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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

RACISM

2013 Annual Report

ELIMINATING BARRIERS TO RACIAL EQUITY

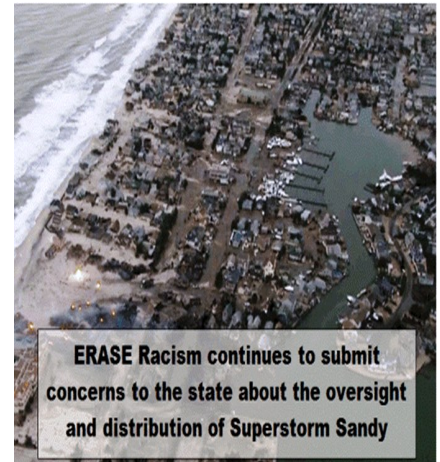
Fifty years ago, the Civil Rights Act of 1964 created the possibility of a racially integrated America. ERASE Racism is using the law in combination with an innovative outreach program to send a clear message here on Long Island—one of the most racially segregated regions in the country—that racial discrimination will not be tolerated. From suing discriminatory landlords, to building a diverse coalition to support changes in discriminatory policies and practices, we are making the dream of the Civil Rights Movement a reality.

Action in housing and community development

Long Island is among the ten most racially segregated metropolitan regions in the country in large part due to housing discrimination. Effective, local fair housing laws can help ensure that all people have equal access to housing and none are kept out of communities by discriminatory practices and policies. In 2013 we advanced this goal in the following ways:

Superstorm Sandy Relief and Fair Housing Advocacy

After Superstorm Sandy hit in 2012, ERASE Racism began to take action to ensure that relief funding is utilized promptly in a nondiscriminatory manner. ERASE Racism partnered with the Fair Share Housing Center of New Jersey to advocate for fair housing goals to be incorporated into the Sandy Relief package. Additionally, we used the opportunity to advocate for an increase in the Low Income Housing Tax Credits used to build affordable housing for the NY/NJ region. In 2013, ERASE Racism reviewed the New York State Division of Homes and Community Renewal's Action Plan for receipt of Sandy Relief funds and submitted comments highlighting concerns that the Action Plan did not address the racial and ethnic composition of areas affected by Sandy, and did not address how low-income residents would be affected by the Action Plan. Letters were submitted by ERASE Racism analyzing subsequent Action Plan drafts and providing recommendations to ensure compliance with fair housing laws.



(But Not if You Are African American)

Testing for Housing Discrimination and Taking Action against Perpetrators

In August, ERASE Racism, the Fair Housing Justice Center (FHJC), and three African American testers filed a lawsuit in federal district court alleging that the owners and managers of an apartment building in the Village of Mineola discriminate against African American renters. This followed a 2012 investigation which was jointly funded and sponsored by ERASE Racism and FHJC. This investigation included sending several teams of comparably qualified African American and white testers posing as prospective renters, to inquire about apartments at the 74-unit Town House Apartments located at 225 First Street in the Village of Mineola, a predominantly white community in Nassau County. The complaint alleges that the building superintendent discouraged African Americans from renting apartments by misrepresenting the availability of apartments, not showing available apartments, quoting higher rents, and/or suggesting there could be a wait because other people were ahead of them. As of this writing, the lawsuit is still in litigation.

- Erase Racism and other partners spearheaded a campaign to amend laws in Suffolk County. In order to protect renters from discrimination based on their source of income.
- Erase Racism conducted a review of the Qualified Allocation Plan, which is used to select developers for Low Income Housing Tax Credit Programs (LIHTC) in order to encourage the placement of affordable housing in high-opportunity areas. In addition, we submitted comments for how the plan could be improved in ways that prioritize projects that will advance racial and economic integration.
- Erase Racism analyzed and critiqued the RPA's initial plan. RPA, with funding from HUD, has been engaged in a project to draft the FHEA (Fair Housing and Equity Assessment) to ensure that recommendations for the region made by the Regional Plan Association (RPA) encourage racial integration on Long Island. As a result of our action, RPA extended the process for drafting the FHEA and created an Advisory Committee to assist with the FHEA process.

Action to educate the public about structural racism

Student Leadership Program

In 2013 ERASE Racism held two successful Student Leadership Forums with more than 175 Long Island high school students. The forum is a full-day workshop to teach students about the history of race in the U.S., the ways that structural racism still affects us today, and what students can do to make a difference in their communities.



In June, we held our second annual essay writing contest, offered to high school seniors who have participated in our Student Leadership Program. Brentwood High School student Margaret Liendo won the contest with her essay about the role that multicultural programs can play in allowing people to be proud of their cultures while learning to value other people's differences.

We hosted our Annual Youth Roundtable event for Long Island high school students with keynote speaker Kenneth Chenault, CEO and President of American Express. As a Long Island native and one of the first black CEOs of a Fortune 500 company, Mr. Chenault spoke to the students about his career path and offered advice on how to be a leader. The students asked questions about his success in business, his values, what it was like to break racial barriers and his experience growing up on Long Island.

- ERASE Racism led two diversity trainings for staff at Farmingdale State College, a Multi-Cultural training for staff and parents from Friends Academy and a structural racism workshop for the ENERGEIA Partnership at Molloy College.
- ERASE Racism President, Elaine Gross, participated in discussions at events throughout Long Island and NY, including a discussion on affirmative action at Hofstra University, a presentation on “Structural Racism in Schools” at the Civil & Human Rights Committee NYSUT Conference and a PBS town-hall program entitled “Designing Healthy Communities” which aired on channel 13.
- We also held our own events to raise awareness about structural racism and the need for civil rights enforcement, such as a Civil Rights Forum at the Touro Law Center. The presentations and discussion focused on recent Supreme Court decisions focused on voting rights, affirmative action in higher education, employment discrimination and marriage equality.
- Ms. Gross delivered several keynote addresses throughout the year, including the Howard A. Glickstein Civil Rights and Public Policy Lecture at Touro Law Center.

Action in creating educational equity

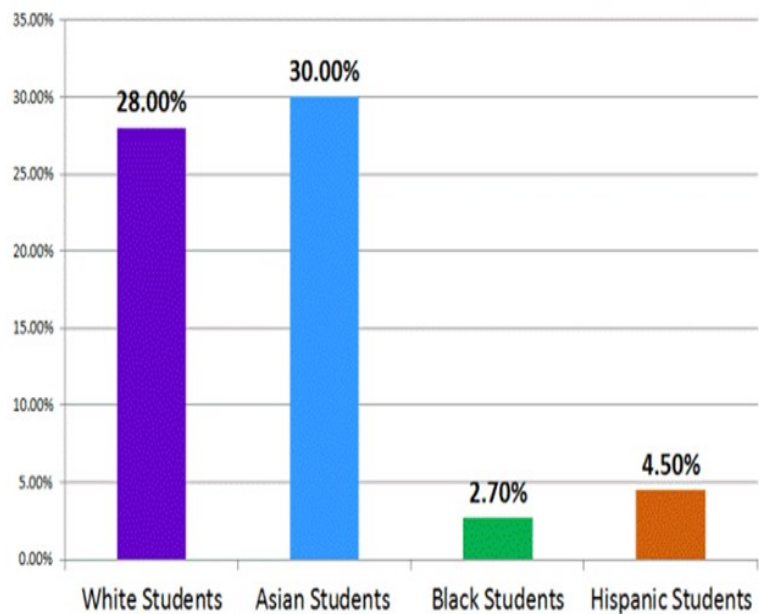
The Education Equity Initiative identifies unequal access to quality public schools and works to increase opportunities for black and Latino students to receive a high quality education and for all students to learn in racially diverse schools. In 2013, we advanced the goals of the Education Equity Initiative in the following ways:

In February we announced four new subcommittees for the Education Equity Working Group that will help move our goal of education equity into action. The sub-committees, focused on 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.

Percentage of each racial group that attend the highest performing school districts

We undertook a detailed demographic analysis of housing and education on Long Island that revealed shocking statistics about disparities in access to education.



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As a Partner, you will receive updates on our work, and events, as well as invitations to special “Partner Only” forums and events that will provide opportunities for you to engage in dialogue, connect for action and create change in your workplace, local community and the region.

Together, we advance racial equity by:

- * Raising awareness about racial injustices caused by policies and institutions;
- * Fighting housing discrimination and policies that create racial segregation;
- * Mobilizing a diverse constituency of supporters to help identify barriers to racial equity;
- * Creating an empowered coalition of community voices that advocate for changes in policy;
- * Working with teachers, parents, students and residents to promote education equity;
- * Working with local, regional and New York State coalitions to advocate for social justice.

VISIT OUR WEBSITE TO JOIN THE PARTNERSHIP!



STATEMENTS OF FINANCIAL POSITION
DECEMBER 31,

2013

2012

ASSETS

Current Assets:

Cash and cash equivalents.....	\$ 63,445	\$ 36,208
Restricted cash and cash equivalents (Note 7).....	64,083	124,636
Contributions and grants receivable.....	4,940	3,785
Prepaid expenses and other current assets.....	5,069	8,611

TOTAL CURRENT ASSETS 137,537 173,240

Property and equipment, net of accumulated depreciation (Note 2).....	9,619	11,651
Security deposit.....	6,969	6,969

TOTAL ASSETS \$ 154,125 \$ 191,860

LIABILITIES AND NET ASSETS

Current Liabilities:

Accounts payable and accrued expenses	\$ 28,780	\$ 27,149
Deferred revenue.....	2,250	-

TOTAL LIABILITIES 31,030 27,149

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

Net Assets:

Unrestricted.....	78,087	40,075
Temporarily restricted (Note 7).....	45,008	124,636

TOTAL NET ASSETS 123,095 164,711

TOTAL LIABILITIES AND NET ASSETS \$ 154,125 \$ 191,860

STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED DECEMBER 31, 2013

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Total</u>
SUPPORT AND REVENUE (Note 3) :			
Contributions and grants (Note 7).....	186,404	\$ 45,008	\$ 231,412
Registration fees.....	-	-	-
Consulting fees.....	6,000	-	6,000
Other income.....	2,626	-	2,626
Net assets released from restrictions (Note 7).....	124,636	(124,636)	-
Gross proceeds from special events.....	292,334	-	292,334
Less: direct benefits to donors.....	(46,891)	-	(46,891)
Net proceeds from special events.....	<u>245,443</u>	<u>-</u>	<u>245,443</u>
Total Support and Revenue	565,109	(79,628)	485,481
EXPENSES:			
Program services:			
Housing.....	262,389	-	262,389
Education.....	19,454	-	19,454
Healthcare.....	1,290	-	1,290
Public education/seminars.....	15,153	-	15,153
Partner.....	37,680	-	37,680
Racism research.....	50,687	-	50,687
Youth.....	<u>23,737</u>	<u>-</u>	<u>23,737</u>
Total Program Services	410,390	-	410,390
Supporting services:			
Management and general.....	72,353	-	72,353
Development.....	<u>44,354</u>	<u>-</u>	<u>44,354</u>
Total Supporting Services	<u>116,707</u>	<u>-</u>	<u>116,707</u>
Total Expenses	<u>527,097</u>	<u>-</u>	<u>527,097</u>
Change in net assets.....	38,012	(79,628)	(41,616)
Net assets, beginning of year.....	<u>40,075</u>	<u>124,636</u>	<u>164,711</u>
Net assets, end of year.....	<u>\$ 78,087</u>	<u>\$ 45,008</u>	<u>\$ 123,095</u>

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ERASE Racism

6800 Jericho Turnpike — Suite 109W

Syosset, NY 11791

Voice: (516) 921-4863

Fax: (516) 921-4866

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