

2025



STATE OF

DEMOCRACY, CIVIL RIGHTS & PROGRESS UNDER ATTACK

EMERGENCY

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A MESSAGE FROM THE PRESIDENT



MARC H. MORIAL
President & CEO

A handwritten signature in black ink, which appears to read "marc morial".

In 2025, the National Urban League didn't merely respond to a moment of crisis—we led with purpose, strategy, and impact.

The 2025 State of Black America® Report, titled “A State of Emergency: Civil Rights, Democracy, and Progress Under Attack” named the reality confronting our nation: a sustained assault on civil rights, democratic norms, and equitable opportunity. But just as importantly, it reaffirmed the Urban League’s role as a force for accountability, advocacy, and action.

And action is exactly what has defined our work in 2025.

We built a national framework for resistance and progress.

Through our D3 agenda—**Defend Democracy, Demand Diversity, and Defeat Poverty**—we established a clear and coordinated strategy to protect civil rights, strengthen democratic institutions, and expand economic opportunity.

We organized and led powerful coalitions for economic justice.

In response to a federal budget that threatens working families and deepens inequality, we launched the **Fair Budget Coalition**, uniting civil rights leaders, policy experts, and advocates to fight for a more just and equitable fiscal agenda.

We advanced bold solutions to close the racial wealth gap.

Our **Main Street Tax Initiative** offers a comprehensive, equity-driven framework to lift undercapitalized communities out of poverty and spur sustainable economic growth—grounded in investment, fairness, and opportunity.

We produced research that shapes the national conversation.

Our report, *“George Floyd Five Years Later: Was It a Moment or a Movement?”*, provides a rigorous analysis of the nation’s racial justice progress—highlighting hard-won gains, sobering setbacks, and the urgent work still ahead.

We fought back in the courts to defend civil rights.

The National Urban League is leading the legal challenge against anti-equity executive actions, filing suit to protect critical services and to ensure that the promise of equal protection under the law is not hollowed out.

We strengthened the national defense of diversity and inclusion.

Through our **Demand Diversity Roundtable**, led by our Washington Bureau, we have convened leaders across sectors to develop durable strategies to safeguard diversity, equity, and inclusion in the face of escalating political attacks.

We invested directly in communities—and delivered transformative impact.

In Harlem, we dedicated the **Urban League Empowerment Center**, a landmark achievement that represents our mission in action. This \$300 million development has already:

- Created safe, affordable housing for 170 families and individuals, including young people aging out of foster care;
- Generated significant economic activity and equitable employment opportunities, prioritizing local residents, women, and people of color;
- Advanced cultural preservation through the development of a first-of-its-kind Urban Civil Rights Museum, which will tell the story of the Civil Rights Movement in the North and ensure that our history is neither erased nor forgotten.

This Center stands as a model for inclusive development nationwide—proof that investment rooted in equity delivers real and lasting dividends.

We moved forward with resilience, rooted in our history and guided by our purpose.

In a year marked by political headwinds and profound challenges, we have drawn strength from our legacy. The same hope and determination that brought our founders to Harlem more than a century ago continues to fuel our movement today.

As Eugene Kinkle Jones declared, we will “fight until Hell freezes over—and then fight on the ice.” That spirit lives on in the work we have done in 2025.

Because equal opportunity is not negotiable.

Justice is not optional.

And the National Urban League will continue to lead—undaunted, unyielding, and unwavering—until the promise of this nation is fully realized for all.



2025

WORKFORCE DEVELOPMENT AND ENTREPRENEURSHIP

In 2025, the National Urban League reaffirmed its role as a national leader in advancing equitable workforce opportunities. Across our network, Affiliates prepared thousands of job seekers to succeed in a rapidly evolving economy, creating pathways into meaningful careers, providing second chances to justice-involved individuals, and expanding access to high-growth industries.

Through reentry programs, youth development initiatives, apprenticeship pipelines, and senior employment services, the League delivered a comprehensive portfolio of workforce strategies that connected people to jobs, skills, and futures.

Urban Tech and Upskilling programs advanced financial freedom and community stability by preparing participants to enter and grow within high-wage, high-demand sectors.

In 2025, these efforts enrolled 3,771 participants, including 2,828 in training programs designed to build skills for the future economy. With a training completion rate of 80%, the portfolio placed 951 participants in employment, demonstrating the League's commitment to responsive,

results-driven programming that equips individuals with the tools to achieve lasting empowerment.

URBAN REENTRY JOBS PROGRAM

The Urban Reentry Jobs Program, comprised of the Young Adult Reentry Program (YARP), Growth Opportunities 2, and Pathways Home 3 (PH3), served a combined 1,342 participants in 2025. Together, these programs placed 663 participants into jobs, while 840 individuals completed employment training leading to certifications.

- Young Adult Reentry Program (YARP): Served 562 young adults (ages 18-24) with prior justice system involvement. Despite pandemic disruptions, seven Affiliates connected these youth to jobs, training, and apprenticeships. A total of 487 participants were placed or enrolled, and 52 earned industry-recognized certifications.
- Pathways Home 3 (PH3): Served 577 incarcerated and returning adults, providing training before release and continued support post-release. In 2025, 169 individuals were placed into jobs or training.
- Growth Opportunities: Supported 203 justice-involved young adults, placing 75 into paid work experiences and enrolling 84 in occupational skills training.

YOUTH WORKFORCE EMPOWERMENT

Urban Youth Pathways, one of the League's largest youth workforce initiatives, served 1,844 participants in 2024. Affiliates provided 1,688 youth with work experiences, enrolled 1,213 in post-secondary education or skills training, supported 450 in entering unsubsidized employment, and helped 751 earn certifications.

BUILDING THE WORKFORCE OF THE FUTURE

The Urban Energy Jobs Program (UEJP), launched in 2022 with new federal funding, continued to connect participants to careers in the energy and infrastructure sectors. In 2025, 1,050 participants were enrolled in pre-apprenticeships and paid registered apprenticeships. The program placed 458 into jobs and apprenticeships, with 773 earning certifications.

Launched in 2024 with federal support, the Urban Construction Jobs Program (UCJP), in partnership with TradesFutures and its network of Apprenticeship Readiness Programs (ARPs), expanded pathways to union construction careers. The program enrolled and trained 628 participants utilizing the Multi-Craft Core Curriculum (MC3), preparing them for placement into registered apprenticeships and employment opportunities in the skilled trades.

The Urban Seniors Jobs Program (USJP) provided older workers with opportunities to reskill and reenter the work-force. In 2025, 902 seniors participated, with 114 placed into jobs and 902 completing training certifications.

THE URBAN LEAGUE ENTREPRENEURSHIP CENTER PROGRAM

For nearly two decades, the National Urban League has been a trusted partner for minority entrepreneurs, providing the training, counseling, and resources necessary to build sustainable businesses through the Entrepreneurship Center Program. In 2025, our Entrepreneurship Centers, located in 13 Affiliate markets nationwide, delivered comprehensive support to thousands of business owners and emerging entrepreneurs, strengthening local economies and helping to close the racial wealth gap.

Our programs included:

- **Urban Capital Readiness Program:** in partnership with the U.S. Department of Commerce's Minority Business Development Agency, this 4-year program seeks to close the racial wealth gap through business training, networking opportunities with capital providers, and fostering sustainable growth through access to vital capital and support.
- **Urban Appraisers Initiative:** The National Urban League initially partnered with Wells Fargo to develop a program that sought to diversify the appraisal field by creating opportunities for Black trainees looking to complete their certification or start an appraisal business.
- **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 2025, \$1,000,000 was granted to 100 food service businesses.
- **The Entrepreneurship Centers:** a combined 49,054 hours of business counseling and training services to 26,651 participants. Assisted clients in procuring more than \$76,975,803 in financing, equity, grants, bonding, and contracts while helping to create and save 1,567 jobs.



EDUCATION AND YOUTH DEVELOPMENT

In 2025, the National Urban League reaffirmed its commitment to helping all young people access the resources, guidance, and opportunities they need to thrive academically, socially, and culturally.

Through its signature *Project Ready* program and complementary youth development initiatives, the National Urban League reached thousands of students, families, and communities nationwide.

PROJECT READY: POST-SECONDARY SUCCESS

Project Ready remained the foundation of the National Urban League's education portfolio, preparing young people to transition successfully from high school to college, career, and lifelong achievement. In 2025, more than 30 Urban League affiliates nationwide operated *Project Ready* programs, offering personalized academic support, health and wellness activities, college and career readiness, youth leadership development, and civic engagement opportunities.

Together, these programs achieved the following outcomes:

- 3,173 youth enrolled
- 10,383 program hours delivered
- 518 parents actively engaged
- 2,179 enrolled youth promoted to the next grade without needing to attend summer school
- 519 youth successfully graduated from high school

STRENGTHENING *PROJECT READY* MENTOR PROGRAM LEADERSHIP

The National Urban League has remained a thought leader in youth mentoring through *Project Ready: Mentor*, which has enrolled and supported more than 10,000 young people. The program helps participants advance academically and intellectually, benefit from enrichment opportunities, and develop the skills, attitudes, and aptitudes needed for success during and after high school.

More than 30 representatives from 20 Urban League affiliates joined National Urban League Education and Youth Development staff at the National Mentoring Summit in Washington, D.C. During the February summit, the National Urban League also developed and led two *Project Ready: Mentor* workshops, supported by four affiliate staff members, for more than 200 participants.

STRENGTHENING ONBOARDING AND IMPLEMENTATION

To address staff turnover and support consistent program delivery, the National Urban League published the *Project Ready: Mentor* Operations Manual as a comprehensive onboarding tool for new staff. The manual brings together best practices, research-based strategies, and innovative approaches first implemented more than 10 years ago. It also provides a shared foundation for understanding the program model and using Mentoring Central, the software platform that supports management of *Project Ready: Mentor*.

PROGRAM MODELS

Affiliates that adopt the *Project Ready: Mentor* enhancement implement one of the following models:

- **Site-based model:** Supports students during out-of-school time at a community or organizational site outside of school.
- **School-based model:** Supports students during out-of-school time at a single school or school campus.
- **Expanded day or year model:** Adds learning and developmental time to the school day or year.

TARGET AUDIENCES

Project Ready: Mentor serves three primary audiences:

- **Primary audience:** African American and other children and youth in urban communities.
- **Secondary audience:** Parents and families of urban children and youth.
- **Tertiary audience:** Community leaders, elementary school teachers, youth-serving organizations, childcare providers, policymakers, advocates, corporations, and foundations that support African American and urban student success.

PROVIDING STUDENTS WITH TRANSFORMATIVE EXPERIENCES

The 3rd Annual National Urban League STEAM Experience was an immersive journey into youth-powered innovation and experiential learning. Featuring Project Ready youth from the Chicago Urban League, Urban League of Metropolitan Seattle, Urban League of Rochester, Urban League of Greater Chattanooga, and Urban League of Louisiana, the program garnered nearly 300 views on YouTube.

STRENGTHENING PROGRAM LEADERSHIP THROUGH PROJECT READY 3.0

The new *Project Ready* 3.0 digital curriculum builds on the foundation of the previously published curriculum while introducing enhanced administrative tools, activity lessons, benchmark systems, and more than 70 additional lesson-plan modules. The updated curriculum moves beyond a one-size-fits-all model and offers a more flexible, responsive framework to support young people at the crossroads of college, career, and personal growth.

A MORE HOLISTIC AND YOUTH-CENTERED APPROACH

Central to the 3.0 approach is a reimagining of the program's core tenets to better serve both youth participants and the Urban League affiliate staff who implement the curriculum. Rather than focusing only on academics, college matriculation, persistence, career readiness, and skills development, *Project Ready* 3.0 integrates healing literacies, social-emotional learning, and culturally sustaining pedagogies.

- Affirm and uplift youth leaders' backgrounds and lived experiences.
- Use students' experiences as bridges of relevance within curriculum content.
- Equip youth to be resource-rich and emotionally, mentally, and academically prepared.
- Support healing, growth, and leadership development that transforms young people and their communities.

A FOUNDATION FOR CONTINUED INNOVATION

The curriculum provides a foundation for leaders and communities to develop new modules, design supplementary materials, and identify ways for both the curriculum and user guide to evolve in support of more pedagogical, responsive, and transformative outcomes.

YOUTH LEADERSHIP SUMMIT: CONVENING THE NEXT GENERATION OF LEADERS

The 35th Annual Youth Leadership Summit brought together more than 350 youth, chaperones, and staff from 34 Urban League affiliates for five days of leadership development, hands-on learning, and community building in Cleveland, Ohio. Hosted at John Carroll University and Case Western Reserve University, the Summit marked a milestone year for this signature youth convening and invited participants to "create the future they want to see now."

Participants engaged in a dynamic mix of learning and leadership experiences, including:

- Exposition activities and interactive demonstrations
- Leadership development sessions
- Pitch opportunities and youth-led presentations
- Interactive experiences focused on STEAM, entrepreneurship, career readiness, and related pathways



EQUITY AND EXCELLENCE PROJECT (EEP)

FUTURE OF ASSESSMENTS & ACCOUNTABILITY

- National Urban League and UnidosUS completed the third and final Broadening Perspectives convening in New York City on Saturday, January 11, 2025. The event boasted 125 participants, with robust attendance from youth, educators, elected officials, administrators, caregivers, and advocates. In one of the two breakout sessions, participants had a chance to review and provide feedback on the draft equity principles.
- National Urban League and UnidosUS completed three meetings with national education equity organizations between March and May 2025 to further refine the principles and foster deeper solidarity for a coherent and shared vision on the future of public education, with a necessary and strong federal role that also energizes advocacy at the state and local levels.
- National Urban League released the second issue of its Voices for a New Day newsletter in June 2025. The newsletter was distributed to national partners and invitees to the California, Ohio, and New York state convenings, and the final project convening in Washington, D.C. It recapped the prior events and captured updates on our education equity organization meetings, our vision for public education, and assessments and accountability systems in the news.
- On June 10, 2025, in Washington, DC, the National Urban League and UnidosUS hosted their final convening entitled: “Defending the Future of Public Education: Culminating Summit of the Future of Assessment and Accountability Project.” We unveiled our five

equity principles with 10 organizational sign-ons and counting. The event featured a panel of civil rights principles including Marc Morial, Janet Murguia (UUS), Jason Dropik (NIEA) and Jacqueline Rodriguez (NCLD), keynotes and remarks by Congressman Bobby Scott, Former Assistant Education Secretary Roberto Rodriguez, and D.C. State Superintendent Antoinette Mitchell. The event also included breakout sessions focused on actioning the principles.

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EQUITY-CENTERED PIPELINE INITIATIVE

- At the Fall 2025 PLC in Atlanta, Senior Director Adenike Huggins co-facilitated the community engagement and principal role-alike session with Caroline Hill of 228 Accelerator, as well as a concurrent community engagement session that highlighted best practices and foster opportunities for inter-district learning.
- As a technical assistance provider, we continue to meet with each of the eight districts to support the development and execution of their community engagement plan as we move into year five of the grant. At the spring 2025 PLC, the Wallace Foundation announced it would extend the initiative through a sixth year of support and funding.

ADDITIONAL POLICY & ADVOCACY EFFORTS

- Senior Director Adenike Huggins launched the monthly Education and Youth Development Webinar Series in February with sessions through May 2025. All videos have been uploaded to our YouTube playlist.
- Senior Director Adenike Huggins presented at the March 2025 National Summer Learning Association virtual bootcamp with over 1,400 participants.
- Senior Director, Adenike Huggins, engages in the following groups and tables: Opportunity Youth Policy (convened by the Forum for Youth Investment), Youth Development Policy Table (convened by the Afterschool Alliance), Math Learning Network, and Federal Pathways roundtable (both convened by EdTrust).

DIRECT YOUTH SUPPORT (YOUTH LEADERSHIP SUMMIT AND YOUTH COUNCIL)

- Sr. Director Adenike Huggins led a successful 2025 Youth Leadership Summit, with 365 participants marking our 35th Summit! Housed on the campus of John Carroll University, with a day at Case Western Reserve University from July 15 through July 19, 2025, in Cleveland, Ohio. This year's theme was, "The Future is Ours: We Don't Wait, We Create. Through several competitive events, including the first-ever Project Ready postsecondary scholarship sponsored by FedEx, we awarded over \$60,000 in prizes, cash, scholarships, and entrepreneurial ventures.
- To facilitate information dissemination, we launched a YLS 2025 hub site, which contains all information about the summit. It includes important dates, reminders, FAQs, forms, documents, competition applications, awards information, links to recorded meetings, and much more.
- The steering committee, comprised of youth from Cleveland and Nashville met virtually on March 15 to get to know each other, learn more about the Summit, and kick off their joint planning. In April 2025, the steering committee recorded their Youth Leadership Summit 2025 Welcome Video.
- National Urban League and National Grid partnered to award \$120,000 in STEM scholarships to Project Ready alumni who are current college students from the Urban League of Eastern Massachusetts and the New York Urban League.
- The National Urban League maintains its partnership with Denny's on the Hungry for Education scholarship, which awards five Project Ready high school seniors \$2,000 each for fall 2026 full-time college enrollment.

- The Council is a youth-led, multi-generational virtual space that meets monthly to build community, plan and execute events, launch campaigns, and provide a youth voice for Urban League activities and initiatives. The 2025 Youth Council cohort planned and executed a talent show, a healthy eating service-learning campaign, participated in Civics Learning Week, and a life skills cooking class. They closed out their tour of duty with an end-of-year celebration on Friday, May 30.

OUT-OF-SCHOOL TIME POLICY & ADVOCACY

- In July and August 2025, our Researcher-in-Residence will conduct a thematic analysis on the six focus groups administered to the group in order to produce a final report with recommendations and areas of deeper investigation to best support youth development professionals.
- Mott OST grant concluded its work in September 2025 with a final report and student reflection video. Eleven affiliates meaningfully engaged in a community of practice that collectively problem-solved persistent programming challenges.
- National Urban League maintains its membership in the Social Media Legal Settlement Strategy Group, which aims to plan and advocate for the prioritization of OST programming as a result of successful social media litigation.

ADDITIONAL POLICY & ADVOCACY EFFORTS

- Senior Director Adenike Huggins kicked off this season's monthly Education and Youth Development Webinar Series in October with a session entitled: "What's New? Critical K-12 Issues and How We Can Advocate for Our Youth." All videos have been uploaded to our YouTube playlist.

ADVOCACY

- In December 2025, SVP Hal Smith and Senior Director participated in the In-person Youth Development Policy Table meeting in Washington, D.C., alongside over 20 national partners convened by the Afterschool Alliance.
- National Urban League is currently in post-production on the "Defending Public Education" narrative-building short film, which has engaged the following affiliates: Urban League of Rochester, Urban League of Greater Hartford, Urban League of Greater Cleveland, Urban League of Broward County, Urban League of San Diego County, Urban League of Metropolitan Seattle, Houston Area Urban League, and the Lorain County Urban League. The film is slated for a Q3 2026 release.

HEALTH EQUITY AND POLICY

HEALTH EQUITY INITIATIVES

CDC PARTNERING FOR VACCINE EQUITY GRANT

- Awarded 39 Affiliates a small subgrant to continue their work encouraging COVID-19 vaccination through CDC Partnering for Vaccine Equity grant. However, the funding was terminated, then reinstated briefly, then terminated again, greatly impacting our ability to do consistent work.
- However, even with these challenges, Affiliates provided vaccine education in-person and on social media; offered vaccines alongside food distribution, health screenings, and community events; and continued working with partners such as local health departments, churches, colleges and universities, pharmacies, providers, and fellow social services organizations to increase access to and trust in vaccines.

HEALTH EQUITY LEARNING & IMPLEMENTATION COMMUNITIES (HELICS)

- In February 2025, NUL launched 6 Health Equity Learning & Implementation Communities (HELICs) to work collaboratively across the UL movement to reduce health inequities in 6 priority areas: Access to Care, Environmental Justice, Food Justice, Gun Violence Prevention, Mental Health and Reproductive Justice.
- HELICs consist of UL staff from across the country and operate as productive working groups to provide input and local context to create community driven tools to support advancing health equity within the UL Movement.
- Over 75 Affiliate staff across 47 Affiliates signed up to join a HELIC group.
- HELIC groups meet at least quarterly to discuss effective programs and policies within and outside the UL Movement to address the goals of the focus area.
- The Health Equity team held monthly Learning Collaborative meetings to support HELIC groups. These meetings provided trainings on topics including Asset Mapping, Creating Evaluation Plans, and Logic Models.

- The resulting product will be a Health Equity Toolkit to guide the UL network on how to address health inequities in their communities regardless of their capacity, which the NUL Health Equity team is currently developing.
- The NUL Health Equity team convened a Health Equity Strategic Advisory Council comprising of 11 Urban League Affiliate CEOs virtually in January 2025 to provide guidance and strategic vision on NUL's Health Equity priorities for 2025 and the launch of the HELICs.

HEALTHCARE ACCESS AND AFFORDABILITY

- In coalition with other civil rights and advocacy groups we received funding from the Robert Wood Johnson Foundation (RWJF) to educate communities about the oncoming consequences of the impact of H.R.1: OBBA on Medicaid recipients. This will happen through a storytelling project, education campaign and state policy workshops.
- Cost and Coverage Collaborative: One Nation, Overcharged campaign. A national healthcare affordability campaign in partnership with AlignCo, a communications agency funded by RWJF, to animate the electorate about the cost of healthcare. This campaign will focus on the ground activations, a social media campaign and state-level outreach.

HEALTH EQUITY WEBINAR SERIES

- In 2025, the team continued its Health Equity Webinar Series to build capacity and draw focus to important topics in the health equity space. In 2025, we hosted webinars covering: Gun Violence Prevention, Cardiovascular Disease, Healthy Aging, Burnout, Food Justice, Disaster Preparedness, the State of Vaccines, Substance Use, Caring for Caregivers, and Health Equity and A.I.

HOUSING AND WEALTH BUILDING

In 2025, the National Urban League expanded its commitment to ensuring that every American has access to safe, decent, affordable, and energy-efficient housing. As a U.S. Department of Housing and Urban Development (HUD) Certified Housing Counseling Intermediary, we empowered communities across 27 Affiliate markets through comprehensive housing services, technical assistance, financial education, and groundbreaking new initiatives.

For over 35 years, NUL has trained and equipped affiliates to be the trusted front-line advocates for housing justice, and this year marked a continued expansion of our impact through innovation, strategic partnerships, and measurable outcomes across the Urban League Movement.

SIGNATURE HOUSING AND FINANCIAL PROGRAMS

HUD Comprehensive Housing Counseling

Through our HUD-funded housing counseling program, affiliates delivered one-on-one and group education services to tenants and homeowners, improving housing stability, strengthening financial health, and promoting successful tenancy and homeownership.

- 21,951 participants enrolled in comprehensive housing counseling services across 27 Affiliates in 2025.

HUD HBCU/MSI Funding Initiative

Recognizing the power of education and community, the HBCU/MSI Funding Initiative expanded opportunities for wealth building in underserved communities through formal partnerships with 10 HBCUs and MSIs, including Texas Southern University, Morris Brown College, Clark Atlanta University, Broward College, Columbus Technical College, Norfolk State University, Harris-Stowe State University, San Diego Miramar College, Southwestern College, and San Diego Mesa College. This collaboration promotes access to affordable housing, housing counseling, and financial education for students and surrounding communities.

HUD Home Equity Conversion Mortgage (HECM) Initiative

Two affiliates (Urban League of Metropolitan Seattle and Urban League of Palm Beach County) received additional funding from HUD to provide HECM Counseling. The goal of the initiative is to empower seniors in making informed decisions that honor both their financial security and overall well-being. This loan type is available to homeowners who are 62 years or older and allows them to convert a portion of their home equity into cash, while remaining in their home. Their HECM & HUD-Certified Counselors help older adults understand their options, protect their equity, and remain in their home.

HUD Homeownership Initiative

To bridge the nation's persistent homeownership gap, the HUD Homeownership Initiative provided tailored housing counseling that supported home purchase readiness, mortgage origination, and preservation of homeownership. This program ensures that clients are prepared for the financial and legal responsibilities of homeownership, helping them secure mortgages matched to their personal and financial circumstances.

Through this initiative, 313 new homeowners were served across 15 affiliates.

FINANCIAL EMPOWERMENT INITIATIVES

Virtual Financial Empowerment Center

The National Urban League, in partnership with DoorDash, developed the Virtual Financial Empowerment Center (VFEC) to expand access to trusted financial education resources for Dashers and Urban League constituents nationwide. This year, NUL launched the VFEC App, making its curated, on-demand courses more accessible than ever. The platform provides guidance on budgeting, savings, credit, investing, career planning, retirement, and more, empowering users to strengthen their financial knowledge and build long-term economic stability.

Progressive UpPayment Program

The multi-million-dollar Progressive UpPayment Down Payment Assistance Program has been catalytic in expanding access to sustainable homeownership for thousands of families nationwide. The National Urban League and Progressive Insurance partnership scaled HUD-certified housing counseling, deployed critical down payment assistance, and strengthened pathways to long-term housing stability and wealth creation. As a result, over 15,000 households participated in personalized financial and pre-purchase counseling; 100 first-time homebuyers successfully received \$1,350,000 in down payment assistance. Also, 10 event-based Down Payment Assistance awards of \$160,000 each were distributed to new homeowners.



EQUITABLE JUSTICE & STRATEGIC INITIATIVES DIVISION

In 2025, the Equitable Justice and Strategic Initiatives (EJSI) division continued to lead transformative efforts advancing racial justice, voter engagement, public safety reform, and criminal justice advocacy across the country.

POLICE ACCOUNTABILITY

EJSI demanded police accountability by submitting a letter to the Mayor of Louisville urging that he continue reforms even as the Trump Administration's Department of Justice (DOJ) rolls back critical civil rights investigations. We also connected the Louisville Urban League (UL) with experts on federal consent decrees to assist them in a local police reform effort. EJSI developed and is implementing a plan to target Minneapolis and other cities where the DOJ has failed to continue consent decrees.

COMBATING POLITICAL EXTREMISM

Our work in this area shifted as we folded the work of Project CODE into the larger Community Safety & Solidarity Coalition (CSSC) with a greater focus on state and local. In CSSC we launched quarterly briefings on various community security related issues in response to the almost weekly shifting climate in our country. Our largest virtual event was with the Black Faith PAC that included 138 people from 20 different states and Washington, DC. CSSC also began to have 1:1 meetings with leaders and organizations as the need for support in this area increased.

RECLAIM YOUR VOTE CAMPAIGN

At the NUL Conference, EJSI facilitated two advocacy trainings: 1) Planning a local advocacy day; and 2) Messaging that mobilizes the community reaching more than 35 individuals in our affiliate network.

In October EJSI held its first-ever Civic Engagement Summit focused on adults aged 18-40 and the first event in the NUL Empowerment Center entitled, "State of Emergency: The Future of Civic Power". There were 3 tracks: 1) Community Organizing; 2) Campaign Strategy/Running for Office; 3) Communications Professionals & Influencers. There were 44 attendees and it featured speakers such as Councilman Yusuf Salaam from the Exonerated 5 and National Activist Tamika Mallory. It also included a Get out the Vote Rally & Drive with more than 30 volunteers from multiple Harlem organizations. We engaged hundreds of voters, checked the voter registration of 76 individuals and registered 9 new voters.

VOTING IN JAILS INITIATIVE

During the 2025 Whitney M. Young Training, EJSI held a fireside chat with the Director of Workforce Development at the Greater Philadelphia UL regarding their Voting in Jails program. This discussion provided guidance to UL movement leaders in the audience regarding how to implement and fund these programs. The discussion also has guided our planning of 2026 Voting in Jails priorities which will include jail officials and partnerships with Voting Rights organizations to expand nonpartisan voter registration and education initiatives behind bars.

CRIMINAL JUSTICE AND LEGISLATIVE ADVOCACY

EJSI began deepening its relationship with the Clean Slate Initiative working to support multiple Urban League affiliates during their legislative sessions to advocate for passage of the Clean Slate Act (or automatic record clearance/sealing) within their states.

- In Maryland we were successful in getting the passage of the so-called “Abhishek Bill,” SB432, a prerequisite bill that provided expungement access to thousands of Marylanders previously on probation.
- In Illinois, NUL along with Illinois affiliates joined the Clean Slate Illinois coalition. We are urging the Senate to pass SB1784, the Illinois Clean Slate Bill, during the final days of the session.
- In Massachusetts, we worked alongside our Massachusetts affiliates and the local coalition to get 2 of 4 bills passed and we will continue to push to make it law in 2026.

URBAN EXPUNGEMENT PROGRAM

The Urban Expungement Program is a partnership with six Ohio affiliates across Ohio that provides free expungement services on a rolling basis, covering outstanding fines which often stand as barriers to expungements. As of December 2025, we have served over 2,500 individuals, over 700 of whom received expungements. Additionally, during the 2025 national conference in Cleveland, Ohio, EJSI partnered with the Office of General Counsel and community partners to host an expungement and legal clinic where we connected 84 people with access to free attorneys.

BUSINESS DIVERSITY

The Business Diversity Initiative (BDI), in collaboration with Ariel Investments, advanced economic justice by expanding opportunities for diverse businesses in high-margin sectors. In 2025, EJSI launched its inaugural BDI activation with the Los Angeles Urban League, coordinated a fireside conversation between Marc Morial and John Rogers at the Annual Conference in Cleveland, and secured sponsorships for select affiliates to attend the University of Chicago Institute for Strategic Business Opportunities, where EJSI also participated and attended. John Rogers, Founder & Co-CEO of Ariel Investments, was honored at the Legislative Policy Conference (LPC) in 2025.

JUSTICE NOW SERIES

Justice Now Season 2, continued to spotlight urgent issues of racial, social, and economic justice through compelling conversations on environmental justice, reparations, civic engagement, and activism through the church. Filmed across New York, Evanston, Washington, D.C., Dallas, and Memphis, each episode reaffirmed a simple but powerful truth: justice touches every part of our lives.

WASHINGTON BUREAU

2025 HIGHLIGHTS

Throughout 2025, the National Urban League Washington Bureau navigated one of the most consequential and rapidly evolving policy environments in recent history, advancing an aggressive federal advocacy agenda amid escalating attacks on civil rights protections, diversity and inclusion initiatives, economic opportunity programs, and the social safety net. In response, the Bureau expanded its coalition leadership, strengthened affiliate advocacy infrastructure, and mobilized national campaigns designed to protect hard-fought progress and elevate the needs of Black and historically underserved communities at every level of government.

Working in partnership with the Congressional Black Caucus, Civil Rights Organization 8 (CRO8), grassroots partners, and Urban League affiliates, the Bureau advanced coordinated campaigns to protect voting rights, defend diversity and inclusion initiatives, preserve critical federal investments, and expand economic opportunity. Through strategic convenings, coalition leadership, public policy engagement, and direct advocacy, the Bureau continued to serve as a leading national voice on racial and economic justice.

PROTECTING PROGRESS. ADVANCING OPPORTUNITY. BUILDING POWER.

Defending Civil Rights and Democratic Participation

- Continued the national Stop Project 2025 campaign, generating more than 1,300 congressional contacts and equipping affiliates, advocates, and community leaders with resources to counter proposals threatening civil rights protections, voting rights, public education, and federal equity initiatives.
- Facilitated strategic meetings between civil rights leaders and congressional leadership, including House Minority Leader Hakeem Jeffries and members of the Congressional Black Caucus, to advance shared priorities related to voting rights, civil rights enforcement, and diversity protections.
- Planned and executed a historic National Urban League delegation trip to Selma, Alabama commemorating the 60th anniversary of Bloody Sunday, reinforcing the organization's commitment to voting rights and civic engagement ahead of the 60th anniversary of the Voting Rights Act.
- Coordinated multiple CRO8 advocacy letters supporting judicial nominees committed to civil rights and equal justice, contributing to the confirmation of 17 federal district court judges and one Circuit Court judge.
- Partnered with Representative Jonathan Jackson to support the relaunch of the Congressional DEI Caucus, helping shape the caucus's policy framework and strategy for the 119th Congress.
- Facilitated congressional engagement in opposition to the SAVE Act, including targeted outreach to House and Senate offices and affiliate-led advocacy efforts warning against burdensome citizenship documentation requirements that could disenfranchise millions of eligible voters.

Advancing Social Justice and Community Safety

- Reaffirmed leadership on police reform through engagement on the reintroduction of the George Floyd Justice in Policing Act and continued advocacy for equitable public safety strategies centered on accountability and community trust.
- Co-convened the Community Safety and Solidarity Coalition (CSSC) alongside the Anti-Defamation League, leading multi-city election safety tabletop exercises in Atlanta, Washington, D.C., New York City, and Philadelphia. The exercises brought together civil rights organizations, election officials, law enforcement, and community leaders to strengthen coordinated responses to political violence and election-related threats.

- Organized National Urban League participation in national racial justice and democracy convenings, including the March on Wall Street, the Hurricane Katrina 20th Anniversary Commemoration, and multiple reparations strategy convenings.

Championing Education and Workforce Development

- Continued advocacy supporting student debt relief and affordable higher education, including opposition to proposed changes weakening the Public Service Loan Forgiveness Program (PSLF).
- Expanded affiliate advocacy education through the Congressional Advocacy Program, Monthly Movement Policy Meetings, and policy strategy sessions designed to strengthen local, state, and federal advocacy coordination across the Urban League Movement.
- Facilitated sessions during the Whitney M. Young, Jr. Urban Leadership Development Conference, including workshops focused on policy advocacy, housing counseling resources, entrepreneurship policy, and Project 2025.
- Supported national education equity initiatives through participation in the Freedom to Learn movement and coordinated responses to Department of Education guidance impacting diversity, equity, and inclusion programs.

Advancing Healthcare Access and Protections

- Led the Affordable Care at an Affordable Price Campaign commemorating the Affordable Care Act's 15th anniversary and advocating for the extension of critical ACA premium tax credits.
- Continued engagement with federal policymakers and coalition partners to protect Medicaid funding, preserve the social safety net, and oppose federal cuts that would disproportionately impact Black and underserved communities.
- Co-hosted a Tri-Caucus congressional briefing and policy report outlining the devastating impact proposed Medicaid cuts would have on Black and Brown communities.
- Facilitated policy training and technical assistance for affiliates participating in the Health Equity Learning and Implementation Collaborative (HELIC) to strengthen local health equity advocacy capacity.

Strengthening Housing and Community Development

- Advanced federal housing advocacy through support for the American Housing and Economic Mobility Act, the ROAD to Housing Act, and the Choice Neighborhoods Initiative Act, championing affordable housing production, eviction prevention, and neighborhood revitalization.
- Coordinated policy engagement supporting fair housing protections, equitable community development, and expanded federal investments addressing homelessness and housing affordability.
- Submitted joint testimony with the Greater Washington Urban League during a House Oversight Committee hearing on D.C. Statehood, ensuring racial equity and community representation perspectives were entered into the Congressional Record.
- Collaborated with the Housing Authority of Birmingham District and national partners to identify new federal housing engagement opportunities supporting local impact.

Expanding Economic Justice and Entrepreneurship

- Released the Main Street Tax Initiative, a comprehensive 10-point policy blueprint promoting equitable tax reform, permanent expansion of the Child Tax Credit and Earned Income Tax Credit, and policies designed to reduce the racial wealth gap.
- Participated in the bipartisan Opportunity Summit with members of the Senate Banking, Commerce, and Finance Committees, advancing policies focused on entrepreneurship, workforce opportunity, and economic mobility.
- Advocated for protection of the Minority Business Development Agency (MBDA) through a targeted national campaign generating more than 1,600 congressional contacts.
- Supported entrepreneurial pathways for formerly incarcerated individuals through endorsement of the New Start Act and continued advocacy for reentry and workforce development funding.

Ensuring Equitable Access to Technology

- Continued national advocacy supporting digital equity and broadband affordability through engagement with the FCC, NTIA, and congressional working groups.
- Submitted regulatory comments opposing actions that would weaken consumer protections, media diversity, and broadband equity initiatives.

- Advocated for modernization of the Universal Service Fund and replacement funding for the Affordable Connectivity Program to ensure underserved communities maintain access to reliable internet service.
- Represented the National Urban League at major national technology and broadband convenings, including the Broadband Communities Summit

BUDGET, APPROPRIATIONS, AND FEDERAL INVESTMENTS

- Secured \$3.3 million for nine affiliate projects in Fiscal Year 2026 appropriations despite an increasingly restrictive federal funding environment.
- Preserved critical federal investments supporting reentry services, workforce development, SCSEP programming, and economic empowerment initiatives.
- Established the Fair Budget Coalition to include more than 15 organizations representing civil rights advocates, labor unions, think tanks, and local governments advocating for equitable federal investments and protection of the social safety net and secured direct engagement with senior policymakers, including briefings led by Minority Leader Schumer, senior Democratic appropriations staff (Staff Director, Deputy Staff Director, and Counsel), and policy staff from the Leader's office.
- Maintained direct engagement with congressional appropriators, leadership offices, and committee staff throughout reconciliation and appropriations negotiations.
- Continued assisting affiliates with federal funding drawdowns, earmark implementation, and advocacy strategies to maximize local impact.

DEMAND DIVERSITY ROUNDTABLE

The National Urban League launched the Demand Diversity Roundtable, a coalition of more than 20 national civil and human rights organizations representing over 100 million Americans united in defense of diversity, equity, and inclusion (DEI). Convened at the National Press Club, the initiative launched as a coordinated national response to escalating attacks on civil rights protections, inclusive economic policies, and DEI programs across the public and private sectors. Key efforts included:

- Launching the Demand Diversity Campaign and national pledge, garnering over 700 supporters
- Coordinating congressional outreach and meetings with House and Senate leadership

- Convening strategy sessions with Southern Poverty Law Center and Democratic Attorneys General Association
- Finalizing the launch of a diversity campaign and communications hub, Inclusion HQ, to support alignment and consistency across partners
- Supporting rapid response communications around federal DEI guidance and executive actions

Together, these efforts positioned the National Urban League at the center of a growing national coalition working to protect civil rights progress and defend inclusive opportunity in every sector of American life.

2025 EMPOWERMENT SUMMIT AND LEGISLATIVE POLICY CONFERENCE

The 2025 Empowerment Summit featuring the 22nd Legislative Policy Conference and Energy Jobs Convening brought affiliate leaders, policymakers, advocates, and corporate partners together in Washington, D.C. for high-impact discussions on the future of racial and economic justice.

Highlights included:

- Participation from more than a dozen Members of Congress and senior federal policymakers.
- Over 76 Capitol Hill meetings organized for affiliates advocating to protect programs such as SNAP, Medicaid, and SCSEP.
- Policy sessions focused on diversity, equity and inclusion, democracy, housing, broadband access, workforce development, and economic opportunity.
- Launch of major advocacy initiatives and publications, including the Main Street Tax Initiative and George Floyd: Five Years Later report.
- Expanded collaboration between affiliates, coalition partners, and national organizations to strengthen advocacy coordination during a rapidly evolving federal policy landscape.

By advancing transformative federal advocacy, building powerful coalitions, and strengthening affiliate engagement nationwide, the National Urban League Washington Bureau continued to position the Urban League Movement as a leading force for racial equity, economic justice, and democratic participation in 2025.

NATIONAL URBAN LEAGUE

AFFILIATES

92

Affiliate offices
on the ground

300

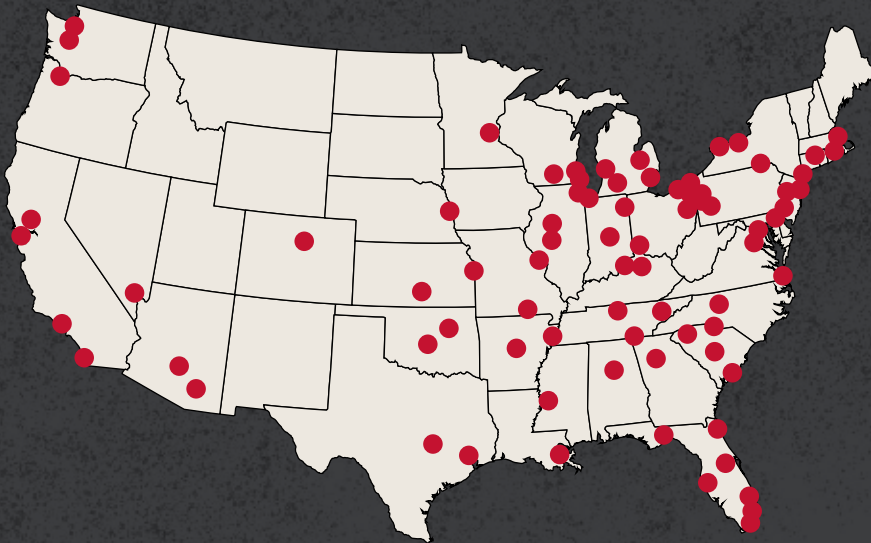
Communities
Served

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.

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Whether a longstanding partner or a new friend, we value your faith in our mission and goals. With your assistance, we are able to continue working toward our Empowerment Goals:

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

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Jonas Reid
 Erin Rice Millman
 Monte A. Richards
 Cy Richardson
 F.C. Richardson
 Adam J. Richardson, Jr.
 Jacqueline and Wendell Richardson
 Pamela Roberts
 Emmie D. Roberts
 T. Sherwood Robinson
 Pamela A. Rogers
 Matlock Rogers
 Christine Root
 Jane and Anthony E. Rothschild
 Sandy Royster
 Ms. Esteruth Rumpler
 Nerissa Rush
 Carol B. Russell
 JI Rutledge
 Mary Sabulsky
 Lucy Sallick
 Charles R. Salter
 Willie J. Sanders
 Jean F. Schultz
 Kathryn Schultz
 Jonathan A. Scott
 Matthew F. Shannon
 Khozema Shipchandler
 Donald Shultz
 Charles M. Simms, Sr.
 The Simon Family
 Cozette P. Sinclair
 Joseph L. Singley
 Norman W. Slack
 Celia Smith
 John Smith
 Ann and Michael Sneed
 Laura Soll-Broxterman
 Magen Solomon

Amadou Sow
 Stuart W. Speyer
 Tessie Spivey
 Nathan St. Germain
 John R. Stallone
 James Stanley
 Steve Stein
 Catherine I. Stelly
 Arthur M. Stevens
 Amanda Stubblefield
 Derek Sulton
 Christopher Swaby
 Robert J. Swann
 Courtney Taylor
 Joan F. Taylor
 Goody Technologies
 Crystal Terry
 Robert Thomas, Jr.
 Jarvia Thomas
 Loubbertha Thomas
 Gilbert T. Thompson
 Natalie Thompson
 Marcia Thompson-Young
 John Toccalino
 Nareg T. Torosian
 Milton Towns
 Randolph F. Treece
 Greta M. Trotman
 Denise Valdez Ramos
 Nicolas Vandeventer
 Bonnie Vehlies
 Isabelle M. Verdini
 Jaylyn C. Victoria
 Martha Villaescusa
 Bettina M. Voelker
 Donald Von Hagen
 Michael Waldman
 Loretta Walker
 Stanley M. Walker

Romaine Waller
 Cheryl G. Washington
 Ron Wasserstein
 Goldie Watkins-Bryant
 William Watts
 Timothy G. Weed
 Joe C. West
 Kristin Whelton
 William E. Whren
 Timothy Wickland
 Carolyn R. Wilder
 Alford Williams
 Lyn and E. T. Williams
 Joseph Williams
 Sharon Williams
 Jonathan Winer
 Deborah Wingfield
 David Witherspoon
 John Witkiewicz
 Yolande Wood
 Elizabeth Worcester
 Edith O. Wright
 Jon A. Yasin
 Michael Young
 Eric P. Youngman

Legacies & Bequests

Estate of Michael S. Aamothe*
 Estate of Sterlin C. Daniel*
 Estate of Ruth B. Jaynes*
 Estate of Mildred Lyons Reese*

* Deceased

2025 FINANCIAL STATEMENTS

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION as of December 31, 2025

2025

ASSETS

Cash, cash equivalents and restricted cash	\$41,719,993
Restricted cash deposit held in escrow	1,248,612
Prepaid expenses and other assets	421,238
Grants and pledges receivable, net	28,241,802
Franchise fees receivable, net	18,400
Investments	95,616,027
Loan receivables- NMTC	13,031,450
Loan receivables	915,705
Other assets	1,179,130
Right-of-use-assets - operating	7,443,374
Rental income lease receivable	36,250,469
Property and equipment, net	91,551,237
Total assets	\$317,637,437

LIABILITIES AND NET ASSETS

Liabilities

Accounts payable and accrued expenses	\$17,183,931
Accrued payroll and vacation benefits	576,286
Accrued defined contribution costs	757,769
Contract advances and other deposits	30,191
Finance lease payable	132,533
Bonds payable (net of debt issuance cost of \$90,344 in 2025)	3,105,900
Loan payable-UEF	1,500,000
Loan payable-NMTC (net of debt issuance cost of \$1,313,459 in 2025)	16,836,541
Loan payable-bank (net of debt issuance cost of \$19,659 in 2025)	12,889,614
Interest rate swap liability	95,331
Lease liability - operating	161,913
Deferred lease revenue	32,507,108
Interest payable	54,525
Total liabilities	85,831,642

Net assets (deficit)

Without donor restrictions

Undesignated	28,724,598
ULEC, LLC	58,778,947
ULEC Retail, LLC	5,899,611
Board-designated	34,553,554
Total without donor restrictions	127,956,710

With donor restrictions

Total net assets	231,805,795
Total liabilities and net assets	\$317,637,437

CONSOLIDATED STATEMENT OF ACTIVITIES

for the Year Ended December 31, 2025

	Without Donor Restrictions	With Donor Restrictions	Total
OPERATING ACTIVITIES			
Revenue, Gains, and Other Support			
Government grants and contracts	\$32,548,734	\$ -	\$32,548,734
Contributions of nonfinancial assets	917,048	-	917,048
Contributions	9,789,672	27,904,608	37,694,280
Legacies and bequests	80,305	-	80,305
Special events	1,856,308	-	1,856,308
Program service fees	968,857	-	968,857
Sponsorship income	5,648,750	-	5,648,750
Franchise fees	230,500	-	230,500
Net investment return designated for current operations	1,923,155	-	1,923,155
Sale of publications	24,238	-	24,238
Interest income	-	133,860	133,860
Gain in fair value of interest rate swap	170,312	-	170,312
Other	5,995,693	163,133	6,158,826
<i>Net assets released from restrictions</i>			
Use of Board designated funds	3,155,800	-	3,155,800
Transfer release of ULEC, LLC net assets	41,609,542	(41,609,542)	-
Satisfaction of restrictions	64,674,512	(64,674,512)	-
Total revenue, gains, and other support	169,593,426	(78,082,453)	91,510,973
OPERATING EXPENSES			
Program Services			
Economic empowerment	58,433,812	-	58,433,812
Education and youth empowerment	8,340,269	-	8,340,269
Civic engagement and leadership empowerment	15,389,923	-	15,389,923
Health and quality of life empowerment	1,844,762	-	1,844,762
Civil rights and racial justice empowerment	1,523,977	-	1,523,977
Technical assistance to affiliates	3,045,967	-	3,045,967
Urban empowerment	1,934,370	-	1,934,370
NUL Civic Engagement	15	-	15
Total program services	90,513,095	-	90,513,095
Supporting Services			
Management and general	16,182,211	-	11,090,868
Fundraising	10,019,020	-	6,623,725
Total expenses	116,714,326	-	105,903,280
Changes in net assets from operations	52,879,100	(78,082,453)	(19,338,640)
NON-OPERATING ACTIVITIES			
Used funds from Board designated	(3,155,800)	-	(3,155,800)
Net investment return net of amount designated for current operations	14,984,529	1,703,739	9,259,161
Total non-operating activities	11,828,729	(4,978,191)	10,006,338
Changes in net assets	64,707,829	(83,060,644)	(18,352,815)
Net assets, beginning of year	63,248,881	186,909,729	250,158,610
Net assets, end of year	\$ #####	\$ #####	\$ #####

DIRECTORY OF AFFILIATES

Akron, Ohio

Akron Community Service Center & Urban League

Alexandria, Virginia

Northern Virginia Urban League

Alton, Illinois

Madison County Urban League

Atlanta, Georgia

Urban League of Greater Atlanta

Aurora, Illinois

Quad County Urban League

Austin, Texas

Austin Area Urban League

Baltimore, Maryland

Greater Baltimore Urban League

Battle Creek, Michigan

Southwestern Michigan Urban League

Binghamton, New York

Broome County Urban League

Birmingham, Alabama

Birmingham Urban League

Boston, Massachusetts

Urban League of Eastern Massachusetts

Buffalo, New York

Buffalo Urban League

Canton, Ohio

Greater Stark County Urban League, Inc.

Charleston, South Carolina

Charleston Trident Urban League

Charlotte, North Carolina

Urban League of Central Carolinas, Inc.

Chattanooga, Tennessee

Urban League of Greater Chattanooga, Inc.

Chicago, Illinois

Chicago Urban League

Cincinnati, Ohio

Urban League of Greater Southwestern Ohio

Cleveland, Ohio

Urban League of Greater Cleveland

Columbia, South Carolina

Columbia Urban League

Columbus, Georgia

Urban League of Greater Columbus, Inc.

Columbus, Ohio

Columbus Urban League

Denver, Colorado

Urban League of Metropolitan Denver

Detroit, Michigan

Urban League of Detroit & Southeastern Michigan

Elizabeth, New Jersey

Urban League of Union County

Elyria, Ohio

Lorain County Urban League

Englewood, New Jersey

Urban League for Bergen County

Farrell, Pennsylvania

Shenango Valley Urban League

Fort Lauderdale, Florida

Urban League of Broward County

Fort Wayne, Indiana

Fort Wayne Urban League

Gary, Indiana

Urban League of Northwest Indiana, Inc.

Greenville, South Carolina

Urban League of the Upstate, Inc.

Grand Rapids, Michigan

Urban League of West Michigan

Hartford, Connecticut

Urban League of Greater Hartford

Houston, Texas

Houston Area Urban League

Indianapolis, Indiana

Indianapolis Urban League

Jackson, Mississippi

Mississippi Urban League

Jacksonville, Florida

Jacksonville Urban League

Jersey City, New Jersey

Urban League of Hudson County

Kansas City, Missouri

Urban League of Greater Kansas City

Knoxville, Tennessee

Knoxville Area Urban League

Las Vegas, Nevada

Las Vegas Urban League

Lexington, Kentucky

Urban League of Lexington

Little Rock, Arkansas

The Urban League of the State of Arkansas

Long Island, New York

Urban League of Long Island, Inc.

Los Angeles, California

Los Angeles Urban League

Louisville, Kentucky

Louisville Urban League

Madison, Wisconsin

Urban League of Greater Madison

Memphis, Tennessee

Memphis Urban League

Miami, Florida

Urban League of Greater Miami

Milwaukee, Wisconsin

Milwaukee Urban League

Minneapolis, Minnesota

Urban League of the Twin Cities

Morristown, New Jersey

Morris County Urban League

Nashville, Tennessee

Urban League of Middle Tennessee

New Orleans, Louisiana

Urban League of Louisiana

New York, New York

New York Urban League

Newark, New Jersey

Urban League of Essex County

Norfolk, Virginia

Urban League of Hampton Roads, Inc.

Oklahoma City, Oklahoma

Urban League of Greater Oklahoma City

Omaha, Nebraska

Urban League of Nebraska, Inc.

Orlando, Florida

Central Florida Urban League

Peoria, Illinois

Tri-County Urban League

Philadelphia, Pennsylvania

Urban League of Philadelphia

Phoenix, Arizona

Greater Phoenix Urban League

Pittsburgh, Pennsylvania

Urban League of Greater Pittsburgh

Portland, Oregon

Urban League of Portland

Providence, Rhode Island

Urban League of Rhode Island, Inc.

Racine, Wisconsin

Urban League of Racine & Kenosha, Inc.

Richmond, Virginia

Urban League of Greater Richmond

Rochester, New York

Urban League of Rochester

Sacramento, California

Greater Sacramento Urban League

Saint Louis, Missouri

Urban League of Metropolitan St. Louis

Saint Petersburg, Florida

Pinellas County Urban League

San Diego, California

Urban League of San Diego County

San Francisco, California

Urban League of the Greater San Francisco Bay Area

Seattle, Washington

Urban League of Metropolitan Seattle

Springfield, Illinois

Springfield Urban League, Inc.

Springfield, Massachusetts

Urban League of Springfield

Stamford, Connecticut

Urban League of Southern Connecticut

Tacoma, Washington

Tacoma Urban League

Tallahassee, Florida

Tallahassee Urban League

Tampa, Florida

Urban League of Hillsborough County, Inc.

Tucson, Arizona

Tucson Urban League

Warren, Ohio

Greater Warren-Youngstown Urban League

Washington, D.C.

Greater Washington Urban League

West Palm Beach, Florida

Urban League of Palm Beach County, Inc.

White Plains, New York

Urban League of Westchester County

Wichita, Kansas

Urban League of Kansas, Inc.

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Metropolitan Wilmington Urban League

Winston-Salem, North Carolina

Winston-Salem Urban League

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Business Operations and Planning
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Technology
Amazon

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Rhonda Nesmith Crichlow

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Engagement
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Victor Crawford

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C.D. Glin

President, PepsiCo Foundation &
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Harry E. Johnson, Sr.

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Darren Jones

District Manager – Central Plains District
UPS

Brian Lamb

Northeast Segment Head of Middle Market
and Specialized Industries
JPMorgan Chase & Co.

Cassie Lee

Senior Vice President & CFO AT&T Mass
Markets and Operations
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Tyler Litt

(President, National Urban League
Young Professionals) Director, Economic
Development & Community Initiatives
Ochsner Health System

Barry C. Mccarthy

President & CEO
Deluxe

Sherry A. Mcfadden

(Western Regional Trustee)
Board Chair, Greater Phoenix Urban League

Suzet M. Mckinney, DRPH, MPH

(Central Regional Trustee)
Board Chair, Chicago Urban League
Principal and Director of Life Sciences

Kimberly Moore-Wright

Chief Teammate Officer and Head of
Enterprise Diversity
Truist Financial Corporation

J. Brandon Neal

Senior Vice President and Deputy General
Counsel
Walgreens Boots Alliance, Inc.

Nicholas Perkins

Chief Executive Officer
Black Titan Franchise Systems, LLC d/b/a
Fuddruckers

Thomas J. Reid

Chief Legal Officer and Secretary
Comcast Corporation

Christopher Rice

Executive Vice President
Tax and Corporate Structure
Shell Inc.

Angela R. Simmons-Smith

(President, National Council of Urban
League Guilds)

The Honorable Rodney E. Slater

Partner, Public Policy
Patton Boggs LLP

Sevetri Wilson

Founder and CEO
Resilia





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Urban League**

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Rhonda Spears Bell

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Marketing & Communications

Tara Murray

Senior Vice President for Policy
Executive Director of the Washington Bureau

Wanda H. Jackson

Senior Vice President, Talent Management

Danielle Cooper Daughtry

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

Sidney Evans, Jr.

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

National Urban League

117 W. 125th St.
New York, NY 10027
Tel: 212.558-5300
www.nul.org

**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.