

## OUR COMMITMENT TO RACIAL & ECONOMIC EQUITY AND SOCIAL JUSTICE

**ROOT CAUSE BELIEVES IN THE RIGHTS OF ALL HUMANS** to have access to basic needs such as food, shelter, and healthcare; we also believe in their right to safety, and their right to thrive in loving and well-resourced communities. Over our history, our clients and partners have primarily focused on those rights and needs and our success is pinned to theirs through our support of their work.

Structural racism and growing income and wealth disparities in the U.S. mean that communities of color and those struggling to make ends meet are vastly over-represented in populations receiving social services. What this means is that high quality in any area of our work can't be achieved without a strong, explicit, and organization-wide commitment to racial and economic equity and that this commitment is demonstrated through everyday practices and our overall approach.

People in the United States also continue to face discrimination and harm because of gender identity, sexuality, religion and disability. Rather than building on the progress of the struggle for equal protection under the law, new discriminatory laws are being passed that roll back that progress and endanger people in their own communities. Further, crises like pandemics, weather emergencies, and other disruptions also have a greater impact on people who live in poverty and face other kinds of discrimination and inequity. The negative effects of climate change are being felt everywhere, and we know that the challenges will have an exceedingly disproportionate impact on communities that are already suffering from racism and economic inequality.

We activate our commitment to racial & economic equity and social justice by intentionally shaping (directly or indirectly) how decisions are made in our areas of influence to direct money, time, capacity, and other resources towards greater equity and justice. This includes our internal decision making, the decisions of our clients, their funders, the communities in which we work, and the systems we work within.



*There is a need in the market for a firm that values racial equity and centers the people being served.*

***Want to learn more? We'd love to connect!***

Contact Executive Director, Erin Rodriguez,

at [erodriguez@rootcause.org](mailto:erodriguez@rootcause.org) | [rootcause.org](https://rootcause.org)