

# IMPACT REPORT: 2023



IN 2023, Root Cause completed 18 projects with 26 partners.

2023 IMPACT REPORT |

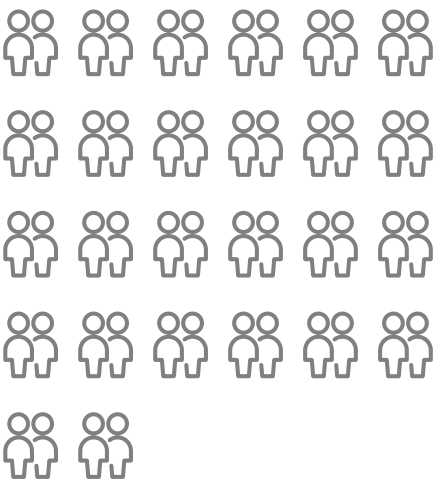
## 18

Projects



## 26

Partners



### PARTNERSHIPS

As a testament to the close relationships we develop and the value we provide, 50% of our projects were with repeat partners and 50% with new partners.

# 6

COLLECTIVE ACTION PROJECTS

# 5

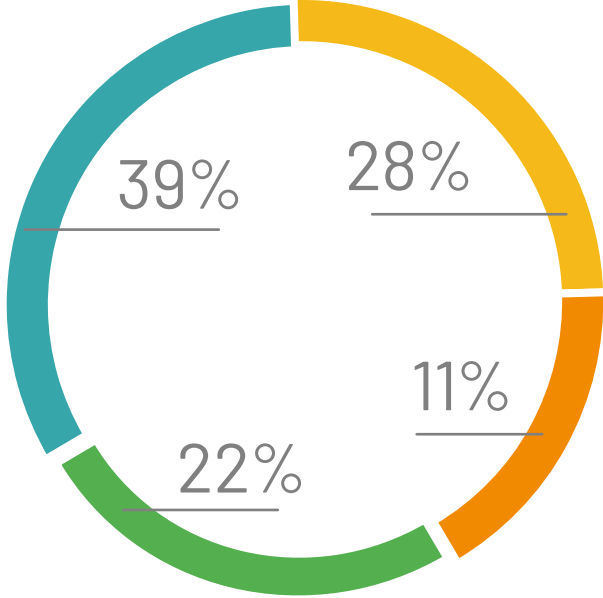
CONTINUOUS LEARNING & IMPROVEMENT PROJECTS

# 7

STRATEGY, DESIGN & IMPLEMENTATION AND FACILITATION/CONVENING PROJECTS

### BREAKDOWN OF PROJECT FOCUS AREAS

- 11% Economic mobility
- 28% Multiple focus areas
- 22% Education & youth development
- 39% Health & well-being



## COLLECTIVE ACTION

**VANGUARD CHARITABLE FOUNDATION** In 2023, Root Cause hosted Principle, Process, Practice: Strengthening a Collective Action Backbone Learning Series. this virtual learning series included three interactive 90-minute workshops, with participants engaged in practice and dialogue with backbone teams, Root Cause collective action practitioners, and peers. 200+ collective action backbone practitioners, capacity builders, and funders—including nonprofits, foundations, schools, businesses, healthcare institutions, philanthropists, and government agencies—from across the U.S. and internationally participated in the learning series, with 100% positive feedback.



**STAR INITIATIVE IN CAMBRIDGE AND SOMERVILLE PUBLIC SCHOOLS** 2023 brought to a close a five-year partnership with the Biogen Foundation. In 2017, Root Cause worked with the Biogen Foundation to design and launch a new philanthropic initiative in its headquarters community of Cambridge and Somerville, Massachusetts. Root Cause served as the backbone organization for STAR (Science, Teacher support, Access & Readiness), a 5-year, \$12M STEM ecosystem building initiative that advances educational equity for students in grades 6-14 who have been historically underrepresented in STEM, including students of color, economically disadvantaged students, and English language learners. Over the past five years, STAR has served over 4000 students and 600 educators in 15 schools. 87% of STAR 9th graders from low-income households passed all STEM courses (vs. 78% of non-STAR peers) and 49% of STAR high school students from low-income households chose honors science courses (vs. 39% of non-STAR peers).



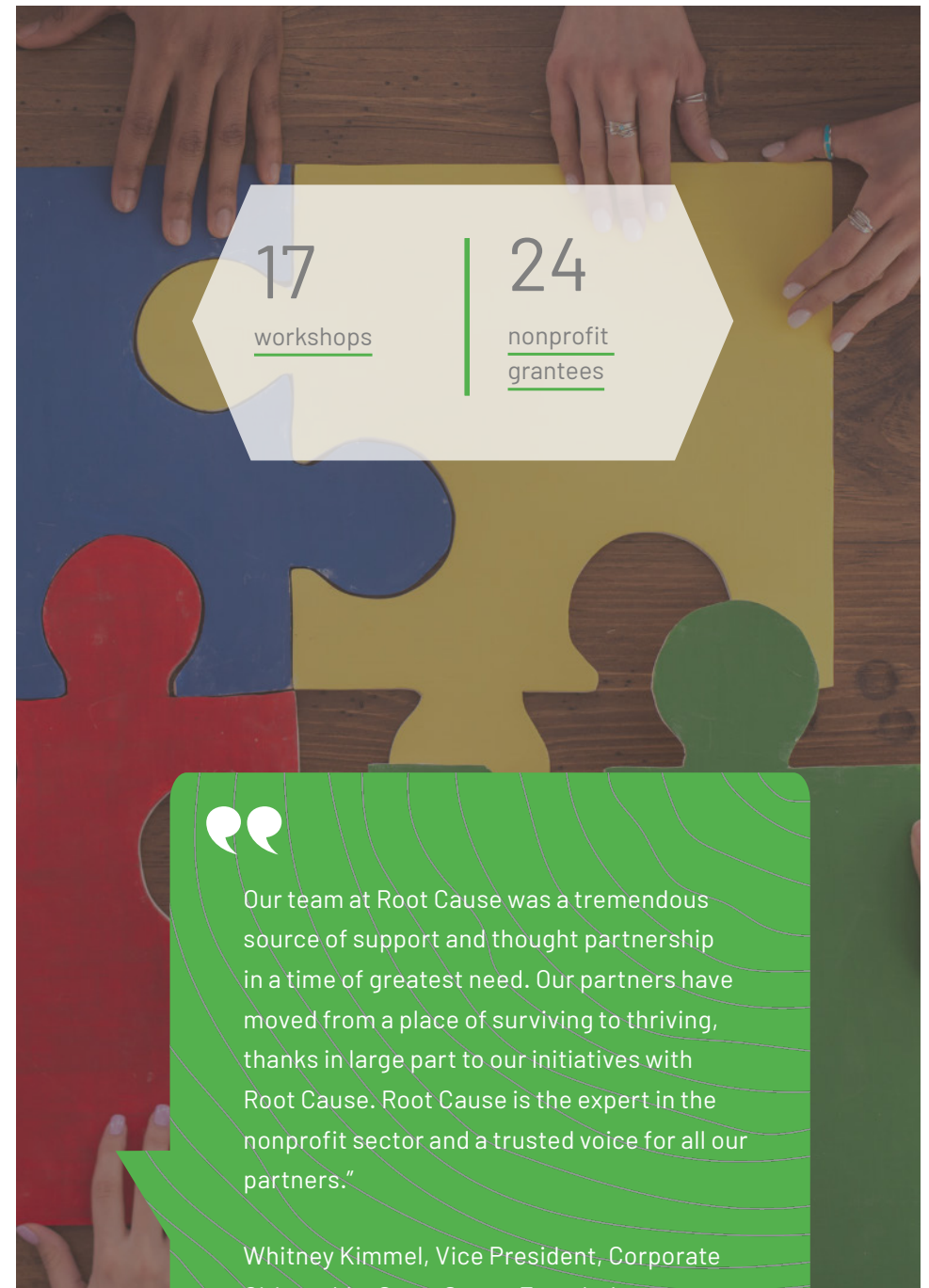
## CONTINUOUS LEARNING & IMPROVEMENT

### STATE STREET FOUNDATION TECHNICAL ASSISTANCE AND GRANTEE CAPACITY BUILDING

Over the past three years, Root Cause provided capacity building support, coaching, and peer-to-peer learning opportunities to strengthen the work and impact of State Street Foundation's nonprofit grantees. With State Street's partnership, Root Cause provided tools and resources, delivered 17 workshops and webinars, and provided over 630 1:1 coaching hours to 24 nonprofit organizations in Boston and throughout the United States. In Years 2 and 3, 100% of participants were able to use coaching time to focus on making improvements in an area that is important to them and/or their team, made valuable connections to fellow cohort members, and said that workshops were valuable, responsive to their organization's needs, and a positive learning environment.



**EVALUATING THE IMPACT OF A NEW FRAMEWORK FOR CHILDREN & FAMILIES** The HOPE (Health Outcomes from Positive Experiences) National Resource Center, an initiative of the Center for Community-Engaged Medicine at Tufts Medical Center, has developed a unique research-based framework for building family strengths and resiliency for training service providers to integrate the four HOPE Building Blocks into their work. Since 2022, Root Cause has worked on evaluating HOPE's recently-created cohort-based training and technical assistance program to determine whether and how participating in this program led to positive practice changes among direct service providers. We are concluding the first year of evaluation and will continue to explore the impact of this model in 2024.



## STRATEGY, DESIGN & IMPLEMENTATION

### INCREASING COLLEGE AND CAREER READINESS & ACCESS IN BOSTON PUBLIC SCHOOLS

From 2015-2021, Root Cause served as the backbone coordinator of Boston WINs (Workforce Investment Network), which brought public, private, and nonprofit partners together to help more Boston Public School (BPS) students access college, career, and life readiness services. In 2022-23, Root Cause continues to work with Boston Public Schools to determine how high schools with varying capacity and resource levels can continue to offer college and career readiness services for their students.



**THE HOPE INITIATIVE AT BUNKER HILL COMMUNITY COLLEGE (BHCC)** The HOPE Initiative is a program designed to examine and eliminate the social, institutional, and academic barriers that often prevent males of color from achieving their full potential at BHCC and beyond. This asset-based, student-centered initiative is run by a group of faculty, staff, and students at BHCC. In 2022, HOPE embarked on an abridged strategic planning process with Root Cause to build upon its work and impact to date. Together, we determined the optimal measures of success for its program, ensured alignment of outcomes and activities with staff capacity and BHCC's priorities and programs, and developed a menu of options to pursue to ensure HOPE's long-term financial sustainability.



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“Root Cause was instrumental in taking all of our energy, helping us mold it into actionable ideas, and establishing a template for future growth, self-sufficiency, and collaboration with other partners... all while maintaining a clear focus on our outcomes/objectives.”

Evans Erilus, Director, HOPE Initiative at Bunker Hill



ROOT CAUSE'S partners from 2023 include:

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10

Nonprofits



5

Foundations



5

Schools/  
school  
districts



5

Government  
agencies



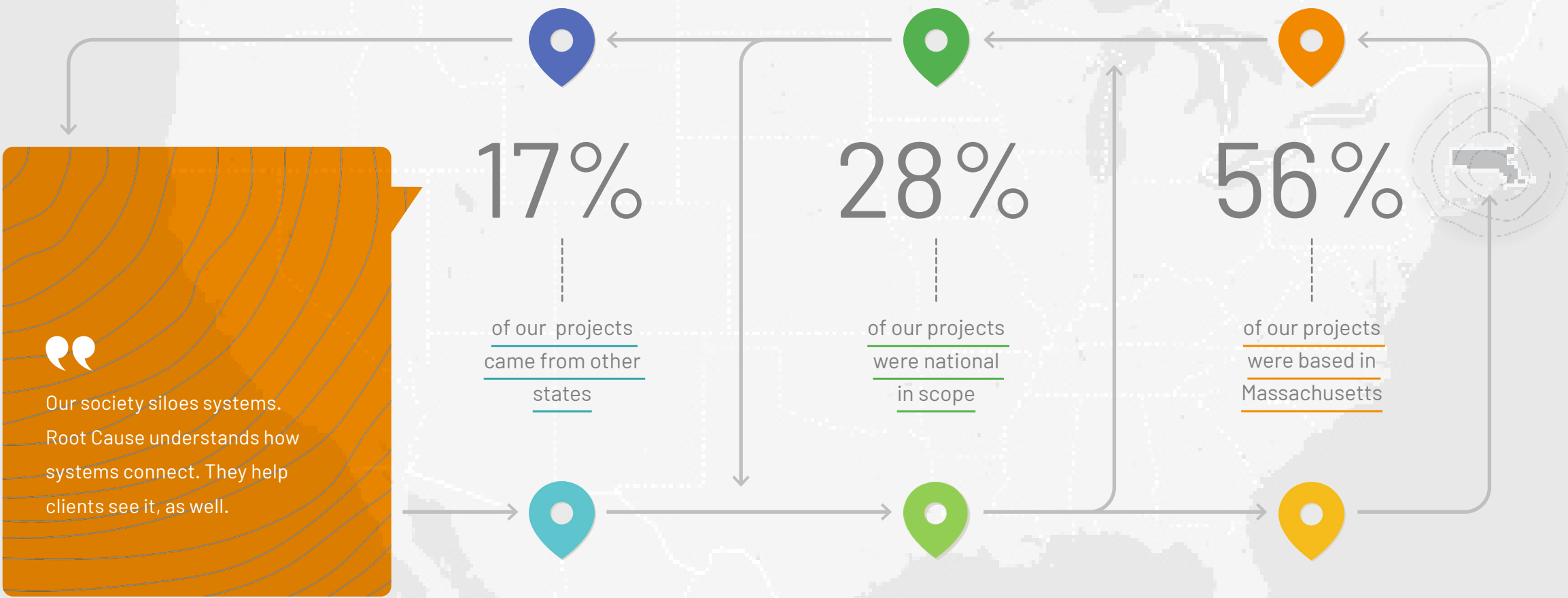
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Medical  
center



**ROOT CAUSE** was founded in Greater Boston in 2004. We are committed to, and have a deep understanding of, the communities, institutions, and social issues affecting Massachusetts and its various regions.

**IN 2023**, 56% of our projects were based in Massachusetts, 28% were national in scope, and the remaining 17% came from other U.S. states.





ASHLEY LEE  
She/Her



KIERAN BLIZZARD  
They/Them



LUCAS ORWIG  
He/Him



BRE ANNA CLINKSCALES  
She/Her



YIFAN KONG  
She/Her

“  
The Root Cause team and model are sophisticated AND grounded AND influenced by those closest to the work... this approach offers a chance for sustainable change.”

“  
The Root Cause Team is in the snow globe with us. They help us figure out where to start, and how to move forward.”



KIM MACPHAIL  
She/Her



ABBY FUNG  
She/Her



CONSUELA GREENE  
She/Her



JAMIE HENNICK  
She/Her



OMOTOYOSI SAINT-CYR  
She/Her



SIMONA RUDERMAN  
She/Her



SONJA OKUN  
She/Her



ERIN RODRIGUEZ  
She/Her

“  
How Root Cause operates is VERY different from traditional consultants. There's a sense of partnership, of shared values and culture.”



COLETTE STANZLER  
She/Her



RYAN CUNNINGHAM  
They/She