



**MEDIA ADVISORY/RELEASE**

**For Immediate Release**

**Contact: Chris Anderson**  
[chris@mhtc.org](mailto:chris@mhtc.org)  
**(m.) 339-222-2881**

**MASS. HIGH TECHNOLOGY COUNCIL LAUNCHES DIVERSITY, EQUITY  
AND OPPORTUNITY INITIATIVE:  
BLACK REPRESENTATION AND EQUITY  
*“Jumpstarting your DEO Journey.”***

Today the Mass. High Technology Council is launching its Black Representation and Equity Initiative programming via an open-to-the public event: ***Jumpstarting your DEO Journey***. The event marks the beginning of a **10-year commitment by participating High Tech Council members to increasing Black employee representation at all levels in their respective organizations to approximate or exceed the level of diversity within the community.**

Leadership sponsorship of the initiative is provided by Creation Technologies, Onto Innovation, PTC, and the Pagliuca Family Foundation.

In July 2020, the Council announced the launch of a the multiyear [Diversity, Equity & Opportunity Initiative](#) to be led by the Council’s Executive Committee. “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,” said Council president Chris Anderson.

Today’s event will feature a data driven presentation and moderated discussion led by **Rob Ruffin, Expert Partner at Bain & Company**. "Bain & Company is proud of the partnership with MHTC in support of the Council's Black Representation and Equity initiative. We are committed to drive change in the communities in which we operate and joining forces with the Council provides a tremendous opportunity to make tangible headway on this important journey," said Ruffin.

A key step in developing the program included an assessment of the starting point for Council members with the following goals:

1. Develop a baseline understanding of each organization’s ambition and starting point with regards to Diversity, Equity, and Opportunity;

2. Understand past, current, and planned DEO efforts that could inform the journey for participating member organizations;
3. Self-assess on performance to date vs. expectations –what’s worked, what hasn’t, and how does this impact what comes next.

The event today includes the release of key data gathered from Council members, as well as the release of the initiative’s first white paper: *“Jumpstarting your DEO Journey,”* framing the core elements to the developing playbook that will be available to Council members. An action-focused discussion moderated by Ruffin, will feature the following panelists:

- Stephen Denny, Putnam Investments
- Jeans-Charles Wirth, MilliporeSigma
- Peter Kim, Thermo Fischer Scientific

Through the Diversity, Equity & Opportunity Initiative, the Council’s leadership team and subject matter experts and stakeholders from Massachusetts and beyond will continue to aggregate data, understand root causes, identify actionable strategies and share best practices. The initiative will ensure that employers and individuals have access to information, insights, and programming to translate ‘intent’ into measurable ‘action’ and will serve as a bridge connecting underrepresented communities with economic and educational opportunities to move our Commonwealth toward greater equity and justice for all.

### **Meeting Facts**

**When:** Thursday, April 8 from 1:00 to 2:00 PM EST

**Where:** Via Zoom. Media should [register](#) to receive virtual meeting login information.

### **About the Massachusetts High Technology Council – [www.mhtc.org](http://www.mhtc.org)**

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.

The Council advocates for the high technology economy in Massachusetts by providing members with opportunities to connect with peers, and by facilitating cooperative relationships and results-focused strategies among senior leaders from industry, finance, academia and government.

Our mission is simple: 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.

Founded in 1977, the Council has consistently led the development and implementation of strategies that impact the most important state, local and federal policy issues facing technology-focused organizations. The Council’s lean-by-design staffing model ensures we are focused on policy issues that are most critical to CEOs and senior executives.

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