

2012 Annual Report

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E D U C A T I O N
R E S E A R C H
A D V O C A C Y &
S U P P O R T T O
E L I M I N A T E
R A C I S M

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ERASE RACISM IS WORKING TO ELIMINATE BARRIERS TO RACIAL EQUITY

VISION:

Transformed, integrated communities in which no person's access to opportunity is limited by race or ethnicity.

MISSION

To expose forms of racial discrimination and advocate for laws and policies that help eliminate racial disparities, particularly in the areas of housing, community development, public education and health.

ABOUT US

ERASE Racism was launched in June 2001 as an initiative of the Long Island Community Foundation, incorporated as a New York State not-for-profit organization in December 2003 and completed the transition to an independent IRS Tax-Exempt organization in 2004. Prior to this, ERASE was a program run by New York Community Trust. Fiscal year 2012 represents ERASE Racism's eighth full year of independent operation.

FOCUS

The days of rampant and violent acts of racial discrimination, fueled by racial prejudice, in the United States and on Long Island have been curbed by civil rights laws. It is well documented, however, that skin color and ancestry are still used as the basis for discrimination--limited choices and inequitable treatment and outcomes in such areas as public health, public education, housing and community development. In addition, many so-called "race neutral" decisions and policies in fact result in racial discrimination, produce racially disparate impacts and perpetuate patterns of discrimination. This reality underpins ERASE Racism's belief that:

- Civil rights laws must be enforced.
- Discriminatory policies must end.
- Inaction in regard to racial inequities is discrimination.

METHOD

ERASE Racism achieves its objectives by utilizing research, education, policy advocacy and civic engagement of Long Island leaders, community organizations and community residents of various ages and backgrounds.¹

¹ ERASE Racism is not a direct services organization; however, we do respond to public inquiries for information about racism and make appropriate referrals.

ACCOMPLISHMENTS

Housing and Community Development

Despite the progress that has been made since the 1968 passage of the Fair Housing Act, residential segregation remains intense in much of the United States. The New York metropolitan area—contrary to its reputation for being a “progressive” and “diverse” region—actually remains particularly segregated. Barriers to the construction of affordable housing have contributed to the intensity of racial segregation in the state. Indeed, over the last 20 years the New York region has made less headway than many other parts of the country. These segregated housing patterns also continue to produce profoundly negative consequences in every aspect of American life. Some of the critical manifestations of inequality based on race and ethnicity can be seen in education, employment, access to health care, voting influence, exposure to environmental hazards, and experience of police violence. Each of these problems has residential segregation as a critical cause. On Long Island, for example, despite a 35% increase in the black and Hispanic population and an 8% decrease in the white population over the past decade, the island remains predominately white and intensely segregated. In 2010, the average black resident lived in a neighborhood that was three and a half times as black as the region and the average Hispanic lived in a neighborhood that was twice as Hispanic as the region. African Americans and Hispanics who live in segregated neighborhoods experience a vastly different Long Island than whites who reside in predominately white neighborhoods. For example, quality resources, such as high performing schools, are lacking in segregated areas where black and Latino families reside. Since its inception in 2001, ERASE Racism has been working to investigate structures, policies and practices that contribute to racial inequities on Long Island. Examples of this work in 2012 included:

“In a relatively short time, ERASE Racism has become widely recognized as the anchor and change-agent concerning the policies and practices affecting equal access to non-discriminatory housing choices, community development, quality public education and health throughout, and beyond, Long Island.” –Marge Rogatz, President and CEO, Community Advocates

- To identify trends in residential segregation on Long Island, a regional demographic analysis was completed with assistance from Dr. John Logan, professor of Sociology at Brown University and contributor to the demographic research that supported the case, “United States ex rel. Anti-Discrimination Center of Metro New York Incorporated v. Westchester County Westchester”. The research explored racial disparities in housing options, income and costs, and the quality of the local public schools. The data collection and analysis were performed both at the regional and neighborhood levels. Findings included that seventy seven percent (77%) of blacks who live in areas with majority black residents and ninety- seven percent (97%) of Hispanics who live in majority Hispanic neighborhoods are districted to high-need schools, as compared to only three percent (3%) of white students who reside in intensely white neighborhoods (over 93% white). Consequently, only 2.7% of all black students and 4.5% of all Hispanic students on Long Island have access to the highest performing school districts, as compared to 28% of all white students and 30% of all Asian students.

- To better understand patterns of residential segregation on Long Island, ERASE Racism contracted with The Stony Brook University Center for Survey Research to conduct a survey of black Long Islanders. This is a follow-up to a poll that Stony Brook conducted in 2008 and probes more deeply into housing attitudes, residential preferences and causes of housing segregation among African Americans. In fact, it is the largest survey of black Long Islanders to include questions about housing-related issues. The [“2012 Survey Research Report: Housing and Neighborhood Preferences of African Americans on Long Island,”](#) was released in February of 2012 and was distributed to all local and state representatives. The report also received media attention from Newsday and other local news outlets. Key findings from the report helped to dispel myths about the causes of segregation. Despite the popular notion that blacks only want to live in communities with neighbors who share their own race or ethnicity, the telephone survey findings showed that given the choice, nearly all respondents chose a racially mixed neighborhood, with a large majority, 69%, who chose an even mix of 50% white and 50% black. Only 1% of respondents said that they prefer to live in a neighborhood that is all black.
- To raise awareness about the impact of structural racism on black and Latino Long Islanders, Elaine Gross testified at the Welfare to Work Commission's series in Suffolk County, entitled "Struggling on Long Island: Meeting the Challenges of Poverty on Long Island." Mrs. Gross's testimony addressed the following issues:

 - how the negative effects of neighborhoods with concentrations of poverty disproportionately affect people of color in Suffolk County
 - how housing discrimination, one of the manifestations of structural racism, perpetuates segregation and creates areas with concentrated poverty
 - how aggressive fair housing enforcement and efforts to affirmatively further fair housing through placement and marketing can give individuals living in poverty access to neighborhoods with quality local services and schools.
- To update fair housing enforcement tracking reports for Long Island, we analyzed the handling of housing discrimination cases on Long Island by local, state and federal agencies from 2007-2011. Our analysis concluded that the enforcement of fair housing by agencies at all three levels was severely inadequate. For example, African Americans are least likely to be represented by counsel during the New York State Division of Human Rights (NYSDHR) administrative process, while nearly all other respondents had attorneys, creating an unfair advantage in the respondents' favor. Additionally, The Nassau County Commission of Human Rights administrative enforcement system appeared to be almost non-functioning; NCCHR received 297 fair housing inquiries and referred 215 of said complaints to NYSDHR.
- To further our efforts to promote non-discriminatory housing choices in Long Island, we requested and received a \$25,000 grant from Community Advocates, a Long Island non-profit with a 40-year history as a catalyst for social justice and racial equity.
- To ensure that the federal relief package for Super Storm Sandy does not exacerbate Long Island's already severe racial segregation, ERASE Racism organized a regional response that focused on furthering fair housing and providing fair and equitable treatment of low- and moderate-income residents in the allocation of the relief money.

Influencing regional leadership

Civil rights laws are a key tool for fighting discrimination, but they are just one tool against the very tangible consequences of ongoing racial disparities in resources, opportunities and outcomes. To address these disparities, ERASE Racism has engaged thought-leaders and decision-makers on the topic of racial equity and helped key public organizations, such as The Long Island Regional Economic Development Council, the Long Island Regional Planning Council, The Long Island Index and The Enegeia Partnership incorporate the achievement of racial equity into their policy priorities and activities. Accomplishments in the past year that encouraged regional leadership to support the goal of racial equity include the following:

I see ERASE Racism as the go-to organization...taking a position of fairness for blacks, Hispanics and really all people. From my standpoint, ERASE Racism has the clearest vision of where to go with this, so I see it as a major factor in pulling together the constituency. I don't see another group that is more focused on this."

—Martin "Marty" Schwartz, former Executive Director of the Annie E. Casey Foundation

- On January 25th, ERASE Racism held a special discussion about fair housing with select donors and members of its Board of Directors and College of Advisors. The discussion was led by Craig Gurian, Executive Director of the Anti-Discrimination Center, and centered on the law suit that he filed and won against Westchester County and the implication that it has for Long Island. Early in 2009, the Honorable Denise Cote, a highly-respected federal judge, found as a matter of law that Westchester County had "utterly failed" to meet its affirmatively furthering fair housing obligations during the period 2000-2006. During the discussion, Mr. Gurian explained how the \$62.5 million settlement now prohibits Westchester from ignoring the residential racial segregation that continues to plague the County.
- On December 13th, ERASE Racism gave a one-day session on structural racism to participants of the Enegeia Academy for Regional Stewardship at Molloy College. The diverse group of ethical leaders from Long Island's public, private and not-for-profit sectors participated in a discussion about the history of racism in the U.S. and the ways that past and current discriminatory policies continue to perpetuate racial disparities. We also led a presentation about education equity on Long Island.
- As a member of the Long Island Regional Economic Development Council, Elaine Gross is continuing to utilize her position to encourage the Council to develop and use a lens towards racial equity. In 2012, she began to advocate for a tracking system that requires awardees to report on the populations that are being served by their projects, including a breakdown by race, Hispanic origin and gender.

Changing public perceptions of race and racism

ERASE Racism has utilized an innovative outreach program to reveal how racial disparities continue to deeply affect people of color and the region as a whole. Its Race and Racism Dialogues have created an environment where talking about racism is no longer taboo and myths can be dispelled. ERASE Racism's training and consultation, conferences on public education and housing, and staff development in public schools have influenced individual and collective behaviors. In 2012, its educational events (not including those related to the Student Leadership Program or the Education Equity Initiative) reached more than 400 people:

- Over 300 people attended the 2012 Annual Benefit, which was both a fundraiser and an educational event. All three of the night's honorees have made a significant difference in the fight against racism and during the program they spoke about the need to continue to create racial equity in housing, education and public health.
 - One of the two Abraham Krasnoff Courage and Commitment Awards was given to Dr. Roscoe C. Brown, pioneer for racial equity as a Tuskegee Airman and renowned educator. Dr. Brown captivated the audience with his stories of fighting in WWII as one of the first black airmen in the US military. The heroism of the Tuskegee Airmen led to the integration of the armed forces and opened many doors to black Americans. Dr. Brown closed his acceptance speech by explaining what is needed to create racial equity in our region. He said, "Now excellence in Long Island means that we should have racial diversity and ethnic diversity in every single community; we should have affordable housing in every single community. I know there are some economic challenges there, but the fact is that the research indicates that where you have a diverse company, where you have a diverse community, things will be better for everyone, and that's the message that we want to send when we say 'erase racism'. It doesn't mean one group being better than another. It doesn't mean groups competing with one another. It means working together for a better community."
 - The second Abraham Krasnoff Courage and Commitment Award was given to Joan R. Saltzman, inspiring leader and community activist for equal access and expanded services. Mrs. Saltzman was honored for her life-time commitment to combat discriminatory practices and strengthen and expand health and human services for Long Island and New York's most vulnerable residents. In her acceptance speech, Ms. Saltzman said, "As a much younger woman, I helped to create Community Advocates, this was more than 40 years ago, and served as its president and CEO. My colleagues and I came into contact with a whole load of bad discriminatory practices, ugly discrimination in hospitals and emergency rooms, in realtors' offices and in our educational institutions...We found discriminatory practices in many local places and businesses...We found many pharmacies that were charging African American customers more for the same prescriptions, on the same day and even the same hour as they were charging white

The Unraveling Racism Training was one of the most inspiring and motivating workshops I have ever attended in all of my years of attending professional development. The open and honest dialogue that occurred between colleagues to discuss the major discriminatory factors we all face, but most importantly our young students face on a day-to-day basis, was eye opening and powerful. I feel this training is a necessity for any professional but should be a mandatory part of teacher training. To be a productive and active citizen, we all must hold ourselves accountable to stand up to the injustices that still exist in our society rather than to pretend it does not exist." –Holly Rauber, Assistant Principal, Jefferson Academic Center

customers." She added, "We acted. We made change where we could; however, whether we were responding to the blatant racism of pharmacists, other citizens, law enforcement officers or the insidious presence of racism in schools, we needed then, as we do now, the expertise, power and professionalism that ERASE brings to this world."

- ERASE Racism's Corporate Leadership Award was given to North Shore-LIJ Health System for their visionary leadership for equity and excellence in healthcare. Dr. Jennifer Mieres, Senior Vice President of the Office of Community & Public Health, accepted the award. Dr. Mieres spoke about the need to close racial disparities in health and the efforts by the System to see that every patient is provided with quality care. She explained that even though there have been a number of advancements in public health, "When you take a look at the new statistics released by the Centers for Disease Control, you see that in all of the chronic diseases, people of color are at a higher risk for death and a higher prevalence for such diseases as heart disease, diabetes, and complications related to obesity." Dr. Mieres added, "I applaud ERASE Racism for reminding us and encouraging us to be partners as we work together to eliminate disparities in health care and provide culturally and linguistically appropriate care for all of our citizens."
- In 2012, 39 people participated in ERASE Racism's Unraveling Racism Training (URT), which continued to receive rave reviews from participants. The URT provides the knowledge and understanding necessary to address issues of racial inequities. Through a variety of activities, participants learn about the effects of white privilege, internalized racism, and oppression and are provided with a safe and supportive environment to reflect upon their own experiences. The session includes interactive exercises, small group discussions and self-exploration.
 - On March 7 and 8, twenty-four individuals drawn from community organizations, a fair housing organization, and Long Island businesses participated in the training. One participant said "I found the ERASE Racism training eye-opening, helpful, humbling, insightful, and thought-provoking. I believe the training is beneficial to everyone and recommend it to business leaders, educators, activists, students, and parents. In fact, I believe everyone can learn, grow and become more accepting and affirming of all people by participating in this workshop."
 - On June 27 and 28, fifteen educators participated in the two-day Unraveling Racism Training. One participant said, "The Unraveling Racism Training was one of the most inspiring and motivating workshops I have ever attended in all of my years of attending professional development. The open and honest dialogue that occurred between colleagues to discuss the major discriminatory factors we all face, but most importantly our young students face on a day to day basis, was eye opening and powerful. I feel this training is a necessity for any professional but should be a mandatory part of teacher training. To be a productive and active citizen, we all must hold ourselves accountable to stand up to the injustices that still exist in our society rather than to pretend it does not exist."
- On November 15th, ERASE Racism was one out of only three organizations on Long Island that were invited to compete for \$4,000 at the Philanthropy Day Workshop called "The Ask, the Give, the Why." ERASE Racism educated the audience about the organization's Student Leadership Program, which is a series of workshops that teach high school students about the history of race

and racism in the U.S. ERASE Racism was not chosen as the first place winner, but received \$1,500 in support of the program.

- Throughout 2012, ERASE Racism produced many original articles that were used to change public perceptions about race and racism. Such articles included, "[Segregation Fuels Dangerous Stereotypes](#)", "[Racist Rhetoric: Good for Politics, but Bad for America](#)", "[Gross: County must hold up its end of HUD deal](#)," which was featured in Newsday, and "[Racial Discrimination Can't Be Solved by Fighting Poverty](#)," which was featured in the Huffington Post.

Educating and mobilizing Long Islanders

Creating racially integrated and equitable communities requires the collective efforts of Long Islanders of all ages and backgrounds. The ERASE Racism Partnership for Racial Equity is an important vehicle for building a broad base of support for its regional initiatives and for nurturing allies to increase racial equity through local actions where they live and work. In 2012, among the efforts that continued to expand the constituency of racial equity partners were the following:

- On June 12th, ERASE Racism held a special Youth Roundtable discussion with 2012 Annual Benefit Honoree Dr. Roscoe C. Brown, a leader in the civil rights movement and one of the last original Tuskegee Airmen. Eighty-five students and teachers gathered to speak with Dr. Brown and to learn what advice he has to offer to racial justice activists today. When asked how one can fight racism today when it is not as overt as in the 1940's, Dr. Brown responded that stereotyping is one of the most dangerous aspects of racism that we face. "The thing about African Americans from my generation was that we really thought that we could do well even though other people didn't recognize it... Today it is different because the laws prohibit discrimination and we *supposedly* have an equal society, [which leads to] a covert belief that different groups of people can do different things," explained Dr. Brown, adding that irrational expectations of individuals based on their race influence everything from the sports that a person plays to the career he or she decides to pursue.
- In June, ERASE Racism held its first essay writing contest, which was offered to high school seniors who have participated in the organization's Student Leadership Program. Kwesi Aaron, former Roosevelt student, won the contest for his essay that expounded on the danger of believing in racial stereotypes and suggested ways that every student can challenge assumptions associated with race. Mr. Aaron was awarded a cash prize of \$500 and he was recognized at ERASE Racism's 2012 Annual Benefit. His essay was published in the Benefit journal, as well as on the organization's website and in the monthly newsletter.
- On July 12th, ERASE Racism hosted three, one-hour sessions with Partners to discuss the connection between racial bias and structural racism. Thirteen people, mostly working in the field of education,

"Today it was so amazing to see how far people have come and how far our community has come since WWII, but it still shows how much more work there is to be done. And I'm so happy that ERASE Racism is here on Long Island calling attention to all of these issues. It was so amazing to meet Dr. Roscoe Brown. He's such a pioneer." –Olivia Frey, 2012 Youth Roundtable participant, ERASE Racism volunteer, and former student at Friends Academy

attended and the small size of the group allowed everyone to have an opportunity to speak and share his/her stories and thoughts. Feedback about the sessions was overwhelmingly positive.

- In 2012 ERASE Racism made a concerted effort to host a number of gatherings that would allow our Partners for Racial Equity to meet one another and explore ways that we can work together.
 - On August 16th, ERASE Racism hosted a social gathering at Four Food Studio in Melville to bring together a diverse group of our Partners. The meeting was organized to facilitate conversations between Long Islanders who support ERASE Racism's work and to discover ways that we can work together. Twenty-four people attended.
 - On May 6th, ERASE Racism sponsored a theater outing to see the 2012 Tony Award Winner for Best Play, "Clybourne Park", which illuminated the undeniable influence that race and racism has had, and continues to have, on the U.S. housing market. After the play, the group of 18 Long Islanders, which included educators, lawyers and community activists, discussed the implications of structural racism on housing opportunities today.
 - On November 18th, ERASE Racism hosted a theater outing to see City Center & Jazz at Lincoln Center's "Cotton Club Parade". The event was both a fundraiser and a social gathering for ERASE Racism. Twenty-two people attended.
- Martin "Marty" Schwartz, former Executive Director of the Annie E. Casey Foundation, was warmly welcomed to the ERASE Racism Board of Directors. Mr. Schwartz brings a deep understanding of social problems and what is needed to create change. The most important issues that ERASE Racism is currently working on, according to Mr. Schwartz, are creating diversified affordable housing and changing negative sentiments about affordable housing through its research and advocacy.
- ERASE Racism welcomed four new members to its College of Advisors, including Connie Lassandro, affordable housing expert; Nancy Rauch Douzinas, President of the Rauch Foundation; Joan R. Saltzman, Chairperson of the Saltzman Community Services Center at Hofstra University; and Judge Mary M. Werner, Retired New York State Supreme Court Justice. The 17 individuals that make up our College of Advisors each bring a unique set of skills and perspective to ERASE Racism.

Attracting national attention

ERASE Racism's expertise and accomplishment have been recognized by national funders, including the Ford Foundation, and its research and reports have been read widely by supporters, academics and the general public. The organization's statistical surveys and research reports have also been presented at national conferences. ERASE Racism's work is a key example of how the region, which is infamous for its longstanding housing segregation, is now making strides to dismantle racial barriers. Examples of how the organization continued to attract attention at the state and national levels in 2012 follow:

ERASE Racism's eight years of substantial grant awards from the Ford Foundation are representative of the organization's stature in the national arena.

- February 6, 2012, ERASE Racism published its first article in the Huffington Post. The article "[Racial Discrimination Can't Be Solved by Fighting Poverty](#)" was featured on the main page of the New York section and received over 60 shares and 20 comments.
- The Ford Foundation granted ERASE Racism \$150,000 to lead a New York Metro area inclusionary housing task force and to identify strategies to promote fair housing. One of Ford's issue areas is "Metropolitan Opportunity", which seeks to help low-income families in metropolitan areas move toward financial stability and security through the development of homes that are linked to public transportation, good schools, secure employment, and help provide innovative finance tools to purchase and maintain them. In 2012, ERASE Racism began to work with other members to organize a task force to develop strategies aimed at reducing residential segregation and increasing the regional supply of affordable housing in ways that expand the range of quality housing choices available to low income individuals and families, in particular people of color.

Education Equity Initiative

The unusually high number of school districts on Long Island, 124, which are segregated both racially and economically, are a disadvantage to students of color who overwhelmingly attend the lowest performing schools in the region. Given that education is the central factor for upward mobility in society, this situation predisposes racial and ethnic minorities to further disadvantage. The objective of ERASE Racism's Education Equity Initiative is to create racially and ethnically diverse, high performing public schools throughout the region. During 2012, ERASE Racism continued to build a constituency of educators, policy makers, and community leaders that support the goal of education equity. For example:

"All workshop participants and I would like to thank Erase Racism for the very informative and life-changing workshop...Many of the participants (all Spanish speakers) expressed how happy they were that the workshop was held in Spanish and materials were in Spanish. I received a call from one of the parents who shared with me how surprised she was with her own findings when she replicated the brown/white doll experiment with her child (her child offered similar responses to questions) and how she intends to work with her child (and rest of her family) to make sure that she does her part in eliminating racism. One of the student participants shared with me how the documentary Tale of Two Schools helped him understand how racism can be found in every aspect of his life and was able to relate to the students in the documentary." –Irma Solis, Enforcement Advocate, Long Island Housing Services

- On February 8th, Elaine Gross gave a screening and presentation at Adelphi University of ERASE Racism's 30-minute documentary, "A TALE OF TWO SCHOOLS: Race and Education on Long Island." Forty people attended the event, including students and faculty members.
- In order to reach a larger audience, ERASE Racism re-released "A TALE OF TWO SCHOOLS: Race and Education on Long Island" with Spanish subtitles. This version of the film is available with free access on the organization's website.
- ERASE Racism held a training on structural racism in Spanish. The group of parents and students from Farmingville, a predominately Latino community, requested the training to learn about ways in which they can be proactive in ensuring that their youth have access to the best educational opportunities.
- On October 18th, ERASE Racism convened a meeting with the Education Equity Working Group, The College of Advisors, The Board of Directors and select supporters to present its latest research about racial inequities in housing and education on Long Island. The feedback from the meeting focused on how to move the organization's Education Equity Initiative from identifying problems to implementing strategies that will lead to change. As a result of the meeting, four work groups were formed in the following areas:
 - Structural Strategies: focusing on re-districting, magnet schools, inter-district transfers, and other mechanisms that would move beyond the current rigid school district boundaries.
 - Pedagogy: exploring the impact of the International Baccalaureate Program (IB) as a tool for academic rigor and racial integration, combating implicit bias in the classroom, strategies to reduce the achievement gap, and incentives for cultural competency training for public school teachers and administrators.
 - Funding: exploring new ways to use funding to decrease the academic gap, such as providing universal pre-K, altering state and commercial and residential tax funding formulae to increase resources where needed.
 - Current Affairs: Evaluating state-wide education policies and local school district policies and practices for potentially harmful effects on education equity, educating others, and formulating appropriate responses.

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Stony Brook University School of Social Welfare

Judge Mary M. Werner
Retired New York State Supreme Court Justice

* Organizational affiliations for informational purposes

ERASE Racism would like to thank those who support us throughout the year.

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- Ford Foundation
- Greentree Foundation
- Levitt Foundation, Inc.
- Long Island Community Foundation
- Long Island Community Foundation - Mallouk Family Fund
- The New York Community Trust—Horace and Amy Hagedorn, Long Island Fund
- The New York Community Trust - Seewell Fund
- Rauch Foundation
- Rauch Foundation - John Wenzel
- Selma & Alvin Silverman Foundation Inc.

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Gifts In-Kind

ERASE Racism is grateful to D&B Engineers and Architects, P.C., Howard A. Glickstein, Michael Holzman and Amy Hagedorn for their generous donations of items and service.

STATEMENTS OF FINANCIAL POSITION
DECEMBER 31,

2012

2011

ASSETS

Current Assets:

Cash and cash equivalents.....	\$ 36,208	\$ -
Restricted cash and cash equivalents (Note 7).....	124,636	159,926
Contributions and grants receivable (Note 7).....	3,785	29,909
Prepaid expenses and other current assets.....	8,611	3,860

TOTAL CURRENT ASSETS 173,240 193,695

Property and equipment, net of accumulated depreciation (Note 2).....	11,651	2,503
Security deposit.....	6,969	6,969

TOTAL ASSETS \$ 191,860 \$ 203,167

LIABILITIES AND NET ASSETS

Current Liabilities:

Accounts payable and accrued expenses	\$ 27,149	\$ 23,531
Deferred revenue.....	-	12,312

TOTAL LIABILITIES 27,149 35,843

Commitments and contingencies (Notes 3, 4, 6, and 7)

Net Assets/(Deficit):

Unrestricted.....	40,075	(56,737)
Temporarily restricted (Note 7).....	124,636	224,061

TOTAL NET ASSETS 164,711 167,324

TOTAL LIABILITIES AND NET ASSETS \$ 191,860 \$ 203,167

STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED DECEMBER 31, 2012

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Total</u>
SUPPORT AND REVENUE (Note 3) :			
Contributions and grants (Note 7).....	\$ 143,095	\$ 107,306	\$ 250,401
Registration fees.....	11,700	-	11,700
Consulting fees.....	12,842	-	12,842
Other income.....	4,725	-	4,725
Net assets released from restrictions (Note 7).....	206,731	(206,731)	-
Gross proceeds from special events.....	265,435	-	265,435
Less: direct benefits to donors.....	(59,666)	-	(59,666)
Net proceeds from special events.....	<u>205,769</u>	<u>-</u>	<u>205,769</u>
Total Support and Revenue	584,862	(99,425)	485,437
EXPENSES:			
Program services:			
Housing.....	237,067	-	237,067
Education.....	21,308	-	21,308
Healthcare.....	931	-	931
Public education/seminars.....	36,579	-	36,579
Partner.....	37,298	-	37,298
Racism research.....	40,017	-	40,017
Youth.....	<u>13,685</u>	<u>-</u>	<u>13,685</u>
Total Program Services	386,885	-	386,885
Supporting services:			
Management and general.....	58,750	-	58,750
Development.....	<u>42,415</u>	<u>-</u>	<u>42,415</u>
Total Supporting Services	101,165	-	101,165
Total Expenses	488,050	-	488,050
Change in net assets/(deficit).....	96,812	(99,425)	(2,613)
Net assets/(deficit), beginning of year.....	<u>(56,737)</u>	<u>224,061</u>	<u>167,324</u>
Net assets, end of year.....	<u>\$ 40,075</u>	<u>\$ 124,636</u>	<u>\$ 164,711</u>

**STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED DECEMBER 31, 2011**

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Total</u>
SUPPORT AND REVENUE (Note 3) :			
Contributions and grants (Note 7).....	\$ 80,079	\$ 51,371	\$ 131,450
Registration fees.....	7,800	-	7,800
Consulting fees.....	16,188	-	16,188
Other income.....	556	-	556
Net assets released from restrictions (Note 7).....	72,229	(72,229)	-
Gross proceeds from special events.....	268,288	-	268,288
Less: direct benefits to donors.....	(62,669)	-	(62,669)
Net proceeds from special events.....	<u>205,619</u>	<u>-</u>	<u>205,619</u>
Total Support and Revenue	382,471	(20,858)	361,613
EXPENSES :			
Program services:			
Housing.....	93,766	-	93,766
Education.....	79,541	-	79,541
Healthcare.....	6,574	-	6,574
Public education/seminars.....	36,050	-	36,050
Partner.....	130,717	-	130,717
Racism research.....	7,321	-	7,321
Youth program.....	<u>12,472</u>	<u>-</u>	<u>12,472</u>
Total Program Services	366,441	-	366,441
Supporting services:			
Management and general.....	70,064	-	70,064
Development.....	<u>34,434</u>	<u>-</u>	<u>34,434</u>
Total Supporting Services	<u>104,498</u>	<u>-</u>	<u>104,498</u>
Total Expenses	<u>470,939</u>	<u>-</u>	<u>470,939</u>
Change in net assets.....	(88,468)	(20,858)	(109,326)
Net assets, beginning of year.....	<u>31,731</u>	<u>244,919</u>	<u>276,650</u>
Net (deficit)/assets, end of year.....	<u>\$ (56,737)</u>	<u>\$ 224,061</u>	<u>\$ 167,324</u>