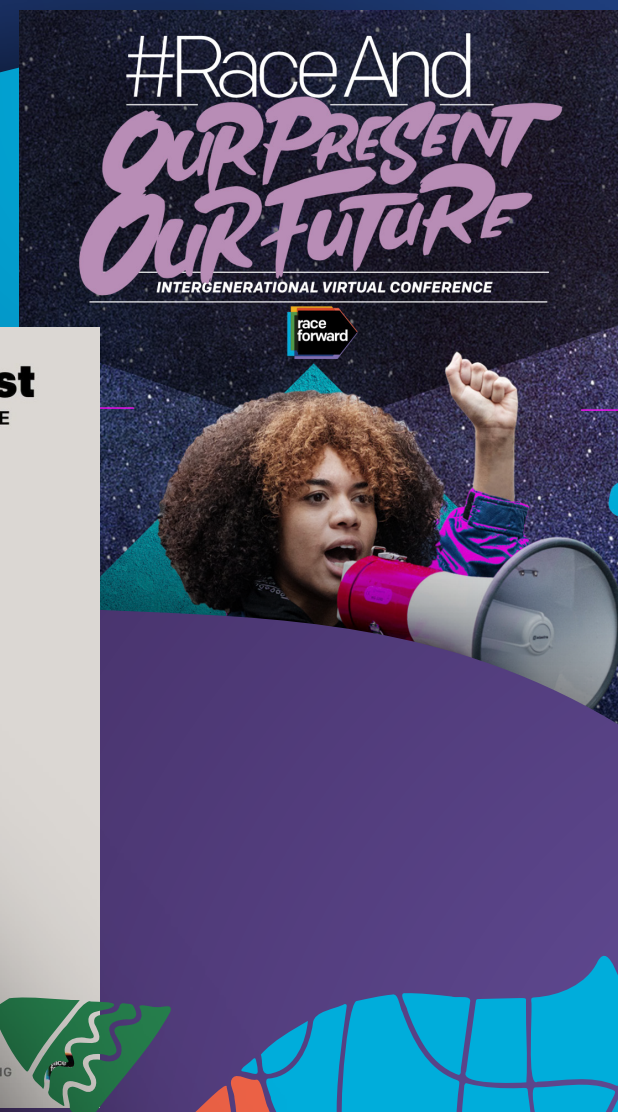


race  
forward

# ANNUAL REPORT







The seemingly never-ending realities of mass shootings, expanding white nationalism and political violence, and the ongoing and disproportionate effects of COVID have deeply impacted all of us—especially Black and Brown communities. We know that race, poverty, and gender will all continue to be lethal wedges in the coming years. But we, the racial and social justice community, are accustomed to taking on the hardest challenges our country faces. We have assets and each other, which is why we are here.

No more was this evident than during the celebration of our 40th Anniversary. For forty years, Race Forward has been catalyzing movement building, with the goal of creating a just, multiracial, democratic society—one where people of color thrive with power and purpose, free from exploitation and oppression. On November 18, 2021, we celebrated this milestone with a virtual event that allowed us to retrace our history through capturing and weaving together significant pieces of Race Forward’s work. It was exciting to reground ourselves and our supporters in our organizing roots while imagining a future of expanding reach and deeper relationships with communities, partners, and organizations in the racial justice movement.

Race Forward continues to move forward. For this is a founding moment in a country that is not done founding. Our interconnectedness, not just nationally but globally, is increasingly evident. Our movements have generated networks centered in systemic change that are community-driven and publicly-anchored models for our future. For all these reasons, Race Forward is needed now more than ever. The work reflected in this report illustrates what we, as an organization, are doing to move towards the promise of a just, multiracial democracy in which we all thrive.

We thank our partners, funders, donors, board, staff, and everyone who is in movement with us to achieve this promise.

Glenn Harris  
*President*

# Race Forward turned 40!

Online Gala via Facebook  
and YouTube Live  
on November 18, 2021

Highlighted Race Forward's  
rich history and honored and  
recognized those who have  
shaped and led the organization:

- **Gary Delgado**, Founder
- **Glenn Harris**, President
- **Rinku Sen**, former President
- **Other leaders, organizers, government partners, activists, artists, and culture bearers** who have supported and worked alongside us to build collective power, resources, and networks to advance racial justice





# 40 race forward

CATALYZING RACIAL JUSTICE

*"I remain amazed by our audacity to imagine a future we have yet to see...Equity will prevail in our institutions, systems, and policies so that people of all races, all gender identities, all sexual orientations, and all abilities will have the same opportunities and outcomes."*

—Glenn Harris

*President, Race Forward  
and Publisher, Colorlines*

## MEET THE GUEST SPEAKERS

#RaceForward40



**BOB WING**  
Founding Editor,  
ColorLines



**KARLA BRUCE**  
Chief Equity Officer,  
Fairfax County



**AISHA SHILLINGFORD**  
Artistic Director,  
Intelligent Mischief



**LORI VILLAROSA**  
Founder & Executive Director,  
Philanthropic Initiative  
for Racial Equity



**LORI BEZAHLER**  
President, Edward W. Hazen Foundation  
Board Chair, Race Forward



# Contributed \$1 million

to 14 grassroots organizing groups working to abolish oppressive systems, elevate the leadership of young people, and center the voices of people in their communities.

## The organizations are:



*“This is a great example of what we call **radical mutual aid**...During this pandemic, our services were needed more than ever...with this generous contribution from Race Forward, we can increase our resources.”*

– Roberta Rael, *Director of Generation Justice in Albuquerque, New Mexico*

# Our work to build

a just multiracial democracy was boosted by the generous support of thousands of individual donors and dozens of philanthropic partners and sponsors.

## Set record fundraising numbers

**35 foundations worked in movement with us** by resourcing a significant portion of our work.

*"Thank you for excellent work. You ALWAYS inspire me to learn and spread awareness that leads to action for a racially just society."*

– Anonymous Race Forward Donor

# Launched Quarterly Coffee Chat program

which provides space for donors and Race Forward program leaders to **discuss pressing racial justice issues.**



**Close to 200 donors** participated in the 4 sessions.



# Provided racial equity training

to close to 4,000 individuals through 71 online sessions and 21 organizational trainings.



*“Thank you! Thank you! Thank you! This has been the best anti-racism training I have been part of. It allowed me to think through my own biases and also think about better ways to support scholars throughout the network. I had really great conversations today and feel comfortable tackling racism daily.”*

– Building Racial Equity Training participant

More than **90% of attendees** agreed they had new skills and tools to address institutional racism in their workplaces.

*“I was provided with tools I could use tomorrow, even if I don’t feel like an expert at this time.”*

– Organizing for Racial Equity Training participant



# Launched a new training

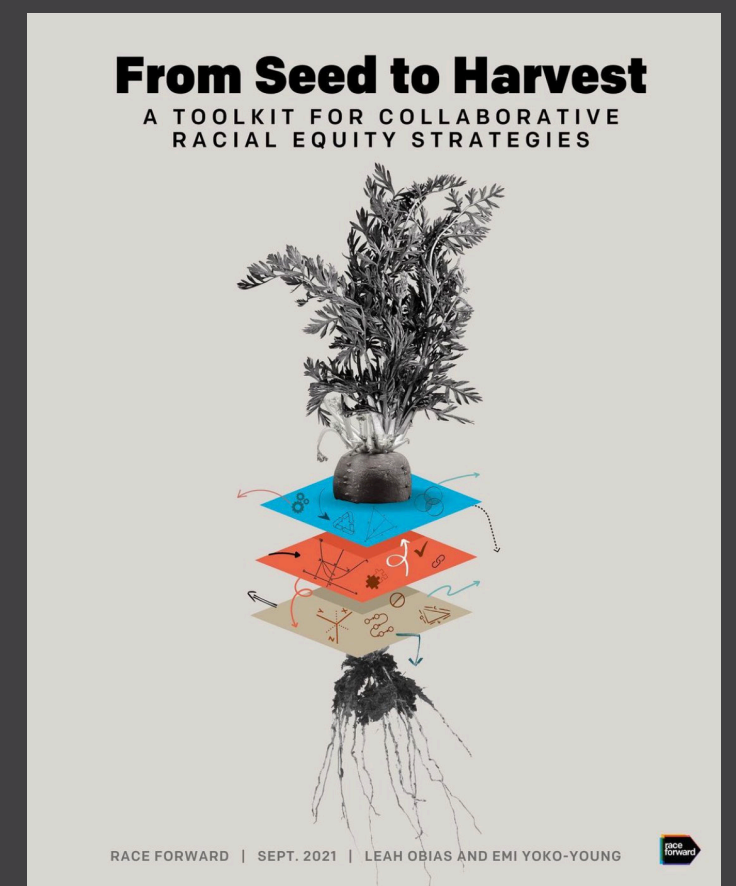
entitled **Decision Making for Racial Equity.**



# Released From Seed to Harvest:

**A Toolkit for Collaborative Racial Equity Strategies**

Offers guidance on community-government collaboration for sustainable and renewable energy policies and programs.



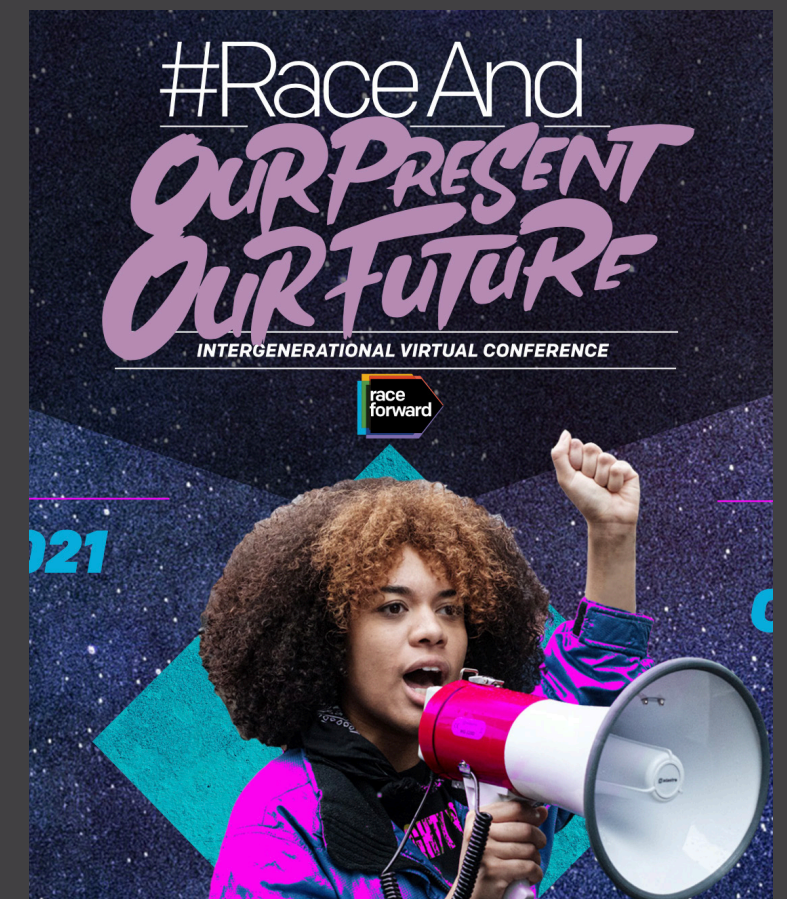


# #RaceAnd: Our Present, Our Future

presented in partnership with **Funders Collaborative on Youth Organizing.**

**300 people** registered for this first-of-its kind, half-day, intergenerational, online event.

- Centered solutions-driven racial justice work of youth of color, ages 13-25.
- Elevated how youth and young adults are using organizing, culture, narrative, and policy strategies to eradicate structural racism.
- **Keynote Speaker, Isra Hirsi**, Co-Founder and Co-Executive Director, Youth Climate Strike, and daughter of Congresswoman Ilhan Omar.



## Youth Organizing Partners



# Trained hundreds of people

on the use and power of narrative strategy

## The Butterfly Lab completed Year 1

**16 immigrant narrative leaders developed, tested, and scaled immigration narratives** that met our political moment and advanced the vision for immigrant justice.

*“Narrative drives policy. We must be as strategic and rigorous in building narrative power as we are in building all other forms of power.”*

— Jeff Chang

*Senior Advisor,  
Butterfly Lab for Immigrant Narrative Strategy*





# Launched H.E.A.L. Together

**(Honest Education Action & Leadership)**

a national school district organizing initiative to advance honest, accurate, and fully-funded public education as the foundation for a just, multiracial democracy. The initiative counters the “culture wars” targeting our schools, students, teachers, and parents.



# Government Alliance on Race and Equity (GARE) network added 80 new members,

bringing total membership to 430 jurisdictions.

## GARE Annual Membership Meeting

**1,500** local, regional, and state government employees participated

Held online, **GARE's largest conference to date**

### Keynote speakers included:

Nikole Hannah-Jones, creator of the *1619 Project*, and Heather McGhee, author of *The Sum of Us*



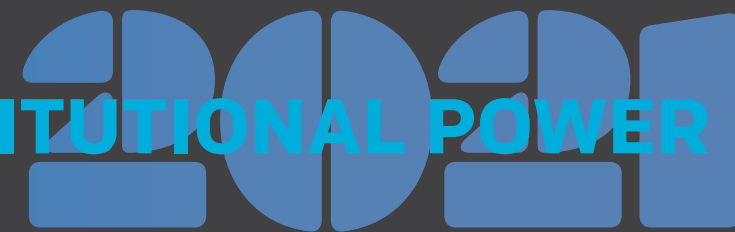


# Launched the Federal Initiative to Govern for Racial Equity,

in partnership with PolicyLink, to provide strategic support, learning opportunities, frameworks, and tools to create sustainable change for racial equity in federal government structure, policy and practice.

Pilot learning labs conducted with the United States Department of Housing and Urban Development (HUD) led to changes in HUD's eviction policies which impacted **6 million people**.



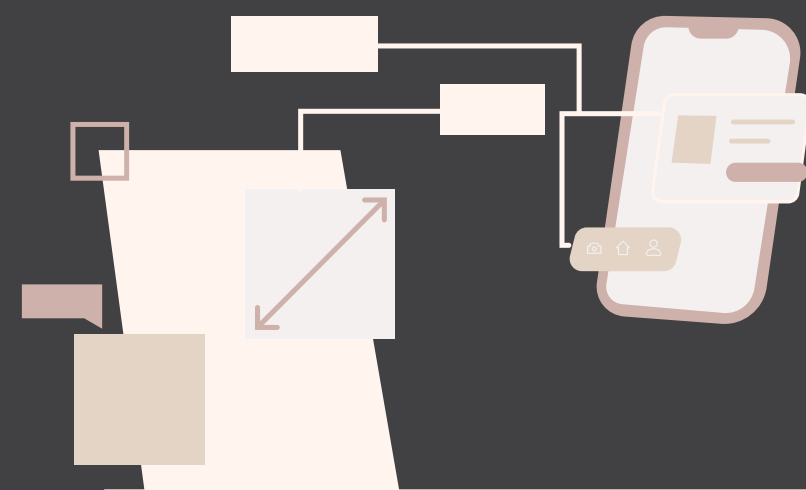


# Created first of its kind Social Equity Analysis tool

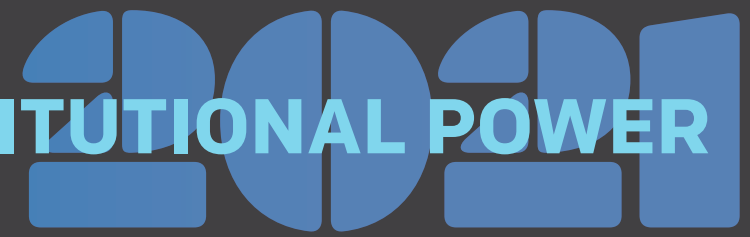
Deeply informed by the **GARE network** and in partnership with **Esri**

**Place-based tool uses geospatial software to center racial equity and allows government to:**

- Take a data-driven approach in creating and monitoring policies and programs that are designed to address community needs and ensure equity.
- Assess conditions in local communities to understand benefits or burdens for specific population groups.
- Regularly evaluate and measure progress toward equity goals.
- Combine community data into smart maps, creating a visually powerful framework for data analysis and sharing.







# Monterey County Learning to Action cohort, "COLIBRI"

(Collaboratively Organizing for Liberation, Inclusion AND Breaking Racial Inequities)

This place-based strategy includes coordination and facilitation of a cohort and monthly meetings **in collaboration with Monterey-based Action Council and Facilitating Power**, as well as their county-wide Building Healthy Communities network.

**Cohort consists of 150 participants**, representing schools, local government, housing services, early childhood sectors, resident organizers, and leaders from local communities of color, working to build shared understanding and analysis, develop racial equity action plans, and to foster new cultural practices that promote shared power in the decisions that affect our communities.

**Cohort members are focused on lifting up children, youth, families and residents** that have been harmed the most by racial inequities.



**We partner with hundreds of organizations,** from grassroots community-based organizations to major funders, to provide resources and tools for advancing racial equity in numerous sectors, such as education, health, housing, and government. Some of our primary strategic partners include:

**PolicyLink**

**COMMUNITY**  
Power from the  
ground up **CHANGE**

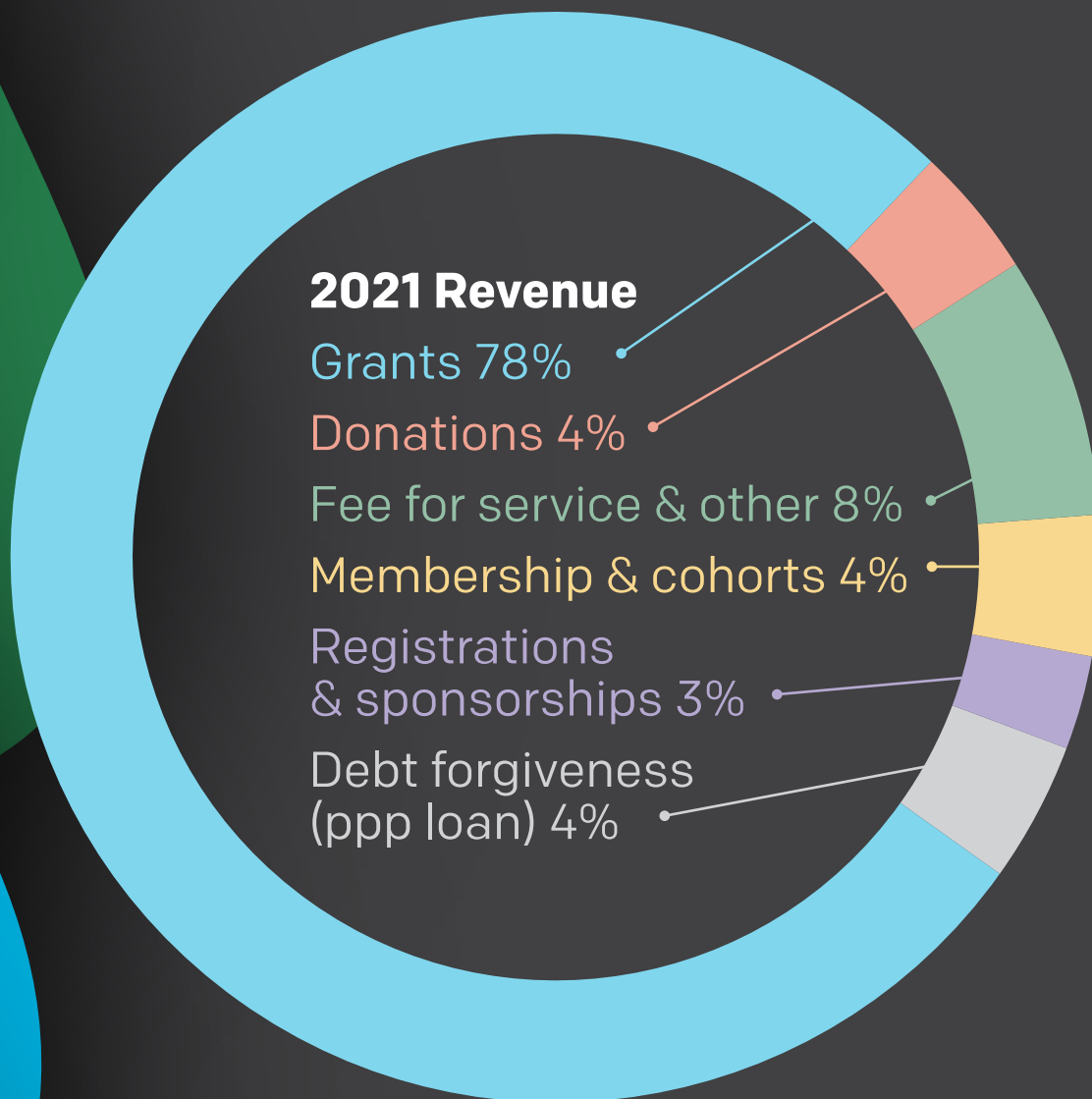
**PUBLIC  
HEALTH**  
INSTITUTE®

**SCHOTT**  
FOUNDATION  
FOR PUBLIC EDUCATION

NYU  
**Metro  
Center**

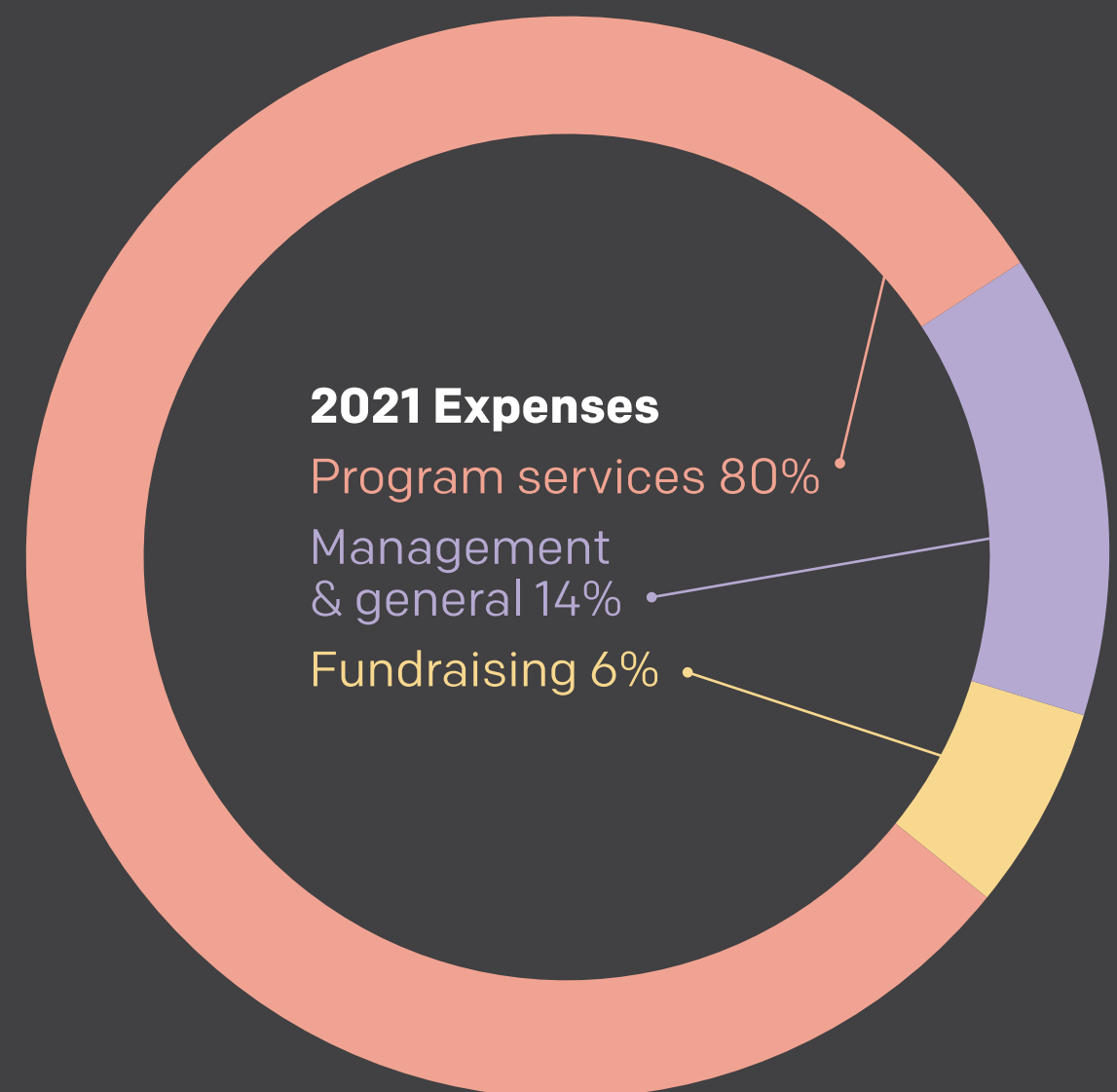


# Revenue and Expenses



2021 Revenue	In thousands*	
Grants	\$27,531,619	78%
Donations	\$1,370,342	4%
Fee for Service & Other	\$2,662,113	8%
Membership & Cohorts	\$1,339,089	4%
Registrations & Sponsorships	\$1,039,029	3%
Debt Forgiveness (PPP Loan)	\$1,276,045	4%
<b>TOTAL</b>	<b>\$35,218,237</b>	

2021 Expenses		
Program Services	\$12,648,481	80%
Management & General	\$2,231,048	14%
Fundraising	\$900,552	6%
<b>TOTAL</b>	<b>\$15,780,081</b>	





# Board

**Lori Bezahler**

*Chair*

**Christi Tran**

*Vice Chair*

**Kavitha Mediratta**

*Secretary*

**LeeAnn Hall**

*Treasurer*

## Members

**Kevin J. Allis**

**Rodney Foxworth**

**Richard Kim**

**Aletha Maybank, MD, MPH**

**Ramon Ramirez**

**Ralph Remington**

**Ron Shiffman**

**Sean Thomas-Breitfeld**



# Sr. Leadership Team

## **Glenn Harris**

*President of Race Forward  
and Publisher of Colorlines*

## **Charlene Sinclair**

*Chief of Staff*

## **Jeyn Levison\***

*Senior Vice President of  
Strategic Partnerships*

## **Julie Nelson**

*Senior Vice President  
of Programs*

## **Genia Wright\***

*Senior Vice President of  
Finance and Operations*

## **Cathy Albisa**

*Vice President of Institutional  
and Sectoral Change*

## **Dominique Appollon, PhD\***

*Vice President of Research*

## **Cheryl Cato Blakemore**

*Vice President of Strategic  
Communications and Public  
Engagement*

## **Dennis Chin**

*Vice President of  
Narrative, Arts & Culture*

## **Magnada Dory**

*Vice President of Human Resources*

## **Vina Kay**

*Vice President of Movement Capacity  
Building*

## **Randall Oakley**

*Vice President of Finance*

*\*Transitioned out of Race Forward in 2022*



**Thank you for supporting our work.**

**Contact us at [info@raceforward.org](mailto:info@raceforward.org)**