

990

Return of Organization Exempt From Income Tax

OMB No. 1545-

0047 2020

Open to Public Inspection

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundation) Do not enter social security numbers on this form as it may be made public.

Go to www.irs.gov/Form990 for instructions and the latest information.

Form 990 Department of the Treasury Internal Revenue Service

A For the 2020 calendar year, or tax year beginning 01-01-2020, and ending 12-31-2020

- B Check if applicable: Address change, Name change, Initial return, Final return/terminated, Amended return, Application pending

C Name of organization: DIVERSITY RICHMOND INC. Doing business as: Number and street (or P.O. box if mail is not delivered to street address): 1407 SHERWOOD AVENUE Room/suite: City or town, state or province, country, and ZIP or foreign postal code: RICHMOND, VA 23220

D Employer identification number: 31-1669279 E Telephone number: (804) 622-4646 G Gross receipts \$ 1,321,702

F Name and address of principal officer: WILLIAM A HARRISON 1407 SHERWOOD AVENUE RICHMOND, VA 23220

H(a) Is this a group return for subordinates? H(b) Are all subordinates included? H(c) Group exemption number

I Tax-exempt status: 501(c)(3) 501(c) () (insert no.) 4947(a)(1) or 527

J Website: WWW.DIVERSITYRICHMOND.ORG

K Form of organization: Corporation Trust Association Other

L Year of formation: 1999 M State of legal domicile: VA

Part I Summary

1 Briefly describe the organization's mission or most significant activities: TO THE LESBIAN, GAY, BISEXUAL, TRANSGENDER, QUESTIONING (LGBTQ+) COMMUNITY, THEIR FAMILIES, FRIENDS AND ALLIES, DIVERSITY RICHMOND IS A CATALYST, A VOICE, A PLACE AND A RESOURCE THAT ENRICHES AND CHAMPIONS OUR DIVERSE COMMUNITY...

Table with 2 columns: Description, Amount. Rows 2-7a: 2 Check this box, 3 Number of voting members (17), 4 Number of independent voting members (17), 5 Total number of individuals employed (33), 6 Total number of volunteers (205), 7a Total unrelated business revenue (3,780), 7b Net unrelated business taxable income (779).

Table with 3 columns: Description, Prior Year, Current Year. Rows 8-12: 8 Contributions and grants (1,294,890 / 1,187,439), 9 Program service revenue (239 / 5,495), 10 Investment income (12,490 / 7,661), 11 Other revenue (25,073 / 6,387), 12 Total revenue (1,332,692 / 1,206,982).

Table with 3 columns: Description, Prior Year, Current Year. Rows 13-19: 13 Grants and similar amounts paid (71,993 / 160,655), 14 Benefits paid (0 / 0), 15 Salaries, other compensation (671,334 / 660,294), 16a Professional fundraising fees (0 / 0), 16b Total fundraising expenses (21,669 / 0), 17 Other expenses (350,314 / 324,088), 18 Total expenses (1,093,641 / 1,145,037), 19 Revenue less expenses (239,051 / 61,945).

Table with 3 columns: Description, Beginning of Current Year, End of Year. Rows 20-22: 20 Total assets (2,616,148 / 2,641,375), 21 Total liabilities (842,057 / 805,339), 22 Net assets or fund balances (1,774,091 / 1,836,036).

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here Signature of officer: WILLIAM A HARRISON PRESIDENT Date: 2021-11-08

Paid Preparer Use Only Print/Type preparer's name: STEVE WALLS & ASSOC PLLC Preparer's signature: Date: 2021-11-10 Check if self-employed: PTIN: P00609162 Firm's EIN: 26-4555225 Firm's address: 11541 NUCKOLS RD STE A GLEN ALLEN, VA 23059 Phone no.: (804) 270-0784

May the IRS discuss this return with the preparer shown above? (see instructions) Yes No

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III

1 Briefly describe the organization's mission:

WE DEVELOP AND HELP SUSTAIN ORGANIZATIONS, PROGRAMS, AND SERVICES THAT CONTRIBUTE TO A VIBRANT CENTRAL VIRGINIA COMMUNITY THAT SHARE OUR VALUES OF DIVERSITY, INCLUSION, INDIVIDUAL DIGNITY, EQUALITY AND CIVIC ENGAGEMENT.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 871,552 including grants of \$) (Revenue \$ 5,495)

DIVERSITY RICHMOND OPERATES A RETAIL STORE THAT RECEIVES PUBLICLY DONATED ITEMS OF CLOTHING, HOUSEHOLD ITEMS, BOOKS AND FURNITURE. THESE ITEMS ARE THEN PREPARED FOR SALE TO THE PUBLIC THROUGH THE ORGANIZATION'S RETAIL STORE BRANDED AS DIVERSITY THRIFT. A SIGNIFICANT NUMBER OF VOLUNTEER SERVICES ARE PROVIDED IN THE THRIFT SHOP IN SORTING, ORGANIZING AND PREPARING DONATED ITEMS FOR SALE. REVENUES PRODUCED BY DIVERSITY THRIFT ARE USED TO FUND (A) THE OPERATIONS OF DIVERSITY RICHMOND, (B) THE DESIGN AND PROVISION OF EDUCATIONAL, CIVIC AND CULTURAL PROGRAMMING, AND (C) THE PROVISION OF DIRECT CASH SUPPORT FOR AGENCIES AND GROUPS THAT PROVIDE SERVICES TO LESBIAN, GAY, BISEXUAL, TRANSGENDER AND QUESTIONING (LGBTQ+) PEOPLE IN CENTRAL VIRGINIA.

4b (Code:) (Expenses \$ including grants of \$) (Revenue \$)

DIVERSITY RICHMOND OCCUPIES A 47,000 SQUARE FOOT FACILITY IN RICHMOND, VIRGINIA THAT PROVIDES FLEXIBLE MEETING AND PROGRAMMING SPACE FOR LGBTQ+ PEOPLE, FOR THE GROUPS THAT PROVIDE SERVICES TO THEM, AND FOR PEOPLE AND GROUPS IN CENTRAL VIRGINIA THAT SUPPORT THE ORGANIZATION'S MISSION. DIVERSITY RICHMOND ALSO PROVIDES SUPPORT TO THE COMMUNITY THROUGH THE OPERATION OF ITS WEBSITE, SOCIAL MEDIA AND NETWORKING SERVICES THAT TIE TOGETHER THE EFFORTS OF GROUPS SERVING LGBTQ+ PEOPLE. DIVERSITY RICHMOND ALSO HOSTS A GROWING SCHEDULE OF PROGRAMMING EVENTS PRODUCED IN- HOUSE, INCLUDING MUSICAL PERFORMANCES, DISCUSSION GROUPS AND GALLERY SHOWS. IN 2020 OVER 5,000 PEOPLE ATTENDED EVENTS PRODUCED OR PROMOTED BY DIVERSITY RICHMOND. SPECIFICALLY, THE ORGANIZATION PROVIDES MEETING SPACE TO FOUR (4) TWELVE-STEP RECOVERY PROGRAMS (E.G., ALCOHOLICS ANONYMOUS) IN ADDITION TO LOCAL NON-PROFIT ORGANIZATIONS. SPECIFIC PROGRAMS IN 2020 BY DIVERSITY RICHMOND ARE DESCRIBED BELOW: 1. THE IRIDIAN GALLERY AT DIVERSITY RICHMOND IS ONE OF THE FEW ART GALLERIES IN THE NATION SOLELY DEDICATED TO PROMOTING LGBTQ+ ARTISTS. THE GALLERY COMMITTEE IS COMPRISED OF LOCAL ARTISTS HOSTING EXHIBITS DURING 2020 AND HAVE SCHEDULED SEVERAL EXHIBITS DURING 2021. 2. DIVERSITY RICHMOND, THROUGH ITS PROGRAM, DIVERSITY THRIFT, PARTNERS WITH APPROXIMATELY 15 SOCIAL SERVICE AND RECOVERY PROGRAMS BY DONATING CLOTHING TO THEIR CLIENTS IN-NEED. FOR MANY OF THESE AGENCIES, DIVERSITY THRIFT IS THE ONLY SOURCE OF CLOTHING AVAILABLE TO THEIR CLIENTS EACH PARTICIPANT IS GIFTED A 25.00 CLOTHING VOUCHER WHICH WILL PURCHASE SEVERAL ARTICLES OF CLOTHING. DIVERSITY THRIFT CONTRIBUTES ABOUT 175 ITEMS OF CLOTHING MONTHLY. 3. IN RESPONSE TO THE IMPACT OF THE PANDEMIC ON THE LIVELIHOODS OF MANY PEOPLE, DIVERSITY RICHMOND CONDUCTED THREE FOOD DRIVES, PROVIDING A WEEK'S SUPPLY OF GROCERIES TO OVER 1,800 LOCAL FAMILIES. THE FIRST TWO DRIVES SUPPORTED THE HISPANIC COMMUNITY SINCE SO MANY WORK IN THE HOSPITALITY INDUSTRY WHICH WAS ESPECIALLY HARD-HIT BY THE PANDEMIC. THE THIRD DRIVE WAS OPEN TO EVERYONE WITH OVER 800 CARS COMING THROUGH FOR FOOD. THE DRIVERS POPPED OPEN THE TRUNKS OF THEIR CARS AND VOLUNTEERS LOADED THE GROCERIES. THIS EFFORT WOULD NOT HAVE BEEN POSSIBLE WITHOUT THE SUPPORT OF FEED MORE. THEIR GENEROSITY INCLUDED MORE THAN 21,000 POUNDS OF VEGETABLES AND FRUIT ALONG WITH HUNDREDS OF FROZEN TURKEYS, HAMS AND CHICKEN. OTHER SUPPORTERS INCLUDED DIAZ FOODS, LAUGHING GULL FOUNDATION, VIRGINIA PRIDE, GENESIS CONSULTING, SIGN SCAPES, TREEHOUSE REALTY, ALPNA ARORA, PROPERTY INVESTMENT GROUP, BROWN-FORMAN BRANDS, BIG SPOON, LATINOS IN VIRGINIA EMPOWERMENT CENTER, GLAXOSMITHKLINE CONSUMER HEALTHCARE, SYLVIA'S SISTERS AND STONEWALL SPORTS.

4c (Code:) (Expenses \$ 160,655 including grants of \$ 160,655) (Revenue \$)

UTILIZING NET REVENUES FROM ITS DIVERSITY THRIFT AND FROM RENTAL INCOME, DIVERSITY RICHMOND PROVIDED DIRECT CASH SUPPORT TO NON-PROFITS, AGENCIES AND GROUPS SERVING LGBTQ+ PEOPLE IN CENTRAL VIRGINIA. IN 2020 DIVERSITY RICHMOND DISTRIBUTED 31,000. RECIPIENTS INCLUDED THE METROPOLITAN COMMUNITY CHURCH RICHMOND, VIRGINIA ANTI-VIOLENCE PROJECT, MINORITY VETERANS OF AMERICA; RICHMOND CHAPTER, SIDE BY SIDE, THE LONGEVITY PROJECT, TWIN OAKS QUEER GATHERING AND VIRGINIA PRIDE. IN ADDITION, DURING 2020, THE ORGANIZATION PROVIDED FOOD TO THOUSANDS OF PEOPLE IN NEED IN EXCESS OF 12,000. THE ORGANIZATION WISHES TO ACKNOWLEDGE THE CONTRIBUTIONS OF FEED MORE FOR PROVIDING APPROXIMATELY 98,000 OF FOOD DONATIONS. WE DONATE THE USE OUR CONFERENCE ROOMS AND EVENT HALL TO NONPROFITS WHOSE MISSION IDENTIFIES WITH OURS. PRIOR TO THE PANDEMIC, RARELY DID A NIGHT PASS THAT OUR ROOMS WERE NOT FILLED WITH PEOPLE. IN THE LAST FEW MONTHS, GROUPS HAVE BEGUN TO RETURN. THESE PROGRAMS INCLUDE MANY LOCAL LGBTQ ORGANIZATIONS, FOUR TWELVE-STEP PROGRAMS AND OTHER PROGRAMS SERVING THE LOCAL COMMUNITY. SINCE THE PANDEMIC, OUR LARGE EVENT HALL WAS DONATED TO COMMUNITY SERVICE IN A NUMBER OF DIFFERENT CAPACITIES, AS A PLACE WHERE SOCIAL DISTANCING WAS POSSIBLE. IN 2020 IT WAS USED AS A COVID-19 TESTING SITE BY THE RICHMOND HENRICO HEALTH DISTRICT ON MULTIPLE OCCASIONS, TESTING HUNDREDS OF INDIVIDUALS. IT WAS USED FOR THREE PRESS CONFERENCES BY RICHMOND MAYOR LEVAR STONEY, TWO PRESS CONFERENCES FOR THE RICHMOND HENRICO HEALTH DISTRICT AND ONE PRESS CONFERENCE FOR THE SUPERINTENDENT OF RICHMOND SCHOOLS. IT WAS THE SITE CHOSEN FOR GOVERNOR NORTHAM'S SIGNING OF THE VIRGINIA VALUES ACT. WE PROVIDED 100 THANKSGIVING MEALS TO-GO MANY OF WHICH WERE TAKEN TO PLACES WHERE HOMELESS PEOPLE CONGREGATE. OUR PARKING LOT HOSTED OUTDOOR EVENTS SUCH AS OUR DRIVE-IN DRAG SHOWS AND SERVED AS THE ORIGINATION POINT FOR THE STONEWALL BLACK LIVES MATTER MARCH. FINALLY, THE ORGANIZATION PROVIDES EQUIPMENT TO LOCAL NON-PROFIT THEATERS FOR PROPS, SETS AND COSTUMES AT AN ESTIMATED VALUE OF 2,500 TO 3,000 FOR THE YEAR ENDED DECEMBER 31, 2020.

4d Other program services (Describe in Schedule O.) (Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses 1,032,207

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 1 through 21 regarding organizational requirements, such as political activities, lobbying, and financial reporting.

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question number, Question text, and Yes/No response columns. Rows include questions 22 through 38 regarding organizational reporting, compensation, bond issues, and controlled entities.

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V []

Table with 3 columns: Question number, Question text, and Yes/No response columns. Rows include questions 1a, 1b, and 1c regarding Form 1096, Forms W-2G, and gaming winnings.

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

Main form area containing questions 2a through 16, with sub-questions and input fields for 'Yes', 'No', and numerical values.

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members... 1b Enter the number of voting members... 2 Did any officer, director, trustee... 3 Did the organization delegate control... 4 Did the organization make any significant changes... 5 Did the organization become aware... 6 Did the organization have members... 7a Did the organization have members... 7b Are any governance decisions... 8 Did the organization contemporaneously document... 8a The governing body? 8b Each committee... 9 Is there any officer, director, trustee...

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters... 10b If "Yes," did the organization have written policies... 11a Has the organization provided a complete copy... 11b Describe in Schedule O the process... 12a Did the organization have a written conflict... 12b Were officers, directors, or trustees... 12c Did the organization regularly and consistently... 13 Did the organization have a written whistleblower... 14 Did the organization have a written document... 15 Did the process for determining compensation... 15a The organization's CEO... 15b Other officers or key employees... 16a Did the organization invest in, contribute... 16b If "Yes," did the organization follow a written...

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed VA
18 Section 6104 requires an organization to make its Form 1023 (or 1024-A if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records: DIA IDLEMAN 1407 SHERWOOD AVENUE RICHMOND, VA 23220 (804) 622-4646

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(1) LUISE FARMER CHAIR	4.00	X		X				0	0	0
(2) ROBYN BENTLEY VICE CHAIR	4.00	X		X				0	0	0
(3) MICHAEL YOUNG TREASURER	4.00	X		X				0	0	0
(4) ART TOTH CHAIR EMERIT	2.00	X						0	0	0
(5) KERI ABRAMS DIRECTOR	1.00	X						0	0	0
(6) KEVIN W ALLISON PHD DIRECTOR	1.00	X						0	0	0
(7) MICHAEL BIRCH-PIERCE DIRECTOR	1.00	X						0	0	0
(8) KIRK BLANDFORD DIRECTOR	1.00	X						0	0	0
(9) LEE DYER DIRECTOR	1.00	X						0	0	0
(10) MARGARET HILL DIRECTOR	1.00	X						0	0	0
(11) ODETTA JOHNSON DIRECTOR	1.00	X						0	0	0
(12) REBECCA KEEL DIRECTOR	1.00	X						0	0	0
(13) BETH MARSCHAK DIRECTOR	1.00	X						0	0	0
(14) CHRIS MOORE DIRECTOR	1.00	X						0	0	0
(15) AYINA OBIKA-CLAYBORNE DIRECTOR	1.00	X						0	0	0
(16) JEAN SEGNER DIRECTOR	1.00	X						0	0	0
(17) SHAWN SMITH DIRECTOR	1.00	X						0	0	0

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns	1a	10,380				
	b Membership dues	1b					
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e	116,762				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	1,060,297				
	g Noncash contributions included in lines 1a - 1f:\$	1g	113,178				
	h Total. Add lines 1a-1f			1,187,439			
Program Service Revenue	2a OTHER	Business Code					
			5,495			5,495	
	b						
	c						
	d						
	e						
	f All other program service revenue.						
g Total. Add lines 2a-2f.			5,495				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		7,661			7,661	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6a Gross rents	(i) Real	6a	113,583			
		(ii) Personal	6b	109,803			
			6c	3,780			
	d Net rental income or (loss)			3,780		3,780	
	7a Gross amount from sales of assets other than inventory	(i) Securities	7a				
		(ii) Other	7b				
			7c				
	d Net gain or (loss)						
	8a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18		8a				
		b Less: direct expenses	8b				
	c Net income or (loss) from fundraising events						
	9a Gross income from gaming activities. See Part IV, line 19		9a	6,655			
b Less: direct expenses		9b	4,917				
c Net income or (loss) from gaming activities			1,738		1,738		
10a Gross sales of inventory, less returns and allowances		10a					
	b Less: cost of goods sold	10b					
c Net income or (loss) from sales of inventory							
Miscellaneous Revenue	Business Code						
11a OTHER MISC INCOME			869		869		
b							
c							
d All other revenue							
e Total. Add lines 11a-11d			869				
12 Total revenue. See instructions			1,206,982		3,780	15,763	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).
 Check if Schedule O contains a response or note to any line in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	31,000	31,000		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	129,655	129,655		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	162,338	144,481	14,610	3,247
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	386,103	343,631	34,750	7,722
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits	69,965	62,269	6,297	1,399
10 Payroll taxes	41,888	37,280	3,770	838
11 Fees for services (non-employees):				
a Management				
b Legal	7,475	4,800	2,675	
c Accounting	13,832	12,310	1,245	277
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	15,291	15,291		
12 Advertising and promotion	3,511	3,300	176	35
13 Office expenses	26,689	12,010	12,010	2,669
14 Information technology				
15 Royalties				
16 Occupancy				
17 Travel				
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	707		707	
20 Interest	68,488	64,379	3,424	685
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	63,481	60,407	2,586	488
23 Insurance	17,073	15,195	1,537	341
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a UTILITIES	58,416	54,911	2,921	584
b MAINTENANCE AND REPAIR	46,917	35,188	9,383	2,346
c EVENT EXPENSES	37,269	37,269		
d TAXES AND LICENSES	22,022	19,600	1,982	440
e All other expenses	-57,083	-50,769	-6,912	598
25 Total functional expenses. Add lines 1 through 24e	1,145,037	1,032,207	91,161	21,669
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720).				

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part IX

		(A)		(B)
		Beginning of year		End of year
Assets	1 Cash-non-interest-bearing	532,921	1	678,976
	2 Savings and temporary cash investments	51,853	2	2,217
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	3,550	4	751
	5 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use	82,072	8	77,827
	9 Prepaid expenses and deferred charges		9	
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 2,446,415		
	b Less: accumulated depreciation	10b 843,278	1,677,013	10c 1,603,137
	11 Investments—publicly traded securities		11	260,499
	12 Investments—other securities. See Part IV, line 11	256,595	12	
	13 Investments—program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	12,144	15	17,968
16 Total assets: Add lines 1 through 15 (must equal line 33)	2,616,148	16	2,641,375	
Liabilities	17 Accounts payable and accrued expenses	30,841	17	32,802
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties	799,337	23	762,725
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D	11,879	25	9,812
	26 Total liabilities. Add lines 17 through 25	842,057	26	805,339
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	1,720,528	27	1,769,805
	28 Net assets with donor restrictions	53,563	28	66,231
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	1,774,091	32	1,836,036
33 Total liabilities and net assets/fund balances	2,616,148	33	2,641,375	

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	1,206,982
2	Total expenses (must equal Part IX, column (A), line 25)	2	1,145,037
3	Revenue less expenses. Subtract line 2 from line 1	3	61,945
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	1,774,091
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	10	1,836,036

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

		Yes	No
1	Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		No
2b	Were the organization's financial statements audited by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	Yes	
2c	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	Yes	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		No
3b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.		

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

SCHEDULE A
(Form 990 or 990EZ)

Public Charity Status and Public Support

OMB No. 1545-0047

2020

Open to Public Inspection

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
▶ Attach to Form 990 or Form 990-EZ.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury

Internal Revenue Service
Name of the organization
 DIVERSITY RICHMOND INC

Employer identification number

31-1669279

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2 A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990 or 990-EZ).)
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state:
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 8 A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 9 An agricultural research organization described in **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture. See instructions. Enter the name, city, and state of the college or university:
- 10 An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
- 11 An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
 - f Enter the number of supported organizations _____
 - g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)
 (Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization failed to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . . .						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge..						
4 Total. Add lines 1 through 3						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4.						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
7 Amounts from line 4.						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 Total support. Add lines 7 through 10						
12 Gross receipts from related activities, etc. (see instructions)					12	
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2020 (line 6, column (f) divided by line 11, column (f))	14	
15 Public support percentage for 2019 Schedule A, Part II, line 14	15	
16a 33 1/3% support test—2020. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 33 1/3% support test—2019. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
17a 10%-facts-and-circumstances test—2020. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 10%-facts-and-circumstances test—2019. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		<input type="checkbox"/>

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .	856,580	972,823	1,053,356	1,289,721	1,187,439	5,359,919
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	3,788	7,109	632	11,140	7,233	29,902
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5	860,368	979,932	1,053,988	1,300,861	1,194,672	5,389,821
7a Amounts included on lines 1, 2, and 3 received from disqualified persons	2,321	2,721	6,475	5,169	6,827	23,513
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year.						
c Add lines 7a and 7b. .	2,321	2,721	6,475	5,169	6,827	23,513
8 Public support. (Subtract line 7c from line 6.)						5,366,308

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
9 Amounts from line 6.	860,368	979,932	1,053,988	1,300,861	1,194,672	5,389,821
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	123,783	134,476	136,006	173,415	121,243	688,923
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975.						
c Add lines 10a and 10b.	123,783	134,476	136,006	173,415	121,243	688,923
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on.	7,038	21,685	6,303	9,678	1,738	46,442
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)	991,189	1,136,093	1,196,297	1,483,954	1,317,653	6,125,186
14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here. <input type="checkbox"/>						

Section C. Computation of Public Support Percentage

15 Public support percentage for 2020 (line 8, column (f) divided by line 13, column (f))	15	87.610 %
16 Public support percentage from 2019 Schedule A, Part III, line 15	16	86.980 %

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2020 (line 10c, column (f) divided by line 13, column (f))	17	11.000 %
18 Investment income percentage from 2019 Schedule A, Part III, line 17	18	12.000 %

19a 33 1/3% support tests—2020. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization

b 33 1/3% support tests—2019. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, of Part I, complete Sections A and B. If you checked box 12b, of Part I, complete Sections A and C. If you checked box 12c, of Part I, complete Sections A, D, and E. If you checked box 12d, of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

		Yes	No
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer lines 3b and 3c below.		
b	Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in Part VI when and how the organization made the determination.		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use.		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes" and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.		
c	Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI , including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).		
b	Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c	Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in Part VI .		
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ) .		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).		
9a	Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in Part VI .		
b	Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in Part VI .		
c	Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI .		
10a	Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer line 10b below.		
b	Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).		

Part IV Supporting Organizations (continued)

- 11** Has the organization accepted a gift or contribution from any of the following persons?
 - a** A person who directly or indirectly controls, either alone or together with persons described in lines 11b and 11c below, the governing body of a supported organization?
 - b** A family member of a person described in 11a above?
 - c** A 35% controlled entity of a person described in line 11a or 11b above? *If "Yes" to 11a, 11b, or 11c, provide detail in Part VI.*

	Yes	No
11a		
11b		
11c		

Section B. Type I Supporting Organizations

- 1** Did the officers, directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? *If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.*
- 2** Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? *If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised or controlled the supporting organization.*

	Yes	No
1		
2		

Section C. Type II Supporting Organizations

- 1** Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? *If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).*

	Yes	No
1		

Section D. All Type III Supporting Organizations

- 1** Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?
- 2** Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? *If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).*
- 3** By reason of the relationship described in line 2 above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? *If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.*

	Yes	No
1		
2		
3		

Section E. Type III Functionally-Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions):

- a** The organization satisfied the Activities Test. Complete **line 2** below.
- b** The organization is the parent of each of its supported organizations. Complete **line 3** below.
- c** The organization supported a governmental entity. Describe in **Part VI** how you supported a government entity (see instructions)

2 Activities Test. **Answer lines 2a and 2b below.**

- a** Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? *If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.*
- b** Did the activities described in line 2a constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? *If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.*

	Yes	No
2a		
2b		
3a		
3b		

3 Parent of Supported Organizations. **Answer lines 3a and 3b below.**

- a** Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? *If "Yes" or "No" provide details in Part VI.*
- b** Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? *If "Yes," describe in Part VI. the role played by the organization in this regard.*

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

- 1** Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (*explain in Part VI*). See instructions. All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income

(A) Prior Year

(B) Current Year
(optional)

1 Net short-term capital gain	1		
2 Recoveries of prior-year distributions	2		
3 Other gross income (see instructions)	3		
4 Add lines 1 through 3	4		
5 Depreciation and depletion	5		
6 Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6		
7 Other expenses (see instructions)	7		
8 Adjusted Net Income (subtract lines 5, 6 and 7 from line 4)	8		

Section B - Minimum Asset Amount

(A) Prior Year

(B) Current Year
(optional)

1 Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):	1		
a Average monthly value of securities	1a		
b Average monthly cash balances	1b		
c Fair market value of other non-exempt-use assets	1c		
d Total (add lines 1a, 1b, and 1c)	1d		
e Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):			
2 Acquisition indebtedness applicable to non-exempt use assets	2		
3 Subtract line 2 from line 1d	3		
4 Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4		
5 Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6 Multiply line 5 by 0.035	6		
7 Recoveries of prior-year distributions	7		
8 Minimum Asset Amount (add line 7 to line 6)	8		

Section C - Distributable Amount

Current Year

1 Adjusted net income for prior year (from Section A, line 8, Column A)	1		
2 Enter 85% of line 1	2		
3 Minimum asset amount for prior year (from Section B, line 8, Column A)	3		
4 Enter greater of line 2 or line 3	4		
5 Income tax imposed in prior year	5		
6 Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6		

- 7** Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

(continued)

Section D - Distributions		Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	1	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	3	
4 Amounts paid to acquire exempt-use assets	4	
5 Qualified set-aside amounts (prior IRS approval required - provide details in Part VI)	5	
6 Other distributions (describe in Part VI). See instructions	6	
7 Total annual distributions. Add lines 1 through 6.	7	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions	8	
9 Distributable amount for 2020 from Section C, line 6	9	
10 Line 8 amount divided by Line 9 amount	10	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2020	(iii) Distributable Amount for 2020
1 Distributable amount for 2020 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2020 (reasonable cause required-- explain in Part VI). See instructions.			
3 Excess distributions carryover, if any, to 2020:			
a From 2015.			
b From 2016.			
c From 2017.			
d From 2018.			
e From 2019.			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2020 distributable amount			
i Carryover from 2015 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2020 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2020 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2020, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, explain in Part VI . See instructions.			
6 Remaining underdistributions for 2020. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, explain in Part VI . See instructions.			
7 Excess distributions carryover to 2021. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2016.			
b Excess from 2017.			
c Excess from 2018.			
d Excess from 2019.			
e Excess from 2020.			

Part VI Supplemental Information. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b; Part V, line 1; Part V, Section B, line 1e; Part V Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions).

Facts And Circumstances Test

Return Reference

Explanation

Additional Data

Return to Form

Software ID:

Software Version:

Name of the organization DIVERSITY RICHMOND INC	Employer identification number 31-1669279
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Organization type (check one):

- | | |
|--------------------|---|
| Filers of: | Section: |
| Form 990 or 990-EZ | <input type="checkbox"/> 501(c)() (enter number) organization |
| | <input type="checkbox"/> 4947(a)(1) nonexempt charitable trust not treated as a private foundation |
| | <input type="checkbox"/> 527 political organization |
| Form 990-PF | <input type="checkbox"/> 501(c)(3) exempt private foundation |
| | <input type="checkbox"/> 4947(a)(1) nonexempt charitable trust treated as a private foundation |
| | <input type="checkbox"/> 501(c)(3) taxable private foundation |

Check if your organization is covered by the **General Rule** or a **Special Rule**.
Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

- For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or other property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

- For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33¹/₃% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** \$5,000 or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h, or (ii) Form 990-EZ, line 1. Complete Parts I and II.
- For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I, II, and III.
- For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year ▶ \$ _____

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990, 990-EZ, or 990-PF), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

Name of organization
DIVERSITY RICHMOND INC

Employer identification number
31-1669279

Part I
Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
RESTRICTED		\$ RESTRICTED	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)

Name of organization
 DIVERSITY RICHMOND INC

Employer identification number
 31-1669279

Part II **Noncash Property** (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____

Name of organization DIVERSITY RICHMOND INC	Employer identification number 31-1669279
--	--

Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this information once. See instructions.) ► \$ _____

Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	_____	_____	_____
	_____	_____	_____
(e) Transfer of gift			
Transferee's name, address, and ZIP 4		Relationship of transferor to transferee	
_____		_____	
_____		_____	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	_____	_____	_____
	_____	_____	_____
(e) Transfer of gift			
Transferee's name, address, and ZIP 4		Relationship of transferor to transferee	
_____		_____	
_____		_____	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	_____	_____	_____
	_____	_____	_____
(e) Transfer of gift			
Transferee's name, address, and ZIP 4		Relationship of transferor to transferee	
_____		_____	
_____		_____	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	_____	_____	_____
	_____	_____	_____
(e) Transfer of gift			
Transferee's name, address, and ZIP 4		Relationship of transferor to transferee	
_____		_____	
_____		_____	

Additional Data

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Supplemental Financial Statements

2020

Open to Public Inspection

Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury Internal Revenue Service

Name of the organization DIVERSITY RICHMOND INC

Employer identification number

31-1669279

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include: 1 Total number at end of year, 2 Aggregate value of contributions to (during year), 3 Aggregate value of grants from (during year), 4 Aggregate value at end of year, 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?, 6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?

Part II Conservation Easements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

Table with 2 columns: Description, Held at the End of the Year. Rows include: 1 Purpose(s) of conservation easements held by the organization (check all that apply), 2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year, 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year, 4 Number of states where property subject to conservation easement is located, 5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?, 6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year, 7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year, 8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?, 9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

Table with 2 columns: Description, Amount. Rows include: 1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items. 1b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenue included on Form 990, Part VIII, line 1, (ii) Assets included in Form 990, Part X. 2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items: a Revenue included on Form 990, Part VIII, line 1, b Assets included in Form 990, Part X.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

- 3** Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):
- a** Public exhibition
 - b** Scholarly research
 - c** Preservation for future generations
 - d** Loan or exchange programs
 - e** Other
- 4** Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5** During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? . . . **Yes** **No**

Part IV Escrow and Custodial Arrangements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? **Yes** **No**
- b** If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|--|-----------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a** Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? **Yes** **No**
- b** If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

Part V Endowment Funds.

Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a** Board designated or quasi-endowment ▶
 - b** Permanent endowment ▶
 - c** Term endowment ▶
- The percentages on lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

- (i)** Unrelated organizations
- (ii)** Related organizations

	Yes	No
3a(i)		
3a(ii)		
3b		

- b** If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R?
- 4** Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		251,000		251,000
b Buildings		1,792,842	633,549	1,159,293
c Leasehold improvements				
d Equipment		97,080	80,962	16,118
e Other		305,493	128,767	176,726
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				1,603,137

Part VII Investments—Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other _____		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
(I)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.)		

Part VIII Investments—Program Related.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		
Total. (Column (b) must equal Form 990, Part X, col.(B) line 13.)		

Part IX Other Assets.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.)	

Part X Other Liabilities.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.)	9,812

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements		1	1,316,785
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a		
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d	109,803	
e	Add lines 2a through 2d		2e	109,803
3	Subtract line 2e from line 1		3	1,206,982
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)		5	1,206,982

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements		1	1,254,840
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d	109,803	
e	Add lines 2a through 2d		2e	109,803
3	Subtract line 2e from line 1		3	1,145,037
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)		5	1,145,037

Part XIII Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

Return Reference	Explanation
SCHEDULE D, PAGE 4, PART XI, LINE 2D	RENTAL EXPENSES REPORTED NET 109,803
SCHEDULE D, PAGE 4, PART XII, LINE 2D	RENTAL EXPENSES REPORTED NET 109,803

Additional Data

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Note: To capture the full content of this document, please select landscape mode (11" x 8.5") when printing.

**Schedule I
(Form 990)**

**Grants and Other Assistance to Organizations,
Governments and Individuals in the United States**

OMB No. 1545-0047

2020

**Open to Public
Inspection**

Department of the
Treasury
Internal Revenue Service

Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.

▶ Attach to Form 990.

▶ Go to www.irs.gov/Form990 for the latest information.

Name of the organization
DIVERSITY RICHMOND INC

Employer identification number

31-1669279

Part I General Information on Grants and Assistance

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? **Yes** **No**

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) VA PRIDE 1407 SHERWOOD AVE RICHMOND, VA 23220	41-2212870	3	10,350		FMV		PROGRAM

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table **7**

3 Enter total number of other organizations listed in the line 1 table **1**

Part III Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22.

Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
(1) EXEC DIR DISCRETIONARY		3,171		MARKET	OTHER
(2) OTHERS IN NEED		124,079		MARKET	FOOD
(3) CLOTHING		2,405		MARKET	CLOTHING
(3)					
(4)					
(5)					
(6)					
(7)					

Part IV Supplemental Information. Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

Return Reference	Explanation
SCHEDULE I, PAGE 1, PART I, LINE 2	THE ORGANIZATION MONITORS THE USE OF GRANT FUNDS THROUGH PERIODIC CORRESPONDENCE WITH GRANT RECIPIENTS.
SCHEDULE I, PAGE 4, PART IV	----- APPROXIMATELY 50 INDIVIDUALS IN NEED RECEIVED ASSISTANCE FROM THE ORGANIZATION'S THRIFT SHOP DURING 2020. USING LISTED RETAIL PRICES, THE ORGANIZATION DONATED A TOTAL OF 2,005 IN CLOTHING AND OTHER HOUSEHOLD GOODS TO THESE INDIVIDUALS IN NEED. ----- --

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Schedule L
(Form 990 or 990-EZ)

Transactions with Interested Persons

OMB No. 1545-0047

2020

Open to Public Inspection

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, lines 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V, line 38a or 40b.**
▶ **Attach to Form 990 or Form 990-EZ.**
▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

Department of the Treasury
Internal Revenue Service

Name of the organization
DIVERSITY RICHMOND INC

Employer identification number

31-1669279

Part I Excess Benefit Transactions (section 501(c)(3), section 501(c)(4), and section 501(c)(29) organizations only).

Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b.

1	(a) Name of disqualified person	(b) Relationship between disqualified person and organization	(c) Description of transaction	(d) Corrected?	
				Yes	No

2 Enter the amount of tax incurred by the organization managers or disqualified persons during the year under section 4958. _____

3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization. ▶ \$. ▶ _____

Part II Loans to and/or From Interested Persons.

Complete if the organization answered "Yes" on Form 990-EZ, Part V, line 38a, or Form 990, Part IV, line 26; or if the organization reported an amount on Form 990, Part X, line 5, 6, or 22

(a) Name of interested person	(b) Relationship with organization	(c) Purpose of loan	(d) Loan to or from the organization?		(e) Original principal amount	(f) Balance due	(g) In default?		(h) Approved by board or committee?		(i) Written agreement?	
			To	From			Yes	No	Yes	No	Yes	No

Total ▶ \$ _____

Part III Grants or Assistance Benefiting Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of assistance	(d) Type of assistance	(e) Purpose of assistance

Part IV Business Transactions Involving Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
(1) TRUIST (FORMERLY SUNTRUST)	BANK		LOAN BALANCE		No

Part V Supplemental Information

Provide additional information for responses to questions on Schedule L (see instructions).

Return Reference	Explanation
SCHEDULE L, PART V	----- THE ORGANIZATION'S TREASURER, MICHAEL YOUNG, IS AN EMPLOYEE OF TRUIST, THE COMMERCIAL BANK UTILIZED BY THE ORGANIZATION FOR ITS DEPOSITORY ACCOUNTS AND ITS MORTGAGE LOAN PAYABLE. AT DECEMBER 31, 2020, TRUIST HELD APPROXIMATELY 588,000 OF THE ORGANIZATION'S CASH AND CASH EQUIVALENTS AND ALSO HELD AN OUTSTANDING COMMERCIAL REAL ESTATE MORTGAGE LOAN IN THE AMOUNT OF 708,983. THE ORGANIZATION BELIEVES THE TERMS OF ITS BUSINESS ACTIVITIES WITH TRUIST ARE CONSUMMATED AT FAIR VALUE. ----- -----

Additional Data

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Noncash Contributions

2020

Open to Public Inspection

- ▶ **Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.**
- ▶ **Attach to Form 990.**
- ▶ **Go to www.irs.gov/Form990 for the latest information.**

Department of the Treasury
Internal Revenue Service

Name of the organization
DIVERSITY RICHMOND INC

Employer identification number

31-1669279

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications	X		19,661	SALES IN THRIFT STORE
5 Clothing and household goods	X		766,318	SALES IN THRIFT STORE
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded				
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other				
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory	X	1	113,178	
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶ (_____)				
26 Other ▶ (_____)				
27 Other ▶ (_____)				
28 Other ▶ (_____)				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee Acknowledgement **29**

30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?

	Yes	No
30a		No

b If "Yes," describe the arrangement in Part II.

31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?

31	Yes	
-----------	-----	--

32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?

32a	Yes	
------------	-----	--

b If "Yes," describe in Part II.

33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.

Part II Supplemental Information. Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

Return Reference	Explanation
SCHEDULE M, PAGE 1, PART I, LINE 32B	THE ORGANIZATION UTILIZES THE SERVICES OF VALUE CLOTHING, INC. A SUBSIDIARY OF WILLIAMS COMPANIES, INC. (FORMERLY WILLIAMS MEDICAL TEXTILES, INC.) TO DISPOSE OF UNSALEABLE CLOTHING AND SHOES TO INDIVIDUALS IN THIRD-WORLD COUNTRIES. PROCEEDS RECEIVED FROM VALUE CLOTHING, INC. WERE 6,430 FOR THE YEAR ENDED DECEMBER 31, 2020. THE ORGANIZATION ALSO UTILIZES VARIOUS THIRD PARTY COMPANIES TO SELL SCRAP MATERIALS (GOLD AND SILVER FROMN DONATED/UNSALEABLE JEWELRY, IRON AND METAL, ETC.) AND RECEIVED 2,946 FOR SUCH SCRAP ITEMS DURING THE YEAR ENDED DECEMBER 31, 2020.

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SCHEDULE O
(Form 990 or 990-EZ)**Supplemental Information to Form 990 or 990-EZ**

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

▶ Go to www.irs.gov/Form990 for the latest information.**2020****Open to Public Inspection**

Department of the Treasury

Name of the organization
DIVERSITY RICHMOND INC

Employer identification number

31-1669279

Return Reference	Explanation
FORM 990	<p>1. THE ORGANIZATION OPERATES AS "DIVERSITY RICHMOND".</p> <p>2. THE ORGANIZATION OPERATES A THRIFT STORE BRANDED AS "DIVERSITY THRIFT". 3. THROUGH JULY 2018, THE ORGANIZATION OPERATED BINGO GAMES FOR THE GENERAL PUBLIC BRANDED AS "DIVERSITY BINGO". SINCE JULY 2018, THE ORGANIZATION OPERATES ISOLATED BINGO GAMES SOLELY FOR FUNDRAISING PURPOSES.</p> <p>EFFECTIVE APRIL 1, 2021, THE ORGANIZATION MERGED WITH GAY PRIDE VIRGINIA DBA VA PRIDE ("VA PRIDE") (41-2212870) A 501(C)(3) ORGANIZATION. FOR LEGAL, FINANCIAL AND REPORTING PURPOSES, THE ORGANIZATION IS THE SURVIVING ENTITY AND THE MERGER IS EXPECTED TO BE ACCOUNTED FOR IN 2021 AS A POOLING OF INTERESTS. AT MARCH 31, 2021, VA PRIDE HELD CASH AND CASH EQUIVALENTS OF APPROXIMATELY 230,000 AND REPORTED NO OUTSTANDING LIABILITIES. THE TERMS OF THE MERGER AGREEMENT INCLUDE THE DESIGNATION OF THREE (3) BOARD POSITIONS FOR FORMER VA PRIDE BOARD MEMBERS, RESTRICTION AS TO USE OF VA PRIDE'S CASH AND CASH EQUIVALENTS FOR A PERIOD OF TWO (2) YEARS AND EMPLOYMENT OF VA PRIDE'S FORMER EXECUTIVE DIRECTOR AS PROJECT MANAGER DEDICATED TO VA PRIDE'S OPERATING ACTIVITIES.</p> <p>OTHER INFORMATION</p> <p>IN 2020, THE ORGANIZATION'S THRIFT STORE WAS NAMED ONE OF THE BEST THRIFT STORES IN STYLE MAGAZINE'S BEST OF RICHMOND ANNUAL SURVEY.</p> <p>BETTER BUSINESS BUREAU ACCREDITATION</p> <p>THE ORGANIZATION IS AN ACCREDITED CHARITY BY THE BETTER BUSINESS BUREAU WHICH REQUIRES MEETING THE BETTER BUSINESS BUREAU'S TWENTY (20) STANDARDS FOR CHARITY ACCOUNTABILITY IN CATEGORIES SUCH AS GOVERNANCE, MEASURING EFFECTIVENESS, FINANCES, AND FUNDRAISING/INFORMATION. THE ORGANIZATION'S ACCREDITATION EXPIRES IN DECEMBER 2020.</p> <p>COMMUNITY RELATIONS</p> <p>FOR THE LAST FIVE YEARS, DIVERSITY RICHMOND HAS COORDINATED A SERIES OF EVENTS RECOGNIZING THE LEADERSHIP AND CONTRIBUTIONS OF AFRICAN AMERICAN LGBTQ+ PEOPLE AND THEIR ALLIES. THE SERIES INCLUDES COMMUNITY CONVERSATIONS ADDRESSING ISSUES OF TRANSGENDER WOMEN OF COLOR, SPIRITUALITY AND AFRICAN AMERICAN LGBTQ+ PEOPLE, BLACK QUEER POLITICS AND THE ANNUAL RECOGNITION OF NATIONAL HIV/AIDS AWARENESS.</p> <p>MISSION ACCOMPLISHMENTS</p> <p>DIVERSITY RICHMOND'S PRIMARY MISSION IS "AWARENESS". IN CONNECTION THEREWITH, BELOW ARE SPECIFIC EXAMPLES OF MISSION ACCOMPLISHMENTS DURING 2020: DIVERSITY RICHMOND'S MEETING ROOMS ARE USED AT NO CHARGE BY OTHER ORGANIZATIONS SUCH AS RICHMOND TRIANGLE PLAYERS, SIDE BY SIDE, MONUMENT CITY MUSIC, VA PRIDE, THE VIRGINIA ANTI-VIOLENCE PROJECT AND FOUR AA RECOVERY GROUPS; DIVERSITY RICHMOND PROVIDED INCIDENTAL STORAGE FOR MULTIPLE LGBTQ+ ORGANIZATIONS SAVING THEM THOUSANDS OF DOLLARS ANNUALLY; DIVERSITY THRIFT DONATED FREE BOOKS TO LOCAL SCHOOL TEACHERS; DIVERSITY RICHMOND'S IRIDIAN GALLERY, THE SOUTH'S ONLY ART GALLERY DEDICATED TO LGBTQ+ ARTISTS, COORDINATED FIVE EXHIBITS AND SPECIAL EVENTS; FOUR LGBTQ+ ORGANIZATIONS USE DIVERSITY RICHMOND AS THEIR ADDRESS, SAVING HUNDREDS IN POST OFFICE RENTAL SPACES; DIVERSITY RICHMOND CONDUCTED MULTIPLE COMMUNITY CONVERSATIONS ADDRESSING RACISM AND WHITE PRIVILEGE; AND DIVERSITY RICHMOND CONDUCTS A MONTHLY RADIO SHOW ON WRIR FM, ADDRESSING ISSUES OF THE LGBTQ+ COMMUNITY; "DIVERSITY RICHMOND SPEAKS" IS A TOP RATED WRIR-FM BROADCAST.</p> <p>THE ORGANIZATION'S EXECUTIVE DIRECTOR, BILL HARRISON, IS A MEMBER OF THE RICHMOND TIMES-DISPATCH COMMUNITY ADVISORY BOARD. THE COMMUNITY ADVISORY BOARD IS COMPRISED OF 12 VOLUNTEER MEMBERS AND PROVIDES OPPORTUNITIES TO SHARE FEEDBACK TO THE RTD OPINIONS TEAM, STAFF COLUMNISTS AND NEWSPAPER LEADERSHIP REGARDING ISSUES FACING THE LOCAL COMMUNITY. MR. HARRISON IS ALSO A MEMBER OF THE HENRICO COUNTY POLICE CHIEF'S ADVISORY COMMITTEE AND IN 2020 WAS A MEMBER OF THE CITY OF RICHMOND'S MAYOR STONEY'S CENSUS COMMITTEE "RVA COUNTS 2020".</p> <p>THE ORGANIZATION IS HIGHLY ACTIVE IN SOCIAL MEDIA THROUGH ITS WEBSITE (WWW.DIVERSITYRICHMOND.ORG) AND FACEBOOK. AS OF 8/24/21 THE ORGANIZATION HAD 7,544 LIKES AND 7,883 FOLLOWERS ON ITS FACEBOOK PAGE (A 16% INCREASE FROM THE PRIOR YEAR).</p>
FORM 990, PAGE 1, PART I, LINE 6	THE ORGANIZATION IS THE GRATEFUL RECIPIENT OF VOLUNTEER SERVICES IN ITS: A. THRIFT STORE OPERATIONS, B. BOARD ROLES AND COMMITTEE LEADERSHIP, AND C. PROGRAM SERVICE.
FORM 990, PAGE 2, PART III, LINE 4A	DIVERSITY RICHMOND OPERATES A RETAIL STORE THAT RECEIVES PUBLICLY DONATED ITEMS OF CLOTHING, HOUSEHOLD ITEMS, BOOKS AND FURNITURE. THESE ITEMS ARE THEN PREPARED FOR SALE TO THE PUBLIC THROUGH THE ORGANIZATION'S RETAIL STORE BRANDED AS DIVERSITY THRIFT. A SIGNIFICANT NUMBER OF VOLUNTEER SERVICES ARE PROVIDED IN THE THRIFT SHOP IN SORTING, ORGANIZING AND PREPARING DONATED ITEMS FOR SALE. REVENUES PRODUCED BY DIVERSITY THRIFT ARE USED TO FUND (A) THE OPERATIONS OF DIVERSITY RICHMOND, (B) THE DESIGN AND PROVISION OF EDUCATIONAL, CIVIC AND CULTURAL PROGRAMMING, AND (C) THE PROVISION OF DIRECT CASH SUPPORT FOR AGENCIES AND GROUPS THAT PROVIDE SERVICES TO LESBIAN, GAY, BISEXUAL, TRANSGENDER AND QUESTIONING (LGBTQ+) PEOPLE IN CENTRAL VIRGINIA.
FORM 990, PAGE 2, PART III, LINE 4B	DIVERSITY RICHMOND OCCUPIES A 47,000 SQUARE FOOT FACILITY IN RICHMOND, VIRGINIA THAT PROVIDES FLEXIBLE MEETING AND PROGRAMMING SPACE FOR LGBTQ+ PEOPLE, FOR THE GROUPS THAT PROVIDE SERVICES TO THEM, AND FOR PEOPLE AND GROUPS IN CENTRAL VIRGINIA THAT SUPPORT THE ORGANIZATION'S MISSION. DIVERSITY RICHMOND ALSO PROVIDES SUPPORT TO THE COMMUNITY THROUGH THE OPERATION OF ITS WEBSITE, SOCIAL MEDIA AND NETWORKING SERVICES THAT TIE TOGETHER THE EFFORTS OF GROUPS SERVING LGBTQ+ PEOPLE. DIVERSITY RICHMOND ALSO HOSTS A GROWING SCHEDULE OF PROGRAMMING EVENTS PRODUCED IN- HOUSE, INCLUDING MUSICAL PERFORMANCES,

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	DISCUSSION GROUPS AND GALLERY SHOWS. IN 2020 OVER 5,000 PEOPLE ATTENDED EVENTS PRODUCED OR PROMOTED BY DIVERSITY RICHMOND. SPECIFICALLY, THE ORGANIZATION PROVIDES MEETING SPACE TO FOUR (4) TWELVE-STEP RECOVERY PROGRAMS (E.G., ALCOHOLICS ANONYMOUS) IN ADDITION TO LOCAL NON-PROFIT ORGANIZATIONS. SPECIFIC PROGRAMS IN 2020 BY DIVERSITY RICHMOND ARE DESCRIBED BELOW: 1. THE IRIDIAN GALLERY AT DIVERSITY RICHMOND IS ONE OF THE FEW ART GALLERIES IN THE NATION SOLELY DEDICATED TO PROMOTING LGBTQ+ ARTISTS. THE GALLERY COMMITTEE IS COMPRISED OF LOCAL ARTISTS HOSTING EXHIBITS DURING 2020 AND HAVE SCHEDULED SEVERAL EXHIBITS DURING 2021. 2. DIVERSITY RICHMOND, THROUGH ITS PROGRAM, DIVERSITY THRIFT, PARTNERS WITH APPROXIMATELY 15 SOCIAL SERVICE AND RECOVERY PROGRAMS BY DONATING CLOTHING TO THEIR CLIENTS IN-NEED. FOR MANY OF THESE AGENCIES, DIVERSITY THRIFT IS THE ONLY SOURCE OF CLOTHING AVAILABLE TO THEIR CLIENTS EACH PARTICIPANT IS GIFTED A 25.00 CLOTHING VOUCHER WHICH WILL PURCHASE SEVERAL ARTICLES OF CLOTHING. DIVERSITY THRIFT CONTRIBUTES ABOUT 175 ITEMS OF CLOTHING MONTHLY. 3. IN RESPONSE TO THE IMPACT OF THE PANDEMIC ON THE LIVELIHOODS OF MANY PEOPLE, DIVERSITY RICHMOND CONDUCTED THREE FOOD DRIVES, PROVIDING A WEEK'S SUPPLY OF GROCERIES TO OVER 1,800 LOCAL FAMILIES. THE FIRST TWO DRIVES SUPPORTED THE HISPANIC COMMUNITY SINCE SO MANY WORK IN THE HOSPITALITY INDUSTRY WHICH WAS ESPECIALLY HARD-HIT BY THE PANDEMIC. THE THIRD DRIVE WAS OPEN TO EVERYONE WITH OVER 800 CARS COMING THROUGH FOR FOOD. THE DRIVERS POPPED OPEN THE TRUNKS OF THEIR CARS AND VOLUNTEERS LOADED THE GROCERIES. THIS EFFORT WOULD NOT HAVE BEEN POSSIBLE WITHOUT THE SUPPORT OF FEED MORE. THEIR GENEROSITY INCLUDED MORE THAN 21,000 POUNDS OF VEGETABLES AND FRUIT ALONG WITH HUNDREDS OF FROZEN TURKEYS, HAMS AND CHICKEN. OTHER SUPPORTERS INCLUDED DIAZ FOODS, LAUGHING GULL FOUNDATION, VIRGINIA PRIDE, GENESIS CONSULTING, SIGN SCAPES, TREEHOUSE REALTY, ALPNA ARORA, PROPERTY INVESTMENT GROUP, BROWN-FORMAN BRANDS, BIG SPOON, LATINOS IN VIRGINIA EMPOWERMENT CENTER, GLAXOSMITHKLINE CONSUMER HEALTHCARE, SYLVIA'S SISTERS AND STONEWALL SPORTS. ----- -----
FORM 990, PAGE 2, PART III, LINE 4C	----- UTILIZING NET REVENUES FROM ITS DIVERSITY THRIFT AND FROM RENTAL INCOME, DIVERSITY RICHMOND PROVIDED DIRECT CASH SUPPORT TO NON-PROFITS, AGENCIES AND GROUPS SERVING LGBTQ+ PEOPLE IN CENTRAL VIRGINIA. IN 2020 DIVERSITY RICHMOND DISTRIBUTED 31,000. RECIPIENTS INCLUDED THE METROPOLITAN COMMUNITY CHURCH RICHMOND, VIRGINIA ANTI-VIOLENCE PROJECT, MINORITY VETERANS OF AMERICA; RICHMOND CHAPTER, SIDE BY SIDE, THE LONGEVITY PROJECT, TWIN OAKS QUEER GATHERING AND VIRGINIA PRIDE. IN ADDITION, DURING 2020, THE ORGANIZATION PROVIDED FOOD TO THOUSANDS OF PEOPLE IN NEED IN EXCESS OF 12,000. THE ORGANIZATION WISHES TO ACKNOWLEDGE THE CONTRIBUTIONS OF FEED MORE FOR PROVIDING APPROXIMATELY 98,000 OF FOOD DONATIONS. WE DONATE THE USE OUR CONFERENCE ROOMS AND EVENT HALL TO NONPROFITS WHOSE MISSION IDENTIFIES WITH OURS. PRIOR TO THE PANDEMIC, RARELY DID A NIGHT PASS THAT OUR ROOMS WERE NOT FILLED WITH PEOPLE. IN THE LAST FEW MONTHS, GROUPS HAVE BEGUN TO RETURN. THESE PROGRAMS INCLUDE MANY LOCAL LGBTQ ORGANIZATIONS, FOUR TWELVE-STEP PROGRAMS AND OTHER PROGRAMS SERVING THE LOCAL COMMUNITY. SINCE THE PANDEMIC, OUR LARGE EVENT HALL WAS DONATED TO COMMUNITY SERVICE IN A NUMBER OF DIFFERENT CAPACITIES, AS A PLACE WHERE SOCIAL DISTANCING WAS POSSIBLE. IN 2020 IT WAS USED AS A COVID-19 TESTING SITE BY THE RICHMOND HENRICO HEALTH DISTRICT ON MULTIPLE OCCASIONS, TESTING HUNDREDS OF INDIVIDUALS. IT WAS USED FOR THREE PRESS CONFERENCES BY RICHMOND MAYOR LEVAR STONEY, TWO PRESS CONFERENCES FOR THE RICHMOND HENRICO HEALTH DISTRICT AND ONE PRESS CONFERENCE FOR THE SUPERINTENDENT OF RICHMOND SCHOOLS. IT WAS THE SITE CHOSEN FOR GOVERNOR NORTHAM'S SIGNING OF THE VIRGINIA VALUES ACT. WE PROVIDED 100 THANKSGIVING MEALS TO-GO MANY OF WHICH WERE TAKEN TO PLACES WHERE HOMELESS PEOPLE CONGREGATE. OUR PARKING LOT HOSTED OUTDOOR EVENTS SUCH AS OUR DRIVE-IN DRAG SHOWS AND SERVED AS THE ORIGINATION POINT FOR THE STONEWALL BLACK LIVES MATTER MARCH. FINALLY, THE ORGANIZATION PROVIDES EQUIPMENT TO LOCAL NON-PROFIT THEATERS FOR PROPS, SETS AND COSTUMES AT AN ESTIMATED VALUE OF 2,500 TO 3,000 FOR THE YEAR ENDED DECEMBER 31, 2020. -----
FORM 990, PAGE 6, PART VI, LINE 11B	THE ORGANIZATION'S DRAFT FORM 990 WAS DISTRIBUTED TO THE MEMBERS OF THE BOARD OF DIRECTORS BY ELECTRONIC MAIL APPROXIMATELY ONE WEEK PRIOR TO THE DATE OF FILING.
FORM 990, PAGE 6, PART VI, LINE 12C	EACH MEMBER OF THE BOARD SIGNS THE ORGANIZATION'S CONFLICT OF INTEREST POLICY AND MAKES AN ANNUAL DECLARATION OF ANY CONFLICTS. THE POLICY IS ENFORCED BY THE BOARD.
FORM 990, PAGE 6, PART VI, LINE 15A	THE COMPENSATION FOR THE PRESIDENT IS ESTABLISHED BY THE BOARD BASED ON PERFORMANCE. THE ORGANIZATION'S ANNUAL BUDGET IS PREPARED USING COMPARATIVE COMPENSATION DATA FOR ALL MEMBERS OF MANAGEMENT AND THE ANNUAL BUDGET IS REVIEWED AND APPROVED BY THE BOARD OF DIRECTORS.
FORM 990, PAGE 6, PART VI, LINE 19	INFORMATION IS AVAILABLE UPON REQUEST.
FORM 990, PART VII	----- THE ORGANIZATION IS THE GRATEFUL RECIPIENT OF FINANCIAL CONTRIBUTIONS FROM 100% OF ITS BOARD OF DIRECTORS AND EXECUTIVE MANAGEMENT. ----- -----
FORM 990, PART X	----- THE ORGANIZATION'S TEMPORARY CASH INVESTMENTS AND CERTIFICATES OF DEPOSIT (TOTALING 312,715) ARE BOARD DESIGNATED TO FUND FUTURE BUILDING RENOVATIONS AND OPERATING CONTINGENCIES. -----
FORM 990, PART XI, LINE 9	RENTAL EXPENSES REPORTED NET 109,803 RENTAL EXPENSES REPORTED NET -109,803

Additional Data

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