

E·R·A·S·E



EDUCATION  
RESEARCH  
ADVOCACY &  
SUPPORT TO  
ELIMINATE  
RACISM

*FINANCIAL STATEMENTS  
AND INDEPENDENT AUDITORS' REPORT*

*FOR THE YEARS ENDED DECEMBER 31, 2018 AND 2017*

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**FINANCIAL STATEMENTS  
AND INDEPENDENT AUDITORS' REPORT  
FOR THE YEARS ENDED DECEMBER 31, 2018 AND 2017  
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## Independent Auditors' Report

To the Board of Directors  
ERASE Racism, Inc.  
Syosset, New York 11791-4401

We have audited the accompanying financial statements of ERASE Racism, Inc. ("ERASE," a not-for-profit corporation), which comprise the statements of financial position as of December 31, 2018 and 2017, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

### *Management's Responsibility for the Financial Statements*

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### *Auditors' Responsibility*

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to ERASE's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of ERASE's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

*Opinion*

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of ERASE as of December 31, 2018 and 2017, and the changes in its net assets and its cash flows for the years then ended in conformity with accounting principles generally accepted in the United States of America.

*Cerini & Associates LLP*

March 11, 2019  
Bohemia, New York

**ERASE RACISM, INC.**

**STATEMENTS OF FINANCIAL POSITION  
DECEMBER 31,**

**2018                      2017**

**ASSETS**

**Current Assets:**

Cash and cash equivalents (Note 2).....	\$ 52,762	\$ 123,556
Restricted cash and cash equivalents (Notes 2 and 7).....	176,588	68,429
Contributions and grants receivable (Notes 4 and 7).....	29,800	163,597
Prepaid expenses and other current assets.....	12,128	8,362

**TOTAL CURRENT ASSETS                      271,278                      363,944**

Property and equipment, net of accumulated depreciation .....	6,225	-
Security deposit.....	6,969	6,969
Contributions and grants receivable, net of current portion (Notes 4 and 7).....	-	7,886

**TOTAL ASSETS                      \$ 284,472                      \$ 378,799**

**LIABILITIES AND NET ASSETS**

**Current Liabilities:**

Accounts payable and accrued expenses .....	\$ 38,996	\$ 42,849
Deferred revenue.....	500	1,500

**TOTAL LIABILITIES                      39,496                      44,349**

Commitments and contingencies (Notes 2, 3, 5, and 7)

**Net Assets:**

Without donor restrictions.....	68,388	163,488
With donor restrictions (Note 7).....	176,588	170,962

**TOTAL NET ASSETS                      244,976                      334,450**

**TOTAL LIABILITIES AND NET ASSETS                      \$ 284,472                      \$ 378,799**

**STATEMENT OF ACTIVITIES  
FOR THE YEAR ENDED DECEMBER 31, 2018**

	<b>Without Donor Restrictions</b>	<b>With Donor Restrictions</b>	<b>Total</b>
<b>SUPPORT AND REVENUE (Note 2):</b>			
Contributions and grants (Notes 4 and 7).....	\$ 288,370	\$ 161,872	\$ 450,242
Registration fees.....	11,625	-	11,625
Consulting fees.....	5,450	-	5,450
Other income.....	3,002	-	3,002
Net assets released from restrictions (Note 7).....	156,246	(156,246)	-
Gross proceeds from special events.....	219,738	-	219,738
Less: direct benefits to donors.....	(61,684)	-	(61,684)
Net proceeds from special events.....	158,054	-	158,054
<b>Total Support and Revenue</b>	622,747	5,626	628,373
 <b>EXPENSES:</b>			
Program services:			
Housing.....	20,111	-	20,111
Education.....	218,236	-	218,236
Healthcare.....	-	-	-
Public education/seminars.....	30,374	-	30,374
Partner.....	193,355	-	193,355
Racism research.....	77,569	-	77,569
Youth.....	12,167	-	12,167
<b>Total Program Services</b>	551,812	-	551,812
 Supporting services:			
Management and general.....	35,050	-	35,050
Development.....	130,985	-	130,985
<b>Total Supporting Services</b>	166,035	-	166,035
<b>Total Expenses</b>	717,847	-	717,847
Change in net assets.....	(95,100)	5,626	(89,474)
Net assets, beginning of year.....	163,488	170,962	334,450
Net assets, end of year.....	\$ 68,388	\$ 176,588	\$ 244,976

**STATEMENT OF ACTIVITIES  
FOR THE YEAR ENDED DECEMBER 31, 2017**

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
<b>SUPPORT AND REVENUE (Note 2):</b>			
Contributions and grants (Notes 4 and 7).....	\$ 337,026	\$ 170,962	\$ 507,988
Registration fees.....	1,867	-	1,867
Consulting fees.....	10,560	-	10,560
Other income.....	1,379	-	1,379
Net assets released from restrictions (Note 7).....	12,918	(12,918)	-
Gross proceeds from special events.....	215,996	-	215,996
Less: direct benefits to donors.....	(54,758)	-	(54,758)
Net proceeds from special events.....	<u>161,238</u>	<u>-</u>	<u>161,238</u>
<b>Total Support and Revenue</b>	524,988	158,044	683,032
<b>EXPENSES :</b>			
Program services:			
Housing.....	25,287	-	25,287
Education.....	228,828	-	228,828
Healthcare.....	122	-	122
Public education/seminars.....	22,236	-	22,236
Partner.....	97,688	-	97,688
Racism research.....	86,990	-	86,990
Youth.....	-	-	-
<b>Total Program Services</b>	461,151	-	461,151
Supporting services:			
Management and general.....	36,794	-	36,794
Development.....	143,593	-	143,593
<b>Total Supporting Services</b>	180,387	-	180,387
<b>Total Expenses</b>	<u>641,538</u>	<u>-</u>	<u>641,538</u>
Change in net assets.....	(116,550)	158,044	41,494
Net assets, beginning of year.....	<u>280,038</u>	<u>12,918</u>	<u>292,956</u>
Net assets, end of year.....	<u>\$ 163,488</u>	<u>\$ 170,962</u>	<u>\$ 334,450</u>

STATEMENT OF FUNCTIONAL EXPENSES  
FOR THE YEAR ENDED DECEMBER 31, 2018

	Program Services							Supporting Services		Total Expenses	
	Housing	Education	Healthcare	Public Education / Seminars	Partner	Racism Research	Youth	Total Program	Management and General		Development
Staff leasing expense.....	\$ 13,979	\$ 189,862	\$ -	\$ 18,554	\$ 138,818	\$ 59,395	\$ 6,204	\$ 426,812	\$ 5,476	\$ 112,217	\$ 544,505
Professional fees.....	221	4,250	-	7,237	9,025	1,504	125	22,362	13,445	1,728	37,535
Telecommunications.....	66	2,923	-	68	2,835	202	33	6,127	1,658	663	8,448
Equipment and maintenance.....	28	789	-	60	799	6,727	12	8,415	315	328	9,058
Supplies.....	-	901	-	22	499	148	-	1,570	2,556	703	4,829
Conferences.....	29	1,202	-	803	20,479	-	5,386	27,899	632	237	28,768
Travel and entertainment.....	964	3,085	-	2,644	897	30	175	7,795	817	937	9,549
Postage and delivery.....	-	78	-	-	2,763	233	-	3,074	900	2,677	6,651
Occupancy (Note 3).....	293	6,843	-	343	5,670	978	147	14,274	3,291	3,470	21,035
Utilities .....	72	1,738	-	84	1,391	240	36	3,561	442	852	4,855
Printing and production.....	-	1,768	-	404	4,370	598	-	7,140	-	331	7,471
Insurance.....	2,101	3,431	-	126	2,094	474	35	8,261	377	1,871	10,509
Advertising.....	-	1,192	-	-	2,222	1,000	-	4,414	250	-	4,664
Miscellaneous.....	2,353	29	-	-	1,054	5,992	-	9,428	4,794	4,783	19,005
Depreciation.....	5	145	-	29	439	48	14	680	97	188	965
	<u>\$ 20,111</u>	<u>\$ 218,236</u>	<u>\$ -</u>	<u>\$ 30,374</u>	<u>\$ 193,355</u>	<u>\$ 77,569</u>	<u>\$ 12,167</u>	<u>\$ 551,812</u>	<u>\$ 35,050</u>	<u>\$ 130,985</u>	<u>\$ 717,847</u>



**STATEMENT OF FUNCTIONAL EXPENSES  
FOR THE YEAR ENDED DECEMBER 31, 2017**

	Program Services							Supporting Services		Total Expenses	
	Housing	Education	Healthcare	Public Education/ Seminars	Partner	Racism Research	Youth	Total Program	Management and General		Development
Staff leasing expense.....	\$ 17,706	\$ 172,653	\$ 121	\$ 14,698	\$ 75,745	\$ 69,559	\$ -	\$ 350,482	\$ 8,305	\$ 118,955	\$ 477,742
Professional fees.....	264	20,713	1	3,151	1,948	996	-	27,073	13,450	6,720	47,243
Telecommunications.....	121	2,771	-	45	2,272	210	-	5,419	1,491	588	7,498
Equipment and maintenance....	81	1,645	-	28	452	6,729	-	8,935	424	386	9,745
Supplies.....	-	441	-	40	636	435	-	1,552	2,337	598	4,487
Conferences.....	244	6,621	-	1,019	1,170	-	-	9,054	693	15	9,762
Travel and entertainment.....	1,061	2,333	-	2,419	1,434	26	-	7,273	729	145	8,147
Postage and delivery.....	-	64	-	24	1,162	225	-	1,475	398	2,317	4,190
Occupancy (Note 3).....	732	7,250	-	270	4,233	1,260	-	13,745	3,676	3,570	20,991
Utilities .....	192	1,887	-	68	1,088	435	-	3,670	649	914	5,233
Printing and production.....	-	8,412	-	356	822	-	-	9,590	-	-	9,590
Insurance.....	1,873	2,926	-	99	1,663	492	-	7,053	1,023	1,511	9,587
Advertising.....	-	500	-	-	3,946	1,240	-	5,686	-	370	6,056
Miscellaneous.....	2,953	56	-	-	796	5,288	-	9,093	3,430	7,232	19,755
Depreciation .....	60	556	-	19	321	95	-	1,051	189	272	1,512
	<u>\$ 25,287</u>	<u>\$ 228,828</u>	<u>\$ 122</u>	<u>\$ 22,236</u>	<u>\$ 97,688</u>	<u>\$ 86,990</u>	<u>\$ -</u>	<u>\$ 461,151</u>	<u>\$ 36,794</u>	<u>\$ 143,593</u>	<u>\$ 641,538</u>

**ERASE RACISM, INC.**

**STATEMENTS OF CASH FLOWS**

**FOR THE YEARS ENDED DECEMBER 31,**

**2018**

**2017**

**CASH FLOWS FROM OPERATING ACTIVITIES:**

Change in net assets..... \$ (89,474) \$ 41,494

Adjustment to reconcile change in net assets  
to net cash provided by/(used in) operating activities:

Depreciation..... 965 1,512

Changes in operating assets and liabilities:

Contributions and grants receivable..... 141,683 (111,183)

Prepaid expenses and other current assets..... (3,766) 57

Accounts payable and accrued expenses..... (3,853) 4,638

Deferred revenue..... (1,000) -

**Net cash provided by/(used in) operating activities** 44,555 (63,482)

**CASH FLOWS USED IN INVESTING ACTIVITIES:**

Purchases of property and equipment..... (7,190) -

**Net change in cash and cash equivalents** 37,365 (63,482)

Cash and cash equivalents, beginning of year..... 191,985 255,467

Cash and cash equivalents, end of year..... \$ 229,350 \$ 191,985

**COMPONENTS OF CASH AND CASH EQUIVALENTS:**

Cash and cash equivalents..... \$ 52,762 \$ 123,556

Restricted cash and cash equivalents..... 176,588 68,429

**TOTAL CASH AND CASH EQUIVALENTS** \$ 229,350 \$ 191,985

**NOTES TO FINANCIAL STATEMENTS  
FOR THE YEARS ENDED DECEMBER 31, 2018 AND 2017**

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**NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

This summary of significant accounting policies of ERASE Racism, Inc. (hereinafter "ERASE") is presented to assist in understanding ERASE's financial statements. The financial statements and notes are representations of ERASE's management, who is responsible for the integrity and objectivity of the financial statements. These accounting policies conform to accounting principles generally accepted in the United States of America and have been consistently applied in the preparation of the financial statements.

Organization: ERASE was founded in 2001 as an initiative of The Long Island Community Foundation ("LICF"), a division of The New York Community Trust ("NYCT"). It operates as an education and networking hub for leaders from nonprofits; local government; businesses; community groups; and health, education, welfare, and philanthropic organizations who are motivated to rid the region of institutional racism. In December of 2003, ERASE was incorporated in New York State. During 2004, ERASE obtained its tax-exempt status and separated from NYCT.

ERASE is a regional organization that leads public policy advocacy campaigns and related educational and programmatic initiatives to promote racial equity in areas such as housing, public school education, and healthcare, primarily on Long Island. Because of ERASE's work, racism—long a taboo subject—has become part of the regular discourse of public officials and other regional leaders. Consequently, ERASE's call to address racial inequity is now given serious consideration by regional leaders.

ERASE primarily receives its support from foundation and corporate grants and contributions, as well as an annual event, for the support of its efforts to engage individuals and organizations in educational and problem solving activities designed to increase public awareness of the history and effects of institutional racism in the region and to promote policies and practices that address the disparities and inequities resulting from institutional racism. Individual contributions and program fees provide additional support.

Cash and Cash Equivalents: All short-term investments with original maturities of three months or less are accounted for as cash equivalents and include checking, savings, and money market accounts.

Income Tax Status: ERASE is exempt from federal income tax under Internal Revenue Code Section 501(c)(3), is publicly supported, as described in Section 509(a), and does not conduct unrelated business activities.

ERASE has processes presently in place to ensure the maintenance of its tax-exempt status; to identify and report unrelated income; to determine its filing and tax obligations in jurisdictions for which it has nexus; and to identify and evaluate other matters that may be considered tax positions. ERASE has determined that there are no material uncertain tax positions that require recognition or disclosure in the financial statements for 2018 and 2017.

**NOTES TO FINANCIAL STATEMENTS  
FOR THE YEARS ENDED DECEMBER 31, 2018 AND 2017**

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**NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**

ERASE files an IRS Form 990 and respective state and local tax returns. These tax returns are subject to review and examination by federal, state, and local taxing authorities. ERASE has determined that it has registered in all states where it is required to be registered.

Basis of Accounting: The financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

Revenue Recognition: ERASE recognizes revenue from grants and contributions in the period these grants and contributions are pledged. Revenue received under these grants and contributions is usually unrestricted as to use. All other contributions are recognized as revenue upon the receipt of cash.

Financial Statement Presentation: ERASE is required to report information regarding its financial position and activities according to two classes of net assets; net assets without donor restrictions and net assets with donor restrictions.

Net assets without donor restrictions: Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of ERASE. These net assets may be used at the discretion of ERASE's management and the Board of Directors.

Net assets with donor restrictions: Net assets subject to stipulations imposed by donors, and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by actions of ERASE or by the passage of time. Other donor restrictions are perpetual in nature, where by the donor has stipulated the funds be maintained in perpetuity. ERASE did not have any funds that were stipulated by the donor to be maintained in perpetuity as of December 31, 2018 and 2017.

Contributions: Contributions are recognized when the donor makes a promise to give that is, in substance, unconditional. Contributions that are restricted by the donor are reported as increases in net assets without donor restrictions when a restriction expires in the year in which the contributions are recognized. All other donor-restricted contributions are reported as increases in net assets with donor restrictions, depending on the nature of restriction. When a restriction expires, (that is, when a stipulated time restriction ends or purpose restriction is accomplished), net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statements of activities as net assets released from restrictions.

Use of Estimates: The presentation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from these estimates.

**NOTES TO FINANCIAL STATEMENTS  
FOR THE YEARS ENDED DECEMBER 31, 2018 AND 2017**

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**NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**

Property and Equipment, Net: Property and equipment are stated at cost. Those assets acquired by donation are carried at fair market value established at the date of acquisition. Maintenance and repairs are charged to expense and betterments in excess of \$1,000 are capitalized.

Depreciation expense is computed using the straight-line method over each asset’s estimated useful life as follows:

	<u>Years</u>
Furniture and fixtures .....	7
Office equipment .....	3-5
Computer equipment.....	3

Functional Allocation of Expenses: The costs of providing the various programs and other activities have been summarized on a functional basis in the statements of activities and functional expenses. Expenses have been allocated between program services and support services based on an analysis of personnel time for related activities. Some indirect costs including utilities, rent, and telephone are allocated based upon the time spent by staff categories. Other indirect costs such as legal/accounting have all been allocated to management and general, as these are not affiliated with program related initiatives but provide for the overall support and direction of ERASE.

Grants and Contributions Receivable: Grants and contributions receivable include unconditional promises to give. Management deems all grants and contributions receivable at December 31, 2018 and 2017 fully collectible. As such, no reserve for doubtful accounts has been established.

Leased Employees: ERASE has a year-to-year contract with Alcott Staff Leasing, Inc. (“Alcott”), a professional employer organization for leased employees. Alcott provides comprehensive human resource services to ERASE and is responsible for personnel, administrative, and benefits management functions, as well as payroll processing. Since Alcott is the employer of record for all employees assigned to ERASE, they are included in the Alcott quarterly Internal Revenue Service (“IRS”) Form 941, New York State Form NYS-45, and statutory New York State disability and workers compensation filings. Alcott carries a surety bond of \$1 million, and in addition to an annual financial statement audit, undergoes quarterly agreed-upon procedures engagements intended to provide substantial assurance that all appropriate payroll taxes are paid and filed when due.

Donated Services: Certain individuals with specific expertise have provided services to ERASE on a pro-bono basis, which they would have paid for, had they not been donated. Such amounts have been recorded as both donated income and related expense. ERASE did not receive any donated services during 2018 or 2017. In addition, many individuals expend a significant level of time performing a variety of program functions and other tasks for ERASE, which do not require specific expertise. As such, these amounts are not reflected as donated services in the accompanying financial statements.

**NOTES TO FINANCIAL STATEMENTS  
FOR THE YEARS ENDED DECEMBER 31, 2018 AND 2017**

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**NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**

New Accounting Pronouncement: On August 18, 2016, the Financial Accounting Standards Board (“FASB”) issued ASU 2016-14, Not-for-Profit Entities (Topic 958) – *Presentation of Financial Statements of Not-for-Profit Entities*. The update addresses the complexity and understandability of net asset classification, deficiencies in information about liquidity and availability of resources, and the lack of consistency in the type of information provided about expenses and investment return. ERASE has adjusted the presentation of these statements accordingly. The ASU has been applied retrospectively to all periods presented.

Events Occurring After Report Date: ERASE has evaluated events and transactions that occurred between January 1, 2019 and March 11, 2019, which is the date the financial statements were available to be issued, for possible disclosure and recognition in the financial statements.

**NOTE 2 - CONCENTRATIONS OF CREDIT RISK AND SUPPORT**

Financial instruments that potentially subject ERASE to concentrations of credit risk consist principally of cash and cash equivalents. Throughout the year, ERASE has cash or deposits with financial institutions that are in excess of Federal Deposit Insurance Corporation limits. ERASE’s cash and cash equivalent accounts have been placed with high credit quality financial institutions. ERASE has not experienced, nor does it anticipate, any losses with respect to such accounts.

Approximately 37% of total support and revenue in 2018 was from two donors. Approximately 45% of total support and revenue in 2017 was from two donors.

**NOTE 3 - LEASED FACILITIES**

Total rent expense incurred under operating leases totaled \$21,035 and \$20,991 for the years ended December 31, 2018 and 2017, respectively.

During 2017, ERASE amended an existing lease for its current facilities in Syosset, New York twice to extend the term of the lease through January 31, 2019 with equal monthly installments of \$2,028. Effective December 23, 2018, the lease was extended through January 31, 2021 with monthly installments of \$2,128 commencing February 1, 2019 through January 31, 2020 and payments of \$2,261 commencing February 1, 2020 through January 31, 2021.

Future obligations under this lease are as follows for the years ending December 31,:

2019.....	\$	25,436
2020.....		26,999
2021.....		2,261
Total obligation.....	\$	<u>54,696</u>

**NOTES TO FINANCIAL STATEMENTS  
FOR THE YEARS ENDED DECEMBER 31, 2018 AND 2017**

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**NOTE 4 - OPERATIONS**

The overall mission that has guided ERASE’s work from its inception continued in 2018. This mission is to expose forms of racial discrimination and advocate for the engagement of the public in changing laws and policies to help eliminate racial disparities, particularly in the areas of housing, community development, and public education. ERASE’s vision is to seek transformed, integrated communities in which no person’s access to opportunity is limited by race or ethnicity.

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 a basis for discrimination—limiting choices and producing inequitable treatment and outcomes in 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 and racial segregation. This reality underpins ERASE’s beliefs that:

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

ERASE achieves its objectives via research, public education, policy advocacy, legal actions, and civic engagement of Long Island leaders, community organizations, and community residents of various ages and backgrounds.

**Accomplishments during 2018**

**Education Equity Initiative**

Although Long Island has become more diverse in recent decades, its public schools have become more segregated and unequal. In addition to documenting this trend and its consequences – especially for black and Latino students – ERASE’s **Education Equity Initiative** (“Initiative”) promotes priorities, strategies, and measures that are achievable in a region with 125 separate, self-taxing school districts.

The Education Equity Initiative consists of the following interrelated elements:

- An **Education Equity Working Group** (“EEWG”) consisting of 284 area educators, parents, academics, and advocates who help devise solutions related to curricula, teacher diversity, public policy, restorative justice, professional development, and the Student Voices Campaign.
- A **Professional Development Program for Teachers** lauded for its workshops on culturally responsive pedagogy, understanding and eliminating bias, and serving diverse classrooms.
- **Student Voices Campaign** to engage, equip, and empower high school students so they become advocates for integrative learning environments in their schools, communities, and on social media.
- **Engagement of schools of education** to increase the pipeline of teachers of color.
- **Advocacy** aimed at state, local, and district policies and practices, so that they encourage rather than inhibit integration and equity.

NOTES TO FINANCIAL STATEMENTS  
FOR THE YEARS ENDED DECEMBER 31, 2018 AND 2017

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NOTE 4 - OPERATIONS (continued)

- **Knowledge and awareness-building** via social, alternative, and traditional media as well as workshops and forums
- **Mobilization of partners and the public** to challenge segregation and inequity.

Activities and accomplishments to advance education equity in 2018:

- The Rauch Foundation renewed its support of the Initiative with \$100,000 and ERASE received major new awards from the Horace and Amy Hagedorn Fund and Long Island Unitarian Universalist Fund. The Initiative continued to benefit from a two-year grant from the W.K. Kellogg Foundation awarded the prior year. Additional funding from the Rauch Foundation underwrote a communications consultant who significantly boosted ERASE's message and visibility in regional and local media.
- ERASE increased its EEWG from 181 to 284 members. The EEWG's subcommittees continued to devise ways of implementing the five-point policy agenda developed in 2017.
- ERASE analyzed district demographic shifts and how they have affected the handful of diverse districts on Long Island; built profiles of districts, schools, and faculty; suggested strategies to involve parent; and encouraged the input of ERASE's Student Voices Campaign.
- Throughout the year, ERASE provided professional development to more than 500 Long Island educators. Workshops addressed understanding implicit bias and the process of debiasing, implementing culturally responsive curricula, the history of Long Island's extreme residential and educational segregation, and the benefits of integration. With the support of the Rauch Foundation, ERASE enabled 20 educators from five districts to attend *Reimagining Education: Teaching and Learning in Racially Diverse Schools*, a four-day conference at Columbia University Teacher's College (an additional three joined by paying independently).
- In 2018, ERASE's Student Voices Campaign engaged 379 students via school-based workshops, contests, and especially two all-day *Long Island's Leaders of Tomorrow* conferences. ERASE organized one conference for Nassau students and one for Suffolk students. Together they convened 167 from 22 districts for full day sessions of leadership development, an overview of how structural racism shaped the region's development, and discussion of how they can make a difference. These conferences provided many students with an all-too-rare opportunity to interact meaningfully with peers from different racial and ethnic backgrounds.
- The Student Task Force for Racial and Socioeconomic Equity is an important component of the Student Voices Campaign. In 2008, the Task Force grew from seven to 26 members. Members met regularly to devise ways to promote culturally responsive curricula, faculty diversity, and restorative justice in their schools. They presented their experience and viewpoints at the July 2018 *Reimagining Education* conference and the October 2018 New York State Association of School Board Members Annual Conference, as well as before professional organizations such as The Links, Long Island Chapter.



**NOTES TO FINANCIAL STATEMENTS  
FOR THE YEARS ENDED DECEMBER 31, 2018 AND 2017**

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**NOTE 4 - OPERATIONS (continued)**

- In collaboration with ERASE, C.W. Post Research Collaborative completed a detailed, data-driven study regarding teachers' professional development needs on Long Island.
- ERASE participated in the New York State Education Department's Culturally Responsive Sustaining Education ("CRS") Initiative. The first meeting took place in July 2018 to gather stakeholder feedback on a major new framework that will incorporate CRS into all aspects of the New York State Education Department's work.
- ERASE sent four *EMERGE* e-newsletters to 3,800 subscribers. The newsletters announced ERASE professional development trainings, student contests, *Long Island's Leaders of Tomorrow* conferences, the *Reimagining Education* Institute, and other activities, as well as offered resources for educators to broach sensitive subjects and promote inclusion.

**Inclusive Housing Program**

The Inclusive Housing Program promotes effective fair housing laws, nondiscriminatory affordable housing policies, and vigilant fair housing enforcement. We also organize residents to engage in civic actions to support these activities. In recent years we have used our research and documentation to strengthen fair housing laws, successfully settle federal housing discrimination lawsuits, and elevate the voices of people in low-income housing.

A sampling of activities and accomplishments to advance inclusive housing in 2018:

- ERASE continued to spearhead Statewide Source of Income Coalition ("the Coalition") in collaboration with Enterprise Community Partners, Fair Housing Justice Center, and the New York Housing Conference. Known by the hashtag *#BanIncomeBiasNY*, the Coalition is a vast network of organizations and advocates that supports the lawful source of income ("SOI") amendment to the New York State Human Rights Law. Adoption of this amendment would prohibit landlords to refuse potential renters if they pay for their housing through Social Security, alimony, veterans' and disability benefits, housing vouchers, and other government assistance.

**Community Education and Mobilizing the Partnership for Racial Equity**

In 2018, ERASE launched a major new initiative to spark a much-needed discussion about the structural and historic reasons behind Long Island's extreme segregation and inequity. This initiative, known as *How Do We Build A Just Long Island?*, was made possible by a \$100,000 grant from the Large Grants Program of the Unitarian Universalist Congregation at Shelter Rock in Manhasset, New York.

As the centerpiece of this initiative, ERASE conducted a series of high profile public forums over twelve days in November and December. Over 700 Long Islanders attended, and ERASE reached hundreds of thousands more via 24 news reports in mainstream, alternative, and social media. This included a five-page feature and follow-up in *Newsday*; detailed interviews on WNYC's *The Brian Lehrer Show*, Thirteen/WLIWTV/NJTV Metrofocus, and WSHU public radio; feature in *Long Island Business News*, and laudatory editorial in the *Long Island Herald*.

**NOTES TO FINANCIAL STATEMENTS  
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**NOTE 4 - OPERATIONS (continued)**

The series' visibility and success means that knowledge and understanding of structural racism, segregation in public education and housing, and the urgency of addressing these problems have immeasurably increased.

In July 2018, ERASE conducted its intensive, two-day Unraveling Racism Training for 32 attendees, many of whom were teachers and administrators from the North Shore School District in northern Nassau County.

Throughout the year, ERASE conducted community education and mobilization of its Partnership for Racial Equity and the public to support diversity, equity, and inclusion in our region. Driven in part by *How Do We Build A Just Long Island?*, the Partnership for Racial Equity grew from 1,300 to nearly 1,700 members. In addition to the forums and related press coverage, education took place via EMERGE e-newsletters and press coverage of our Student Voices Campaign.

ERASE continued to educate the public about structural racism and its legacy via lectures and presentations at area universities, professional and nonprofit organizations, and topical forums. Such examples include: *Songs of Protest* at the Landmark Theater in Port Washington; a workshop for students of Jack and Jill on Martin Luther King Day; and a student symposium co-sponsored by ERASE, the Links, Inc. LI Chapter and Molloy College; workshop for The Energeia Partnership at Molloy College; staff and student presentation at Farmingdale State College; Communications Department faculty day-long workshop; presenter at New York State Social Workers Association conference; and workshop for United Way grantees and staff.

The article "The Need to Tackle Segregation Head-On" was published by the Long Island Index and appeared in Newsday.

**NOTE 5 - LINE OF CREDIT**

Erase has a line of credit ("LOC") with Bethpage Federal Credit Union which allows borrowings of up to \$45,000, and charges an interest rate of 4.75%. There was no borrowing against this LOC at December 31, 2018 and 2017. The LOC is renewed annually.

**NOTES TO FINANCIAL STATEMENTS  
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**NOTE 6 - AVAILABILITY AND LIQUIDITY**

The following represents ERASE's financial assets at December 31,:

	<b>2018</b>	<b>2017</b>
Financial assets at year-end:		
Cash and cash equivalents.....	\$ 52,762	\$ 123,556
Restricted cash and cash equivalents .....	176,588	68,429
Contributions and grants receivable .....	29,800	171,483
Total financial assets	259,150	363,468
Receivables scheduled to be collected in more than one year.....	-	(7,886)
Contractual or donor-imposed restrictions:		
Purpose restrictions to be met in less than a year .....	(176,588)	(163,076)
Financial assets available to meet general expenditures over the next 12 months.....	\$ 82,562	\$ 192,506

ERASE's goal is generally to maintain financial assets to meet 60 days of operating expenses (approximately \$120,000). ERASE has a \$45,000 line of credit available to meet cash flow needs (refer to Note 5).

**NOTE 7 - NET ASSETS WITH DONOR RESTRICTIONS**

Net assets with donor restrictions were as follows for the years ended December 31,:

	<b>2018</b>	<b>2017</b>
Specific Purpose		
Education.....	\$ 117,736	\$ 157,241
Housing.....	5,000	5,000
Partner .....	53,850	-
Program Development.....	-	8,721
Total .....	\$ 176,586	\$ 170,962

Net assets released from donor restrictions are as follows for the years ended December 31,:

	<b>2018</b>	<b>2017</b>
Satisfaction of Purpose Restrictions		
Education.....	\$ 147,525	\$ 12,918
Program Development.....	8,721	-
Total .....	\$ 156,246	\$ 12,918

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NOTE 7 - NET ASSETS WITH DONOR RESTRICTIONS (continued)

Donor-restricted contributions whose restrictions are met in the same reporting period are reported as support without donor restrictions. During the years ended December 31, 2018 and 2017, ERASE received \$118,249 and \$254,225, respectively, in contributions whose restrictions had been met within the year of contribution and have been reflected as without donor restriction in the accompanying statements of activities.

Cash and cash equivalents have been restricted in accordance with donor restricted net assets held at year-end. At December 31, 2018 and 2017, net assets with donor restrictions of \$176,588 and \$170,962 consisted of \$176,588 and \$68,429 of restricted cash and cash equivalents, respectively. At December 31, 2017, \$102,533 of restricted net assets were included as part of contributions and grants receivable.