See a Social Security Number? Say Something!
Report Privacy Problems to https://public.resource.org/privacy
Or call the IRS Identity Theft Hotline at 1-800-908-4490

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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 black lung benefit trust or private foundation)

▶ The organization may have to use a copy of this return to satisfy state reporting requirements

OMB No 1545-0047

2007

Open to Public Inspection

A For the 2007 calendar year, or tax year beginning , and ending

B Check if applicable
- [ ] Address change
- [ ] Name change
- [x] Initial return corrected
- [ ] Termination
- [ ] Amended return
- [ ] Application pending

Please use IRS label or print or type. See Specific Instructions.

C Name of organization: Equal Justice Society

Number and street (or P O box if mail is not delivered to street address): 220 Sansome Street, 14th Floor | Room/suite:

City or town: San Francisco | State or country: CA | ZIP + 4: 94104

D Employer identification number: 20-0490698

E Telephone number: 415-288-8700

F Accounting method [ ] Cash [X] Accrual [ ] Other (specify) ▶

● **Section 501(c)(3) organizations and 4947(a)(1) nonexempt charitable trusts must attach a completed Schedule A (Form 990 or 990-EZ)**

H and I are not applicable to section 527 organizations

H(a) Is this a group return for affiliates? [ ] Yes [X] No

H(b) If "Yes," enter number of affiliates ▶ N/A

H(c) Are all affiliates included? [ ] Yes [ ] No (If "No" attach a list See instructions)

H(d) Is this a separate return filed by an organization covered by a group ruling? [ ] Yes [X] No

I Group Exemption Number ▶

G Website. ▶ www equaljusticesociety org

J Organization type (check only one) ▶ [X] 501(c) (3) ◀(insert no) [ ] 4947(a)(1) or [ ] 527

K Check here ▶ [ ] if the organization is not a 509(a)(3) supporting organization and its gross receipts are normally not more than $25 000 A return is not required but if the organization chooses to file a return be sure to file a complete return

M Check ▶ [ ] if the organization is not required to attach Sch B (Form 990, 990-EZ, or 990-PF)

L Gross receipts Add lines 6b, 8b, 9b, and 10b to line 12 ▶ 2,259,514

Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances *(See the instructions)*

Revenue

1	Contributions, gifts, grants, and similar amounts received				
a	Contributions to donor advised funds	1a	0		
b	Direct public support (not included on line 1a)	1b	2,254,563		
c	Indirect public support (not included on line 1a)	1c	0		
d	Government contributions (grants) (not included on line 1a)	1d	0		
e	**Total** (add lines 1a through 1d) (cash $ 2,254,563 noncash $ 0)			1e	2,254,563
2	Program service revenue including government fees and contracts (from Part VII, line 93)			2	2,800
3	Membership dues and assessments			3	0
4	Interest on savings and temporary cash investments			4	1,239
5	Dividends and interest from securities			5	0
6 a	Gross rents	6a			
b	Less rental expenses	6b			
c	Net rental income or (loss) Subtract line 6b from line 6a			6c	0
7	Other investment income (describe ▶)			7	0

		(A) Securities		(B) Other		
8 a	Gross amount from sales of assets other than inventory	0	8a	0		
b	Less cost or other basis and sales expenses	0	8b	0		
c	Gain or (loss) (attach schedule)	0	8c	0		
d	Net gain or (loss) Combine line 8c, columns (A) and (B)				8d	0

9	Special events and activities (attach schedule) If any amount is from **gaming**, check here ▶ [ ]				
a	Gross revenue (not including $ 0 of contributions reported on line 1b)	9a	0		
b	Less direct expenses other than fundraising expenses	9b	0		
c	Net income or (loss) from special events Subtract line 9b from line 9a			9c	0
10 a	Gross sales of inventory, less returns and allowances	10a	0		
b	Less cost of goods sold	10b	0		
c	Gross profit or (loss) from sales of inventory (attach schedule) Subtract line 10b from line 10a			10c	0
11	Other revenue (from Part VII, line 103)			11	912
12	**Total revenue.** Add lines 1e, 2, 3, 4, 5, 6c, 7, 8d, 9c, 10c, and 11			12	2,259,514

Expenses

13	Program services (from line 44 column (B))	13	1,031,713
14	Management and general (from line 44, column (C))	14	206,890
15	Fundraising (from line 44, column (D))	15	168,631
16	Payments to affiliates (attach schedule)	16	0
17	**Total expenses.** Add lines 16 and 44 column (A)	17	1,407,234

Net Assets

18	Excess or (deficit) for the year Subtract line 17 from line 12	18	852,280
19	Net assets or fund balances at beginning of year (from line 73, column (A))	19	177,178
20	Other changes in net assets or fund balances (attach explanation)	20	0
21	Net assets or fund balances at end of year Combine lines 18, 19, and 20	21	1,029,458

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For Privacy Act and Paperwork Reduction Act Notice, see the separate instructions

(HTA)

16

Part II **Statement of Functional Expenses** All organizations must complete column (A) Columns (B), (C), and (D) are required for section 501(c)(3) and (4) organizations and section 4947(a)(1) nonexempt charitable trusts but optional for others (*See the instructions*)

Do not include amounts reported on line 6b 8b 9b, 10b, or 16 of Part I		(A) Total	(B) Program services	(C) Management and general	(D) Fundraising
22 a Grants paid from donor advised funds (attach schedule) (cash $ 0 noncash $ 0) If this amount includes foreign grants, check here ▶ ☐	22a	0	0		
22 b Other grants and allocations (attach schedule) See Stmt 1 (cash $ 5,150 noncash $ 0) If this amount includes foreign grants, check here ▶ ☐	22b	5,150	5,150		
23 Specific assistance to individuals (attach schedule)	23	0	0		
24 Benefits paid to or for members (attach schedule)	24	0	0		
25 a Compensation of current officers directors, key employees, etc listed in Part V-A	25a	354,825	238,876	77,722	38,227
b Compensation of former officers directors key employees, etc listed in Part V-B	25b	0	0	0	0
c Compensation and other distributions not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	25c	0	0	0	0
26 Salaries and wages of employees not included on lines 25a, b, and c	26	386,683	276,489	46,155	64,039
27 Pension plan contributions not included on lines 25a b and c	27	0	0	0	0
28 Employee benefits not included on lines 25a – 27	28	78,768	49,583	10,350	18,835
29 Payroll taxes	29	49,915	34,531	8,441	6,943
30 Professional fundraising fees	30	0	0	0	0
31 Accounting fees	31	10,245	0	10,245	0
32 Legal fees	32	767	0	767	0
33 Supplies	33	34,404	30,983	1,877	1,544
34 Telephone	34	19,469	13,468	3,292	2,709
35 Postage and shipping	35	8,333	5,765	1,409	1,159
36 Occupancy	36	112,086	77,541	18,954	15,591
37 Equipment rental and maintenance	37	20,483	14,170	3,464	2,849
38 Printing and publications	38	12 567	8,158	0	4,409
39 Travel	39	93,487	90,418	0	3,069
40 Conferences conventions and meetings	40	0	0	0	0
41 Interest	41	18,280	0	18,280	0
42 Depreciation depletion etc (attach schedule) See Stmt 2	42	13,419	9,283	2,269	1,867
43 Other expenses not covered above (itemize)					
a Training and staff development	43a	5 868	4,060	992	816
b Professional services	43b	122,188	122,188	0	0
c Insurance	43c	15,809	10,937	2,673	2,199
d Dues and subscriptions	43d	7,356	7,356	0	0
e Promotion and outreach	43e	15,910	11,535	0	4,375
f Miscellaneous	43f	21,222	21,222	0	0
g	43g	0	0	0	0
44 **Total functional expenses** Add lines 22a through 43g (Organizations completing columns (B)–(D) carry these totals to lines 13–15)	44	1,407,234	1,031 713	206,890	168,631

Joint Costs Check ▶ ☒ if you are following SOP 98-2

Are any joint costs from a combined educational campaign and fundraising solicitation reported in (B) Program services? ▶ ☐ Yes ☒ No

If "Yes " enter (i) the aggregate amount of these joint costs $ 0 (ii) the amount allocated to Program services $ ______, (iii) the amount allocated to Management and general $ ______ and (iv) the amount allocated to Fundraising $ ______

Part III **Statement of Program Service Accomplishments** *(See the instructions)*

Form 990 is available for public inspection and, for some people, serves as the primary or sole source of information about a particular organization How the public perceives an organization in such cases may be determined by the information presented on its return Therefore, please make sure the return is complete and accurate and fully describes, in Part III, the organization's programs and accomplishments

What is the organization's primary exempt purpose? ▶ To advance racial and social justice All organizations must describe their exempt purpose achievements in a clear and concise manner State the number of clients served publications issued etc Discuss achievements that are not measurable (Section 501(c)(3) and (4) organizations and 4947(a)(1) nonexempt charitable trusts must also enter the amount of grants and allocations to others)	**Program Service Expenses** (Required for 501(c)(3) and (4) orgs and 4947(a)(1) trusts but optional for others)
a See Statement 3 (Grants and allocations $ 5,150) If this amount includes foreign grants, check here ▶ ☐	1,031,713
b (Grants and allocations $ 0) If this amount includes foreign grants, check here ▶ ☐	0
c (Grants and allocations $ 0) If this amount includes foreign grants, check here ▶ ☐	0
d (Grants and allocations $ 0) If this amount includes foreign grants, check here ▶ ☐	0
e Other program services (attach schedule) (Grants and allocations $ -5,150) If this amount includes foreign grants, check here ▶ ☐	
f Total of Program Service Expenses (should equal line 44, column (B), Program services) ▶	1,031,713

Part IV Balance Sheets *(See the instructions)*

Note: *Where required, attached schedules and amounts within the description column should be for end-of-year amounts only*

				(A) Beginning of year		(B) End of year
Assets	45	Cash—non-interest-bearing		0	45	0
	46	Savings and temporary cash investments		201,547	46	154,735
	47 a	Accounts receivable	47a 0			
	b	Less allowance for doubtful accounts	47b 0	0	47c	0
	48 a	Pledges receivable	48a 0			
	b	Less allowance for doubtful accounts	48b 0	0	48c	0
	49	Grants receivable		60,000	49	883,000
	50 a	Receivables from current and former officers, directors, trustees, and key employees (attach schedule)		0	50a	0
	b	Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) (attach schedule)		0	50b	0
	51 a	Other notes and loans receivable (attach schedule)	51a 0			
	b	Less allowance for doubtful accounts	51b 0	0	51c	0
	52	Inventories for sale or use		0	52	0
	53	Prepaid expenses and deferred charges		1,064	53	0
	54 a	Investments—publicly-traded securities ▶ ☐ Cost ☒ FMV		0	54a	26,326
	b	Investments—other securities (attach schedule) ▶ ☐ Cost ☐ FMV		0	54b	0
	55 a	Investments—land, buildings, and equipment basis	55a 0			
	b	Less accumulated depreciation (attach schedule)	55b 0	0	55c	0
	56	Investments—other (attach schedule)		0	56	0
	57 a	Land, buildings, and equipment basis	57a 50,087			
	b	Less accumulated depreciation (attach schedule) See Stmt 2	57b 27,340	33,827	57c	22,747
	58	Other assets, including program-related investments (describe ▶ Deposits)		6,103	58	6,903
	59	**Total assets** (must equal line 74) Add lines 45 through 58		302,541	59	1 093,711
Liabilities	60	Accounts payable and accrued expenses		76,363	60	64,253
	61	Grants payable		0	61	0
	62	Deferred revenue		0	62	0
	63	Loans from officers, directors, trustees, and key employees (attach schedule)		0	63	0
	64 a	Tax-exempt bond liabilities (attach schedule)		0	64a	0
	b	Mortgages and other notes payable (attach schedule)		0	64b	0
	65	Other liabilities (describe ▶ Line of credit)		49,000	65	0
	66	**Total liabilities.** Add lines 60 through 65		125,363	66	64,253
Net Assets or Fund Balances		**Organizations that follow SFAS 117, check here ▶** ☒ and complete lines 67 through 69 and lines 73 and 74				
	67	Unrestricted		4,528	67	19,797
	68	Temporarily restricted		172,650	68	1,009,661
	69	Permanently restricted		0	69	0
		Organizations that do not follow SFAS 117, check here ▶ ☐ and complete lines 70 through 74				
	70	Capital stock, trust principal, or current funds			70	
	71	Paid-in or capital surplus, or land, building, and equipment fund			71	
	72	Retained earnings, endowment, accumulated income or other funds			72	
	73	**Total net assets or fund balances.** Add lines 67 through 69 **or** lines 70 through 72 (Column (A) **must** equal line 19 and column (B) **must** equal line 21)		177,178	73	1,029,458
	74	**Total liabilities and net assets/fund balances.** Add lines 66 and 73		302,541	74	1,093,711

Part IV-A **Reconciliation of Revenue per Audited Financial Statements With Revenue per Return** *(See the instructions.)*

a	Total revenue, gains and other support per audited financial statements			a	2,259,514
b	Amounts included on line a but not on Part I, line 12				
1	Net unrealized gains on investments	b1			
2	Donated services and use of facilities	b2			
3	Recoveries of prior year grants	b3			
4	Other (specify)	b4	0		
	Add lines **b1** through **b4**			b	0
c	Subtract line **b** from line **a**			c	2,259,514
d	Amounts included on Part I, line 12, but not on line **a**:				
1	Investment expenses not included on Part I, line 6b	d1			
2	Other (specify)	d2	0		
	Add lines **d1** and **d2**			d	0
e	**Total revenue** (Part I, line 12). Add lines **c** and **d** ▶			e	2,259,514

Part IV-B **Reconciliation of Expenses per Audited Financial Statements With Expenses per Return**

a	Total expenses and losses per audited financial statements			a	1,407,234
b	Amounts included on line a but not on Part I, line 17				
1	Donated services and use of facilities	b1			
2	Prior year adjustments reported on Part I, line 20	b2			
3	Losses reported on Part I, line 20	b3			
4	Other (specify)	b4	0		
	Add lines **b1** through **b4**			b	0
c	Subtract line **b** from line **a**			c	1,407,234
d	Amounts included on Part I, line 17, but not on line **a**:				
1	Investment expenses not included on Part I, line 6b	d1			
2	Other (specify)	d2	0		
	Add lines **d1** and **d2**			d	0
e	**Total expenses** (Part I, line 17). Add lines **c** and **d** ▶			e	1,407,234

Part V-A **Current Officers, Directors, Trustees, and Key Employees** (List each person who was an officer, director, trustee, or key employee at any time during the year even if they were not compensated.) *(See the instructions.)*

(A) Name and address	(B) Title and average hours per week devoted to position	(C) Compensation (If not paid, enter -0-)	(D) Contributions to employee benefit plans & deferred compensation plans	(E) Expense account and other allowances
Name Eva Patterson Str 220 Sansome St, 14th Fl City San Francisco ST CA ZIP 94105	Title President Hr/WK 35	199,035	13,329	0
Name David Salniker Str 220 Sansome St, 14th Fl City San Francisco ST CA ZIP 94105	Title Fiscal Officer Hr/WK 35	140,629	1,832	0
Name Board of Directors Str City See Statement 4 ST ZIP	Title Hr/WK	0	0	0
Name N/A Str City ST ZIP	Title Hr/WK			
Name N/A Str City ST ZIP	Title Hr/WK			
Name N/A Str City ST ZIP	Title Hr/WK			
Name N/A Str City ST ZIP	Title Hr/WK			
Name N/A Str City ST ZIP	Title Hr/WK			
Name N/A Str City ST ZIP	Title Hr/WK			
Name N/A Str City ST ZIP	Title Hr/WK			

Part V-A Current Officers, Directors, Trustees, and Key Employees *(continued)*

			Yes	No
75 a	Enter the total number of officers, directors, and trustees permitted to vote on organization business at board meetings ▶ 8			
b	Are any officers, directors trustees, or key employees listed in Form 990, Part V-A, or highest compensated employees listed in Schedule A, Part I, or highest compensated professional and other independent contractors listed in Schedule A, Part II-A or II-B, related to each other through family or business relationships? If "Yes," attach a statement that identifies the individuals and explains the relationship(s)	75b		X
c	Do any officers, directors trustees, or key employees listed in Form 990, Part V-A, or highest compensated employees listed in Schedule A, Part I, or highest compensated professional and other independent contractors listed in Schedule A, Part II-A or II-B, receive compensation from any other organizations, whether tax exempt or taxable, that are related to the organization? See the instructions for the definition of "related organization " ▶	75c		X
	If "Yes," attach a statement that includes the information described in the instructions			
d	Does the organization have a written conflict of interest policy?	75d	X	

Part V-B Former Officers, Directors, Trustees, and Key Employees That Received Compensation or Other Benefits

(If any former officer, director, trustee or key employee received compensation or other benefits (described below) during the year, list that person below and enter the amount of compensation or other benefits in the appropriate column See the instructions)

(A) Name and address	(B) Loans and Advances	(C) Compensation (if not paid, enter -0-)	(D) Contributions to employee benefit plans & deferred compensation plans	(E) Expense account and other allowances
Name N/A Str City ST ZIP				
Name N/A Str City ST ZIP				
Name N/A Str City ST ZIP				
Name N/A Str City ST ZIP				
Name N/A Str City ST ZIP				
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Name N/A Str City ST ZIP				
Name N/A Str City ST ZIP				
Name N/A Str City ST ZIP				

Part VI Other Information *(See the instructions)*

			Yes	No
76	Did the organization make a change in its activities or methods of conducting activities? If "Yes," attach a detailed statement of each change	76		X
77	Were any changes made in the organizing or governing documents but not reported to the IRS?	77		X
	If "Yes," attach a conformed copy of the changes			
78 a	Did the organization have unrelated business gross income of $1,000 or more during the year covered by this return?	78a		X
b	If "Yes," has it filed a tax return on **Form 990-T** for this year?	78b	N/A	
79	Was there a liquidation, dissolution, termination, or substantial contraction during the year? If "Yes," attach a statement	79		X
80 a	Is the organization related (other than by association with a statewide or nationwide organization) through common membership, governing bodies trustees officers, etc , to any other exempt or nonexempt organization?	80a		X
b	If "Yes," enter the name of the organization ▶ ______ and check whether it is ☐ exempt **or** ☐ nonexempt			
81 a	Enter direct and indirect political expenditures (See line 81 instructions) 81a 0			
b	Did the organization file **Form 1120-POL** for this year?	81b		X

Part VI Other Information *(continued)*

				Yes	No
82 a	Did the organization receive donated services or the use of materials, equipment, or facilities at no charge or at substantially less than fair rental value?		82a	X	
b	If "Yes," you may indicate the value of these items here Do not include this amount as revenue in Part I or as an expense in Part II (See instructions in Part III)	82b -------			
83 a	Did the organization comply with the public inspection requirements for returns and exemption applications?		83a	X	
b	Did the organization comply with the disclosure requirements relating to *quid pro quo* contributions?		83b	X	
84 a	Did the organization solicit any contributions or gifts that were not tax deductible?		84a		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		84b	N/A	
85	*501(c)(4), (5), or (6)* Were substantially all dues nondeductible by members?		85a	N/A	
b	Did the organization make only in-house lobbying expenditures of $2,000 or less?		85b	N/A	
	If "Yes" was answered to either 85a or 85b, **do not** complete 85c through 85h below unless the organization received a waiver for proxy tax owed for the prior year				
c	Dues, assessments, and similar amounts from members	85c N/A			
d	Section 162(e) lobbying and political expenditures	85d N/A			
e	Aggregate nondeductible amount of section 6033(e)(1)(A) dues notices	85e N/A			
f	Taxable amount of lobbying and political expenditures (line 85d less 85e)	85f N/A			
g	Does the organization elect to pay the section 6033(e) tax on the amount on line 85f?		85g	N/A	
h	If section 6033(e)(1)(A) dues notices were sent, does the organization agree to add the amount on line 85f to its reasonable estimate of dues allocable to nondeductible lobbying and political expenditures for the following tax year?		85h	N/A	
86	*501(c)(7) orgs* Enter a Initiation fees and capital contributions included on line 12	86a N/A			
b	Gross receipts, included on line 12, for public use of club facilities	86b N/A			
87	*501(c)(12) orgs* Enter a Gross income from members or shareholders	87a N/A			
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	87b N/A			
88 a	At any time during the year, did the organization own a 50% or greater interest in a taxable corporation or partnership, or an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? If "Yes," complete Part IX		88a		X
b	At any time during the year did the organization, directly or indirectly, own a controlled entity within the meaning of section 512(b)(13)? If "Yes " complete Part XI ▶		88b		X
89 a	*501(c)(3) organizations* Enter Amount of tax imposed on the organization during the year under section 4911 ▶ 0 , section 4912 ▶ 0 , section 4955 ▶ 0				
b	*501(c)(3) and 501(c)(4) orgs* Did the organization engage in any section 4958 excess benefit transaction during the year or did it become aware of an excess benefit transaction from a prior year? If "Yes," attach a statement explaining each transaction		89b		X
c	Enter Amount of tax imposed on the organization managers or disqualified persons during the year under sections 4912, 4955, and 4958 ▶	0			
d	Enter Amount of tax on line 89c, above, reimbursed by the organization ▶	0			
e	*All organizations* At any time during the tax year, was the organization a party to a prohibited tax shelter transaction?		89e		X
f	*All organizations* Did the organization acquire a direct or indirect interest in any applicable insurance contract?		89f		X
g	*For supporting organizations and sponsoring organizations maintaining donor advised funds* Did the supporting organization or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year?		89g		X

90 a List the states with which a copy of this return is filed ▶ CA

b Number of employees employed in the pay period that includes March 12, 2007 (See instructions) **90b** 9

91 a The books are in care of ▶ Name Equal Justice Society Telephone no ▶ 415-288-8700
Located at ▶ 220 Sansome St 14th Floor City San Francisco ST CA ZIP + 4 ▶ 94104

			Yes	No
b	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)?	91b		X
	If "Yes," enter the name of the foreign country ▶			
	See the instructions for exceptions and filing requirements for **Form TD F 90-22.1,** Report of Foreign Bank and Financial Accounts			

Part VI Other Information *(continued)*

			Yes	No
c	At any time during the calendar year, did the organization maintain an office outside of the United States? If "Yes," enter the name of the foreign country ▶	91c		X

92 *Section 4947(a)(1) nonexempt charitable trusts filing Form 990 in lieu of* **Form 1041**—Check here ▶ ☐
and enter the amount of tax-exempt interest received or accrued during the tax year ▶ 92 N/A

Part VII Analysis of Income-Producing Activities *(See the instructions.)*

Note: *Enter gross amounts unless otherwise indicated*

	Unrelated business income		Excluded by section 512, 513, or 514		(E) Related or exempt function income
	(A) Business code	(B) Amount	(C) Exclusion code	(D) Amount	
93 Program service revenue					
a Honorarium					2,800
b					
c					
d					
e					
f Medicare/Medicaid payments					
g Fees and contracts from government agencies					
94 Membership dues and assessments					
95 Interest on savings and temporary cash investments			14	1,239	
96 Dividends and interest from securities					
97 Net rental income or (loss) from real estate					
a debt-financed property					
b not debt-financed property					
98 Net rental income or (loss) from personal property					
99 Other investment income					
100 Gain or (loss) from sales of assets other than inventory					
101 Net income or (loss) from special events					
102 Gross profit or (loss) from sales of inventory					
103 Other revenue a Miscellaneous			01	912	
b					
c					
d					
e					
104 Subtotal (add columns (B), (D), and (E))		0		2,151	2,800
105 **Total** (add line 104, columns (B), (D), and (E)) ▶					4,951

Note: *Line 105 plus line 1e, Part I, should equal the amount on line 12, Part I*

Part VIII Relationship of Activities to the Accomplishment of Exempt Purposes *(See the instructions.)*

Line No. ▼	Explain how each activity for which income is reported in column (E) of Part VII contributed importantly to the accomplishment of the organization's exempt purposes (other than by providing funds for such purposes)
93a	Revenue received as honorarium in exchange for speaking engagements for EJS staff

Part IX Information Regarding Taxable Subsidiaries and Disregarded Entities *(See the instructions.)*

(A) Name, address, and EIN of corporation, partnership, or disregarded entity	(B) Percentage of ownership interest	(C) Nature of activities	(D) Total income	(E) End-of-year assets
N/A	%		0	0
	%		0	0
	%		0	0
	%		0	0

Part X Information Regarding Transfers Associated with Personal Benefit Contracts *(See the instructions.)*

(a) Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? ☐ Yes ☒ No

(b) Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? ☐ Yes ☒ No

Note: *If "Yes" to* ***(b)****, file Form 8870* ***and*** *Form 4720 (see instructions)*

Part XI **Information Regarding Transfers To and From Controlled Entities.** *Complete only if the organization is a controlling organization as defined in section 512(b)(13)*

		Yes	No
106	Did the reporting organization **make** any transfers **to** a controlled entity as defined in section 512(b)(13) of the Code? If "Yes," complete the schedule below for each controlled entity.		X

	(A) Name, address, of each controlled entity	(B) Employer Identification Number	(C) Description of transfer	(D) Amount of transfer
a	N/A			
b				
c				
	Totals			0

		Yes	No
107	Did the reporting organization **receive** any transfers **from** a controlled entity as defined in section 512(b)(13) of the Code? If "Yes," complete the schedule below for each controlled entity		X

	(A) Name, address, of each controlled entity	(B) Employer Identification Number	(C) Description of transfer	(D) Amount of transfer
a	N/A			
b				
c				
	Totals			0

		Yes	No
108	Did the organization have a binding written contract in effect on August 17, 2006, covering the interest, rents, royalties, and annuities described in question 107 above?		X

Please Sign Here

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

David J Salniker — Signature of officer — Date 5-13-08

David Salniker, Dir. of Admin. + Finance — Type or print name and title

Paid Preparer's Use Only

Preparer's signature	Crosby & Kaneda	Date 5/7/2008	Check if self-employed ☐	Preparer's SSN or PTIN (See Gen Inst X)
Firm's name (or yours if self-employed), address, and ZIP + 4	Crosby & Kaneda, Certified Public Accountants	EIN	94-3243888	
	1611 Telegraph Ave , Ste 318 Oakland, CA 94612	Phone no	510-835-2727	

SCHEDULE A (Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Organization Exempt Under Section 501(c)(3)

(Except Private Foundation) and Section 501(e), 501(f), 501(k), 501(n), or 4947(a)(1) Nonexempt Charitable Trust

Supplementary Information—(See separate instructions.)

▶ MUST be completed by the above organizations and attached to their Form 990 or 990-EZ

OMB No 1545-0047

2007

Name of the organization: Equal Justice Society

Employer identification number: 20-0490698

Part I Compensation of the Five Highest Paid Employees Other Than Officers, Directors, and Trustees

(See page 1 of the instructions List each one If there are none, enter "None ")

(a) Name and address of each employee paid more than $50 000	(b) Title and average hours per week devoted to position	(c) Compensation	(d) Contributions to employee benefit plans & deferred compensation	(e) Expense account and other allowances
Kimberly D Thomas Rapp, 220 Sansome St 14th Fl San Francisco CA 94105	Dir of Law and Policy	93,758	9,123	0
Mike J Galvadon, 220 Sansome St 14th Fl San Francisco, 94105	Development Dir	80,238	22,838	0
Swati Kapadia, 220 Sansome St 14th Fl San Francisco, CA 94105	Executive / Fin Assist	53,354	10,294	0
Keith K Kamisugi 220 Sansome St 14th Fl San Francisco, CA 94105	Asso Dir of Comm	67,527	11,203	0

Total number of other employees paid over $50 000 ▶ 0

Part II-A Compensation of the Five Highest Paid Independent Contractors for Professional Services

(See page 2 of the instructions List each one (whether individuals or firms) If there are none, enter "None ")

(a) Name and address of each independent contractor paid more than $50 000	(b) Type of service	(c) Compensation
None		

Total number of others receiving over $50 000 for professional services ▶ 0

Part II-B Compensation of the Five Highest Paid Independent Contractors for Other Services

(List each contractor who performed services other than professional services, whether individuals or firms If there are none, enter "None " See page 2 of the instructions)

(a) Name and address of each independent contractor paid more than $50,000	(b) Type of service	(c) Compensation
None		

Total number of other contractors receiving over $50,000 for other services ▶ 0

Part III **Statements About Activities** (See page 2 of the instructions)

			Yes	No
1	During the year has the organization attempted to influence national, state, or local legislation including any attempt to influence public opinion on a legislative matter or referendum? If "Yes " enter the total expenses paid or incurred in connection with the lobbying activities ▶ $ 5,366 (Must equal amounts on line 38 Part VI-A or line i of Part VI-B)	1	X	
	Organizations that made an election under section 501(h) by filing Form 5768 must complete Part VI-A Other organizations checking 'Yes" must complete Part VI-B AND attach a statement giving a detailed description of the lobbying activities			
2	During the year has the organization either directly or indirectly engaged in any of the following acts with any substantial contributors trustees, directors officers creators, key employees or members of their families or with any taxable organization with which any such person is affiliated as an officer, director, trustee, majority owner or principal beneficiary? *(If the answer to any question is "Yes," attach a detailed statement explaining the transactions)*			
a	Sale, exchange or leasing of property?	2a		X
b	Lending of money or other extension of credit?	2b		X
c	Furnishing of goods services or facilities?	2c		X
d	Payment of compensation (or payment or reimbursement of expenses if more than $1,000)? See Part V 990	2d	X	
e	Transfer of any part of its income or assets?	2e		X
3 a	Did the organization make grants for scholarships fellowships student loans etc ? (If "Yes," attach an explanation of how the organization determines that recipients qualify to receive payments)	3a		X
b	Did the organization have a section 403(b) annuity plan for its employees?	3b	X	
c	Did the organization receive or hold an easement for conservation purposes including easements to preserve open space, the environment historic land areas or historic structures? If "Yes," attach a detailed statement	3c		X
d	Did the organization provide credit counseling debt management credit repair or debt negotiation services?	3d		X
4 a	Did the organization maintain any donor advised funds? If "Yes " complete lines 4b through 4g If "No " complete lines 4f and 4g	4a		X
b	Did the organization make any taxable distributions under section 4966?	4b		X
c	Did the organization make a distribution to a donor donor advisor or related person?	4c		X
d	Enter the total number of donor advised funds owned at the end of the tax year ▶	N/A		
e	Enter the aggregate value of assets held in all donor advised funds owned at the end of the tax year ▶	N/A		
f	Enter the total number of separate funds or accounts owned at the end of the tax year (excluding donor advised funds included on line 4d) where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts ▶	N/A		
g	Enter the aggregate value of assets held in all funds or accounts included on line 4f at the end of the tax year ▶	N/A		

Part IV Reason for Non-Private Foundation Status (See pages 4 through 8 of the instructions)

I certify that the organization is not a private foundation because it is (Please check only ONE applicable box)

5 ☐ A church, convention of churches, or association of churches Section 170(b)(1)(A)(i)

6 ☐ A school Section 170(b)(1)(A)(ii) (Also complete Part V)

7 ☐ A hospital or a cooperative hospital service organization Section 170(b)(1)(A)(iii)

8 ☐ A federal, state, or local government or governmental unit Section 170(b)(1)(A)(v)

9 ☐ A medical research organization operated in conjunction with a hospital Section 170(b)(1)(A)(iii) **Enter the hospital's name, city, and state** ▶ City ST Country

10 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit Section 170(b)(1)(A)(iv) (Also complete the **Support Schedule** in Part IV-A)

11 a ☒ An organization that normally receives a substantial part of its support from a governmental unit or from the general public Section 170(b)(1)(A)(vi) (Also complete the **Support Schedule** in Part IV-A)

11 b ☐ A community trust Section 170(b)(1)(A)(vi) (Also complete the **Support Schedule** in Part IV-A)

12 ☐ 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 charitable, etc , 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) (Also complete the **Support Schedule** in Part IV-A)

13 ☐ An organization that is not controlled by any disqualified persons (other than foundation managers) and otherwise meets the requirements of section 509(a)(3) Check the box that describes the type of supporting organization

☐ Type I ☐ Type II ☐ Type III-Functionally Integrated ☐ Type III-Other

Provide the following information about the supported organizations. (See page 8 of the instructions)

(a) Name(s) of supported organization(s)	(b) Employer identification number (EIN)	(c) Type of organization (described in lines 5 through 12 above or IRC section)	(d) Is the supported organization listed in the supporting organization's governing documents? Yes	No	(e) Amount of support
					0
					0
					0
					0
					0
					0
Total				▶	0

14 ☐ An organization organized and operated to test for public safety Section 509(a)(4) (See page 8 of the instructions)

Part IV-A **Support Schedule** (Complete only if you checked a box on line 10, 11, or 12) ***Use cash method of accounting.***

Note: *You may use the worksheet in the instructions for converting from the accrual to the cash method of accounting*

	Calendar year (or fiscal year beginning in) ▶	(a) 2006	(b) 2005	(c) 2004	(d) 2003	(e) Total
15	Gifts, grants, and contributions received (Do not include unusual grants See line 28)	1,116,106	1,261,289	930,337	N/A	3,307,732
16	Membership fees received					0
17	Gross receipts from admissions, merchandise sold or services performed or furnishing of facilities in any activity that is related to the organization's charitable etc , purpose	43,535	75,000	9,633		128,168
18	Gross income from interest dividends amounts received from payments on securities loans (section 512(a)(5)), rents royalties, income from similar sources and unrelated business taxable income (less section 511 taxes) from businesses acquired by the organization after June 30, 1975	0	0	20		20
19	Net income from unrelated business activities not included in line 18					0
20	Tax revenues levied for the organization's benefit and either paid to it or expended on its behalf					0
21	The value of services or facilities furnished to the organization by a governmental unit without charge Do not include the value of services or facilities generally furnished to the public without charge					0
22	Other income Attach a schedule Do not include gain or (loss) from sale of capital assets MISC	28	3 417	0		3,445
23	Total of lines 15 through 22	1,159,669	1,339,706	939,990	0	3,439,365
24	Line 23 minus line 17	1,116,134	1,264,706	930 357	0	3,311,197
25	Enter 1% of line 23	11,597	13,397	9,400	0	

26 Organizations described on lines 10 or 11 a Enter 2% of amount in column (e), line 24 ▶ 26a 66,224

b Prepare a list for your records to show the name of and amount contributed by each person (other than a governmental unit or publicly supported organization) whose total gifts for 2003 through 2006 exceeded the amount shown in line 26a **Do not file this list with your return** Enter the total of all these excess amounts ▶ 26b 1,482,656

c Total support for section 509(a)(1) test Enter line 24 column (e) ▶ 26c 3,311,197

d Add Amounts from column (e) for lines 18 20 19 ____ 22 3,445 26b 1,482,656 ▶ 26d 1,486,121

e Public support (line 26c minus line 26d total) ▶ 26e 1,825,076

f **Public support percentage (line 26e (numerator) divided by line 26c (denominator))** ▶ 26f 55 12%

27 Organizations described on line 12 a For amounts included in lines 15 16 and 17 that were received from a "disqualified person," prepare a list for your records to show the name of and total amounts received in each year from each "disqualified person " **Do not file this list with your return** Enter the sum of such amounts for each year

(2006) ________ (2005) ________ (2004) ________ (2003) ________

b For any amount included in line 17 that was received from each person (other than "disqualified persons") prepare a list for your records to show the name of and amount received for each year that was more than the **larger** of **(1)** the amount on line 25 for the year or **(2)** $5,000 (Include in the list organizations described in lines 5 through 11b as well as individuals) **Do not file this list with your return** *After computing the difference between the amount received and the larger amount described in* **(1)** *or* **(2)** *enter the sum of these differences (the excess amounts) for each year*

(2006) ________ (2005) ________ (2004) ________ (2003) ________

c Add Amounts from column (e) for lines 15 ____ 16 ____ 17 ____ 20 ____ 21 ____ ▶ 27c 0

d Add Line 27a total ____ and line 27b total ____ ▶ 27d 0

e Public support (line 27c total minus line 27d total) ▶ 27e 0

f Total support for section 509(a)(2) test Enter amount from line 23, column (e) ▶ 27f

g **Public support percentage (line 27e (numerator) divided by line 27f (denominator))** ▶ 27g 0 00%

h **Investment income percentage (line 18, column (e) (numerator) divided by line 27f (denominator))** ▶ 27h 0 00%

28 Unusual Grants For an organization described in line 10 11 or 12 that received any unusual grants during 2003 through 2006, prepare a list for your records to show for each year the name of the contributor the date and amount of the grant and a brief description of the nature of the grant **Do not file this list with your return** Do not include these grants in line 15

Part V **Private School Questionnaire** (See page 9 of the instructions)
(To be completed ONLY by schools that checked the box on line 6 in Part IV) **N/A**

			Yes	No
29	Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body?	29		
30	Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships?	30		
31	Has the organization publicized its racially nondiscriminatory policy through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves?	31		
	If "Yes," please describe, if "No," please explain (If you need more space, attach a separate statement)			
32	Does the organization maintain the following			
a	Records indicating the racial composition of the student body, faculty, and administrative staff?	32a		
b	Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?	32b		
c	Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?	32c		
d	Copies of all material used by the organization or on its behalf to solicit contributions?	32d		
	If you answered "No" to any of the above, please explain (If you need more space, attach a separate statement)			
33	Does the organization discriminate by race in any way with respect to			
a	Students' rights or privileges?	33a		
b	Admissions policies?	33b		
c	Employment of faculty or administrative staff?	33c		
d	Scholarships or other financial assistance?	33d		
e	Educational policies?	33e		
f	Use of facilities?	33f		
g	Athletic programs?	33g		
h	Other extracurricular activities?	33h		
	If you answered "Yes" to any of the above, please explain (If you need more space, attach a separate statement)			
34 a	Does the organization receive any financial aid or assistance from a governmental agency?	34a		
b	Has the organization's right to such aid ever been revoked or suspended? If you answered "Yes" to either 34a or b, please explain using an attached statement	34b		
35	Does the organization certify that it has complied with the applicable requirements of sections 4 01 through 4 05 of Rev Proc 75-50, 1975-2 C B 587, covering racial nondiscrimination? If "No," attach an explanation	35		

Part VI-A **Lobbying Expenditures by Electing Public Charities** (See page 11 of the instructions)
(To be completed **ONLY** by an eligible organization that filed Form 5768)

Check ▶ a ☐ if the organization belongs to an affiliated group Check ▶ b ☐ if you checked "a" and "limited control" provisions apply

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred)		(a) Affiliated group totals	(b) To be completed for all electing organizations
36 Total lobbying expenditures to influence public opinion (grassroots lobbying)	36	0	0
37 Total lobbying expenditures to influence a legislative body (direct lobbying)	37	0	5,366
38 Total lobbying expenditures (add lines 36 and 37)	38	0	5,366
39 Other exempt purpose expenditures	39	0	1,233,237
40 Total exempt purpose expenditures (add lines 38 and 39)	40	0	1,238,603
41 Lobbying nontaxable amount Enter the amount from the following table—	41	0	198,860
42 Grassroots nontaxable amount (enter 25% of line 41)	42	0	49,715
43 Subtract line 42 from line 36 Enter -0- if line 42 is more than line 36	43	0	0
44 Subtract line 41 from line 38 Enter -0- if line 41 is more than line 38	44	0	0

If the amount on line 40 is—	The lobbying nontaxable amount is—
Not over $500,000	20% of the amount on line 40
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

Caution: *If there is an amount on either line 43 or line 44, you must file Form 4720*

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 instructions for lines 45 through 50 on page 13 of the instructions)

	Lobbying Expenditures During 4-Year Averaging Period				
Calendar year (or fiscal year beginning in) ▶	(a) 2007	(b) 2006	(c) 2005	(d) 2004	(e) Total
45 Lobbying nontaxable amount	198,860	161,484	183,340	170,083	713,767
46 Lobbying ceiling amount (150% of line 45(e))					1,070,651
47 Total lobbying expenditures	5,366	242,226	42,009	15,000	304,601
48 Grassroots nontaxable amount	49,715	40,371	45,835	42,521	178,442
49 Grassroots ceiling amount (150% of line 48(e))					267,663
50 Grassroots lobbying expenditures	0	0	15,000	5,000	20,000

Part VI-B **Lobbying Activity by Nonelecting Public Charities**
(For reporting only by organizations that did not complete Part VI-A) (See page 14 of the instructions) **N/A**

During the year, did the organization attempt to influence national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of	Yes	No	Amount
a Volunteers		X	
b Paid staff or management (Include compensation in expenses reported on lines c through h)		X	
c Media advertisements		X	
d Mailings to members, legislators, or the public		X	
e Publications, or published or broadcast statements		X	
f Grants to other organizations for lobbying purposes		X	
g Direct contact with legislators, their staffs, government officials, or a legislative body		X	
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any other means		X	
i Total lobbying expenditures (Add lines c through h.)			0

If "Yes" to any of the above, also attach a statement giving a detailed description of the lobbying activities

Part VII Information Regarding Transfers To and Transactions and Relationships With Noncharitable Exempt Organizations (See page 14 of the instructions)

51 Did the reporting organization directly or indirectly engage in any of the following with any other organization described in section 501(c) of the Code (other than section 501(c)(3) organizations) or in section 527, relating to political organizations?

		Yes	No
a Transfers from the reporting organization to a noncharitable exempt organization of			
(i) Cash	51a(i)		X
(ii) Other assets	a(ii)		X
b Other transactions			
(i) Sales or exchanges of assets with a noncharitable exempt organization	b(i)		X
(ii) Purchases of assets from a noncharitable exempt organization	b(ii)		X
(iii) Rental of facilities, equipment, or other assets	b(iii)		X
(iv) Reimbursement arrangements	b(iv)		X
(v) Loans or loan guarantees	b(v)		X
(vi) Performance of services or membership or fundraising solicitations	b(vi)		X
c Sharing of facilities, equipment, mailing lists, other assets, or paid employees	c		X

d If the answer to any of the above is "Yes," complete the following schedule Column (b) should always show the fair market value of the goods, other assets, or services given by the reporting organization If the organization received less than fair market value in any transaction or sharing arrangement, show in column (d) the value of the goods, other assets, or services received

(a) Line no	(b) Amount involved	(c) Name of noncharitable exempt organization	(d) Description of transfers, transactions, and sharing arrangements

52 a Is the organization directly or indirectly affiliated with, or related to, one or more tax-exempt organizations described in section 501(c) of the Code (other than section 501(c)(3)) or in section 527? ☐ Yes ☒ No

b If "Yes," complete the following schedule

(a) Name of organization	(b) Type of organization	(c) Description of relationship

Equal Justice Society
20-0490698
Year Ended December 31, 2007

Statement 1
Form 990, Part II
Line 22
Grants and Allocations

Lawyers Committee for Civil Rights 131 Steuart St, # 400 San Francisco, CA 94105 $500 Contribution for Martin Luther King Luncheon UC Student Assoc 385 Grand Ave, Suite 302 Oakland, CA 94610 $50 contribution National Lawyers Guild 558 Capp SF 94110 $250 – ad in dinner journal Impact Fund 125 University Berkeley, CA 94710 $350 contribution Legal Services of Northern California 515 12th St Sacramento. CA 95814 $1,000 contribution ACLU of Northern Calif 39 Drumm St SF 94111 $250 contrib Love Life Foundaion PO Box 70351 Oakland 94612 $750 contribution	CTWO 1218 E 21st St Oakland. cA 94606 $100 for ad Calif For Justice 1611 Telegraph Ave #317 Oakland. CA 94612 $100 for ad in journal Data Center 4200 Park Blvd #128 Oakland 94602 $500 Applied Research Center 900 Alice St. #400 Oakland 94607 $500 Kirwan Institute Ohio State Univ 423 Mendenhall Lab 125 So Oval Drive Columbus Ohio 42310 $500 contribution Justice Matters 605 Market St.. # 1350 San Francisco. CA 94105 $250 Contribution	Angela Hierro 77 Beale Street Mail Code B32 San Francisco. CA 9410 $50 for Robert Harris event **Total $5,150**

Disk Tax
File EJS TaxSch07 xls
Sheet Grants

Equal Justice Society
20-0490698
Year Ended December 31, 2007

Statement 2
Part II, Line 42
Part IV, Line 57b
Fixed Asset Schedule

No.	Description	Date acquired	Cost Basis	Prior Depr.	Rate	Current Depr.	Net Book Value
1	Computer	1/20/04	1,933	1,289	0 3333	644	-
2	Office Furniture - various	1/20/04	7,302	3 212	0 2000	1,460	2,629
3	Office Furniture - desk for Eva	1/20/04	2,474	1,088	0 2000	495	891
4	Office Furniture - workstations	2/12/04	812	357	0 2000	162	293
5	Office Furniture - 3 lateral file cabinets	3/26/04	1,221	537	0 2000	244	440
6	Office Furniture - conference table	4/15/04	6,114	2,690	0 2000	1,223	2,201
7	Office Furniture - ergonomic chairs	5/9/05	1,928	540	0 2000	386	1,002
8	Office Furniture - custom cabinet	3/14/06	1,800	180	0 2000	360	1,260
9	Computer - servers and network upgrades	1/3/06	22,341	3 724	0 3333	7,447	11,171
10	Computer - cable system for network upgrade	1/16/06	1,823	304	0 3333	608	911
11	Laptop	5/17/07	2,339	-	0 1667	390	1,949
			50,087	13 921		13,419	22,747

Disk Tax
File EJS TaxSch07 xls
Sheet FA

Equal Justice Society
20-0490698
Year Ended December 31, 2007

Statement 3
Form 990
Part III
Statement of Program Service Accomplishments

The Equal Justice Society (EJS) is a national advocacy organization strategically advancing racial justice through law and public policy, communications and the arts, and alliance building We play two essential roles in advancing racial justice 1) to serve as a catalyst to draw more institutional and public attention to race, and 2) to serve as a connective tissue for disparate groups with an interest in advancing a racial justice agenda who lack the capacity to gather the momentum necessary to effect structural change.

Fulfilling a critical role as a West Coast-based national civil rights organization, the mission of EJS is to give voice to those reaching for racial and social justice. Using a three-prong strategy of law and public policy discourse, cross-disciplinary convenings of scholars and activists, and strategic public communications, EJS seeks to restore racial issues to the national consciousness, build effective alliances for social justice, and create a meaningful dialogue on the positive role of government.

The foundation of EJS is based on the premise that justice cannot be achieved when the law fails to reflect actual experience. To that end, EJS engaged in the following program and projects:

- Organized and coordinated several strategic convenings of legal scholars, attorneys, social scientists and communication experts to counter recent attempts to limit protections of the Equal Protection clause and anti-discrimination laws. Examined current litigation by the EEOC. Compared use of the "intent doctrine" by U.S. Courts to limit remedies in discrimination cases to comparative cases nationally and internationally.
- Initiated a convening of Supreme Court scholars, litigators and legal service organizations to assess the impact of the recent Supreme Court decisions and recent appointees to the Court. Analyzed other Federal Court nominees regarding civil rights and provided leadership to the California Coalition for Fair and Independent Judges. Met with Federal Judges to present research on unconscious bias and its potential impact on issues of "intent."
- Continued to explore the impact of anti-affirmative action legislation and to defend and promote the need for affirmative action by communicating with the public and policy makers about policies and practices aimed at protecting diversity in our public institutions. Worked with coalitions regionally and nationally to examine impact of anti-affirmative action legislation on public education, public emplyment and contracting
- Commissioned or sponsored creative, artistic performances celebrating racial or ethnic history, including an original performance by a highly regarded ballet company and also the performance of a jazz "oratorio" celebrating the life of Harriet Tubman. Worked through various multi-media to examine presentations of race in the media and to expand coverage of racial jusice issues
- Held a community forum on tensions regarding immigration issues in the Black and Brown communities with speakers from leading organizations and the public

Equal Justice Society
20-0490698
Year Ended December 31, 2007

Statement 4
Form 990
Part V
List of Officers, Directors, Trustee, and Key Employees

John Bonifaz	Margaret Russell
Kate Kendell, Treasurer	Eric Yamamoto **
James Brosnaham	Anthony Solana. Chair
Eva Paterson, President	Tobias Wolf, Secretary

All Directors and officers serve approximately 3-5 hours per month without compensation, with the exception of Eva Paterson, President of the Organization.

** Board member Eric Yamamoto received $2,000 in stipends as part of the organization's-Hawaii Law School Scholar Advocate Program. He served as the faculty advisor of the program.

The address of all directors and officers is: 220 Sansome Street, 14th Floor
San Francisco, CA 94105

Equal Justice Society
20-0490698
Year Ended December 31, 2007

Statement 3
Form 990
Part III
Statement of Program Service Accomplishments Continued

- Continued to work with education unions to explore unconscious bias in the classroom and its impact on the achievement gap. Expanded a pilot project with a California school district, did extensive survey of the literature regarding unconscious bias and potential interventions, and collaborated with national experts and organizations in addressing unconscious bias.