TRINITY BOSTON FOUNDATION seeks to build a more equitable Boston where all young people can achieve their full potential.

In 2016, the graduation rate for students in the Boston Public Schools topped 72%, up from just under 60% a decade earlier. While this increase represents significant progress, it is also true that white (82.5%) and Asian (88.2%) students continue to graduate at higher rates than black (69.3%) and Latino (67.1%) students. Racial disparities also show up in statistics on health; youth employment; school discipline and suspension rates; college enrollment and completion.

Racial disparities reveal systemic inequities, both in terms of barriers to student success and unequal access to opportunities and resources. Trinity Boston Foundation’s mission is to unlock opportunity and change the odds for the youth of Boston by addressing systemic inequity in two ways:

1) providing students of color with the safe and supportive communities, resources and opportunities they need to succeed, and

2) working for organizational and systemic change to lower the barriers that impede their progress.
**WHAT WE KNOW**

1. Boston is filled with young people who are smart, creative, caring and resilient.
2. Systemic racism is the root cause of racial disparities in educational achievement, health and income.
3. Safe and supportive communities are essential for young people to develop their full potential.
4. Youth of color do not in general feel safe and supported in Boston—such communities must be intentionally created at a smaller scale.
5. Effective, collaborative networks of organizations can bring about lasting change across Boston.

**HOW WE WORK**

With these beliefs in mind, the work of the Trinity Boston Foundation is grounded in three essential community practices that are foundational to the creation of supportive environments in which youth of color can thrive:

- Trauma-Informed Practices
- Restorative Justice
- Racial Equity, Awareness and Learning

The three practices build on each other to develop positive, empathetic relationships among peers and adults and to hold up the value of making intentional choices, staying resilient in the face of challenges, and awareness of the dynamics of systemic racism.
Traumatic experiences in infancy through the teen years are widespread across all populations and have a significant impact on individuals’ lifelong health, the ability to form and sustain positive relationships and to achieve their full potential. Poverty and racism add layers of chronic, toxic stress that are additional barriers to healthy development. When adults who work with young people understand trauma and its symptoms, they can develop consistent responses to behaviors that stem from it. This in turn helps young people build resilience to trauma. Trinity Boston Foundation draws on the ARC framework (Attachment, Regulation and Competency), developed by practitioners at Justice Resource Institute’s Trauma Center, to help staff adopt practices that reduce symptoms of trauma and stress and improve long-term outcomes. Alleviating staff burn-out is also an important goal of trauma-informed practices, as adults are most able to stay calm and consistent when they are rested and feel supported. Yoga and mindfulness practices are tools that can help both adult staff and young people. As young people begin to develop consistent relationships and master self-regulation skills, they have an increased sense of ownership of their trauma, and can experience success in overcoming its impact.

3 essential community practices

Trauma-Informed Practices

Traumatic experiences in infancy through the teen years are widespread across all populations and have a significant impact on individuals’ lifelong health, the ability to form and sustain positive relationships and to achieve their full potential. Poverty and racism add layers of chronic, toxic stress that are additional barriers to healthy development. When adults who work with young people understand trauma and its symptoms, they can develop consistent responses to behaviors that stem from it. This in turn helps young people build resilience to trauma. Trinity Boston Foundation draws on the ARC framework (Attachment, Regulation and Competency), developed by practitioners at Justice Resource Institute’s Trauma Center, to help staff adopt practices that reduce symptoms of trauma and stress and improve long-term outcomes. Alleviating staff burn-out is also an important goal of trauma-informed practices, as adults are most able to stay calm and consistent when they are rested and feel supported. Yoga and mindfulness practices are tools that can help both adult staff and young people. As young people begin to develop consistent relationships and master self-regulation skills, they have an increased sense of ownership of their trauma, and can experience success in overcoming its impact.
Restorative justice is a framework for building and maintaining the relationships that form a community in a way that makes the well-being of the community everyone’s responsibility. When rules are broken or harm is done, the restorative response is to gather in a circle, understand what happened and discern how to achieve meaningful justice for all involved. As a tool for school discipline, this is a major paradigm shift away from punishment-based practices that typically lead to suspension and isolation. Circles are powerful tools for both individual healing and community learning. Sitting in circles is inherently democratic: everyone is equal in standing and worth.

Communities that strive for racial equity do so at many levels. Adults frequently engage in conversations and trainings to help them become more aware of and adept at discussing race and their own racial identities, including the ways that they have learned bias. Policies and practices are put in place that aim to dismantle the dominant culture in which white people wield the most power. Youth and adults build critical consciousness of systemic racism. And young people of color learn histories of those who look like them—history that may not be emphasized in their everyday textbooks. All of this work helps youth develop a positive racial identity, helps youth-serving organization attract staff who look like their students, and builds up the capacity of the organization to be a force in the social effort to dismantle racism.
Trinity Education for Excellence Program (TEEP) offers two tuition-free year-round and summer programs to 130 Boston middle and high school students of color annually. The TEEP Summer Program for middle school students is a 5-week, values-based mentorship program, offering a collaborative curriculum that includes academics, arts and enrichment activities. The TEEP Leadership Development Program for high school students—all of whom are graduates of TEEP’s middle school program—offers 1:1 mentorship, leadership training, academic support, college planning, and opportunities for paid employment as counselors in the Summer Program.

2016 Highlight

Priscilla Andrade was hired as the third director of TEEP in January 2016, having previously served as the program’s Ninth Grade Site Director and academic faculty member since 2009.

Sole Train expanded to 15 schools including new teams at Boston International Newcomers Academy, Community Academy of Science and Health, McKinley South End Academy Elementary School, Edwards Middle School and Browne Middle School.

Sole Train: Boston Runs Together is a community-building and mentoring program that uses long-distance running as a vehicle for young people to “deconstruct impossible” by setting and achieving previously unimaginable goals. In 2016-17, 232 student runners (Young Soles) and 115 adult volunteers (Old Soles) formed teams at 15 Boston Public middle and high schools. Practicing twice a week, the teams run together throughout the academic year to train for Boston’s Run to Remember five-mile or half marathon race. Sole Train is committed to growth and aims by 2020 to have teams at 35 Boston Public Schools, serving over 500 young people and engaging more than 250 adult volunteers.
Racial Equity Learning Community (RELC) draws together the staff of youth-serving organizations, faith communities, academics and other leaders into a learning community for those seeking to build anti-racist organizations. At recent gatherings, more than 100 people from 20+ organizations have participated. This work has led to requests for organizational assessments and professional development for staff.

Trinity Boston Counseling Center (TBCC) provides clinical services to students with trauma histories and professional development training for youth-serving staff.

TBCC delivers 8,000 hours of services/year, with a direct clinical caseload of 150 students across five organizations. Through the Trinity@ program, clinicians are embedded four days a week in partner organizations to augment clinical services to youth by helping staff adopt the Foundation’s three essential community practices. Together we help enhance safety and support for youth and staff alike including crisis intervention and support. Trinity@ currently works with McCormack Middle School, City Year Boston, the MA Department of Youth Services, St. Stephen’s Youth Programs, and College Bound Dorchester. Through this work we have an impact on over 10,000 young people each year.

2016 Highlight

College Bound Dorchester retained Trinity Boston Counseling Center to provide embedded clinical support and organizational consulting. Blanca Valentin joined the TBF staff as the Clinical Manager for Trinity@ College Bound.
Trinity@McCormack is the most multi-faceted of our embedded contracts and serves as an Innovation Laboratory to discover what works for youth of color in Boston Public Schools. In addition to helping McCormack Middle School adopt our three essential community practices, a team of clinical social workers offer trauma-informed individual and group therapy, school success planning, classroom support and family case management to 20-30 students at high risk for dropping out of high school. Students are referred based on challenges with attendance, interpersonal behavior, and school engagement.

In addition, Sole Train has had a team at McCormack for four years and TEEP recruits rising seventh graders from the McCormack to join the Summer Program.

More than 20 volunteers from the Trinity Boston community are engaged at the McCormack School. In a project dating back to January 2016 volunteers helped convert a former conference room into a thriving lending library with over 7000 books. In the 2016-17 school year, the library, staffed entirely by volunteers, was open four days a week and helped to promote a culture of reading at the school.

Chanelle John joined the staff of Trinity Boston Counseling Center as a yoga and mindfulness specialist at McCormack Middle School and the Department of Youth Services, the state’s juvenile justice system. She is also building a partnership with Kripalu Center for Yoga and Health to increase the health (and reduce burnout) of adult staff.
Networks and Learning Communities are essential for large-scale social change. In addition to the Racial Equity Learning Community, we participate in multiple networks and partnerships. We have formed a Mental Health Collaborative for organizations offering counseling and addiction services to court-involved youth in the metro area. We partner with the Danielson Institute at Boston University for our work at City Year—the Danielson and TBCC are both accredited by the Samaritan Institute and together we engage with over 60 counseling centers nationwide. We are a member of the Boston Public Schools Mental Health Collaborative and host its annual day-long training for over 200 clinicians and counselors in BPS. TEEP participates in The National Partnership for Educational Access (Steppingstone), Boston After-School and Beyond, and has developed partnerships with Roxbury Presbyterian Church, Future Chefs and Thompson Island Outward Bound to name a few. Sole Train has formed a learning community with similar running programs in Philadelphia and New Orleans.

Impact

Young people engaged in our direct-service programs show gains in essential social-emotional skills forming and developing positive relationships with peers and adults; setting and achieving goals; making intentional choices and staying resilient in the face of challenges. Research shows that increases in these skills improve the likelihood of high school and college graduation. Data collection and analysis across our programs is central to the ongoing refinement of our work and informs our contributions to learning communities and networks.
Thank you to our 2016 DONORS

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Jean and Colin Zick

2016 Highlight

Bostonians for Youth
2016, chaired by Mary Renner and Chris O’Brien, raised over
$350,000 to support Trinity Boston Foundation programs.

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Neighborhood Health Plan
The North Face
Onyx Spectrum Technology
Constance and Dain Perry
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Bridget Rodriguez and George Anderson
Joseph Roger

The Boston Athletic Association selected Trinity Boston Foundation as an official charity for the 2017 Boston Marathon. Through our 10 runners, we raised over $95,000 for our programs.

Jonathan Rotenberg
Linda and James Ryan
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Julie Scallen
Margot & Mark Schmid
James Segel
Wendy Shattuck & Sam Plimpton
Teresa and Jon Shipp
Talbot Smith
Geoffrey W. Smith
Paul Snider
Nancy Tavitian
Margot and Olie Thorp
Katharine Watts
Shelbey and David Wright
Financial Summary

Expenses by Program 2016

Revenues by Source 2016

Financial History

Revenue & Expense Summary

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