

Urban League of Louisiana

CELEBRATING
80 YEARS

**2018 ANNUAL
REPORT**



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FROM OUR LEADERSHIP



Dear Urban League of Louisiana Members, Partners, Supporters, Friends and Those We Serve:

80 Years Strong and Proud was the theme for the work of the Urban League of Louisiana in 2018 as we celebrated almost a century of service, civil rights and economic parity on behalf of African American families and their communities. Our strength is collective, able to grow and develop as a result of the work we share with you, the advocacy efforts that unite us and the opportunities we seek together to create an equitable Louisiana for all people. We are indeed proud of our ability as an organization to survive the changing times and ready ourselves for the future.

The work of the Urban League of Louisiana and the impact it has delivered this year adds to the infrastructure necessary for families and communities to live the lives they desire and deserve. Every family wants to be financially sound and able to provide for themselves. Every child wants to be in a high-performing school that meets his learning needs and is preparing him for the brightest future possible. Every entrepreneur with a vision wants the support and mentorship to start a business that could change the trajectory of his or her family for generations to come. Every high school student who chooses college wants to gain confidence as a dual-enrollment student who attends high school and junior college while still in high school. And every person who has made a poor choice in the past wants to pay their debt to society and be given a real chance to be a citizen who contributes to the greater good. Our three Centers for Excellence in Education and Youth Development, Workforce and Economic Development and Equity and Social Justice provided the programming and advocacy that serve as the tools and the inspiration to empower people and change lives. This is why we exist; this is why we challenge; this is why we serve.

As we prepare to enter 2019, we have a great deal to be excited about! We will continue to create innovative partnerships and collaborations that align with our core mission and support the vision of statewide expansion. We will continue to measure our work to ensure the highest standards of performance and customer service. And we will create new ways to form deeper relationships with and amplify the voices of those we serve.

We thank you for your continued support over the years and invite you to join us at the Urban League of Louisiana as a member, partner, supporter, friend or client in the movement to ensure a fair and just society for all people. All are welcome!



Judy Reese Morse
President & CEO



Chris D'Amour
Chairman



URBAN LEAGUE OF LOUISIANA

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Vice Chairman

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Sylvie Tran

Beth Trotter

Kathy Victorian

Kyle Wedberg

URBAN LEAGUE OF LOUISIANA

Executive Team

President & CEO

Judy Reese Morse

Erika McConduit (*Immediate Past President & CEO*)

Executive Vice President

Cathy Washington

Vice President Finance & Operations

Shawne Favre

Centers of Excellence

Urban League Center of Education and Youth Development

Arielle McConduit, Vice President

Urban League Office of Workforce Development

Cherie LaCour-Duckworth, Vice President

Baton Rouge Area Operations

Edward "Ted" James, Director

Urban League Women's Business Resource Center and Entrepreneurship Center

Klassi Duncan, Director

Urban League Clarence L. Barney Head Start Center

Belencia Breaux, Director

Community Engagement

Dana Henry, Director

Urban League Parent Information Center

Gilma Pavon, Director

Urban League Project Ready

Ritney Castine, 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, 21% 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.



TEACHERS AND VOLUNTEERS

- o 90% of education staff achieved Ancillary Certificates (Louisiana Early Childhood Certification)
- o 79% of education staff have Masters, Bachelors or Associates Degrees in Early Childhood Education
- o 6,368 volunteer hours

2018 PROGRAM HIGHLIGHTS

OUR CHILDREN MET OR EXCEEDED
THEIR DEVELOPMENTAL GOALS* IN

social-emotional,
physical, language
cognitive, literacy
and mathematics.

*At the end of 2017-2018 school year



100%

- 100% of children completed speech, vision and hearing screenings
- 100% of families have begun the initial social services family outcomes process
- 100% of staff participated in professional development in areas of education, health and safety, nutrition and family engagement
- **100% FOCUSED ON KINDERGARTEN READINESS**

PARENTAL INVOLVEMENT

- 88% of parents participated in parental involvement activities
- 21 families participated in 12 weeks of family literacy activities through Prime Time Family Reading
- 698 hours of School at Home and Prime Time Family Reading activities completed by families
- 66% of heads of household are working or in school
- 280 hours of home visits and parent/teacher conferences completed

URBAN LEAGUE PARENT INFORMATION CENTER

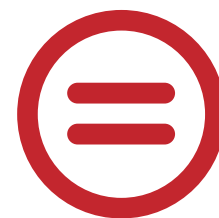


The Urban League's Parent Information Center continues to fulfill its mission of empowering parents to be successful agents and advocates for excellent schools. ULPIC staff supported the unification of OPSB and RSD schools locally and the implementation of the Every Student Succeeds Act (ESSA) statewide. This year, ULPIC hosted a number of events and programs to support its strategic objectives. Signature initiatives include the Annual Schools Expo, the PRIDE parent leadership academy, the RSD/OPSB Family Resource Center support, the New Orleans Guide to High Schools and Beyond, the New Orleans Guide to Early Childhood Education and ULPIC's Charter Board Training for parent board members.

BY THE NUMBERS

16,000

INDIVIDUALS SERVED



2,045

Students received placement assistance through a partnership with EnrollNOLA

18,000

High School Guides and Early Childhood Guides and Baton Rouge Achievement Zone Guides distributed

1,600

Backpacks and school supply kits were distributed

43

Teachers celebrated at annual Teacher Appreciation Luncheon

2018 PROGRAM HIGHLIGHTS



The **12th Annual Schools Expo** featured 120 schools and early childcare providers, and 90 community organizations. Over 2,700 individuals attended the event, which displayed STEM hands-on activities and summer programs. ULPIC distributed 850 backpacks, bags, and uniform vouchers to families. 99% of families reported increased knowledge of school options and programs available to them, and 92% reported increased knowledge of the enrollment/application process.

Three members of the **PRIDE Leadership Academy Alumni** were selected to serve on the Superintendents Parent Advisory Board. Members were actively involved in reviewing the charter school strategic plan framework.



ULPIC **participated in the Orleans Parish School Board Back to School Fest** at the Audubon Zoo providing approximately 1,000 families with backpacks, school supplies and ULPIC resource guides.



ULPIC launched its inaugural cohort of the **PRIDE Leadership Academy in Baton Rouge**. This first cohort is comprised of 20 parent leaders representing charter, district-run, Catholic, private and homeschool options. Parents attended sessions focused on understanding the Baton Rouge education system, Advocacy 101 and ESSA. All leaders attended a communications workshop where they received assistance with writing opinion editorials, preparing testimony and spokesperson training. Parent leaders are currently working on advocacy projects focused on improving educational outcomes for all students in Baton Rouge.



A **statewide convening of 85 education stakeholders** was hosted by ULPIC, Progressive Policy Institute, New Schools Baton Rouge and the Louisiana Federation for Children. Thought leaders shared their advice and expertise on increasing school accountability and performance as well as creating more inclusive and equitable school systems. Convening participants also

had opportunities to discuss local education policy including the impact of the policies of the Every Student Succeeds Act (ESSA) in Baton Rouge and the state of Louisiana and how education leaders from Denver, Indianapolis and Louisiana are approaching ESSA's implementation.



URBAN LEAGUE PROJECT READY



As the 21st Century workforce landscape continues to rapidly evolve, technology, science, engineering, mathematics, and critical thinking skills are the key drivers of jobs and innovation. The Project Ready Program provides students with a cadre of academic, life skills and career readiness supports to prepare them 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 not just a living, but a saving 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 and other certification courses offered by Baton Rouge Community College.

Project Ready is available during the school day and after school and serves 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. At both sites, students can access college application and eligibility support, career exposure and advising, academic tutoring, ACT prep, gender based mentoring, college tours, "Behind the Business" tours, STEM enrichment, and community service opportunities. These school sites serve as key partners in preparing students for graduation and life beyond high school.

BY THE NUMBERS

278 STUDENTS SERVED

56

Students earned industry based credentials/
certificates of technical studies

212

Students participated in activities related
to college/career readiness, STEM
careers, behind the business tours and
college tours

1

Student completed an Associate Degree

2018 PROGRAM HIGHLIGHTS

In Spring 2018, **one Project Ready dual enrollment student at Landry-Walker High School received the Associate of Applied Science in Industrial Technology simultaneously with his high school diploma.** Other students also received Certificates of Technical Studies in Welding and Electrical Construction in addition to their high school diploma.

Project Ready students received first-hand experience examining high-paying jobs in the STEM field by **meeting with industry leaders and participating in behind the business tours at sites like Shell, NASA and other companies.**

In Baton Rouge, students were **recognized at the Louisiana State Capitol for "Project Ready Day"** in June. They were able to receive a personalized tour of the Capitol grounds and learn more about the inner workings of government.

Project Ready Students **visited colleges and universities across Louisiana** in an effort to connect them with local colleges and keep our best talent in the state.



PROJECT READY IS PREPARING YOUTH

“Being able to participate in Project Ready’s dual enrollment program is the **highlight of my day.** It’s what keeps me motivated in school and focused on finishing strong.”

Cedric Clemmons, Senior
Landry-Walker High School



“Before meeting Mr. Marlin through the Project Ready dual enrollment program, my plan was to go to the military. After touring Southern University and learning of its majors, I am now a **freshman on the yard.**”

Omari Phillips Scotlandville High 2018
Graduate & PRBR Electrical Student



URBAN LEAGUE OFFICE OF WORKFORCE DEVELOPMENT



Revitalizing today's workforce so that businesses across the state can thrive and grow, 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 are all focus areas of Urban League's Office of Workforce Development (OWD). From incarceration, or an unemployed or underemployed status, to attaining credentials and employment in high demand sectors such as welding, pipefitting, and heavy equipment operations, our Career Pathways Program participants are excelling despite the odds.

The Career Pathways Program (CPP) is a multi-pronged service delivery model, which includes career readiness training, integrated case management, mentoring, education (adult basic education, tutoring, HiSET preparation, etc.), soft skills, financial literacy, occupational skills training, direct employment placement, follow-up services and customized career and resource fairs. CPP welcomes youth ages 16 to 24 and adults ages 18 and above. The Urban League OWD operates one of the New Orleans Business Alliance's Opportunity Centers offering the STRIVE International Professional Development curriculum, and serves as the One-Stop Operator for EMPLOY BR. While in the program, career seekers have an opportunity to speak directly with employer partners such as the New Orleans Sewerage & Water Board, Hilton Hotel, Boh Brothers, CORE Construction, Ochsner Healthcare System, Lyft, Coca-Cola United, and more.

BY THE NUMBERS

560 CAREER SEEKERS SERVED
WITH **362** ENROLLED
INTO THE CAREER PATHWAYS PROGRAM.

19,440 hours of UL's 21st Century Career and Workforce Fundamentals (life skills) workshops were provided to all youth and adult program participants.

81% of enrolled youth were connected to employment with an \$11.00 per hour average earnings rate

79% of enrolled youth ages 14-17 remained connected to high school

68% of adult participants were connected to employment with a \$15.00 per hour average earnings rate

62% of adult participants attained industry credentials

57% of CPP participants are adult offenders and opportunity youth, with a 12% recidivism rate (below the national average)

2018 PROGRAM HIGHLIGHTS



Urban League of Louisiana and the Louisiana Community and Technical College System cohosted the annual Suits for Hire Job Fair **connecting 200 career seekers with 44 employers and education providers.**

The Urban League **completed its inaugural year as the One-Stop Operator at EMPLOY BR.** During the year, all performance outcomes were met. This achievement included incentives for local and state staff for their outstanding service and efforts assisting veterans.

The Urban League **became a New Orleans Digital Promise - Facebook Partner.** Through this partnership, career seekers will be able to pursue digital skills micro certifications in social media.

The **Urban League of Louisiana Urban Youth Empowerment RISE (UYEP RISE) program participants joined the Know Your Rights Initiative, in partnership with Colin Kaepernick.** The initiative provided high school students with awareness concerning higher education, self-empowerment, and instruction to properly interact with law enforcement in various scenarios.



GRATEFUL PARTNERS AND PARTICIPANTS

“**THANK YOU** Urban League Office of Workforce Development for your support, partnership, and for everything that has been deposited in me. Being employed means that I can now support myself and my family. As a single mother of two young daughters, I want to be their inspiration.” Shante Wise

“After being released from prison, I was able to reunite with my family, especially my mother and daughter who never gave up on me. Since completing Urban League’s Adult Reentry Program, **I WAS ABLE TO GET A GOOD JOB WITH GREAT PAY** Now that I have a good job, I can finally support myself and my daughter.” - Nathaniel Fournette

“The participants at Urban League are given the opportunity to learn soft skills in order to be successful within the workforce. **THIS IS A WIN-WIN** for both the Hilton and participants and we have had success with this program.” - Roy Madding, Employment Manager, Hilton Hotel

“Working with the Urban League helps us to empower its members to **ACHIEVE MORE THROUGH OUR TECHNOLOGY.** Through this direct relationship, we’re able to provide Windows and Office based skills that will prepare members for the new, modern workplace!” - Christopher Douglas, Learning Specialist, Microsoft Store



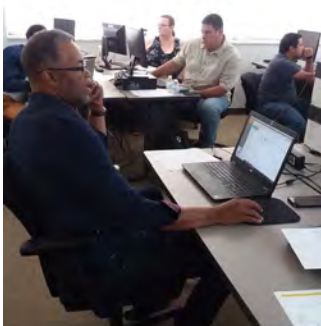
URBAN LEAGUE WOMEN'S BUSINESS RESOURCE CENTER



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. Through professional business advisors and industry consultants, the WBRC provides small-business development services including: strategic planning, loan packaging, operational streamlining, financial management and accounting, and certification assistance.



As a result of the extensive, one-on-one and interactive training, our program remains one of New Orleans' most impactful business assistance programs in Southeast Louisiana.



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 under-served populations.

CLIENT KUDOS TO THE WBRC/CRC

“Even through our growth, we continue to value the assistance provided by this amazing organization. They are **continually providing invaluable networking and training resources**. We are truly grateful for the impact this assistance has had on the growth of our business.”
Christina Couvillion, President, Quality First Marine Construction & Vessel Support

2018 PROGRAM HIGHLIGHTS

In 2018, the WBRC:

Hosted its first international trade seminar, *Export Dat: How and Why Small Businesses Should Take Advantage of the Global Marketplace*. During this session, entrepreneurs gained valuable insights on why and how doing business internationally is a strategy for growth.



Partnered with the Urban Green Council, the New York City affiliate of the US Green Building Council, to offer the Green Professional Building Skills (GPRO) training and certificate program across the state of Louisiana.

Delivered two entrepreneurship sessions during the Essence Music Festival at the Essence Empowerment Zone.

Hosted its first Small and Emerging Business Development Program Roundtable as an intermediary of Louisiana Economic Development for the 2018-19 fiscal year.

Hosted its 2nd Annual Women in Construction Convening on October 18, at the New Orleans Jazz Market. The event's 2018 title sponsor was AARP-Louisiana. Other sponsors included: the New Orleans Jazz Market, Louisiana Economic Development, Port of New Orleans, and Cory, Tucker & Larrowe.



Hosted its 2nd Annual Veterans Small Business Breakfast and Resources Summit to thank veteran entrepreneurs for their service and to celebrate their business accomplishments.

Hosted the annual Women-in-Business Challenge which provided a platform for four women entrepreneurs to compete for \$10,000 of venture capital. The



Challenge culminated during New Orleans Entrepreneur Week with Kelsey Foreman of "Cake Face Soaping" emerging as the winner. Miss Robbie Montgomery, entrepreneur and Sweetie Pie's matriarch, served as the keynote speaker.



BY THE NUMBERS

851

CLIENTS SERVED

(Trained and counseled)

769

TRAINING ATTENDEES

943

COUNSELING HOURS

82

CLIENTS COUNSELED

2,879

HOURS OF TRAINING

72

TRAINING SESSIONS

48

JOBS CREATED

17

BUSINESSES CREATED

\$24.7M

IN CONTRACTS

\$8.7M

IN BONDING

“The Urban League has **assisted me in setting up my accounts** in QuickBooks, forecasting, and the Construction Management at Risk procurement process. They have also helped me by introducing me to several prime contractors and even helped me with public speaking!”

Karen Williams, NOLA Steele Fabrication and Erection Services, Harvey, LA

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, JUVENILE AND SOCIAL JUSTICE

- o ULLA **successfully advocated for passage of SB102, a measure to end "Vitter sentences"** (i.e., mandatory sentences) for juveniles that keep children incarcerated, and in some cases, well beyond the point of their rehabilitation. The measure called for modifications to the Children's Code that are cost-effective, fair, safe, smart and in the best interest of youth and the community.
- o ULLA **supported HB 265 which restored voting rights for individuals under the supervision of the criminal justice system**. With the passage of this legislation, approximately 30,000 felons on probation and parole will have the right to vote restored after five years from their release from prison. HB 265, was introduced by Rep. Pat Smith, and was signed into law as Act 636 by Gov. Edwards to go into effect on March 1, 2019. This was a huge victory in criminal justice reform in Louisiana.
- o ULLA **supported HB513 that dedicated \$10 million from the Unclaimed Property Leverage Fund to assist families on the waitlist for the Child Care Assistance Program (CCAP)**. The bill failed to pass the House, but ULLA's efforts helped lead to the legislature increasing funding in the appropriations bill for early childhood.
- o During the 2018 General Election, **ULLA advocated strongly for passage of Amendment 2**, the "Unanimous Jury" Constitutional Ballot Initiative that would disallow non-unanimous verdicts in felony cases in Louisiana. Voters **struck down one of the last Jim Crow laws in the nation** with a 64.4% majority.
- o The Urban League of Louisiana **served on the Bails, Fines, Fees (BFF) Task Force**, a collaborative of advocacy organizations working to reform the bail bonds industry by making it less punitive and prohibitive for poor, non-violent people who are awaiting trial.
- o Urban League **denounced actions by Kenner Mayor Ben Zahn banning NIKE clothing, equipment or products** at Kenner recreation centers. The Urban League of Louisiana called on Mayor Zahn and the Kenner City Council to examine the impetus for the policy, and to rescind the policy immediately.



CIVIC ENGAGEMENT



- The Urban League of Louisiana **launched a new statewide initiative called Wake up the Vote Louisiana that focuses on voter mobilization and engagement.** The Voter Participation Rally included information on ballot initiatives, what voters need to know before going to the polls, speakers, panel discussions, a film screening, interviews and spoken word.
- ULLA **partnered with VAYLA New Orleans to create and implement a program to educate and mobilize voters** in the Baton Rouge area for the 2018 general election. Through our targeted GOTV plan, we reached nearly 18,000 voters through a 4 day canvassing and phone bank program.
- ULLA **conducted a Student Voter Registration Initiative and proposed the adoption of a resolution** of the East Baton Rouge School District to allow all eligible students to register to vote. ULLA worked with members of the school board, and the board unanimously supported the resolution. Participating schools included Belaire, Scotlandville, Lee, Tara and McKinley High School. Through ULLA's efforts, 279 students were registered to vote.



ECONOMIC AND WORKFORCE DEVELOPMENT

- This legislative session the Urban League of Louisiana **supported measures regarding wage equity, increasing the minimum wage, and expanding workforce opportunities** for apprentices on state contracts. Unfortunately, none of these measures were advanced. However, Rep. Ted James filed a resolution on behalf of the National Urban League and the Urban League of Louisiana that urges Congress to pass legislation to support efforts to build, modernize and maintain the United States' infrastructure that considers building for resilience, and creates apprenticeships, jobs and contract opportunities that has been sent to the Louisiana Secretary of State.

EDUCATION

- o ULLA **supported SB199 that established the Advisory Council on Historically Black Colleges and Universities.** An ULLA representative was appointed to service on the Advisory Council.
- o ULLA **supported SB89 that required charter school governing boards to include at least one parent, legal guardian or grandparent of a student,** or an alumnus of the school. ULLA further encouraged a measure that will require that the majority of a charter school's governing board be based in the local area.
- o ULLA **President & CEO testified before BESE on the State's ESSA plan** and the Community Engagement Director Dana Henry, testified before the Orleans Parish School Board on the proposed accountability framework. Additionally, ULLA Parent Information Center Coordinator, Rana Otallah, testified before the LDOE Accountability Commission, and the Special Education Advisory Panel.
- o Urban League of Louisiana, as part of the Education Equity Coalition, **signed on to a letter to the Louisiana Department of Education strongly opposing the LDOE's recommendation to adjust the minimum N-size for accountability and publication of a SPS and letter grade from 10 students to 30.**
- o ULLA and partner Louisiana College Access Coalition **supported HB399 that prioritizes funding of TOPS awards for students with financial need** (whose expected family contribution is no more than twice the amount to qualify for the Pell Grant).
- o The Urban League and partners **successfully advocated for rescission of the grooming policy at Christ the King School,** which included language requiring students to only wear "natural hair." The policy prohibited "extensions, wigs, and hair pieces of any kind ..." The Urban League denounced this policy and immediately called for the school to revise the policy, withdraw current disciplinary action issued under it, and apologize to the impacted students.

EDUCATION EMPOWERMENT PROGRAM (EEP)

- o ULLA's **Vice President of Education and Youth Development and the Director of Community Engagement were chosen to sit on the EnrollNOLA Advisory Committee.** The committee is charged with making recommendations regarding school enrollment policies and procedures.
- o Urban League of Louisiana **held a legislative policy briefing in New Orleans with business, community leaders and clergy in attendance.** The event included speaker presentations including a NOPS unification process discussion led by Superintendent Dr. Henderson Lewis. ULLA serves on the OPSB Charter Governance Working Group to assist OPSB in the development of policies regarding mandatory training for charter board members.
- o ULLA **facilitated focus groups at McDonogh #35 Senior High School** on behalf of the Orleans Parish School Board, to gain insight and perspective from stakeholders on the future design of McDonogh 35. Participating stakeholders included alumni, current teachers, parents, community members and students.
- o ULLA **successfully intervened in support of OPSB in a lawsuit challenging Einstein Charter Schools, Case No. 2017-11398, for failing to provide adequate transportation to all students.** An Amicus Brief was co-authored with the following partners: Families and Friends of Louisiana's Incarcerated Children ("FFLIC"), Louisiana Center for Children's Rights ("LCCR"), Our Voice Nuestra Voz ("OVNV"), Stand for Children Louisiana, Step Up Louisiana, and Urban League of Louisiana. Our Motion for Leave to File Amicus was granted and our Amicus brief was filed.
- o The Urban League, as a critical advocacy stakeholder, **worked with a coalition that successfully brought about an increase that doubled last year's commitment to \$1.5 million.** The result will provide access to quality Early Head Start seats for 100 infants/toddlers in New Orleans.



- Urban League of Louisiana **serves on the YouthForceNOLA Steering Committee**, a collaborative of organizations from the education, business, and civic community working to prepare youth in New Orleans public schools for high-wage, high demand careers in the region through high quality career and technical education, paid internships and soft skills training. The Urban League leads the YouthForce Family Engagement Sub-Committee.
- Urban League of Louisiana **hosted a Legislative Luncheon at the Capitol with stakeholders and more than 30 legislators from across the state**. ULLA's legislative agenda was presented. Additionally, ULLA made a presentation at the Legislative Black Caucus' Annual Retreat in Marksville, LA, where ULLA's policy priorities and Equity Report were presented. An "equity index" was also presented that ranked major regions of the state represented by legislators in the Caucus to highlight economic inequities in those areas.
- Urban League of Louisiana **hosted a site visit for Urban League Affiliate CEOs, staff and partners** as they learned more about the Urban League of Louisiana's Parent Information Center, Education Empowerment Program and Schools Expo. During the site visit the group toured the Expo and spoke with Expo partners, families, and volunteers.



Since 2015, the Urban Leaders for Equity and Diversity (ULEAD) cohort provides a forum for training on the current and potential educational landscape of New Orleans for people of color who are public education and social advocates. Also, ULEAD offers an opportunity to engage in discussions with advocacy peers to exchange experiences, best practices, and ideas related to current and emerging issues associated with the area of public education in New Orleans. Topics that are typically

covered include, but are not limited to, the history of Public Education in New Orleans, New Orleans education policy and governance, emerging public education issues, educators in New Orleans, New Orleans parent engagement, and equity/diversity considerations in public education in New Orleans.

ULEAD 2018 HIGHLIGHTS

- ULEAD served 19 participants in 2018
- 95% of our applicants who were accepted to ULEAD graduated after participating in the eight week program
- Of over 100 ULEAD fellows, 23 ULEADers are currently serving on charter management boards
- Two ULEADers are serving as board chairs
- ULEAD's Spring cohort celebrated the completion of 19 graduates of color from various professional backgrounds including legal, education, and finance
- Two ULEADers have founded new charter schools and one ULEADER is a member of a CMO executive team
- One ULEADER served on Mayor Cantrell's education transition team
- Fifteen ULEADers are in graduate level education programs
- ULEAD fellows are preparing and submitting op-ed education stories for publishing including blogs for *the 74*
- One ULEADER is the official Spanish language translator for the Orleans Parish School Board



URBAN LEAGUE YOUNG PROFESSIONALS



The Urban League of Louisiana Young Professionals – Greater New Orleans (NOLAYP), established in 2008, is the young professional auxiliary of the Urban League of Louisiana. NOLAYP serves young professionals, 21-40, in the Greater New Orleans area by providing professional development, community service opportunities and social events. The purpose is to support the Urban League of Louisiana in their tenets and programs and help members grow so they can give back to the community in a dynamic way.

HIGHLIGHTS

- o **Launched the Well-Rounded Professional Program**, a professional development program for NOLAYP members
- o **Launched the NOLAYP Swimming Initiative** where NOLAYP partnered with the New Orleans Recreation Department to provide free swimming lessons to minority young professionals
- o **Launched the Men of the Movement**, a monthly meetup for male members that provides for the sharing of male perspectives, networking and recruiting more men to the movement

SIGNATURE PROGRAMS

- o **Well-Rounded Professional Program** – A professional development program that helps Urban League of Louisiana Young Professionals – Greater New Orleans (NOLAYP) members become better contributors in their workplace, in the organization and in the community. The program provides training and resources that prepare our members for leadership opportunities, promotions, board service, entrepreneurship and more.
- o **National Day of Service** – This initiative brings together NULYP chapters for a momentous day of unified community impact around a singular theme. NDoS is centered on the National Urban League's education and jobs agenda items, and the role that science, technology, engineering (arts and agriculture), and mathematics (STEM/STEAM) play in economic development.
- o **National Day of Empowerment** – The NULYP initiative is geared toward supporting minority entrepreneurs, minority owned businesses as well as providing education to empower young professionals and our community at large.



**BY THE
NUMBERS**

RAISED OVER

\$10,000

FOR THE URBAN LEAGUE OF
LOUISIANA ON GIVENOLA DAY

URBAN LEAGUE GUILD



The beginning of 2018 marked the official relaunch of the Urban League Guild, which serves professionals 40 and over. Guild members work to promote the Movement of the Urban League by incorporating progressive fundraising, leveraging community service programs and developing a cadre of dedicated, informed and loyal volunteers.

HIGHLIGHTS

- o **Established partnerships with the young professionals group** creating an opportunity to work together on projects like the annual State of the Chapter open house event, Healthy Awareness Day and the recent reboot of On the Money Tuesdays, the Guild's financial literacy series.
- o **Supported the local affiliate** by providing volunteers for the annual School Expo at the Superdome, hosting quarterly "Focus On" sessions with the affiliate program directors to give members a better understanding of services provided by the Urban League provides. Members supported the Urban League through the annual GiveNOLA Day and gala fundraising initiatives.
- o **Represented the Guild chapter locally** as co-hosts for a candidates forum, statewide at the annual Legislative day and nationally in Washington, DC as part of the National Urban League's Legislative Policy conference.
- o The Urban League Guild **earned third place awards** in two categories: chapter excellence and community service in the Southern region.



Urban League of
Louisiana **GUILD**



We are truly excited about the progress made for 2018 and are eagerly looking forward to 2019 and the full scale release of our **Faith in Action Initiative** which is a partnership with area churches to provide resource fairs, information and community service to our areas that need it the most. "

Ricardo Thomas, President, Urban League of Louisiana Guild



1938 80 YEARS 2018

STRONG & PROUD

ANNIVERSARY

Gala



"80 Years Strong and Proud" themed the 2018 80th Anniversary gala of the Urban League of Louisiana, held in the Celestin Ballroom of the Hyatt Regency. Dottie Reese and Laverne Toombs served as honorary chairpersons. William "Bill" Goldring, of the Goldring and Woldenberg Foundations, was the gala chairperson; Camille Whitworth was the mistress of ceremonies; and Chief Justice Bernette Johnson, served as the toastmistress. The Goldring and Woldenberg Foundations were the major benefactors.

Headline entertainers were T-Ray the Violinist, followed by Lejit featuring Roi Anthony and Shaun Ward. Distinguished Honorees included the Rev. Samson "Skip" Alexander, Flozell Daniels, Jr., Michael Williamson with the United Way of Southeast Louisiana, Jade Brown-Russell, Jonathan Sumter, Ricardo Thomas, Jameeta Youngblood and Deborah Anderson.



Joining the gala were Mayor LaToya Cantrell, Councilman Jared Brossett, Sheriff Marlin Gusman, Police Chief Michael Harrison, Judge Terri Love, Judge Kern Reese, Assessor Errol Williams, OPSB Superintendent Dr. Henderson Lewis, OPSB School Board Members Ethan Ashley, Ben Kleban and Nolan Marshall, State Senator Wesley Bishop, State Representative Walt Leger, State Representative Joseph Bouie, State Representative Ted James, and friends from Baton Rouge Councilwoman Chauna Banks, Councilman Lamont Cole, Councilwoman Donna Collins Lewis, and EBR School Board Member Dawn Collins.



GALA SUPPORTERS

SUSTAINING THE MOVEMENT

Goldring and Woldenberg Foundations

GOLD BENEFACTORS

Capital One
Louisiana Healthcare Connections
Lane Grigsby
Entergy
BP
Iberia Bank

BENEFACTORS

Aetna Better Health of Louisiana
Algiers Charter School Association
Atmos Energy
Boh Bros. Construction
Cowen Institute
Cox Communications
CSRS
Daughter's of Charity Services of New Orleans
Deep South Center for Environmental Justice
Delgado Community College
Democrats for Education Reform- Louisiana\ Louisiana in Charter Schools in Action
DMM & Associates
Exhibitor to Tailor's International/ Pin Oak Terminals

PATRONS

Aclara Technologies, LLC
AECOM Hunt
CDM
Dennis McSeveney
Dillard University
Digital Engineering
ECM
Fowler Rodriguez
GNO Inc.

SILVER BENEFACTORS

Adams & Reese
Business Council of New Orleans and the River Region
Chevron
Healthy Blue
The Helis Foundation
Louisiana Federation For Children
Lyft
The Pamela and Warner Williams Charitable Fund

Finance Authority of New Orleans
First American Title Insurance Company
French Market Coffee
Gallagher
Gallo Mechanical
Greater New Orleans Foundation
Health and Wealth Consultants Group
IHeartMedia
Inspire NOLA
James Carter, Esq. of Carter & McKee Law Firm
J.D. Russell Consulting, LLC
Liberty Bank
Metro Services Group
New Orleans Business Alliance

Goodwill Industries
Haynie & Associates
HRI
Jackson Offshore, LLC
Jaumen Rice
Jay Lapeyre - Laitram
Joanell Jacques and Maycel Braud
Landis Construction
Melissa Licali

BRONZE BENEFACTORS

AT&T
The Berger Company
Blue Cross Blue Shield of Louisiana
Foundation for Louisiana
Hancock Whitney Bank
Harrahs New Orleans
Ochsner Health System
The New Orleans Advocate
Regions Bank
Shell
YouthForce NOLA

New Orleans Tourism & Marketing Corporation
New Schools New Orleans
New South Parking
OCS Logistics/NOLA.com
Royal Engineering
Square Button
The King Law Firm
The Monk Group at Morgan Stanley
The Port of New Orleans
THOMAS-WADDELL & Associates
Total Community Action
Trans Dev
Urban League Guild
United Healthcare Community Plan
United Way of Southeast Louisiana

NOCCA
Ogletree Deakins
The Spears Group
Tod Smith - WWL TV
TMG Consulting
Assessor Errol Williams
Victor Robinson CPAs
UNO Foundation
Urban League Young Professionals
Xavier University

PROGRAM SUPPORTERS

PIC/EEP

Bloomberg Foundation
Communities In Schools
COX
enroll NOLA
HealthyBlue
Laura and John Arnold Foundation
Louisiana Federation for Children
National Urban League
New Schools Baton Rouge
New Orleans Campaign for Grade-level Reading
Orleans Parish School Board
United Healthcare
Walgreens
Walton Family Foundation

PROJECT READY

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

HEAD START

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

WOMEN'S BUSINESS RESOURCE CENTER

AARP
APTIM
Capital One

City of New Orleans
Corey, Tucker & Larrowe
Jacobs Engineering
Louisiana Economic Development
LYFT
IBERIABANK
NANO Architecture Interiors
National Urban League
New Orleans Jazz Market
Square, Inc.
The Port of New Orleans
U.S. Small Business Administration

OFFICE OF WORKFORCE DEVELOPMENT

Aspen Institute - Pathways to Careers Fund
Capital Area United Way
City of Baton Rouge East Baton Rouge Parish
City of New Orleans
Enterprise Rent-A-Car
Facebook
JPMorgan Chase & Co.
National Urban League- U.S. Department of Labor
OxFam
State Farm
Wilson Foundation
W. K. Kellogg Foundation

URBAN LEAGUE OF LOUISIANA - GENERAL

Educate Now - YouthForce Nola
Georges Enterprises
Greater New Orleans Foundation Goldring Family Foundation
HancockWhitney
IEM
Louisiana Healthcare Connections
Woldenberg Foundation

STATEMENT OF FINANCIAL POSITION
FOR THE YEAR ENDING JUNE 30, 2018

ASSETS			
	June 30,		
	2018		2017
ASSETS			
Cash and cash equivalents	448,324.07	\$	367,779
Short-term investment	3,111.64		3,586
Due from funding agencies	546,697.77		367,038
Prepaid expenses and other assets	12,743.67		15,056
Promises to give	199,254.49		288,383
Land, building and equipment, net	7,766,958.87		8,008,498
Note receivable	-		5,089,000
Endowment fund	38,128.76		35,369
Total assets	\$ 9,015,219	\$	9,088,285
LIABILITIES AND NET ASSETS			
LIABILITIES:			
Current portion of long-term debt	\$ 126,711.00	\$	134,847
Accounts payable	114,686.31		159,704
Accrued liabilities	96,600.56		85,255
Advance from funding source	247,500.00		300,000
Revolving line of credit	1,421,510.00		1,512,901
Total liabilities	2,007,008		2,192,707
Net assets:			
Unrestricted	6,711,982		6,568,858
Temporarily restricted	258,100		291,351
Permanently restricted	38,129		35,369
Total net assets	7,008,211		6,895,578
Total liabilities and net assets	\$ 9,015,219	\$	9,088,285

URBAN LEAGUE OF LOUISIANA

SCHEDULE OF UNRESTRICTED REVENUE AND EXPENSES BY PROGRAM

FOR THE YEAR ENDED JUNE 30, 2017

REVENUE

Federal grants	\$ 1,202,067
State and local grants	941,666
Board generated self-support	823,684
Client generated self-support	2,443,222
Interest Income	281
Realized gain (loss on investment)	2,287
Realized gain on property	
Other revenue	366,291
In-kind contributions	152,605
Total self-generated revenue	5,932,104
United Way funding for next year	82,600

Grand total revenue

\$ 6,014,704

SCHEDULE OF UNRESTRICTED REVENUE AND EXPENSES

FOR THE YEAR ENDED JUNE 30, 2016

EXPENSES

Compensation expenses	\$3,562,712
Occupancy expenses	\$371,733
Professional fees and contracts	\$222,712
Food	\$36,672
Travel and transportation	\$51,334
Gala expenses	\$245,981
Supplies	\$74,763
Equipment rental	\$51,990
Printing and copying	\$56,561
In-kind costs	\$152,605
Other direct program expenses	\$833,498
Bad debt	-
Interest and Loan Amortization	\$109,157

Total expenses before depreciation

\$5,769,717

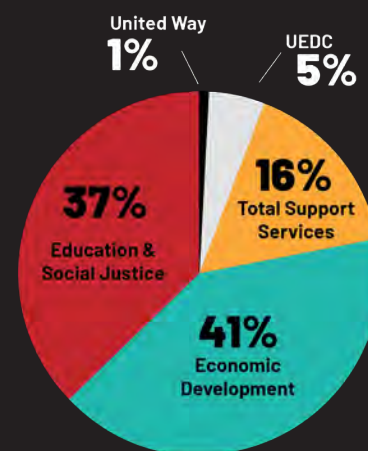
Net Difference

(244,988)

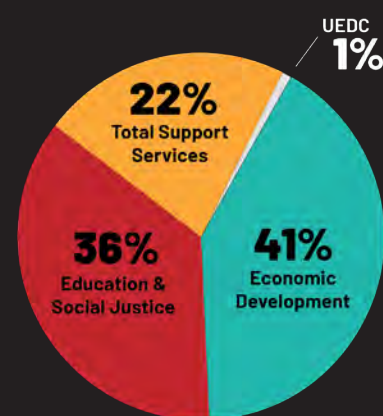
DEPRECIATION

\$311,290

TOTAL REVENUE



TOTAL DIRECT EXPENSES



STRONG & PROUD

Eight Decades



1938 - The Urban League of Greater New Orleans, Inc. begins operation.



1939 - Urban League Housing Committee Meetings with the New Orleans Housing Authority leads to construction of the Magnolia Project.

Urban League launches Business in Action program to establish affirmative action places for local businesses.



1966 - The Clarence Barney era begins.

1957 - Private fund-raising begins. in response to the threat of losing funding spurred by hostilities from the White Citizens Council.

Urban League led voter education initiatives laid the basis for the formation of BOLD and COUP political organizations.

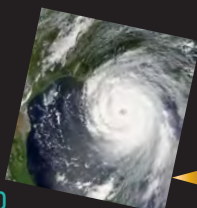


UL initiates the Heritage Square Project to bring about economic revitalization of Central City.



UL initiates development of the Black Tourist Center.

2006 - UL launches Katrina Help Center.



2002 - UL completes Bienville Corridor Master Plan.

2001 - The Achievers Basketball Classic is created and the first endowment is established.



2008 - ULGNO re-establishes the State of Black New Orleans and officially launches the Young Professionals Chapter (YP).



2009 - Urban League launches key economic inclusion initiatives targeting minority contractors.

2012 - Hosted the NUL Conference and opened Head Start Center in the 9th Ward.



80 YEARS
STRONG & PROUD

2018
80th Anniversary

1942 - League's track record



of effective work establishes the basis for inclusion in "Community Chest" which is now the United Way.

1944- Urban League's "Post-War Conference on Employment and Employment Opportunities for Negroes" takes place.

1947- The League focuses on social justice issues such as police community relations.



1955 - Construction begins on the Pontchartrain Park development.

1948 - The survey "A Review of the Economic and Cultural Problems of New Orleans, Louisiana, as They Relate to Conditions in the Negro Population" is printed.



1979 - The First Annual Golden Gala

UL gives birth to the Street Academy to reclaim school dropouts.



UL cofounds the Scholarship Classic, now the Bayou Classic.

UL advocates for Children First Ballot Initiative, calling attention to the deteriorating condition of the NORD playgrounds.

2000 - Urban League Women's Business Resource Center begins operating.



1997 - Edith G. Jones becomes the first woman to hold the position of President and CEO.

1996 - The Barney Era ends.

2013

- Erika McConduit named President & CEO.



2014 - Urban League purchases new Headquarters facility at 4640 S. Carrollton Avenue.



Urban League of Louisiana

2016 / 2017 - ULGNO statewide to become the Urban League of Louisiana.

2015 - ULGNO hosts RISE Katrina 10 Commemorative Conference.



80 YEARS STRONG AND PROUD



Urban League of
Louisiana

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