Featured Accomplishments

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

FACING RACE
more than 4000 attendees
ITS LARGEST ATTENDANCE TO DATE

2.9m readers
ACCOMPLISHMENTS

Developed GARE Foundations to:
• increase member’s access to GARE’s training curriculum
• meet the needs of jurisdictions new to racial equity work

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.
Raised $18.3m in contributed revenue, from foundations, individuals, & businesses. 85% increase over 2019.
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.
Provided racial equity training to more than 3300 people.

Offered 59 sessions, mostly virtual, an increase from 15 in-person trainings in 2019.
Launched the $1.8m BUTTERFLY LAB FOR IMMIGRANT NARRATIVE STRATEGY

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.

Working with 16 top immigrant justice leaders to change the narrative around migration and immigration.
Narrative Arts and Culture provided training on racial and cultural equity to nearly 1000 individuals in hundreds of arts and cultural organizations, including some of the largest and most influential arts organizations across the United States.
ACCOMPLISHMENTS

Facing Race Conference

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

pivoted to
A VIRTUAL CONFERENCE
for 2020.

The highest conference attendance to date.

4323 ATTENDEES

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.
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.
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
ACCOMPLISHMENTS

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

SESSIONS & A BOOK CLUB to support GARE members.

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.

Led year-long ADVANCING RACIAL EQUITY COHORTS with the participation of over 60 jurisdictions in six states.
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.
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 600 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.
ACCOMPLISHMENTS

Supported organizations leading for energy democracy and racial justice.

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

Provided over $600k in pass through funding to support local organizers.

Provided $60k in mini grants to 26 grassroots organizations.
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.
Leadership

2020 BOARD MEMBERS

CHAIR
Lori Bezahler

VICE CHAIR
Dianne Omi

TREASURER
LeeAnn Hall

SECRETARY
Scot Nakagaw

MEMBERS
Kavitha Mediratta
Christi Tran
Rodney Foxworth
Kevin Allis
Aletha Maybank
Ramon Ramirez
Ron Shiffman
### 2020 SENIOR LEADERSHIP TEAM

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
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<tbody>
<tr>
<td>President of Race Forward and Publisher of Colorlines</td>
<td>Glenn Harris</td>
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<tr>
<td>Senior Vice President of Strategic Partnerships</td>
<td>Jeyn Levison</td>
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<tr>
<td>Senior Vice President of Programs</td>
<td>Julie Nelson</td>
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<tr>
<td>Senior Vice President, Finance and Operations</td>
<td>Genia Wright</td>
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<tr>
<td>Chief of Staff</td>
<td>Rachael DeCruz</td>
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<tr>
<td>Vice President of Institutional and Sectoral Change</td>
<td>Cathy Albisa</td>
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<tr>
<td>Vice President of Research</td>
<td>Dominique Apollon, Ph.D.</td>
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<tr>
<td>Vice President, Narrative, Arts and Culture</td>
<td>Jeff Chang</td>
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<tr>
<td>Vice President of Movement Capacity Building</td>
<td>Vina Kay</td>
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<tr>
<td>Vice President of Finance &amp; Administration</td>
<td>Randall Oakley, SPHR</td>
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