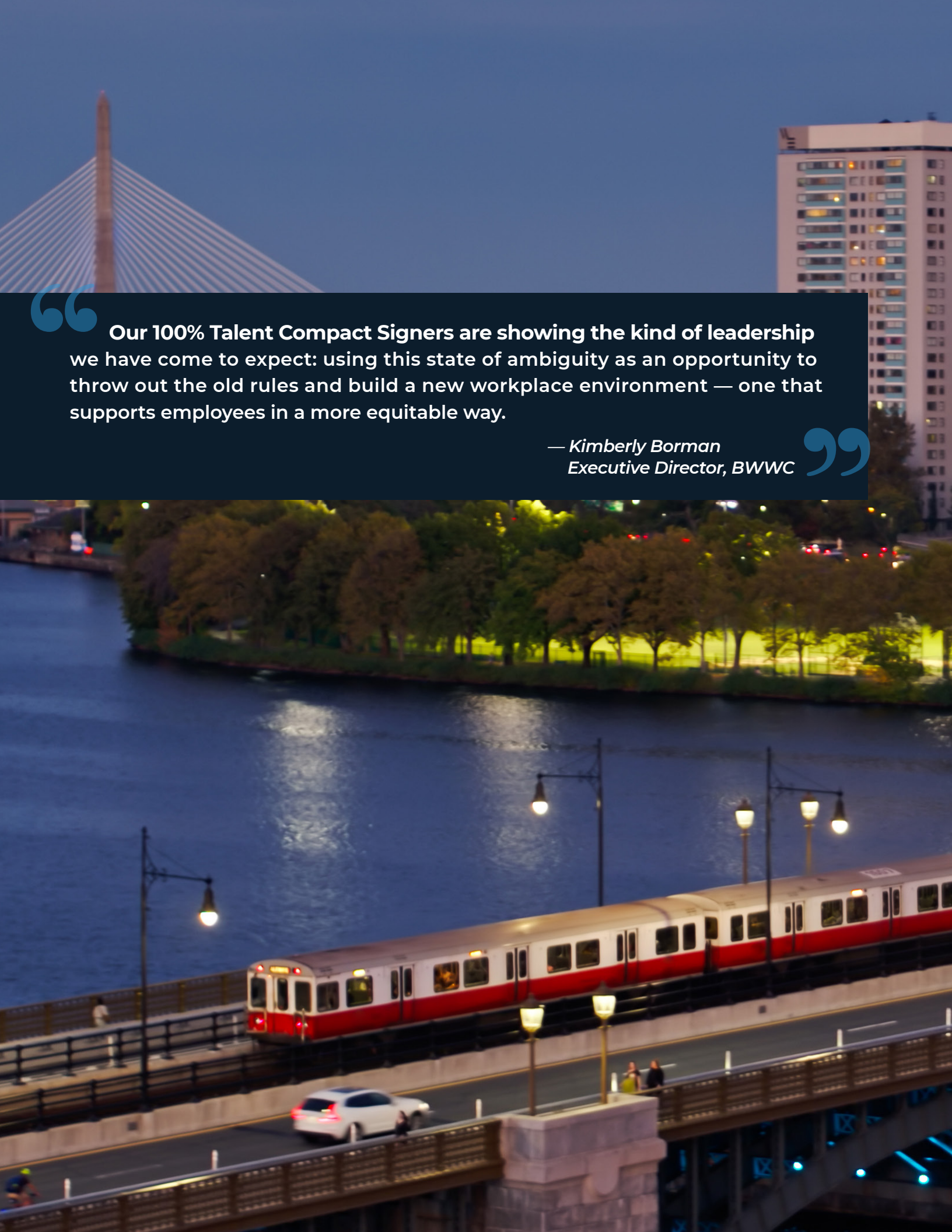


2022



BOSTON WOMEN'S WORKFORCE COUNCIL

ANNUAL REPORT 2022



“

Our 100% Talent Compact Signers are showing the kind of leadership we have come to expect: using this state of ambiguity as an opportunity to throw out the old rules and build a new workplace environment — one that supports employees in a more equitable way.

— *Kimberly Borman*
Executive Director, BWWC

”

A nighttime photograph of a city skyline with several tall, modern glass skyscrapers. The buildings are illuminated from within, and their lights reflect on the water in the foreground. The sky is a deep blue, suggesting dusk or dawn. The overall mood is professional and urban.

about us

The Boston Women's Workforce Council

(BWWC) leads a unique public-private partnership founded in 2013 between the Boston Mayor and Greater Boston employers dedicated to closing gender and racial wage gaps. We implement the 100% Talent Compact, a pledge signed by organizations that they will take steps to build a more equitable workforce.

The BWWC works one-on-one and in coalition with Compact Signers to raise awareness about wage disparities and encourage measurable actions at their workplaces. We are their “go-to resource” for assistance in eliminating barriers to women's advancement by providing cutting-edge tools and research as well as biennial benchmark wage gap metrics derived through confidential collection and analysis of aggregated Compact Signer employee data.

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mayor michelle wu

Dear Signers of the Boston 100% Talent Compact,

In the Greater Boston area, women earn just 70¢ for every dollar men make. And that gap is even wider for women of color, with Latina women earning just 55¢ and Black women earning just 51¢ for every dollar white men make. Not only are these disparities unjust, but they also prevent our neighborhoods, our communities, and our economy from fully thriving. Roughly half of all workers in Massachusetts are women. And in the healthcare sector, women make up more than three-quarters of all workers. Holding women back means holding back our leading industries and hurting the communities and families that our businesses serve.

That's why the City of Boston and the Boston Women's Workforce Council (BWWC) have joined forces to develop the 100% Talent Compact, an innovative approach to eliminating the gender and racial pay gap across Greater Boston. By combining advanced data analysis with ongoing conversations and industry best practices, we're ensuring that our business community is pulling every lever to empower working women.

From establishing more equitable hiring and promotion practices to closing the pay gap, employers like you are helping us build a more inclusive economy. Your participation in the Compact doesn't just provide critical data that drives our progress, it sets a national standard for responsible, equitable leadership in the workplace.

So, thank you for signing the Compact, and thank you to the BWWC Council members and leaders, as well as our data partners at Boston University's Rafik B. Hariri Institute for Computing and Computational Science and Engineering, for your leadership in advancing pay equity for people of all races and genders.

Pay equity is a crucial part of achieving economic security and mobility for women and families—here in Boston and across our country. At the City, we've established a new Cabinet of Worker Empowerment to advance equity across all our industries. But to affect change at the scale we need, we're counting on organizations and employers like you to champion equity on the ground every day—in the policies you create and the programs you implement. I am grateful for your commitment, and I look forward to building a more equitable workforce, economy, and society together.

Sincerely,

A handwritten signature in cursive script that reads "Michelle Wu".

Michelle Wu
Mayor of Boston

co-chairs



**cathy
minehan**



**evelyn
murphy**

Thank you, 100% Talent Compact Signers, for your commitment and hard work to close gender and racial wage gaps in 2022. You have been trailblazers on this issue for years and we appreciate your continued support.

Mayor Michelle Wu's commitment to "building a Boston for everyone" brings a sense of urgency to this Compact between Boston employers and the Mayor to reduce, and ultimately, eliminate gender and racial wage gaps. Admittedly, these gaps have existed for decades. Yet, when we can show progress, Mayor Wu advances her commitment to create a city supporting and advancing every person.

The 100% Talent Compact plays a fundamental role not only in eliminating wage gaps, but also, wealth gaps which are fundamental to "building a Boston for everyone." Last summer, the Federal Reserve Bank of Boston announced it would be updating its 2015 report on the racial wealth gap in Massachusetts. That report, "*The Color of Wealth*," showed the median net wealth of US-born black households in the region at \$8 versus \$247,500 for white households. This sobering comparison inspired tough conversations throughout the Commonwealth about the lack of opportunity to accumulate and grow financial assets experienced by BIPOC households.

We believe the gender and racial wage gaps that plague our city—as high as 55¢ for Latina women according to our 2021 data analysis—are at the heart of this wealth gap. Someone bringing home 45¢ on the dollar in a paycheck is much less able to save to purchase a home, retire, finance a college education, or even access needed health care. While many institutional practices also contribute to wealth gaps, the BWWC recognizes that wage and wealth gaps are intertwined and is focused on measures which reduce both.

We and our colleagues in the City of Boston thank you, 100% Talent Compact Signers, for your continuing efforts to make Boston the most equitable place for working women and people of color. We are especially grateful to our anchor signers Arbella, MGB, MassMutual, Putnam, Red Hat, State Street, and Vertex for their strong support of our efforts. Compact Signers are the leaders who make Greater Boston the most dynamic and unique city in the Northeast. Your continued work closing gender and racial wage gaps will make Boston the best place in the United States for working women. It will also quicken the reduction of the wealth gap in our state and have a lasting and meaningful impact on the entire Commonwealth.

Sincerely,

Handwritten signatures of Cathy Minehan and Evelyn Murphy in black ink.

Cathy Minehan and Evelyn Murphy
Co-Chairs, Boston Women's Workforce Council

launch of the wage gap calculator

Our 2021 data analysis pointed to April 20, 2022 as Boston's Equal Pay Day, the day in the calendar year when women finally earned the same as men the previous year. To recognize this disheartening fact and try to change it going forward, the BWWC partnered with the Boston

online resource that enables employers to upload data and produce their own wage gap metrics within seconds. Additionally, employers can benchmark their performance compared to the BWWC's data snapshot that represents almost 14% of Greater Boston workforce.

“**Our goal** is to get employers to do the math and measure their pay gaps more frequently, at least twice a year. This tool makes it easy to look at your data and understand if there is more work to do to close wage gaps at their organizations.”

— *Kimberly Borman*
Executive Director, BWWC

It is our contention that the first step towards achieving pay equity is to examine your organization's salary data to determine whether gender and racial wage gaps exist. Without measuring and monitoring this key equity metric, it is impossible to gauge the effectiveness of pay equity policies and goals.

“BWWC is being loud about the issue of pay equity so that people get involved and understand what

Mayor's Office of Women's Advancement (MOWA) to launch a new employer tool designed to make “doing the math” easier. The Employer Wage Gap Calculator is a completely confidential

is going on at their own companies,” Borman explained. “We know that over time, the way that companies grow, prosper, retain, and recruit people is through pay equity.”

DO THE MATH EMPLOYER WAGE GAP CALCULATOR

Visit wagegapcalculator.org today and feel free to share with others both within and outside of your organization.



a year in review 2022 briefing sessions

The BWWC leads quarterly Briefing Sessions for 100% Talent Compact Signers in an effort to provide the most cutting-edge research on pay equity and promote community learning and networking among Compact Signers. This year, we came together in person for the first time since the pandemic to celebrate the 2022 Innovative Initiatives Awards recipients and for our biggest event of the year, the 8th Annual Effective Practices Conference.



The following pages recap the BWWC 2022 Briefing Sessions.

February 15, 2022

Q1 SIGNER BRIEFING

Data Dive — 2021 Boston Gender and Racial Wage Gap Measurement Findings

June 21, 2022

Q2 SIGNER BRIEFING

2022 Innovative Initiatives Awards Ceremony and Panel Discussion

September 14, 2022

Q3 SIGNER BRIEFING

Overcoming Challenges of Diversity Training

December 8, 2022

8TH ANNUAL EFFECTIVE PRACTICES CONFERENCE

Connections Between Boston's Wage Gap and Wealth Gap:
What This Means for Employers

briefing sessions data dive

February 15th, 2022 | Virtual

Q1 SIGNER BRIEFING

2021 Gender and Racial Wage Gaps Measurement Findings

Our first Signer Briefing was a deep dive into our wage gap measurement findings to explore implications for the larger context of gender and racial equity in the workplace.

HIGHLIGHTS FROM THE 2021 WAGE GAP MEASUREMENT FINDINGS

30¢ gender wage gap
(Average compensation difference between men and women)

51¢ black/african american women wage gap

55¢ hispanic/latina women wage gap

24¢ average racial wage gap
(Average compensation difference between employees of color and white employees)

Industry Gaps

Nonprofit*

58% of employees are women

39¢ gender wage gap

Professional Services

64% of employees are women

32¢ gender wage gap

**Nonprofit category excludes hospitals, which are reported in the healthcare category.*

briefing sessions innovative initiatives

June 21st, 2022 | Hybrid

Q2 SIGNER BRIEFING

Featuring Innovative Initiatives Winners

Our Q2 Signer Briefing celebrated the winners of the Innovative Initiatives Awards, a program designed to highlight practices implemented by Compact Signers that have been proven successful in closing gender and racial wage gaps.



Following the award ceremony, a moderated panel discussion led by *Boston Globe* reporter Katie Johnston explored how Innovative Initiatives winners' respective programs succeeded in overcoming the barriers that affect fair advancement.

The speakers included:

- **Elisabeth Bucknall**
Vice President | Global People, C Space
- **David Sweeney**
President & CEO | Longwood Collective*
- **Eustacia MacNaught**
Vice President | Community Affairs, Vertex
- **Dr. Miriam Bredella**
Vice-Chair | Department of Radiology, Mass General Hospital
(2020 Innovative Initiatives Winner)

2022 honorees

Congratulations to our winners and a heartfelt thank you to all of this year's applicants.



C Space recognized the need for a stronger focus on DEI following the death of George Floyd in 2020. At first glance, C Space seemed to have built a workforce that was quite diverse. Its founder and current CEO were women, as were many senior executives. However, a deeper dive into their numbers, including workforce representation, new hires, pay reviews, and promotions, identified a real need to advance BIPOC representation at senior levels. The analysis led C Space to establish talent planning for BIPOC colleagues to support their career progression in order to increase BIPOC representation within their organization, particularly in leadership positions. By April 2022, BIPOC representation in senior level positions had grown by 17%.



Vertex Pharmaceuticals identified an opportunity to partner with Year Up, a Boston-based organization committed to closing the gap in opportunities for young adults in underserved communities. Together with Year Up, Vertex developed a specific curriculum aimed at young adults with low to moderate income and a high school education (or GED). Approximately 80% of the year-one class were women and 90% were from racially/ethnically diverse backgrounds. The initiative had a 100% graduation rate and 80% of the graduates accepted full-time jobs with Vertex. Vertex is committed to working with Year Up in further developing the program and advancing the curriculum for the next class of students and beyond.



Longwood Collective* centered its human resource policy-making on diversity, equity, and inclusion. Newly implemented policies included continuing on-site childcare, offering two days a week work from home, and assessing job postings locations to ensure diverse candidate pools. All of these policies were implemented in 2021. The result of these efforts led to a workplace that looks more like the community around Longwood Collective. Greater retention and increased employee morale demonstrates the strength of these policy changes.

*Previously known as MASCO

briefing sessions diversity training

September 14th, 2022 | Virtual

Q3 SIGNER BRIEFING

Overcoming Challenges of Diversity Training

Do diversity training programs work? That is the question we set out to answer in inviting Harvard Sociology Professor Frank Dobbin, co-author of the newly published book, *Getting to Diversity: What Works and What Doesn't*, and Juliette Mayers, Founder and CEO of Inspiration Zone LLC (IZL) and a BWWC council member, to engage in a spirited dialogue at our Q3 Briefing Session.



Dobbin's research, which assessed studies of 800 companies over 40 years (1971-2018), revealed that diversity training has not been as effective as hoped in ameliorating individual bias or systemic racism due to the way they were designed. Many of these employer programs focus exclusively on what the law regulates and prohibits to avoid legal lawsuits. This legalist approach, coupled with implicit bias training, results in adverse effects. Managers view these programs as a way to police their actions and thoughts while feeling blamed for having inherent biases.

Dobbin concluded that companies should direct their efforts to eliminate systemic bias that is embedded within hiring, mentoring, work-life systems, and skill training. All these programs were historically designed for white men who are not primary caregivers and tend not to experience discrimination in the workplace. They need to be restructured, involving white women and BIPOC employees, to be effective in creating diversity.

According to Dobbin's study, programs that have a direct impact on creating a more equitable and inclusive workforce include:

- Recruiting at historically Black institutions such as Morehouse College and Hispanic-serving ones such as the University of New Mexico;
 - Instituting mentoring programs;
 - Ensuring BIPOC and female hires are not limited to DEI roles;
 - Offering flexible working hours and childcare support.
-

Mayers noted that Dobbin's findings illustrate that there is still a need for implicit bias training and the importance of recognizing that everyone has biases. Mayers suggested bringing in a cultural inclusion standpoint for a more effective training approach. Sharing about one's culture opens up dialogue rather than demonizing one group over the other.

briefing sessions effective practices conference

December 8th, 2022 | Hybrid | (Occurs after publishing of 2022 Annual Report)

8th ANNUAL EFFECTIVE PRACTICES CONFERENCE

Connections Between Boston's Wage Gap and Wealth Gap: What This Means for Employers

According to the World Economic Forum's Global Wealth Equity Index research, led by 100% Talent Compact Signer WTW (Willis Towers Watson), women are expected to accumulate only 74% of the wealth that men do upon retirement. The primary driver of this gender-based wealth gap? Gender wage gaps and delayed career trajectories.

At our largest event of the year, the BWWC will be encouraging Compact Signers and community leaders to explore the connections between the wage gap and wealth gap. We are thrilled to have The Boston Foundation CEO and President Dr. M. Lee Pelton deliver the

keynote address. Leading one of the nation's notable philanthropic organizations, Dr. Pelton will share insights into the organization's new strategic vision that places equity at the core of its work.

Following the keynote, Dr. Pelton will join Manjit Basi, Senior Director of Integrated & Global Solutions at WTW, and the leading contributor of the Wealth Equity Index, and Stephen Denny, Head of Human Resources, Diversity and Inclusion, at Putnam Investments, in a panel discussion on tangible ways employers can close the wage and wealth gaps, moderated by BWWC Co-Chair Cathy Minehan.



Dr. M. Lee Pelton
The Boston Foundation
CEO/President



Stephen Denny
Putnam Investments
Head of Human
Resources, Diversity
and Inclusion



Manjit Basi
WTW
Senior Director of
Integrated & Global
Solutions



Cathy Minehan
BWWC
Co-Chair

a year in review signer spotlight series

This year, we introduced the Signer Spotlight Series to highlight the vital work Compact Signers are doing to address tangible and intangible barriers.

Howard Stein Hudson (HSH) is an engineering firm specializing in transportation, land development, and construction services. In doing their numbers to address pay inequities, HSH identified a real power gap that existed for women and BIPOC employees. This power gap reflected the long-existing challenges of early education and STEM education for women and BIPOC individuals.

In order to combat these challenges, HSH is working with various industry-specific associations in hosting early education and STEM workshops for middle and high schoolers.



Signer Spotlight! 


HOWARD STEIN HUDSON
Engineers + Planners


KERI PYKE
Chief People Officer
Howard Stein Hudson

Cambridge College is a private, nonprofit institution that provides academically excellent, time-efficient, and affordable higher education to a diverse population of adult learners. Amid the pandemic, the institution experienced a wave of resignations from female staff members.

Based on exit survey responses, the College identified that their female workers carried the added burdens of child and elder care. This finding pushed the administration to reevaluate its policy and implement a new work model encompassing a more flexible work arrangements policy.



Signer Spotlight! 


LAURETTA SIGGERS, Vice President
of Human Resources and Talent
Development, Cambridge College



Charlestown Nursery School is an independent nonprofit early childhood center. One of their primary challenges has been to overcome industry norms that undervalue and, as a result, underpay early childhood educators, predominantly led by a workforce of women. These industry norms caused acute workforce shortages even before the pandemic.

Charlestown Nursery School was able to transform its compensation structure to retain great educators, including a salary increase that set faculty's wages higher than the state and national average. Core to their efforts was implementing a series of workshops to educate parents on the critical value of early childhood education to illustrate the necessary need for increasing educator salaries and, thereby, gaining buy-in for tuition rate increases.



“ Looking at the wage gaps data reminds us that salary is more than just a number. We know that when a paycheck is translated to real dollars, it impacts people’s everyday lives and ability to thrive in the workplace. ”

— Kelly Pellagrini, Co-Founder and Co-Director
Charlestown Nursery School

YWCA Cambridge was founded in 1891 to address issues affecting women and children, with a focus on affordable housing and support services. As part of a more extensive salary study, YWCA Cambridge “did the math” to find that wage gaps existed in their own organization.

As a result, they created an intentional plan to close existing wage gaps within a three-year goal. As a nonprofit, the greatest challenge was to find ways to generate funding to sustain staff salary needs in a meaningful way.



a year in review partnerships

Partnerships Across Greater Boston and Beyond

The BWWC is grateful to partner with many organizations actively working towards achieving pay equity and eliminating barriers to women's advancement. Our website includes a Community Resource List, recognizing the breadth and depth of organizations involved in this work. Please take a look to see if any of these groups can be of help in your work.



Additionally, we spent much of 2022 exploring ways to leverage our existing relationships.

Our collaborative projects included:

- Facilitating a workshop for the Massachusetts Office of Economic Empowerment Finance Fellows
- Presenting our 2021 data results to various groups of Compact Signers and City partners
- Conducting a follow-up survey with Associated Industries of Massachusetts (AIM) to better assess the effects of COVID-19 on women in the workforce

National Equal Pay Days

As a member of the Equal Pay Day Coalition, the BWWC continues to recognize National Equal Pay Days to highlight the impact income inequality has on women, in particular BIPOC women. National Equal Pay Days reflect how far into the following year women would need to work in order to earn the same amount white men made in the previous year.

National Equal Pay Days serve as a reminder of the importance of addressing wage gaps in the large context of achieving gender and racial equality. Recognizing these days through social media campaigns and educating our Compact Signer network on what they mean aligns with our commitment to ensuring pathways to achievement are equitable for all.

2022 Equal Pay Days Dates

- **march 15**
National Equal Pay Day
- **may 3**
Asian American, Native Hawaiian and Pacific Islander Women's Equal Pay Day
- **june 15**
LGBTQIA+ Equal Pay Awareness Day
- **september 8**
Moms' Equal Pay Day
- **september 21**
Black Women's Equal Pay Day
- **november 30**
Native Women's Equal Pay Day
- **december 8**
Latina's Equal Pay Day

September 21, 2022

Black Women's Equal Pay Day



BW
WC

a year in review bwwc in the news

The BWWC has been featured in Greater Boston news outlets for our research and initiatives on pay equity. In particular, the launch of the Wage Gap Calculator generated conversations around how employers can take action to end gender and racial wage gaps.



“

A report by the **Boston Women's Workforce Council** found that at 'the highest ranks, female executives made \$90,000 less in annual compensation. But that number balloons to \$280,000, if you count the cash bonus.'

”

— *The Boston Globe*, January 4, 2022



looking ahead

kimberly
borman



Making Progress Together

The BWWC continues to be your “go-to resource” for ideas, research, and metrics on closing gender and racial wage gaps in Greater Boston. As such, we promise to bring you relevant programming that both provokes questions and confirms thoughts you have about how to solve these persistent issues. We know there is not one easy answer to pay equity. Interventions that might work at one organization may not at another due

to differences in culture or leadership. It is for this reason that we provide as many points of view as possible so that you can find the one that makes the most sense for your workplace. The BWWC team plans to facilitate more individualized gatherings and follow-up conversations from our 8th Annual Effective Practices Conference on tangible actions employers can take to close the wage gaps and, in turn, close the wealth gap.

Next year's data collection result will reveal if our Compact Signers were able to keep their workforces in tact, especially in light of COVID-19, which hit working women the hardest — especially BIPOC.



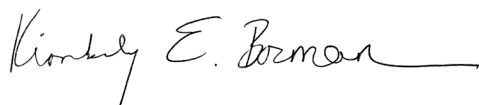
Will 2023 Be the Year the Gender Wage Gap Narrows?

This year, as we climb our way back to some semblance of normal, we hope to see evidence that workplace initiatives introduced to support women during the heart of the pandemic actually had the side benefit of knocking down age-old barriers to advancement.

Some of the questions we would like to explore through our briefing sessions and our data collection include:

- Has the increase in hybrid working environments led to progress in closing gender and racial wage gaps?
- Has the spotlight on workplace diversity led to increased advancement for BIPOC individuals?
- Which industries have made the biggest strides in pay equity?

We will continue to evolve our pay gap indicators as interest and resources allow. Compact Signers should expect to hear from us in early Spring for updates and training on the data submission process.



Kimberly E. Borman
Executive Director
Boston Women's Workforce Council

Wage Gap Calculator 2.0

The launch of the Wage Gap Calculator was a significant step to continuing the effort to make it easier for employers to identify pay inequities within their organizations.

The tool has enabled employers to calculate their respective wage gap metrics consistently, and as a result, they can establish goals, benchmark their starting points, and monitor progress as they strive toward their targets.

Visit thebwvc.org/pay-equity to learn how to calculate your own raw wage gaps.

We will continue our partnership with the Boston Mayor's Office of Women's Advancement to tweak and refine the Wage Gap Calculator, version 2.0, making the tool more accessible and usable for companies and organizations. We would also like to thank all the Compact Signers who have shared this tool within their network and beyond. Thanks to your raising awareness, pay equity is becoming an ESG cornerstone and is driving real change.

bwwc council

Our Council serves as an advisory board of Boston business and nonprofit leaders, who work every day to eliminate barriers to women's advancement. Their expertise is vital to our organization's strategy and the resources we share with our 100% Talent Compact Signer community.

The Council meets quarterly to share insights and action-oriented recommendations that the BWWC team can communicate with the Compact Signer network. In addition to participating in these meetings, the BWWC works collaboratively with Council members throughout the year to expand our reach and advocacy on pay equity.

This year we were thrilled to welcome five new members to our Council:

- **Jackson Davis** | MassMutual | Head of Diversity, Equity, and Inclusion
- **Ellen Mann** | Arbella Insurance Group | Assistant Vice President of Human Resources
- **Ian Matthew-Clayton** | Dana-Farber Cancer Institute | Vice President and Chief Inclusion, Diversity, and Equity Officer
- **Audrey Epstein Reny** | The Abbey Group | Co-CEO
- **Eneida Román** | Roman Law | Principal; Amplify Latinx | Co-Founder

executive committee



Cathy Minehan
BWWC
Co-Chair



Evelyn Murphy
BWWC
Co-Chair



Kimberly Borman
BWWC
Executive Director



Alexandra Valdez
Mayor's Office
of Women's
Advancement
Executive Director

council members



Lisa Brothers
Nitsch Engineering
President and CEO



Victoria Budson
Bain Capital
Global Head of Inclusion



Beth Chandler
YW Boston
President and CEO



Joan Christel
State Street Corporation
SVP, Head of Corporate Citizenship & Global Inclusion



Megan Costello
Boston Public Schools
Senior Advisor



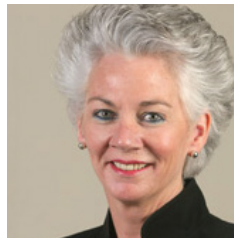
Jackson Davis
MassMutual
Head of Diversity, Equity, and Inclusion



Stephen Denny
Putnam Investments
Head of Human Resources



Jane Edmonds
Babson College
VP for Programming and Community Outreach



Elizabeth Hailer
The Women's Edge
CEO



Chris MacKenzie
RSM US LLP
Massachusetts Market Leader



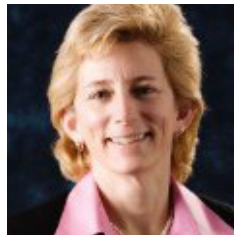
Ellen Mann
Arbella Insurance Group
Assistant VP



Ian Matthew-Clayton
Dana-Farber Cancer Institute
VP and Chief Inclusion Diversity and Equity



Juliette Mayers
Inspiration Zone LLC
Founder and CEO



Mim Minichiello
HUB International
President, Employee Benefits



Katy O'Neil
Suffolk Construction
Chief Marketing Officer



Audrey Epstein Reny
The Abbey Group
Co-CEO



Bob Rivers
Eastern Bank
Chairman & CEO



Eneida Román
Roman Law, *Principal*;
Amplify Latinx,
Co-Founder



Jeff Swartz
Morgan Stanley Wealth Management,
New England U.S. Private Wealth Management Regional Manager & Boston Complex Manager

welcome new compact signers

This year, we have welcomed eight new Signers to the 100% Talent Compact. Their decision to join the community demonstrates their commitment to creating and fostering equitable workplaces and helps us expand our impact and reach throughout Greater Boston.

Theseus Pharmaceuticals

Verdant Reparative Inc./Apex Noire

Walsh Brothers

The Abbey Group

Hack.Diversity

Salary.com

**Commonwealth Corporation
(CommCorp)**

**Massachusetts Commission
on the Status of Women**



I am proud to be a part of an organization that values its employees and ensures that our community members feel respected while working here. Our partnership with the BWWC and signing of the 100% Talent Compact will allow us to continue to create a working environment where employees are compensated fairly for their contributions.

— *Christine Abrams*

President & CEO, Commonwealth Corporation



bwwc compact signers

Anchor Signers



Architecture, Construction, Engineering, and Real Estate

Arrowstreet
Associated General Contractors of Massachusetts
Beals + Thomas
Bond Brothers
BSC Group
C.E. Floyd Company
Cabot Properties, Inc
Cambridge Innovation Center
Commodore Builders
Cruz Companies
Cushman & Wakefield
Dec-Tam Corporation
Elaine Construction
Elkus Manfredi Architects
Fennick McCredie Architecture Ltd.
Fort Point Associates, Inc.
Gilbane Building Company
Goody Clancy
Harris Miller Miller & Hanson Inc. (HMMH)
Howard Stein Hudson

Iron Mountain
JLL
Leers Weinzapfel Associates
Margulies Perruzzi Architects
Nitsch Engineering, Inc.
Pinck & Co, Inc.
Samuels & Associates
Sanborn, Head & Associates, Inc.
Shawmut Design & Construction
Simpson Gumpertz & Heger Inc.
Suffolk Construction
T.H. McClory LLC
The Abbey Group
The Chiofaro Company
Trinity Building and Construction Management
Vanasse Hangen Brustlin, Inc. (VHB)
Walsh Brothers

Biotech/Pharma

Allena Pharmaceuticals
C4 Therapeutics
Embr Labs
Empiriko
Kerafast, Inc.
LabCentral
Merrimack Pharmaceuticals
Novopyxis
PharmaLogics Recruiting
Theseus Pharmaceuticals
Vertex Pharmaceuticals





Education

Alosa Health
Babson College
Bentley University
Boston University
Bright Horizons
Cambridge College
Charlestown Nursery School
MassArt
Project Green Schools
Ruffin Mobile
Educational Services
Simmons University
Suffolk University
Wentworth Institute
of Technology

Finance/Insurance

Acadian Asset Management
Arbella Insurance Group
Atwater Wealth Management
Boston Common Asset
Management
Boston Private
CeltiCare Health
Crestwood Advisors
Eastern Bank
Eaton Vance

EBS Insurance Brokers
Federal Reserve Bank of Boston
HUB International
John Hancock
Liberty Mutual
Longfellow Investment
Management, Co. LLC
Loomis, Sayles & Company
MassMutual
Morgan Stanley
Natixis Investment Managers
Putnam Investments
RSM US LLP
State Street Corporation
Sun Life Financial
Trillium Asset Management
Wellington Management
WTW

Hospitality

Bon Me
Dancing Deer Baking Co.
Done Right Building Services
ezCater, Inc.
The Newbury Boston

Information/Technology

Bullhorn
Care.com
Celtra
Compt
CyberSN
Dimagi, Inc.
Drift
FamilyID, Inc.
Fiksu
GasBuddy
Globalization Partners
HourWork
MS Aerial
Red Hat, Inc.
ROLLN
Salary.com
Soofa
Tech Networks of Boston
Triverus Consulting
True Fit Corporation
Tufin
WEVO

Manufacturing

BJ's Wholesale Club
Dunkin' Brands
Energetiq Technology Inc.
The MITRE Corporation



Marketing and Media

Abt Associates
Allen & Gerritsen
Barnett Creative
BBK Worldwide
Boston Magazine
Boston Newspaper Guild
C Space
Carlton PR & Marketing
Colette Phillips
Communications, Inc.
Conventures, Inc.
GBH
InkHouse
JustJump Marketing
Kelley Chunn & Associates
Liberty Square Group
Mass Innovation Nights
Mediahub
MullenLowe
Rasky Partners, Inc.
Teak Media + Communication
The Castle Group
V2 Communications
Weber Shandwick

Medical/Healthcare and Wellness

Blue Cross Blue Shield
of Massachusetts
Boston Children's Hospital
Boston Medical Center
Boston Medical Center
HealthNet Plan
Broad Institute
Dana-Farber Cancer Institute
HouseWorks
Mass General Brigham
New England Baptist Hospital
Point32Health
Quality Interactions, Inc.
Tufts Medical Center
Verdant Reparative Inc/
Apex Noire

Nonprofit

Action for Boston Community
Development, Inc.
Addgene
Alliance for Business Leadership
American Student Assistance
Amplify Latinx
Barr Foundation
Big Brothers Big Sisters
of Eastern Massachusetts
BlueHub Capital
Boston Children's Museum
Boston Debate League
Boston Harbor Now
Boston Public Market
Center for Women & Enterprise
Combined Jewish Philanthropies
and The Miriam Fund
Community Resources
for Justice
Economic Mobility Pathways
(EMPath)
EVkids
Families for Excellent Schools
Girl Scouts of Eastern
Massachusetts
Green City Growers
Hack.Diversity
Health Care For All
Initiative for a
Competitive Inner City
InnoWoman
Institute for Healthcare
Improvement
Institute for Nonprofit Practice
JBC Golf, Inc.
Justice Resource Institute
JVS Boston
Longwood Collective
Mass Technology
Leadership Council (Mass TLC)
Massachusetts Housing &
Shelter Alliance
Massachusetts Nonprofit
Network
MomUp
Morgan Memorial
Goodwill Industries
Nuestra Comunidad
Development Corporation
Rian Immigrant Center
Rose Kennedy Greenway
She + Geeks Out
St. Anthony Shrine
The Boston Club
The Boston Foundation
The Capital Network
The Dimock Center
The Home for Little Wanderers
The Partnership
The Trustees of Reservations
The WAGE Project
The Women's Edge
Untapped Potential Boston
Women's Foundation of Boston
Women's Money Matters
WORK, Inc.
YMCA of Greater Boston
YW Boston
YWCA Cambridge



Professional Services

Anderson & Kreiger
Arlington Advisory Partners
Associated Industries
of Massachusetts
CareerAgility
Cogo Labs
Core Leadership Institute
Flybridge Capital Partners
Forefront
Forefront Executive Search, LLC
FSG
Global Secure Resources
Greater Boston Chamber
of Commerce
Inspiration Zone LLC
Lindauer
MassBio
New England Council
Northeast Human Resources
Association (NEHRA)
PH Douglas & Associates
reachIRE
RepTrak
Social Finance
Sustainability Roundtable, Inc.
The Greenly Group
The Hollister Group
Turningpoint Communications

Public Sector

Boston Planning &
Development Agency
Charles Group Consulting
City Fresh Foods
City of Boston
City of Cambridge
Commonwealth Corporation
(CommCorp)
Massachusetts Business
Roundtable
Massachusetts Commission on
the Status of Women
Massachusetts Convention
Center Authority
Massachusetts Teachers
Association
Massachusetts Technology
Collaborative
MassPort
SEIU Local 888

Utilities/Energy and Transportation

Eversource
GZA GeoEnvironmental
National Grid
Zipcar



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Rafik B. Hariri Institute for Computing and Computational Science & Engineering



Software & Application Innovation Lab



City of Boston Women's Advancement

get involved

Interested in learning more about how to participate in the BWWC community?
Would you like to host an info session about the BWWC and the gender and racial wage gap?
Do you have an effective intervention our Compact community should hear about?
Contact our Director of Engagement, Cindy Nguyen at cindy@thebwwc.org.

Have a question for our team?

Reach out to us at team@thebwwc.org. We would love to connect.

connect with the bwwc

One of the best ways to stay up to date with BWWC happenings, gender and racial wage gaps research, women's advancement resources, and learnings from fellow 100% Talent Compact Signers is to connect with us on social media.



@thebwwc



@TheBWWC



Boston Women's Workforce Council



Boston Women's Workforce Council



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