



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

November 26, 2019

Women in Leadership Initiative: "Taking Action" Event Caps Year of Momentum and Impact

On November 12, more than 200 business leaders representing over 80 employers attended "Women in Leadership: Taking Action" hosted by the Council and reachHIRE at knowledge partner McKinsey & Company's Boston offices.

Megan Greenfield, a Partner in McKinsey's Boston office and a driving force behind the Council's Women in Leadership Initiative, presented findings from McKinsey and LeanIn.Org's [Women in the Workplace 2019](#) survey on gender diversity in the workforce followed by remarks from Lieutenant Governor Karen Polito and a powerful and thought-provoking panel discussion moderated by reachHIRE CEO Addie Swartz and featuring:

- Julie Chen, Vice Chancellor for Research and Innovation and Professor, UMass Lowell
- Matt Cohen, EVP of Field Operations, PTC
- Stephen Denny, Head of Human Resources, Diversity & Inclusion, Putnam Investments
- Jenn Forsyth, Group Leader, The MITRE Corporation
- Sam King, Chief Executive Officer, Veracode
- Margaret Seif, Chief People Officer and SVP of Communications, Analog Devices



This is the fourth year the Council, reachHIRE, and knowledge partner McKinsey have held this annual gathering and the first since Council directors launched its Women in Leadership Initiative (WIL) to guide successful efforts in recruiting, retaining, and promoting women into leadership responsibilities across our organizations.

McKinsey's comprehensive research and analysis provides quality data to measure and understand the scope of the women in leadership challenge and to uncover actionable insights into the best opportunities to solve for it.

Our technology community is also fortunate to have Massachusetts-based companies and leaders like reachHIRE and Addie Swartz who bring to bear their passion and expertise in order to provide new pathways to opportunity for talented women across the Commonwealth and the country.



The Council is inspired by the accelerating engagement of employers in the WIL Initiative this year and excited about our 2020 plans to expand its impact and our team of partners, including Council member PTC which has committed to be our "2020 Women in Leadership Initiative Sponsor." Council members will have numerous opportunities to get involved next year by:

- Participating in one or more of our 2020 roundtable discussions on key topics that directly bear on leadership development. Planned roundtables for 2020 include:
 - January 29 from 8 to 10 a.m. Hosted by The MITRE Corporation
 - March 26 from 4 to 6 p.m. – Hosted by Putnam Investments
 - June/July (Day/time TBD) – Hosted by Millipore Sigma
 - September (Day/time TBD) – Hosted by PTC
- Sharing your organization's experience and best practices through a Women in Leadership Case Study for publication in our WIL Resource Library; and
- Participating in the 2020 McKinsey Women in the Workplace survey. Look for an invite and detailed information in the months to come.

Hear more about the WIL Initiative and "Taking Action" event in this November 21st [Bloomberg Baystate Business interview](#) with Council Vice President Mark Gallagher.

Learn more about key data and the actionable best practices we've developed to date by visiting the [Women in Leadership Initiative](#) section of the Council's website and contact Council Vice President [Bernie Prusaczyk](#) to find out how you and your organization may get involved.

Transportation Investment, Innovation and Impact: Council Driving Emerging Consensus on Congestion

The Council continues to focus on maintaining Massachusetts's economic prosperity and improving the quality of life of its residents by advancing impactful responses to the Commonwealth's transportation challenges.



On November 14, House Speaker DeLeo [announced](#) that the House would delay to 2020 action on an array of transportation tolls, taxes and fees proposed by some advocates urging immediate action. Legislators should similarly continue to resist anti-competitive business taxes being proposed as a substitute for transportation-sourced revenues by a small, but vocal, minority.

The Council believes there is a growing appreciation among policymakers across the political spectrum that there is neither a consensus among business leaders nor sufficient grassroots support for the types of revenue options and packages that are being proposed by many external advocates.

But a different consensus is emerging, one centered on optimizing our investment of available resources; prioritizing systemic innovation; increasing project delivery capacity and output at transportation agencies; and encouraging and enabling private sector investment and partnerships.

As the Council has advocated throughout 2019, the General Court's highest priority transportation policy should be the timely enactment of the [Transportation Bond Bill](#) to advance the historic investments and innovative policies included in it, not the pursuit of a multi-year, multi-pronged and multi-billion-dollar toll, tax and TNC fee regime that will be directly imposed on or passed through to commuters and make Massachusetts a more costly place to live and work. Filed by Governor Baker in July, the Transportation Bond Bill received broad support from business leaders, transportation advocates and system users at a September 24th legislative hearing and is ready to enact and begin implementing immediately.

With state revenues up more than \$10 billion (or ~60% over the past decade, the Council does not believe that identifying and imposing an array of new tolls, taxes and costs on individuals and businesses in order to provide ever more revenue is the most pressing need facing the Commonwealth's transportation system, as articulated by President Chris Anderson in this November 18th [interview with CommonWealth Magazine](#). Furthermore, Massachusetts transportation agencies have made clear that without new procurement and project delivery tools, they would be unlikely to be able to translate new revenues into near-term congestion solutions.

The Transportation Bond Bill presents a critically important opportunity for the Commonwealth to BOTH invest more than \$18 billion in transportation infrastructure and improvements to the MBTA, highways, roads and bridges over the next 5 years AND advance long-overdue policy changes that will provide Massachusetts transportation agencies with the project delivery and procurement tools they need to succeed and that other states already have.

You can hear more about the Council's support for transportation innovation and investment in this November 21st [Bloomberg Boston Radio interview](#) with Council Vice President Mark Gallagher.

Contact Mark to learn more about the Council's transportation policy agenda and watch for the Council's 2019-2020 Public Policy Recap and Outlook in December.

OUR MISSION

The Massachusetts High Technology Council is an organization of CEOs and senior executives representing technology companies, professional services firms, and academic and research institutions dedicated to creating and sustaining conditions that support investment and job growth 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.

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](#).

