

Key Take-Away: Despite its smaller size, Boston does an excellent job in areas of Capital and Talent. However, it needs to implement policies to improve working conditions for women.

Boston

Overall Score: 49.0 out of 100. To compare, top-placed New York had a score of 62.9

Overall Rank: 4th out of 50 cities measured

Areas of Strength

On the dimensions measured, Boston does particularly well on funding for women entrepreneurs and talent including high scores in:

- ✓ Number of globally top-ranked business schools in city
 - Top Ranked University in that City (out of 1000 globally) (inverted)
- ✓ Business management, finance training courses and programs for women entrepreneurs and women executives
- ✓ Presence of city and/or national level policy advocacy organization specifically for women's equality issues
- ✓ Government goals for Women Owned Business procurement

Areas to Improve

- From its tradition as a political and financial center, Boston has long been dominated by powerful male leaders
- The leadership and incubation at Boston's elite universities should be mobilized to identify more women entrepreneurs

Key Recommendations

- Updated policies that improve work/life balance, and a commitment to encourage employees to take advantage of those policies, would help women take on leadership roles
- Support of civil society, such as supporting groups that advocate for women in business, would help foster the support networks for women entrepreneurs
- Policies to level the playing field for working women, and particularly help them return to work after having children, will help women get the experience they need to found successful businesses
- Accelerators are uniquely positioned to create positive change. They can bring together a community of startups, women-friendly investors, and other resources – both in person and online – to build a case for change

Recent Positive Developments:

- ✓ In November 2017 six women were elected to the 13-member City Council
- ✓ The Boston Consulting Group made strides in 2017 as a thought leader on gender diversity (Women@BCG)
- ✓ In November 2017 a crowdfunding platform for Boston female entrepreneurs, iFundWomen, came to Boston in partnership with Boston Mayor Martin Walsh and Women Entrepreneurs Boston
- ✓ Barbara Clarke, founding principal of Impact Seat; Lisa Frusztajer, lead investor, Portfolia Enterprise Fund; and Betty Francisco, co-founder The Latina Circle, are among the women who have turned to angel investing to promote Boston startups whose values they share