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RACISM

2014 Annual Report

ELIMINATING BARRIERS TO RACIAL EQUITY

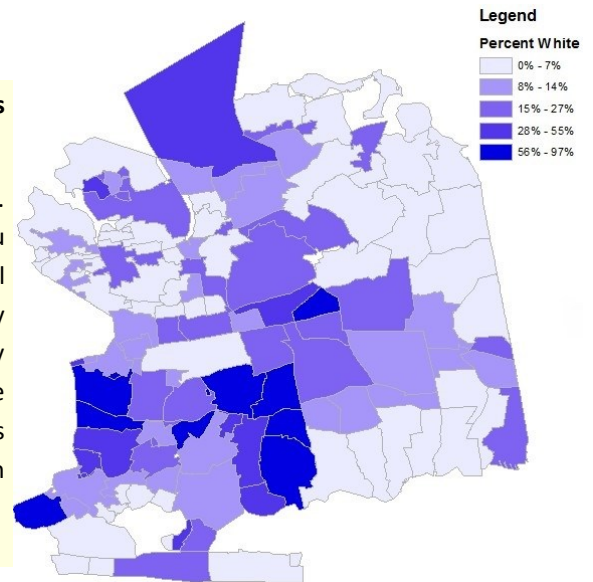
Over fifty years ago, the Civil Rights Act of 1964 created the possibility of a racially integrated America. ERASE Racism is using the law in combination with an innovative outreach program to send a clear message here on Long Island—one of the most racially segregated regions in the country—that racial 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 due, in large part, to housing discrimination. Effective, local fair housing laws and nondiscriminatory affordable housing policies, combined with vigilant fair housing enforcement and aggressive affirmative actions to further fair housing can help ensure that all people have equal access to housing and none are kept out of communities by discriminatory practices and policies. In 2014 we advanced this goal by carrying out the following efforts:

Holding Government Agencies and Local Entitlement Jurisdictions Accountable for Their Obligation to End Racial Segregation

On April 28th, ERASE Racism submitted a civil rights complaint to the U.S. Department of Housing and Urban Development (HUD) alleging that Nassau County discriminates against African-Americans and perpetuates racial segregation in the administration of its housing and community development programs. The Complaint identified violations committed by the County itself, as well as the County's failure to enforce members of the Nassau Urban County Consortium to comply with federal civil rights requirements. This complaint was accepted by HUD for investigation, which is ongoing.



Testing for Housing Discrimination and Taking Action against Perpetrators

On June 12th, ERASE Racism, along with four other plaintiffs, reached a favorable settlement in a housing discrimination case filed against a Mineola landlord and property manager. The settlement to resolve the lawsuit ERASE Racism, et al. v. LLR Realty LLC, et al. provided \$165,000 in damages, attorney's fees, and costs to plaintiffs regarding the rental of apartments at the 75-unit Town House Apartments. The settlement also provided for substantial structural changes to the rental operations at the Mineola apartment building including requiring the defendant, LLR Realty LLC, to adopt and implement non-discriminatory policies to prevent future fair housing violations at the property.



(But Not if You Are African American)

- In the aftermath of Superstorm Sandy, ERASE Racism began to take action to ensure that federal relief funding is utilized promptly in a nondiscriminatory manner. In 2014, ERASE Racism continued to submit its concerns to New York State about the oversight and distribution of Superstorm Sandy disaster relief funds.
- ERASE Racism and other nonprofit organizations spearheaded a successful campaign to pass a bill in Suffolk County that protects renters from discrimination based on the legal source of income utilized to pay for housing. The bill, HR 1620, was signed into law on September 24, 2014.

Action in educating the public about structural 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 has established itself as an expert on issues related to structural racism on Long Island and elsewhere, which is evidenced by numerous speaking engagements and interviews. In 2014, the organization educated the public on structural racism in the following ways:

Inspiring Students to Take Action in Their Own Communities

On March 31, 2014, ERASE Racism held its Annual Youth Roundtable Event, which is a special opportunity for Long Island students to learn from modern-day civil rights champions and leaders who are making a difference in the fight for racial equity. The keynote speaker was esteemed civil rights attorney, Frederick K. Brewington, Esq. Mr. Brewington spoke about his journey to become a civil rights lawyer and the characteristics that are necessary for success. He urged the students to always perform at their highest potential and take on leadership positions throughout their lives.



Building a Diverse Coalition to Advance the Goal of Racial Equity on Long Island and Beyond

ERASE Racism expanded its efforts to engage its Partnership for Racial Equity by creating a full-time community organizer position, which has been filled by Nuzhat Quaderi. Substantial work was conducted in 2014, involving outreach to 519 congregations from 12 different denominations to raise awareness about racial justice issues on Long Island and build an energized movement to eliminate racialized barriers in our region.

- Ms. Gross was asked by the media to speak about structural racism on Long Island various times throughout the year, including an interview on May 5th with a Long Island Press reporter to discuss fair housing and using affordable housing to further fair housing; a meeting with the Newsday Editorial Board on May 8th to inform them about recent issues relating to segregation on Long Island; and a radio interview on April 20th for Touro Law School's show, "On the Docket" to talk about the connection between housing and education. ERASE Racism activities and accomplishments received wide exposure in the media, in publications such as Newsday, Long Island Press, Port Washington Patch, Glen Cove Patch, and in broadcast media such as News 12.
- Ms. Gross was a panelist at several public events throughout the year, including the "Brown at 60: Segregation's Suburban Legacy" conference hosted by Columbia University Teachers College on May 2nd; a forum on education and the civil rights movement hosted by the National Bar Association at St. John's University on October 10th; and the National Coalition of 100 Black Women's forum, "Long Island at a Crossroad Revisited" on October 15th. In addition, she was a presenter at the Emerging Leader Program for People of Color sponsored by The Center for Nonprofit Leadership at Adelphi University on September 26th and the Huntington Chapter of the National Council of Negro Women program entitled "Let's erase racism now and let freedom ring" on February 23rd.

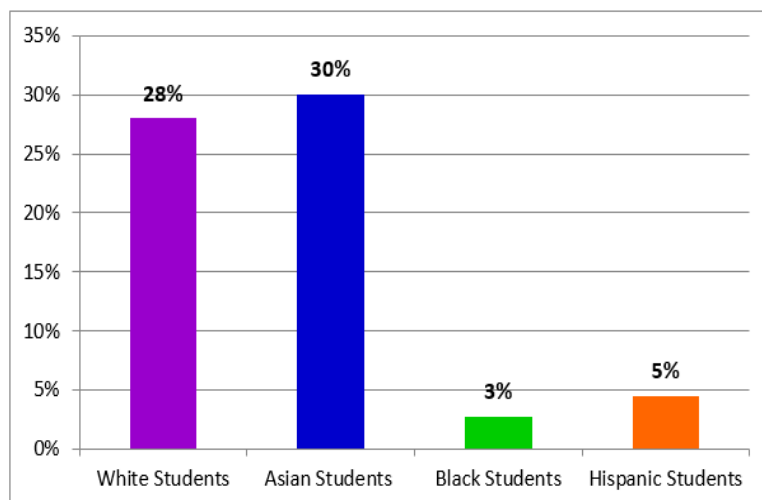
Action in creating educational equity

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 and classrooms. In 2014, the goals of the Education Equity Initiative were advanced in the following ways:

Gathering Relevant Research That Concretely Illustrates the Benefits of Integrated Schools

Throughout the summer of 2014, ERASE Racism undertook in-depth research to identify school districts that are experiencing a rapid change in their student population, specifically school districts which had been majority white but which were becoming more racially diverse. The goal is to form partnerships with several of these districts in order to help them create policies and practices to meet the changing needs of their student body. The research included quantitative analysis, using the NY State school district report cards to measure the changing student demographics and academic performance, and qualitative research to understand issues happening within the school district related to education equity.

Graph 5: Percentage of each racial group that attend the highest performing schools district based on Graduation Rates



(Source: New York State 2009-2010 School Report Card Database)

Developing a Regionally-Specific Message that Outlines the Urgent Need for Education Equity

ERASE Racism continued to engage its Education Equity Working Group to identify strategies to create racially integrated schools and classrooms. Together with Working Group members, it developed a narrative to appeal to school administrators on Long Island to encourage them to support education equity initiatives at the school district, local and state levels. The narrative was based on ERASE Racism's research, research from the Long Island Index, and input from superintendents who are members of the Working Group. It outlined a number of issues affecting the quality of public school education on Long Island and framed the pursuit of education equity as not an option, but rather the only way to meet the needs of a diversifying student population.

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Join the Partnership for Racial Equity!

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!

www.eraseracismny.org

ERASE RACISM, INC.

STATEMENTS OF FINANCIAL POSITION
DECEMBER 31,

2014 2013

ASSETS

Current Assets:

Cash and cash equivalents.....	\$ 185,988	\$ 82,520
Restricted cash and cash equivalents (Note 8).....	15,195	45,008
Contributions and grants receivable.....	4,785	4,940
Prepaid expenses and other current assets.....	10,388	5,069

TOTAL CURRENT ASSETS 216,356 137,537

Property and equipment, net of accumulated depreciation (Note 2).....	3,967	9,619
Security deposit.....	6,969	6,969

TOTAL ASSETS \$ 227,292 \$ 154,125

LIABILITIES AND NET ASSETS

Current Liabilities:

Accounts payable and accrued expenses	\$ 36,809	\$ 28,780
Deferred revenue.....	-	2,250

TOTAL LIABILITIES 36,809 31,030

Commitments and contingencies (Notes 3, 4, 6, and 8)

Net Assets:

Unrestricted.....	175,288	78,087
Temporarily restricted (Note 8).....	15,195	45,008

TOTAL NET ASSETS 190,483 123,095

TOTAL LIABILITIES AND NET ASSETS \$ 227,292 \$ 154,125

STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED DECEMBER 31, 2014

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Total</u>
SUPPORT AND REVENUE (Note 3):			
Contributions and grants (Note 8).....	\$ 363,220	\$ 2,300	\$ 365,520
Registration fees.....	10,130	-	10,130
Consulting fees.....	1,500	-	1,500
Other income (Note 7).....	41,150	-	41,150
Net assets released from restrictions (Note 8).....	32,113	(32,113)	-
Gross proceeds from special events.....	224,471	-	224,471
Less: direct benefits to donors.....	(47,515)	-	(47,515)
Net proceeds from special events.....	<u>176,956</u>	<u>-</u>	<u>176,956</u>
Total Support and Revenue	625,069	(29,813)	595,256
 EXPENSES:			
Program services:			
Housing.....	253,843	-	253,843
Education.....	18,223	-	18,223
Healthcare.....	690	-	690
Public education/seminars.....	18,784	-	18,784
Partner.....	64,601	-	64,601
Racism research.....	64,861	-	64,861
Youth.....	<u>2,324</u>	<u>-</u>	<u>2,324</u>
Total Program Services	423,326	-	423,326
 Supporting services:			
Management and general.....	70,597	-	70,597
Development.....	<u>33,945</u>	<u>-</u>	<u>33,945</u>
Total Supporting Services	<u>104,542</u>	<u>-</u>	<u>104,542</u>
Total Expenses	<u>527,868</u>	<u>-</u>	<u>527,868</u>
Change in net assets.....	97,201	(29,813)	67,388
Net assets, beginning of year.....	<u>78,087</u>	<u>45,008</u>	<u>123,095</u>
Net assets, end of year.....	<u>\$ 175,288</u>	<u>\$ 15,195</u>	<u>\$ 190,483</u>

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