

990

Return of Organization Exempt From Income Tax

OMB No. 1545-

0047 2024

Open to Public Inspection

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.

Department of the Treasury Internal Revenue Service

A For the 2024 calendar year, or tax year beginning 01-01-2024, and ending 12-31-2024

Form sections B through M including: B Check if applicable: Address change, Name change, Initial return, Final return/terminated, Amended return, Application pending; C Name of organization RACE FORWARD; D Employer identification number 94-2759879; E Telephone number (212) 513-7925; F Name and address of principal officer: GLENN HARRIS; G Gross receipts \$ 20,530,949; H(a) Is this a group return for subordinates?; H(b) Are all subordinates included?; H(c) Group exemption number; I Tax-exempt status: 501(c)(3); J Website: WWW.RACEFORWARD.ORG; K Form of organization: Corporation; L Year of formation: 1981; M State of legal domicile: CA

Part I Summary

Table with 3 main columns: Activities & Governance, Revenue, Expenses, Net Assets or Fund Balances. Rows include: 1 Briefly describe the organization's mission...; 2-7a Activities & Governance; 8-12 Revenue; 13-19 Expenses; 20-22 Net Assets or Fund Balances.

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 GLENN HARRIS PRESIDENT, Date 2025-10-01; Paid Preparer Use Only: Print/Type preparer's name, Preparer's signature, Date 2025-10-06, Firm's name J MILLER & ASSOCIATES LLC, Firm's EIN 27-2001590, Firm's address PHILADELPHIA, PA 19118.

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 (2024)

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 SUPPORTS COMMUNITIES AND PUBLIC INSTITUTIONS TO ACHIEVE A JUST MULTIRACIAL DEMOCRATIC SOCIETY THROUGH GOVERNANCE THAT ADVANCES SOCIAL JUSTICE.

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 \$ 20,876,169 including grants of \$ 494,126) (Revenue \$ 3,599,201)

FOR MORE THAN 43 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. IN 2024, WE RELEASED OUR NEW STRATEGIC PLAN. OUR VISION AND MISSION: -VISION: RACE FORWARD IMAGINES A JUST, MULTIRACIAL, DEMOCRATIC SOCIETY IN WHICH PEOPLE OF COLOR THRIVE WITH PURPOSE AND POWER. -MISSION: WE SUPPORT COMMUNITIES AND PUBLIC INSTITUTIONS TO ACHIEVE A JUST MULTIRACIAL DEMOCRATIC SOCIETY THROUGH GOVERNANCE THAT ADVANCES RACIAL JUSTICE. -THEORY OF CHANGE: 1) COMMUNITIES OF COLOR WIN GOVERNING POWER: COLLABORATIVE NETWORKS OF COMMUNITY ORGANIZATIONS SHARE COMMON NARRATIVES OF RACIAL JUSTICE AND A SHARED AGENDA FOR DEMOCRATIC PRACTICES AND GOVERNANCE. 2) PUBLIC INSTITUTIONS ARE TRANSFORMED AND BETTER EQUIPPED TO ADVANCE RACIAL JUSTICE: A WIDE NETWORK OF INFORMED AND ENGAGED PUBLIC SERVANTS WORK WITHIN INSTITUTIONS TO ADVANCE RACIAL JUSTICE AND CHANGE PREVAILING NARRATIVES. 3) COMMUNITIES AND CROSS-SECTOR INSTITUTIONS EFFECTIVELY COLLABORATE FOR CHANGE: STRONG COMMUNICATION CHANNELS AND DIALOGUE AMONG COMMUNITY ORGANIZERS AND PUBLIC SERVANTS ACROSS SECTORS ADVANCE RACIAL JUSTICE THROUGH CO-GOVERNANCE BETWEEN COMMUNITIES AND PUBLIC INSTITUTIONS. 2024 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 LOCAL AND REGIONAL GOVERNMENT JURISDICTIONS, OUR FEDERAL INITIATIVE TO GOVERN FOR RACIAL EQUITY (FIRE), AND OUR HOUSING, LAND AND DEVELOPMENT NETWORK (HLDN) ARE HOUSED IN THIS DEPARTMENT. SELECT HIGHLIGHTS: -OVER 670 MEMBERS ATTENDED GARE'S ANNUAL MEMBERSHIP MEETING. -GARE ALSO: 1) HOSTED 21 ONLINE PROGRAMS AND LAUNCHED NEW INFORMAL, UNRECORDED SPACES (COFFEE HOURS AND SENSEMAKING), WITH ATTENDEES. 2) LAUNCHED THE CALIFORNIA STATEWIDE INNOVATION COMMUNITY, A 10-MONTH LEARNING EXCHANGE OF 24 PRACTITIONERS, REPRESENTING GOVERNMENT AND COMMUNITY SECTORS. 3) RECEIVED THE COUNCIL OF GOVERNMENTS' STUART A. FREUDBERG AWARD FOR REGIONAL PARTNERSHIP. 4) RELEASED A SELF-PACED LEARNING RESOURCE FRAMEWORK FOR INSTITUTIONAL CHANGE FOR RACIAL EQUITY. -OUR FIRE TEAM: 1) TRAINED 2,250 STAFF AT THE U.S. FOREST SERVICES EQUITY SUMMIT. 2) INITIATED A DIGITAL DOCUMENTATION PROJECT FOR FEDERAL PUBLIC RECORDS ON RACIAL EQUITY, COLLECTING AND ARCHIVING MORE THAN 300 PUBLIC EQUITY DOCUMENTS AND RECORDS PREPARED BY FEDERAL AGENCIES/DEPARTMENTS DURING THE BIDEN-HARRIS ADMINISTRATION. 3) PARTICIPATED IN SEVERAL CONFERENCES AND EVENTS: NETWORK OF SCHOOLS OF PUBLIC POLICY, AFFAIRS AND ADMINISTRATION; CENTER FOR AMERICAN PROGRESS; ENVIRONMENTAL PROTECTION AGENCY REGION 4 ENVIRONMENTAL JUSTICE ACADEMY PROGRAM; ANNUAL CONFERENCE OF THE INTERNATIONAL ASSOCIATION OF TRANSPORTATION REGULATORS. 4) LAUNCHED AN ONLINE PORTAL FOR FEDERAL RACIAL EQUITY PRACTITIONERS. -THE HOUSING, LAND AND DEVELOPMENT NETWORKING GROUP GREW TO 330 MEMBERS (32% INCREASE). THE TEAM: 1) HOSTED 11 VIRTUAL MEETINGS ON HOUSING REPAIRATIONS, LEGAL STRATEGIES, EQUITABLE ZONING REFORM, AND COLLABORATIVE GOVERNANCE; ESTABLISHED A PUBLIC REPOSITORY OF RACE-INFORMED HOUSING POLICIES AND PLANS, AND PUBLISHED A SERIES OF BRIEFS ON THE "ROOT CAUSES OF HOUSING AND LAND INJUSTICE" 2) PARTNERED WITH HABITAT FOR HUMANITY'S ADVANCING BLACK HOMEOWNERSHIP INITIATIVE TO STRENGTHEN THE ORGANIZATION'S COMMITMENT TO BUILDING BLACK COMMUNITY WEALTH. MOVEMENT CAPACITY BUILDING: BUILDS LEADERSHIP AND CAPACITY OF GRASSROOTS AND OTHER ORGANIZATIONS WITHIN COMMUNITIES OF COLOR. SELECT HIGHLIGHTS: -HEAL (HONEST EDUCATION ACTION AND LEADERSHIP) TOGETHER LAUNCHED PUBLIC SCHOOL STRONG, A NATIONAL CAMPAIGN THAT HAS ENGAGED OVER 5,000 EDUCATORS, PARENTS, AND STUDENTS TO PUSH BACK AGAINST PRIVATIZATION, CENSORSHIP, AND DISINVESTMENT IN OUR SCHOOLS. THE CAMPAIGN REGISTERED TEAMS IN ALL 50 STATES, AND THE DISTRICT OF COLUMBIA WITH STATEWIDE CAMPAIGNS IN NORTH CAROLINA, TENNESSEE, AND IOWA. -THE ROOT SOLUTIONS FOR PUBLIC SAFETY PROGRAM HOSTED 1) TWO LEARNING EXCHANGE RETREATS FOR 40 GRASSROOTS COMMUNITY LEADERS AND GOVERNMENT PRACTITIONERS WORKING IN NEW ORLEANS, CHICAGO, PHILADELPHIA, AND TUCSON TO DEVELOP INNOVATIVE SOLUTIONS TO ADVANCE RACIAL EQUITY IN PRE-TRIAL LEGAL SYSTEMS IN THEIR HOME JURISDICTIONS. 2) A PRE-CONFERENCE SESSION FOR THE MACARTHUR FOUNDATION'S ANNUAL NETWORKING CONVENING. 3) PUBLISHED AN ISSUE BRIEF. -POLICY INNOVATION LAB CONCLUDED A 3-YEAR COLLABORATIVE COHORT OF 30 GRASSROOTS ORGANIZERS AND COMMUNITY LEADERS FROM FOUR GRASSROOTS ORGANIZATIONS ACROSS THE COUNTRY TO PILOT A METHODOLOGY AND FRAMEWORK THAT POSITIONS COMMUNITIES TO SHAPE AND IMPLEMENT POLICY AGENDAS. NARRATIVE, COMMUNICATIONS AND STORYTELLING: WORKS ACROSS THE ORGANIZATION TO DEVELOP AND SHARE TOOLS TO ADVANCE AND AMPLIFY NARRATIVES AND STORIES THAT PROMOTE OUR WORK TO ADVANCE RACIAL JUSTICE. SELECT HIGHLIGHTS: 1) HOSTED A HOUSING JUSTICE NARRATIVE CONVENING, BRINGING OVER 60 ORGANIZERS, POLICY ADVOCATES, AND ARTISTS TOGETHER TO SHARE THEIR BEST PRACTICES ON GRASSROOTS COMMUNITY AND CULTURAL ORGANIZING FOR HOUSING JUSTICE. 2) VISUAL STORYTELLING FUND RECIPIENTS WORKED WITH LOCAL PARTNERS TO COMMISSION A HOUSING JUSTICE ANTHEM AND MUSIC VIDEO WHILE ANOTHER INCORPORATED ART INTO THEIR PROTEST ACTION TO DISPLAY THE IMPACT OF RISING RENTS AND HOMELESSNESS. 3) PROVIDED NARRATIVE CONSULTATION TO THE AMERICAN MEDICAL ASSOCIATION'S RISE TO HEALTH COALITION. 4) MOMENTUM PODCAST SECURED HIGH-PROFILE GUESTS, INCLUDING FORMER HUD SECRETARY JULIN CASTRO, CEO OF THE LATINO COMMUNITY FOUNDATION AND AYANNA PARSONS, CO-FOUNDER, FEARLESS FUND. CROSS DEPARTMENTAL INITIATIVES RESEARCH: CONDUCTS APPLIED RESEARCH UPLIFTING THE EXPERIENCES OF THOSE DIRECTLY AFFECTED BY INSTITUTIONAL AND STRUCTURAL RACISM. SELECT HIGHLIGHTS: -ENGAGED HUNDREDS OF RACIAL JUSTICE RESEARCHERS AND EVALUATORS AND AUDIENCES TO VALUES-DRIVEN AND RESEARCH JUSTICE FRAMEWORKS, PROVIDED TOOLKITS AND WORKSHOPS. -FACILITATED SESSIONS FOR THE SOCIETY FOR THE PSYCHOLOGICAL STUDY OF SOCIAL ISSUES, EVIDENCE FOR ACTION, ESSIE JUSTICE GROUP, FRESNO PACIFIC UNIVERSITY, PORTLAND STATE UNIVERSITY, AND CENTRAL OREGON HEALTH COUNCIL, AMONG OTHERS. PLACE-BASED STRATEGIES: CREATES LOCALIZED SPACES FOR PEOPLE ACROSS ISSUES AND SECTORS TO DEVELOP LONG-TERM STRATEGIES THAT BUILD POWER AND RESOURCES IN COMMUNITIES OF COLOR. -AS A RESULT OF A 5-YEAR ENGAGEMENT WITH THE CITY OF SACRAMENTO, CA, THE SACRAMENTO CITY COUNCIL APPROVED A HISTORIC RACIAL EQUITY RESOLUTION CREATED IN PARTNERSHIP BETWEEN THE CITY AND COMMUNITY AND CALLS FOR THE: 1) CITY MANAGER TO DEVELOP AND REFINE RACIAL EQUITY ANALYSES IN ALL GOVERNMENT BUSINESSES, PRIORITIZING THE CITY'S BUDGET PROCESS. 2) CREATION OF A RACIAL EQUITY ACTION PLAN WITH CLEARLY DEFINED GOALS, TIMELINES, RESPONSIBILITIES, PERFORMANCE METRICS, QUARTERLY STATUS UPDATES AND ALLOCATION OF RESOURCES. TRAINING STRATEGIES -CONDUCTED 36 TRAINING WORKSHOPS, TRAINING MORE THAN 1,100 PEOPLE. -TESTED NEW OFFERINGS IN THE AREAS OF RESEARCH, NARRATIVE AND COMMUNICATIONS, AND GOVERNMENT, AMONG OTHERS. -INTRODUCED LEARNING LABS, 3-HOUR, STANDALONE, HIGHLY INTERACTIVE SESSIONS. -REINTRODUCED AND CONDUCTED THREE RACEAND WEBINARS.

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 20,876,169

Part IV Checklist of Required Schedules

Table with 3 columns: Question number, Question text, Yes, No. Rows include questions 1 through 21 regarding organizational requirements and reporting.

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question ID, Question Text, and Yes/No columns. Rows include questions 22 through 38 regarding tax-exempt bond issues, excess benefit transactions, and related party transactions.

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

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

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

Table with 17 main rows and multiple sub-rows (a-e). Columns include question text, sub-row identifier (e.g., 2a, 2b), and response area (Yes/No). Includes sections for employee reporting, foreign accounts, prohibited transactions, and various organizational requirements.

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



Section A. Governing Body and Management

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

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

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

Section C. Disclosure

Table with 3 columns: Question, Yes, No. Rows include: 17 List the states with which a copy of this Form 990 is required to be filed. 18 Section 6104 requires an organization to make its Form 1023... 19 Describe in Schedule O whether (and if so, how) the organization made its governing documents... 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 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			
(1) GLENN HARRIS PRESIDENT	40.00 1.00			X			291,194	0	35,568
(2) ERIC WARD VICE PRESIDE	40.00					X	220,513	0	26,816
(3) JULIE NELSON SVP, PROGRAM	40.00			X			204,762	0	35,713
(4) CHERYL BLAKEMORE VP, STRATEGI	40.00					X	173,431	0	31,971
(5) CARLTON ELEY SD, FED. STR	40.00					X	175,575	0	20,417
(6) CANDACE MOORE SENIOR STRAT	40.00					X	179,511	0	12,550
(7) DMITRI HOLTZMAN SENIOR FELLO	40.00					X	174,681	0	15,395
(8) CRYSTAL JONES COO	40.00			X			108,479	0	10,068
(9) SIMONE BERMUDEZ SVP, DEV. &	40.00			X			91,980	0	1,185
(10) KARLA BRUCE CHIEF OF STA	40.00			X			54,257	0	9,093
(11) KEVIN ALLIS DIRECTOR	1.00	X					0	0	0
(12) MURAD AWAWDEH DIRECTOR	1.00	X					0	0	0
(13) LORI BEZAHLER VICE CHAIR(S)	1.00	X		X			0	0	0
(14) KIM DESMOND DIRECTOR	1.00	X					0	0	0
(15) REBECCA FOX DIRECTOR (SE	1.00	X					0	0	0
(16) RODNEY FOXWORTH TREASURER	1.00	X		X			0	0	0
(17) LEEANN HALL DIRECTOR (SE	1.00 1.00	X					0	0	0

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) ROCIO INCLAN DIRECTOR	1.00	X						0	0	0	
(19) ALETHA MAYBANK DIRECTOR	1.00	X						0	0	0	
(20) KAVITHA MEDIRATTA SECRETARY	1.00	X			X			0	0	0	
(21) RAMON RAMIREZ DIRECTOR (SE	1.00	X						0	0	0	
(22) RALPH REMINGTON DIRECTOR	1.00 1.00	X						0	0	0	
(23) ALBERTO RETANA DIRECTOR	1.00	X						0	0	0	
(24) RON SHIFMAN DIRECTOR (SE	1.00	X						0	0	0	
(25) SEAN THOMAS-BREITFELD DIRECTOR (SE	1.00 1.00	X						0	0	0	
(26) CHRISTI TRAN CHAIRPERSON	1.00	X			X			0	0	0	
1b Sub-Total											
c Total from continuation sheets to Part VII, Section A											
d Total (add lines 1b and 1c)							1,674,383		198,776		

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **49**

	Yes	No
3 Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		No
4 For 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? <i>If "Yes," complete Schedule J for such individual</i>	Yes	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		No

Section B. Independent Contractors

1 Complete 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
SWEETRUSH INC 1728 OCEAN AVE 366 SAN FRANCISCO, CA 94112	HUMAN RESOURCES	323,525
IRMA RIVERA, 18237 PALADIN DR OLNEY, MD 20832	COACHING	221,500
KERRY MITCHELL BROWN LLC 6031 PINE VALLEY DR ORLANDO, FL 32819	RESEARCH & PROG	211,143
CRAFTSMAN TECHNOLOGY GROUP LLC 186 LINCOLN ST STE 500 BOSTON, MA 02111	TECHNOLOGY	143,580
SPOTLIGHT PR LLC 6535 SPINNAKER DR LEWIS CENTER, OH 43035	MEDIA PLANNING	128,300

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization **5**

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 Amt Similar Amounts				
1a Federated campaigns		1a		
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	15,966,366	
g Noncash contributions included in lines 1a - 1f:\$		1g		
h Total. Add lines 1a-1f				15,966,366

Program Service Revenue		Business Code				
2a SPONSORSHIPS AND EVENTS		541610	2,787,631	2,787,631		
b FEES AND CONTRACTS		541610	811,570	811,570		
c						
d						
e						
f All other program service revenue.						
g Total. Add lines 2a-2f.			3,599,201			

Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			591,064			591,064	
	4 Income from investment of tax-exempt bond proceeds							
	5 Royalties							
	6a Gross rents	(i) Real						
		(ii) Personal						
		6a	257,772					
		b Less: rental expenses	6b					
	c Rental income or (loss)	6c	257,772					
	d Net rental income or (loss)				257,772		257,772	
	7a Gross amount from sales of assets other than inventory	(i) Securities						
		(ii) Other						
		7a	65,909					
		b Less: cost or other basis and sales expenses	7b	3,043				
	c Gain or (loss)	7c	62,866					
	d Net gain or (loss)				62,866		62,866	
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 Revenue Misc Amt	11a OTHER INCOME	Business Code				
		900099	50,637	50,637		
	b					
	c					
	d All other revenue					
e Total. Add lines 11a-11d			50,637			
12 Total revenue. See instructions			20,527,906	3,649,838		911,702

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	494,126	494,126		
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	842,301	617,803	120,271	104,227
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	9,762,521	7,447,130	1,897,626	417,765
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	229,552	170,722	47,764	11,066
9 Other employee benefits	2,460,367	1,867,545	472,478	120,344
10 Payroll taxes	874,497	664,565	166,953	42,979
11 Fees for services (non-employees):				
a Management				
b Legal	170,907	153,645	13,741	3,521
c Accounting	73,400	65,986	5,902	1,512
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)	5,029,789	4,521,755	404,405	103,629
12 Advertising and promotion	9,751	8,955	633	163
13 Office expenses	335,093	243,069	73,915	18,109
14 Information technology	459,530	413,115	36,946	9,469
15 Royalties				
16 Occupancy	546,454	415,273	104,325	26,856
17 Travel	946,595	910,984	29,819	5,792
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	2,793,195	2,688,116	87,990	17,089
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	102,612		102,612	
23 Insurance	118,082	89,735	22,544	5,803
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 & SUBSCRIPTIONS	118,828	62,376	48,280	8,172
b MISCELLANEOUS FEES & TAX	106,578	34,944	69,767	1,867
c SPONSORSHIPS	15,350	14,325	918	107
d RETURNED GRANT FUNDS	-8,000	-8,000		
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	25,481,528	20,876,169	3,706,889	898,470
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720).				

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash-non-interest-bearing	4,915,289	1	1,994,016
	2 Savings and temporary cash investments	17,242,600	2	15,966,693
	3 Pledges and grants receivable, net	11,307,718	3	11,296,749
	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	405,024	9	508,619
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 1,816,673		
	b Less: accumulated depreciation	10b 948,328	959,886	10c 868,345
	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	2,175,701	15	1,769,051
16 Total assets: Add lines 1 through 15 (must equal line 33)	37,006,218	16	32,403,473	
Liabilities	17 Accounts payable and accrued expenses	1,300,154	17	1,499,275
	18 Grants payable		18	
	19 Deferred revenue	636,598	19	579,498
	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	2,266,815	25	1,880,209
	26 Total liabilities. Add lines 17 through 25	4,203,567	26	3,958,982
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	11,730,645	27	9,438,480
	28 Net assets with donor restrictions	21,072,006	28	19,006,011
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	32,802,651	32	28,444,491
33 Total liabilities and net assets/fund balances	37,006,218	33	32,403,473	

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	20,527,906
2	Total expenses (must equal Part IX, column (A), line 25)	2	25,481,528
3	Revenue less expenses. Subtract line 2 from line 1	3	-4,953,622
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	32,802,651
5	Net unrealized gains (losses) on investments	5	724,069
6	Donated services and use of facilities	6	
7	Investment expenses	7	-128,607
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	10	28,444,491

Part XII Financial Statements and Reporting

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

		Yes	No
1	Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain 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: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> 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: <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> 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

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ **Attach to Form 990 or Form 990-EZ.**

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

Name of the organization
RACE FORWARD

Employer identification number
94-2759879

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) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . . .	17,295,773	31,812,017	11,850,418	25,292,425	15,966,366	102,216,999
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	17,295,773	31,812,017	11,850,418	25,292,425	15,966,366	102,216,999
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) . . .						26,329,385
6 Public support. Subtract line 5 from line 4.						75,887,614

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
7 Amounts from line 4.	17,295,773	31,812,017	11,850,418	25,292,425	15,966,366	102,216,999
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	9,385	17,317	357,706	647,420	848,836	1,880,664
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.)	53,693	9,053	128,229	51,432	50,637	293,044
11 Total support. Add lines 7 through 10						104,390,707
12 Gross receipts from related activities, etc. (see instructions)					12	16,006,903

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 2024 (line 6, column (f) divided by line 11, column (f))	14	72.700 %
15 Public support percentage for 2023 Schedule A, Part II, line 14	15	78.650 %

- 16a 33 1/3% support test—2024.** 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—2023.** 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—2024.** 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—2023.** 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 III Support Schedule for Organizations Described in Section 509(a)(2)

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

Section A. Public Support

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Gross receipts from admissions, merchandise sold or services performed; 3 Gross receipts from activities that are not an unrelated trade or business; 4 Tax revenues levied for the organization's benefit; 5 The value of services or facilities furnished by a governmental unit; 6 Total; 7a Amounts included on lines 1, 2, and 3 received from disqualified persons; 7b Amounts included on lines 2 and 3 received from other than disqualified persons; 8 Public support.

Section B. Total Support

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 9 Amounts from line 6; 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources; 10b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975; 11 Net income from unrelated business activities not included on line 10b; 12 Other income; 13 Total support; 14 First 5 years.

Section C. Computation of Public Support Percentage

Table with 2 columns: Description, Percentage. Row 15: Public support percentage for 2024; Row 16: Public support percentage from 2023 Schedule A, Part III, line 15.

Section D. Computation of Investment Income Percentage

Table with 2 columns: Description, Percentage. Row 17: Investment income percentage for 2024; Row 18: Investment income percentage from 2023 Schedule A, Part III, line 17; Row 19a: 33 1/3% support tests-2024; Row 19b: 33 1/3% support tests-2023; Row 20: Private foundation.

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

	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?		
11a		
b A family member of a person described on 11a above?		
11b		
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>		
11c		

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>		
1		
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>		
2		

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>		
1		

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?		
1		
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>		
2		
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>		
3		

Section E. Type III Functionally-Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions):			
a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.			
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.			
c <input type="checkbox"/> 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>			
2a			
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>			
2b			
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>			
3a			
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>			
3b			

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 (explain in detail in Part VI):			
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 2024 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-2024	(iii) Distributable Amount for 2024
1 Distributable amount for 2024 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2024 (reasonable cause required-- explain in Part VI). See instructions.			
3 Excess distributions carryover, if any, to 2024:			
a From 2019.			
b From 2020.			
c From 2021.			
d From 2022.			
e From 2023.			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2024 distributable amount			
i Carryover from 2019 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2024 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2024 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2024, 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 2024. 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 2025. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2020.			
b Excess from 2021.			
c Excess from 2022.			
d Excess from 2023.			
e Excess from 2024.			

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
PART II, LINE 10	OTHER INCOME 293,044

Additional Data

Return to Form

Software ID:

Software Version:

Schedule of Contributors

▶ Attach to Form 990, 990-EZ, or 990-PF.
 ▶ Go to www.irs.gov/Form990 for the latest information.

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

Part I

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

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

Name of organization
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
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____

Name of organization
RACE FORWARD

Employer identification number
94-2759879

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

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

Additional Data

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Software Version:

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527

▶ **Complete if the organization is described below.** ▶ **Attach to Form 990 or Form 990-EZ.**
▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

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
------------------------------------------	---------------------------------------------------------

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?		<input type="checkbox"/> Yes <input type="checkbox"/> No
4a	Was a correction made?		<input type="checkbox"/> Yes <input type="checkbox"/> 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?		<input type="checkbox"/> Yes <input type="checkbox"/> 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)														
b Total lobbying expenditures to influence a legislative body (direct lobbying)														
c Total lobbying expenditures (add lines 1a and 1b)														
d Other exempt purpose expenditures	25,481,528													
e Total exempt purpose expenditures (add lines 1c and 1d)	25,481,528													
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.	1,000,000													
<table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th style="width:35%;">If the amount on line 1e, column (a) or (b) is:</th> <th style="width:65%;">The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <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> </tbody> </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-														
i Subtract line 1f from line 1c. If zero or less, enter -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?		<input type="checkbox"/> Yes <input type="checkbox"/> 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) 2021	(b) 2022	(c) 2023	(d) 2024	(e) Total
2a Lobbying nontaxable amount	937,835	1,000,000	1,000,000	1,000,000	3,937,835
b Lobbying ceiling amount (150% of line 2a, column(e))					5,906,753
c Total lobbying expenditures	63	854	500,000		500,917
d Grassroots nontaxable amount	234,459	250,000	250,000	250,000	984,459
e Grassroots ceiling amount (150% of line 2d, column (e))					1,476,689
f Grassroots lobbying expenditures		157	250,000		250,157

Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

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

	(a)		(b)
	Yes	No	Amount
1 During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a Volunteers?			
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
c Media advertisements?			
d Mailings to members, legislators, or the public?			
e Publications, or published or broadcast statements?			
f Grants to other organizations for lobbying purposes?			
g Direct contact with legislators, their staffs, government officials, or a legislative body?			
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i Other activities?			
j Total. Add lines 1c through 1i			
2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

	Yes	No
1 Were substantially all (90% or more) dues received nondeductible by members?	1	
2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	
3 Did the organization agree to carry over lobbying and political expenditures from the prior year?	3	

Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes."

1 Dues, assessments and similar amounts from members	1	
2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
a Current year	2a	
b Carryover from last year	2b	
c Total	2c	
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues .	3	
4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5 Taxable amount of lobbying and political expenditures. See Instructions	5	

Part IV Supplemental Information

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (see instructions), and Part II-B, line 1. Also, complete this part for any additional information.

Return Reference	Explanation

Additional Data

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Software ID:

Software Version:

SCHEDULE D
(Form 990)

Supplemental Financial Statements

OMB No. 1545-0047

(Rev. January 2025)
Department of the Treasury
Internal Revenue Service

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

Open to Public Inspection

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

Name of the organization
RACE FORWARD

Employer identification number

94-2759879

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.

	Held at the End of the Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after July 25, 2006, and not on a historic structure listed in the National Register	2d

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
b Scholarly research
c Preservation for future generations
d Loan or exchange programs
e Other
4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
5 During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements.

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

- 1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
b If "Yes," explain the arrangement in Part XIII and complete the following table:
Table with columns: Amount, 1c Beginning balance, 1d Additions during the year, 1e Distributions during the year, 1f Ending balance
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.

Table with 6 columns: (a) Current year, (b) Prior year, (c) Two years back, (d) Three years back, (e) Four years back. Rows include: 1a Beginning of year balance, 1b Contributions, 1c Net investment earnings, gains, and losses, 1d Grants or scholarships, 1e Other expenditures for facilities and programs, 1f Administrative expenses, 1g 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?
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.

Table with 5 columns: (a) Cost or other basis (investment), (b) Cost or other basis (other), (c) Accumulated depreciation, (d) Book value. Rows include: 1a Land, 1b Buildings, 1c Leasehold improvements, 1d Equipment, 1e Other, Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).)

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-TO-USE ASSET	1,769,051
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.)	1,769,051

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	
OPERATING LEASE LIABILITY	1,880,209
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.)	1,880,209

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	21,123,368
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a 724,069		
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	724,069
3	Subtract line 2e from line 1		3	20,399,299
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 128,607		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	128,607
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)		5	20,527,906

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	25,481,528
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	
3	Subtract line 2e from line 1		3	25,481,528
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)		5	25,481,528

Part XIII Supplemental Information

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

Return Reference	Explanation
SCHEDULE D, PAGE 3, PART X	THE ORGANIZATION FOLLOWS THE INCOME TAX STANDARD FOR UNCERTAIN TAX POSITIONS AND HAS CONCLUDED THAT AS OF DECEMBER 31, 2024, THERE ARE NO UNCERTAIN TAX POSITIONS TAKEN OR EXPECTED TO BE TAKEN THAT WOULD REQUIRE RECOGNITION OF A LIABILITY IN THE FINANCIAL STATEMENTS OR DISCLOSURE.

Additional Data

[**Return to Form**](#)

Software ID:

Software Version:

**Schedule I
(Form 990)**

(Rev. January 2025)

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 instructions and the latest information.

OMB No. 1545-0047

**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) ALLIANCE FOR GLOBAL JUSTICE 225 E 26TH ST SUITE 1 TUCSON,AZ 85713	52-2094677	501C3	80,000				ENVIRONMENTAL JUSTIC
(2) EARTH CARE INTERNATIONAL 6600 VALENTINE WAY BLDG A SANTA FE,NM 87507	33-1017279	501C3	80,000				ENVIRONMENTAL JUSTIC
(3) WEST ATLANTA WATERSHED ALLIANCE PO BOX 10883 ATLANTA,GA 30310	20-0890449	501C3	80,000				ENVIRONMENTAL JUSTIC
(4) CAIR-SV 717 K ST SUITE 217 SACRAMENTO,CA 95814	77-0411194	501C3	20,000				COMMUNITY SUPPORT
(5) FOOD FOR THE SPIRIT INC 6620 BAKER ROAD PRATTSBURGH,NY 14873	92-0989861	501C3	80,000				ENVIRONMENTAL JUSTIC
(6) FREEDOM COMMUNITY CENTER 3450 OHIO AVENUE ST LOUIS,MO 63118	85-3332122	501C3	10,000				INCARCERATION JUSTIC
(7) HUMANS OF ST LOUIS 5012 MARDEL AVENUE ST LOUIS,MO 63109	37-1835436	501C3	10,000				STORYTELLERS AND EDI
(8) JAMAA BIRTH VILLAGE 40 N FLORISSANT RD FERGUSON,MO 63135	47-5592021	501C3	10,000				COMMUNITY SUPPORT
(9) NORTH CAROLINA ENVIRONMENTAL JUSTIC 3434 EDWARDS MILL ROAD SUITE 112-37 RALEIGH,NC 27612	20-5966295	501C3	40,000				RACIAL JUSTICE
(10) OLNEYVILLE HOUSING CORPORATION 66 CHAFFEE ST PROVIDENCE,RI 02909	22-3010422	501C3	15,000				HOUSING JUSTICE
(11) THE MICHAEL BROWN SR CHOSEN FOR CH 9420 WEST FLORISSANT AVE FERGUSON,MO 63136	92-0586551	501C3	30,000				ART EXHIBIT
(12) THE MISSION ATTEMPT 1735 DEBORAH DR FLORISSANT,MO 63031	92-1457036	501C3	10,000				COMMUNITY SUPPORT
(13) THE SOPHIA PROJECT 5501 DELMAR BLVD SUITE A470 ST LOUIS,MO 63112	45-5604418	501C3	10,000				IN-SCHOOL WORKSHOPS
(14) VIRGINIA COMMONWEALTH UNIVERSITY PO BOX 843036 RICHMOND,VA 23284	54-6001758	501C3	8,626				WILDER FELLOW
(15) ACCE INSTITUTE 3655 S GRANT AVE STE 250 LOS ANGELES,CA 90007	27-1487442	501C3	8,000				HOUSING JUSTICE

- 2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 15
- 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
SCHEDULE I, PAGE 1, PART I, LINE 2	RACE FORWARD MONITORS THE USE OF GRANT FUNDS BY REQUIRING INFORMATION AND/OR REPORTS THAT DESCRIBE HOW THE FUNDS WERE USED, AND THE PROJECT MANAGER REVIEWS THE INFORMATION TO MAKE SURE IT ALIGNS WITH THE OVERALL PURPOSE OF THE GRANT.

Additional Data

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Software ID:

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Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 23.**

▶ **Attach to Form 990.**

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

OMB No. 1545-0047

Open to Public Inspection

Name of the organization
RACE FORWARD

Employer identification number

94-2759879

Part I Questions Regarding Compensation

- 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.
- | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <input type="checkbox"/> First-class or charter travel
<input type="checkbox"/> Travel for companions
<input type="checkbox"/> Tax idemnification and gross-up payments
<input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Housing allowance or residence for personal use
<input type="checkbox"/> Payments for business use of personal residence
<input type="checkbox"/> Health or social club dues or initiation fees
<input type="checkbox"/> 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.

- | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <input checked="" type="checkbox"/> Compensation committee
<input checked="" type="checkbox"/> Independent compensation consultant
<input checked="" type="checkbox"/> Form 990 of other organizations | <input type="checkbox"/> Written employment contract
<input type="checkbox"/> Compensation survey or study
<input checked="" type="checkbox"/> 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)?

	Yes	No
1a		
1b		
2		
3		
4a		No
4b		No
4c		No
5a		No
5b		No
6a		No
6b		No
7		No
8		No
9		

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				
1 GLENN HARRIS PRESIDENT	(i)	291,194			14,117	21,451	326,762	
	(ii)	-----	-----	-----	---	-----	-----	---
2 ERIC WARD VICE PRESIDENT	(i)	220,513			4,356	22,460	247,329	
	(ii)	-----	-----	-----	---	-----	-----	---
3 JULIE NELSON SVP, PROGRAMS	(i)	204,762			10,215	25,498	240,475	
	(ii)	-----	-----	-----	---	-----	-----	---
4 CHERYL BLAKEMORE VP, STRATEGIC COMMS	(i)	173,431			5,628	26,343	205,402	
	(ii)	-----	-----	-----	---	-----	-----	---
5 CARLTON ELEY SD, FED. STRATEGIES	(i)	175,575			4,086	16,331	195,992	
	(ii)	-----	-----	-----	---	-----	-----	---
6 CANDACE MOORE SENIOR STRATEGIC ADV	(i)	179,511				12,550	192,061	
	(ii)	-----	-----	-----	---	-----	-----	---
7 DMITRI HOLTZMAN SENIOR FELLOW	(i)	174,681			1,766	13,629	190,076	
	(ii)	-----	-----	-----	---	-----	-----	---

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

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Software ID:

Software Version:

SCHEDULE O
(Form 990)

Supplemental Information to Form 990 or 990-EZ

OMB No. 1545-0047

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

Open to Public Inspection

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

Name of the organization
RACE FORWARD

Employer identification number

94-2759879

Return Reference	Explanation
FORM 990, PAGE 2, PART III, LINE 4A	<p>FOR MORE THAN 43 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. IN 2024, WE RELEASED OUR NEW STRATEGIC PLAN. OUR VISION AND MISSION: -VISION: RACE FORWARD IMAGINES A JUST, MULTIRACIAL, DEMOCRATIC SOCIETY IN WHICH PEOPLE OF COLOR THRIVE WITH PURPOSE AND POWER. -MISSION: WE SUPPORT COMMUNITIES AND PUBLIC INSTITUTIONS TO ACHIEVE A JUST MULTIRACIAL DEMOCRATIC SOCIETY THROUGH GOVERNANCE THAT ADVANCES RACIAL JUSTICE. -THEORY OF CHANGE: 1) COMMUNITIES OF COLOR WIN GOVERNING POWER: COLLABORATIVE NETWORKS OF COMMUNITY ORGANIZATIONS SHARE COMMON NARRATIVES OF RACIAL JUSTICE AND A SHARED AGENDA FOR DEMOCRATIC PRACTICES AND GOVERNANCE. 2) PUBLIC INSTITUTIONS ARE TRANSFORMED AND BETTER EQUIPPED TO ADVANCE RACIAL JUSTICE: A WIDE NETWORK OF INFORMED AND ENGAGED PUBLIC SERVANTS WORK WITHIN INSTITUTIONS TO ADVANCE RACIAL JUSTICE AND CHANGE PREVAILING NARRATIVES. 3) COMMUNITIES AND CROSS-SECTOR INSTITUTIONS EFFECTIVELY COLLABORATE FOR CHANGE: STRONG COMMUNICATION CHANNELS AND DIALOGUE AMONG COMMUNITY ORGANIZERS AND PUBLIC SERVANTS ACROSS SECTORS ADVANCE RACIAL JUSTICE THROUGH CO-GOVERNANCE BETWEEN COMMUNITIES AND PUBLIC INSTITUTIONS. 2024 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 LOCAL AND REGIONAL GOVERNMENT JURISDICTIONS, OUR FEDERAL INITIATIVE TO GOVERN FOR RACIAL EQUITY (FIRE), AND OUR HOUSING, LAND AND DEVELOPMENT NETWORK (HLDN) ARE HOUSED IN THIS DEPARTMENT. SELECT HIGHLIGHTS: -OVER 670 MEMBERS ATTENDED GARE'S ANNUAL MEMBERSHIP MEETING. -GARE ALSO: 1) HOSTED 21 ONLINE PROGRAMS AND LAUNCHED NEW INFORMAL, UNRECORDED SPACES (COFFEE HOURS AND SENSEMAKING), WITH ATTENDEES. 2) LAUNCHED THE CALIFORNIA STATEWIDE INNOVATION COMMUNITY, A 10-MONTH LEARNING EXCHANGE OF 24 PRACTITIONERS, REPRESENTING GOVERNMENT AND COMMUNITY SECTORS. 3) RECEIVED THE COUNCIL OF GOVERNMENTS' STUART A. FREUDBERG AWARD FOR REGIONAL PARTNERSHIP. 4) RELEASED A SELF-PACED LEARNING RESOURCE FRAMEWORK FOR INSTITUTIONAL CHANGE FOR RACIAL EQUITY. -OUR FIRE TEAM: 1) TRAINED 2,250 STAFF AT THE U.S. FOREST SERVICES EQUITY SUMMIT. 2) INITIATED A DIGITAL DOCUMENTATION PROJECT FOR FEDERAL PUBLIC RECORDS ON RACIAL EQUITY, COLLECTING AND ARCHIVING MORE THAN 300 PUBLIC EQUITY DOCUMENTS AND RECORDS PREPARED BY FEDERAL AGENCIES/DEPARTMENTS DURING THE BIDEN-HARRIS ADMINISTRATION. 3) PARTICIPATED IN SEVERAL CONFERENCES AND EVENTS: NETWORK OF SCHOOLS OF PUBLIC POLICY, AFFAIRS AND ADMINISTRATION; CENTER FOR AMERICAN PROGRESS; ENVIRONMENTAL PROTECTION AGENCY REGION 4 ENVIRONMENTAL JUSTICE ACADEMY PROGRAM; ANNUAL CONFERENCE OF THE INTERNATIONAL ASSOCIATION OF TRANSPORTATION REGULATORS. 4) LAUNCHED AN ONLINE PORTAL FOR FEDERAL RACIAL EQUITY PRACTITIONERS. -THE HOUSING, LAND AND DEVELOPMENT NETWORKING GROUP GREW TO 330 MEMBERS (32% INCREASE). THE TEAM: 1) HOSTED 11 VIRTUAL MEETINGS ON HOUSING REPARATIONS, LEGAL STRATEGIES, EQUITABLE ZONING REFORM, AND COLLABORATIVE GOVERNANCE; ESTABLISHED A PUBLIC REPOSITORY OF RACE-INFORMED HOUSING POLICIES AND PLANS, AND PUBLISHED A SERIES OF BRIEFS ON THE "ROOT CAUSES OF HOUSING AND LAND INJUSTICE" 2) PARTNERED WITH HABITAT FOR HUMANITY'S ADVANCING BLACK HOMEOWNERSHIP INITIATIVE TO STRENGTHEN THE ORGANIZATION'S COMMITMENT TO BUILDING BLACK COMMUNITY WEALTH. MOVEMENT CAPACITY BUILDING: BUILDS LEADERSHIP AND CAPACITY OF GRASSROOTS AND OTHER ORGANIZATIONS WITHIN COMMUNITIES OF COLOR. SELECT HIGHLIGHTS: -HEAL (HONEST EDUCATION ACTION AND LEADERSHIP) TOGETHER LAUNCHED PUBLIC SCHOOL STRONG, A NATIONAL CAMPAIGN THAT HAS ENGAGED OVER 5,000 EDUCATORS, PARENTS, AND STUDENTS TO PUSH BACK AGAINST PRIVATIZATION, CENSORSHIP, AND DISINVESTMENT IN OUR SCHOOLS. THE CAMPAIGN REGISTERED TEAMS IN ALL 50 STATES, AND THE DISTRICT OF COLUMBIA WITH STATEWIDE CAMPAIGNS IN NORTH CAROLINA, TENNESSEE, AND IOWA. -THE ROOT SOLUTIONS FOR PUBLIC SAFETY PROGRAM HOSTED 1) TWO LEARNING EXCHANGE RETREATS FOR 40 GRASSROOTS COMMUNITY LEADERS AND GOVERNMENT PRACTITIONERS WORKING IN NEW ORLEANS, CHICAGO, PHILADELPHIA, AND TUCSON TO DEVELOP INNOVATIVE SOLUTIONS TO ADVANCE RACIAL EQUITY IN PRE- TRIAL LEGAL SYSTEMS IN THEIR HOME JURISDICTIONS. 2) A PRE-CONFERENCE SESSION FOR THE MACARTHUR FOUNDATION'S ANNUAL NETWORKING CONVENING. 3) PUBLISHED AN ISSUE BRIEF. -POLICY INNOVATION LAB CONCLUDED A 3-YEAR COLLABORATIVE COHORT OF 30 GRASSROOTS ORGANIZERS AND COMMUNITY LEADERS FROM FOUR GRASSROOTS ORGANIZATIONS ACROSS THE COUNTRY TO PILOT A METHODOLOGY AND FRAMEWORK THAT POSITIONS COMMUNITIES TO SHAPE AND IMPLEMENT POLICY AGENDAS. NARRATIVE, COMMUNICATIONS AND STORYTELLING: WORKS ACROSS THE ORGANIZATION TO DEVELOP AND SHARE TOOLS TO ADVANCE AND AMPLIFY NARRATIVES AND STORIES THAT PROMOTE OUR WORK TO ADVANCE RACIAL JUSTICE. SELECT HIGHLIGHTS: 1) HOSTED A HOUSING JUSTICE NARRATIVE CONVENING, BRINGING OVER 60 ORGANIZERS, POLICY ADVOCATES, AND ARTISTS TOGETHER TO SHARE THEIR BEST PRACTICES ON GRASSROOTS COMMUNITY AND CULTURAL ORGANIZING FOR HOUSING JUSTICE. 2) VISUAL STORYTELLING FUND RECIPIENTS WORKED WITH LOCAL PARTNERS TO COMMISSION A HOUSING JUSTICE ANTHEM AND MUSIC VIDEO WHILE ANOTHER INCORPORATED ART INTO THEIR PROTEST ACTION TO DISPLAY THE IMPACT OF RISING RENTS AND HOMELESSNESS. 3) PROVIDED NARRATIVE CONSULTATION TO THE AMERICAN MEDICAL ASSOCIATION'S RISE TO HEALTH COALITION. 4) MOMENTUM PODCAST SECURED HIGH-PROFILE GUESTS, INCLUDING FORMER HUD SECRETARY JULIN CASTRO, CEO OF THE LATINO COMMUNITY FOUNDATION AND AYANNA PARSONS, CO-FOUNDER, FEARLESS FUND. CROSS DEPARTMENTAL INITIATIVES RESEARCH: CONDUCTS APPLIED RESEARCH UPLIFTING THE EXPERIENCES OF THOSE DIRECTLY AFFECTED BY INSTITUTIONAL AND STRUCTURAL RACISM. SELECT HIGHLIGHTS: -ENGAGED HUNDREDS OF RACIAL JUSTICE RESEARCHERS AND EVALUATORS AND AUDIENCES TO VALUES-DRIVEN AND RESEARCH JUSTICE FRAMEWORKS, PROVIDED TOOLKITS AND WORKSHOPS. -FACILITATED SESSIONS FOR THE SOCIETY FOR THE PSYCHOLOGICAL STUDY OF SOCIAL ISSUES, EVIDENCE FOR ACTION, ESSIE JUSTICE GROUP, FRESNO PACIFIC UNIVERSITY, PORTLAND STATE UNIVERSITY, AND CENTRAL OREGON HEALTH COUNCIL, AMONG OTHERS. PLACE-BASED STRATEGIES: CREATES LOCALIZED SPACES FOR PEOPLE ACROSS ISSUES AND SECTORS TO DEVELOP LONG-TERM STRATEGIES THAT BUILD POWER AND RESOURCES IN COMMUNITIES OF COLOR. -AS A RESULT OF A 5-YEAR ENGAGEMENT WITH THE CITY OF SACRAMENTO, CA, THE SACRAMENTO CITY COUNCIL APPROVED A HISTORIC RACIAL EQUITY RESOLUTION CREATED IN PARTNERSHIP BETWEEN THE</p>

Return Reference	Explanation
	CITY AND COMMUNITY AND CALLS FOR THE: 1) CITY MANAGER TO DEVELOP AND REFINE RACIAL EQUITY ANALYSES IN ALL GOVERNMENT BUSINESSES, PRIORITIZING THE CITY'S BUDGET PROCESS. 2) CREATION OF A RACIAL EQUITY ACTION PLAN WITH CLEARLY DEFINED GOALS, TIMELINES, RESPONSIBILITIES, PERFORMANCE METRICS, QUARTERLY STATUS UPDATES AND ALLOCATION OF RESOURCES. TRAINING STRATEGIES -CONDUCTED 36 TRAINING WORKSHOPS, TRAINING MORE THAN 1,100 PEOPLE. -TESTED NEW OFFERINGS IN THE AREAS OF RESEARCH, NARRATIVE AND COMMUNICATIONS, AND GOVERNMENT, AMONG OTHERS. -INTRODUCED LEARNING LABS, 3-HOUR, STANDALONE, HIGHLY INTERACTIVE SESSIONS. -REINTRODUCED AND CONDUCTED THREE RACEAND WEBINARS.
FORM 990, PAGE 6, PART VI, LINE 11B	THE VICE PRESIDENT OF FINANCE AND MEMBERS OF THE FINANCE DEPARTMENT REVIEW THE PREPARED DRAFT OF THE FORM 990. AFTER THEIR REVIEW AND APPROVAL, THE DRAFT IS REVIEWED BY COUNSEL. A FINAL DRAFT IS CIRCULATED TO THE FULL BOARD OF DIRECTORS, AND THE EXECUTIVE STAFF OF THE ORGANIZATION, BEFORE FILING.
FORM 990, PAGE 6, PART VI, 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 TAKES SUCH OTHER ACTIONS AS ARE NECESSARY FOR EFFECTIVE OVERSIGHT.
FORM 990, PAGE 6, PART VI, LINE 15A	INDEPENDENT MEMBERS OF THE BOARD, WITHOUT THE PRESIDENT'S PARTICIPATION, PERIODICALLY 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, PAGE 6, PART VI, LINE 15B	ROUTINELY, MARKET DATA SURVEYS ARE COMPILED FOR ALL POSITIONS OF THE ORGANIZATION, REVIEWED BY MANAGEMENT, AND WHEN NECESSARY, SALARIES ARE UPDATED.
FORM 990, PAGE 6, PART VI, LINE 17	OREGON, PENNSYLVANIA, RHODE ISLAND, VIRGINIA, WEST VIRGINIA
FORM 990, PAGE 6, PART VI, 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 VII	LORI BEZAHLER LEFT THE BOARD IN FEBRUARY 2024. REBECCA FOX LEFT THE BOARD IN JULY 2024. LEEANN HALL LEFT THE BOARD IN FEBRUARY 2024. RAMON RAMIREZ LEFT THE BOARD IN FEBRUARY 2024. RON SHIFMAN LEFT THE BOARD IN FEBRUARY 2024. SEAN THOMAS-BREITFELD LEFT THE BOARD IN JUNE 2024.
FORM 990, PART IX, LINE 11G	STAFF DEVELOPMENT 22,291 1,994 511 PROFESSIONAL SERVICES 2,831,278 253,216 64,887 PROFESSIONAL SERVICES - TECH 144,481 12,922 3,311 CONSULTING SERVICES 1,195,698 106,938 27,403 TEMPORARY STAFF AGENCIES 328,007 29,335 7,517 TOTAL 4,521,755 404,405 103,629

Additional Data

Return to Form

Software ID:

Software Version:

**SCHEDULE R
(Form 990)**

(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

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

**Open to Public
Inspection**

Name of the organization
RACE FORWARD

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) RACE FORWARD ACTION 145 E 57TH ST 4TH FL NEW YORK, NY 10022 92-0898880	ADVOCACY	NY	501C4		RACE FORWA	Yes	
(2) EQUITY ACTION 900 ALICE STREET SUITE 400 OAKLAND, CA 94607 20-3745400	ADVOCACY	CA	501C4		RACE FORWA 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) Disproportionate 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	Yes	
1o	Yes	
1p		No
1q	Yes	
1r	Yes	
1s		No

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) RACE FORWARD ACTION	O	300,000	FAIR MARKET VALUE

Part VII Supplemental Information

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

Return Reference

Explanation

Schedule R (Form 990) (Rev. 1-2025)

Additional Data[Return to Form](#)

Software ID:
Software Version: