

ERASE Racism



2010 Annual Report

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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 2010 represents ERASE Racism's sixth full year of independent operation.

OUR 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, for example in matters such 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.

OUR 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

As we enter the tenth year of operation, ERASE Racism has been the catalyst for:

Strengthening civil rights laws and enforcement

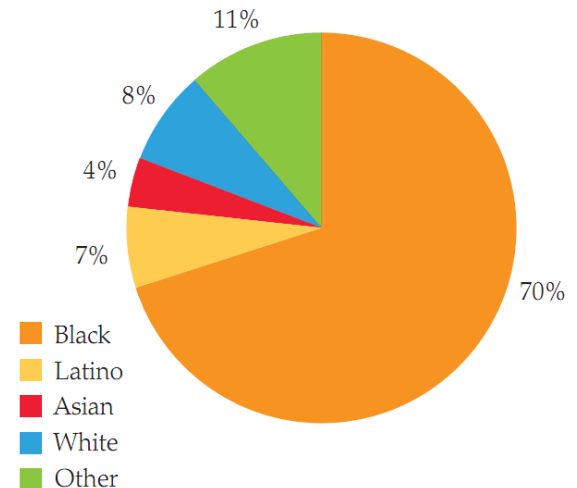
Long Island is one of the most racially segregated regions in the country and documented housing discrimination continues. Effective, local fair housing laws can help ensure that all people have equal access to housing and none are kept out of communities by discriminatory practices and policies. Thanks to ERASE Racism's leadership, research, policy analysis, persistent advocacy and support from its broad vocal constituency, in 2007 new fair housing laws and administrative enforcement systems were enacted in Nassau and Suffolk Counties with strong penalties for people who break the laws. Discrimination complaints can now be filed, investigated and resolved locally, at no cost to the victims of discrimination, based on the laws' protected classes: race, creed, color, national origin, ethnicity, gender, religion, source of income, sexual orientation, age and marital status. In 2010 we continued to investigate structures, policies and practices that result in racial inequities, for example:

- Analyzed the proposed Fair Housing Plan of Nassau County and submitted written recommendations to improve the analysis to impediments to fair housing and to ensure that the County was affirmatively furthering fair housing in compliance with HUD regulations.
- In collaboration with Hofstra University, and in cooperation with the Nassau County Office of Housing and Homeless Services, a report was written concluding a study involving 3,017 mailed questionnaires to participants in the Housing Choice Voucher Program (Section 8) in Nassau County. The study sought to identify whether disparities existed among respondents in a variety of areas, including health behavior and health status on the basis of either racial/ethnic differences or with respect to the fact that they may live in different communities. This work is ongoing.

"ERASE Racism's outstanding reports, "Long Island Fair Housing: A State of Inequity", issued in 2005, and "The Racial Equity Report Card: Fair Housing on Long Island", issued in 2009, in addition to its successful leadership in the enactment of strengthened fair housing laws in both Nassau and Suffolk Counties, confirms ERASE Racism's reputation as the premier fair housing organization on Long Island."

Michael E. White, Executive Director, Long Island Regional Planning Council

NUMBER OF INITIAL RACE DISCRIMINATION Inquiries Made to NYSDHR from 1999 to 2007



This statistic is a part of ERASE Racism's report "[The Racial Equity Report Card: Fair Housing on Long Island](#)"

Influencing regional leadership

Civil rights laws routinely help block individual 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 Planning Council, The Long Island Index and The Enegeia Partnership incorporate the achievement of racial equity into their policy priorities and activities. In 2010 we continued these ongoing partnerships and specific activities, for example:

- Deepened collaboration with The Enegeia Partnership at Molloy College to further joint efforts to promote public education equity.
- Was strategically involved with the Public Education Working Group of the Long Island Regional Planning Council, helping to ensure that proper attention was paid to schools with majority black and Latino students with chronic indicators of low student achievement.

"ERASE Racism has been an invaluable partner since The Enegeia Partnership, a leadership academy, was established at Molloy College. ERASE Racism's ability to develop and present transformative information to regional leaders and policy makers, including those at Enegeia, has contributed greatly to our understanding of Long Island's social, political and governmental dysfunction and to our determination that racial equity be an integral priority in Enegeia's curriculum and in planning for Long Island's future." Paul Tonna, Executive Director, The Enegeia Partnership

LONG ISLAND REGIONAL PLANNING COUNCIL



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. Our 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 2010 this work included, for example:

"It was a life changing event. After the training, I was able to speak about racism in a different way. The interactive activities, small group discussions and self-exploration activities clarified how internalized and institutionalized racism can be dismantled. I literally became a different person. I went back to my job and spoke to my supervisor about hiring more people of color, but I also talked to friends, co-workers, and clients about our internalized racism and what to do about it." Cecilia Escamilla, a clinical social worker in a Long Island public school

- Sixty-nine individuals participated in the two-day Unraveling Racism Training (URT) workshop, which continued to receive rave reviews from participants. Diverse participants were drawn from: Nassau and Suffolk County law enforcement, clergy and religious organizations, public and private schools, universities, nonprofits, business and health organizations.



Unraveling Racism participants having a break-out discussion

- Over 300 people attended the 2010 Annual Benefit, which was both a fundraiser and an educational event. Civil rights pioneer Ambassador Andrew Young was the honoree and delivered the key note address.
- ERASE Racism President, Elaine Gross, delivered a presentation on education equity at The Aspen Institute for approximately 50 participants from around the country and some foreign countries.
- Numerous presentations and trainings by ERASE Racism President Elaine Gross, included those to the Black Educators Association, Temple Beth El, Great Neck for Martin Luther King Day of Service; fair housing training for young mothers at Bethany House; Dowling College Diversity Conference, keynote speaker for Women Economic Developers. She was class speaker for Long Island University Doctoral Program class; Hofstra Renew New York 2010 Student Program, workshop presenter for Nassau County DSS Disproportionate Minority Representation project in Child Welfare and Juvenile Justice systems; presenter for Nassau County Middle Schools Anti-Bias Consortium.



2010 Annual Benefit with honoree Dr. Andrew Young

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 our regional initiatives and for nurturing allies to increase racial equity through local actions where they live and work. In 2010 efforts continued to expand the constituency of racial equity partners, for example:

- Reached the goal of inspiring more than 1,000 individuals to become ERASE Racism Racial Equity Partners.
- The Student Partnership for Racial Equity was launched with one session in 2009 for Nassau County high school students. This project to educate the next generation of regional leaders and inspire them to become racial equity advocates expanded in 2010 to include two follow-up events and the second full-day Student Leadership Forum, which introduced a new group of Nassau County high-school students into the program. There were 51 racially and ethnically diverse students from high schools throughout Nassau County who participated in the program in 2010.
 - Enhanced the Student Partner program by creating an educational board-game about structural racism, which was utilized in a follow up session where students played the game and discussed the effects of structural racism in the world today.
 - In addition, approximately 200 Students from four colleges, 22 high schools and three youth groups attended a Round Table Discussion led by Ambassador Andrew Young.
- Launched new communications/civic engagement activities, including social networking pages on Facebook, Twitter and YouTube and creating an electronic newsletter.

"If we only work in our small boxes without hearing and learning from others our chance of success will be diminished. Essential to this work is deepening our understanding of what racism is and what the effects of racism are on our communities. Bringing ERASE Racism's Unraveling Racism Training to the East End was central to this collaboration." Dianne Rulnick, Former Chair-Southampton Anti-Bias Taskforce



High School students participating in ERASE Racism's 2010 Student Leadership Forum



Dr. Andrew Young with students who attended his Youth Roundtable Discussion

- Efforts to educate and organize an active constituency were further strengthened by appearances on television public affairs programs, coverage in newspaper articles and published opinion articles by staff and board members.

Attracting national attention

ERASE Racism's expertise and accomplishment have been recognized by national funders, including the Ford Foundation. It has produced significant statistical surveys and research reports, which have 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. In 2010 recognition for our work continued, for example:

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

- ERASE Racism attained "Accredited charity seal" with the Better Business Bureau. This approval signifies that we have met the 20 voluntary standards for charity accountability including the standard of dedicating at least 65% of expenses to program activities.
- President Elaine Gross was honored at Hofstra University's Celebration of Suburban Diversity for being a champion for racial and cultural diversity.
- ERASE Racism was awarded the Agency of the Year Award by the New York State, National Association of Social Workers.



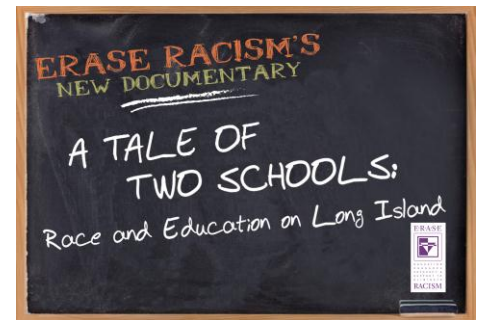
Education Equity Campaign

The unusually high number of school districts on Long Island, 124, which are overwhelmingly segregated both racially and economically means that low-performing schools are disproportionately affecting students of color. Given that education is the central factor for upward mobility in our society, this situation predisposes racial and ethnic minorities to further disadvantage. The objective of ERASE Racism's Education Equity Initiative is to catalyze a strategic dialogue about the benefits of creating racially and ethnically diverse, high performing public schools throughout the region. While building

"As a passionate educational leader, who is very concerned with the pervasive educational inequalities that exist in the public education system for the growing minority student population situated in Long Island, New York, ERASE Racism's educational agenda has shed much needed awareness on this injustice and has revealed the "pink elephant" that so many have been afraid to discuss. ERASE Racism has created a forum for like-minded Long Island leaders to have the necessary dialogue to begin the development of a comprehensive and sustainable strategic plan that intends to confront institutionalized racism in public education by addressing equity and equality for all minority students attending Long Island public schools." RG France, Assistant Superintendent, Roosevelt Union Free School District

a constituency of educators, policy makers, and community leaders is the first step, the next step will be advocating for policies and practices that support our goal of equity, excellence and racial integration in Long Island public schools.

- Launched the release of our documentary *TALE OF TWO SCHOOLS: Race and Education on Long Island* by holding a film forum at Hofstra University. Over 300 people attended the event.
- President Elaine Gross was a guest on the News 12 Long Island television program, “Diverse Long Island”, speaking about the documentary and public school education.
- Held focus groups of regional leaders to discuss education equity on Long Island and strategies for change.
- Launched a new education webpage, which includes our thirty-minute documentary, a slide presentation, fact sheets and opportunities for public engagement.



President Elaine Gross & education researcher Dr. Amy Stuart Wells speaking at ERASE Racism’s Regional Forum for Education Equity

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(Identifies with, but does not represent)

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The Energeia Partnership

Luis Valenzuela, Ph.D., LMSW
Long Island Immigrant Alliance
Stony Brook University School of Social Welfare

* *Organizational affiliations for informational purposes only*

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

Foundations/Funds 2010

The Ford Foundation
James M. Large, Jr. Family Foundation
The Jane & Martin Schwartz Family Foundation
W.K. Kellogg Foundation
Levitt Foundation, Inc.
LICF - Melvin Ludwig Memorial Fund
LICF - Sunida Fund

Long Island Community Foundation
Long Island Community Foundation – Horace
and Amy Hagedorn LICF Fund
Long Island Unitarian Universalist Fund-LICF
The Rauch Foundation - John Wenzel
The Tilles Family

Corporations & Organizations 2010

Bank of America
The Community Church of Syosset
The Community Development Corporation of Long
Island

Davidow, Davidow, Siegel & Stern, LLP
Hofstra University
The Islamic Center of Long Island
Ridgewood Savings Bank

Individuals 2010

Anonymous(4)
Mr. & Mrs.
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Fred & Barbara
Bornstein
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Peter Visconti
Diana Weaving
John Wenzel
Dr. Marcia White
Dr. Candace White
Ciraco
Susan Braun & Scott
A. Williams
Barbara Zeller

Gifts In-Kind

ERASE Racism is grateful to the following individuals and organizations for their generous donations of items and services.

Andrew J. Young Foundation
Bernie of New York
Bracco's Clam and Oyster Bar
The Buccaneer Crab House
Cameron Engineering & Associates, LLP
Capt. Ben's Fish Market
Christopher R. Carroll, Esq.
Choopan Grill of Hicksville
Cipriano Nursery and Garden Center
Nelson DeMille
E.B. Elliott's
Daniel Ekman
The Gabrellian Family
Garden City Country Club
Garden City Hotel
Girl Scouts of Nassau County, Inc.
Giulio Cesare Ristorante of Westbury
Howard Glickstein
Andrea Grooms
Cathryn Harris
Hicks Nurseries, Inc.
Sister Elizabeth Hill—St. Joseph's College
Henry Holley
Linda Howard-Weissman
Hudson & McCoy Fish House & Bar
Jeffrey's Manhattan Eyeland

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The Milleridge Inn
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Arda Nazerian
New York Islanders
New York Rangers
Personalized Skin Care by Marcia
Planting Fields Arboretum
Restaurant Joy - New York City
Phyllis Rice
Ronald J. Krowne Photography
The Schooner
Joan Skelly
Rwanda Basket Company
The Schooner Lobster & Fish House
Suffolk County BOCES
Sugar & Spice Culinary Arts in Garden City
Sunny Image Studio
ThoroughFit Personal Trainers
Roger Tilles
Dr. Candace White-Ciraco
Anthony Zito

STATEMENTS OF FINANCIAL POSITION
DECEMBER 31,

	2010	2009
ASSETS		
Current Assets:		
Cash and cash equivalents.....	\$ 37,913	\$ 255,300
Restricted cash and cash equivalents (Note 6).....	186,919	20,000
Contributions and grants receivable (Note 6).....	62,650	55,700
Prepaid expenses and other current assets.....	<u>3,847</u>	<u>6,494</u>
TOTAL CURRENT ASSETS	291,329	337,494
Property and equipment, net of accumulated depreciation (Note 2).....	1,543	3,086
Security deposit.....	<u>6,969</u>	<u>6,969</u>
TOTAL ASSETS	<u>\$ 299,841</u>	<u>\$ 347,549</u>
LIABILITIES AND NET ASSETS		
Current Liabilities:		
Accounts payable and accrued expenses	\$ 22,691	\$ 17,396
Deferred revenue.....	<u>500</u>	<u>-</u>
TOTAL LIABILITIES	<u>23,191</u>	<u>17,396</u>
Commitments and contingencies (Notes 3, 4, and 6)		
Net Assets:		
Unrestricted.....	31,731	310,153
Temporarily restricted (Note 6).....	<u>244,919</u>	<u>20,000</u>
TOTAL NET ASSETS	<u>276,650</u>	<u>330,153</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 299,841</u>	<u>\$ 347,549</u>

STATEMENTS OF FINANCIAL POSITION
FOR THE YEAR ENDED DECEMBER 31, 2010

	Unrestricted	Temporarily Restricted	Total
SUPPORT AND REVENUE (Note 3) :			
Contributions and grants (Note 6).....	\$ 94,871	\$ 244,919	\$ 339,790
Registration fees.....	17,450	-	17,450
Consulting fees.....	3,600	-	3,600
Other income.....	2,219	-	2,219
Net assets released from restrictions (Note 6).....	20,000	(20,000)	-
Gross proceeds from special events.....	125,062	-	125,062
Less: direct benefits to donors.....	(44,953)	-	(44,953)
Net proceeds from special events.....	80,109	-	80,109
Total Support and Revenue	218,249	224,919	443,168
 EXPENSES (Note 5):			
Program services:			
Housing.....	19,217	-	19,217
Education.....	77,989	-	77,989
Healthcare.....	4,481	-	4,481
Public education/seminars.....	41,631	-	41,631
Partner.....	100,912	-	100,912
Racism research.....	6,022	-	6,022
Youth.....	40,248	-	40,248
Total Program Services	290,500	-	290,500
Supporting services:			
Management and general.....	118,414	-	118,414
Development.....	87,757	-	87,757
Total Supporting Services	206,171	-	206,171
Total Expenses	496,671	-	496,671
Change in net assets.....	(278,422)	224,919	(53,503)
Net assets, beginning of year.....	310,153	20,000	330,153
Net assets, end of year.....	\$ 31,731	\$ 244,919	\$ 276,650