

RACE FORWARD

CONTENTS

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Report Generated on: 11/18/2025

Executive Summary	2
Programs & Results	4
Financial Review	6
Operations & Leadership	8

APPENDIX

Key Documents	20
Charity Check Report	21

RACE FORWARD

 fka Applied Research Centerfka Center for Social Inclusion

 Washington, DC

 <https://www.raceforward.org>

 (212)513-7925

 View GuideStar Profile



MISSION

We support communities and public institutions to achieve a just multiracial democratic society through governance that advances racial justice.

EIN

94-2759879

RULING YEAR

1981

IRS SUBSECTION

501(c)(3) Public Charity

FOUNDING YEAR

1981

MAIN ADDRESS

PO Box 96353
Washington, DC
20090-6353

AFFILIATION TYPE

Independent Organization

CONTACT

Race Forward
(212) 513-7925
development@raceforward.org

PRESIDENT

Glenn Harris

BOARD CHAIR

Christi Tran

SUBJECT AREA

Human rights

Democracy

NTEE Code

Minority Rights (R22)

2 GUIDESTAR PRO REPORT for RACE FORWARD | EIN: 94-2759879 | Report Generated: 11 / 18 / 2025

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PROGRAMS

1. INSTITUTIONAL AND SECTORAL CHANGE

Population(s) served:Adults

2. PLACE-BASED STRATEGIES

Population(s) served:

3. TRAINING STRATEGIES

Population(s) served:

4. NARRATIVE, COMMUNICATIONS AND STORYTELLING

Population(s) served:Adults

5. CONFERENCES AND EVENTS

Population(s) served:Adults

6. MOVEMENT CAPACITY BUILDING

Population(s) served:Adults

7. APPLIED RESEARCH

Population(s) served:Adults

POPULATIONS SERVED

1. Ethnic and racial groups

2. Age groups

COMPLIANCE

- ✓ IRS Pub 78 Verified as of November 2025
- ✓ IRS BMF 509(a) (1) as of November 14, 2025
- ✓ A-133 Audit Required/Performed?
- ✓ Conflict of Interest Policy
- ✓ Written whistleblower policy

Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)

TRANSPARENCY MEASURES

- ✓ Board Practices Reported?
- ✓ Diversity Data Reported?
- 14 Number of Independent Board Members

Programs & Results

PROGRAMS

Source: Self-Reported by Organization,
February 2025

INSTITUTIONAL AND SECTORAL CHANGE

Population(s) Served: n/a

Race Forward's Institutional and Sectoral Change Department advances racial equity practice in government through learning cohorts, networks, training, tool development, coaching, and convening. The Government Alliance on Race and Equity (GARE) is a dynamic peer-to-peer learning and practice network dedicated to advancing racial equity in government, so that we all thrive where we live, learn, work and play. This network is driven by the active participation of 13,000+ public stewards, or racial equity practitioners, working in 400+ local, regional, and state GARE member jurisdictions and supported by a small staff team and strategic partners. Race Forward's State Strategies work, in partnership with State of Equity, cultivates a community of state government racial equity practitioners and develops a national strategy for advancing racial equity in state governments. The Federal Initiative on Governing for Race and Equity (FIRE) works to advance racial equity in public administration.

PLACE-BASED STRATEGIES

Population(s) Served: n/a

Race Forward's Place-Based Strategies aims to bridge the efforts of community and public institutions to produce collaborative governing power that is strong enough to deliver on the promise of a multiracial democracy. We help partners organize to grow shared power, analyze structural racial inequality, and align relationships and strategies for change.

TRAINING STRATEGIES

Population(s) Served: n/a

Race Forward also provides a range of training and capacity building initiatives, ranging from single-day explorations of structural racism to multi-month cohorts, where groups of organizations develop specific programs to advance racial equity.

NARRATIVE, COMMUNICATIONS AND STORYTELLING

Population(s) Served: n/a

Our Narrative, Arts, and Culture Department works strategically in and through journalism, communications, the arts, popular culture, and cultural organizing to build and secure a culture that centers equity and justice for all. This Department has three major programmatic areas. • Colorlines. Colorlines advances the stories that are important for all interested in racial and cultural equity and justice. The platform reaches 300,000 people monthly, bringing our readers news, criticism, and analysis to the racial justice movement. • Strategic Communications. This program area lifts up and advances our research, training, and collective work through transformative messages, stories, and narratives that advance equity and justice in our communities and our world. • Narrative and Cultural Strategies. This program establishes and advances common language and best practices to advance equity and justice in the arts and cultural sectors, and develops and advances narrative and cultural strategy across sectors and the movement as a whole. Featured efforts narrative change efforts include: o The Arts Lab, which provides training to improve racial equity in the performing arts; o The Immigrant Futures Lab, which is working to advance an immigrant and migrant justice narrative system with a robust infrastructure and vibrant ecosystem to challenge the domination of anti-immigrant narratives; and o The Housing Narrative Change Initiative, which works to center the

deep experiences of frontline communities and build power for narratives that lift up the value of safe, affordable, and secure housing.

CONFERENCES AND EVENTS

Population(s) Served: n/a

Race Forward hosts Facing Race – the nation's largest multiracial, intergenerational racial justice conference. This biennially, one-of-a-kind space serves as a vital intersection where community organizers, activists, and movement makers converge to build power and strategies to advance racial justice. Just Narratives is a multi-day convening of narrative strategists, communicators, creatives, storytellers, racial justice advocates, and movement builders to co-construct and mobilize racially just narratives that transform mindsets, policies, practices, and institutions in favor of racial justice and solidarity. Our #RaceAnd webinar series focuses on the intersections between structural racism and issues impacting communities of color. We focus on the efforts of organizers fighting for racial equity.

MOVEMENT CAPACITY BUILDING

Population(s) Served: n/a

The Movement and Capacity Building Department builds leadership and capacity within the racial justice movement for grassroots organizations and other institutions to advance racial equity on a national scale. This Department has three major programmatic areas. • Movement Building and Leadership Development. Race Forward believes that a strong movement for racial justice requires that communities and institutions across multiple sectors of society – government, philanthropy, and nonprofits – must operationalize racial equity in their policies, practices, programs, and procedures. We are in the midst of developing a dedicated

Leadership Development program that will train a Cohort composed of the leadership of communities of color in a multi-sector movement building space, helping them to collectively develop a comprehensive approach for advancing racial justice in their communities. • “Race and...” Presentations and Webinars. The “Race And...” presentations and webinars were part of a special series that explores the many ways that race compounds and intersects with all the other issues faced by people of color. These presentations are prepared and released as opportunities present themselves. • Policy. Policy work, previously housed in their own Department in Race Forward, has been shifted to Movement and Capacity Building in recognition of the importance of our issue-based work in supporting grassroots leadership development movement building. The policy programmatic work has centered on three areas of effort: Energy Democracy, in which we use a racial equity lens and analysis in renewable energy policy and planning. We are the lead national organization coordinating 100% Cities; The Built Environment, in which the structural racism element in the physical structures that surround our lives (e.g., housing, transportation, and education) are addressed in cooperation with community-based cohorts and other regional stakeholders by promoting relationship building, facilitating capacity building, and providing technical assistance to address a range of built environment issue areas; and Food Equity, in which Race Forward provides food security research and materials and supports community organizations dealing with food security issues. We spent the majority of 2019 attending partner convenings, continuing to deepen relationships with existing partners, and connecting allies in the food equity movement to our connections in GARE.

areas. • Specific Programmatic Research. The Research Department supports a range of investigations into the specific programmatic objectives of Race Forward and its partners. One current programmatic research effort is the Racial Equity Survey to which over 50,000 government employees working for jurisdictions that are members of GARE are expected to respond. The results of this survey will help Race Forward track and monitor racially equity improvements across time and across jurisdictions for evaluative, descriptive, and potentially predictive purposes. • Impact Planning and Evaluation. Our research work focuses not only on external projects, but also on assessing and evaluating the impact of Race Forward’s own work. We have redefined the role of one of our team members to increase our capacity for impact planning and evaluation and are developing processes to standardize our evaluation efforts.

APPLIED RESEARCH

Population(s) Served: n/a

Applied Research provides analysis and materials to help activists, teachers, advocates, and government officials articulate and pursue racial equity standards in their work. It also provides assistance to external partners with which we interact, helping them to assess the effectiveness of their own initiatives and the consistency of their own internal operations. This Department has two major programmatic

Financials

FISCAL YEAR START: 01/01

FISCAL YEAR END: 12/31

✓ Financials audited by an independent accountant

FINANCIALS QUICK VIEW

Total revenue, gains, and other support per audited financial statements	\$28,381,415
Total expenses and losses per audited financial statements	\$25,934,156
Surpluses in last 5 years	3
Negative Net Assets in past 5 years	0

Financial Trends Analysis

Business Model Indicators

Created in Partnership with

 Nonprofit Finance Fund®

Profitability	2019	2020	2021	2022	2023
Unrestricted surplus (deficit) before depreciation	\$1,032,821	\$8,764,504	\$11,741,319	-\$4,827,070	-\$6,837,760
As a % of expenses	8.6%	67.8%	75.0%	-19.4%	-26.5%
Unrestricted surplus (deficit) after depreciation	\$964,347	\$8,664,776	\$11,637,080	-\$4,949,687	-\$6,961,062
As a % of expenses	8.0%	66.5%	73.9%	-19.8%	-26.8%
Revenue Composition					
Total revenue (unrestricted & restricted)	\$11,012,148	\$20,857,248	\$35,206,795	\$16,435,117	\$27,224,723
Total revenue, % change over prior year	8.0%	89.4%	68.8%	-53.3%	65.6%
Program services revenue	25.3%	16.7%	9.5%	24.9%	5.3%
Membership dues	0.0%	0.0%	0.0%	0.0%	0.0%
Investment income	0.2%	0.0%	0.0%	2.1%	2.3%
Government grants	0.0%	0.0%	3.6%	0.0%	0.0%
All other grants and contributions	73.7%	82.9%	86.7%	72.1%	92.9%
Other revenue	0.9%	0.4%	0.1%	0.9%	-0.6%
Expense Composition					
Total expenses before depreciation	\$12,012,620	\$12,930,308	\$15,652,405	\$24,899,389	\$25,810,854
Total expenses, % change over prior year	15.7%	7.6%	21.1%	59.1%	3.7%
Personnel	59.2%	55.5%	49.4%	43.1%	52.4%
Professional Fees	16.1%	23.5%	32.9%	32.0%	27.1%
Occupancy	1.8%	3.0%	2.9%	2.5%	2.3%
Interest	0.0%	0.0%	0.0%	0.0%	0.0%
Pass-Through	6.1%	0.0%	6.6%	6.1%	6.8%
All other expenses	16.7%	18.0%	8.3%	16.4%	11.4%

Financial Trends Analysis, continued

Moving Toward Full Cost Coverage

Full Cost Components (estimated)	2019	2020	2021	2022	2023
Total Expenses (after depreciation)	\$12,081,094	\$13,030,036	\$15,756,644	\$25,022,006	\$25,934,156
One Month of Savings	\$1,001,052	\$1,077,526	\$1,304,367	\$2,074,949	\$2,150,905
Debt Principal Repayment	\$0	\$0	\$1,262,855	\$0	\$0
Fixed Asset Additions	\$241,200	\$0	\$0	\$0	\$0
Total Full Costs (estimated)	\$13,323,346	\$14,107,562	\$18,323,866	\$27,096,955	\$28,085,061

Capital Structure Indicators

Liquidity

Months of cash	5.9	16.3	25.1	12.9	10.3
Months of cash and investments	5.9	16.3	25.1	12.9	10.3
Months of estimated liquid unrestricted net assets	2.2	11.1	17.2	8.5	5.0

Balance Sheet Composition

Cash	\$5,872,915	\$17,526,896	\$32,698,418	\$26,797,998	\$22,157,889
Investments	\$0	\$0	\$0	\$0	\$0
Receivables	\$7,892,989	\$5,078,389	\$7,726,792	\$4,028,433	\$11,307,718
Gross land, buildings, and equipment (LBE)	\$1,750,181	\$1,754,723	\$1,801,333	\$1,887,353	\$1,805,601
Accumulated depreciation (% of LBE)	22.6%	28.2%	33.3%	39.3%	46.8%
Liabilities (as % of assets)	13.7%	12.4%	3.2%	13.4%	11.4%
Unrestricted net assets	\$3,339,538	\$12,004,314	\$23,641,394	\$18,691,707	\$11,730,645
Temporarily restricted net assets	N/A	N/A	N/A	N/A	N/A
Permanently restricted net assets	N/A	N/A	N/A	N/A	N/A
Total restricted net assets	\$9,819,080	\$8,981,516	\$16,794,587	\$11,532,230	\$21,072,006
Total net assets	\$13,158,618	\$20,985,830	\$40,435,981	\$30,223,937	\$32,802,651

Key Data Checks

Material Data Errors	2019	2020	2021	2022	2023
	No	No	No	No	No

Note: This issue is relevant to a small number of organizations: The nonprofit subject(s) of this report may have affiliates. The Form 990 data may not include information about any or all potential affiliates. If an organization does have affiliates and these affiliates have substantial financial activity, the financial data in this report may not present a comprehensive picture of the nonprofit's financial condition. Please consult the 990s of any potentially related affiliates for additional information.

[✕ Formulas for key metrics](#)

[✕ 'Key Revenue & Expense Data from Form 990'](#)

[✕ 'Key Balance Sheet Data from Form 990'](#)

Operations

Source: Self-Reported by Organization, February 2025

PRESIDENT

Glenn Harris

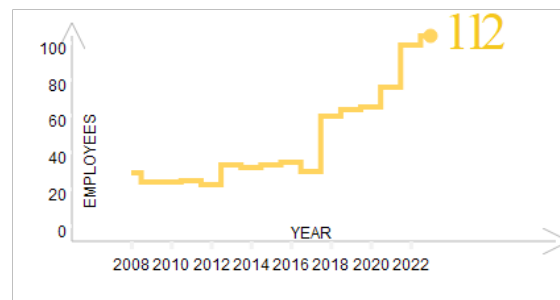
Glenn Harris is the President of the new Race Forward and Publisher of Colorlines. The new Race Forward is the union of two leading racial justice non-profit organizations: Race Forward and Center for Social Inclusion (CSI), where Glenn served as President since 2014. Race Forward builds on the work of both organizations to advance racial justice.

Glenn brings over 25 years of experience working on issues of race and social justice—working with community groups, foundations, and government agencies dedicated to building a more just and democratic society.

Prior to the new Race Forward and CSI, Glenn worked as the Manager of the City of Seattle Race and Social Justice Initiative (RSJI), whose mission is to end institutionalized racism in City government and promote multiculturalism and full participation by all residents. Glenn has supported the start of similar initiatives in jurisdictions across the country, and helped to found the Government Alliance on Race and Equity (GARE).

NUMBER OF EMPLOYEES

Source: IRS Form 990



BOARD CHAIR

Christi Tran

Senior Adviser, Robert Wood Johnson Foundation

Term: 2022 - 2025

BOARD MEMBERS

Alberto Retana

Community Coalition

Aletha Maybank

American Medical Association

Christi Tran

Senior Adviser, Robert Wood Johnson Foundation

Jennifer Njuguna

Common Future

Kevin Allis

Thunderbird Strategic LLC

Kim Desmond

City of San Diego

Murad Awawdeh

New York Immigration Coalition

Ralph Remington

Director of Cultural Affairs, San Francisco Arts Commission

Rocio Inclan

National Education Association

Rodney Foxworth

Worthmore

Shijuade Kadree

Compass Strategies Consulting

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2023

Name	Title	Compensation	Other	Related
Glenn Harris	PRESIDENT	\$282,791	\$34,295	\$0
Julie Nelson	SVP, PROGRAM	\$198,878	\$33,958	\$0
Faron McLurkin	SVP, DEV. &	\$150,447	\$23,506	\$0
Charlene Sinclair	CHIEF OF STA	\$148,777	\$15,088	\$0
Kevin Allis	DIRECTOR	\$0	\$0	\$0
Lori Bezahler	VICE CHAIR	\$0	\$0	\$0
Rebecca Fox	DIRECTOR	\$0	\$0	\$0
Rodney Foxworth	TREASURER	\$0	\$0	\$0
Leeann Hall	DIRECTOR	\$0	\$0	\$0
Richard Kim	DIRECTOR	\$0	\$0	\$0
Aletha Maybank	DIRECTOR	\$0	\$0	\$0
Kavitha Mediratta	SECRETARY	\$0	\$0	\$0
Ramon Ramirez	DIRECTOR	\$0	\$0	\$0
Ralph Remington	DIRECTOR	\$0	\$0	\$0
Alberto Retana	DIRECTOR	\$0	\$0	\$0
Ron Shiffman	DIRECTOR	\$0	\$0	\$0
Sean Thomas-Breitfeld	DIRECTOR	\$0	\$0	\$0
Christi Tran	CHAIRPERSON	\$0	\$0	\$0

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2022

Name	Title	Compensation	Other	Related
Glenn Harris	PRESIDENT	\$277,835	\$32,255	\$0
Julie Nelson	SVP, PROGRAMS	\$187,807	\$32,643	\$0
Charlene Sinclair	CHIEF OF STAFF (FROM FEB 2022)	\$180,308	\$18,137	\$0
Genia Wright	SVP, FIN & ADMIN (THRU JULY 2022)	\$123,171	\$16,200	\$0
Faron McLurkin	SVP, DEV. & PART. (FROM MAY 2022)	\$106,246	\$9,038	\$0
Lori Bezahler	CHAIRPERSON	\$0	\$0	\$0
Christi Tran	VICE CHAIRPERSON	\$0	\$0	\$0
Kavitha Mediratta	SECRETARY	\$0	\$0	\$0
Leeann Hall	TREASURER	\$0	\$0	\$0
Aletha Maybank	DIRECTOR	\$0	\$0	\$0
Ramon Ramirez	DIRECTOR	\$0	\$0	\$0
Richard Kim	DIRECTOR	\$0	\$0	\$0
Rodney Foxworth	DIRECTOR	\$0	\$0	\$0
Ron Shiffman	DIRECTOR	\$0	\$0	\$0
Sean Thomas Breitfeld	DIRECTOR	\$0	\$0	\$0
Ralph Remmington	DIRECTOR	\$0	\$0	\$0
Kevin Allis	DIRECTOR	\$0	\$0	\$0

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2021

Name	Title	Compensation	Other	Related
Genia Wright	SVP, FINANCE & ADMINISTRATION	\$221,114	\$14,812	\$0
Glenn Harris	PRESIDENT	\$214,807	\$28,113	\$0
Jane Levison	SVP, DEVELOPMENT & PARTNERSHIPS	\$172,223	\$29,521	\$0
Julie Nelson	SVP, PROGRAMS	\$166,625	\$29,757	\$0
Rachael Decruz	CHIEF OF STAFF	\$23,766	\$2,441	\$0
Lori Bezahler	CHAIRPERSON	\$0	\$0	\$0
Christi Tran	VICE CHAIRPERSON	\$0	\$0	\$0
Kavitha Mediratta	SECRETARY	\$0	\$0	\$0
Leeann Hall	TREASURER	\$0	\$0	\$0
Aletha Maybank	DIRECTOR	\$0	\$0	\$0
Ramon Ramirez	DIRECTOR	\$0	\$0	\$0
Richard Kim	DIRECTOR	\$0	\$0	\$0
Rodney Foxworth	DIRECTOR	\$0	\$0	\$0
Ron Shiffman	DIRECTOR	\$0	\$0	\$0
Sean Thomas Breitfeld	DIRECTOR (FROM OCTOBER 2021)	\$0	\$0	\$0
Ralph Remington	DIRECTOR (FROM DECEMBER 2021)	\$0	\$0	\$0
Kevin Allis	DIRECTOR	\$0	\$0	\$0

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2020

Name	Title	Compensation	Other	Related
Glenn Harris	PRESIDENT	\$194,628	\$26,478	\$0
Julie Nelson	SVP, PROGRAMS	\$151,213	\$29,583	\$0
Randall Oakley	VP FINANCE & ADMINISTRATION	\$143,491	\$25,534	\$0
Jane Levison	SVP, DEVELOPMENT & PARTNERSHIP	\$142,783	\$25,887	\$0
Rachael Decruz	CHIEF OF STAFF	\$132,895	\$23,686	\$0
Genia Wright	SVP, FINANCE AND ADMINISTRATION	\$121,804	\$4,628	\$0
Dianne Yamashiro-Omi	VICE CHAIRPERSON	\$0	\$0	\$0
Lori Bezahler	CHAIRPERSON	\$0	\$0	\$0
Scot Nakagawa	SECRETARY	\$0	\$0	\$0
Leeann Hall	TREASURER	\$0	\$0	\$0
Aletha Maybank	DIRECTOR (FROM APR 2020)	\$0	\$0	\$0
Ramon Ramirez	DIRECTOR	\$0	\$0	\$0
Richard Kim	DIRECTOR	\$0	\$0	\$0
Rodney Foxworth	DIRECTOR (FROM APR 2020)	\$0	\$0	\$0
Ron Shiffman	DIRECTOR	\$0	\$0	\$0
Kavitha Mediratta	DIRECTOR	\$0	\$0	\$0
Christi Tran	DIRECTOR (FROM JAN 2020)	\$0	\$0	\$0
Kevin Allis	DIRECTOR (FROM APR 2020)	\$0	\$0	\$0

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2019

Name	Title	Compensation	Other	Related
Glenn Harris	PRESIDENT & ED	\$187,616	\$25,250	\$0
Julie Nelson	SVP PROGRAM	\$149,953	\$23,368	\$0
Paulette Martin	SR VP, FINANCE & ADMIN	\$144,942	\$22,026	\$0
Randall Oakley	VP FINANCE & ADMIN	\$141,786	\$23,986	\$0
Jane Levison	DIRECTOR	\$140,689	\$24,679	\$0
Lori Bezahler	CHAIRPERSON	\$0	\$0	\$0
Dianne Yamashiro-Omi	VICE CHAIR	\$0	\$0	\$0
Susan Smith-Richardson	DIRECTOR (THRU OCT 2019)	\$0	\$0	\$0
Ron Shiffman	DIRECTOR	\$0	\$0	\$0
Andy Shallal	DIRECTOR (THRU OCT 2019)	\$0	\$0	\$0
Ramon Ramirez	DIRECTOR	\$0	\$0	\$0
Chris Rabb	DIRECTOR (THRU JUL 2019)	\$0	\$0	\$0
John Powell	DIRECTOR (THRU APR 2019)	\$0	\$0	\$0
Kavitha Mediratta	DIRECTOR	\$0	\$0	\$0
Richard Kim	DIRECTOR	\$0	\$0	\$0
Leeann Hall	TREASURER	\$0	\$0	\$0
Scott Nakagawa	SECRETARY	\$0	\$0	\$0
Michell Speight	CHIEF OF STAFF (THRU FEB 2019)	\$0	\$0	\$0

HIGHEST PAID EMPLOYEES

FISCAL YEAR 2023

Name	Title	Compensation	Other	Related
Eric Ward	VICE PRESIDE	\$215,462	\$21,689	\$0
Randall Oakley	VP, FINANCE	\$166,882	\$31,332	\$0
Cheryl Blakemore	VP, STRATEGI	\$161,049	\$30,336	\$0
Magnada Dory	VP HUMAN RES	\$154,723	\$39,986	\$0
Cathy Albisa	VP INST & SE	\$153,635	\$41,259	\$0

HIGHEST PAID EMPLOYEES

FISCAL YEAR 2022

Name	Title	Compensation	Other	Related
Timarie Harrigan	VP, DEVELOPMENT & PARTNERSHIPS	\$166,328	\$26,258	\$0
Carlton Eley	SR. DIRECTOR FEDERAL STRATEGIES	\$160,985	\$15,530	\$0
Randall Oakley	VP, FINANCE	\$155,778	\$30,103	\$0
Cathy Albisa	VP, INSTITUTIONAL & SECTOR	\$145,048	\$38,752	\$0
Cheryl Cato Blakemore	VP, STRATEGIC COMMS & PUBLIC ENGAGEMENT	\$144,847	\$26,911	\$0

HIGHEST PAID EMPLOYEES

FISCAL YEAR 2021

Name	Title	Compensation	Other	Related
Randall Oakley	VP, FINANCE	\$146,310	\$26,909	\$0
Cathy Albisa	VP, INSTITUTIONAL & SECTORAL CHANGE	\$136,586	\$34,659	\$0
Vina Kay	VP, MOVEMENT CAPACITY BUILDING	\$123,934	\$46,228	\$0
Gordon Goodwin	SENIOR DIRECTOR, GARE	\$116,052	\$46,525	\$0
Leslie Grant Spann	DIRECTOR, CONFERENCES & CONVENINGS	\$113,992	\$44,900	\$0

HIGHEST PAID EMPLOYEES

FISCAL YEAR 2020

Name	Title	Compensation	Other	Related
Jeffrey Chang	VP, NARRATIVE, ARTS & CULTURE	\$121,888	\$46,926	\$0
Vina Kay	VP, MOVEMENT CAPACITY BUILDING	\$120,360	\$30,468	\$0
Dominique Apollon	VP, RESEARCH	\$116,866	\$13,058	\$0
Gordon F Goodwin	DIRECTOR, GARE	\$113,724	\$41,831	\$0
Terrence Keleher	SR. DIRECTOR, STRATEGIC INNOVATION	\$108,792	\$32,063	\$0

HIGHEST PAID EMPLOYEES

FISCAL YEAR 2019

Name	Title	Compensation	Other	Related
Dwayne Marsh	VP INSTITUTIONAL TRANSFORMATION	\$141,683	\$28,140	\$0
Nora Liu	NORTHWEST REGIONAL MANAGER	\$123,740	\$45,284	\$0
Akiba Solomon	SR EDITORIAL DIRECTOR	\$122,525	\$19,030	\$0
Rachael Decruz	CHIEF OF STAFF	\$122,347	\$22,377	\$0
Rosa Anna Cruz	VP MOVEMENT & CAPACITY	\$115,383	\$24,509	\$0
Dominique Apollon	VP, RESEARCH	\$113,888	\$17,243	\$0
Terence Keleher	DIRECTOR OF STRATEGIC INNOVATIONS	\$106,045	\$30,887	\$0

Contractors

FISCAL YEAR 2023

Name	Address	Type of Service	Compensation
Kerry Mitchell Brown Llc	6031 PINE VALLEY DR, ORLANDO 32819	RESEARCH & PROG	\$393,062
Dalberg Consulting Us Llc	115 W 23RD ST FL 6, NEW YORK 10011	CONSULTING	\$292,999
Propane Studio Llc	170 CAPP STREET 3A, SAN FRANCISCO 94110	WEB DESIGN	\$224,110
Greater Good Studio Llc	3759 W DIVERSEY AVE, CHICAGO 60647	ENG SERVICES	\$198,068
Spencer Mann	98 SPRUCE STREET,	COMMUNICATIONS	\$179,623

Contractors

FISCAL YEAR 2022

Name	Address	Type of Service	Compensation
O&g Racial Equity Collaborative Llc	624 TYVOLA RD SUITE 103 263, CHARLOTTE 28217	TRAINING SVCS/TECHNICAL SUPPORT	\$296,060
Kerry Mitchell Brown Llc	6031 PINE VALLEY DRIVE, ORLANDO 32819	SVP OPERATIONS DUTIES, RESEARCH & PROGRA	\$293,482
Sanjiv Gururaja Rao	404 WEST 48TH ST APT 1C, NEW YORK 10036	SUPPORTS WORK WITH THE OMB	\$278,235
Insinc Consulting Llc	8307 EDEN ST, HENRICO 23228	INTERIM CHIEF OF STAFF DUTIES	\$150,000
Kirani Llc	66-08 AUSTIN ST 4L, REGO PARK 11374	TECHNICAL AND GENERAL DIGITAL SUPPORT	\$126,205

Contractors

FISCAL YEAR 2021

Name	Address	Type of Service	Compensation
Strategies For Social Change Llc	202-08 38TH AVE, BAYSIDE 11361	ORG ASSESSMENT, TRAINING, STRENGTHENING,	\$272,500
O&g Racial Equity Collaborative Llc	624 TYVOLA RD SUITE 103 263, CHARLOTTE 28217	TRAINING SVCS/TECHNICAL SUPPORT	\$235,630
Kirani Llc	6608 AUSTIN ST 4L, REGO PARK 11374	TECHNICAL SUPPORT AND GENERAL DIGITAL CO	\$223,284
Nonprofit Hr Solutions Llc	1400 EYE STREET NW SUITE 500, WASHINGTON 20005	HUMAN RESOURCES CONSULTATION AND SUPPORT	\$176,681
Tasia Ahuja Smith	1655 FLATBUSH AVE B904, BROOKLYN 11210	SALESFORCE PROJECT MANAGEMENT	\$123,350

Paid Preparers

FISCAL YEAR 2023

Firm Name	Firm EIN	Firm Address	Firm Phone
J MILLER & ASSOCIATES LLC	27-2001590	PO BOX 27308, PHILADELPHIA PA 19118 USA	215-600-1701

Paid Preparers

FISCAL YEAR 2022

Firm Name	Firm EIN	Firm Address	Firm Phone
MITCHELL & TITUS LLP	13-2781641	80 PINE STREET, NEW YORK NY 10005 USA	212-709-4500

Paid Preparers

FISCAL YEAR 2021

Firm Name	Firm EIN	Firm Address	Firm Phone
MITCHELL & TITUS LLP	13-2781641	80 PINE STREET, NEW YORK NY 10005 USA	212-709-4500

BOARD LEADERSHIP PRACTICES

GuideStar worked with BoardSource, the national leader in nonprofit board leadership and governance, to create this section, which enables organizations and donors to transparently share information about essential board leadership practices.

BOARD ORIENTATION & EDUCATION

Does the board conduct a formal orientation for new board members and require all board members to sign a written agreement regarding their roles, responsibilities, and expectations?

yes

CEO OVERSIGHT

Has the board conducted a formal, written assessment of the chief executive within the past year?

yes

ETHICS & TRANSPARENCY

Have the board and senior staff reviewed the conflict-of-interest policy and completed and signed disclosure statements in the past year?

yes

BOARD COMPOSITION

Does the board ensure an inclusive board member recruitment process that results in diversity of thought and leadership?

yes

BOARD PERFORMANCE

Has the board conducted a formal, written self-assessment of its performance within the past three years?

yes

Organizational Demographics

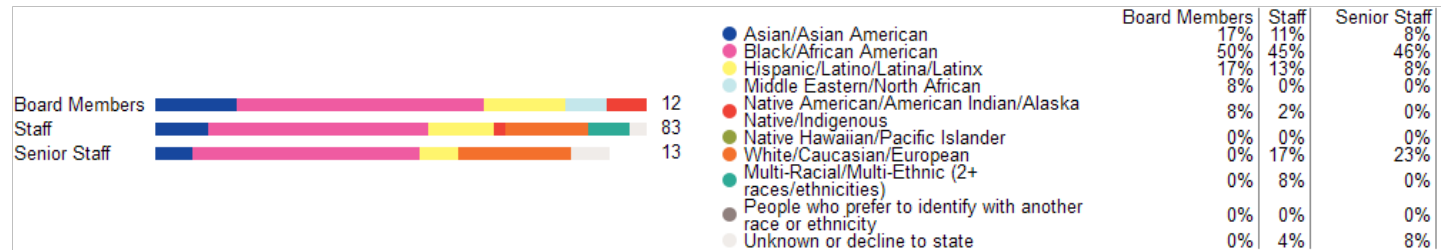
Who works and leads organizations that serve our diverse communities? This organization has voluntarily shared information to answer this important question and to support sector-wide learning. GuideStar partnered on this section with CHANGE Philanthropy.

Leadership

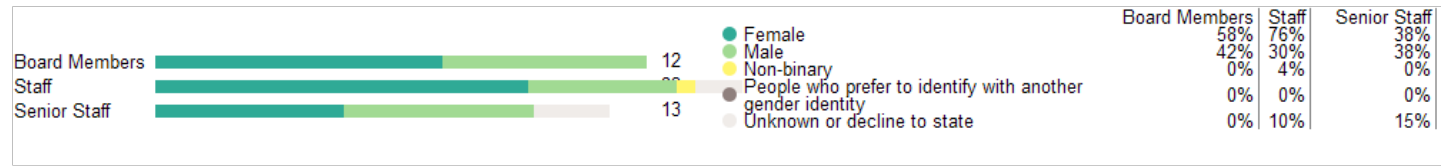
The organization's leader identifies as:

Race & Ethnicity	Black/African American
Gender Identity	Male, Not transgender
Sexual Orientation	Heterosexual or Straight
Disability Status	Person without a disability

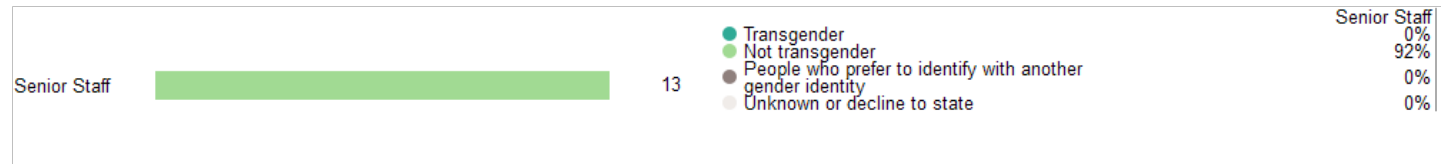
Race & Ethnicity



Gender Identity



Transgender Identity



Sexual Orientation

No data

Disability

No data.

Appendix

Key Documents

IRS Forms 990	2023 990
	2022 990
	2021 990
	2020 990
	2019 990
IRS Forms 990T	Not Available
Audited Financial Statements	2023 Audited Financial Statement
	2022 Audited Financial Statement
	2021 Audited Financial Statement
Key Organization Documents	Letter of Determination
	2021 Annual Report
	2009 Annual Report
	'Key Revenue & Expense Data from Form 990'
	'Key Balance Sheet Data from Form 990'

RACE FORWARD

PO Box 96353
Washington, DC 20090-6353

✓ Foundation Status Code: PC*

✓ Public charity described in section 509(a)(1) or (2)

IRS Publication 78 Details

IRS Pub 78 verified

Organization name	Location	Most recent IRS Publication 78
Race Forward	Macon, GA	September 2025
EIN	Deductibility status description	Verified with most recent Internal Revenue Bulletin
94-2759879	A public charity (50% deductibility limitation).	November 17, 2025

IRS Business Master File Details

IRS BMF509(a)(1)

Organization name	Most recent IRS BMF	Reason for Non-Private Foundation Status
RACE FORWARD	September 09 2025	Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)
EIN	IRS subsection	Ruling date
94-2759879	This organization is a <u>501(c)(3) Public Charity</u>	09/1981
Foundation Code	Foundation Code Description	
15	Organization which receives a substantial part of its support from a governmental unit or the general public	
This organization was not included in the Office of Foreign Assets Control Specially Designated Nationals (SDN) list.		

On September 8, 2011, the IRS issued [regulations](#) which eliminated the advance ruling process for a section 501(c)(3) organization. [Learn more](#)

* The Foundation Status Code is the code that foundations are required to provide for each grantee annually on part XV of Form 990PF. Note that this code cannot be derived in some cases (e.g., supporting organizations for which 'type' can't be determined).

[IRS Revenue Procedure 2011-33](#) allows grantors to rely on third-party resources, such as GuideStar Charity Check, to obtain required Business Master File (BMF) data concerning a potential grantee's public charity classification under section 509 (a) (1), (2) or (3).

GuideStar Charity Check Data Sources

-GuideStar acquires all IRS data directly from the Internal Revenue Service.

-[IRS Publication 78 \(Cumulative List of Organizations\)](#) lists organizations that have been recognized by the Internal Revenue Service as eligible to receive tax-deductible contributions.

-The [IRS Internal Revenue Bulletin](#) (IRB) lists changes in charitable status since the last Publication 78 release. Between the release of IRS Publication 78 and the subsequent IRS Internal Revenue Bulletin, the IRB date will reflect the most recent release date of IRS Publication 78.

-The [IRS Business Master File](#) lists approximately 1.7 million nonprofits registered with the IRS as tax-exempt organizations.

-The [IRS Automatic Revocation of Exemption List](#) contains organizations that have had their federal tax-exempt status automatically revoked for failing to file an annual return or notice with the IRS for three consecutive years.

-The Foundation Status Code is a value derived by mapping the codes found on the [990PF filing instructions](#) to the corresponding codes in the IRS BMF. Note that not all codes are able to be mapped due to insufficient data.

-The Office of Foreign Assets Control (OFAC) [Specially Designated Nationals \(SDN\) list](#) organizations that are owned or controlled by targeted individuals, groups, and entities, such as terrorists or narcotics traffickers. Their assets are blocked and U.S. persons are generally prohibited from dealing with them.