

E·R·A·S·E



RACISM

2020 ANNUAL REPORT

A year of change, growth, and impact.

2020 was a year full of uncertainty across the United States. At the same time, the increased demand for ERASE Racism's work was made clear.


A devastating pandemic and a series of highly-publicized, heart-wrenching murders of Black Americans laid bare many **clear** disparities of systemic racism.

While keeping our employees, interns, and volunteers safe through the pandemic, we worked nonstop to respond to the exponential amount of requests for trainings, invitations to community events, and an expansion of our different areas of work.

As with every year, our work was not just reactionary, but proactive, ensuring that racial equity was at the forefront of our advocacy, community education, and everyday work.

Our work engaged every community member possible: from students to policymakers and from libraries to hospitals. We also expanded our work to include community presentations in Spanish.

The importance of educating and mobilizing Long Islanders against structural racism can never be overstated and the continued expansion of our work is crucial – this year and into the future.



STRUCTURAL RACISM AT A GLANCE: COVID-19

WHAT IS IT?

Structural racism is the **historical and ongoing** racial discrimination and segregation of African Americans/blacks in particular, which is typically instigated or sanctioned by government. Structural racism **creates inequality** in every aspect of life.

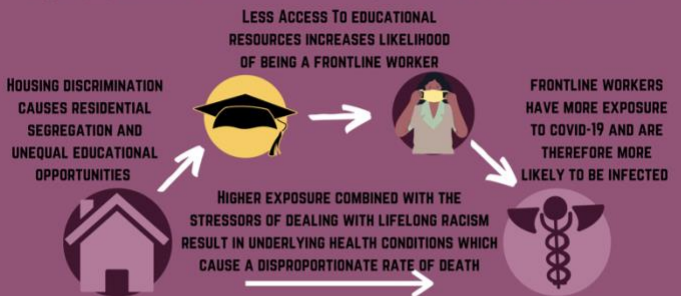
CRISIS IN BLACK COMMUNITIES

As of July 13th, the age-adjusted death rate for black people in Nassau is **188.9 for every 100,000 people**, compared with 69 for white people. In Suffolk, it is **172.5 black people** versus 51.8 white people.¹

This means, on Long Island, for every **1 white person** who dies of coronavirus, **3 black people** die, despite blacks making up **less than 11 percent** of the population.² Blacks are the only racial group that currently accounts for more deaths than their representation in the total population.

WHAT IS DRIVING THE DISPARITY?

According to a 2018 report from the US Bureau of Labor Statistics, 49% of Hispanic and African American/black workers are employed in service industry jobs, compared with just 16% of non-Hispanic whites.³ Service industry employees are more likely to be on the frontlines and therefore **exposed to COVID-19**. Ongoing analysis by Newsday confirms this: communities with a higher population of minorities also have higher rates of COVID-19 infection.⁴



LESS ACCESS TO EDUCATIONAL RESOURCES INCREASES LIKELIHOOD OF BEING A FRONTLINE WORKER

HOUSING DISCRIMINATION CAUSES RESIDENTIAL SEGREGATION AND UNEQUAL EDUCATIONAL OPPORTUNITIES

FRONTLINE WORKERS HAVE MORE EXPOSURE TO COVID-19 AND ARE THEREFORE MORE LIKELY TO BE INFECTED

HIGHER EXPOSURE COMBINED WITH THE STRESSORS OF DEALING WITH LIFELONG RACISM RESULT IN UNDERLYING HEALTH CONDITIONS WHICH CAUSE A DISPROPORTIONATE RATE OF DEATH

Studies show that stressors like discrimination and segregation, along with other environmental factors, cause underlying health conditions and ultimately increase the likelihood of death rather than recovery.⁵

WHO ARE WE?

ERASE Racism, a Long Island non-profit since 2001, has been mobilizing a cross section of Long Islanders to successfully expose and remedy racial discrimination and segregation via community organizing, policy and legislative advocacy, litigation, and public education. Our programming encompasses the Education Equity Initiative, Inclusive Housing Program, and Community Engagement, which directly engage hundreds of individuals through public workshops, forums and conferences.

www.eraseracismny.org

1. NYS Department of Health. "Age Adjusted Rate of Fatality COVID-19 Cases per 100,000 by Race/Ethnicity Group." May 26, 2020.
2. US Census Bureau. "QuickFacts for Suffolk and Nassau." 2018.
3. US Bureau of Labor Statistics. "Labor force characteristics by race and ethnicity, 2018." October 2019.
4. Newsday. "Tracking the Coronavirus on Long Island." May 26, 2020.
5. American Psychological Association. "Physiological and Psychological Impact of Racism and Discrimination for African-Americans." 2013.

CRITICAL FUNDING PROVIDED BY THE RAUCH FOUNDATION



EDUCATION EQUITY INITIATIVE

Education Equity Initiative

One of ERASE Racism's main areas of work is our Education Equity Initiative which seeks to address inequities and systemic racism across Long Island's 125 school districts. Our work includes:

EDUCATION EQUITY WORK:

Student Voices Campaign

Parent Organizing

Professional Development
Programs

Education Equity
Working Group

Policy Advocacy

Community Education

Mobilization of the Public

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 to support policies and practices that advance inclusion and equity.

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 319 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.

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.

This year, our Education Equity Working Group

GREW

339 MEMBERS

from 318

to

To join our Education Equity Working Group,
our volunteer group of Long Island educators,
visit our website:



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 imparted knowledge about the history behind 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 and Socioeconomic Equity plays a leadership role in the Student Voices Campaign. In 2020 it grew 48 students from 19 districts and 2 private schools. Task Force Members helped to organize and lead workshops at the Culturally Responsive and Sustaining Education (CRSE) Forum, presented to educators from across the U.S. at the four-day Reimagining Education Summer Institute (RESI) at Teachers College, Columbia University and, throughout the year, met regularly, researched demographics of their communities, and set goals for advancing inclusion in their schools and communities.

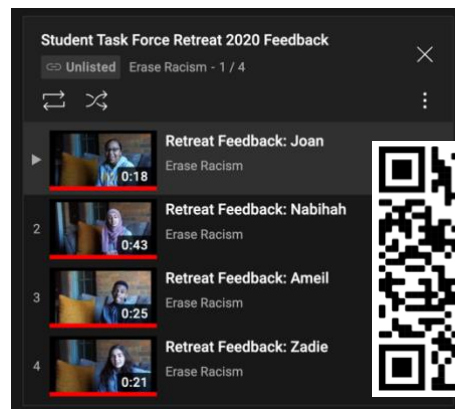
An important part of the Student Task Force and Student Voices Campaign is the connection of students across Long Island’s segregated districts and the continued education on the systemic racism embedded in the region’s past and present. These experiences help to inspire and empower students to make change in their local communities. To achieve these goals, we hosted a number of events and campaigns, including:

An overnight retreat was held on February 18 at the Seminary of the Immaculate Conception in Huntington. 23 students from 17 school districts attended the retreat to make new connections, dive deeper into understanding systemic racism, and developing strategies to combat these forms of oppression.

Scan the QR code to hear feedback from four of our participating students: Joan, Nabihah, Ameil, & Zadié:



Scan this QR Code to meet some of our Student Task Force Members and hear about their experiences.



Continued Work of the Education Equity Initiative:

After the COVID-19 lockdown highlighted the great need for adapting to a new norm, we hosted two **student conversations on “Navigating Life during the Pandemic”**: one on May 23 for Nassau County students and another on May 27 for Suffolk County students.

Additionally, continuing our work in engaging students from across the island and highlighting student excellence, ERASE Racism announced **its third annual “Raise Your Voice Essay Contest”** in May 2020. Four winners received \$500 scholarships underwritten by our partner SCOPE Educational Services.

Their accomplishments were celebrated at the **Student Racial Equity Award Celebration**.



Scan the QR Code to hear more from some of our “Raise Your Voice” Essay Contest Winners and read some excerpts of their winning essays below:



“The more you address an issue, the more opportunities that arise to solve it. That is where we start.”

– Jeffrey Reyes-Espinal

“I realized I couldn't be afraid to express myself in fear of deviation.” – Nadia Othman

“It wasn't until 11th grade, and my discovery of spoken word poetry that things changed.” – Faith Shaw

“Our inherent prejudices stem from a young age, and if not introduced to more sympathetic perspectives, we continue fostering unhealthy bias.” – Victoria Lu

Read more excerpts at award.givesmart.com

Sean, an 8th Grade Student from Woodland Middle School in East Meadow won **ERASE Racism’s T-Shirt Design Contest**. The winning design was presented at the 2020 Student Racial Equity Award Celebration, was given to all Student Task Force members, and was available for purchase.

Scan the QR code to hear him explain his winning design:



Our Education Equity Initiative is an impactful component of our work and continued to achieve great accomplishments this year:

- ERASE Racism sent six EMERGE e-newsletters to nearly 4,000 subscribers for each. The newsletters announced the Long Island's Leaders of Tomorrow conferences and the Reimagining Education Institute; provided details on the CR-SE and teacher diversity forums, and announced the essay contest and Student Task Force activities, among other information.
- ERASE Racism increased its Education Equity Working Group from 319 to 338 members.
- Funding is sourced from generous support of The Rauch Foundation, the Annie E Casey Foundation, Fred and Gilda Nobel Foundation, the Long Island Unitarian Universalist Fund, Bethpage Federal Credit Union, and the Nassau Bar WE CARE Fund.
- Special Thanks to the Rauch Foundation for its support of the Initiative with a \$100,000 general support grant and for sponsoring a cohort of Long Island educators to attend the Reimagining Education Summer Institute at Teachers College, Columbia University as well as a communications consultant who helped ERASE Racism continue to gain important visibility in regional and local media.

ERASE Racism Releases a New Education Infographic



Long Island is one of the most racially segregated metropolitan regions in the nation. This high level of segregation directly affects the opportunities afforded to students in different school districts. This infographic explores how structural racism leads to educational inequities.

Student Task Force Visits Undesign the Redline



On Saturday January 11th, members of our Student Task Force visited [Undesign the Redline](#), located at the Andrew Freedman Home, in the Bronx, NY. The interactive exhibit focuses on redlining and its continued impact on communities of color. Students learned about our nation's deep-rooted history of structural racism and classism, and participated in a reflectionary discussion focused on how they could come together to undesign these systems with intentionality.

To learn more about ERASE Racism's Education Equity Initiative, visit our website and follow the links: "Our Work" → "Education Equity Initiative."

Or, visit eraseracismny.org/our-work/education directly:





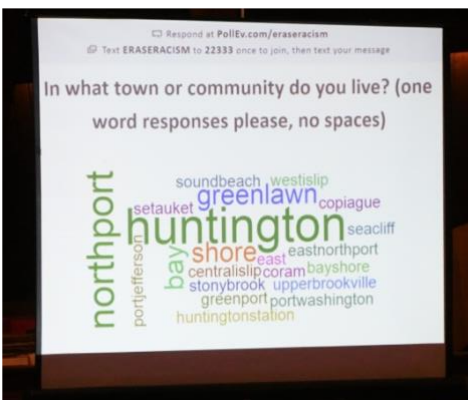
INCLUSIVE HOUSING PROGRAM

Inclusive Housing Program

Another core aspect of ERASE Racism's work is our Inclusive Housing Program, which 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.

In 2020, we started the year with an event geared towards direct actions people can take to make a more just Long Island. We hosted three events on January 20 titled **How Do We Build a Just Long Island: Actions to Take Event** – one in the morning, one in the afternoon, and one in the evening. These community dialogues took place at the Congregation Church of Huntington, United Church of Christ, where we were joined by dozens of community members eager to learn more and take direct action.



In addition to these community engagement events, ERASE Racism furthered the impact of the Inclusive Housing Program by:

- Serving as a panelist at the Newsday Town Hall meeting held in January as a follow-up to the newspaper's precedent-setting housing discrimination investigation.
- Discussing the impacts from housing discrimination and segregation as a panelist for the Black & Hispanic Caucus on February 1.
- Testifying at the September 17 joint hearing before the three New York State Senate Committees on housing discrimination.
- Providing fair housing education and outreach services to Suffolk County residents in order to prevent housing discrimination and promote compliance with federal, state, and local fair housing laws. This work was supported by a grant received from the Suffolk County Division of Human Rights.

These presentations were offered in English, Spanish, and Haitian Creole. Escanee el Código QR con la cámara de su celular para ver el video de la presentación de **La discriminación en la vivienda: Cómo nos afecta** en Facebook Live.

The image is a composite of three elements related to ERASE Racism's community engagement efforts:

- Facebook Live Video:** A screenshot of a Facebook Live broadcast. The video title is "Discriminación en la vivienda: Cómo nos afecta" (Housing Discrimination: How it affects us), presented by ERASE Racism. The video was live on August 24, 2020, and has 138 views. The ERASE Racism logo is visible in the bottom right corner of the video frame.
- Spanish Flyer:** A flyer for a workshop titled "DISCRIMINACIÓN DE VIVIENDA EN EL CONDADO DE SUFFOLK" (Housing Discrimination in Suffolk County). The flyer is presented by ERASE Racism and is held in Suffolk County. It is scheduled for August 6, 2020, at 11:00 AM, and will be held via Zoom and Facebook Live. The flyer includes a QR code and contact information for accessibility needs: "SI NECESITA UNA ACOMODACIÓN DE ACCESIBILIDAD O SI TIENE ALGUNA PREGUNTA O PREOCUPACIÓN, LLAME A (516) 921-4863".
- QR Code:** A large QR code is positioned in the foreground, intended for mobile users to scan and access the live stream.



PARTNERSHIP *for* RACIAL EQUITY

The Partnership for Racial Equity helps to raise awareness and inspire action. Partners also have access to exclusive Partner-only events. Speaking engagements, workshops, events, social media and opinion articles are used to educate the public and civic and government leaders.

Media coverage of ERASE Racism in 2020 included 166 stories in total. It included 144 stories in media focused within the Greater New York tri-state area and an additional 22 stories reaching other states or national audiences. National coverage included MSN Money, NBC News, The Daily Beast, The Hill, USA Today, and Yahoo! News. Other media outlets included, WCBS Newsradio, WCBS-TV, WNBCTV, WLIW's Metrofocus, Newsday among other outlets.

The media coverage has presented its perspectives on structural racism and its implications, especially in housing and public school education. It has enhanced ERASE Racism's role as a catalyst for inclusive discussion of crucial issues facing the region and beyond – and actions needed to address them.

The media coverage highlighted, among other themes, ERASE Racism's

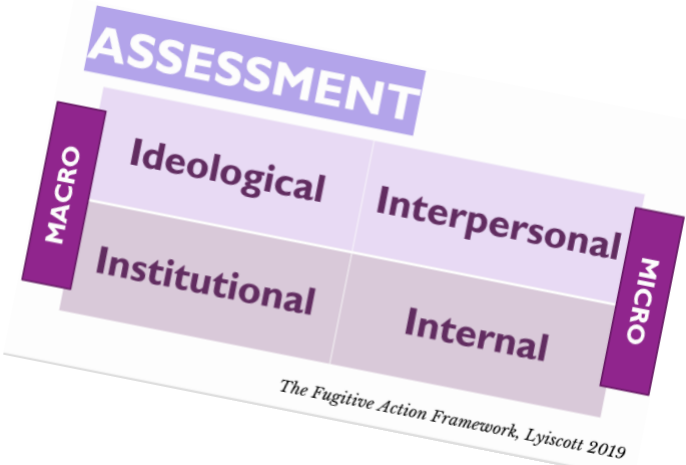
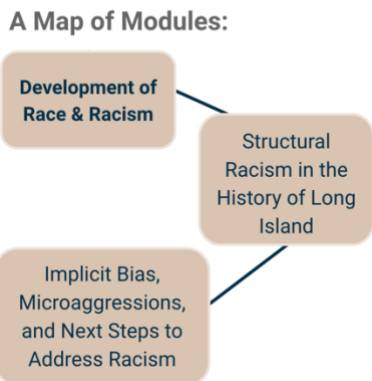
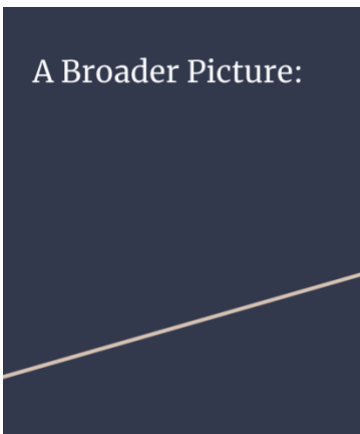
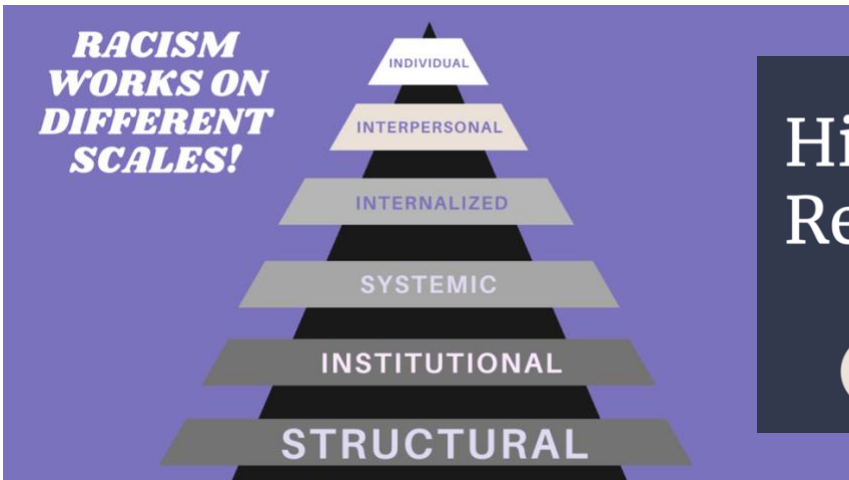
- perspective on the racial unrest that unfolded across the nation since George Floyd's death
- leadership in highlighting the structural racism underlying disparities in mortality of COVID-19
- efforts to raise awareness of structural racism's implications for housing and public education

Included in this coverage are nine opinion articles authored by Elaine Gross:

1. "Section 8 discrimination is a crime, now Cuomo must fund enforcement" in Crain's New York Business on January 20
2. "5 Steps to Properly Combat Housing Discrimination in New York" in the Gotham Gazette on February 19
3. "HUD has become an obstacle to fair housing" in The Hill on March 3
4. "No surprise: More blacks and Latinos are dying of Covid-19" in the Long Island Herald on April 16
5. "More state action is needed for fair housing" in the Long Island Herald on May 15
6. "Underlying America's Unrest is Structural Racism" in The Hill on June 4
7. "NY's police reforms don't go far enough" in Newsday on June 28
8. "Suburban Americans should reject Trump's regressive housing offerings" in The Hill, July 25
9. "Returning to Long Island's segregated schools" in the Long Island Herald on September 11

In 2020 ERASE Racism delivered 47 workshops to over 1,500 participants. Workshops were provided to the following businesses, organizations, and schools, such as the Long Island Nets, Realty Connect, Blue Point Brewery, TD Bank, Girl Scouts of Suffolk County, Energeia, Adelante of Suffolk County, SCO Family of Services, The Safe Center of Long Island, United Way of Long Island, Adelphi University, Friends Academy, Manhasset Schools, Westbury High School, St. Agnes High School, Western Suffolk BOCES, and the Summit School.

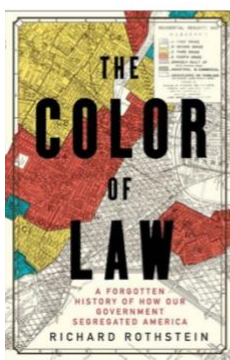
The workshops consist of four core modules: 1) The Development of Race and Racism, 2) Structural Racism on Long Island (or New York, depending on the client), 3) Implicit Bias, Microaggressions, and Next Steps to Address Racism, and 4) Institutional Assessment: Making Tangible Change at Work.



Long Island History:
America's First Modernized Suburb



Scan the QR Code above to schedule a training or workshop for your organization.



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Phone: 516-921-4863 Fax 516-921-4866
www.eraseracismny.org

ERASE RACISM, INC.**STATEMENTS OF FINANCIAL POSITION
DECEMBER 31,****2020****2019****ASSETS****Current Assets:**

Cash and cash equivalents.....	\$ 516,400	\$ 29,406
Restricted cash and cash equivalents.....	4,487	63,081
Current portion of contributions and grants receivable.....	143,345	120,965
Prepaid expenses and other current assets.....	9,940	8,573

TOTAL CURRENT ASSETS 674,172 222,025

Contributions and grants receivable, net of current portion.....	-	57,093
Property and equipment, net of accumulated depreciation	1,428	3,827
Security deposit.....	6,969	6,969

TOTAL ASSETS \$ 682,569 \$ 289,914**LIABILITIES AND NET ASSETS****Current Liabilities:**

Accounts payable and accrued expenses	\$ 36,533	\$ 55,501
Deferred revenue.....	-	500

TOTAL CURRENT LIABILITIES 36,533 56,001

Notes payable.....	200,000	-
--------------------	---------	---

TOTAL LIABILITIES 236,533 56,001**Net Assets:**

Without donor restrictions.....	369,933	37,638
With donor restrictions.....	76,103	196,275

TOTAL NET ASSETS 446,036 233,913**TOTAL LIABILITIES AND NET ASSETS** \$ 682,569 \$ 289,914

ERASE RACISM, INC.**STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED DECEMBER 31, 2019**

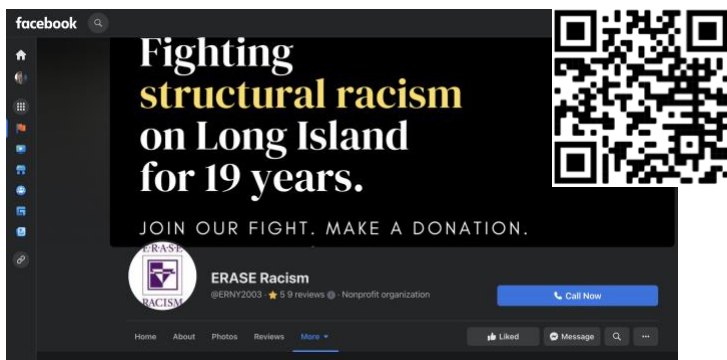
	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
SUPPORT AND REVENUE:			
Contributions and grants.....	\$ 252,448	\$ 186,988	\$ 439,436
Registration fees.....	12,350	-	12,350
Consulting fees.....	30,350	-	30,350
Paycheck Protection Program loan forgiveness	-	-	-
Other income.....	2,770	-	2,770
Net assets released from restrictions.....	167,301	(167,301)	-
Gross proceeds from special events.....	273,203	-	273,203
Less: direct benefits to donors.....	(66,039)	-	(66,039)
Net proceeds from special events.....	<u>207,164</u>	<u>-</u>	<u>207,164</u>
Total Support and Revenue	672,383	19,687	692,070
EXPENSES :			
Program services:			
Housing.....	80,977	-	80,977
Education.....	212,138	-	212,138
Public education/seminars.....	40,875	-	40,875
Partner.....	206,512	-	206,512
Racism research.....	54,247	-	54,247
Youth.....	23,556	-	23,556
Total Program Services	618,305	-	618,305
Supporting services:			
Management and general.....	28,315	-	28,315
Development.....	56,513	-	56,513
Total Supporting Services	84,828	-	84,828
Total Expenses	703,133	-	703,133
Change in net assets.....	(30,750)	19,687	(11,063)
Net assets, beginning of year.....	<u>68,388</u>	<u>176,588</u>	<u>244,976</u>
Net assets, end of year.....	<u>\$ 37,638</u>	<u>\$ 196,275</u>	<u>\$ 233,913</u>



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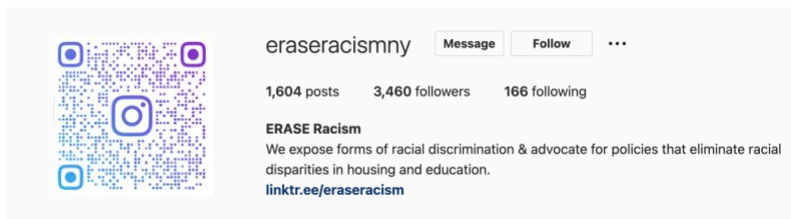
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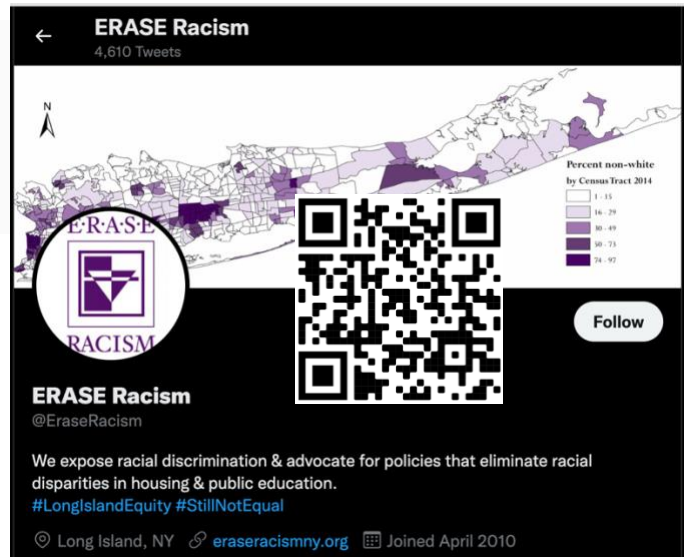
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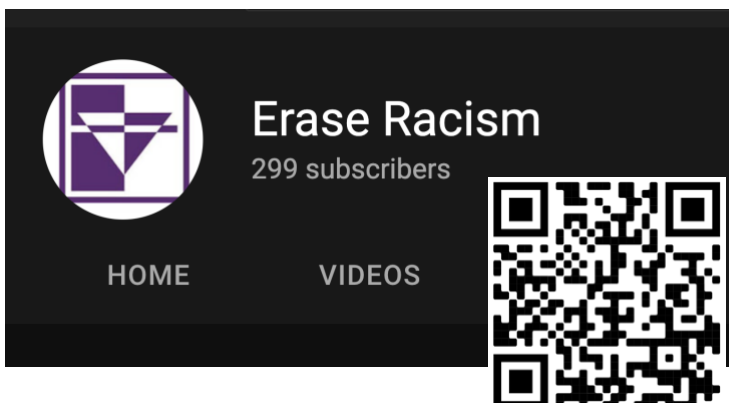
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