



National  
Urban League



# THE NEW NORMAL

Diverse, Equitable & Inclusive

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2021 ANNUAL REPORT



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“Few events have shaped American history and our national perspective on racial inequity as profoundly as the COVID-19 pandemic. It didn’t simply unmask the stark racial inequities in our economic, health care, and criminal justice status quo; it gave rise to a determined resistance and fueled a demand for racial justice. That demand, in turn, triggered a backlash that resists any recognition of these inequities, much less a need to dismantle them. The tension between these forces has stalled America at a crossroads of racial reckoning. One path leads backward to marginalization, discrimination, and segregation. The other leads forward, toward The New Normal: Diverse, Equitable & Inclusive.”

– Marc H. Morial



# A MESSAGE FROM THE PRESIDENT



MARC H. MORIAL  
President & CEO

A handwritten signature in black ink, appearing to read "m h morial".

As the nation began to emerge from the three pandemics of COVID-19, economic collapse and racial unrest, the National Urban League in 2021 launched the fight for “a new normal” that is diverse, equitable and inclusive.

The vaccine rollout repeated the same pattern of racial disparity that marked the pandemic itself: a toxic mix of targeted misinformation and systemic inequities created a racial vaccine gap. The National Urban League responded with All In Against COVID-19, an initiative to close the gap and help Black Americans “get the facts and get the vaxx.”

Weeks into the new year, the anti-democratic wave that began to rise after the 2008 election broke against “The Big Lie,” the relentless campaign to sow doubt about the 2020 presidential campaign and culminated with an astonishing violent attack on the U.S. Capitol. Despite the best efforts of armed insurrectionists, the foundations of democracy held firm and the duly-elected President and Vice President were inaugurated.

With the National League’s input and support, the American Rescue Plan began breathing new life into the American economy. The Civil Rights Division of the U.S. Justice Department was restored, with some of the nation’s most experienced and effective civil rights leaders at its helm. By the end of the year, at least three-quarters of American adults were at least partially vaccinated, and millions of school children had returned to in-person learning.



As the National Urban League rose to meet new challenges, our future headquarters began to rise in Harlem. The Urban League Empowerment Center also will include the Urban Civil Rights Museum Experience, affordable housing, below-market office space for non-profits, and retail space. With construction underway, we gathered at the site in June with community groups, city and state elected officials, and economic development partners for a community celebration.

We channeled the passion of last year's racial justice protests into a comprehensive framework for criminal justice advocacy, *21 Pillars for Redefining Public Safety and Restoring Community Trust* and launched the Heartland Tour to promote the plan. We began in Columbus, Ohio, where unprovoked violence against peaceful protesters was described as "the sad tale of officers, clothed with the awesome power of the state, run amok." We continued in Louisville, Kentucky, where Breonna Taylor's killers escaped consequences after prosecutors misled a grand jury. In each of these cities, trust between police and community is broken. *21 Pillars* outlines the path forward for restoration of trust and meaningful change.

The year also brought two milestones in the history of the National Urban League. As we prepared to celebrate the 100<sup>th</sup> anniversary of the birth of one civil rights icon, Whitney M. Young, on July 31, we lost his equally iconic successor, Vernon Jordan, on March 1. The work of the National Urban League and the Urban League Movement in the challenging and hopeful year of 2021 carried on the legacy of both of these Visionary Warriors.

# 2021





# Workforce Development and Entrepreneurship

Urban Youth Empowerment Program (UYEP) was renamed/absorbed into the Urban Youth Reentry Jobs Program.

In 2021, Urban Youth Reentry program had 88 participants, 14 were placed in jobs.

In 2021 Urban Tech Jobs Program (UTJP)

- Enrolled 198 participants into training programs
- 59 participants secured a industry credential
- 39 participants secured an employment credential
- 28 participants were placed in jobs

In 2021, Urban Reentry Jobs Program (URJP) 81 of 262 participants were placed in jobs.

In 2021 136 individuals enrolled in local registered apprenticeship and pre-apprenticeship programs.

Urban Youth Pathways (UYP) launched in July 2021, with \$4 million in funding from the Department of Labor (DOL). The program compliments NUL's signature education program, Project Ready, by providing youth ages 14-21 with career readiness support. At the end of 2021:

- 494 participants had a work experience,
- 179 participants entered post-secondary education or occupational skills training
- 151 participants entered unsubsidized employment.

For the Urban Seniors Jobs Program (USJP)

- 92 participants were placed into jobs in 2021.
- 90% of participants lived below the poverty level prior to entering the program
- 5% of participants lacked college education
- Participants placed in jobs worked 30 hours per week on average with median earnings of \$13 per hour.

**The Urban League Entrepreneurship Centers**, located in 12 affiliate markets across the nation, equipped minority entrepreneurs with the management skills needed to grow their businesses, obtain financing or contracts and create or preserve jobs.

In 2021, The National Urban League was selected by the Small Business Administration as a Tier 1 Hub and awarded an \$8 million grant which allowed the Entrepreneurship Division to fund 25 Urban League affiliates to provide training and counseling services to small businesses across the nation.

The National Urban League has spent many years counseling and training minority entrepreneurs, and in 2021 we were actively engaged in grantmaking to under-resourced minority businesses.

Our partnerships with the PepsiCo Foundation, the Black Restaurant Accelerator, has granted over \$1 million dollars to restaurants, and Round it Up America with Office Depot has provided over \$100K to minority entrepreneurs across various industries.

Urban League Entrepreneurship Centers provided a combined 51,478.33 hours of business counseling and training services to 29,414 participants; and assisted clients in procuring more than \$87,242,703 in financing, equity, grants, bonding, and contracts; while helping to create or save over 900 jobs.

# Education and Youth Development

## Equity, Data & Impact

- In August and September 2021, Dr. Lydia Isaac and Dr. Wendy Castillo developed a youth wellness needs assessment questionnaire for staff operating youth programs across the Affiliate Movement. Twenty-three affiliates responded. Key findings include the top issues facing our young people: Mental Health, Crime, Poverty, and Racism. Affiliate staff reported wanting access to urban farming, community social workers, mental health support groups, nutritionists, and Trauma-Informed Care (TIC) training.
- In July 2021, the *Project Ready* team, Dr. Castillo, and the Innovations Department worked on streamlining Individual College/career Development Plan (ICDP) by converting it to webform so that the form and related information are more easily incorporated into our main database, CiviPDM.
- From July to September, the NUL team provided feedback to Creative Research Solutions on the *Project Ready* impact and implementation evaluation plan. The plan was finalized by Creative Research Solutions, which allowed NUL to host six onboarding and orientation meetings for affiliate staff participating in our in-depth case studies. Currently, these same six affiliates are attending data/evaluation assessment meetings to better understand how *Project Ready* is implemented, but also what relevant data is and the way data should be collected.
- In September, Dr. Castillo and the 2021 Researcher in Residence finished *Project Ready* reports for affiliates and for internal review. Key indicators include an overall 54% college enrollment rate and over 2,000 enrolled students across the 14 years of *Project Ready* operations. In Q4, the *Project Ready* team will host webinars to present the data to affiliates and teach them how to incorporate it in their advocacy, policy, and programming work.

- In September 2021, Dr. Castillo collaborated with the housing division to write an impact brief on the success of the Esusu app (a rotational savings platform) in ten affiliate communities. The Esusu platform enabled our Urban League participants to increase their total overall savings by \$318,694. On average, clients saved \$568 dollars. Over the course of the initiative, there was also an increase in credit scores of 63 points.
- From June 2021 to September 2021, Dr. Castillo led a team of two interns to develop Factsheets for all 90 affiliates. Factsheets merged six publicly available datasets and produced reports at the county level, which included demographic, education, workforce development, and health indicators. In Q4 2021, the Programs Department will host webinars to present the data to affiliates and teach them how to incorporate it in their strategies, programs, and initiatives.

## NUL Youth Council

- On Thursday, September 23, during a Youth Council Ceremony, the EYD team hosted virtually, celebrating the success of the 2021 class and reflections from the experiences of the youth throughout the year. The student testimonies were clear; the NUL listened and provided access and opportunities to listen to their perspectives. During the Ceremony, leadership and staff inducted the 2022 class of students. The new class has 18 student members, four returning students from the previous class—the students nominated are from 18 Urban League affiliates. The Ceremony included Urban League affiliate staff, students, and parents. The 2022 youth council will include monthly meetings preparing members to be youth leaders, participate in youth leadership opportunities, and act as advocates using their youth voice.



## Scholarships

- NUL has two fantastic scholarship projects planned for our youth. The first is the Denny's Hungry for Education scholarship. Via this partnership, NUL will award five Youth Council members a \$2,000 scholarship toward college.
- Secondly, in late 2020, NUL established the "Seat at the Table" Scholarship in partnership with Mars Foods Ben's Original™ brand, with the United Negro College Fund (UNCF) serving as the scholarship fund administrator. The scholarship will cover education-related expenses for students towards the completion of either a food science, nutrition, or culinary arts certificate, Associate or Bachelor's degree.
- Adenike Huggins is the NUL lead on the scholarship, and utilizing existing NUL tools and resources, will manage the range of supports (educational advising and financial literacy) that recipients will receive. The first "Seat at the Table" scholarship recipients will be announced in Q4 2021.

## Project Ready

### Program Technical Assistance & Capacity Building

In continued support of building the capacity of the thirty-one funded sites, Darlene Marlin, Kendell Monk, and Mickael Silangil offered a series of training targeting the 40 newly hired team members and interns this year serving in various capacities.

*Project Ready* staff also added a New Hire Orientation to our series of training. The orientation provided an overview of NUL, our history, the Affiliate Movement, and NUL's signature programs. The session provided an opportunity for affiliate staff to meet NUL EYD leadership members and learn more about Project Ready goals and upcoming professional development opportunities.

During the quarter, the EYD program team held a staff training session on our CiviPDM (Program Data Management) resource that allows staff to enter student data to track and monitor their outcomes within the program. NUL utilizes this data to manage the portfolio, identify high-performers, and develop supports and interventions as necessary.

Affiliate *Project Ready* staff were trained on Kuder Navigator, our e-career navigator tool that allows students to self-identify with careers based on their self-interests, skills, and workplace values. Affiliate staff learned to generate reports on the data collected from students and parents to inform program activities for the school year. Additionally, the training offered strategies for creating individual career plans for the students based on the results of their interest assessment.

### Project Ready Mentor

- Since the kickoff of NUL's new online *Project Ready* mentor portal, 249 mentors have been recruited and assigned to 22 mentor sites. Eighteen mentor sites have hosted orientation sessions for eligible mentors and are currently determining the appropriate mentor/mentee match across several indicators. Mentees and parents also participate in a separate online orientation to understand the expectations and boundaries of the mentor-mentee relationship. In late October, mentors will gain access to our Signal Vine two-way texting application to offer e-mentorship monitored by local and national staff.
  - Affiliate staff have been attending training around the elements of effective mentoring practices to continue recruitment, screening, and matching for mentors while providing additional support for maintaining and supporting the mentorship relationships in-person and virtually. As a ongoing component of our approach, NUL extended an invitation to registered mentors to complete training around ethics and safety in a mentoring relationship.
- On July 9, 2021, AbbVie's diversity and inclusion employee group attended a meeting with the EYD *Project Ready* team to learn more about *Project Ready* Mentor and the opportunity to become a mentor. This approach is central to the five-year NUL- AbbVie partnership and investment. Ninety AbbVie employees applied, and fifty-one employees completed the eligibility requirements to become approved mentors. On August 16, 2021, NUL and AbbVie hosted a kickoff event that welcomed the AbbVie, NUL Mentor Team & UL affiliate staff to the project and partnership.
- Similarly, on July 20, 2021, Nestle's employees were invited to a meeting hosted by NUL's Project Ready team in order to learn more about Project Ready Mentor and the opportunity to become a mentor. Sixty employees applied to be a mentor, and twenty-two completed the requirements to become eligible mentors. In August 2021, NUL hosted three workshops for employees in order to prepare them for the opportunity and program.

## WORKSHOP TOPICS:

- August 3, 2021- Virtual Mentorship & Engagement
- August 10, 2021- Urban League Affiliate Orientation
- August 17, 2021- Effective Mentoring Practices

## 2021 Youth Leadership Summit

- This year's Virtual Youth Leadership Summit exceeded our attendance and reach goals. We are happy to report the combined number of views via our website & social media platforms, yielding 2,092 views. This number exceeded our goal of 1,000 views with the potential to continue to increase over the next quarter and into 2022.
- The 11th Annual *Project Ready* Case Competition empowered youth participants to compete for awards and prizes at the Youth Leadership Summit (YLS). There are two (2) rounds in the *Project Ready* Case Competition; in the 1st round, student-led *Project Ready* teams from around the country analyzed, prepared, and submitted their best solution to this year's case. In the 2nd round, two teams of finalists competed amongst a panel of judges.
  - Public safety was at the core of this year's prompt. Public Safety is a crucial element to individual and community prosperity by enabling interpersonal relationships to flourish and protecting mental, physical, and emotional wellness. Students utilized the National Urban League's framework, the 21 Pillars for Redefining Public Safety and Restoring Community Trust, in order to develop their strategy and responses.
  - The two finalist teams were the Chicago Urban League and the New York Urban League. The Chicago Urban League team identified the Chicago Police Department's pattern and history of using deadly force and brutality, specifically in Black and Latino communities. The New York Urban League identified distrust between communities and police. We are pleased to share that the Chicago Urban League was the winner of the 2021 Case Competition.
  - The Virtual Youth Leadership Summit, including additional affiliate team submissions for the 2021 *Project Ready* Case Competition, can be viewed here:  
<https://nul.org/event/2021-youth-leadership-summit>.

## Equity and Excellence Project (EEP)

- From January 2021 through the end of August 2021, the NUL team led by Adenike Huggins, MPA facilitated the Disconnected Participatory Youth project. We identified 26 young people across the country who were recruited from Urban League affiliates to learn about their experiences during COVID-19 and why they disconnected from formal education. Youth participated in storytelling training and interviewed each other. Video and audio recordings took place in May 2021. [Emerging Voices From the Pandemic: Students Speak Out | National Urban League \(nul.org\)](#)
  - National Urban League premiered the *Unmasked Stories of Inequity* film series entitled: "Emerging Voices from the Pandemic: Students Speak Out." The series consists of 13 mixed media stories told by high school students about their learning experiences during the COVID-19 pandemic. On October 28, the policy team will host a live webinar featuring some student participants. Students will recount their experiences during the webinar, share recommendations, and update us on where they are today.
- From June 2021 to September 2021, Dr. Wendy Castillo led a team of two interns to develop Factsheets for all 90 affiliates. Factsheets merged six publicly available datasets and produced reports at the county level (Over 200 sheets were created) and include demographic, education, workforce development, and health indicators. In Q4, we will host webinars to present the data to affiliates and teach them how to incorporate it in their policy and programming work.
- In June 2021, Adenike Huggins, MPA, NUL's Senior Director of Education Policy and Advocacy, and Dr. Castillo participated in an Ed Finance Mini-Course through Georgetown University. The immersive three-day course included a primer on ESSER funding. Through scenario-based activities, they learned that districts could identify priorities and direct funding in equitable ways.
- In July, 2021 the NUL Education Policy team, along with the Washington Bureau team, held a webinar titled "*The Battle for Truth in History & The Next Generation.*" In partnership with the CEO Nichols (Knoxville) and Associate Professor of Law Janel Grant, Dr. Horatio Blackman discussed the anti-equity, anti-critical race theory movement with Urban League Affiliates. The Washington Bureau team, along with the NUL Education



Policy team, also developed a Critical Race Theory Guidance document for the Affiliate leaders to use to educate and advocate around CRT in their communities and across their state.

- On July 23, Dr. Blackman presented at a virtual convening titled the “SoLD Alliance Workshop on Understanding and Addressing the Backlash to Critical Race Theory and Equity.” Leaders from over 50 organizations joined the conversation, including from American Institute for Research, The Education Trust, Learning Policy Institute, and City Year.
- EYD worked on and is in the final editing phase of NUL’s Social and Emotional Learning (SEL) Principles document and associated rubric. Our intention with these resources is to ensure that these approaches advance equity and excellence as the nation’s schools implement social and emotional learning as critical supports for students and educators alike. The documents will be released in Q4 2021 to affiliates and partners.
- From October 2021 through February 2022, NUL partnered with The Education Trust on the Future of Assessments project. NUL ran 15 focus groups with parents and families on their views and experiences with assessments. The goal was for National Urban League to leverage the Urban League Affiliate movement to add community voice to the direction of future state/federal assessment policy.
- The Urban League of Louisiana, Urban League of Greater Southwestern Ohio, and Urban League of Greater Cleveland continue to make progress toward “Building Public Will, Voice, and Agency for Equity and Excellence” as they deepen local coalitions to move the needle on locally-resonant education challenges. This work has been supported through funding from the William and Flora Hewlett Foundation.
- National Urban League continues to work on the development of the Youth Voice Toolkit alongside representatives from Institute for Educational Leadership, Every Hour Counts, National Indian Education Association, Afterschool Alliance, and National Afterschool Association on a pooled funding project through Grantmakers for Education.

- NUL & UnidosUS formally launched our Future of Assessment & Accountability Project being funded by the Chan Zuckerberg Initiative, The Walton Family Foundation, & The William and Flora Hewlett Foundation. The goal of the project is to broaden perspectives on assessment and accountability systems and provoke thinking.

### **Equity Centered Pipeline Initiative**

- December 2021, Dr. Hal Smith, SVP of Education, Youth Development & Health led the community stakeholder portion of the Professional Learning Community virtual convening. At the end of March 2022, the second virtual PLC will be held and Dr. Smith will lead the community stakeholder sessions. Following this PLC, EYD staff will work with all eight participating districts to support their community stakeholder engagement efforts.

# Health and Quality of Life

## CDC Partnering for Vaccine Equity Grant

- In February 2022, 35 Urban League affiliates were awarded funding to reduce racial and ethnic disparities in COVID-19 and flu vaccine uptake through the *CDC Partnering for Vaccine Equity* grant (Year 2).
- In Year 2 of this grant work, affiliates are focusing on strengthening the coalitions they built in Year 1 of their vaccine outreach to increase trust in and access to these life-saving vaccines. The NUL HQL Team has convened monthly Learning Collaborative sessions to introduce partners and strategies to help affiliates build capacity to enrich and formalize their vaccine equity coalitions.
- The CDC invited UnidosUS and NUL to assemble round table events to engage key stakeholders, including Affiliate leaders, fellow CDC-funded organizations, and other health equity champions in a high impact meeting to discuss how to continue the momentum in addressing future public health challenges with an equity lens.

## HRSA Community-Based Workforce Grant

- In late 2021, NUL was awarded an \$11.125 million grant from the Health Resources & Services Administration (HRSA) to hire, train and support a community-based workforce to vaccinate their communities against COVID-19. In January 2022, affiliates in Knoxville, Kansas City, Mississippi, Oklahoma City, Houston, and St. Louis began onboarding 20 FTE Community Health Navigators each to help community members navigate the process of getting vaccinated.
- As of May 31, 2022, 126 Community Health Navigators have been hired and trained; Navigators initiated 131,386 interactions with community members to discuss the vaccines and connect them to vaccine opportunities; and 4,479 vaccinations have been given.

## Additional Vaccination Efforts

- From August 2021-March 2022, NUL partnered with Federation of Protestant Welfare Agencies (FPWA) to engage in a comprehensive outreach campaign to overcome vaccine hesitancy in Black communities across NY state. In Nov 2021, affiliates in NYC, Buffalo, Rochester, and Westchester began conducting outreach in their communities for this campaign, training 281 individuals to promote vaccines, holding 33,170 conversations with community members through phone/text/in-person interactions, and distributing 12,989 campaign materials to communities.
- We've worked on an effort with the United Way of New York focusing on comprehensive outreach and public education about the COVID-19 vaccine in four churches in Los Angeles, CA, and Indianapolis, IN.
- In December 2020, NUL was awarded the multi-year Merck Foundation Grant to leverage COVID-19 vaccine outreach work to build coalitions around advancing health equity in four affiliates communities: Kansas City, MO; Hartford, CO; Rochester, NY and Pittsburgh, PA. In Q1 and Q2 of 2022 the affiliates worked on beginning their Ready for Implementation Plans.

# Housing and Wealth Building

## Housing Counseling

NUL has been a HUD Approved Housing Counseling Intermediary for over 35 years. In 2021 we coordinated a network of 32 affiliates in 19 states and the District of Columbia that helped 39,238 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 2021, the League served approximately 5,500 homeowners (82% 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 65,000 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 5,000 people to build their financial balance sheets and increase their capacity and opportunities for continual growth, and another 6 affiliates have been in the process of establishing FEC operations that will launch in 2021 and 2022. And in addition to these Centers, in 2021, an additional 3,861 clients received financial coaching under the Project Reinvest grant across the NUL Housing Counseling Network.







# Equitable Justice & Strategic Initiatives Division

In 2021, THE DEPARTMENT OF EQUITABLE JUSTICE AND STRATEGIC INITIATIVES launched Justice Now, a bi-weekly Instagram Live series focusing on social justice issues produced by EJSI staff. Hosted by SVP Jerika Richardson, 16 shows were produced from April to December 2021, covering issues such as Policing, Voting Rights, Marijuana Legalization, Gun Violence, COVID/Education, Mental Health, and LGBTQ policy issues.

In 2021, the League relaunched its Reclaim Your Vote civic engagement campaign to advocate for voting rights, drive voter registration and turnout in 2021 local elections and 2022 midterm elections. EJSI has produced and/or assisted with at least 24 activations in every month from April 2021 through December 2021.

The National Urban League, EJSI, and the Washington Bureau worked with coalition partners and members of Congress on a bipartisan basis to amplify the call for widespread BIPOC participation in Census 2020 and for data equity thereafter. The League also sued the Trump Administration and won, preventing the administration from shortening the census count deadline.

EJSI spearheaded the process of updating League's 10-Point Justice Plan, previously released in 2014. The new "21 Pillars" was launched in April 2021 and released its activation toolkit in the Summer of 2021. The new plan is designed to engage and guide the Urban League Affiliate network, lawmakers, and advocates on national, state, and local level policing reform advocacy.

The 21 Pillars are captured in 5 sections: (1) building a restorative justice system through community collaboration, (2) police accountability, (3) changing divisive policing policies, (4) requiring transparency, reporting, and data collection, and (5) improving hiring standards and training.

EJSI spearheaded the National Urban League's 21 Pillars Tour, which sought to socialize the 21 Pillars platform and toolkit, as well as to provide on-the-ground support for Urban League Affiliates doing important public safety policy work.

As part of the 21 Pillars Heartland Tour, the League traveled to Columbus, Ohio and Louisville, Kentucky in 2021.

In September 2021, the National Urban League published its position paper and policy guidance document outlining equitable cannabis legalization. This comprehensive document seeks to ensure that communities who have been historically disenfranchised by systemic poverty, redlining, banking discrimination, mass policing and incarceration have access to these growing markets around the country. The National Urban League has joined the U.S. Cannabis Council DEI Taskforce to collaborate on these issues with various members of the industry and civil rights community. EJSI's leads the office in these efforts. The League's guidance identified the following areas of necessary action: social equity and community reinvestment, criminal justice, workforce deviltment, entrepreneurship, public health, and product safety. EJSI lead the development of this comprehensive document with the support of the League's Workforce and Health Equity Divisions.

EJSI's team has engaged with several Urban League affiliates on issues that require U.S. Department of Justice intervention. EJSI has been instrumental for providing research, drafting, personnel resources, and successful outreach and collaboration with the Department of Justice.



# WASHINGTON BUREAU

## 2021 HIGHLIGHTS

### Financial Services + Housing

- Secured passage of legislation to make the Minority Business Development Agency (MBDA) a permanent U.S. agency in the Infrastructure Investment and Jobs Act.
- Advanced the President's nomination of two African American candidates to serve as the next Federal Reserve Board Governors, as well as the President's selection of the first Black woman nominee to serve as Director of the Federal Housing Finance Agency.
- Partnered with housing equity groups and the nation's leading civil rights to encourage the Biden Administration to extend the CDC's lapsed eviction moratorium. This effort was ultimately successful, but a Supreme Court ruling struck it down shortly thereafter.
- Helped lead discussions on housing infrastructure priorities and outreach with other housing organizations including through submitting letters and questions to various Congressional committee hearings related to Urban League priorities in any final infrastructure package.
- Endorsed the Senate Small Business Committee Chairman's MBDA permanence legislation. This bill received committee approval, and a key provision of the legislation was included in the Senate's Infrastructure legislation, along with increased funding for the agency.
- Met with staff of 15 Senators on our priorities for equity in COVID relief, including using data from statewide summative assessments (as required under ESSA)
- Met with the Department of Education's Office of Elementary and Secondary Education's Assistant Secretary Ian Rosenblum to share Urban League priorities regarding assessments and regarding state plans for American Rescue Plan ESSER funding.
- Presented the COVID-19 Needs Assessment report to members of the Congressional Black Caucus, Congressional Hispanic Caucus, and Congressional Asian Pacific Islander Caucus.
- Endorsed 2021 Black Maternal Health Week Resolution, led by Reps. Adams, Underwood, and Booker.
- Endorsed Momnibus (Underwood) -- a collection of bills that offer funding, wrap-around services, and data collection/reporting directives to combat the Black maternal health crisis.
- Endorsed Anti-Racism in Public Health Act (Warren / Pressley)

### Education + Health

- Advanced Urban League principles for Early Care and Education in the Leadership Conference Civil Rights Principles for Early Care and Education.
- Submitted letter for the record on student loans and racial justice for Economic Policy Subcommittee (Senate Banking) hearing -- The Student Debt Burden and Its Impact on Racial Justice, Borrowers, & The Economy.
- Submitted comment letter on ED proposed priorities -- focused on the suggested prioritization of culturally relevant pedagogy (including 1619 project).
- Drafted and shared Urban League recommendations on reentry with staff in Peters and Portman (who are cosponsoring the Reentry Employment Opportunities Act).
- Sent letter to House urging passage of Paycheck Fairness Act (DeLauro), which addresses wage discrimination on the basis of sex.
- Endorsed Rep. Scott's *National Apprenticeship Act* (using same language from last year, which includes Urban League language on equity intermediaries and pre-apprenticeship).
- Advanced the National Urban League's job training and workforce development priorities with the House Education and Labor Committee and Senate HELP Committee.

### Workforce/Jobs



- Submitted written comments to DOL on increasing the minimum wage for federal workers to \$15 (and indexing it to inflation).
- Joined the Medicaid Reentry effort to get Medicaid services to individuals preparing to leave incarceration 30 days prior to their release date.

## Advocacy

- Ongoing advocacy for comprehensive voting rights legislation including partnership with NAACP to promote Senate Civil Rights Scorecard with 25,000 community reach and more than 2,400 congressional contacts during Q4 2021/Q1 2022.
- Created voting rights toolkit to assist Urban League affiliates and auxiliaries with education, awareness, and socializing to support our ongoing voting rights campaign in Q1 2022.
- In Q1 2022 launched campaign to uplift the Senate confirmation of Judge Ketanji Brown Jackson to the U.S. Supreme Court with 6,000 community reach.
- Leading up to tax season 2022 launched several public awareness campaigns promoting federal poverty reduction programs such as the Earned Income Tax Credit (EITC) and Child Tax Credit (CTC) with 26,000 community reach during Q4 2021 / Q1 2022.
- Launched public awareness campaigns promoting enrollment for the Emergency Broadband Benefit (4,200 community reach), free COVID-19 home tests (6,100 community reach), and ACA marketplace (4,100 community reach).

## Social Justice

- Submitted policing reform recommendations on behalf of our legacy civil rights partners to the administration and joined them in a series of meetings with the White House to share our priorities and feedback on the President's executive order outline.
- Joined the Marijuana Justice Coalition and joined fellow members in advocating for the MORE Act (the House marijuana decriminalization bill).
- Advocated for the inclusion of the Military Justice Improvement Act in the NDAA, which includes changes important to women and communities of color in the military justice system.
- Released the Civil Rights Scorecard on Voting Rights, along with NAACP, NCNW, and NCBCP which grades Senators' support of voting rights legislation and filibuster reform.
- Participated in high-level, WH Chief of Staff meeting with civil rights organizations on voting rights, encouraging the President to hold a major speech on the topic.
- Joined a letter with the Leadership Conference to Sec. Blinken and Sec. Mayorkas calling for an immediate designation of Temporary Protected Status for Cameroon, given recent intel about the potential stalling of the designation.

## External Engagement SOBA podcast

- The State of Black America podcast produced 10 episodes in Q4 2021/Q1 2022. Guests have included: Nana Gyamfi (BAJI), Natasha Alford (theGrio), Cameka Smith (BOSS), Glynda Carr (Higher Heights for America), Mini Timmaraju (NARAL Pro-Choice America), Trey Baker (White House), Helen Butler (Georgia Coalition of the People's Agenda), Jelani Cobb (The New Yorker), and Sholandan Hollingshed (NULYP).









**21 Pillars Heartland  
Tour Empowering  
Communities to  
Redefine Public Safety**





# Affiliates

**92**

Affiliate offices  
on the ground

**300**

Communities Served

**4.7M**

People Served

**5,000**

Guild and YP Volunteers



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.

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Nathaniel P. Moore	Jason Oliver	Brian Powers
Alexander Morgan	Olorunfunmi Oliyide	Darlene Price
J. H. Morgan, Jr.	Terry Ollila	Glenn M. Price

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Katherine Proctor	Nicole L. Robinson	Matthew F. Shannon
Jeffrey Pruzan	T. Sherwood Robinson	Donna Shaw
Ulric Y. Pryce	Ethel Mitchell Rock	David Shepherd
Julian Purdy	Linda and Peter Roddy	Ian Shepherd
Eric Quantock	Dena Rodrick	Paige Shevlin
Peggy A. Quince	Matlock Rogers	George I. Shirley
Marilyn and James S. Raby	Victoria Romero	Barbara Silverstein
Kaitlin E. Rainsberger	Sandy Royster	The Simon Family
Kathryn E. Ramminger	David Rublin	Jeffrey A. Sironi
Rich Randall	Allison Ruedig	Lisa Skates
Ian Ratner	Carol B. Russell	Brian S. Slick
Andres Ravinet	Dylan Russell	Debra W. Smith
Thomas L. Ray	Patricia and Lawrence Rutkowski	David Smith
Jessy Reaves	Lois H. Ruttenberg	Dorothy D. Smith
Christopher D. Reddick	Benjamin Ryan	Jasmine A. Smith
Gregory Redmond	Karen D. Ryan	Matthew Smith
Ann Reed	Martin Sacchi	Michael Smith
Deloris H. Reeves	Eric Salzman	Rosanne Smith
Rinat Mevorach Regev	Sarah Samuel	R. Spencer Smith
Laurie and Roy L. Regozin	Desi Santana	Phillip Snyder
Charles Reid	Willie Sanders	Charles Spearman
Ray Reid	Patrick Scalise	Osborne A. Spence
Taylor Reinhart	Matthew Schauer	Andrew Sprague
Nick Revel	Robert Schiemann	John N. Squiers
Angela Rhea	Jessica Schmidt	Melissa L. Staggs
Jerry Rice	Katherine Schneider	John R. Stallone
David Rich	Thomas J. Schoen	James Stanley
Donald K. Richards	William C. Schoenhard	Steven Starzynski
Amy I. Richardson	Ryan Schroeder	Charles Stephens
Cy Richardson	Alexandra Schultz	Michael Stevens
Joseph L. Richardson	Keri Carkeek and Miles Schwartz	Betty Beverly-Stigger
Marna Ricker	Timothy J. Schwartz	Lona Stoll
Thomas Riley	Deven A. Scott	Douglas Stone-Weaver
Kyleni Rivers	Jonathan A. Scott	Lisa Stotts
Omar Roberson	Sam Scow	George W. Stubbs, MD
Richard Robertson	Cleophu Scrutchions, Jr.	Jonathan H. Sumner



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 Shireen Taylor  
 Brian Templet  
 Albert J. Terry  
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 Freddie M. Thompson  
 Theodis Thompson  
 John E. Tilley  
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 Calvert F. Tolbert, Jr.  
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 Rachel Tressy  
 Rachel Trombetta  
 Daniel N. Trompeter  
 Greta M. Trotman  
 Sylvia H. Tureaud  
 Aaron Turner  
 Kathryn Turner  
 Sandra Turrick  
 Anatalio Ubalde  
 Sally E. Unger  
 Thomas Vanasse  
 Isabelle M. Verdini  
 Jaylyn Victoria  
 Andrew Vincent  
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 Hattie Walker  
 Kevin Walker  
 Robert C. Walker  
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 John P. Wanderer  
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 Anne Weir  
 Paul Wells  
 Matthew G. Wengraitis  
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 Anna White  
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 Chana Wilkerson  
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 Hope Williams  
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 Erik Wingate  
 Vincent Wingate  
 Alberlynn Woods  
 Tomeco Woods  
 Elizabeth Worcester  
 W.E. Wright  
 Tanner Yager  
 Alexander Yang  
 James E. Young  
 Marcia Young and Family  
 Stanley L. Young  
 Wynia L. Young  
 Eric P. Youngman  
 Josiah Zanghi  
 William Zheng  
 Andra Zimmerman  
 Daniel Zollars

**Legacies & Bequests**

Estate of Lionel Hampton\*  
 Estate of Ruth B. Jaynes\*  
 Estate of Sinclair Lewis\*  
 Mrs. Edith Katcoff\*  
 Estate of Jeffrey E. White\*

\* Deceased

\*\*Includes In-Kind Contributions

# 2021 Financial Statements

## CONSOLIDATED STATEMENTS OF FINANCIAL POSITION as of December 31, 2021

2021

### ASSETS

Cash, cash equivalents and restricted cash	\$61,625,604
Restricted cash deposit held in escrow	30,303,779
Funds held in escrow by others	1,950,744
Prepaid expenses and other assets	1,000,193
Grants and pledges receivable, net-current	27,880,314
Grants and pledges receivable, net-non-current	19,846,914
Franchise fees receivable, net	59,000
Investments	156,976,563
Loan receivables- NMTC	13,031,450
Loan receivables	250,000
Other assets	2,186,147
Interest rate swap agreement	125,913
Operating lease right of use assets	14,929,436
Property and equipment, net	33,908,134
<b>Total assets</b>	<b>\$364,074,191</b>

### LIABILITIES AND NET ASSETS

#### Liabilities

Accounts payable and accrued expenses	\$8,419,523
Accrued payroll and vacation benefits	846,870
Accrued defined contribution costs	477,500
Contract advances and other deposits	1,148,823
Bonds payable (net of debt issuance cost \$113,438)	26,127,690
Loan payable-NMTC (net of debt issuance cost of \$1,749,587)	16,400,413
Loan payable-bank (net of debt issuance cost of \$48,212)	6,813,528
Loan payable-other	500,000
Operating lease liability	7,227,602
SBA loan include interest of \$49,946	-
Accrued pension benefit costs	3,930,721
<b>Total liabilities</b>	<b>71,892,670</b>

#### Net assets (deficit)

##### Without donor restrictions

Undesignated	27,068,701
Board designated	41,000,000
Pension related	(8,617,110)
<b>Total without donor restrictions</b>	<b>59,451,591</b>

##### With donor restrictions

Total net assets	232,729,930
<b>Total liabilities and net assets</b>	<b>292,181,521</b>
	<b>\$364,074,191</b>

**CONSOLIDATED STATEMENT OF ACTIVITIES**

for the Year Ended December 31, 2021

	Without Donor Restrictions	With Donor Restrictions	Total
<b>OPERATING ACTIVITIES</b>			
<b>Revenue, Gains, and Other Support</b>			
Government grants and contracts	\$22,656,858	\$ -	\$22,656,858
Donated materials, services and other assets	8,697,586	-	8,697,586
Contributions	4,884,119	57,189,316	62,073,435
Legacies and bequests	867,509	-	867,509
Special events	1,545,045	-	1,545,045
Program service fees	4,772,960	-	4,772,960
Franchise fees	202,000	-	202,000
Net investment return designated for current operations	1,082,162	-	1,082,162
Sale of publications	1,570	-	1,570
Other	488,731	125,486	614,217
<i>Net assets released from restrictions</i>			
Satisfaction of restrictions	29,460,313	(29,460,313)	-
<b>Total revenue, gains, and other support</b>	<b>74,658,853</b>	<b>27,854,489</b>	<b>102,513,342</b>
<b>OPERATING EXPENSES</b>			
<b>Program Services</b>			
Economic empowerment	28,092,794	-	28,092,794
Education and youth empowerment	6,128,261	-	6,128,261
Civic engagement and leadership empowerment	14,912,875	-	14,912,875
Technical assistance to affiliates	3,334,793	-	3,334,793
Health and quality of life empowerment	7,141,656	-	7,141,656
Civil rights and racial justice empowerment	356,793	-	356,793
Urban empowerment	5,868	-	5,868
<b>Total program services</b>	<b>59,973,040</b>	<b>-</b>	<b>59,973,040</b>
<b>Supporting Services</b>			
Management and general	8,468,927	-	8,468,927
Fundraising	5,105,231	-	5,105,231
<b>Total expenses</b>	<b>73,547,198</b>	<b>-</b>	<b>73,547,198</b>
<b>Changes in net assets from operations</b>	<b>1,111,655</b>	<b>27,854,489</b>	<b>28,966,144</b>
<b>NON-OPERATING ACTIVITIES</b>			
Board-designated contributions	9,720,531	-	9,720,531
PPP loan forgiveness	2,547,253	-	2,547,253
Net investment return net of amount designated for current operations	6,279,469	2,701,698	8,981,167
Loss in fair value of interest rate swap obligation	(153,834)	-	(153,834)
Pension-related changes other than net periodic pension costs	1,999,492	-	1,999,492
<b>Total non-operating activities</b>	<b>20,392,911</b>	<b>2,701,698</b>	<b>23,094,609</b>
Changes in net assets	21,504,566	30,556,187	52,060,753
Net assets, beginning of year	37,947,025	202,173,743	240,120,768
<b>Net assets, end of year</b>	<b>\$ 59,451,591</b>	<b>\$ 232,729,930</b>	<b>\$ 292,181,521</b>

A complete copy of the 2020 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).



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