Background

WHAT IS THE IDEA

Businesses that focus on the long term, commit to doing business with integrity, and invest in their communities will outperform their peers that do not. Numerous companies have invested in their Employee Resource Groups, even more in light of the recent and past year events. These businesses are all at different stage of practice and maturity but strive to a common goal: create an inclusive environment to take attract, retain and amplify African American talent.

➔ How can leading companies share best practices, experiences and support each other in greater Boston to successfully establish and grow their African American Employee Resource Groups (AAERGs) benefiting their employees, their business and creating collective positive impact within the community?
Objective of BPCC

BPCC is a membership organization which aims to create a community of Boston based African American professionals with a shared goal of creating meaningful impact within their respective employee resource groups, organizations, and the broader Boston business community.

Through scheduled programing, engagement and peer to peer knowledge exchange, the Consortium is a platform for vital economic activity and development that gives Boston a competitive edge for recruiting and retaining high caliber African American talent.

The Consortium will be a:

• Like-minded peer-to-peer network
• Mechanism to share high growth or leading-edge company best practices which seek to recruit, retain and develop African American talent
• Forum to provide programing for Boston and African Diaspora employees
• Source for business Ideas, Innovation, and knowledge exchange

Sample Monthly topics, and panel discussions:

• The Changing Role of ERGs and their Impact on Corporate Culture (Kick off Event)
• How to recruit and retain Black Tech in Boston- Hot skills
• Employees of Color- How to Reach the C-suite and Boardroom
• Virtual Happy Hours...Now What? What’s next for ERGs and I&D initiatives?

And maybe more when momentum gets built (newsletter, articles, events, etc...)
Participating Companies

- As of 1/1/22
- African or People of Color Employee Resource Groups
- Additional Target Companies for Q2 2022 include...
  - TD Bank
  - Liberty Mutual
  - State Street
  - Takeda

- Accenture
- Wayfair
- Mass General Brigham
- HubSpot
- Putnam Financial