

Summary Highlights from the 2018 Forefront Summit

# ADVANCING MILLENNIALS OF COLOR IN BOSTON



Forefront

# Thank You

We'd like to thank City Awake for organizing and including us in the Fierce Urgency of Now: Energizing Millennials of Color to Unlock Boston's Promise.

We were one of 40 unique events hosted by like-minded organizations with the ultimate goal of creating a local community where we can all thrive. We're grateful for our generous sponsors: John Hancock, SAP, NFPA, Babson College, and The Boston Foundation!



# Forefront Summit Highlights



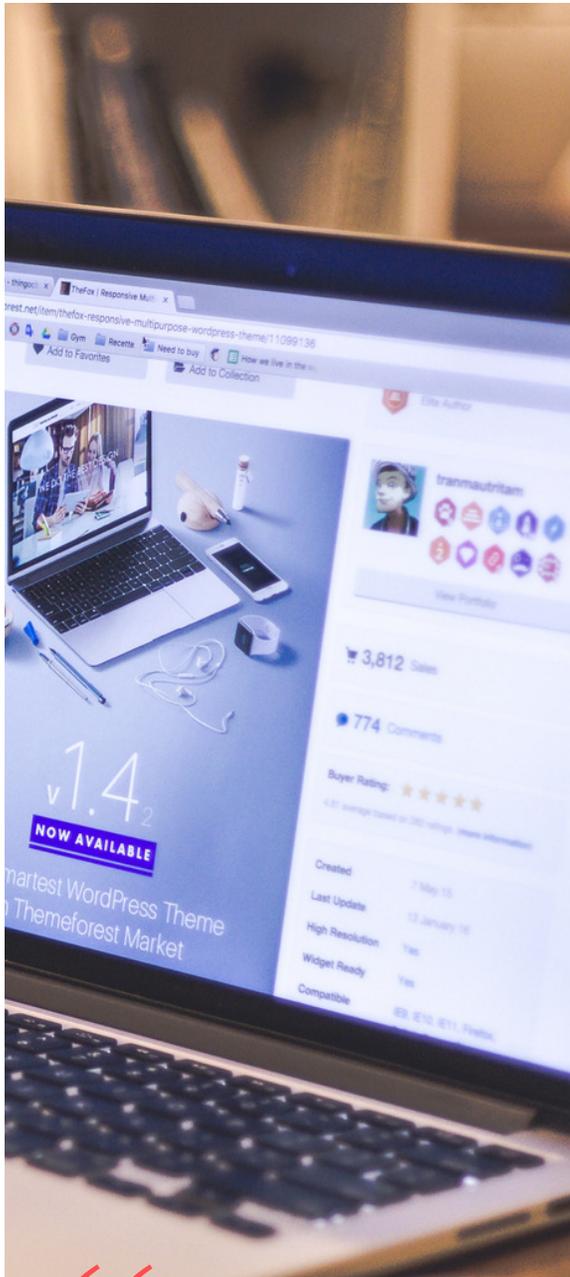
- **An intimate fireside chat on representation and inclusion** with Miracle Olatunji, CEO of OpportuniMe and Bob Rivers, CEO of Eastern Bank, introduced by Jane Edmonds, Vice President for Programming and Community Outreach
- **Hands-on brainstorming sessions** where attendees shared their creative ideas and insights on ways our Forefront Challenge Partners can improve their talent pipeline and create inclusive workplaces
- **A Solutions Showcase** and dialogue around interventions and ideas companies can implement to help build up their talent pipeline with the entire group
- **Inspiring lightning talks** from Justin Kang, Vice President of Economic Growth at the Greater Boston Chamber of Commerce; Sofia Teixeira, U.S. Head of Diversity & Inclusion for John Hancock Financial Services; Dion Graham, VP at SAP; and Bartholomew Jae, Director, Education & Development of the NFPA
- **Workplace research insights** from Meghan McGrath, Director of Marketing at Bates Communications
- **Delicious Caribbean food** from local Dominican restaurant Merengue



# Technology @ the Forefront



Led by Miguel Castro, Michelle Bryant, Dion Graham and Megan Harry from SAP  
Marybeth Campbell and Kaitlyn Bean from The Boston Foundation



## / Solutions

- Recruit untapped talent in state schools and community colleges
- Tap into existing employee networks and affinity groups to amplify the talent pipeline in tech
- Encourage leads to refer diverse talent to the company by incentivizing bonuses and promotion opportunities
- Work with K-12 students and invest in after-school coding boot camps or STEM programs
- Implement longer-term mentorship and sponsorship programs



I attended the Forefront Summit to have a productive discussion about intentional inclusion of millennials of color.”-2018 Forefront Summit attendee

# Insurance @ the Forefront

Led by Rita German, Sofia Teixeira, Annie Duong, Christine Lee and Shelby Sih

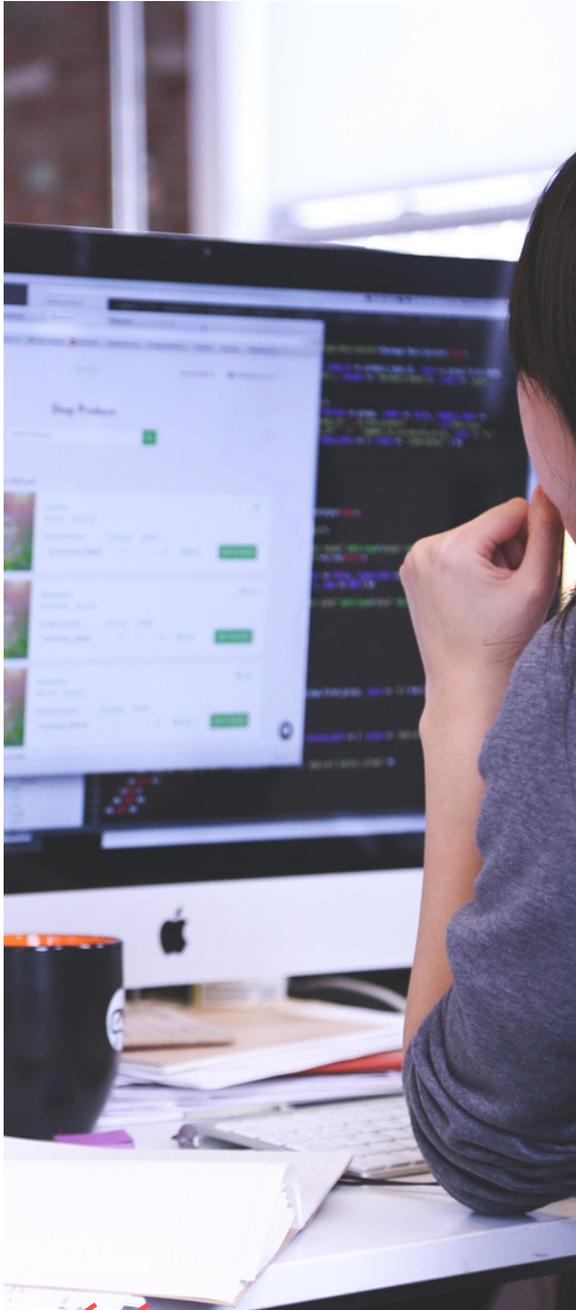


## / Solutions

- Top-notch professional and leadership development
- Streamlined mentorship opportunities
- Safe spaces for storytelling on culture, identity, and what makes us different as humans
- Authentic networking experiences
- Flexible career development and the opportunity to easily change roles and teams



“Wow, I didn’t know they had events like this in Boston.”  
-2018 Forefront Summit attendee



## / Solutions

- Encourage word of mouth to increase the pipeline of diverse candidates
- Invest in more mentorship and sponsorship programs for high-potential future leaders
- Continue to build transparency around the recruitment process
- Invest in more anti-racist and bias training



“There was a lot about exploring the benefits of true D&I in Boston. The next step in my eyes is directly connecting the talent to the opportunities available and/or coming down the pipeline at these companies.” - 2018 Forefront Summit attendee

# Creative Careers @ the Forefront

Led by Amanda Hawkins, Graciela Ruiz, Trish Fontanilla, Sydney Janey, Nawaz Mathewala, Gareth Burrows, Zach Thomas, Cataliana Rojo lanetta, Liz Pawlak, Marty Nee and Katie Shannon



## / Solutions

- Generate more awareness regarding careers in design and debunk the myth that there is only one “type” of designer
- Offer paid internships, apprenticeships, and fellowships where millennials of color can showcase their talent
- Provide recognition and awards to diverse talent in design
- Create a public service campaign to raise awareness on the exciting creative arts careers one can take
- Spotlight designers and creatives of color who are changing the game



Our team brainstormed with emerging talent about solution to engage and recruit young underrepresented professionals and students for meaningful careers in creative & design industries — without prompting from us, the group quickly determined a need for more public role models, mentors, and early and immersive introductions into design and design thinking for youth. They suggested a public campaign highlighting designers of diverse backgrounds and interactive programming.

We're excited to share more in our next meeting & I want to say thank you again to Gareth and Nawaz for helping us facilitate this session, and Josuel, Yulkendy, and Cristina for all of your work at Forefront and for inviting us to participate!" -Amanda Hawkins, Exhibitions Manager

## Points of View

Before the Forefront Summit, we surveyed participants on two questions: What does inclusion mean to you? What does the Future of Work look like? Thank you to everyone who contributed thoughtful responses. Here's a sneak peek from our pool of answers:

### */ What does inclusion mean to you?*

To me, inclusion means all people of all abilities and all backgrounds having access to the opportunities that allow them to succeed and thrive in all areas of their life, including career, socially, spiritually or even in terms of their health. This equitable access takes into account people's resources and meets them where they are. Inclusion is active, not passive.

Inclusion is when others feel welcomed, involved, and genuinely a part of a community. Inclusion is when interacting with others is as easy as breathing, no foul scents, or impediments getting in the way.

Inclusion is the active, intentional, and ongoing engagement with diversity, and in order for businesses to thrive in an evolving talent marketplace, talent acquisition and retention needs to critically re-examine the ways in which we are sourcing, promoting, and advancing talent.

*\*\*\*These perspectives come directly from our attendees and have not been edited.*

# Points of View

## */ What does the Future of Work look like?*

The Future of Work is democratized by applying a social justice and community justice lens to the ways we interact with one another. We will approach our work relationally with a focus on shared values that elevate mission. Rather than beginning with the question what is our problem, we will begin by asking who are our people, and what is the problem from their perspective. From that place we will co-create strategies that operate as a verb to develop new leaders over time, along with cutting edge solutions to our most pressing issues.

We live in a global marketplace where competition is fierce, brick and mortar companies are on the decline, the gig workforce is on the rise, and the single skillset employee is outdated. The future of work will include individuals becoming their own companies and brands. They will need to be multi-talented, have a growth mindset, and be able to leverage the skill sets of others from anywhere in the world to get ahead. The future of work will more be about the lifestyle of work. Bosses will need to be more flexible, manage remote teams, and always be innovating to even stay in the race.

To me, the Future of Work looks like one where innovation and radical transparency are consistently present.



*\*\*\*These perspectives come directly from our attendees and have not been edited.*

## *About Forefront*

Forefront is a corporate education company supporting the Fortune 500 and emerging tech firms in accelerating culture change and developing talent that is equipped to meet the demands of the future of work.

The future of work is multiracial, multi-ethnic, and multigenerational as U.S. demographics continue to change rapidly.

Forefront has a suite of training and leadership development experiences that teach both entry-level employees and executives the cultural competence and inclusive leadership skills they need to thrive in the ultra-diverse workplace.

**Learn more about us at [forefrontcultures.com](https://forefrontcultures.com).**



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