

# LETTER FROM THE EXECUTIVE DIRECTOR

In 2020, the Booz Allen Foundation awarded 21
Innovation Fund grants to nonprofits, small businesses, and universities. The goal was to immediately accelerate their development of solutions to COVID-19 challenges. In 2021, as these grantee projects reached fruition, we saw the myriad ways in which the Foundation's responsive support created a measure of resilience in communities under stress. A second round of grants this year helped five of these community partners expand and intensify their missions in alignment with Foundation priorities.

As Innovation Fund grantees continued to demonstrate impact, the Foundation simultaneously took steps in 2021 to return to an enduring focus: building more inclusive pathways to science, technology, engineering, and mathematics (STEM) careers for young people who live in underrepresented communities. Technology constantly moves forward, yet barriers prevent many Americans from sharing in the benefits of innovation. At the Foundation, we

want to help create a world where every student has the opportunity to fully join with technology-based social and economic progress.

To support this vision, we are launching pathbuilder programs this year in two cities—Washington, DC, and San Diego, CA—to help diverse student populations explore STEM skills and careers. Complementing this ambitious grant-making initiative, increased employee engagement will provide momentum for our efforts. Whether through pro bono services or volunteer programs, the people of Booz Allen excel at applying their unique expertise and passions for social good. We at the Foundation look forward to maximizing opportunities for collaboration with Booz Allen Hamilton Inc. and with leading national nonprofits as we build a brighter future for the STEM leaders and technologists of tomorrow.

Christine Hoisington
Executive Director, Booz Allen Foundation



#### MISSION STATEMENT

Leverage technology to improve and amplify social structures and build generational resilience.

#### **VISION STATEMENT**

The Booz Allen Foundation empowers people to break the cycle of structural inequity-caused impediments through technology and innovation.

#### **INTENDED IMPACT**

Technology investment and solutions that fuel transformation in and for traditionally underserved and underrepresented communities.

#### **ABOUT**

The Booz Allen Foundation was established in 2017 as a public charity separate from Booz Allen. In 2021, the Foundation became a private foundation, gaining increased flexibility and ability to collaborate with donors and other partners. This report highlights the Foundation's work in 2021.



#### The Booz Allen Foundation Innovation Fund

# INNOVATING TO DRIVE COMMUNITY PROGRESS

During the COVID-19 pandemic's first year, the Booz Allen Foundation acted quickly to support U.S. communities hit hardest by the virus. Through our \$1 million Innovation Fund, we provided grants to 21 nonprofits, startups, and small businesses to help them protect frontline workers, address food insecurity, provide resources to the most vulnerable communities, and more.

Moving into 2021, the Foundation successfully completed the grant term for this first round of Innovation Fund projects. We then launched a second round to distribute the rest of our \$1 million commitment. Five first-round grantees received additional funding in the second.

We focused the new grants on longer-term efforts that aligned with the Foundation's ongoing priorities:

- Addressing educational challenges that the pandemic created or worsened
- Increasing access and opportunity to make workforces more inclusive
- Supporting underserved communities by using innovation, including technological advances, to drive solutions to pressing problems



\*Booz Allen employees providing administrative, legal, or pro bono support from April 2020 through December 2021.



# HIGHLIGHTS FROM ROUND 1 OF THE INNOVATION FUND





**4,500**Number of hours of cognitive behavioral support for COVID-impacted community members



**39,600**Number of masks that can be sanitized per week



**56**Number of unemployed workers who found new jobs



**11,500**Number of PPE packages developed and shipped



Number of students who participated in a STEM accelerator program



**1,161**Number of care packages delivered



250
Number of devices purchased to train dogs to detect COVID from human odor samples

#### **INNOVATION FUND GRANTEES**









































**URINALL** 

## **ABATON**

#### **Engineering Safer Workplaces for Frontline Caregivers**

As the COVID-19 pandemic worsened, Washington, DC-based nonprofit Abaton sought to help healthcare providers efficiently sterilize masks with a new disinfecting device. A grant from the Booz Allen Foundation generated immediate momentum for Abaton's work, providing financial resources to accelerate progress across the manufacturing lifecycle. Booz Allen's donation of pro bono consulting services further streamlined the nonprofit's pathway from initial concept to delivery of finished Arca units. During a 10-week redesign project, Booz Allen engineers optimized the design by integrating commercial off-the-shelf and additive manufacturing parts and used computational fluid dynamics to identify the best fan arrangement to optimize airflow. The result? Reduced manufacturing costs and lower total weight for each COVID-19 disinfecting unit Abaton built and shipped to low-resource healthcare providers.

"The collaboration between Abaton's and Booz Allen's staff has provided us with a roadmap to scale our influence globally. The systems engineers at Booz Allen Hamilton elevated our designs from humble beginnings to a professional product ready for mass production. The combination of their technical expertise with the Booz Allen Foundation's financial support has been a force multiplier for our organization."

- Loren Mead, M.D., President, Abaton



## **ABATON**

#### **Engineering Safer Workplaces for Frontline Caregivers**

With the Booz Allen Foundation's support, Abaton completed the development, validation testing, and manufacturing of 11 Arca devices capable of decontaminating nearly 40,000 N95 healthcare masks per week. A university in Ethiopia has deployed two devices as part of a pilot project. Abaton's partnership with a nonprofit that operates in 70 countries has led to support for the government of Thailand's efforts to eradicate emerging pathogens before the next pandemic can start.

"The fact that we were applying our engineering skills to solving a COVID-related problem was a big motivator for us. We normally work on highly competitive defense solutions, so this project allowed us a rare chance to focus on medical assistance for underdeveloped communities, and we did it with pride."

Carol Putman, Booz Allen Senior Lead Engineer and
 Project Manager for the Abaton Pro Bono Project

Booz Allen engineers brought expertise in mechanical design, materials science, chemical engineering, and electrical systems to help Abaton refine the Arca device—
a 60-liter chamber that uses hydrogen peroxide to destroy pathogens and can decontaminate
565 healthcare masks daily at a cost of roughly
10 cents per mask.









## **BECKY'S FUND**

**Empowering Domestic-Violence Survivors to Find Help** 

At the start of the COVID-19 pandemic, many survivors of domestic violence were trapped at home with their abusers as workplaces suddenly closed and daily routines unexpectedly changed. This situation created immediate dangers for survivors who needed a safe, confidential way to find help and protect their families and themselves from abuse.

With a mission to end domestic violence through education, advocacy, and service, Washington, DC-based Becky's Fund is a leader in empowering survivors nationwide. As the "shadow pandemic" of domestic violence emerged, the nonprofit set out to create ENDOVI ("End Domestic Violence"), a new mobile app to provide safe, silent support. ENDOVI helps survivors to connect with essential resources, store evidence for future use safely, and receive critical mental health support.

"Through the tremendous support from the Booz Allen Foundation and the Booz Allen pro bono team that helped to prepare the pitch, create the strategy, develop the phone app, and generate sustainability after Year 1, we were able to impact lives instantaneously when the app went live."

- Becky Lee, Founder and CEO, Becky's Fund

Six months after the ENDOVI app's launch,

Becky's Fund had EXCEEDED

the user engagement

goal by OVER 100%.



### **BECKY'S FUND**

#### **Empowering Domestic-Violence Survivors to Find Help**

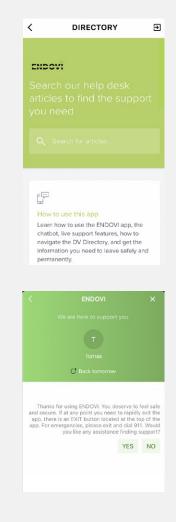
To help Becky's Fund develop the ENDOVI app faster, the Booz Allen Foundation provided a timely grant. Booz Allen consultants then delivered pro bono services across data analytics, chatbot design, user experience (UX), and cybersecurity. For example, the consultants assessed key data collection needs and shared a wide range of UX design possibilities for how to assist survivors through the app.

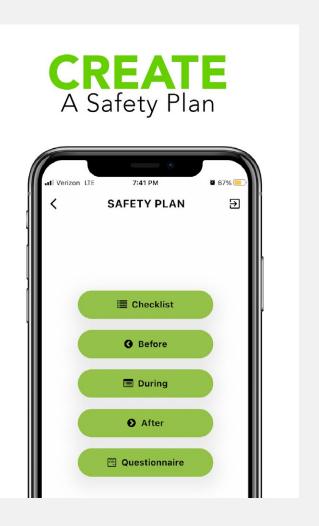
As a result of this collaboration, ENDOVI's secure chatbot lets survivors quickly search for and evaluate available support silently and without their abusers knowing. Since the app's launch, more than 800 people have used ENDOVI to find help in leaving an abuser, explore options for taking that step later, or aid relatives or friends experiencing domestic abuse.

"It is rewarding for Booz Allen consultants to be involved in these efforts to use our technical skills to give back to the community. The employees involved in this felt really connected to each other and the project."

Shreya Shah, Booz Allen Principal and
 Project Manager for the Becky's Fund Pro Bono Project

Booz Allen pro bono consultants identified 35 cybersecurity risks to the ENDOVI app and made secure fixes to prevent the transfer of personally identifiable information about domestic-violence survivors, securing theirs and their children's safety even further.





## FILIPINO YOUNG LEADERS PROGRAM

**Demystifying Technology for Senior-Citizen Users** 

As part of its Caretaker Project to support the most vulnerable in the Filipino-American community, the Filipino Young Leaders Program (FYLPRO) set out to create a virtual Help Desk connecting users to legal, health, and other critical services during the COVID-19 pandemic. A first-round grant from the Booz Allen Foundation Innovation Fund helped the organization accelerate its launch of the "Tayo" platform to provide culturally tailored, reliable messages to strongly counter misinformation and potential fraud.

Booz Allen also provided pro bono services to FYLPRO. For example, the Women in Data Science (WiDS) pro bono team assessed Tayo's current-state workflows and created intuitive analytics dashboards.

"Working on this effort was a fulfilling and satisfying experience. The FYLPRO team have an admirable mission in providing the most up-to-date information on COVID-19 to the Filipino community to combat misinformation. What was especially interesting with this project was taking the unique cultural considerations of the Filipino community into account as we crafted our recommendations."

> — Daniel Kim and Christopher Wenzel, **Booz Allen Consultants**

To date, the Tayo platform has had 4,600+ SITE VISITORS and 25,000+ self-service interactions.



### FILIPINO YOUNG LEADERS PROGRAM

#### **Demystifying Technology for Senior-Citizen Users**

Consultants also created a best-practices playbook to reduce manual efforts for campaigns, social-media tests, and data collection. As a result of this support, FYLPRO's team members could focus more time on helping users access vital COVID-19 health resources.

When FYLPRO sought to help senior citizens more smoothly navigate technology tools in their day-to-day lives, the Booz Allen Foundation provided a secondround Innovation Fund grant to expand Tayo's offerings. The Help Desk will eventually enable Filipino-American senior citizens to access one-on-one assistance by live video with trained coaches who deliver solutions for technology-related challenges.

FYLPRO's Tayo platform will soon allow Help Desk personnel to control user devices remotely to fix technical issues without a need for the user demographic to meet dexterity or coordination requirements.

"The vision we laid out to help the Filipino community during the pandemic would not have been possible without the support and funding from the Booz Allen Foundation. Tayo has become a crucial resource in connecting the most vulnerable in our community to the services they need, combating misinformation, and improving the collection of data about the third-largest Asian Pacific American group in the United States. Through the Booz Allen Foundation's support and consulting resources from Booz Allen Hamilton, we were able to align on crucial steps to take Tayo to the next level."

> Leezel Tanglao, FYLPRO President, **Tayo Project Director**





# COLEMAN A. YOUNG II **EDUCATIONAL FOUNDATION**

Mentoring the Technologists and Engineers of Tomorrow

As workplaces rapidly evolve, the Booz Allen Foundation provides resources inside and outside of the classroom to help young people investigate 21st-Century careers in STEM. This year, the Foundation's Innovation Fund provided the Detroitbased Coleman A. Young II (CAY II) Educational Foundation with grants to sponsor the organization's Coding Lab Accelerator, which provides a supportive and advanced environment for STEM learning.

Through two grants from the Booz Allen Foundation, 50 students have acquired skills in coding and the design of technology-based solutions that address educational, health, housing, and community climate issues related to the COVID-19 pandemic. Subjects include the Python programming language, web design, user experience design, application development, and college and career readiness. CAY II plans to expand the program to connect with a range of under-resourced schools in Detroit.

"Part of [the reason our students] show up weekly and remain interested in a very challenging time has been the variety of resources we have provided, in no small part due to funding from the Booz Allen Foundation and presentations from the Booz Allen employees, which have shown our students the different ways that they can achieve their individual academic and future goals."

- Raul Wikkeling, Director of Donor Relations, CAY II

60% of the program's senior students are attending college in the Fall of 2022, a rate 19% HIGHER than the average Detroit graduating class.

comfort and convenience, where he stands at times of challenge and controversy."

- Dr. Martin Luther King, Jr.



## COLEMAN A. YOUNG II **EDUCATIONAL FOUNDATION**

#### Mentoring the Technologists and Engineers of Tomorrow

Further deepening this partnership, Booz Allen employees have been volunteering to meet with CAY II students virtually to help them learn about the work of artificial intelligence and cybersecurity professionals, mechanical engineers, and robotics experts. From offering insights into how engineers make fuel tanks safer to detailing how the brain processes sound, the employees sought to inspire greater interest in STEM professions and help the students imagine the applications they'll create one day.

"The speaker sessions were rewarding for both the students and the presenters. The students were highly engaged in the activities, and the speakers were impressed with the knowledge that some students already had about some of the topics being discussed."

> - Mike Guty, Booz Allen Associate and Volunteer Coordinator for CAY II

Supported by the Booz Allen Foundation, the CAY II Coding Lab Accelerator challenges young people to apply a series of innovative design solutions to address a crisis created by the COVID-19 pandemic.



# THE CENTERS FOR DISEASE **CONTROL AND PREVENTION**

#### **Protecting Health Through Communications**

Evacuees flying to the United States from Afghanistan in August 2021 lacked the cell phones they urgently needed to navigate the next phases of their journey. Two-way communication would be critical for engaging with public health departments in states and cities where these evacuees were starting their new lives.

To help the CDC Foundation address this need, the Booz Allen Foundation provided funding toward a multimillion-dollar health protection program. The program rapidly supplied nearly 10,000 mobile phones and preloaded 6-month service plans to more than 34,000 Afghan refugees as soon as they touched down at Dulles International Airport and other locations.

With evacuees' phones activated and set to Dari or Pashto, health authorities sent text messages to individuals who needed ongoing care, monitored for symptoms of tuberculosis and the flu, and established digital medical records. Evacuees also used the phones to learn about COVID-19 contact tracing and vaccinations. By making it easier to share information, this emergency philanthropic response enabled evacuees to resettle more smoothly.

As they arrived at "safe haven" centers, evacuees who were unable to read could use their program-provided cell phones to scan QR codes for access to audio recordings with doctors' instructions for the safe use of prescribed medicines.



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"These outcomes are the direct result of support from donors like the Booz Allen Foundation. Your gift has ensured that thousands of individuals can now receive support and vital public health information during a turbulent time in their lives. With access to mobile phones and direct communication with public health authorities, Afghan evacuees now have a vital tool to help keep themselves, their families, and our communities safe and healthy."

— The CDC Foundation



## BOARD LEADERSHIP AND FINANCIALS

The Foundation appreciates the support we have received from Booz Allen since our inception in 2017. The firm's generous contributions, employee donation matches, and extensive pro bono and volunteer support enable the Foundation to deliver grants and establish programs that bolster our grantees and positively impact many lives. We commit to the diligent and effective stewardship of these resources over time.

# OUR BOARD OF DIRECTORS

- John M. Murdock, president & co-founding board member, shareholder and attorney at Potter & Murdock, P.C.
- Nancy Laben, treasurer & co-founding board member, executive vice president, Booz Allen Hamilton
- Lidia Soto-Harmon, secretary, chief executive officer, Girl Scouts Nation's Capital
- **Dr. Irma Becerra**, board member, president, Marymount University
- Anthony Mitchell, board member, executive vice president (retired), Booz Allen Hamilton

#### **OUR FINANCIALS**

- Total assets as of December 31, 2021: \$2,480,510.
- Over the past 3 years, more than
   392 Booz Allen Hamilton employees
   have donated to the Foundation.
- In 2021 specifically, two employeegiving campaigns raised over \$100,000 through employee donations and firm matching.
- In the future, the Foundation will increasingly focus on creating partnerships with leading nonprofits to identify opportunities for collaboration and shared community investments.

# **DRIVING PROGRESS** IN THE YEAR AHEAD

Looking ahead, the Booz Allen Foundation is taking steps to enhance grant-making effectiveness and increase the focus and impact of all of our work in alignment with ongoing priorities. Highlights of the Foundation's latest initiatives include:

- Expanding and deepening our programming and community impact in 2022 and beyond, as a result of a \$2 million contribution generously provided by Booz Allen.
- Using the new impact framework we developed with the Mission Measurement organization to ensure social outcome-based guideposts for our philanthropy as we move forward.
- Focusing our shorter-term efforts on a well-defined impact pillar: empowering diverse talent, with an emphasis on building STEM efficacy and persistence, increasing educator effectiveness, and accelerating job-specific skill development.
- Initiating pathbuilder grant cycles in Washington, DC, and San Diego focused on the pillar of empowering diverse talent to open new pathways of opportunity.

- Increasing the Foundation's engagement with Booz Allen employees by launching an employeenominated grant cycle with a \$200,000 Equity Grant donated by the firm, empowering employees representing the firm's business resource groups to serve in a grants evaluation role, more actively publicizing pro bono service opportunities, and connecting employees with local programs for volunteering and outreach.
- Building the capacity of the Foundation and our community partners to catalyze progress by increasingly partnering with leading nonprofit organizations and applying advanced data analysis tools to help grantees define and measure outcomes.



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