

990

Form

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

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.

OMB No. 1545-0047

2022

Open to Public Inspection

A For the 2022 calendar year, or tax year beginning 01-01-2022 , and ending 12-31-2022

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

C Name of organization
RACE FORWARD

Doing business as

Number and street (or P.O. box if mail is not delivered to street address)
PO BOX 96353

Room/suite

City or town, state or province, country, and ZIP or foreign postal code
WASHINGTON DC, DC 20090

F Name and address of principal officer:
GLENN HARRIS
PO BOX 96353
WASHINGTON DC,DC 20090

H(a) Is this a group return for subordinates?
☐ Yes ☒ No
H(b) Are all subordinates included?
☐ Yes ☐ No
If "No," attach a list. See instructions.
H(c) Group exemption number

D Employer identification number
94-2759879

E Telephone number
(212) 513-7925

G Gross receipts \$ 16,435,117

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

J Website: WWW.RACEFORWARD.ORG

K Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other

L Year of formation: 1981

M State of legal domicile: CA

Part I	Summary																								
Activities & Governance	1 Briefly describe the organization's mission or most significant activities: RACE FORWARD CATALYZES RACIAL JUSTICE MOVEMENT BUILDING. IN PARTNERSHIP WITH COMMUNITIES, ORGANIZATIONS, AND SECTORS, WE BUILD STRATEGIES TO ADVANCE RACIAL JUSTICE IN OUR POLICIES, INSTITUTIONS, AND CULTURE.																								
	2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.																								
	<table><tr><td> 3 Number of voting members of the governing body (Part VI, line 1a) </td><td> 3 12 </td></tr><tr><td> 4 Number of independent voting members of the governing body (Part VI, line 1b) </td><td> 4 12 </td></tr><tr><td> 5 Total number of individuals employed in calendar year 2022 (Part V, line 2a) </td><td> 5 107 </td></tr><tr><td> 6 Total number of volunteers (estimate if necessary) </td><td> 6 12 </td></tr><tr><td> 7a Total unrelated business revenue from Part VIII, column (C), line 12 </td><td> 7a 0 </td></tr><tr><td> 7b Net unrelated business taxable income from Form 990-T, Part I, line 11 </td><td> 7b 0 </td></tr></table>	3 Number of voting members of the governing body (Part VI, line 1a)	3 12	4 Number of independent voting members of the governing body (Part VI, line 1b)	4 12	5 Total number of individuals employed in calendar year 2022 (Part V, line 2a)	5 107	6 Total number of volunteers (estimate if necessary)	6 12	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a 0	7b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b 0												
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Revenue	<table><tr><th></th><th>Prior Year</th><th>Current Year</th></tr><tr><td> 8 Contributions and grants (Part VIII, line 1h) </td><td> 31,812,017 </td><td> 11,850,418 </td></tr><tr><td> 9 Program service revenue (Part VIII, line 2g) </td><td> 3,347,508 </td><td> 4,090,614 </td></tr><tr><td> 10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) </td><td> 17,317 </td><td> 356,956 </td></tr><tr><td> 11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) </td><td> 29,953 </td><td> 137,129 </td></tr><tr><td> 12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12) </td><td> 35,206,795 </td><td> 16,435,117 </td></tr></table>		Prior Year	Current Year	8 Contributions and grants (Part VIII, line 1h)	31,812,017	11,850,418	9 Program service revenue (Part VIII, line 2g)	3,347,508	4,090,614	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	17,317	356,956	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	29,953	137,129	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	35,206,795	16,435,117						
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Expenses	<table><tr><td> 13 Grants and similar amounts paid (Part IX, column (A), lines 1–3) </td><td> 1,032,100 </td><td> 1,507,500 </td></tr><tr><td> 14 Benefits paid to or for members (Part IX, column (A), line 4) </td><td> 0 </td><td> 0 </td></tr><tr><td> 15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10) </td><td> 7,728,098 </td><td> 10,739,068 </td></tr><tr><td> 16a Professional fundraising fees (Part IX, column (A), line 11e) </td><td> 0 </td><td> 0 </td></tr><tr><td> b Total fundraising expenses (Part IX, column (D), line 25) <u>986,769</u> </td><td></td><td></td></tr><tr><td> 17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e) </td><td> 6,996,446 </td><td> 12,775,438 </td></tr><tr><td> 18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25) </td><td> 15,756,644 </td><td> 25,022,006 </td></tr><tr><td> 19 Revenue less expenses. Subtract line 18 from line 12 </td><td> 19,450,151 </td><td> -8,586,889 </td></tr></table>	13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	1,032,100	1,507,500	14 Benefits paid to or for members (Part IX, column (A), line 4)	0	0	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	7,728,098	10,739,068	16a Professional fundraising fees (Part IX, column (A), line 11e)	0	0	b Total fundraising expenses (Part IX, column (D), line 25) <u>986,769</u>			17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	6,996,446	12,775,438	18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	15,756,644	25,022,006	19 Revenue less expenses. Subtract line 18 from line 12	19,450,151	-8,586,889
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Net Assets or Fund Balances	<table><tr><th></th><th>Beginning of Current Year</th><th>End of Year</th></tr><tr><td> 20 Total assets (Part X, line 16) </td><td> 41,775,681 </td><td> 34,918,779 </td></tr><tr><td> 21 Total liabilities (Part X, line 26) </td><td> 1,339,700 </td><td> 4,694,842 </td></tr><tr><td> 22 Net assets or fund balances. Subtract line 21 from line 20 </td><td> 40,435,981 </td><td> 30,223,937 </td></tr></table>		Beginning of Current Year	End of Year	20 Total assets (Part X, line 16)	41,775,681	34,918,779	21 Total liabilities (Part X, line 26)	1,339,700	4,694,842	22 Net assets or fund balances. Subtract line 21 from line 20	40,435,981	30,223,937												
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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

RANDALL OAKLEY VP OF FINANCE

Type or print name and title

2023-11-14

Date

Paid Preparer Use Only

Print/Type preparer's name

Preparer's signature

Date 2023-11-14

Check ☐ if self-employed

PTIN P00446023

Firm's name

MITCHELL & TITUS LLP

Firm's EIN

13-2781641

Firm's address

80 PINE STREET

Phone no. (212) 709-4500

NEW YORK, NY 10005

May the IRS discuss this return with the preparer shown above? See Instructions.

☒ Yes ☐ No

For Paperwork Reduction Act Notice, see the separate instructions.

Cat. No. 11282Y

Form 990 (2022)

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:
RACE FORWARD CATALYZES RACIAL JUSTICE MOVEMENT BUILDING. IN PARTNERSHIP WITH COMMUNITIES, ORGANIZATIONS, AND SECTORS, WE BUILD STRATEGIES TO ADVANCE RACIAL JUSTICE IN OUR POLICIES, INSTITUTIONS, AND CULTURE.

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 \$ 20,035,921 including grants of \$ 1,507,500) (Revenue \$ 4,227,743)
SEE SCHEDULE O.

4b

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

4c

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

4d

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

4e

Total program service expenses 20,035,921

Part IV

Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1 Yes	
2 Is the organization required to complete Schedule B, Schedule of Contributors? See instructions.	2 Yes	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3	No
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4 Yes	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? If "Yes," complete Schedule C, Part III	5	No
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6	No
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7	No
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8	No
9 Did the organization report an amount in Part X, line 21 for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9	No
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi endowments? If "Yes," complete Schedule D, Part V	10	No
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI	11a Yes	
b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b	No
c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c	No
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX	11d Yes	
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e Yes	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)?	11f Yes	
12a If "Yes," complete Schedule D, Part X, line 26. Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	12a Yes	
b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b Yes	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13	No
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a	No
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b	No
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV	15	No
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16	No
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions.	17	No
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	No
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19	No
20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a	No
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b	
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21 Yes	

Part IV

Checklist of Required Schedules (continued)

	Yes	No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22	No
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	23 Yes	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a	24a	No
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c	
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d	
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a	No
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	25b	No
26 Did the organization report any amount on Part X, line 5 or 22 for receivables from or 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?	26	No
27 If "Yes," complete Schedule L, Part I. Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III	27	No
28 Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV	28a	No
b A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b	No
c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If "Yes," complete Schedule L, Part IV	28c	No
29 Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	No
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions?	30	No
31 If "Yes," complete Schedule M. Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31	No
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32	No
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3?	33	No
34 If "Yes," complete Schedule R, Part I. Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1	34 Yes	
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a Yes	
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b Yes	
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36	No
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37	No
38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O.	38 Yes	

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

	Yes	No
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a 161	
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b 0	
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c Yes	

Part V		Statements Regarding Other IRS Filings and Tax Compliance (continued)					
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return		2a	107			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?		2b		Yes		
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?		3a			No	
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O		3b				
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		4a			No	
b	If "Yes," enter the name of the foreign country: _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).						
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		5a			No	
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b			No	
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		5c				
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		6a			No	
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b				
7 Organizations that may receive deductible contributions under section 170(c).							
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		7a			No	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b				
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		7c			No	
d	If "Yes," indicate the number of Forms 8282 filed during the year		7d				
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		7e				
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		7f				
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		7g				
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		7h				
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?							
9 Sponsoring organizations maintaining donor advised funds.							
a	Did the sponsoring organization make any taxable distributions under section 4966?		9a				
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		9b				
10 Section 501(c)(7) organizations. Enter:							
a	Initiation fees and capital contributions included on Part VIII, line 12		10a				
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		10b				
11 Section 501(c)(12) organizations. Enter:							
a	Gross income from members or shareholders		11a				
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)		11b				
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?							
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year		12b				
13 Section 501(c)(29) qualified nonprofit health insurance issuers.							
a	Is the organization licensed to issue qualified health plans in more than one state?		13a				
Note. See the instructions for additional information the organization must report on Schedule O.							
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans		13b				
c	Enter the amount of reserves on hand		13c				
14a	Did the organization receive any payments for indoor tanning services during the tax year?		14a			No	
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O		14b				
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year?		15			No	
16	Is the organization an investment company as defined in section 4968?		16			No	
17	Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953?		17				
If "Yes," complete Form 6069.							

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

			Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year. If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.	1a12		
b	Enter the number of voting members included in line 1a, above, who are independent	1b12		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		No
6	Did the organization have members or stockholders?	6		No
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a		No
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
a	The governing body?	8a	Yes	
b	Each committee with authority to act on behalf of the governing body?	8b	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		No

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

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a	No
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes
b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done	12c	Yes
13	Did the organization have a written whistleblower policy?	13	Yes
14	Did the organization have a written document retention and destruction policy?	14	Yes
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a	The organization's CEO, Executive Director, or top management official	15a	Yes
b	Other officers or key employees of the organization	15b	Yes
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.		
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	No
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b	

Section C. Disclosure

17	List the states with which a copy of this Form 990 is required to be filed	CA, NY
18	Section 6104 requires an organization to make its Form 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. ☐ Own website ☐ Another's website ☒ Upon request ☐ Other (explain in Schedule O)	
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: RANDALL OAKLEY PO BOX 96353 WASHINGTON DC, DC 20090 (212) 513-7925	

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 the 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, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) 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 the 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/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(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) LORI BEZAHLER CHAIRPERSON	1.00 0.00	X		X				0	0	0
(2) CHRISTI TRAN VICE CHAIRPERSON	1.00 0.00	X		X				0	0	0
(3) KAVITHA MEDIRATTA SECRETARY	1.00 0.00	X		X				0	0	0
(4) LEEANN HALL TREASURER	1.00 1.00	X		X				0	0	0
(5) ALETHA MAYBANK DIRECTOR	1.00 0.00	X						0	0	0
(6) RAMON RAMIREZ DIRECTOR	1.00 1.00	X						0	0	0
(7) RICHARD KIM DIRECTOR	1.00 0.00	X						0	0	0
(8) RODNEY FOXWORTH DIRECTOR	1.00 0.00	X						0	0	0
(9) RON SHIFFMAN DIRECTOR	1.00 1.00	X						0	0	0
(10) SEAN THOMAS BREITFELD DIRECTOR	1.00 0.00	X						0	0	0
(11) RALPH REMMINGTON DIRECTOR	1.00 0.00	X						0	0	0
(12) KEVIN ALLIS DIRECTOR	1.00 0.00	X						0	0	0
(13) GLENN HARRIS PRESIDENT	40.00 1.00			X				277,835	0	32,255
(14) JULIE NELSON SVP, PROGRAMS	40.00 0.00			X				187,807	0	32,643
(15) GENIA WRIGHT SVP, FIN & ADMIN (THRU JULY 2022)	40.00 0.00			X				123,171	0	16,200
(16) CHARLENE SINCLAIR CHIEF OF STAFF (FROM FEB 2022)	40.00 0.00			X				180,308	0	18,137
(17) FARON MCLURKIN SVP, DEV. & PART. (FROM MAY 2022)	40.00 0.00			X				106,246	0	9,038

Part VII

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

(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/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(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			
(18) TIMARIE HARRIGAN VP, DEVELOPMENT & PARTNERSHIPS	40.00 0.00					X		166,328	0	26,258
(19) CARLTON ELEY SR. DIRECTOR FEDERAL STRATEGIES	40.00 0.00					X		160,985	0	15,530
(20) RANDALL OAKLEY VP, FINANCE	40.00 1.00					X		155,778	0	30,103
(21) CATHY ALBISA VP, INSTITUTIONAL & SECTOR	40.00 0.00					X		145,048	0	38,752
(22) CHERYL CATO BLAKEMORE VP, STRATEGIC COMMS & PUBLIC ENGAGEMENT	40.00 0.00					X		144,847	0	26,911
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A . . .										
d Total (add lines 1b and 1c)								1,648,353	0	245,827

2Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization ▶ 2 2

	Yes	No
3Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual		No
4For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual	Yes	
5Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization?If "Yes," complete Schedule J for such person		No

Section B. Independent Contractors

1Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization’s tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
O&G RACIAL EQUITY COLLABORATIVE LLC 624 TYVOLA RD SUITE 103 263 CHARLOTTE, NC 28217	TRAINING SVCS/TECHNICAL SUPPORT	296,060
KERRY MITCHELL BROWN LLC 6031 PINE VALLEY DRIVE ORLANDO, FL 32819	SVP OPERATIONS DUTIES, RESEARCH & PROGRA	293,482
SANJIV GURURAJA RAO 404 WEST 48TH ST APT 1C NEW YORK, NY 10036	SUPPORTS WORK WITH THE OMB	278,235
INSINC CONSULTING LLC 8307 EDEN ST HENRICO, VA 23228	INTERIM CHIEF OF STAFF DUTIES	150,000
KIRANI LLC 66-08 AUSTIN ST 4L REGO PARK, NY 11374	TECHNICAL AND GENERAL DIGITAL SUPPORT	126,205
2Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization ▶ 6		

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		1a Federated campaigns		1a	
Amt Similar Amounts		b Membership dues		1b	
		c Fundraising events		1c	
		d Related organizations		1d	
		e Government grants (contributions)		1e	
		f All other contributions, gifts, grants, and similar amounts not included above		1f 11,850,418	
		g Noncash contributions included in lines 1a - 1f:\$		1g	
		h Total. Add lines 1a-1f		11,850,418	
Program Service Revenue	2a SPONSORSHIPS AND EVENTS	Business Code			
			2,374,261	2,374,261	
	b FEES AND CONTRACTS		1,716,353	1,716,353	
	c				
	d				
	e				
	f All other program service revenue.				
g Total. Add lines 2a-2f.		4,090,614			
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		348,806		348,806
	4 Income from investment of tax-exempt bond proceeds				
	5 Royalties				
		(i) Real (ii) Personal			
	6a Gross rents	6a 8,900			
	b Less: rental expenses	6b 0			
	c Rental income or (loss)	6c 8,900			
	d Net rental income or (loss)		8,900	8,900	
		(i) Securities (ii) Other			
	7a Gross amount from sales of assets other than inventory	7a 8,150			
	b Less: cost or other basis and sales expenses	7b 0			
	c Gain or (loss)	7c 8,150			
	d Net gain or (loss)		8,150		8,150
	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			
	b Less: direct expenses	9b			
	c Net income or (loss) from gaming activities				
	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					
Other	11a MISCELLANEOUS	Business Code			
		900099	128,229	128,229	
	b				
	c				
	d All other revenue				
	e Total. Add lines 11a-11d		128,229		
12 Total revenue. See instructions		16,435,117	4,227,743	0	356,956

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	1,507,500	1,507,500		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
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	983,639	708,195	143,892	131,552
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	7,181,734	5,546,689	1,236,105	398,940
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	155,423	117,377	27,719	10,327
9 Other employee benefits	1,774,485	1,363,910	300,946	109,629
10 Payroll taxes	643,787	493,343	108,964	41,480
11 Fees for services (non-employees):				
a Management				
b Legal	64,297	49,272	10,882	4,143
c Accounting	74,678	57,226	12,640	4,812
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)	7,820,955	6,273,507	1,394,715	152,733
12 Advertising and promotion	37,335	32,005	3,861	1,469
13 Office expenses	343,189	271,624	49,682	21,883
14 Information technology	816,457	596,248	170,230	49,979
15 Royalties				
16 Occupancy	612,504	469,371	103,670	39,463
17 Travel	475,955	457,001	15,592	3,362
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	2,035,940	1,976,226	52,194	7,520
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	122,617		122,617	
23 Insurance	74,273	56,916	12,572	4,785
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 DUES, FEES AND OTHER	67,770	15,157	50,069	2,544
b SPONSORSHIPS	2,000	0	0	2,000
c				
d				
e All other expenses	227,468	44,354	182,966	148
25 Total functional expenses. Add lines 1 through 24e	25,022,006	20,035,921	3,999,316	986,769
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 ☐ 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		27,777,601	1	5,385,930	
	2	Savings and temporary cash investments		4,920,817	2	21,412,068	
	3	Pledges and grants receivable, net		7,726,792	3	4,028,433	
	4	Accounts receivable, net			4		
	5	Loans and other receivables from 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			8		
	9	Prepaid expenses and deferred charges		148,934	9	352,616	
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	1,887,353			
	b	Less: accumulated depreciation	10b	740,943	1,201,537	10c	1,146,410
	11	Investments—publicly traded securities			11		
	12	Investments—other securities. See Part IV, line 11			12		
	13	Investments—program-related. See Part IV, line 11			13		
	14	Intangible assets			14		
	15	Other assets. See Part IV, line 11		0	15	2,593,322	
16	Total assets. Add lines 1 through 15 (must equal line 33)		41,775,681	16	34,918,779		
Liabilities	17	Accounts payable and accrued expenses		881,085	17	1,456,613	
	18	Grants payable			18		
	19	Deferred revenue		415,874	19	584,958	
	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			23		
	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		42,741	25	2,653,271	
	26	Total liabilities. Add lines 17 through 25		1,339,700	26	4,694,842	
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here ☒ and complete lines 27, 28, 32, and 33.						
	27	Net assets without donor restrictions		23,641,394	27	18,691,707	
	28	Net assets with donor restrictions		16,794,587	28	11,532,230	
	Organizations that do not follow FASB ASC 958, check here ☐ 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		40,435,981	32	30,223,937	
	33	Total liabilities and net assets/fund balances		41,775,681	33	34,918,779	

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	16,435,117
2	Total expenses (must equal Part IX, column (A), line 25)	2	25,022,006
3	Revenue less expenses. Subtract line 2 from line 1	3	-8,586,889
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	40,435,981
5	Net unrealized gains (losses) on investments	5	-1,625,155
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	0
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	10	30,223,937

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: ☐ Cash ☒ Accrual ☐ Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on 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: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis		No
b	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: ☐ Separate basis ☒ Consolidated basis ☐ Both consolidated and separate basis	Yes	
c	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 Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		No
b	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

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).)
- 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 on 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) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . . .	6,741,918	8,110,537	17,295,773	31,812,017	11,850,418	75,810,663
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	6,741,918	8,110,537	17,295,773	31,812,017	11,850,418	75,810,663
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) . . .						13,889,112
6 Public support. Subtract line 5 from line 4.						61,921,551

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
7 Amounts from line 4. . .	6,741,918	8,110,537	17,295,773	31,812,017	11,850,418	75,810,663
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	9,528	19,177	9,385	17,317	357,706	413,113
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.). . .	77,491	75,021	53,693	9,053	128,229	343,487
11 Total support. Add lines 7 through 10						76,567,263

12 Gross receipts from related activities, etc. (see instructions)

1219,068,985

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** ☐

Section C. Computation of Public Support Percentage

14 Public support percentage for 2022 (line 6, column (f) divided by line 11, column (f))	14	80.870 %
15 Public support percentage for 2020 Schedule A, Part II, line 14	15	71.550 %

16a 33 1/3% support test—2022. 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 ☒

b 33 1/3% support test—2021. 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 ☐

17a 10%-facts-and-circumstances test—2022. 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 ☐

b 10%-facts-and-circumstances test—2021. 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 ☐

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 ☐

Part IIISupport 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) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .						
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 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						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
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. .						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support						
Calendar year (or fiscal year beginning in) ▶	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
9 Amounts from line 6. . .						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . .						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975.						
c Add lines 10a and 10b.						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on.						
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.) .						
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.						☐

Section C. Computation of Public Support Percentage		
15 Public support percentage for 2022 (line 8, column (f) divided by line 13, column (f))	15	
16 Public support percentage from 2021 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage		
17 Investment income percentage for 2022 (line 10c, column (f) divided by line 13, column (f))	17	
18 Investment income percentage from 2021 Schedule A, Part III, line 17	18	
19a 33 1/3% support tests–2022. 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–2021. 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? <i>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.</i>		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
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)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes" and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>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.</i>		
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)? <i>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.</i>		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? <i>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).</i>		
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? <i>If "Yes," provide detail in Part VI.</i>		
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? <i>If "Yes," complete Part I of Schedule L (Form 990) .</i>		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
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))? <i>If "Yes," provide detail in Part VI.</i>		
b	Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c	Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
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)? <i>If "Yes," answer line 10b below.</i>		
b	Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).</i>		

Part IV Supporting Organizations (continued)

		Yes	No
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 on lines 11b and 11c below, the governing body of a supported organization?		
b	A family member of a person described on 11a above?		
c	A 35% controlled entity of a person described on line 11a or 11b above? <i>If "Yes" to 11a, 11b, or 11c, provide detail in Part VI.</i>		

Section B. Type I Supporting Organizations

		Yes	No
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? <i>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.</i>		
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? <i>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.</i>		

Section C. Type II Supporting Organizations

		Yes	No
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)? <i>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).</i>		

Section D. All Type III Supporting Organizations

		Yes	No
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? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
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? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		

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? <i>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.</i>			
b	Did the activities described on line 2a, above constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>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.</i>			
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? <i>If "Yes" or "No", provide details in Part VI.</i>			
b	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? <i>If "Yes," describe in Part VI. the role played by the organization in this regard.</i>			

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 2022 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-2022	(iii) Distributable Amount for 2022
1	Distributable amount for 2022 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2022 (reasonable cause required-- explain in Part VI). See instructions.		
3	Excess distributions carryover, if any, to 2022:		
a	From 2017.		
b	From 2018.		
c	From 2019.		
d	From 2020.		
e	From 2021.		
f	Total of lines 3a through e		
g	Applied to underdistributions of prior years		
h	Applied to 2022 distributable amount		
i	Carryover from 2017 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.		
4	Distributions for 2022 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2022 distributable amount		
c	Remainder. Subtract lines 4a and 4b from line 4.		
5	Remaining underdistributions for years prior to 2022, 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 2022. 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 2023. Add lines 3j and 4c.		
8	Breakdown of line 7:		
a	Excess from 2018.		
b	Excess from 2019.		
c	Excess from 2020.		
d	Excess from 2021.		
e	Excess from 2022.		

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
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Additional Data

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Schedule B (Form 990) Department of the Treasury Internal Revenue Service	Schedule of Contributors ▶ Attach to Form 990, 990-EZ, or 990-PF. ▶ Go to www.irs.gov/Form990 for the latest information.	OMB No. 1545-0047
		2022
Name of the organization RACE FORWARD		Employer identification number 94-2759879

Organization type (check one):

Filers of:	Section:
Form 990 or 990-EZ	☐ 501(c)() (enter number) organization
	☐ 4947(a)(1) nonexempt charitable trust not treated as a private foundation
	☐ 527 political organization
Form 990-PF	☐ 501(c)(3) exempt private foundation
	☐ 4947(a)(1) nonexempt charitable trust treated as a private foundation
	☐ 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 RACE FORWARD	Employer identification number 94-2759879
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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	☐ Person ☐ Payroll ☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	☐ Person ☐ Payroll ☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	☐ Person ☐ Payroll ☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	☐ Person ☐ Payroll ☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	☐ Person ☐ Payroll ☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	☐ Person ☐ Payroll ☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	☐ Person ☐ Payroll ☐ Noncash (Complete Part II for noncash contributions.)

Name of organization
RACE FORWARD

Employer identification number
94-2759879

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

Name of organization RACE FORWARD	Employer identification number 94-2759879
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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
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4		Relationship of transferor to transferee

Additional Data

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Software ID:

Software Version:

If the organization answered "Yes" on Form 990, Part IV, Line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes" on Form 990, Part IV, Line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes" on Form 990, Part IV, Line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of the organization RACE FORWARD	Employer identification number 94-2759879
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Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

1	Provide a description of the organization's direct and indirect political campaign activities in Part IV. See instructions for definition of "political campaign activities."	
2	Political campaign activity expenditures. See instructions	\$
3	Volunteer hours for political campaign activities. See instructions	

Part I-B Complete if the organization is exempt under section 501(c)(3).

1	Enter the amount of any excise tax incurred by the organization under section 4955	\$
2	Enter the amount of any excise tax incurred by organization managers under section 4955	\$
3	If the organization incurred a section 4955 tax, did it file Form 4720 for this year?	☐ Yes ☐ No
4a	Was a correction made?	☐ Yes ☐ No
b	If "Yes," describe in Part IV.	

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

1	Enter the amount directly expended by the filing organization for section 527 exempt function activities	\$
2	Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities	\$
3	Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b	\$
4	Did the filing organization file Form 1120-POL for this year?	☐ Yes ☐ No
5	Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.	

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.
1				
2				
3				
4				
5				
6				

Part II-A

Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

- A Check ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).
- B Check ☐ if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1a	Total lobbying expenditures to influence public opinion (grass roots lobbying)	157													
b	Total lobbying expenditures to influence a legislative body (direct lobbying)	697													
c	Total lobbying expenditures (add lines 1a and 1b)	854													
d	Other exempt purpose expenditures	25,021,152													
e	Total exempt purpose expenditures (add lines 1c and 1d)	25,022,006													
f	Lobbying nontaxable amount. Enter the amount from the following table in both columns.	1,000,000													
<table><tr><th>If the amount on line 1e, column (a) or (b) is:</th><th>The lobbying nontaxable amount is:</th></tr><tr><td>Not over \$500,000</td><td>20% of the amount on line 1e.</td></tr><tr><td>Over \$500,000 but not over \$1,000,000</td><td>\$100,000 plus 15% of the excess over \$500,000.</td></tr><tr><td>Over \$1,000,000 but not over \$1,500,000</td><td>\$175,000 plus 10% of the excess over \$1,000,000.</td></tr><tr><td>Over \$1,500,000 but not over \$17,000,000</td><td>\$225,000 plus 5% of the excess over \$1,500,000.</td></tr><tr><td>Over \$17,000,000</td><td>\$1,000,000.</td></tr></table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e.														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.														
Over \$17,000,000	\$1,000,000.														
g	Grassroots nontaxable amount (enter 25% of line 1f)	250,000													
h	Subtract line 1g from line 1a. If zero or less, enter -0-.	0													
i	Subtract line 1f from line 1c. If zero or less, enter -0-.	0													
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		☐ Yes ☐ No													

4-Year Averaging Period Under Section 501(h)
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) Total
2a Lobbying nontaxable amount	607,255	801,503	937,835	1,000,000	3,346,593
b Lobbying ceiling amount (150% of line 2a, column(e))					5,019,890
c Total lobbying expenditures		26	63	854	943
d Grassroots nontaxable amount	151,814	200,376	234,459	250,000	836,649
e Grassroots ceiling amount (150% of line 2d, column (e))					1,254,974
f Grassroots lobbying expenditures				157	157

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.

Return Reference	Explanation	
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Additional Data

Return to Form

Software ID:

Software Version:

Name of the organization RACE FORWARD	Employer identification number 94-2759879
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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.

	(a) Donor advised funds	(b) Funds and other accounts
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? ☐ Yes ☐ No	
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? ☐ Yes ☐ No	

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

1	Purpose(s) of conservation easements held by the organization (check all that apply). ☐ Preservation of land for public use (e.g., recreation or education) ☐ Preservation of an historically important land area ☐ Protection of natural habitat ☐ Preservation of a certified historic structure ☐ Preservation of open space											
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.											
a	Total number of conservation easements	<table><tr><td></td><td>Held at the End of the Year</td></tr><tr><td>2a</td><td></td></tr><tr><td>2b</td><td></td></tr><tr><td>2c</td><td></td></tr><tr><td>2d</td><td></td></tr></table>		Held at the End of the Year	2a		2b		2c		2d	
	Held at the End of the Year											
2a												
2b												
2c												
2d												
b	Total acreage restricted by conservation easements											
c	Number of conservation easements on a certified historic structure included in (a)											
d	Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register											
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? ☐ Yes ☐ No											
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)? ☐ Yes ☐ No											
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.

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.	
b	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

d

☐ Loan or exchange programs

b

☐ Scholarly research

e

☐ Other

c

☐ Preservation for future generations

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:

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

	Amount
1c	
1d	
1e	
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

b

If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R?

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

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		60,000		60,000
b Buildings		1,311,667	452,587	859,080
c Leasehold improvements		35,262		35,262
d Equipment		480,424	288,356	192,068
e Other				
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).)				1,146,410

Schedule D (Form 990) 2021

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 _____		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
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
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
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
(1) RIGHT-OF-USE ASSET	2,593,322
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.) ▶	2,593,322

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.) ▶	2,653,271

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	14,809,962
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	-1,625,155
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	-1,625,155
3	Subtract line 2e from line 1	3	16,435,117
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	0
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	16,435,117

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	25,022,006
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	
e	Add lines 2a through 2d	2e	0
3	Subtract line 2e from line 1	3	25,022,006
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	0
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	25,022,006

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
PART X, LINE 2:	MANAGEMENT HAS ANALYZED THE TAX POSITIONS TAKEN BY THE ORGANIZATION AND HAS CONCLUDED THAT AS OF DECEMBER 31, 2022, THERE WERE NO UNCERTAIN TAX POSITIONS TAKEN OR EXPECTED TO BE TAKEN. THE ORGANIZATION HAS RECOGNIZED NO INTEREST OR PENALTIES RELATED TO UNCERTAIN TAX POSITIONS. THE ORGANIZATION IS SUBJECT TO ROUTINE AUDITS BY TAXING JURISDICTIONS; HOWEVER, THERE ARE CURRENTLY NO AUDITS FOR ANY TAX PERIODS IN PROGRESS. MANAGEMENT BELIEVES IT IS NO LONGER SUBJECT TO INCOME TAX EXAMINATIONS FOR YEARS PRIOR TO 2019.

Additional Data

[Return to Form](#)

Software ID:

Software Version:

Schedule I
(Form 990)

Department of the
Treasury
Internal Revenue Service

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

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.

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization
RACE FORWARD

Employer identification number
94-2759879

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) 482FORWARD 440 BURROUGHS SUITE 111 DETROIT,MI 48202	47-3537426	501 C (3)	55,000	0			TO SUPPORT MI HEAL TOGETHER YOUTH LISTENING AND LEADERSHIP BUILDING PROJECT
(2) ALLIANCE FOR GLOBAL JUSTICE 225 E 26TH ST SUITE 1 TUCSON,AZ 85713	52-2094677	501 C (3)	80,000	0			TO SUPPORT ADVANCEMENT OF RACIALLY EQUITABLE POLICY IN CLIMATE AND ENVIRONMENTAL JUSTICE
(3) ALLIED MEDIA PROJECTS 4126 THIRD ST DETROIT,MI 48201	01-0559608	501 C (3)	83,000	0			TO SUPPORT BLACK IMMIGRANT FUTURES PROJECT
(4) AMALGAMATED CHARITABLE FOUNDATION INC 1825 K STREET NORTHWEST WASHINGTON,DC 20006	82-1517696	501 C (3)	75,000	0			TO SUPPORT COMMUNITIES FIRST FUND
(5) BAY AREA PARENT LEADERSHIP ACTION NETWORK 7200 BRANCROFT AVE SUITE 269 OAKLAND,CA 94605	26-2618507	501 C (3)	53,000	0			TO SUPPORT YOUTH ORGANIZING FELLOWSHIP
(6) CARVER COMMUNITY REVITALIZATION COMMITTEE INC 1001 NEWTON STREET APT 1A GADSDEN,AL 35901	26-2618507	501 C (3)	10,000	0			TO SUPPORT ADVANCEMENT OF RACIALLY EQUITABLE POLICY ON IMMIGRATION AND CRIMINAL JUSTICE
(7) CENTER FOR FAMILY LIFE COMMUNITY IN SUNSET PARK INC 443 39TH STREET BROOKLYN,NY 11232	85-1058164	501 C (3)	55,000	0			TO SUPPORT THE EJCD
(8) CENTER FOR THIRD WORLD ORGANIZING 1714 FRANKLIN ST STE 100 OAKLAND,CA 94612	52-1211059	501 C (3)	10,000	0			TO SUPPORT ADVANCEMENT OF RACIALLY EQUITABLE POLICY ON IMMIGRATION AND CRIMINAL JUSTICE
(9) COMMUNITY PARTNERS 1000 N ALAMEDA ST STE 240 LOS ANGELES,CA 90012	95-4302067	501 C (3)	20,000	0			TO SUPPORT ADVANCEMENT OF RACIALLY EQUITABLE POLICY ON IMMIGRATION AND CRIMINAL JUSTICE
(10) CO-OP ED CENTER NFP 151 N KENILWORTH AVE 5J OAK PARK,IL 60301	83-1185132	501 C (3)	55,000	0			TO SUPPORT ADVANCEMENT OF CHICAGO WORKER COOPERATIVE COMMUNITY ENGAGEMENT PROCESS
(11) CVPE EDUCATIONAL	47-3620223	501 C (3)	50,000	0			TO SUPPORT

FORUM INC 619 EAST 11TH 1/2 ST HOUSTON,TX 77008							BUILDING POWER THROUGH SCHOOL DISTRICT ORGANIZING IN TEXAS
(12) DEMOCRACY AT WORK INSTITUTE 57 POST STREET SUITE 602 SAN FRANCISCO,CA 94104	27-5265123	501 C (3)	75,000	0			TO SUPPORT THE RAPID RESPONSE COOPERATIVE MODEL
(13) EARTH CARE INTERNATIONAL 6600 VALENTINE WAY SANTA FE,NM 87507	33-1017279	501 C (3)	80,000	0			TO SUPPORT ADVANCEMENT OF RACIALLY EQUITABLE POLICY IN CLIMATE AND ENVIRONMENTAL JUSTICE
(14) EDUCATION JUSTICE ALLIANCE 1214 EAST LENOIR ST RALEIGH,NC 27610	87-1986048	501 C (3)	52,000	0			TO SUPPORT BUILDING POWER THROUGH SCHOOL DISTRICT ORGANIZING IN NC
(15) EQUITY AND TRANSFORMATION 10 WEST 35TH STREET CHICAGO,IL 60616	83-4701430	501 C (3)	10,000	0			TO SUPPORT ADVANCEMENT OF RACIALLY EQUITABLE POLICY ON IMMIGRATION AND CRIMINAL JUSTICE
(16) FREEDOM INC 2110 LUANN LN MADISON,WI 53713	43-2023570	501 C (3)	10,000	0			TO SUPPORT ADVANCEMENT OF RACIALLY EQUITABLE POLICY ON IMMIGRATION AND CRIMINAL JUSTICE
(17) GEORGIA COALITION FOR THE PEOPLE AGENDA 501 PULLIAM ST SW 310 ATLANTA,GA 30312	31-1770856	501 C (3)	40,500	0			TO SUPPORT BUILDING POWER THROUGH SCHOOL DISTRICT ORGANIZING IN GA
(18) HOOSIER ACTION RESOURCE CENTER INC PO BOX 469 NEW ALBANY,IN 47150	83-4091031	501 C (3)	45,000	0			TO SUPPORT BUILDING POWER THROUGH SCHOOL DISTRICT ORGANIZING IN INDIANA
(19) MAINE PEOPLE RESOURCE CENTER 565 CONGRESS ST SUITE 200 PORTLAND,ME 04101	22-2586108	501 C (3)	50,000	0			TO SUPPORT BUILDING POWER THROUGH SCHOOL DISTRICT ORGANIZING IN LEWISTON
(20) MAKE THE ROAD STATES INC 301 GROVE STREET BROOKLYN,NY 11237	84-3988830	501 C (3)	55,000	0			TO SUPPORT BUILDING POWER THROUGH SCHOOL DISTRICT ORGANIZING IN NY
(21) NEXUS COMMUNITY PARTNERS 2314 UNIVERSITY AVE W STE 18 ST PAUL,MN 55114	30-0658898	501 C (3)	55,000	0			TO SUPPORT LOCALLY OWNED COOPERATIVE ASSITANCE LOAN FUND IN SAINT PAUL
(22) NEW MEXICO CHILD ADVOCACY NETWORK 625 SILVER AVE SW SUITE 345 ALBUQUERQUE,NM 87102	85-0385103	501 C (3)	10,000	0			TO SUPPORT ADVANCEMENT OF RACIALLY EQUITABLE POLICY ON IMMIGRATION AND CRIMINAL JUSTICE
(23) OPEN BUFFALO INC 1327 JEFFERSON AVE UPPER BUFFALO,NY 14208	47-5317696	501 C (3)	80,000	0			TO SUPPORT ADVANCEMENT OF RACIALLY EQUITABLE POLICY IN CLIMATE AND ENVIRONMENTAL JUSTICE
(24) ORGANIZED COMMUNITIES AGAINST DEPORTATIONS 4811 N CENTRAL PARK AVE CHICAGO,IL 60625	82-0840451	501 C (3)	10,000	0			TO SUPPORT ADVANCEMENT OF RACIALLY EQUITABLE POLICY ON IMMIGRATION AND CRIMINAL JUSTICE
(25) PIONEER VALLEY PLANNING COMMISSION 60 CONGRESS STREET	04-2376717	501 C (3)	55,000	0			TO SUPPORT WORKER OWNERSHIP ACCESS CONVENING

SPRINGFIELD,MA 01104							
(26) RED MEDIA 1421 CENTRAL AVE NE ALBUQUERQUE,NM 81706	85-3396783	501 C (3)	10,000	0			TO SUPPORT ADVANCEMENT OF RACIALLY EQUITABLE POLICY ON IMMIGRATION AND CRIMINAL JUSTICE
(27) SOCIAL AND ENVIRONMENTAL ENTREPRENEURS 23564 CALABASAS ROAD SUITE 201 CALABASAS,CA 91302	95-4116679	501 C (3)	10,000	0			TO SUPPORT ADVANCEMENT OF RACIALLY EQUITABLE POLICY ON IMMIGRATION AND CRIMINAL JUSTICE
(28) TENNESSEE IMMIGRANT AND REFUGEE RIGHTS COALITION 3310 EZELL RD NASHVILLE,TN 37211	20-0121100	501 C (3)	85,000	0			TO SUPPORT ADVANCEMENT OF RACIALLY EQUITABLE POLICY ON IMMIGRATION AND CRIMINAL JUSTICE
(29) THE HANA CENTER 4300 N CALIFORNIA AVE CHICAGO,IL 60618	36-2746468	501 C (3)	10,000	0			TO SUPPORT ADVANCEMENT OF RACIALLY EQUITABLE POLICY ON IMMIGRATION AND CRIMINAL JUSTICE
(30) TOWN OF ERIE 645 HOLBROOK ST ERIE,CO 80516	84-0198350	501 C (3)	55,000	0			TO SUPPORT THE RACIAL EQUITY ADVANCEMENT THROUGH COMMUNITY PARTNERSHIPS PROJECT
(31) UNTIL WE ARE ALL FREE MOVEMENT 2738 WINNETKA AVENUE N 205 NEW HOPE,MN 55427	86-2751530	501 C (3)	10,000	0			TO SUPPORT ADVANCEMENT OF RACIALLY EQUITABLE POLICY ON IMMIGRATION AND CRIMINAL JUSTICE
(32) WE ARE DOWN HOME PO BOX 10671 GREENSBORO,NC 27404	83-1247155	501 C (3)	45,000	0			TO SUPPORT BUILDING POWER THROUGH SCHOOL DISTRICT ORGANIZING IN NC
(33) WESPAC FOUNDATION INC 77 TARRYTOWN ROAD SUITE 2W WHITE PLAINS,NY 10607	13-3109400	501 C (3)	10,000	0			TO SUPPORT ADVANCEMENT OF RACIALLY EQUITABLE POLICY ON IMMIGRATION AND CRIMINAL JUSTICE
(34) WEST ATLANTA WATERSHED ALLIANCE INC PO BOX 10883 ATLANTA,GA 30310	20-0890449	501 C (3)	80,000	0			TO SUPPORT ADVANCEMENT OF RACIALLY EQUITABLE POLICY IN CLIMATE AND ENVIRONMENTAL JUSTICE

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

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

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)					
(2)					
(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

Additional Data

Return to Form

Software ID:
Software Version:

Name of the organization
RACE FORWARD

Employer identification number
94-2759879

Part I

Questions Regarding Compensation

	Yes	No
1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. ☐ First-class or charter travel ☐ Travel for companions ☐ Tax idemnification and gross-up payments ☐ Discretionary spending account ☐ Housing allowance or residence for personal use ☐ Payments for business use of personal residence ☐ Health or social club dues or initiation fees ☐ Personal services (e.g., maid, chauffeur, chef)		
b If any of the boxes on Line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain		
2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked on Line 1a?		
3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III. ☒ Compensation committee ☒ Independent compensation consultant ☒ Form 990 of other organizations ☐ Written employment contract ☐ Compensation survey or study ☒ Approval by the board or compensation committee		
4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization: a Receive a severance payment or change-of-control payment? b Participate in, or receive payment from, a supplemental nonqualified retirement plan? c Participate in, or receive payment from, an equity-based compensation arrangement? If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.		
Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.		
5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of: a The organization? b Any related organization? If "Yes," on line 5a or 5b, describe in Part III.		
6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of: a The organization? b Any related organization? If "Yes," on line 6a or 6b, describe in Part III.		
7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III		
8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III		
9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?		

Part II

Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that are not listed on Form 990, Part VII.

Note. The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1GLENN HARRIS PRESIDENT	(i)	252,835	25,000	0	12,619	19,636	310,090	0
	(ii)	0	0	0	0	0	0	0
2JULIE NELSON SVP, PROGRAMS	(i)	187,807	0	0	9,368	23,275	220,450	0
	(ii)	0	0	0	0	0	0	0
3CHARLENE SINCLAIR CHIEF OF STAFF (FROM FEB 2022)	(i)	180,308	0	0	0	18,137	198,445	0
	(ii)	0	0	0	0	0	0	0
4TIMARIE HARRIGAN VP, DEVELOPMENT & PARTNERSHIPS	(i)	166,328	0	0	4,770	21,488	192,586	0
	(ii)	0	0	0	0	0	0	0
5RANDALL OAKLEY VP, FINANCE	(i)	155,778	0	0	7,856	22,247	185,881	0
	(ii)	0	0	0	0	0	0	0
6CATHY ALBISA VP, INSTITUTIONAL & SECTOR	(i)	145,048	0	0	2,892	35,860	183,800	0
	(ii)	0	0	0	0	0	0	0
7CARLTON ELEY SR. DIRECTOR FEDERAL STRATEGIES	(i)	160,985	0	0	1,070	14,460	176,515	0
	(ii)	0	0	0	0	0	0	0
8CHERYL CATO BLAKEMORE VP, STRATEGIC COMMS & PUBLIC ENGAGEM	(i)	144,847	0	0	2,892	24,019	171,758	0
	(ii)	0	0	0	0	0	0	0

Part III **Supplemental Information**

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

Return Reference	Explanation
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Additional Data

Return to Form

Software ID:
Software Version:

Name of the organization
RACE FORWARD

Employer identification number
94-2759879

Return Reference	Explanation
FORM 990, PART III, LINE 4A, DESCRIPTION OF PROGRAM SERVICE:	FOR MORE THAN 40 YEARS, RACE FORWARD HAS BROUGHT A SYSTEMIC ANALYSIS AND AN INNOVATIVE APPROACH TO COMPLEX RACE ISSUES TO HELP PEOPLE TAKE EFFECTIVE ACTION TOWARD RACIAL EQUITY. OUR VISION AND MISSION: VISION: RACE FORWARD IMAGINES A JUST, MULTIRACIAL, DEMOCRATIC SOCIETY, FREE FROM OPPRESSION AND EXPLOITATION, IN WHICH PEOPLE OF COLOR THRIVE WITH POWER AND PURPOSE. MISSION: RACE FORWARD CATALYZES RACIAL JUSTICE MOVEMENT BUILDING. IN PARTNERSHIP WITH COMMUNITIES, ORGANIZATIONS, AND SECTORS, WE BUILD STRATEGIES TO ADVANCE RACIAL JUSTICE IN OUR POLICIES, INSTITUTIONS, AND CULTURE. OUR THEORY OF CHANGE DETAILS OUR ORGANIZATIONAL METHODOLOGIES. GROW POWER: WE NEED CONNECTED AND ALIGNED NETWORKS OF PEOPLE, ORGANIZATIONS, AND MOVEMENTS TO BUILD THE COLLECTIVE POWER (ECONOMIC, SOCIAL, POLITICAL ETC.) NECESSARY TO COUNTER STRUCTURAL RACISM AND STEWARD TRANSFORMATIVE SOLUTIONS FOR RACIAL JUSTICE. TRANSFORM CULTURE: WE MUST HARNESS THE POWER OF NARRATIVE, ARTS, AND CULTURE TO ASSERT THE FULL HUMANITY OF COMMUNITIES OF COLOR, CHALLENGE RACIST IDEOLOGIES THAT FUEL STRUCTURAL RACISM, AND ENVISION A MORE JUST AND EQUITABLE FUTURE. TRANSFORM POLICY: WE MUST POSITION COMMUNITIES OF COLOR AND OTHER HISTORICALLY OPPRESSED COMMUNITIES AS LEADERS AND DECISION-MAKERS IN THE POLICY-MAKING PROCESS TO CREATE RACIALLY EQUITABLE POLICIES AT ALL LEVELS. TRANSFORM INSTITUTIONS/SECTORS: INSTITUTIONS ACROSS MULTIPLE SECTORS OF SOCIETY (E.G. GOVERNMENT, PHILANTHROPY, NON-PROFIT, PRIVATE, ETC.) MUST OPERATIONALIZE RACIAL EQUITY IN THEIR POLICIES, PRACTICES, PROGRAMS, AND PRODUCTS. 2022 PROGRAMMATIC ACHIEVEMENTS INSTITUTIONAL AND SECTORAL CHANGE ESTABLISHES SUSTAINABLE RACIAL EQUITY PRACTICE IN SECTORS BY FACILITATING LEARNING COHORTS, DEVELOPING TOOLS FOR LONG-TERM CHANGE, AND TRACKING SHIFTS THAT DEMONSTRATE SUCCESS. OUR GOVERNMENT ALLIANCE ON RACE AND EQUITY (GARE), A NETWORK OF MORE THAN 450 LOCAL AND REGIONAL GOVERNMENT JURISDICTIONS, AND OUR FEDERAL INITIATIVE TO GOVERN FOR RACIAL EQUITY (FIRE) ARE BOTH HOUSED IN THIS DEPARTMENT. SELECT HIGHLIGHTS: CONDUCTED FIRST EVER HYBRID GARE EVENT (IN-PERSON IN PORTLAND, OR, AND LIVE SIMULCAST OF MAINSTAGE EVENTS) WITH OVER 1,800 ATTENDEES, THE LARGEST GARE EVENT ON RECORD. FIRE LAUNCHED A PILOT PROGRAM IN PARTNERSHIP WITH POLICYLINK TO TEST STRATEGIES FOR EMBEDDING RACIAL EQUITY INTO THE POLICIES AND PRACTICES OF FEDERAL AGENCIES. FOCUSED ON THE DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT (HUD), OVER 230 HUD STAFF PARTICIPATED IN LABS AND PRESENTED FOUNDATIONAL CONCEPTS AND TOOLS, SHARING EXAMPLES AND SOLUTIONS. FROM THE LABS, HUD DEVELOPED GUIDANCE FOR PROVIDING HOLISTIC SUPPORT TO RENTERS OF COLOR FACING EVICTION IN RESPONSE TO DISPROPORTIONATE BURDENS AND DEVELOPED PROACTIVE RACIAL EQUITY STRATEGIES AND UPDATES FOR 65 REGIONAL AND FIELD OFFICES. MOVEMENT CAPACITY BUILDING BUILDS LEADERSHIP AND CAPACITY WITHIN GRASSROOTS AND OTHER ORGANIZATIONS WITHIN COMMUNITIES OF COLOR. OUR POLICY WORK RECOGNIZES THE IMPORTANCE OF OUR ISSUE-BASED WORK IN SUPPORTING GRASSROOTS LEADERSHIP DEVELOPMENT. SELECT HIGHLIGHTS: LAUNCHED THE POLICY INNOVATION LAB'S 2.5-YEAR COHORT, INVOLVING FOUR BLACK- AND INDIGENOUS-LED GRASSROOTS ORGANIZING GROUPS WORKING ON DIFFERENT ASPECTS OF CLIMATE JUSTICE TO ENVISION COMMUNITY-LED POLICY. HELD TWO VIRTUAL SESSIONS AND AN IN-PERSON CONVENING (HOSTED BY THE WEST ATLANTA WATERSHED ALLIANCE) ON NARRATIVE STRATEGY, RESEARCH JUSTICE, AND BASEBUILDING. NEW SOCIAL CONTRACT - PARTNERING WITH PARTNERS FOR DIGNITY & RIGHTS, COMPLETED A YEAR-LONG PROCESS OF SPEAKING TO OVER 50 GRASSROOTS ORGANIZATIONS, NATIONAL MOVEMENT ORGANIZATIONS AND COALITIONS, POLICY GROUPS AND SCHOLARS ON DEMOCRACY TO INFORM THREE IN-DEPTH CASE STUDIES OF BLACK- AND IMMIGRANT COMMUNITY-LED GRASSROOTS ORGANIZING GROUPS SUCCESSFULLY IMPLEMENTING CO-GOVERNANCE STRATEGIES. COMPLETED A LANDSCAPE SCAN AND MAP OF 20 CO-GOVERNANCE MODELS THROUGHOUT THE COUNTRY. PARTICIPATED IN THE LAUNCH OF THE ENERGY DEMOCRACY PROJECT'S NATIONAL CAMPAIGN REFOCUS TO DIRECT FEDERAL DISASTER RELIEF TOWARDS THE TRANSFORMATION OF THE ENERGY SYSTEM IN PUERTO RICO. NARRATIVE, ARTS, AND CULTURE WORKS STRATEGICALLY THROUGH THE ARTS, POPULAR CULTURE, AND CULTURAL ORGANIZING TO BUILD AND SECURE A CULTURE THAT CENTERS EQUITY AND JUSTICE FOR ALL; DEVELOPS AND SHARES TOOLS TO BUILD ENDURING RACE-EXPLICIT NARRATIVES THAT ADVANCE RACIAL JUSTICE, AND DEVELOPS CUTTING-EDGE NARRATIVE STRATEGY CURRICULUM TO TRAIN HUNDREDS OF ORGANIZERS, ARTISTS, AND COMMUNICATIONS EXPERTS. SELECT HIGHLIGHTS: BUTTERFLY LAB LAUNCHED THE CHRYSALIS LAB TO FUND ARTISTS AND ORGANIZATIONS TO ADVANCE PRO-IMMIGRANT NARRATIVES AND CONDUCTED RESEARCH ON WHAT NARRATIVES HAVE THE BEST CHANCE AT BUILDING AN ENDURING PRO-IMMIGRANT MAJORITY. LAUNCHED H.E.A.L. (HONEST EDUCATION ACTION & LEADERSHIP) TOGETHER, A NATIONAL MOVEMENT OF STUDENTS, PARENTS, AND EDUCATORS TO SHARE TOOLS TO HELP PEOPLE ORGANIZE FOR FULLY FUNDED, HONEST, AND ACCURATE PUBLIC EDUCATION. WORKED WITH ISC-GARE TO DESIGN A PRO-PUBLIC NARRATIVE THAT CONNECTS OUR WORK BUILDING A "BIGGER WE" WITH PUBLIC INSTITUTIONS THAT PROTECT AND STEWARD PUBLIC GOODS. RESEARCH CONDUCTS APPLIED RESEARCH UPLIFTING THE EXPERIENCES OF THOSE DIRECTLY AFFECTED BY INSTITUTIONAL AND STRUCTURAL RACISM AND PROVIDES RACE-EXPLICIT SOLUTIONS TO HELP ACTIVISTS, TEACHERS, ADVOCATES, ORGANIZATIONS, CORPORATIONS, AND GOVERNMENT OFFICIALS ARTICULATE AND PURSUE A RACIAL EQUITY STANDARD IN THEIR WORK. SELECT HIGHLIGHTS: PARTNERED WITH THE EQUITY RESEARCH INSTITUTE AT THE UNIVERSITY OF SOUTHERN CALIFORNIA ON A RESEARCH ANALYSIS OF THE FAIR REPRESENTATION IN REDISTRICTING PROGRAM, ENGAGING WITH ALABAMA AND GEORGIA TO CONDUCT INTERVIEWS WITH COMMUNITY STAKEHOLDERS WHO WORKED ON REDISTRICTING FAIRNESS WITH A RACIAL JUSTICE LENS AND PRODUCED REPORTS ON THE FINDINGS, INCLUSIVE OF RECOMMENDATIONS TO SUPPORT AND ALLOCATE RESOURCES FOR GRASSROOTS ORGANIZATIONS IN UPCOMING REDISTRICTING CYCLES. DESIGNED AND DELIVERED RACIAL JUSTICE CONTENT FOR INTERNAL PROJECTS AND THE ROBERT WOOD JOHNSON FOUNDATION ("EVIDENCE FOR ACTION: INVESTIGATOR-INITIATED RESEARCH TO BUILD A CULTURE OF HEALTH"). PRESENTED MULTIPLE SESSIONS AND WORKSHOPS TO COMMUNITY PARTNERS ON THE ROLE OF RESEARCH IN LIBERATORY PRACTICES. PROVIDED RESEARCH AND IMPLEMENTATION, PLANNING, AND EVALUATION TO INTERNAL TEAMS AND COMMUNITY COHORT MEMBERS IN DEVELOPING AND IMPLEMENTING RESEARCH. LED THE FREEDOM MAPPING PROJECT IN DESIGNING AND DEVELOPING RESEARCH PROTOCOL, CONDUCTING DATA COLLECTION AND ANALYSIS. STRATEGIC COMMUNICATIONS AND PUBLIC ENGAGEMENT COMMUNICATES THE ORGANIZATION'S VISION AND NARRATIVE STRATEGY THROUGH STORYTELLING

Return Reference	Explanation
	THAT CENTERS THE EXPERIENCES OF BLACK, INDIGENOUS, LATINX, ASIAN AMERICAN PACIFIC ISLANDER PEOPLE, IMMIGRANTS, AND MARGINALIZED COMMUNITIES TO PROMOTE RACE FORWARD'S MISSION AND PROGRAMMATIC WORK. SELECT HIGHLIGHTS: INCREASED AUDIENCE ENGAGEMENT WITH RACE FORWARD'S PROGRAMMATIC WORK. WORKED WITH TWO AGENCIES ON NEW WEBSITE ARCHITECTURE AND DESIGN. CROSS-DEPARTMENTAL INITIATIVES RACE FORWARD'S CROSS-DEPARTMENTAL PRIORITIES FOR 2022 WERE: FACING RACE: A NATIONAL CONFERENCE: HOSTED BOTH IN-PERSON IN PHOENIX, AZ, AND ONLINE; 4,000+ ATTENDED OUR LARGEST CONFERENCE TO DATE. CONFERENCE FEATURED MORE THAN 100 BREAKOUT SESSIONS AND 3 PLENARIES; 9 ORIGINAL FILMS BY PEOPLE OF COLOR FILMMAKERS; A RACIAL JUSTICE LITERATURE TRACK PRESENTED BY AUTHORS SHARING EXCERPTS FROM THEIR BOOKS; A VENDOR EXHIBIT HALL (BOTH IN-PERSON AND ONLINE) WITH OVER 30 NATIONAL VENDORS AND SPONSORS; AND A DEDICATED WELLNESS SPACE FOR ATTENDEES. PLACE-BASED STRATEGIES: CREATES LOCALIZED SPACES WHERE PEOPLE COME TOGETHER ACROSS ISSUES AND SECTORS TO DEVELOP LONG-TERM STRATEGIES THAT BUILD POWER AND RESOURCES IN COMMUNITIES OF COLOR. CONVENED A YEAR-LONG "LEARNING TO ACTION" COHORT (COLIBRI - COLLECTIVELY ORGANIZING FOR LIBERATION, INCLUSION AND BREAKING RACIAL INEQUITIES), OF 150 PARTICIPANTS FROM COMMUNITY-BASED ORGANIZATIONS, AREA LOCAL GOVERNMENTS, SCHOOL DISTRICTS AND KEY NON-PROFITS IN MONTEREY COUNTY, CA. LED BY RESIDENT LEADERS, THE COHORT ALIGNED AROUND A SHARED VISION, DEVELOPING SHARED STRATEGY AND INTEGRATING TOOLS FOR THE CREATION OF RACIAL EQUITY ACTION PLANS TO INFORM A COUNTY-WIDE RACIAL EQUITY STRATEGY. CONVENED DELEGATIONS FROM ACROSS OUR 4 PLACE-BASED SITES TO WEAVE THEIR STORIES OF STRUGGLE AND JUSTICE, TO SHARE LESSONS AND REFLECT ON BOTH CHALLENGES AND ACCOMPLISHMENTS.
FORM 990, PART III, LINE 4A	TRAINING STRATEGIES TRAINED OVER 2,500 INDIVIDUALS FROM ORGANIZATIONS ACROSS DIFFERENT SECTORS. LAUNCHED A NEW TRAINING, "DECISION-MAKING FOR RACIAL EQUITY", WHICH PROVIDES A FRAMEWORK TO DISRUPT DOMINANT FORMS OF DECISION-MAKING THAT PERPETUATE RACIAL BIAS. USING RACE FORWARD'S RACIAL EQUITY DECISION-MAKING TOOL ("RED TOOL"), PARTICIPANTS ARE GUIDED THROUGH BUILDING AN ORGANIZATION-WIDE RACIAL EQUITY DECISION-MAKING PRACTICE AND CULTURE THAT CENTERS PEOPLE OF COLOR, STAFF AND COMMUNITIES. COLORLINES LAUNCHED THE REDESIGNED COLORLINES.COM WEBSITE.
FORM 990, PART VI, SECTION B, LINE 11B	THE VICE PRESIDENT OF FINANCE AND MEMBERS OF THE FINANCE DEPARTMENT REVIEW THE PREPARED PRELIMINARY DRAFTS OF THE FORM 990. AFTER THEIR REVIEW AND APPROVAL, A FINAL DRAFT IS CIRCULATED TO THE FULL BOARD OF DIRECTORS, AND THE EXECUTIVE STAFF OF THE ORGANIZATION, BEFORE FILING.
FORM 990, PART VI, SECTION B, LINE 12C	BOARD MEMBERS COMPLETE CONFLICT OF INTEREST POLICY DISCLOSURE STATEMENTS ANNUALLY. THE PRESIDENT AND EXECUTIVE COMMITTEE OF THE BOARD TRACK ANY POTENTIAL CONFLICTS. WHEN POTENTIAL CONFLICTS ARE IDENTIFIED, THEY ARE DISCLOSED TO THE FULL BOARD OF DIRECTORS AND THE POTENTIALLY CONFLICTED DIRECTOR IS EXCUSED FROM ALL RELATED CONVERSATIONS. THE EXECUTIVE COMMITTEE OF THE BOARD MONITORS AND ENFORCES COMPLIANCE WITH THE POLICY AND TAKING SUCH OTHER ACTIONS AS ARE NECESSARY FOR EFFECTIVE OVERSIGHT.
FORM 990, PART VI, SECTION B, LINE 15	INDEPENDENT MEMBERS OF THE BOARD, WITHOUT THE PRESIDENT'S PARTICIPATION, DO A COMPENSATION REVIEW AS PART OF THE PRESIDENT'S YEARLY PERFORMANCE EVALUATION. THEY EXAMINE PUBLISHED DATA ON NON-PROFIT SALARIES TO DETERMINE COMPARABLE COMPENSATION LEVELS. THE RESULTS OF THE REVIEW ARE THEN DISCUSSED WITH THE PRESIDENT AND A FINAL COMPENSATION RECOMMENDATION IS APPROVED BY THE BOARD. ROUTINELY, MARKET DATA SURVEYS ARE COMPILED FOR ALL POSITIONS OF THE ORGANIZATION, REVIEWED BY MANAGEMENT, AND WHEN NECESSARY, SALARIES ARE UPDATED.
FORM 990, PART VI, SECTION C, LINE 19	RACE FORWARD'S FORM 990 AND YEARLY AUDITED FINANCIAL STATEMENTS ARE AVAILABLE UPON REQUEST. REQUESTS FOR ALL OTHER DOCUMENTS ARE MADE ON A CASE-BY-CASE BASIS.
FORM 990, PART IX, LINE 11G	PROFESSIONAL FEES: PROGRAM SERVICE EXPENSES 2,932,715. MANAGEMENT AND GENERAL EXPENSES 216,999. FUNDRAISING EXPENSES 82,605. TOTAL EXPENSES 3,232,319. CONSULTING SERVICES: PROGRAM SERVICE EXPENSES 3,170,756. MANAGEMENT AND GENERAL EXPENSES 4,021. FUNDRAISING EXPENSES 1,531. TOTAL EXPENSES 3,176,308. TEMPORARY STAFF AGENCIES: PROGRAM SERVICE EXPENSES 2,171. MANAGEMENT AND GENERAL EXPENSES 1,142,672. FUNDRAISING EXPENSES 68,597. TOTAL EXPENSES 1,213,440. STAFF DEVELOPMENT: PROGRAM SERVICE EXPENSES 235. MANAGEMENT AND GENERAL EXPENSES 31,023. FUNDRAISING EXPENSES 0. TOTAL EXPENSES 31,258. FEES FOR SERVICES: PROGRAM SERVICE EXPENSES 167,630. MANAGEMENT AND GENERAL EXPENSES 0. FUNDRAISING EXPENSES 0. TOTAL EXPENSES 167,630.

Additional Data

[Return to Form](#)

Software ID:

Software Version:

SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service

Name of the organization
RACE FORWARD

Related Organizations and Unrelated Partnerships

- Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2022

Open to Public Inspection

Employer identification number

94-2759879

Part I Identification of Disregarded Entities. Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

Part II Identification of Related Tax-Exempt Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1)EQUITY ACTION 900 ALICE ST STE 400 OAKLAND, CA 94607 20-3745400	ADVOCACY ON RACIAL & ECONOMIC JUSTICE ISSUES	CA	501(C)(4)		RACE FORWARD		No
(2)CENTER FOR SOCIAL INCLUSION 150 BROADWAY STE 303 NEW YORK, NY 10038 90-0686577	CREATE EQUITABLE OUTCOMES FOR ALL	NY	501(C)(3)		RACE FORWARD		No

Part III Identification of Related Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income(related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of- year assets	(h) Disproporionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K- 1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

Part IV Identification of Related Organizations Taxable as a Corporation or Trust. Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end- of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

Note. Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

a Receipt of **(i)** interest, **(ii)** annuities, **(iii)** royalties, or **(iv)** rent from a controlled entity

b Gift, grant, or capital contribution to related organization(s)

c Gift, grant, or capital contribution from related organization(s)

d Loans or loan guarantees to or for related organization(s)

e Loans or loan guarantees by related organization(s)

f Dividends from related organization(s)

g Sale of assets to related organization(s)

h Purchase of assets from related organization(s)

i Exchange of assets with related organization(s)

j Lease of facilities, equipment, or other assets to related organization(s)

k Lease of facilities, equipment, or other assets from related organization(s)

l Performance of services or membership or fundraising solicitations for related organization(s)

m Performance of services or membership or fundraising solicitations by related organization(s)

n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)

o Sharing of paid employees with related organization(s)

p Reimbursement paid to related organization(s) for expenses

q Reimbursement paid by related organization(s) for expenses

r Other transfer of cash or property to related organization(s)

s Other transfer of cash or property from related organization(s)

	Yes	No
1a		No
1b		No
1c		No
1d		No
1e		No
1f		No
1g		No
1h		No
1i		No
1j		No
1k		No
1l		No
1m		No
1n		No
1o		No
1p		No
1q		No
1r		No
1s	Yes	

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1)CENTER FOR SOCIAL INCLUSION	S	92,697	FAIR MARKET VALUE

Part VI **Unrelated Organizations Taxable as a Partnership.** Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

[illegible]

Part VII **Supplemental Information**

Provide additional information for responses to questions on Schedule R. See instructions.

Return Reference	Explanation
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Schedule R (Form 990) 2021

Additional Data

[Return to Form](#)

Software ID:
Software Version: