



National  
Urban League

ANNUAL REPORT

2023



CONFRONTING THE  
THREAT WITHIN

DEMOCRACY IN PERIL



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“ IT IS CLEAR THAT THE PROGRESS, HARD FOUGHT, SINCE THE BROWN DECISION, IS UNDER ASSAULT ON EVERY FRONT. FROM THE SUPREME COURT, TO RIGHT-WING STATE LEGISLATURES, TO CABLE TALK SHOWS, TO THE UTTERANCES OF SOME GOVERNORS, PRESIDENTIAL CANDIDATES, MEMBERS OF CONGRESS AND THE UNITED STATES SENATE – IT SEEMS THEY ARE TRYING TO BEND THAT MORAL ARC NOT TOWARD JUSTICE, BUT BACKWARD TO A DARK TIME, LONG GONE.

WE ARE ENGAGED IN A BATTLE FOR THE FUTURE OF THIS NATION. ”

– 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".

The year 2023 represented a major milestone for the National Urban League and for me personally, marking my 20th year as President and CEO.

The year ushered in the next phase of our advocacy and activism: Empowerment 2.0. Built on the framework of the five-part Empowerment Agenda established in 2023 – Employment, Education, Housing, Healthcare, and Justice – Empowerment 2.0 comprises “the Three Ds: Defend Democracy, Demand Diversity, and Defeat Poverty.”



We unveiled the Three Ds during my annual State of the Urban League Address at the National Urban League Conference in Houston – ... a Conference that explored the last two decades of the nation transformation and the evolution of the racial justice movement across a dynamic series of plenaries, forums and virtual sessions.

Among those transformations is the Legislative Policy Conference, initiated as the centerpiece of an economic empowerment agenda that redefined the National Urban League's role in shaping public policy. Convening in person for the first time in three years, the 2023 Legislative Policy Conference brought together members of Congress, elected state leaders, and community advocates from across the country.

Throughout 2023, the National Urban League rose to meet the challenge of an unprecedented surge in extremist backlash to racial justice in education, employment, and political representation.

Using data and analysis from research partners the Southern Poverty Law Center, ADL, and UCLA Law, the 2023 State of Black America revealed how deeply extremist ideology has seeped into America's most vital institutions, resulting in an ever-rising tide of deadly violence, oppressive laws, and weaponized racial polarization.

The rise of extremism lent exceptional urgency to the 60th anniversary of the March on Washington, where I humbly stood in the footsteps of my predecessor Whitney M. Young, a co-organizer of the 1963 March, and demanded full restoration of the Voting Rights Act, establishment of a national living wage, and the commitment of every American institution to the principles of diversity, equity, and inclusion.

Even as the movement mobilized to respond to the rise of extremism, the National Urban League maintained its focus on its core programs and initiatives.

As new variants of COVID and other dangerous infectious diseases emerge the Urban League Movement continued to keep communities safe and provide encouragement, education, and access to lifesaving vaccines.

Urban League workforce and entrepreneurship initiatives continued to create and expand thousands of Black-owned small businesses and place hundreds of thousands of people in family-sustaining jobs.

Educational programs focused on helping students recover from the devastating learning loss that resulted from the COVID pandemic, which disproportionately affected students of color. The school shutdowns shone a harsh spotlight the importance of the National Urban League's ongoing efforts to ensure that every family has access to internet in their home

In the face of an alarming escalation of book bans and censorship of Black history, the National Urban League reaffirmed its commitment to every student's right to a meaningful education that teaches honestly and accurately about our nation's history.

Urban League Housing Counseling led thousands of Americans to become homeowners, while foreclosure prevention programs helped thousands more retain their homes. Our Financial Capability programs are providing access for underserved individuals to access bank accounts, establish credit and improve their credit scores/

With the attacks on voting rights and the erasure of Black voices through gerrymandering escalating even further, the National Urban League intensified its year-round civic engagement with a renewed emphasis on the voter engagement and education campaign, Reclaim Your Vote.

Based on a conviction that communities are safer when public institutions address social issues, promote healthy responses to trauma and adopt community-led solutions, the National Urban League partnered with the John Jay College of Criminal Justice for the first Safe & Just Communities Summit and unveiled Toward a New Age of Community Safety, a framework for violence prevention and gun reform.

As the nation battles through the racial justice backlash, the National Urban League's influence, advocacy, efforts to uplift Black communities will carry us toward an equitable, inclusive, multicultural democracy.







# WORKFORCE DEVELOPMENT AND ENTREPRENEURSHIP

In 2023, the Urban Reentry Jobs program, comprised of both three federal grants serving both youth and adults served a combined 1,478 participants.

By the close of 2023, the Urban Reentry Jobs Program portfolio which includes the Young Adult Reentry Program, Growth Opportunities 2 Program and the Pathways Home Program placed 517 clients into viable jobs. The Reentry portfolio also ensured that 538 job seekers received training and subsequent certifications.

The Urban Energy Jobs Program, an evolution of the Urban Apprenticeship Jobs Program was launched in 2022 through new federal funding. While enrollment and programming actively began in 2023, by the year end the Urban Energy Jobs Program had enrolled a combined 249 participants into either pre-apprenticeship programs and/or into paid registered apprenticeships.

In 2023 the Urban Youth Pathways (UYP) Program had...

- 1,576 participants receive work experience
- 897 participants enter post-secondary education or occupational skills training
- 335 participants enter unsubsidized employment

In 2023, The Urban Seniors Jobs Program (USJP) had...

- 1,280 participants receive job readiness services
- 63% 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

## PROJECT READY

During this year, the Education and Youth Development Program Team has provided technical support and capacity building to thirty-seven Urban League affiliates. The Education & Youth Development (EYD) program team served over 3,600 youth in 73 local programs. Technical assistance and capacity building remain central to the division's work. Consistent virtual office hours and one-on-one affiliate support continued. The sessions provide informal peer-to-peer exchanges while strategizing youth retention, engagement, and grant compliance measures. Finally, we have experienced two significant staff transitions within the division.

In response to the National Urban League's clarion call to reconsider, reimagine, and refresh the process of learning to heal as an essential goal for our youth leaders and communities, *Project Ready 3.0* is designed to be the start of a vital pedagogical and instructional conversation. As such, key elements of 3.0's focus on youth education, development, and leadership, through each of the five components set of modules, ensure youth leadership. Some of the foundational designs include project-based learning, fostering transformational relationships with trusted adults and fellow youth leaders instead of just transactional experiences with the sole focus of increasing matriculation rates and youth connecting and engaging with the support necessary to be equipped to heal, grow, and thrive after a traumatic event as they transform themselves and each other for the better. With out-of-school time spaces and community-based educational environments continuing to experience a heightened recognition as more than just a supplement to traditional schools, healing is central to the curriculum and our youth development work.

The division successfully managed Aldi, Inc.'s financial investment and extended with local employees volunteering in five local markets. Local and regional Aldi teams worked with the EYD and local affiliates to develop service-learning community engagement events. The local

events ranged from back-to-school backpack giveaways, shoes for school, preparing healthy meals, and providing personal hygiene essentials to homeless people. The Aldi partnership also provided *Project Ready* youth opportunities to learn about the company's careers. This partnership has supported nearly 1000 youth and families across the targeted communities. Discussions are underway for the renewal, expected to be secured in late August 2023.

In partnership with Cox Enterprise, the EYD team produced the youth lead *Project Ready* NATIONAL STEAM Day celebrations on November 8th. The event inspired youth to explore and pursue their interests in Science, Technology, Engineering, Art, and Math—the over 80 youth, families, and partners were exposed to informal learning in Science, Technology, Engineering, and Math. The five segments, web design, gaming and AI, Data Activism, and UX Design, were produced by *Project Ready* students from Chattanooga, TN; Chicago, IL; Seattle, WA; New Orleans, LA; and Aurora, IL made STEAM look easy and fund. Participants we were exposed to learning in Science and Math are all around, and we must be curious about it to learn. The session sparked interest in youth.

The *Project Ready* Evaluation Team will finalize the youth and family focus group meetings next quarter as a result of the improvements in the communications to the evaluation case study sites (Rochester, NY; Chicago, IL; West Palm Beach, FL; Seattle, WA; and Columbia, SC), we have experienced less miscommunication, resulting in the evaluation back on schedule.

The EYD team successfully trained nearly 70 EYD affiliate staff during the 2023 Whitney M. Young Urban Leadership Conference. The track was titled "*Learning from the Ground Up: Practices, Principles and Purposes in Youth Programming.*" The workshops focused on creating transformative learning experiences, amplifying impact with success stories, and best practices in youth development and mentoring. Presenters included our mentor technical assistant consultants, iRT and Brian Sales, Kuder Navigator trainer, communications consultant

Simone Tyner-Jones, and our president and CEO, Marc Morial, who offered strategies on helping youth understand the importance of voting and how vital civic education is to the next generation.

We received annual renewal grants from Verizon, State Farm, Cox, and Enterprise to support the *Project Ready* programming. Collectively, these three funders will support 11 local programs. The National Basketball Association has renewed its investment in *Project Ready*, six affiliates to support and serve 800 students collectively in 2024.

## PROJECT READY MENTOR

This year, the NUL EYD team developed one-on-one technical assistance training and capacity building for affiliates. With the assistance of our partners, iRT and Brian Sales, affiliates were divided into two groups based on their submitted work plans, data, and manager observations. The affiliates identified as proficient or exceeding in their key performance indicators meet with iRT monthly to offer assistance, gather best practices for other practitioners, and develop more robust systems for mentorship. The affiliates identified as either emerging or needing improvement meet with Brian twice a month to develop a more robust understanding of mentor pedagogy, draft recruitment plans, and develop engagement and support strategies to bolster their mentor program.

Through our increased efforts to promote the National Urban League impact, we have developed a *Project Ready* Mentor Impact Messaging Campaign in partnership with our media and communications consultant, Simone Tyner-Jones. With her help, we have developed a year-long media campaign that includes multiple affiliate success stories in NUL's ReMarcs, a video discussing our partnership with the AbbVie foundation, and a plan to make significant updates to our *Project Ready* Mentor website. Simone will also join us at the Youth Leadership Summit to gather video footage for promotion next year.

We have made significant changes to our affiliate work plans to understand better how affiliates recruit, train, and integrate mentors, design youth programming, and engage parents and guardians. Through this update, we have analyzed affiliates' progress toward meeting key performance indicators, understand gaps in their mentor pedagogy, and acknowledged areas of strengths and improvements in their service delivery models. With this knowledge, we have designed new technical assistance training, are building more robust systems for data validation, and are building a toolkit for affiliate reporting.

Continuing improvement efforts have led to the developing of our comprehensive technical assistance training and capacity building for affiliates from the previous year. We will launch a process to prepare all of our local mentoring programs to align their practices with the Standards in the Elements of Effective Practice for Mentoring (EPPM) through completing a shorter quality improvement process, including taking an eLearning course, filling out a program self-assessment questionnaire, reviewing a customized feedback report, developing a work plan, and receiving technical assistance. Next quarter, affiliates will be assessed on strengthening mentor/mentee match approaches, relationship monitoring processes, and support strategies for mentors and mentees.

In January of 2024, the EYD team and 40 affiliate staff from across 20 cities attended the 2024 National Mentoring Summit, held in Washington, D.C. Staff were able to engage in various workshops focused on mentoring, such as creating impactful environments for autistic youth, using art therapy in mentoring programs, youth participatory action research projects, forging community partnerships, coalition building, working with caregivers and so much more. While attending the Mentor Summit, the EYD Mentor Manager, Adia Turner, organized time for team building with the new and returning affiliate staff.

The National Urban League's Vice President of Education was honored to receive one of the Excellence in Mentoring Awards during the 2024 National Mentor Summit. Because of her commitment to youth for over 20 years, Darlene Marlin received the Lifetime Achievement Award. This award is given to an individual who has dedicated their life's work to supporting youth through mentoring programs.



## PROJECT READY AFFILIATE HIGHLIGHT

### Urban League of Greater Hartford (Hartford, CT)

Students are more aware of the importance of understanding the past to help understand the present. Historical and Cultural Literacy boosted the youth's self-awareness and pride in the ethnic and urban culture in the city where they live, study, work, and dream as a result of this project. The project helped to bridge the Great Migration, National Urban League history, Civil Rights Movement, and Urban League of Greater Hartford history with the present day and impact beyond the movement on young and old alike. Interviews, field trips, research, videos, and discussions helped reinforce the rich legacy and contributions of people of color and the young people's responsibility to keep the movement alive and relevant in their daily lives.

<https://www.youtube.com/watch?v=LisAzg3FkIE>

### Urban League of Hampton Roads (Norfolk, VA)

Students reported an increase in hometown pride. By being exposed to historical landmarks in the city, students can connect history to present-day life. Participants also stated that they had increased self-confidence and pride in themselves. Students could identify with locations they typically drive past and now can recite historical facts about their hometown. They also became interested in learning more about the local history and want to expand their research beyond Hampton, Virginia. Overall, students were elated by this project and wanted to continue learning about their history beyond the length of this grant.

<https://www.dropbox.com/scl/fi/3b7k432dwdjlw53drxvks/Urban-League.mp4?rlkey=vfui4qchoz9sylvq1de983wk9n&dl=0>



# HEALTH EQUITY AND POLICY

## HEALTH EQUITY INITIATIVES

### CDC PARTNERING FOR VACCINE EQUITY GRANT

- The NUL HQL team awarded 39 Affiliates funding to reduce racial and ethnic disparities in COVID and flu vaccine uptake through the *CDC Partnering for Vaccine Equity* grant (Year 3).
- Affiliates mobilized their coalitions to overcome new vaccine access barriers that resulted from the end of the Public Health Emergency. Affiliates organized door-to-door canvassing efforts, hosted Telephone Townhalls, and executed phone and text banks to engage community members directly around how to access free COVID vaccines, and the importance of remaining up to date on COVID and flu shots.
- 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 work. Affiliates heard from community organizers from GOTVax, the Center for Medicaid and CHIP Services, and the Flu Messaging team at the CDC.

#### End of the Year 2023:

- New trusted messengers trained: 2,221
- New partnerships established: 508
- Vaccination sites: 264
- Number of days vaccines were offered across sites: 1,247
- Estimated number vaccinated against COVID at sites: 6,646
- Number Engaged through Community Organizing Activities: 161,400

### HRSA COMMUNITY-BASED WORKFORCE GRANT

- For the first 6 months of 2023, NUL closed out its \$11.125 million grant from the Health Resources and Services Administration (HRSA) to hire, train and support a community-based workforce to vaccinate their communities against COVID-19.

#### End of the Year 2022:

- Number of Community Health Navigators hired and trained: 179 (over 2 years)
- Total vaccines given (2023 only): 5,523
- Number of touches to community members [texts, phone calls, canvassing, events, email, materials distributed, etc.] 2023 only: 107,395

### OTHER HEALTH EQUITY INITIATIVES

- The NUL HQL Team assembled 40 Affiliates to the Whitney M Young Conference in October for sessions on mental health for front-line staff, expanding coalitions into new health equity arenas and community health worker models.
- In July 2023 the HQL team organized a session at the NUL Youth Leadership Summit focused on mental health and social media. We have Spelman College Associate professor of Psychology Dr. Shani Harris lead a session on the impacts of social media on youth brains and development.
- In 2023, we launched our Health Equity Webinar Series to build capacity and draw focus to important topics in the health equity space. We hosted 10 sessions in 2023, covering topics such as the Social Determinants of Health, Maternal Health, Climate Change, Food Access & Policy, and Black Men's Health, Cancer Prevention, Criminal Justice and End of life care planning.



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 final product of this project was a web training series housed on the NCQA Education and Training platform entitled "Ready, Set, Go! Catalyzing CHW Programs for Health Care Organizations". This 3.5 hour course can be taken by various stakeholder for continuing education credits.
- The Health Equity team also presented about this work at the 2023 NCQA Annual Research Meeting.



# HOUSING AND WEALTH BUILDING

The National Urban League (NUL) US Department of Housing and Urban Development (HUD) Certified Housing Counseling Intermediary spans the reach of 27 affiliate markets across the nation. Affiliate agencies provide a unique set of services tailored to the communities they serve under the belief that every American should live “in safe, decent, affordable and energy efficient housing on fair terms.” Services offered include one-on-one counseling and group education on topics such as pre- and post-purchase homeownership, rental assistance, homelessness prevention, foreclosure prevention, financial literacy, disaster recovery, and more. For over 35 years, the National Urban League has been providing training, technical assistance, and counseling to the affiliate network. In addition, NUL serves as a grant maker, providing affiliates with new opportunities to stabilize, expand and develop their existing programming.

Our 2023 signature programs include:

**HUD Comprehensive Housing Counseling** delivers on-going housing counseling and education services to tenants and homeowners to assist them in improving their housing conditions, meeting their financial needs, and fulfilling the responsibilities of tenancy or homeownership. This program includes the Historically Black College and University/Minority Serving Institution (HBCU/MSI) Initiative which expands opportunities for wealth building and financial stability in underserved minority communities by increasing access to safe affordable housing, financial education, and homeownership through partnerships with HBCUs and MSIs. Throughout 2023, over 18,600 participants have enrolled in comprehensive housing counseling services at 27 affiliates.

## **Restore our Homes Foreclosure Prevention – Housing Counseling Stability Program (HSCP):**

HSCP provides crucial housing counseling services to households in critical situations causing housing instability, such as eviction, default, foreclosure, loss of income or homelessness. Through this 3-year \$2.86 million initiative, over 2,900 individuals have been provided access to counseling, education, and resources to ensure stable housing.

**Financial Capability Programs:** The National Urban League has launched a myriad of initiatives to promote financial empowerment of the Urban League clients.

- Driving effective behavioral changes and fostering sustainable savings habits through the **Chase FinTech Savings Initiative:** This program enhances affiliates’ financial coaching capabilities by integrating fintech solutions. Financial coaches utilize these tools alongside traditional coaching to help clients boost their credit and grow their savings. The initiative strengthens direct coaching efforts by incorporating on-demand educational resources and tools.
- Access to digital financial education curriculum through the **DoorDash Economic Empowerment Initiative:** With support from Door Dash, the National Urban League has created an economic empowerment toolkit for Dashers and Urban League clients. In 2023, the National Urban League launched the Virtual Financial Empowerment Center (VFEC), designed to provide comprehensive financial literacy education resources that cater to Urban League participants at various levels, enhancing learning and promoting positive behavior change. The curated resources aim to connect and inspire Urban League participants of all ages and socioeconomic backgrounds to take proactive financial steps towards a secure future.

The National Urban League is committed to **addressing the digital divide** through advocacy and programing.

- Addressing barriers to internet and technology access, the **Federal Communications Commission's (FCC) Affordable Connectivity Outreach Grant Program** increased awareness of and participation in the Affordable Connectivity Program (ACP) among eligible households through local coalition building and engaging in community events. ACP provided subsidies to decrease the cost of internet services and offered discounts on the purchase of a computer or tablet device.

Empowering affiliates to embrace community and real estate development as a cornerstone for advancing their missions and transforming the communities they serve, NUL piloted the Urban Development Accelerator (UDA).

- The Urban Development Accelerator unlocks new pathways for affiliates to leverage real estate not only as an opportunity for increasing institutional capacity, but as a vehicle for creating lasting, equitable community impact. UDA facilitates experiential and peer learning activities, drawing insights from cohort affiliates, other Urban League affiliates with extensive development experience, and industry experts. These activities focus on strategies and opportunities to support and engage in real estate development.

### Reasons for Housing Instability

#### Primary Reason for Housing Instability



#### Secondary Reason for Housing Instability



#### Reasons for Housing Instability

- Default
- Eviction
- Foreclosure
- Homelessness
- Loss of income

### Top outcomes renters experienced (% of outcomes reported by renters)

#### Counseling Outcome

Received emergency rental assistance	42.1%
Initiated repayment plan	10.2%
Counseled and gained access to non-housing resources (Social or legal services; public benefits; Social Security; Med..)	9.9%
Avoided a legal eviction	6.1%
Brought rent current with rescue funds (private/public)	6.0%

### Top outcomes owners experienced (% of outcomes reported by owners)

#### Counseling Outcome

Currently in negotiation with servicer	54.1%
Brought mortgage current with rescue funds (private/public)	22.8%
Brought mortgage current (w/o rescue funds)	5.9%
Modification	4.6%
Counseled and gained access to non-housing resources (Social or legal services; public benefits; Social Security; Med..)	4.3%



# 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.
- With three (3) Urban League Affiliates in Pennsylvania, National Urban League advocated to the Pennsylvania House Judiciary Committee for HB 1531, which would prevent Pennsylvania law enforcement agencies from hiring officers with serious records of misconduct.
- Submitted 3 letters to Attorney General Merrick Garland and the DOJ calling for investigations into no charges being filed in the killing of Jayland Walker, patterns and practice of the Louisiana Police Department and the death of Derrick Nelson, and the Memphis Police Department’s Scorpion Unit.

## URBAN EXPUNGEMENT PROJECT

- At the 2023 National Urban League Conference in Houston Texas, National Urban League and the Houston Area Urban League hosted a legal clinic at Community Day, engaged 20 volunteer organizations and 38 attorneys to support 226 pro bono clients through online tools and 90 in-person pro bono clients through direct services.

- NUL launched the Ohio 4-site pilot for expungement services. Working with our affiliates located in Cincinnati, Columbus, Cleveland, and Akron. Under the NFL funded grant EJSI worked with our Ohio affiliates to pay fines and fees to provide restitution and clear records for local community members. This program creates greater access to housing, jobs, education and other resources that allow them to become thriving members of society.

## POLITICAL EXTREMISM

- NUL continued to serve as one of the leads for Coalition-building to combat political violence as a part of Project CODE. By July of 2023, a total of 5 convenings have been completed. The Project CODE Symposium was held in Fall of 2023 in Washington, DC. [www.theprojectcode.org](http://www.theprojectcode.org)

## GUN VIOLENCE PREVENTION

- On May 8th & 9th, 2023, national experts on public safety from across the country came together at the Safe and Just Communities Summit at John Jay College of Criminal Justice. Co-hosted by John Jay College of Criminal Justice and the National Urban League, the Summit provided a comprehensive, community-centered framework for safe communities –communities that are Resourced, Just, Healthy and Restored. This summit offered an opportunity to learn from policymakers, practitioners, advocates, and researchers from around the country who shared programs, strategies, and research that support this framework for public safety.



- House Minority Leader and leader of the House Democratic Caucus, Hakeem Jefferies, Associate Attorney General, Vanita Gupta and Manhattan District Attorney, Alvin Bragg were among the notable speakers who attended the Summit and spoke on panels dedicated to finding solutions for safer communities.
- Released the New Age for Community Safety Report in July of 2023. The report provided a framework for violence prevention and gun reform.
- NUL-Community-Safety-Guide-July2023-singlepg.pdf

## JUSTICE NOW INSTAGRAM LIVE INTERVIEW SERIES:

- Justice Now launched in 2021 and after 2 successful seasons it continued in 2023.
- The Justice Now program continued in 2023 covering topics such as mental health among women of color, the Crown Act, grassroots activism in the digital space, ways for Black and Brown communities to reclaim the American Dream, and second chances given to formerly incarcerated to survive and thrive in society.
- Notable Speakers included Chester Hollman, Tyrone Walker, Louis Reed, Cy Richardson – The National Urban League’s SVP of Economics and Housing Programs, Congresswoman Bonnie Watson-Coleman – First African American Woman to represent New Jersey in Congress, and Sam Sinyangwe – Data Scientist and Founder of the Mapping Violence Police Scorecard.

## CIVIC ENGAGEMENT

- NUL and its affiliates continued to participate and elevate national voting holidays, specifically growing participation in National Black Voter Day and National Voter Registration Day.
- During the Whitney M. Young Conference, the EJSI team worked with the NUL Education department to provide a presentation to our local affiliates on civics education. It was delivered to more than 70 local affiliate staff and was the beginning of NUL building out a civics education program to be launched in 2025.
- There was a continuation of providing rapid response and updates on relevant current events to the NUL affiliate network. This included support with federal, state and local policies and programs, state & local elections, political extremism & hate, and gun violence & police brutality.
- SVP Richardson spoke at the People’s Rally for Student Debt Cancellation in Washington, DC. This is a critical issue that disproportionately impacts communities of color and with Black women being the group that is most impacted.
- EJSI participated in the White House Convening on Equity hosted by Amber Green, Special Assistant to the President for Racial and Economic Justice for the Domestic Policy Council. This was a strategy session that centered around Executive Order 14091 to develop an Equity Action Plan.
- Within Voting Rights, we tracked 362 bills that restricted voter access or weakened election administration. We also continued to provide advocacy for the John Lewis Voting Rights Act and the Freedom to Vote Act.

# WASHINGTON BUREAU

## 2023 HIGHLIGHTS

Successfully advocated for the inclusion of several of the National Urban League's top priorities in the Omnibus Spending Bill for 2023, including 11 community projects addressing entrepreneurial development, workforce training, financial literacy programs, and childcare services, and critical investments in federal programs that support the Urban League's empowerment agenda.

Celebrated key policy wins including:

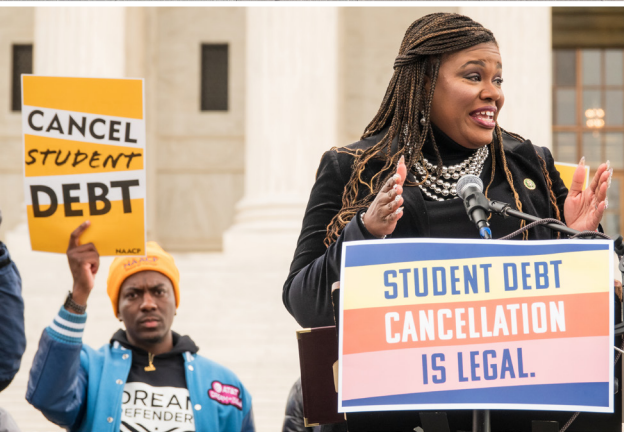
- **Combating redlining:** The Department of Justice's Combating Redlining Initiative has recovered more than \$107 million in relief for Black and Brown communities affected by racially discriminatory mortgage lending policies, including \$31 million from City National Bank in Los Angeles, the largest redlining settlement case in the Department's history.
- **Black maternal health:** As part of its ongoing commitment to address the crisis in Black maternal health, the Biden Administration has increased support and expanded access to maternal health resources including \$103 million to raise awareness and a public education and anti-stigmatization campaign, Talking Postpartum Depression.
- **Diversifying our courts:** Reaching its milestone of its 150th judicial confirmation in November, the Biden Administration has assembled the most diverse federal judiciary in the nation's history.

Convened the National Urban League's milestone 20th anniversary Legislative Policy Conference, the first in-person conference in three years, bringing together key members of President Biden's administration, Congressional leaders, and national civil rights and social justice leaders to refine and promote a policy agenda for urban America and under-served communities.

Facilitated a historic a first convening of legacy civil rights groups with the Canadian Parliamentary Black Caucus to discuss the ways to foster civic engagement and opportunities for transborder partnerships between Canadian and American groups.

Successfully advocated for the creation of the White House Office of Gun Violence Prevention, and launched a working partnership with the new agency to implement President Biden's executive orders on gun violence and the Bipartisan Safer Communities Act, and to find new strategies to stem the tide of gun violence.











# AFFILIATES

92

Affiliate  
offices  
on the ground

300

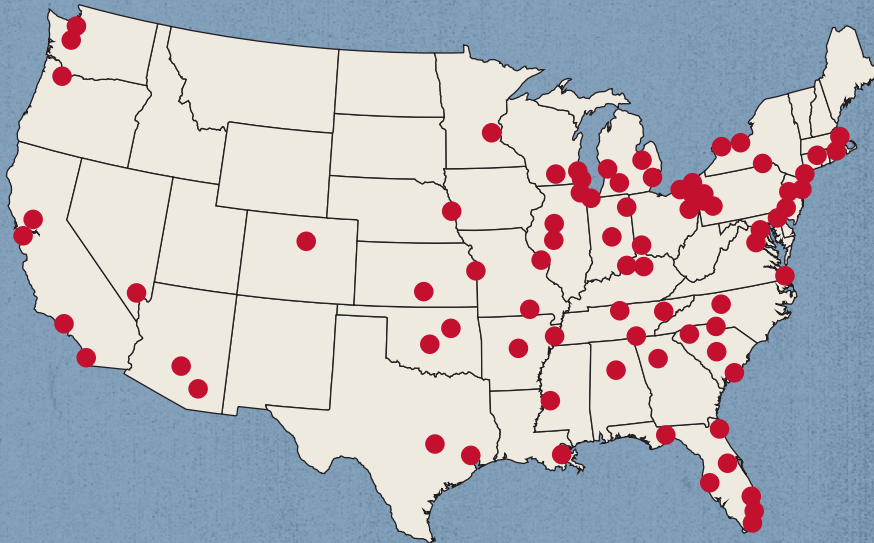
Communities  
Served

3.8M

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 2023.

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](http://www.nul.org), and follow us on Facebook, Instagram and YouTube.

# DONOR CATEGORY REPORT 2023

## Corporations, Foundations, Nonprofits and Individuals

### CORPORATIONS, FOUNDATIONS AND NONPROFITS

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

AbbVie Foundation  
ALDI, Inc.  
Bank of America Corporation  
Bill & Melinda Gates Foundation  
Charter Communications  
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 Estate of Jeffrey E. White

\* Deceased

**Legacies & Bequests**

Estate of Ann C Garstang  
 Estate of Ruth B. Jaynes



# 2023 FINANCIAL STATEMENTS

## CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

as of December 31, 2023

2023

### ASSETS

Cash, cash equivalents and restricted cash	\$54,068,028
Restricted cash deposit held in escrow	24,770,589
Funds held in escrow by others	534,182
Funds held in trust for others	–
Prepaid expenses and other assets	1,150,652
Prepaid pension costs	–
Grants and pledges receivable, net-current	25,118,805
Grants and pledges receivable, net-non-current	6,725,259
Franchise fees receivable, net	61,000
Investments	128,814,284
Loan receivables- NMTC	13,031,450
Loan receivables	569,200
Other assets	1,911,232
Operating lease right of use assets	9,843,684
Property and equipment, net	55,951,367
<b>Total assets</b>	<b>\$322,549,732</b>

### LIABILITIES AND NET ASSETS

#### Liabilities

Accounts payable and accrued expenses	\$11,462,552
Accrued payroll and vacation benefits	943,531
Accrued defined contribution costs	739,593
Contract advances and other deposits	281,773
Funds held in trust for others	–
Loan payable - other	1,000,000
Bonds payable (net of debt issuance cost \$101,895)	25,875,362
Loan payable-NMTC (net of debt issuance cost of \$1,634,529)	16,515,471
Loan payable-bank (net of debt issuance cost of \$33,930)	4,892,051
Interest rate swap liability	426,570
Operating lease liability	2,749,586
Interest payable	45,734
<b>Total liabilities</b>	<b>64,932,223</b>

#### Net assets (deficit)

##### Without donor restrictions

Undesignated	17,986,083
Board designated	40,358,205
Pension related	–
<b>Total without donor restrictions</b>	<b>58,344,288</b>

##### With donor restrictions

Total net assets	257,617,509
<b>Total liabilities and net assets</b>	<b>\$322,549,732</b>



**CONSOLIDATED STATEMENT OF ACTIVITIES**

for the Year Ended December 31, 2023

	Without Donor Restrictions	With Donor Restrictions	Total
<b>OPERATING ACTIVITIES</b>			
<b>Revenue, Gains, and Other Support</b>			
Government grants and contracts	\$33,476,006	\$ -	\$33,476,006
Contributions of nonfinancial assets	4,094,508	-	4,094,508
Contributions	8,372,903	27,270,257	35,643,160
Legacies and bequests	83,822	-	83,822
Special events	2,160,600	-	2,160,600
Program service fees	7,293,644	-	7,293,644
Franchise fees	208,500	-	208,500
Net investment return designated for current operations	1,776,237	-	1,776,237
Sale of publications	18,677	-	18,677
Interest income	-	119,475	119,475
Other	1,039,032	9,184	1,048,216
<i>Net assets released from restrictions</i>			
Board-designated contributions	(1,000,000)	-	(1,000,000)
Use of Board designated funds	1,641,795	-	1,641,795
Satisfaction of restrictions	47,448,142	(47,448,142)	-
<b>Total revenue, gains, and other support</b>	<b>106,613,866</b>	<b>(20,149,226)</b>	<b>86,564,640</b>
<b>OPERATING EXPENSES</b>			
<b>Program Services</b>			
Economic empowerment	54,858,137	-	54,858,137
Education and youth empowerment	7,231,214	-	7,231,214
Civic engagement and leadership empowerment	13,427,412	-	13,427,412
Technical assistance to affiliates	2,783,656	-	2,783,656
Health and quality of life empowerment	8,800,467	-	8,800,467
Civil rights and racial justice empowerment	524,833	-	524,833
Urban empowerment	562,968	-	562,968
<b>Total program services</b>	<b>88,188,687</b>	<b>-</b>	<b>88,188,687</b>
<b>Supporting Services</b>			
Management and general	11,090,868	-	11,090,868
Fundraising	6,623,725	-	6,623,725
<b>Total expenses</b>	<b>105,903,280</b>	<b>-</b>	<b>105,903,280</b>
<b>Changes in net assets from operations</b>	<b>710,586</b>	<b>(20,049,226)</b>	<b>(19,338,640)</b>
<b>NON-OPERATING ACTIVITIES</b>			
Board-designated contributions	1,000,000	-	1,000,000
Used funds from Board designated	(1,641,795)	-	(1,641,795)
Net investment return net of amount designated for current operations	7,555,422	1,703,739	9,259,161
Gain in fair value of interest rate swap	196,816	-	196,816
Pension-related changes other than net periodic pension costs	(1,780,830)	-	(1,780,830)
<b>Total non-operating activities</b>	<b>5,329,613</b>	<b>1,703,739</b>	<b>7,033,352</b>
Changes in net assets	6,040,199	(18,345,487)	(12,305,288)
Net assets, beginning of year	52,304,089	217,618,708	269,922,797
<b>Net assets, end of year</b>	<b>\$ 58,344,288</b>	<b>\$ 199,273,221</b>	<b>\$ 257,617,509</b>



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**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



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