

URBAN LEAGUE OF LOUISIANA



ENWARD

ANNUAL REPORT

2017

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FROM OUR LEADERSHIP



**Urban League of
Louisiana**

Dear Friends:

Given the current tumultuous political climate in our nation, it is natural to feel a bit overwhelmed when our progress is being threatened. It seems that every day we are confronted with yet another headline or news story of disturbing injustice or incomprehensible violence. We stand frustrated as we watch years of progress being rolled back with public policy and problematic rhetoric. Sometimes it feels that when we take two steps forward, we take one step back. Still, we march ONWARD.

Our charge is clear and the work we have to do to advance the fight for civil rights and equity requires us to maintain our vision for our future and energy for the fight. We must look to our pioneers and leaders for hope, inspiration and courage. Remember: this isn't a new experience. Our ancestors' struggles provide us with a roadmap to victory.

We reflect on the contributions of Dorothy Mae Taylor, Clarence L. Barney, and Oretha Castle Haley. We reflect on their resilience, focus, and commitment. We lift up the importance of community and solidarity in this work. And we invite you to join the **Movement** as we work collectively to move our community ONWARD.

So, what's the way forward? The Urban League of Louisiana's services, programs, policy and advocacy, aided by our partnerships, provide a comprehensive approach forward, as we continue to work to respond to the needs of our constituents.

In 2017, the Urban League made many contributions to advance its agenda in securing economic self-reliance, parity, power and civil rights through work executed via our Centers of Excellence. The League continues to work to remove barriers to prosperity for African American families in New Orleans and across Louisiana, and will continue to be a fierce advocate for equity and justice in the tradition of those who came before us.

Our continued growth would not be possible without the leadership, vision and support of our Board of Directors, executive leadership, staff and the National Urban League, who bring their skills, networks and resources to advance our work. We also must acknowledge the strong community partnerships and the

Our continued growth would not be possible without the leadership, vision and support of our Board of Directors, executive leadership, staff and the National Urban League, who bring their skills, networks and resources to advance our work. We also must acknowledge the strong community partnerships and the involvement and support of the community as critical components of our success.

Finally, we are grateful to the communities we serve who allow us to work on their behalf and who join us as partners in this Movement for civil rights, economic parity and power for African Americans and other communities seeking equity in Louisiana.

Join with us as we forge ONWARD.

Sincerely,



Erika McConduit
President & CEO



Chris D'Amour
Chairman



URBAN LEAGUE OF LOUISIANA

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Executive Team

President & CEO

Erika McConduit

Executive Vice President

Cathy Washington

Vice President Finance & Operations

Gizelle Johnson-Banks

Centers of Excellence

Community Engagement

Ethan Ashley, Director

Urban League Clarence L. Barney Head Start Center

Belencia Breaux, Director

Urban League Women's Business Resource Center and Entrepreneurship Center

Klassi Duncan, Director

Policy & Development

Rashida Govan, Consultant

Urban League Project Ready

Evelyn Jackson, Director

Baton Rouge Area Operations

Edward "Ted" James, Director

Urban League Office of Workforce Development

Cherie LaCour-Duckworth, Director

Communications

Ginger LeBlanc, Director

Urban League Parent Information Center

Arielle McConduit, Director

URBAN LEAGUE CLARENCE L. BARNEY HEAD START CENTER

As a beacon in the upper 9th ward Desire neighborhood, the Urban League of Louisiana Clarence L. Barney Head Start (ULCLBHS) provides services to 62 low-income children ranging in age from birth to five years old, 15% of whom have verified disabilities. With kindergarten readiness as our focus, we utilize developmentally appropriate tools to stimulate sensory learning, cognitive, motor, social and emotional skills. With a strong history of success, our children consistently achieve developmental milestones. Additionally, ULCLBHS activates parent participation toward self-sufficiency goals. Collectively, family literacy and community stabilization initiatives make ULCLBHS a neighborhood anchor and partner.



2017 PROGRAM HIGHLIGHTS

- o In 2017, 67% of our teachers and caregivers achieved the **Louisiana Ancillary Certificate**. This recognition signifies their ongoing participation in professional training and education in early childhood. In addition, two of our education staff earned degrees, BS and AA, in early childhood education.
- o Urban League Clarence L. Barney Head Start Center provide services to the community including **commodities distribution, family literacy programming, health fairs, and activities for senior citizens**.
- o In May 2017, ULCLBHS celebrated with **21 preschool children** and their families during the Graduation/Moving On Ceremony. Fourteen of the children moved on to kindergarten and 7 entered LA4 programs.



In the 2016-17 school year:

- o 1,279 hours of home visits and parent/teacher conferences completed
- o 87% of heads of household are working or in school
- o 325 hours of staff training in education, health & safety, nutrition and family engagement
- o 100% of children completed speech, vision and hearing screenings
- o 2,159 hours of School at Home and Prime Time Family Reading activities completed, with 15 families completing the 12 week program
- o 4,786 family volunteer hours completed
- o 23,252 nutritious meals served





100%

of families are on track to meet their self-sufficiency goals

82%

of children met or exceeded social-emotional, mathematics and language development goals



90%

of preschoolers were ready for kindergarten having achieved age-appropriate developmental milestones based on Teaching Strategies GOLD assessment

“

My family is truly **blessed** by my children being enrolled in the Head Start at Urban League. The staff works very well to make sure they meet the needs of my entire family. We have participated in Prime Time for the last 3 years, and my children really love it. We have been able to start a home library. I proudly represent Urban League on the Policy Council at TCA.”

ERIKA FAVORITE

URBAN LEAGUE PARENT INFORMATION CENTER

As the education ecosystem continues to transform locally and beyond, the Urban League's Parent Information Center (ULPIC) empowers parents to become successful agents and advocates for excellent schools, educates parents about school choice and equips parents to become leaders. From high volume community events/activities to tailored trainings and workshops, ULPIC responds to the distinct needs of parents in the achievement of its programmatic goals. Among these initiatives are the Annual Schools Expo, PRIDE parent leadership academy, the RSD/OPSB Family Resource Center support, the New Orleans Guide to High School and Beyond, the New Orleans Guide to Early Childhood Education, and the Teacher Appreciation Brunch.



2017 PROGRAM HIGHLIGHTS

- o The **11th Annual Schools Expo** hosted 3,500 individuals, 138 schools and early childcare providers and 90 community organizations. 98% of families reported that attending the event increased their knowledge of the different school options available, the variety of programs offered, the enrollment/application process and how they can be involved in their child's education.
- o ULPIC, in partnership with Louisiana Federation for Children and Stand For Children Louisiana, held its first **Teacher Appreciation Brunch**. Two elementary school and two high school teachers were recognized.
- o In response to OPSB's new policy mandating parent participation on charter school boards, ULPIC designed a training specifically for **parent board representatives** from across the city featuring speakers from Louisiana Department of Education, Board Source and other non-profit agencies. Seven new parent board members were trained.



“Our partnership with the Urban League of Louisiana continues to grow each year, as we join forces to reach the masses when we host our annual Back-to-School Fall Expo. Their level of commitment, leadership, and dedication to serve the community is **invaluable**.”

DJUANA B. JOHNSON, YOUTH PROGRAM DIRECTOR, NORDC

BY THE NUMBERS

13,000+
Individuals Served

18,000

High School Guides, Early Childhood Guides and Achievement Zone Guides distributed

1,900

Students received placement assistance through a partnership with EnrollNOLA

750+

families attended ULPIC's Back to School Events in New Orleans and Baton Rouge

1,000

backpacks and school supply kits distributed

350

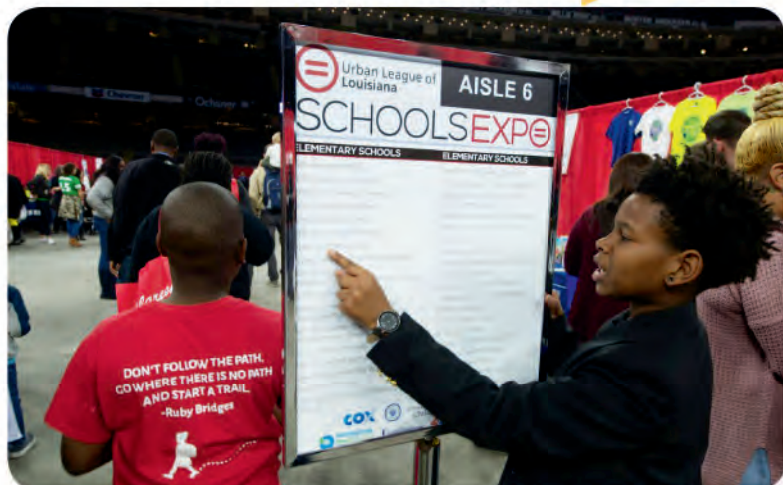
students attended a school choice workshop led by ULPIC staff, covering the New Orleans Guide to High School and Beyond and OneApp timeline and process

120

volunteer hours completed by PRIDE Alumni

25

parent leaders graduated from the PRIDE Leadership Academy: Advocacy Edition



“

In May 2017, I received an award from the Urban League recognizing my contributions as a teacher. Teachers work hard and our work often goes unnoticed; I am glad the Urban League takes time to recognize the work we do.”

DAVID CASH, TEACHER,
MCDONOGH #35 HIGH SCHOOL



URBAN LEAGUE PROJECT READY

In a rapidly evolving 21st Century workforce landscape, where technology, science, engineering, mathematics, and critical thinking skills are the key drivers of jobs and innovation, Project Ready provides students with a cadre of academic, life skills and career readiness supports to prepare students for high school graduation and post-secondary success. Central to Project Ready is its selective dual enrollment program, which ensures that students are equipped with the skills necessary to compete for in-demand jobs with career ladders that pay a livable wage. Students have the opportunity to pursue career technical education tracks such as the certificate of Technical Studies in Welding and Electrical Construction at Nunez Community College, along with the Associate degree of Applied Science in Industrial Technology, as well as certification courses at Baton Rouge Community College.



Through Project Ready, students can access college application and eligibility support, career exposure and advising, academic tutoring and ACT Prep, gender based mentoring, college tours, "Behind the Business" tours, guest speakers, community service opportunities, STEM enrichment, and other activities. Project Ready is available during the school day and after-school, to students in grades 9 – 12 at L.B. Landry- O.P.Walker College and Career Preparatory High School in New Orleans and at Scotlandville Magnet High School in Baton Rouge.

2017 PROGRAM HIGHLIGHTS

- o In Spring 2017, two Project Ready **dual enrollment students** at Landry-Walker High School received the Associates of Applied Science in Industrial Technology simultaneously with their high school diplomas. Several others received a Certificate of Technical Studies in Welding and Electrical Construction. Dual-enrollment students were recognized for their achievement during a New Orleans City Council Meeting.
- o Project Ready students gained **real world experience** through participation in the YouthForce NOLA internship program. Students also participated in a STEM program in Colorado, a female empowerment program in Morocco, and a STEM program at Xavier University, among other endeavors.
- o Thirty-five rising freshmen participated in the Urban League Project Ready/Landry-Walker High School **Summerbridge Program**. Students learned about entrepreneurship through the Junior Achievement curriculum and the Urban League's Women's Business Resource Center.



253 students served



46 earned industry-based credentials/certifications of technical studies

2 completed Associate degrees alongside their high school diplomas



236 students participated in activities related to college and career readiness, STEM careers, “Behind the Business” tours and college tours



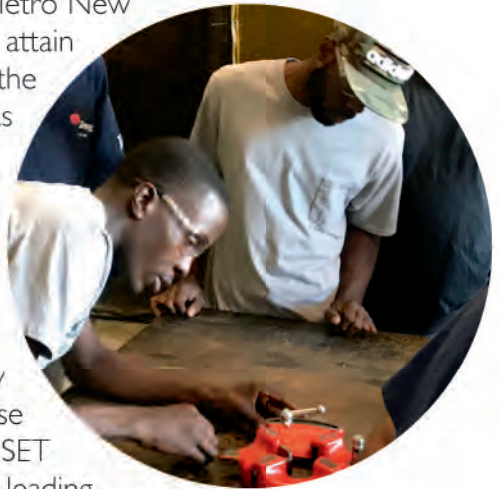
My journey with Urban League’s Project Ready has been **amazing**. Project Ready is like google maps. Our tutors and mentors help guide us academically through dead ends and rocky roads. I’m always reminded despite the long stressful path, I’m close to my ultimate destination. **Success.**”

HEAVEN ADAMS, PROJECT READY AFTERSCHOOL PARTICIPANT,
JUNIOR, LANDRY-WALKER HIGH SCHOOL

URBAN LEAGUE OFFICE OF WORKFORCE DEVELOPMENT

Revitalizing today's workforce so that businesses can thrive and grow in Metro New Orleans and Baton Rouge, connecting job seekers with resources to attain sustainable careers with a living wage, and collaborating with businesses for the recruitment and development of their labor force needs are all focus areas of Urban League's Office of Workforce Development. From the prison system or an unemployed or underemployed status, to credential bearing and employment in high demand sectors such as welding, pipefitting, and heavy equipment operations, our Career Pathways Program participants are defying the odds.

The Career Pathways Program (CPP) is a multi-pronged service delivery model, which includes 40 hours of career readiness training, integrated case management, mentoring, education (adult basic education, tutoring, HiSET preparation, etc.), soft skills, financial literacy, occupational skills training leading to industry based credentials, direct employment placement, follow-up services and customized career and resource fairs. CPP serves youth ages 14 to 24 and adults ages 18 and above. The Urban League OWD operates one of the City of New Orleans' Opportunity Centers, and serves as the One-Stop Operator for EMPLOY BR.



2017 PROGRAM HIGHLIGHTS

- Urban League of Louisiana, in partnership with the Louisiana Community & Technical College System, provided 560 career seekers an opportunity to meet with 75 employers and education providers during the **2017 Suits for Hire Career & Resource Fair**.
- OWD hosted the **2017 National Urban League UYEP RISE Professional Development conference** to design strategies and identify best practices to serve opportunity youth within seven Urban League Affiliates from across the United States.
- ULLA became one of two **Special Populations Reentry Service Providers** for the City of New Orleans to provide services to 100 currently and formerly incarcerated individuals.



“Being an Urban League participant makes me feel secure in knowing that I have the necessary tools to seek a career and not just enter into a dead-end job.”

SHARODD PATTERSON, UL CPP PARTICIPANT PURSUING A CREDENTIAL FOR HEAVY EQUIPMENT OPERATIONS FROM BATON ROUGE COMMUNITY COLLEGE.



BY THE NUMBERS



“

When we attend job fairs we usually don't find Manager Trainees. At the Urban League's Suits for Hire Career & Resource Fair, we hired one! This full-time position pays \$21.00 an hour with full benefits. Thank you Urban League for connecting us to our next big hire. He is doing a fantastic job!”

JESSICA HERRING OF WAFFLE HOUSE



876
Individuals Served

560
career seekers attended UL's annual Suits for Hire Career and Resource fair

316
career seekers enrolled into the Career Pathways Program (CPP)

63%
of CPP participants are adult offenders and opportunity youth

62%
of adult participants attained industry credentials

52%
of adult participants were connected to employment with average earnings of \$13.00 per hour

83%
of enrolled opportunity youth ages 14-17 remained connected to high school and 17% of older youth ages 18-24 were enrolled in occupational skills training and post-secondary education

12,640
hours of UL's 21st Century Career and Workforce Fundamentals (life skills) workshops were provided to all youth and adult program participants

URBAN LEAGUE WOMEN'S BUSINESS RESOURCE CENTER

As small businesses and startups remain important influencers for economic growth, the Urban League Women's Business Resource Center (WBRC) continues to provide access to education, capital and mentorship to support small businesses and entrepreneurship through a vast array of technical assistance offerings. As a result of the extensive, one-on-one and interactive training, long-term professional business advising, and other specialized services that clients receive, our program remains one of New Orleans' most impactful business assistance programs serving 8 parishes in the region supporting business startup, growth, and sustainability. Through professional business advisors and industry consultants, the WBRC provides small-business development services including: comprehensive business planning and support, loan packaging, business certifications, and assistance with operational streamlining, business financials and accounting.



The Contractor's Resource Center (CRC), an extension of the WBRC, expands on the Urban League's efforts to create economic development and inclusion opportunities for small, disadvantaged business enterprises (DBE), certified, minority, and women-owned contracting firms. Clients of the Contractor's Resource Center have access to state-of-the-art resources which include a plotter/printer and a computer lab where contractor-specific training programs in electronic estimating, project management, construction safety, compliance, back-office structure, commercial licensing preparation and other related topics are provided. The WBRC and CRC serve as pathways to secure economic parity for African Americans and other underserved populations.

2017 PROGRAM HIGHLIGHTS

- o The WBRC was selected as the **2017 Women's Business Champion of the Year** by the U.S. Small Business Administration Louisiana District Office. The award is given annually to honor individuals and organizations who have fulfilled a commitment to advance women's business ownership.
- o The WBRC hosted its inaugural **Women-In-Construction Convening** to initiate discussions on the challenges and growth opportunities for women in the construction industry. Almost 90 participants attended the event.
- o The WBRC became an **intermediary resource partner** for the Louisiana Economic Development's (LED) Small and Emerging Business Development Program (SEBD). This program provides the managerial and technical assistance training needed to grow and sustain a small business.
- o The annual **Women-In-Business Challenge** provided a platform for four women entrepreneurs to compete for \$10,000 of venture capital. The Challenge culminated during New Orleans Entrepreneur Week with Anna Finch, owner of Realized Designs Projects emerging as the winner; Bevy Smith, entrepreneur, socialite, and radio personality, delivered the event's keynote address.
- o In partnership with Jacobs/CSRS, Orleans Parish Public Schools, and the Recovery School District, the Urban League co-hosted two **School Construction Industry Day** events to support DBE participation and awareness of the upcoming new and renovation projects for Orleans Parish schools.
- o To ensure that small businesses were included in regional conversations around building sustainable communities, equity, and economic development, the Urban League of Louisiana joined the **Value Louisiana: Regional Sustainability Committee** which focuses on programs and services to build a sustainable future for New Orleans.



609

individuals served



507
Clients
Trained

172
Clients
Counseled

1047
Counseling
Hours

\$18.3M
Bonding Capacity
\$892.5K
in loans

\$26.3M
in contracts



The Urban League has demonstrated an **unwavering commitment to the advancement of women** and African Americans in construction by providing access to mentorship, education, and networking opportunities which are specifically focused on helping overcome the unique challenges and disparities encountered in the construction industry by companies like Malone Electrical Services.”

DANAH MALONE, PRESIDENT, MALONE ELECTRICAL SERVICES



POLICY & SOCIAL JUSTICE

The Urban League of Louisiana maintains an active policy agenda that aims to advance the organization's larger mission to enable African Americans and other communities seeking equity to secure economic self-reliance, parity, power and civil rights. ULLA's policy agenda spans issues ranging from criminal and juvenile justice, to education, and economic and workforce development. This year, the Urban League of Louisiana worked with a number of coalitions including the Louisiana Youth Justice Coalition and the Louisiana College Access Coalition to advance policy measures in the Louisiana Legislature on the following matters:



CRIMINAL JUSTICE

- o The Urban League of Louisiana supported legislation put forth by Rep. Ted James that **expanded training requirements for law enforcement officers** to include de-escalation, bias policing recognition, sudden in-custody death, and crisis intervention training, including training on interactions with people with mental illnesses developmental disabilities. **This measure passed** and was part of the Urban League's broader criminal justice policy agenda that sought to improve training for law enforcement officers.
- o Another key criminal justice legislative measure supported by the Urban League of Louisiana was Rep. Ted James' legislation that **established guidelines for the revocation of law enforcement certifications** for infractions including malfeasance in office or any infractions that would restrict their right to bear arms.

JUVENILE JUSTICE

- o The Louisiana Youth Justice Coalition, for which the Urban League of Louisiana is a member, made progress in dismantling existing **Juvenile Life Without Parole** legislation through its support of Senate Bill 16, which reduced the parole eligibility for individuals sentenced to life without parole from 35 years to 25 years. The Coalition will continue to work to abolish juvenile life without parole going forward.
- o ULLA, as part of the Louisiana Youth Justice Coalition, also **advocated for the establishment of secure standards for juvenile secure care facilities** and was successful in getting a **study resolution passed** that establishes a task force that will provide stronger guidelines and regulations to which state-run juvenile secure care facilities must adhere.
- o The Coalition also successfully advocated for **new pathways for youth to pursue expungement** in order to access opportunities for work and education. The Coalition, the Louisiana Bar Association and the Louisiana State Law Institute supported the measure.



EDUCATION

- o As part of the Louisiana College Access Coalition, the Urban League of Louisiana, along with 19 partner organizations, advocated for **revisions to the Taylor Opportunity Plan Scholarship (TOPS) that would expand access to higher education** for low to moderate income students in Louisiana. Although the measure did not pass, the Coalition will be continuing efforts to ensure ongoing funding of TOPS by the Louisiana Legislature.
- o The Urban League of Louisiana **supported the renewal of three millages to fund public education** in New Orleans that were passed during the October 2017 municipal election. These property taxes provide for public school employee salaries, supplies and disciplinary programs.



Policies impact **PEOPLE.**

“We *must* confront the real criminal justice reform that’s needed in this country so that our laws do more to actually provide justice rather than shield those with the greatest responsibility to the public from the law. It is incumbent upon us to give our voices and our votes to the continuing battle for **equity and justice.**”

ERIKA MCCONDUIT,
PRESIDENT AND CEO,
URBAN LEAGUE OF LOUISIANA

**STAND
WITH US**

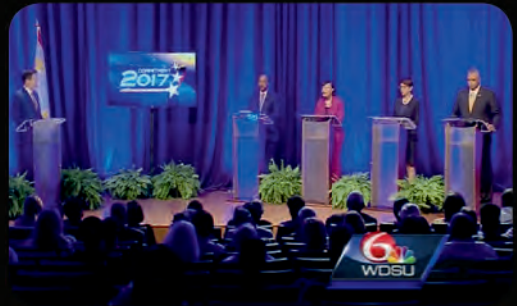
POLICY & SOCIAL JUSTICE

HIGHLIGHTS

- o The Urban League of Louisiana hosted a **legislative luncheon** in partnership with Education's Next Horizon, Orleans Public Education Network and the Louisiana Federation for Children at the start of the legislative session. The organizations had an audience with members of the Louisiana Legislative Black Caucus, philanthropists, and other local advocates to whom the League presented its policy priorities and engaged in advocacy on a broad range of social justice topics.
- o ULLA engaged nearly 500 Baton Rouge residents in its **Urban League Baton Rouge Community Cohesion Program**. The community-police relations initiative was launched to bridge the divide between community and police exacerbated by increasing tensions after the murder of Alton Sterling. The organization hosted a criminal justice town hall, several community-law enforcement intergroup dialogues, and several youth-centered, "Know Your Rights" events in partnership with NOBLE, 100 Black Men and the East Baton Rouge District Attorney's office at Tara High School and McKinley Senior High School.
- o The Urban League of Louisiana and Law Enforcement partners (NOPD and FBI) hosted a similar **Know Your Rights training** at Crescent City Leadership Academy on behalf of the New Orleans Health Department and also was a co-host of the 2nd Annual Youth Peace Congress at the University of New Orleans.



- o As part of the Urban League Baton Rouge Community Cohesion program, the League launched its **ULEAD-Criminal Justice cohort**, which brought together 22 African American professionals, community leaders and law enforcement representatives to engage in four, criminal justice reform training sessions in preparation for their development of initiatives to address public safety, community-police relations and criminal justice reforms. The 22 ULEADers pitched their program proposals to the Mayor-President of East Baton Rouge, members of the Metro Council and representatives from the Baton Rouge Police Department.
- o During the Fall 2017 election season, the Urban League partnered with numerous organizations to cohost multiple forums including the **Education Coalition Mayoral Candidate Forum, the Grade Level Reading Forum and other issues forums**. These forums offered the community purview into the perspectives of mayoral candidates on issues such as affordable housing, youth development and education, public safety, economic and workforce development, the city's infrastructure issues and a host of other topics.
- o The policy and development consultant at the Urban League of Louisiana participated in a **panel discussion and screening of the Ava DuVernay documentary, 13th: From Slave to Criminal with One Amendment**, at Dillard University, sponsored by The National Association for Public Defense and the Orleans Public Defenders Office. Dr. Gary Clark who leads Dillard's Center for Law and Public Interest moderated the panel, which also featured Derwyn Bunton, Chief Defender of Orleans Parish, Norris Henderson, Executive Director of VOTE, Jason Williams, Council Member-at-Large and Lawyer Winfield, Orleans Public Defenders Client and Re-Entry Advocate.



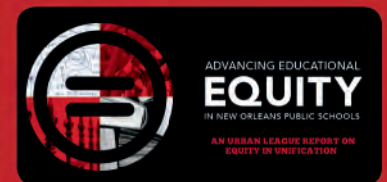
EDUCATION EMPOWERMENT PROGRAM (EEP)

The Urban League of Louisiana (ULLA) actively advocates for educational equity through policy initiatives, stakeholder engagement, research and evaluation, and a robust communications strategy. The League's educational equity agenda focuses on a number of issues including early childhood education, college and career readiness, college access, completion and attainment, and other related issue areas. This year, the Urban League of Louisiana worked diligently to advance its education equity platform.



HIGHLIGHTS

- o ULLA, along with the Louisiana Association of Public Charter Schools, STAND for Children, and Democrats for Education Reform, hosted a **two-day OPSB (Orleans Parish School Board) Listening Session** that brought key stakeholders together to engage newly elected school board members in dialogues on parent engagement, language access issues, the school-to-prison pipeline, the unification of public schools and a number of other educational equity matters.
- o Total Community Action along with the Urban League of Louisiana hosted a **town hall meeting on School Unification** to inform families and community about progress on the schools unification process under OPSB.
- o ULLA released its **Family Engagement Toolkit** in partnership with YouthForce NOLA to help inform schools on how to improve their family engagement efforts. The toolkit provides concrete strategies and resources to help schools engage families as partners in the education of their children.
- o Focus group findings on **families' perceptions of career and technical education (CTE)**, as conducted by ULLA, were presented as part of an OPSB presentation on system-wide career and technical education efforts for New Orleans Public Schools.
- o In November of 2017, the Urban League of Louisiana launched its **Advancing Educational Equity Report** that highlighted key educational equity issues facing New Orleans public schools. The launch took place at the BioInnovation Center with an audience of education advocates, parents, philanthropists, school board members Ethan Ashley and Ben Kleban, OPSB Superintendent Henderson Lewis and his staff, and a host of other key stakeholders.
- o President and CEO Erika McConduit **serves as a national reviewer of state ESSA (Every Student Succeeds Act) plans** and examines the impact they will have on advancing educational equity. President and CEO McConduit also served on the Louisiana Department of Education (LDOE) Alternative Education Study Group, and testified before the Board of Elementary and Secondary Education in support of the group's recommendation.
- o ULLA hosted a **meeting of 40 education advocates** from the New Orleans Metropolitan area where LDOE staff presented draft district accountability regulations under the state's ESSA plan. The regulations were adopted by BESE in October.



- President and CEO Erika McConduit **delivered a keynote address entitled "How to Get a Seat at the Table"** at a National Urban League and UnidosUS sponsored Equity in ESSA Convening in New Orleans. ULLA policy and development Consultant Rashida Govan also participated in a panel at the Convening called "Interventions and Investments to Realize Equity under ESSA."
- ULLA has released numerous **opinion editorials** on ESSA, family engagement under ESSA, the Louisiana Schools Finder and other topics in national and local media including Education Post, the Advocate and NOLA.com.
- CEO McConduit has served as a **panelist for several education-focused events**, including "The Return of Schools" for the Women's Professional Council; "Coalition Diversity: Success on ESSA" for the Achieve Network; and "Louisiana's ESSA Plan" for the Louisiana Association of Business and Industry's Legislative Strategy Session.



Urban Leaders for Equity and Diversity (ULEAD) is one of the most notable EEP initiatives. ULEAD prepares African American professionals to engage as leaders in the education reform movement in New Orleans. This year, ULEADers learned about a wide range of education equity issues and the New Orleans public education landscape from some of the city's leading education advocates and authorities. To date, ULEAD has graduated nearly 140 "ULEADers" from six cohorts. ULEADers are engaged in education in New Orleans as members of charter management organization boards, as participants on the Schools Unification Advisory Committee, on youth serving organization boards and through education related projects designed during their ULEAD experience.



ULEAD 2017 Highlights

- **ULEADers serve on 21 Charter Boards** including two board chairs for charter organizations.
- **ULEADers produced 4 OpEds.**
- **ULEADers are comprised of 10 principals** and school leaders.
- **ULEADers opened 1 school**, Elan Academy, with ULEADers serving on the school's leadership team (4 staffers including the founder/head of school).
- **A ULEADER and school leader expanded their school** to open a second campus.
- **A ULEADER leads an all male youth leadership group** within a school.
- **5 ULEADers are currently in graduate school** (including the Harvard University Ph.D program) and focused on education.
- **15 ULEAD alumni are higher education leaders** at Dillard, Xavier, UNO, and Delgado.

URBAN LEAGUE YOUNG PROFESSIONALS

2017 marked the ninth year for the Urban League of Greater New Orleans Young Professionals (YP). YP creates opportunities for young professionals to actively support the local affiliate in meeting its objectives through volunteering, fundraising and as "foot soldiers" of the Movement.

The YP State of the Chapter event, sponsored by IBERIABANK, was held in January as an open house for prospective and existing members. YPs were on hand to volunteer in February when tornadoes touched down in New Orleans East. YP hosted several members from other YP chapters throughout the year. YP held a series of information sessions and panel discussions covering topics from travel, community and police relationships, and marriage. YP continued in their partnerships with 504ward, the New Orleans Chamber of Commerce and GNO, Inc., the latter of which opened the door for YP to sponsor and participate in the inaugural Emerge Summit and to participate in a meeting with the Nola.com/Times Picayune Editorial Board.

YP supported the local affiliate on a number of important initiatives. Those initiatives included volunteering for the annual Schools Expo, spearheading the fundraising efforts for GiveNOLA Day, and a donation for ULPIC's Back to School event.



EQUAL OPPORTUNITY *Dinner*

The Equal Opportunity Dinner (EOD) recognizes notable achievements of individuals who work tirelessly to impact change, providing access to opportunity, diversity and inclusion. The EOD also generates critical funds to support the sustainability of the organization.

For our inaugural dinner, which took place on Wednesday, May 24, 2017 at the Hilton Baton Rouge Capitol Center Hotel, we honored Ernest J. Gaines, one of the the most widely read and highly respected contemporary authors of African American fiction.



GOLD BENEFACTORS

Baton Rouge Area Foundation (BRAAF)

Entergy

SILVER BENEFACTORS

Adams & Reese

BENEFACTORS

Advanced Strategies

Amerigroup Louisiana

AT&T

Blue Cross Blue Shield of Louisiana

Bonton Associates, LLC

Brandon Williams Construction

Cox Communications

Courson Nickel, Lamar Advertising and MP Board

DeCuir, Clark and Adams LLP, Attorneys at Law &

Jason DeCuir, Attorney

Louisiana Federation for Children

Louisiana Nursing Home Association

The Office of the District Attorney for the Parish of East Baton Rouge, Hillar Moore

Project 70805

Southern University Alumni Association



2017 ANNUAL GALA

"A Celebration of Courage: Honoring the Brave" themed the 2017 gala of the Urban League of Louisiana, held in the Grand Ballroom of the Hilton Riverside. Charles Rice, Jr., president and CEO of Entergy New Orleans, and Tyson Hackenberg, vice president of APTIM, were the gala chairmen; Norman Robinson was the master of ceremonies; and Sybil Haydel Morial, author and former first lady of New Orleans, served as the toastmistress. Entergy and APTIM were the major benefactors.

Headline entertainers were Erica Falls, followed by Lejit featuring Roi Anthony and Shaun Ward. Distinguished Honorees included former New Orleans Mayor Edwin M. "Moon" Landrieu and Mitch Landrieu; Freedom Fighters Claude Reese, Jerome Smith, Doratha Smith-Simmons, Matteo Francisco Suarez and Sandra Nixon Thomas; Rising Star awardee Michael "Quess?" Moore; and, in memoriam, Dyan "Mama D" French Cole and Lolis Edward Elie.

Within the crowd of 950 were Judge Kern Reese with Dottie, Vonda Rice with Charles, Helis Oil Company President and CEO David Kerstein, Mark Boucree of Capital One Bank, Xavier University President C. Reynold Verret, University of New Orleans Chancellor John W. Nicklow and spouse Stacy, Delgado Community College Chancellor Joan Davis, Karl Connor of BP, Orleans Parish Schools Superintendent Henderson Lewis, New Orleans Police Department Superintendent Michael S. Harrison, Judge Terri Love, state Rep. Walt Leger and many others who are aligned with the mission of the ULLA to "assist African Americans and other communities seeking equity to secure economic self-reliance, parity and civil rights."



A CELEBRATION OF

C@URAGE

Honoring the Brave

URBAN LEAGUE OF LOUISIANA 2017 ANNUAL GALA



GALA SUPPORTERS

SUSTAINING THE MOVEMENT BENEFACTORS

APTIM
Entergy

PLATINUM BENEFACTORS

BP
Capital One
IBERIABANK
JPMorgan Chase & Co.
Liberty Bank

BENEFACTORS

The New Orleans Advocate
Algiers Charter School Association
Baptist Community Ministries
Boh Bros. Construction
BOLD
Bruno & Tervalon, LLP
Chehardy Sherman Williams, LLP
Corporate Business Supply
Cox Communications
Daughters of Charity Services of New Orleans
Delgado Community College
Democrats for Education Reform
DMM & Associates
Enterprise Rent-A-Car
Exhibitor to Tailor's International and Greenup Industries

PATRONS

Deep South Center for Environmental Justice
Dillard University
Fidelity Homestead Savings Bank
First American Title Insurance Company
Goodwill Industries of Southeast Louisiana
GMC & Co. Advertising

GOLD BENEFACTORS

AT&T
Chevron
The Helis Foundation
Shell
Louisiana Federation For Children

SILVER BENEFACTORS

Adams & Reese
Business Council of New Orleans and the River Region

Finance Authority of New Orleans
THE FIRST 72+
French Market Coffee
Foundation for Louisiana
Gallo Mechanical/Square Button
Greater New Orleans, Inc.
Harrah's New Orleans
Inspire NOLA
James Carter, Esq. of Carter & McKee Law Firm
J.D. Russell Consulting
Jones Walker
The King Law Firm
KIPP NOLA
Landis Construction, LLC
New South Parking
New Orleans Business Alliance
New Schools for New Orleans

Group Insurance Associates
Laitram, LLC
Landmark Consulting
Louisiana Community & Technical College System
Dennis McSeveney
Helena Moreno
New Orleans College Prep
NOCCA

BRONZE BENEFACTORS

Amerigroup
Blue Cross Blue Shield of Louisiana
Educate Now!
The Louisiana Campaign For Tobacco Free Living
Metro Service Group
Ochsner Health System
Regions Bank
Hancock Whitney Bank
The Pamela and Warner Williams Charitable Fund

New Orleans Tourism & Marketing Corp
Port of New Orleans
QCS Logistics
Rainbow Academy and Preschool
Royal Engineering
Southern Eagle Sales & Services, L.P.
Sher Garner Cahill Richter Klein & Hilbert, LLC
Swanson & Associates, Inc
United Way of Southeast Louisiana
University of New Orleans
Total Community Action
TransDev
Walgreens
Walmart

Teach for America
Urban League Young Professionals
Victor Robinson CPAs
WWL-TV
Xavier University of Louisiana

PROGRAM SUPPORTERS

PIC/EEP

Walton Family Foundation
Laura and John Arnold Foundation
Bloomberg Foundation
Recovery School District
Orleans Parish School Board
Louisiana Federation for Children
Walgreens
HealthyBlue
National Urban League
Judge Terri Love
Sheriff Marlin Gusman
Communities In Schools

PROJECT READY

Chevron
Shell
AT&T
Louisiana Department of Education - 21st CCLC
National Urban League
W.K. Kellogg Foundation
Exxon
United Way of Southeast Louisiana
Wisner Foundation

HEAD START

Total Community Action, Inc.
United Way of Southeast Louisiana
Institute of Mental Hygiene
Louisiana Endowment for the Humanities
Catholic Charities Archdiocese of New Orleans
Louisiana Department of Education

WOMEN'S BUSINESS RESOURCE CENTER

U.S. Small Business Administration
National Urban League
Jacobs Engineering
Louisiana Economic Development

Merrill Lynch
Athena Construction
IBERIABANK
City of New Orleans
APTIM
Capital One
New Orleans Jazz Market
Sullivan Stoller Schulze & Grubb, LLC.

OFFICE OF WORKFORCE DEVELOPMENT

City of New Orleans
National Urban League- U.S. Department of Labor and Corporation for National Community Service
JPMorgan Chase & Co.
Capital Area United Way
W. K. Kellogg Foundation
City of Baton Rouge East Baton Rouge Parish
OxFam
State Farm
Enterprise Rent-A-Car
Shell
My Brother's Keeper Alliance

URBAN LEAGUE OF LOUISIANA - GENERAL

IEM
Hancock Whitney Bank
Baton Rouge Area Foundation (BRAAF)
Educate Now - YouthForce
Goldring Family Foundation
Georges Enterprises
Louisiana Healthcare Connections
Greater New Orleans Foundation
Walmart

STATEMENT OF FINANCIAL POSITION
FOR THE YEAR ENDING JUNE 30, 2017

ASSETS			
	June 30,		
	2017		2016
Assets:			
Cash and cash equivalents	\$ 367,779	\$	414,132
Short-term investment	3,586		3,444
Due from funding agencies	367,038		527,301
Prepaid expenses and other assets	15,056		18,126
Promises to give	288,383		405,300
Land, building and equipment, net	8,008,498		8,003,832
Note receivable	5,089,000		5,089,000
Endowment fund	35,369		32,702
Designated fund	-		-
Total assets	\$ 14,174,709	\$	14,493,837
LIABILITIES AND NET ASSETS			
Liabilities:			
Current portion of long-term debt	\$ 103,224	\$	120,783
Accounts payable	116,956		130,052
Accrued liabilities	85,245		102,754
Advance from funding source	0		0
Revolving line of credit	269,886		299,886
Long-term debt, net	7,008,525		7,147,344
Total liabilities	7,583,836		7,800,819
Net assets:			
Unrestricted	6,267,121		6,255,016
Temporarily restricted	288,383		405,300
Permanently restricted	35,369		32,702
Total net assets	6,590,873		6,693,018
Total liabilities and net assets	\$ 14,174,709	\$	14,493,837

URBAN LEAGUE OF LOUISIANA
SCHEDULE OF UNRESTRICTED REVENUE AND EXPENSES BY PROGRAM
FOR THE YEAR ENDED JUNE 30, 2017

REVENUE

Federal grants	\$1,161,249
State and local grants	3,156,705
Board generated self-support	582,225
Client generated self-support	116,433
Interest Income	281
Realized gain (loss on investment)	2,287
Realized gain on property	
Other revenue	478,775
In-kind contributions	121,651
Total self-generated revenue	5,619,606
United Way funding for next year	115,851

Grand total revenue

\$5,735,457

SCHEDULE OF UNRESTRICTED REVENUE AND EXPENSES
FOR THE YEAR ENDED JUNE 30, 2016

EXPENSES

Compensation expenses	\$3,254,486
Occupancy expenses	446,882
Professional fees and contracts	426,063
Food	43,646
Travel and transportation	53,255
Gala expenses	132,057
Supplies	111,399
Equipment rental	62,400
Printing and copying	60,085
In-kind costs	121,651
Other direct program expenses	585,902
Bad debt	-
Interest and Loan Amortization	155,213

Total expenses before depreciation

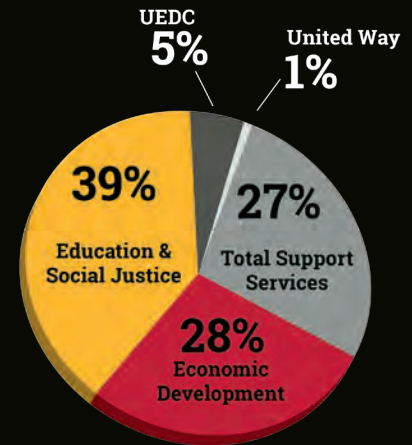
5,453,039

Net Difference

(282,418)

Depreciation	\$298,952
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TOTAL REVENUE



TOTAL DIRECT EXPENSES





Urban League of Louisiana

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Phone: 504-620-2332

Website: www.UrbanLeagueLA.org