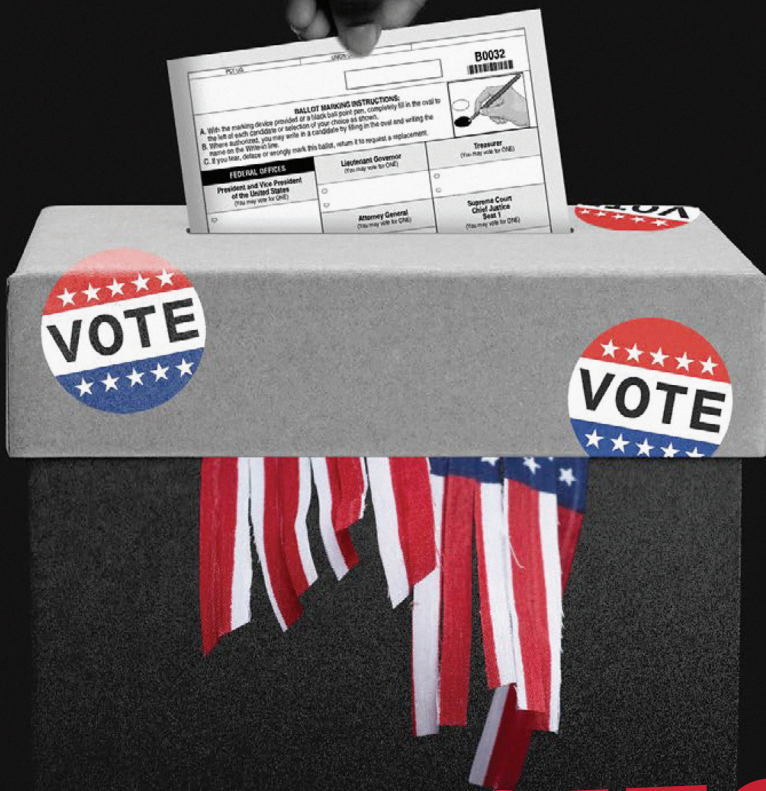




National
Urban League

2022 ANNUAL REPORT



UNDER SIEGE

THE PLOT TO DESTROY DEMOCRACY

CONTENTS

- 02** A Message From the President
- 05** Workforce Development
- 06** Education and Youth Development
- 10** Health and Quality of Life
- 12** Housing and Wealth Building
- 13** Equitable Justice & Strategic Initiatives Division
- 15** Washington Bureau
- 18** Affiliates
- 19** To Our Supporters
- 20** Donor Report
- 32** Financials
- 34** Directory
- 40** Board of Trustees



“ AS WHITE SUPREMACIST HATRED HAS RAGED

OUT OF CONTROL OVER THE LAST FEW YEARS,

SOCIAL MEDIA AND GUN MERCHANTS EXPLOIT IT

FOR PROFITS, WHILE ATROCITIES AND TRAUMA

CONTINUE TO BE INFLICTED ON COMMUNITIES

OF COLOR... UNTIL WE AS A NATION BEGIN TO

CONFRONT THE TWIN THREATS OF DOMESTIC

EXTREMISM AND RECKLESS GUN POLICIES AS

THE GRAVE CRISES THEY ARE, INNOCENT PEOPLE

WILL CONTINUE TO PAY THE DEADLY PRICE.”

- 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", written in a cursive style.

As life returns to normal in White America, the National Urban League has been working through the lingering impacts of COVID-19 in Black America.

The disparities have worsened in the health status experienced by the Black community. According to a 2022 report from The State of Black America, Black Americans reported mental health issues related to the pandemic at a 10% rate higher than White Americans. The lockdown created job loss and economic instability, which led to behavioral health challenges such as depression and substance abuse among Black Americans. Opioid overdoses increased among Black Americans while it decreased by 24% among White Americans. Black children were 2.4 times more likely to have been orphaned during the pandemic than their white counterparts. Lastly, 46% of Black adults received boosters compared to 61% and 56% of White and Asian adults.

One lesson the National Urban League learned through the COVID-19 pandemic is that voices within communities, such as our affiliate Presidents and CEOs, are the best way to overcome vaccine hesitancy and connect people with healthcare providers. Through the support of the Health Resources and Services Administration (HRSA), our affiliates expanded their voices to communities by hiring a local Community Health Navigator workforce. This helped keep our communities informed and healthy.

Black-owned businesses were hit the hardest during the pandemic. The National Urban League and U.S. Small Business Administration announced a partnership to provide these businesses with the programs and

resources needed to thrive. Through this, Black-owned entrepreneurs and businesses will not be left behind. The U.S. Department of Treasury certified the National Urban League's Urban Empowerment Fund, a small business lending subsidiary, as a Community Development Financial Institution (CDEI).

We testified to the Senate Committee on Banking, Housing, and Urban Affairs on racism in the banking industry and urged passage of the *Fair Access to Financial Services Act*. The National Urban League has been at the foreground of the effort to build generational wealth within the Black community and other underserved populations.

For the first time, The State of Black America included a companion poll, the Pulse of Black America. The poll uncovered an overwhelming majority of Black Americans believe in the power of their vote to make a difference when it comes to economic opportunity, social and racial justice, and police violence. Almost as many agree that elected officials are not protecting voting rights but limiting them. After declaring a State of Emergency for democracy in the United States, the nation's top civil rights leaders, including the National Urban League, met with President Biden at the White House to urge the administration to embolden voting rights, improve economic opportunities, and advance civil rights.

In response to the digital divide, the National Urban League submitted a white paper in response to the U.S. Department of Commerce's request for comments concerning the National Telecommunications and Information's (NTIA) implementation of the *Infrastructure Investment and Jobs Act*. It also outlines solutions to promote digital literacy and drive broadband adoption. This white paper boosted the National Urban League's Lewis Latimer Plan for Digital Equity and Inclusion; a plan which provides a comprehensive framework that provides every household in America access to broadband networks. This opens new opportunities for underserved communities to participate in the growth of a digital economy.

The mass shooting in Buffalo resulted in 10 dead, three injured, and countless families changed forever. Following this attack, the National Urban League called for an emergency hate crimes and extremism summit at the White House and the creation of a hate crimes task force. As part of the ongoing mission to confront racial hatred and gun violence, the National Urban League designated an event called, "Sound the Trumpet Sunday." Additionally, the Anti-Defamation League (ADL) and the National Urban League announced the launch of the *Community Solidarity & Safety Coalition* (CSSC), an alliance that worked to address critical community safety issues. The focus was on communities that were targeted by hate-fueled violence. The CSSC shaped community responses to solidarity and safety challenges and partnered with federal, state, and local governments to keep communities safe from rising threats like domestic terrorism.

The National Urban League held its first in-person conference since the pandemic in Washington D.C. We were honored by the attendance of Vice President Kamala Harris who addressed the Conference. The 2022 Conference highlighted and refined the National Urban League's role in responding not only to the medical and economic crisis of COVID-19 but to the rise of an unprecedented assault on democracy.

The National Urban League celebrated Judge Ketanji Brown Jackson on becoming the first Black woman to become an Associate Justice of the U.S. Supreme Court. We also rejoiced in Reta Jo Lewis becoming the first person of color to become President of the Export-Import Bank of the United States. Leaders of the National Urban League gathered with city, state, and federal elected officials and economic development partners for a celebration of the progress of the Urban Empowerment Center, the League's future headquarters in Harlem. The Urban League Empowerment Center is one of the most significant economic development projects in Harlem's recent history.

2022



WORKFORCE DEVELOPMENT AND ENTREPRENEURSHIP

In 2022, the Urban Youth Reentry program had 322 participants. By the close of 2022, 1,863 participants completed a tech training program through the Urban Tech Jobs Program (UTJP). The UTJP had 43 formerly incarcerated participants and 39 participants were placed in jobs.

The Urban Energy Jobs Program, and evolution of the Urban Apprenticeship Jobs Program was launched in 2022 through new federal funding. During 2022, there were no participants served but affiliates set up their local programs to serve participants in 2023. 136 individuals enrolled in local registered apprenticeship and pre-apprenticeship programs.

By the end of 2022, the Urban Youth Pathways (UYP) had...

- 648 participants receive work experience
- 1,201 participants enter post-secondary education or occupational skills training
- 483 participants enter unsubsidized employment

In 2022, The Urban Seniors Jobs Program (USJP) had...

- 1,115 participants receive job readiness services
- 89% of participants lived below the poverty level before entering the program
- Participants were placed in jobs where they worked an average of 30 hours per week with median earnings of \$15 per hour

The Urban League Entrepreneurship Centers, located in 13 affiliate markets across the nation, equipped minority entrepreneurs with the management skills needed to grow their businesses, obtain financing and contracts, and create or preserve jobs.

The National Urban League has been counseling and training minority entrepreneurs since 2006, and in 2022 was actively engaged in grantmaking to under-resourced minority businesses. Our programs included:

Start-Up Together - SBA Community Navigator Pilot Program: a \$5 million, 2-year program, which provided targeted outreach to small businesses in underserved communities to help them recover from the effects of COVID-19.

Black Restaurant Accelerator Program: launched in partnership with the PepsiCo Foundation in 2020. This 5-year program addressed systemic barriers faced by Black-owned food service companies. In 2022, \$1 million was granted to 100 food service businesses.

The Entrepreneurship Centers: a combined 44,742 hours of business counseling and training services to 25,435 participants. Assisted clients in procuring more than \$110,298,404 in the financing, equity, grants, bonding, and contracts while helping to create and save over 960 jobs.

EDUCATION AND YOUTH DEVELOPMENT

The Education and Youth Development (EYD) Program team has reviewed, approved, and released payments for over 60 affiliate sub-grants. The Team continues to build Urban League affiliate capacity, to strengthen its services to youth and families. The EYD program team conducted over 100 one-on-one technical assistance & support sessions and developed new staff onboarding toolkits to address the massive turnover in the affiliate movement. The EYD program team works cohesively to ensure the key performance indicators are met but, more importantly, understand the complex challenges some of our local affiliates are experiencing with youth empowerment, enrollment, and retention. The Team manages over 70 subgrants to 35 Urban League affiliates, serving over 3,000 students in the National Urban League's signature program, *Project Ready*.

Additional program highlights include:

After 12 years of implementing the Project Ready 2.0 curriculum, the newest iteration, 3.0, was unveiled this summer to receive feedback from five NUL affiliates in a small pilot. The curriculum development team engaged with and learned from our affiliate staff to further inform the curricular development and ready the curriculum for launch in 2023.

During the year, the Team executed an empowering exchange at the Whitney M. Young Urban Leadership Conference. The theme for this year is "Connect: Reimagine Youth Programming Post-Pandemic." During the conference, the team presented professional development workshops focused on: effective mentor programming; social and emotional learning, education policy and advocacy, college and career advising; engaging black boys, and mental health to over 60 affiliate EYD staff. The goal is to provide a full range of education and youth development services to Urban League affiliate staff via the Institute and other virtual opportunities.

Additional highlights included the PVH Corporation digital career series, one of our newest portfolio additions. Their investment impacted over 20 local affiliates and more than 100 *Project Ready* students to retail careers beyond stockroom assistants or associates. Students across the country learned about PVH's investment in, and focus on, increasing awareness of and access to the broad array of careers in the fashion industry.

After two successful years of funding from Wawa, Inc., plans are underway for year three, which include sessions for youth around healthy meal preparation and the implementation of selected youth to visit Wawa's headquarters for behind-the-business tours.

The EYD's virtual office hours continue to serve the community of practice well, as the program team meets with *Project Ready* sites weekly to discuss opportunities, challenges, and successes in the program operations. The team meets regularly with affiliate staff and reviews/validates programmatic data to troubleshoot specific systems issues, manage database management tools, and onboard new affiliate staff members. During the third quarter, the *Project Ready* team also built a centralized repository of resources. It facilitated an active community of practice via a shared Base Camp project platform for *Project Ready* affiliates. This space is a digital library for training and resources and a community of practice where affiliate staff can share information, strategies, and best practices.

The 32nd annual Youth Leadership Summit returned as an in-person event for the first time since the Covid-19 pandemic began. This year the Summit, held at the University of Maryland, College Park campus, was exciting and impactful to participating youth, partners, sponsors, and chaperones. While attendance was negatively impacted both by positive COVID test results and our standards for attendance (vaccinations of youth and staff alike, testing before and during the Summit, etc.), the National Urban

League's Education & Youth Development and Health Equity & Quality of Life divisions presented a stimulating 4-day Summit for nearly 220 Urban League youth and their chaperones from 30 Urban League Affiliates from across the nation. Committed to integrating the Summit's theme, "Save the Planet. Preserve Our Future, " youth were immersed in a college setting, providing attendees with a unique educational and development experience focused on building essential skills for college, work, and life success. The National Urban League is pleased to present the following recap video.

Youth Leadership Summit 2022 Recap
<https://youtu.be/b3lpNguBRHg>

PROJECT READY YOUTH IMPACT

From the analyses of our annual Youth Survey, the evidence supported the assertion that *Project Ready* prepares young people for success, both in terms of post-secondary enrollment and in work and life more broadly. Some of these findings from our independent consultant include:

- The post-secondary enrollment rate for 11 out of 35 (31.4%) of the *Project Ready* sites represented in the National Clearinghouse data was significantly higher than that of the baseline enrollment level for students aged 18-24.
- Students consistently expressed increased confidence and self-efficacy in reaching their life and career goals.
- Students reported that their PR program helped them feel more prepared to be successful in high school, college, and their future careers by increasing their understanding of skills related to different post-secondary pathways.
- Students reported that the program helped them develop and practice communication skills and improved their ability to relate to others with similar and different backgrounds.

We also showed differences in youth outcomes based on various youth demographic information and program characteristics. Some of these findings were:

- Students participating in a NUL program who were also enrolled in an advanced study program (such as AP, honors, or dual enrollment) reported benefiting in collaboration, initiative, persistence, cultural awareness, and in figuring out disagreements.

- Students who participated at least occasionally in the program demonstrated higher self-reported levels of developing the skills of collaboration, initiative, persistence, cultural awareness, improving the community, having an impact, and handling disagreements.
- Students who had a mentor reported significantly more benefits than those who did not in terms of developing skills in community leadership, understanding their own culture, getting along with others, time management, speaking up, expressing feelings, and community improvement.
- Students at sites that had implemented the enhanced mentoring program were significantly more likely to enroll in a post-secondary institution.

PROJECT READY MENTOR

In early October 2022, the National Urban League was awarded our eighth Mentoring grant by the U.S. Department of Justice. This grant will allow NUL to provide as many as ten additional affiliates with the opportunity to extend their youth development programs to include meaningful mentoring opportunities. NUL will announce the grant to participating affiliates in November 2022 and host an onboarding session in our offices for affiliate program staff, affiliate finance staff, and Urban League CEOs by mid-January 2023. *Project Ready Mentor* is operating in 25 communities serving 3,308 youth.

One-on-one technical assistance calls have been held with all PRM sites. These calls have gathered information on affiliates' needs and universal developmental areas such as mentor recruitment and engagement, data management, and accountability systems. An affiliate reporting document, mentor toolkit, and affiliate calendar will be released in Q4.

In November 2022, the EYD program team released the 2023 *Project Ready* Request for Proposal. The proposal review included staff from multiple departments. In total, 44 affiliates applied for Post Secondary Success; 15 affiliates for PR: STEAM; 20 affiliates for PR: Historical Culture and Literacy; and 17 affiliates for PR: Mentor. 2023 RFP scores and previous quantitative and qualitative information will be used to determine which affiliates will receive funding in 2023.

EQUITY AND EXCELLENCE PROJECT (EEP)

- From January 2022 through December 2022, the NUL Education and Youth Development (EYD) division led by Hal Smith, executed Phase 1 of the Future of Assessment & Accountability (FoAA) Project. The focus of Phase 1 was to broaden the perspectives on the FoAA to include communities that typically do not have a voice in state and national education policy-making. NUL, in partnership with UnidosUS, managed the execution of over 60 focus groups and interviews (over 260 participants) to identify primary challenges and areas of further inquiry concerning our state and federal assessment and accountability systems.
- The NUL EYD division also convened a roundtable of educational equity and civil rights organizations to discuss their vision for a more equitable system of assessments and accountability. This work resulted in the publishing of a report titled: "Education Assessment, Accountability, & Equity: Phase 1 Final Report", a video featuring interviews of youth, and an animated video – to maintain anonymity – reenacting discussions from the focus groups and roundtable sessions.
- A convening of civil rights leaders and educational equity organizations was held in September 2022 to share findings and to set the stage for Phase 2 (2023-2024) which will center on the development of equity-focused principles and guidelines for the future of assessment and accountability. The EYD division has engaged with Hill staffers around Phase 1 findings and potential federal policy changes.
- In 2022, Dr. Hal Smith, Dr. Horatio Blackman, and Adenike Huggins continued to provide technical assistance to eight school districts developing equity-centered principal pipelines. Each district is required to engage with communities in the development of the pipeline and NUL staff assist with strategic planning for each district as well as generate and provide resources to build district capacity for community engagement.
- In March 2023, Adenike Huggins led the community engagement session at the Q1 Professional learning community (PLC) meeting. At the end of June 2023, the second virtual PLC of the year will be held and the NUL team will lead the community stakeholder session. Following this PLC, EYD staff will continue to work with all eight participating districts to support their community stakeholder engagement efforts.
- The EEP team finalized the NUL Social and Emotional Learning (SEL) Tools for Equity: a principles document and associated rubric. Dr. Horatio Blackman and Senior Director Adenike Huggins led a virtual webinar sharing the documents with the field on May 19, 2022. The webinar recording and Tools for Equity can be accessed here.
- In partnership with Karen Pittman @ KP Catalysts, Dr. Horatio Blackman led a professional development session on positive youth development (PYD) and social and emotional learning (SEL) at NUL's Whitney M. Young Leadership Development Conference in Q4 2022.
- The Whitney M Young session highlighted the need for our affiliates to have sustained High-Quality PD. In response to that demand, in 2023, NUL and KP Catalysts are partnering to develop and execute a professional development series for affiliate (and NUL) staff focused on PYD. The professional development (PD) opportunities will include monthly interactive webinars led by Karen Pittman and Dr. Blackman, national policy and practice experts, and Urban League affiliate education practice leaders. The sessions will work to address pressing challenges and develop strategies. The PD is designed to be iterative and will respond to affiliate staff needs that arise.
- In September 2022, Dr. Horatio Blackman served as a panelist at the Congressional Black Caucus Foundation's Annual Legislative Conference in Washington D.C. The session was titled: "Education Braintrust: The Future of Work: Gaining the Requisite Education and Skills to Succeed Post-COVID-19 Afterschool Network." The panel was organized by Rep. Bobby Scott. Other panelists included Denise Forte, CEO of Ed Trust, Karin Kimbrough, Chief Economist, LinkedIn, and Tanya Clay House, CEO of Clay House Consulting, Inc.
- On September 30, 2022, Dr. Horatio Blackman served as an invited panelist at the 50 State Afterschool Network Meeting hosted by the Afterschool Alliance. The session was titled: "Using a Learning and Development Ecosystem Framework to Advance the Youth and Education Fields". Dr. Blackman discussed the work of the National Urban League's Education and Youth Development Division and that of affiliates delivering youth development programming. He also discussed his contribution to a book chapter - "Mattering in allied youth fields: Summoning the Call of Black Lives Matter to radically affirm youth through programming" in It Takes an Ecosystem: Understanding the People, Places, and Possibilities in Learning and Development Across Settings

- In the Fall of 2022, the EYD team was awarded a \$250k grant from the Wallace Foundation to advance research on and build the capacity of our affiliates to implement culturally responsive youth programming. In 2023, the EYD team will work with affiliates running Project Ready to define and execute the research and learning agendas.
- On October 26, 2022, Dr. Horatio Blackman was invited to present at the National Association of State Boards of Education's (NASBE) Healthy School Facilities Network Meeting. The presentation titled "The Power of Allies" focused on the necessity of engaging communities in education policy and reform efforts. Strategies for engagement were shared and discussed with State Board of Education members.
- In October 2022, Senior Director Adenike Huggins and UnidosUS colleagues Amalia Chamorro and Roxanne Garza presented at the Association of Latino Administrators and Superintendents (ALAS) conference in Puerto Rico on "Civil Rights Perspectives on the Future of Assessment and Accountability."
- In Q3, NUL completed our participation in and co-leadership of, the Wallace-funded ELLC. The National Urban League (NUL) and Urban League affiliate CEOs in the states of Maryland, Wisconsin, Missouri, Tennessee, Minnesota, Nebraska, Ohio, Oregon, New York, and Pennsylvania worked with local and state partners to assist state education and district leaders in using the ESSA planning period. We also related ESSA funding to build the capacity of education leaders in those locales to implement supports and interventions to support schools in need of improvement. Throughout the initiative, their work expanded beyond ESSA, focusing on grounding education, policy, and investment into equity and on the challenges of education under Covid restrictions.
- The Urban League of Louisiana, Greater Southwestern Ohio, and Greater Cleveland have completed their "Building Public Will, Voice, and Agency for Equity and Excellence" work as they deepen local coalitions to move the needle on locally resonant education challenges. The culminating event showcasing their work and discussing future opportunities was held on October 28, 2022, in New York City. This work has been supported through funding from the William and Flora Hewlett Foundation. A series of articles and videos highlighting the coalition work across the affiliates may be found here.
- National Urban League continues to work on the development of the Youth Voice Toolkit. We work alongside representatives from the Institute for Educational Leadership, Every Hour Counts, National Indian Education Association, Afterschool Alliance, and National Afterschool Association on a pooled funding project through the Grantmakers for Education.
- Sr. Director Adenike Huggins continues to lead the inaugural Ben's Original Seat at the Table Fund scholarship recipients, funded by Mars, Inc. One scholar from cohort 1 attended the 2022 Youth Leadership Summit and was featured on two panels. The scholar reflected on her experience as a student and Youth Leadership Summit participant. Cohort 2 boasts 27 scholars who have been welcomed to the Urban League's events and programming.



HEALTH **AND** QUALITY OF LIFE

COVID-19 OUTREACH, EDUCATION AND VACCINATION

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 focused on strengthening the coalitions they built in Year 1 of their vaccine outreach to increase trust and access to these life-saving vaccines. The NUL HQL Team 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 two round table events to engage key stakeholders, which included, Affiliate leaders, fellow CDC-funded organizations, and other health equity champions. These events discussed how to continue the momentum in addressing future public health challenges with an equity lens.
- We held two stakeholder engagements: one hosted virtually by NUL on June 27th and another in person hosted by UnidosUS at their annual conference in San Antonio, Texas on July 8th, 2022.

End of the Year 2022:

- Trusted Messengers: 2,272
- Coalition Partnerships: 229
- Non-Traditional Vaccination Sites: 275
- Estimated total receiving COVID-19 vaccine at sites: 13,133
- Social media posts to promote COVID-19 vaccines: 1,094
- Events held to promote COVID-19 vaccines: 2,605
- Number of people who attended educational events promoting COVID-19 vaccines: 230,189

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. This helped community members navigate the process of getting vaccinated. In December 2022, NUL added the Pinellas County Urban League and the Urban League of Metropolitan Seattle to the efforts. The grant period goes through June 2023.

End of the Year 2022:

- Number of Community Health Navigators hired & trained: 136
- Total vaccines given: 17,108
- # 1st & 2nd doses: 7,694
- # booster doses: 9,414
- Number of interactions with community members (texts, phone calls, canvassing, events, email, materials distributed, etc.): 634,989
- Average age of person getting 1st or 2nd dose: 23 years old
- 56% of the first doses our navigators facilitated were for children under 18 years old The average age of the person getting a booster: 49 years old

Additional Vaccination Efforts

- From August 2021-March 2022, NUL partnered with the Federation of Protestant Welfare Agencies (FPWA) to engage in a comprehensive outreach campaign to overcome vaccine hesitancy in Black communities across New York. In November 2021, our affiliates in NYC, Buffalo, Rochester, and Westchester began conducting outreach in their communities for this campaign. They trained 281 individuals to promote vaccines, held 33,170 conversations with community members through phone/text/in-person interactions, and distributed 12,989 campaign materials to communities.
- In October 2022, we hosted our affiliates at our Whitney M. Young Leadership Conference. They attended sessions on Applying a Health Equity Framework to Advance Program Goals, Lessons from Coalition Building for Health Equity, and Community Organizing for Health Equity. Over 40 affiliate staff and CEOs attended our sessions in person and gained valuable insight into the best practices for advancing health equity.

HEALTH EQUITY

- In August 2022, the Health Equity and Policy team in Partnership with the National Council on Quality Assurance (NCQA) was awarded a grant from the Patient-Centered Outcomes Research Institute (PCORI) to translate existing research to convene a stakeholder engagement group Community Health Worker (CHW) program models in Health Care Organizations (HCO's). The insight gleaned from this group will be used to create educational content to facilitate Health Care Organizations' support and sustainability of Community Health Worker Programs.
- The Health Equity and Policy team continues to host monthly learning collaboratives that build capacity among the affiliate movement to leverage the vaccine equity work to address other health-related issues. These topics include adult vaccinations, access to care, climate resiliency and disaster preparedness, the social determinants of health, being trusted messengers, capacity building among their coalitions, and using community organizing techniques to advance health equity.

EQUITABLE JUSTICE & STRATEGIC INITIATIVES DIVISION

CRIMINAL JUSTICE & POLICE ACCOUNTABILITY

- Justice in Policing: Equitable Justice and Strategic Initiatives Division (EJSI) leveraged its “21 Pillars for Defining Public Safety and Restoring Community Trust” in coordination with the Washington Bureau and Civil Rights Organization partners to advocate for the White House Executive Order on Advancing Effective, Accountable Policing and Criminal Justice Practices to Enhance Public Trust and Public Safety.
- 21 Pillars: EJSI extended the 21 Pillars Tour to three Affiliate locations:
 - Urban League of Chicago
 - Urban League of Greater Kansas City
 - Urban League of Rochester
- Advocacy Letters to the US DOJ
 - In 2022, EJSI led various efforts to hold police accountable by seeking investigations by the U.S. Department of Justice, including:
 - » a pattern and practice investigation into the Liberty County Sheriff’s Department for civil rights violations, abuse of power, and the unlawful search and seizure of the Delaware State Women’s Lacrosse Team, which DOJ.
 - » A pattern or practice investigation into the systemic police misconduct and constitutional violations by the Akron Police Department.
- Taskforces: Justice Reform Task Reform

EXPUNGEMENT PROJECT

- Hired Senior Manager for Expungement, Luz Villar, to lead the project launch in Ohio and Legal Clinic during the 2023 Annual Conference in Houston, Texas.
- Identified 45 affiliates across 22 states in the movement to serve over 3,200 clients in need of record relief.
- Collaborated with the National Urban League Programs Department and Workforce Development Division to secure a \$4 million Department of Labor Growth Opportunities grant.

GUN VIOLENCE PREVENTION

- EJSI developed and released a Regional Strategic Guidance for preventing gun violence highlighting community-led safety response methods.
- This report became a feature of the National Urban League’s “Safe and Just Communities” Summit with John Jay College in 2023.
- EJSI led an effort to file an amicus brief in the U.S. Supreme Court case of *New York Rifle & Pistol Assn., Inc. v. Bruen* to support New York’s gun safety regulations.

CIVIC ENGAGEMENT

- Reclaim Your Vote
 - In April 2022, EJSI led the re-launch of Reclaim Your Vote during the State of Black America convening at Clark Atlanta University in Georgia.
 - The Reclaim campaign included a national campaign for voter registration, voter education, and voter mobilization for the 2022 midterm elections, and featured a targeted field campaign in Georgia, North Carolina, Wisconsin, Michigan, Pennsylvania, and Florida.
 - New features of the 2022 Reclaim campaign included new and improved training, such as field organizer training, phone-bank and text-bank training, and recurring compliance training. EJSI also led the development of an improved online voter registration and information portal in partnership with When We All Vote and Civic Nation.
- EJSI’s Civic Engagement Team led “Weekends of Action” events for Affiliates, Guilds, and Young Professionals in Philadelphia, Pennsylvania, and Columbus and Atlanta, Georgia.
- EJSI organized and executed the National Urban League’s Reclaim “Ambassadors” program, where staff volunteers were deployed to Georgia, Pennsylvania, North Carolina, Wisconsin, and Michigan to canvas voters.

- EJSI organized two virtual town halls for Faith Leaders and for Youth Leaders to mobilize constituencies.
 - » EJSI also established the first New York versus Washington Bureau phone-banking competition for staff volunteers.
 - » EJSI led an in-person training and presentation for Affiliate CEOs during Annual Conference in 2022 in Washington, DC.
 - » EJSI managed ongoing partnerships, such as with Nonprofit Vote and National Voter Registration Day, with BET for National Black Voter Day, and Vote Early Day.
- Voting Rights Legislative Advocacy:
 - » EJSI has led efforts with Affiliates on the state level to push back against ongoing threats to voting rights. In New York State, our efforts have contributed to the enactment of New York’s John R. Lewis Voting Rights Act.
 - » EJSI coordinated with Freedom to Vote Act
 - » New York Voting Rights Act Advocacy 2022
 - » WMY state and local advocacy and coalition building
 - » Taskforces: Voting Rights Lobby Taskforce
- Census:
 - » Black Census Roundtable held three convenings in 2022 focused on engaging, sharing, and learning about critical issues that impact the undercount of the Black community.
 - » Taskforces: Census Hill Strategy Taskforce

POLITICAL EXTREMISM

- EJSI collaborated with the Anti-Defamation League to develop and launch “Project CODE,” committing 12 organizational partners to anti-political extremism work. The group has established regular convenings, and a website, and has planned a symposium for 2023.
- EJSI coordinated with the Washington Bureau to support the White House’s “United We Stand Summit” in Washington, DC highlighting national needs to combat political violence.
- During the 2022 Annual Conference in Washington, DC, EJSI developed and led an important panel discussion on the backlash to the social justice uprising movement of 2020.

CANNABIS:

- Since publishing its cannabis equity policy memorandum in 2021 highlighting the dual lens of Criminal Justice and Economic Justice, EJSI has continued to work with long-time and new coalition partners to drive equity measures in the cannabis legalization conversation.
- EJSI led a valuable cross-sector conversation during the Whitney M. Young Annual Leadership Conference and participated in various conferences, including the Black Canna Conference in New Orleans, Louisiana.
- EJSI coordinated with the Washington Bureau to provide public comment on behalf of the National Urban League for the Cannabis Administration and Opportunity Act.
- Taskforces: Marijuana Justice Coalition

JUSTICE NOW INSTAGRAM LIVE INTERVIEW SERIES:

- Justice NOW launched in 2021 and continued through 2022.
- In two years, EJSI produced 38 episodes covering our entire policy portfolio and more. Our program has reached nearly 30,000 accounts, generated nearly 17,000 views and nearly 5,000 unique account interactions.
- Notable Guests include Congressmembers Bonnie Watson Coleman, Sheila Jackson Lee, Ayanna Pressley, Yvette Clarke, and Nikema Williams; New York State Assemblywoman and Majority Leader Crystal Peoples-Stokes; Newark Mayor Ras Baraka; CEO of the Leadership Conference on Civil and Human Rights Maya Wiley; Attorney Benjamin Crump; veteran journalist Jackie Reid; psychologist Jeff Gardere; and many more.

WASHINGTON BUREAU

2022 HIGHLIGHTS

- Partnered with the Federal Communications Commission (FCC) and the White House on its Affordable Connectivity Program Campaign and engaged with the White House on the Executive Order on Policing.
- Advanced federal engagement on addressing hate crimes by holding meetings and briefings with the U.S. Attorney General and the Department of Justice (DOJ) staff, the Department of Homeland Security (DHS), and the White House.
- Worked with the White House to offer feedback in preparation for the Executive Order on Policing that was released. We attended the signing of this order at the White House.
- Engaged with Leader Schumer's Office and the Senate Judiciary Committee for SCOTUS nominee, Judge Ketanji Brown Jackson.
- Organized Vice President Kamala Harris' meeting with Contract Research Organizations (CROs) and reproductive health and justice leaders on abortion.
- Led the call and organization engagement for the United We Stand Summit (White House hate crimes summit) with ADL, AAJC, LULAC, and NAN.
- Participated in meetings with DOJ AAG Gupta for the Policing Executive Order; DAG Monaco on civil rights priorities; and AG Garland, DAG Monaco, and AAG Gupta for the Dobbs VS. Jackson decision.
- Formed the Community Solidarity & Safety coalition with ADL to help communities impacted by hate crimes.
- Senate Banking Committee hearing entitled, "Fairness in Financial Services: Racism and Discrimination in Banking."
- Organized a meeting with Legacy CRO principals and Leader Schumer, Leader Jeffries, Judiciary Committee Chair Durbin, Senator Booker, and CBC Chair Horsford on policing.
- Designed seven text outreach campaigns to raise awareness about the Student Loan Debt Relief Program, the unjust detainment of Brittney Griner, 2022 CTC deadlines, the "Reclaim Your Vote" GOTV Campaign and continuation of the Earned Income Tax Credit (EITC). The text reached over 41,000 recipients.
- Secured \$3 million for the Urban League Empowerment Center in the Fiscal Year 2022 Omnibus Appropriations bill.
- Strengthened funding in the Build Back Better Act for housing capacity-building grants, affordable housing programs, workforce development, the Minority Business Development Agency, and expanded broadband access.
- 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 a teach-in to update the National Council of Urban League Guilds on the status of voting rights legislation before Congress and how to advocate for the passage of voting rights bills.





AFFILIATES

92

Affiliate offices
on the ground

300

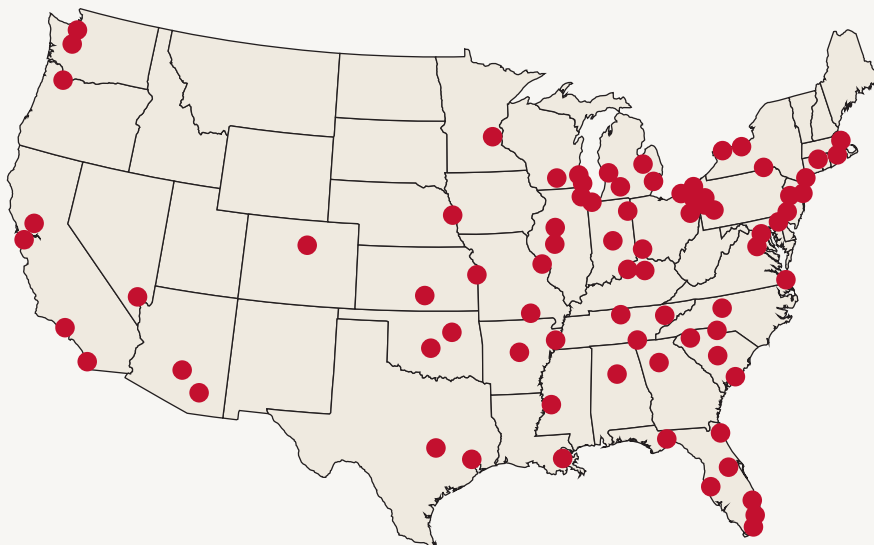
Communities Served

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.

TO OUR SUPPORTERS

THANK YOU

The National Urban League thanks each of our individual, corporate and foundation supporters who generously contributed in 2022. 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.

To learn more about how to support the National Urban League or for a complete list of our annual sponsors, visit www.nul.org, and follow us on Facebook, Twitter, Instagram and YouTube.

DONOR CATEGORY REPORT 2022

Corporations, Foundations, Nonprofits and Individuals

CORPORATIONS, FOUNDATIONS AND NONPROFITS

\$1,000,000 + - (\$1,000,000.00 +)

AbbVie
ALDI, Inc.
AT&T Inc.
Bank of America Corporation
Bill & Melinda Gates Foundation
Comcast Corporation
Mastercard International
Morgan Stanley
National Basketball Association
PepsiCo, Inc.
Shell Oil Company
TD Bank
The Boeing Company
Tides Foundation
T-Mobile
United Parcel Service, Inc.
Wal-Mart Stores, Inc.
Wells Fargo & Company

\$500,000 - \$999,999 - (\$500,000.00 +)

Amazon, Inc.
American Honda Motor Co., Inc.
Chan Zuckerberg Initiative
Citigroup
Delta Air Lines, Inc.
FedEx Corporation
GEICO Corporation
JP Morgan Chase & Co.
Office Depot, Inc.
State Farm Mutual Automobile Insurance Company
Toyota Motor Sales, U.S.A., Inc.
The Wallace Foundation

\$250,000 - \$499,999 - (\$250,000.00 +)

Altria Client Services Inc.
Charter Communications
The Columbus Foundation
Cox Enterprises, Inc.
Federation of Protestant Welfare

Agencies
Fifth Third Bank
Google, Inc.
Johnson & Johnson
Macy's Inc.
NFL Foundation
National Grid
Nationwide Mutual Insurance Company
Nestlé USA Inc.
Popeyes Louisiana Kitchen
Shea Connelly Development LLC
The Goldman Sachs Group, Inc.
Uber Technologies
UnidosUS
Verizon Communications Inc.
W.K. Kellogg Foundation
Wellington Management Company LLP

\$100,000 - \$249,999 - (\$100,000.00 +)

Airbnb
American Express Foundation
Amoco
Anheuser-Busch InBev
Anti-Defamation League
Ariel Investments, LLC
AvalonBay Communities, Inc.
Better Mortgage Corporation
BP America
Chevron Corporation
Chipotle Mexican Grill
The Coca-Cola Company
Colgate-Palmolive Company
Community Organizing and Family Issues (COFI)
Deluxe Corporation
Exelon Corporation
Experian, North America
Ford Motor Company
Freddie Mac
Harvey Hubbell Foundation
Horizon Therapeutics
John D. and Catherine T. MacArthur Foundation

Kohl's
Manulife Financial
Meta Platforms, Inc.
Molson Coors Beverage Company
National Automobile Dealers Association (NADA)
OneMain Holdings, Inc.
Pernod Ricard
PVH Corporation
Regions Bank
Starbucks Coffee Company
Target Corporation
Third Way Foundation
Travelers Companies
United Way of New York City
ViaSat, Inc.
Walgreen Co.
Wawa, Inc.

\$50,000 - \$99,999 - (\$50,000.00 +)

AARP
Alkeon Capital Management, LLC
American Petroleum Institute
AmerisourceBergen
Barclays Bank PLC
Bath & Bodyworks
Benjamin Moore & Company
C.H. Robinson Foundation
Cellular Telecommunications and Internet Association (CTIA)
Cisco Systems, Inc.
Dell, Inc.
Diageo Americas
Domino's Pizza, Inc.
EdChoice
Edward D. Jones & Co., L.P.
Enterprise Holdings, Inc.
Fannie Mae
Galderma Laboratories L.P.
HCA Healthcare
Las Vegas Sands Corporation
Microsoft Corporation
OPNAD Fund

Pacific Premier Bank
 Panda Community Fund
 Recreational Equipment, Inc. (REI)
 Seattle Foundation
 Volkswagen Group of America, Inc.
 Weil, Gotshal & Manges, LLP
 Williams-Sonoma, Inc.
 Winthrop Rockefeller Foundation
\$25,000 - \$49,999 - (\$25,000.00 +)
 Altice, USA
 American Hospital Association
 Amgen, Inc.
 Axon Enterprises, Inc.
 Jim Beam Brands, Inc.
 Cablevision Systems Corporation
 Caesars Entertainment
 CastleOak Securities LP
 Centene Corporation
 Edison Electric Institute
 Fair Isaac Corporation
 Fairfield County Community Foundation
 First American Title Insurance Company
 Hilton Worldwide
 Houston Area Urban League
 Instacart
 JOY Collective
 Labcorp
 Marriott International, Inc.
 McCormick & Company, Inc.
 McDonald's Corporation
 MGM Resorts International
 Motion Picture Association of America, Inc.
 National Association of Broadcasters
 National Cable & Telecommunications Association
 Nissan North America, Inc.
 OneTen Coalition
 Paramount Global
 PayPal
 Philip Morris USA
 Protiviti, Inc.

Robert Half International, Inc.
 Southern Company
 Starz
 United Health Services, Inc.
 World Wide Technology, Inc.
\$10,000-\$24,999 - (\$10,000.00 +)
 Beacon Capital Partners, LLC
 Blend Labs, Inc.
 Breakthru Beverage Group
 Coyne Public Relations LLC
 The Data Quality Campaign
 EDI
 The Education Trust, Inc.
 Denny's Corporation
 Disciplina Group LLC
 Edwards Lifesciences
 EisnerAmper
 Greenberg Traurig, LLP
 Hobson/Lucas Family Foundation
 LinkedIn Corporation
 L.L. Bean
 McKissack & McKissack
 McMaster-Carr Supply Company
 Merck & Co., Inc.
 MFR Securities, Inc.
 Mitchell Titus
 Mortgage Bankers Association
 MSC Industrial Direct Co.
 National Committee for Quality Assurance
 New York Life Insurance Company
 Novak Birch, Inc.
 Novo Nordisk
 Novogradac & Company LLP
 Red Stone Equity Partners, LLC
 Robert Wood Johnson Foundation
 Silicon Valley Community Foundation
 Uniworld Group, Inc.
 Valley National Bank
 The Zidian Group

\$5,000-\$9,999 - (\$5,000.00 +)
 Brown & Brown
 CDW Corporation
 Centers For Medicare & Medicaid Services
 CoBank
 Destination DC
 Fairstead
 Howard University
 Ideal Image Development Corporation
 Julian Grace Foundation
 Mutual of America Life Insurance Company
 NextDoor
 Nitorum Capital
 Project 1972
 Rack Room Shoes
 Root Insurance Company
 SheaMoisture
 Tacoma Urban League
 Uniform Advantage Brands
\$2,500 - \$4,999 - (\$2,500.00 +)
 Big Kid Science
 Bloomberg LP
 Grantmakers for Education
 Ideal Image
 Inside Edge Consulting Group
 KGMUS
 Lyft, Inc.
 Moth + Flame, Inc.
 Pfizer
 Ten 10 Design, LLC
 The Paychex Charitable Foundation
 TZP Group
 U.S. News & World Report
 Warner Bros. Discovery
 VISA, Inc.
 Washington Informer Newspaper

\$1,000 - \$2,499 - (\$1,000.00 +)

AQR Capital Management
Chamfr
City of Peoria
Elevance Health
Families USA Foundation
FM Talent Source, LLC
GadellNet
IBTCI
Interpublic Group
JetBlue Airways
LaunchPad Lab
Lorain County Urban League, Inc.
Marsh & McLennan Companies
PGA Tour
Standard Insurance Company
Syssero
Urban League of Lexington

\$500 - \$999 - (\$500.00 +)

American Equity Investment Life
Insurance Company
CREA, LLC
Fiverr
Flex Technology Group
Goodman Real Estate Services Group LLC
Urban League of Greater Cleveland
Urban League of Metropolitan Denver

\$250 - \$499 - (\$250.00 +)

AHF
Chestnut Street Family YMCA
Bioivid Corporation

INDIVIDUALS

The President's Circle Founders' Society (established 2007)

Willard W. Brittain*
Alma Arrington Brown*
Ursula M. Burns
Michael J. Critelli
Earl G. Graves, Sr.
Karen and John D. Hofmeister*
Vina and Thomas D. Hyde

Dr. Ray R. Irani
John E. Jacob
Robert L. Johnson
Vernon E. Jordan, Jr.*
Ralph S. Larsen
Carolyn and Edward T. Lewis
William M. Lewis, Jr.
Jonathan S. Linen
Dr. Kase Lukman Lawal
Lori and Liam E. McGee
Marc H. Morial and Michelle Miller
William F. Pickard, Ph.D.
Hugh B. Price
J. Donald Rice
John W. Rogers, Jr.
Andrew C. Taylor
Carrie M. Thomas*

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

Ian MacKechnie

Catalyst (\$25,000 - \$49,999)

Kisha Parker Croom
Sandra Frazier
Mandy and Tim Murphy

Advocate (\$10,000 - \$24,999)

Sandy and Tim Armour
Halimah DeLaine Prado
David G. Ellen
Kristy Fercho
Janice Fitzgerald
Tracey and David S. Huntley
The Huron Foundation
Barbara S. and John E. Jacob
Jocelyn and Neele Johnston
Jordan Family Foundation
Gale V. King
Hayden Lewis
Jonathan S. Linen
Lida Orzeck
Thomas J. Reid
The Stevens - Murphy Family

Barbara and Andrew C. Taylor
Glenn T. Wright

Influencer (\$5,000 - \$9,999)

Rebecca DeLamotte and Peter Bloom
Jacqueline and James Castillo
Susan and Robert Conley
Carla and Victor L. Crawford
The Richard Denton Family
Barbara and Gary Douglas
John R Gailey and JoEllen Berger
Brakenridge Foundation
Brad Glazer
C.D. Glin
Thomas E. Gilliam
Mary W. Harriman Foundation
Carlos Johnson
Marti and Gregory Laird
Brian Lamb
Jacob Larmand
Ann and William Lincoln
Allen G. Love
Jean Ann and Barry McCarthy
Catherine M. McEvilly
Lamell McMorris
Harold and Marcia Messmer
Michael Morrison
Charlene Thomas
Laysha Ward and William Kiffmeyer
Sevetri Wilson

Pioneer (\$1,000 - \$4,999)

Bubbles K. Adai
Anita A. Alexander
The Alms Monson Family
Jonathan Alumbaugh
Raja Ammari
Jacob Anderson
Crystal Ashby
Logan Ayers
Baker Root Family Foundation
Khary P. Barnes
Teresa Beck

Arnold & Jill Bellowe Family Foundation	Naomi Fine and Kathy Levinson	Shannon Lee
Jane and Robert Bessin	Nancy and Michael Fogel	Carrie Leeb
D. Steve Boland	Miriam Fond	The Lenzi Family
David W. Boisture	Jason Franklin	Latrice and Herman L. Lessard, Jr.
Cristina Bonner	Joan C. Franks	Anna Lester
Robert L. Book	John F. Fueller	William A. Lester, Jr.
Karyn M. Bostick	Angela Gallimore	Tanya F. Levy-Odom
Gregory Bowser	Shelly and Kala Gibson	Patrick O. Lindsey
Michael Boyd	David Goldenberg	Edward G. Lloyd and Carole Darden-Lloyd
Clarence Brownlee	Ruth Goldstein	Brenda and J.W. Loftin
Irwin Buchwald	Terry H. Grady	Louis B. Lynn, PhD
Judith M. Buechner	Kenneth Graves	Bruce Macleish
Susan E. Buford	Jasmine Green	Rita and Charles Maimbourg
Evan Burness	Maurice J. Hale	David Makower
The Butler Family	Tonja Hampton	Ava Mandeville
Angelo R. Cali & Mary V. Cali Family Foundation	Joshua Hankey	Matthew Marani
Paul Charron	Gaylene V. Harris	Johnetta Marigny
Sean Choi	Patrick Healey	April Martin
Gloria Chu	The Honorable Alexis M. Herman	Felicia Martin
Leslie Chuang	Jennifer and Joseph Higgins	Robert McAlpine
Dr. Vergena M. Clark	Jennifer L. Highland	Chris Mediamolle
Cecily Clark	Sandra Davis Houston	Kristie Miller
Todd Claypool	Ernest Howell	Craig Montell, PhD
Vinita Clements	Kathryn R. Hu	Ruth Mooney
Alexander D. Cole	Brian Hughes	Michele M. Moore
Nyra Cooke	William Irving	James Morgenroth
Robert Croft	Gail and Robert Israel	Donna Morris
Carol A. Curtis	Harry E. Johnson Sr.	Jennifer Munson
Marion Daniel	James E. Johnson	J. Brandon Neal
Megan Danyi	Monyette Johnson	Doris J. Newton
Joseph E. Davis	T'Leatha and Arthur Johnson	Russell Noles
Margaret Dolid Fichter and Andrew Fichter	Janet and Torre Jorgenson	Melvin Nwamadi
Sonald Duclair	Viola M. Kaufman	Norman Oates
Adam Edelstein	Erin Kelly	Eileen Odum
Elizabeth Edwards	The Honorable Ronald Kirk, Esq.	Kim Opel
Nnemdi K. Elias	Christopher A. Klem	Christopher Pence
Murvin S. Enders	Kris Koivisto	Cheryl M. Plambeck
Donna Epps	Michael Kolotylo	Lester Poretzky Family Foundation
Myrtle Evans Adams	Warren Lammert	Hugh B. Price
Tara Favors	Otis W. Langford, Jr.	April and Matthew Quilter
	Michael Ryan Larosa	Delano Rackard

Donor Report

Franklin D. Raines
Nicholas Raushenbush
Ritesh Raval
David Ravin
Archer L. Redmond
Ann Reed
Dr. Nathan Rose
Glenn Ross
Terrance C. Sanford
Sonya Snedecor Charitable Fund
Dennis G. Serrette
Traci L. Shafroth
Rodney E. Slater
Susan Slotkis
Toni Miranda and Hal Smith
Isaac Smith
Stauna Soanes
Elaine Galinson and Herbert Solomon
Rhonda Spears-Bell
Jeremy M. Spicer
Michael Stevens
Amanda Stubblefield
Robert J. Swann
Robert Taylor
Amy C. Tenny
Vernon Thomas
The Tillett and Burke Family Foundation
Sally E. Unger
Murray and Virginia Vale Foundation
Sara and Duane Vetter
Reverend Audrey Vincent
Cynthia Walker
Kevin Walkes
Yvette Arsenec-Weir and
Claude V. Weir, Jr.
Barbara Welcher
Stan Wilcox
Kimberly Williams
Patricia A. Williams
Jill A. Wills
Erik Wingate

David Wingo
Tanner Yager
Jennifer Yang
James E. Young

Associate Circle (\$250 - \$999)

Kristin and Brett Abner
Kim Adamescu
Levi C. Adams
Nathaniel L. Adams
Tareta Adams
Amanda Ahern
Edward E. Alexander, Jr.
Mary Barbara and Michael B. Alexander
Shehab A. Alhajjri
Taiyaba S. Ali
Tommy Allen
Sally Allen Chew
Hazel P. Amos
Gena R. Amos
Angela Anacay
Ann W. Anderson
Bernard E. Anderson
Betty L. Anderson
Beverly J. Anderson
Carl E. Anderson
Clarence C. Anderson
Curtis E. Anderson
Rosalyn H. Anderson
Stephen Anderson
Bruce Andrews
Eleanor S. Applewhaite
Dennis W. Archer
Jeffrey W. Archer
Harold Arnell
Elizabeth Arrison
Ardyce J. Asire
Amy Auerbach
Mark Aufdemberge
Travis Austin
Helen Au-Svendsen

Phyllis Babb
Ivan A. Backer
Diane and Jean-Loup Baer
Marvin N. Bagwell
Josephine Bailey
Evan Baker
Sarrah Baker
Adyline M. Ball
Casey E. Ballard
Bruce M. Baltes
Daniel Banks
Michael Barkett
Richard L. Barlow
George E. Barnes
Daryl and Mary Baron
Omer Baror
Rachael Batchelder
Timothy Bates
William M. Bateson
Sheryl Battles
Tasha Baty
Sarah and Mick Bauer
Christopher W. Bauermeister
Drew J. Bauman
Tyrone L. Beach
Charles Beady
Justin Beard
Seleece Beasley
John D. Becker
Lauren Bell
Norris Bell
Robert M. Bell
Michael K. Belt
Joi Ben
Kevin Bennett
Mari Bentley
Robert L. Benton
Sarah Benzing
Claude W. Bernard
Judith Bernardi
Kevin Binns

Todd R. Bittner	Goldie Bryant	Richard A. Collins
Allison F. Blackwell	Michelle L. Bryson	Jane B. Colman
Clyde Blassengale Sr.	Lillian M. Bullock	Staci Conley
Mary Bobbitt	Jonathan Bulls	George W. Connelly
Matthew R. Bocchino	Chester H. Burgess	Leroy B. Connelly
Michael L. Bohanon	Michael T. Burke	Doris R. Conner
Claudia Bolden	Vivian Burns	Jessica E. Connolly
John R. Bolden	Adam Burr	Megan Cook
Cary and Carolyn Booker	Barton Byg	Austin Cooper
Lewis C. Booker	Richard F. Byrd	Debra Cooper
Harland W. Booth	Jean W. Cahouet	Jaycob Cooper
Mike Booth	Cleopatra H. Caldwell, PhD	Christopher Corbin
Alex Bordewyk	Patrick Callahan	Sherrie Cornett
Lenora Bosley	Justin Campbell	Robert W. Cox
Marsha Bowen Washington	Ron E. Canada	Sandra J. Cox
Ariane Braat	Alexandra Cannon	Barbara Crabtree
Brian Braat	Nicholas Capozzola	Laura Crawford
Kristie Ann Bradford	Andrew Carlson	Evelyn Crayton
Daisy S. Branson	Michael T. Carr	Mary L. Crooms
Billy J. Braxton	Laurent Carter	Leah Cunningham
Alvin Breadmon	Nikkia Carter	Garrick Dabbs
Helene M. Breckenridge	Stacy Cerruti	Michael Dalby
Carl J. Breidenich	Joanne and Oliver J. Champion	Gerard D'Alessio
Peter N. Breitman	Elizabeth Chandler	Thomas Damratoski
Sondra Brick	Anne Child	Catherine J. Dargan
Charles Bridges	John Chowning	Benjamin Y. Davies, Sr.
Joseph Briggs	Deborah and Michael Clark	Robert Davies
Douglas Brittain	Robert H. Clark	Adam Davis
Brock Brockington	Jarvis W. Clarke	Cheryl Y. Davis
The Brody Family	Isabel Cleff	George Davis
Charles Brooks	Penni L. Clifton	Ruth A. Davis
Beverly E. Brown	Andrea R. Clouser-Roche	Joel de la Torre Contreras
Charles Brown	Andrea Cohen	Steven Debry
Constance A. Brown	Jaime B. Cohen	Shirley M. Dennis
Julia L. C. Brown	Rosalind C. Cohen	Isha Desai
Lawrence G. Brown	Brendon Colburn	Daran DeShazo
Ronald Brown	Robin Cole	Nicole Dezen
William H. Brown, III	Gary W. Cole	Joseph J. Diamond
Catherine M. Brunson	Alberta S. Coleman	Josh Dickerson
Benjamin Bryant	Geri Coles	Lesley Dickson
Donald Bryant	Eartha Collins	Robin Diegel

Donor Report

Richard Dilallo
Jacqueline C. DjeDje
Dolgen Charitable Fund
Joyce E. Dorn and Roosevelt F. Dorn
Herbert Douglas
Jeanine B. Downie
Audrey Drake
Montreal Dukes
Blair M. Duncan
Debra Duncan
Ronald Duquette
Alec Durbano
David M. Duree
Dina Durley
Lia Easler
James H. Eaton
Cheryl Ebenstein
Todd Eckstaine
Julious Edwards
Karen D. Edwards
Pamela Edwards
Laurence P. Eggers
Abiola Eisape
Brent M. Elazier
Maurice Elliard
Emma J. Elliott
David Ellis
Tracy Ellis
Monika Endrizzi
Steven English
Andrew Erickson
Raymond Esquivel
Thelma Everett
Brenda Fairfax
Sherman C. Falana
Rosalee B. and Adolphus C. Favors, Jr.
Claudia M. Fegan
Sean Felix
Camill Fernandez
Sarah Ferranti
Henry Ferrell, III

Darren Ferris
Dorothy L. Fiddmont
Jonathan W. Field, Esq.
Penney Fields-Burnett
Elouise D. Finch Campbell
Glenda Finkelstein
Eric Fisher
Lauren Fisher
Jacqueline C. Fleming
George Flores
Charles M. Floyd
Emily Flynn
Mary and Michael S. Flynn
Ida F. Fogle
Paul Foglia
Michael C. Ford
Jacqueline Foster
J. D. Francis
Vera Franklin
Richard Franks
Adrienne D. Freed
Amos P. Freeman
Larry Freeman
Nicholas Frindt
Lance S. Fulton
Christopher Funk
Curtis L. Gadsden
Carol A. Gaignard
Richard Gaines, Sr.
Laura Galbraith
Brian Gamble
Robert S. Gamble
Joseph Gambrell, MD
Gwendolyn Garvin
Sandra A. Gaston
Kathryn Gerfen
Lindsey Getz
Mary Gibeau
Thelma A. Gibson
Betsy Gidwitz
Henry L. Giles

Clarence R. Gillett
Elliott Gilman
Marla Gilreath
Barbara S. Goldman
Kathleen Golio
Amanda and Thomas Goodman
Barbara Graham
Julian Graham
Zachary Grannan
Sadie Grannison-Henriques
John Grattan
Patricia Graves
Richard R. Gray
David Green, Jr.
Ellen Green
Lorraine H. Green
Miguel Green
Richard Green
David Greenberg
David S. Greene
Janett Greene
Barbara H. Griffa
Shari Griffin
Larry Griffith
Shelly Griggs
Cherita Groce
Gary Groves
Arthur Gutterman
Marcel M. Gutwirth
Jonney Guy
Jeanette Y. Hadley
John R. Hall, III
Sidney M. Hall
Vickie L. Hall
Stephen and Jo Ellen Ham
Flora Terrell Hamilton
Lewis Hamilton
J. Phil Hammond, Jr.
Philip G. Hampton, II
Catherine Hansen
Janet Hansen

Lovette W. Harper	Scott Howerton	Glynis Jones
Loytavian Harrell	Tameka Howie	Linda D. Jones
Alton R. Harris	K. Hrfele	Prethenia M. Jones
Frazeal L. Harris	William H. Hubbard	Valencia Jones
Janet Harris	Aurora Huggins	Alex Jordan
Wesley L. Harris	Vivian W. Hummler	Nicole D. Jordan
William K. Harris	Anne Hungerford	Kimberly Joseph
Amha Harrison	Sidney W. Hurd	Judy M. Judd
Sharon and Ronald E. Harrison	Kathy A. Hurling	Joyce A. Junious
Meredith Hartley	Joshua J. Hursey	Rebecca Kahn
Rose M. Hasell	Ryan J. Ing	Wendy Kakaio
Ann and Barry Haskell	Kathleen M. Ingram	Steven R. Kalt
Dennis Haynes	Miles Izen	Jaime L. Kamm
John W. Haynes	Annie Jackson	Teresa Kaplan
Cynthia M. Heath	Katherine A. Jackson	Sarah Karangelen
Eric Hegblom	Kenneth Jackson	William Karpen
Julia Helms	John Jackson	Neal S. Kass
Franklin J. Henderson	Jill Jackson-Chavis	Charles A. Katz
James Henle	Jane F. James	Peter Kaufman
Sigrid Hepp-Dax	Quinton C. James	Donald E. Kelley, Jr.
Mariesa Herrmann	Nicholas Janus	Anthony C. Kelsey
Andrew Herz	Pamela Jasper	Elliot G. Kendall
Mary E. Hewlett	Philip Javete	Allison Kendrick
Carolyn J. Hill	George L. Jefferson, Jr.	Karen Keniray
Edwyn C. Hill	Ronald Jeffris	Thomas Killip, MD
Lawrence Hill	Audra Jenkins	Hyun Kim
Patricia A. Hinchberger	Jerry Jenkins	LeRay E. King
Ellen Hinterlong	Katherine Jennings	Jennifer J. King
Babette Hodges	Marene Jennings	Naomi King
Jason M. Hodges	Linda M. John	Kenneth A. Klein
Brad S. Hoekzema	Lily Johnson	Peter D. Klein
Lisa Hollingshed	James Johnson	Dahv Kliner
Shirin Hollis	Jeffrey S. Johnson	Nina Klionsky
Donald and Deborah Holmes	Jordan W. Johnson	Joy M. Knight
Mary Hooke	Louis W. Johnson, Jr.	Lula M. Knight
Hannah Hopper	Patricia C. Johnson	Robert Krick
Susan Hornish	Raymond T. Johnson	Daniel Krinsky
Ann and Richard A. Horvitz	Erika Johnson-McClendon	George and Helen Ladd
Mary T. Houghton	Anna M. Jones	Richard E. Lapchick
Barkley Howard	Carol J. Jones	Maria Laspina
Corrie Howell	Gail K. Jones	Clyde J. Laughlin

Donor Report

Diane Laughlin
Marjorie Laule
Lynn and Ronald Law
Thaddaus Lawrence
Allison Lawton
Andrew Lebor
Patricia R. Ledewitz
Estella E. Lee
Jack H. Lee
Raymond H. Lee
Robert Lee
Ataloa Leffal
Tom Leggat
Danny E. Lenore
Diane and Bruce Lercher
Wendy and Steven Lerman
Sandra Leung
Lawrence Levine
Lois J. Levine
Michael Levy
Phillip M. Levy
Laurence Lewis
Lavonna Lewis
Gregory P. Lewis
Alice G. Lewis-Hutchinson
Mary E. Leys
Eloise and Arthur T. Liggins
Annie B. Lindsey
Marigold L. Linton
The Litten Doi Foundation
Ming Liu
Jennifer A. Loehlin
Joanna London
Anderson C. Long, Jr.
Herman M. Long
Fred Lonider
Xavier Loriferne
John P. Loveridge
Nathan R. Lubchenco
Ruth Luchey Toliver

Donald Lusk
Joanne Lyman
Bruce A. Lyons
Jonathan Mabry
Brian Mackintosh
Nathan R. Maddox
Susan M. Madison
Sreeram Makam
Nancy and Burton Malkiel
Victoria Malyovanny
Karol B. Mangum
John A. Maraz
Fay and Robert A. Marchman Esq.
Marcus-Ring Family Fund
Heide J. Marie
Chris Martin
Daisy W. Martin
Ilanthe H. Martin
John C. Martin
Katherine Marton
William L. Mason
Alberta Mayberry
Dougal O. Mays
Lauren McBride
Chad McCaffery
Sharron McCallum
Kelsey McCarthy
Mark McColloch
Lucinda McConathy
Diane McCullough
Carl McGowan
Vera B. McIntosh
Thomas McIntyre
Beverly S. McKenna
Kathryn McKenna
Josh McKone
Pamela McMellon
William C. McNeill, III
Jan McTyer Johnson
Loretta Meeks

Reed Melton
Katelyn Melvey
Stacy Meola
Kaye I. Merrey
Griffin Metz
Arne Meyer
Bernard L. Meyers
Shirley Mickel
Jonathan Middlebrook
James P. Miley, Jr.
Sarah Miller
Ernest L. Miller
Georgella Miller
Erin Millman
Kimberly Mills
Trevis Milton
Lanesha T. and Scott Minnix
Lottie B. Mitchell
Yvette Mitchell
Rachael Mock
Sara Moe
Glenn C. Moeller
Bruce Montgomery
A. D. Moore
Albert L. Moore
Jason W. Moore
Barbara Moretti
Alexander Morgan
J. H. Morgan, Jr.
Lawrence Morgan
Phoebe Morris
Karen Morrison
Paul Moss
Barbara C. Motley
Bradley Mueller
John Mueller
Joanna E. Muench
Patricia Mullen
Meg Mullin
Gary L. Murph

Donald Murphy
 George M. Murphy
 Morgan Murphy
 Yolanda Murphy
 Elliott C. Murray
 Raquel M. Murray
 Samir Musallam
 John M. Nannes
 Robbie E. Narcisse
 Beverly A. Nash
 Michael Nedd
 Ingrid Nembhard
 Jay Nerger
 Wanda L. Nesbitt
 Elizabeth F. Neufeld
 Erik Newby
 Gwendolyn Newkirk
 Jack Newman
 Linda L. Newman
 Johnnie M. Newton
 Theron Nixon
 Laurence C. Nolan
 Denise A. Norman
 Keith D. Norris
 John H. Norton
 James Nunally
 Barry Obie
 Nnaji Obinelo
 Timothy O'Brien
 Paula E. Odellas
 Jisoo Ok
 Timothy O'Leary
 John Oliver
 Olorunfunmi Oliyide
 Patrice J. O'Neill
 Suzanne Oparil
 Shanna O'Reilly
 Gabrielle Orion
 Jaquelyn L. O'Shaughnessy
 Allan Oster

Katherine Y. Overby
 Mildred D. Owens
 Melvin Owens
 Teresa Paffenback
 Orion E. Page
 Jennifer Panger
 Moises Pantoja
 Christopher C. Pappas
 John E. Parauda
 James Parson
 Jennie R. Patrick
 Melissa Patsch
 Pace Pegues
 Marcy Pelecky
 Jacqueline Pelzer
 Genevieve Perdue
 Wilfred Perry
 Joseph Peters
 Christian Peterson
 David Peterson
 Thomas L. Philbrick
 Marguerite Phillips
 Dolphine W. Pierce
 Esther G. Pinder, MD
 Gladstone H. Pollard, Jr.
 Alexander Polson
 Mildred M. Pope
 Dale Porfilio
 Craig D. Powell
 Brian Powers
 Linda L. Pressley
 Joan Pritchard
 Elizabeth and John C. Quayle
 Peggy A. Quince
 Marilyn and James S. Raby
 Kaitlin E. Rainsberger
 Arthur R. Randolph, II
 Karin Rasmussen
 Clydia D. Ratliff
 Andres Ravinet

Thomas L. Ray
 Christopher D. Reddick
 Hardagari D. Reddy
 Gregory Redmond
 Deloris H. Reeves
 Laurie and Roy L. Regozin
 Jonas Reid
 William J. Revelle
 Donald K. Richards
 Amy I. Richardson
 Cy Richardson
 F.C. Richardson
 Jacqueline Richardson
 Daniel Richman
 James Richmond
 Karl Richter
 John P. Riley
 Shirley Rivens-Smith
 Omar Roberson
 Richard Robertson
 Carolyn W. Robey
 Kathy M. Robie-Suh
 McLouis Robinet
 Harry J. Robinson
 Nicole L. Robinson
 T. Sherwood Robinson
 Thomas E. Robinson
 Stuart Robinson
 Kristin Roda
 Nicholas L. Rodenhouse
 Jeanette E. Rogers
 Matlock Rogers
 Julia A. Rogge
 Ian Rosenfield
 Anthony E. Rothschild
 Joseph T. Rouzan
 Andrew Rowe
 Karen D. Ryan
 Martin Sacchi
 Sarah Samuel

Donor Report

Maria Sanchez
Drew Sanders
Willie Sanders
Dany Sanon-Lindsay
Ronald F. Sargent
James E. Savage, Jr.
Sandra Savage
Matthew Schauer
Robert Schiemann
Christine Schlosser
Herbert S. Schlosser
Arthur J. Schmidt
Thomas J. Schoen
Jared Schroeder
Lenny and Celia Schuchman
Cindy Schuricht
Timothy J. Schwartz
Deven A. Scott
Jonathan A. Scott
Naia Scott
Barbara F. Scruggs
Cleophu Scrutchions, Jr.
Richard A. Scully
Stephanie E. Secrease
Michelle Sermon-Davis
Matthew F. Shannon
H. Rodney I. Sharp
Earnesteen R. Shealey
Clinton C. Shelton, Jr.
David Shepherd
Michael L. Sherman
Paige Shevlin
Shavonne Shipman-Cook
George I. Shirley
Monte Silberger
Corlease Sills
Goldie Silverman
Barbara Silverstein
Charles M. Simms, Sr.
The Simon Family

Gary Singer
Jeffrey A. Sironi
Lisa Skates
Barbara E. Slater
Brian S. Slick
Christopher T. Smith
Dorothy D. Smith
Michael Smith
Ronald J. Smith
Tracy Smith
Jayme Smoot
Phillip Snyder
Zelda K. Sokal
Ronena N. Solorzano
Carolyn M. Sommerich
Osborne A. Spence
Kenneth E. Spencer
Stuart W. Speyer
Carolyn Spolidoro
T. Topaz Spooner-Lay
Carsten Sprunger
Nate St. Germain
Melissa L. Staggs
John R. Stallone
James Stanley
Clara R. Stanton
Betty E. Staton
Marion P. Steininger
Catherine I. Stelly
Charles Stephens
Antonia Stern Purse
Latoya Stewart
Evelyn M. Stock
Douglas Stone-Weaver
Brandy Stracener
Richard Strawbridge
Virginia L. Strickland
Nissa Strottman
George W. Stubbs, MD
Derek Sulton

Charles E. Summers
Margaret Summerville
Barbara Suplita
Catherine F. Sutherland
Hasan Syed
Lara Szpak
Vandoster L. Tabb
Charles E. Talbert
Isaac Tarlin
Ernest M. Tate, Jr.
Judy Tatelbaum
Stacey Taylor
Aryola Taylor
Joel Taylor
Penelope J. Taylor
Mark Taylor
Michelle I. Tege
Richard Temkin
Albert J. Terry
Trevor Tevel
Linden Thigpen
Larry Thomas
Robert Thomas, Jr.
Myeisha Thompson
Natalie Thompson
Phillandas T. Thompson
Shawn Thompson
Theodis Thompson
Samuel H. Thorne
Ruth P. Thrash
Etosha Thurman
Kate Tierno
John E. Tilley
Wesley Toles
Alethea R. Tong
Randolph F. Treece
Rachel Trombetta
Joyce Trotman-Jordan
James Tuck
Stanley W. Tucker

Sylvia H. Tureaud
 Aaron Turner
 David A. Turner
 Erica Tyler
 Paula Udani
 Tomomi Uetani
 Charlottee N. Umoja
 Rebecca Van Sickle
 Marie Vanasse
 Bonnie Vehlies
 Isabelle M. Verdini
 John A. Vernon
 Donald Von Hagen
 Shirley R. Wade
 Mary A. Wahl
 Richard K. Wakefield
 Michael Waldman
 Herbert Waldren
 Hattie Walker
 Kevin Walker
 Moses L. Walker
 Robert C. Walker
 Barbara Waller
 Kathy Waller
 David Walters
 John P. Wanderer
 Albertine Washington
 Cheryl G. Washington
 Julia and Walter L. Washington
 Ronald Wasserstein
 Irene Weiser
 Jacquelyn and James Welborn
 Robin Welling
 Paul Wells
 Matthew G. Wengraitis
 Greg Werlinich
 Charles A. West
 Shirley A. West
 Kurt Westgard
 David L. Whaley

Gloria M. White
 Julia P. White
 Martha A. White
 Sarah M. White
 Ruth Whitney, PhD
 Charles T. Whittle
 Angie Wilen
 Arthur S. Wilke
 Bettye H. Wilkinson
 Anita H. Williams
 Chase A. Williams
 Dorothy A. Williams
 E. T. Williams
 Hal Williams
 Sharon Williams
 Nicholas Willnow
 Charles Wilmoth
 Daniel Wilson
 Monique Wilson
 Samuel A. Wilson
 John Windhorst, Jr.
 Joseph Wohrer
 Denise Y. Wood
 Thomas Wood
 Tomeco Woods
 John B. Wooten
 Elizabeth Worcester
 Mildred L. Wright
 Joseph Wright, Jr.
 Willie E. Wright
 Lareeta C. Wyche
 Lydia Wylie
 James M. Yarbrough
 Harold Yates
 Eric P. Youngman
 Josiah Zanghi
 Tom Zawadski
 Rosalyn Zeigler
 Margot L. Zimmerman

Legacies & Bequests

Ruth B. Jaynes
 Estate of Stuart Augustus Holmes
 Estate of Betty Jean Bolander
 Ruby G. Garner
 Henry W. Foster
 Estate of Sinclair Lewis
 Estate of Jeffrey E. White

2022 FINANCIAL STATEMENTS

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION as of December 31, 2022

2021

ASSETS

Cash, cash equivalents and restricted cash	\$58,727,308
Restricted cash deposit held in escrow	26,184,186
Funds held in escrow by others	1,181,808
Funds held for Trust	1,421,505
Prepaid expenses and other assets	1,207,436
Prepaid pension costs	960,626
Grants and pledges receivable, net-current	27,709,604
Grants and pledges receivable, net-non-current	14,562,505
Franchise fees receivable, net	96,500
Investments	164,356,904
Loan receivables- NMTC	13,031,450
Loan receivables	352,592
Other assets	2,130,256
Interest rate swap agreement	–
Operating lease right of use assets	12,035,757
Property and equipment, net	46,409,513
Total assets	\$340,368,950

LIABILITIES AND NET ASSETS

Liabilities

Accounts payable and accrued expenses	\$11,955,216
Accrued payroll and vacation benefits	907,570
Accrued defined contribution costs	682,233
Contract advances and other deposits	942,841
Funds held for Trust	1,421,505
Loan payable - bank	500,000
Bonds payable (net of debt issuance cost \$107,651)	26,003,616
Loan payable-NMTC (net of debt issuance cost of \$1,712,106)	16,437,894
Loan payable-bank (net of debt issuance cost of \$41,084)	5,862,687
Interest rate swap liability	623,386
Operating lease liability	5,086,719
Interest payable	22,486
Accrued pension benefit costs	–
Total liabilities	70,446,153

Net assets (deficit)

Without donor restrictions

Undesignated	20,086,727
Board designated	41,000,000
Pension related	(8,782,638)
Total without donor restrictions	52,304,089

With donor restrictions

Total net assets	217,618,708
	269,922,797
Total liabilities and net assets	\$340,368,950

CONSOLIDATED STATEMENT OF ACTIVITIES

for the Year Ended December 31, 2022

	Without Donor Restrictions	With Donor Restrictions	Total
OPERATING ACTIVITIES			
Revenue, Gains, and Other Support			
Government grants and contracts	\$32,807,818	\$ -	\$32,807,818
Donated materials and services	7,855,944	-	7,855,944
Contributions	8,518,510	35,023,358	43,541,868
Legacies and bequests	265,374	-	265,374
Special events	1,735,300	-	1,735,300
Program service fees	6,530,686	-	6,530,686
Franchise fees	207,500	-	207,500
Net investment return designated for current operations	1,316,364	-	1,316,364
Sale of publications	15,892	-	15,892
Interest income	-	110,286	110,286
Closing income	-	6,800	6,800
Other	824,263	213,453	1,037,716
<i>Net assets released from restrictions</i>			
Satisfaction of restrictions	46,245,987	(46,245,987)	-
Total revenue, gains, and other support	106,323,638	(10,892,090)	95,431,548
OPERATING EXPENSES			
Program Services			
Economic empowerment	46,178,742	-	46,178,742
Education and youth empowerment	7,360,838	-	7,360,838
Civic engagement and leadership empowerment	19,250,536	-	19,250,536
Technical assistance to affiliates	2,743,364	-	2,743,364
Health and quality of life empowerment	12,796,924	-	12,796,924
Civil rights and racial justice empowerment	473,756	-	473,756
Urban empowerment	457,303	-	457,303
Total program services	89,261,463	-	89,261,463
Supporting Services			
Management and general	10,099,181	-	10,099,181
Fundraising	5,880,368	-	5,880,368
Total expenses	105,241,012	-	105,241,012
Changes in net assets from operations	1,082,626	(10,892,090)	(9,809,464)
NON-OPERATING ACTIVITIES			
Net investment return net of amount designated for current operations	(7,315,301)	(4,219,132)	(11,534,433)
Loss in fair value of interest rate swap obligation	(749,299)	-	(749,299)
Pension-related changes other than net periodic pension costs	(165,528)	-	(165,528)
Total non-operating activities	(8,230,128)	(4,219,132)	23,094,609
Changes in net assets	(7,147,502)	(15,111,222)	(22,258,724)
Net assets, beginning of year	59,451,591	232,729,930	292,181,521
Net assets, end of year	\$ 52,304,089	\$ 217,618,708	\$ 269,922,797

A complete copy of the 2022 Audit Report can be provided at
80 Pine Street, 9th Floor, New York, NY 10005 or online at www.nul.org.

DIRECTORY OF PRESIDENTS

AKRON, OHIO

Teresa R. LeGrair, President
Akron Community Service Center and
Urban League
440 Vernon Odom Blvd Akron, OH 44307
(330) 434-3101
E-mail tlegrair@akronurbanleague.org

AURORA, ILLINOIS

Theodia Gillespie, President
Quad County Urban League
1685 N. Farnsworth Avenue Aurora, IL
60505
(630) 851-2203
E-mail theodia@aol.com

ALEXANDRIA, VIRGINIA

Dr. Letty Maxwell, Board Chair
Northern Virginia Urban League
1315 Duke Street
Alexandria, VA 22314
Google: 703-436-6950
(703) 836-2858
Email: ChairNVUL@gmail.com
E-mail: drlettymaxwell@gmail.com

ALTON, ILLINOIS

Brenda Walker McCain, President
Madison County Urban League
408 East Broadway Street
P.O. Box 876
Alton, IL 62002
(618) 463-1906
FAX# (618) 463-9021
E-mail bkwm51@aol.com

ATLANTA, GEORGIA

Nancy Flake Johnson, President
Urban League of Greater Atlanta
230 Peachtree Street NE, Suite 2600
Atlanta, GA 30303
(404) 659-1150
FAX# (404) 659-5771
E-mail njohnson@ulgatl.org

AUSTIN, TEXAS

Quincy Dunlap, President
Austin Area Urban League
8011 Cameron Road – Building A-100
Austin, TX 78754
(512) 478-7176
FAX# (512) 478-1239
E-mail quincy_dunlap@aaul.org

BALTIMORE, MARYLAND

Tiffany Majors, President
Greater Baltimore Urban League 512
Orchard Street
Baltimore, MD 21201
(410) 523-8150
FAX# (410) 523-4022
E-mail tmajors@gbul.org

BATTLE CREEK, MICHIGAN

Kyra Wallace, President
Southwestern Michigan Urban League 172
West Van Buren Street
Battle Creek, MI 49017
(269) 962-5553
FAX# (269) 962-2228
E-mail kyraul@swmul.org

BINGHAMTON, NEW YORK

Jennifer Lesko, President
Broome County Urban League
88 Main Street
Binghamton, NY 13905
(607) 723-7303
FAX# (607) 723-5827
E-mail jlesko@bcul.org

CHARLESTON, SOUTH CAROLINA

Otha Meadows, President
Charleston Trident Urban League
2133 North Hillside Drive
Charleston, SC 29407
(843) 769-8173
FAX# (843) 769-8193
E-mail otha.meadows@ctul.org

BIRMINGHAM, ALABAMA

William Barnes, President
Birmingham Urban League
2101 6th Avenue North, #700
Birmingham, AL 35203
(205) 326-0162
E-mail william.barnes@birminghamul.org

BOSTON, MASSACHUSETTS

J. Keith Motley, Ph.D., Interim
Urban League of Eastern Massachusetts
88 Warren Street
Roxbury, MA 02119
(617) 442-4519
FAX# (617) 442-9813
Email: JKMotley@ulem.org

BUFFALO, NEW YORK

Thomas Beauford, Jr., President
Buffalo Urban League
15 Genesee Street
Buffalo, NY 14203
(716) 250-2403
E-mail: tbeauford@buffalourbanleague.org

CANTON, OHIO

Diane Stevens Robinson, Interim
Greater Stark County Urban League, Inc.
1400 Sherrick Road, SW
Canton, OH 44707-3533
(330) 754-1576
FAX# (330) 615-1493
E-mail: 829drobinson@gmail.com

CHARLOTTE, NORTH CAROLINA

Robyn Lake Hamilton, Interim
Urban League of Central Carolinas, Inc.
740 West 5th Street
Charlotte, NC 28202
(704) 373-2256
FAX# (704) 373-2262
E-mail:
Robyn.Hamilton@urbanleaguecc.org

CHATTANOOGA, TENNESSEE

Candy Johnson, President
Urban League Greater Chattanooga, Inc.
401 E. MLK BLVD., Suite #301
Chattanooga, TN 37403
(423) 756-1762
FAX# (423) 756-7255
E-mail cjohnson@ulchatt.net

CHICAGO, ILLINOIS

Karen Freeman-Wilson, President
Chicago Urban League
4510 South Michigan Avenue
Chicago, IL 60653
(773) 451-3509
FAX# (773) 285-7772
Email: kfreemanwilson@chiul.org

CINCINNATI, OHIO

Christie Kuhns, J.D., President
Urban League of Greater Southwestern
Ohio 3458 Reading Road
Cincinnati, OH 45229
(513) 487-6507
FAX# (513) 281-0455
E-mail: ckuhns@ulgso.org

CLEVELAND, OHIO

Marsha Mockabee, President
 Urban League of Greater Cleveland
 2930 Prospect Ave, East
 Cleveland, OH 44115
 (216) 622-0999 ext. 201
 FAX# (216) 622-0997
 Email: mmockabee@ulcleveland.org

COLUMBIA, SOUTH CAROLINA

James T. McLawhorn, Jr., President
 Columbia Urban League
 1400 Barnwell Street, P.O. Box 50125
 Columbia, SC 29201
 (803) 799-8150
 FAX# (803) 254-6052
 E-mail culsc@aol.com

COLUMBUS, GEORGIA

Tracey R. Mosley, Interim
 Urban League of Greater Columbus, Inc.
 802 First Avenue
 Columbus, GA 31901
 (706) 322-6840
 Email: tmosley@urbanleaguegc.org

COLUMBUS, OHIO

Stephanie Hightower, President
 Columbus Urban League
 788 Mount Vernon Avenue
 Columbus, OH 43203-1408
 (614) 257-6300
 FAX# (614) 257-6327
 E-mail shightower@cul.org

DALLAS, TEXAS

DENVER, COLORADO

Shenika Carter, Interim
 Urban League of Metropolitan Denver
 2701 Lawrence Street Suite 10
 Denver, CO 80205
 Phone: (303) 377-2790
 Email: ceo@urbanleaguemetrodenv.org

DETROIT, MICHIGAN

N. Charles Anderson, President
 Urban League of Detroit &
 Southeastern Michigan
 208 Mack Avenue
 Detroit, MI 48201
 (313) 831-5564
 FAX# (313) 832-3222
 E-mail ncanderson@deturbanleague.org

ELIZABETH, NEW JERSEY

Crystal A. Orr, President
 Urban League of Union County, Inc.
 1139 East Jersey Street, Suite 515
 Elizabeth, New Jersey 07201
 Phone: (908) 351-7200
 FAX# (908) 527-9881
 E-mail: corr@uloucnj.org

ELYRIA, OHIO

Parris Smith, President
 Lorain County Urban League
 200 Middle Avenue, Suite 200
 Elyria, OH 44035
 (440) 323-3364 ext.31
 FAX# (440) 989-6333
 E-mail psmith@lcul.org

ENGLEWOOD, NEW JERSEY VACANT

Urban League of Bergen County
 12 Tenafly Road, Suite 104
 Englewood, NJ 07631
 (201) 568-4988
 E-mail:

FARRELL, PENNSYLVANIA

Erin Houston, Ph.D., President
 Shenango Valley Urban League
 601 Indiana Avenue
 Farrell, PA 16121
 (724) 981-5310
 FAX# (724) 981-1544
 E-mail ehouston@svurbanleague.org

GREENVILLE, SOUTH CAROLINA

Gail Wilson Awan, Ph.D., President
 Urban League of the Upstate, Inc.
 225 S. Pleasantburg Drive, Suite E11
 Greenville, SC 29607-2576
 (864) 244-3862
 E-mail:
 gailwawan@urbanleagueupstate.org

FLINT, MICHIGAN

Operation Suspended

FORT LAUDERDALE, FLORIDA

Germaine Smith Baugh, Ed.D., President
 Urban League of Broward County
 560 NW 27th Avenue
 Fort Lauderdale, FL 33311
 (954) 584-0777
 FAX# (954) 584-4413
 E-mail gsbaugh@ulbcfl.org

FORT WAYNE, INDIANA

Aisha Arrington, President
 Fort Wayne Urban League
 2135 South Hanna Street
 Fort Wayne, IN 46803
 (260) 745-3100
 E-mail: aarrington@fwurbanleague.org

GARY, INDIANA

Vanessa Allen-McCloud, Ed.D., President
 Urban League of Northwest Indiana, Inc.
 3101 Broadway
 Gary, IN 46409
 (219) 887-9621
 FAX# (219) 887-4519
 E-mail vallen@ulofnwi.org

GRAND RAPIDS, MICHIGAN

Eric D. Brown, President
 Urban League of West Michigan
 745 Eastern Avenue, S.E.
 Grand Rapids, MI 49503
 Office: (616) 252.2201
 Email: ebrown@grurbanleague.org

HARTFORD, CONNECTICUT

David J. Hopkins, President
 Urban League of Greater Hartford
 140 Woodland Street
 Hartford, CT 06105
 (860) 527-0147 ext. 112
 FAX# (860) 244-0794
 E-mail: dhopkins@ulgh.org

HOUSTON, TEXAS

Judson W. Robinson III, President
 Houston Area Urban League
 1301 Texas Avenue
 Houston, TX 77002-3508
 (713) 393-8700
 FAX# (713) 393-8787
 E-mail judrob@haul.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

JACKSON, MISSISSIPPI

Portia Ballard Espy, Ph.D., President
Mississippi Urban League
2548 Livingston Road, Suite 1
Jackson, MS 39213
(601) 987-6783
E-mail: pbespy21@msurbanleague.org

JACKSONVILLE, FLORIDA

Richard D. Danford, Jr., Ph.D., President
Jacksonville Urban League
903 West Union Street
Jacksonville, FL 32204
(904) 723-4007
FAX# (904) 551-3885
E-mail r.danford@jaxul.org

LEXINGTON, KENTUCKY

Porter G. Peeples, President
Urban League of Lexington-Fayette County
148 DeWeese Street
Lexington, KY 40507
(859) 233-1561
FAX# (859) 233-7260
E-mail pg@ullexfay.org

JERSEY CITY, NEW JERSEY

Muhammad Umar, President
Urban League of Hudson County
253 Martin Luther King Drive
Jersey City, NJ 07305
(201) 451-8888
FAX# (201) 451-4158
E-mail mumar@ulohc.org

KANSAS CITY, MISSOURI

Gwen Grant, President
Urban League of Greater Kansas City
1710 Paseo Boulevard
Kansas City, MO 64108
(816) 471-0550
FAX# (816) 471-3064
E-mail ggrant@ulkc.org

KNOXVILLE, TENNESSEE

Charles Lomax, Ph.D., President
Knoxville Area Urban League
1514 East 5th Avenue
P.O. Box 1911
Knoxville, TN 37917-1911
(865) 524-5511
E-mail clomax@thekaul.org

LAS VEGAS, NEVADA

Andrea Fleming, Administrator
Las Vegas Urban League
2480 N. Decatur Blvd., Suite 150 Las
Vegas, NV 89108
Phone: (702) 473-9400, x. 423
FAX# (702) 912-1198
E-mail: Andrea.fleming@lvul.org

LITTLE ROCK, ARKANSAS

Scott Hamilton, President
The Urban League of the State of Arkansas
3805 W. 12th Street, Suite 205
Little Rock, AR 72204
(501) 379-1597
Email: SHamilton@urbanleagueark.org

LONG ISLAND, NEW YORK

Theresa Sanders, President
Urban League of Long Island, Inc.
900 Old Sunrise Highway
Massapequa, NY 11758
(631) 882-9512
E-mail there47530@aol.com tsanders@
urbanleaguelongisland.org

LOS ANGELES, CALIFORNIA

Michael Lawson, President
Los Angeles Urban League
4401 Crenshaw Boulevard, Suite 201
Los Angeles, CA 90043
(323) 299-9660
FAX# (323) 299-0618
E-mail michael.lawson@laul.org

LOUISVILLE, KENTUCKY

Kish Cumi Price, Ph.D., President
Louisville Urban League
1535 West Broadway
Louisville, KY 40203
(502) 585-4622
FAX# (502) 585-2335
E-mail kprice@lul.org

MADISON, WISCONSIN

Ruben Anthony, Ph.D., President
Urban League of Greater Madison
2222 S. Park Street – Suite 200
Madison, WI 53713
(608) 729-1200
FAX# (608) 729-1205
E-mail ranthony@ulgm.org

MORRISTOWN, NEW JERSEY

Mable Davis, Interim Executive Director
Morris County Urban League
300 Madison Avenue – Suite A
Morristown, NJ 07960
(973) 539-2121
FAX# (973) 644-9496
E-mail mdavis@ulmcnj.org

MEMPHIS, TENNESSEE

Tonja Sesley-Baymon, President
Memphis Urban League
413 N. Cleveland Street
Memphis, TN 38104-7012
(901) 272-2491
FAX# (901) 278-3602
E-mail tsbaymon@memul.org

NASHVILLE, TENNESSEE

Clifton Harris, President
Urban League of Middle Tennessee
50 Vantage Way, Suite 201
Nashville, TN 37228
(615) 254-0525
FAX# (615) 254-0636
E-mail charris@urbanleagueofmidtn.org

MIAMI, FLORIDA

T. Willard Fair, President
Urban League of Greater Miami 8500 N.W.
25th Avenue
Miami, FL 33147
(305) 696-4450
FAX# (305) 696-4455
E-mail twfair@bellsouth.net

NEW ORLEANS, LOUISIANA

Judy Reese Morse, President
Urban League of Louisiana
4640 S. Carrollton Ave. Ste. 210
New Orleans, LA 70119
(504) 620-2332
FAX# (504) 620-9654
E-mail jmorse@urbanleaguela.org

MILWAUKEE, WISCONSIN

Eve Hall, Ph.D., President
Milwaukee Urban League
435 West North Avenue
Milwaukee, WI 53212
(414) 374-5850
FAX# (414) 562-8620
E-mail ehall@tmul.org

NEW YORK, NEW YORK

Arva Rice, President
 New York Urban League
 675 Third Avenue, Suite 2221-30
 New York, New York 10017
 (212) 926-8000 ext.117
 FAX# (212) 283-4948
 E-mail arice@nyul.org

MINNEAPOLIS, MINNESOTA

Steven Belton, President
 Urban League of the Twin Cities
 2100 Plymouth Avenue North
 Minneapolis, MN 55411
 (612) 302-3100
 FAX# (612) 521-1444
 E-mail sbelton@mul.org

NEWARK, NEW JERSEY

Vivian Cox Fraser, President
 Urban League of Essex County
 508 Central Avenue
 Newark, NJ 07107-1430
 (973) 624-9535
 FAX# (973) 624-9597
 E-mail vfraser@ulec.org

NORFOLK, VIRGINIA

Gilbert Bland, Interim
 Urban League of Hampton Roads, Inc.
 P.O. Box 2176
 Norfolk, VA 23501
 (757) 627-0864
 FAX# (757) 966-9613
 E-mail Gilbertbland@ulhr.org

PHILADELPHIA, PENNSYLVANIA

Terri Washington Wiggins, Interim
 Urban League of Philadelphia
 121 S. Broad Street – 9th Floor
 Philadelphia, PA 19107
 (215) 985-3220 ext: 206
 FAX# (215) 985-3227
 E-mail: twiggins@urbanleaguephila.org

OKLAHOMA CITY, OKLAHOMA

Valerie Thompson, Ph.D., President
 Urban League of Greater Oklahoma City
 3900 N. Martin Luther King Avenue
 Oklahoma City, OK 73111
 (405) 424-5243
 FAX# (405) 424-3382
 E-mail vrthompson@urbanleagueok.org

PHOENIX, ARIZONA

George Dean, President
 Greater Phoenix Urban League
 1402 South Seventh Avenue
 Phoenix, AZ 85007
 (602) 254-5611
 FAX# (602) 253-7359
 E-mail gdean@gphxul.org

OMAHA, NEBRASKA

Wayne Brown, President
 Urban League of Nebraska, Inc.
 3040 Lake Street
 Omaha, NE 68111
 (402) 453-9730
 FAX# (402) 453-9676
 E-mail:
 wayne.brown@urbanleagueneb.org

ORLANDO, FLORIDA

Glenon Gilzean, President
 Central Florida Urban League
 2804 Belco Drive
 Orlando, FL 32808
 (407) 841-7654
 FAX# (407) 205-0054
 E-mail ggilzean@cful.org

PITTSBURGH, PENNSYLVANIA

Carlos Carter, President
 Urban League of Greater Pittsburgh
 Warner Center
 332 Fifth Avenue, 4th Floor
 Pittsburgh, PA 15222
 (412) 227-4181/4150
 FAX# (412) 227-4803
 Email: ccarter@ulpg.org

PORTLAND, OREGON

Nkenge Harmon Johnson, J.D., President
 Urban League of Portland
 10 North Russell Street
 Portland, OR 97227
 (503) 280-2600
 E-mail nhj@ulpdx.org

PEORIA, ILLINOIS

Dawn Harris Jeffries, Ph.D., President
 Tri-County Urban League
 317 South MacArthur Highway
 Peoria, IL 61605
 (309) 672-4355
 E-mail DJeffries@tcpul.com

PROVIDENCE, RHODE ISLAND

Beverly Ledbetter, Board Chair
 Urban League of Rhode Island Inc.
 PO Box 72756
 246 Prairie Avenue
 Providence, RI 02905
 (401) 351-5000
 FAX# (401) 751-5782
 E-mail: bel_atty@brown.edu

RACINE, WISCONSIN

James Hall, Interim
 Urban League of Racine & Kenosha, Inc.
 718 North Memorial Drive
 Racine, WI 53404
 (262) 292-9297
 FAX# (262) 637-8634
 E-mail: james.hall@ulrk.org

RICHMOND, VIRGINIA

Larry Murphy, Interim
 Urban League of Greater Richmond
 P.O. Box 9087
 Richmond, VA 23225
 (804)586-1361
 Email:
 larry.murphy@empowerrichmond.org

ROCHESTER, NEW YORK

Seanelle Hawkins, J.D., President
 Urban League of Rochester
 265 North Clinton Avenue
 Rochester, NY 14605
 (585) 325-6530
 FAX# (585) 325-4864
 E-mail: shawkins@ulr.org

SACRAMENTO, CALIFORNIA

Dwayne Crenshaw, J.D., President
 Greater Sacramento Urban League
 3725 Marysville Boulevard
 Sacramento, CA 95838
 (916) 286-8655
 FAX# (916) 286-8650
 Email: dcrenshaw@gsul.org

SAINT LOUIS, MISSOURI

Michael P. McMillan, President
 Urban League of Metropolitan St. Louis
 1408 North Kingshighway
 St. Louis, MO 63113
 (314) 615-3662
 FAX# (314) 531-4849
 E-mail mmcmillan@urbanleague-stl.org

SAINT PETERSBURG, FLORIDA

Charlotte Anderson, Interim
Pinellas County Urban League
333 31st Street North
St. Petersburg, FL 33713
(727) 327-3568
FAX# (727) 321-8349
E-mail canderson@pcul.org

SAN DIEGO, CALIFORNIA

Ray King, President
Urban League of San Diego County
4305 University Avenue – Suite 360
San Diego, CA 92105
(619) 266-6237
FAX# (619) 263-3660
E-mail ray.king@sdul.org

SAN FRANCISCO, CALIFORNIA

Ken Maxey, Interim
Urban League of the Greater San Francisco
Bay Area
90 Athol Ave
Oakland, CA 94606
Email: kenmaxey@hotmail.com

SEATTLE, WASHINGTON

Michelle Merriweather, President
Urban League of Metropolitan Seattle
105 14th Avenue, Suite 200
Seattle, WA 98122
(206) 461-3792
FAX# (206) 461-8425
E-mail mmerriweather@urbanleague.org

SPRINGFIELD, ILLINOIS

Marcus Johnson, President
Springfield Urban League, Inc.
100 North 11th Street
Springfield, IL 62703
(217) 789-0830 Ext. 1101
FAX# (217) 789-9838
E-mail mjohanson@springfieldul.org

SPRINGFIELD, MASSACHUSETTS

Henry M. Thomas III, President
Urban League of Springfield
One Federal Street – Building 111-3
Springfield, MA 01105
(413) 739-7211
FAX# (413) 732-9364
E-mail hmthomas@ulspringfield.org

TUCSON, ARIZONA

Shermaine Fort, Board Chair
Tucson Urban League
325 West 2nd Street, PO Box #8
Tucson Az 85705
(520) 486-1534
FAX# (520) 623-9364
E-mail: rev.shermaine@gmail.com

STAMFORD, CONNECTICUT

Virginia Spell, Interim
Urban League of Southern Connecticut
137 Henry Street, Room 220
Stamford, CT 06902
(203) 327-5810
FAX# (203) 406-0008
E-mail: vtspell@ulsc.org

TACOMA, WASHINGTON VACANT

Tacoma Urban League
2550 South Yakima Avenue
Tacoma, WA 98405
(253) 383-2007
FAX# (253) 383-4818

TALLAHASSEE, FLORIDA

Curtis Taylor, President
Tallahassee Urban League
923 Old Bainbridge Road
Tallahassee, FL 32303
(850) 222-6111
FAX# (850) 561-8390
E-mail: ctktoot62@gmail.com

TAMPA, FLORIDA

Stanley Gray, Interim
Urban League of Hillsborough County
1250 Ray Charles Blvd
Tampa, FL 33602
Tel: (813) 404-6172
Email: sgray@ulhc.org

TULSA, OKLAHOMA

Operation Suspended

WARREN, OHIO

Thomas S. Conley, President
Greater Warren-Youngstown Urban League
290 West Market Street
Warren, OH 44481
(330) 394-4316
FAX# (330) 393-5777
E-mail tconley@wyul.org

WASHINGTON, D.C.

George H. Lambert, Jr., President
Greater Washington Urban League
2901 14th Street, N.W.
Washington, DC 20009
(202) 265-8200
FAX# (202) 265-6122
E-mail glambert@gwul.org

WEST PALM BEACH, FLORIDA

Patrick J. Franklin, President
Urban League of Palm Beach County, Inc.
1700 North Australian Avenue
West Palm Beach, FL 33407
(561) 833-1461
FAX# (561) 833-6050
E-mail frankln@ulpbc.org

WHITE PLAINS, NEW YORK

Sorraya Sampson, President
Urban League of Westchester County
61 Mitchell Place
White Plains, NY 10601
(914) 428-6300
FAX# (914) 328-9765
E-mail: Ssampson@ulwc.org

WINSTON-SALEM, NO. CAROLINA

James Perry, President
Winston-Salem Urban League
201 West 5th Street
Winston-Salem, NC 27101
(336) 717-1223
FAX# (336) 722-5713
E-mail jperry@wsurban.org

WICHITA, KANSAS

Keith Hamilton, Board Chair
Urban League of Kansas, Inc.
2418 East 9th Street
Wichita, KS 67214
(316) 262-2463
FAX# (316) 262-8841
E-mail: skywardbnd@gmail.com

WILMINGTON, DELAWARE

Jennifer Thompkins, President
Metropolitan Wilmington Urban League
100 West 10th Street – Suite 602
Wilmington, DE 19801
(302) 622-4300
FAX# (302) 622-4303
Email: jethompkins@mwul.org

NATIONAL URBAN LEAGUE

OFFICE OF THE PRESIDENT

Marc H. Morial
President and Chief Executive Officer
National Urban League
80 Pine Street, 9th Floor
New York, NY 10005
(212) 558-5300
E-mail: mmorial@nul.org

Tina Pizzimenti
Chief of Staff to Marc H. Morial
VP Presidential Operations
National Urban League
80 Pine Street, 9th floor
New York, NY 10005
(212)558-5437
E-mail: tpizzimenti@nul.org

PARTNERSHIP & ADVANCEMENT

Dennis Serrette
Executive Vice President/Chief Operation
Officer & Chief Development Officer
National Urban League
80 Pine Street, 9th Floor
New York, NY 10005
(212) 558-5445
E-mail: dserrette@nul.org

AFFILIATE SERVICES & VOLUNTEER OPERATIONS

Herman L. Lessard, Jr.
Senior Vice President
National Urban League
80 Pine Street, 9th Floor
New York, NY 10005
(212) 558-5383
E-mail: hlessard@nul.org

EQUITABLE JUSTICE & STRATEGIC INITIATIVES

Jerika L. Richardson
Senior Vice President
National Urban League
80 Pine Street, 9th Floor
New York, NY 10005
(212) 558-5350
Email: jrichardson@nul.org

FINANCE

Paul Wycisk
Interim Chief Financial Officer
National Urban League
80 Pine Street, 9th Floor
New York, NY 10005
(212) 558-5435
E-mail: pwycisk@nul.org

GENERAL COUNSEL

Danielle Daugherty
Senior Vice President
National Urban League
80 Pine Street
New York, NY 10005
(212) 558-5384
E-mail: ddaugherty@nul.org

MARKETING & COMMUNICATIONS

Rhonda Spears Bell
Chief Marketing Officer
National Urban League
80 Pine Street, 9th Floor
New York, NY 10005
(212) 558-5328
E-mail: rspearsbell@nul.org

PROGRAMS

Cy Richardson, Ph.D.
Senior Vice President
Housing, Workforce & Economic
Development
National Urban League
80 Pine Street, 9th Floor
New York, NY 10005
(212) 558-5453
E-mail: crichardson@nul.org

Hal Smith, Ed.D.
Senior Vice President
Education, Youth and Health Care Programs
National Urban League
80 Pine Street, 9th Floor
New York, NY 10005
(212) 558-5355
E-mail: hsmith@nul.org

NUL WASHINGTON BUREAU

Joi Chaney
Senior Vice President
Executive Director, Policy Institute
National Urban League
Washington Bureau
1805 7th Street, N.W., Suite 520
Washington, DC 20001
(202) 629-5767
E-mail: jchaney@nul.org

STRATEGY & INNOVATION

Michael Miller
Chief Information Officer National Urban
League 80 Pine Street, 9th Floor New York,
NY 10005
(212) 558-5309
E-mail: mmiller@nul.org

TALENT MANAGEMENT

Wanda Jackson
Senior Vice President
National Urban League
80 Pine Street, 9th Floor
New York, NY 10005
(212) 558-5400
E-mail: wjackson@nul.org

CORPORATE DIVERSITY, EQUITY, INCLUSION, AND ESG

Christopher Metzler, Ph.D. S
enior Vice President
National Urban League
80 Pine Street, 9th Floor
New York, NY 10005
Email: cmetzler@nul.org

BOARD OF TRUSTEES

Officers

CHAIR

Tim Murphy ('15)
Chief Administrative Officer
Mastercard Inc.

SENIOR VICE CHAIR

The Honorable Alexis M. Herman ('01)
President
New Ventures

VICE CHAIR

Robert J. Brown ('01)
Chairman and Chief Executive Officer
B&C Associates, Inc.

TREASURER

Khary P. Barnes ('08)
Managing Director / Head of Strategic
Business Development, Payments and
Banking
JPMorgan Chase

SECRETARY

Donna Epps ('13)
Vice President, Public Policy &
Strategic Alliances
Verizon

PRESIDENT AND CHIEF EXECUTIVE OFFICER

Marc H. Morial ('03)
National Urban League, Inc.

Trustees

TRUSTEES

Kendrick F. Ashton, Jr. ('08)
Co-Founder and Co-Chief Executive Officer
The St. James Group LLC

Tellis Bethel ('22)
Chief Development Officer, Group Vice
President and Chief Social Innovation
Officer
Toyota Motor North America

D. Steve Boland ('20)
Chief Administrative Officer
Bank of America

Ladonna Bond ('23)
Head of Diversity, Equity and Inclusion
Geico

Jim Casselberry ('19)
Chief Executive Officer and Co-Founder
Known Holdings

Candi Castleberry ('23)
Vice President, Global Diversity,
Equity and Inclusion
Amazon

Vinita Clements ('22)
EVP, Chief Human Resources Officer
Nationwide Insurance

David G. Clunie ('17)
Principal – Head of Community Relations
Edward Jones

Victor Crawford ('11)
Retired CEO
Cardinal Health Pharmaceutical Segment

Halimah Delaine Prado ('22)
General Counsel
Google

David Ellen ('19)
Senior Executive Vice President
Charter Communications

Kristy Fercho ('21)
Head of Diverse Segments, Representation
and Inclusion (DSRI)
Wells Fargo

Kala Gibson ('20)
EVP, Chief Corporate Responsibility Officer
Fifth Third Bank

C.d. Glin ('22)
VP, PepsiCo Foundation
Global Head of Philanthropy
PepsiCo, Inc.

Shalondan Hollingshed ('22)
(President, National Urban League
Young Professionals)
Associate Director, Patient Financial Services
Emory Healthcare

Sandra Davis Houston ('18)
(Western Regional Trustee)
President
S. Davis Houston Consulting

David S. Huntley ('20)
Senior Executive Vice President & Chief
Compliance Officer
AT&T Inc.

Harry E. Johnson, Sr. ('07)
President and CEO
The Memorial Foundation, Inc.

Darren Jones ('23)
District Manager – Central Plains District
UPS

Brian Lamb ('20)
Northeast Segment Head of Middle Market
and Specialized Industries
JPMorgan Chase & Co.

Patrick O. Lindsey ('18)
(Central Regional Trustee)
Urban League of Detroit & Southeastern
Michigan
VP, Government & Community Affairs
Wayne State University

Louis B. Lynn, Ph.d. ('15)
Chairman and Chief Horticulturist
ENVIRO AgScience, Inc.

Barry C. Mccarthy ('21)
President & CEO
Deluxe

Lamell Mcmorris ('15)
Principal and Head of Government Affairs
and Regulatory Relations
Edward Jones

Stacey Mills ('18)
(Southern Regional Trustee)
Executive Director
Race Equity and Economic Mobility Com-
mission of Greenville

Kimberly Moore-Wright ('23)
Chief Teammate Officer and Head of Enter-
prise Diversity
Truist Financial Corporation

Donna Morris ('21)
Executive Vice President & Chief People
Officer
Walmart Inc.

Cynthia Mullins ('18)
(Eastern Regional Trustee)
Urban League of Southern Connecticut
Legal Counsel & Chief HR Officer
JMW Consultants

J. Brandon Neal ('14)
Senior Vice President and Deputy General
Counsel
Walgreens Boots Alliance, Inc.

Nicholas Perkins ('14)
Chief Executive Officer
Black Titan Franchise Systems, LLC d/b/a
Fuddruckers

Thomas J. Reid ('21)
Chief Legal Officer and Secretary
Comcast Corporation

Glenn Ross ('18)
(President, Council of Board Members)
Board Chair, Tri-County Urban League

Bobby Scott ('22)
(President, National Council of Urban
League Guilds)

The Honorable Rodney E. Slater ('01)
Partner, Public Policy
Patton Boggs LLP

Sevetri Wilson ('22)
Founder and CEO
Resilia

Glenn T. Wright ('21)
Senior Vice President
Shell Renewables & Energy Solutions
Americas



**National
Urban League**

Marc H. Morial

President & Chief Executive Officer

Rhonda Spears Bell

Senior Vice President,
Marketing & Communications

Clint Odom

Senior Vice President for Policy
Executive Director of the Washington Bureau

Wanda H. Jackson

Senior Vice President, Talent Management

Nicolaine M. Lazzar

Senior Vice President & General Counsel

Herman L. Lessard

Senior Vice President
Affiliate Services & Volunteer Operations

Michael E. Miller

Senior Vice President
Strategy, Innovation & Technology

Cy Richardson

Senior Vice President for
Housing, Workforce & Economic Development

Dennis G. Serrette

Senior Vice President
Partnerships and Advancement

Hal Smith

Senior Vice President,
Education, Youth Development & Health

Calvin Harris

Senior Vice President &
Chief Financial Officer

Donald E. Bowen

President & Chief Executive Officer,
Urban Empowerment Fund

Jerika L. Richardson

Senior Vice President
Equitable Justice & Strategic Initiatives

Joi Chaney

Senior Vice President
Executive Director, Policy Institute
National Urban League, Washington Bureau

National Urban League

80 Pine Street, 9th Floor
New York, N.Y. 10005
Tel: 212.558-5300
www.nul.org
www.iampowered.com

**National Urban League
Washington Bureau**

1805 7th Street, NW
Suite 520
Washington, DC 20001
Tel: 202-898-1604



The National Urban League practices top-rated, effective governance, management, financial and program standards that have been recognized by Better Business Bureau Wise Giving Alliance, CharityWatch, and Charity Navigator—the three leading nonprofit watchdogs and charity evaluators that help donors make informed decisions about maximizing their philanthropic impact to benefit society.