Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

▶ Do not enter social security numbers on this form as it may be made public.

▶ **Go to *www.irs.gov/Form990* for instructions and the latest information.**

OMB No. 1545-0047

2021

Open to Public Inspection

A For the 2021 calendar year, or tax year beginning 09-01-2021 , and ending 08-31-2022

B Check if applicable:
- ☐ Address change
- ☐ Name change
- ☐ Initial return
- ☐ Final return/terminated
- ☐ Amended return
- ☐ Application pending

C Name of organization
EQUAL JUSTICE WORKS

Doing business as

Number and street (or P.O. box if mail is not delivered to street address)
1730 M STREET NW 800

Room/suite

City or town, state or province, country, and ZIP or foreign postal code
WASHINGTON, DC 20036

D Employer identification number
52-1469738

E Telephone number
(202) 466-3686

G Gross receipts $ 30,693,630

F Name and address of principal officer:
VERNA L WILLIAMS
1730 M STREET NW 800
WASHINGTON, DC 20036

H(a) Is this a group return for subordinates? ☐ Yes ☑ No

H(b) Are all subordinates included? ☐ Yes ☐ No
If "No," attach a list. See instructions.

H(c) Group exemption number ▶

I Tax-exempt status: ☑ 501(c)(3) ☐ 501(c) ( ) ◀ (insert no.) ☐ 4947(a)(1) or ☐ 527

J Website: ▶ WWW.EQUALJUSTICEWORKS.ORG

K Form of organization: ☑ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation: 1986

M State of legal domicile: DC

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities:
MOBILIZING PASSIONATE PUBLIC SERVICE LEADERS.

2 Check this box ▶☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.

3	Number of voting members of the governing body (Part VI, line 1a)	3	24
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	24
5	Total number of individuals employed in calendar year 2021 (Part V, line 2a)	5	56
6	Total number of volunteers (estimate if necessary)	6	56
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	17,417,630	22,697,395
	9	Program service revenue (Part VIII, line 2g)	92,530	75,820
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	994,699	537,601
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	3,768	6,026
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	18,508,627	23,316,842
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	10,070,658	9,756,812
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0	0
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	5,340,814	5,890,935
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	0	0
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶1,975,842		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	3,389,356	4,795,005
	18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	18,800,828	20,442,752
	19	Revenue less expenses. Subtract line 18 from line 12	-292,201	2,874,090

			Beginning of Current Year	End of Year
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	35,351,731	34,685,624
	21	Total liabilities (Part X, line 26)	5,182,240	3,610,847
	22	Net assets or fund balances. Subtract line 21 from line 20	30,169,491	31,074,777

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here

Signature of officer — Date: 2023-07-10

VERNA L WILLIAMS CEO
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN P01365820
Firm's name ▶ MARCUM LLP			Firm's EIN ▶ 11-1986323	
Firm's address ▶ 1899 L STREET NW SUITE 850 WASHINGTON, DC 20036			Phone no. (202) 227-4000	

May the IRS discuss this return with the preparer shown above? (see instructions) ☑ Yes ☐ No

Part III **Statement of Program Service Accomplishments**

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

1 Briefly describe the organization's mission:

EQUAL JUSTICE WORKS CREATES OPPORTUNITIES FOR LAWYERS TO TRANSFORM THEIR PASSION FOR EQUAL JUSTICE INTO A LIFELONG COMMITMENT TO PUBLIC SERVICE.

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 $ 12,939,210 including grants of $ 9,554,812) (Revenue $)

LEGAL FELLOWSHIPS IN THE PUBLIC INTEREST:EQUAL JUSTICE WORKS DIRECTS THE LARGEST POSTGRADUATE LEGAL FELLOWSHIP PROGRAM IN THE NATION, PLACING LAWYERS IN TWO-YEAR ASSIGNMENTS AT LEGAL SERVICES ORGANIZATIONS. THE EQUAL JUSTICE WORKS FELLOWSHIP PROGRAM CREATES PARTNERSHIPS WITH THESE HOST ORGANIZATIONS, PUBLIC INTEREST LAWYERS, LAW FIRM AND CORPORATE SPONSORS, AND OTHER DONORS TO INCREASE ACCESS TO THE JUSTICE SYSTEM FOR UNDERREPRESENTED POPULATIONS.THE ORGANIZATION OFFERS TWO STRUCTURES OF FELLOWSHIPS: ONE IN WHICH THE FELLOW DESIGNS THEIR OWN PROJECT ALONGSIDE A HOST ORGANIZATION (LEGAL SERVICE ORGANIZATION) AND ONE IN WHICH FELLOWS APPLY AND JOIN A PROGRAM DESIGNED AND DIRECTED BY EQUAL JUSTICE WORKS AND FOCUSED ON A PARTICULAR ISSUE.ONE HUNDRED SIXTY-THREE (163) EQUAL JUSTICE WORKS FELLOWS DESIGNED THEIR OWN INNOVATIVE LEGAL SERVICE PROJECTS AND WORKED AT 140 HOST ORGANIZATIONS IN 56 DIFFERENT CITIES AROUND THE COUNTRY TO ADDRESS A WIDE RANGE OF LEGAL ISSUES, INCLUDING VETERANS BENEFITS, RACIAL JUSTICE, ACCESS TO EDUCATION, IMMIGRATION AND ASYLUM, COMMUNITY ECONOMIC DEVELOPMENT, AND VOTING RIGHTS. THIRTY-SIX (36) EQUAL JUSTICE WORKS FELLOWS PARTICIPATED IN THREE UNIQUE FELLOWSHIP PROGRAMS FOCUSED ON CIVIL LEGAL ISSUES AFFECTING UNDERSERVED COMMUNITIES INCLUDING ELDER CRIME VICTIMS, DISASTER SURVIVORS, AND THOSE FACING HOUSING INSTABILITY. THESE FELLOWS WORKED AT 26 LEGAL SERVICES PROVIDERS ACROSS THE COUNTRY. THESE FELLOWSHIP PROGRAMS AIM TO SERVE INDIVIDUALS WHILE ALSO CREATING BROADER IMPACT THROUGH CAPACITY BUILDING. AS ONE EXAMPLE, THE DISASTER RESILIENCE PROGRAM HELPS FULFILL THE NEED FOR CRITICAL LEGAL ASSISTANCE BEFORE, DURING, AND AFTER DISASTERS, INCLUDING RESPONDING TO LEGAL ISSUES ARISING FROM THE COVID-19 PANDEMIC. EIGHTEEN (18) FELLOWS DELIVERED CRITICAL LEGAL ASSISTANCE TO DISASTER-AFFECTED COMMUNITIES IN FLORIDA, TEXAS AND EXPANDED TO REGIONS IN CALIFORNIA AND LOUISIANA. FELLOWS IMPROVED ACCESS TO JUSTICE IN LOW-INCOME COMMUNITIES AND INCREASED THE CAPACITY OF LEGAL SERVICES ORGANIZATIONS TO SERVE DISASTER SURVIVORS. IN JUST TWO YEARS, THE FELLOWS PROVIDED LEGAL INFORMATION TO OVER 24,000 INDIVIDUALS, LEGAL ASSISTANCE TO MORE THAN 6,000 INDIVIDUALS, AND OVER $3.25 MILLION IN ECONOMIC BENEFITS.

4b (Code:) (Expenses $ 1,277,814 including grants of $ 202,000) (Revenue $ 75,820)

LAW SCHOOL ENGAGEMENT AND ADVOCACY:EQUAL JUSTICE WORKS ALSO OFFERS PROGRAMS TO INCREASE THE NUMBER OF LAW STUDENTS AND LAWYERS DEDICATING ALL OR PART OF THEIR CAREERS TO PUBLIC SERVICE BY ENGAGING AND COLLABORATING WITH LAW SCHOOLS, STUDENTS, AND ATTORNEYS. EQUAL JUSTICE WORKS MAINTAINS A ROBUST LAW SCHOOL MEMBERSHIP, WHICH INCLUDES OVER 90% OF ABA-ACCREDITED LAW SCHOOLS, AND HELPS ENSURE THOSE MEMBERS KNOW OF AND PARTICIPATE IN THE PROGRAMS OFFERED BY EQUAL JUSTICE WORKS, INCLUDING FELLOWSHIPS DESCRIBED ABOVE AS WELL AS THE FOLLOWING PROGRAMMING FOR LAW STUDENTS.THE ORGANIZATION PROVIDES SHORT-TERM SUMMER STUDENT FELLOWSHIPS PROGRAMS. THE RURAL SUMMER LEGAL CORPS (RSLC) PROGRAM IS A JOINT PARTNERSHIP OF THE LEGAL SERVICES CORPORATION (LSC) AND EQUAL JUSTICE WORKS. THE RSLC PROGRAM CONNECTS PUBLIC INTEREST LAW STUDENTS WITH CIVIL LEGAL AID ORGANIZATIONS TO ADDRESS PRESSING LEGAL ISSUES FACING RURAL COMMUNITIES. DESPITE THE CHALLENGES PRESENTED BY THE GLOBAL PANDEMIC, THE 2021 RSLC PROGRAM PROVIDED 35 STUDENTS WITH THE OPPORTUNITY TO SERVE RURAL COMMUNITIES ACROSS 24 STATES. STUDENT FELLOWS IN THE 2021 CLASS COLLECTIVELY SERVED 1,296 INDIVIDUALS, ASSISTED IN 795 LEGAL CASES, AND HELPED ACHIEVE 416 POSITIVE OUTCOMES FOR THEIR CLIENTS. THE DISASTER RESILIENCE PROGRAM PLACES LAW STUDENTS AT LEGAL SERVICES ORGANIZATIONS WHERE THEY GAIN EXPOSURE TO LEGAL DISASTER PREPAREDNESS AND RECOVERY WORK. IN 2021, 6 LAW STUDENTS SPENT EIGHT TO TEN WEEKS WORKING ALONGSIDE EQUAL JUSTICE WORKS FELLOWS IN THE DISASTER RESILIENCE PROGRAM, HELPING TO PROVIDE LEGAL AID, ENGAGE IN COMMUNITY OUTREACH AND EDUCATION IN DISASTER RESILIENCE. DURING THEIR SUMMER OF SERVICE, STUDENT FELLOWS IN THE DISASTER RESILIENCE PROGRAM COLLECTIVELY CONTRIBUTED 1,589 HOURS THAT INCLUDED 741 HOURS ON RESEARCH AND DEVELOPING RESOURCES, 423 HOURS ON CLIENT CASES, CLIENT INTAKE, AND LEGAL CLINICS AND 115 HOURS ON OUTREACH AND EDUCATIONAL ACTIVITIES. THE EQUAL JUSTICE WORKS CAREER FAIR IS THE LARGEST NATIONAL PUBLIC INTEREST LEGAL CAREER FAIR, BRINGING TOGETHER MORE THAN 200 PUBLIC INTEREST EMPLOYERS TO CONDUCT INTERVIEWS FOR FULL-TIME POSITIONS AND INTERNSHIPS. MORE THAN 3,000 LAW STUDENTS FROM OVER 150 LAW SCHOOLS ATTENDED THE 2021 EVENT. EQUAL JUSTICE WORKS IS COMMITTED TO ENSURING THAT NO LAW STUDENT OR LAWYER IS DETERRED FROM A PUBLIC INTEREST LEGAL CAREER BY THE BURDEN OF STUDENT DEBT. THE ORGANIZATION PROVIDES COMPREHENSIVE INFORMATION TO SYNTHESIZE AND SIMPLIFY THE COMPLEX ARRAY OF REPAYMENT PLANS, FINANCING OPTIONS AND LOAN FORGIVENESS PROGRAMS AVAILABLE TO ASPIRING AND CURRENT PUBLIC INTEREST LAWYERS THROUGH OUR STUDENT ADVOCACY, IN PERSON PRESENTATIONS, AND WEBINARS. IN ADDITION, EQUAL JUSTICE WORKS LEADS THE PSLF COALITION WHICH CONSISTS OF OVER 90 ORGANIZATIONS COMMITTED TO SUPPORTING PUBLIC SERVICE LOAN FORGIVENESS (PSLF). WE BELIEVE IT IS OF VITAL IMPORTANCE FOR THE WELLBEING OF COMMUNITIES ACROSS OUR COUNTRY. PSLF ALLOWS PUBLIC SERVICE PROFESSIONALS TO PURSUE THEIR PASSION FOR SERVICE PROFESSIONALLY EVEN IF THEY HAVE STUDENT DEBT. THE ORGANIZATION IS ASSISTED BY A NATIONAL ADVISORY COMMITTEE, A 16-PERSON GROUP OF LAW STUDENTS AND PROFESSIONALS FROM MEMBER SCHOOLS THAT PROVIDES GUIDANCE AND FEEDBACK ON EXPANDING PUBLIC INTEREST OPPORTUNITIES FOR LAW STUDENTS AND LAWYERS. THE ORGANIZATION ALSO SUPPORTS STUDENT REPRESENTATIVES, A GROUP OF 55 STUDENTS ACROSS THE COUNTRY, TO SERVE AS AMBASSADORS FOR EQUAL JUSTICE WORKS ON THEIR LAW SCHOOL CAMPUSES.

4c (Code:) (Expenses $ including grants of $) (Revenue $)

4d Other program services (Describe in Schedule O.)

(Expenses $ including grants of $) (Revenue $)

4e **Total program service expenses** ▶ 14,217,024

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		No
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		No
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)? *If "Yes," complete Schedule D, Part X*	11f	Yes	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI and XII*	12a	Yes	
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		No
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		No
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		No
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? *If "Yes," complete Schedule L, Part II*	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		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		No
31	Did the organization liquidate, 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? *If "Yes," complete Schedule R, Part I*	33		No
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		No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		No
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		
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	17			
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)*

				Line	Yes	No
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	56			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? **Note.** If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. See instructions.			2b	Yes	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?			3a		No
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		
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		No
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			7b		
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?			8		
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?			12a		
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? **Note.** See the instructions for additional information the organization must report on Schedule O.			13a		
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? If "Yes," see instructions and file Form 4720, Schedule N.			15		No
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.			16		No
17	**Section 501(c)(21) organizations.** Did the trust, any disqualified person, or mine operator engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? If "Yes," complete Form 6069.			17		

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.	1a 24			
b	Enter the number of voting members included in line 1a, above, who are independent	1b 24			
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
b	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:				
a	The governing body?		8a	Yes	
b	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
b	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	
b	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	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
c	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?			
a	The organization's CEO, Executive Director, or top management official	15a	Yes	
b	Other officers or key employees of the organization	15b		No
	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
b	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 ▶ CA,CT,FL,GA,IL,LA,MD,MA,MI,NJ,NC,OH,PA,SC,TX,VA,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 1730 M STREET NW 800 WASHINGTON, DC 20036 (202) 466-3686

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, 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): Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(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
(1) IVAN K FONG CHAIR	1.00	X		X				0	0	0
(2) KATHRYN J FRITZ VICE CHAIR	1.00	X		X				0	0	0
(3) SHARON RYAN MEMBER TREASURER	1.00	X		X				0	0	0
(4) FRANK R JIMENEZ SECRETARY	1.00	X		X				0	0	0
(5) JONATHAN CHIEL MEMBER	1.00	X						0	0	0
(6) BRACKETT B DENNISTON III MEMBER	1.00	X						0	0	0
(7) JOHN M FARRELL MEMBER	1.00	X						0	0	0
(8) FATIMA GOSS GRAVES MEMBER	1.00	X						0	0	0
(9) HONORABLE JAMES E GRAVES MEMBER	1.00	X						0	0	0
(10) ERNEST GREER MEMBER	1.00	X						0	0	0
(11) MICHAEL HARDING MEMBER	1.00	X						0	0	0
(12) WALTER JEAN-JACQUES MEMBER - UNTIL 12/2022	1.00	X						0	0	0
(13) GARRY JENKINS MEMBER	1.00	X						0	0	0
(14) KIM KOOPERSMITH MEMBER	1.00	X						0	0	0
(15) MARYANNE LAVAN MEMBER	1.00	X						0	0	0
(16) JAMI MCKEON MEMBER	1.00	X						0	0	0
(17) STEVE MCMANUS MEMBER	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) Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(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
(18) JOSHUA MEDINA MEMBER	1.00	X						0	0	0
(19) ZAKIA NESBITT MEMBER	1.00	X						0	0	0
(20) M RANDALL OPPENHEIMER MEMBER - UNTIL 12/2022	1.00	X						0	0	0
(21) HONORABLE CORNELIA TL PILLARD; MEMBER	1.00	X						0	0	0
(22) JULIETTE PRYOR MEMBER	1.00	X						0	0	0
(23) JONATHAN SELBIN MEMBER	1.00	X						0	0	0
(24) WILLIAM TREANOR MEMBER	1.00	X						0	0	0
(25) DONALD B VERRILLI JR MEMBER	1.00	X						0	0	0
(26) DAVID STERN EXECUTIVE DIRECTOR	40.00			X				475,753	0	52,005
(27) SARA MORELLO EXECUTIVE VP	40.00			X				288,768	0	38,477
(28) TIMOTHY S WIERZBICKI CHIEF DEVELOPMENT OFFICER	40.00					X		283,485	0	41,994
(29) JANIE PAYNE VP OF ADMINISTRATION	40.00					X		172,520	0	35,313
(30) MIA SUSSMAN DIRECTOR OF FELLOWSHIPS	40.00					X		174,153	0	19,001
(31) ANNA UHLER-MCKEOWN DIRECTOR FOR PUBLIC PROGRAMS	40.00					X		170,108	0	22,829
(32) SARAH LACKRITZ VP OF MARKETING AND COMM.	40.00					X		143,571	0	8,763

	(D)	(E)	(F)
1b Sub-Total . . . . . ▶			
c Total from continuation sheets to Part VII, Section A . . . ▶			
d Total (add lines 1b and 1c) . . . ▶	1,708,358	0	218,382

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 of reportable compensation from the organization ▶ 15

			Yes	No
3	Did 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
4	For 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	
5	Did 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

1 Complete 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
MARCUM LLP 1899 L STREET NW SUITE 850 WASHINGTON, DC 20036	ACCOUNTING & HUMAN RESOURCES SERVICES	708,265
ORR GROUP 3000 K STREET NW SUITE 280 WASHINGTON, DC 20007	CONSULTING	220,021
THE RABEN GROUP 1341 G STREET NW FLOOR 5 WASHINGTON, DC 20005	CONSULTING	198,000
PEOPLE'S TELEVISION INC 220 WEST 30TH STREET 2ND FLOOR NEW YORK, NY 10001	AUDIO/VISUAL SERVICES	194,592

2 Total number of independent contractors (including but not limited to those listed above) who received more than $100,000 of compensation from the organization ▶ 4

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 Similar Amounts	1a Federated campaigns . . .	1a				
	b Membership dues . .	1b	351,000			
	c Fundraising events . .	1c				
	d Related organizations	1d				
	e Government grants (contributions)	1e	2,090,022			
	f All other contributions, gifts, grants, and similar amounts not included above	1f	20,256,373			
	g Noncash contributions included in lines 1a - 1f:$	1g				
	h **Total.** Add lines 1a-1f . . . . ▶		22,697,395			

Program Service Revenue		Business Code	(A)	(B)	(C)	(D)
	2a CONFERENCES/TRAINING	900099	75,820	75,820		
	b					
	c					
	d					
	e					
	f All other program service revenue.					
	g **Total.** Add lines 2a–2f. . . . . ▶		75,820			

Other Revenue			(A)	(B)	(C)	(D)
3 Investment income (including dividends, interest, and other similar amounts) . . . ▶			258,854			258,854
4 Income from investment of tax-exempt bond proceeds ▶						
5 Royalties . . . . ▶						
	(i) Real	(ii) Personal				
6a Gross rents (6a)						
b Less: rental expenses (6b)						
c Rental income or (loss) (6c)						
d Net rental income or (loss) . . . . ▶						
	(i) Securities	(ii) Other				
7a Gross amount from sales of assets other than inventory (7a)	7,655,535					
b Less: cost or other basis and sales expenses (7b)	7,376,788					
c Gain or (loss) (7c)	278,747					
d Net gain or (loss) . . . . ▶			278,747			278,747
8a Gross income from fundraising events (not including $ ______ of contributions reported on line 1c). See Part IV, line 18 . . . . (8a)						
b Less: direct expenses (8b)						
c Net income or (loss) from fundraising events . . ▶						
9a Gross income from gaming activities. See Part IV, line 19 . . . (9a)						
b Less: direct expenses (9b)						
c Net income or (loss) from gaming activities . . ▶						
10a Gross sales of inventory, less returns and allowances . . (10a)						
b Less: cost of goods sold . . (10b)						
c Net income or (loss) from sales of inventory . . ▶						
Miscellaneous Revenue		Business Code				
11a REFUNDS		900099	3,410			3,410
b MISCELLANEOUS		900099	2,616			2,616
c						
d All other revenue						
e **Total.** Add lines 11a–11d . . . . ▶			6,026			
12 **Total revenue.** See instructions . . . . . ▶			23,316,842	75,820	0	543,627

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	9,690,402	9,690,402		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	66,410	66,410		
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	1,091,020	447,318	349,222	294,480
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	3,560,984	1,794,881	1,269,139	496,964
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	366,014	182,208	126,976	56,830
9 Other employee benefits	518,541	277,220	147,428	93,893
10 Payroll taxes	354,376	171,863	122,577	59,936
11 Fees for services (non-employees):				
a Management				
b Legal	1,134		1,134	
c Accounting	658,126		658,126	
d Lobbying	45,000	45,000		
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	54,632		54,632	
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	2,145,492	463,150	1,093,344	588,998
12 Advertising and promotion	14,078	9,583	4,160	335
13 Office expenses	110,817	52,317	33,774	24,726
14 Information technology	259,599	138,987	76,796	43,816
15 Royalties . .				
16 Occupancy	569,483	314,477	162,494	92,512
17 Travel	75,179	27,898	11,616	35,665
18 Payments of travel or entertainment expenses for any federal, state, or local public officials .				
19 Conferences, conventions, and meetings	134,877	76,105	27,818	30,954
20 Interest	9,011		9,011	
21 Payments to affiliates				
22 Depreciation, depletion, and amortization . .	175,354	96,833	50,035	28,486
23 Insurance . . .	25,941	14,325	7,402	4,214
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 BAD DEBT EXPENSE	451,997	333,829		118,168
b MISCELLANEOUS	35,101	360	34,481	260
c DUES AND SUBSCRIPTIONS	29,184	13,858	9,721	5,605
d				
e All other expenses				
25 **Total functional expenses.** Add lines 1 through 24e	20,442,752	14,217,024	4,249,886	1,975,842
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).				

Part X Balance Sheet

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

Section	Line	Description			(A) Beginning of year	Line	(B) End of year
Assets	1	Cash–non-interest-bearing			4,738,758	1	7,301,622
	2	Savings and temporary cash investments			1,049,226	2	2,039,549
	3	Pledges and grants receivable, net			10,680,049	3	11,078,281
	4	Accounts receivable, net				4	
	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	
	9	Prepaid expenses and deferred charges			2,335,729	9	404,989
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	2,319,157			
	b	Less: accumulated depreciation	10b	1,817,467	644,525	10c	501,690
	11	Investments—publicly traded securities			15,655,960	11	13,111,925
	12	Investments—other securities. See Part IV, line 11				12	
	13	Investments—program-related. See Part IV, line 11				13	
	14	Intangible assets				14	
	15	Other assets. See Part IV, line 11			247,484	15	247,568
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)			35,351,731	16	34,685,624
Liabilities	17	Accounts payable and accrued expenses			1,266,381	17	1,338,377
	18	Grants payable				18	
	19	Deferred revenue			2,047,475	19	1,385,380
	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			869,000	24	0
	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			999,384	25	887,090
	26	**Total liabilities.** Add lines 17 through 25			5,182,240	26	3,610,847
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			8,706,010	27	6,994,926
	28	Net assets with donor restrictions			21,463,481	28	24,079,851
		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			30,169,491	32	31,074,777
	33	Total liabilities and net assets/fund balances			35,351,731	33	34,685,624

Part XI Reconcilliation 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	23,316,842
2	Total expenses (must equal Part IX, column (A), line 25)	2	20,442,752
3	Revenue less expenses. Subtract line 2 from line 1	3	2,874,090
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	30,169,491
5	Net unrealized gains (losses) on investments	5	-1,968,804
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	0
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column	10	31,074,777

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?	2a		No
	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			
b	Were the organization's financial statements audited by an independent accountant?	2b	Yes	
	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			
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?	2c	Yes	
	If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a	Yes	
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.	3b	Yes	

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

SCHEDULE A
(Form 990)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
▶ Attach to Form 990 or Form 990-EZ.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization
EQUAL JUSTICE WORKS

Employer identification number
52-1469738

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) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . .	26,776,118	20,185,794	32,424,029	17,417,630	22,697,395	119,500,966
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	26,776,118	20,185,794	32,424,029	17,417,630	22,697,395	119,500,966
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) . .						4,678,886
6 **Public support.** Subtract line 5 from line 4.						114,822,080

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
7 Amounts from line 4. .	26,776,118	20,185,794	32,424,029	17,417,630	22,697,395	119,500,966
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . . .	351,599	358,753	262,895	222,672	258,854	1,454,773
9 Net income from unrelated business activities, whether or not the business is regularly carried on. .						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.). .	10	98,250	58,773	3,768	6,026	166,827
11 **Total support.** Add lines 7 through 10						121,122,566

12 Gross receipts from related activities, etc. (see instructions) **12** 889,083

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 2021 (line 6, column (f) divided by line 11, column (f)) . . . . **14** 94.800 %

15 Public support percentage for 2020 Schedule A, Part II, line 14 . . . . **15** 94.900 %

16a **33 1/3% support test—2021.** 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—2020.** 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—2021.** 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—2020.** 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) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(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) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(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 2021 (line 8, column (f) divided by line 13, column (f))	15	
16 Public support percentage from 2020 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17 Investment income percentage for **2021** (line 10c, column (f) divided by line 13, column (f))	17	
18 Investment income percentage from **2020** Schedule A, Part III, line 17	18	

19a **33 1/3% support tests—2021.** 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—2020.** 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? *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.*	**1**		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? *If "Yes," explain in **Part VI** how the organization determined that the supported organization was described in section 509(a)(1) or (2).*	**2**		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? *If "Yes," answer lines 3b and 3c below.*	**3a**		
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)? *If "Yes," describe in **Part VI** when and how the organization made the determination.*	**3b**		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? *If "Yes," explain in **Part VI** what controls the organization put in place to ensure such use.*	**3c**		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? *If "Yes" and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.*	**4a**		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? *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.*	**4b**		
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)? *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.*	**4c**		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? *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).*	**5a**		
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?	**5b**		
c	**Substitutions only.** Was the substitution the result of an event beyond the organization's control?	**5c**		
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? *If "Yes," provide detail in **Part VI.***	**6**		
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? *If "Yes," complete Part I of Schedule L (Form 990) .*	**7**		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? *If "Yes," complete Part I of Schedule L (Form 990).*	**8**		
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))? *If "Yes," provide detail in **Part VI.***	**9a**		
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? *If "Yes," provide detail in **Part VI.***	**9b**		
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? *If "Yes," provide detail in **Part VI.***	**9c**		
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)? *If "Yes," answer line 10b below.*	**10a**		
b	Did the organization have any excess business holdings in the tax year? *(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).*	**10b**		

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?	**11a**		
b	A family member of a person described on 11a above?	**11b**		
c	A 35% controlled entity of a person described on line 11a or 11b above? *If "Yes" to 11a, 11b, or 11c, provide detail in* ***Part VI.***	**11c**		

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? *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.*	**1**		
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? *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.*	**2**		

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)? *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).*	**1**		

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?	**1**		
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? *If "No," explain in* ***Part VI*** *how the organization maintained a close and continuous working relationship with the supported organization(s).*	**2**		
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? *If "Yes," describe in* ***Part VI*** *the role the organization's supported organizations played in this regard.*	**3**		

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.**

			Yes	No
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? *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.*	**2a**		
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? *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.*	**2b**		
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?*If "Yes" or "No", provide details in* ***Part VI.***	**3a**		
b	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? *If "Yes," describe in* ***Part VI.*** *the role played by the organization in this regard.*	**3b**		

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 (*explain in detail in **Part VI***):			
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 (*prior IRS approval required - provide details in* ***Part VI***)	**5**	
6 Other distributions (*describe in* ***Part VI***). 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 (*provide details in* ***Part VI***). See instructions	**8**	
9 Distributable amount for 2021 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-2021**	**(iii)** **Distributable Amount for 2021**
1 Distributable amount for 2021 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2021 (reasonable cause required-- *explain in* ***Part VI***). See instructions.			
3 Excess distributions carryover, if any, to 2021:			
a From 2016.			
b From 2017.			
c From 2018.			
d From 2019.			
e From 2020.			
f **Total** of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2021 distributable amount			
i Carryover from 2016 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2021 from Section D, line 7: $			
a Applied to underdistributions of prior years			
b Applied to 2021 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2021, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, *explain in* ***Part VI***. See instructions.			
6 Remaining underdistributions for 2021. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, *explain in* ***Part VI***. See instructions.			
7 **Excess distributions carryover to 2022.** Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2017.			
b Excess from 2018.			
c Excess from 2019.			
d Excess from 2020.			
e Excess from 2021.			

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

Return Reference	Explanation
SCHEDULE A, PART II, LINE 10, EXPLANATION OF OTHER INCOME:	MISCELLANEOUS - 2017 AMOUNT: $ 10. 2018 AMOUNT: $ 98,250. 2019 AMOUNT: $ 58,773. 2020 AMOUNT: $ 3,768. 2021 AMOUNT: $ 2,616. REFUNDS - 2017 AMOUNT: $ 0. 2018 AMOUNT: $ 0. 2019 AMOUNT: $ 0. 2020 AMOUNT: $ 0. 2021 AMOUNT: $ 3,410.

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE C
(Form 990)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527

▶Complete if the organization is described below. ▶Attach to Form 990 or Form 990-EZ.
▶Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No. 1545-0047

2021

Open to Public Inspection

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	Employer identification number
EQUAL JUSTICE WORKS	52-1469738

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)	21,906	
b Total lobbying expenditures to influence a legislative body (direct lobbying)	28,953	
c Total lobbying expenditures (add lines 1a and 1b)	50,859	
d Other exempt purpose expenditures	20,391,893	
e Total exempt purpose expenditures (add lines 1c and 1d)	20,442,752	
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.	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.

	(a)	(b)
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	46,753	60,261	62,963	50,859	220,836
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	17,722	24,248	25,325	21,906	89,201

Part II-B **Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).**

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.		(a) Yes	(a) No	(b) Amount
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a	Volunteers?			
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
c	Media advertisements?			
d	Mailings to members, legislators, or the public?			
e	Publications, or published or broadcast statements?			
f	Grants to other organizations for lobbying purposes?			
g	Direct contact with legislators, their staffs, government officials, or a legislative body?			
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i	Other activities?			
j	Total. Add lines 1c through 1i			
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b	If "Yes," enter the amount of any tax incurred under section 4912			
c	If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A **Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).**

			Yes	No
1	Were substantially all (90% or more) dues received nondeductible by members?	1		
2	Did the organization make only in-house lobbying expenditures of $2,000 or less?	2		
3	Did the organization agree to carry over lobbying and political expenditures from the prior year?	3		

Part III-B **Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes."**

1	Dues, assessments and similar amounts from members	1	
2	Section 162(e) nondeductible lobbying and political expenditures **(do not include amounts of political expenses for which the section 527(f) tax was paid).**		
a	Current year	2a	
b	Carryover from last year	2b	
c	Total	2c	
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5	Taxable amount of lobbying and political expenditures. See Instructions	5	

Part IV **Supplemental Information**

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (see instructions), and Part II-B, line 1. Also, complete this part for any additional information.

Return Reference	Explanation

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
▶ Attach to Form 990.
▶ Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No. 1545-0047
2021
Open to Public Inspection

Name of the organization
EQUAL JUSTICE WORKS

Employer identification number
52-1469738

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.

			Held at the End of the Year
a	Total number of conservation easements	2a	
b	Total acreage restricted by conservation easements	2b	
c	Number of conservation easements on a certified historic structure included in (a)	2c	
d	Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register . . .	2d	

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

b ☐ Scholarly research

c ☐ Preservation for future generations

d ☐ Loan or exchange programs

e ☐ Other ....

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	607,475	577,671	555,595	546,858	522,076
b	Contributions . . .					
c	Net investment earnings, gains, and losses	-47,286	53,049	45,321	31,982	48,027
d	Grants or scholarships . . .	23,245	23,245	23,245	23,245	23,245
e	Other expenditures for facilities and programs . . .					
f	Administrative expenses					
g	End of year balance	536,944	607,475	577,671	555,595	546,858

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

a Board designated or quasi-endowment ▶ 0 %

b Permanent endowment ▶ 86.584 %

c Term endowment ▶ 13.416 %

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:

			Yes	No
	(i) Unrelated organizations	3a(i)		No
	(ii) Related organizations	3a(ii)		No
b	If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R?	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		1,188,707	716,697	472,010
d	Equipment		1,085,219	1,074,491	10,728
e	Other		45,231	26,279	18,952

Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* . . ▶ 501,690

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)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. *(Column (b) must equal Form 990, Part X, col. (B) line 12.)* ▶		

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)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 15.)* . . . . ▶	

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	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 25.)* ▶	887,090

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 ☑

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	21,359,506
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
a	Net unrealized gains (losses) on investments	2a	-1,968,804		
b	Donated services and use of facilities	2b	66,100		
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII.)	2d			
e	Add lines **2a** through **2d**			2e	-1,902,704
3	Subtract line **2e** from line **1**			3	23,262,210
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	54,632		
b	Other (Describe in Part XIII.)	4b			
c	Add lines **4a** and **4b**			4c	54,632
5	Total revenue. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 12.)			5	23,316,842

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	20,454,220
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:				
a	Donated services and use of facilities	2a	66,100		
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII.)	2d			
e	Add lines **2a** through **2d**			2e	66,100
3	Subtract line **2e** from line **1**			3	20,388,120
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	54,632		
b	Other (Describe in Part XIII.)	4b			
c	Add lines **4a** and **4b**			4c	54,632
5	Total expenses. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 18.)			5	20,442,752

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:	EQUAL JUSTICE WORKS USES REVENUES GENERATED BY THE ENDOWMENT TO SUPPORT ITS FELLOWSHIP PROGRAMS.
PART X, LINE 2:	THE ORGANIZATION BELIEVES THAT IT HAS APPROPRIATE SUPPORT FOR ANY TAX POSITIONS TAKEN, AND, AS SUCH, DOES NOT HAVE ANY UNCERTAIN TAX POSITIONS THAT ARE MATERIAL TO THE FINANCIAL STATEMENTS.

Additional Data

Return to Form

Software ID:

Software Version:

Note: To capture the full content of this document, please select landscape mode (11" x 8.5") when printing.

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

2021

Open to Public Inspection

Name of the organization
EQUAL JUSTICE WORKS

Employer identification number
52-1469738

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) GREATER BOSTON LEGAL SERVICES 197 FRIEND STREET BOSTON,MA 02114	04-2103907	501(C)(3)	250,000	0			FELLOWSHIP SUPPORT
(2) NATIONAL CENTER FOR YOUTH LAW 1212 BROADWAY SUITE 600 OAKLAND,CA 94612	94-2506933	501(C)(3)	238,334	0			FELLOWSHIP SUPPORT
(3) NEW MEXICO IMMIGRANT LAW CENTER PO BOX 7040 ALBUQUERQUE,NM 87194	27-3303237	501(C)(3)	193,637	0			FELLOWSHIP SUPPORT
(4) LEGAL ASSISTANCE OF WESTERN NY 361 S MAIN STREET GENEVA,NY 14456	16-0955954	501(C)(3)	156,426	0			FELLOWSHIP SUPPORT
(5) LEGAL AID CHICAGO 120 S LASALLE STREET SUITE 900 CHICAGO,IL 60603	36-2754650	501(C)(3)	150,000	0			FELLOWSHIP SUPPORT
(6) ROOT & REBOUND 1730 FRANKLIN STREET SUITE 300 OAKLAND,CA 94612	46-3876220	501(C)(3)	150,000	0			FELLOWSHIP SUPPORT
(7) BET TZEDEK 3250 WILSHIRE BOULEVARD 13TH FLOOR LOS ANGELES,CA 90010	23-7304205	501(C)(3)	142,073	0			FELLOWSHIP SUPPORT
(8) TEXAS RIOGRANDE LEGAL AID INC 300 S TEXAS STREET WESLACO,TX 78596	74-1675230	501(C)(3)	132,528	0			FELLOWSHIP SUPPORT
(9) SOUTHEAST LOUISIANA LEGAL SERVICES 1340 POYDRAS STREET SUITE 600 NEW ORLEANS,LA 70112	72-0877422	501(C)(3)	116,737	0			FELLOWSHIP SUPPORT
(10) DISABILITY RIGHTS CALIFORNIA 1831 K STREET SACRAMENTO,CA 95811	94-2505916	501(C)(3)	113,911	0			FELLOWSHIP SUPPORT
(11) PRAIRIE STATE LEGAL SERVICES INC 303 NORTH MAIN STREET SUITE 600 ROCKFORD,IL 61101	37-1030764	501(C)(3)	111,151	0			FELLOWSHIP SUPPORT
(12) EQUIP FOR EQUALITY 20 N MICHIGAN AVENUE SUITE 300 CHICAGO,IL 60602	36-3361312	501(C)(3)	106,214	0			FELLOWSHIP SUPPORT
(13) LEGAL AID OF NORTHWEST TEXAS 600 E WEATHERFORD STREET FORT WORTH,TX 76102	75-0856086	501(C)(3)	100,335	0			FELLOWSHIP SUPPORT
(14) CHICAGO LAWYERS' COMMITTEE FOR CIVIL RIGHTS 100 N LASALLE STREET SUITE 600 CHICAGO,IL 60602	51-0189264	501(C)(3)	100,000	0			FELLOWSHIP SUPPORT
(15) COMMUNITIES FOR A BETTER ENVIRONMENT 6325 PACIFIC BOULEVARD SUITE 300 HUNTINGTON PARK,CA 90255	94-2998086	501(C)(3)	100,000	0			FELLOWSHIP SUPPORT
(16) GEORGIA JUSTICE PROJECT 438 EDGEWOOD AVENUE ATLANTA,GA 30312	58-1917659	501(C)(3)	100,000	0			FELLOWSHIP SUPPORT
(17) LATINOJUSTICE PDLDEF 475 RIVERSIDE DR SUITE 1901 NEW YORK,NY 10115	13-2722664	501(C)(3)	100,000	0			FELLOWSHIP SUPPORT
(18) LAWYERS COMM CIVIL RIGHTS SAN FRANCISCO BAY AREA 131 STEUART STREET SUITE 400 SAN FRANCISCO,CA 94105	94-2581415	501(C)(3)	100,000	0			FELLOWSHIP SUPPORT
(19) NEW YORK CIVIL LIBERTIES UNION 125 BROAD STREET 19TH FLOOR NEW YORK,NY 10004	90-0808294	501(C)(3)	100,000	0			FELLOWSHIP SUPPORT
(20) RODERICK AND SOLANGE MACARTHUR JUSTICE CENTER 375 EAST CHICAGO AVENUE NORTHWESTERN BLUHM LEGAL CLINIC CHICAGO,IL 60611	36-4445595	501(C)(3)	100,000	0			FELLOWSHIP SUPPORT
(21) THE LEGAL AID SOCIETY 199 WATER STREET NEW YORK,NY 10038	13-5562265	501(C)(3)	100,000	0			FELLOWSHIP SUPPORT
(22) THE TEXAS FAIR DEFENSE PROJECT 314 EAST HIGHLAND MALL BLVD 108 AUSTIN,TX 78752	38-3740913	501(C)(3)	100,000	0			FELLOWSHIP SUPPORT
(23) THE VETERANS CONSORTIUM 2101 L STREET NW SUITE 420 WASHINGTON,DC 20037	20-1934881	501(C)(3)	100,000	0			FELLOWSHIP SUPPORT
(24) AMERICAN CIVIL LIBERTIES UNION FOUNDATION 125 BROAD STREET 18TH FLOOR NEW YORK,NY 10004	13-6213516	501(C)(3)	100,000	0			FELLOWSHIP SUPPORT
(25) KIND INC (KIDS IN NEED OF DEFENSE) 1300 L STREET NW SUITE 1100 WASHINGTON,DC 20005	26-2763038	501(C)(3)	87,500	0			FELLOWSHIP SUPPORT
(26) LEGAL AID SOCIETY OF PALM BEACH COUNTY INC 423 FERN STREET NO 200 WEST PALM BEACH,FL 33401	59-6046994	501(C)(3)	86,449	0			FELLOWSHIP SUPPORT
(27) DISABILITY RIGHTS LOUISIANA 8325 OAK ST NEW ORLEANS,LA 70118	72-1005271	501(C)(3)	85,107	0			FELLOWSHIP SUPPORT
(28) COAST TO COAST LEGAL AID OF SOUTH FLORIDA INC 491 N STATE ROAD 7 2ND FLOOR PLANTATION,FL 33317	90-0089501	501(C)(3)	80,517	0			FELLOWSHIP SUPPORT
(29) NEW YORK LEGAL ASSISTANCE GROUP 7 HANOVER SQUARE 18TH FLOOR NEW YORK,NY 10004	13-3505428	501(C)(3)	79,559	0			FELLOWSHIP SUPPORT
(30) INDIANA LEGAL SERVICES INC 151 NORTH DELAWARE STREET 1850 INDIANAPOLIS,IN 46204	35-6059654	501(C)(3)	72,826	0			FELLOWSHIP SUPPORT
(31) LONE STAR LEGAL AID 1415 FANNIN STREET HOUSTON,TX 77002	74-1537787	501(C)(3)	64,549	0			FELLOWSHIP SUPPORT
(32) NEIGHBORHOOD LEGAL SERVICES OF LOS ANGELES COUNTY 1102 EAST CHEVY CHASE DRIVE GLENDALE,CA 91205	95-2408642	501(C)(3)	63,499	0			FELLOWSHIP SUPPORT
(33) DISABILITY RIGHTS TEXAS 2222 WEST BAKER LANE AUSTIN,TX 78758	74-1916289	501(C)(3)	60,665	0			FELLOWSHIP SUPPORT
(34) LEGAL AID OF THE BLUEGRASS 104 EAST SEVENTH STREET COVINGTON,KY 41011	61-0668572	501(C)(3)	60,123	0			FELLOWSHIP SUPPORT
(35) ALASKA LEGAL SERVICES 1016 W 6TH AVENUE SUITE 200 ANCHORAGE,AK 99501	92-0034754	501(C)(3)	57,955	0			FELLOWSHIP SUPPORT
(36) MONTANA LEGAL SERVICES ASSOC 616 HELENA AVENUE SUITE 100 HELENA,MT 59601	81-0298262	501(C)(3)	56,122	0			FELLOWSHIP SUPPORT
(37) LEGAL SERVICES OF EASTERN MISSOURI INC 4232 FOREST PARK AVE ST LOUIS,MO 63108	43-0816805	501(C)(3)	55,515	0			FELLOWSHIP SUPPORT
(38) CALIFORNIA RURAL LEGAL ASSISTANCE INC 1430 FRANKLIN STREET SUITE 103 OAKLAND,CA 94602	95-2428657	501(C)(3)	55,000	0			FELLOWSHIP SUPPORT
(39) LEGAL AID OF WEST VIRGINIA 22 QUARIER STREET 4TH FLOOR CHARLESTON,WV 25301	31-1789739	501(C)(3)	55,000	0			FELLOWSHIP SUPPORT
(40) LEGAL AID SOCIETY OF NORTHEASTERN NEW YORK INC 95 CENTRAL AVENUE ALBANY,NY 12206	14-1338448	501(C)(3)	55,000	0			FELLOWSHIP SUPPORT
(41) LEGAL AID SOCIETY OF LOUISVILLE 416 W MUHAMMAD ALI BLVD NO 300 LOUISVILLE,KY 40202	61-0537626	501(C)(3)	52,005	0			FELLOWSHIP SUPPORT
(42) LEGAL AID SOCIETY OF EASTERN VIRGINIA 125 ST PAULS BLVD 400 NORFOLK,VA 23510	54-0848499	501(C)(3)	51,279	0			FELLOWSHIP SUPPORT
(43) MARYLAND VOLUNTEER LAWYERS SERVICE 201 NORTH CHARLES STREET NO 1400 BALTIMORE,MD 21201	52-1225979	501(C)(3)	50,619	0			FELLOWSHIP SUPPORT
(44) A BETTER BALANCE 40 WORTH STREET 10TH FLOOR NEW YORK,NY 10013	20-3664771	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(45) ABOLITIONIST LAW CENTER 201 N BRADDOCK AVENUE ROOM 601 PITTSBURGH,PA 15208	46-2132412	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(46) ACLU FOUNDATION OF COLORADO 303 EAST 17TH AVENUE SUITE 350 DENVER,CO 80203	23-7028224	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(47) ACLU FOUNDATION OF MASSACHUSETTS INC 211 CONGRESS STREET BOSTON,MA 02110	47-3686152	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(48) ACLU FOUNDATION OF TEXAS PO BOX 8306 HOUSTON,TX 77288	76-0343171	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(49) ACLU OF SOUTH CAROLINA FOUNDATION INC PO BOX 1668 COLUMBIA,SC 29202	27-1942885	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(50) ACLU OF WISCONSIN 207 E BUFFALO STREET SUITE 325 MILWAUKEE,WI 53202	23-7052345	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(51) AMERICAN CIVIL LIBERTIES UNION INC 125 BROAD STREET 18TH FLOOR NEW YORK,NY 10004	13-3871360	501(C)(4)	50,000	0			FELLOWSHIP SUPPORT
(52) AMERICAN GATEWAYS 314 E HIGHLAND MALL BLVD 501 AUSTIN,TX 78752	74-2578266	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(53) ARCHCITY DEFENDERS 440 N 4TH ST 390 ST LOUIS,MO 63102	80-0471494	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(54) ATLANTA LEGAL AID SOCIETY INC 54 ELLIS STREET NE ATLANTA,GA 30303	58-0568691	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(55) BAY AREA LEGAL SERVICES 1302 N 19TH STREET TAMPA,FL 33605	59-1171886	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(56) BREAD FOR THE CITY 1525 7TH STREET NW WASHINGTON,DC 20001	52-1138207	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(57) BRENNAN CENTER FOR JUSTICE 161 AVE OF THE AMERICAS 12TH FL NEW YORK,NY 10013	13-3839293	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(58) BROOKLYN DEFENDER SERVICES 177 LIVINGSTON ST SUITE 7 BROOKLYN,NY 11201	11-3305406	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(59) CAMPAIGN LEGAL CENTER 1101 14TH STREET NW SUITE 400 WASHINGTON,DC 20005	04-3608387	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(60) CAPITAL POST-CONVICTION PROJECT OF LOUISIANA 1340 POYDRAS STREET SUITE 1700 NEW ORLEANS,LA 70112	72-1488315	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(61) CAPITALAIR 1025 CONNECTICUT AVENUE NW SUITE 701 WASHINGTON,DC 20036	52-2141497	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(62) CATHOLIC CHARITIES OF DALLAS INC 1421 W MOCKINGBIRD LANE DALLAS,TX 75247	75-2745221	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(63) CENTER FOR REPRODUCTIVE RIGHTS 199 WATER STREET 22ND FLOOR NEW YORK,NY 10038	13-3669731	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(64) CHICAGO COALITION FOR THE HOMELESS 70 E LAKE ST CHICAGO,IL 60601	36-3292607	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(65) CHILDREN'S LAW CENTER OF CALIFORNIA 101 CENTER PLAZA DRIVE MONTEREY PARK,CA 91754	95-4252143	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(66) CHILDREN'S LAW CENTER INC 501 3RD STREET NW 8 WASHINGTON,DC 20001	52-1961588	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(67) COMMUNITY JUSTICE PROJECT INC 3000 BISCAYNE BOULEVARD SUITE 106 MIAMI,FL 33137	47-2777185	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(68) DAY ONE PO BOX 3220 CHURCH STREET STATION NEW YORK,NY 10008	06-1103000	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(69) DC VOLUNTEER LAWYERS PROJECT 5335 WISCONSIN AVENUE NW 440 WASHINGTON,DC 20015	26-1089584	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(70) DOMESTIC VIOLENCE ENDED INC (DOVE) PO BOX 690267 QUINCY,MA 02269	04-2667808	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(71) FAIR WORK CENTER 116 WARREN AVE N SUITE A SEATTLE,WA 98109	47-5249092	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(72) FLORENCE IMMIGRANT & REFUGEE PO BOX 654 FLORENCE,AZ 85132	86-0658103	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(73) FLORIDA HEALTH JUSTICE PROJECT 3793 IRVINGTON AVENUE MIAMI,FL 33133	82-3397515	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(74) FLORIDA LEGAL SERVICES INC 14260 WEST NEWBERRY ROAD SUITE 412 NEWBERRY,FL 32669	59-1436126	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(75) FREE TO THRIVE 1050 UNIVERSITY AVE E107-84 SAN DIEGO,CA 92103	82-0860894	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT
(76) GEORGETOWN UNIVERSITY	53-0196603	501(C)(3)	50,000	0			FELLOWSHIP SUPPORT

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) FELLOWSHIP SUPPORT	1	37,500			
(2) LOAN REPAYMENT ASSISTANCE	10	28,910			
(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:	EQUAL JUSTICE WORKS MONITORS THE USE OF FEDERAL AND PRIVATE GRANT FUNDS THROUGH A VARIETY OF MECHANISMS INCLUDING SUB GRANTEE TRAINING, REGULAR FINANCIAL REPORTING, REVIEWING GRANTEE AUDITS AND FEDERAL FORM 990S, AND THOROUGH DESK AUDITS AND SITE VISITS WHICH INCLUDE POLICY AND PROCEDURE REVIEW, AUDITING EXPENSE DOCUMENTATION, AND INTERVIEWING KEY STAFF.

Additional Data

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Software ID:
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Schedule J
(Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
▶ Attach to Form 990.
▶ Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization
EQUAL JUSTICE WORKS

Employer identification number
52-1469738

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropiate 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 ☐ Housing allowance or residence for personal use ☐ Travel for companions ☐ Payments for business use of personal residence ☐ Tax idemnification and gross-up payments ☐ Health or social club dues or initiation fees ☐ Discretionary spending account ☐ Personal services (e.g., maid, chauffeur, chef)			
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	**1b**		
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?	**2**		
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 ☐ Written employment contract ☑ Independent compensation consultant ☑ Compensation survey or study ☑ Form 990 of other organizations ☑ Approval by the board or compensation committee			
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	Receive a severance payment or change-of-control payment?	**4a**		No
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	**4b**	Yes	
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.	**4c**		No
	Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.			
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	The organization?	**5a**		No
b	Any related organization? . . . . If "Yes," on line 5a or 5b, describe in Part III.	**5b**		No
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	The organization?	**6a**		No
b	Any related organization? . . . . If "Yes," on line 6a or 6b, describe in Part III.	**6b**		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	**7**		No
8	Were any amounts reported on Form 990, Part VII, paid or accured 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	**8**		No
9	If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	**9**		

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 DAVID STERN EXECUTIVE DIRECTOR	(i)	355,207	0	120,546	36,900	15,105	527,758	0
	(ii)	0	0	0	0	0	0	0
2 SARA MORELLO EXECUTIVE VP	(i)	288,768	0	0	27,255	11,222	327,245	0
	(ii)	0	0	0	0	0	0	0
3 TIMOTHY S WIERZBICKI CHIEF DEVELOPMENT OFFICER	(i)	283,485	0	0	29,309	12,685	325,479	0
	(ii)	0	0	0	0	0	0	0
4 JANIE PAYNE VP OF ADMINISTRATION	(i)	172,520	0	0	10,581	24,732	207,833	0
	(ii)	0	0	0	0	0	0	0
5 MIA SUSSMAN DIRECTOR OF FELLOWSHIPS	(i)	174,153	0	0	10,573	8,428	193,154	0
	(ii)	0	0	0	0	0	0	0
6 ANNA UHLER-MCKEOWN DIRECTOR FOR PUBLIC PROGRAMS	(i)	170,108	0	0	3,861	18,968	192,937	0
	(ii)	0	0	0	0	0	0	0
7 SARAH LACKRITZ VP OF MARKETING AND COMM.	(i)	143,571	0	0	8,602	161	152,334	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
PART I, LINE 4B	THE ORGANIZATION'S 457(F) PLAN FULLY VESTED DURING THE YEAR ENDED AUGUST 31ST, 2022, AND WAS TERMINATED AT THE END OF THE FISCAL YEAR. DAVID STERN, EXECUTIVE DIRECTOR WAS THE SOLE PARTICIPANT IN THIS PLAN.

Additional Data

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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.

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization
EQUAL JUSTICE WORKS

Employer identification number
52-1469738

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11B	THE FORM 990 IS PREPARED BY AN OUTSIDE ACCOUNTING FIRM, AND REVIEWED BY EQUAL JUSTICE WORKS' MANAGEMENT AND THE BOARD OF DIRECTORS' AUDIT COMMITTEE. THE FORM 990 IS PROVIDED TO ALL BOARD MEMBERS PRIOR TO FILING WITH THE INTERNAL REVENUE SERVICE.
FORM 990, PART VI, SECTION B, LINE 12C	EQUAL JUSTICE WORKS COMPLIES WITH THE INTERNAL REVENUE SERVICE'S SUGGESTED BEST PRACTICES REGARDING CONFLICT OF INTEREST POLICIES APPLICABLE TO NONPROFIT AND CHARITABLE ORGANIZATIONS. EACH MEMBER OF THE BOARD OF DIRECTORS MUST REVIEW AND COMPLETE THE "ANNUAL CONFLICT OF INTEREST STATEMENT AND QUESTIONNAIRE." ONCE COMPLETED, MEMBERS OF THE BOARD OF DIRECTORS MUST SUBMIT THE COMPLETED QUESTIONNAIRE TO THE BOARD OF DIRECTORS. ANY POTENTIAL CONFLICT OF INTEREST THAT MAY ARISE IS REFERRED TO THE CHAIR FOR ACTION.
FORM 990, PART VI, SECTION B, LINE 15A	EQUAL JUSTICE WORKS ENGAGES QUALIFIED CONSULTANTS TO PERFORM A SURVEY ON EXECUTIVE COMPENSATION. THE BOARD OF DIRECTORS REVIEWS COMPENSATION SURVEY DATA, WHERE EQUAL JUSTICE WORKS WAS BENCHMARKED AGAINST THE MARKET UTILIZING VARIOUS PUBLISHED SALARY SURVEYS, AN INDEPENDENT CONSULTANT'S ADVICE AND MARKET DATA. THE DECISIONS ABOUT EXECUTIVE COMPENSATION ARE MEMORIALIZED IN CONTEMPORANEOUS MINUTES OF THE BOARD MEETING.
FORM 990, PART VI, SECTION C, LINE 19	FINANCIAL AND GOVERNANCE INFORMATION ABOUT EQUAL JUSTICE WORKS IS DISCLOSED ON IRS FORM 990 WHICH IS AVAILABLE UPON REQUEST AND IS PUBLISHED ON THE GUIDESTAR WEBSITE.
FORM 990, PART IX, LINE 11G	CONSULTING SERVICES: PROGRAM SERVICE EXPENSES 409,367. MANAGEMENT AND GENERAL EXPENSES 691,536. FUNDRAISING EXPENSES 583,895. TOTAL EXPENSES 1,684,798. HR & RECRUITMENT: PROGRAM SERVICE EXPENSES 520. MANAGEMENT AND GENERAL EXPENSES 392,845. FUNDRAISING EXPENSES 0. TOTAL EXPENSES 393,365. TEMPORARY STAFFING: PROGRAM SERVICE EXPENSES 35,916. MANAGEMENT AND GENERAL EXPENSES 0. FUNDRAISING EXPENSES 0. TOTAL EXPENSES 35,916. PAYROLL EXPENSES: PROGRAM SERVICE EXPENSES 17,347. MANAGEMENT AND GENERAL EXPENSES 8,963. FUNDRAISING EXPENSES 5,103. TOTAL EXPENSES 31,413.

Additional Data

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