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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

# 2015 Annual Report

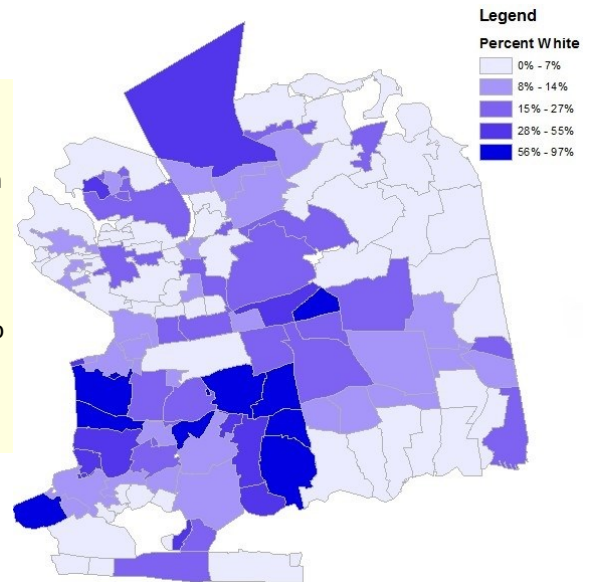
ELIMINATING BARRIERS TO RACIAL EQUITY

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 2015 we advanced this goal by carrying out the following efforts:

ERASE Racism continued to seek a resolution to the Administrative Complaint it filed in 2014 with the U. S. Department of Housing and Urban Development (HUD). The complaint alleges that the County discriminates on the basis of race and color, and perpetuates racial segregation in the administration of its housing and community development programs. HUD found that the complaint had merit and opened an investigation. In 2015, Nassau County, HUD and ERASE Racism entered into a conciliation process to determine whether a settlement agreement can be reached between the parties.



### Testing for Housing Discrimination and Taking Action against Perpetrators

On April 30, 2015, ERASE Racism filed a federal housing discrimination lawsuit in the Southern District Court of New York against the owner, management company, and superintendent of the Mayfair Garden apartment complex in Commack. Other plaintiffs included the Fair Housing Justice Center and seven individuals. An investigation, which included the utilization of fair housing testers, provided the basis for a lawsuit alleging that the apartment complex superintendent discouraged African Americans from renting apartments by misrepresenting the availability of apartments, not showing available apartments, and/or misrepresenting the dates apartments were available to rent, in violation of the federal Fair Housing Act and the Suffolk County Human Rights Law.

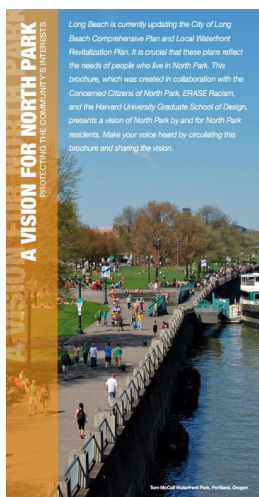


(But Not if You Are African American)

Since the summer of 2014, ERASE Racism has been working closely with the residents of North Park, a historically African American community in Long Beach, to help strengthen community organizing efforts and voice community concerns through capacity building and the development of self-advocacy tools. ERASE Racism conducted a study to help assess damage sustained from Superstorm Sandy in Channel Park Homes, a public housing development, the remediation efforts within those public housing units, and the correlation between remediation (or lack thereof) or other place-based factors and adverse health outcomes. ERASE Racism completed a door-to-door survey of residents and plans to release a report of the study findings in early 2016 to the media and the North Park Community. The report will be used as an advocacy tool to raise awareness and demand proper repair and remediation of all apartments in Channel Park Homes.

## 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 2015, the organization educated the public on structural racism in the following ways:



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

ERASE Racism alerted and mobilized residents in the North Park community about the City of Long Beach's effort to update its Local Waterfront Revitalization Plan and Comprehensive Plan (the Plans). Many residents of North Park did not know about the updates to these Plans and were not notified about the City community planning meetings to gather community input about the Plans. ERASE Racism helped to educate and engage the North Park residents by: (1) holding meetings to discuss items that the residents wanted to be included in the Plans and (2) developing a brochure, with assistance from a professor at the Harvard University School of Design, containing elements of what the residents envisioned for their community. Over 60 North Park residents attended the City's meetings and used the brochure as an advocacy tool to provide their input on the Plans. The City has not yet released its draft Plans.

### Inspiring Students to Take Action in Their Own Communities

ERASE Racism and several faith-based community leaders from across Long Island and across faith traditions organized a youth retreat, held on October 11-12, 2015, at Camp DeWolfe in Wading River, NY. The retreat helped equip young people of different faith traditions and ethical communities with skills to become leaders in building a more inclusive, diverse, and equitable future for Long Island. Thirty-nine students from across Long Island attended the retreat.

- ERASE Racism's Unraveling Racism Training was held on December 2 and 3 in Riverhead. A group of 32 participants were trained, including educators, police officers, librarians and one town councilman.
- On October 31<sup>st</sup> Ms. Gross was presented with the President's Award from the National Association of Negro Business and Professional Woman's Clubs, Inc. Central Nassau Club. On May 5, 2015 Ms. Gross was a finalist for the Imagine Awards – Business Exchange Leadership Excellence Award.
- ERASE Racism educated the public through numerous workshops, speeches, conference presentations, and media outreach. Examples include: Ms. Gross was a round table participant in a discussion about the "Black Middle Class" in preparation for an upcoming documentary on this subject. She was a panelist for "The Long Island Press Club" on March 12, 2015 and on New 12's "Diverse Long Island" on multiple occasions. She was a presenter at the 2015 Long Island Jobs for Justice Conference, "Working But Still Poor Conference: Protecting Families from Economic Injustice on Long Island." On April 18, she made a presentation on public school education for the Long Island Area Council of Unitarian Universalist Congregations. On April 22, she presented on education inequities on Long Island to the Energeia Partnership. Ms. Gross also made several presentations at local colleges, including Suffolk Community College, Molloy College Doctoral Program in Education and Adelphi University.



## Action in creating educational equity

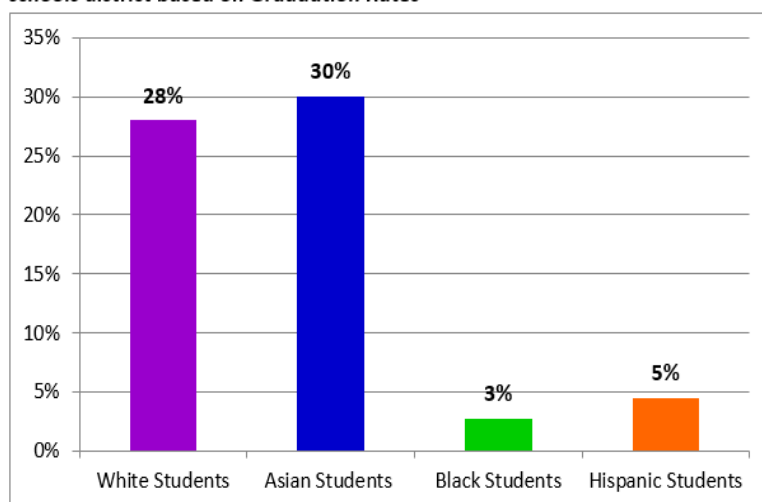
The Education Equity Initiative identifies unequal access to quality public schools and works to increase opportunities for black and Latino students to receive a high quality education and for all students to learn in racially diverse schools and classrooms. In 2015, the goals of the Education Equity Initiative were advanced in the following ways:

In January 2015, ERASE Racism released the report, "Heading in the Wrong Direction: Growing School Segregation on Long Island," which found that Long Island continues to be one of the most racially segregated regions in the country. Segregation between blacks and whites remains extremely high and segregation between Latinos and whites and Asians and whites is increasing. In addition, the study highlighted that the majority of our region's Black and Latino students are relegated to low-performing and high need schools.

In August 2015, an extensive analysis was conducted of current and potential federal, state and local policies and laws that can either perpetuate racial segregation or contribute to racial integration in public schools. This document will serve as a blueprint for the Education Equity Initiative.

On September 24-26, 2015 all program staff members and the president attended the *National Coalition on School Diversity* conference in Washington D.C., which focused on innovative programs across the country addressing racial/ethnic, socioeconomic and linguistic integration in their schools. Staff also attended a special session on "design thinking," a method for innovation that combines creative and analytical approaches to problem solving. In preparation for this session, informal interviews on school integration were conducted by members of the Education Equity Working Group; the findings will inform future work on messaging.

**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

On January 23, 2015, ERASE Racism hosted a forum at the Newsday Headquarters in Melville on public school education equity on Long Island, where it released its study along with a companion study by the *Long Island Index*. The forum brought together 65 school administrators and education advocates to explore issues affecting the quality of education on Long Island, including school segregation and other detrimental structural issues, especially during a time of fiscal strain for many school districts. The forum served as a call to action and energized attendees to join the ERASE Racism Education Equity Working Group and work on campaigns that increase education equity on Long Island.

Working Group subcommittees were created to advance the agenda in some key areas: 1) "Professional development and recruitment/retention of teachers of color" to address the need for teachers to be skilled in dealing with a growing diverse student population on Long Island in terms of race, ethnicity, religion, and socioeconomic status, as well as the need for increased number of teachers and administrators of color, and 2) "Campaign on the benefits of diverse educational settings" to address the need for information on the benefits of racially integrated learning environments and examples of such programs on Long Island and elsewhere and their impact on students.

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- The Ford Foundation
- Rauch Foundation

### \$1,000 - \$4,999

- Eileen Ludwig Greenland Foundation
- Greentree Foundation
- Maine Community Foundation
- NYCB Foundation
- The Timber Lake Foundation

### \$100 - \$499

- Shore Family Foundation, Inc.

## Corporations & Organizations

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- Teamsters Local 237

### \$5,000 - \$9,999

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- 1199 SEIU UHE
- Bank of America
- Bethpage Federal Credit Union
- Islamic Center of Long
- Long Island Contractors Association (LICA)
- Northwell Health
- Rosicki, Rosicki & Associates, P.C.

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- Adelphi University
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- The Bluestone Organization
- Briarcliffe College
- The Community Church of Syosset
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## Corporations & Organizations

### \$1,000 - \$4,999 (cont.)

- Law Offices of Frederick K. Brewington, Esq.
- Local 78
- Molloy College
- National Center of Suburban Studies – Hofstra University
- News 12 Long Island
- Newsday
- Omni New York, LLC
- Posillico, Inc.
- Ridgewood Savings Bank
- Southampton Hospital
- St. Joseph's College
- TD Bank
- Touro Law Center

### \$500 - \$999

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- Davidow, Davidow, Siegel & Stern, LLP
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- Jobco Incorporated
- Long Island FQHC, Inc.
- Long Island Housing Services, Inc.
- Meyer, Suzzo, English & Klein, P.C.
- South Oaks Hospital and Broadlawn Manor
- Stony Brook Medicine
- Suffolk Community College

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- Alltype Marketing, Inc.
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- Baha ' i Race Unity Committee of Long Island
- Cerini & Associates, LLP
- EAC Inc.
- Heartland Golf Park, Inc.
- Local 1102 RWDSU UFCW
- Local 238 RWDSU UFCW
- Long Island Federation of Labor
- Nassau/Suffolk Counties Pan-Hellenic Council
- Reflection Beauty Salon
- Relman, Dane and Colfax PLLC
- Town of Babylon Democratic Committee
- Unitarian Universalist Fellowship at Stony Brook

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## Corporations & Organizations (cont.)

### \$10 - \$99

- Morgo Public Private Strategies

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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](http://www.eraseracismny.org)

*ERASE RACISM, INC.*

*STATEMENTS OF FINANCIAL POSITION*  
*DECEMBER 31,*

2015                      2014

	2015	2014
<b>ASSETS</b>		
<b>Current Assets:</b>		
Cash and cash equivalents.....	\$ 176,249	\$ 185,988
Restricted cash and cash equivalents (Note 7).....	50,185	15,195
Contributions and grants receivable (Note 4).....	54,996	4,785
Prepaid expenses and other current assets.....	14,745	10,388
	<u>296,175</u>	<u>216,356</u>
<b>TOTAL CURRENT ASSETS</b>		
Property and equipment, net of accumulated depreciation .....	4,217	3,967
Security deposit.....	6,969	6,969
	<u>4,217</u>	<u>6,969</u>
<b>TOTAL ASSETS</b>		
	<u>\$ 307,361</u>	<u>\$ 227,292</u>
<b>LIABILITIES AND NET ASSETS</b>		
<b>Current Liabilities:</b>		
Accounts payable and accrued expenses .....	\$ 40,300	\$ 36,809
	<u>40,300</u>	<u>36,809</u>
<b>TOTAL LIABILITIES</b>		
	40,300	36,809
Commitments and contingencies (Notes 2, 3, 5, and 7)		
<b>Net Assets:</b>		
Unrestricted.....	216,876	175,288
Temporarily restricted (Note 7).....	50,185	15,195
	<u>267,061</u>	<u>190,483</u>
<b>TOTAL NET ASSETS</b>		
	267,061	190,483
<b>TOTAL LIABILITIES AND NET ASSETS</b>		
	<u>\$ 307,361</u>	<u>\$ 227,292</u>

*ERASE RACISM, INC.***STATEMENT OF ACTIVITIES  
FOR THE YEAR ENDED DECEMBER 31, 2015**

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Total</u>
<b>SUPPORT AND REVENUE (Note 2) :</b>			
Contributions and grants (Notes 4 and 7).....	\$ 433,988	\$ 37,090	\$ 471,078
Registration fees.....	325	-	325
Consulting fees.....	6,761	-	6,761
Other income.....	6,139	-	6,139
Net assets released from restrictions (Note 7).....	2,100	(2,100)	-
Gross proceeds from special events.....	255,871	-	255,871
Less: direct benefits to donors.....	(52,984)	-	(52,984)
Net proceeds from special events.....	<u>202,887</u>	<u>-</u>	<u>202,887</u>
<b>Total Support and Revenue</b>	<b>652,200</b>	<b>34,990</b>	<b>687,190</b>
<b>EXPENSES:</b>			
Program services:			
Housing.....	218,757	-	218,757
Education.....	80,534	-	80,534
Healthcare.....	466	-	466
Public education/seminars.....	21,555	-	21,555
Partner.....	155,273	-	155,273
Racism research.....	56,934	-	56,934
Youth.....	1,530	-	1,530
<b>Total Program Services</b>	<b>535,049</b>	<b>-</b>	<b>535,049</b>
Supporting services:			
Management and general.....	38,330	-	38,330
Development.....	37,233	-	37,233
<b>Total Supporting Services</b>	<b>75,563</b>	<b>-</b>	<b>75,563</b>
<b>Total Expenses</b>	<b>610,612</b>	<b>-</b>	<b>610,612</b>
Change in net assets.....	41,588	34,990	76,578
Net assets, beginning of year.....	<u>175,288</u>	<u>15,195</u>	<u>190,483</u>
Net assets, end of year.....	<u>\$ 216,876</u>	<u>\$ 50,185</u>	<u>\$ 267,061</u>

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