



THE EQUAL RIGHTS CENTER

2010 ANNUAL REPORT

ADVANCING CIVIL RIGHTS
FOR OVER A QUARTER CENTURY

THE EQUAL RIGHTS CENTER



The Equal Rights Center (ERC) is a national non-profit civil rights organization dedicated to promoting equal opportunity in housing, employment, public accommodations, and government services through education, research, testing, counseling, advocacy and enforcement.

Collaborating with national and local civil rights organizations, advocacy groups, universities, service providers and the religious community, the ERC advances civil rights practices in the greater Washington D.C. area and across the United States. Today, the ERC stands as one of the few organizations in the United States which engages in comprehensive civil rights enforcement for all protected classes.

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Message from the Board President



When I take a moment to reflect on the many amazing improvements – in our programs, services, staff, and impact – that have taken place since our humble beginnings, I am extremely proud. We have achieved much to be proud of!

More than two and a half decades ago a small ecumenical group of clergy envisioned initiating a non-profit civil rights organization in the metropolitan Washington, DC area, which would combat housing discrimination and promote equal opportunity for would-be home owners and those desiring to live in decent rental properties. The organization that resulted from our efforts back in 1983 was the Fair Housing Council of Greater Washington. Back then it consisted of six enthusiastic, volunteer clergy Board members plus one loyal, but greatly-underpaid staff member.

But, “wonder of wonders,” by the year 2010, the fledgling FHCGW grew and greatly expanded into a national civil rights non-profit entity renamed the Equal Rights Center, dedicated to promoting comprehensive equal opportunity in the fields of housing, employment, public accommodations, government services, immigrant rights, and disability rights!

Today the 10 member ERC Board of Directors includes members of the clergy, attorneys, law professors, and leaders of community advocacy groups. The ERC employs an outstanding, highly skilled staff of 20 professionals, working together under the inspired leadership of Executive Director Don Kahl, who utilize education, research, testing, counseling, advocacy and enforcement to advance civil rights in the greater D.C. area and across the nation. The ERC has become one of the few civil rights organizations in the United States which offers comprehensive civil liberties protection and enforcement for all protected classes!

We live in an historic period when reactionary political forces are causing many budgetary restraints and cuts at both federal and state levels, causing dire circumstances for families across the country. It is now that I am reminded why our vision was so important 30 years ago. To date, the ERC has supported Housing Choice Voucher holders by gaining access for them to more than 15,000 apartment units. This past year the ERC successfully addressed more than 275 complaints of individuals who have experienced discrimination. Our staff distributed nearly 18,000 brochures, newsletters, and reports to help educate the public regarding their rights, and conducted more than 600 civil rights tests to identify and successfully document instances of discrimination. Furthermore, the ERC sponsored and held more than 120 public events in which residents were educated about their rights and responsibilities.

As we look back upon another demanding yet fruitful year, we thank all of you who supported us either in spirit or financially. We are thankful to those of you who have joined us in protecting the precious civil rights of all, even as we eagerly look forward to the challenges of an exciting new year of service together! Onward and Upward!

Cordially,

A handwritten signature in black ink, appearing to read "Jim Macdonell". The signature is fluid and cursive.

**Rev. Dr. James G. Macdonell,
Equal Rights Center Board President**

Message from the Executive Director

As the Equal Rights Center marches into a new decade, I am pleased to report that the organization continues to grow as a powerful, productive and effective force for civil rights. Through 2010 we utilized our multifaceted approach to achieve staggering successes.

Education and Outreach

- Conducted more than 120 education and outreach activities on civil rights law;
- Conducted 20 trainings for housing industry employees;
- Interviewed and counseled nearly 300 individuals complaining of discrimination;
- Issued 13 new publications;
- Hosted the 9th Annual D.C. Fair Housing Symposium; and
- Earned the U.S. Department of Housing and Urban Development's (HUD) endorsement of our efforts through a \$100,000 education and outreach grant;

Fair Housing

- Performed nearly 300 Civil Rights Tests to identify and document housing discrimination;
- Caused nearly 2,000 more housing units to be accessible to people with disabilities;
- Increased membership in our Multifamily Housing Resource Program to seven national developers;
- Opened several hundred additional apartments to families using Housing Choice Vouchers;
- Pilot tested a project for HUD to examine discrimination against the LGBT community; and
- Earned HUD's endorsement of our work through a \$275,000 enforcement grant.

Fair Employment

- Issued an ADA/ Employment Self-Availability Toolkit to assist individuals with disabilities facing discrimination in the workplace; and

Disability Rights

- Conducted 325 disability-related civil rights test;
- Reached several agreements, including what may be the most expansive ADA-related agreement in history to make more than 7,100 CVS Pharmacies accessible;
- Conducted a unique video-based testing study of D.C. taxicabs demonstrating a 60% rate of discrimination against blind persons using service animals; and
- Conducted a wide-ranging investigation of medical service providers and pharmacies to assess accessibility.

Immigrant Rights

- Exposed a frightening 79% rate of discrimination against Latinos seeking rental housing; and,
- Advocated, in collaboration with local and national immigrant rights groups, to examine anti-immigrant ordinances.

While these successes are substantial, there remains an urgent need to continue to find progressive methods to advance equal opportunity. Through our comprehensive approach, the Equal Rights Center is a leader in advancing civil rights — join us in this critical work.



Donald L. Kahl,
Equal Rights Center Executive Director





With nearly 30 years of civil rights experience, the ERC employs a multifaceted approach to promote equal opportunity in housing, employment, disability rights, immigrant rights and access to public accommodations and government services.

Through innovative thinking and a commitment to making a lasting national and local impact, the ERC combines both time-proven and groundbreaking approaches to advancing civil rights. The tools we use include counseling and advocacy, education and outreach, testing and research, collaborations, and enforcement.

COUNSELING AND ADVOCACY

The interviewing (“intake”) and counseling of individuals who experience discrimination is

pivotal to the work of the ERC. These intakes not only document individual incidents of discrimination, but often provide anecdotal information about patterns of widespread, systemic discrimination. In 2010, **the ERC conducted 279 direct intakes from individuals raising issues of discrimination.**

In addition to advising individuals on their rights and the avenues of relief available to them, the ERC works to resolve the problem, through measures such as: communicating directly with the discriminating party; helping prepare a complaint with the appropriate administrative agency; investigating the extent of the problem; advocating for systemic policy change; or – as a last resource – taking enforcement action. As a result of intakes received in 2010, the ERC has begun or is planning to conduct several new systemic investigations.

APPROACH TO CIVIL RIGHTS

2010 Client Intakes: 279

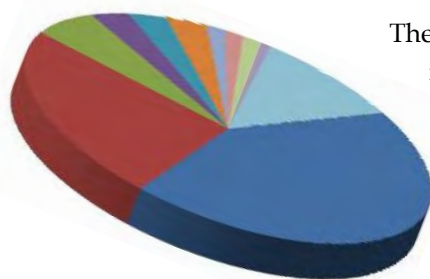
- Disability: 121
- National Origin: 68
- Race: 19
- Source of Income: 10
- Familial Status: 9
- Sex: 9
- Age: 4
- Gender Identity: 4
- Religion: 4
- Sexual Orientation: 2
- Unspecified: 29

2010 Education and Outreach Events: 119

- Networking and Collaborations: 45
- "Know Your Rights" Workshops: 23
- Trainings: 23
- Festivals/Tabling: 11
- Interviews: 8
- In-Service Professional Development: 3
- Testimonials: 3
- Mediations: 1
- Symposiums/Summits: 2

EDUCATION AND OUTREACH

Trainings



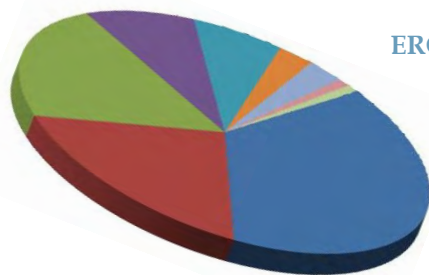
The ERC's Education and Outreach Program raises public awareness about discrimination, helping to create positive change often before a complaint is even lodged.

Through workshops, symposia, networking events, and trainings, the ERC reaches thousands of people each year, educating individuals on their civil rights and empowering them to take action. **In 2010, the ERC conducted and participated in 119 outreach events, educating nearly 3,500 community members.**

Online Outreach

In August 2010, the ERC launched its next-generation web site. With many new integrated 'tools' and 'tabs,' the website has become a central platform through which the ERC broadcasts organizational and civil rights news, supporting our comprehensive approach to advancing civil rights.

ERC Membership



As the "eyes, ears, and voice" of the ERC, our enthusiastic members serve as advocates, expanding outreach and education to new communities, identifying issues of discrimination as they develop, assisting in the planning and implementation of investigations, and providing much-needed financial support for the ERC.

Through enhanced outreach and collaborative initiatives, **in 2010, the ERC's membership doubled.** The ERC's multi-level membership structure – Free Advocate Membership, \$25 Sponsoring Membership, \$100 Patron Membership, and \$250 Executive Membership – allows each individual to choose their own personal level of participation with the organization.

TESTING AND RESEARCH

The ERC has established itself as the foremost expert on civil rights testing, and this expertise is integral to our investigative efforts. Testing is a proven tool in civil rights monitoring that is designed to identify and document differences in treatment accorded to individuals who are similar in every significant aspect, except the variable being tested (*e.g.*, race, number of children, sexual orientation).

With more than 100 carefully trained testers, **in 2010, the ERC conducted nearly 600 civil rights tests** to uncover systemic discrimination and to educate communities on discriminatory practices. Led by a full-time testing manager, the ERC conducts ongoing recruitment for prospective testers and conducts tester trainings.

Through its testing, the ERC is able to demonstrate existing rates of discrimination for a particular group, such as the discrimination immigrants face when seeking housing (*see page 17*), or

the discrimination that individuals who are blind encounter when hailing a taxi cab (*see page 14*).

Collaborations

The ERC regularly collaborates with government entities, corporations, allied organizations, and others on established and emerging civil rights issues. By developing curricula, training employees, creating “best practices,” and then testing for compliance with civil rights law, the ERC encourages the private and public sectors to be active participants in preventing discrimination.

Partnerships within Civil Rights Community

The ERC collaborates with numerous national civil rights organizations to examine and attempt to redress large scale issues. **In 2010, these relationships included the American Association of People with Disabilities, the American Council of the Blind, National Council of La Raza, and the ARC’s of D.C. and northern Virginia.**

The ERC also **provided civil rights testing for the U.S. Department of Housing and Urban Development (HUD) and conducted testing and outreach for the D.C. Office of Human Rights (DCOHR).**

During 2010, the ERC also trained fair housing/accessibility testers for, and collaborated in civil rights testing with, a number of fair housing organizations. The ERC’s research and education initiatives were further bolstered by the support and collaboration of dozens of non-profit organizations, many of which represent communities targeted for discrimination.

Partnerships with the Housing Industry

The ERC’s groundbreaking Multifamily Housing Resource Program (MHRP), a membership program within the ERC’s Fair Housing Program, offers developers a proactive approach to housing accessibility.

Seven national developers, who control more



than 400,000 units of housing across the country, were members of the MHRP in 2010. Read more about this collaboration on page 12.

Continuing its multi-year collaboration with NVR, Inc., a national homebuilding and mortgage lending business with more than 4,200 employees serving 12 states, the ERC provided fair housing training seminars to its employees and conducted compliance and accessibility testing for the company.

ENFORCEMENT

In some instances, civil rights violations can only be effectively addressed through enforcement. When education and outreach efforts are not sufficient to end discriminatory practices, the ERC collaborates with civil rights attorneys to secure dramatic, systemic change through administrative agencies and the courts. The positive impact of enforcement was clearly demonstrated in 2010.

- **Accessible Housing for People with Disabilities** – the ERC’s efforts have caused more than 50,000 apartment and condominium units across the country to be remediated to be more accessible for people with disabilities (*see page 11*);
- **Health Care Initiative** – in 2010 the ERC launched its health care initiative to improve health services to people with disabilities (*see page 15*); and
- **Public Accommodations** – the ERC’s efforts have caused more than 50,000 retail stores, restaurants, and hotels across the country to be made more accessible to people with disabilities (*see page 16*).

In 2010, concerned law firms and attorneys donated nearly four million dollars in legal service to the ERC’s enforcement activities.





THE ERC FAIR HOUSING PROGRAM

Housing has a direct impact on all aspects of an individual's life, including employment and educational opportunities, proximity to friends and family, access to transportation, availability of commercial and governmental services, and even personal safety. Every individual has the right to choose where he or she lives, but housing discrimination continues to occur across the country every day.

To address barriers to equal housing opportunity, the ERC collaborates with government agencies, allied civil rights organizations, and housing in-

dustry leaders; provides training and expertise to individuals and entities; and advocates on behalf of its members and others. Indicative of our successes advancing fair housing, the U.S. Department of Housing and Urban Development (HUD) awarded the ERC two grants in 2010 - a \$100,000 Education and Outreach Initiative (EOI) grant, and a \$275,000 Private Enforcement Initiative (PEI) grant.

FAIR HOUSING ADVOCACY

In order to continually advance fair housing and create a movement with like-minded advocates, the ERC engages with government and community stakeholders to advocate for additional education, resources, and implementation of fair housing laws.

In 2010, the ERC enhanced its partnership with HUD through a second EOI grant, building on our successful completion of a 2009 HUD EOI grant. The 2010 EOI grant greatly expanded previous projects, including the planning and implementation of a nationwide “Know Your Rights” public service campaign, hosting the annual D.C. Fair Housing Symposium with the D.C. Office of Human Rights and the D.C. Department of Housing and Community Development, providing dozens of education and networking events, completing a website redesign and branding, and expanding the ERC’s online community and outreach capacity. The ERC was awarded a perfect 100 out of 100 score for its performance of this grant.

In August 2010, the ERC joined with the Metropolitan Washington Council of Governments and a consortium of civic leaders and urban planners – including the Urban Institute, the National Low Income Housing Coalition, and the D.C. Housing Authority – to collaborate on the design of “sustainable communities” in the District and six surrounding counties. Sustainable communities are areas designed to support affordable housing, job creation, active lifestyles, sustainable development, and transportation access.

In September 2010, the ERC participated in a briefing to the U.S. Commission on Civil Rights to discuss the importance of affirmatively furthering fair



housing in the District of Columbia. Hosted by the District of Columbia State Advisory Committee to the U.S. Commission on Civil Rights, the ERC was joined by District government officials, leaders from fair housing and lending organizations, and other fair housing advocates.

FAIR HOUSING ENFORCEMENT

Protecting the right to equal housing opportunity sometimes requires enforcement of fair housing laws through administrative or judicial avenues. When proactive measures do not work, the ERC collaborates with federal enforcement agencies and the private bar to hold those who discriminate in housing accountable.

In 2010, HUD awarded the ERC a Private Enforcement Initiative (PEI) grant. The 2010 PEI grant helped support the ERC's intake and counseling of several hundred individuals, civil rights testing, and referrals of complaints to HUD for enforcement action. The ERC was awarded a perfect 100 out of 100 score for its performance of this grant.

"The grants from the U.S. Department of Housing and Urban Development allow the ERC to perform more outreach, conduct more tests, and, overall, have more impact in the communities we serve. The ERC's testing program is an integral aspect of our work to advance civil rights and create real change, helping to improve the lives and wellbeing of many."

- John Baker,
ERC Fair Housing Program Manager



As well, through 2010, the ERC continued its accessible design and construction initiative through the enforcement of the Fair Housing Act, resulting in agreements with two major multifamily housing developers to make nearly 2,000 apartment units more accessible to people with disabilities.

Since beginning our accessible housing initiative just six years ago, the ERC has reached agreements with 14 national, regional and local multifamily companies, resulting in the alteration of more than 50,000 apartment and condominium units at more than 200 complexes in 18 states and the District of Columbia, to make them more accessible to people with disabilities.



THE MULTIFAMILY HOUSING RESOURCE PROGRAM

In 2008, the Equal Rights Center embarked on a revolutionary initiative, founding the Multifamily Housing Resource Program (MHRP). Operating at a business level in conjunction with housing developers and industry leaders, the MHRP promotes compliance with the accessibility requirements of federal, state and local laws through education, training, and the implementation of “best practices.”

Through collaborations with nine multi-family developers nationwide, the MHRP encompasses nearly 500,000 housing units across the country. In 2010,

the MHRP grew fifty percent, adding three new members: Bozzuto Group, Donatelli Development, and Paradigm Development Company. These companies join prior MHRP members – AvalonBay Communities, Camden Property Trust, Gables Residential, Kettler, Mill Creek Residential Trust, and Trammell Crow Residential.



industry leaders at the forefront of promoting fair housing. This collaboration – [The MHRP] – with the ERC and other developers will not only improve our business model, but also improve the lives of thousands through more accessible living options.”

- Steve Hefner, Senior Vice President at Camden

To expand this unique and proactive collaboration and to encourage fair housing, the ERC convened MHRP members in 2010 and developed many new initiatives for education and resource-sharing. The MHRP now uses a pass-

word protected website, a web based e-learning facility to train employees, an accessibility information clearinghouse for members’ use, and a forum for members to directly collaborate on common industry issues.

There are currently more than 60 million people living with disabilities in the United

States, and it is estimated that by 2050 approximately one in every three households will include a person with a disability. Recognizing the great need for accessible housing, and as industry leaders, the progressive attitudes of MHRP members serve as a model for other development companies, and give thousands of families across the nation the opportunity to live where they choose to live.



THE ERC DISABILITY RIGHTS PROGRAM

On July, 26 2010, individuals across the United States celebrated the 20th anniversary of the Americans with Disabilities Act (ADA). The most comprehensive federal law protecting Americans with disabilities from discrimination, the ADA has expanded opportunities for millions by ensuring that they are treated as equal, productive citizens, free from discrimination, and has extended opportunities to access education, achieve gainful employment, and fully and actively participate in the recreational, leisure, and social activities in their communities.

The ADA holds particular importance to the ERC, as protecting the civil rights of the disability community has been a cornerstone of our work since the organization's inception. In 2010, the ERC celebrated this landmark anniversary with innovative advancements, particularly in the areas of access to transportation, health care, and public accommodations.



Figure 1



Figure 2



Figure 3

Figures 1 through 3 show a test which was conducted during the investigation. In Figure 1, Tester A – who is blind and has a service dog – stands about 75 feet ahead of Tester B – the control. In Figure 2, the hailed cab slows for Tester A, but then passes her. In Figure 3, the same cab picks up Tester B, standing just beyond Tester A, who is sighted and has no dog.

SERVICE ANIMALS IN TRANSPORTATION

In September, the ERC released a groundbreaking report "No Dogs Allowed; Discrimination by D.C. Taxicabs Against People Who Use Service Dogs." The report details an ERC investigation that uncovered a staggering 60% rate of discrimination against individuals who use service animals when attempting to hail a cab.

Throughout 2009 and 2010, the ERC received numerous complaints of refusals of service by D.C. taxi cabs from ERC members and other members of the blind community who use service dogs. Despite these experiences, without quantitative data, blind individuals had difficulty proving they experienced discrimination. The ERC launched an investigation, utilizing its extensive civil rights testing expertise (*read more about testing on page 7*) and recording striking video footage of taxi cab drivers by-passing blind individuals using a service animal, and then immediately stopping to pick up a "sighted" fare, three out of five times. Several of the blind testers with service animals further reported that, when a taxi would stop for them, the driver imposed some form of discriminatory requirement, such as an additional surcharge.

In addition to detailing the findings of the ERC's investigation, the report outlines recommendations to curtail this discrimination: increasing enforcement efforts and penalties for discrimination; requiring additional training for taxicab company owners, taxi drivers, and taxi company employees who deal with the public; and stepped up and regular compliance monitoring. Since releasing its report, the ERC and the D.C. government have begun collaborating to set up oversight hearings, and to mount a collective effort to address this serious problem.



“While being denied cab service is sufficiently annoying in itself; these instances further demean the guide dog user; they are both hurtful and an insult to those of us who must rely upon the loving assistance of our dogs to travel independently.”

- Charles Crawford, ERC Board Member and service dog user

HEALTH CARE INITIATIVE

Access to health care is vital to maintaining a thriving and dynamic community, yet these fundamental resources are often obstructed from a community that urgently needs them--people with disabilities.

With this disparity in mind, the ERC was excited to launch its health care initiative for people with disabilities in 2010. In January, with the help of community members Antoine Rhodes and Angela Vaughn, the ERC reached an agreement with Howard University Hospital, in Washington D.C., to make the hospital's Family Health Center building, services, and examination rooms more accessible to people with disabilities.

Continuing the initiative, in December, the ERC announced a nationwide agreement and initiative to ensure CVS/pharmacy stores across the country are accessible to people with disabilities. One of the nation's largest retail pharmaceutical chains, with more than 7,100 locations across the country, CVS's products and services are critical to thousands of people with disabilities. Recognizing its unique importance and responsibility to the disability community, CVS agreed to work with ERC to adopt or improve accessibility practices and policies that will better serve all people, including those with disabilities.

CVS's new policies include: removal of barriers at each of its MinuteClinic retail health clinics, new or revised procedures and training of employees to ensure store aisles are kept clear and accessible, and the implementation of at least one wheelchair accessible front checkout and pharmacy counter at each location.

The ERC's health care initiative for people with disabilities will continue to grow in the years ahead. Of particular note, in 2010, the ERC identified accessibility concerns at multiple retail optometric stores owned or operated by Eye Care Centers of America, including lack of access to the eye exam area for people in wheelchairs and the use of inaccessible eye exam equipment. In early 2011, Eye Care Centers of America, and its more than 500 eye care center locations throughout the United States, agreed to not only remove physical barriers to accessibility and install more accessible eye-exam equipment and testing rooms, but also to provide disability rights training for Eye Care Centers of America staff.

“A medical clinic is one place where you should expect accessible care and services. I am thankful Howard University Hospital has agreed to make changes so people with disabilities have the same quality of care as non-disabled individuals.”

- Angela Vaughn, ERC member

PUBLIC ACCOMMODATIONS

Despite the enactment of the Americans with Disabilities Act (ADA) 20 years ago, people with disabilities are still limited in their daily activities due to inaccessible shops, offices, and public spaces. The ERC has a long-standing history of making public accommodations – restaurants, hotels, shops, medical care facilities, day care centers, movie theaters, fitness clubs, etc. – accessible. As a result of this commitment, **the ERC has, to date, caused more than 50,000 locations to be made more accessible to people with disabilities.**

In addition to public accommodations remediated under the health care initiative, **in 2010, the ERC reached agreements with national restaurant chain Cosi, D.C. area Hilton hotels, Hank's Oyster Bar, and D.C.'s Wilson Building, to improve accessibility at their locations.**

In January, the ERC and the District of Columbia government reached an agreement to make the Wilson Building, which houses the offices and chambers of the Council of the District of Columbia and the Mayor, accessible by ensuring that accessible entrances are kept unlocked during business hours, providing accessibility signage, maintaining automatic door openers, and adopting emergency evacuation procedures that provide for the evacuation of individuals with disabilities.

In February, the ERC, ERC member Donna Sims, and

national restaurant chain Cosi announced an agreement and initiative to make Cosi restaurants more accessible to people with disabilities.

In July, the ERC, collaborating with the American Association of People with Disabilities (AAPD), announced an agreement with three Washington D.C. Hilton Hotel locations to make their hotels accessible. The three hotels agreed to incorporate suggestions made by the ERC and AAPD into their renovation programs, increase the number of accessible guest rooms, and ensure dispersion of accessible rooms among room types.

In May, Hank's Oyster Bar, a seafood restaurant with locations in Washington, D.C., and the ERC reached an agreement to ensure that the entry doors, public entrances, and bathrooms are accessible to people with disabilities, and to train employees on disability rights.



THE ERC IMMIGRANT RIGHTS PROGRAM

As the immigration debate continued to escalate in 2010, so too did the repercussions impacting immigrant communities. The results of these discussions, unfortunately, do not stop in the political realm, but are felt throughout communities - increasing distrust between immigrants and our public protectors, and amplifying negative attitudes toward immigrants.

In order to highlight the real and personal consequences of this political climate and debate, the ERC utilized its multifaceted approach to uncover and report on patterns of discrimination, conduct educational workshops on civil rights, and advocate at both local and national levels.

FREDERICK COUNTY, MD

The Latino population in Frederick County, MD, grew from 2.4% of the total population in 2000, to 6.3% in 2009. In the past few years, the County has enacted programs with the stated intent of reducing the number of undocumented immigrants. Through outreach conducted in the area, the ERC received an increase in complaints of discriminatory treatment based on national origin and racial profiling. Based on these complaints, the ERC conducted an investigation in 2009 and 2010 to study the current rates and patterns of housing discrimination in Frederick County.

The results of the ERC's investigation were startling. In the report, "Fair Housing for All: The Disparate Response to Latino Housing in Frederick County, MD," the ERC documented that 79 percent - four out of five - Latinos seeking housing were subject to discriminatory treatment.

Discriminatory treatment included the imposition of different or more adverse terms and conditions on potential Latino tenants when compared to their white counterparts.

Following the release of its report, the ERC met with council members and devised and implemented an outreach plan focused on providing "Know Your Rights" workshops in the community to educate individuals on their rights and responsibilities under civil rights law.

ADVOCACY

Nearly two dozen states have or are in the process of seeking to pass legislation similar to Arizona's controversial immigration laws. In order to counter the negative repercussions and discrimination that often occurs as a result of these laws, the ERC's Immigrant Rights Program has increased outreach efforts and collaborations with advocacy organizations and governmental entities.

National Advocacy

In September, the National Council of La Raza (NCLR) brought together a roundtable of pri-

"Our priority is the many immigrant communities in our nation, and making sure their basic civil rights are not violated by new programs. We want people to know they have somewhere to go with questions and concerns about their rights."



- Renee Martinez, ERC
Immigrant Rights Manager

vate, advocacy, and governmental professionals, to address the serious repercussions of discrimination for all Latinos amidst the increasingly stressed immigration debate. At the roundtable, ERC Executive Director, Don Kahl, led a discussion centered on the case study of Manassas, Virginia and its overcrowding regulation. In 2008, the ERC achieved a successful settlement with government officials and the school district in Manassas after identifying a pattern of home “inspections” that targeted Latino residents of the town. Following his presentation on the study, Kahl and other panelists explored ways that the Fair Housing Act could be used as a tool to combat restrictive ordinances often put in place to keep families from residing in communities.

Local Advocacy

In July 2010, the ERC and other immigrant advocacy and service groups, achieved a huge victory when the D.C. Metropolitan Police Department

(DCMPD) withdrew its agreement with the federal government to participate in the “Secure Communities Program.”

The Secure Communities Program is an agreement with Immigration Customs Enforcement (ICE) in which DCMPD would forward arrestees’ fingerprints to be crosschecked with immigration and FBI databases. Among advocates, this program raised serious concerns about police profiling based on race or national origin, and immigrant communities losing trust in DCMPD.

The ERC, in collaboration with other immigrant rights advocates, focused its efforts on conducting community education and advocating for protections against discrimination, including the reversal of DCMPD’s new commitment. In July, the District agreed and opted out of the Secure Communities Program. This advocacy success provides a working model for similar efforts nationwide.



OUR SUPPORTERS

The work of the ERC would not be possible without the support, assistance, and contributions made by others. We are especially thankful to all those who have generously donated time, services, and funds to us in 2010.

Businesses and Organizations

Arena Press
Beveridge & Diamond PC
CARECEN
Cleary, Gottlieb, Steen & Hamilton LLP
The Community Partnership for the Prevention of Homelessness
Covington & Burling LLP
Crowell & Moring LLP
D.C. Office of Human Rights
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Gilbert Oshinsky LLP
Greater New Orleans Fair Housing Action Center
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Steptoe & Johnson LLP
Turning Technologies
Vincent & Elkins LLP
Washington Lawyers' Committee for Civil Rights & Urban Affairs
Weil, Gotshal & Manges LLP
Wiley Rein LLP
Zuckerman Spaeder LLP

Grants

The Public Welfare Foundation
The U.S. Department of Housing and Urban Development

\$500 and more

Roderic Boggs
James O. Gibson
Vernon Jordan
Donald L. Kahl and Susan L. Gates
Rabbi Bruce E. Kahn

Rev. Dr. James G. and Nancy D. Macdonell
George Ruttinger
Daniel Silver
Jackie Simon
Leslie M. Turner

\$100 and more

Michael J. Baratz
Douglas Baruch
Chip Bay
Stanley and Carole Berman
Paula Cieplik
Robert Dinerstein
Peter Edelman
Amy Fine and Chester Hartman
Jillian Gruetz
John Hagner
Julia Howell Barros
David Isbell
Monsignor Ralph Kuehner
A. Thomas and Iris Levin
Gerald and Elizabeth Lowrie
Sue Marshall
Marco Midon
Jack Olender
Margot and Joe Onek
Beatriz Otero
Carla Reid
Maggie Roffee
James Roumell
Tom and Sharon Sachs
James Sack
David Bonilla Segovia
Louis Michael Seidman and Judy Mazo
Joseph Sellers and Laurie Davis
Frank Serene
James E. Showen
Matthew Slater
Kathryn and Timothy Statton
Roger Warin
Belinda and Stan White
Charlotte Wolpoff
Peter and Elisabeth Work
John and Diana Zentay

\$25 and more

Harvey and Fran Berger
Susan Low Bloch
David Borchard and Patricia Donohoe
Wilma Braun

Herbert Chabot
Kimberly Cosgrove and Dr. Allen Solomon
Geri P. Davis
Gilbert Dickinson
Daniel Evans
Norma and Steven Fenves
Linda and David Frager
Anthony Herman and Melanie Stern
Joseph Jallah
Ann and Sam Joseloff
William Katzenstein
Raymond Kilkenny
Virginia Knowlton
Gail Kushner
Peggy MacKnight
S. M. McLean
Shirley Middleton
Sharon Moore
Fritz and Karen Mulhauser
Barry Perlis
LaNita Proctor
Anne Coffey Proctor
Martha Ray
Phyllis Rozman
Joellen Sexton
Ruth Shapiro
Jonathan and Judy Silverman
Ken and Luisa Sleeman
Scott Slesinger
Daniel Sullivan
Carole Tonks
Elise Ward
Ella Washington
Suzanne Weissel and Jerome Mark
Karen Williams-Butler
Sonya Wilson
Sandra Wool

Other gifts

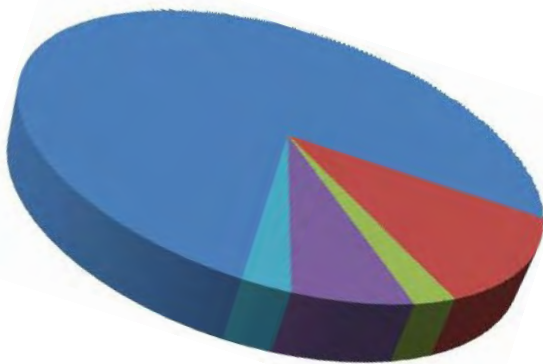
Lyn and Bob Doyle
Michael Firnbacher
Lucille S. Ford
Carl Gelfand
Felicia Miller
Rabbi and Mrs. Aaron Rosenberg
Gail Shepherd-Smith
Patricia Street
Margarete Sungino
Mary Turner
Ashley White

2010 FINANCIAL OVERVIEW

The Equal Rights Center is steadfastly dedicated to promoting equal opportunity in housing, employment, public accommodations, and government services through education, research, testing, counseling, enforcement, and advocacy. Throughout 2010, the ERC developed momentum in most revenue channels, and we continue to expand our funding base through membership, supporters' contributions, foundation funding, and the provision of civil rights training and testing services to third parties.

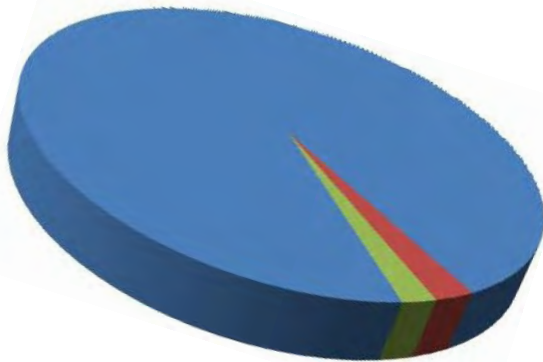
It is through our strong financial foundation that the ERC is able to advocate for civil rights in communities in Washington D.C. and across the United States, and to continually pursue innovative methods for meeting our client's needs. In recognition of the ERC's dedication, accountability, and transparency, the ERC is listed as a National Capital Area United Way member and National Combined Federal Campaign member.

The ERC is a 501(c)3 organization that regularly files the requisite Form 990 with the Internal Revenue Service, and conducts an independent financial audit each year. The charts below summarize the ERC's revenues and expenses for the 2010 calendar year, the last period for which audited information is available. These charts and the following financial information reflect the ERC's financial data as of December 31, 2010. Complete audited financial statements are available upon request.



Revenue

- Donated Services (75.9%)
- Awards/Settlements (12.9%)
- Civil Rights Consulting (2.6%)
- Grants (6.6%)
- Pledges and other (2.5%)



Expenses

- Programmatic Activities (95.4%)
- Administrative/General (2.5%)
- Fundraising (2.1%)

2010 FINANCIAL REPORTS

Consolidated Statement of Financial Position

For the year ended December 31, 2010 (with comparative totals from 2009)	2010 Total	2009 Total
Assets		
Current Assets		
Cash and Cash Equivalents	\$ 220,171	\$ 546,945
Accounts Receivable	1,993,986	1,619,426
Prepaid Expenses	<u>4,643</u>	<u>4,471</u>
Total Current Assets	2,218,800	2,170,842
 Property and Equipment	 12,203	 11,977
 Total Assets	 \$ 2,231,003	 \$ 2,182,819
Liabilities		
Current Liabilities		
Accounts Payable	\$ 78,564	\$ 33,776
Line of Credit	193,445	151,393
Notes Payable	<u>61,150</u>	<u>78,010</u>
Total Current Liabilities	333,159	263,179
 Total Liabilities	 \$ 353,630	 \$ 263,179
Net Assets		
Unrestricted	192,729	544,640
Temporarily Restricted	<u>1,684,644</u>	<u>1,375,000</u>
 Total net assets	 \$ 1,877,373	 \$ 1,919,640
 Total Liabilities and Net Assets	 \$ 2,231,003	 \$ 2,182,819

2010 FINANCIAL REPORTS

Consolidated Statement of Activities and Changes in Net Assets

For the year ended December 31, 2010 (with comparative totals from 2009)	2010 Total	2009 Total
Support and Revenue		
Contributions – Pledges	\$ 21,547	\$ 17,145
Contributions – Donated Services	3,873,772	2,943,123
Grants – Foundations	2,000	27,000
Grants – Government	337,500	99,998
Civil Rights Consulting	136,007	246,344
Awards/Settlements	662,154	1,194,162
Interest	3,536	635
Net Assets Released from Restrictions	<u>102,856</u>	<u>-</u>
Total support and revenue	\$ 5,099,372	\$ 4,528,407
Expenses		
Program Services	5,199,417	3,931,569
Supporting Services		
General and Administrative	138,036	217,643
Fundraising	<u>113,830</u>	<u>119,253</u>
Total Expenses	\$ 5,451,238	\$ 4,268,465
Change in Net Assets	(42,267)	1,634,942
Net Assets, Beginning of Year	<u>1,919,640</u>	<u>284,698</u>
Net Assets, End of Year	\$ 1,877,373	\$ 1,919,640

