



## InclusionBoston advances **diversity, equity, and inclusion** by partnering with organizations looking for improved **business results**

Using a customized and measurable change management process and range of training and services, **InclusionBoston** helps organizations create the necessary cultural shift that will support inclusive policies and practices. Our evidence-based approach builds internal capacity and a plan for cultural change while supporting organizations throughout their journey.

### **DE&I services include:**

- Organizational assessment and process design
- In-person workshops targeted at specific inclusion goals
- Dialogue-based sessions empowering individuals and groups to take positive action with pre- and post- program assessments
- Leadership development
- A community of practice, including forums and a knowledge base on best practices in D&I

## The case for **diversity and inclusion**

Millenials of color are **3 times** more likely to quit their jobs.

Unfair treatment is cited as a turnover factor almost **twice as much** as a better job offer.

This turnover is costing companies **\$30.5 billion** per year.

Yet companies with inclusive talent practices generate **up to 30% higher revenue** per employee.

*Sources: Deloitte, McKinsey & Co.*

**1**

Discovery and  
Assessment

**2**

Dialogues  
Series

**3**

Action Plan  
Development

**4**

Closing  
Evaluation

**5**

Follow-Up  
and Outcomes

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## Discovery and Assessment

YW Boston staff will meet with a liaison to answer questions, gather context, and identify the needs of the organization. Our staff will administer a pre-assessment tool to set a baseline for future evaluations. Using this information, our team will tailor InclusionBoston to help meet organizational goals and complement any existing diversity and inclusion efforts.

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## Dialogues Series

Our expert facilitators will lead five 2-hour sessions focused on active listening, relationship building, development of shared language and frameworks, and connecting observation to action.

**First Session:** Who Am I?

**Second Session:** Who Are We?

**Third Session:** How Did We Get Here?

**Fourth Session:** What Do I Do?

**Fifth Session:** What Do We Do?

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## Action Plan Development

YW Boston staff will work with your organization to create and implement a custom measurable action plan. This action plan will take into consideration organizational feedback, capacity, and existing internal efforts, as well as insights, gathered during midpoint progress evaluations.

### What may an action plan entail?

#### Organizational change

Diversifying senior leadership  
Mentorship programs

#### Cultural competency

Affinity spaces  
Resource groups

#### Policies and practices

Pay equity  
Promotions

4

## Closing Evaluation

Upon completion of the Dialogues sessions, our team will administer assessments of knowledge of concepts, engagement, multicultural awareness, and other indicators at quarterly intervals.

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## Follow-Up and Outcomes

YW Boston will report back on the organization's strengths and areas for growth. Over the course of the program, our staff will provide the organization with tools and recommendations that will support the implementation of the action plan.

**InclusionBoston** has helped over 100 organizations identify and overcome barriers to equity and inclusion, including



### Did you know?

Companies with inclusive cultures report a **17% increase** in team performance and are **twice as likely** to meet or exceed financial targets.

### Ready to unlock the power of diversity in your workplace?

Contact Sheera Bornstein, Senior Manager of Partnerships, at [sbornstein@ywboston.org](mailto:sbornstein@ywboston.org) or visit [ywboston.org/inclusionboston](http://ywboston.org/inclusionboston)