

2021 Annual Report

20

**20 YEARS OF
ACTION & IMPACT**



2021 marks 20 years of ERASE Racism's continued fight for racial equity.

ERASE Racism was founded in 2001 as an initiative of The Long Island Community Foundation, a division of The New York Community Trust. It operates as an education and networking hub for leaders from nonprofits; local government; businesses; community groups; and health, education, welfare, and philanthropic organizations which are motivated to rid the region of structural racism.

The overall mission that has guided ERASE Racism's work from its inception has continued through 2021: 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.

Our vision is to seek transformed, integrated communities in which no person's access to opportunity is limited by race or ethnicity. The days of routine 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. However, as has been made clear by police killings across the country of Black boys and girls and women and men, violence carried out by arms of government has not ceased. In addition, it is well documented that skin color and ancestry are still a basis for routine discrimination and segregation—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, such as the protection of "local control," in fact, result in racial discrimination, produce racially disparate impacts, and perpetuate patterns of discrimination and racial segregation.

This reality underpins ERASE Racism's beliefs that civil rights laws must be enforced, that discriminatory policies must end, and that inaction in regard to racial inequities is discrimination. ERASE Racism 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.



Celebrating 20 Years of Action & Impact





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 Racism’s Education Equity 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:

- A Student Voices Campaign that equips students with knowledge and leadership skills to stand for inclusion and equity in their schools and districts.
- A Parent Organizing component to equip and rally parents behind policies and practices that advance inclusion and equity.
- Knowledge and Awareness-Building via social, alternative, and traditional media as well as workshops and forums.
- A Professional Development Program for Teachers lauded for its workshops on culturally responsive pedagogy, understanding and eliminating bias, and serving diverse classrooms.
- An Education Equity Working Group consisting of 353 area educators, parents, academics, and advocates.
- Advocacy aimed at state, local, and district policies and practices, so that they encourage rather than inhibit integration and equity.
- Mobilization of partners and the public to challenge segregation and inequity.

In order to further our work across school districts, we hosted two meetings for superintendents across Long Island to share resources on implementing Culturally Responsive-Sustaining Education (CR-SE) and increasing educators of color in their districts.

Extending this work, we conducted workshops for nine different K-12 schools on Long Island.

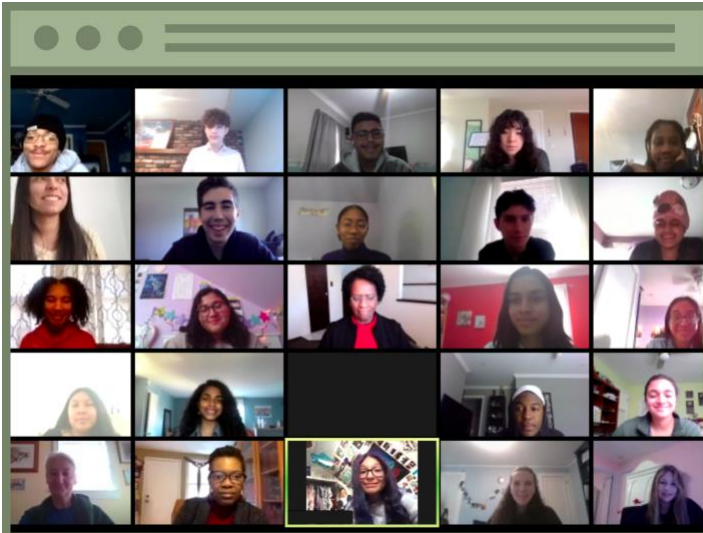
Additionally, we hosted three dialogues with different groups of constituents – non-profit and community leaders, faith-based leaders, and business leaders -- in order to address local attacks on Diversity, Equity and Inclusion initiatives by some community members and some School District Boards of Education and communities on Long Island. In total, 118 people attended the meetings.

ERASE Racism also submitted an essay for the State of Integration report for the National Coalition on School Diversity, highlighting teacher segregation, disparate access to resources, and issues related to Culturally Responsive-Sustaining Education implementation for Long Island.

ERASE Racism’s Student Voices Campaign equipped students across Long Island with leadership skills, facilitated meaningful interactions with students of different backgrounds and districts, and educated students about the history underpinning Long Island’s segregated towns and school districts and how they can advance equity and inclusion in their schools and communities. It did this via the following programs:

The Student Task Force for Racial Equity plays a leadership role in the Student Voices Campaign. In 2021, 66 students from 28 districts participated. Students helped to organize and lead presentations and small group activities at two Long Island Leaders of Tomorrow Conferences.

The Conferences were attended by 276 students and 25 educators from 38 districts across Long Island.



DEFINITION OF RACE

1. How do you define race?
2. How do you prove your race?
3. What differences exist between you and somebody of another race?
4. How many races are there?



"I loved how prepared all the student leaders were. They offered so much advice. It was great to see students like myself creating real change in the world, which is often a rare sight to see. I felt so empowered at the end of the conference. I learned so much in this conference that I know would not have been addressed in a customary classroom."

"[I liked] how inspiring and encouraging my breakout room peer facilitator was. She really helped us think and made me feel like I really can make a difference in my own school. She talked us through the process and motivated us to go for it."

"The information was mostly presented and explained by students, and it was quite empowering and encouraging to learn that we have a voice, and there are many ways that we can bring about change."

In addition to the Long Island Leaders of Tomorrow Conferences, the Student Voices campaign engaged students and educators in the following work this year:

Student Task Force members presented to educators from across the United States at the four-day Reimagining Education Summer Institute (“RESI”) at Teachers College, Columbia University. Five students presented a workshop – “Let’s Talk About It: Discussing Current Events in Class” – about facilitating conversations related to current events in classrooms. Another six students, along with President Elaine Gross, participated in a plenary discussion – “Truth to Power on Segregated Suburban Schools: Long Island Youth Speak” – about their experience in Long Island’s segregated schools. President Gross and a Student Task Force alum, Joel-Anthony Bossous, also participated in a policy roundtable as panelists, discussing obstacles to advancing anti-racist education and racial equity in schools and offer policy solutions to overcome those obstacles.

We recruited 30 educators from ten school districts in Nassau and Suffolk to attend RESI and the Rauch Foundation generously paid the registration fees for the participants, as they have done in the past.

Throughout the year, Task Force members met regularly to discuss local, national and global current events related to racial and social justice, and to set goals for advancing diversity, equity and inclusion in their schools and communities. Two students started clubs at their schools modeled after ERASE Racism’s Student Task Force.



One of our Student Task Force-led events was the August “Teach the Truth” event at the Joseph Lloyd Manor House, a place where enslaved Africans once lived. Parents, educators and community members joined the discussion about the benefits of learning the truth about Long Island and U.S. history, including the impact of race and racism on our country.

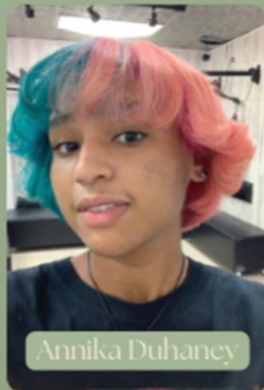
In October 2021 ERASE Racism announced its fourth annual “Raise Your Voice Essay Contest.” Four winners received \$500 scholarships underwritten by our partner SCOPE Educational Services. The four student winners were Asha Brown from West Hempstead High School, Annika Duhaney from Malverne Senior High School, Gabriela Persantez from Hewlett-Woodmere High School, and Lakxshanna Raveendran from Commack High School.



[Scan the QR Code on the right to read excerpts from their four winning essays.]



Asha Brown



Annika Duhaney



Gabriela Persantez



Lakxshanna Raveendran



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. Frequent speaking engagements and meetings educate the public and decision-makers about local, New York State and national issues impacting fair housing.

A sampling of activities and accomplishments in 2021 includes:

- ERASE Racism worked closely with the Long Island Builders Institute throughout 2021 to track affordable and multifamily housing developments being planned on Long Island, under a Community Organizing grant from the Enterprise Foundation, to ultimately develop a strategy for proactively advocating for affordable housing on Long Island.
- ERASE Racism implemented four fair housing workshops under a contract with the Suffolk County Division of Human Rights. Three were in English and one was in Spanish.
- President Elaine Gross presented at two New York State Division of Human Rights (NYSDHR) Fair Housing Month Events in April 2021.
- Policy Analyst/Researcher Cam Owen began developing Affirmatively Furthering Fair Housing (AFFH) tools—to measure the AFFH potential of proposed housing developments. President Gross began actively using the assessment tool in her role as a member of the State of New York Mortgage Authority Board to analyze if housing developments have the potential to further fair housing or further housing segregation.
- President Elaine Gross was invited to provide opening remarks at an event hosted by the New York State Lieutenant Governor about the nine Fair Housing Bills passed by the New York State Legislature and signed by Governor Hochul in December 2021.





PARTNERSHIP *for* RACIAL EQUITY

Engaging, educating, and mobilizing the public is a crucial portion of our work.

ERASE Racism's President Elaine Gross participated in speaking engagements and activities with the following groups and organizations:

- League of Women Voters, Eastern Nassau – Structural Racism Today
- First Baptist Church of Glen Cove – Interviewed by Pastor
- Panelist at Desegregate Housing: A Strategic Workshop, Pratt Institute
- Dismantling Racism, Adelphi University - participants included Adelphi President Christine Riordan
- Presentation to Joint Meeting of the three Long Island BOCES Board Members: DEI
- Honoree for Long Island Press, Power 100 List
- Power Women of Long Island 2021
- Panelist Taping for WLIW-FM/WNET Group, PBS series Exploring Hate
- Consultation with Hewlett-Woodmere School District
- Meeting with Executive Board of the Nassau County Superintendent's Association about collaboration on promoting DEI and CR-SE
- Panelist presenting recommendations from the Suffolk County Fair Housing Task Force Report to the Suffolk County Government Operations, Personnel, IT & Diversity Committee
- Panelist for Suffolk County Juneteenth Event

ERASE Racism sent 10 EMERGE e-newsletters and 17 E-Alerts to 5,050 subscribers for each newsletter and Alert. The newsletters informed subscribers about the leadership exhibited by our Student Task Force, fair housing workshops and other program offerings by ERASE Racism, and important news related to fair housing legislation, among other information.

In 2021 ERASE Racism delivered 69 workshops to more than 2,000 participants. In addition to the 9 workshops/presentations for K-12 schools, ERASE Racism conducted workshops for 6 universities/university affiliates, 6 libraries or organizations for librarians, 1 church, 3 corporate clients, 2 non-profits, and 2 governmental/community organizations. In total we conducted 69 workshops for 29 different clients in sectors including education, finance, government, library, media, non-profit, religion, transportation, and sports.

Media coverage of ERASE Racism in 2021 included 140 stories in total in outlets spanning from local to national, including Poverty & Race Journal, News 12, Newsday, City & State New York, The Hill, Politico and The Real Deal. Of the 140 stories, 46 reached audiences beyond Long Island. Eleven of the stories were bylined articles by Elaine Gross, including national publications like USA Today and the Daily News.

The media coverage continues to elevate ERASE Racism's visibility, underscore its important presence in the social fabric of Long Island, and present its perspectives locally, regionally, and nationally on structural racism and its implications, especially in housing and public-school education.

The media coverage highlighted, among other topics, the following:

- ERASE Racism’s perspective on the importance of Culturally Responsive-Sustaining Education and teaching the history of structural racism in Long Island schools
- ERASE Racism’s leadership in addressing and ending housing discrimination on Long Island and in the region
- ERASE Racism’s efforts to raise awareness of structural racism’s implications for housing and public school education

Included in the coverage in 2021 are the following 10 op-ed articles by Elaine Gross:

1. [Poverty & Race Journal](#) – December 2021 – “Long Island High School Students Advocate for Housing and School Integration”
2. [Long Island Herald](#) – November 18, 2021 – “Slavery on L.I.: We should talk about it in school”
3. [The Hill](#) – September 17, 2021 – “Why is keeping the truth from students so politically appealing?”
4. [Newsday](#) – July 19, 2021 – “LI Needs More Minority Schoolteachers” – Co-authored with Columbia University Professor Amy Stuart Wells
5. [Long Island Herald](#) – July 1, 2021 – “Four milestones on the road to racial equity” (republished in the Long Island Advance)
6. [Daily News](#) – April 6, 2021 – “Even in N.Y., a shameful legacy of housing discrimination to unravel”
7. [Newsday](#) – March 25, 2021 – “New York State reinforcing Long Island’s racial education gap”
8. [Long Island Press](#) – February 28, 2021 – “Op-ed: How Local Governments Can End Housing Discrimination on Long Island”
9. [Long Island Herald](#) – February 11, 2021 – “Momentum builds to eliminate housing discrimination”
10. [USA Today](#) – February 4, 2021 – “Erase structural racism: 5 steps Joe Biden can take to make U.S. laws, policies more just.”



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ERASE RACISM, INC.

**STATEMENTS OF FINANCIAL POSITION
DECEMBER 31,**

2021 2020

ASSETS

Current Assets:

Cash and cash equivalents.....	\$ 594,739	\$ 516,400
Restricted cash and cash equivalents.....	15,000	4,487
Contributions and grants receivable.....	103,177	143,345
Prepaid expenses and other current assets.....	22,158	9,940

TOTAL CURRENT ASSETS 735,074 674,172

Property and equipment, net of accumulated depreciation	9,165	1,428
Security deposit.....	6,969	6,969

TOTAL ASSETS \$ 751,208 \$ 682,569

LIABILITIES AND NET ASSETS

Current Liabilities:

Accounts payable and accrued expenses	\$ 48,802	\$ 36,533
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TOTAL CURRENT LIABILITIES 48,802 36,533

Notes payable.....	150,000	200,000
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TOTAL LIABILITIES 198,802 236,533

Net Assets:

Without donor restrictions.....	537,406	369,933
With donor restrictions.....	15,000	76,103

TOTAL NET ASSETS 552,406 446,036

TOTAL LIABILITIES AND NET ASSETS \$ 751,208 \$ 682,569

*ERASE RACISM, INC.***STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED DECEMBER 31, 2021**

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
SUPPORT AND REVENUE:			
Contributions and grants.....	\$ 395,257	\$ 15,000	\$ 410,257
Consulting fees.....	83,100	-	83,100
Paycheck Protection Program loan forgiveness	69,695	-	69,695
Other income.....	3,385	-	3,385
Net assets released from restrictions.....	76,103	(76,103)	-
Gross proceeds from special events.....	238,586	-	238,586
Less: direct benefits to donors.....	(41,320)	-	(41,320)
Net proceeds from special events.....	<u>197,266</u>	<u>-</u>	<u>197,266</u>
Total Support and Revenue	824,806	(61,103)	763,703
EXPENSES:			
Program services:			
Housing.....	84,712	-	84,712
Education.....	106,618	-	106,618
Public education/seminars.....	35,000	-	35,000
Partner.....	156,690	-	156,690
Racism research.....	135,631	-	135,631
Youth.....	<u>16,773</u>	<u>-</u>	<u>16,773</u>
Total Program Services	535,424	-	535,424
Supporting services:			
Management and general.....	60,450	-	60,450
Development.....	<u>61,459</u>	<u>-</u>	<u>61,459</u>
Total Supporting Services	121,909	-	121,909
Total Expenses	657,333	-	657,333
Change in net assets.....	167,473	(61,103)	106,370
Net assets, beginning of year.....	<u>369,933</u>	<u>76,103</u>	<u>446,036</u>
Net assets, end of year.....	<u>\$ 537,406</u>	<u>\$ 15,000</u>	<u>\$ 552,406</u>



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ERASE Racism

We expose forms of racial discrimination & advocate for policies that eliminate racial disparities in housing and education.

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ERASE Racism 4,610 Tweets

Percent non-white by Census Tract 2014

ERASE Racism @EraseRacism

We expose racial discrimination & advocate for policies that eliminate racial disparities in housing & public education.

#LongIslandEquity #StillNotEqual

Long Island, NY eraseracismny.org Joined April 2010

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