

2024

ANNUAL REPORT

race
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**FACING
RACE**
A NATIONAL CONVENING



Root Causes of Housing
and Land Injustice



BUILDING ROOT
SOLUTIONS FOR
PUBLIC SAFETY

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**NO MATTER
WHAT HAPPENS**
a Race Forward podcast

**ADVANCING CULTURALLY
RESPONSIVE CURRICULUM:**
A Toolkit for School Boards

LOCALPROGRESS
IMPACT LAB

WVU
Metro
Center

A MESSAGE FROM THE PRESIDENT



Race Forward's commitment to our vision of racial equity and a just, multiracial democracy is stronger than ever. Even in these uncertain times, we continue our work toward a vision of a multiracial democracy where all people, regardless of race, gender, gender identity, economic status, and abilities can thrive.

We understand the threats to our movement are part of a broader, coordinated attack on the racial justice movement, including the labeling of diversity, equity, and inclusion as "illegal DEI." The administration's efforts to name diversity, equity, and inclusion as broadly as they can is indicative of the progress of our movement and is meant to muddy the waters and make people pull back out of fear. This reflects a fundamental departure from—and an attempt to reshape—the norms of the society in which we live and carry out our work.

While our work and that of our partners and allies is being threatened, we know our work is not only legal, it is imperative for America to become a just, democratic society. Therefore, I repeat: Race Forward is not pulling back, backing down, or standing still. We are continuing to push forward to advance racial justice. And we are thankful and grateful to our partners in philanthropy, grassroots community organizing, nonprofit organizations, labor organizing, and government who are also standing firm in our movement for racial equity.



Glenn Harris
President | Race Forward

Due to the support of our sponsors, we were able to host a record number of more than 4,000 people at our Facing Race conference in November 2024. Themed "Our Power, Our Solutions," the conference, held post-election, provided space for people to process the implications of the election and to strategize how our movement would move forward despite the challenges we knew we would face. Last year we also helped to grow and build the field of racial equity as we engaged with tens of thousands of people across the country through training, convenings, and speaking engagements:

- ▲ More than 1,100 people attended one of our racial equity training sessions to build their skills in talking about and using racial equity in their practices.
- ▲ More than 5,000 parents, students, and educators engaged with our HEAL (Honest Education Action and Leadership) Together initiative Public Schools Strong to fight for equitable, fully-funded public education.
- ▲ More than 4,000 civil servants across all government levels (federal, regional, state, and local) engaged with our Government Alliance on Race and Equity network and our Federal Initiative to Govern for Racial Equity to work toward transforming our public institutions to protect and provide public goods for all Americans.
- ▲ Approximately 14,500 people downloaded and listened to our Momentum podcast for analysis and to make meaning of current issues from leaders across sectors.

We entered 2025 with as much, if not more, intent and rigor to win the fight for a just, multiracial democracy. History has taught us it will not happen overnight but by reimagining our resistance and remaining resilient, we will be able to reclaim what is being lost in this moment, and to resurge our movement to be more vibrant and impactful than ever before.

We are grateful for your continued support and to be in this fight with you.

In solidarity.

BUILDING COMMUNITY POWER

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Facing Race

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Race Forward's premier conference **Facing Race**, themed "Our Power, Our Solutions" in 2024, was held in St. Louis, MO. This biennial conference continues to experience growth as close to 4,300 people attended. This was **the largest Facing Race in the conference's 15-year history.**



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FACING RACE

A NATIONAL CONVENING

The conference's educational programming was anchored by a keynote presentation featuring Joy-Ann Reid, political analyst and then-host of The ReidOut on MSNBC, in conversation with Alicia Garza, president of Black Futures Lab and Founder of Black Lives Matter Network.

Attendees also enjoyed three mainstage plenaries and 60 breakout sessions organized around Power to Organize (strategies and successes in building the collective power of communities of color to advance racial justice), Power to Transform Institutions (steps and strategies to embed racial equity within institutional decision-making processes and policies to reshape public sectors to better serve all), and Power to Shape Narrative (tools and strategies to craft stories that challenge racial stereotypes and promote unity).



Facing Race 2024 also featured dynamic wrap-around **programming** designed to nurture attendees' **mind, body and spirit.**

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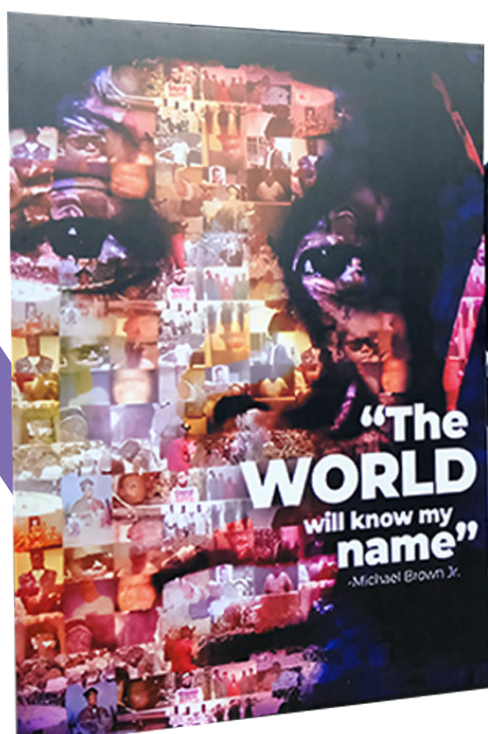
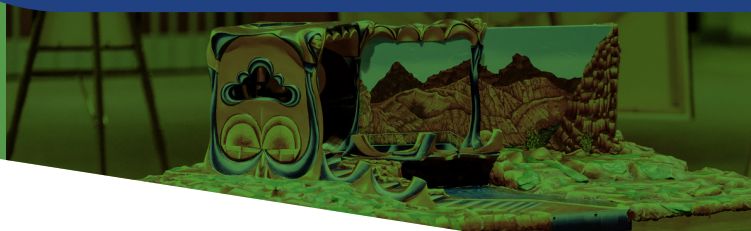
- ▲ **Our Cultural Bus Tour of St. Louis**, led participants on a historical journey through Black communities in St. Louis, showcasing Black creativity, ingenuity, and businesses in the area.
- ▲ The **Race Flicks Micro-Film Festival** and the **Racial Justice Reads Micro-Book Festival** featured the works of Black creatives.



▲ **Immersive art exhibits and installations** were visible throughout the conference space and included:

- ▲ A St. Louis Art Gallery, featuring more than 10 local artists
- ▲ 10 national artists from our HEAL (Honest Education Action and Leadership) Together and Housing Justice Narrative Artist Fellowship programs
- ▲ Indigenous History of St. Louis featuring the work of the Local Indigenous Artist Collective
- ▲ "As I See You," a remembrance of Michael Brown Jr. as he was known by his family, friends, and community

▲ **Two major local art installations**—Indigenous History of St. Louis, featuring the work of the Local Indigenous Artist Collective, and "As I See You," a look at Michael Brown Jr.'s life prior to his murder 10 years ago.



Our commitment to St. Louis as the host city of Facing Race was evident in the partnerships we built to not only produce the conference but also to **tell the rich, vibrant, and sometimes painful, story of the city.** We hired a local coordinator, whose deep connections to the community ensured we were able to invest in and partner with communities of color across the St. Louis metropolitan area, including:

- ▲ Partnered with local Black Woman-led nonprofit Frizzy By Nature, who co-produced our Vendor/Exhibition hall featuring 50+ vendors.
- ▲ **Contracted with more than 20 local performers and musical artists** to perform during conference events.
- ▲ Contracted with local videographer and photographer to capture the conference.



WE ARE THANKFUL TO OUR SPONSORS WHO MADE FACING RACE POSSIBLE.

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Their commitment to racial justice by supporting Facing Race allowed us to present a conference that provided spaces for attendees to process their feelings post-election, while also **building solidarity, strength, and strategies for the hard work ahead**. Among the items directly supported through sponsorships were: Racial Justice Reads; Mini-Stage programming; attendance scholarships for students; Race Flicks; Unity Art Gallery; on-site childcare, sanitizing stations and PPE; Cultural Bus Tour; student volunteer engagement; and topic specific program tracks.



Missouri Foundation
for Health



BILL & MELINDA
GATES foundation



CSAA Insurance Group,
a AAA Insurer

REGIONAL ARTS
COMMISSION
OF ST. LOUIS



WashU Medicine



OPEN SOCIETY
FOUNDATIONS



SAINT LOUIS UNIVERSITY
—
DIVISION OF DIVERSITY AND
INNOVATIVE COMMUNITY
ENGAGEMENT



Marguerite
Casey
Foundation



We are extremely grateful to the **American Medical Association** for their Trailblazer Sponsorship and live presentation at the conference of their National Health Equity Grand Rounds program.

Public Safety



Our Root Solutions for Public Safety program brought together 40 grassroots community leaders, and government practitioners from New Orleans, Chicago, Philadelphia, and Tucson for two Learning Exchange Retreats. By engaging with sites of public memory in New Orleans, LA and Charleston, SC attendees **developed innovative solutions to advance racial equity** in pre-trial legal systems in their home jurisdictions.

Our Public Safety program also hosted 35 funders, consultants, government practitioners, and community leaders in Sugarland, TX, for a pre-conference session at the MacArthur Foundation's annual networking convening in Houston, Texas. At the pre-convening session, participants were grounded in the social/historical legacy of Sugarland by engaging with the history of its convict leasing system and how it has shaped today's system of mass incarceration. This grounding **created a container to incubate new solutions** to fortify and advance their racial equity strategies.



Additionally, we co-hosted four webinars on advancing racial equity in public safety for our Government Alliance on Race and Equity (GARE) member network and published the first **Root Solutions for Public Safety Issue Brief**.



Read the Issue Brief

Policy Innovation Lab



The Policy Innovation Lab concluded a three-year collaborative cohort supporting 30 grassroots organizers and community leaders from four grassroots organizations across the country that are driving policy agendas related to climate, environmental and racial justice. The four organizations are based in Black and Indigenous communities organizing for land and food sovereignty; energy democracy; watershed resilience and mitigation of the impact of toxic waste facilities; and the complete cleanup and equitable development of former oil refinery land.



Race Forward provided the cohort partners with pass-through funding enabling the growth of staff capacity, particularly in the area of policy; training for leaders on policy tools and frameworks; space for cohort members to learn and teach one another about their policy campaigns and power-building strategies; and organized activities to build multiracial solidarity.



"It (the tools) brought a different perspective and allowed us the ability to revamp how we interact with the community. It gave us the knowledge we needed...now we have a strategic planning board and committee. A lot of things have changed since we were a part of the Policy Innovation Lab."

"For us... base-building and strategy and tactics were the two most powerful pieces."

"The peer learning was... the pinnacle of it all."

During the course of the Lab, Race Forward also brought these leaders and their organizations together to collaboratively pilot a methodology and framework for policy that puts communities in the best position to shape, pass and implement policy agendas in their cities and ensure the alignment of those agendas with a long-term vision for racial justice.

In 2024, cohort leaders participated in two skills-building virtual sessions on “Breaking the Status Quo: Traditional Policy Making vs Our Approach” led by Race Forward staff, and “Policy Implementation,” with guest facilitator Dwaigh Tyndal from Alternatives for Community and Environment (ACE; Roxbury, MA). Cohort participants used the frameworks and lessons from these sessions to critically examine the work they are leading in their communities and to shape their strategies moving forward.

The Lab also held its final in-person convening in Philadelphia, PA. Cohort partner Philly Thrive co-hosted the gathering which focused on community-generated policy implementation, evaluation, and accountability. Learning and workshop sessions were co-facilitated by Corrine Van Hook-Turner (People’s Climate Innovation Center), and Anthony Giancattarino (Taproot Earth). As with previous convenings, the final convening included a solidarity day where local leaders in Philadelphia provided on-the-ground experience for cohort members to understand local issues, support local organizing efforts, and develop a first-hand understanding about how systemic racism and unjust policy decisions impacting their home communities connect to what they were witnessing in Philadelphia.

“The evaluation tool that we were introduced to...facilitated a conversation amongst us where we’re really engaging in a reflective practice. It’s shifting the way we’re working and it’s shifting what we expect from the work and from each other.”



Training



During 2024, more than **1,100 people attended at least one of our racial equity training sessions**. During 2024, our Training Strategies team conducted 36 public trainings.

Our public training continues to be a resource to the broader field as a space where racial justice champions from organizations at any stage in their racial equity journey can come to gain **skills, tools, and confidence, not just from us, but also by meeting other interested advocates from across sectors.**

Across all of our curricula, participants regularly report in post-training surveys they have a deeper understanding of concepts related to race, racism, and racial equity; and, crucially, they have an understanding of new tools they can apply to address institutional racism within their work and feel more confident in discussing race and racial equity within their home organizations.



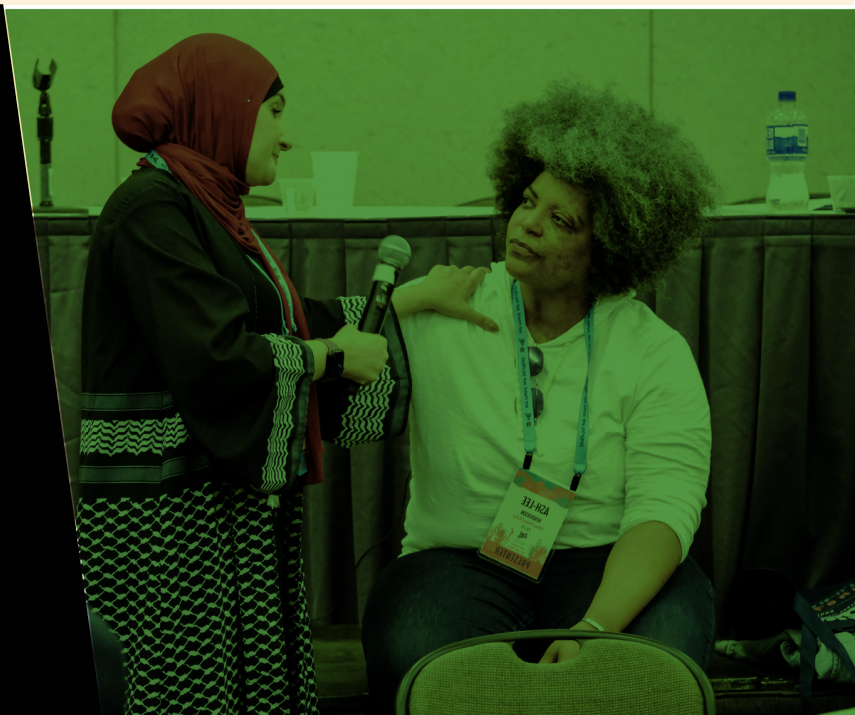


"I'm excited to take the conversation started today back to our team and do the hard work of advancing racial equity."

TO VIEW OUR TRAININGS

[Click Here](#)

"Excellent trainers, I felt challenged (in a good way) and the training pushed our thinking in ways that we really needed to approach this work with the right attitude."



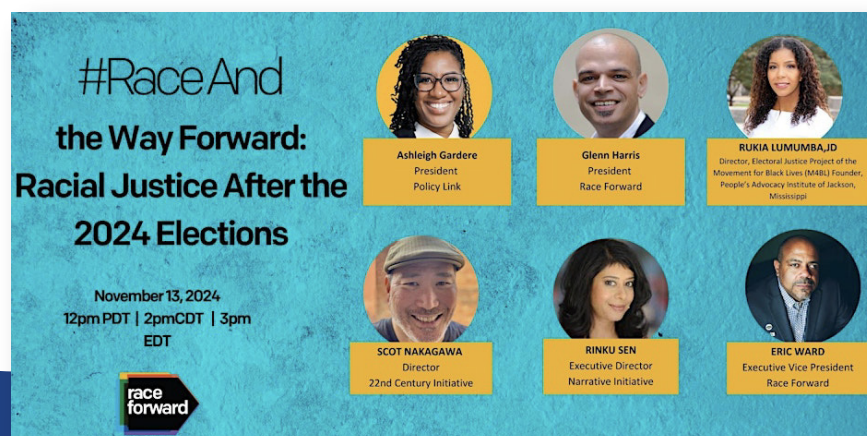
We also worked with other internal **Race Forward** program teams to test a series of new training offerings in the areas of research, narrative and communications, and government, among others.

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Introduced last year, **Learning Labs** are three-hour, stand-alone, highly interactive sessions that fit seamlessly into the workday. Led by expert facilitators, these labs cover diverse topics and are perfect for exploring specific areas of interest without a full-day commitment. They supplement our core offerings, with participants invited to take one before, after, or alongside a full-day training for a well-rounded, practical approach to racial equity learning. In 2024, two labs were offered: **Breaking the Binary: Unraveling Gender, Race, and Colonialism** and **Narrative Change for Racial Equity**.



We also reintroduced our **#RaceAnd Webinars**. These 90-minute sessions explore how structural racism impacts communities of color and offers practical solutions to support thriving, inclusive communities from leaders across sectors. In 2024 we offered three webinars: **#RaceAnd the Way Forward: Racial Justice After the 2024 Elections**; **#RaceAnd: Why Evaluation Matters in Advancing Racial Equity**; and **#RaceAnd: The Critical Role of Arts & Culture in Advancing Racial Justice**.



Research & Evaluation Strategies

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Our Research and Evaluation Strategies team engaged hundreds of racial justice researchers and evaluators to introduce values-driven and research justice frameworks, and provide toolkits and workshopping space. Their work engaged an ecosystem of researchers in co-learning with the goal of shifting the field of racial justice research and evaluation to align with movement needs and goals.

The team hosted a number of events focusing on research strategies for racial justice.

- ▲ **#RaceAnd: Why Evaluation Matters in Advancing Racial Equity.** This webinar featured four speakers and had over 200 attendees registered.
- ▲ **Reimaging Research as a Racial Justice Tool and Practice** was the first preconference event focused on research at Facing Race. More than 110 racial justice researchers, evaluators, and practitioners attended the workshop where a values-driven research tool was tested.

#RaceAnd
EVALUATION MATTERS IN
ADVANCING RACIAL EQUITY
bit.ly/RaceAndEvaluation
October 30, 2024
12PM PT | 2PM CT | 3PM ET
race forward

SOJOURNER WHITE
UBUNTU Research
and Evaluation

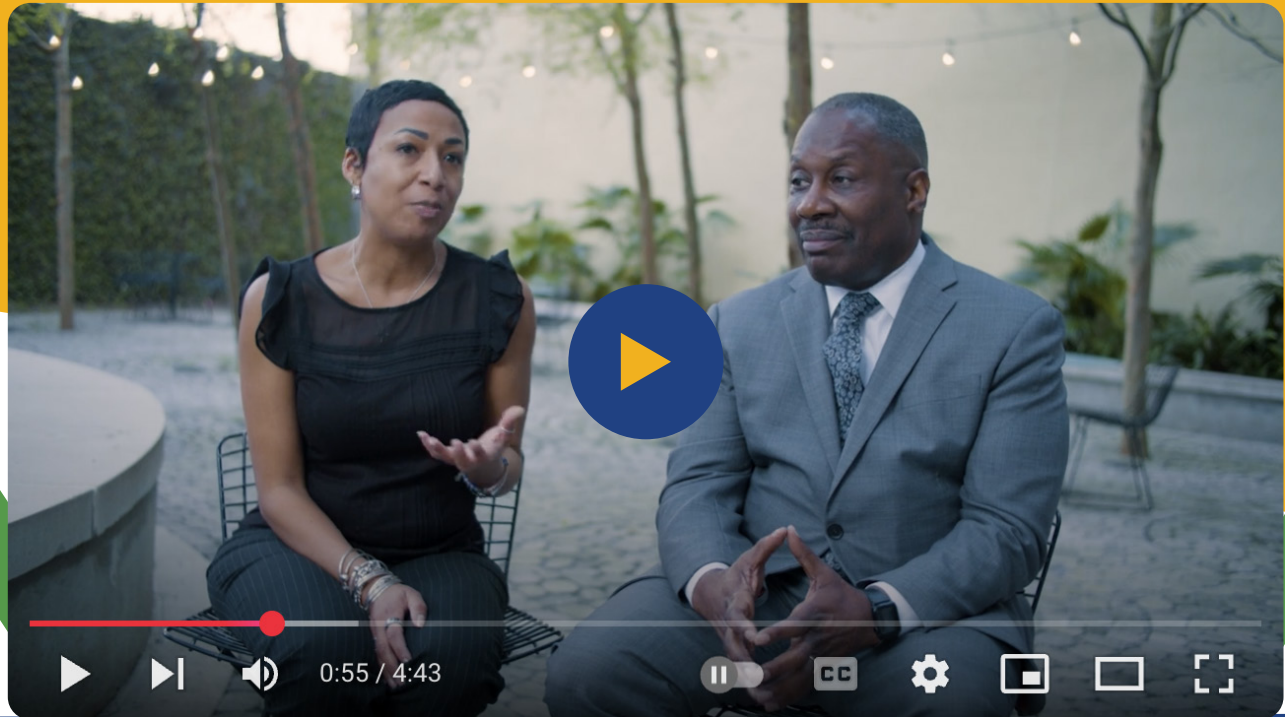
DR. VIDHYA SHANKER
Creative Knowledge
Works Co
The May 13 Group

JAIME LOVE
People's Climate
Innovation Center

JABOA LAKE
Race Forward



Ways of Knowing



The team also collaborated with Evidence for Action across five convenings as part of the Ways of Knowing Symposium series. This series engaged hundreds of health equity researchers, community members, and practitioners in decolonial and action-oriented research practices.

Facilitated sessions were also provided for: the Society for the Psychological Study of Social Issues (SPSSI), Essie Justice Group, Fresno Pacific University, Portland State University, and Central Oregon Health Council, among others.



HEAL TOGETHER

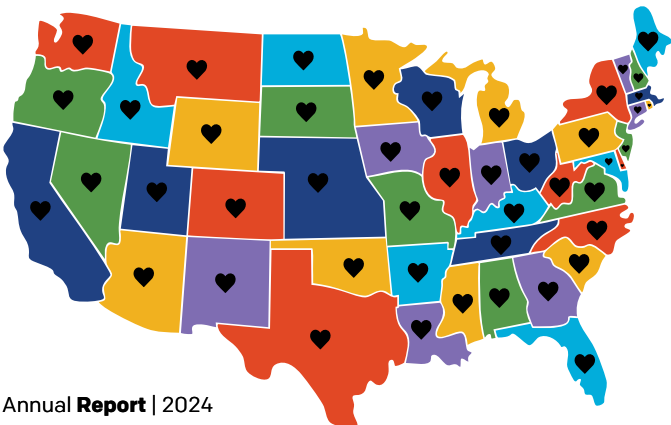
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In 2024, **HEAL (Honest Education Action Leadership) Together** brought people together to defend public education and advance racial justice in our schools. At the heart of this work was the launch of Public School Strong, a national campaign that has engaged over **5,000 educators, parents, and students to push back against privatization, censorship, and disinvestment in our schools.**

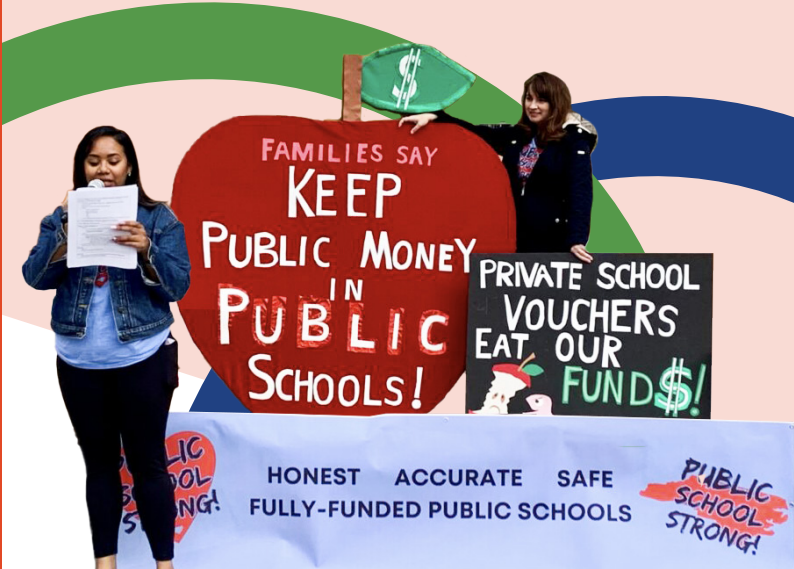
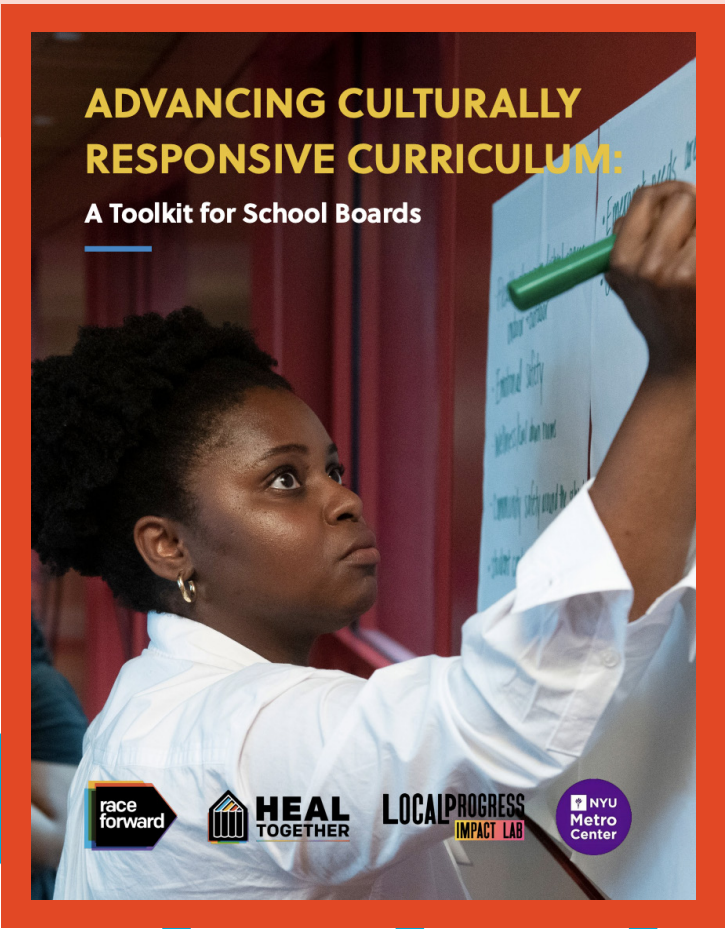


PARENTS, EDUCATORS, AND STUDENTS AROUND THE COUNTRY ARE ORGANIZING TO STRENGTHEN OUR PUBLIC SCHOOLS SO THAT ALL CHILDREN CAN THRIVE.

Public School Strong has **registered teams in all 50 states, and the District of Columbia** with statewide campaigns in North Carolina, Tennessee, and Iowa. Through grassroots organizing, powerful storytelling, and strategic policy advocacy, **HEAL Together has built a movement that not only challenges harmful attacks but redefines what's possible when communities stand up for public schools.**



A key driver of HEAL's impact was our **commitment to equipping people with the tools to organize and win.** Using our leadership development training and new resources like the "Culturally Responsive Toolkit for School Boards," we helped thousands take action—from passing school board resolutions to holding lawmakers accountable. As Public School Strong North Carolina founder and leader Letha Muhammad put it, **"This campaign is about more than just fighting back. It's about making sure every child—no matter their zip code or background—has the fully funded, inclusive public school they deserve."**



Download the Toolkit

HEAL Together is **working with the following national partners** to strengthen the foundation of the education justice movement.



PARTNERSHIP
FOR THE
**FUTURE of
LEARNING**

LOCALPROGRESS



FUTURE
FUND for
EDUCATION

INSTITUTIONAL TRANSFORMATION

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Government Alliance on Race and Equity (GARE)

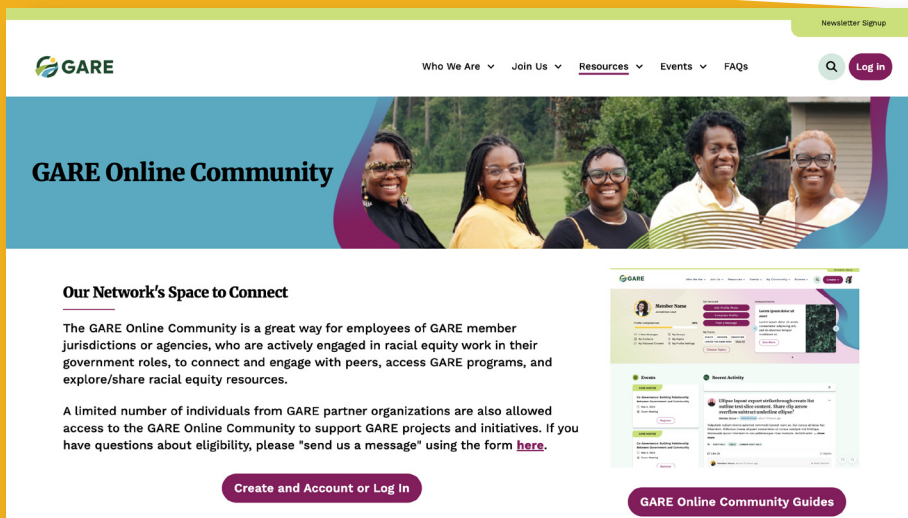
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During 2024, GARE, a national network of more than 400 local, state, and regional government member jurisdictions working to advance racial equity within their communities, focused on establishing durable connections with its network members. This included aligning strategic partnerships to enhance its work and strengthening itself as a learning organization by leveraging data, metrics, and evaluation to bolster its program's effectiveness.

Additionally, **GARE aimed to refine and reinforce its narrative and communication strategies while developing an adaptive operational infrastructure to support its ongoing work.** Our efforts to forge durable connections with network members focus on developing robust engagement pathways through regular monthly virtual programming, in-person events, convenings, innovation communities, and other learning exchanges. We also emphasize creating spaces for supportive exchanges, learning, and resource accessibility via **GARE's Online Community.**



In April 2024, we proudly unveiled GARE's redesigned website and Online Community, reflecting a fresh and dynamic look and feel.



This revamped online presence serves as a comprehensive, **user-friendly platform that simplifies learning the GARE Approach** and facilitates seamless connections among peer practitioners dedicated to advancing racial equity in government. Our newly integrated site highlights the invaluable contributions of network practitioners and showcases the foundational tools and resources that have been synonymous with GARE for years.

KEY ACCOMPLISHMENTS IN NETWORK ENGAGEMENT FOR 2024 INCLUDE



ONLINE

Hosting 21 online programs with topics ranging from "Narrative Strategies for Advancing Root Solutions" and "Public Safety" to "Developing Robust Language Access Policy" to "Immigration." Approximately **900 practitioners attended our online programs.**

Launching new informal, unrecorded spaces known as Coffee Hours and Sensemaking.

Engagement on the GARE Online Community surged with posts and replies growing by 371% and 280%, respectively.

IN- PERSON

In May 2024, more than **140 GARE members** from 13 southern states gathered for the Southern Regional meeting in Dallas, Texas. Attendees described the event as empowering, inspiring, uplifting, and informative. Additional feedback highlighted the necessity of this space and the appreciation for the variety of options offered.

GARE's "Governing for All" Annual Membership Meeting, which took place in November in St. Louis during the Facing Race conference was attended by over 670 practitioners from GARE member jurisdictions. Feedback indicates a deep appreciation for the event. Members valued the mainstage conversations and were grateful for the opportunity to host the event at Facing Race.

Of the GARE members who completed the Facing Race Survey, 75% appreciated having the GARE Membership Meeting at the conference.



A significant portion of GARE's Strategic Initiatives and Partnerships efforts during the year focused on expanding work at the intersection of racial equity and economic mobility. GARE is forging robust partnerships with government-serving organizations and influencers to provide practitioners with essential tools, data, and opportunities to enhance economic security and outcomes in their jurisdictions. For its work in this area, GARE received the Metropolitan Washington Council of Governments' Stuart A. Freudberg Award for Regional Partnership.

GARE also significantly intensified its efforts to support jurisdictions through comprehensive data collection, analysis, measurement, and evaluation.

Our extensive Network Impact Survey* was designed to deepen our understanding of the network's interaction with GARE's new strategic plan, enhanced program offerings, and updated infrastructure support.



The survey was broken down into 4 sections:

- 1 Evaluate the impact of the GARE Network
- 2 Understand the value of the Network
- 3 Understand the connectivity between practitioners
- 4 Continued improvement of the network for stronger impact.

*582 respondents, 309 were included in the final analysis, covering 29 states and 158 jurisdictions.

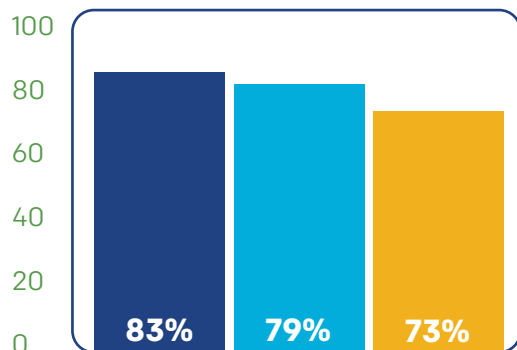
Preliminary analysis of the survey indicates the GARE network is generating a range of positive outcomes for both individual practitioners and member jurisdictions. Practitioners also indicated the following three benefits increased in importance from when they originally joined the network:

- ▲ Finding allies for making racial equity a leading concern of government within and across jurisdictions.
- ▲ Organizing across local, state, and/or regional government to advocate for policy changes centered around racial justice.
- ▲ Access to GARE-facilitated restorative spaces to get recharged and energized.

Gare Network Top Impacts

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PRACTITIONERS

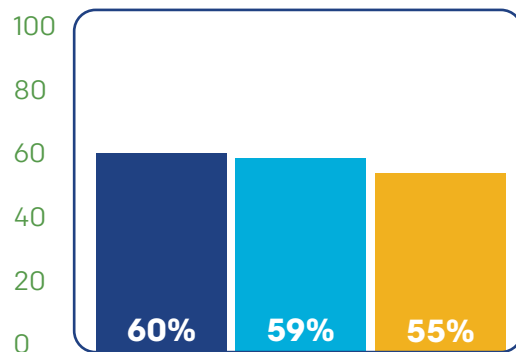


Better understanding of the Racial Equity movement in government.

Better understanding of how government has created and maintained systems that are inequitable for communities of color.

Better understanding of how to use their role to advance racial equity within their jurisdiction.

JURISDICTIONS



Used the GARE approach (Visualize-Normalize-Organize-Operationalize)

Created racial equity focused teams and/or internal community of practices.

Developed and/or implemented a Racial Equity Action Plan (REAP), assessments, or similar process.

5 Racial Equity Employee Surveys were either completed or collected data during 2024.

30K employees were invited to complete the surveys across five jurisdictions with a response rate of 42%.



Findings from these employee surveys highlighted, improvements in operationalizing activities. The percentage of respondents indicating their department had a racial equity plan increased to 30% from 12% in 2022.

GARE released its stand-alone learning resource focused on the framework for institutional change for racial equity. This self-paced online learning module describes the GARE Approach (Visualize, Normalize, Organize, and Operationalize).

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Learning Center



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The GARE Approach: Visualize, Normalize, Organize, and Operationalize (VNOO) (v2.0, Feb 12, 2025)

Register

Already registered? Log in now.

Overview Contents (1)

This is a brief (~20 min) self-paced online learning module which provides an introduction to the GARE Approach to institutional-level change for racial equity, known as "Visualize, Normalize, Organize, and Operationalize". (Note: A downloadable Certificate of Completion is available once this course is completed.)

As racial equity practitioners, you hold the power to reshape the future for the better and ensure equity, justice, and opportunity for everyone in our communities. Race Forward's Government Alliance on Race & Equity (GARE) Approach to Organizational Change will help you develop strategies and actions that reduce racial inequities and improve outcomes for all groups. The GARE Approach can help facilitate organizational and systems-level changes that lead to equitable outcomes in our communities.

The Learning Objectives for this course are:

1. Identify the four components of the GARE Approach to Organizational Change for racial equity.
2. Match actions with each component of the GARE Approach (Visualize, Normalize, Organize, and Operationalize).
3. Explain how the GARE Approach supports organizational change for racial equity.
4. Categorize actions jurisdictions have taken, can take, or will take to support organizational change in their jurisdictions through each of the four components of the GARE Approach.

Between June 1, 2024, and December 31, 2024, 200 practitioners accessed the Overview of the GARE Racial Equity Toolkit and the GARE Approach (VNOO) modules.

Approximately 1,200 practitioners engaged with GARE's foundational self-paced learning module, "Advancing Racial Equity in Government," with about 60% completing the comprehensive course.

While the content has been consistently integrated into training with jurisdiction teams and cohorts, this marks the first occasion where a learning resource on this topic is accessible to GARE jurisdiction members. A new module, "Overview Racial Equity Toolkit," was introduced in June and two new shorter and more interactive modules were also created in response to feedback on what was needed to optimally support self-paced learning.

GARE also launched our CARE (Continuous Improvement, Assessment, Reflection, and Evaluation) framework, which embodies the GARE principles of continuous learning, inclusivity, and rigor. The rollout of the jurisdiction data cohort was met with great enthusiasm.

“I've been fortified by the example of others working in cities nationwide to rework systems to produce justice. It's such a large and seemingly impossible task that it's easy to think my own efforts are not worth it. Seeing how all of us working together are moving the needle helps me to keep going despite the challenges and the setbacks.”

City of Albuquerque Planning Department

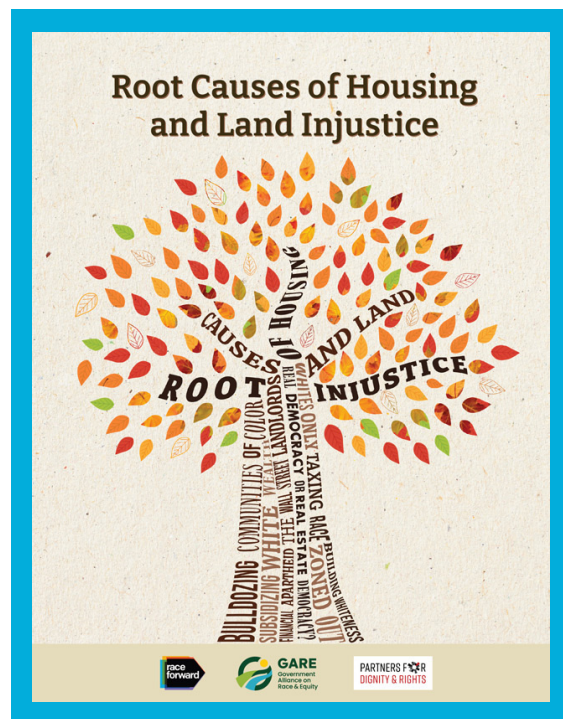
HOUSING AND LAND JUSTICE

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The GARE Housing, Land, and Development Networking Group grew to 330 members (32% increase) and hosted 11 virtual meetings on housing reparations, legal strategies, equitable zoning reform, and collaborative governance, among other issues.

As a result of this body of work, the Metropolitan Washington Council of Governments and seven local planning departments developed and adopted a set of regional Equitable Development Principles and are operationalizing these principles through their comprehensive plans; a brief on housing departments using racial equity criteria to award funds for the development of affordable housing was published; and the Douglas County (KS) Housing and Human Services Department began a workgroup to research inequitable land use practices to build a knowledge foundation from which to advocate/organize for change

Working with GARE members, the team also established a public repository of race-informed housing policies and plans and published a series of briefs on the “Root Causes of Housing and Land Injustice.”



"I am regularly inspired and motivated by what I learn in the Housing Land and Development Network! It has furthered my commitment to continue to push for equity values and principles to be a part of our department's structure."

City of Austin Housing Department

Federal Initiative to Govern for Racial Equity



The Federal Strategies team provided support and expertise to federal civil servants and agencies throughout the year. Among the events they participated in were:



Environmental Protection Agency Region 4's Environmental Justice (EJ) Academy's cohort comprised of a distinct group of stakeholders—community and nonprofit leaders, local elected officials, local government staff, students and faculty, and county extension agents. The theme for the second module of the cohort was **"Make it Happen: Define Community, Identify Challenges, Create Vision, Set Goals."** FIRE's session **"Creating Equitable, Healthy, and Sustainable Communities,"** gave participants practical tools and examples to support equity-centered local planning and decision-making.

Schools of Network of Public Policy Affairs and Administration Annual Conference - FIRE staffer served as a member of the Program Committee, playing a vital role in shaping the intellectual landscape of the conference at which more than 650 people from 180 schools in 15 counties attended. During the conference, Race Forward supported "Centering Equity Track" and **sponsored the opening reception to celebrate the Biden-Harris Administration's historic prioritization of racial equity in public policy.** The conference offered valuable insights, innovative strategies, and networking opportunities to advance public service education.

37th Annual Conference of the International Association of Transportation Regulators (IATR), an educational organization that shares information and best practices among a wide variety of government agencies that license, regulate and/or contract with for-hire ground transportation services. **FIRE presented the keynote address focused on equity issues in developing successful transportation policies.**

“Your presentation contributed to a successful session...your participation represented a substantial commitment of both effort and energy.”

EPA Region 4's Environmental Justice
Coordination and Community Engagement Branch

FIRE conducted **two training sessions during the U.S Forest Service Equity Summit**. The agency-wide training had 250 attendees in Albuquerque, NM, and was streamed to 2,000 participants across the country.

Over 90% of survey respondents strongly agreed or agreed that the training provided was applicable to their federal work on equity.

USFS EQUITY SUMMIT SURVEY DATA

Recognizing the body of equity documents prepared by federal agencies and departments during the Biden-Harris administration were in jeopardy of being removed from federal websites, last August the Federal Strategies team initiated a digital archiving project to collect public records on racial equity.



Approximately 500 public records from 123 federal agencies, including equity action plans; federal memos; media files; and other materials were collected. In December, public record collection expanded to include digital capture for eighty-four online sites that possessed relevant information in support of equity.



To strengthen cross-agency connections, FIRE piloted an Online Community Portal to support collaboration, knowledge-sharing, and professional networking. A structured beta test launched in September with 27 participants across 11 different agencies, including the Environmental Protection Agency, the Department of Health and Human Services, and the Department of Defense. The platform's development followed a phased rollout plan, emphasizing iterative feedback, user engagement strategies, and security considerations. While the full launch was put on hold due to security concerns post-election, **the portal's development and initial growth reinforced the importance of structured engagement, cross-agency collaboration, and robust security frameworks in digital initiatives for federal employees.**

CO-GOVERNANCE



Building a Sustainable Infrastructure for Collaborative Change



Over the course of a multi-year investment in Sacramento, California, Race Forward helped to establish the Sacramento Racial Equity Alliance and their partner resident group, the Racial Equity Council. The formation of these groups served to establish a local racial justice infrastructure through a multiracial coalition of area organizations and resident leaders working for racial justice and prepared to partner with and guide local government.

Race Forward facilitated a multi-year, community-government partnership process that began with a series of resident-government “truth-telling and trust-building” circles. This laid the groundwork for a collaborative process to produce a series of racial equity, community listening circles resulting in a community partnership strategy to be implemented by the City.

“This is a testament to the number of years and foundational work we built... testifying, community listening sessions, etc. It was amazing to see the community and all of us doing this together. Despite the challenges, the whole intention was to bring our community’s voices in and we dug in on that.”

- **Omar Altamimi**



Racial Equity Alliance, Council on American-Islamic Relations, California

“We stuck with what we knew to be true. It was important for us to stay together. The divide and conquer method is something that’s used against us, but we stayed strong.”

- **Kim Williams**



Racial Equity Alliance, The Hub, Building Healthy Communities



“ When you bring this many people with different experiences, from different groups together it is often difficult to get to a common goal. We have demonstrated that it **can be done** and it **should be done.**”

Jasmin Flores,
Racial Equity Council
Resident member

On December 3, 2024, the Sacramento City Council unanimously **approved a historic racial equity resolution for the city.** The resolution was created in partnership between the city and community over the course of 2 years and directs the city manager to develop and refine racial equity analyses in all government business, prioritizing the city’s budget process. Additionally, and in partnership with community, the resolution calls for the creation of a racial equity action plan with clearly defined goals, timelines, responsible parties at the city, performance metrics, quarterly status updates and allocation of resources for planning and implementation.

This collaboration offers the city **a path forward to improve material impacts and produce racial equity for all residents, while respecting community power and leveraging collaboration to build trust and to more effectively govern.**

In partnership with the University of Southern California's Equity Research Institute



The research team sat on a collaborative for a study on grassroots engagement in Fair Representation in Redistricting (FRR). During 2022-2023 the Race Forward team engaged with dozens of grassroots mobilizers across three southern states (Alabama, Georgia, Mississippi) and provided comprehensive state profiles and reports from findings. The full FRR comprehensive project report, **"Catalyzing Community-Centered Redistricting for Racial Equity,"** was released in January 2024.



METROPOLITAN WASHINGTON COUNCIL GOVERNMENT

Building on foundational learning in the DMV region through years of training supported by our Government Alliance on Race and Equity, the Metropolitan Washington Council of Governments (COG) adopted regional equitable development principles. They concurrently launched an economic mobility action cohort comprising 12 jurisdictions and 72 government practitioners, led by each jurisdiction's chief equity officer or equity lead. Following an initial launch in October, a subcommittee from COG's Chief Equity Officer group **collaborated with GARE staff to co-design the learning trajectory for the economic mobility action cohort.** Each team conducted meetings to outline current or developing programs, key partners, and connections to mobility indicators related to rewarding work and opportunity-rich, inclusive neighborhoods. **Among the jurisdictions, Arlington County, Fairfax County and Gaithersburg emerged as leaders, advocates, influencers, and peer educators, sharing insights and experiences from their work thus far.**

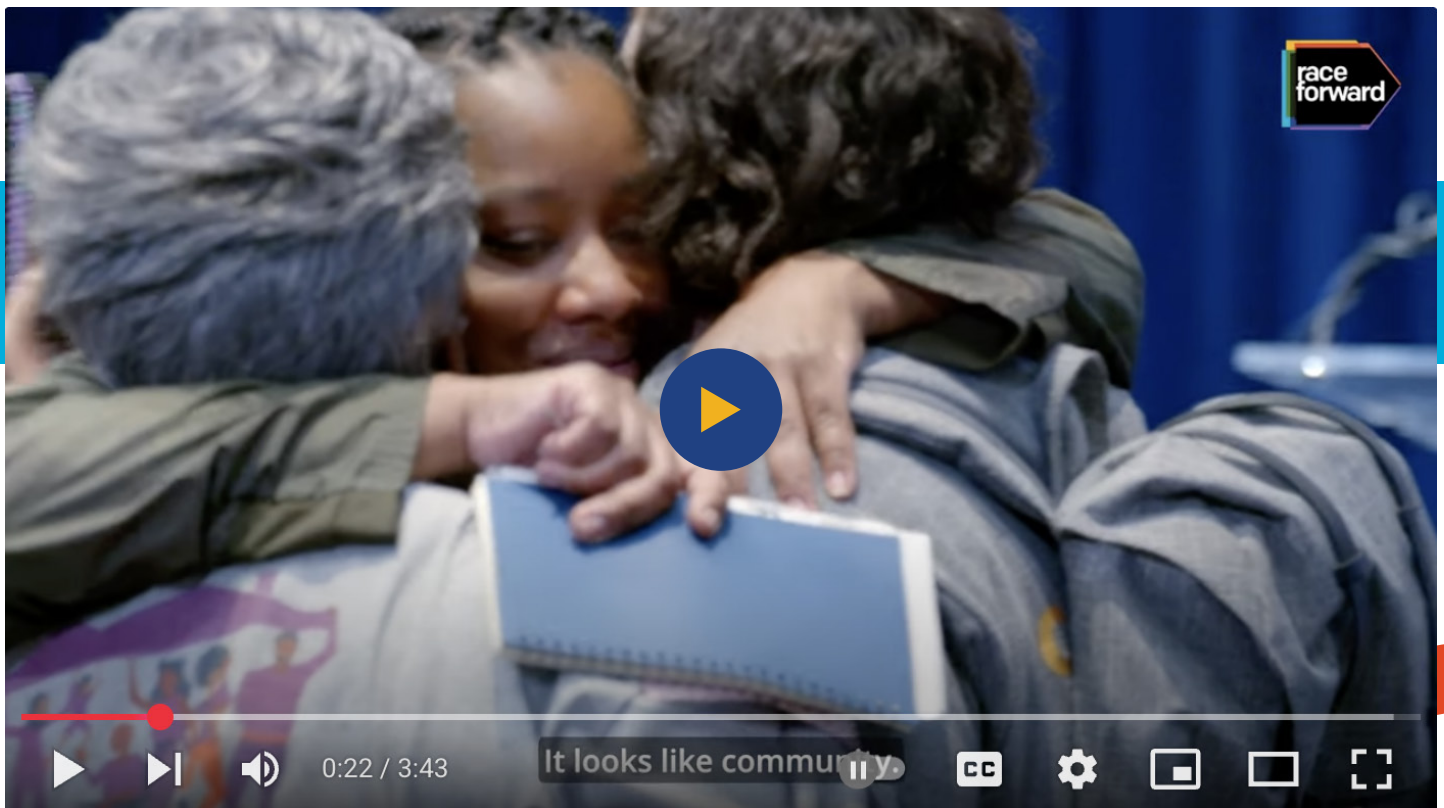
NARRATIVE POWER



HOUSING JUSTICE IS RACIAL JUSTICE

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We organized a convening of **40 organizers from 12 grass roots housing organizations to share best practices in using narrative research and tools in their base building, leadership development, and campaigns to win policy change by shifting the public debate on housing justice.** The event was hosted by Race Forward's Institutional and Sector Change and Narrative, Communications, and Storytelling teams along with Community Change.



Outputs from the convening have been used in a variety of ways to shine the light on this country's housing injustices and to uplift a shared narrative of **housing justice for all.**

Housing Justice is Racial Justice, a series of videos featuring leaders in the housing justice movement, produced at the convening, was featured on Race Forward's media platforms during Fair Housing Month.

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It was used by Pittsburgh United in both their leadership development program and renters' rights campaign. Additionally, Housing NOLA used the housing justice research featured at the convening in their campaign to win a ballot initiative with 75% of the vote for a permanent 2% set-aside of the City of New Orleans' budget for building affordable housing.

Watch The Series



Building off of this convening, a Housing Justice Delegation of 25 community organizers and leaders with lived experience of our unjust housing system convened at Facing Race in the fall. The delegation, representing 12 organizations across the country, agreed to form a network of housing groups using a racial equity framework and co-governance strategies.

"Racism is very much a part of how we got to this housing crisis. And that's why I'm so happy to see we are all on the same page and coming together across the country to demand that our policy makers and government officials begin to give the people what they deserve."



Randall Taylor, Pittsburgh United

Two components of our Housing, Justice work focused on using Arts and Culture to uplift a positive narrative of Housing Justice:

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- ▲ Visual Storytelling Fund, 8 local community organizations received sub-grants for art and cultural production. A few of their projects include:
 - The Washington Low Income Housing Coalition and their Resident Action Project (RAP) commissioned local music artist, 410 Noodlez, who made a new housing justice anthem and music video entitled "Can't Let It Slide." The anthem draws from their own lived experience and the stories of RAP members, who have faced housing injustice.
 - United for a New Economy (UNE) and Colorado Homes for All held a rally at the headquarters of corporate landlord, Greystar, as part of their #RentersOverYachts campaign, through which they are demanding a voluntary statewide 3% cap on all rental agreements from the corporate landlord. In addition to traditional protest signs, UNE incorporated art into their action, creating a full-sized yacht (made from paper and other materials), and utilized other visuals to display the injustices of rising rents and homelessness in Colorado.
- ▲ Housing, Land, and Justice Artist Fellowship, announced in 2024, a class of 9 fellows from across the country, received sub-grants to assist in spreading the new narrative for housing justice, regionally and nationally. **Seven of the 9 fellows shared their projects during Facing Race 2024.**

LEARN MORE ABOUT THE
ARTIST FELLOWS
AND THEIR PROJECTS [HERE](#).

Autumn Breon
Taishona Carpenter
Danielle Demetria East
Brian Ellison
Charlyn Griffith-Oro
Andre Jamora Jones
Nguyen E. Smith
Lauren Williams
Anu Yadav



MOMENTUM: A RACE FORWARD PODCAST

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Race Forward's podcast work **continued to build both its prominence and audience base throughout 2024 by securing high-profile guests**, including Former Housing and Urban Development Secretary Julián Castro, CEO of the Latino Community Foundation, and Ayanna Parsons, Co-Founder of the Freedom Fund.



Additionally, in preparation for the election, the development of a limited mini-series, **"No Matter What Happens,"** provided a strategic audio response of movement leaders' insights during a critical political moment. The series was recorded at the Othering & Belongings conference in the spring and a Part 2 was recorded post-election at Facing Race in the Fall.

Momentum garnering **14.5K downloads** over the past year, demonstrating sustained audience engagement and demand for Race Forward's audio storytelling. Further efforts to increase the podcast's visibility led to its first-ever mainstage presentation during Facing Race, reaching an audience of more than **4,000 attendees**.



Listen on

Apple Podcasts

LISTEN ON



Spotify

Rise to Health Coalition

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Race Forward, in partnership with the American Medical Association, the Council on Medical Professional Societies, and HealthBegins, launched a new monthly learning series for professional medical societies involved in the Equitable Professional Societies Network. The network is a community of peers striving to make health outcomes better for all by advancing a more equitable health care ecosystem.



Race Forward led the design of a curriculum and facilitated a series of seven monthly virtual training sessions for 17 professional medical associations. The August session focused on racial history, while the September session focused on equitable narrative change.



Sculpture created on site at Facing Race by artist Michelle Browder, with interactive contributions from Facing Race attendees.

In continuation of the development of the narrative framework Race Forward has been co-creating with the American Medical Association (AMA) and the broader Rise to Health Coalition, the core narrative of "Health Justice is our Co-Creation" was elevated through art activations, panel discussions, and promotional materials during Facing Race. Among the activities at the conference were:

- ▲ AMA National Health Equity Grand Rounds presented on the main stage, featuring a keynote on narrative change from Rinku Sen, MS, Executive Director for the Narrative Initiative, followed by a conversation between Emmy-nominated producer, writer and physician Mehret Mandefro, MD, PhD; Google Health and YouTube's Global Head of Healthcare and Public Health Garth Graham, MD, MPH; Bayard Love, MBA, MPP, a partner at the Groundwater Institute and lifelong civil rights organizer; and Michelle Browder, the multi-hyphenate innovator, entrepreneur, and artist who founded The More Up Campus and created the "Mothers of Gynecology" monument in Montgomery, Alabama. A recording of the event is available at healthequitygrandrounds.org.
- ▲ A Rise to Health interactive art installation in the exhibit hall and atrium featured artworks, swag and engagements created by Michelle Browder and Laolu Senbanjo, a Nigerian bred, Brooklyn based multidisciplinary artist.



ENVIRONMENTAL CAREERS ORGANIZATION DIVERSITY INITIATIVE

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Race Forward's Federal Strategies team and the Center for American Progress hosted a convening of approximately 50 federal officials, including representatives from the White House Domestic Policy Council and the US Environmental Protection Agency; and alumni and former staff of the Environmental Careers Organizations' (ECO) Diversity Initiative. The convening highlighted the impact of the Environmental ECO Diversity Initiative and other diversity, equity, and inclusion initiatives.



The convening helped to demonstrate how past federal and philanthropic investments in diversity initiatives are still paying off.

Our research team participated in a panel teach-in, **"Reparations for Family Policing,"** for the Movement for Black Lives (M4BL). The teach-in engaged hundreds of movement leaders in co-learning and political education as part of M4BL's annual Reparations June Series.



STRATEGIC PARTNERSHIPS



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:

PolicyLink



STATE OF EQUITY



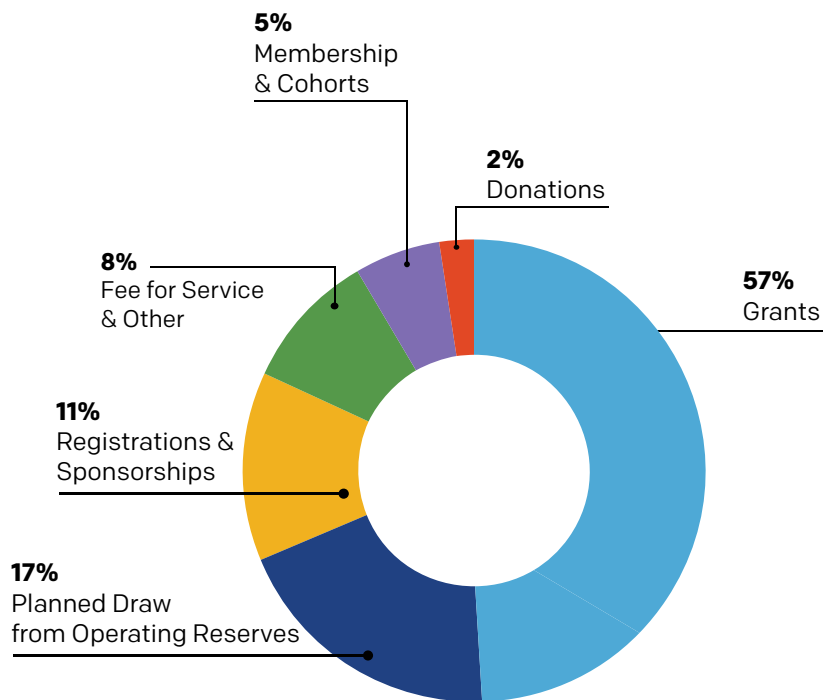
FINANCIALS



2024 REVENUE



2024 Revenue		%
Grants*	\$14,637,707	57%
Planned Draw from Operating Reserves***	\$4,215,348	17%
Registration & Sponsorships	\$2,808,274	11%
Fees for Service & Other**	\$2,073,222	8%
Membership & Cohorts	\$1,215,574	5%
Donations	\$572,151	2%
Total	\$21,306,928	
Funds Available for Use	\$25,522,276	100%



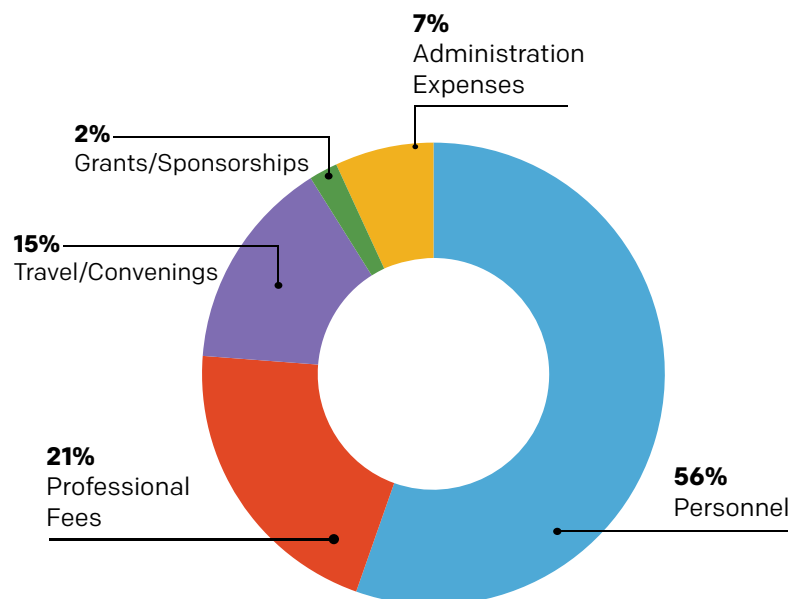
*Grants includes net assets released from restriction, which are funds received in prior years restricted by donors for use this year.

**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.

2024 EXPENSES

2024 Revenue		%
Personnel	\$14,183,990	56%
Professional Fees	\$5,249,300	21%
Travel/ Convenings	\$3,780,061	15%
Grants/ Sponsorships	\$501,476	2%
Administrative Expenses	\$1,807,449	7%
Total	\$25,522,276	



LEADERSHIP



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Chair

Rodney Foxworth
Treasurer

Lori Bezahler
Vice Chair**

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Ralph Remington

Rebecca Fox**

Ron Shiffman**

LeeAnn Hall**

Sean Thomas-Breitfeld**

Rocio Inclan*

* Joined the Board in 2024

** Board term expired in 2024

SENIOR LEADERSHIP TEAM



Executive Leadership

Glenn Harris
President

Eric Ward
Executive Vice President

Karla Bruce*
Chief of Staff

Julie Nelson
Senior Vice President
of Programs

Crystal Jones*
Chief Operating Officer

Simone Bermudez*
Senior Vice President of
Strategic Partnerships

Cathy Albisa
Vice President of
Institutional and
Sectoral Change

Timothy Armstrong
Vice President
of Technology

**Cheryl Cato
Blakemore**
Vice President
of Narrative,
Communications,
and Storytelling

Magnada Dory
Vice President of
Human Resources

Timarie Harrigan
Vice President of
Development and
Partnerships

Candace Moore*
Senior Strategic
Advisor

Randall Oakley
Vice President of Finance

Everette Thompson**
Vice President
of Movement
Capacity Building

Nikko Viquiera
Deputy Senior
Vice President,
Programs

* Joined the organization in 2024

** Left the organization in 2024

