

"Not everything that is faced can be changed, but nothing can be changed until it is faced."

- JAMES BALDWIN

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DEAR PARTNERS IN THE MOVEMENT:

This year has been filled with highs and lows. After nearly two years of COVID-19 restrictions, we were able to hug again and comfortably have in-person gatherings. We saw Governor John Bel Edwards posthumously pardon the late Civil Rights pioneer Homer Plessy. And, after more than a year of calling for justice, we saw the United States Department of Justice announce the launch of a federal civil rights investigation into the patterns and practices of the Louisiana State Police following the murder of Ronald Greene in Monroe, Louisiana.

We have also been reminded of the many threats facing black communities across our state. Louisiana's trigger law limiting women's access to reproductive freedom went into effect following the United States Supreme Court Dobbs Decision. Despite a valiant fight by our partners in the Louisiana Legislative Black Caucus and several advocacy groups including the Urban League of Louisiana, the Louisiana State Legislature passed state congressional maps that deny African Americans a second majority-black congressional district which they are owed based on population growth. And although residents in Louisiana overwhelmingly voted to overturn the racist non-unanimous jury in our state, this year the Louisiana State Supreme Court ruled the measure could not be retroactive denying justice to thousands convicted by split juries. These highs and lows, and so many more, are precisely the reason the Urban League of Louisiana is needed now more than ever. Our ability to stand up, advocate and lead on issues important to our people is unwavering.

2022 was a year of great programmatic impact for the Urban League of Louisiana as well. We served thousands of Louisianians and launched exciting new initiatives deepening our impact. We partnered with the PepsiCo Foundation and awarded \$90,000 to black-owned restaurants across our state to provide them access to capital, training, and mentorship. We secured a partnership with the National Automobile Dealership Association to pilot an apprenticeship program to increase the number of young black service technicians. We secured a partnership with the East Baton Rouge Public Schools to produce an Education Equity Framework and

an Equity Scorecard in the parish to decrease disparities in education for black and brown kids. We partnered with Ochsner Health to combat health inequities with a new BIG Health Event where the need for increased access to medical testing and care was underscored when an attendee's medical screening revealed the presence of breast cancer at the event. We concluded an 18-month planning period by launching the SEE CHANGE Collective initiative action plan to help close the racial wealth gap for Black, Hispanic and Latino residents of the Greater New Orleans region.

While we are extremely proud of our past work, the opportunities that lie ahead of us are extremely exciting. As we approach our 85th Anniversary in 2023, buoyed by the \$5.7 million gift to our organization from billionaire philanthropist and author MacKenzie Scott, we are boldly charging forward to build on an incredible legacy of removing barriers and creating new pathways for African American and other underserved communities in our state. Whether it's seizing new opportunities in clean energy and the green economy, rapidly expanding our apprenticeship on-the-job training options, advancing our SEE CHANGE Collective initiative to close the racial wealth gap or ensuring that issues important to African American communities are centered in the upcoming gubernatorial election – 2023 promises to be a year of impactful service and leadership by the Urban League of Louisiana.

We invite you to increase your support and partnership in our shared work. Together, we can help realize new possibilities for all.

Yours in the movement,



Judy Reese Morse President and CEO



Jade Brown Russell Board Chairwoman



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	Amanda Phillips, Early Head Start
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Center for Policy & Social Justice	Bobby Burkes, Jr., Business Services
Tyrin Truong, Policy Director	Coordinator
John West, Advocacy Director	Karen Burks, Career & Workforce
	Fundamentals Trainer
Clarence L. Barney Head Start Center	
Belencia Breaux, Director	Tennille Burks, Triage Coordinator
Shelita Brimmer, Lead Teacher	Dedra Evans, Career Development
	Specialist
Candice Brown, Preschool Teacher	
Kingle only Current Assistant Touchen	Chaunte Humble, Career Development
Kimberly Green, Assistant Teacher Ervin Hartford, Janitor	Specialist
	Ronnie King, Jr., Career & Workforce
Kristine Hitts, Social Worker	Fundamentals Tech Specialist
Karen Jackson, Early Head Start	Neron North-Green, Sr. Career
Teacher	Development Specialist
Kay Jackson, Food Technician Assistant	
Keyoca Johnson, Early Head Start Teacher	

CLARENCE L. BARNEY HEADSTART CENTER

In 2022, according to the Policy Institute for Children, less than 16% of low-income children under the age of 4 have access to any publicly funded early childhood education and care in our state. The Urban League of Louisiana Clarence L. Barney Head Start Center (ULBHC) has been providing early childhood services to families residing in Orleans parish since 1998. Initially located in the uptown area of New Orleans, the center is currently located in the Desire Housing Development of the upper 9th ward. The ULBHC provides services to 62 children from low income families, ranging in age from birth to five years old. Since beginning operation, the center has provided early learning experiences to over 1,200 children and their families. With school readiness as the focus, the ULBHC is preparing children from low-income families for kindergarten. The ULBHC has a strong history of success with students who consistently achieve developmental milestones and staff who work closely with parents to achieve outcomes which leads to independence and self-sufficiency.

IMPACT:





of children met or exceeded socialemotional development



of children transitioning from preschool to kindergarten were academically ready



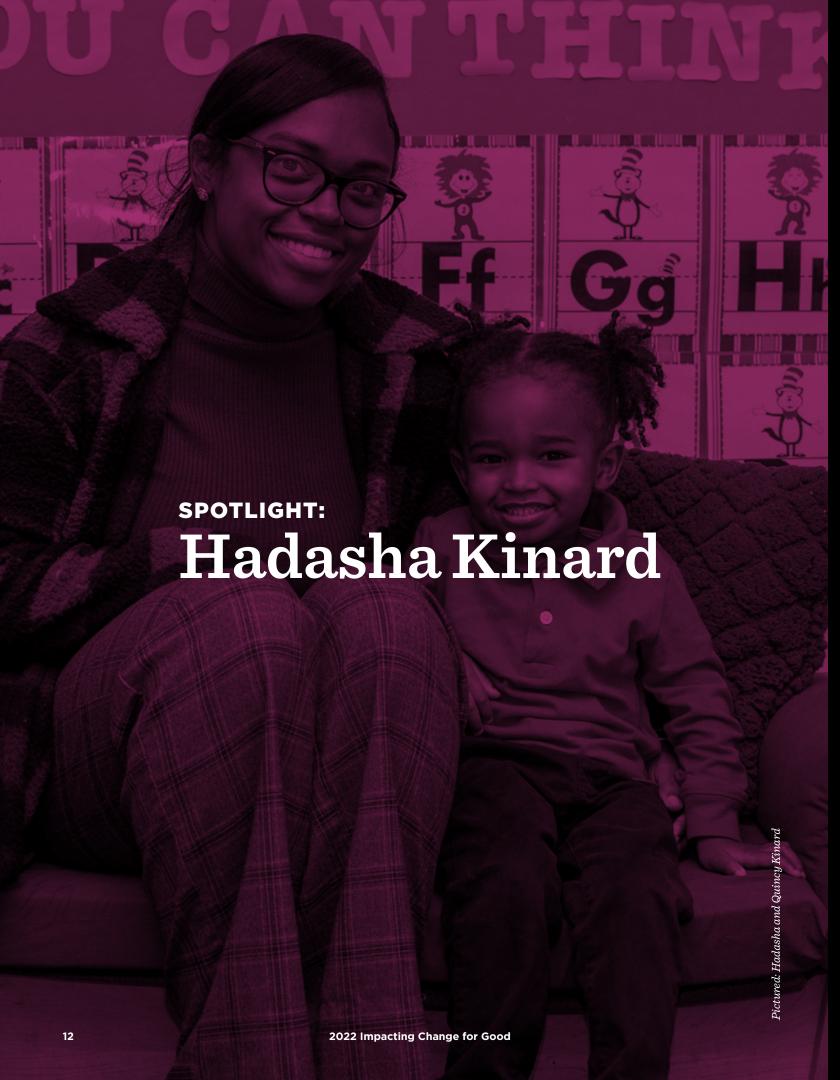
of children completed speech, vision, and hearing screenings



of education, social services and administrative staff achieved Ancillary Certificates (Louisiana Early Childhood Certification)

of education staff have Bachelor Degree,
Associate Degree or Child Development
Certificate (CDA) in Early Childhood Education

of staff participated in professional development in area of education, health & safety, nutrition, and family engagement



SPOTLIGHT: HADASHA KINARD

Hadasha Kinard and her husband, Quincy, wanted to send their threeyear-old son Hassan to a place that would allow him to thrive while assisting him in his speech therapy.

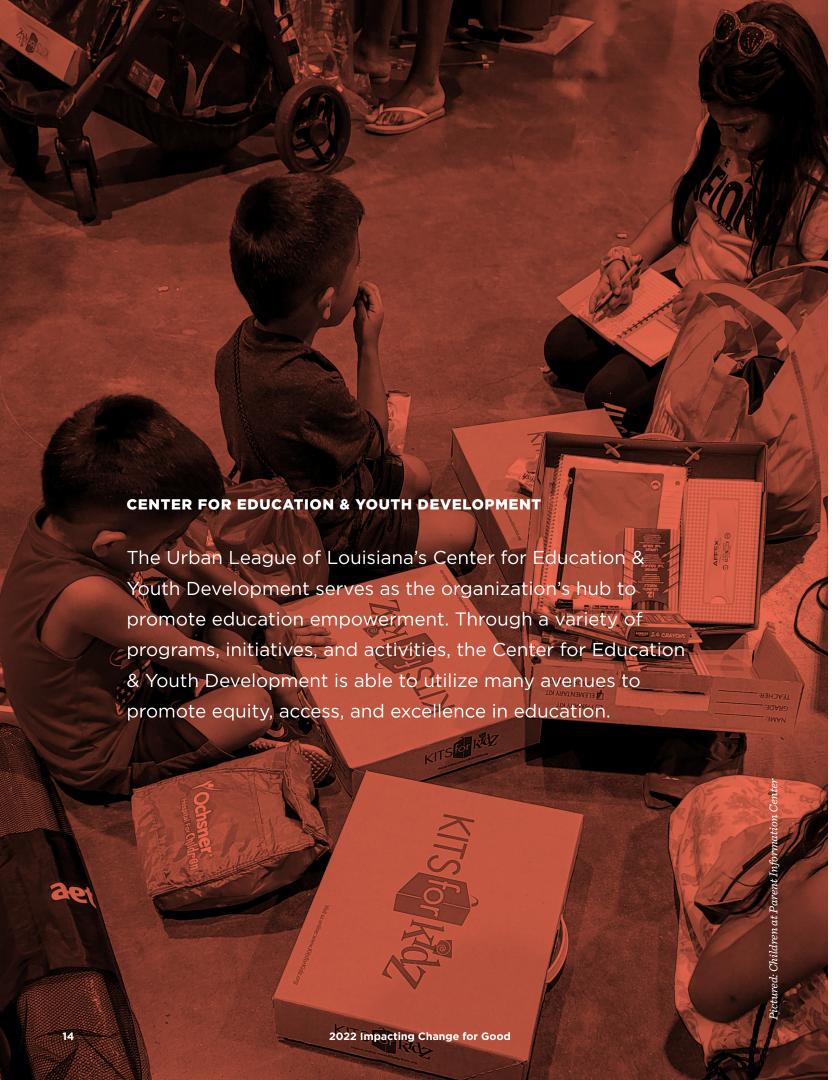
"My son aged out of the speech therapy program that he was enrolled in and we were in need of finding a new program to help improve his speech and communication," said Hadasha. "Not only was the Clarence L. Barney Head Start Center able to provide my son with school readiness, but they helped us in finding a new program so that he could continue to receive speech therapy."

Through the Clarence L. Barney Head Start Center, Hassan is able to enroll in Prime Time Preschool, the after-school literacy program funded by the Louisiana Endowment for the Humanities.

"The Clarence L. Barney Head Start Center has made such an impact on my family. The staff is able to be very flexible with my schedule which is so critical to providing my son the proper means to receive his speech therapy. I am just extremely grateful for them."

Head Start made such an impact on her family that Mrs. Kinard felt empowered to get involved even more. Hadasha currently serves as the Parent President of the Clarence L. Barney Head Start Parent Committee for 2022-2023. Mrs. Kinard utilizes her role to not only foster a parent community within the center with projects such as the Fall Festival, but she also relishes in being a motivator to other parents.

"The community we've fostered and the environment of this school is really special, you can tell that the teachers really care, and I am happy to lead the way in showing that the parents care too."



Parent Information Center

The Urban League's Parent Information Center in New Orleans (ULPIC) and Baton Rouge (ULPIC-BR) maintains its mission to empower parents to become successful agents and advocates for excellent schools, educates parents about school choice and equips parents to become leaders. ULPIC continues to endorse its Parents Ready to be Involved to Deliver Excellence Leadership Academy for parents, Parent Charter Board member training, NOLA School Supply Giveaway, New Orleans Guide to High Schools and Beyond, New Orleans Guide to Early Childhood Education, and its Stay Connected newsletter.

The Urban League of Louisiana's Parent Information Center in Baton Rouge (ULPIC-BR) responds to the distinct needs of parents and community members as they navigate and improve the Baton Rouge education landscape. ULPIC-BR provides support, technical assistance and guidance to families navigating school choice options, and hosts community events such as STEM Saturdays to increase STEM-based learning opportunities for students, and a Schools Expo to increase awareness of the EnrollBR common application process for families.

ULEAD

The ULEAD Leadership Academy is a leading training academy for advocates interested in learning how to effectively navigate and positively impact the educational landscape for communities of color in New Orleans. ULEAD provides a unique opportunity for participants to learn how to engage in developing and sustaining a quality educational ecosystem in New Orleans through Advocacy, Human Capital, Governance, Policy, and Entrepreneurship.

Project Ready

Urban League of Louisiana's Project Ready program prepares underserved youth for success in college and career. The program offers academic enrichment workshops and tutoring; cultural and social development activities and a mentoring component; college and career exposure and exploration activities; opportunities for young people to take part in in dual enrollment courses including career and technical education training towards an industry-recognized credential and provides STEM exposure and exploration activities.

IMPACT:

7,311	community members served/engaged by ULPIC
700	families served this year by ULPIC-BR
600	uniform vouchers were distributed to families to assist with school uniform expenses
1,319	students and parents accessed The New Orleans Guide to High Schools and Beyond and the New Orleans Guide to Early Childhood Education website exploring pertinent information about high schools and early learner programs
400	students received school supply kits and backpacks
40	participants in the 2022 ULEAD Cohort
98%	attendance for Summer Cohort
235	high school students served by Project Ready
5	College Tours attended by Project Ready students
232	hours of College and Career Readiness achieved by Project Ready students
2,635	hours of ACT Prep received by Project Ready students

"Our financial sessions with Urban League of Louisiana Project Ready youth are great experiences for both the students and our trainers to learn about the ever-changing financial environment. We thank the Urban League for enabling this learning experience; it's proven to be a valuable partnership."

RICKY BURKE, CPA, CGMA
CHAIR, LCPA FINANCIAL LITERACY COMMITTEE



SPOTLIGHT: TIA TEAMER

Tia Teamer wanted to be in a space that would help her continue her focus on education and give her the skills and strategies necessary to put the best practices into place to improve the New Orleans Charter school system. So when she heard about the ULEAD Leadership Academy, she knew it was a perfect match.

"I knew I wanted to be in a space that would allow me to not only continue my focus on education, but set me up for putting programs and practices into action that would make an impact in the education community," said Teamer.

While enrolled in ULEAD's 2022 Fall cohort, Tia developed a strategic plan for how to improve Career and Technical Education (CTE) in New Orleans' Charter school system. Career and Technical Education plays an important role in secondary education and has increased in popularity due to the skill set needed for today's workforce and students' expedited entry into the workforce. Tia's strategy addresses the need to educate New Orleans students around career and technical education tracks.

"ULEAD put me in contact with a lot of educational leadership personnel and stakeholders, and gave me the opportunity to have important conversations with them," said Teamer. "ULEAD made me feel like I belonged in those conversations!

The rising education administrator credits ULEAD for reinvigorating her purpose and what she declares, her mission, to leave an impact in the New Orleans Charter school system.

"Urban League of Louisiana changed my perspective on what a leader looks like. I was able to see people who looked like me and were in my age range and that is so important. I am so grateful for the ULEAD program and now I have the tools to fulfill my passion and purpose to improve the education systems in New Orleans."

Pictured: Wiley Brazier, Cybersecurity Pre-Apprenticeship Instructor and a Scotlandville Magnet student at the UrbanBot Obstacle Challengo

OFFICE OF WORKFORCE DEVELOPMENT

The Urban League of Louisiana's Office of Workforce Development (OWD) serves as one of the organization's economic engines, providing individuals with the tools they need to thrive in today's workforce, and to help grow Louisiana's pool of qualified workers. OWD serves unemployed and underemployed career seekers ages 16 and above who are residents of Metro New Orleans and East Baton Rouge. The OWD's signature Career Pathways Program (CPP) is a multipronged service delivery model, which includes career readiness training for professional development, integrated case management/career coaching, tuition assistance, behind the business tours, financial literacy, occupational skills training, apprenticeships, preapprenticeships, and direct employment placement to help move participants towards skills attainment and high wage occupations that lead to self-sufficiency and wealth. This signature program provides Louisianians the ability to engage in services both in-person or virtually.

To build equity, diversity, and inclusion in the workforce, the Office of Workforce Development implemented an Urban Cybersecurity Apprenticeship (UCSA) Program, in partnership with our training partner SLT, LLC. The unique aspect of the 2,340-hour pilot apprenticeship is that it builds opportunities for career advancement, improves skills and competencies of career seekers, and provides access to high wage employment. The Urban League has also implemented a cybersecurity pre-apprenticeship at LB. Landry and Scotlandville Magnet High Schools that will lead to the cybersecurity apprenticeship program.

IMPACT:

1,000

adult and youth career seekers served

252

in-school youth participated in career exploration for tech occupations

304

individuals completed various digital skills trainings

136

adults enrolled in the Career Pathways Program for employment opportunities



of adults were connected to employment with average earnings of \$18.00 per hour and

\$13.00

per hour for justice-involved young adults

81

incarcerated individuals completed Mock Interviews and Resume Design & Development training pre-release during the Urban League's virtual Second Chance Career & Resource EXPO



of Cybersecurity Program apprentices have completed Level 1 CompTia Certification

"I had not been in school for 30-years and felt intimidated when I joined the Urban League's Career Pathways Program. I wanted to quit, but I was encouraged by the workforce team to keep pursuing my dreams. I learned how and where to search for job openings, created a professional resumé, and networked with employers. After I completed the professional development training, I was placed in a nondestructive testing course at the Baton Rouge Community College. The Urban League assisted me with my job search and immediately connected me to employment at Turner Industries where I was hired as a Level I Technician earning \$25.00 per hour. After 9 months of employment with Turner Industries, I have advanced to a Level II Technician earning \$37.00 per hour. I have been given a real second chance at life, and now I am back on track."

WILLIE THOMAS. CONSTRUCTION LEVEL II TECHNICIAN

David Palacios

SPOTLIGHT: DAVID PALACIOS

While growing up, David Palacios watched his mom work multiple jobs to care for him and his sister. He remembers telling his mom, "One day, I'm going to be the man of the house, and I'll take care of you so that you won't have to work as hard."

After graduating high school, he enrolled into college at Nicholls State University. He would eventually transfer to the University of New Orleans and earn a Bachelor of Science Degree. But he could not find employment relevant to his field and worked on and off again during the COVID-19 pandemic.

David felt that it was necessary to upskill his talents and embarked on a new career in technology, so he enrolled in the Urban League's Career Pathways Program, a program designed to assist unemployed and underemployed youth and adult job seekers in the attainment of social skills, education, and job skills to increase their participation and retention in the workforce.

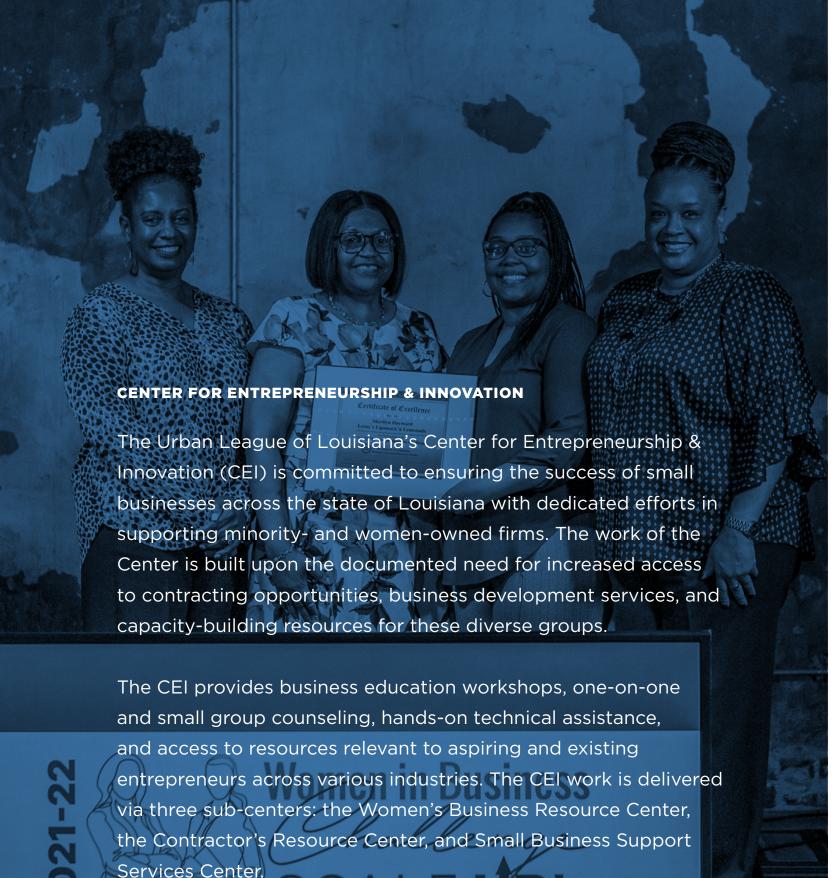
"The Urban League sent me towards the path that was meant for me," said David. "The Career Pathways Program helped me with my resume, my ability to communicate, and my search for a meaningful job."

David completed the program and was placed in a software development training course with Urban League's training partner, Operation Spark. While in this tech course, students learn to design, build, and deploy simple mobile apps and games.

"Going into the program, I was anxious because I don't often see people who look like me in these spaces, but thanks to the Urban League, I was pushed to achieve success in ways I would have never imagined."

Thanks to the Urban League's Career Pathways Program, in 2022, David connected to employment as the Assistant Director of Data Systems and Engineering with New Orleans Public Schools, where he now earns over \$60,000 annually. He says none of this would be possible without Urban League.

"The Urban League equipped me with the tools, skillset, and confidence to lead my peers and coworkers in our job. My future is bright because of the Urban League of Louisiana."



SCALE UP!

AN INITIATIVE OF



IMPACT:

411
clients counseled

3,781
counseling hours

2,447
training attendees

138
trainings provided

315
training hours

25 new businesses created

Regions Bank Micro-grants Program

In collaboration with the National Urban League and Regions Bank, in addition to hosting the Regions Bank Next Step Financial Wellness series, the CEI provided \$30,000 in micro-grants to minority-owned businesses negatively impacted by COVID-19 and Hurricane Ida.

Scale Up! Louisiana - Cohort 5

Scale Up! Louisiana is a statewide entrepreneurial education intensive hosted by the Urban League of Louisiana's Center for Entrepreneurship & Innovation. The program provides early stage entrepreneurs with the education and resources that are critical to creating a scalable and profitable business. This is a transition program that guides existing, early stage small business owners towards becoming high growth, sustainable ventures.

In March, the CEI launched the fifth cohort of its Scale Up! Louisiana program targeting small businesses in the Lower 9th Ward. This cohort was sponsored by the Lower 9th Ward Economic Development District, Wells Fargo, and Louisiana Economic Development. In response to COVID-19-related safety measures, this modular program was delivered online via 11, 3-hour web sessions, and 5 pre-recorded videos. Participants utilized the Live Plan online business planning platform, in collaboration with their assigned business advisors, to create their Scale Up! Plan of Action. 20 business owners from the area graduated from cohort 5.

Wells Fargo - Open for Business

In 2022, with the support of Wells Fargo, ULLA expanded its services to meet the needs of businesses in Baton Rouge, Shreveport, Lake Charles, and other parts of the state. Through the Wells Fargo Open for Business program, the CEI provided business education workshops, one-on-one and small group counseling, technical assistance, and access to resources relevant to aspiring and existing entrepreneurs. In addition to these services, the Center hosted two additional cohorts of its Scale Up! Louisiana program, as well as, two cohorts of its Start! Up Louisiana program.

SBA Community Navigator Pilot Program

In 2022, the Urban League of Louisiana launched the SBA Community Navigator Pilot Program to expand its entrepreneurship services across the state of Louisiana. The Community Navigator Pilot Program is an American Rescue

Plan initiative designed to reduce barriers that underrepresented and underserved entrepreneurs often face in accessing the programs they need to recover from a disaster or economic crisis, grow, or start their businesses. The Urban League of Louisiana serves as a Tier 1 Spoke for the National Urban League Hub. This year the Center supported 60 businesses in Shreveport, Lake Charles, Baton Rouge, and surrounding areas with access to over 500 counseling and business support services.

Voice of the Community Roundtables

For entrepreneurial ecosystems, hearing and responding to the Voices of the Community is critical and provides concrete feedback on the experiences, needs, expectations and opportunities for improvement of the system.

To gain insights on the challenges and resource needs of small businesses across the state of Louisiana, ULLA hosted four "Voice of the Community" (VOC) roundtables in the following cities: Lake Charles, Shreveport, Baton Rouge, and Hammond. Each session provided opportunities for local businesses to learn about ULLA's programs and to voice the needs and opportunities that exist in their community.

ULLA Inaugural Small Business Advisory Council

ULLA assembled a small business advisory council to gain insights on community-specific business needs, challenges, opportunities, and ecosystem gaps. Each council member serves as a Voice of the Community and advocates for small businesses within their city and across the state. This council advocates for small businesses, influences policy, and promotes equitable economic development across the state. Inaugural members include Drayden Dunn, Envision Media (Shreveport), James Thrower, Life Changing Solutions (Shreveport), Iam Tucker, ILSI Engineering (New Orleans), Julie Vaucresson, Vaucresson's Café and Deli (New Orleans), Andre Lewis, VPG Enterprise (New Orleans), Nenette Gray, Lemonade Creative Marketing (Baton Rouge), Dr. Lawrence Salone, Founder, Post-Trauma Institute (Baton Rouge), Dr. Jennifer Jackson, RN, LDN, Keystone Nutrition (Lafayette) and Brandi Wells, Urban Market Experience (Hammond).

"As a small business in this region, we have felt the effects of Hurricane Katrina, Hurricane Ida, and the COVID-19 pandemic. While we have been able to sustain business, it has not come without challenges. Black-owned food service operators are the cornerstone of Louisiana's economy. Supporting us creates a domino effect of economic impact for our families and our communities.

As we move forward in growing and scaling our business, the support of the National Urban League and the Urban League of Louisiana has been invaluable.

The PepsiCo Foundation grant has been used to support the physical build-out of Vaucresson's Café and Deli, as well as the accounting, marketing, and other professional services needed to launch!"

JULIE AND VANCE VAUCRESSON VAUCRESSON'S CAFÉ AND DELI, NEW ORLEANS



SPOTLIGHT: SHERILYN HAYWARD

Sherilyn Hayward was born and raised in Baton Rouge, Louisiana in South Baton Rouge in an area known as "The Bottom".

When her son Leroy III was born with hearing loss and on the autistic spectrum, she knew she had to work hard to make sure he would be fully included and not held back by the world. When Leroy was 6 years old, she entered him in the Raising Canes Lemonade Day entrepreneur program to teach him how to be an entrepreneur and learn to give back to Children's Hospital because they played a major part in Leroy's development. Lemonade Day soon turned into a lemonade beverage manufacturing company for the mother-son duo: Leroy's LipSmack'n Lemonade!

To sharpen her business acumen, Sherilyn joined the Urban League of Louisiana's Center for Entrepreneurship & Innovation in 2020 and participated in the center's Scale Up! Louisiana program.

"My experience with Urban League has been empowering. Being part of the Scale Up program gave me the knowledge to take my lemonade business to the next level. I began selling my product in 16oz bottles and purchased a lemonade mobile truck at minimal cost, and grew our revenue," said Sherilyn.

In 2022, she entered ULLA's *Women-In-Business Challenge*, a statewide competition that provides female entrepreneurs with an opportunity to showcase what is needed to scale their businesses towards profitability and sustainability. Sherilyn took home

1st place and received \$10,000 in funding support for Leroy's LipSmack'n Lemonade.

"Winning the Women-In-Business Challenge allowed Leroy and I to start production of a bottle line lemonade and purchase a refrigerated truck that will help us deliver lemonade across Louisiana and Mississippi this year. The partnerships I have gained from being a client of the Urban League are priceless. I appreciate the Urban League for reaching out to the minority business community and giving us tools to help us succeed. I am truly grateful. I will continue my connection to Urban League and will always take advantage of their resources."

This Center implements strategies and initiatives that increase equity and improve quality of life for African American communities and other communities of color across Louisiana. The work of this Center includes the Urban League's annual policy cycle featuring a statewide listening tour, policy conference, and policy work groups; Wake Up Geaux Vote; the production of education equity reports; health equity initiatives; criminal justice reform efforts; and a legislative agenda during the Louisiana legislative session.

Redistricting Louisiana

The Urban League of Louisiana's Redistricting Louisiana is our ongoing advocacy program to fight for fair electoral maps, including an additional African American majority Congressional District that is supported by population changes. Representation at all levels of government require that political districts be updated to account for population changes. And just like voting, redistricting matters because it determines who will be making important decisions that impact our quality of life every day.

Justice for Ronald Greene Advocacy

Since May of 2021, the Urban League of Louisiana has been working to bring awareness to the killing of Monroe, LA native Ronald Greene at the hands of Louisiana State Police. Advocacy has included letters and engagement with the United State Department of Justice, Governor John Bel Edwards, Louisiana State Police, coordination with a coalition of state civil rights organizations, and the creation of a petition that secured over 27,000 signatures demanding justice. In June 2022, the United States Department of Justice announced it was launching a Civil Rights investigation into the Louisiana State Police, probing whether troopers have a pattern of using excessive force and discrimination against people of color. That announcement was an important new milestone in our continued fight for justice.

Environmental Justice Advocacy

Environmental Justice is an integral concern for African Americans in underserved communities. From industry construction to lack of resources that can adjust to rapid climate change, there are many concentrations of Environmental Injustice that directly affect the quality of life for African Americans in our state. Fighting for Environmental Justice in underserved communities will affirm the right of all residents to a safe and healthy living environment without being forced to relocate or live in hazardous environmental conditions. We uplift and support community-based advocacy organizations fighting for their families and neighbors to ensure proper government engagement, research and visibility.

IMPACT:

96

strategies and activities developed to begin closing the Racial Wealth Gap for Black, Hispanic and Latino residents of the Greater New Orleans region

100

speakers at the 2022 Empowerment & Policy Conference

1,749

people attended 2022 Virtual Empowerment & Policy Conference

500

new voters registered in Baton Rouge

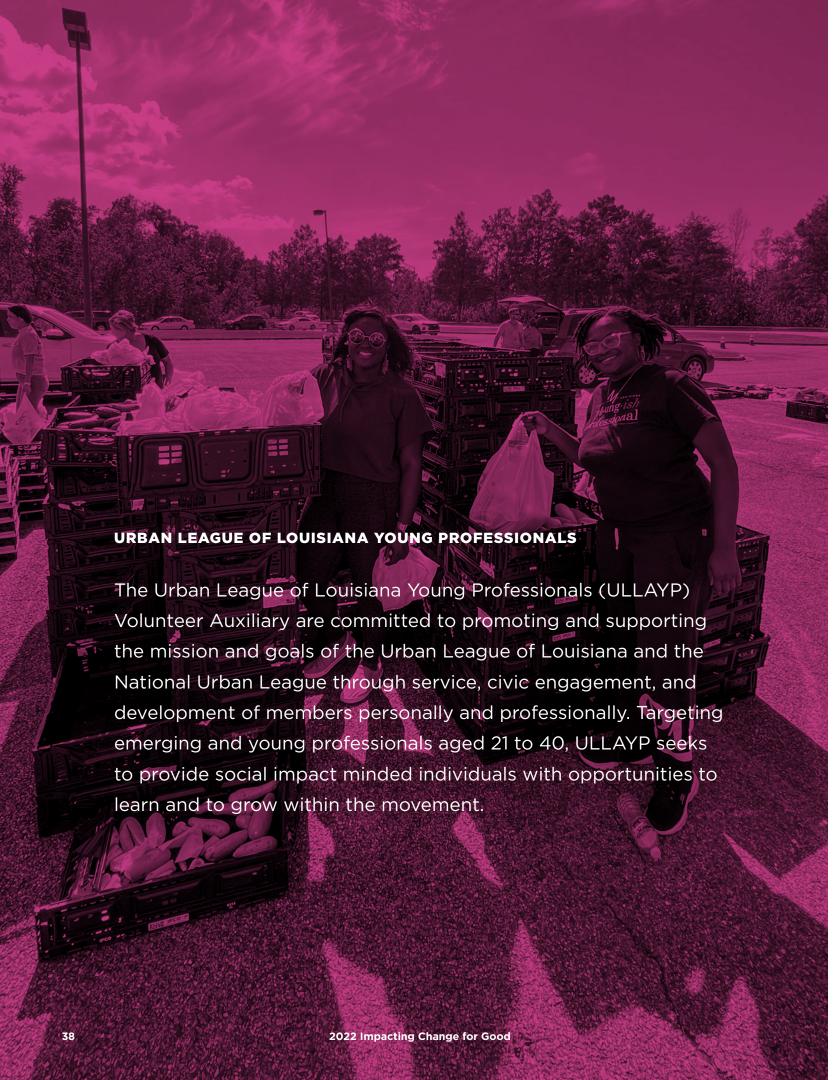
1,146

people attended inaugural BIG
Health Event in New Orleans

1,932

health screenings provided at BIG
Health Event in New Orleans

"The Urban League of Louisiana does a wonderful job at providing quality professional development and keeps us all abreast of policies and how it affects our community. Overall, [the Empowerment and Policy Conference] was very informative and inspiring, I even invited people to tune in. Great job!"



Throughout 2022, ULLAYP has offered several programs for members virtually and in person in New Orleans and Baton Rouge. As an auxiliary, members and chapter leadership volunteered for several Urban League of Louisiana events, including the Empowerment & Policy Conference, Head Start Easter Drive and Fall Festival, GiveNOLA Day Campaign, Big Health Event, Wake Up Geaux Vote initiatives, Youth Reentry Program, Education Equity Initiative, Redistricting Louisiana, Listen & Learn Tour, SEE CHANGE initiative, and more.

ULLA YP's hosted many programs including On the Money Tuesday, and partnered with several organizations committed to supporting the Urban League's efforts to assist African Americans and other communities seeking equity to secure economic self-reliance, parity and civil rights. In addition, the chapter is part of the National Urban League Young Professionals and many members serve on multiple national committees.

IMPACT:

550 people engaged

105

12

partner organizations supporting the YP initiative

"What is most exciting is the ability to gather with a diverse community of members across the United States due to the pandemic to cultivate a space for us by us! We can have the Crown Act Conversations, we can express, mobilize, be the boots and heels on the frontlines of injustice remediation. Young Professionals gives us a vehicle to be engaged, educated, and empowered. ULLAYP is a vibe and that's a fact!"

LAKETA SMITH, CIVIC ENGAGEMENT CHAIR



The Urban League of Louisiana Guild serves individuals with a mind to "give back" ages 40 and over. Guild members work to promote the Movement of the Urban League by incorporating progressive fundraising initiatives, creating and leveraging community service programs and developing a cadre of dedicated and informed foot soldiers in the Movement who also serve as volunteers to support various events of the affiliate.

The year marked a mission of re-engagement and renewal as it relates to our membership and community partners. Recognizing the value and impact of the "team concept", the Guild focused on the continuing need for objective information on COVID-19 amongst our younger population. The Guild partnered with The Inclusion Group to set up a virtual townhall meeting at Dillard University that featured notable speakers and health experts to make sure that accurate information is being disseminated throughout our community.

The Guild utilized the year to take the next steps with its signature program Faith in Action to meet with area wide churches and pastors to hear their concerns and determine ways to assist them and the community through volunteering, providing pathways to programs and services, and more.

Through the help of virtual technology, the Guild continued their On the Money Financial Literacy program along with the Young Professionals. The program covered a number of timely financial topics and a variety of notable financial professionals participated including renowned finance professor and economist, Peter Ricchiuti of Tulane University.

This year marked the 80th anniversary of the National Council of Urban League Guilds and the Urban League of Louisiana Guild President Ricardo Thomas was selected as one of six presidents to represent the National Guilds in filming a special tribute in celebration of the many years of outstanding contributions Guild members have made to the movement and their local affiliates. The Urban League of Louisiana Guild is a part of a network of 42 guild chapters across the country.

SPOTLIGHT: Lloyd Jarrow **Urban League of Louisiana**

SPOTLIGHT: LLOYD JARROW

When the Urban League successfully helps someone acquire life skills and gainful employment, our support and investment does not end there.

Meet Lloyd Jarrow. At the age of 17, Lloyd was sentenced to life in prison for offenses committed as a youth. He served seventeen years in the Louisiana State Penitentiary, in Angola, Louisiana and later moved from facility to facility. In 2019 after being incarcerated for 25 years, he was granted parole and released from Elayn Hunt Correctional Center after a decision made by the United States Supreme Court deeming "life without parole for a person under the age of 18 unconstitutional."

After his release, Lloyd believed his background would be a barrier to finding employment opportunities that would offer a living wage needed to support himself and his companion. Lloyd soon learned about the Urban League of Louisiana's Office of Workforce Development and reached out for assistance in locating employment. At the age of 43, Lloyd enrolled in the Urban League's Career Pathways Program for Returning Citizens. While in the program, Lloyd gained knowledge that would help him rebrand himself, create a professional résumé, gain interview skills through mock interview sessions, and learn how to solve conflicts in life and the workplace.

"Had it not been for the Urban League, I would not have survived in the workplace," said Lloyd. "They opened doors for me that I never thought I could enter."

After completing the Urban League's Career Pathways Program for Returning Citizens, Lloyd gained employment with Southern Mulch as a forklift operator. But his story does not end there.

The Urban League regularly checks in with program participants to make sure they are doing well in their lives and careers, and to keep them active in other helpful initiatives that our organization provides. This year, Urban League invited Lloyd to participate in its SkillUp! Louisiana program. Thanks to his participation in that program, Lloyd was hired by the Louisiana Parole Project as a reentry specialist.

"I appreciate that after my initial program was over, the Urban League continued to check on me. They directed me to career opportunities and informed me of other programs they offered that continued to elevate me and my career to where I am today."

Lloyd uses his new lease on life and his story to make an impact on others like himself. He regularly delivers food to the homeless and needy in his community and is a motivational speaker to youth, other returning citizens, and more.

"I can't thank the Urban League of Louisiana enough for how they have impacted my life. It is because of them that I can now use my platform to motivate others to hang on and know that help is on the way."



2022 EMPOWERMENT AND POLICY CONFERENCE

The Urban League of Louisiana held the 2022 Empowerment & Policy Conference: Equitable Sustainability: Building Louisiana's Infrastructure Beyond Roads and Bridges on March 16-17, 2022. The conference was a mixture of virtual and in-person gatherings at Southern University Law Center in Baton Rouge. The conference unpacked important topics like:

Health Equity
 Criminal Justice Reform
 Racial Wealth Gap
 Infrastructure
 Education Equity
 Redistricting Louisiana

With over 100 informed speakers, 7 panels, 15 breakout sessions, and 3 special keynotes, the conference helped inform, excite, and ignite collective action to advance efforts leading to a sustainable environment for African Americans to thrive.

The annual Empowerment and Policy Conference is a statewide convening organized to examine systems, influence policy, and is designed to:

- 1. Engage African Americans across the state in key issues.
- 2. Build local, regional, and national stakeholders interested in and working on the issues that impact the African American community in Louisiana.
- 3. Highlight and disseminate research and data on African American issues.
- 4. Inform the development of future policy put forward by the state legislature.



The Urban League of Louisiana held its first in-person Gala since 2019 at the Ernest N. Morial Convention Center on August 6, 2022.

The 2022 Annual Gala recognized notable CHANGEMAKERS in our community while also shining a spotlight on our mission-driven efforts.

Honorees included members of the New Orleans Four: Gail Eienne, Tessie Prevost, and Leona Tate, NAACP Baton Rouge Chapter President Eugene Collins, Power Coalition for Equity and Justice Founder and Executive Director Ashley Shelton, and Rise St. James Founder Sharon Lavigne.

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Gala Chairperson

Michael Sawaya, President, Ernest N. Morial Convention Center

Gala Co-Chair

Jamie Schlottman, CEO and Plan President, Louisiana Healthcare Connections Matthew Brady, Vice President/General Manager for Enterprise Holdings Inc.

Gala Committee Chairpersons

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EDUCATION EQUITY FOR LOUISIANA

The goal of Education Equity For Louisiana is to ensure that all children, regardless of race or economic status, are given an excellent education that prepares them for success beyond school. We are committed to achieving equity by removing barriers to high academic achievement and by ensuring the creation of systems of opportunity by which ALL students have the necessary resources to reach their fullest potential. Our approach to achieving equity is data-driven, community-driven, and results-focused.

The Urban League of Louisiana's Center for Education and Youth Development met with district leaders and community partners in East Baton Rouge Parish and Lafayette throughout 2022 to solicit input on major equity concerns and issues facing East Baton Rouge Parish School System (EBRPSS) and Lafayette Parish public schools.

The Center for Education and Youth Development was able to secure the commitment of the EBRPSS Superintendent to partner with the Urban League and local stakeholders in developing an Education Equity Framework and an Equity Scorecard.

The Center for Education and Youth Development also conducted research on the impacts of education-related legislative bills filed in the 2022 Louisiana Legislative Session that were within the scope of the Urban League of Louisian's policy priorities. And in partnership with the Center for Policy and Social Justice, the Center for Education and Youth Development worked with allies across the state to secure \$40 million in one-time funding for Louisiana Early Childhood Education Fund (HB 406), and worked with allies across that state in support of SB 47 which requires school districts to work toward offering year-round, full day pre-kindergarten to all four-year-olds.

BLACK RESTAURANT ACCELERATOR PROGRAM

The Urban League of Louisiana, in collaboration with the National Urban League, continued its Black Restaurant Accelerator program sponsored by the PepsiCo Foundation. The program is a part of a \$10M investment by the PepsiCo Foundation to provide current and aspiring Black restaurateurs with access to capital, training, mentorship and other support services through the National Urban League's 12 entrepreneurship centers. The national program seeks to boost approximately 500 Blackowned businesses over the next five years.

The program provides opportunities for direct grant assistance as well as entrepreneurial coaching and training on a variety of topics including accounting and financial systems, inventory management, operational efficiency, marketing for growth and ROI, and staff development. The program provides participants with access to entrepreneurship advisors and PepsiCo employee volunteers to build an actionable plan for growth.

In 2022, to support the Black Restaurant Accelerator Program, ULLA continued its partnership with Chattanooga-based restaurant incubator, Proof, LLC, to provide industry-based entrepreneurial training and consulting services for participating businesses. This program year, ULLA hosted 3 accelerator programs comprised of Black-owned food service operators from across Louisiana to participate. During these 8-week, virtual programs, each participant obtained consulting services during and after each cohort.

Also in 2022, the program awarded nine food service operators from Louisiana with a \$10,000 grant to support a growth project related to operational efficiency, production, business management, etc. The following Louisiana-based businesses received the PepsiCo grant for the program year:

- <u>Vaucresson's Café and Deli</u> (New Orleans)
- Boo's Best BBQ (Baton Rouge)
- Let Us Cater for You (Marrero)
- <u>Chef Scott Creole BBQ</u> (New Orleans)
- Eddie's Restaurant, LLC DBA Lil Dizzy's Café (New Orleans)
- Hurst Restaurant and Seafood (Kenner)
- Lumberjack's Soul Food and More (Lafayette)
- Vyoone's (New Orleans)
- Ole Mississippi Smokehouse and Catering LLC (Baker)

THE BIG HEALTH EVENT

The BIG Health Event is the Urban League of Louisiana's signature initiative to advance health equity for African Americans in partnership with Ochsner Health. The events promote health and wellness for adults and children to positively impact families in Louisiana.

At The Big Health Event, a woman received a mammogram screening that she would otherwise not have been able to receive due to lack of access and affordable healthcare. During the screening, breast cancer in its early stages was detected. Having that knowledge increases her chances of beating the disease, which, according to the Centers for Disease Control and Prevention, takes the lives of 42,000 women each year in the United States.

This is one of the reasons the Big Health Event was created.

More than 1,100 people attended The Big Health Event on September 17th at the Ernest N. Morial Convention Center. Ochsner Health provided a total of 3,419 health screenings and health educational trainings.

The Big Health Event filled Hall J at the Morial Convention Center, offering 20 health screenings, movement classes, healthy cooking demonstrations, STEM activities for kids, workforce development, small business development, candid conversations with medical experts, new clothing and school supply and uniform giveaways.

Great music and visits from the Saints and Pelicans cheer teams, the Pelicans and Saints mascot and Pelicans stars Herb Jones and Jose Alvarado kept the space buzzing with excitement!

The Urban League of Louisiana expresses deep gratitude to presenting sponsor Ochsner Health, sponsors Aetna Better Health and Louisiana Healthcare Connections, partners Louisiana Department of Health, New Orleans Saints, New Orleans Pelicans, NORDC, Verizon, New Orleans & Company, WGNO TV, WVUE TV and WWLTV for their support and commitment to advancing health and wellness opportunities for the community.

The Urban League of Louisiana continues to work to create accessible health and wellness opportunities and demonstrate how they connect to other social determinants of health including education, job opportunities, income, transportation, safe and affordable housing and access to nutritious foods, all while centering community input and feedback.

SEE CHANGE COLLECTIVE

The Urban League of Louisiana officially launched the SEE CHANGE Collective and accompanying action plan, a data-driven, community-oriented and outcomes-focused initiative committed to identifying policy and practice solutions to close the racial wealth gap for Blacks, Hispanics, and Latinos in Greater New Orleans through homeownership, growing businesses, and increasing income and wages. By 2050, the greater New Orleans region stands to realize a \$43 billion gain in economic output by closing the racial wealth gap.

As part of the launch event, Congressman Troy Carter (LA-O2) announced that he has authored a \$1.2M request to fund apprenticeships and pre-apprenticeships through the Urban League of Louisiana, which directly aligns with the incomes and wages lever in SEE CHANGE Collective.

The SEE CHANGE Collective Action Plan, among other items, calls for efforts to:

- Coalesce regional banks to add alternative credit data to their portfolio products to increase the number of mortgage-ready Black, Hispanic, and Latino aspiring homeowners;
- Create housing equity roadmaps in parishes where they don't exist and to
 reform the appraisal certification system through removing or modifying the
 current apprenticeship requirement to increase the number of affordable homes
 available to purchase by Blacks, Hispanics and Latinos;
- Advocate for translations in app systems and websites for licensure and permit agencies to increase the profitability of Black, Hispanic and Latino-owned businesses in stable industries; and.
- Advocate for a ballot referendum to put a minimum wage vote to citizens as one
 way to help increase access to family sustaining wages for Black, Hispanic, and
 Latino people in the region.

The Urban League of Louisiana announced the SEE CHANGE Collective initiative in early 2021 and for the last 18 months has served as the backbone organization for a collective that has included a Steering Committee, a National Advisory Committee, Homeownership, Business Ownership and Entrepreneurship and Income and Wages working groups, community engagement participants, early champions, and project management consultants who all worked to implement a collective impact model that is poised to enact the changes needed to close the racial wealth gap.

SEE CHANGE Collective is generously funded through the support of the Chicago Community Trust, Greater New Orleans Foundation, PepsiCo Foundation, the Kresge Foundation, and the W.K. Kellogg Foundation.



BOLDLY MOVING INTO OUR 85TH ANNIVERSARY YEAR

MacKenzie Scott donates \$5.7 Million to Urban League of Louisiana

Philanthropist and author MacKenzie Scott donated \$5.7 million to the Urban League of Louisiana, supporting the organization in its continued efforts to deliver impactful and sustainable racial equity work. It is the largest gift in the Urban League of Louisiana's 84 year history and sets us on a great path forward as we enter our 85th year anniversary.

"So often the work of black-led, communityserving organizations goes unnoticed and under-resourced. Ms. Scott's incredibly generous gift is not only transformational for our organization, it makes a powerful statement about the significance of the Urban League of Louisiana's efforts to promote and advance economic self-reliance, equity, power and civil rights for those who have been historically underserved. Ms. Scott's spirit and conviction to address historic disparities by supporting organizations that prioritize and engage the community inspires us to remain unwavering in our commitment to deliver even more for black and other underserved communities in Louisiana."

JUDY REESE MORSE, PRESIDENT & CEO

The Urban League of Louisiana shares Ms. Scott's commitment to equity and amplifying the voice of the underrepresented as we craft solutions that lift all people.

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Philanthropies

Walton Family Foundation

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U.S. Small Business Administration - Office of

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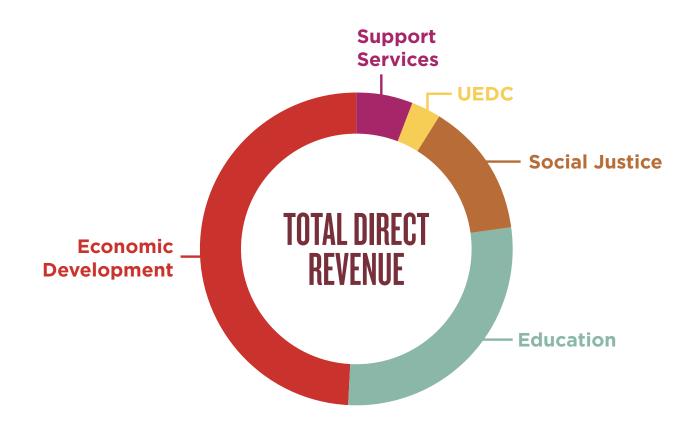
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FINANCIAL STATEMENT - UNAUDITED

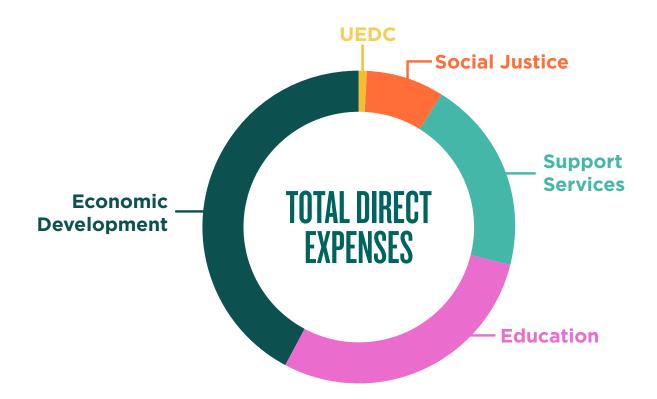
STATEMENT OF FINANCIAL POSITION FOR THE YEAR ENDING JUNE 30, 2022

ASSETS	Consolidated	Consolidated
	6/30/2022	6/30/2021
Cash and cash equivalents	\$ 1,733,713	\$ 1,778,502
Short-term investment	3,530	3,527
Due from funding agencies	1,031,878	1,034,231
Promise to give	9,000	56,635
Prepaid expense & other assets	57,298	39,932
Land, building & equipment, net	6,476,038	6,727,809
Endowment	45,964	50,386
Total assets	9,357,421	9,691,022
LIABILITIES:		
Accounts payable	218,032	162,255
Current portion of mortgage	105,686	102,939
Accrued liabilities	125,050	70,117
Short- term notes	47,918	50,602
Long-term liabilities	1,096,367	1,200,553
Total Liabities	1,593,053	1,586,466
NET ASSETS:		
Without donor restrictions	4,763,666	5,256,812
With donor restrictions	3,000,702	2,847,744
Total net assets	7,764,368	8,104,556
Total liabilities and net assets	\$ 9,357,421	\$ 9,691,022



SCHEDULE OF REVENUE AND EXPENSES FOR THE YEAR ENDED JUNE 30, 2022

Fodovel avents	1766 660
Federal grants	1,366,662
State, local & other grants	1,963,311
Board generated self-support	413,100
Client generated self-support	1,711,851
Program revenue	391,970
Interest income	335
Realized gain (Loss on investment)	(4,317)
Other revenue	129,204
Grand total revenue	5,972,116
Compensation expense	3,404,927
Program expense	413,622
Occupancy	457,189
Professional fees and contracts	877,224
Maintenance & repairs	70,665
Program supplies	266,920
Conferences, conventions & meetings	86,331
Special events	102,876
Equipment rental	42,552
Printing & publications	47,626
Advertising, marketing & promotion	39,306
Other expense (indirect)	156,163
Interest on loan & line of credit	60,505
Total expenses before depreciation	6,025,906
Net difference	(53,790)
Depreciation	286,398





THE MISSION CONTINUES IN 2023!

85TH ANNIVERSARY

Join us as we deliver more impact and change.

THE URBAN LEAGUE OF LOUISIANA FIGHTS FOR YOU!
Please consider making a donation to help
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www.urbanleaguela.org/donate





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