

E·R·A·S·E



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A D V O C A C Y &
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R A C I S M

2016 Annual Report

IN EXTRAORDINARY TIMES, ELIMINATING BARRIERS TO RACIAL EQUITY

2016 saw important achievements and progress in our struggle against structural racism on Long Island. These are detailed in the following report.

At the same time, 2016 saw a rise of overt racism and hate as well as threats to hard-won civil rights gains.

One thing that didn't change: Long Island remains one of the ten most segregated regions in the country. Disparities, particularly in housing and public school education, continue to result in starkly unequal outcomes and opportunities for black and Latino families and children.

We at ERASE Racism have never been more committed to challenging unfair and discriminatory policies and practices. This involves bringing diverse Long Islanders together and examining the legacy and impact of structural racism. It involves building diverse coalitions to push for change in our communities, our schools, and our governing bodies.

In the words of Congressman and legendary civil rights leader John Lewis, we will "Do [our] best to look out for all humankind. Never become bitter; never ever give up."

We warmly invite you to join us on this incredibly important journey.

Inclusive Housing Program

Long Island, NY, is home to a steadily growing and diversifying population of 2.8 million. Yet even with its increasing diversity, Nassau and Suffolk counties have become increasingly segregated and unequal.

This is no accident. It is the legacy of deep-rooted discriminatory practices and a byzantine structure of multiple and overlapping governments (i.e. two counties, two cities, 13 townships, 125 school districts, and nearly 100 incorporated villages) that use de facto codes, policies, and practices to limit the access of “outsiders” and maintain exclusion.

To help reverse this, ERASE Racism promotes effective fair housing laws, nondiscriminatory affordable housing policies, vigilant fair housing enforcement, and aggressive affirmative actions to further fair housing – and it organizes residents to engage in civic actions to support these activities. As a result, its Inclusive Housing Program helps to ensure that all people have equal access to housing, no one is kept out of communities by discriminatory practices and policies, and racial minorities and low- and moderate-income residents benefit from services and resources that support quality housing and equitable community development. Following is a sampling of actions promoting fair housing and equitable community development, and organizing communities:

On February 29, 2016, ERASE Racism, along with eight other plaintiffs, reached a favorable settlement in *ERASE Racism, et al. v. Empire Mgmt. America Corp., et al* – a housing discrimination case filed against the owner, property manager, and superintendent of a 107-unit apartment complex in Commack, NY. The settlement provided \$230,000 in damages, attorney fees, and costs to plaintiffs. It also requires that the defendants undertake crucial actions to prevent future discrimination. Under the settlement’s terms, ERASE Racism will examine records to ensure compliance with the settlement’s requirements for three years.

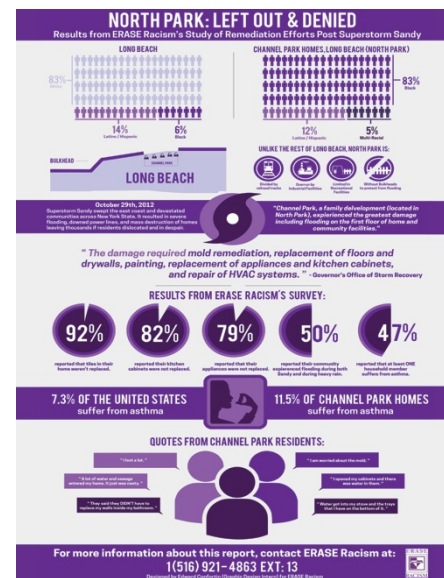


ERASE Racism continued to seek a resolution to the Administrative Complaint it filed in 2014 with the U.S. Department of Housing and Urban Development (HUD). The complaint alleges that Nassau County discriminates on the basis of race and color and perpetuates racial segregation in the administration of its housing and community development programs. HUD found that the complaint had merit and opened an investigation. In 2016, Nassau County, HUD and ERASE Racism re-entered into a conciliation process to determine whether a settlement agreement can be reached between the parties. Since Nassau County did not fulfill their requirement, on May 5, 2016, ERASE Racism decided to withdraw from the conciliation process.

Inclusive Housing Program, Cont.

ERASE Racism continued to analyze and submit comments in response to New York State’s amendments to the Action Plan for Community Development Block Grant Disaster Recovery (CDBG-DR) program. Throughout 2016, ERASE Racism remained in contact with the Governor’s Office of Storm Recovery (GOSR) in order to obtain the records it sought in its December 2014 joint FOIL request related to Superstorm Sandy disaster relief. In late 2015, after continued prompting from ERASE Racism, GOSR began providing records in batches. While records showed deficiencies in the relief program’s operation, much of the information provided was inconclusive – there were few signs that data was collected and analyzed in such a way to confirm fair treatment vis-à-vis Sandy relief.

On March 29, 2016, ERASE Racism released the report *North Park Left Out and Denied: A Study of Remediation Efforts Post Superstorm Sandy*, with 50 North Park residents in attendance. North Park is a historically African-American community in the City of Long Beach. Due to a long history of subpar environmental protections and a coastal location, the community sustained disproportionate damage from Superstorm Sandy. Residents had further been denied a voice in municipal planning. ERASE Racism mobilized the North Park community and facilitated several meetings between residents and ERASE’s president and staff attorney.



Tell NY State to support housing that integrates communities!

SIGN THE PETITION

ERASE collected 595 signatures for the federal Low-Income Housing Tax Credit petition.

Education Equity Initiative

Long Island's 125 public school districts mirror the region's residential racial segregation. The number of students attending Majority "Minority" districts (i.e. 50 – 100% non-white) doubled from 16% in 2004 to 35% in 2016, while the number of Intensely Segregated districts (i.e. more than 90% non-white) jumped from five in 2004 to 11 in 2016. Three out of every four black students and two out of every three Latino students currently attend a Majority "Minority" segregated school district.

Based on an analysis of high school graduation rates, only 3% of black students and 5% of Latino students have access to the highest performing schools, while 28% of white students attend the highest performing schools.

ERASE Racism's Education Equity Initiative views integration as essential to redress disparate opportunities and outcomes for black and Latino students, while realizing the benefits of diversity for ALL students. It recognizes the importance of buy-in from local school officials, parents, teachers, students, and New York State government. This is why it equips teachers, parents, administrators, and students to create, advance, and benefit from racially integrated learning environments.

Following are highlights that occurred in 2016:



To lay the groundwork for professional development (PD) workshops for teachers around diversity, ERASE Racism conducted a gap analysis. To avoid duplication of efforts, we wanted to determine the availability of workshops for Long Island teachers on diversity and culturally responsive instruction. In a separate survey, we attempted to gauge the requirements and demand for such workshops.

The gap analysis found a dearth of cultural competency trainings/workshops for LI teachers. Of the educators who completed the survey, PD was a requirement for the majority (although PD around diversity was only required for 16%). An overwhelming majority expressed interest in PD supporting student learning in diverse classrooms and examining implicit bias, privilege, and internalized and institutional racism.

ERASE launched its first professional development (PD) series for teachers. The five-workshop PD series that took place October and November 2016 served 85 teacher participants. Workshops were as follows:

- Reflections on Teaching Sensitive Subjects
- How Can Asian-American Youth's Narratives Inform School Curriculum and Teaching Practices?
- The Civil Rights Movement on Long Island
- The Lessons of the Holocaust and Decisions We Make Today
- The Long Island Index: Resources and Data for Motivation and Relevant Instruction

According to surveys following the series, 87% rated the series content highly. 100% agreed that the information will influence how and what they teach.



ERASE continued to convene and facilitate The Education Equity Working Group (EEWG), which consists of 93 area superintendents, principals, assistant principals, school teachers, school board leaders, parents, academics, philanthropists, representatives from nonprofit and advocacy organizations, and union and civic leaders. Current EEWG subcommittees include Professional Development, Recruitment & Retention of Faculty of Color, Student Voices Project, Legislative/Policy Advocacy, and Housing. Meeting item agendas included increasing professional development for teachers on student diversity, increasing recruitment and retention of teachers of color, public education regarding the benefits of diversity and integration, and implications of the changing political landscape.

Throughout the year, ERASE Racism forged relationships with school professionals, parents, and students in select districts including Sewanhaka, Greenport, Southold, Freeport, and Syosset, as well as Molloy College. This included copious conversations, e-mail exchanges, meetings, and consultations where ERASE Racism officials listened to stakeholders' challenges and offered suggestions where possible. While time-consuming, these actions helped to establish the trust and gain the access necessary to move forward.

On October 17-18, 2016, ERASE's president, along with the superintendent of the Greenport and Southold school districts, attended the Department of Education's conference in Washington D.C. The conference highlighted superintendents' integration efforts around the country.



In June 2016, the Rauch Foundation awarded ERASE with a one-year grant for \$100,000 for the Education Equity Initiative, and the Long Island Community Foundation awarded \$20,000 to support the Initiative's professional development series. ERASE also applied for a two-year, \$200,000 grant from the W.K. Kellogg Foundation.

ERASE laid the groundwork for the Student Voices Campaign.



Community Education and Mobilizing the Partnership for Racial Equity

ERASE Racism has used research, publications, and community engagement to reveal how racial disparities continue to deeply affect people of color and the region as a whole. It has established itself as an expert on issues related to structural racism on Long Island and in the broader region, which has resulted in speaking engagements, awards, and media attention.

ERASE's Race and Racism Dialogues have created an environment in which talking about racism is no longer taboo and myths can be dispelled. In doing so, it is strengthening relationships, promoting civic engagement, and empowering marginalized communities to advance racial equity in the region.

To this end, ERASE Racism increased its work with community-based organizations (particularly through the Progressive Network of Long Island), implemented innovative methods of community outreach and organizing, and engaged the ERASE Racism Partnership for Racial Equity through specific actions and events. A sampling of actions that educated, engaged and organized ERASE Racism Partners and the general public around issues of structural racism in 2016 included:



Engaging its Partnership for Racial Equity.

On February 11, 2016 ERASE convened a meet and greet for partners at the Art League of Long Island in conjunction with the exhibit Explore Identity & Celebrate Diversity – An exhibition of African-American Artists of Long Island. On May 12, 2016 ERASE and Energeia Partnership hosted another Partner event with a presentation by Brenda Simmons, Executive Director of the Southampton African-American Museum. This event took place at Molloy College's Suffolk Center Atrium.



Educating the Public.

Through 2016, ERASE educated the public through numerous workshops, speeches, conference presentations, media outreach, and social media postings. A full list of workshops, speeches, and conferences is available upon request. ERASE also conducted its signature Unraveling Racism Training on June 28 and 29, 2016.

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\$100,000 and Up

- The Ford Foundation
- Rauch Foundation

\$10,000 - \$24,999

- Long Island Community Foundation
- Saltzman Family Foundation

\$1,000 - \$4,999

- Stanley, Marion, Paul and Edward Bergman Family Foundation
- Long Island Community Foundation – Stanley & Marion Bergman Family Charitable Fund
- Maine Community Foundation

\$500 - \$999

- The Isidore Grossman Foundation Inc.
- Long Island Community Foundation – Mallouk Family Fund

\$100 - \$499

- The Mimi Saltzman Family Foundation
- Shore Family Foundation Inc.

Corporations & Organizations

\$10,000 - \$24,999

- Anonymous
- Hofstra University
- Jones Day
- The New York Community Trust – Horace and Amy Hagedorn

Corporations & Organizations (con't)

\$5,000 - \$9,999

- The Community Church of Syosset
- Islamic Center of Long Island
- Northwell Health
- Rosicki, Rosicki & Associates, P.C.
- The United Way of Long Island

\$1,000 - \$4,999

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- Long Island FQHC, Inc.
- Maine Community Foundation
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- Newsday
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- The New York Community Trust – Sewell Fund
- New York State Nurses Association
- Omni New York, LLC
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- RXR Realty
- St. Joseph's College
- Suffolk County National Bank
- TD Bank
- Teamsters Local 237
- Touro Law Center

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\$500 - \$999

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- Davidow, Davidow, Siegel & Stern, LLP
- Friends of Judi Bosworth
- Georgica Green Ventures
- Molloy College
- Rockville Centre Board of Education
- Stony Brook Medicine
- Suffolk Community College
- Unitarian Universalist Fellowship at Stony Brook
- Winthrop University Hospital

\$100 - \$499

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- Alltype Marketing, Inc.
- Baha'i Race Unity Committee of Long Island
- Cerini and Associates
- Dieckhoff Business Services
- Emery Celli Brinkerhoff & Abady, LLP
- Hicks Nurseries
- Local 338 RWDSU/UFCW
- NPHC of Nassau/Suffolk Counties
- Pi Lambda Phi Fraternity
- Reflection Beauty Salon
- Schwab Charitable – Finn Family Fund
- Setauket Presbyterian Church
- Town of Babylon Democratic Committee
- VAREIA, LLC
- The Waldorf School of Garden City
- The Waldorf School of Garden City Board of Directors

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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

OR CALL: (516)921-4863

STATEMENTS OF FINANCIAL POSITION
DECEMBER 31,

2016 2015

ASSETS		
Current Assets:		
Cash and cash equivalents.....	\$ 242,549	\$ 176,249
Restricted cash and cash equivalents (Note 7).....	12,918	50,185
Contributions and grants receivable (Note 4).....	60,300	54,996
Prepaid expenses and other current assets.....	8,419	14,745
	<u>324,186</u>	<u>296,175</u>
TOTAL CURRENT ASSETS		
Property and equipment, net of accumulated depreciation	1,512	4,217
Security deposit.....	6,969	6,969
	<u>8,481</u>	<u>11,186</u>
TOTAL ASSETS		
	<u>\$ 332,667</u>	<u>\$ 307,361</u>
LIABILITIES AND NET ASSETS		
Current Liabilities:		
Accounts payable and accrued expenses	\$ 38,211	\$ 40,300
Deferred revenue.....	1,500	-
	<u>39,711</u>	<u>40,300</u>
TOTAL LIABILITIES		
	39,711	40,300
Commitments and contingencies (Notes 2, 3, 5, and 7)		
Net Assets:		
Unrestricted.....	280,038	216,876
Temporarily restricted (Note 7).....	12,918	50,185
	<u>292,956</u>	<u>267,061</u>
TOTAL NET ASSETS		
	292,956	267,061
TOTAL LIABILITIES AND NET ASSETS		
	<u>\$ 332,667</u>	<u>\$ 307,361</u>

**STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED DECEMBER 31, 2016**

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Total</u>
SUPPORT AND REVENUE (Note 2) :			
Contributions and grants (Notes 4 and 7).....	\$ 431,131	\$ 12,918	\$ 444,049
Registration fees.....	5,450	-	5,450
Consulting fees.....	800	-	800
Other income (Note 6).....	39,916	-	39,916
Net assets released from restrictions (Note 7).....	50,185	(50,185)	-
Gross proceeds from special events.....	236,744	-	236,744
Less: direct benefits to donors.....	(52,271)	-	(52,271)
Net proceeds from special events.....	<u>184,473</u>	<u>-</u>	<u>184,473</u>
Total Support and Revenue	711,955	(37,267)	674,688
EXPENSES:			
Program services:			
Housing.....	187,727	-	187,727
Education.....	143,727	-	143,727
Healthcare.....	86	-	86
Public education/seminars.....	20,052	-	20,052
Partner.....	115,934	-	115,934
Racism research.....	82,313	-	82,313
Youth.....	<u>-</u>	<u>-</u>	<u>-</u>
Total Program Services	549,839	-	549,839
Supporting services:			
Management and general.....	29,076	-	29,076
Development.....	<u>69,878</u>	<u>-</u>	<u>69,878</u>
Total Supporting Services	98,954	-	98,954
Total Expenses	<u>648,793</u>	<u>-</u>	<u>648,793</u>
Change in net assets.....	63,162	(37,267)	25,895
Net assets, beginning of year.....	<u>216,876</u>	<u>50,185</u>	<u>267,061</u>
Net assets, end of year.....	<u>\$ 280,038</u>	<u>\$ 12,918</u>	<u>\$ 292,956</u>