

race
forward

2020

ANNUAL REPORT



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Featured Accomplishments

FACING RACE

more than

40000

attendees

**ITS
LARGEST
ATTENDANCE
TO DATE**

COLORLINES

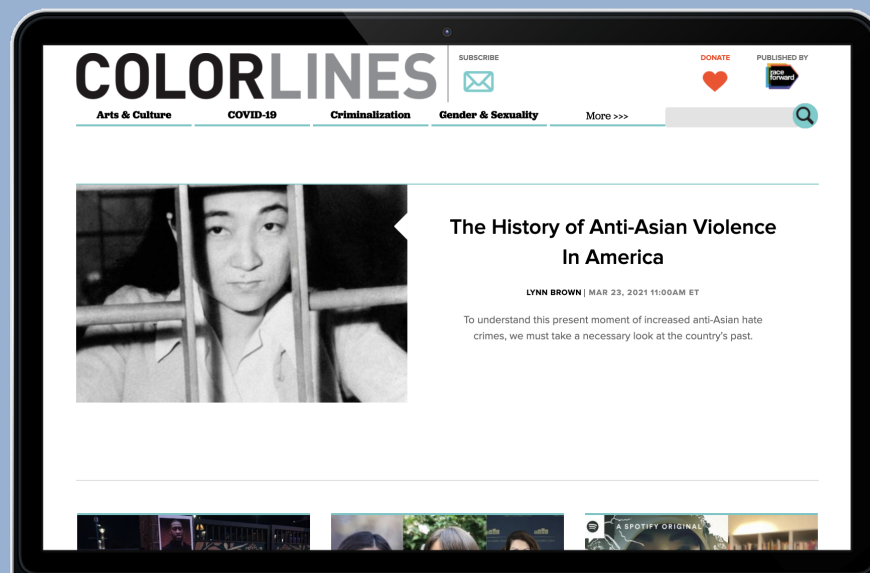
reached its **highest
readership in 6 years**

2.9m

pageviews

2.2m

readers



momentum

A Race Forward Podcast



concluded its first
season with an

**APPLE
TOP 50**

podcast appearance

nearly

**80k
DOWNLOADS**

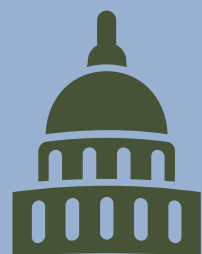
GARE

membership increased by

100+

JURISDICTIONS

Current membership 360+



Developed GARE Foundations to:

- increase member's access to GARE's training curriculum
- meet the needs of jurisdictions new to racial equity work

Created

\$1m

FUND for grassroots People of Color-led on-the-ground organizations, for distribution during 2021.



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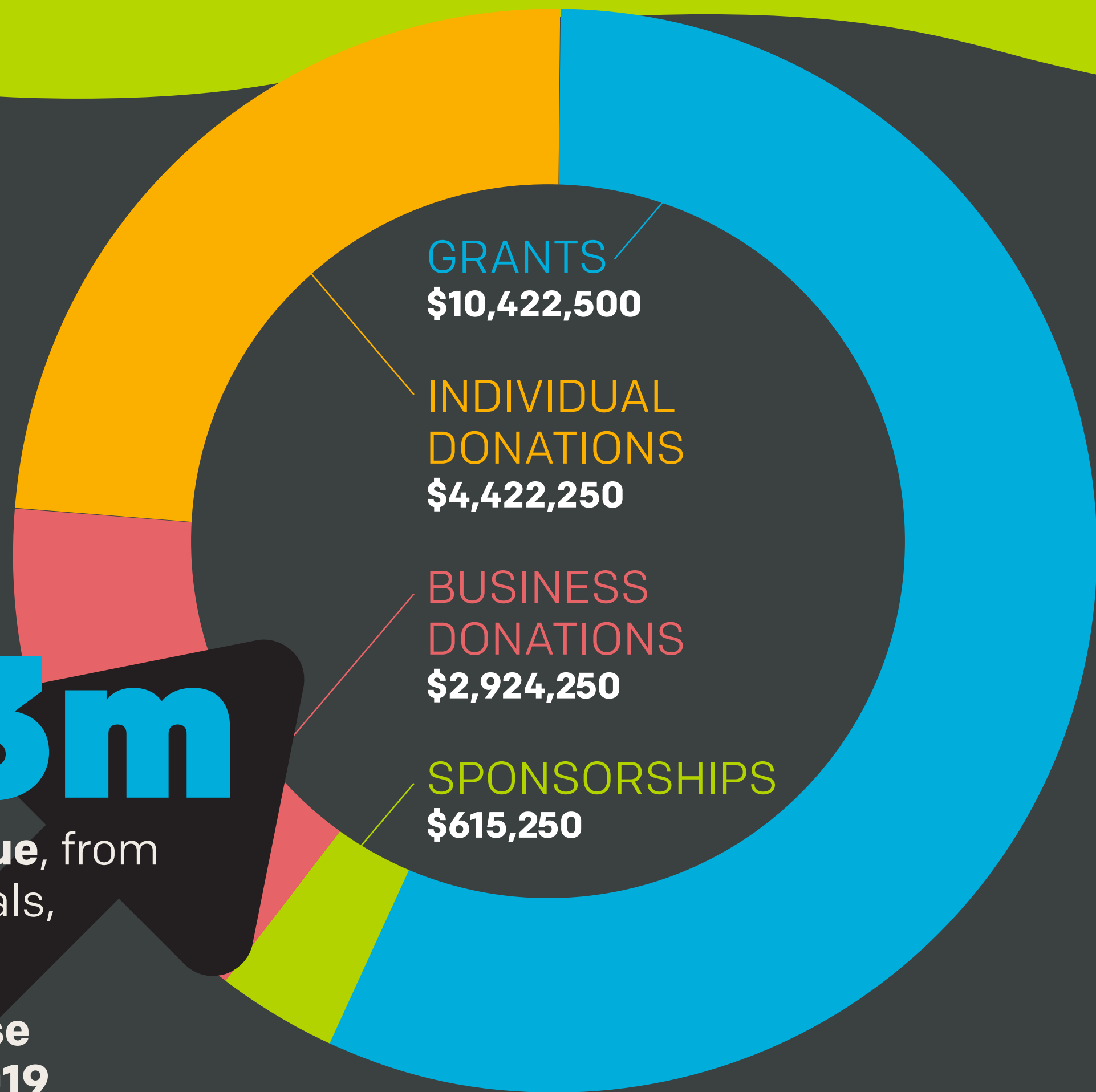
Featured Accomplishments

Raised

\$18.3m

in contributed revenue, from
foundations, individuals,
& businesses.

85% increase
over 2019



RESPONSE TO CRISES AT HAND

PANDEMIC

**POLICE
KILLINGS
OF PEOPLE
OF COLOR**

**TRUMP ORDER
TO END
RACIAL EQUITY
TRAINING**

Provided communications, legal resources, and Toolkit to combat the Trump Executive Order threatening racial equity work.

Provided virtual space for local government racial equity leaders to:

- share strategies for addressing racial inequities in the Covid pandemic, the economic crises, and the criminal justice system.
- focus on the values that guide our work for racial justice.
- confront the harms racism produces.
- work towards a multiracial democracy that advances racial equity.

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Training

**BUILDING
RACIAL
EQUITY**

&

ORGANIZING

**RACIAL
EQUITY**

**Provided racial
equity training**

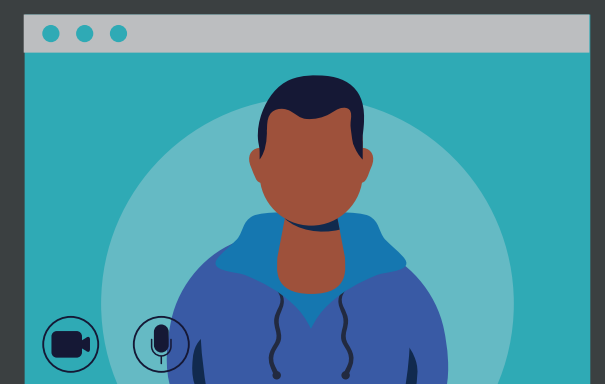
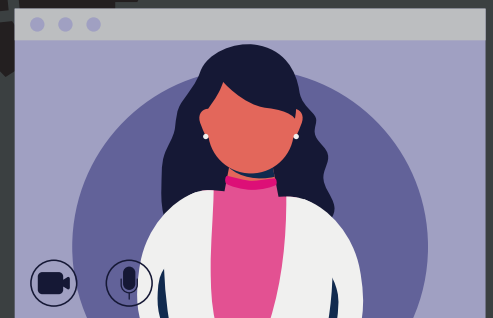
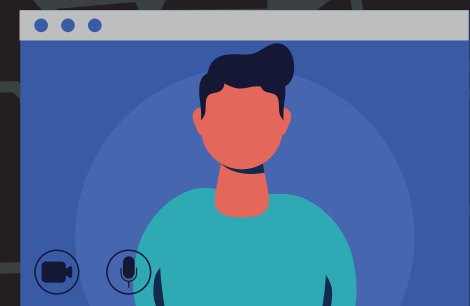
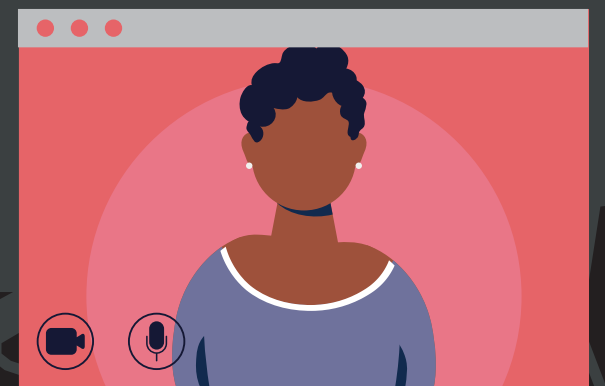
to more than

3300

people.

**Offered
59 sessions,**

mostly virtual,
**an increase from
15** in-person
trainings in 2019.



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Narrative, Arts & Culture

Launched the \$1.8m

BUTTERFLY LAB FOR IMMIGRANT NARRATIVE STRATEGY

Working with **16 top immigrant justice leaders** to change the narrative around migration and immigration.

In partnership with 5 other organizations

LAUNCHED THE CULTURAL NEW DEAL

Calling for an end to racial and cultural injustice and increased investments in arts and cultural ecosystems in communities of color. Signed by more than **2,000** artists, advocates, and culture-bearers.



Narrative Arts and Culture

provided training on racial
and cultural equity to nearly

10000

individuals in hundreds of
**arts and cultural
organizations**, including some
of the largest and most
influential arts organizations
across the United States.



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Facing Race Conference

pivoted to

**A VIRTUAL
CONFERENCE**

for 2020.

4323
ATTENDEES

The highest
conference
attendance
to date.

KEYNOTE SPEAKER

**REV. DR.
WILLIAM BARBER II**

Co-Chair of the Poor People's
Campaign: A National Call for Moral
Revival, political activist, and author.



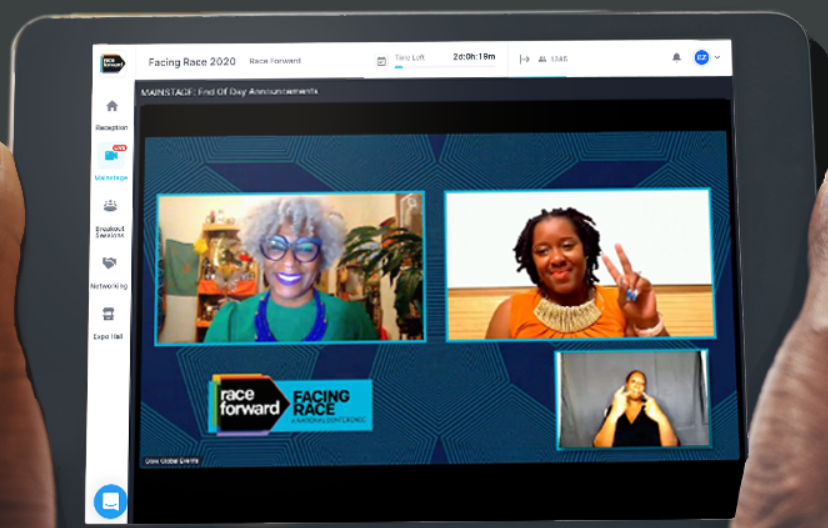
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Facing Race Conference

Received a

9.7/10

attendee approval rating.



3 PLENARIES

45 BREAKOUT SESSIONS

featuring many prominent racial justice leaders and activists.

**RACE
FLICKS**

A record number

2287

of attendees viewed films.

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Events | #RaceAnd

Introduced a new webinar series to
**build awareness and analysis of
racial justice issues.**

OFFERED

5 events

reaching over

3,000

people

#RaceAnd
Pandemics

#RaceAnd
**Building a
Movement with
Minneapolis
Organizers**

#RaceAnd
the Gender Binary

#RaceAnd
Cannabis

#RaceAnd
the Vote



Led year-long

**ADVANCING
RACIAL EQUITY
COHORTS**

**with the
participation
of over 60
jurisdictions**

in six states.

**CONDUCTED
12 INTRODUCTORY
WORKSHOPS**

Advancing Racial Equity:
The Role of Government
to **615 participants** across
170 jurisdictions in 33 states
over the course of 8 weeks.

Launched
**RAPID RESPONSE
SESSIONS &
A BOOK CLUB**

to support GARE members.



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Events

Hosted

“**ABOLITION IN OUR TIME: A Gathering of Pacific Islander Asian American Communities**”

Centered the experiences
and perspectives of those
of Pacific Islander
descent.

In partnership with
Grassroots Asians Rising
and **Empowering Pacific
Islander Communities**
and in collaboration with
Mass Freedom.

**GRASSROOTS
ASIANS RISING**



MASS FREEDOM

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Events | MONTEREY COUNTY, CA

Co-facilitated a
5-PART
RACIAL EQUITY
LEARNING
SERIES

Featuring local organizers and residents who are leading for **racial justice with bold solutions.**

MORE
THAN **6000**

community members, local government officials, non-profit, business and clergy leaders came together to deepen their understanding of the local impacts of structural racism and to identify how to more actively invest in community of color-driven solutions.



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Community Support

PROVIDED OVER
\$600k

in pass through
funding to support

**LOCAL
ORGANIZERS.**

PROVIDED
\$60k

in mini grants to 26

**GRASSROOTS
ORGANIZATIONS.**

Supported organizations leading
for **energy democracy and
racial justice.**

**Offered space for
network-building, learning,
and collaboration** with local
groups and government.



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Community Support

Led a project team
of five national

**GRASSROOTS
CLIMATE
ORGANIZATIONS**
to produce

**“SEEDS,
STORIES,
STRATEGIES”**

a 3-part web series for
climate justice.



Distributed

**\$100k
IN FUNDS**

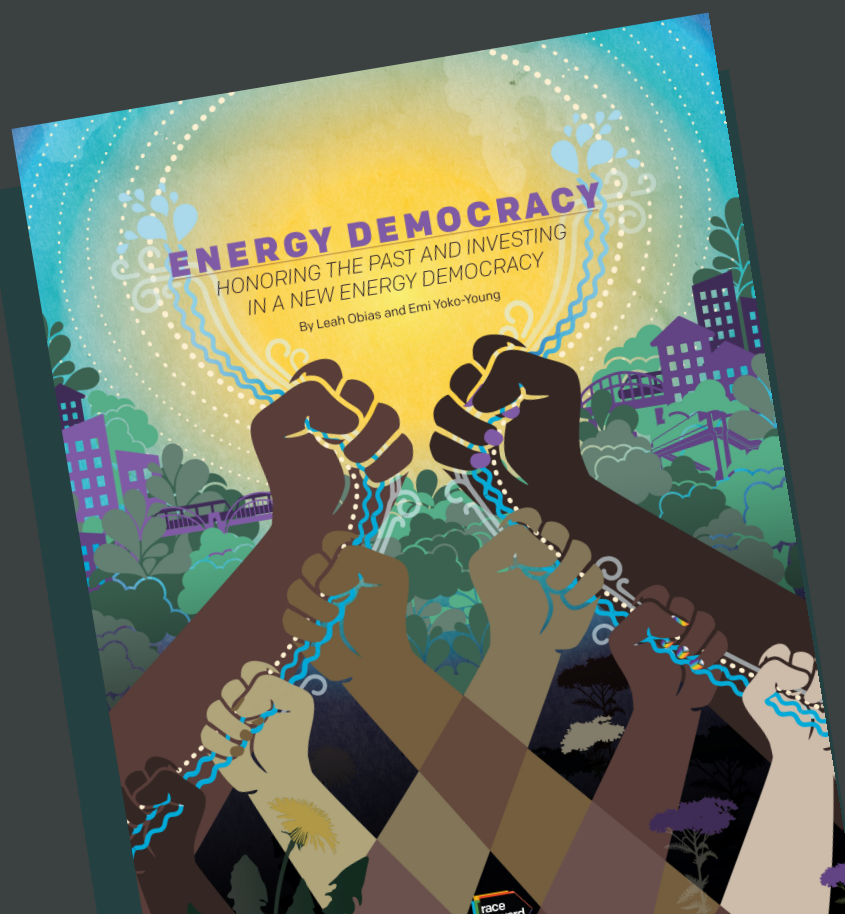
to families and communities of
color to support targeted mutual
aid efforts focused on emergency
housing, food insecurity, and the
barriers to virtual learning **during
the pandemic.**

Released a new report:

ENERGY DEMOCRACY

*HONORING THE PAST AND
INVESTING IN A NEW
ENERGY DEMOCRACY*

that centers the leadership
and solutions **from Black,
Indigenous,
Latinx, and
Asian Pacific
Islander
community
leaders.**



Administered and analyzed **20 racial equity employee surveys** for GARE member jurisdictions to assess and **measure progress of the knowledge, skills, and experiences of jurisdiction employees related to race and equity.**

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Leadership

2020 BOARD MEMBERS

CHAIR

Lori Bezahler

VICE CHAIR

Dianne Omi

TREASURER

LeeAnn Hall

SECRETARY

Scot Nakagawa

MEMBERS

Kavitha Mediratta

Christi Tran

Rodney Foxworth

Kevin Allis

Aletha Maybank

Ramon Ramirez

Ron Shiffman

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Leadership

2020 SENIOR LEADERSHIP TEAM

**President of Race Forward and
Publisher of Colorlines**

Glenn Harris

**Senior Vice President of
Strategic Partnerships**

Jeyn Levison

**Senior Vice President
of Programs**

Julie Nelson

**Senior Vice President, Finance
and Operations**

Genia Wright

Chief of Staff

Rachael DeCruz

**Vice President of Institutional
and Sectoral Change**

Cathy Albisa

Vice President of Research

Dominique Apollon, Ph.D.

**Vice President, Narrative,
Arts and Culture**

Jeff Chang

**Vice President of Movement
Capacity Building**

Vina Kay

**Vice President of Finance &
Administration**

Randall Oakley, SPHR