrid/remote learning.”

Sounds like...



After participating, twice as many Igniters reported having the skills to be politically informed.

Looks like...



89% of Igniters grew or maintained high academic self-efficacy.

OUR WORK / THOUGHT LEADERSHIP & 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. The committee develops and implements the organization's two-year advocacy agenda in order to rectify structural barriers to equity and opportunity for women, girls, and people of color. The committee is comprised of volunteers and members of YW Boston's staff and Board of Directors.

2021 Advocacy Committee policy focus areas

- 1) Childcare and Students:** Ensuring that young people in Massachusetts have access to the materials they need to thrive. Specifically, the committee is concerned with access to early education and to menstrual products in schools and other public spaces.
- 2) Civil Rights:** Closely monitoring the use of 2020 census data and how new districts and resources are allocated based on this information. Other areas of concern include allowing state-election campaign funds to be used for childcare and the consideration of Ranked Choice Voting as an opportunity for more women and women of color to secure elected positions.
- 3) Racial Justice:** Supporting legislation around dismantling the school to prison pipeline, ending the overcriminalization of girls of color, police and criminal justice reform, the student debt crisis and higher education access, and ensuring an equitable recovery from the COVID-19 pandemic.



Massachusetts leads the nation in human talent, yet data shows a lack of representation of women and people of color on state boards and commissions. The **Parity on Board Coalition**, led by YW Boston, is a statewide coalition advocating for **An Act to Ensure Gender Parity and Racial and Ethnic Diversity on Public Boards and Commissions (H.3157/S.2077)**. The bill was filed in January 2021 by Representative Patricia A. Haddad and Senator Jason Lewis and has been referred to the Joint Committee on State Administration and Regulatory Oversight.

All appointive boards and commissions of the state shall be gender, racially and ethnically balanced. According to the bill, composition should not exceed 50% of one gender. Additionally, racial and ethnic composition of each board and commission must, at minimum, reflect the percentage of racial and ethnic minorities in the general population. YW Boston has built a coalition of 26 local organizations who are mobilizing in support of this legislation to ensure more diverse leadership in Massachusetts. Learn more at parityonboard.org



OUR WORK / THOUGHT LEADERSHIP & EVENTS

● Elevating Lives

Elevating Lives is a curated event series that focuses on areas relating to our mission of eliminating racism and empowering women. Our series convenes thought leaders from across sectors for transformative discussions that help elevate lives.

ELEVATING LIVES 2021

In 2021, we hosted our Elevating Lives series completely virtually, featuring two events:

October 26, 2021 – “Demystifying Critical Race Theory: How CRT can support organizational diversity, equity, and inclusion”

Featured a conversation between Critical Race Theory scholar and professor Patricia Williams and YW Boston President and CEO Beth Chandler. During this event, they took a closer look at Critical Race Theory, explore corporations’ responsibility to support racial justice, and understand how CRT can help organizations better determine where to advance diversity, equity, and inclusion (DEI) work.

December 8, 2021 – “Quantifying Equity and Inclusion: How organizations can effectively measure organizational change”

Featured YW Boston staff Dr. Anouska Bhattacharyya, Director of InclusionBoston, and Dr. Sarah Faude, Director of Research and Evaluation. Drawing from YW Boston’s unique approach and findings from our extensive DEI services, they explored the key drivers to behavioral change and how organizations can go about measuring new and existing workplace inclusion initiatives.



● Academy of Women Achievers

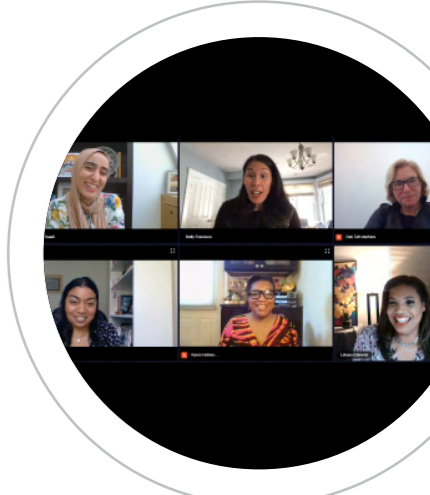
For 25 years, YW Boston has brought together business and community leaders to celebrate the city’s brightest, boldest, bravest, and most influential women during our annual Academy of Women Achievers celebration. This treasured community event brings together over hundreds of attendees each year, highlights the achievements of five women inducted into the Academy, and raises critical funds for YW Boston’s programs.

On May 25, 2021, YW Boston hosted the virtual 26th Academy of Women Achievers Celebration. NBC10 Boston Morning Anchor Latoyia Edwards hosted the event.

26th Academy of Women Achievers Awardees (Thanks to sponsors and donors \$196,106 was raised for YW Boston’s programs in 2021.)

26th Academy of Women Achievers Awardees

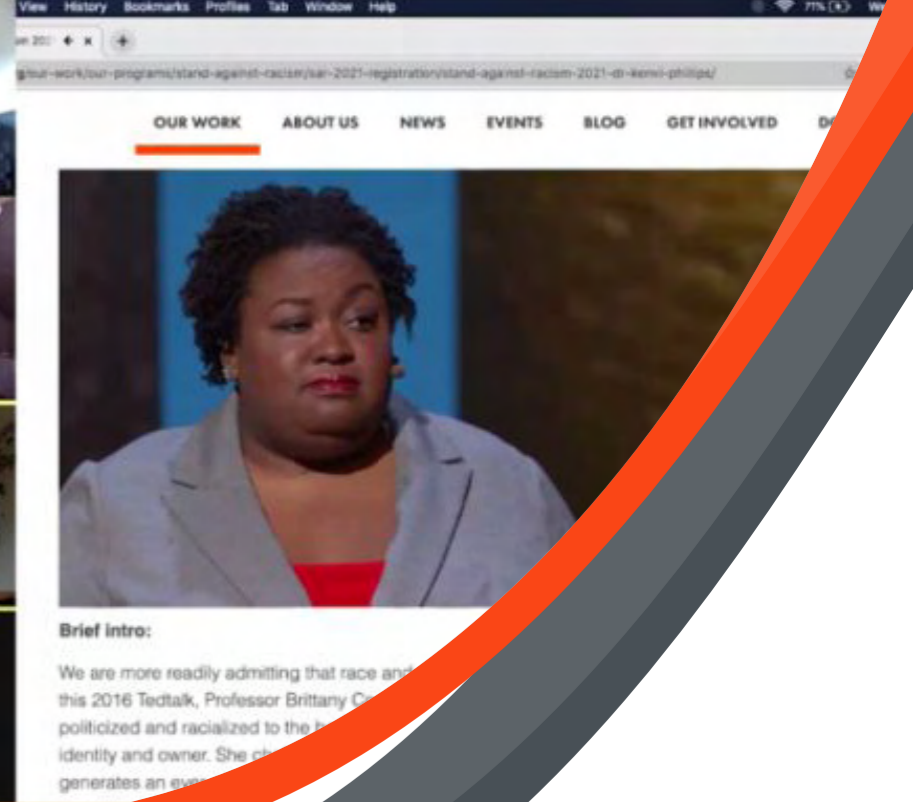
- **Betty Francisco**, CEO, Boston Impact Initiative and Co-Founder, Amplify Latinx
- **Karen Holmes Ward**, CityLine Host and Director of Public Affairs and Community Services, WCVB Channel 5
- **Representative Liz Miranda**, State Representative for the 5th Suffolk District
- **Dr. Altaf Saadi**, Instructor of Neurology, Harvard Medical School, General Academic Neurologist, Massachusetts General Hospital, and Associate Director, MGH Asylum Clinic (Sylvia Ferrell-Jones Awardee)
- **Deb Taft**, Chief Executive Officer, Lindauer



I don’t think I’ve ever had the choice of whether to be strong. Resiliency is applauded, but when you live in communities like mine, you are tired. What it really is is generational trauma. I want to create a community where little girls have a choice.

- Representative Liz Miranda
2021 AWA Awardee





OUR WORK / THOUGHT LEADERSHIP & EVENTS

● Stand Against Racism

Thousands of people all over Massachusetts joined the **Alliance of YWCAs of Massachusetts** during April 2021 for our first-ever joint Stand Against Racism campaign. Stand Against Racism is a nationwide YWCA USA movement. Every year, the campaign brings people together to raise awareness and empower action toward eliminating racism. YW Boston has been hosting its own month-long Stand Against Racism campaign since 2010. This year, we teamed up with YWCA Cambridge, YWCA Central Massachusetts, YWCA Malden, YWCA Greater Newburyport, YWCA Northeastern Massachusetts, and YWCA Southeastern Massachusetts.

Each April, we provide participants with prompts and tools to facilitate conversations about racial equity, ultimately propelling them to take action toward building more just communities. Individuals and organizations could choose to participate in Stand Against Racism by filling out their unique Stand Against Racism online pledge boards and hosting a discussion using resources from our curator content library.

This year, over 140 organizations and 100 individuals registered for our Stand Against Racism campaign, making up an estimated total of **over 14,000 participants** across Massachusetts. This included over 200 virtual pledge boards and 1700 conversations about racism using our curated content. We are immensely grateful to the Alliance of YWCAs of Massachusetts for this partnership, to our generous Stand Against Racism sponsors, and to our participating organizations and individuals.

2021 Stand Against Racism Content Curators

- **Laurel Berryman**, Activist, Former Racial & Gender Equity Program Coordinator, YWCA Southeastern Massachusetts
- **Dr. Matilde Castiel**, City of Worcester's Commissioner of Health and Human Services
- **Damon Hart**, Executive Vice President, Deputy Chief Legal Officer at Liberty Mutual Insurance
- **Jennifer Hedrington**, 2021 Massachusetts Teacher of the Year
- **Irene Li**, Co-Founder of Mei Mei Restaurant Group
- **Devin and Jason McCourty**, Professional Football Players and members of the New England Patriots
- **Eva Millona**, President and CEO of the Massachusetts Immigrant and Refugee Advocacy Coalition (MIRA)
- **Wendy Mota**, Program Manager with the Children's Team, Futures Without Violence
- **Dr. Kenvi Phillips**, Johanna-Marie Fraenkel Curator for Race and Ethnicity, Harvard Radcliffe's Arthur and Elizabeth Schlesinger Library on the History of Women in America
- **Ketshaly Philome**, Lead Organizer, Curriculum Reform Committee, Malden High's Students for Racial Equity committee
- **Dr. Julia Rodriguez**, Professor of History, University of New Hampshire
- **Billy Zeng**, Youth Board Member, Greater Malden Asian American Community Coalition

Looks like...



Over **140 organizations** and **100 individuals** registered for our Stand Against Racism campaign, making up an estimated total of over **14,000 participants** across Massachusetts.



● BY THE NUMBERS

Data Reported from 10/1/2020-09/30/2021

F.Y.R.E. INITIATIVE

6

cohorts

86

participants

36

Symposium attendees

DEI WORKSHOPS

141

facilitated workshops

4,889

participants

FORUMS

11

facilitated forums

590

participants

INCLUSIONBOSTON

36

partner organizations

217

individual action plans

709

participants

29

organizational action plans

LEADBOSTON

47

members in the Class of 2021

69%

acceptance rate

68

hours of programming

40

leadership commitments

UNCOVERBOSTON

2

partner organizations

89

participants

ONLINE ENGAGEMENT

298,000+

website visitors

1,120+

new social media followers



● FINANCIAL SNAPSHOT

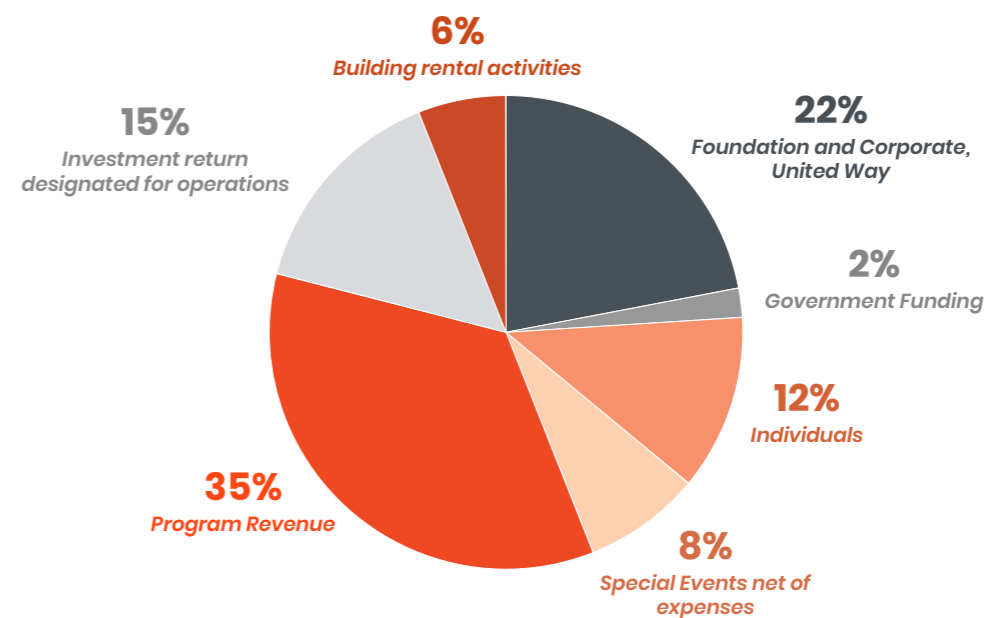
In 2020, despite many challenges associated with COVID-19 and concerns about the impact on the programs and fundraising, YW Boston had a strong year. It was the first year in a decade that did not require YW Boston to use principal from our Board designated fund. In 2019 35% of overall revenue came from YW Boston’s investment portfolio including the Board designated fund, and that number was just 15% in 2020. Additionally, in 2020 YW Boston was awarded a significant multi-year capacity building grant which provided critical capital to invest in program development and add staff to both research and deliver outstanding programming. These investments have led to an increase in program revenues from organizations that are able to afford it, and enabled us to work with more nonprofits and individuals who would not have otherwise been able to participate.

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 girls program 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 the areas of the operation and enable us to work across sectors and achieve our mission and vision.** As we continue to invest in our programs and their long-term impact and sustainability, we will still be relying on the critical support from our individual donors who provide important annual operating support, and other supporters to create lasting change in Boston.

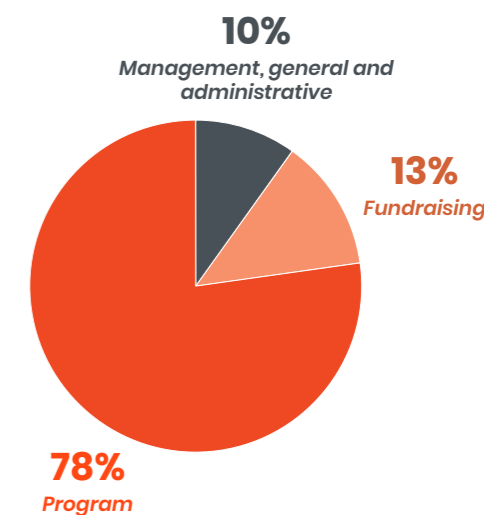
2020 OPERATING REVENUES AND SUPPORT

Foundation and Corporate, United Way	\$672,257
Government Funding	\$69,577
Individuals	\$365,395
Special Events net of expenses	\$249,145
Program Revenue	\$1,081,052
Investment return designated for operations	\$454,892
Building rental activities	\$190,763
Total	\$3,083,081



2020 EXPENSES

Program	\$1,926,609
Management, general and administrative	\$237,724
Fundraising	\$311,103
Total	\$2,475,436





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● SUPPORTERS

Our corporate sponsors and partners share our vision of a more inclusive and equitable Boston. Thanks to the generosity of these organizations and their desire to invest in a better future, we are able to bolster YW Boston’s work towards more equitable outcomes for women, people of color, and women of color in particular.

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We have taken great care to ensure the accuracy of this report and offer our sincerest apologies for any errors or omissions.

Please contact Annie Garmey at agarmey@ywboston.org to make us aware of any desired changes. Thank you!

Thank You!

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To stay up to date with our work, subscribe to
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We are grateful for all the donors and organizations listed on these pages. Thanks to you and the hard work of YW Boston’s staff and board, we are able to deliver responsive programming that addresses the root causes of persisting inequities in Boston and beyond. You can ensure the sustainability of our mission by increasing your gift or becoming a new YW Boston donor. Scan the QR code below or visit ywboston.org/donate to make your gift.



For me, InclusionBoston was all about learning a process of having an open mind, truly listening to the views of others, questioning your own biases, and thinking deliberately about how to change. I envision [th]is framework being at the core of all the progress we make in the years ahead.

- InclusionBoston participant



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