



City of Boston
Equity and Inclusion

Equity and Inclusion Office

FY27 Budget

Mariangely Solis Cervera, Chief of Equity & Inclusion

May 12, 2026





Mission

Improve life outcomes with and for historically marginalized communities in Boston by addressing gaps in social determinants of health.

Framework



E&I Services



Targeted Programming



Coalition Building

Equity and Inclusion Cabinet at a glance



*Black Male
Advancement*



*LGBTQIA2S+
Advancement*



Disabilities Commission



Immigrant Advancement



Fair Housing Commission



*Language and
Communications Access*



*Human Rights
Commission*

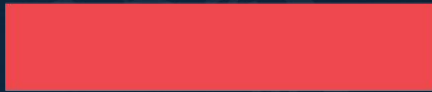


Women's Advancement



City of Boston
Equity and Inclusion

E&I Office Priorities



Cultural Affairs

Embedding E&I Internally

Reparations Task Force

Cabinet Wide Operations



- **Cultural Affairs**
 - Cultural mini-grants
- **Embedding Equity & Inclusion Internally**
 - E&I Academy
 - Technical Assistance Program
 - Native Governance Center
- **Reparations**
 - Phase I Historical Research Report Contracts
 - Mapping of Slavery in Boston Project
 - Seminar on harms in the context of Reparations at RCC
- **Cabinet Wide Operations**
 - Centralized Admin and Finance, as well as communications platforms



Goals for FY27:

- Direct programming
- Educational workshops
- Cross-cultural policy agendas



Embedding E&I Internally

Goals for FY27:

- Double the number of participants
 - [E&I Academy Impact Report](#)
- Supporting Indigenous Communities programming



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REPARATIONS TASK FORCE

Goals for FY27:

- Task Force will submit recommendations (Phase III) to the City of Boston
- Costs:
 - Publication of Phase I
 - External Communications
 - Public Listening Sessions
 - Other needs at the request of the task force





Cabinet Wide Operations

Goals for FY27:

- Cabinet Priorities
- Cross-departmental efforts
- Cabinet wide outreach platforms
- Mission-driven programming and convenings





City of Boston
Equity and Inclusion

THANK YOU





City of Boston
Black Male
Advancement

Black Male Advancement

FY27 Budget

Frank Farrow, Executive Director

May 12, 2026

WELCOME

This FY27 budget proposal for the Office of Black Male Advancement outlines our impact, priorities, and the vision for deepening investment in the lives of Black men and boys across our city.

BMA continues to build on our progress and expanding opportunity in fatherhood engagement, youth pathways, workforce empowerment, affordable homeownership, men's health, and more. This year, we continue our efforts to increase access and opportunity through policy, programs and partnerships to continue building out our ecosystem and ultimately a city where every Black man and boy can thrive.

May 12, 2026



Mission + Priorities

Mission

To improve outcomes and reduce systemic barriers to advancement for Black men and boys living in Boston by ensuring equitable access to opportunities, resources, and support across the City.

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Priorities

- Equity and Racial Justice
- Economic Opportunity and Workers Empowerment
- Affordable Housing and Pathways to Homeownership
- Education and Youth Advancement
- Public Health and Wellness and Fatherhood and Families
- Community Safety and Returning Citizens



OUR PROGRAMS

MY BROTHER'S KEEPER (MBK) BOSTON

My Brother's Keeper (MBK) Boston, in partnership with the Obama Foundation works to break down societal, economic, and educational barriers for Black boys and young men through targeted efforts in education and career pathways, mentorship, out-of-school time support, and our Community Partnership Network.

IMPACT: In FY26, My Brother's Keeper Boston has served over 2,000 young Black males through initiatives like MBK Fellows, MBK Ambassadors, Opportunity Lab, REACH 1000, HBCU College Tour, HBCU Summit and MBK Youth Summit.

PROJECT OPPORTUNITY

Project Opportunity works to establish accessible pathways to prosperity for Boston residents ages 25 to 55. Through the concentration of policy, programs and resources, Project Opportunity offers access to employment and career training, health and housing resources, free legal support for record sealing or expungement, and a community partnerships.

IMPACT: In FY26, Project Opportunity hosted two major career events: the Project Opportunity Fair with over 175 attendees, a Resource Fair drawing over 200 attendees and collaborated with community partners to connect over 400 additional residents to resources.



OUR PROGRAMS

COMMUNITY EMPOWERMENT GRANT

The BMA Community Empowerment Grant supports Boston-based community organizations by offering up to \$20,000 in funding to help them scale their work, deepen their impact and strengthen community outcomes. Grants focus on seven key areas: Mentoring & Out-of-School Time, Youth & Young Adult Pathways, Housing Mobility, Economic Inclusion & Wealth Building, Workforce Training & Development, Fatherhood Engagement, and Mental Health & Wellness.

IMPACT: In FY26, Our Community Empowerment Grants supported 40 community based organizations. This grant cycle our grant partners are projected to serve over 10,000 Boston residents.

PARTNER NETWORK

The BMA Partnership Network connects City departments, community organizations, and stakeholders working collaboratively to support and advance the well-being of Black men and boys in Boston.

IMPACT: In FY26, Our Partner Network supported over 40 community based organizations across Boston with a dedicated space to network, identify opportunities for collaboration, share resources and connect directly with the City of Boston.



TECHNICAL ASSISTANCE

Capacity Building Institute

The Capacity Building Institute (CBI) equips community leaders and organizations serving Black men and boys with tools, training, and resources to strengthen their impact and sustainability.

IMPACT: In FY26, the Black Men and Boys Commission made over 25 policy and budget recommendations across six City cabinets to enhance outcomes for Black men and boys in Boston.

Cori Sealing Project

The CORI Sealing Project provides free legal support to help residents seal their criminal records, removing barriers to employment, housing, and opportunity.

IMPACT: In FY26, the Cori Sealing Project has helped 81 individuals access free CORI-sealing legal services.

Data Dashboard

The BMA Data Dashboard is a centralized, real-time platform featuring rolling data from City departments, organizations, and agencies that serve Black men and boys in Boston, helping track progress, inform policy, and drive impact.

IMPACT: In FY26, The Office of Black Male Advancement collaborated with 7 City departments to identify and track progress of over 20 unique data sets to for BMA's public data dashboard.



BLACK MEN AND BOYS COMMISSION

The Black Men and Boys Commission in Boston, established by a 2021 ordinance, is composed of 21 Black men with expertise in issues affecting Black men and boys. The Commission acts as an advisory body to the Mayor and the Mayor's Office of Black Male Advancement, offering guidance on policy, budget priorities, and initiatives aimed at improving outcomes for Black men and boys across the city.

IMPACT: In FY26, the Black Men and Boys Commission made over 25 policy and budget recommendations across six City cabinets to enhance outcomes for Black men and boys in Boston. The Commission also advocated for the launch of the BMA Equity Study Program.

Equity Study

The BMA Equity Study is a comprehensive assessment of data related to Black men and boys and how they are served by City of Boston policies, programs, and services. Its findings will inform equitable, data-driven, and impactful strategies to improve outcomes and guide future investments across the city.

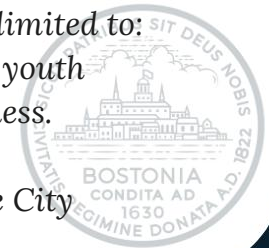
IMPACT: In FY26, The Office of Black Male Advancement in partnership with the Black Men and Boys Commission connected with over 2,000 Black Males directly engaged in Phase I of the BMA Equity Study. The engagement efforts included 1 on 1 interviews, focus groups, equity survey and community outreach. In Phase II, the selected research team will conduct a comprehensive assessment to identify and evaluate existing programs to determine whether Black males are actually benefiting from these programs, identify gaps in services, and provide recommendations to remedy any disparities.



FY27 Plans

- Advising the Mayor on issues pertaining to Black men and boys.
- Assisting the Office of the Mayor in determining budget and policy priorities.
- Monitoring and advising city agencies and departments on issues pertaining to Black men and boys.
- Designing projects and programs that promote equity for Black men and boys which are not currently being implemented by existing city agencies.
- Performing outreach, communication, and liaison to Black men and boys related to community groups and organizations.
- Working with the Department of Intergovernmental Relations concerning state and federal legislation and programs that are of concern to Black men and boys.
- Working with all city departments, agencies, commissions and offices to assure that Black men and boys are represented at all levels of city government.
- Coordinating dialogues and actions in collaboration with other city agencies on behalf of city government to issues of concern to all Black men and boys and related organizations, including but not limited to: equity and racial justice, economic opportunity and workers empowerment, education and youth advancement, affordable housing and pathways to homeownership, public health and wellness.
- Host public Commission meetings.
- Producing a yearly report pertaining to the work of the Commission and the progress of the City to advance the status of Black men and boys.

May 12



THANK YOU

Looking Ahead, the Office of Black Male Advancement will focus on expanding MBK Boston and Project Opportunity, advancing Phase 2 of the Equity Study and monitoring progress through our data dashboard. Our office will also prioritize continuing the Capacity Building Institute, supporting the Black Men and Boys Commission's budget and policy recommendations process, convening regular Commission meetings, publicizing information concerning Black men and boys, and maintain the BMA Partnership Network to strengthen collaboration and impact across the city.



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City of Boston
Equity and Inclusion

Fair Housing and Equity Office

FY27 Budget

Maya Getter, Deputy Chief, Equity & Inclusion

May 12, 2026

A blue-tinted photograph of the Boston skyline and waterfront, showing various skyscrapers and a body of water with boats in the foreground.

What is Fair Housing?

In the City of Boston, discrimination is illegal when renting, buying, selling, or securing financing for any housing. Our commission makes sure property owners do not discriminate against tenants or buyers based on their **race, color, religion, disability, national origin, ancestry, sex, gender identity and expression, age, sexual orientation, marital status, rental assistance, family status, and military status.**

Fair Housing Priorities



Affirmatively Furthering Fair
Housing Executive Order
Fair Housing Casework
Testing Program
Development

FY26 Progress

- **Affirmatively Furthering Fair Housing**
 - Anti-Displacement Action Plan directly addresses Goal 11 of the City's AFFH assessment
 - Participation in the Article 80 Modernization process
- **Fair Housing Casework**
 - Our team continues to manage intake from constituents about potential fair housing violations
 - The investigators have formally closed over 2 dozen cases this fiscal year
- **Education and Outreach**
 - We currently have a contract with a vendor to support our staff in updating outreach plans for the second half of the fiscal year

FY27 Plans

- **Fair Housing case management**
 - Continue to grow the number of fair housing intakes and cases
 - Lower the number of days for case closures
- **Education and Outreach**
 - Utilize the E&I Cabinet's centralized communications structure
 - Ensuring constituents are getting correct services and directions to partner departments and supports
- **Affirmatively Furthering Fair Housing**
 - Draft assessment report
- **Fair Housing Testing**
 - We will have our testing system in full swing during FY27



W

City of Boston *Women's Advancement*

The **Mayor's Office of Women's Advancement (MOWA)** is the **City of Boston's** department for uplifting the voices and advancing the lives of **women and girls**. The department plays an essential role in representing women across the city and in the **Equity and Inclusion Cabinet**. We focus our work within 4 pillars:

- **Economic Equity:** Closing the Gender Pay Gap and Empowering Women Entrepreneurs
- **Representation:** Honoring The Positive Impact and Leadership of Women and Girls around the City
- **Health:** Menstrual Equity Expansion, Supporting Women's Mental Health and Healthy Pregnancy Advocacy and More
- **Safety:** Focus on Gender, Domestic, and Sexual Based Violence



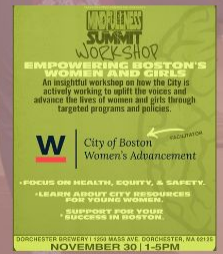
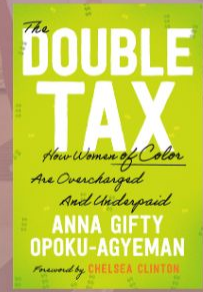
Initiative & Program Partners



eliminating racism
empowering women



CITY OF
CAMBRIDGE



Menstrual Equity

HELLO PERIOD SERIES

During 2025 we expanded our Menstrual Equity work.

- Partnered with Boston Center for Youth and Families, training **all 235 BCYF staff** on the best menstrual equity practices
- All standalone centers rolled out **free product access in their bathroom stalls**
- Released a **multilingual animated education series** to help young people better understand their bodies and available product options
 - Promoted on the MBTA Orange Line
 - Partnered with youth-based organizations to host 'period parties' featuring screenings of the animation series.



Scan Me! اسمح هنا! Escanéame!
Eskane m! Skane-m! Сканируй меня!

Scanne-moi! Meeshaan Iksaangaree!
掃一掃我! Quét mã! Leia-me! 扫一扫我!

Have Questions About Periods?
We Have Answers.

HEY, PERIOD!

A Menstrual Equity Series

Menstrual Equity

MOWA tracked and advocated for a series of State level ordinances that would create more equitable and clean access to menstrual products:

- **S.2640 / H.4611: The I AM Bill:** The I AM bill would ensure access to free menstrual products, without stigma, to all menstruating individuals in all public schools, homeless shelters, prisons, and county jails.
- **S.2156: An Act to Increase Access to Menstrual Products in Public Buildings**
- **S.2641 / H.2375: An Act Relative to Menstrual Product Ingredient Disclosure**
- The office also **distributed over 250 pairs of reusable period underwear**. Reusable products were selected, despite the higher cost, because they ensure the individual who receives them has reliable product access for months instead of for 1 or 2 cycles until the use up the products provided. Thus reusable products are a better long term intervention in the fight to end period poverty.



WEBOS

Women Entrepreneurs Boston

A dynamic initiative dedicated to **supporting and advancing women-owned businesses across Greater Boston**. We provide **tools, resources, and connections ambitious entrepreneurs need** to transform their vision into **thriving enterprises**, supporting startup founders, home-based entrepreneurs, brick-and-mortar owners, online business owners, service providers, product-based businesses, and creative entrepreneurs.

2025 marked the relaunch of the program with a kick-off Summit in March 2025 as the first of **4 quarterly events**. After a successful year of programming, we held our second WeBOS Summit in March of 2026.



WEBOS

WEBOS Events Impact

2025 WEBOS Relaunch Summit: 200 participants

Tariffs Workshop: 20 participants

WeBOS Golf Clinic: 49 participants

2025 closing Mixer: 89 participants

2026 WeBOS Summit: 273 participants

WEBOS Testimonials

“This past Saturday, I had the chance to attend the WeBOS Summit hosted by the Mayor's Office of Women's Advancement, a gathering of women entrepreneurs and founders at every stage of building. **It was inspiring to be in a room full of people doing big things, and it reminded me how important it is to give ideas space, stay disciplined, and keep telling my story** - Vonnie Orellana of @vdopcafe via LinkedIn

“We’re grateful to the City of Boston for hosting such an **inspiring event and creating space for female-identifying entrepreneurs to learn, connect, and grow**. We encourage anyone looking to scale their business to follow the Mayor’s Office for quarterly events and ongoing support opportunities.” - CoAPT Projects via LinkedIn

EXTRAordinary Women

ANNUAL EXTRAORDINARY WOMEN AWARD

Each year ahead of Women's History Month, the Mayor's Office of Women's Advancement opens nominations to **honor the positive impact and leadership of women and girls who make Boston a world-class city**. With over a 150 nominations, **40 nominees are picked and recognized** from various neighborhoods, industries, and backgrounds. These EXTRAordinary women **exemplify the overall mission of MOWA** and are honored for their work within one of **MOWA's four priority pillars: Economic Equity, Health, Representation and Safety**.

This Year's Reception

This year's reception marked a milestone in the EXTRAordinary Women program. We were hosted by the ICA and worked with renowned event planner and 2025 EXTRAordinary Woman, Ilesha James, to plan the event. All available RSVP spaces were claimed with a waitlist of 90 individuals. It was a packed house with over 400 people in attendance.



Grants

2025 Grant Impacts

Summer Safety Mini-Grants: **\$25,000** was made available,
5 programs funded

Mental Health Mini Grant: **\$40,000** was made available,
9 programs funded

Based on our grantee reporting our Mental Health mini grants **impacted 1 resident for every \$25.60 spent**

2026 MENTAL HEALTH MINI GRANT

Goal: promote **holistic well-being among young women and girls**—ensuring they have the tools and support needed to thrive.

\$50,000 was made available

63 applications requesting **\$598,672** were received

6 applications were funded, program activities are occurring now

Part of the Solution: Domestic, Sexual & Gender Based Violence Prevention Grant

Goal: to engage young men & boys in **programs that will help prevent violence against all people** by giving participants the skills to process trauma and difficult emotions and foster healthy relationships.

\$50,000 was made available

29 applications requesting **\$268,926** were received

6 applications were funded, program activities are occurring now



Summit Inspiration

How Did The Girls Summit Come To Be?



On November 21st, 2024, the Mayor's Office of Women's Advancement received an email from a Boston Public Schools student with a powerful vision: to expand the impact of Black Male Advancement's Black Boy Joy Summit to **uplift and celebrate Black women and girls across the greater Boston community.**

This cold email sparked a series of meaningful conversations, collaborative brainstorming, and months of planning with our **Girls Programming Advisory Committee**. That seemingly simple idea grew into what we have today: **an initiative dedicated to empowering the young women and girls of Boston to become the leaders we know they can be.**

STAY IN TOUCH!

@bostonwomen



BOSTON.GOV/WOMEN



NEWSLETTER

