

GRUB street

CULTURAL EQUITY

*"Cultural equity embodies the values, policies, and practices that ensure that all people – including but not limited to those who have been historically underrepresented based on race/ethnicity, age, disability, sexual orientation, gender, gender identity, socioeconomic status, geography, citizenship status, or religion – are represented in the development of arts policy; the support of artists; the nurturing of accessible, thriving venues for expression; and the fair distribution of programmatic, financial, and informational resources." – **Americans for the Arts***

Executive Summary

GrubStreet is a creative writing center defined and shaped by the people who come to write, explore books, share work, and engage with other writers and readers. In line with our mission, we actively pursue diversity, equity, inclusivity, and belonging (DEIB) because we believe in the dignity of every human being and the inherent value of our stories. We commit to recognizing and addressing racism and other oppressive systems on interpersonal, organizational, and systemic levels to make GrubStreet an inclusive and equitable home for everyone. We commit to working toward and advocating for systemic change in the sectors in which we operate: writing communities, the publishing industry, and the arts sector in Boston and beyond.

With this report, we aim to acknowledge our historic complicity in perpetuating exclusionary systems in arts and publishing, give a brief history of our cultural equity

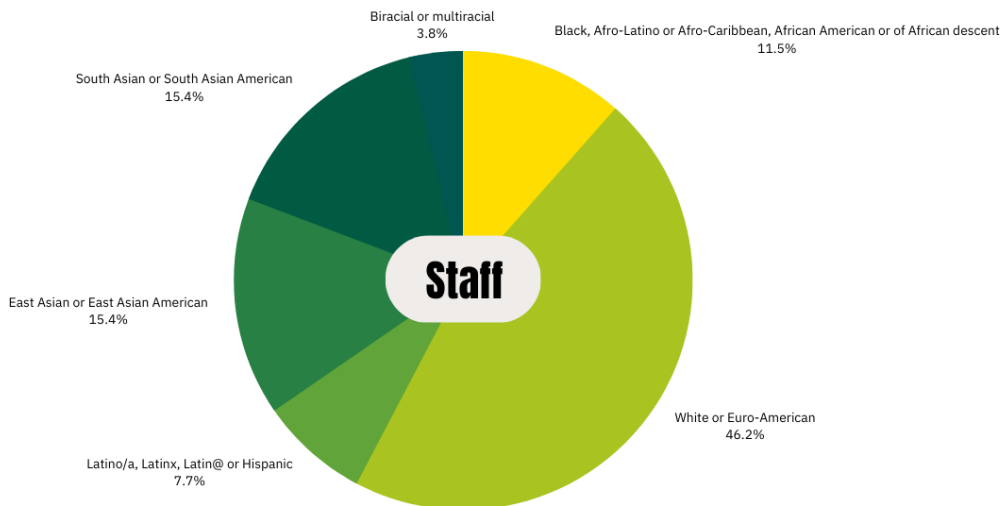
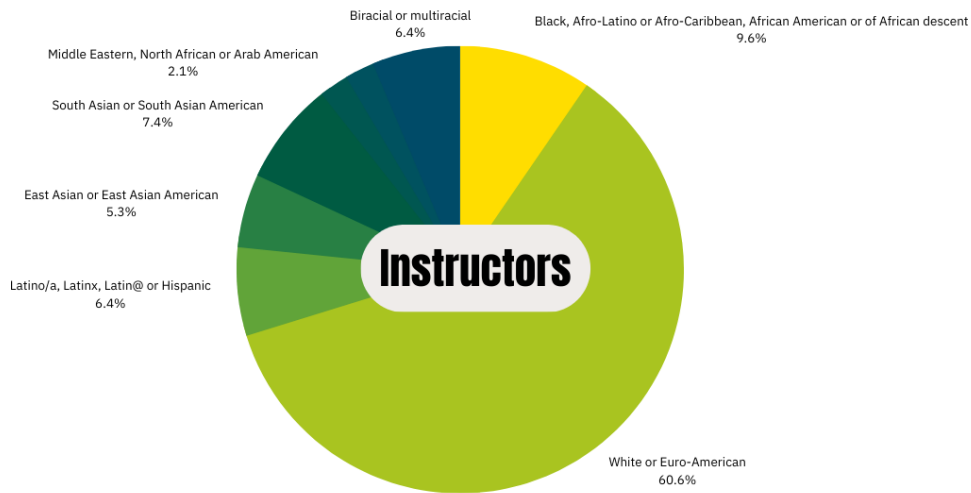
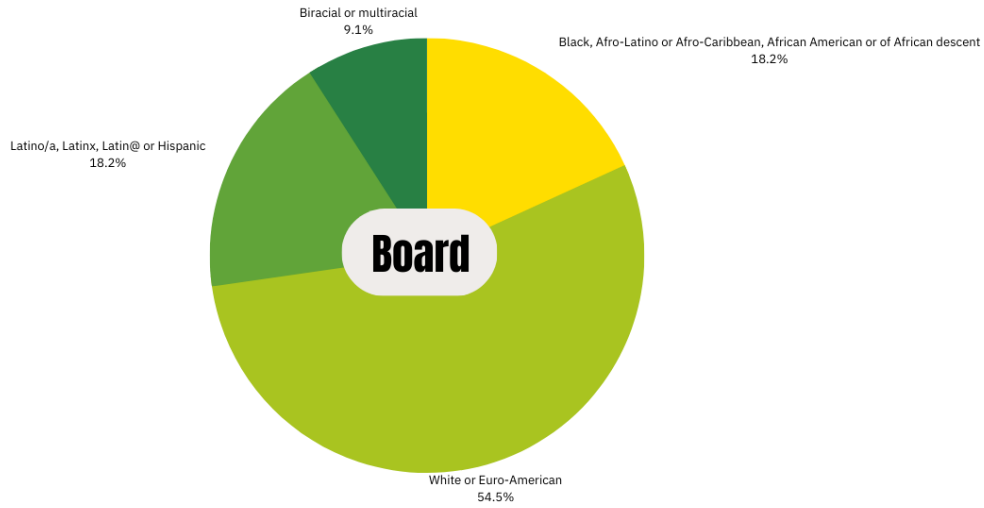
work, and honestly articulate where we are on our journey. Our thinking about DEIB at GrubStreet is constantly evolving in both the language we use to talk about it as well as the initiatives we’re working on toward achieving our goals. We will aim to update this report once a year to reflect these updates and the latest data we have available for measurements.

Our Reporting At A Glance

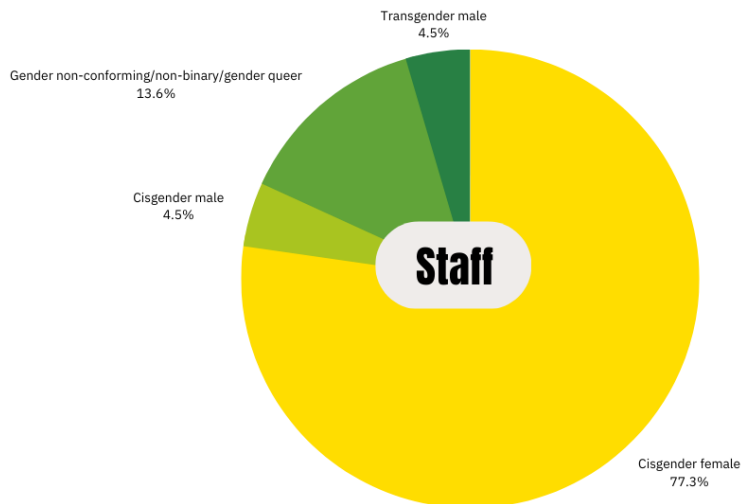
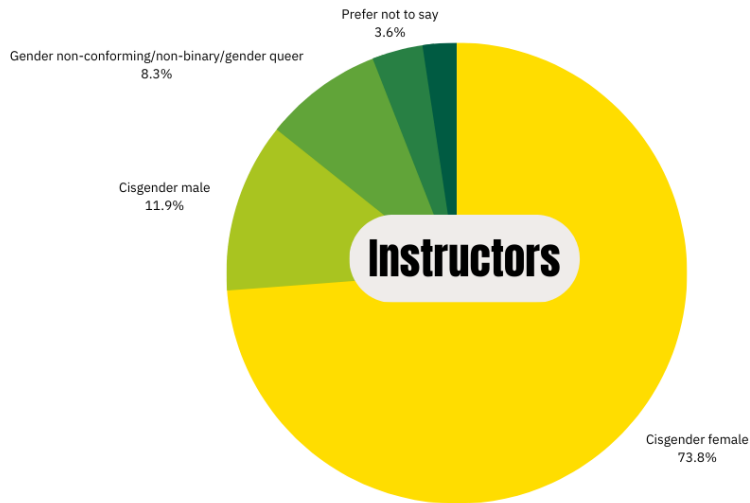
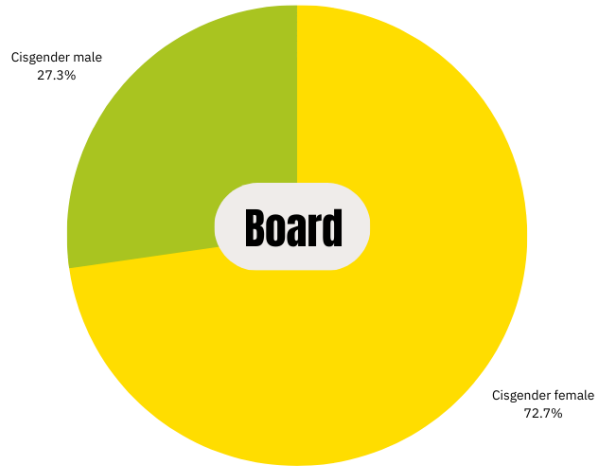
Cultural Equity Goals	Initiative(s)	Impact	Measurement(s)
GrubStreet is diverse organization with representative leadership at all levels	Inclusive hiring practices, professional development, and leadership opportunities.	Cultural equity in job creation, economic benefits, and leadership development.	Demographics of board, staff, instructors, Muse presenters, and leadership positions.
GrubStreet is supporting diverse arts community	Reducing barriers, investing in equity, ensuring access	Cultural equity in artistic expression and development.	Audience demographics.
GrubStreet is creating conditions of belonging for diverse community	DEIB training, new workshop structures, accountability measures, review of policy and practices throughout organizational structure	Staff and instructors have sense of ownership, agency and belonging. Learners get what they need to grow and thrive as writers and artists.	Annual staff and instructor surveys and classroom evaluations.
GrubStreet is creating cultural equity at systems level	Advocacy in publishing field and Boston arts sector, diverse vendor, partnership, and sponsorship rosters.	Educational pipelines and business connections leading to more representative voices in the cultural marketplace, equitable distribution of resources.	Measuring publications and business connections. GrubStreet investment in arts ecosystem in Boston. Report on list of vendors, partners and sponsorships.

**Below you’ll find voluntary demographic information for GrubStreet Board for 2023, and voluntary demographic information for Staff and Instructors for 2022.*

Race, ethnicity or nationality



Gender Identity



History

GrubStreet's organizational history has mirrored and perpetuated the cultural equity gap found in Boston's arts sector and the publishing and writing world at large. In our earliest years, we taught in Brookline, Cambridge, and central Boston until moving into the city and consolidating classes in the Theater District in 2005. Given the history of Boston's segregated neighborhoods, our decision to teach in one majority white-identified central location after having taught in majority white-identified and middle-class neighborhoods meant we were cultivating a mainly white-identified and middle to upper middle class student body. We created non-paternalistic and supportive workshops which broke down educational barriers to creative writing for many nontraditional students, particularly white women, but we failed to also recognize and engage the full range of talent and promise all around us in BIPOC communities and in other communities which have been historically underrepresented based on ability, gender identity, socioeconomic status, geography, citizenship status, or religion. This failure translated into a cultural equity gap in terms of who benefitted as we grew and created more jobs and robust writing and business networks. Moreover, it meant, to the extent we were building pipelines to getting published, we contributed to the lack of representative books being sold and marketed to readers.

In 2013, a decade after we established ourselves as a nonprofit, we formed a Diversity Task Force made up of staff, board, instructors, and local authors to begin explicit conversations about the lack of diversity at GrubStreet and to create plans and benchmarks for change. In 2015, after failing to move the needle, we took bolder and more concrete action. That year, we rewrote our mission to center our commitment toward inclusion, equity, and removing barriers to participation in our programs. We expanded our recruiting policies by posting jobs in a wider variety of places and holding positions open until we had qualified and diverse final candidate pools. We significantly increased investments in scholarships and free programming, began interrogating our cultural practices in our classrooms and offices, and started offering instructor and staff training to increase cultural competency. We also began building community in neighborhoods with majority BIPOC residents by teaching classes and hosting events in Roxbury, Dorchester, and Mattapan.

Our New Home

In 2017, we began looking for a new home because our building had changed hands and the new owner wasn't interested in keeping us on beyond spring 2020. We dreamt about a more permanent home given the rapidly increasing rents in Boston and the stress on our organization of moving every five or so years. As we searched for a new home, three qualities were non-negotiable: ADA accessibility, staying in Boston, and being reachable by public transportation. Options were slim. The few spaces we found that we could afford to rent were in old buildings, which weren't fully ADA accessible. Buying a building was out of our league as the cost alone of purchasing and fitting out a building in Boston is in the tens of millions. After years of searching, it became clear that our best bet would likely involve being part of a development project that included space for cultural benefit. Such an opportunity opened up for us through Chapter 91 law in the Seaport on the waterfront across from the ICA museum. Chapter 91 is a state law based on a legal principle that holds that "the air, the sea and the shore belong not to any one person, but rather to the public at large." The goal of Chapter 91 is to ensure that everyone has access to Boston's beautiful waterfront. Energized by the democratic spirit at the heart of Chapter 91, the beauty of the waterfront, the affordability of a space that would lead to long-term stability, the opportunity to launch a literary stage and a podcast studio, and the chance to host a bookstore for our community, our staff and board decided to move forward and build a creative writing center on Fan Pier at 50 Liberty Drive. We did so animated by the idea that artists — and all Bostonians — belong everywhere in the city.

However, the decision wasn't an easy or uncomplicated one. We know that some members of our community, particularly in our BIPOC community, are concerned about the Seaport being a predominately white and exclusive space. As we activate our space, we are working every day to ensure we are creating a safe artistic space for our BIPOC community and other marginalized communities. Safety protocols are in place, and we have an ongoing relationship with Seaport security and our neighbors. We continue to develop our procedures and training around creating welcoming spaces.

We continue to teach in Boston's neighborhoods and online so that our students have many options for engagement and participation in addition to programming in our new home.

Where We Are Today On Our Journey

Building Diversity On Our Team And In Leadership:

The GrubStreet organization consists of our staff, instructors, Muse presenters, co-op students, and our board. Over the last few years, we've built a diverse team by hiring the most qualified candidates from diverse final candidate pools. We have also increased leadership of color across the organization. As a team, we are committed to dismantling oppressive systems and creating truly equitable and inclusive systems and spaces from our classrooms to our boardroom. It's important to say that while representation is necessary, it's insufficient. We have learned that it takes significant cultural work (more on that below) to create conditions where all staff, instructors, and board members feel and truly have a sense of belonging, ownership, and agency. Our work in these areas is on-going, and we have significant work ahead.

Supporting A Diverse Arts Community:

Removing Barriers

Financial:

Given the inequity and racism built into America's economic system, ensuring equitable participation requires removing financial barriers.

Financial aid:

We set a goal in 2015 to increase financial aid from \$30K per year to \$250K per year by 2020, moving from supporting 3% of our student body to 16%. While we've made significant progress, we haven't yet reached that high watermark. In 2022, we invested \$200,000 in financial aid across programs serving 449 students, serving 19% of our student population. We also served an additional 2494 students with free writing workshops and 2343 with free events and programming. In 2023, we will be investing nearly \$200,000 again in scholarships across programs.

We are currently exploring other possible ways to increase financial accessibility, by researching pay-what-you-can models. Finally, to remove stigma we are also interrogating our terminology and shifting to more wording around stipends to support artists rather than financial aid.

Increasing scholarships for under-resourced communities has meant more low-income students, BIPOC students, students living with disabilities, LGBTQ+ students, and others have been able to participate in GrubStreet's programming.

Fellowships:

We created [Emerging Writer Fellowships](#) to give talented and committed emerging writers with financial need tuition-free access to our programs, mentorship opportunities, and access to the Muse and the Marketplace for one year. We choose fellows based on the following criteria: some introductory writing workshop experience, work samples that show a strong understanding of basic craft, clear goals for their work, and a commitment to engaging with a diverse and multicultural community. We launched our Emerging Writer Fellowship in 2017 with one fellowship awarded, added a second Fellowship in 2018, and have since added a third award in 2021 and 2022. We will continue to fund three Emerging Writer Fellowships in 2023.

Reducing Transportation and regional barriers:

We endeavor to make traveling to our headquarters more affordable through MBTA subsidies for our teen students and discounted parking for our adult students. In 2023, we've budgeted \$25,000 in transportation subsidies. But we are also increasingly

aware of the importance of working outside of our headquarters and partnering with community organizations to reduce regional barriers in accessing arts resources in our city.

Investing In Bipoc Writers And Communities

To reach equity at GrubStreet, we are making investments in BIPOC writers and communities that match the investments we've historically made and continue to make in white-identified communities and writers. Through partnerships, specific programs and events, and co-curation, we've explored multifaceted ways to invest in and amplify writers of color.

We launched [Write Down The Street](#) in 2016 in partnership with the Boston Public Library. The program offers tuition-free workshops, seminars, and events in branch libraries in Egleston Square and Grove Hall, with special projects that have included classes at Roxbury, South End, and East Boston. We also have a two-year plan to rotate classes to Mattapan, Chinatown, and other neighborhood branches. The focus for all our programming is making creative writing workshops more accessible to those who face challenges due to systemic racism, cost, language skills, lack of access to transportation, and other barriers. These classes are sometimes offered in Spanish and Haitian Creole. Every year, the program serves approximately 800 students.

In 2016, we also launched the [Boston Writers of Color Group](#) to offer free networking opportunities with publishing professionals, educational sessions, professional development, submission fee support, writing retreats, and informal social gatherings for writers who self-identify as writers of color. In addition to in-person and Zoom events, an active Facebook Group, a Meet-Up Group, and a monthly newsletter list all help to connect our 2,000+ members and provide a way to share job opportunities, publishing advice, writerly articles, and more. Additionally, an important synergy has developed between BWOC and the rest of Grub's programs. BWOC members have gone on to take Grub classes, enroll in Incubator programs, attend Grub events, become Grub instructors, and more. In the other direction, many Grub instructors and students of color have joined BWOC and found community there. There's also been an astonishing amount of BWOC member publications, fellowships, and contest wins that members attribute directly to the group's support. In 2021, GrubStreet increased the

program's budget by 50% while also increasing staff capacity to handle the expansion. We've made the same commitments in 2022.

As the Muse & the Marketplace conference has done for many years, Muse 2022 continued to make concerns of BIPOC and other historically marginalized writers central to our conversations. Our popular Agents & Editors of Color panel — originally founded by Boston Writers of Color Founder Jonathan Escoffery — was moderated by Electric Literature's editor-in-chief Denne Michelle Norris, the first Black openly trans woman to helm a major literary publication. Norris and Escoffery collaborated on the design of the panel, which featured a conversation between literary agents Cherise Fisher, Eva Scalzo, and Kat Kerr and editor Foyinsi Adegbonmire about issues writers and publishing professionals uniquely encounter in their projects and careers and how to navigate these.

Other sessions offered by BIPOC presenters included: "Black to the Future: Afrofuturism and the New World," "Writing While Multilingual: How to Leverage Your Languages for Strong Fiction," "Identity, Folklore, and Magic: Showing (Not Telling) Identity Conflicts in Graphic Novels," "Writing with a Social Justice Lens," "The Two-World Problem: Challenges and Opportunities in Writing Immigrant Stories," "For BIPOC Writers: Get Invited to Read at Literary Conferences," "Queering Historical Fiction: Who Gets to Tell Which Stories?," "Must We Be So Western?," and many others. About half of invited presenters this year were BIPOC.

The Muse Fellowship in Fiction was awarded to adrienne maree brown for her debut novella *Grievors*, about a pandemic affecting only Black residents of Detroit. brown was joined by Sofia Samatar (*The White Mosque*) for an all-conference conversation about how she wrote the novella, and complimentary copies were mailed to all of the 2022 Teen Fellows in GrubStreet's Young Adult Writing Program, who had the opportunity to meet with the author in a special teens only session.

Additional highlights from 2022, and looking ahead:

In 2021 and 2022, GrubStreet awarded two [Teaching Fellowships for Black Writers](#) and educators. The fellowships offer financial support, professional development, and artistic mentorship. The Fellows teach classes and work with our instructors and staff to deepen our curriculum. In time, the program aims to offer sustainable support to

Black Writers and create a cohort of fellows who have direct access to GrubStreet resources, classes, and events. We also hope the fellows can influence GrubStreet's pedagogy and cultural vision based on their experience and feedback.

GrubStreet has a \$15,000 fund to provide full scholarships to Black writers. In 2022, 31 full scholarships were awarded from this fund. The majority of all 600+ scholarships given out across programs in 2022 went to BIPOC writers. In 2022, 24% of GrubStreet students in adult tuition-based classes identified as BIPOC, which has climbed from 13% in 2017.

GrubStreet now regularly offers classes for BIPOC writers among our standard rotation of writing workshops. In 2023, we are offering classes such as Why Am I Not Writing? Cultivating a Writing Practice for BIPOC Writers, Short Story Publishing Intensive for BIPOC Writers, Novel Writing Workshop for BIPOC Writers, and an instructor-led writing groups for Asian and Asian American, Latinx writers, and Black writers. Many of these classes are offered at reduced prices, and all of them have full scholarships available.

Accessibility

In 2005, we were offered incubation space at very affordable rates in an old building at 160 Boylston Street. We made the decision to move forward despite the fact that this space, while legal and grandfathered in, wasn't fully ADA accessible, a decision that perpetuated the marginalization of artists in Boston living with disabilities. In 2012, we moved to 162 Boylston, which was better in terms of accessibility, but it fell short of creating a fully equal experience for our students living with disabilities. In 2017, GrubStreet participated in the Massachusetts Cultural Council's Universal Participation Initiative, earning [UP Designation](#). This work enabled us to update our website, including addressing alt text on all images, making improvements with color contrast for individuals with low vision, and redesigning the sitemap. This year, we have a goal of captioning all of our asynchronous online classes by the end of this month. For classes taking place on Zoom, we have captioning enabled in all of our accounts and have budgeted to try new accessibility add-ons as we refine this new class format. Moreover, we are in the process of building a new website in which accessibility for

students and community members living with disabilities is a top priority in that work.

At 162 Boylston Street, we were limited with what we could do with the existing leased space. When it came to building our new home in the Seaport, we made sure to involve community members with disabilities and allies/caregivers in the initial planning phases to provide guidance about how to address their needs in the design of the space. In addition to the dedicated elevator that was already built into the space, our architects kept ADA accessibility top of mind when designing. Automatic door openers, ADA compliant restrooms, desk and table spacing, braille signage, classrooms with assisted listening capability, and access to the stage are some examples. As we increase in-person operations at our new home, we also continue to explore ways to enhance accessibility at our Center for Creative Writing.

Creating Conditions For Belonging

In the early years of this work, we focused mainly on diversity. We worked to recruit a representative staff, board and instructor pool as well as to reach a more diverse student body. And while that work is on-going, we have learned that diversity alone is insufficient. Building a truly equitable, anti-racist and anti-bias community involves an interrogation of all policies, practices, cultural norms, systems, and structures at play in our organization. This kind of deep cultural work takes time, patience, and commitment. We push forward this work daily with successes and setbacks along the way.

On the educational front:

During our early conversations around increasing the diversity of our student body, several of our instructors and staff members of color brought up the important question of whether we had done the work of ensuring that our classrooms were a safe and enriching place for writers of color to be. As a result of those conversations, we realized that we had not, and that, before asking more writers of color to show up in our classrooms, we had to do the work of ensuring that those classrooms served all of our students equally and that there was a process in place for when this wasn't the case.

These efforts began in 2015 with a series of instructor conversations facilitated by instructors, board, and staff of color. In these conversations, we discussed issues that had come up in the classroom around identity and race and workshoped how to handle them in the classroom. These discussions grew into a series of instructor training sessions that eventually led to the creation of our first [Access and Inclusion Guide](#) – an effort to capture the best practices for facilitating classes to be as equitable and inclusive as possible. We continue to update and add to the guide annually, as both our organization and the conversation around DEIB (Diversity, Equity, Inclusion, and Belonging) grows and evolves.

As our classrooms became more diverse, we recognized that many of the traditional methods for teaching creative writing that we had previously relied on did not serve all of our students equally. Methods like the cone of silence often served to place writers of color, LGBTQ+ writers, and other writers from marginalized communities at a disadvantage. In interrogating these methods, we found that the traditional workshop model as a whole needed to be rethought: it exhibited too narrow a vision of “good art” that often served to silence historically marginalized writers, devaluing their experiences, perspectives, and approaches in service of fitting them into a more familiar or “acceptable” mode that has been designed by and for the dominant culture. After careful interrogation and experimentation, our programs team and instructors have implemented a more writer-centered workshop model to align our classes more directly with our core belief that artistic growth and inclusion are inextricably linked. The primary components of GrubStreet’s revised model are as follows:

- 1) The writer can actively participate in their own workshop.
- 2) The writer receives written feedback ahead of time (if written feedback is applicable).
- 3) Both craft and content, including cultural context, are part of the conversation.

We have continued to develop instructor and student resources with a focus on deepening support for instructors and students on the DEIB front. In addition to our Access and Inclusion Guide, these resources include a Guide on Creating Inclusive and Multicultural Classrooms and Curricula, student guidelines, first-day of class documents, ethical behavior guidelines, a new workshop model document for new instructors, and a resource database for instructors that highlights the work of

historically marginalized writers. We think it's fair to say that these structural changes and resources have led to significant improvement and better pedagogy for all students, but there is still work to be done — we have not yet reached a consistent standard for cultural literacy for our instructors, which continues to adversely affect BIPOC students and students from other historically marginalized communities.

In 2021-22, our work focused on establishing a transparent instructor accountability system and on better measuring and evaluating how we're doing on the DEIB front according to our students.

As part of class evaluations, we now ask students to rate our instructors on how well they establish and manage cultural issues in our classrooms. We're now able to more swiftly and thoughtfully address cultural issues in GrubStreet classes, and have established a more consistent standard and approach to cultural issues in our workshops. We have also implemented a new process to support instructors in their individual growth when they've had issues come up during class discussions, or if they've struggled with blind spots, microaggressions, or other important cultural issues.

In 2023, we also added a workshop ethical guidelines section to our Student Guidelines, which addresses questions of plagiarism and appropriation, with the aim of building trust and accountability when sharing writing in class. This work was done in conjunction with GrubStreet instructors and consultants across several genres.

As a staff and board:

In 2017, we created a leadership DEIB team on staff, and, in 2018, we hired Carlos Hoyt — an author, psychologist, and DEIB expert — to work with our staff on helping us articulate together an anti-bias/anti-racism statement and cultural values. Working with Carlos also helped surface several key areas where we need to improve, including creating transparency in salary ranges and career trajectories as well as working to ensure that DEIB goals and responsibilities are included in every job at GrubStreet so that the work doesn't fall disproportionately to our staff of color. In 2021, we worked to include DEIB goals in every job description at GrubStreet and to publish salary ranges with each new job listing. In 2022, we've worked on creating greater transparency in

salary ranges and career trajectories.

GrubStreet's Board of Directors engaged in DEIB training sessions in the early years facilitated by board member Deborah Plummer — a novelist, psychologist, writer and DEIB expert — and has more recently engaged Carlos Hoyt to help articulate the right role for our board in moving DEIB work forward. The board surfaced a clear need to define terms for us and to agree upon appropriate metrics/reporting so that they can provide appropriate oversight now that we have finalized our strategic planning.

The board is also committed to being powerful ambassadors for our work and mission. A key part of that requires building the skills to handle uncomfortable situations/microaggressions in real-time that they might encounter in classrooms, at events, or in board meetings. They have engaged Carlos Hoyt for additional sessions dedicated to building their skills in this area.

Thirdly, the board is committed to creating a truly inclusive culture with high trust among its members. Toward that end, the Board Nominating Committee has committed to creating opportunities for board members to convene informally to get to know each other better as people and to discuss race and racism by sharing lectures and essays that board members can talk through together.

Finally, the board reviews progress against DEIB yearly.

As a community:

In November 2022, we held an in-person and a virtual event for our Cultural Belonging and (Re)Connection Series events to have invaluable conversations around what belonging should look, feel, and sound like at GrubStreet. Around 100 community members, including staff, board, instructors, students, members, and more, came together for the virtual and in-person events, which included organizational updates from GrubStreet senior leadership, small breakout group conversations about belonging facilitated by instructors, a large group shareback led by Beyond Binaries, a musical performance, and a look forward to 2023.

Overall, one of our most important takeaways is that we have a wide ranging and diverse community, full of individuals who are committed to helping create a true

sense of belonging at GrubStreet. Some additional key takeaways from the conversations and follow-up surveys, included:

- Community members have experienced a full range of emotions during their time at GrubStreet, ranging from feeling curious, uncomfortable, proud, discouraged, seen, “like you belong,” and more.
- Many community members named interactions in the classroom between students as well as between students and instructors as key moments that they felt uncomfortable or discouraged.
- Participants recommended improving course structure (e.g. the diversity in (writer) backgrounds; perspectives and approaches within a syllabus) and classroom management (e.g. instructors facilitating shared air time, addressing problematic comments in the moment, and exhibiting curiosity to understand a student’s work) as moments that can contribute to a deeper sense of belonging.
- Our community often finds that acknowledging uncomfortable moments or difficult interactions as allies and moving forward together can lead to deeper connection and sense of belonging.
- Many community members expressed their excitement to do this work together. We hope more of our community is inspired to join us for future conversations, and we look forward to what’s next.

In addition, participants shared many suggestions about ways to increase a sense of belonging within GrubStreet, including:

- Continued mandatory instructor training around creating representative reading lists and facilitating classroom spaces that encourage curiosity and engagement.
- Orientation and training for students around how to contribute to an inclusive and equitable classroom space, the policies and systems in place to support them if a situation arises, and how their feedback about classes is utilized.
- More opportunities for connection and involvement.

For 2023, we are planning to integrate our cultural belonging work into our programs and events, which we know will ultimately be more meaningful and sustainable over the long term. We plan to share these initiatives with the statement of belonging.

Cultural Equity At Systems Level

Advocacy:

Since 2013, we've been hosting conversations and networking events at our annual Muse and Marketplace conference to advocate for a more diverse publishing landscape. Yearly, we host a popular event called "Agents and Editors of Color Roundtable," which honestly addresses continuing issues with systemic racism and bias in publishing. We've created ongoing blog content about the unique experiences of working, learning, and publishing as a writer of color. Each year, we work to ensure that our invited editors and agents of color at the Muse are representative in an effort to support publishing networks that reflect our country's demographics.

GrubStreet's leadership is active in LeadBoston, Mass Creative, the Barr Foundation Arts Amplified group, and other arts convenings dedicated to imagining and building a more equitable arts landscape and city. GrubStreet's staff routinely shares DEIB related documents, advice, and work with other nonprofit organizations in an effort to save other less-resourced organizations time and resources.

Sponsorships:

Recent co-sponsored events, which include both financial and promotional investments, have included partnering with organizations such as:

- 826 Boston
- Black Joy Project
- Black Poetry Review
- Boston Book Festival
- Boston in 100 Words
- Boston Public Library
- Brookline Booksmith - Transnational Literature Series
- Craft on Draft
- Dunamis

- Electric Literature
- Harvard Book Store - New Voices in Fiction
- Getting To We
- Mass Poetry
- Porter Square Books - Grubie Debut Author Series
- Roxbury Film Festival
- Roxbury Poetry Festival
- Tell-All Boston
- WGBH

Organizational Partners:

**Woman-led/owned and/or BIPOC led/owned businesses..*

- BINCA*
- Boston Public Library Main Branch
- Boston Public Library East Boston Branch
- Boston Public Library Egleston Square Branch
- Boston Public Library Grove Hall Branch
- Boston Public Library Mattapan Branch
- Brooke High School*
- Brookline Booksmith
- Brookview House*
- Community Charter School Cambridge
- Excel Academy Charter School East Boston
- Excel Academy High School South Boston*
- Fenway High School
- Harvard Book Store
- New Heights Charter School of Brockton
- Porter Square Books*
- Prospect Hill Academy Charter School Cambridge*
- Rafael Hernandez K-8*
- The Estuary Collective
- William Henderson Upper*

Current Vendors:

**Woman-led/owned and/or BIPOC led/owned businesses.*

50 Liberty LLC	Chipotle	GrubHub
4imprint	Cloudflare	Hanover Insurance
Acadia Insurance	Comcast	Group
Aceituna Grill*	Craigslist	Harvard Square Books
Ascensus	Creative Office Pavilion	Haymarket Books
Adobe*	Crowdcast	Health Equity
ADP	Cumberland	Hella Cocktail*
Airtable*	CVS*	Hertz
Amazon	Danish Pastry House*	Holy Kakow
American Express	Dialpad	Honeygrow
American Red Cross	Dig Inn	Hootsuite
Asana	DocuSign	Hopin Inc
Attendify	DoorDash*	Hostgator
Audiomute	Dudley Cafe*	Idealist
Baldor Food	Ebay	Insource Services*
Bartaco	Ecologic Entomology*	Jamaica Mi Hungry*
BayState Air, Inc.	eCratchit	Janitronics
BCBS*	Elaine Construction*	Jotform
Beacon Law Group*	Elles Gianocostas*	Jumpcloud
bill.com	Envelopes.com*	Kuduboard
Blick Art	Eversource	La Colombe
Blue Planet Supply	Facebook	Letterfolk*
Boloco*	Fecteau Benefits Group	Level Up
Boston Chai Party*	Food Service Financials*	Linked In
Boston Park Plaza Hotel	Flour*	Locke Lord LLP
Boston Private	Formaggio Kitchen*	Lyft
Boston Quality*	Frank Anthony's	MA Nonprofit Network
Boston's Best	Seaport Market	Madras Dosa*
Bartending*	GoDaddy	Maggiano's
CK Liberty LLC	Google	Mailchimp*
Caffe Nero	Google ads	Marika Prezioso*
Canobie Lake Park	Grainmaker	Marina Park Drive
Canva*	Greco	MeetUp

MEM Tea
Merge*
MetroCreate
Metropolitan Linen
M.S. Walker
Off Our Rocker Cookies*

Orrick, Harrington &
Sutcliffe LLP
Otter*
Philadelphia Insurance
Company
Picco
Porter Square Books*
Pozerski Hatch & Co
PC*Principal
ProAV
Proper Syrups*
Pro Print
Quickbooks*
Rackspace

Recreo*
Republic Services
Ring
Robin Rooms
Ruane & Company LLP
Shake Shack
ShippingEasy
Slack
Sorelle*
Spoon Me Soups*
Square
Staples
Starbucks
Strategy Matters*
Stripe
Sufra Mediterranean*
Super Humane
SurveyMonkey
Suya Joint*
Sweet Green
Techsoup

TeenLife*
The Management
Center*
The Recognition Source
Trillium
Uber Eats
USPS
Vanguard
Vimeo*
Vistaprint
VSP
Wagamama
WB Mason
Webstaurant Store
Wet Ink*
White Lion Brewery*
Wordpress
Yoki Express*
Zapier
Zoom*

Cultural Equity Report Feedback

Thank you for taking the time to read GrubStreet's Cultural Equity report. Please use this [online survey form to provide feedback](#) about the document that you'd like to share with us. We will be reviewing every submission carefully.