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.
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:

- **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** from 318 to **339 MEMBERS**
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, & Zadie:
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

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 Reimaging 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.

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

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 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.
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$10 and up (cont.)

Alex Edwards-Bourdrez
Kristen Eggemeyer
Patricia Eibeck
Lea Eisenstein
Erin Entwistle
Diane Esposito
Mia Esposito
Natalie Esquivel
Sebastien Etienne
Patricia Fichtelberg
Dorit Feuer
Erika Floreska
Catherine Macaluso Fornarola
Elisabeth Fox
Nick Fox-Gieg
Diana Graham
Victoria Fram
Dexter France
Paula Franklin
Ann Gardner
Caitlin Garafola
Kelsey Ge
Kimberly Gillman
Carina Goebelbecker
Bryan Gohl
Seth Gold
Seth Goldstein
Marcelino Gonzalez
Juliana Goode
William Grady
Lillian Graziano
Alexa Greenberg
Kristen Grennan

(cont.)
Individual Contributions
(continued)

$10 and up (cont.)
Theresa Grimaldi
Troy Grosenick
Candace Guma
Touhidul Haque
Katherine Hardin
Aileen Harris
Diane Hawkins
James Hawkins
Dr. Marjorie Hendler
Angelica Henriquez
Paul Hertz
Kylan Hillman
Grant Hilsenrath
Kyle Holmes
Keli Hosey
Vivian Hoyden
Tali Hinkis-Lapidus
Anthony Infranco
Oona Intemann
Thomas Isles
Jacob Ivry
Bhavani Jaroff
Samuel Jarvis
Paul Kalb
Mary Kearney
Rhonda Kessler
Kathleen Keller
Geoffrey Kidwell
Katie Kincaid
Jonathan Klomp
Christine Koehler
Virginia Kowalski
Susan Kravitz
(continued)

Individual Contributions
(continued)

$10 and up (cont.)
Mary Kritzer
David Knishkowy
Myles Kutscher
Christina Lalama
Jes Lamprecht
Michael Lane
Andrea Lapidus
John Lapsley
Micheline Laurent
Lauri Levenberg
Susan Levine
Diane Li
Lauren Licausi
Shawn Linzer
Sylvia Lipnick
Elizabeth LiPuma
Victoria LiPuma
Alison Logan
Kristen Longworth
Monica Lopez
Stephanie Lopez
Hayley Lowder
Susan Lyon
Kristen Macaulay
Amit Malik
Hedda Marcus
Valerie Marchesi
Dr. Patricia Martin
Anne K. Marshall
Xanthe Matychak
Elias Mastakouris
Eric Mao
Gordon F. MacDonald
(continued)
Individual Contributions (continued)

$10 and up (cont.)

Joseph Mileto
Daniel Miller
Denise Milmerstadt
Kelly Mitchell
Geraldine Mitchell
Nancy Mollura
Joan B. Monteverde
Craig Moore
James Morgo
Seth Morris
Ian Morrison
Christine Morton
Kristin G. Murphy
Danese Brielle Nalence
Rebecca Natow
Carol & James Neitz
Katherine Nevitt
Joseph Niosi
Shannon Nolan
Allison Noonan
Andrew Nunez
Michael Nunez
Erin Oakley
Hayyim Obadyan
Kevin Omalley
Phillipa O’Shea
Marilyn Oser
Jenna O’Toole
Patti Paris
Richie Partington
Kathrine Petersen
Adina Perullo
Harry Phillips III

(cont.)

Individual Contributions (continued)

$10 and up (cont.)

Andreyah Pope
Michelle Post
Margaret Potapchuck
Nicole Quadrone
Dr. Even Rapport
Robin Ritter
Gary Rivers
Stephanie Rivera
Pamela Roberts
Kristen Rojas
Cara Romano
Dan Romito
Danna Rossi
Dianne Rulnick
Victoria Russell
Charlene Ryan
Megan Scali
Courtney Schmitt
Mary Schwartz
Lois Schlissel
Shannon Schneeman
Alyssa Seidman
Stephen Seuling
Dr. Carrie Shandra
Sharon Shapes
Erica Sharkey
Marjorie Silver
Barbara Singer
Troy Sorensen
Patricia Spencer
Alexa Spiegel
Julia Stanger

(cont.)
Individual Contributions
(continued)

$10 and up (cont.)
Andrea Starr
Megan Stasi
Colleen Stitt
Charlene Stroughn
John Stuhlmacher
Maria Tardera
Audrey Teich
Sharin Thomson
Teresa Torchiano
Rosanna Tsang
Jennie Uranga
Vincent James Villanueva
Alexandra Vlase
Debra Walker
Rosemarie Walker
Leah Watson
Diana Weaving
Jaclyn Wheatley
Susan Wilcox
Maria Williams
Denise Yazak
Jacqueline Zafrani
Robin Zeigler
Kristina Gonzalez Zepeda
Lina Zerbarini
Andronika Zimmerman
ERASE RACISM, INC.

STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2020 2019

<table>
<thead>
<tr>
<th>ASSETS</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Assets:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>$516,400</td>
<td>$29,406</td>
</tr>
<tr>
<td>Restricted cash and cash equivalents</td>
<td>4,487</td>
<td>63,081</td>
</tr>
<tr>
<td>Current portion of contributions and grants receivable</td>
<td>143,345</td>
<td>120,965</td>
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<tr>
<td>Prepaid expenses and other current assets</td>
<td>9,940</td>
<td>8,573</td>
</tr>
<tr>
<td><strong>TOTAL CURRENT ASSETS</strong></td>
<td>674,172</td>
<td>222,025</td>
</tr>
<tr>
<td>Contributions and grants receivable, net of current portion</td>
<td>-</td>
<td>57,093</td>
</tr>
<tr>
<td>Property and equipment, net of accumulated depreciation</td>
<td>1,428</td>
<td>3,827</td>
</tr>
<tr>
<td>Security deposit</td>
<td>6,969</td>
<td>6,969</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>$682,569</td>
<td>$289,914</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LIABILITIES AND NET ASSETS</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Liabilities:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>$36,533</td>
<td>$55,501</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>-</td>
<td>500</td>
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<tr>
<td><strong>TOTAL CURRENT LIABILITIES</strong></td>
<td>36,533</td>
<td>56,001</td>
</tr>
<tr>
<td>Notes payable</td>
<td>200,000</td>
<td>-</td>
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<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td>236,533</td>
<td>56,001</td>
</tr>
<tr>
<td>Net Assets:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Without donor restrictions</td>
<td>369,933</td>
<td>37,638</td>
</tr>
<tr>
<td>With donor restrictions</td>
<td>76,103</td>
<td>196,275</td>
</tr>
<tr>
<td><strong>TOTAL NET ASSETS</strong></td>
<td>446,036</td>
<td>233,913</td>
</tr>
</tbody>
</table>

**TOTAL LIABILITIES AND NET ASSETS** $682,569 $289,914
**STATEMENT OF ACTIVITIES**  
**FOR THE YEAR ENDED DECEMBER 31, 2019**

<table>
<thead>
<tr>
<th></th>
<th>Without Donor Restrictions</th>
<th>With Donor Restrictions</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SUPPORT AND REVENUE:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contributions and grants</td>
<td>$252,448</td>
<td>$186,988</td>
<td>$439,436</td>
</tr>
<tr>
<td>Registration fees</td>
<td>12,350</td>
<td>-</td>
<td>12,350</td>
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<tr>
<td>Consulting fees</td>
<td>30,350</td>
<td>-</td>
<td>30,350</td>
</tr>
<tr>
<td>Paycheck Protection Program loan forgiveness</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Other income</td>
<td>2,770</td>
<td>-</td>
<td>2,770</td>
</tr>
<tr>
<td>Net assets released from restrictions</td>
<td>167,301</td>
<td>(167,301)</td>
<td></td>
</tr>
<tr>
<td>Gross proceeds from special events</td>
<td>273,203</td>
<td>-</td>
<td>273,203</td>
</tr>
<tr>
<td>Less: direct benefits to donors</td>
<td>(66,039)</td>
<td>-</td>
<td>(66,039)</td>
</tr>
<tr>
<td>Net proceeds from special events</td>
<td>207,164</td>
<td>-</td>
<td>207,164</td>
</tr>
<tr>
<td><strong>Total Support and Revenue</strong></td>
<td>672,383</td>
<td>19,687</td>
<td>692,070</td>
</tr>
</tbody>
</table>

|                                              |                            |                         |          |
| **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               | 68,388                     | 176,588                 | 244,976  |
| Net assets, end of year                     | $37,638                    | $196,275                | $233,913 |
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