Done Right Building Services Inc. is a proud supporter of the AIA 2018 and the diverse professionals of the Greater Boston area.

Established in 1993, with corporate offices located at Four Copley Place in Boston, Massachusetts, Done Right Building Services provides Janitorial, Landscaping, and Snow Removal services to higher education, government, retail mall, medical and professional office building clients in the Boston market.

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Dear Friends and Partners,

In celebrating our eleventh All-Inclusive Awards, I think back to when we started and how grateful I am that we are here—with over thirty Men of Color Leadership Conferences, Women of Color Leadership & Empowerment Conferences, and All-Inclusive Awards, and one hundred and five issues of Color Magazine.

2018 was another fantastic year! We’ve added exciting new programming, including: The Health and Life Sciences Conference hosted by Biogen; pOp UP Color hosted by Hill Holiday; and The Professionals of Color Leadership Conference (POC), doubling down on our mission to provide engaging networking and development opportunities for corporate America’s diverse workforce.

Our efforts to elevate and innovate D&I in corporate America are renewed by your continued support. With that support, Color Magazine celebrated the second-annual Chief Diversity Officer Summit and will soon venture into the legal landscape, in collaboration with Lawyer’s Weekly, to close out the year.


GateHouse Media and Color Magazine are able to provide a high quality, all-inclusive publication, with exceptional content and high-level professional events, because you—our partners—share our mission of diversity and inclusion. We thank you for your continued support and look forward to celebrating another year of growth and success with you, our partners.

Un Abrazo,
Josefina

About BridgeTower Media
BridgeTower Media is a leading provider of business information, events, and marketing services for the legal, financial, construction, and government sectors in more than 20 local and regional markets across the United States. In addition to providing subscribers with content relevant to their daily professional activities, BridgeTower has a research unit focused on employee satisfaction, lead generation services, and live events centering on awards and education.

About GateHouse Media LLC
GateHouse Media is one of the largest publishers of locally-based print and online media in the United States, as measured by its 125 daily publications. As of December 25, 2016, our company operates in over 535 markets across 36 states, with over 600 community publications, over 535 websites, serving over 220,000 business advertising accounts, and reaching over 20 million people on a weekly basis.
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Dr. Maurice A. Stinnett: Playing for High Stakes
By Evan J. Cutts
In the digital age, email and text messaging are often considered a disparaged medium in which all genuine human connection is lost. Such was not the case in my many correspondences with Dr. Maurice A. Stinnett, in which each email was signed, “We are in this together.” What a simple and powerful affirmation, one that expresses both his values and those of Color Magazine.

It comes as little surprise then that, in his role as the inaugural Vice President of Diversity and Inclusion at BSE Global, Dr. Stinnett puts people first. Whether leading community efforts in Brooklyn’s educational, nonprofit, and spiritual sectors or dedicating his first ninety days to listening and learning from his staff at BSE Global before implementing policy change, Dr. Stinnett prioritizes the needs and concerns of those around him.

With a degree in Education and Organizational Leadership from Columbia University, Dr. Stinnett forged a career in diversity and inclusion that spans the nonprofit, education, and corporate sectors. From 2010 to 2016, he served as Chairman for the World Leadership Program, a White House initiative under the Obama administration that sought to spark learning and dialogue between graduate students and universities in the Middle East and the United States.

As he continues to bring together individuals from all reaches of the world, Dr. Stinnett works to empower each and every individual possible. It is an honor to share his insights and unbridled passion for diversity, inclusion, and equity in the following interview.

CM: Can you tell me more about your role as Vice President of Diversity and Inclusion at BSE Global?

MS: As the inaugural Vice President of Diversity and Inclusion, I oversee the D&I strategies and programming for all BSE Global properties and brands. That includes the Brooklyn Nets, New York Long Islanders Hockey Team, Webster Hall, Nassau Coliseum, and the Barclays Center.

Internally, my job is to assess our diversity metrics and systems. I oversee the basketball operations, regarding the representation of women, people of color and underrepresented minorities in leadership roles. Additionally, I examine our pipelines and pathways for those groups at BSE Global.

Externally, my job is to ensure that we reflect the diverse community that we are situated in within Brooklyn—as well as use our platform to empower that community as best we can, as it aligns with our core values.

CM: Can you shed some light on some of the community efforts BSE Global is involved in?

MS: Absolutely. We’re currently working with the Brooklyn North K-12 school district, creating a shadowing program without our basketball operations department for high school seniors, to develop meaningful work/life experience. Our partnership with Medgar Evers College and Long Island College, among others, provides internships and strengthens our diverse talent pipeline around sports management.

BSE Global also extends its platform to local nonprofits, aiding individuals who face housing insecurity, in order to elevate their efforts into the national sphere.

CM: Incredible. What motivates and inspires you to give your all to this role?

MS: I’m inspired by the fact that I know there are people who look like me, who share similar experiences—meaning those who
are underrepresented and find themselves on the margins of society—who have wonderful gifts and talents to contribute, but have remained unrecognized. Knowing that I have an opportunity to change that reality is what wakes me up in the morning.

CM: What tools for empowerment do you offer your team?

MS: At BSE Global we are in the process of offering multiple training opportunities, from peer to peer coaching and mentorship programs, to our online and offline professional development training; and we connect our staff with our partners externally, to establish tracks for growth within the organization.

CM: Looking ahead, what is your vision for BSE Global’s D&I Strategy?

MS: What I would like to continue seeing at BSE Global is our ability to take our plans off the ground and make them actionable—in other words—putting theory into practice. That’s the key.

Now, how are we going to do that? First, we’ve established the Diversity, Inclusion, and Cultural Engagement (DICE) Council at Large. It’s a council comprised of about ten percent of the organization’s population, totaling fifty diverse members.

In fact, we just received the results of our first company-wide cultural survey. The next step is to present the data to DICE Council at Large, provide recommendations, and begin outlining a diversity plan and relevant programming for the next phase of our D&I strategy, beginning in January.

CM: In your role, how do you define success?

MS: There are a couple of ways to define success, right? Quantitatively, I have to look at the numbers, verifying metrics, like equal representation of women and people of color in leadership roles, for example. I also base our success on the status of BSE Global’s overall culture. Everyone at our organization should feel that they belong and that they are invited to the table, where decisions are being made.

Then, personally, success for me is simple. As long as I gave my best effort, was honest and compassionate, and maintained integrity, then I have been successful.

CM: How do you define and drive innovation?

MS: I think necessity is the mother of innovation; when you learn that there is a need that hasn’t been met using the typical tools, you become innovative.

For my team, I drive innovation by removing the fear of failure. If you encourage people to take risks and to be creative—even if that means making a mistake—innovation is inevitable. I ask my team to assess where we’re at and what concerns or issues have remained unsolved, and then tap into their creative abilities to provide a solution.

CM: Wonderful. On the surface, that may seem counterintuitive, but innovation is often just that. Switching gears, in times of crisis or change, what separates an effective leader from an ineffective one, in your experience?

MS: I think the ability to keep one’s head about them when, as the quote says, “all else around you are losing theirs.” A leader has to be able to remain calm and think clearly amidst the storm.

In my practice, especially, an effective leader must never forget that people are involved. And, because people are involved, there is a particular way one must handle the crises. Ensuring that those whom you are responsible for feeling safe and secure before anything else is paramount.

CM: In your opinion, what does it mean to be a person of Color in 2018?

MS: To be a person of color means you are resilient, brilliant, beautiful, compassionate, strong, and talented. Most importantly, it means that we (people of color) are still here with our indefatigable spirit, and we will continue to thrive while making the world a better place.
The Eleventh Annual

Evening Highlights

Tuesday
DECEMBER 11, 2018
5:30 P.M. - 9:30 P.M.
www.colormagazine.com

KEYNOTE SPEAKER
Dr. Maurice A. Stinnett
Vice President of Diversity, Inclusion and Culture
BSE Global

EMCEE
Evan J. Cutts
Poet, Writer, and Content Editor
Color Magazine

5:30 P.M. – 6:30 P.M.
Registration & VIP Reception for Award Winners & Sponsors

6:30 P.M. – 7:00 P.M.
Opening Remarks & Keynote Speaker

Opening Remarks
Josefina Bonilla
Evan J. Cutts

Keynote Speaker
Dr. Maurice A. Stinnett

7:00 P.M. – 7:45 P.M.
Dinner

7:45 P.M. – 8:45 P.M.
Awards Ceremony

Awards Presented by
Evan J. Cutts
Publisher
Leadership
Change Agent
Supplier Diversity

8:45 P.M.
Closing Remarks
Josefina Bonilla

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Every day Radhames Nova, President and CEO of Junior Achievement of Northern New England (JA), steps into his role with a go-giver attitude: “My position at Junior Achievement is far more than a job—it is a privilege to help others receive the same opportunities that I had. Having been a beneficiary of philanthropy and youth organizations has prepared me to lead from the heart.”

“By investing in today’s youth, we empower them to strengthen our communities, region, and country in the future. Our programs teach young people from kindergarten through high school critical life skills they are seldom learning at home or school, specifically: understanding and managing their finances; preparing for their careers of the future; and gaining the confidence to know they can start their own businesses in the future,” stated Nova.

At the age of thirteen, Nova immigrated from the Dominican Republic to Lawrence, Massachusetts. Like many immigrants, he had to “learn a new language and a new way of life.” As an active member of the Boys and Girls Club of Lawrence throughout high school, he learned essential leadership skills and the value of supporting youth’s potential.

Those leadership skills prepared him for assuming the position of Director of Development at that very Boys and Girls Club from 2002 to 2006 and for his local and national roles as Executive Director of the Boston Chapter and Senior Vice President of Strategic Partnerships at the Association of Latino Professionals for America (ALPFA) from 2011 to 2015.

A lifetime member of ALPFA, Nova shared, “ALPFA taught me the power of leveraging networks, in order to open doors for others to access their potential. Shortly after I joined JA in 2016, I activated the national partnership between ALPFA and JA locally, [further integrating our networks and resources].”

In his leadership roles, passion, authenticity, commitment, and leading by example are his core values. As one of thirty members of the Lawrence Leads Program, Nova is positioned to continue empowering youth of color in New England. “Being a proud Lawrencian and having worked in Boston for the past twelve years, this was a perfect fit for my next development opportunity and a way for me to give back to the city of Lawrence,” explained Nova.

Nova defines success beyond traditional notions of wealth and fame, “Success is about becoming a productive member of the community; it is finding [your] passion and pursuing it to the fullest.”

“For those of us who have broken through code, it is our responsibility to open doors for others, especially young people of color.”
Founded with the mission to address the gender parity in major accelerator programs and pitch competitions across Babson College campus, The Center for Women’s Entrepreneurial Leadership’s (CWEL) Women Innovating Now (WIN) Lab® was launched in 2013. WIN Lab® at Babson College invests in women, empowering them to disrupt, experiment, and build successful businesses on their own terms, through a five-month accelerator program. Now in its sixth year in Boston, and third year in Miami, WIN Lab® has seen an impressive increase in women’s participation across startup opportunities, like the Babson Entrepreneurial Thought and Action® (B.E.T.A.) Challenge, the Summer Venture Program (SVP), and Rocket Pitch.

Since its launch, WIN Lab® has helped increase the representation of women in its B.E.T.A Challenge®. Between 2014 and 2018, women represented two-thirds of all finalists in the challenge, after representing 0% of all finalists in 2012-2013. The gains don’t end there. WIN Lab® is creating space for women to excel across the board. In 2018, Babson’s Summer Venture Program showed that the number of women entrepreneurs had increased to 53% of all participants. 149 women entrepreneurs have graduated from WIN Lab® since 2013 (with 33 participating in 2018), and a select group of those have raised over 10 million dollars in funding.

To discern its impact on women in business post-accelerator, WIN Lab® spent five years researching the initial wage gap between undergraduate women in business and their male counterparts. WIN Lab® found that, while the initial pay gap for women is 80 cents on the dollar, the gap for Babson women who benefitted from the support of the women’s leadership program is 94 cents on the dollar.

CWEL is one of the most visible and important organizations in which Babson College supports women entrepreneurs and impacts the larger campus ecosystem. CWEL provides the largest scholarship program on Babson’s Campus, CWEL Scholars, a program which has, to date, supported over 370 female undergraduate students and awarded them over $9.6 million.

It is clear that the Center for Women’s Entrepreneurial Leadership’s WIN Lab® at Babson College is committed to empowering women entrepreneurs and excelling in their mission to do so!
Bethany Mason joined Dollar General as the Director of Diversity & Inclusion in 2016. Her impact and reach spans all 134,000+ employees, 15 distribution centers, 15,000+ stores, and Dollar General’s corporate headquarters in Goodlettsville, TN. Mason leads all internal and external diversity initiatives and is focused on strengthening Dollar General’s culture of inclusion and commitment to diversity. In 2018, Mason assumed the additional responsibility of Dollar General’s employment branding strategies and the university alliance program and was promoted to Director of Employment Branding & Inclusion.

Recently, Mason was recognized by Black Enterprise as a Top Corporate Diversity Executive and by the Nashville LGBT Chamber as winner of 2018’s The Megan Barry Ally Award.

Mason’s career began with operational positions in national and international organizations. Prior to coming on board at Dollar General, Mason worked for Macy’s, Inc. as the Diversity and Inclusion Strategies Manager. After growing up in Mexico City, Mason earned her Bachelor’s degree in Communications from Pine Manor College. She enjoys traveling and spending quality time with family, friends, and her two dogs. Mason and her husband relocated from Cincinnati, Ohio to the Nashville area.

At Biogen, our mission is clear: We are pioneers in neuroscience.

Since our founding in 1978 as one of the world’s first global biotechnology companies by Charles Weissmann, Heinz Schaller, Kenneth Murray, and Nobel Prize winners Walter Gilbert and Phillip Sharp, Biogen has led innovative scientific research, with the goal over the last decade of defeating devastating neurological diseases.

Biogen is committed to working with advocacy and patient organizations in serving the communities they represent. Recognizing the challenges facing healthcare systems today, we collaborate with regulatory authorities and customers such as health care providers and payers, so that those in need can access our medicines. Biogen contributes to the communities where we live. We are committed to our employees, to diversity and inclusion, and to environmental sustainability.
Stephanie E. Turner is responsible for creating and executing enterprise-wide D&I strategic engagement initiatives that drive business results and establish a competitive advantage for our employees, customers, community partners, and vendors. Turner provides thought leadership in the areas of D&I entities, such as employee resource groups (ERGs) and councils, systemic processes, employee engagement, and best practice tools. She also oversees our D&I sponsorships portfolio, to ensure that we build on our global brand awareness, support our recruitment efforts, and manage our leadership development programs to increase our diverse talent pipelines.

Over the past 20 years, Turner has worked as a diversity practitioner in six industries across the U.S. Most previously, Turner was the Corporate Director of Diversity & Inclusion for Lockheed Martin in Bethesda, MD.

Born in Bloomington, IN, Turner is a real “Hoosier Baby.” After growing up in Lexington, MA, she received her M.S. in Agricultural Economics from The University of Tennessee, Knoxville and her B.A. in Economics from Spelman College. Turner joined the regional board of directors for the American Red Cross of Massachusetts in September 2018. She and her wife, Charnelle Bryant, reside in South Dorchester, MA.

Founded in 1994 by Brigham and Women’s Hospital and Massachusetts General Hospital, Partners HealthCare is a not-for-profit health care system that is committed to patient care, research, teaching, and service to the local and global community. Collaboration among our institutions and health care professionals is central to our efforts to advance our mission.

We are dedicated to enhancing patient care, teaching and research, and taking a leadership role as an integrated health care system. We recognize that increasing value and continuously improving quality are essential to maintaining excellence. Since 2013, the average engagement score of all demographic groups at Partners has improved by 8%, especially as it relates to recognition and employees’ ideas being heard. In addition, the pipeline of diverse talent from increased representation at exempt levels is growing stronger. Some of the strategic programs and initiatives that have enabled Partners to increase engagement scores have focused on bringing groups together for rigorous discussions that establish a common language on D&I and creating frameworks for executing on D&I.
Blue Cross Blue Shield of Massachusetts’ (BCBSMA) Supplier Diversity Program is committed to promoting sustainable business opportunities for diverse businesses. The mission of the program is to procure products and services from minority-owned, women-owned, veteran-owned, LGBT-owned business enterprises as well as small businesses. Additionally, the program offers creative ways to assist diverse suppliers in their pursuit of procurement engagements. Blue Cross Blue Shield of Massachusetts collaborates with the Center for Women and Enterprise to offer a mentoring program to woman-owned businesses and partners with the Greater New England Minority Supplier Development Council to provide scholarships for minority-owned businesses to attend the Greater New England Advanced Leadership Program.

To further its commitment to minority-owned businesses while closing the wealth gap, BCBSMA will join the Greater Boston Chamber of Commerce’s Pacesetters initiative, which is a partnership of large and mid-sized Greater Boston Chamber member organizations who use their collective purchasing power to create opportunities for minority-owned business enterprises.

BCBSMA Supplier Diversity Program is positioned to have a greater impact in 2019. The Company is currently exploring a future partnership that will help BCBSMA include disability-owned businesses in its Supplier Diversity Program.

Partners Congratulates Color Magazine on Their 2018 All Inclusive Awards

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