

Part III

Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III

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1

Briefly describe the organization’s mission:

To advance and protect women's legal rights. The Center focuses on major policy areas of importance to women and their families including education, employment, family economic security, and health, with special attention given to the concerns of low-income women.

2

Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?

☐ Yes

☒ No

If "Yes," describe these new services on Schedule O.

3

Did the organization cease conducting, or make significant changes in how it conducts, any program services?

☐ Yes

☒ No

If "Yes," describe these changes on Schedule O.

4

Describe the organization’s program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a	(Code:) (Expenses \$ 7,081,633 including grants of \$ 338,581) (Revenue \$ 154,653)
WOMEN'S LEGAL RIGHTSTransforming the Federal Judiciary through Promoting Judicial Integrity and Judicial Nominations- Worked with partners to call for stronger ethical standards for the Supreme Court and entire federal judiciary to restore public trust in the courts, engaging media and creating original content.(To be continued on Sch O.)- Continued pushing President Biden to fulfill his commitment to appointing judges committed to equal justice and further diversify the federal bench. During the first three years of the Biden administration, the Senate has confirmed 166 lifetime judges-108 were women, 70 were women of color, and 80 were former public defenders and/or civil rights lawyers. These judges will not only bring a wealth of experience and expertise to the judicial system, but also bring us another step closer to a judiciary that looks more like our country.- In Spring 2023, led the gender justice community's strategy to urge the Senate to confirm renowned reproductive rights litigator Julie Rikelman to the U.S. Court of Appeals for the First Circuit. Rikelman notably defended our fundamental right to abortion before the Supreme Court in the Dobbs case. In May 2023, we co-led a sign-on letter with nearly 80 civil rights organizations in support of Rikelman's nomination. Rikelman was ultimately confirmed on June 20, 2023. - In May 2023, we led a sign-on letter with nearly 50 other gender justice organizations to urge the Senate to swiftly confirm civil rights champion Nancy Abudu to the U.S. Court of Appeals for the Eleventh Circuit. Abudu is a distinguished civil rights attorney with a demonstrated commitment to protecting the rights of women, people of color, and LGBTQI+ people and safeguarding democracy.- Provided information related to the need for and benefits of a judiciary that is more reflective of the country, and in particular the need for jurists with records demonstrating commitments to gender equity, integrity, and fair-mindedness who reflect the gender, racial/ethnic, and sexual orientation diversity within our country and understand the impact of their decisions on the rights of women, people of color, LGBTQI+ people, and other people marginalized in our society.	

4b	(Code:) (Expenses \$ 6,304,412 including grants of \$ 441,489) (Revenue \$ 11,950)
REPRODUCTIVE RIGHTS & HEALTH- Launched the Abortion Access Legal Defense Fund in response to the legal chaos unleashed when the Supreme Court overturned Roe v. Wade. Our Fund will help cover legal expenses for people facing legal consequences because they sought an abortion or helped someone else get one. The Abortion Access LDF is part of the Abortion Defense Network-a new resource launched by six leading reproductive rights organizations, including NWLC, to help individuals and organizations who need abortion-related legal advice, representation, or help paying legal expenses in civil and criminal proceedings. (To be continued in Schedule O.)- Litigated in the courts to protect abortion rights amid the devastation after the Supreme Court overturned Roe v. Wade: - In January 2023, we filed a lawsuit on behalf of 14 clergy members from seven faith traditions against the state of Missouri-arguing that the state's abortion ban and other restrictions establish one religious view about abortion in violation of the Missouri constitution's robust protections for separation of church and state.- In May 2023, we won a historic victory when the federal government took action against hospitals that refused to provide emergency abortion care to our client, a woman at risk of severe blood loss, sepsis, or death after her water broke. This was the first federal enforcement action against a hospital for denying emergency abortion care following the Supreme Court's decision to overturn Roe.- In Spring 2023, we weighed in with courts in support of the Biden administration's appeal of Judge Kacsmaryk's decision in Alliance for Hippocratic Medicine, et al., v. U.S. Food & Drug Administration, et al. This unprecedented and dangerous decision overturned the Food and Drug Administration's expertise and nearly 25-year-old approval of mifepristone, one of the medications in a two-drug protocol that is now used in over half of abortions in this country. The briefs NWLC joined debunked false assertions about mifepristone and its safety record that Judge Kacsmaryk relied on in his decision and explained how suspending the FDA's approval of the drug would have immediate and severe consequences to the administrative process and our systems of democracy.- Litigated in the courts to protect LGBTQI+ people's access to health care: - In March 2023, we joined an amicus brief in support of Sgt. Anna Lange, a sheriff's deputy in Perry, Georgia, who is filing a lawsuit against the county where she works for refusing to allow her employer-sponsored health insurance plan to cover her gender-affirmation surgery. Our amicus brief in support of Ms. Lange explained to the court that when an employer uses a facially discriminatory policy, like an exclusion on coverage of gender-affirming care, there is no additional burden on a plaintiff to prove that the employer acted with discriminatory intent.- In April 2023, we filed a class action lawsuit in California challenging Aetna's discriminatory coverage policy that allegedly requires LGBTQ people seeking to get pregnant through fertility treatments to pay more and wait longer to access the fertility benefits covered by their health plans. Mara Berton, the plaintiff in the suit, seeks to recoup the significant out-of-pocket costs she and all other Californians similarly situated have incurred, as well as nationwide injunctive relief.- Weighed in with a court to protect against racism and medical exploitation in health care: - In February 2023, we joined a renewed amicus brief, continuing to support the Lacks family's claim of unjust enrichment against Thermo Fisher Scientific, a multi-billion-dollar biotechnology corporation that continues to profit from sales of the "HeLa" cells that were non-consensually and non-therapeutically harvested by white doctors at Johns Hopkins Hospital from Mrs. Henrietta Lacks's cervix in the 1950's. Our brief places Thermo Fisher Scientific's actions within the disturbing history of systemic medical exploitation of poor, Black, and Indigenous people and argues that the discriminatory "norms" of the past must not insulate Thermo Fisher Scientific's ongoing wrongful conduct from liability.- In Spring 2023, led advocacy days with veteran service organizations to support access to abortion care through the U.S. Department of Veterans Affairs due to the agency's new policy allowing for abortion in cases of rape, incest, and life or health endangerment of the pregnant person.- Led work to expand contraceptive access and remove barriers to contraception, including important action from federal administrative agencies. This included leading the coalition response to the January 2023 proposed rule that would rescind in large part the Trump administration rule that allowed virtually any employer or university to exempt itself from the Affordable Care Act requirement that insurance plans must cover contraception without out-of-pocket costs.- Provided targeted assistance to a range of state-level partners working to defeat harmful measures restricting or banning abortion and contraception and working to move forward proactive measures that protect access to reproductive health care. - Assisted around 400 individuals navigating contraceptive coverage questions through the CoverHer hotline. In the wake of the Supreme Court's decision to overturn Roe v. Wade, threats to access to contraception are heightened, and it's more important than ever that people are able to take control of their reproductive lives through their preferred method of birth control.- In May 2023, we released Defiant: Stories from Abortion Providers on the Front Lines, a collection of interviews with abortion providers in states across the country telling the stories of their work and lives, in their own words. The goal of this campaign was to expose our audience to the employment barriers, threats, and violence that abortion providers face every day, but especially since the fall of Roe v. Wade.- Published blogs and fact sheets explaining how the right to abortion connects to other issues, including economic security, labor rights, and bodily autonomy for trans and intersex youth - Continued our "Destigmatizing Abortion" campaign created to counter harmful narratives and misinformation in the fight for abortion.	

4c	(Code:) (Expenses \$ 5,553,338 including grants of \$ 29,859) (Revenue \$ 86,778)
WORKPLACE JUSTICE AND EDUCATIONAddressing and Dismantling Workplace Barriers - Litigated in the courts in support of pay equity and closing the gender wage gap:- In September 2022, we filed an amicus brief in support of Dr. Leslie Boyer and her pay discrimination claim under the Equal Pay Act. Even though the two pharmacists were hired only six months apart, Dr. Boyer was paid (To be continued in Schedule O.)was paid \$10,000 less than her less-experienced male colleague. The Agency admits that it did not provide Dr. Boyer equal pay for equal work but claims this is okay because it based the workers' pay on their previous salaries, which our brief contests.- In September 2022, we co-led an amicus brief in support of Dr. Claire Mundell, a psychologist who learned in a chance conversation with her male colleague that he was being paid twice as much as she was, for the same work. Our brief urges the First Circuit to uphold the federal district court's ruling that the Maine Equal Pay Law, like the federal Equal Pay Act, forbids sex-based disparities in employee pay, regardless of whether the employer intended to harm women through its pay practices.- Litigated in the courts to protect women workers from stalking and sex harassment:- In August 2022, we helped obtain a settlement on behalf of three women of color in a sexual harassment case against CableConn Industries, Inc. The women faced extensive harassment and sexual abuse by their supervisors, which the company failed to address. In addition to monetary relief, the settlement requires that CableConn implement important changes to existing policies and procedures related to sex harassment and other forms of discrimination.- In December 2022, we joined other organizations in submitting an amicus brief in Yost v. Everyrealm, Inc. and Johnson v. Everyrealm, Inc. on the proper application of the Ending Forced Arbitration in Sexual Assault and Sexual Harassment Act ("EFASASHA"). EFASASHA, enacted in March 2022, prevents employers and other businesses from sweeping sexual misconduct under the rug by providing plaintiffs with cases related to sexual assault or sexual harassment the right to pursue their claims in court, instead of being forced into secretive and unfair arbitration procedures.- In March 2023, we joined an amicus brief in the U.S. Supreme Court in support of the State of Colorado in Counterman v. Colorado. The case arose when Billy Counterman was convicted under Colorado's criminal stalking statute for conduct that included likely more than 1 million messages to his victim over a two-year period, including messages indicating he was physically surveilling her and threatening that she should die. The brief argued that proof that he subjectively intended to threaten his victim was not necessary to convict him of stalking and that the Court should instead apply a "totality of circumstances" test to judge whether a defendant has engaged in threatening behavior in violation of law.- On June 22, 2023, we sought leave to file an amicus brief in support of Sheila LaRose, a former public defender who experienced ongoing sex harassment, including stalking, by a former client. Her employer took no action for months after she reported harassment, asserting it had no obligation to address harassment that occurred outside of work, although it arose out of Ms. LaRose's work. Ms. LaRose won a multi-million-dollar judgment against King County, and the County is appealing this decision.- Other litigation in support of	

workers' rights and fair pay.- On July 15, 2022, we co-authored an amicus brief to protect restaurant workers from wage theft and abusive labor practices, urging the courts to limit the amount of time tipped employees can spend performing non-tip producing work while still receiving cash wages as low as \$2.13 per hour. - Led a coalition of organizations in successfully advocating for the passage of the Pregnant Workers Fairness Act, an important new civil rights law enacted in December 2022 with broad bipartisan support, which ensures that pregnant workers receive reasonable accommodations on the job when they need them. NWLC's efforts included providing technical assistance to Congress, spearheading public opinion polling in support of accommodations for pregnant workers, and uplifting the broad array of support for the bill from women's groups, the medical community, the business community, and more.- Provided technical policy assistance and/or coalition support in support of pay-transparency legislative efforts in Maine, Massachusetts, Maryland, Virginia, Georgia, Oregon, and Indiana to give employers and employees a tool to help close gender and racial wage gaps and more efficiently and effectively recruit and retain talent. - Provided technical policy assistance to gender and worker justice advocates and attorneys in Colorado and Vermont to help successfully pass legislation strengthening protections against workplace harassment.- Engaged the press and the public around the benefits of pay transparency-a powerful and under-used tool that could potentially reduce the gender wage gap. Published a resource collection, fact sheet, and blog, becoming a thought leader and trusted expert on this exciting new policy. - Published monthly jobs day reports to track the pandemic's continued and uneven economic impact on women and frequently spoke to the press about women's employment trends. Between February and April 2020, women lost 12.2 million jobs, reversing an entire decade of job gains since the end of the Great Recession, and women were still making their way back to baseline in the second half of 2022.- Throughout 2022 and 2023, we published critical analyses on the lifetime wage gap for Black women, Latinas, Native Hawaiian and other Pacific Islander women, and Native women-illustrating how sexism and racism intersect to rob these women of hundreds of thousands or even millions of dollars over the course of a 40-year career.- On June 15, 2023, published a groundbreaking analysis on emerging LGBTQI+ pay gap data. Demystifying the wage gap faced by all members of the LGBTQI+ community will provide essential insight into the economic realities of one of our most vulnerable populations that can be used to help ensure equal opportunity for all. - Released our report #MeToo Five Years Later: Progress and Pitfalls in State Workplace Anti-Harassment Laws in October 2022, spotlighting the 22 states and the District of Columbia who had then passed a total of more than 70 workplace anti-harassment bills, while also urging further action. The policy response has not adequately centered Black women or other women of color, immigrant women, women with disabilities, LGBTQI+ people, or women working in low-paid jobs. In addition, workers in large swaths of the Midwest, South, and Mountain states have seen few, if any, workplace anti-harassment policy reforms since #MeToo went viral.

(Code:) (Expenses \$ 2,525,361 including grants of \$ 1,408,031) (Revenue \$ 0)

TIME'S UP LEGAL DEFENSE FUND AND LEGAL NETWORK FOR GENDER EQUITYAssisting Individuals Who Experience Sex Discrimination at Work, School, or When Seeking Health Care- Through the Legal Network for Gender Equity and the TIME'S UP Legal Defense Fund, between the launch of the Fund through May 2023, we connected 4,823 individuals facing situations involving workplace sex harassment and/or related retaliation with legal help. About 40 percent of those individuals identify as people of color and about 80 percent identify as low-income. In addition, during this same time period, the Fund provided funding and connections to public relations professionals in 134 matters involving workplace sex harassment and/or related retaliation. - Here are two examples of cases that were supported, in part, by the TIME'S UP Legal Defense Fund:- During one of Laura Zuniga's first cross-country trucking assignments, she was sexually assaulted by her male co-driver and forced to keep driving. In March 2023, Laura finally won a financial settlement from the trucking company but has not ceased in her tireless advocacy to protect fellow women drivers. - Over three years ago, a legion of women survivors-former cheerleaders and marketing employees of the Washington Commanders-exposed the daily sexual harassment and misogyny perpetrated under Dan Snyder's leadership. The TIME'S UP Legal Defense Fund helped support Lisa Banks and Debra Katz, two lawyers from our Legal Network for Gender Equity, in their efforts to drive attention to this culture of abuse and pursue justice for these women.- Between July 2022 and June 2023, hosted five webinars for attorneys in the Legal Network for Gender Equity on topics ranging from trauma-informed lawyering to the power of collective action to address workplace sex discrimination.

(Code:) (Expenses \$ 5,519,574 including grants of \$ 792,092) (Revenue \$ 27,500)

INCOME SECURITY AND CHILD CARE- Throughout 2023, spearheaded advocacy efforts around the looming child care "funding cliff" in September 2023-when billions of dollars of emergency child care funding from the pandemic expired. - Began the preliminary work of pushing for an investment of at least \$16 billion in the child care sector to stave off shrinking child care spots, staffing shortages, and rising prices that will disrupt both families and our economy writ large.- Bolstered public education about the importance of this \$16 billion investment with blogs and social content. - Worked to secure a historic increase in appropriations for the Child Care and Development Block Grant in 2022.- Led gender justice work to protect investments supporting women and families in the debt ceiling debate.- After nearly a decade of organizing, Vermont passed a historic bill authorizing \$125 million in annual investment for child care in May 2023-a model of victory for the rest of our nation. NWLC was a key source of technical assistance to partners in Vermont, helping advocates design an equitable and affordable system that will work for all Vermont young children and their families.- Built and ultimately launched a groundbreaking storytellers initiative-Sparking Change-that centers the voices and experiences of women or nonbinary people of color closest to the intersecting issues of income insecurity and child caregiving. Storytellers from New Mexico and South Carolina are sharing their expertise with the greater public and decision-makers so that policies and initiatives are grounded in lived experience and needs.- On Child Care Worker Appreciation Day, storyteller Merline A. Gallegos wrote an article to illustrate what it really means to be a child care worker in this country-calling attention to the long hours, the poverty wages, the lack of government support, and how "my salary does not increase as my skills and experience do." - In August 2022, we released a groundbreaking report about the roots of discriminatory housing policy. Our housing system has turned discrimination, exclusion, and exploitation into assets for the wealthy. This paper underscores that housing justice is gender justice and outlines solutions to advance housing as a human right, not a commodity.- In Spring 2023, we led a public messaging campaign around the CHIPS Act-which requires any semiconductor manufacturer requesting over \$150 million in direct funding from the Commerce Department under the CHIPS Act to submit plans for providing affordable, accessible, reliable, and high-quality child care for the workers who build and facilitate their plants. Published a public statement, op-ed, and gave press interviews, explaining how this requirement will help shape a diverse and skilled workforce that includes more women and people of color. - In May 2023, we launched Who Cares, a new messaging campaign to shift our culture's understanding of child care as a private responsibility to recognition that it is a public good-attempting to compel public investments into this underfunded, under-resourced sector.- After President Biden signed over 50 executive actions to strengthen our care system in April 2023, we broke down what the tangible impact those actions will have on real families through an informative, conversational blog.- In November 2022, published a fact sheet on how refundable tax credit expansions will help build long-term economic prosperity for women and families.- Published communication materials in support of maintaining and improving the Child Tax Credit, which can help working families offset the incredibly high cost of child care. (The price of child care exceeds in-state tuition at a public four-year university in many states). - Analyzing the U.S. Census Bureau Household Pulse Survey, researched and released a new fact sheet in June 2023 on the uneven economic recovery from COVID-19 for women of color, disabled women, and LGBT adults who still struggle to afford basic necessities.- In June 2023, we released a groundbreaking report assessing the status of state child care assistance policies-where the gaps are, where progress is being made, and where further progress is needed. This analysis of policies as of February 2022 shows that the substantial federal relief funding that was provided during the pandemic allowed states to make notable progress in closing the persistent gaps in our child care assistance system.

(Code:) (Expenses \$ 0 including grants of \$ 0) (Revenue \$ 0)

EDUCATIONAddressing Educational Barriers Faced by Women, Girls, and LGBTQI+ Individuals- Led efforts to restore and strengthen Title IX's protections against sex discrimination and harassment in schools. In 2020, the Trump administration issued Title IX rules that decimated protections against sexual assault and other forms of sex-based harassment in schools and took other steps to roll back protections for LGBTQI+ students. The Biden administration proposed a new Title IX rule in June 2022-which would restore those civil rights protections for student survivors of sexual assault and harassment, while strengthening protections for LGBTQI+ students and pregnant and parenting students-but it is still not finalized. - In July and August 2022, provided analysis and comments on the Biden administration's proposed Title IX rule, while leading efforts to engage a wide range of organizations and the public in support of strengthened Title IX protections, through the creation of explainers, template comments, public petitions, and blogs, lifting up particular aspects of the proposed rules, such as protections for pregnant and parenting students. - In April 2023, NWLC led a coalition letter urging that a final rule be promulgated, and in June 2023, on the 51st anniversary of Title IX of the Education Amendments of 1972, NWLC led 75 gender justice, survivor advocacy, and civil rights organizations in writing to express our deep disappointment that the Biden administration had recently announced that the release of the Department of Education's Title IX final rule was delayed from May 2023 to October 2023. - Connected student survivors and student leaders to press outlets so they could share their stories about the devastating impact of Trump's Title IX rules on college campuses across our country. - Bolstered public education around the importance of overturning Trump's Title IX rules, publishing blogs and social content, and regularly speaking to the press about the need for strong Title IX protections.- Pushed for Title IX rules to protect trans athletes and to ensure that all women and girls, including trans women and girls, have a chance to play and to experience the belonging and lessons in leadership that come from participating in sports: - When the Biden administration's June 2022 proposed Title IX rule did not include protections for trans athletes, NWLC spoke out, co-leading a letter in August 2022 joined by 49 other women's rights and gender justice organizations calling for the administration to move forward in rulemaking on this issue and highlighting the urgency of action given a barrage of vicious legislative attacks on LGBTQI+ students by state lawmakers across the country, including through recently passed state laws that ban transgender, nonbinary, and intersex students from participating in sports. - When the administration proposed a Title IX trans athlete rule in the spring of 2023, NWLC submitted comments on the Biden administration's latest Title IX rule, expressing our support for a clear Title IX standard that would invalidate the categorical anti-trans sports bans that have been targeting transgender and intersex women and girls in far too many states. - We also shared key recommendations on ways to add clarity for schools and students, who need strong enforcement of Title IX's broad protection against the enforcement of sex stereotypes (because all women and girls lose out when schools try to tell students there is one "right way" to be a girl). - NWLC also led a coalition of LGBTQI+ organizations in creating a joint fact sheet on the rule, engaged members of Congress in support of Title IX protections for trans athletes, and undertook public education on the rule through blog posts and press engagement. - Litigated in the courts to support trans students and LGBTQI+ students: - In August 2022, we joined an amicus brief in support of Michael Grabowski, who reported to his school that his teammates were harassing him because they thought he was gay. In response, the school dismissed him from the track team and canceled his athletics scholarship. A federal district court incorrectly held that Title IX does not prohibit sexual orientation-based harassment. Our brief explains that the district court greatly erred. Its decision ignored the Supreme Court's clear statement in Bostock v. Clayton County that sex discrimination includes sexual orientation-based discrimination, a position also held by the Ninth Circuit and the U.S. Departments of Education and Justice. - In November 2022, we filed an amicus brief in support of A.M., a transgender girl who could be kicked off her elementary school softball team as a result of Indiana's anti-trans sports ban. NWLC's amicus brief discusses the importance of ensuring that all girls can access the well-documented benefits of playing sports, free from discrimination. - In April 2023, we filed an amicus brief in support of a middle-school transgender girl who challenged West Virginia's anti-trans sports ban. (B.P.J. is identified by initials to protect her privacy). We are supporting B.P.J.'s appeal of a negative lower court decision and asking the U.S. Court of Appeals for the Fourth Circuit to uphold existing precedent that Title IX and the U.S. Constitution protect the rights of all LGBTQI+ students to access education free from discrimination. We explained how anti-trans sports bans are deeply linked to sex stereotypes that harm all women and girls.- Other litigation in support of students: - In August 2022, we filed an amicus brief in Students for Fair Admissions v. Harvard College and Students for Fair Admissions v. University of North Carolina in support of the universities and their holistic race-conscious admissions policies. When the Supreme Court struck down race-conscious affirmative action in college admissions on June 29, 2023, we released a statement "in solidarity with the college and university students still to come who will be harmed by this outcome," promising to "fight alongside students and work with policymakers to ensure schools continue to prioritize diversity and find ways to ensure that all students can thrive." - Following an amicus brief led by NWLC in 2021 in support of the women athletes on Michigan State University's varsity swimming and diving

team challenging the university's attempt to eliminate the program-in January 2023, the parties in Balow v. Michigan State University reached a settlement agreement that prohibits MSU from cutting any women's team from now until the end of the 2029-30 school year. - In February 2023, we joined another amicus brief in support of Jane Doe, a student survivor at the University of Kentucky. When Jane withdrew from the University's program and sued it for mishandling her sexual assault complaint, the University retaliated against her in its investigation of her complaint, citing her lawsuit. The brief explains the Title IX statute is broad, as it protects all "persons" (not just current students) against sex discrimination in "all the operations" of a school (including in disciplinary proceedings, which are inherently "school-related"). - In April 2023, we joined an amicus brief submitted in support of four disabled students who sued their Georgia school district under Title II of the American with Disabilities Act (ADA). A federal district court held that they could recover neither emotional distress damages nor other compensatory damages that were not based on emotional distress. The amicus brief explains why the Eleventh Circuit must reverse the district court's decision to ensure full enforcement of the ADA and to protect the ability of victims of disability discrimination-and indeed, all forms of discrimination-to seek justice in the courts.- In April 2023, we released an eye-opening brief about how the harms of the pandemic have not been distributed equally-but instead have fallen heavily on girls of color and lesbian and bisexual girls. Girls in high school, on the verge of beginning higher education, entering the workforce, and becoming independent, need public investments that help them thrive and achieve their full potential.- On June 23, 2023, we released and distributed two reports on state laws protecting pregnant and parenting students in secondary schools and making recommendations for best practices in state legislation-one focused on lactation accommodations and one focused on flexible school attendance policies.- In March 2023, we led a letter joined by other state and national women's and girls' rights organizations vehemently opposing the so-called "Protection of Women and Girls in Sports Act".- Sponsored "She Deserves Dignity and Joy" in July 2022, an in-person event in Washington, D.C., celebrating Black girls and uplifting a vision of safe and inclusive schools that meet student needs.

4d	Other program services (Describe in Schedule O.)				
	(Expenses \$	8,044,935	including grants of \$	2,200,123)	(Revenue \$ 27,500)
4e	Total program service expenses ▶		26,984,318		

Part IV

Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1 Yes	
2 Is the organization required to complete Schedule B, Schedule of Contributors? See instructions.	2 Yes	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3	No
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4 Yes	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? If "Yes," complete Schedule C, Part III	5	No
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6	No
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7	No
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8	No
9 Did the organization report an amount in Part X, line 21 for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9	No
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi endowments? If "Yes," complete Schedule D, Part V	10 Yes	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI	11a Yes	
b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b Yes	
c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c	No
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX	11d Yes	
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e Yes	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)?	11f Yes	
12a If "Yes," complete Schedule D, Part XI. Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	12a	No
b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b Yes	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13	No
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a	No
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b	No
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV	15	No
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16	No
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions.	17 Yes	
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18 Yes	
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19	No
20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a	No
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b	
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21 Yes	

Part IV

Checklist of Required Schedules (continued)

		Yes	No	
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22	Yes	
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	23	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	25b		No
26	Did the organization report any amount on Part X, line 5 or 22 for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons?	26		No
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III	27		No
28	Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):			
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV	28a		No
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b		No
c	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If "Yes," complete Schedule L, Part IV	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	Yes	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions?	30		No
31	Did the organization reorganize, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3?	33	Yes	
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1	34	Yes	
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	Yes	
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		No
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		No
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O.	38	Yes	

Part V

Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

		Yes	No	
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	70	
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0	
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	Yes	

Part V			Statements Regarding Other IRS Filings and Tax Compliance (continued)		
2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return		2a	160		
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?		2b	Yes		
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?		3a	Yes		
b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O		3b	Yes		
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		4a		No	
b If "Yes," enter the name of the foreign country: _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).					
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		5a		No	
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b		No	
c If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		5c			
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		6a		No	
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b			
7 Organizations that may receive deductible contributions under section 170(c).					
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		7a	Yes		
b If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b	Yes		
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		7c		No	
d If "Yes," indicate the number of Forms 8282 filed during the year		7d			
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		7e		No	
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		7f		No	
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		7g			
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		7h			
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?					
9 Sponsoring organizations maintaining donor advised funds.					
a Did the sponsoring organization make any taxable distributions under section 4966?		9a			
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		9b			
10 Section 501(c)(7) organizations. Enter:					
a Initiation fees and capital contributions included on Part VIII, line 12		10a			
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		10b			
11 Section 501(c)(12) organizations. Enter:					
a Gross income from members or shareholders		11a			
b Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)		11b			
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?					
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year.		12b			
13 Section 501(c)(29) qualified nonprofit health insurance issuers.					
a Is the organization licensed to issue qualified health plans in more than one state?		13a			
Note. See the instructions for additional information the organization must report on Schedule O.					
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans		13b			
c Enter the amount of reserves on hand		13c			
14a Did the organization receive any payments for indoor tanning services during the tax year?		14a		No	
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O		14b			
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year?		15		No	
16 Is the organization subject to the section 4968 excise tax on net investment income?		16		No	
17 Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953?		17			
If "Yes," complete Form 6069.					

Part VI

Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year. If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.		
1b	Enter the number of voting members included in line 1a, above, who are independent		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2	No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3	No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4	No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5	No
6	Did the organization have members or stockholders?	6	No
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a	No
7b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b	No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
8a	The governing body?	8a	Yes
8b	Each committee with authority to act on behalf of the governing body?	8b	Yes
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9	No

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

	Yes	No	
10a	Did the organization have local chapters, branches, or affiliates?	10a	No
10b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes
11b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes
12b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes
12c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done	12c	Yes
13	Did the organization have a written whistleblower policy?	13	Yes
14	Did the organization have a written document retention and destruction policy?	14	Yes
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
15a	The organization's CEO, Executive Director, or top management official	15a	Yes
15b	Other officers or key employees of the organization	15b	Yes
15c	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.		
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	No
16b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b	

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed: AL,AR,CA,CO,GA,HI,IL,KS,KY,MD,MA,MI,MN,MS,NH,NJ,NM,NY,NC,OR,PA,RI,SC,TN,UT,VA,WV,WI,DC,AK,CT,FL,ME,NV,ND,OH,OK,WA

18 Section 6104 requires an organization to make its Form 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.

☒ Own website ☐ Another's website ☒ Upon request ☐ Other (explain in Schedule O)

19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization's books and records:

The Organization 1350 I Street NW 700 Washington,DC 20005 (202) 588-5180

Part VII

Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization’s tax year.

- List all of the organization’s **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization’s **current** key employees, if any. See the instructions for definition of "key employee."
- List the organization’s five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization’s **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization’s **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See the instructions for the order in which to list the persons above.

☐ Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee	Former			
(1) Tonya Robinson Chair	2.00 0.10	X		X				0	0	0
(2) Elizabeth H Shuler Secretary-Treasurer	1.00	X		X				0	0	0
(3) Heather Conroy Director	1.00	X						0	0	0
(4) Daralyn Durie Director	1.00	X						0	0	0
(5) Stacey Friedman Director	1.00	X						0	0	0
(6) Meena Harris Director	1.00	X						0	0	0
(7) Anita F Hill Director	1.00	X						0	0	0
(8) Margaret Huang Director	1.00	X						0	0	0
(9) Garry Jenkins Director	1.00	X						0	0	0
(10) Deborah Slaner Larkin Director	1.00	X						0	0	0
(11) David Lopez Director	1.00	X						0	0	0
(12) Melissa Murray Director	1.00	X						0	0	0
(13) Kimberly Parker Director	1.00	X						0	0	0
(14) Monica Ramirez Director	1.00	X						0	0	0
(15) Maya Rupert Director	1.00	X						0	0	0
(16) Shirley Sagawa Director	1.00	X						0	0	0
(17) Clara J Shin Director	1.00	X						0	0	0

Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee	Former			
(18) Kristin Sverchek Director	1.00	X						0	0	0
(19) Kelly Mahon Tullier Director	1.00	X						0	0	0
(20) Jane Sherburne Director	1.00	X						0	0	0
(21) Fatima Goss Graves President and CEO	37.40 0.10	X		X				453,289	8,237	58,930
(22) Nancy L Withbroe COO & Chief of Staff	37.40 0.10				X			275,586	7,740	44,254
(23) Emily Martin VP, Education & Workplace Justice	37.40 0.10				X			221,081	1,719	31,333
(24) Uma M Iyer VP, Marketing & Communications	37.40 0.10				X			211,531	9,563	11,993
(25) Melissa S Boteach VP, Income Security & Child Care	37.40 0.10				X			219,347	501	12,492
(26) Jodi A Michael VP, Development	37.40 0.10				X			207,382	14,889	31,463
(27) Gretchen Borchelt VP, Reproductive Rights & Health	37.40 0.10				X			208,389	1,999	53,981
(28) Mahzarine F Chinoy VP, Administration and Finance	37.40 0.10				X			167,435	900	46,386
(29) Neena K Chaudhry VP, General Counsel	37.40 0.10				X			195,729	985	41,710
(30) Christopher R Hatty Director of IT & Operations	37.50 0.00					X		176,231	0	11,824
(31) Jennifer Mondino Director of TIME'S UP Legal Defense Fund	37.50 0.00					X		159,836	0	8,277
(32) Tanya Tamar Clarke Controller	37.40 0.10					X		159,744	4,911	8,847
(33) Pamela McKee Director of Foundation Engagement	37.40 0.10					X		137,804	15,876	19,671
(34) Giselle Pole Director of Philanthropic Engagement	37.40 0.10					X		149,419	4,204	15,540

1b Sub-Total	▶			
c Total from continuation sheets to Part VII, Section A	▶			
d Total (add lines 1b and 1c)	▶	2,942,803	71,524	396,701

2Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization ▶ 53

3Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*

3

No

4For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? *If "Yes," complete Schedule J for such individual*

4

Yes

5Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization?*If "Yes," complete Schedule J for such person*

5

No

Section B. Independent Contractors

1Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization’s tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
Elan Corporate Payment Systems P O Box 790428 St Louis, MO 63179	Payment services	1,294,129
M&R Strategic Services 1101 Connecticut Ave NW Washington, DC 20036	Consulting	916,052
Bialek Environment Intellistruct 530 Gaither Road Rockville, MD 20850	Consulting	527,971
Greenberg Quinlan Rosner Research 1101 15th Street NW Washington, DC 20005	Consulting	334,500
Occasions Caterers 655 Taylor Street NE Washington, DC 20017	Catering	319,785
2Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization ▶ 23		

Form 990 (2022)

Part VIII

Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants, and Other	1a	Federated campaigns	1a	
Similar Amounts		Membership dues	1b	
		Fundraising events	1c	
		Related organizations	1d	
		Government grants (contributions)	1e	
		All other contributions, gifts, grants, and similar amounts not included above	1f	
		Noncash contributions included in lines 1a - 1f:\$	1g	
		h Total. Add lines 1a-1f		28,745,135

Program Service Revenue	2a	Contract income	Business Code				
			900099	232,881	232,881		
	b	Honoraria	900099	48,000	48,000		
	c						
	d						
	e						
	f	All other program service revenue.					
g Total. Add lines 2a-2f.			280,881				

Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			393,141		12,897	380,244
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6a	(i) Real	(ii) Personal				
	6a	Gross rents					
	6b	Less: rental expenses					
	6c	Rental income or (loss)					
	d Net rental income or (loss)						
	7a	(i) Securities	(ii) Other				
	7a	Gross amount from sales of assets other than inventory	4,348,473				
	7b	Less: cost or other basis and sales expenses	4,246,200				
	7c	Gain or (loss)	102,273				
	d Net gain or (loss)			102,273			102,273
	8a	Gross income from fundraising events (not including \$ 1,965,254 of contributions reported on line 1c). See Part IV, line 18					
	8a		113,750				
	8b	Less: direct expenses	1,274,817				
	c Net income or (loss) from fundraising events			-1,161,067			-1,161,067
	9a	Gross income from gaming activities. See Part IV, line 19					
	9a						
	9b	Less: direct expenses					
	c Net income or (loss) from gaming activities						
	10a	Gross sales of inventory, less returns and allowances					
	10a						
	10b	Less: cost of goods sold					
	c Net income or (loss) from sales of inventory						

Other	11a	Miscellaneous income	Business Code				
			900099	2,433			2,433
	b						
	c						
	d	All other revenue					
	e Total. Add lines 11a-11d			2,433			
	12 Total revenue. See instructions			28,362,796	280,881	12,897	-676,117

OtherRevenueMiscAmt

Part IX

Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX ☐

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	1,598,764	1,598,764		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	1,411,288	1,411,288		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	2,507,972	2,007,427	83,208	417,337
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	13,548,726	10,637,833	1,957,900	952,993
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	796,907	628,231	116,243	52,433
9 Other employee benefits	1,737,019	1,370,082	225,988	140,949
10 Payroll taxes	1,155,117	912,653	146,363	96,101
11 Fees for services (non-employees):				
a Management				
b Legal	14,480	14,414	46	20
c Accounting	30,556		30,556	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	114,148		114,148	
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.)	5,716,496	5,203,428	232,141	280,927
12 Advertising and promotion				
13 Office expenses	577,164	365,863	77,952	133,349
14 Information technology	616,856	439,617	85,961	91,278
15 Royalties				
16 Occupancy	1,297,741	962,629	232,866	102,246
17 Travel	516,229	469,711	8,910	37,608
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	395,724	114,135	659	280,930
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	403,456	323,366	49,553	30,537
23 Insurance	75,344	58,011	12,045	5,288
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a Professional Dues/Regs.	270,713	220,677	16,164	33,872
b Subscriptions/Pubs.	261,889	243,850	3,984	14,055
c Bad debt	1,721	1,485	132	104
d UBI Taxes	854	854		
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	33,049,164	26,984,318	3,394,819	2,670,027
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ☒ if following SOP 98-2 (ASC 958-720).	1,076,767	875,523	0	201,244

Part X

Balance Sheet

Check if Schedule O contains a response or note to any line in this Part IX

☐

				(A)		(B)	
				Beginning of year		End of year	
Assets	1	Cash—non-interest-bearing		456,970	1	509,957	
	2	Savings and temporary cash investments		19,922,720	2	12,674,403	
	3	Pledges and grants receivable, net		10,159,075	3	15,538,323	
	4	Accounts receivable, net		138,971	4	24,487	
	5	Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			5		
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)			6		
	7	Notes and loans receivable, net			7		
	8	Inventories for sale or use			8	48,722	
	9	Prepaid expenses and deferred charges		774,800	9	1,034,543	
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	7,074,234			
	b	Less: accumulated depreciation	10b	732,399	310,098	10c	6,341,835
	11	Investments—publicly traded securities			11		
	12	Investments—other securities. See Part IV, line 11		59,055,116	12	61,872,071	
	13	Investments—program-related. See Part IV, line 11			13		
	14	Intangible assets		98,558	14	88,937	
	15	Other assets. See Part IV, line 11		488,895	15	13,924,490	
16	Total assets: Add lines 1 through 15 (must equal line 33)		91,405,203	16	112,057,768		
Liabilities	17	Accounts payable and accrued expenses		3,638,314	17	5,306,549	
	18	Grants payable			18		
	19	Deferred revenue			19	7,000	
	20	Tax-exempt bond liabilities			20		
	21	Escrow or custodial account liability. Complete Part IV of Schedule D			21		
	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			22		
	23	Secured mortgages and notes payable to unrelated third parties			23		
	24	Unsecured notes and loans payable to unrelated third parties			24		
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D		754,508	25	20,131,081	
	26	Total liabilities. Add lines 17 through 25		4,392,822	26	25,444,630	
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here ☒ and complete lines 27, 28, 32, and 33.						
	27	Net assets without donor restrictions		35,568,758	27	31,984,254	
	28	Net assets with donor restrictions		51,443,623	28	54,628,884	
	Organizations that do not follow FASB ASC 958, check here ☐ and complete lines 29 through 33.						
	29	Capital stock or trust principal, or current funds			29		
	30	Paid-in or capital surplus, or land, building or equipment fund			30		
	31	Retained earnings, endowment, accumulated income, or other funds			31		
	32	Total net assets or fund balances		87,012,381	32	86,613,138	
	33	Total liabilities and net assets/fund balances		91,405,203	33	112,057,768	

Part XI

Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	28,362,796
2	Total expenses (must equal Part IX, column (A), line 25)	2	33,049,164
3	Revenue less expenses. Subtract line 2 from line 1	3	-4,686,368
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	87,012,381
5	Net unrealized gains (losses) on investments	5	4,787,125
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	-500,000
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	10	86,613,138

Part XII

Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

	Yes	No
1 Accounting method used to prepare the Form 990: ☐ Cash ☒ Accrual ☐ Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis		No
b Were the organization's financial statements audited by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☐ Separate basis ☒ Consolidated basis ☐ Both consolidated and separate basis	Yes	
c If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	Yes	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		No
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.		

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1

☐

A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2

☐

A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990).)
- 3

☐

A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4

☐

A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state:
- 5

☐

An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
- 6

☐

A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7

☒

An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 8

☐

A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 9

☐

An agricultural research organization described in **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture. See instructions. Enter the name, city, and state of the college or university:
- 10

☐

An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
- 11

☐

An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 12

☐

An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
- a

☐

Type I. A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
- b

☐

Type II. A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
- c

☐

Type III functionally integrated. A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
- d

☐

Type III non-functionally integrated. A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
- e

☐

Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
- f

Enter the number of supported organizations
- g

Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

Part II

Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)
(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization failed to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . . .	19,447,340	18,949,986	46,813,098	22,631,390	28,745,135	136,586,949
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge..						
4 Total. Add lines 1 through 3	19,447,340	18,949,986	46,813,098	22,631,390	28,745,135	136,586,949
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f) . . .						43,258,100
6 Public support. Subtract line 5 from line 4.						93,328,849

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
7 Amounts from line 4. . .	19,447,340	18,949,986	46,813,098	22,631,390	28,745,135	136,586,949
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	958,553	372,637	74,646	56,376	380,244	1,842,456
9 Net income from unrelated business activities, whether or not the business is regularly carried on. . .	-18,925			16,103	2,775	-47
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.). . .						
11 Total support. Add lines 7 through 10						138,429,358

12 Gross receipts from related activities, etc. (see instructions)

121,582,870

13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

☐

Section C. Computation of Public Support Percentage

14 Public support percentage for 2022 (line 6, column (f) divided by line 11, column (f))	14	67.420 %
15 Public support percentage for 2020 Schedule A, Part II, line 14	15	73.870 %

16a **33 1/3% support test—2022.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization

☒

b **33 1/3% support test—2021.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization

☐

17a **10%-facts-and-circumstances test—2022.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization

☐

b **10%-facts-and-circumstances test—2021.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization

☐

18 **Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions

☐

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year.						
c Add lines 7a and 7b. .						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
9 Amounts from line 6. . .						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . .						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975.						
c Add lines 10a and 10b.						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on.						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) . .						
13 Total support. (Add lines 9, 10c, 11, and 12.) .						
14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here. ☐						

Section C. Computation of Public Support Percentage

15 Public support percentage for 2022 (line 8, column (f) divided by line 13, column (f))	15	
16 Public support percentage from 2021 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2022 (line 10c, column (f) divided by line 13, column (f))	17	
18 Investment income percentage from 2021 Schedule A, Part III, line 17	18	
19a 33 1/3% support tests—2022. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization ☐		
b 33 1/3% support tests—2021. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization ☐		
20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ☐		

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, of Part I, complete Sections A and B. If you checked box 12b, of Part I, complete Sections A and C. If you checked box 12c, of Part I, complete Sections A, D, and E. If you checked box 12d, of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

		Yes	No
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
b	Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes" and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
c	Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
b	Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c	Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990) .</i>		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
9a	Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
b	Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c	Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
10a	Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>		
b	Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).</i>		

Part IV Supporting Organizations (continued)

		Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?		
a	A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?		
b	A family member of a person described on 11a above?		
c	A 35% controlled entity of a person described on line 11a or 11b above? <i>If "Yes" to 11a, 11b, or 11c, provide detail in Part VI.</i>		

Section B. Type I Supporting Organizations

		Yes	No
1	Did the officers, directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i>		
2	Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised or controlled the supporting organization.</i>		

Section C. Type II Supporting Organizations

		Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		

Section D. All Type III Supporting Organizations

		Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
3	By reason of the relationship described in line 2 above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		

Section E. Type III Functionally-Integrated Supporting Organizations

1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions):			
a	☐ The organization satisfied the Activities Test. Complete line 2 below.			
b	☐ The organization is the parent of each of its supported organizations. Complete line 3 below.			
c	☐ The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions)			
2	Activities Test. Answer lines 2a and 2b below.			
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>			
b	Did the activities described on line 2a, above constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>			
3	Parent of Supported Organizations. Answer lines 3a and 3b below.			
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>If "Yes" or "No," provide details in Part VI.</i>			
b	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>			

Part V **Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations**

- 1** ☐ Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (*explain in **Part VI***). **See instructions.** All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income

(A) Prior Year

(B) Current Year
(optional)

- | | |
|---|----------|
| 1 Net short-term capital gain | 1 |
| 2 Recoveries of prior-year distributions | 2 |
| 3 Other gross income (see instructions) | 3 |
| 4 Add lines 1 through 3 | 4 |
| 5 Depreciation and depletion | 5 |
| 6 Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions) | 6 |
| 7 Other expenses (see instructions) | 7 |
| 8 Adjusted Net Income (subtract lines 5, 6 and 7 from line 4) | 8 |

Section B - Minimum Asset Amount

(A) Prior Year

(B) Current Year
(optional)

- | | |
|--|-----------|
| 1 Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year): | 1 |
| a Average monthly value of securities | 1a |
| b Average monthly cash balances | 1b |
| c Fair market value of other non-exempt-use assets | 1c |
| d Total (add lines 1a, 1b, and 1c) | 1d |
| e Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>): | |
| 2 Acquisition indebtedness applicable to non-exempt use assets | 2 |
| 3 Subtract line 2 from line 1d | 3 |
| 4 Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions). | 4 |
| 5 Net value of non-exempt-use assets (subtract line 4 from line 3) | 5 |
| 6 Multiply line 5 by 0.035 | 6 |
| 7 Recoveries of prior-year distributions | 7 |
| 8 Minimum Asset Amount (add line 7 to line 6) | 8 |

Section C - Distributable Amount

Current Year

- | | |
|---|----------|
| 1 Adjusted net income for prior year (from Section A, line 8, Column A) | 1 |
| 2 Enter 85% of line 1 | 2 |
| 3 Minimum asset amount for prior year (from Section B, line 8, Column A) | 3 |
| 4 Enter greater of line 2 or line 3 | 4 |
| 5 Income tax imposed in prior year | 5 |
| 6 Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions) | 6 |

- 7** ☐ Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations			(continued)
Section D - Distributions		Current Year	
1 Amounts paid to supported organizations to accomplish exempt purposes	1		
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2		
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	3		
4 Amounts paid to acquire exempt-use assets	4		
5 Qualified set-aside amounts (<i>prior IRS approval required - provide details in Part VI</i>)	5		
6 Other distributions (<i>describe in Part VI</i>). See instructions	6		
7 Total annual distributions. Add lines 1 through 6.	7		
8 Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions	8		
9 Distributable amount for 2022 from Section C, line 6	9		
10 Line 8 amount divided by Line 9 amount	10		

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2022	(iii) Distributable Amount for 2022
1 Distributable amount for 2022 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2022 (reasonable cause required-- <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2022:			
a From 2017.			
b From 2018.			
c From 2019.			
d From 2020.			
e From 2021.			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2022 distributable amount			
i Carryover from 2017 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2022 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2022 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2022, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2022. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2023. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2018.			
b Excess from 2019.			
c Excess from 2020.			
d Excess from 2021.			
e Excess from 2022.			

Part VI **Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b; Part V, line 1; Part V, Section B, line 1e; Part V Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions).

Facts And Circumstances Test

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Schedule B (Form 990) Department of the Treasury Internal Revenue Service	Schedule of Contributors ▶ Attach to Form 990, 990-EZ, or 990-PF. ▶ Go to www.irs.gov/Form990 for the latest information.	OMB No. 1545-0047
		2022
Name of the organization National Women's Law Center		Employer identification number 52-1213010

Organization type (check one):

Filers of:	Section:
Form 990 or 990-EZ	☐ 501(c)() (enter number) organization
	☐ 4947(a)(1) nonexempt charitable trust not treated as a private foundation
	☐ 527 political organization
Form 990-PF	☐ 501(c)(3) exempt private foundation
	☐ 4947(a)(1) nonexempt charitable trust treated as a private foundation
	☐ 501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.
Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

☐ For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or other property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

- ☐ For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33¹/₃% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000 or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h, or (ii) Form 990-EZ, line 1. Complete Parts I and II.
- ☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I, II, and III.
- ☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year ▶ \$ _____

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990, 990-EZ, or 990-PF), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

Employer identification number
52-1213010

Contributors

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
RESTRICTED		\$ RESTRICTED	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	☐ Person
			☐ Payroll
			☐ Noncash (Complete Part II for noncash contributions.)

Name of organization National Women's Law Center	Employer identification number 52-1213010
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Part II **Noncash Property** (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		\$	

Name of organization National Women's Law Center	Employer identification number 52-1213010
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Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of *exclusively* religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this information once. See instructions.) ► \$ _____

Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4	Relationship of transferor to transferee	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4	Relationship of transferor to transferee	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4	Relationship of transferor to transferee	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4	Relationship of transferor to transferee	

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If the organization answered "Yes" on Form 990, Part IV, Line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes" on Form 990, Part IV, Line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes" on Form 990, Part IV, Line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of the organization National Women's Law Center	Employer identification number 52-1213010
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Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

1	Provide a description of the organization's direct and indirect political campaign activities in Part IV. See instructions for definition of "political campaign activities."	
2	Political campaign activity expenditures. See instructions	\$
3	Volunteer hours for political campaign activities. See instructions	

Part I-B Complete if the organization is exempt under section 501(c)(3).

1	Enter the amount of any excise tax incurred by the organization under section 4955	\$
2	Enter the amount of any excise tax incurred by organization managers under section 4955	\$
3	If the organization incurred a section 4955 tax, did it file Form 4720 for this year?	☐ Yes ☐ No
4a	Was a correction made?	☐ Yes ☐ No
b	If "Yes," describe in Part IV.	

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

1	Enter the amount directly expended by the filing organization for section 527 exempt function activities	\$
2	Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities	\$
3	Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b	\$
4	Did the filing organization file Form 1120-POL for this year?	☐ Yes ☐ No
5	Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.	

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.
1				
2				
3				
4				
5				
6				

Part II-A

Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

- A Check ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).
- B Check ☐ if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1a	Total lobbying expenditures to influence public opinion (grass roots lobbying)	130,677													
b	Total lobbying expenditures to influence a legislative body (direct lobbying)	494,055													
c	Total lobbying expenditures (add lines 1a and 1b)	624,732													
d	Other exempt purpose expenditures	32,924,894													
e	Total exempt purpose expenditures (add lines 1c and 1d)	33,549,626													
f	Lobbying nontaxable amount. Enter the amount from the following table in both columns.	1,000,000													
<table><tr><th>If the amount on line 1e, column (a) or (b) is:</th><th>The lobbying nontaxable amount is:</th></tr><tr><td>Not over \$500,000</td><td>20% of the amount on line 1e.</td></tr><tr><td>Over \$500,000 but not over \$1,000,000</td><td>\$100,000 plus 15% of the excess over \$500,000.</td></tr><tr><td>Over \$1,000,000 but not over \$1,500,000</td><td>\$175,000 plus 10% of the excess over \$1,000,000.</td></tr><tr><td>Over \$1,500,000 but not over \$17,000,000</td><td>\$225,000 plus 5% of the excess over \$1,500,000.</td></tr><tr><td>Over \$17,000,000</td><td>\$1,000,000.</td></tr></table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e.														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.														
Over \$17,000,000	\$1,000,000.														
g	Grassroots nontaxable amount (enter 25% of line 1f)	250,000													
h	Subtract line 1g from line 1a. If zero or less, enter -0-.	0													
i	Subtract line 1f from line 1c. If zero or less, enter -0-.	0													
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		☐ Yes ☐ No													

4-Year Averaging Period Under Section 501(h)
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) Total
2a Lobbying nontaxable amount	1,000,000	1,000,000	1,000,000	1,000,000	4,000,000
b Lobbying ceiling amount (150% of line 2a, column(e))					6,000,000
c Total lobbying expenditures	657,676	672,138	784,943	624,732	2,739,489
d Grassroots nontaxable amount	250,000	250,000	250,000	250,000	1,000,000
e Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000
f Grassroots lobbying expenditures	252,414	224,328	227,336	130,677	834,755

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.

Return Reference	Explanation	
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Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.
Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year	
2	Aggregate value of contributions to (during year)	
3	Aggregate value of grants from (during year)	
4	Aggregate value at end of year	
5	Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No	
6	Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes ☐ No	

Part II Conservation Easements.
Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1	Purpose(s) of conservation easements held by the organization (check all that apply). ☐ Preservation of land for public use (e.g., recreation or education) ☐ Preservation of an historically important land area ☐ Protection of natural habitat ☐ Preservation of a certified historic structure ☐ Preservation of open space									
2	Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.									
a	Total number of conservation easements	<table><tr><td>2a</td><td>Held at the End of the Year</td></tr><tr><td>2b</td><td></td></tr><tr><td>2c</td><td></td></tr><tr><td>2d</td><td></td></tr></table>	2a	Held at the End of the Year	2b		2c		2d	
2a	Held at the End of the Year									
2b										
2c										
2d										
b	Total acreage restricted by conservation easements									
c	Number of conservation easements on a certified historic structure included in (a)									
d	Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register									
3	Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ _____									
4	Number of states where property subject to conservation easement is located ▶ _____									
5	Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No									
6	Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ _____									
7	Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$ _____									
8	Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No									
9	In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.									

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.
Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a	If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.	
b	If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenue included on Form 990, Part VIII, line 1 ▶ \$ _____ (ii) Assets included in Form 990, Part X ▶ \$ _____	
2	If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items: a Revenue included on Form 990, Part VIII, line 1 ▶ \$ _____ b Assets included in Form 990, Part X ▶ \$ _____	

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets *(continued)*

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):

- a** ☐ Public exhibition
- d** ☐ Loan or exchange programs
- b** ☐ Scholarly research
- e** ☐ Other
- c** ☐ Preservation for future generations

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5 During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? . . . ☐ **Yes** ☐ **No**

Part IV Escrow and Custodial Arrangements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ **Yes** ☐ **No**

b If "Yes," explain the arrangement in Part XIII and complete the following table:

	Amount
c Beginning balance	1c
d Additions during the year	1d
e Distributions during the year	1e
f Ending balance	1f

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? ☐ **Yes** ☐ **No**

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII ☐

Part V Endowment Funds.

Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	28,554,092	31,826,220	26,294,460	26,929,434	25,946,539
b Contributions					
c Net investment earnings, gains, and losses	2,887,089	-3,272,128	6,774,655	620,050	2,132,806
d Grants or scholarships					
e Other expenditures for facilities and programs	1,420,259		1,242,895	1,255,024	1,149,911
f Administrative expenses					
g End of year balance	30,020,922	28,554,092	31,826,220	26,294,460	26,929,434

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

- a** Board designated or quasi-endowment ▶
- b** Permanent endowment ▶ 63.900 %
- c** Term endowment ▶ 36.100 %

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

- (i)** Unrelated organizations
- (ii)** Related organizations

b If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R?

	Yes	No
3a(i)		No
3a(ii)		No
3b		

4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		6,999,294	674,912	6,324,382
d Equipment		74,940	57,487	17,453
e Other				

Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶ 6,341,835

Part VII

Investments - Other Securities.
Complete if the organization answered "Yes" on Form 990, Part IV, line 11b.See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other _____		
(A) Pooled Equity Fund	40,591,842	F
(B) Pooled Bond Fund	13,912,486	F
(C) Investments in Limited Partnerships	3,197,895	F
(D) Cash held in investment accounts	4,169,848	F
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.)	61,872,071	

Part VIII

Investments - Program Related.
Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column (b) must equal Form 990, Part X, col.(B) line 13.)		

Part IX

Other Assets.
Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)Deposits	154,767
(2)Due from Action Fund	543,610
(3)Right-of-use asset - operating lease	13,226,113
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.)	13,924,490

Part X

Other Liabilities.
Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f.
See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.)	20,131,081

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII ☒

XIII

Part XI

Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.
Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements	1	
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	
3	Subtract line 2e from line 1	3	
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	

Part XII

Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.
Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements	1	
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	
3	Subtract line 2e from line 1	3	
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	

Part XIII

Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.	
Return Reference	Explanation
Part V, Line 4:	The endowment is intended to generate income for the general support of the center.
Part X, Line 2:	Pursuant to FASB ASC 740-10, the Center reviews and assesses all activities annually to identify any changes in the scope of the activities and revenue sources and the tax treatment thereof to identify any uncertain tax positions. At June 30, 2023, management did not identify any uncertain tax positions requiring recognition or disclosure in these financial statements. Tax years reasonably considered open and subject to examination include returns for the years ended June 30, 2020 through June 30, 2022.

Additional Data

[Return to Form](#)

Software ID:

Software Version:

SCHEDULE G
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding
Fundraising or Gaming Activities

Complete if the organization answered "Yes" on Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.
▶ Attach to Form 990 or Form 990-EZ.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2022

Open to Public Inspection

Name of the organization
National Women's Law Center

Employer identification number
52-1213010

Part I Fundraising Activities. Complete if the organization answered "Yes" on Form 990, Part IV, line 17.
Form 990-EZ filers are not required to complete this part.

1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.

a ☒ Mail solicitations

e ☒ Solicitation of non-government grants

b ☒ Internet and email solicitations

f ☐ Solicitation of government grants

c ☒ Phone solicitations

g ☒ Special fundraising events

d ☒ In-person solicitations

2a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? ☒ Yes ☐ No

b If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
1 Alexion Fischer LLC 4938 Hampden Lane 272 Bethesda, MD 20814	Temporary development consulting assistance		No	574,393	32,813	541,581
2 MR Strategic Service 1101 Connecticut Ave NW 7th Floor Washington, D C 20036	Rapid response digital/fund. support		No	349,781	8,635	341,146
3 K2D Strategies 4201 Wilson Blvd Arlington, V A 22203	Provided direct response fundraising consulting services		No	163,390	64,500	68,890
4 Heller Fundraising Group LLC 150 West End Avenue 19F New York, NY 10023	Provided consulting services for major gift fundraising		No	23,800	23,800	0
5 Pentera Inc 8650 Commerce Park Place Indianapolis, IN 46268	Provided annual planned giving marketing resources		No	0	6,330	-6,330
6						
7						
8						
9						
10						
Total				1,111,364	136,078	945,287

3 List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.

A K, A L, A R, C A, C O, C T, D C, F L, G A, H I, I L, K S, K Y, M A, M D, M I, M N, M S, N C, N D, N H, N J, N M, N V, N Y, O H, O K, O R, P A, R I, S C, M E, T N, U T, V A, W A, W I, W V

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. Cat. No. 50083H Schedule G (Form 990) 2022

Part II Fundraising Events. Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

Revenue		(a)Event #1	(b) Event #2	(c)Other events	(d) Total events
		Annual Gala (event type)	(event type)	(total number)	(add col. (a) through col. (c))
Revenue	1 Gross receipts	2,079,004			2,079,004
	2 Less: Contributions	1,965,254			1,965,254
	3 Gross income (line 1 minus line 2)	113,750			113,750
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs	501,963			501,963
	7 Food and beverages	319,785			319,785
	8 Entertainment	5,000			5,000
	9 Other direct expenses	448,069			448,069
	10 Direct expense summary. Add lines 4 through 9 in column (d) ▶				1,274,817
	11 Net income summary. Subtract line 10 from line 3, column (d) ▶				-1,161,067

Part III Gaming. Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

Revenue		(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col.(a) through col.(c))
Direct Expenses	1 Gross revenue				
	2 Cash prizes				
	3 Noncash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	☐ Yes _____ % ☐ No	☐ Yes _____ % ☐ No	☐ Yes _____ % ☐ No	
	7 Direct expense summary. Add lines 2 through 5 in column (d) ▶				
	8 Net gaming income summary. Subtract line 7 from line 1, column (d) ▶				

9 Enter the state(s) in which the organization conducts gaming activities:_____

a Is the organization licensed to conduct gaming activities in each of these states? ☐ Yes ☐ No

b If "No," explain: _____

10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? . . . ☐ Yes ☐ No

b If "Yes," explain: _____

11

Does the organization conduct gaming activities with nonmembers?

☐ Yes ☐ No

12

Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming?

☐ Yes ☐ No

13

Indicate the percentage of gaming activity conducted in:

a	The organization's facility	13a	%
b	An outside facility	13b	%

14

Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name ▶ -----

Address ▶ -----

15a

Does the organization have a contract with a third party from whom the organization receives gaming revenue?

☐ Yes ☐ No

b

If "Yes," enter the amount of gaming revenue received by the organization ▶ \$ _____ and the amount of gaming revenue retained by the third party ▶ \$ _____.

c

If "Yes," enter name and address of the third party:

Name ▶ -----

Address ▶ -----

16

Gaming manager information:

Name ▶ -----

Gaming manager compensation ▶ \$ -----

Description of services provided ▶ -----

☐ Director/officer ☐ Employee ☐ Independent contractor

17

Mandatory distributions:

a

Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?

☐ Yes ☐ No

b

Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ \$ _____

Part IV

Supplemental Information. Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See Instructions.

Return Reference	Explanation
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Schedule G (Form 990) 2022

Additional Data

Return to Form

Software ID:

Software Version:

Schedule I
(Form 990)

Department of the
Treasury
Internal Revenue Service

Grants and Other Assistance to Organizations,
Governments and Individuals in the United States

Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization
National Women's Law Center

Employer identification number
52-1213010

Part I General Information on Grants and Assistance

- 1

Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

☒ Yes ☐ No
- 2

Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) New Venture Fund 1828 L Street NW Suite 300-A Washington, D C 20036	20-5806345	501(c)(3)	555,554	0	N/A	N/A	Regrant
(2) Take Creative Control Inc 1201 K Street NW Washington, D C 20005	86-2532236	501(c)(3)	150,000	0	N/A	N/A	Regrant
(3) Jobs with Justice Education Fund 1150 Connecticut Avenue NW Suite 200 Washington, D C 20036	52-1865575	501(c)(3)	143,210	0	N/A	N/A	Regrant
(4) Metanoia 20005 Raynolds Avenue North Charleston, S C 29405	20-0310400	501(c)(3)	70,000	0	N/A	N/A	Regrant
(5) OLE Education Fund 411 Bellamah NW Albuquerque, M N 87102	27-1275857	501(c)(3)	70,000	0	N/A	N/A	Regrant
(6) The Prichard Committee for Academic Excellence 2285 Executive Drive Suite 120 Lexington, K Y 40505	61-1026214	501(c)(3)	50,000	0	N/A	N/A	Regrant
(7) State Innovation Exchange 1360 Regent Street PMB 257 Madison, W I 53715	46-1368531	501(c)(3)	50,000	0	N/A	N/A	Regrant
(8) 9To5 National Association of Working Women 207 E Buffalo Street Ste 211 Milwaukee, W I 53202	34-1246311	501(c)(3)	45,000	0	N/A	N/A	Regrant
(9) Partnership for Southern Equity 55 IVAN ALLEN JR BLVD NW Suite 530 ATLANTA, G A 30308	27-4424115	501(c)(3)	30,000	0	N/A	N/A	Regrant
(10) Women's March Network 400 Jay Street 231 Brooklyn, N Y 11201	86-3322891	501(c)(3)	25,000	0	N/A	N/A	Regrant
(11) Colorado Organization for Latina Opportunity and Reproductive Rights PO Box 40991 Denver, C O 80204	84-1569021	501(c)(3)	25,000	0	N/A	N/A	Regrant
(12) Mabel Wadsworth Center 700 Mount Hope Avenue Suite 420 Bangor, M E 04401	22-2667466	501(c)(3)	25,000	0	N/A	N/A	Regrant
(13) Pro-Choice Missouri Foundation 1210 S Vandeventer Avenue Saint Louis, M O 63110	43-1770549	501(c)(3)	25,000	0	N/A	N/A	Regrant
(14) West Alabama Women's Center Inc 535 Jack Warner Parkway Suite I Tuscaloosa, A L 35404	63-1097123	501(c)(3)	25,000	0	N/A	N/A	Regrant

(15) Memphis Center for Reproductive Health 1203 Poplar Ave Memphis,TN 38104	62-0931089	501(c)(3)	25,000	0	N/A	N/A	Regrant
(16) Southwest Women's Law Center 128 Quincy Street NE Albuquerque,NM 87108	20-2884027	501(c)(3)	25,000	0	N/A	N/A	Regrant
(17) Trust Women Foundation Inc PO Box 3222 Wichita,KS 67202	27-3246473	501(c)(3)	25,000	0	N/A	N/A	Regrant
(18) YellowHammer Fund PO Box 1565 Tuscaloosa,AL 35403	82-1822204	501(c)(3)	25,000	0	N/A	N/A	Regrant
(19) Blue Mountain Clinic Inc 610 N California St Missoula,MT 59802	81-0365291	501(c)(3)	25,000	0	N/A	N/A	Regrant
(20) Black Women for Wellness PO Box 292516 Los Angeles,CA 90029	95-4624707	501(c)(3)	25,000	0	N/A	N/A	Regrant
(21) Michigan Organization on Adolescent Sexual Health PO Box 1386 East Lansing,MI 48826	26-3566862	501(c)(3)	25,000	0	N/A	N/A	Regrant
(22) NY Birth Control Access Project PO Box 110897 263 South 4th St Brooklyn,NY 11211	87-2742827	501(c)(3)	25,000	0	N/A	N/A	Regrant
(23) Women With a Vision 1226 North Broad Street New Orleans,LA 70119	72-1202185	501(c)(3)	25,000	0	N/A	N/A	Regrant
(24) Indigenous Idaho Alliance 812 West Franklin Street Boise,ID 83702	84-3898563	501(c)(3)	25,000	0	N/A	N/A	Regrant
(25) Sister Reach 2811 Clarke Road Memphis,TN 38115	45-4013343	501(c)(3)	25,000	0	N/A	N/A	Regrant
(26) Reprocare-Abortion Freedom Partnership 14435 C Big Basin Way Suite 106 Saratoga,CA 95070	84-3867470	501(c)(3)	25,000	0	N/A	N/A	Regrant
(27) Forum for Equality Foundation 4519 S Claiborne Avenue New Orleans,LA 70125	72-1269734	501(c)(3)	10,000	0	N/A	N/A	Regrant

2

Enter total number of section 501(c)(3) and government organizations listed in the line 1 table

27

3

Enter total number of other organizations listed in the line 1 table

0

Part III

Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
(1) Legal assistance and PR assistance	64	1,411,288		N/A	N/A
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

Part IV

Supplemental Information. Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

Return Reference	Explanation
Part I, Line 2:	The grant awarded during the year was made to an affiliate organization, and grant fund expenditures were monitored via shared management. Grantees submit quarterly reports on the status of the cases and monthly bills covering attorney's fees and expenses.

Additional Data

Return to Form

Software ID:
Software Version:

Name of the organization
National Women's Law Center

Employer identification number
52-1213010

Part I

Questions Regarding Compensation

	Yes	No
1a		
1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. ☐ First-class or charter travel ☐ Travel for companions ☐ Tax idemnification and gross-up payments ☐ Discretionary spending account ☐ Housing allowance or residence for personal use ☐ Payments for business use of personal residence ☐ Health or social club dues or initiation fees ☐ Personal services (e.g., maid, chauffeur, chef)		
b		
b If any of the boxes on Line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain		
2		
2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked on Line 1a?		
3		
3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III. ☒ Compensation committee ☒ Independent compensation consultant ☒ Form 990 of other organizations ☐ Written employment contract ☒ Compensation survey or study ☒ Approval by the board or compensation committee		
4		
4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:		
a		No
a Receive a severance payment or change-of-control payment?		
b		No
b Participate in, or receive payment from, a supplemental nonqualified retirement plan?		
c		No
c Participate in, or receive payment from, an equity-based compensation arrangement? If "Yes".to any.of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.		
Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.		
5		
5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:		
a		No
a The organization?		
b		No
b Any related organization? If "Yes," on line 5a or 5b, describe in Part III.		
6		
6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:		
a		No
a The organization?		
b		No
b Any related organization? If "Yes," on line 6a or 6b, describe in Part III.		
7		No
7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III		
8		No
8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III		
9		
9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?		

Part II

Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that are not listed on Form 990, Part VII.

Note. The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 Fatima Goss Graves President and CEO	(i)	444,037	0	9,252	19,078	38,800	511,167	0
	(ii)	8,069	0	168	347	705	9,289	0
2 Nancy L Withbroe COO & Chief of Staff	(i)	274,158	0	1,428	17,187	25,858	318,631	0
	(ii)	7,700	0	40	483	726	8,949	0
3 Gretchen Borchelt VP, Reproductive Rights & Health	(i)	207,685	0	704	13,407	40,061	261,857	0
	(ii)	1,992	0	7	129	384	2,512	0
4 Emily Martin VP, Education & Workplace Justice	(i)	220,361	0	720	13,674	17,418	252,173	0
	(ii)	1,713	0	6	106	135	1,960	0
5 Jodi A Michael VP, Development	(i)	206,345	0	1,037	12,879	16,476	236,737	0
	(ii)	14,815	0	74	925	1,183	16,997	0
6 Neena K Chaudhry VP, General Counsel	(i)	194,754	0	975	12,424	29,077	237,230	0
	(ii)	980	0	5	63	146	1,194	0
7 Uma M Iyer VP, Marketing & Communications	(i)	211,087	0	444	9,004	2,470	223,005	0
	(ii)	9,543	0	20	407	112	10,082	0
8 Melissa S Boteach VP, Income Security & Child Care	(i)	218,930	0	417	8,643	3,820	231,810	0
	(ii)	500	0	1	20	9	530	0
9 Mahzarine F Chinoy VP, Administration and Finance	(i)	167,092	0	343	7,047	39,091	213,573	0
	(ii)	898	0	2	38	210	1,148	0
10 Christopher R Hatty Director of IT & Operations	(i)	175,410	0	821	10,579	1,245	188,055	0
	(ii)	0	0	0	0	0	0	0
11 Tanya Tamar Clarke Controller	(i)	159,259	0	485	5,528	3,055	168,327	0
	(ii)	4,896	0	15	170	94	5,175	0
12 Pamela McKee Director of Foundation Engagement	(i)	136,608	0	1,196	4,474	13,165	155,443	0
	(ii)	15,738	0	138	515	1,517	17,908	0
13 Giselle Pole Director of Philanthropic Engagement	(i)	148,966	0	453	4,565	10,550	164,534	0
	(ii)	4,191	0	13	128	297	4,629	0
14 Jennifer Mondino Director of TIME'S UP Legal Defense	(i)	159,359	0	477	6,962	1,315	168,113	0
	(ii)	0	0	0	0	0	0	0

Part III **Supplemental Information**

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

Return Reference	Explanation
------------------	-------------

Additional Data

Return to Form

Software ID:
Software Version:

Name of the organization
National Women's Law Center

Employer identification number
52-1213010

Part I

Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded	X	14	1,192,826	FMV
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other				
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ► ()				
26 Other ► ()				
27 Other ► ()				
28 Other ► ()				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee Acknowledgement

29

30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?

31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?

32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?

33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.

Yes

No

30a

No

31

Yes

32a

No

Part II **Supplemental Information.** Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

Return Reference

Explanation

Additional Data

[Return to Form](#)

Software ID:

Software Version:

2022**Open to Public
Inspection****SCHEDULE O**
(Form 990)Department of the Treasury
Internal Revenue Service**Supplemental Information to Form 990 or 990-EZ****Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.****▶ Attach to Form 990 or 990-EZ.****▶ Go to www.irs.gov/Form990 for the latest information.**Name of the organization
National Women's Law Center**Employer identification number**

52-1213010

Return Reference	Explanation
Form 990, Part VI, Section B, line 11b	The Center's Controller does the first review internally by matching all the numbers to the financial statements and records, and checking all non-quantitative response for accuracy before a second review is done by the Vice President - Administration and Finance, followed by a third review by the COO & Chief of Staff and then a final review by the President & CEO. The Center's General Counsel then reviews the document as needed to answer questions. The Audit Committee of the Board of Directors thereafter reviews the document, and it is then provided to all members of the Board of Directors before it is filed.
Form 990, Part VI, Section B, line 12c	Each year, members of the Board of Directors and key employees are required to complete a form disclosing any interests that may give rise to a conflict of interest. These forms are used to help determine issues on which potential conflicts might arise.
Form 990, Part VI, Section B, line 15	An outside consultant analyzes compensation of the President and CEO, officers and key employees based on the annual national and Washington, DC area survey data on compensation comparability from the PRM Consulting Management Compensation Report, Not-For-Profit Organizations. The survey includes a wide range of organizations, and it gives results according to budget size that are highly correlated to compensation rates. As part of the analysis, the outside consultant reviews the Center's benefits for reasonableness and in comparison to other comparable organizations. The compensation information in the 990s of organizations similar to the Center is also reviewed for comparability. The Executive Committee determines the compensation of the President and CEO, based on the outside consultant's report and the compensation information from the 990s of similar organizations, as well as compensation data provided by Brian Vogel and Quatt Associates. All deliberations and decisions of the compensation committee are reflected in contemporaneously drafted and approved minutes of the committee.
Form 990, Part VI, Section C, line 19	The Center's articles of incorporation are available for public examination at the office of the District of Columbia Corporations Division. The Center's audited financial statements are available on its website. The Center makes available its governing documents and conflict of interest policy upon request, but, in accordance with applicable law, reserves the right to withhold this information in its discretion.
Form 990, Part IX, line 11g	Other professional fees: Program service expenses 5,203,428. Management and general expenses 232,141. Fundraising expenses 280,927. Total expenses 5,716,496.
Form 990, Part XI, line 9:	Write-off of contribution -500,000.

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SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

- Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2022

Open to Public Inspection

Name of the organization
National Women's Law Center

Employer identification number

52-1213010

Part I Identification of Disregarded Entities. Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
(1) National Women's Law Center Fund LLC 1350 I Street NW Suite 700 Washington, DC 20005 82-4893359	Legal defense fund.	DC	2,669,578	5,781,230	National Women's Law Center
(2) Abortion Access Legal Defense Fund LLC 1350 I Street NW Suite 700 Washington, DC 20005 92-3830963	Abortion access legal defense fund	DC	310,244	230,401	National Women's Law Center

Part II Identification of Related Tax-Exempt Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1) National Women's Law Center Action Fund 1350 I Street NW Suite 700 Washington, DC 20005 46-0639645	Advocacy, research & education	DC	501(c)(4)		National Women's Law Center		

Part III Identification of Related Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income(related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of- year assets	(h) Disproporionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K- 1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

Part IV Identification of Related Organizations Taxable as a Corporation or Trust. Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end- of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

Note. Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

a Receipt of **(i)** interest, **(ii)** annuities, **(iii)** royalties, or **(iv)** rent from a controlled entity

b Gift, grant, or capital contribution to related organization(s)

c Gift, grant, or capital contribution from related organization(s)

d Loans or loan guarantees to or for related organization(s)

e Loans or loan guarantees by related organization(s)

f Dividends from related organization(s)

g Sale of assets to related organization(s)

h Purchase of assets from related organization(s)

i Exchange of assets with related organization(s)

j Lease of facilities, equipment, or other assets to related organization(s)

k Lease of facilities, equipment, or other assets from related organization(s)

l Performance of services or membership or fundraising solicitations for related organization(s)

m Performance of services or membership or fundraising solicitations by related organization(s)

n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)

o Sharing of paid employees with related organization(s)

p Reimbursement paid to related organization(s) for expenses

q Reimbursement paid by related organization(s) for expenses

r Other transfer of cash or property to related organization(s)

s Other transfer of cash or property from related organization(s)

	Yes	No
1a		No
1b		No
1c		No
1d		No
1e		No
1f		No
1g		No
1h		No
1i		No
1j		No
1k		No
1l		No
1m		No
1n	Yes	
1o	Yes	
1p		No
1q	Yes	
1r		No
1s		No

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1)National Women's Law Center Action Fund	O	317,107	FMV

Part VI **Unrelated Organizations Taxable as a Partnership.** Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

[illegible]

Part VII **Supplemental Information**

Provide additional information for responses to questions on Schedule R. See instructions.

Return Reference	Explanation
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Schedule R (Form 990) 2021

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