

race
forward

REGISTER
TODAY

INVITE A
FRIEND

SUPPORT A
SCHOLAR-
SHIP

race
forward
PRESENTS

FACE
RACE
A NATIONAL



2022 – 2023

ANNUAL
REPORT



PRESIDENT'S MESSAGE



The release of this Annual Report, highlighting our work in 2022 and 2023, comes at a time when our movement for a multicultural democracy is under threat. The seeds of these threats were planted decades ago as the forecast for a diverse America with a majority multiracial population began to become a reality—a reality that did not settle well with many Americans and particularly those who seek to maintain a status quo in which they control the levers of power and wealth.



Glenn Harris
President | Race Forward

Those of us who fight for and support racial justice are headed into challenging years, but we cannot give up hope, and we cannot stop fighting for what we know is possible. Our ancestors faced even greater struggles, yet they never stopped fighting and neither will we!

We have worked tirelessly and intentionally to ensure our vision of a multiracial democracy can come into existence. We have expanded our collaborations across public sectors at the local, state, and federal levels; with community leaders, organizations, and advocates across the country; and with dedicated partners and funders committed to racial justice.

Our work has been extremely effective as evidenced by the deliberate backlash to racial and social justice movements. But with each calculated effort to undo our progress, from the attacks on racial equity and DEI (Diversity, Equity and Inclusion) work to book bans, anti-immigration rhetoric, and anti-LGBTQ+ policies, our resilience has only strengthened.

We have provided on the ground capacity-building support to community organizations, organizers, and artists and culture bearers working in the areas of criminal justice reform, climate equity, health equity, and housing and land justice.

Despite attacks on public education through book bans, efforts to whitewash our nation's history, and anti-LGBTQ+ sentiment—all in service to dismantle public education—our HEAL Together initiative, which fights for honest, unbiased, and fully-funded public education, continues to grow and now has more than 30 organizations in 20 states across the country.

As anti-DEI narratives elevated, many states rescinded their commitments to DEI (some of which only began in response to the murder of George Floyd in 2020). During the past two years however, our Government Alliance on Race and Equity (GARE) has continuously worked with approximate numbers to support its a y 400 jurisdictions across this nation that are committed to establishing equitable practices and policies so everyone in their jurisdiction has access to public goods and services and the opportunity to thrive . At the federal level, our Federal Initiative to Govern for Racial Equity (FIRE) has provided resources to federal civil servants to assist in developing equitable policies that benefit all Americans.

Over the past two years we engaged in a deep analysis of our programmatic work as a run up to our new Strategic Plan released this year. The plan ensures that our organization is strong and able to address the needs of our movement to advance a multiracial democracy through governance, specifically racial justice governance, which is the ability to influence, control, steward, or change systems, processes, institutions, and culture, and to distribute resources in service of our collective freedom from systemic racism and injustice. Focusing on communities of color having governing power, the transformation of institutions to advance racial justice, and community and cross-sector institutions collaborating for sustained change, our Strategic Plan well positions us for the moment we now find ourselves.

While acknowledging the work we have done over the past two years, we recognize there is still much to do. As long as threats to equity persist, so too does the work to ensure racial equity. Therefore, we will continue to be an organizer of organizers to build radical solidarity and grow a movement of movements. We will continue to work both outside and inside systems, maintaining resilience, engaging in truth-telling, and confronting the political environment with creativity and imagination.

We must not lose sight of the fact that we have so much to fight for, and so much to build. And while we must defend what we've already built, we also have the opportunity to create new possibilities.

In the words of the late Civil Rights Leader Congressman John Lewis, "A democracy cannot thrive where power remains unchecked and justice is reserved for a select few. Ignoring these cries and failing to respond to this movement is simply not an option."

We fight on in solidarity!



ORGANIZATIONAL HIGHLIGHTS

FACING RACE:

A National Conference



November 17-19, 2022 | Online and in-person



- **Largest multiracial, intergenerational convening** for racial justice movement makers
- **More than 4,000+ attendees** - largest Race Forward conference to date
- **Keynote Speaker: Dr. Ibram X. Kendi** - Historian and National Award-winning bestselling author of *How to Be an Antiracist*.
- **Four plenaries and more than 100 breakout sessions** presented by prominent racial justice activists and leaders.
- **Race Flicks** - in partnership with Working Film, showcased 9 films. Festival focus on accountable filmmaking that holds great potential to build power among those represented in the stories.



Testimonials

"Formed a cohort of three colleagues who also attended and we meet bi-weekly to check in on actions we can take based on what we learned."

"I felt energized and was reminded I'm not alone in this work."

"(The conference provided) Fuel to deepen my work and further the efforts inside my organization."



WHITE HOUSE

Convening on Equity

race
forward



Race Forward President Glenn Harris was a featured speaker at the June 2023 White House Convening on Equity.

MOMENTUM:

A Race Forward Podcast



Recorded at The White House in March 2023 with guest **Chiraag Bains**, (now former) **Deputy Assistant to the President** and **Deputy Director of the Domestic Policy Council for Racial Justice and Equity**.



HEAL TOGETHER

HEAL TOGETHER

(**H**onest **E**ducation **A**ction & **L**eadership)

Launched in 2022 in response to the escalating racial and anti-LGBTQ+ attacks on public schools, the network grew to **30+ organizations in 20+ states** during 2022 and 2023.



Organized movement led by students, educators, parents, and school board members in school districts across the United States committed to protecting public education as a public good.

PROGRAM HIGHLIGHTS:

Annual convenings brought together hundreds of community leaders from across the country.

HEAL Together trainings have shared organizing tools, resources, and best practices with more than 5,000 people.

Active in nine states, with state anchors in North Carolina, Michigan, Tennessee, and Georgia.

Launched HEAL Together North Carolina (2022), which formed Public School Strong (2023), an organizing and narrative campaign designed to increase engagement at the school board level.

Released the "Organizing and Narrative Toolkit" and the "Equity Policies Toolkit for School Boards" to help community leaders transform their public schools.

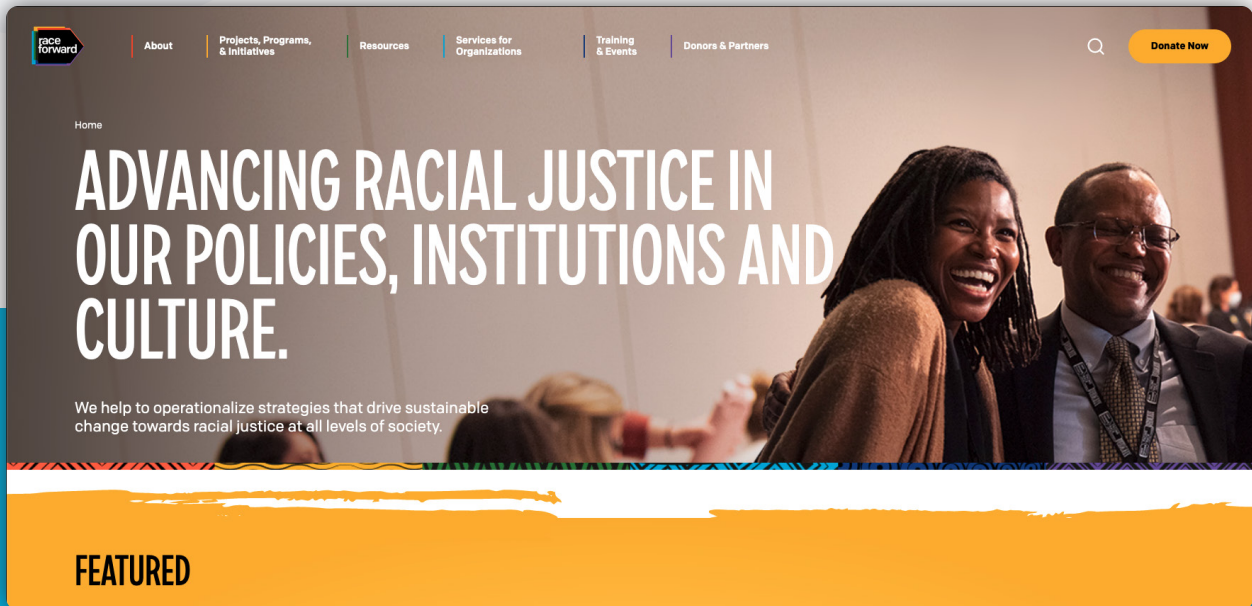
LAUNCHED:

Updated Web Platforms



Race Forward:

Provides greater clarity and access to our work



Colorlines:

Deepens storytelling and meaning-making analysis through multimedia





BUILDING COMMUNITY CAPACITY AND POWER

TRAINED

More than 4,400 people

From organizations across different sectors on advancing racial equity in their personal and professional practices

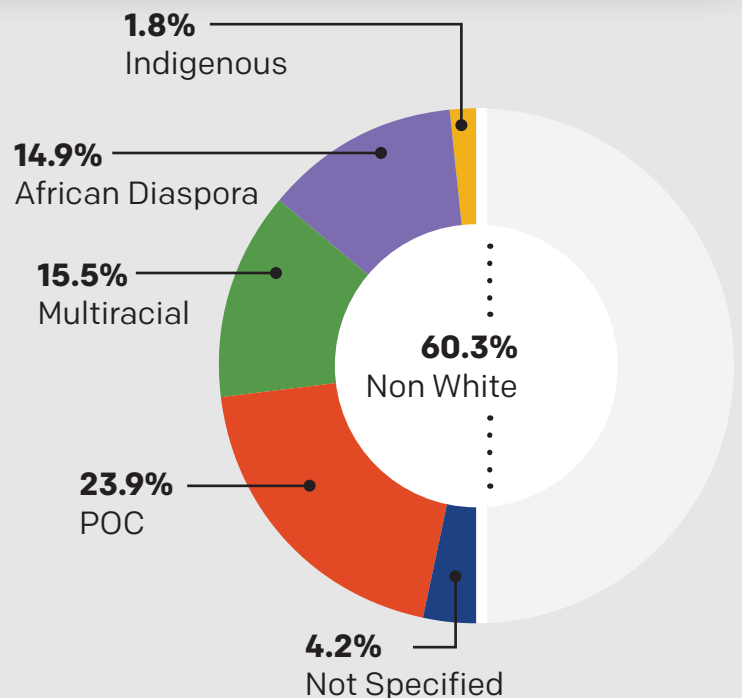


"After this training, I will be questioning the patterns and behaviors I bring to my own work. I will be scanning and looking to others to help me find racial bias in my work."

- Building Racial Equity Training Attendee



- Conducted **70 client** and **35 public** training sessions across various curricula
- **Diverse audiences** attended training
- Adapted Decision-Making for Racial Equity training to include a **tailored client-focused format**.



FACILITATED LEARNING COHORTS



Policy Innovation Lab

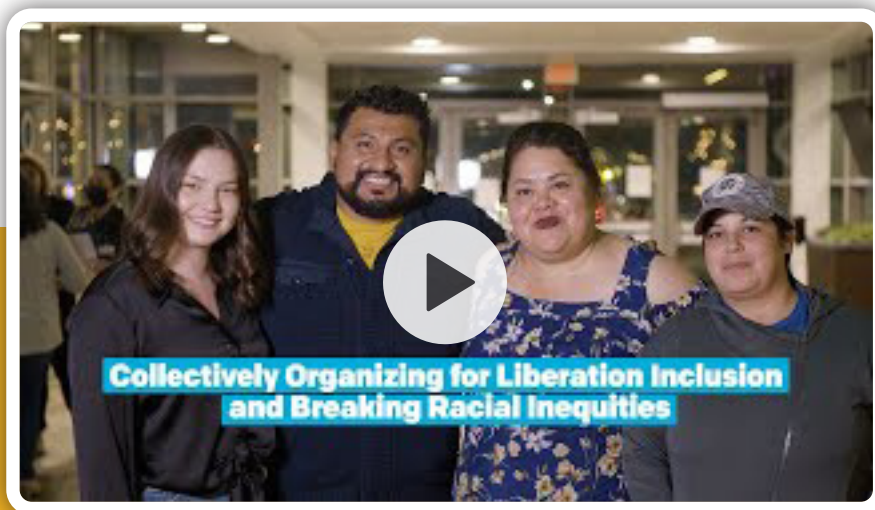
- **2 ½ year cohort** launched in 2022 to **re-envision community led policy solutions**.
- Comprised of **4 Black and Indigenous-led grassroots organizations**
 - Food For The Spirit
 - Philly Thrive
 - West Atlanta Watershed Alliance
 - Youth United For Climate Crisis Action
- **In 2022, met to explore inequities in Atlanta’s water infrastructure** and to develop power building strategies.



FACILITATED LEARNING COHORTS



(Collectively Organizing for Liberation, Inclusion, and Breaking Racial Inequities)



- **1 year multi-sector cohort** launched in 2022
- **150 participants** from community-based organizations, area local governments, school districts, and key non-profits
- Held **four convenings during 2023** for cohort members:
 - **Collaborated with local groups** Action Council and Facilitating Power
 - Designed to introduce and help member **integrate key organizing and narrative strategy tools**
- **Created Racial Equity Action Plans to inform county-wide racial equity strategy focused on 10 key areas** ranging from housing, the justice system, early childhood development, and educational justice.

PROVIDED LEARNING SUPPORT TO COMMUNITY PARTNERS

A large circular photograph showing a man with a beard, wearing a dark suit jacket over a white shirt, speaking into a microphone. He is gesturing with his hands. In the foreground, the backs of several audience members' heads are visible, including one with long dark hair and another with a purple shirt. The background is a plain, light-colored wall.

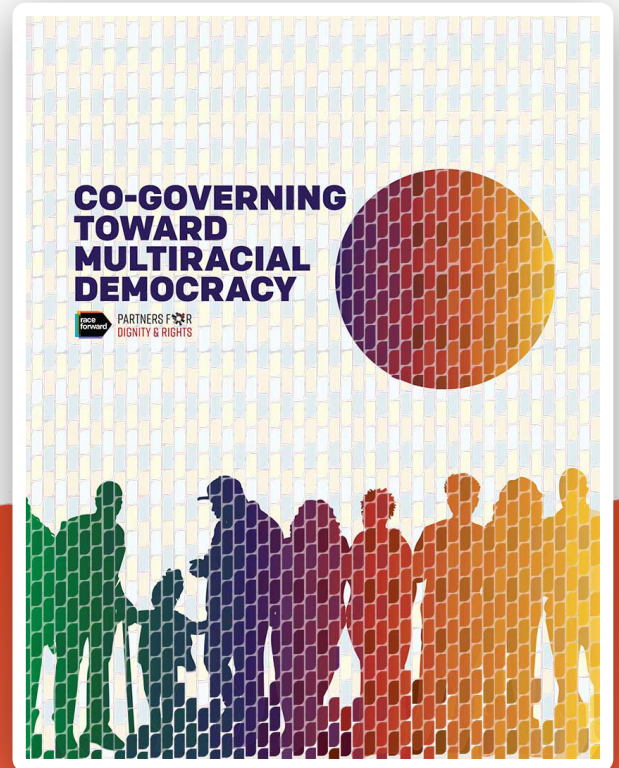
Conducted multiple presentations and workshops

Topics included:

Role of Research in Liberatory Practices

Utilizing Research for Community-based Policies and Initiatives

CREATED NEW SOCIAL CONTRACT



- **Partnership with Partners for Dignity and Rights**
- **Informed by findings from:**
 - Conversations with more than 50 grassroots organizations, national movement organizations and coalitions, and policy groups
 - Landscape scan and map of 20 co-governance models across the country
- **Completed three case studies of Black and immigrant community-led organizing groups successfully implementing local go-governance strategies:**
 - People's Advocacy Institute, Jackson, MS
 - Patterson Education Fund, Patterson, NJ
 - Chinese Progressive Association, San Francisco, CA



PROVIDED RESEARCH TO THE FIELD



FAIR REPRESENTATION IN REDISTRICTING

A Funder Collaborative for Fair Districts



- In collaboration with the University of Southern California's Research Institute and research teams across states
- Gathered insights on community engagement in redistricting in Alabama, Mississippi, and Georgia.

Policy Innovation Lab

- Provided research guidance
- Facilitated workshops
- Led internal program evaluation process

Mass Freedom

- Led archival data collection process of more than 100 grassroots organizations
- Engaged in deep interviews with over 30 movement leaders nationally and locally



Developed North of the Tar River Association (NOTrA), a new environmental justice group

- In collaboration with the Coalition Against Racism (CAR) of Pitt County, NC, NOTRA has been successful in preventing the development of a proposed data-mining center for cryptocurrency operation within 1500 yards of a majority Black and Latinx elementary school.
- Collected data on the cumulative effect of the many pollution sources in the Tar River area, which is majority Black and Latinx. This data was used, along with tools from the Water Resources Center at East Carolina University, to advocate for public hearings when corporate polluters apply for air and water quality permits.



A photograph of a large, modern concrete building with a grid of windows. The building is viewed from a low angle, looking up. The sky is blue with scattered white clouds. A white pipe runs diagonally across the foreground. The bottom of the image features a blue background with a white brushstroke effect, and a gradient bar at the very bottom transitioning from purple to orange to yellow.

DEPARTMENT
OF
HOUSING
AND
URBAN
DEVELOPMENT

TRANSFORMING INSTITUTIONS

LOCAL AND REGIONAL GOVERNMENT



Our Government Alliance on Race and Equity (GARE) network reached over 18k public servants working to advance racial equity in over 400 Jurisdictions through:



Convenings (virtual and in-person)

- **GARE Annual Membership Meeting (2022) - virtual and in-person in Portland, OR**
- **“Governing for All: The California Statewide Convening to Advance Racial Equity” - in partnership with PolicyLink and State of Equity” before date June 2023, Oakland, CA (500 participants, representing 62 member jurisdictions and agencies attended)**
- **Inaugural Leadership Summit, September 2023, Pine Mountain, GA (64 participants)**
- **“Governing for Racial Justice” Annual Membership Meeting, November 2023, Virtual (500 participants)**
 - Participants explored and strategized on ways to mobilize to advance racial justice in their practices and responded to increasing political polarization over education and history
 - Keynote Speaker: adrienne marie brown
 - Introduced equity officers who center racial equity through the practices of heritage preservation and cultural sustainability
 - Organized by the Federal Initiative to Govern for Racial Equity (FIRE)

Formed the Sacramento Center on Racial Equity (SCORE) Initiative



- Partnership between the Sacramento Racial Equity Council (seated in 2023) and the Racial Equity Alliance, Sacramento City Council, and Sacramento City Manager
- Outputs include producing community of color-driven racial equity legislation, a community partnership model for the city, and a city racial equity action plan.

Inaugural Southern Innovation Community brought together leading practitioners in the South to co-create tools, strategies and case studies

Instituted a housing, land, and development newtorking group in 2023

- More than 350 people have engaged with the network portal.
- Monthly attendance has averaged 70 practitioners from more than 60 jurisdictions' housing, planning, and community development departments.
- Released Advancing Racial Equity in Housing, Land, and Development, a toolbox to help housing and planning agencies transform their organizational structures and develop race-informed housing and land use policies.
- Convened 65 planners from 9 jurisdictions to participate in the Metropolitan Washington Council of Governments' Equitable Development mini series. Included a larger kick-off summit and two in-person and two virtual sessions.
- Participants are updating their Comprehensive Plans with the Equitable Development Principles created at the summit and adopted by the Council of Government's Board in March 2023.



Building A Robust Online Community of Racial Equity Practitioners.

Grew from 11k to 14k racial equity champions in government committed to creating organizational change, sharing strategies, and learning.



Creating Innovation and Learning

- Launched a State Practitioner Community of Practice with State of Equity; over 350 registered members meet monthly to build state level capacity and power.
- In partnership with Communities First Alliance and PolicyLink supported a Transformative Justice Infrastructure Fellowship for 18 GARE leaders committed to community led solutions in the use of IIJA and IRA program funds.
- Held our first Southern Innovation Community with 14 leading GARE practitioners in the South coming together to co-create innovative strategies for their region.
- Brought together between 50 to 250 GARE racial equity leaders monthly for learning and exchange.

Published quarterly field scans series gathering innovations and promising practices on racial equity in and for government from across the country.



FEDERAL GOVERNMENT

Federal Initiative to Govern for Racial Equity reached more than 1,000 federal civil servants across 20 federal agencies in 2023



Launched the Federal Initiative to Govern for Racial Equity (FIRE) virtual Racial Equity Learning Series

- Provides a community of practice for federal racial equity practitioners to continue learning and networking to advance racial equity.
- 272 participants attended the session focused on current efforts to advance racial equity via federal programs.
- 57 participants attended and learned how to get involved with FIRE.

Launched Illuminate, a newsletter for federal civil servants

Launched a Senior Executive Service (SES) Racial Equity Collaborative

The US Census:

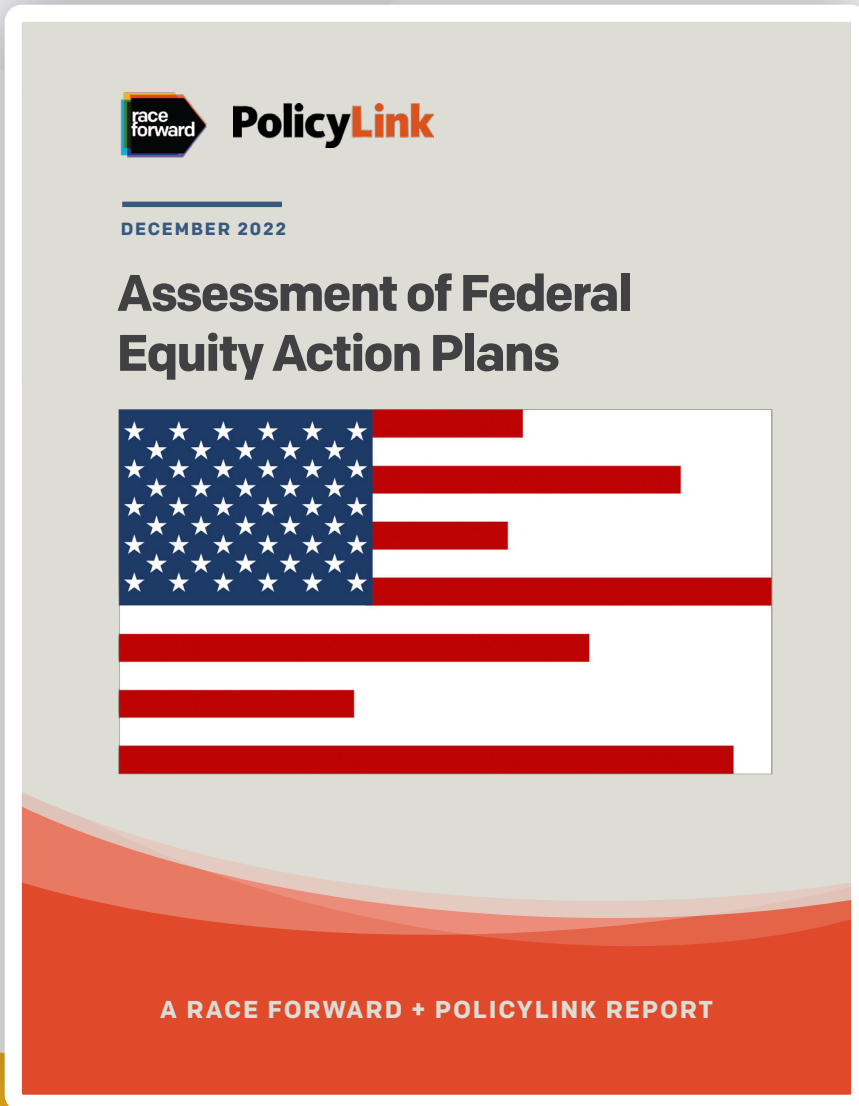
- Federal Strategies worked in coalition to offer briefings, analysis and public comments on OMB’s 1997 Statistical Policy Directive No. 15 (SP-15)
 - Worked with groups such as Leadership Council on Civil and Human rights and National Health Law Program
 - Developing advocacy, analysis, and public comments on standards and categories on the intersection of race and ethnicity and the impact on programs, including Medicaid and the Healthcare Marketplace
 - Supported the goal of collecting more granular data to better understand within-group disparities as well as determine specific community needs.

Convened “Working Together: Advancing Racial Equity Across the Whole of Government”

- Explored how **building and using infrastructure for community participation and interagency coordination** from the federal to the local government level can contribute to achieving racially equitable results.
- Shared lessons from successful interagency efforts to illustrate how racial equity can be centered to leverage ARPA or ILJA investments to support community-driven solutions.
- Following the program, participants influenced local legislation.



In partnership with PolicyLink, assessed a third of the 90+ Equity Action Plans prepared by federal agencies to provide insights, recommendations and reflections from the field.



PILOTED LEARNING LAB

to test strategies to embed racial equity in policies and practices of federal agencies in 2022



- **More than 230 staff** from the Department of Housing and Urban Development (HUD) participated
- Lab provided foundational concepts and tools, and **enabled sharing of examples and solutions.**
- Participants also **received subsequent training**, introducing a variety of equity tools, assessments, and action plan templates.

As a result of the labs, HUD created new projects, including:

- **Guidance for providing holistic support to renters of color** facing eviction in response to disproportionate burdens, especially as COVID protections expired.
- Proactive racial equity strategies and updates for **65 regional and field offices.**



Contributed to the 2023 Environmental Film Festival in Washington, DC



- Race Forward curated the discussion panels following the screening of two films. Panels included representatives from the National Park Service and the U.S. Environmental Protection Agency.
- The environmental features explored racial equity themes, including climate justice; encroaching development pressure; cultural sustainability and tribal self-determination.

Participated in and conducted two days of training during the National Environmental Justice Conference.



SEEDING NEW NARRATIVES

CONCLUDED OUR MULTI-YEAR BUTTERFLY LAB FOR IMMIGRANT NARRATIVE STRATEGY



- Begun in 2020 to advance a pro-immigrant narratives that recognizes and honors the humanity of immigrants and advances freedom and justice for all.
- Accomplishments include:
 - Building narrative capacity in the pro-immigration movement and fostering widespread adoption of the Butterfly Lab’s approach, narrative system, tools, curriculum, and pedagogy
 - Refinement and development of tools, such as the Butterfly Lab Narrative System and Design Toolkit, to assist practitioners in narrative project design.
 - Supporting leading-edge narrative projects via our Chrysalis Lab focused on reaching stretch audiences to provide shared understanding and deep learnings for the movement.
 - Intensive, experimental lab consisted of 9 artists on 4 select narrative projects
 - Artists were supported by experts in narrative research, the lab focused on reaching stretch audiences in forms and areas important to the movement.
 - In partnership with The Opportunity Agenda, experimented with groundbreaking narrative research methodologies and conducted broad national research on winning pathways to move forward
 - Developed a Community of Practice to create a more aligned narrative strategy by providing participants training, coaching, one-on-one consultations, technical assistance, and space for leadership development.



PARTICIPATED IN RISE TO HEALTH: A NATIONAL COALITION FOR EQUITY IN HEALTH CARE



- Partnership between the Institute for Healthcare Improvement (IHI), the American Medical Association (AMA), and leading organizations across the healthcare ecosystem to build, lead, and advance transformative narratives for health equity.
- Provided strategic consultation and project management to IHI, AMA, and other Coalition partners to develop and execute a core narrative and strategy for health equity communications.



Co-led the Housing Justice Narrative Project in collaboration with PolicyLink and Community Change



Multi-year collaboration included local, state, and national housing advocates and organizers

Project goal was to design and advance a housing justice narrative supporting the vision of housing as a basic human need and centered racial justice



Released Housing Is a Basic Human Need: A Messaging Guide for Housing Justice

- Resource for renters, tenant organizations, homeowners, community leaders, and housing policy advocates
- Provides messaging to talk about housing justice to get other motivated and activated, ensure policy wins, and shift narratives to advance racial justice and homes for all.

Launched a Visual Storytelling Fund

- Sub-granted \$80,000 to 10 organizations across the country to experiment with art and cultural strategies to drive housing justice narrative change in their local community

Contributed to PolicyLink's Housing Justice Narrative Toolkit

- Includes a Housing Justice Story Platform, the culmination of audience research and narrative design completed over the course of the Housing Justice Narrative Project.



PARTNERS



WITH GRATITUDE TO OUR PARTNERS



We're grateful for the hundreds of organizations in partnership with us, all of whom are committed to a more just and equitable world. These partners range from grassroots organizations to think tanks to major philanthropic institutions, and movement organizations whose contributions to this racial justice movement have profound, far-reaching impact.

Some of our key strategic partners include:





FINANCIALS

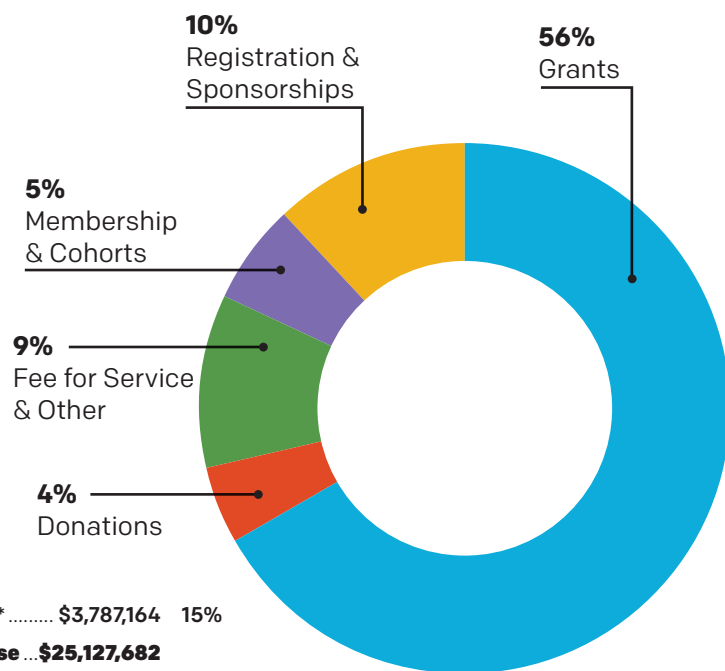


2022 REVENUE

2022 Revenue	In Millions	%
Grants*	\$14,081,428	56%
Registration & Sponsorships	\$2,602,283	10%
Fee for Service & Other	\$2,356,537	9%
Membership & Cohorts	\$1,313,327	5%
Donations	\$986,943	4%
Total	\$21,340,518	

Planned Draw from Operating Reserves*** \$3,787,164 15%

Funds Available for Use ...\$25,127,682



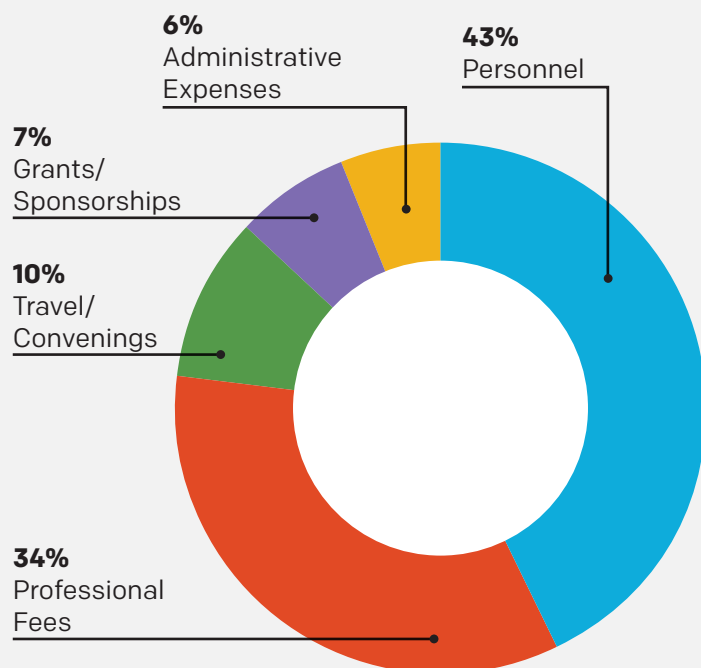
*Grants includes net assets released from restriction, which are funds received in prior years restricted by donors for use this year.

**Fees for Service & Other revenue category is a net figure, which includes Speaking Engagements, and Rental/Sublease.

***This is prior years' operating surplus dollars intentionally allocated for subsequent years to fuel strategic priorities and growth.

2022 EXPENSES

2022 Expenses	In Millions	%
Personnel	\$10,739,069	43%
Professional Fees	\$8,588,548	34%
Travel/Convenings	\$2,509,742	10%
Grants/Sponsorships	\$1,769,827	7%
Administrative Expenses	\$1,520,496	6%
Total	\$25,127,682	

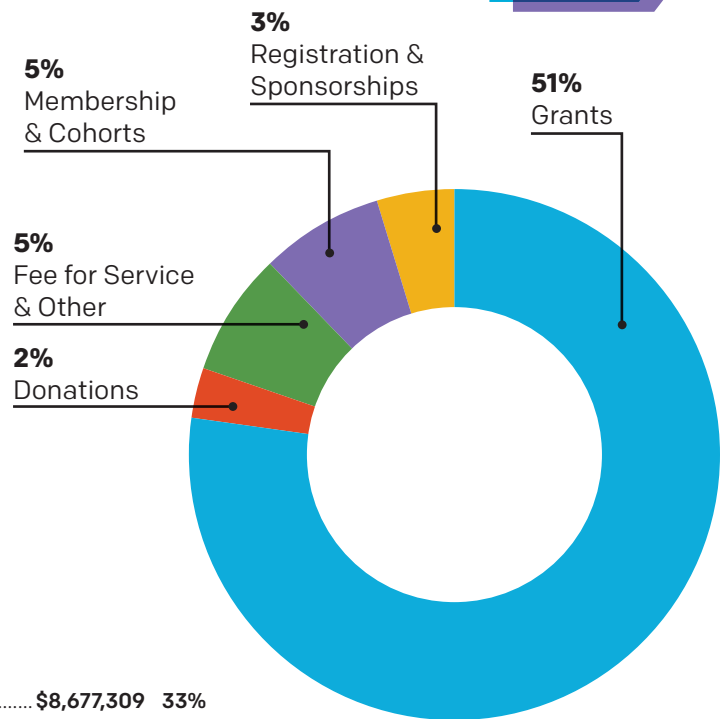




2023 REVENUE

2023 Revenue	In Millions	%
Grants*	\$13,158,928	51%
Fees for Service & Other**	\$1,413,267	5%
Membership & Cohorts	\$1,408,930	5%
Registration & Sponsorships	\$730,205	3%
Donations	\$545,517	2%
Total	\$25,934,156	

Planned Draw from Operating Reserves*** \$8,677,309 33%



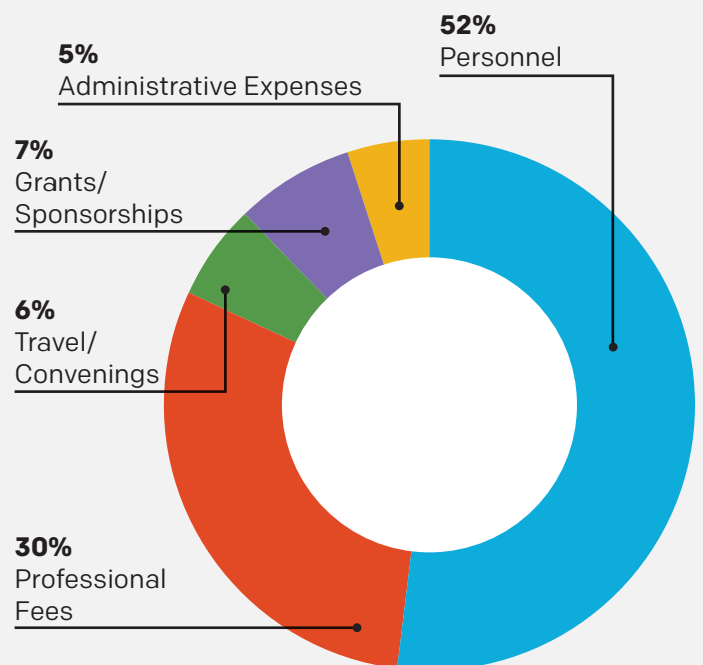
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2023 EXPENSES

2023 Expenses	In Millions	%
Personnel	\$13,522,953	52%
Professional Fees	\$7,684,989	30%
Grants/ Sponsorships	\$1,783,152	7%
Travel/Convenings	\$1,594,829	6%
Administrative Expenses	\$1,348,233	5%
Total	\$25,934,156	





LEADERSHIP

BOARD



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Chair

Kavitha Mediratta
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Richard Kim

Ron Shiffman

Aletha Maybank, MD, MPH

Sean Thomas-Breitfeld

SENIOR LEADERSHIP



Executive Team

<p>Glenn Harris President</p>	<p>Eric Ward* Executive Vice President</p>	<p>Julie Nelson Senior Vice President of Programs</p>
<p>Kerry Mitchell-Brown Senior Vice President of Finance and Operations</p>	<p>Faron McLurkin** Senior Vice President of Strategic Partnerships</p>	<p>Charlene Sinclair** Chief of Staff</p>

<p>Cathy Albisa Vice President of Institutional and Sectoral Change</p>	<p>Timothy Armstrong* Vice President of Technology</p>	<p>Cheryl Cato Blakemore Vice President of Narrative, Communications, and Storytelling</p>
<p>Dennis Chin** Vice President of Narrative, Arts and Culture</p>	<p>Magnada Dory Vice President of Human Resources</p>	<p>Timarie Harrigan*** Vice President of Development and Partnerships</p>
<p>Randall Oakley Vice President of Finance</p>	<p>Everette Thompson* Vice President of Movement Capacity Building</p>	<p>* Joined the organization in 2023 ** Left the organization in 2023 *** Joined Senior Leadership Team in 2023</p>