



In Focus:

Purpose & Progress

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PRESIDENT & CEO LETTER

Dear Friends & Allies,

I am honored to share with you The Greenlining Institute's 2022 Annual Report. As the world transitions to a new chapter after three years of learning how to navigate life with COVID-19, our communities face new and evolving challenges. Rising geopolitical tensions, intensifying economic pressures due to inflation, and growing threats to our right to healthcare have compounding impacts on communities of color. Amidst these deepening inequities, The Greenlining Institute is sharpening our focus and purpose to address this new reality.

At Greenlining, we work towards a future when communities of color can build wealth, live in healthy places filled with economic opportunity, and are ready to meet the challenges posed by climate change. We know this future is possible, and we stand resolute in our commitment to shaping a world that leaves no community behind.

Despite these new challenges, we must also celebrate the significant progress we've made towards this vision for an equitable future. From California's Executive Order on Equity, to the federal Justice40 initiative, to the historic investments made through the Inflation Reduction Act and Infrastructure Investment and Jobs Act, we've witnessed monumental wins that hold promise for transformative change. Our focus now is on ensuring that low-income communities and communities of color reap the benefits promised by these investments and policies.

In 2022, Greenlining successfully worked with our partners to negotiate hundreds of billions of dollars in community benefit agreements directed to formerly redlined communities. We advocated to strengthen the nation's "anti-redlining" law to reverse financial institutions' longstanding disinvestment in communities of color. We fought for historic state investments to strengthen protections for climate vulnerable communities. And we sponsored a bill that will establish the country's first statewide heatwave ranking system.

Last year we honed our strategic approaches to embed racial equity frameworks, deepened our engagement in communities, and strengthened our internal capacity and power. Through our successes, we deeply understand the importance of tapping into community power to drive equitable progress that can outlast political cycles. While the threats we face are real, so are the resolution and creativity of our communities to take on the challenges ahead.

You'll find in this report an overview of The Greenlining Institute's progress towards our vision of a more just world. As we look ahead, we are inspired by the successes we've achieved in coalition. These wins are living proof that in unity, we can make progress towards the future we want and deserve.

In solidarity,

Debra Gore-Mann
President & CEO



IMPACT

Shaping a Just & Prosperous Economy

The Greenlining Institute is shaping an equitable and thriving economy that works for everyone. We create and expand access to opportunities that strengthen our communities.



Photo of Senior Program Manager of Climate Equity Hana Creger discussing mobility equity and community-led policy solutions with advocates and agency staff.

Meeting the Moment in the California Legislature

In 2022, Greenlining's policy development and advocacy efforts moved California forward as a leader in the equity movement. We pushed the California Legislature to pursue transformative policies, particularly in light of the pandemic's lasting impacts on our communities. Our co-sponsored legislation included the Automated Decisions Systems Accountability Act (AB 13 Chau), a bill that would establish a statewide Office of Racial Equity (SB 17 Pan), and The California Justice 40 Act (AB 2419 Brian). In partnership with our coalition allies, we urged the Governor and the California State Legislature to invest in and protect the well-being of all communities in the face of climate change—especially communities of color that bear the brunt of climate impacts.

Achieving Historic Wins through Budget Advocacy

California passed a historic 2022-2023 budget that included several key racial equity

priorities that Greenlining championed. The \$300 billion budget laid out a blueprint for how the Governor and Legislature will use the state's historic \$98 billion surplus for programs that combat climate change, increase access to healthcare including reproductive healthcare, and provide economic relief to California residents. The approved California state budget committed funds to the following Greenlining priorities:

- Economic relief to help Californians pay their energy bills and weather inflation
- Community resilience during acute climate disasters like extreme heat by funding resilience centers through the Community Resilience Centers program
- Holistic home upgrades for homes to be more energy efficient, safe, and prepared for climate impacts like extreme heat through the new *Equitable Building Decarbonization program*
- Expanded green space, tree planting, and school greening to increase shade to address extreme heat and reduce pollution among other crucial benefits through the Urban Greening and Urban Forestry programs

- Supporting communities to build the networks, skills, and plans needed to effectively compete for climate funding through the Regional Climate Collaboratives Program
- Coordinated community-driven projects that promote climate resilience and reduce greenhouse gas emissions through the *Transformative Climate Communities Program*
- Removing barriers for low-income communities of color to access zero-emission vehicles
- Community access to state grant programs through a new advanced pay pilot program
- A coordinated statewide racial equity strategy through an executive order that directs the Governor's Office of Planning and Research to establish a Racial Equity Commission

Greenlining is committed to working with the Governor's Office and the California Legislature to ensure racial equity is central to its work. In August 2022, Greenlining organized an Advocacy Day in Sacramento to meet with over 40 policymakers on key issues impacting communities of color around the state. We provided insight and information on legislation related to addressing racial inequities, and advocated for funds received by the state as part of the federal Infrastructure Investment and Jobs Acts be allocated to projects with direct benefits to disadvantaged communities. We also elevated priorities like utility debt relief, combating high gas prices, wildfire resilience, energy, and zero-emission vehicles. The Lobby Day included participation of Greenlining's full staff and the 2022 class of Leadership Academy Fellows and Summer Associates.



The Need for Algorithmic Greenlining

Greenlining is working to address the rise of algorithmic and artificial intelligence driven decision-making tools and ensure these new technologies do not perpetuate bias or discrimination. We are advancing policies and regulations that encourage or require government bodies to provide transparency in their algorithmic systems. As technology systems continue to evolve and rely on data-driven decision-making, there is growing concern about the impacts of algorithmic bias. Specifically, companies and public institutions are increasingly using algorithms to decide who gets access to affordable credit, jobs, education, government resources, and healthcare which can lead to unfair economic outcomes for communities of color.

In 2022, Greenlining's President and CEO Debra Gore-Mann and Senior Legal

Counsel for Economic Equity Vinhcent Le testified at the California Task Force on Reparations, highlighting issues of data-driven discrimination and the digital divide as modern forms of redlining. We are calling for transparency to discover these instances of redlining in technology and the need for mechanisms to hold public agencies and companies that utilize these technologies accountable for preventing bias from occurring.

Because government agencies increasingly purchase algorithms from private software companies, Greenlining sponsored the Automated Decisions Systems Accountability Act. AB 13 sought to protect Californians from biased and inaccurate automated decision systems by requiring algorithmic accountability for "high-risk" public sector algorithms that impact Californian's legal rights, employment opportunities, health, and access to economic opportunity.

"We need race-aware data so we can test these systems that control access to economic opportunity for bias and discrimination. The housing discrimination and the redlining of the past is still quite well and alive today. Our anti-discrimination laws have not kept pace with these technologies."

– Vinhcent Le,
Senior Counsel, Technology Equity,
KQED article





IMPACT

Household Wealth Building

Greenlining works to close the racial wealth gap by developing multifaceted strategies that ensure race is never a barrier to opportunity for communities of color. We advocate for race-conscious policies that hold financial institutions accountable, end discriminatory practices, and establish pathways to financial security and prosperity. We are building a future where more people of color are homeowners, business owners, and have access to wealth-building infrastructure for generations to come.

Secured \$140 billion in Community Benefits Agreements

Greenlining continued our decades of experience leveraging the Community Reinvestment Act to bring the needs of historically disinvested communities of color directly to top financial leaders through the mergers and acquisitions process. Last year, Greenlining successfully worked with our partners at the California Reinvestment Coalition and the National Community Reinvestment Coalition to negotiate over \$140 billion in community benefit agreements directed to formerly redlined communities.

- US Bank agreed to a five-year \$100 billion community benefits agreement as part of the bank's acquisition of MUFG Union Bank. This included a \$60 billion carve-out for California in connection with the acquisition—one of the largest CBAs ever

secured in the banking industry to date. The plan will direct funding to increase mortgage lending to low-moderate income borrowers, increase community development loans and investments, and launch a Special Purpose Credit Program to provide accessible lending capital to minority-led/owned developers in support of affordable housing projects.

- BMO agreed to a \$40 billion community benefits commitment in connection with their acquisition of Bank of the West. With over \$16 billion of the commitment targeted for California, the plan reinforces BMO's focus on increasing home ownership and supporting the growth of small businesses in low- to moderate-income neighborhoods and communities of color. It also strengthens these communities through investments and lending to support affordable housing and economic development as well as philanthropic giving.

“This CBA is a huge win for communities – especially low-income communities and communities of color – that have historically been an afterthought while big banks pursue profits and power through consolidation. This is a testament to what we can accomplish when we work together to hold financial institutions accountable in their business practices, and push them to prioritize the needs of the communities they operate in.”

– Debra Gore-Mann,
President & CEO



Strengthening the Nation's “Anti-Redlining” Law

For the first time in decades, the OCC, FDIC, and Federal Reserve issued a joint notice of proposed rulemaking opening up the opportunity to meaningfully modernize the Community Reinvestment Act. The Act was passed in 1977 to reverse financial institutions’ longstanding systematic practice of denying communities of color access to credit, banking services, and housing through the now illegal practice of redlining. Forty-five years after the CRA was established and redlining was outlawed, communities of color are faced with new forms of redlining, fueled by changes to the lending environment and new technologies.

During the public comment period, Greenlining worked with coalition members to submit comment letters urging regulators to explicitly address racial inequities in the CRA, including the disproportionate impacts of climate change communities of color face. This campaign laid out a framework for how banks can alleviate, rather than contribute to the problem. We rallied advocates to offer comments on the regulators’ proposed rulemaking and broadly shared our recommendations for federal regulators to explicitly include race in the CRA by:

- Assessing bank performance through percentage of home and small business lending to Black, Indigenous, and people of color borrowers

“We have a historic opportunity to steward the next evolution of the Community Reinvestment Act and implement its rules in ways that maximize equity commitments in practice. We will work with regulators to ensure a path forward to explicit race-based criteria that hold banks accountable to serving communities of color, including those vulnerable to climate change, and meaningfully address decades of disinvestment and discrimination.”

– Holden Weisman,
Senior Director, Economic Equity





Community members participating in workshops with local CBOs in Los Angeles hosted by Greenlining's Capacity Building team.

- Greater enforcement of and downgrades for disparate lending and discrimination
- Analyzing lending by race and ethnicity in underserved neighborhoods in all CRA exams (including community development financing and retail lending)
- Considering a bank's creation and deployment of Special Purpose Credit Programs
- Prioritizing community input and adherence to community benefit agreements on CRA exams

Pushing for a Fair Financial System

Greenlining put a spotlight on how the decades-old CRA legislation has failed to keep up with the rise of nontraditional and fintech lenders or nonbanks that now

dominate the lending market. Fintech lenders now write two thirds of U.S. mortgages, a 660% increase in market share since 2009. In California, the top three mortgage lenders are all nonbanks subject to fewer regulations than their bank peers, with no obligations for community reinvestment, raising concerns that the rise of nonbank lenders could exacerbate inequities in low-income communities and communities of color. In 2020, Greenlining found that these nonbank lenders are more likely to make home loans to low-income borrowers than traditional banks in California. We supported crucial first-step legislation, SB 1176 (Limón) that would require evaluation of the mortgage lending of financial institutions and create greater equity in the financial industry in California.

Empowering Small Businesses of Color

Greenlining continued to support East Oakland's small business community through the People of Color Small Business Network during 2022. Greenlining and our partners at the Alliance for Community Development and Uptima Business Collaborative successfully supported a cohort of over 25 small businesses that received business coaching and support services over the course of the past year.

We also partnered with local non-profit venture capital firm ICA, to add to the continuum of services offered to businesses in the POC Small Business Network. We launched a partnership with ICA to support up to 15 businesses

through "The Lab" seed-stage accelerator and help them access seed capital through the ICA Growth Fund. This includes up to \$50,000 in Seed Equity Funding to help community entrepreneurs keep their doors open and achieve their business growth goals.

In November 2022, Greenlining also produced the *Oakland People of Color Small Business Network 2021 Impact Report*. This impact report is a detailed synthesis of the program's success and an evaluation of our learnings gained through the facilitation of this program. We identified the persistent needs and gaps that POC entrepreneurs face to inform future Greenlining analysis and policy recommendations that could mitigate barriers and further bolster small businesses of color.



PEOPLE OF COLOR
SMALL BUSINESS NETWORK

Located in San Antonio neighborhood, Bandung Books opened its door in 2018 and is a project of the EastSide Arts Alliance. A Brick & Mortar third world bookstore, Bandung books is dedicated to serving the people in East Oakland through books and community.



CLIENT PROFILE

CLIENT: **Latorra Monk | Oaklandia Cafe**

YEARS IN BUSINESS: **3**

EMPLOYEES: **4**

INDUSTRY: **Food and Beverage**

WEBSITE: **www.oaklandiacafe.com**

Outcomes:

- Secured city, state, federal, and private funding for her business
- Hired 2 new part-time employees
- Now has up-to-date legal protection and documentation for her business
- Featured in Alliance's 2021 Small Business Directory

As a fourth generation Oaklander, Latorra Monk, owner of Oaklandia Cafe, created her business to challenge social expectations of who cafes are for, creating a space of belonging through food inclusivity. Through the POC Small Business Network, she was able to apply for and secure business funding from city, state, federal, and private sources. The funding she received helped her offload upfront expenses related to payroll, utilities, equipment, and marketing support. By utilizing her skills and talents, as well as those of her staff and community, she is helping to create a new wave of Black and Brown-owned cafes as a foundation for cultivating generational wealth.

Bridging the Digital Divide

Addressing inequalities in access to and the use of information and communication technologies like the internet is key for opening doors for wealth building and economic opportunities. Greenlining is working with communities to close the digital divide to ultimately increase household wealth and eliminate one of the root causes of inequities faced by communities of color. In collaboration with the City of Oakland, Greenlining continued implementation of The Town Link program with the goal of increasing internet adoption and digital literacy in priority communities and neighborhoods. Through this program, Greenlining and our partners built digital inclusion by helping 250 low-income Oakland residents gain access to free laptops and robust digital literacy trainings. We were also able to provide 9,600 residents with the resources necessary to enroll in free and affordable broadband internet programs.



#OU and Town Link coalition partners met with the FCC to discuss upcoming broadband opportunities and Oakland's digital equity needs.

Equitable Access to Homeownership

Greenlining envisions an abundant future where everyone can live in a home that is affordable, safe, resilient to the impacts of climate change, and contributes to intergenerational wealth building. In the U.S., homeownership forms the bedrock of generational wealth building; however, communities of color continue to face disparities in accessing home loans.

In 2022, Greenlining published a report titled *Home Lending to Communities of Color in California 2020*, providing an analysis of federal home mortgage data from the Home Mortgage Disclosure Act. The report shows that Black, Latino, Native American, and Pacific Islander Californians continue to lag behind whites in their ability to access home purchase loans, and the racial gap is only getting worse. The disparity is particularly stark for women of color, who make up 30% of California's population but receive only 8% of home purchase mortgages. Homeownership remains out of reach for communities of color in one of the most racially diverse states in our country. The report offers key recommendations to equitably expand access to capital, economic, and homeownership opportunities for people of color.



NORTH PARK

IMPACT

Healthy & Climate Resilient Communities

Greenlining is working to build healthy and climate resilient communities while shaping a just economy that eliminates the root causes of racial inequities. We aim to ensure that the communities hit first and worst by climate change receive environmental investments that reduce pollution, create good jobs for local residents, improve the health of low-income and disadvantaged communities, and strengthen local economies without displacing low-income residents.

Advancing California's Climate Goals

During California's 2022-23 state budget cycle, Greenlining successfully advocated for \$19.3 billion for the Climate and Energy Package funding water-drought resilience, wildfire resilience, sea level rise, extreme heat, biodiversity and outdoor access, energy, and zero-emission vehicles. These investments will ensure stable funding allocations to build community resilience to climate change in our most vulnerable

communities, combat carbon emissions, and bring California one step closer to achieving its climate goals.

Lastly, as a result of the Biden/Harris Administration efforts, Greenlining is working to leverage federal investments through the Justice40 initiative, Bipartisan Infrastructure Investment and Jobs Act, and the Inflation Reduction Act to ensure benefits reach communities of color that continue to feel the impacts of decades of inequities in infrastructure funding.



Featured: The Greenlining Institute's capacity building team

Mobility Equity: Clean Transportation for All

Greenlining recognizes the need for a transition to clean transportation that is just, equitable, and fair. We are working toward a future with mobility equity, in which our transportation system increases access to high quality mobility options, reduces air pollution, and enhances economic opportunity in low-income communities of color. We advance solutions that are equitable, sustainable, and best meet community-identified mobility needs.

- Greenlining served as an advisor for the successful implementation of the Biden's Administration's signature climate equity initiative, Justice40, through the Clean Cities Coalition Network. Sponsored by the U.S. Department of Energy, the Clean Cities Coalition Network is one of 21 federal programs selected to pilot the Justice40 initiative and develop best practices that will guide Justice40 implementation in other federal programs. The network includes over 75 coalitions across the country working to develop clean transportation and mobility projects in their communities. With our partners, Greenlining and Equitable Cities have provided equity and community-centered capacity building and technical assistance to 30 Clean Cities Coalitions from across the country.
- Greenlining championed increased investments in equitable zero-emission transportation vehicles and infrastructure in California and nationally. We led the development of equity provisions within the California Advanced Clean Cars II rulemaking, which sets the path for 100% Zero Emission Vehicle sales by 2035. We were able to secure \$10 billion to fund transportation infrastructure, including active transportation, fleet replacement, climate adaptation, and equity programs.
- Greenlining worked to shape key transportation policies with state agencies. This included the Transportation Electrification Framework at the California Public Utilities Commission, which will require a minimum investment of 65% to benefit underserved communities; California Air Resources Board's FY 22-23 Funding Plan for Clean Transportation Incentives, which ensures 70% of funds will provide benefits to low-to-moderate income communities; and the California Energy Commission's 2023 Clean Transportation Plan, which will help increase charging infrastructure access and ensure 50% of their funds benefit disadvantaged and low-to-moderate income communities.

Climate Action Through Narrative

For Earth Day 2022, Vice President of Policy Alvaro Sanchez shared his story with The Climate Project and Published an op-ed for The Progressive Magazine. He urged world leaders, elected officials, and local governments to prioritize the voices and needs of people most impacted by climate change.



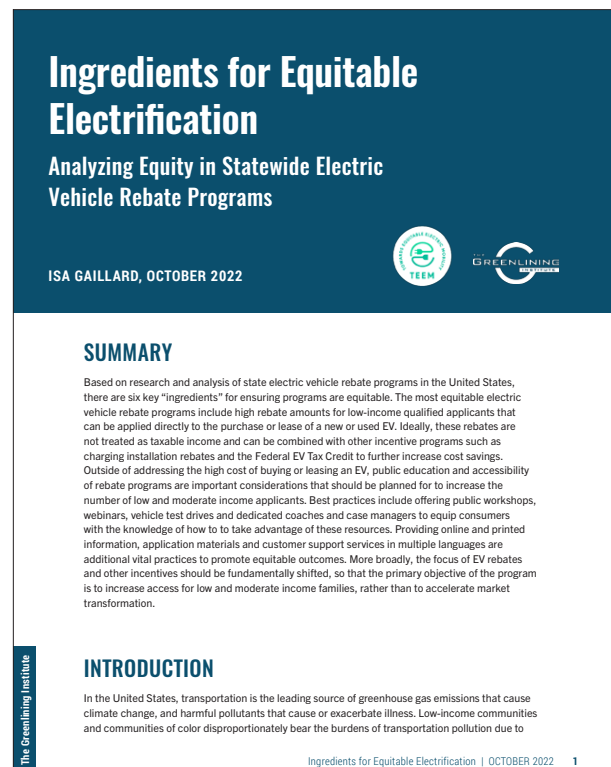
Alvaro Sanchez,
Vice President of Policy

“Electric vehicles have the potential to reduce the racial wealth gap and improve environmental and public health outcomes at a local and global scale. But this is only possible if the communities that are most impacted by pollution and reliance on gas-powered vehicles can actually access these rebate programs.”

– Isa Gaillard,
Transformative Communities Program Manager



- Greenlining, in partnership with Towards Equitable Electric Mobility (TEEM), analyzed state-run electric vehicle rebate programs across the country on measures of equity such as income cap, upfront cost, and accessibility to offer examples of how rebate programs should prioritize the specific needs of low-income communities and communities of color. *Ingredients for Equitable Electrification: Analyzing Equity In Statewide Electric Vehicle Rebate Programs*, a report published by Greenlining in 2022, uses this analysis of existing EV rebate programs to provide a list of key ingredients for equity that, when baked into program design, implementation, and vision, lead to more equitable outcomes.



“Transportation systems affect every aspect of our lives—how we get to work, where we live, our health, our access to opportunity. Building climate resilience and racial equity into our transportation systems is essential to secure a future where frontline communities can access both physical and social mobility.”

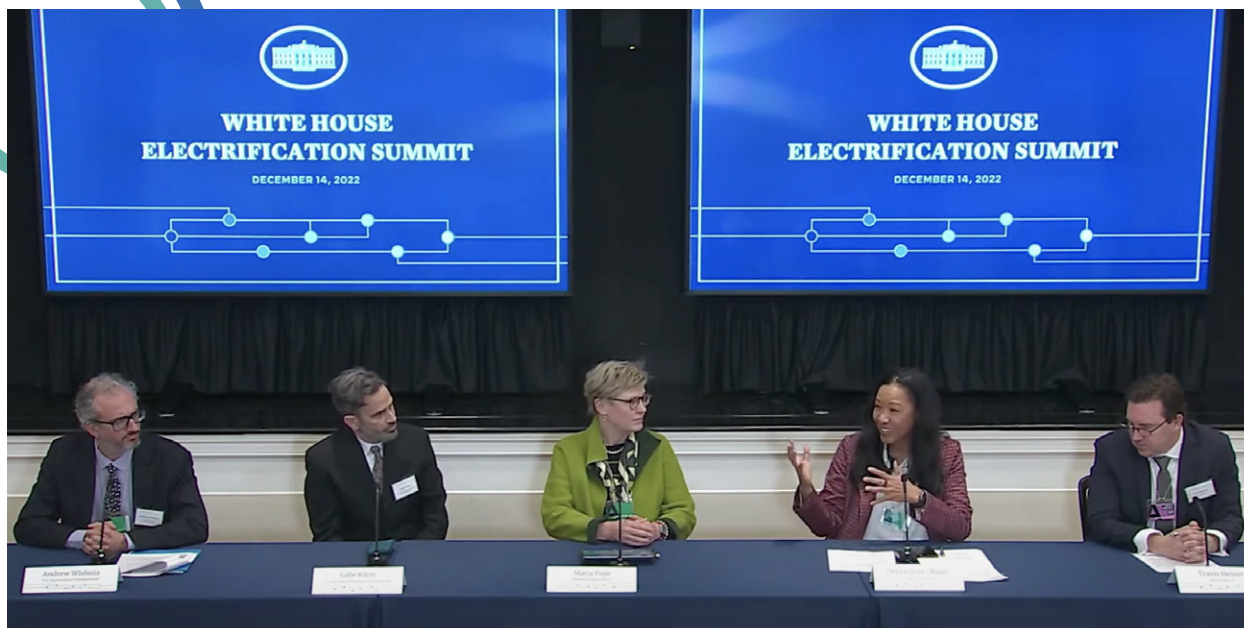
– Miriam Wahid,
Greenlining’s Climate Equity Fellow



- In a new report published in August 2022, Greenlining finds that the U.S. transportation system hasn’t escaped racism’s long reach. As low-income communities and communities of color are hit first and worst by the impacts of climate change, including climate-related disasters, the consequences of vulnerable transportation infrastructure fall most severely on these groups. *Achieving Resilient Mobility: Essential Principles for Building Equitable Transportation Systems in an Era of Climate Crisis* outlines how, when designed equitably, transportation systems have the potential to prevent avoidable harm during climate disasters, and build community resilience to the impacts of climate change.

Clean Energy Future

Greenlining works to ensure that our communities can have both cleaner and more affordable energy. We need programs that bring more clean energy investments to our communities, and protections that keep energy bills affordable. We are working to create healthier conditions in households, decrease indoor and outdoor air pollution, mitigate climate change, increase access to beneficial clean-energy technologies, decrease high energy burdens, support housing policies that preserve and promote housing affordability, and build a resilient workforce in the clean energy economy.



In December 2022, President and CEO Debra Gore-Mann joined dozens of climate leaders at the White House Electrification Summit. While speaking on the transportation panel, she emphasized how electrification offered a once-in-a-generation opportunity to reduce carbon emissions while disrupting systems of inequity.

- Greenlining's President and CEO Debra Gore-Mann joined several energy and environmental leaders in the public and private sectors to speak at the White House Electrification Summit. The summit, hosted by the White House Office of Science and Technology Policy, Climate Policy Office, and Office of Clean Energy Innovation and Implementation, convened energy and environmental leaders from government, industry, academia, and stakeholder groups to showcase the unprecedented opportunities for inclusive electrification—the transition away from harmful fossil fuels to cleaner, more sustainable forms of energy.
- In 2022, Greenlining aimed to secure utility debt relief to address the needs of low-income communities of color, especially during times of crisis. We partnered with organizations including SCOPE LA and TURN to help secure \$1.2 billion for electric utility debt in California's budget. Out of the \$17 billion inflation relief package, the state allocated \$1.2 billion to help low-income Californians pay off utility energy debt.
- California allocated almost \$1 billion for the California Energy Commission to establish an equitable building decarbonization program, and the Biden Administration invested almost \$50 billion in building electrification through the Inflation Reduction Act. Greenlining has and will continue to monitor these programs to ensure they are implemented equitably, taking into account the challenges and priorities of low-income communities and communities of color.

Strengthening Climate Resilience in Frontline Communities

Decades of disinvestment and discriminatory public policies have left low-income communities of color without the resources to withstand the worsening impacts of climate change, making climate adaptation and community resilience essential priorities. To ensure everyone is prepared for climate disasters like extreme heat, flooding, drought and wildfires, Greenlining is advancing community resilience programs and policies that center equity.

- In 2022, Greenlining successfully convened and co-chaired a 10-member Community Resilience Working Group consisting of environmental justice and equity organizations, with geographic and regional diversity. The CRWG completed a comprehensive landscape analysis of climate resilience state grant programs and supported the development of a climate vulnerability mapping tool, the Vulnerable Communities Platform, that will serve as a resource to better understand underlying factors that drive vulnerability and future risk to climate impacts.
- Greenlining developed a comprehensive public comment letter on the Climate and Economic Justice Screening Tool

to ensure equitable implementation of President Biden's Justice40 initiative at the federal level. Signed by over 70 environmental justice and equity groups around the country, the letter urged the White House Council on Environmental Quality to follow leading examples of environmental and economic justice screening tools at the state level.

- Greenlining supported California climate legislation addressing poverty and pollution, extreme heat, and community resilience programs including AB 1778 (C. Garcia) and AB 2076 (Rivas, C. Garcia). Greenlining led the development of AB 2238 (E. Garcia, Rivas), a bill that will establish the country's first statewide heatwave ranking system.
- Greenlining served as an equity consultant for the City of Santa Cruz to guide the development of their 2030 Climate Action Plan. We supported the City with outreach in frontline communities to bring awareness to the public about the plan, and also guided the development and utilization of an equity screening tool to assess all the proposed actions to ensure they benefit frontline communities.



IMPACT

Intersectional Power & Partnerships

Greenlining works with communities of color to gain equitable opportunity and access to tools to transform their lives for the better. Our goal is to build the capacity of local leadership to advance community-driven, equitable solutions that strengthen community power. We work collaboratively with community-based organizations to seed projects and partnerships, direct immediate benefits to historically under-invested communities, and empower communities to have ownership over the decisions that shape their lives.



Representatives from #OaklandUndivided, The Town Link Program, The City of Oakland and community organizations shared Oakland's digital equity needs with leadership from the NTIA and the California Department of Technology in August 2022.

At the center of Greenlining's approach is an explicit confrontation of systemic racism that unjustly impacts communities of color. We define equity as a practice that must be strengthened over time and embedded into our culture, systems, political decision-making processes, and ultimately in our laws. In 2021, Greenlining co-sponsored SB 17 (Pan) with racial equity, public health, environmental, and power building organizations to declare racism a public health crisis and create the Office of Racial Equity and the Racial Equity Advisory and Accountability Council, in order to address systemic and institutional racism that has resulted in poorer health outcomes and disparities in communities of color.

After two years of community engagement, advocacy, and negotiations with the Governor and Legislature, in 2022, Governor Gavin Newsom announced an Executive Order on Equity. The order articulates the state's commitment to address racial

disparities within government departments, policies, programs, and establishes the state's first Racial Equity Commission. The Commission will be tasked with creating a racial equity framework and serves as the state's north star as we move closer to an equitable future.

Harnessing the Power of Communities

To reverse decades of disinvestment and racist policies, Greenlining is doubling down on our commitment to community ownership of solutions. Local communities have a deep understanding of their own needs, but they require additional resources, partnerships, and technical knowledge to bring these visions to life. Our capacity building team works with communities of color to help them gain equitable opportunity and access to tools to transform their lives for the better.



Greenlining's Program Manager of Capacity Building Katherine Cabrera hosts a series of community building workshops with local CBOs in Los Angeles.

California

In 2022, Greenlining led place-based capacity-building efforts to advance community-led climate goals in three key regions in California.

- Stockton:** Greenlining supported Stockton partners to successfully secure \$165 million for the Transformative Climate Communities program and \$10 million for the Regional Climate Collaboratives Program. Greenlining worked with Stockton community organizations and the City of Stockton to update a landscape analysis on community needs and priorities, and to identify actionable climate projects and scopes of work. We also partnered to successfully pass through grants of \$100,000 to sustain the capacity of Stockton frontline leadership to advance climate and environmental justice projects.

- San Gabriel and Pomona Valley:** Greenlining is deepening local engagement to support neighborhood project ideas and policy campaigns in the greater Los Angeles region. In partnership with the Latino/a Roundtable, the National Day Laborer Organizing Network, and Lopez Urban Farm, Greenlining developed the Climate Justice Education Series, an eight-month workshop series organized to support stakeholders with the capacity, resources, and partnerships needed to realize local visions for climate resilience and equity. Our community partners have identified the following key priorities for local climate action: mobility and transportation justice, food justice and urban agriculture, extreme heat, and climate and environmental justice popular education.



The Greenlining Institute's President and CEO Debra Gore-Mann accepts a partnership award at Forth Mobility's annual conference in Portland, Oregon.

- **Oakland:** Greenlining coordinated community advocacy for the City of Oakland's 2045 General Plan Environmental Justice Element which must include objectives and policies to reduce health risks in communities most affected by environmental burdens, promote civic engagement in the public decision-making process, and prioritize programs that address the needs of most affected communities. Our advocacy around this new element focuses on the need for an implementation plan.

Multi-State Capacity Building

Towards Equitable Electric Mobility (TEEM) Community of Practice continued into its second year in 2022. The TEEM Community of Practice is co-managed between Greenlining and Forth Mobility. It consists of a peer-to-peer community of advocates working together to share policy goals, build capacity, and develop a mutual commitment towards advancing racial equity in electric

mobility and climate change goals, and builds on Greenlining's success promoting equitable electric mobility programs in California. The cohort now includes 31 organizations from Colorado, Illinois, Michigan, North Carolina, and Virginia. This year, each state cohort worked together to identify the policies and strategies they want to focus on together. In setting these priorities over the past year, TEEM planned and hosted community engagement events to gather resident perspectives on electric transportation; shared information on emerging policy, funding, and trends in the field; and received feedback on future advocacy plans.

After a decade of advancing racial equity in transportation electrification, Greenlining was awarded the Community Partner Award at Forth's Roadmap Conference in June, recognizing our progress in bringing electric mobility to communities of color.

SPEAKER SERIES

NOW + NEXT

The State of Race, Today and Tomorrow

Now & Next: The State of Race Today and Tomorrow

Each year, The Greenlining Institute brings together powerful voices for change at the forefront of the fight for justice and equity at our annual event. In 2022, we hosted a three-part virtual speaker series on emerging opportunities and solutions to address the legacy of systemic racism and to achieve lasting equity. *Now & Next: The State of Race Today and Tomorrow* garnered over 1,700 registrants for three engaging virtual discussions as we brought together some of the leading racial equity thinkers and practitioners in conversation with members of the Greenlining team.



The State of Race

To open up this series, Heather McGhee, *New York Times* Bestselling Author of *The Sum of Us*, and Manuel Pastor, Professor of Sociology and American Studies & Ethnicity, University of Southern California, came together in conversation with our CEO, Debra Gore-Mann to discuss the state of race: Why are we seeing backlash to social progress? How do we move forward in a country that seems increasingly afraid or unwilling to talk explicitly about race? Where are we seeing signs of hope?



How has redlining persisted into the modern day?

Our second event shone a light on the lasting and shameful legacy of redlining that lives on today. Dr. Dominique Harrison, Director of Racial Equity Design and Data Initiative, Citi Ventures Innovation, and Nandita Sampath, Policy Analyst with Consumer Reports, joined Vinhcent Le from the Greenlining Institute in a conversation to zero in on algorithmic bias, discuss how modern redlining affects people of color today, and how we can leverage technology as a positive force for equity and economic opportunity for formerly redlined communities.

How can we democratize from the ground up?

Our last event in the series explored how we build democratic power that can outlast political cycles. Alicia Garza, Author of *The Purpose of Power* and Principal at Black Futures Lab, Veronica Padilla-Campos, Executive Director of Pacoima Beautiful, and Tarso Luís Ramos, Executive Director at Political Research Associates, discussed the possibilities and the limitations of power building on a local level. We explored how models like California's Transformative Climate Communities program offer a blueprint for communities across the country to take on large-scale problems.



IMPACT

Leadership for Racial Equity

Since 1996, Greenlining's Leadership Academy empowers multi-racial college students and early professionals to contribute to shaping public policy and lead on diversity, equity, and inclusion efforts. The Academy provides early career professionals with an immersive experience to engage in racial equity policy-making, career advice, job placement support, and membership in a network of over 1,000 alumni through three major programs.

Leadership Mural
at The Greenlining
Institute



Casa Joaquín Murrieta Residents at the holiday celebration, 2022

Policy Fellowship Program: The 2021-22 Policy Fellowship supported four outstanding young leaders. Over 11 months, Fellows received skills development through assignments and opportunities such as writing policy memos, lobbying with key stakeholders and officials, facilitating meetings, conducting research, and presenting public comments. The Fellowship curriculum included real-time policy projects that focused on equity issues across some of the most pressing issues faced by communities of color.

Summer Associate Program: Conducted over 10 weeks, the 2022 Summer Associate Program brought together five aspiring social change agents to gain firsthand advocacy experience as part of Greenlining's Policy Teams. Throughout the program, Summer Associates participated in a total of 50 policy and leadership development workshops

on topics ranging from critical race theory, policy landscape and development, climate resilience, mobility equity, managing teams, and coalition building.

Casa Joaquín Murrieta Program: Casa Joaquín Murrieta provided much-needed affordable housing, academic support, skill development, and community building for 26 student leaders of color at UC Berkeley in the 2021-22 academic year. With Casa rents at only 30% of market rate and with food provided in-house, low-income Casa residents were able to focus on academic success and leadership development rather than just meeting their basic needs.

On August 12, Greenlining celebrated the achievements of our 2021-2022 Leadership Academy Fellows and Summer Associates in a graduation ceremony and inducted them into the Greenlining Academy Alumni Association joining over 1,000 distinguished alumni.

“I love the community that we built. Everyone at the Academy and all of Greenlining was so open and supportive to helping us with our career, with helping us with our projects within the 10 weeks.”



– Amanda Lee,
2022 Economic Equity Summer Associate



“With AI, I was able to explore wealth frameworks with academics, policymakers, organizers, and so much more. I was able to write a memo about what it would mean to make algorithmic accountability accessible, and present at conferences about what tools and strategies would effectively empower communities.”



– Christine Phan,
2022 Technology Equity Fellow



FINANCIAL OVERVIEW

Statement of Financial Position

December 21, 2022

Assets

Current Assets	\$9,272,863
Other Assets	\$36,461,627
Total Assets	\$45,734,490

Liabilities

Current Liabilities	\$798,910
Other Liabilities	-
Total Liabilities	\$798,910

Total Net Assets	\$44,935,580
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Statement of Activities

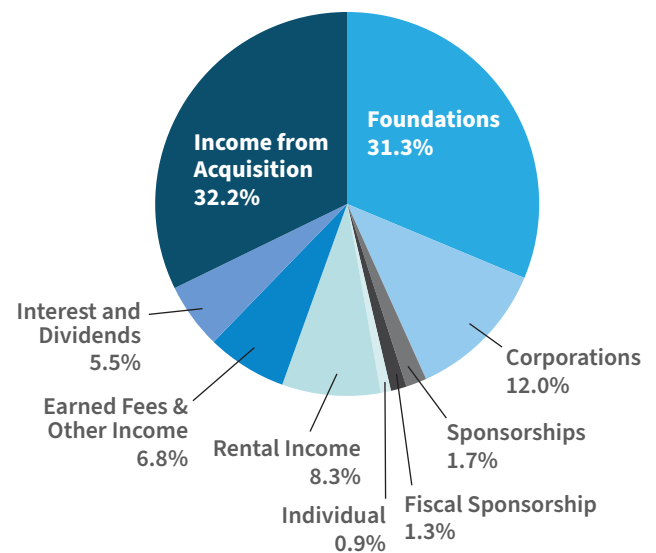
Revenues

Foundation	\$3,185,014
Corporations	\$1,218,174
Sponsorships	\$177,768
Fiscal Sponsorship	\$134,746
Individual	\$88,019
Rental Income	\$844,195
Earned Fees & Other Income	\$687,066
Interest and Dividends	\$563,701
Income from Acquisition	\$3,279,200
Total Revenues	\$10,177,883

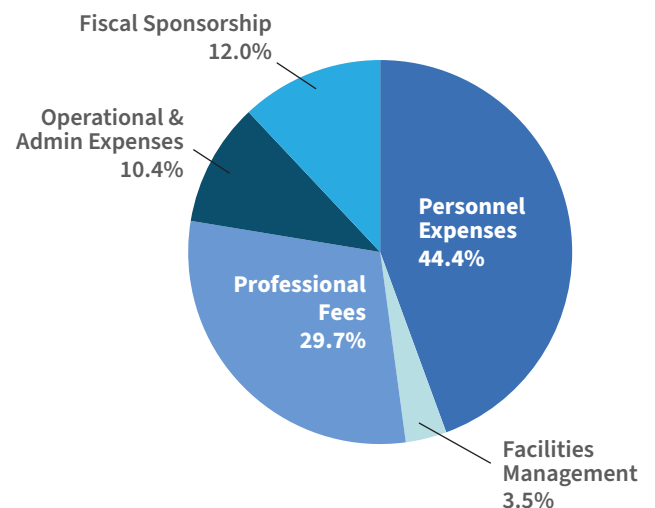
Expenses

Personnel Expenses	\$5,689,451
Facilities Management	\$443,384
Professional Fees	\$3,809,055
Operational & Admin Expenses	\$1,331,775
Fiscal Sponsorship	\$1,538,386
Total Expenses	\$12,812,051

Revenues



Expenses



Equity Works Update:

Equity Works, Inc. is a nonprofit organization formed in 2015 to support Greenlining's activities. In 2022, Greenlining took control over Equity Works. The financial statements presented represent the consolidated statements of Greenlining and Equity Works.

DONORS & SUPPORTERS

The success of our work at Greenlining is built upon the generosity and steadfast support of our donors and supporters. We extend our deepest gratitude to each of you for your unwavering commitment to our mission. Your contributions have enabled us to make significant progress towards creating a more equitable future.

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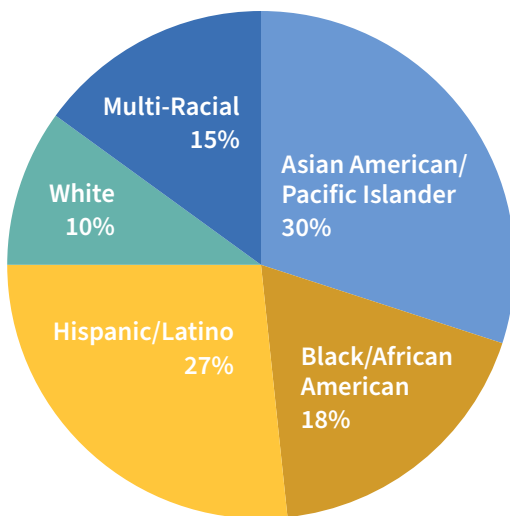


BOARD AND STAFF DEMOGRAPHICS

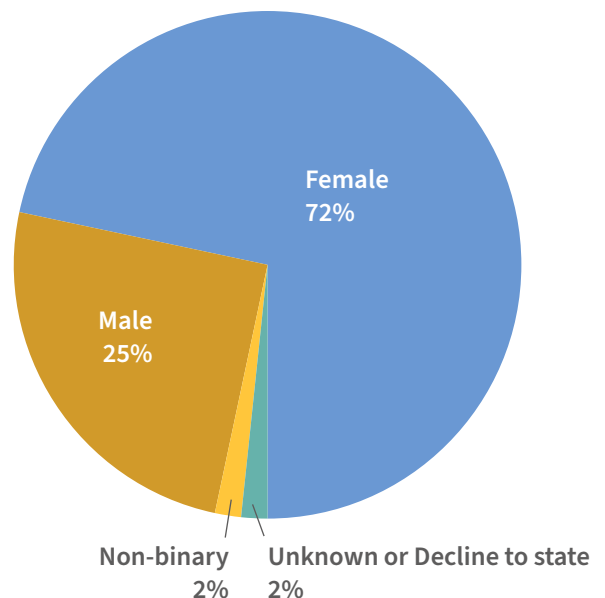
The Greenlining Institute is proud to be run and led by a majority women of color team who are committed to advancing equity-centered solutions. Approximately 90% of Greenlining's staff identify as people of color and 72% identify as women. This is reflected in all levels of our organization including in Greenlining's executive leadership. We are also proud to include 15% of staff who identify as LGBTQ+ and 12% that identify as having a learning, physical, or otherwise non-visible disability. We see the diversity of the lived experiences represented in our staff and Board as a source of strength, beauty, and creativity.

Staff Demographics

Race & Ethnicity



Gender Identity





GREENLINING BOARD OF DIRECTORS

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As of December 31, 2022

THE GREENLINING COALITION

The Greenlining Coalition is made up of diverse community organizations that have banded together around a shared mission of social justice. In the 1970's, the coalition had a simple vision: instead of competing for crumbs in an extractive economy, they would work together to create a future of abundance through a just economy—a greenlined economy.

Greenlining was founded in 1993 and the coalition still plays a key role in our work, lending important grassroots voices to our advocacy efforts, and keeping us grounded in the real-world experiences of their members and communities.

4C – Community Child
Care Council of Santa Clara
County, Inc.
Allen Temple Baptist Church
American GI Forum
AnewAmerica
Asian Business Association
Asian Business Association
Inland Empire
Asian Inc.
Asian Journal
Asian Pacific Islander
Small Business Program
Black Business Association
Brightline Defense Project
California Black Chamber of
Commerce
California Hispanic Chambers
of Commerce
California Journal for
Filipino Americans
California Rural
Legal Assistance
Chicana/Latina Foundation

Community Housing
Opportunities Corporation
Community Resource
Project, Inc.
Council of Asian American
Business Associations of CA
El Concilio of San
Mateo County
Ella Baker Center for
Human Rights
Faith & Community
Empowerment (FACE)
FAME Renaissance
Fresno Metro Black
Chamber of Commerce
Greater Phoenix
Urban League
Hispanic American Growers
Association (HAGA)
Hispanic Chamber
of Commerce –
Alameda County
Hispanic Chamber
of Commerce –
Orange County

KHEIR Center
La Maestra Family Clinic
Mentoring in Medicine &
Science, Inc.
Mexican American Political
Association (MAPA)
Mission Housing
Development Corporation
National Association of
Minority Contractors Inc.
National Federation of
Filipino American
Associations
Neighborhood Housing
Services of the East Bay
OCCUR
Our Weekly
Prospera
Rising Sun Energy Center
Sacramento Observer
San Francisco African
American Chamber
of Commerce

Search to Involve
Pilipino-Americans

Southeast Asian
Community Center

Southern California Black
Chamber of Commerce

Street Level Health Project

Mission Language and
Vocational School

TELACU

The Unity Council

Time for Change Foundation

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Corporation

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