



MASSACHUSETTS  
**HIGH TECHNOLOGY COUNCIL**  
*Dedicated to Growth... Committed to Action*

September 21, 2020

**Council's Diversity, Equity & Inclusion Initiative Gets Underway**

In July, the Council announced the launch of a multiyear Diversity, Equity & Opportunity Initiative to be led by the Council's Executive Committee. As noted in Council President Chris Anderson's [remarks](#) at our July 9 Annual Meeting, the Council's recent design and execution of an impactful COVID-19 response plan for employers and elected officials will serve as the model we use to address racial equity challenges.

Our inaugural Council Diversity, Equity and Opportunity Virtual Roundtable was held on September 9 and featured perspectives from former Council Board member and US Senator William "Mo" Cowan, currently President of Global Government Affairs, Policy and Developed Markets for General Electric, and a presentation on the "[The Economic Impact of Closing the Racial Wealth Gap](#)" by Duwain Pinder, Associate Partner at McKinsey & Company.



On September 16 the Diversity, Equity and Opportunity Virtual Roundtable series continued with a session focused on "Amplifying Employer Practices" featuring a panel of diversity and inclusion thought leaders and senior executives including:

- Melanie Goins, General Counsel, Care.com;

- Vanessa Spatafora, Sr. Program Manager, Inclusion, Equity & Belonging, DraftKings; and
- KeyAnna Schmiedl, Global Head, Culture and Inclusion, Wayfair

[Media coverage](#) of the roundtable highlighted panelists' emphasis on the idea that diversity and inclusion require a holistic and ongoing approach and should be a project of the entire organization.

We invite you to join us for our next Diversity, Equity and Opportunity Roundtable on Tuesday, September 22 at 9 AM featuring C-level perspectives on Diversity & Inclusion from Fidelity Investments and Rapid7.

This roundtable is free and open to all, but registration is required via [Zoom](#). You can view video recordings and materials from prior Diversity, Equity and Opportunity roundtables [HERE](#).

## Focus on Economic Recovery and Growth: Fiscal and Tax Issues Top Council's Fall Policy Agenda

As highlighted in our August 17 [President's Bulletin](#), in the wake of COVID-19 the Council is focused on restoring a competitive Massachusetts economy through collaborative action and data-driven advocacy.

The economic impacts of the pandemic ripped a hole in state revenue planning just as the process for enacting FY21 budget legislation was beginning in earnest. Some experts estimate Massachusetts could collect \$6 billion less in revenue than was expected under the \$31.1 billion consensus revenue estimate adopted in January of this year.



As the state's fiscal and economic picture darkened this spring and summer, the Council has engaged with key policymakers to identify and advance policy options that can help the Commonwealth manage and meet its fiscal needs, while avoiding policies that would stifle sustained economic recovery.

As [reported this week](#) pro-tax special interests are continuing to lobby for steep increases to nearly every major Massachusetts tax. Union-backed RaiseUp Massachusetts is [urging legislators to act NOW](#) to impose billions in new taxes on business and family income, earnings on savings and investments, and even income from activities outside of the United States.



The RaiseUp agenda mirrors policy mistakes we see in states with poor economic performance, poor public management and poor prospects for their citizens. For example, New Jersey and Illinois are continuing to make their states less and less attractive with higher and higher taxes, including a "Millionaire's Tax" [approved by the NJ legislature](#) this week and an [Illinois graduated income tax amendment](#) voters will consider in November. History has shown Massachusetts the folly of such policy choices and it took decades for Massachusetts to shed its damaging, "Taxachusetts" brand.

Conversely, Massachusetts has learned what works and for years experienced the development of an innovation ecosystem and an expansion of opportunity that were the envy of the world. That sustained

expansion drove state tax revenues to grow at three times the rate of inflation and supported historic increases in public spending and billion-dollar state budget surpluses each of the past two fiscal years.

Today, Massachusetts employers are anticipating and planning their responses to new post-pandemic dynamics that are fundamentally altering our economic landscape--most notably the reality of long-term or permanent remote work for many. Respondents to an August [survey](#) of Council members and more than 100 Massachusetts employers conducted by the Mass. Competitive Partnership estimated that 47 percent of their workforces will continue to work remotely after a treatment for COVID-19 has been developed, more than double the twice the percentage before the pandemic and 60% of companies reported they are considering moving or allowing more work to be done remotely outside of Massachusetts.

With a narrow group of special interest advocates determined to return the Commonwealth's economy to Taxachusetts days, economic and civic leaders must work together and redouble our efforts to secure Massachusetts' future as competitive and welcoming environment for employment, investment, and expanded opportunity.

Contact [Mark Gallagher](#) to learn more about how you can shape and support the Council's public policy agenda and advocacy efforts.

## Women in Leadership Initiative Updates

WIL Initiative Impact Opportunities Continue with Virtual Roundtable on September 23



**WOMEN IN LEADERSHIP  
INITIATIVE**

**Unconscious Bias-Advancing an Inclusive  
Workplace**  
Presented by Bentley University Center for Women and Business  
For Registration: [officemanager@mhtc.org](mailto:officemanager@mhtc.org)

**September 23, 2020**  
**11:00 AM**  
**Host: PTC**

Join us on Wednesday, September 23 from 11:00 AM to 12:45 PM for our next [Women in Leadership Initiative](#) Virtual Roundtable hosted by 2020 Sponsor PTC. Trish Foster, Executive Director of Bentley University's Center for Women and Business will guide attendees in looking at unconscious bias from a unique perspective, touching on brain science, intersectionality, and stereotype threat.

Jim Heppelmann, President and CEO of PTC, will share the impact of increasing diversity on PTC's business performance followed by a panel discussion with senior executives responsible for leading this work within their organizations:

- Kathleen Mitford, EVP, Chief Strategy Officer, PTC
- Stephen Denny, Head of Human Resources, Diversity & Inclusion, Putnam Investments
- Nellie Borrero, Managing Director-Senior Global Inclusion & Diversity Lead, Accenture

Learn more about the WIL Initiative and this signature event in this [video](#) featuring PTC's Kathleen Mitford

and register [HERE](#).

### Council Leaders Complete Unlocking the Potential of Women Program

This summer, more than 165 participants from 25 Council member organizations participated in “Unlocking the Potential of Women”, a six-week virtual learning experience to empower leaders to recognize and deliver the full potential of women in the workplace. The Council’s Women in Leadership Initiative, together with knowledge partner, McKinsey & Co., have come together to provide this special free offer exclusively to Council members.

### Exclusive Council Member Opportunity: Aurora by reachHIRE

This fall, Council members have an exclusive opportunity to access [Aurora](#), the first platform of its kind specifically designed to help professional women thrive and grow in your organization.

Created by Council member and MHTC [Women in Leadership](#) partner reachHIRE to address the “first broken rung” for early-career women that was highlighted in the 2019 *Women in the Workplace* study from McKinsey and LeanIn.org, Aurora provides companies an innovative and effective way to empower and retain the talent they work so hard to find.

To learn how Aurora can help your company increase the engagement of women in your workforce and help you better develop your women leaders, [RSVP](#) to attend our no cost webinar on October 15 at 10:00 AM. Share this invitation with your HR & L&D executives and encourage them to join the webinar. Contact reachHIRE’s [Ellen Oliver](#) to learn more.

### **Exclusive Council Member Benefit: AllWays Health Partners Plan**

Together with AllWays Health Partners—a member of Mass General Brigham—the Council is offering members with at least 51 full-time employees access to exclusive, innovative, [member-focused benefits and exclusive programs](#) when choosing one of AllWays Health Partners health plans. Council members will have access to one of the most innovative and popular health plans available in New England with the following 4 benefits unavailable to any other employer:

- Additional copays waived with their best-selling Care Complement plan design.
- Pro-active Performance Guarantees have a higher dollar amount at risk than what AllWays Health Partners provides as a standard practice.
- AllWays Health Partners is offering Council members three levels of Wellness dollars depending upon the number of employees.
- A dedicated customer service line is available exclusively for Council members.

In addition, AllWays Health Partners has recently expanded their national network as well as introduced new plan offering that centers around care from Newton-Wellesley Hospital. This new product, Allies, offers unique features and savings.

Learn more about what AllWays Health Partners can do for your company at our webinar on Thursday, October 1 at 12:00 PM. Contact [Diana Gallego](#) at AllWays to register.

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## OUR MISSION

The Massachusetts High Technology Council, Inc. is an organization of CEOs and senior executives representing technology companies, professional services firms, and research institutions who are dedicated to creating and sustaining conditions that support investment, job growth and improved quality of life in Massachusetts. Our members are growth-oriented, knowledge-intensive employers and institutions that develop, deliver and depend on technology products, services and innovations to advance their organizational objectives—a definition which covers just about all business enterprises in Massachusetts today.

Our mission is to help make Massachusetts the world's most attractive place in which to live and work, and in which to create, operate, and grow high technology businesses.

For more information [visit our website.](#)

