“In the Urban League Movement, we are 21st Century Patriots. Democracy is not the empty gesture of waving the flag or shouting meaningless slogans. It is an embrace of the shared values of the right to vote, the right to assemble and the economic rights that are vital to promoting the general Welfare and securing the Blessings of Liberty. Whether you were born an American or chose to become American, we still have faith in the American Dream.” – Marc H. Morial
The year 2019 opened with the National Urban League in staunch opposition to yet another Trump Administration appointee who would roll back civil rights, exacerbate racial tensions and contribute to the widening racial social and economic gaps. In testimony before the Senate Judiciary Committee in January, I warned that William Barr would continue on the course set by his predecessor, Jeff Sessions, who was intent on restricting civil and human rights at every turn. Our dire predictions proved true, and Barr went on to turn the Justice Department into a political tool intent on protecting President Trump from accountability.

In February, an old photograph of Virginia Governor Ralph Northam ignited a firestorm of controversy over the racist legacy of blackface. It fell to the National Urban League and other civil rights organizations to point out that the status and privilege of whiteness are at the heart of blackface. An act that is almost always performed for laughs, its cruel humor depends upon the chasm between privilege and disadvantage.

Partnering with Dove, Color of Change and Western Center on Law and Poverty, the National Urban League founded the CROWN Coalition - “Create a Respectful and Open World for Natural Hair” - with the goal of expanding legal protections for people of color who choose to wear their natural hair without fear of discrimination. Later in the year, California became the first state to outlaw natural hair discrimination, with New York, New Jersey, Virginia, Colorado, Washington and Maryland following suit.
Continuing our work to restore the Voting Rights Act, the National Urban League took part in a series of hearings, convened by U.S. House Administration Committee’s Subcommittee on Elections, to draw attention to the erosion of equal access to voting after the U.S. Supreme Court’s 2013 decision in Shelby County v. Holder.

Our focus on voting rights reached new heights with a bombshell edition of The State of Black America that exposed the extent of Russia’s insidious social media efforts to suppress the Black vote, and how those efforts aligned with the post-Shelby onslaught of racially-motivated voting restrictions passed by legislatures across the nation. We found that state efforts to suppress the Black vote coincided with a surge in the diversification of the electorate – and the anxiety resulting from the rising power of the Black vote was not lost on foreign saboteurs.

Brett Shafer, Social Media Analyst and Communications Officer for our research partner, German Marshal Fund’s Alliance for Securing Democracy, wrote, “The anonymity and audience segmentation baked into online social networks has allowed Russia’s online provocateurs to nimbly insinuate themselves into Black activist communities, where they can, in their own words, ‘effectively aggravate the conflict between minorities and the rest of the population.’”

The report helped to publicize the treachery behind social media accounts like that of “Luisa Haynes.” A prolific force in the #BlackLivesMatter community on Twitter, “Luisia” amassed more than 50,000 followers. She was retweeted and garnered media coverage in more than two dozen prominent news outlets. She was fake – created by Russian trolls as part of a far-reaching Russian strategy to manipulate and hijack the legitimate social and political grievances of African Americans.

The National Urban League Conference returned to Indianapolis for the first time in 25 years, drawing major contenders for the Democratic presidential nomination, including former Vice President Joe Biden, U.S. Senators Kamala Harris, Cory Booker, Kirsten Gillibrand and Amy Klobuchar, South Bend, Indiana, Mayor Pete Buttigieg, former U.S. Rep. John Delaney, Rep. Tim Ryan and activist Ami Horowitz.

In October, we announced a groundbreaking agreement with T-Mobile US to expand on its existing nationally-recognized diversity initiatives in a wide range of areas following the closing of its planned acquisition of Sprint to become the New T-Mobile. The Memorandum of Understanding outlines the company’s plans to create initiatives to improve diversity in the areas of Corporate Governance; Workforce Recruitment and Retention; Procurement and Entrepreneurship; Wireless Services (including 5G Wireless Services) for Low Income Consumers; and Philanthropy and Community Investment.

In November, Mastercard General Counsel Tim Murphy was formally installed as the 22nd chairman of the National Urban League Board of Trustees, succeeding Michael Neidorff, Chairman, President and CEO of Centene Corp.
In 2019, the Workforce Development Division continued to implement a suite of workforce development programs targeted to adults, the long-term unemployed, seniors, youth and returning citizens. These important workforce development programs are supported through affiliate capacity development under the Project Empower University program.

**URBAN SENIORS JOBS PROGRAM (USJP)** assists 55 years or older low-income adults who are unemployed and have severely limited employment prospects. USJP provides paid community service assignments, access to training and educational opportunities, job readiness workshops and supportive services such as financial and health education assistance with the goal of attaining unsubsidized employment.

- 1,053 Individuals enrolled
- 112 Individuals employed
- 45.7% Employment Retention rate (exceeds USDOL SCSEP goal)

**URBAN TECH JOBS PROGRAM (UTJP)** in 2019 targeted the long-term unemployed and trained them for middle skill occupations in the Information Technology sector or non IT sector jobs that are technology facing. By placing unemployed participants into entry-level IT positions and coupling the work with training, participants progressed to higher wage occupations.

- 624 Individuals enrolled
- 464 Individuals completed one or more trainings
- 315 IT Certifications attained
- 264 Individuals employed

**URBAN APPRENTICESHIP JOBS PROGRAM (UAJP)**

The UAJP, launched in September of 2016, facilitates access to employment through registered apprenticeship and pre-apprenticeship programs and targets historically underutilized populations—persons of color and women. When first launched, the original focus of the UAJP was limited to efforts to recruit individuals for registered apprenticeship opportunities in the wireless infrastructure industry. In 2018, the focus expanded to registered apprenticeship programs across multiple occupations with a specific focus on the following industries: construction, telecommunications, information technology, manufacturing, transportation, and health care.

- 43 Individuals enrolled in Registered Apprenticeships
- 184 Individuals enrolled in pre-apprenticeships (or preparatory trainings)

**URBAN YOUTH EMPOWERMENT PROGRAM (UYEP)**

engages at-risk and adjudicated youth either to assist them academically or to prepare them for entering the workforce through a comprehensive set of services that include: case management, service learning, restorative justice, education, mentoring, internships, and on-the-job training. Historically targeting 16 to 24-year olds, the model has been effectively applied to younger youth (14 and 15-year olds) as well.

- 281 Individuals enrolled
- 239 Individuals completed Work Readiness Courses
- 201 Individual completed their Servicing Learning Project
PROJECT EMPOWER UNIVERSITY: Project Empower University is designed to be a sequential, systematic approach to moving Urban League affiliates along the pathway to greater capacity and higher performance, with the ultimate outcome of improving financial stability and economic empowerment for the participants they serve. The National Urban League has worked to increase the effectiveness of its national affiliate network’s economic services by helping them to implement workforce development best practices—such as employer engagement, career pathways, and effective data management—and to integrate services more broadly. The current iteration of this capacity-building initiative, Project Empower U (PEU), has now been formulated into “Project Empower University,” a set of capacity-building stages organized into tiers to help affiliates systematically advance through the planning and implementation of service integration.

THE URBAN LEAGUE ENTREPRENEURSHIP CENTERS, located in 12 affiliate markets, equipped minority entrepreneurs with the management skills needed to grow their businesses, obtain financing or contracts, and create or preserve jobs. The Entrepreneurship Centers provided a combined 42,100 hours of business counseling and training services to 17,500 participants; and assisted clients in procuring more than $158,000,000 in financing, equity, grants, bonding and contracts; while helping to create or save over 42,500 jobs.
Education and Youth Development

Project Ready

• The 2019 Project Ready program year had a robust start. The Project Ready STEAM programs completed the Intel Future Skills pilot as well as offering students informal STEAM learning opportunities. The Future Skills pilot was implemented in four cities (Seattle, WA; Oklahoma City, OK; Chicago, IL and New Orleans, LA). Each city provided the program to middle school students with the exception of New Orleans, which offered the program to high school students. Seattle offered the program to their students within a STEAM specialized school in order to build on student interests and accelerate their learning.

• Twenty-eight affiliates responded to the FY 2020 Project Ready RFP. Of those affiliates fourteen also applied for the Historical & Cultural Literacy grant, fourteen applied for a STEAM grant and thirteen applied for Project Ready Mentor consideration.

• The 2019 Whitney M. Young, Urban Leadership Conference’s EYD track offered 34 affiliate staff members training on mentoring practices; social and emotional learning; historical & cultural literacy, education policy and advocacy; college and career advising; developing program success stories, and civic engagement. The goal was to provide a full range of education and youth development services to Project Ready Managers.

• In order to assess our work, NUL administered a mid-year Project Ready youth survey to young people participating in our signature Education programs: Mentoring; Postsecondary Success; Service Learning; Historical and Cultural Literacy; & Science, Technology, Engineering, Art/Agriculture & Math (STEAM). The intent of our bi-annual survey for the national program to continue to assess the program’s efficacy from the youth’s point of view; to see if the program is meeting their needs. At the time of this report, we received a total of 253 youth, (ages 11 – 18 years old), responding to the survey with 139 indicating that they have a mentor. Students indicated that they received information and support that helped them in school (77%), understanding their college options (56%), and communicating more effectively with others (50%). Youth participating in the survey were told how their opinion would help to enrich their experience in the program as well as to determine if the model is achieving its mission.

Project Ready Mentor

• NUL continues to track and monitor the local Mentor programs by looking at and analyzing quarterly reports, monthly check-in calls focused on program performance and deliverables, offered college and career readiness webinars, mentor recruitment and training needs. As we move to the final year of the Project Ready Mentor V (PRMV) iteration of the program, the NUL team along with our Mentoring partners Innovation, Training and Research (iRT) and National Mentor Partnership hosted webinars to foster the development of a closure strategy for the mentoring relationships. Each affiliate was provided with a suite of helpful tools and a template that allowed affiliate staff to develop their own customized closure plans for mentors and mentees. In addition to the development of closure plans NUL launched a comprehensive youth/mentor survey in order to document program impacts and student progress.

• Aligned with NUL’s commitment to quality improvements, the NUL’s Vice President of Education Access and Opportunity was invited to serve on a special working group comprised of the mentor industry and nonprofit leaders, convened by our partner, the National Mentoring Partnership. This special group supports the improvement of group mentoring as a facet of youth mentoring programs across the sector. Over the next 12 months, the working group will develop a resource that will function as a supplement to the standard Elements of Effective Practice for Mentoring and will offer recommendations for developing distinct, nuanced program practices that can be helpful in enhancing and elevating youth mentorship through group mentoring programs like PRMV.
Youth Leadership Summit

- The 30th Annual Youth Leadership Summit (YLS) was held from Wednesday, July 24 - 28, 2019 on the campus of the University of Indianapolis, and engaged more than 200 participants representing 24 Urban League Affiliates from across the country.

- In recognition of the 30th Anniversary, the University of Indianapolis established an Urban League Scholarship. This $15,500 / year, 4-year renewable scholarship is for any 2019 Youth Leadership Summit participant who applies to and is accepted as a full-time student by the University of Indianapolis! This opportunity is due to the generosity and vision of Dr. Robert L. Manuel, President of the University of Indianapolis. NUL sincerely thanks him for his support and leadership.

Equity and Excellence Project

- The National Urban League released an advocacy and engagement publication entitled, “Standards of Equity & Excellence: A Lens on ESSA State Plans.” The report is an analysis of approved ESSA state plans of 35 state plus the District of Columbia, through an equity lens analysis. The report, state report cards, and interactive map are housed on the “No Ceilings on Success” website and it generated robust media impressions and downloads. This report and resource exemplifies the progress we have made. While other organizations produced analysis of the ESSA state plans, no other organization applied an equity lens in the way we did. As a result, Urban League Affiliates and partners alike have used the analysis as a tool to hold states accountable. Building on the momentum of our work, NUL held a series of webinars that dive deeper into ways that the report can be useful in advocacy.

- On April 10th the National Urban League hosted a convening entitled, “Standards of Equity and Excellence: A Lens on ESSA State Plans,” at the National Press Club, to share the results of the aforementioned ESSA State Plan analysis, an executive summary of our review, and an interactive tool that provides state-by-state report cards and additional tools. The event content was produced by the Education Policy and Advocacy teams in New York and at the Washington Bureau. In attendance were CEOs and staff from 19 Urban League Affiliates among an audience of 150 education advocates and national partners.

- On April 25th the Education Policy and Advocacy Team hosted a webinar entitled, “ESSA Report Cards: Next Steps for Advocates” that engaged education stakeholders in strategies to maximize the usage of their ESSA state plan report cards and the recommendations that were developed in the full, “Standards of Equity and Excellence: A Lens on ESSA State Plans” report. There were 21 registered attendees from 18 Urban League Affiliates. The Education Policy & Advocacy team presented “National Urban League’s EQUITY & EXCELLENCE PROJECT (EEP): College & Career-Ready Standards – Opportunities & Barriers to College Access and Success,” during the Education track at the 2019 Whitney M. Young Urban Leadership Development Conference.

- On November 1, the Team collaborated with the Dr. Edmund Gordon, and the Institute for Urban and Minority Education (IUME) at Teachers College for a full-day conference on deepening assessments. Through a variety of individual presentations and panel discussions, we learned from several prominent researchers in the area of assessment, who discussed bias, imprecise measures, and ways to incorporate more holistic assessments. We were honored to hear from Dr. Gordon, the founder of IUME and a top scholar in the field of assessment.

- From November 4-6, EYD with the Forum for Youth Investment, co-designed and participated in a two-and-a-half-day conference at the University of Pittsburgh entitled, “Building Adult Capacity across the Systems of Learning and Development.” This conference brought together practitioners and professionals from across the spectrum of learning and development, including researchers, program managers, and like-minded individuals and organizations interested in advancing equity via the Science and practice of Learning and Development.

- The National Urban League has received a new grant of $3.46 million from Bill & Melinda Gates Foundation for general operating support through 7/31/2021. The League has successfully completed its 3-year Gates grant, which was focused on the Equity & Excellence Project in 21 affiliates in 19 states.

- In October 2019, the Team launched Listening Sessions on the concepts of Social Emotional Learning, Social Emotional and Academic Development, and the Science of Learning and Development to advance Whole Child Equity and understand how to more effectively communicate with practitioners, educators, parents and youth. The first two were held at the Urban League of Louisiana, with Out of School Time service providers and the second was with parents. We were able to glean and learn from both audiences about their thoughts on these concepts. On February 5, 6, and 12, the Team held listening sessions for Early Childhood educators and for K-12 teachers and principals, and parents.
Health and Quality of Life

Project Wellness
The National Urban League (NUL) received federal funding from the U.S. Department of Health and Human Services (HHS) Centers for Disease Control and Prevention (CDC) to implement a robust HIV awareness and testing. This campaign focuses on the goals of the National HIV/AIDS Strategy for the United States (NHAS) by reducing new HIV infections, improving health outcomes for individuals living with HIV, and reducing HIV related disparities. The National Urban League’s funded approach to this strategy combines traditional community-based interventions, with new trends in social media and online marketing to increase awareness of HIV and prevention strategies among high-risk populations; promote testing opportunities; and support diagnosed patients transitioning into care.

The history of the National Urban League as a trusted civil rights organization for over 100 years, creates trust and reliability in communities of color and the African American community. Understanding the importance of actively engaging the target community members, key partnerships, and local resources, the NUL supported robust local interventions that build upon the local needs from a bottom up approach versus a top down solution to ensure each community received an equitable amount of resources to support the development, implementation, and evaluation of a successful HIV/AIDS prevention program which included community engagement, digital communications, robust testing and supportive services for HIV+ clients which account for local cultures and needs.

Best practices from over 30 years of HIV and AIDS research and studies have found that Community-Based Interventions for the prevention and control of HIV increase awareness; ease availability of testing opportunities and are a critical component to connecting newly diagnosed individuals with care. Following best practices, the National Urban League selected affiliates in geographic areas of need to develop local blueprint strategies to promote HIV awareness, testing and care coordination with five Urban League affiliates:

- Houston Area Urban League – Houston, TX
- Urban League of the Upstate – Greenville, SC
- Urban League of West Palm Beach – Palm Beach, FL
- Hampton Roads Urban League – Hampton Roads, VA
- Indianapolis Urban League – Indianapolis, IN

Research shows community-based interventions for the prevention and controls of HIV, such as those implemented by the NUL, allows for increased access and ease availability of medical care to population at risk, or already infected with HIV and increases the knowledge, attitudes, testing and decreases transmission rates. Each Urban League affiliate developed a strategy focused on educational activities, counseling sessions, peer leadership, street outreach, community collaborations and social media. The affiliates each met or exceeded their individual goals, positioning NUL as one of the most productive partners in the National HIV/AIDS Strategy for the United States (NHAS) portfolio at the CDC.
Housing Counseling

NUL has been a HUD Approved Housing Counseling Intermediary for over 30 years. In 2019 we coordinated a network of 29 affiliates in 19 states and the District of Columbia that helped 18,398 clients improve access to safe and affordable housing. Specifically, our work maximizes opportunities and addresses obstacles related to homelessness, rental and fair housing, as well as homeownership preparation, purchase and sustainability as vehicles of economic mobility. Direct service providers engage clients in goal-setting, budgeting, credit building and repair, helping negotiate terms with agents, and identifying emergency and financial assistance. Each affiliate tailors this menu of services to the community in which it operates and works with a diverse group of public and private organizations to increase impact. An annual grant from HUD through the Comprehensive Housing Counseling program helps subsidize the fulfillment of federal standards and achieve basic outcomes. Additional leverage from philanthropy, private industry, policy analysis and NUL programs in education, workforce development, health and entrepreneurship, create long-term sustainability and economic empowerment for the communities we serve.

Foreclosure Prevention (“Restore Our Homes”) helped distressed homeowners understand, evaluate and navigate their financial crises by providing specific action steps and, when possible, helping them avoid foreclosure by negotiating an affordable loan modification or terms of forbearance. In 2019, the League served approximately 1,785 homeowners (85% avoided foreclosure) with the assistance of HUD-Approved Urban League Affiliate Housing Counselors. Since the apex of the great recession in 2009, the Urban League has served more than 50,000 clients through this program.

Asset Building and Financial Capability (Financial Empowerment Centers) encapsulates a comprehensive bundled service delivery approach that integrates career development with income supports and financial coaching to help adults and families build the financial capability needed to reach financial stability and upward mobility. The Centers focus on empowering people to earn more, to manage and retain more of what they earn, to reduce debt, enhance credit scores, increase savings and build assets in an integrated goals-driven approach. Launched in the fall of 2013, in the first 4 years of development, the initial three Urban League Financial Empowerment Centers helped more than 3,000 people to build their financial balance sheets and increase their capacity and opportunities for continual growth.

As of the end of 2019, nine affiliate sites are implementing the Financial Empowerment Center approach to integrated service delivery. These affiliates have implemented comprehensive financial assessments and developed structured pathways to ensure effective bundling and integration of needed services. Many sites have also hired and trained additional financial coaches. Through these activities, affiliates have provided services to more than 5,000 participants to improve their financial position.
Mainstreet Marshall Plan

- Secured the inclusion of the National Urban League’s Mainstreet Marshall Plan priorities in education, housing, small business, job training, and social justice issues in the Congressional Black Caucus’ Jobs and Justice Act.

Financial Services & Housing

- Executed Capitol Hill meetings and a letter writing campaign which succeeded in stalling the Corker-Warner housing finance reform legislation that would have terminated the GSE affordable housing goals.
- Secured meetings for President Morial with Senators Kaine, Warner, Warren, Van Hollen and Schatz, in addition to Ranking Member Waters and Rep. Ellison and sent targeted letters to urge Congress to oppose S. 2155, which lessened the impact of HMDA rules designed to protect against housing discrimination.
- Coordinated meetings for President Morial and OCC Comptroller Otting and FDIC Chair McWilliams to advocate for modernization of the Community Reinvestment Act.
- Secured meeting for President Morial to advocate for Urban League housing counseling priorities with FHA Commissioner, Brian Montgomery.
- Hosted Urban Solutions Council briefing on Capitol Hill to discuss administrative reforms to Fannie & Freddie that both housing advocates and industry agree upon.
- Hosted Urban Solutions Council roundtable to discuss credit score reform for Fannie & Freddie Mac and drafted Urban League-specific regulatory comments regarding FHFA’s credit score reform proposal.

Education & Health

- Drafted, submitted and advocated for National Urban League recommendations to improve the Higher Education Act for low income students and students of color.
- Engaged in a successful campaign through hill visits and letter writing that resulted in defeat of the PROSPER ACT, which would have cut billions of dollars from federal higher education programs for low income students.
- Engaged in a successful campaign to prevent cuts to the Department of Education budget and reject the creation of private school vouchers.
- Drafted Urban League letters to the Dept of Ed opposing a string of actions by Secretary DeVos to eliminate and rewrite guidance and regulations promulgated under the Obama including: school discipline guidance, gainful employment rule, and the borrower defense rule.
- Drafted Urban League equity principles in ESSA implementation and secured endorsement by UnidosUS and EdTrust.
- Hosted an USC Capitol Hill Briefing, “HBCUs: The Key to Diversity in Tech” which included participation from key HBCUs representatives and leading tech companies including Eli Lilly, Lyft, Charter, Verizon, Intel and Airbnb and key congressional offices including the Chair of the CBC HBCU Caucus.
- Hosted a USC Capitol Hill Briefing, “Black Mothers Matter” to raise awareness of disparate rates of maternal mortality and morbidity among black women.
Workforce/Jobs

- Secured NUL’s language on national and regional intermediaries in the Labor, HHS, Education Appropriations bill for FY2019 that included $25 million in competitive grants for youth connected to the criminal justice system in high crime, high poverty areas.
- Defeated President Trump’s request to eliminate the Senior Community Service Employment Program (SCSEP) and secured funding for SCSEP at $400 million in the FY19 appropriations agreement, in partnership with SCSEP national grantees.
- Amplified National Urban League Priorities around employment services and apprenticeship programs on a Congressional Black Caucus Annual Legislative Conference Panel on Tech Jobs hosted by Augustus Hawkins Foundation.

Social Justice

- Hosted a closed-door convening with the National Academy of Sciences (NAS) and civil rights leaders to discuss concerns about a finding on racial bias in an NAS proactive policing report.
- Took extensive actions in opposing the judicial nomination of Thomas Farr as U.S. District Judge for the Eastern District of NC, as well as extensive actions opposing the nomination of Brett Kavanaugh for the U.S. Supreme Court.
- Submitted comprehensive written comments to the U.S. Commission on Civil Rights in response to their November 2, 2018 briefing on the topic, “Are Rights A Reality? Evaluating Federal Civil Rights Enforcement.” The comments included nine attachments consisting of NUL positions on key civil rights issues.
- Submitted comprehensive testimony on hate crimes to the U.S. Commission on Civil Rights informed by results of an Urban League affiliate survey on hate crimes & bias-related incidents.
- Facilitated Houston Area Urban League’s co-hosting of Texas/Oklahoma voting rights hearing with the National Commission for Voter Justice.
- Successfully worked to advance criminal justice reform legislation, “The First Step Act” including through securing closed-door negotiation meetings for President Morial, the Congressional Black Caucus and criminal justice advocates.

Advocacy

- The 15th Annual Legislative Policy Conference was a success with over 670 participants and 104 Capitol Hill meetings conducted by the Urban League movement with their Members of Congress.
- NULWB staff provided substantive and technical support to the Urban League Movement’s participation in the “March for Our Lives” march in Washington, DC.
- Graduated 20 Urban League Young Professional and Guild Members from the Inaugural NULWB Certificate in Advocacy Program and launched the second Certificate in Advocacy Program Class with 30 new participants.
- Launched the WKKF civic engagement campaign, “Enough is Enough. Vote!” focused on increasing voter commitments/voter turnout for the 2018 midterm elections. Over 2,742 Members of the Urban League Movement committed to vote or verify their voter registration through the campaign. The campaign reached 16 million people generating over 717,000 impressions via social media and 39 million in earned media.
- Activated over 1,000 advocates on 3 different campaign initiatives via the digital advocacy partnership with Phone2Action. Those campaigns were as follows: 2018 Jobs & Justice Act, Brett Kavanagh SCOTUS nomination and Enough is Enough. Vote!

External Engagement

For the Movement Podcast

- The National Urban League Washington Bureau Launched the For The Movement Podcast on February 12, 2018 and produced a total of 37 episodes throughout the year. The most downloaded episode was from May 28th, 2018, “Environmental Racism: it’s A Thing” featuring Flint Michigan Mayor, Dr. Karen Weaver and Mustafa Ali. That episode garnered over 960 unique downloads.
- For The Movement has been listened to in 44 states and 28 countries which include: United States, Europe, United Kingdom, Taiwan, Mexico, Canada, Ireland, Spain, Malaysia, France, Germany, South Africa, Portugal, Belgium, Japan, Guatemala, Brazil, Netherlands, Puerto Rico, Switzerland, Kenya, Australia, Greece, Rwanda, China, Saint Martin, Bangladesh and Chile.
Affiliates of the National Urban League are the centers of activity in and around their communities. Their professionally-staffed offices are where Urban League services come to life – where people and their neighborhoods grow, change, and strengthen. Located in 36 states across the U.S., including the District of Columbia, our affiliates cultivate a symbiotic relationship with local residents and companies and advocate for positive change in their communities. While all affiliates must meet the rigorous standards set by the national office, they each have the flexibility to tailor their services to local community needs, thereby ensuring the best results for the communities they serve.
TO OUR SUPPORTERS

The National Urban League thanks each of our individual, corporate and foundation supporters who generously contributed in 2019. Whether a longstanding partner or a new friend, we value your faith in our mission and goals. With your assistance, we are able to continue working toward our Empowerment Goals:

- Every American child is ready for college, work and life.
- Every American has access to jobs with a living wage and good benefits.
- Every American lives in safe, decent, affordable and energy efficient housing on fair terms.
- Every American has access to quality and affordable health care solutions.
- Every American has an equal right and responsibility to fully participate in our democracy and civic processes, and all people have a right to justice and fairness.

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($1,000 + )

Champion ($1,000,000+)
Vernon E. Jordan, Jr.
Gale V. King
George Lucas Family Foundation
Marc H. Morial and Michelle Miller
Andrew C. Taylor
George Willis

Influencer ($5,000 - $9,999)
Cathy Carroll
Dale Mason Cochran
Victor L. Crawford
Ray Dempsey Jr.
Gary Douglas
David Ellen
William Ellis
Joi Ernst
Kristie Feinberg
Thomas E. Gilliam
Jerome S. Glazer Foundation, Inc.
Mary W. Harriman Foundation
Marvin E. Odum
Nicholas Perkins
Batia and Dennis Serrette

Visionary ($500,000-$999,999)

Whitney M. Young, Jr. Fellow
($100,000- $499,999)
Ian MacKechnie

George E. Haynes Fellow
($50,000-$99,999)

Catalyst ($25,000 - $49,999)
David L. and Rhonda Cohen
Sandra Frazier
Jordan Family Foundation, Inc.
The Mandy and Tim Murphy Family Fund
Noemi and Michael Neidoff

Advocate ($10,000 - $24,999)
Brett M. Biggs
Susan and Jon R. Campbell
Mellody Hobson
Karen and John D. Hofmeister
John E. Jacob

Pioneer (1,000-$4,999)
Khary P. Barnes
Robert L. Book
Brackenridge Foundation
Judith and Frederick Buechner
Catherine V. Buell
James E. Castillo, Jr.
Jim Casselberry
Vergena M. and Ray Clark
Penni L. Clifton
William L. Dantzler
Rebecca DeLamotte and Peter H. Bloom
Donna Epps
Denise Ferrari
April Fields
Terry Finn
Don S. Fitch
Michael C. Ford
Meredith Friedman
The Gordon and Llura Gund Foundation
M. M. Hartmann
Virginia B. and Russell W. Hawkins Sr.
James E. Hester
Derrick C. Hill
Sandra Davis Houston
Jean and Ernest M. Howell
Sheree and Andrew A. Johnson, Jr.
Wayne Johnson
Ruby L. Kimbrough
Christopher Kourkoutis
Charlene and Rodney Lake
Latrice and Herman L. Lessard, Jr.
Ann and William Lincoln
Louis B. Lynn, Ph.D.
David Makower
Catherine M. McEvilly
Craig Montell
Nathaniel P. Moore
J. Brandon Neal
Lida Orzeck
Ralph L. Pennington, Jr.
Lester Poretsky Family Foundation
Alma and Gen. Colin L. Powell, (Ret.)
Hugh B. Price
Siva Raven
Samuel Rivas
Dorothy Russ
Paul H. Sears
Al Smith
Toni Miranda and Hal Smith
Gregory Schram
Elizabeth and Charles Stafford
Mark C. Stevens
Laysha Ward and William Kiffmeyer
The Honorable Rodney E. Slater
Rhonda Spears-Bell
Andrew Sveikauskauas
Angela Vallot and James Basker
Kevin Walkes
Patricia A. Williams
Maureen and Paul Wycisk

**Associate Circle Members ($250 - $999)**

Hon. Alfonso L. Adderly
Larry C. Allen
Jonathan Ames
Beverly J. Anderson
Marjorie and Joseph Anthony
Olice Arnold, Jr.
Crystal Ashby
Jean-Loup Baer
Willie J. Banks, Jr., M.D.
Omer Baror
Sheryl Battles
Cyprian E. Belle Jr.
Wilbur B. Bell
Jonathan S. Benjamin
Larry W. Bennett
Kristin and Jason Betz
Michel Bittan
Todd Bittner
Timuel D. Black
Richard K. Blake
Dolores and Donald A. Blakey

John E. Bloom, M.D.
The Olivia Watkins Bolling Family Foundation
William Borden
Donna L. Brazile
Joseph Briggs
Wilbert J. Briggs, Sr.
Constance A. Brown
Julia L. C. Brown
William H. Brown, III
Donald Bryant
Michael T. Burke
Ronald V. Burns Sr.
Ron Canada
William J. Canty
Cheryl A. Capps
David Cass
Joseph H. Chitwood
John Chowning
Cecily Clark
Y. Clarke
Rosalind C. Cohen
Eartha Collins
Michael Coyle
Samuel L. Cunningham
Clark Cutler
Catherine J. Dargan
Anthony Davis
Tony Davis
Benjamin Y. Davies, Sr.
Harold R. Dickerson
Henrietta L. Dixon
Rev. James K. Donnell
Shirley S. Donelson
Jeanine B. Downie, M.D.
Brent M. Elrazier
Laurence P. Eggers
Aleksander Garin
Yoland and Eugene Gillen
Joseph Everett
Claudia M. Fegan
Nicholas Fettman, M.D.
Philip J. Fickling
Susanne A. Fox
Annissa Franklin
Adrienne and Dryw Freed
John F. Fueller
Lance S. Fulton
Alton Garrett
Thomas J. LaGatta
Hubert Glover, M.D.
Thomas R. Green
Sgt. Eugene Groves, (Ret)
Arthur Gutterman
Philip G. Hampton, II
Barry Harris
Daniel A. Harris
Gaylene V. Harris
J. B. Harrison
Sharon and Ronald E. Harrison
Rose M. Hasell
The Haynes Family Charitable Fund
Watson Haynes
Leroy Henderson
Patricia A. Hinchberger, M.D.
Perry Hines
Gary D. Hines
Evelyn H. Hood
George W. Holmes
Anne R. Horne
Richard A. Horvitz
Vivian W. Hummler
Anne Hungerford
Carlessia A. Hussein
Annette W. Jackson
Tonya H. Jackson
Joanne and Avery Johnson, M.D.
Elizabeth Johnson
Larry Johnson
Viola M. Kaufman
Andrea and Peter D. Klein
Skip Koshak
Pilar Kraman
Helen and George Ladd Charitable Corporation
Christine Lazar
Lynn and Ronald Law
Jesse A. Lee, Jr.
Diane E. and Bruce Lercher
William A. Lester, Jr., M.D.
Laurence Lewis
Edward Levell Jr.
Philip G. Lewis
Patrick O. Lindsey
The Litten Doi Foundation
Herman M. Long
Rhea B. Lucien
Bryan M. Lumpkins
Jacob D. Maccoby
Madisa Macon
Fay and Robert A. Marchman Esq.
Johnetta Marigny
Zachary C. Marine
Christine Martin
Judith V. Mason
Brian Mascarenhas
Nancy W. Malkiel
Grant Marani
Thomas Alterman Mazgaj
Kim R. McCant
Dale McElveen
Beverly S. McKenna
Kenneth W. McKnight
Thomas McPherson
Gary D. Melnick
Kaye I. Merrey
Michelle Merriweather
Amanda Michaels
Delano Miller
Jasmyn Mimiko
Glenn C. Moeller
Al L. Moore
Anna Mae Moore
Regina and Gary L. Murph
Elliott C. Murray
Raquel M. Murray
Erika Mutchler
National Sorority of Phi Delta Kappa, Inc.
Linda L. Newman
Conway C. Newton and Johnnie M. Newton
John H. Norton, M.D.
Lionel Nowell, Ill
John R. Olsen
Melvin Owens
Mildred D. Owens
Esther G. Pinder, M.D.
Randall Pinkston
Jessica J. Pritchett
James S. Raby  
Amy I. Richardson  
Cy Richardson  
David Rublin  
Autumn Russell  
Pledgeling Foundation  
Craig D. Powell  
Kent Price  
Ulric Y. Price  
Sarah C. Ragland  
Charles C. Reid  
Ray Reid  
Victoria Romero  
Martin J. Rosen  
Sandy Royster  
Erin Ruble and Benjamin Putnam  
Sam Rudy  
Ian Salditch  
Clarence P. Sampson  
Jonathan A. Scott  
Frances S. Sauer  
Elizabeth Sayman  
Monte Silberger  
Anthony L. Snoddy  
Betty Beverly-Stigger  
Charles Stephens  
Gordon R. Stewart  
George W. Stubbs, M.D.  
Faye R. Tate  
The Society of the Transfiguration  
Brady L. Thomas  
Robert Thomas, Jr.  
Larry D. Thompson  
Michael E. Thompson  
Michael Tolcott  
Ruth Luchey Toliver  
Milton Towns  
Stanley Tucker  
Beverly Van Diver  
Isabelle M. Verdini  
Kevin Walker  
Irene and R. V. Wakeland  
Lateefah Washington  
David Whaley  
Chana Wilkerson  
Ristina M. Wigg  
Howard E. Woolley  
Elizabeth Worcester  
King D. Wright  
Ann V. Young  

**Legacies & Bequests**

Estate of Edith Katcoff  
Estate Of Ruth B. Jaynes  
William M. Burke 2003 Revocable Trust  
Estate of Sinclair Lewis

* Deceased  
** Includes In-Kind Contributions
# CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

as of December 31, 2019

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash, cash equivalents and restricted cash</td>
<td>$14,378,394</td>
</tr>
<tr>
<td>Grants and pledges receivable, net</td>
<td>9,331,880</td>
</tr>
<tr>
<td>Franchise fees receivable, net</td>
<td>641,802</td>
</tr>
<tr>
<td>Prepaid expenses and other assets</td>
<td>543,905</td>
</tr>
<tr>
<td>Investments</td>
<td>21,786,438</td>
</tr>
<tr>
<td>Interest rate swap agreement</td>
<td>111,246</td>
</tr>
<tr>
<td>Operating lease right of use assets</td>
<td>2,820,846</td>
</tr>
<tr>
<td>Property and equipment, net</td>
<td>11,569,150</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td><strong>61,183,661</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LIABILITIES AND NET ASSETS</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Liabilities</strong></td>
<td></td>
</tr>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>$3,431,302</td>
</tr>
<tr>
<td>Accrued payroll and vacation benefits</td>
<td>486,745</td>
</tr>
<tr>
<td>Accrued defined contribution costs</td>
<td>492,903</td>
</tr>
<tr>
<td>Contract advances and other deposits</td>
<td>212,834</td>
</tr>
<tr>
<td>Bonds payable (net of debt issuance cost $124,948)</td>
<td>3,863,954</td>
</tr>
<tr>
<td>Operating lease liability</td>
<td>3,850,085</td>
</tr>
<tr>
<td>Accrued pension benefit costs</td>
<td>6,077,795</td>
</tr>
<tr>
<td><strong>Total liabilities</strong></td>
<td><strong>18,415,618</strong></td>
</tr>
</tbody>
</table>

| **Net assets (deficit)**                    |                      |
| Without donor restrictions                 |                       |
| Undesignated                                | $6,110,924            |
| Pension related                             | (9,390,347)           |
| **Total without donor restrictions**        | (**3,279,423**)       |

| With donor restrictions                     |                       |
| Total net assets                            | 46,047,466            |
| **Total liabilities and net assets**        | **$61,183,661**        |
# STATEMENT OF ACTIVITIES
for the Year Ended December 31, 2019

## OPERATING ACTIVITIES

### Revenue, Gains, and Other Support

<table>
<thead>
<tr>
<th>Description</th>
<th>Without Donor Restrictions</th>
<th>With Donor Restrictions</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government grants and contracts</td>
<td>$19,392,704</td>
<td>$</td>
<td>$19,392,704</td>
</tr>
<tr>
<td>Donated materials and services</td>
<td>7,251,319</td>
<td>-</td>
<td>7,251,319</td>
</tr>
<tr>
<td>Contributions</td>
<td>8,010,914</td>
<td>13,338,125</td>
<td>21,349,039</td>
</tr>
<tr>
<td>Legacies and bequests</td>
<td>31,123</td>
<td>-</td>
<td>31,123</td>
</tr>
<tr>
<td>Special events</td>
<td>1,431,772</td>
<td>-</td>
<td>1,431,772</td>
</tr>
<tr>
<td>Program service fees</td>
<td>5,959,296</td>
<td>-</td>
<td>5,959,296</td>
</tr>
<tr>
<td>Franchise fees</td>
<td>902,500</td>
<td>-</td>
<td>902,500</td>
</tr>
<tr>
<td>Net investment return designated for current operations</td>
<td>1,093,274</td>
<td>-</td>
<td>1,093,274</td>
</tr>
<tr>
<td>Sale of publications</td>
<td>24,142</td>
<td>-</td>
<td>24,142</td>
</tr>
<tr>
<td>Other</td>
<td>434,785</td>
<td>-</td>
<td>434,785</td>
</tr>
<tr>
<td><strong>Total revenue, gains, and other support</strong></td>
<td>59,089,605</td>
<td>(1,219,651)</td>
<td>57,869,954</td>
</tr>
</tbody>
</table>

### OPERATING EXPENSES

<table>
<thead>
<tr>
<th>Description</th>
<th>Without Donor Restrictions</th>
<th>With Donor Restrictions</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Economic empowerment</td>
<td>24,360,830</td>
<td>-</td>
<td>24,360,830</td>
</tr>
<tr>
<td>Education and youth empowerment</td>
<td>4,832,048</td>
<td>-</td>
<td>4,832,048</td>
</tr>
<tr>
<td>Civic engagement and leadership empowerment</td>
<td>13,459,961</td>
<td>-</td>
<td>13,459,961</td>
</tr>
<tr>
<td>Technical assistance to affiliates</td>
<td>2,495,585</td>
<td>-</td>
<td>2,495,585</td>
</tr>
<tr>
<td>Health and quality of life empowerment</td>
<td>664,995</td>
<td>-</td>
<td>664,995</td>
</tr>
<tr>
<td>Civil rights and racial justice empowerment</td>
<td>278,169</td>
<td>-</td>
<td>278,169</td>
</tr>
<tr>
<td>Urban Empowerment</td>
<td>300,573</td>
<td>-</td>
<td>300,573</td>
</tr>
<tr>
<td><strong>Total program services</strong></td>
<td>46,392,161</td>
<td>-</td>
<td>46,392,161</td>
</tr>
<tr>
<td>Management and general</td>
<td>7,931,801</td>
<td>-</td>
<td>7,931,801</td>
</tr>
<tr>
<td>Fundraising</td>
<td>4,010,996</td>
<td>-</td>
<td>4,010,996</td>
</tr>
<tr>
<td><strong>Total expenses</strong></td>
<td>58,334,958</td>
<td>-</td>
<td>58,334,958</td>
</tr>
<tr>
<td>Changes in net assets from operations</td>
<td>754,647</td>
<td>(1,219,651)</td>
<td>(465,004)</td>
</tr>
</tbody>
</table>

## NON-OPERATING ACTIVITIES

<table>
<thead>
<tr>
<th>Description</th>
<th>Without Donor Restrictions</th>
<th>With Donor Restrictions</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net investment return net of amount designated for current operations</td>
<td>-</td>
<td>2,544,077</td>
<td>2,544,077</td>
</tr>
<tr>
<td>Gain in fair value of interest rate swap obligation</td>
<td>72,630</td>
<td>-</td>
<td>72,630</td>
</tr>
<tr>
<td>Pension-related changes other than net periodic pension costs</td>
<td>817,481</td>
<td>-</td>
<td>817,481</td>
</tr>
<tr>
<td><strong>Total non-operating activities</strong></td>
<td>890,111</td>
<td>2,544,077</td>
<td>3,434,188</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Description</th>
<th>Without Donor Restrictions</th>
<th>With Donor Restrictions</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Changes in net assets</td>
<td>1,644,758</td>
<td>1,324,426</td>
<td>2,969,184</td>
</tr>
<tr>
<td>Net assets (deficit), beginning of year</td>
<td>(4,924,181)</td>
<td>44,723,040</td>
<td>39,798,859</td>
</tr>
<tr>
<td><strong>Net assets (deficit), end of year</strong></td>
<td>$ (3,279,423)</td>
<td>$ 46,047,466</td>
<td>$ 42,768,043</td>
</tr>
</tbody>
</table>

*A complete copy of the 2019 Audit Report can be provided at 80 Pine Street, 9th Floor, New York, NY 10005 or online at [www.nul.org](http://www.nul.org).*
## Directory of Presidents

<table>
<thead>
<tr>
<th>Location</th>
<th>President/Interim President</th>
<th>Address</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Akron, Ohio</td>
<td>Teresa R. LeGrair</td>
<td>Akron Community Service Center and Urban League 440 Vernon Odom Blvd Akron, OH 44307 (330) 434-3101 Cell: (330) 322-3022 E-mail <a href="mailto:tlegrair@akronurbanleague.org">tlegrair@akronurbanleague.org</a></td>
<td></td>
</tr>
<tr>
<td>Alexandria, Virginia</td>
<td>Diane McLaughlin</td>
<td>Northern Virginia Urban League 1315 Duke Street Alexandria, VA 22314 (703) 836-2858 Cell: (703) 851-8222 E-mail <a href="mailto:diane.mclaughlin@live.com">diane.mclaughlin@live.com</a></td>
<td></td>
</tr>
<tr>
<td>Alton, Illinois</td>
<td>Brenda Walker McCain</td>
<td>Madison County Urban League 408 East Broadway Street P.O. Box 876 Alton, IL 62002 (618) 463-1906 FAX# (618) 463-9021 E-mail <a href="mailto:bkwm51@aol.com">bkwm51@aol.com</a></td>
<td></td>
</tr>
<tr>
<td>Atlanta, Georgia</td>
<td>Nancy Flake Johnson</td>
<td>Urban League of Greater Atlanta 230 Peachtree Street NE, Suite 2600 Atlanta, GA 30303 (404) 659-1150 FAX# (404) 659-5771 E-mail <a href="mailto:njohnson@ulgatl.org">njohnson@ulgatl.org</a></td>
<td></td>
</tr>
<tr>
<td>Aurora, Illinois</td>
<td>Theodia Gillespie</td>
<td>Quad County Urban League 1685 N. Farnsworth Avenue Aurora, IL 60505 (630) 851-2203 Cell: (630) 640-0943 E-mail <a href="mailto:theodia@aol.com">theodia@aol.com</a></td>
<td></td>
</tr>
<tr>
<td>Austin, Texas</td>
<td>Quincy Dunlap</td>
<td>Austin Area Urban League 8011 Cameron Road – Building A-100 Austin, TX 78754 (512) 478-7176 FAX# (512) 478-1239 E-mail <a href="mailto:quincy_dunlap@aaul.org">quincy_dunlap@aaul.org</a></td>
<td></td>
</tr>
<tr>
<td>Baltimore, Maryland</td>
<td>Tiffany Majors</td>
<td>Greater Baltimore Urban League 512 Orchard Street Baltimore, MD 21201 (410) 523-8150 FAX# (410) 523-4022 E-mail <a href="mailto:tmajors@bul.org">tmajors@bul.org</a></td>
<td></td>
</tr>
<tr>
<td>Battle Creek, Michigan</td>
<td>Kyra Wallace</td>
<td>Southwestern Michigan Urban League 172 West Van Buren Street Battle Creek, MI 49017 (269) 962-5553 FAX# (269) 962-2228 E-mail <a href="mailto:kyraul@swmul.org">kyraul@swmul.org</a></td>
<td></td>
</tr>
<tr>
<td>Binghamton, New York</td>
<td>Jennifer Lesko</td>
<td>Broome County Urban League 43-45 Carroll Street Binghamton, NY 13901 (607) 723-7303 FAX# (607) 723-5827 E-mail <a href="mailto:jlesko@bcul.org">jlesko@bcul.org</a></td>
<td></td>
</tr>
<tr>
<td>Birmingham, Alabama</td>
<td>William Barnes</td>
<td>Birmingham Urban League 1229 3rd Avenue North Birmingham, AL 35203 (205) 326-0162 FAX# (205) 521-6951 E-mail <a href="mailto:william.barnes@birminghamul.org">william.barnes@birminghamul.org</a></td>
<td></td>
</tr>
<tr>
<td>Boston, Massachusetts</td>
<td>J. Keith Motley</td>
<td>Urban League of Eastern Massachusetts 88 Warren Street Roxbury, MA 02119 (617) 442-4519 FAX# (617) 442-9813 Email: <a href="mailto:keith.motley@umb.edu">keith.motley@umb.edu</a></td>
<td></td>
</tr>
<tr>
<td>Buffalo, New York</td>
<td>Brenda McDuffie</td>
<td>Buffalo Urban League 15 Genesee Street Buffalo, NY 14203 (716) 250-2400 FAX# (716) 854-8960 E-mail <a href="mailto:bmcduffie@buffalourbanleague.org">bmcduffie@buffalourbanleague.org</a></td>
<td></td>
</tr>
<tr>
<td>Canton, Ohio</td>
<td>Diane Stevens Robinson</td>
<td>Greater Stark County Urban League, Inc. 1400 Sherrick Road, SW Canton, OH 44707-3533 (330) 754-1576; FAX# (330) 615-1493 E-mail: <a href="mailto:829drobison@gmail.com">829drobison@gmail.com</a></td>
<td></td>
</tr>
<tr>
<td>Charleston, South Carolina</td>
<td>Otha Meadows</td>
<td>Charleston Trident Urban League 1064 Gardner Road, Suite 216 Charleston, SC 29407 (843) 769-8173 FAX# (843) 769-8193 E-mail <a href="mailto:otha.meadows@ctul.org">otha.meadows@ctul.org</a></td>
<td></td>
</tr>
<tr>
<td>Charlotte, North Carolina</td>
<td>William Teddy McDaniel</td>
<td>Urban League of Central Carolinas, Inc. 740 West 5th Street Charlotte, NC 28202 (704) 373-2256 FAX# (704) 373-2262 Email <a href="mailto:teddy.mcdaniel@urbanleaguecc.org">teddy.mcdaniel@urbanleaguecc.org</a></td>
<td></td>
</tr>
</tbody>
</table>
FORT WAYNE, INDIANA
Dr. Quinton Dixie, Interim President
Fort Wayne Urban League
2135 South Hanna Street
Fort Wayne, IN 46803
(260) 745-3100
Cell: (260) 580-4726
E-mail: qdixie@fwurbanleague.org

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Houston Area Urban League
1301 Texas Avenue
Houston, TX 77002-3508
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FAX# (713) 393-8787
E-mail judrob@haul.org

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Gwen Grant, President
Urban League of Greater Kansas City
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Kansas City, MO 64108
(816) 471-0550
FAX# (816) 471-3064
E-mail gggrant@ulkc.org

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3101 Broadway
Gary, IN 46409
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FAX# (219) 887-4519
E-mail vallen@ulofnwi.org

INDIANAPOLIS, INDIANA
Tony Mason, President
Indianapolis Urban League
777 Indiana Avenue
Indianapolis, IN 46202
(317) 693-7603
FAX# (317) 693-7613
E-mail tmason@indplsul.org

KNOXVILLE, TENNESSEE
Phyllis Y. Nichols, President
Knoxville Area Urban League
1514 East 5th Avenue
P.O. Box 1911
Knoxville, TN 37917-1911
(865) 524-5511
FAX# (865) 525-5154
E-mail pynichols@thekaul.org

GRAND RAPIDS, MICHIGAN
Joseph D. Jones, President
Grand Rapids Urban League
745 Eastern Avenue, S.E. Grand Rapids, MI 49503
(616) 245-2207
FAX# (616) 245-6510
E-mail jjones@grurbanleague.org

JACKSON, MISSISSIPPI
Beneta Burt, President
Mississippi Urban League
2548 Livingston Road, Suite 1
Jackson, MS 39213
(601) 987-6783
FAX# (601) 987-6846
E-mail: benetaburt@bellsouth.net

LAS VEGAS, NEVADA
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