



The Equal Rights Center  
2015 ERC ANNUAL REPORT



## OUR MISSION

The ERC is a civil rights organization that identifies and seeks to eliminate unlawful and unfair discrimination in housing, employment and public accommodations in its home community of Greater Washington D.C. and Nationwide.

### Strategic Priorities & Program Framework

The ERC's core strategy for identifying unlawful and unfair discrimination is civil rights testing.

When the ERC identifies discrimination, it seeks to eliminate it through the use of testing data to educate the public and business community, support policy advocacy, conduct compliance testing and training, and, if necessary, take enforcement action.

# OUR PROGRAMS

Each of our program areas –Fair Housing, Fair Employment, Accessibility Rights, Public Accommodations and Corporate Partnerships and Training– are interrelated and inform our approach to advancing civil rights by eliminating discrimination, and promoting equal opportunity.



## FAIR HOUSING

works to eliminate discrimination in housing, both rentals and sales.



## ACCESSIBILITY RIGHTS

surveys to ensure that individuals with disabilities have equal access to retail, restaurants, transportation and housing.



## FAIR EMPLOYMENT

strives to eliminate unlawful and unfair barriers to employment and ensure equal opportunities and treatment in the workplace.



## PUBLIC ACCOMMODATIONS

handles systemic testing and investigations of discrimination based on national origin, race and sexual orientation.



## CORPORATE PARTNERSHIPS & TRAINING

provides trainings and testing services designed to enhance compliance and promote best practices with civil rights laws.

## Check out what we did in 2015



Conducted over 1,000 civil rights tests to identify unlawful and unfair discrimination including:

- 464 fair housing;
- 43 employment;
- 395 public accommodations; and
- 144 corporate compliance tests.



Trained more than 100 civil rights testers.



Responded to over 200 calls & emails complaining of discrimination, mainly based on race or national origin and disability.

Increased our membership base by 1,000 new members.



Increased our Corporate Trainings by 7%.



## ADDRESSING BARRIERS

### COLLECTIVELY WE...

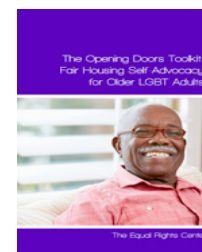
1

Championed our members' rights- The U.S. District Court of Illinois upheld the ERC's class allegations in an accessibility based lawsuit filed against Kohl's.



2

Published the *Opening Doors Toolkit: Fair Housing Self-Advocacy for Older LGBT Adults*, helping advocates and older LGBT adults fight housing discrimination.



3



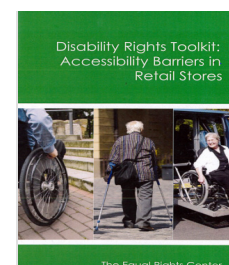
Joined the DC Office of Human Rights and 17 other organizations to promote #EndtheAwkward, a one day-long campaign that engaged over 600 local residents and 1200 employees at 46 businesses to raise awareness on disability issues.

4

Partnered with Services and Advocacy for LGBT Elders (SAGE) to help launch its National LGBT Elder Housing Initiative, and presented on this issue at the White House LGBT Elder Housing Summit.

5

Published the *Disability Rights Toolkit: Accessibility Barriers in Retail Stores* to help advocates understand how the ADA prohibits discrimination against individuals with mobility disabilities in retail stores.



# ENGAGING OUR COMMUNITY

## COLLECTIVELY WE...

1

Co-hosted the 14th Annual DC Fair Housing Symposium in collaboration with our District partners - the Office of Human Rights, the Department of Housing and Community Development, and the Department on Disability Services. HUD Assistant Secretary Gustavo Velasquez provided the keynote address to more than 120 attendees.



Collaborated with the Center for American Progress to evaluate the barriers to access discrimination faced by transgender women attempting to use homeless shelters.

2

3

Convened our Annual Members' Meeting and Alumni Reception at Busboys & Poets where we collectively celebrated our members and individually honored Paul Khouri, The Bozzuto Group, Jim Gibson and Steven Rosenbaum.



Reached 8,000 members and growing!

4



## RAISING VISIBILITY

### COLLECTIVELY WE...

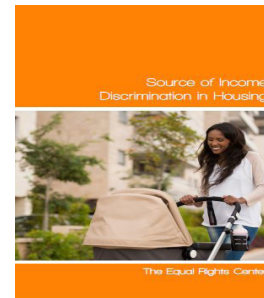


Presented at the University of Chicago Center for the Study of Race, Politics, and Culture Urban America Forward: Civil Rights Roundtable on the use of civil rights testing as an evidence-based tool to advance fair housing.

1

2

Presented at American University's Exploring Social Justice series about civil rights testing and practices.



Released a new *Source of Income Discrimination in Housing Toolkit*.

3

4

Featured in Univision segment concerning HUD and fair housing as it relates to discrimination on the basis of familial status in the Latino community.



Served as a panelist at Project Sentinel's 8th Annual Fair Housing Symposium in Mountain View, California.

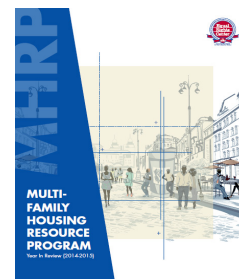
5



## ENCOURAGING GOOD BUSINESS

### COLLECTIVELY WE...

- 1 Trained over 500 corporate employees through our online system *ERLC®*, a 20 % increase from 2014.



- 2 Designed and launched a new online training course: Accessible and Usable Doors, educating multifamily housing staff professionals about FHA requirements.

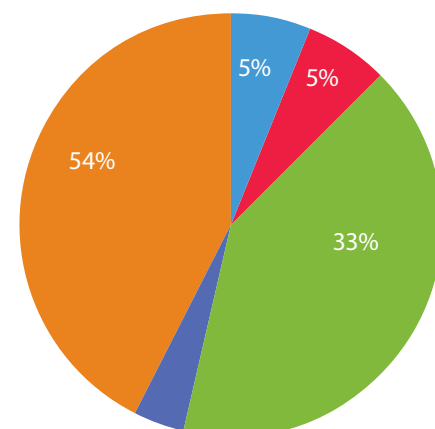
- 3 Added two new members, Garrett Companies and Questar to our Multifamily Housing Resource Program (MHRP).



- 4 Hosted annual MHRP meeting where thought leaders in the housing industry convened to share and learn best practice strategies in accessible design and construction.

### Corporate Trainings 2015

- ACCESSIBLE DOORS COURSE
- SENSITIVITY
- REASONABLE ACCOMMODATIONS AND MODIFICATIONS
- TRAIN THE TRAINER
- BASIC FAIR HOUSING





# STAFF



**MELVINA C. FORD**  
Executive Director



**KATE SCOTT**  
Director of Fair Housing



**MELISSA FOBEAR**  
Senior Manager of Operations



**KATHERINE PEARSON**  
Senior Manager of Accessibility



**SARALE SEWELL**  
Senior Manager of  
Strategic Initiatives



**ALEXIS L. SQUIRE**  
Interim Senior Manager of  
External Affairs



**CAMILLE BROWN**  
Fair Housing Program  
Coordinator



**BRIAN MCKENZIE**  
Fair Housing Education  
Coordinator



**JOSHUA J. PATTERSON**  
Communications Coordinator



**DIEGO RIVERA**  
Operations Coordinator



**HALLIE YOUNG**  
External Affairs Assistant



**MARGARET ZINKEL**  
Fair Housing Intake and Grant  
Coordinator

They say you are only as good as your team and our team is pretty awesome and growing! In 2015, we worked alongside a diverse group of committed professionals to help advance our mission.

## Board of Directors

Prof. Robert Dinerstein, President

Prof. Peter Edelman, First Vice-President

Sue A. Marshall, Second Vice-President

Charles Crawford, Personnel Committee Chair

Rabbi Bruce E. Kahn, D.D., Board Member

Jerome A. Murphy, Esq., General Counsel

George Ruttinger, Esq., Board Member

Daniel Silver, Esq. Treasurer

Jackie Simon, Board Member

Reverend Cameron W. Byrd, D. Min, Board  
Member

Emeritus

James O. Gibson

Kim Keenan, Esq.

Rev. Dr. James G. Macdonell



The ERC was awarded a Compass Service Grant valued at \$150,000 to focus on a strategic alignment project evaluating our programs and resources against our strategic goals.

**EQUAL RIGHTS CENTER**  
**STATEMENTS OF FINANCIAL POSITION**  
**AS OF DECEMBER 31, 2015 AND 2014**

**ASSETS**

	<u>2015</u>	<u>2014</u>
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	\$ 71,610	\$ 151,072
Accounts receivable	294,526	581,141
Prepaid expenses	<u>6,480</u>	<u>6,269</u>
Total current assets	<u>372,616</u>	<u>738,482</u>
<b>FIXED ASSETS</b>		
Equipment	65,087	65,087
Furniture	<u>86,331</u>	<u>86,331</u>
	151,418	151,418
Less: Accumulated depreciation and amortization	<u>(151,418)</u>	<u>(151,418)</u>
Net fixed assets	<u>-</u>	<u>-</u>
<b>OTHER ASSETS</b>		
Accounts receivable, net of current portion	<u>537,078</u>	<u>831,604</u>
<b>TOTAL ASSETS</b>	<b><u>\$ 909,694</u></b>	<b><u>\$ 1,570,086</u></b>

**LIABILITIES AND NET ASSETS**

<b>CURRENT LIABILITIES</b>		
Current portion of long-term debt	\$ -	\$ 200,685
Accounts payable and accrued liabilities	126,872	130,599
Accrued salaries and related benefits	<u>16,691</u>	<u>28,102</u>
Total current liabilities	<u>143,563</u>	<u>359,386</u>
<b>LONG-TERM LIABILITIES</b>		
Deferred revenue	988,964	1,488,420
Deferred rent abatement	<u>44,771</u>	<u>86,431</u>
Total long-term liabilities	<u>1,033,735</u>	<u>1,574,851</u>
Total liabilities	<u>1,177,298</u>	<u>1,934,237</u>
<b>NET ASSETS</b>		
Unrestricted	(333,980)	(397,118)
Temporarily restricted	<u>66,376</u>	<u>32,967</u>
Total net assets	<u>(267,604)</u>	<u>(364,151)</u>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b><u>\$ 909,694</u></b>	<b><u>\$ 1,570,086</u></b>

**EQUAL RIGHTS CENTER**

**STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS  
FOR THE YEARS ENDED DECEMBER 31, 2015 AND 2014**

	<b>2015</b>			<b>2014</b>		
	<b>Unrestricted</b>	<b>Temporarily Restricted</b>	<b>Total</b>	<b>Unrestricted</b>	<b>Temporarily Restricted</b>	<b>Total</b>
<b>REVENUE</b>						
Contributions	\$ 16,993	\$ -	\$ 16,993	\$ 35,546	\$ -	\$ 35,546
Foundation grants	20,000	100,000	120,000	20,000	35,819	55,819
Government grants	436,303	-	436,303	541,045	-	541,045
Contracts	367,094	-	367,094	670,476	-	670,476
Membership	496,533	-	496,533	653,077	-	653,077
In-kind contributions	743,258	-	743,258	3,170,900	-	3,170,900
Awards / Settlements	220,000	-	220,000	36,087	-	36,087
Sponsorships	-	-	-	2,500	-	2,500
Net assets released from donor restrictions	<u>66,591</u>	<u>(66,591)</u>	<u>-</u>	<u>2,852</u>	<u>(2,852)</u>	<u>-</u>
Total revenue	<u>2,366,772</u>	<u>33,409</u>	<u>2,400,181</u>	<u>5,132,483</u>	<u>32,967</u>	<u>5,165,450</u>
<b>EXPENSES</b>						
Program Services	<u>1,863,999</u>	<u>-</u>	<u>1,863,999</u>	<u>4,466,198</u>	<u>-</u>	<u>4,466,198</u>
Supporting Services:						
General and Administrative	325,592	-	325,592	408,499	-	408,499
Fundraising	<u>114,043</u>	<u>-</u>	<u>114,043</u>	<u>106,161</u>	<u>-</u>	<u>106,161</u>
Total supporting services	<u>439,635</u>	<u>-</u>	<u>439,635</u>	<u>514,660</u>	<u>-</u>	<u>514,660</u>
Total expenses	<u>2,303,634</u>	<u>-</u>	<u>2,303,634</u>	<u>4,980,858</u>	<u>-</u>	<u>4,980,858</u>
Changes in net assets	63,138	33,409	96,547	151,625	32,967	184,592
Net assets at beginning of year	<u>(397,118)</u>	<u>32,967</u>	<u>(364,151)</u>	<u>(548,743)</u>	<u>-</u>	<u>(548,743)</u>
<b>NET ASSETS AT END OF YEAR</b>	<b><u>\$ (333,980)</u></b>	<b><u>\$ 66,376</u></b>	<b><u>\$ (267,604)</u></b>	<b><u>\$ (397,118)</u></b>	<b><u>\$ 32,967</u></b>	<b><u>\$ (364,151)</u></b>


## Equal Rights Center

11 Dupont Circle  
Washington, DC 20036

Main Phone  
202-234-3062

Fax  
202-234-3106

Email  
[communication@equalrightscenter.org](mailto:communication@equalrightscenter.org)

 EqualRightsCntr

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