



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.

A For the 2021 calendar year, or tax year beginning 01-01-2021 , and ending 12-31-2021

B Check if applicable:

☐ Address change

☐ Name change

☐ Initial return

☐ Final return/terminated

☐ Amended return

☐ Application pending

C Name of organization LAMBDA LEGAL DEFENSE & EDUCATION FUND INC		D Employer identification number 23-7395681
Doing business as		
Number and street (or P.O. box if mail is not delivered to street address) 120 WALL STREET 19TH FLOOR	Room/suite	E Telephone number (212) 809-8585
City or town, state or province, country, and ZIP or foreign postal code NEW YORK, NY 100053904		G Gross receipts \$ 161,155,466

F Name and address of principal officer: AMANDA WYATT 120 WALL STREET 19TH FLOOR NEW YORK, NY 100053904		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.LAMBDALEGAL.ORG		

K Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶	L Year of formation: 1973	M State of legal domicile: NY
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Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: THE LAMBDA LEGAL DEFENSE AND EDUCATION FUND, INC. ("LAMBDA LEGAL") IS A NATIONAL ORGANIZATION COMMITTED TO ACHIEVING FULL RECOGNITION OF THE CIVIL RIGHTS OF LESBIANS, GAY MEN, BISEXUALS, TRANSGENDER PEOPLE AND ANYONE WITH HIV THROUGH IMPACT LITIGATION, EDUCATION AND PUBLIC POLICY WORK.		
	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	33
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	33
	5 Total number of individuals employed in calendar year 2021 (Part V, line 2a)	5	136
6 Total number of volunteers (estimate if necessary)	6	33	
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	
Revenue		Prior Year	Current Year
	8 Contributions and grants (Part VIII, line 1h)	24,661,820	35,540,607
	9 Program service revenue (Part VIII, line 2g)	240,385	1,300,405
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	505,394	4,839,644
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	85,205	4,143
	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	25,492,804	41,684,799
	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	0	450,000
Expenses	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)	12,037,869	14,061,197
	16a Professional fundraising fees (Part IX, column (A), line 11e)	218,000	202,400
	b Total fundraising expenses (Part IX, column (D), line 25) <u>5,432,423</u>		
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	5,916,472	7,420,346
	18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	18,172,341	22,133,943
	19 Revenue less expenses. Subtract line 18 from line 12	7,320,463	19,550,856
	Net Assets or Fund Balances		Beginning of Current Year
20 Total assets (Part X, line 16)		29,437,377	47,040,601
21 Total liabilities (Part X, line 26)		6,027,571	4,773,778
22 Net assets or fund balances. Subtract line 21 from line 20		23,409,806	42,266,823

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	2022-10-13
	AMANDA WYATT CFO Type or print name and title	Date

Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date 2022-09-28	Check ☐ if self-employed	PTIN P00535099
	Firm's name ▶ CBIZ MARKS PANETH LLC			Firm's EIN ▶ 87-3707167	
	Firm's address ▶ 685 THIRD AVENUE NEW YORK, NY 10017			Phone no. (212) 503-8800	

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:

THE LAMBDA LEGAL DEFENSE AND EDUCATION FUND, INC. IS A NATIONAL ORGANIZATION COMMITTED TO ACHIEVING FULL RECOGNITION OF THE CIVIL RIGHTS OF LESBIANS, GAY MEN, BISEXUALS, TRANSGENDER PEOPLE AND ANYONE WITH HIV THROUGH IMPACT LITIGATION, EDUCATION AND PUBLIC POLICY WORK.

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 \$ 8,114,438 including grants of \$ 450,000) (Revenue \$ 1,304,548)
	FOR NEARLY FIFTY YEARS, LAMBDA LEGAL HAS BEEN THE NATION'S LARGEST LEGAL ADVOCACY ORGANIZATION WORKING TO ADVANCE AND PROTECT THE CIVIL RIGHTS OF LESBIAN, GAY, BISEXUAL, TRANSGENDER, AND QUEER (LGBTQ+) PEOPLE AND EVERYONE LIVING WITH HIV THROUGH LITIGATION, POLICY ADVOCACY AND PUBLIC EDUCATION EFFORTS AT THE FEDERAL, STATE AND LOCAL LEVELS. IN 2021, OUR PROGRAMMATIC EFFORTS ALIGNED WITH OUR TWO TOP PROGRAMMATIC PRIORITIES, AS IDENTIFIED IN OUR 5 YEAR STRATEGIC PLAN: (1) WINNING NEW PROTECTIONS FOR THE MOST VULNERABLE IN OUR COMMUNITY TO SECURE FULL LEGAL AND LIVED EQUALITY, AND (2) DEFENDING OUR COMMUNITY FROM ATTACKS DESIGNED TO ROLL BACK OUR RIGHTS.IN DEFINING THOSE WHO ARE MOST VULNERABLE AND IN GREATEST NEED OF ADDITIONAL LEGAL PROTECTIONS, WE HAVE IDENTIFIED THE FOLLOWING GROUPS AS AREAS OF INTENTION AND FOCUS IN OUR STRATEGIC PLAN: IMMIGRANTS SEEKING ASYLUM AND IN DETENTION; LGBTQ+ PEOPLE FACING SYSTEMIC DISCRIMINATION IN EMPLOYMENT, HOUSING, PUBLIC ACCOMMODATIONS, SOCIAL SERVICES, AND CREDIT; PEOPLE FACING BIAS IN OUR CRIMINAL LEGAL SYSTEM AND FROM POLICE, PARTICULARLY LGBTQ+ PEOPLE OF COLOR AND PEOPLE ENGAGING IN SEX WORK; PEOPLE LIVING WITH HIV FACING CRIMINALIZATION AND DISCRIMINATION; SENIORS; TRANSGENDER, GENDER NON-CONFORMING AND NONBINARY PEOPLE NEEDING HEALTH CARE, IDENTITY DOCUMENTS, AND OTHER FORMS OF CARE AND RECOGNITION; AND YOUTH IN SCHOOLS AND IN OTHER GOVERNMENT SYSTEMS SUCH AS FOSTER CARE. AS FOR DEFENDING HARD-WON RIGHTS, WE ARE FOCUSED ON DEFENDING MARRIAGE EQUALITY, PROTECTING NONDISCRIMINATION PROTECTIONS FROM DILUTION, AND FENDING OFF ATTACKS ON TRANSGENDER AND NONBINARY PEOPLE. WE HAVE ACHIEVED MAJOR VICTORIES IN EACH OF THESE AREAS, SOME OF WHICH WE HIGHLIGHT BELOW. WITH THE CHANGE IN ADMINISTRATION IN JANUARY 2021, WE WERE ABLE TO RESOLVE A NUMBER OF HIGH PROFILE AND LONG-RUNNING CASES ON BEHALF OF OUR COMMUNITY, INCLUDING OUR CHALLENGE TO THE BAN ON MILITARY SERVICE BY TRANSGENDER PEOPLE AND OUR CHALLENGE TO AN EXECUTIVE ORDER PROHIBITING FEDERAL CONTRACTORS AND GRANTEES FROM ADDRESSING SYSTEMIC RACISM AND SEX DISCRIMINATION IN THE COURSE OF THEIR WORK, WHICH OFTEN INVOLVES EDUCATION AND OUTREACH EFFORTS TO COMMUNITIES WHO ARE LIVING WITH THE NEGATIVE CONSEQUENCES OF SUCH DISCRIMINATION. WE WERE ALSO ABLE TO SUCCESSFULLY RESOLVE OUR CASE AGAINST THE SOCIAL SECURITY ADMINISTRATION FOR DENYING SURVIVORS BENEFITS TO SAME-SEX SPOUSES AND PARTNERS WHO WERE NOT ABLE TO SATISFY THAT AGENCY'S 9-MONTH MARRIAGE ELIGIBILITY REQUIREMENT DUE TO BARRIERS TO MARRIAGE EQUALITY THAT WERE ONLY ELIMINATED BY THE OBERGEFELL V. HODGES DECISION, WHICH LAMBDA LEGAL WON IN 2015. THIS VICTORY, PART OF OUR ONGOING DEFENSE OF MARRIAGE EQUALITY, RESULTED IN HUNDREDS OF THOUSANDS OF DOLLARS IN LONG OVERDUE BENEFITS BEING PAID TO LGBTQ+ SENIORS, PROVIDING THEM WITH THE GREATER ECONOMIC SECURITY THAT THESE BENEFITS WERE INTENDED TO PROVIDE. SEVERAL OTHER CASES FILED DURING THE TRUMP ADMINISTRATION TO BLOCK DANGEROUS AND ILLEGAL RULE CHANGES CONTINUED THROUGH 2021, INCLUDING OUR CHALLENGE TO THE ROLLBACK OF REGULATIONS IMPLEMENTING THE NONDISCRIMINATION PROTECTIONS OF THE AFFORDABLE CARE ACT AND OUR CHALLENGE TO AN ELEVENTH-HOUR TRUMP ADMINISTRATION RULE ROLLING BACK NONDISCRIMINATION PROTECTIONS IN HEALTH AND WELFARE PROGRAMS FUNDED WITH TAXPAYER DOLLARS, INCLUDING MANY PROGRAMS SUPPORTING SENIORS AND YOUTH. FOLLOWING THE SUPREME COURT'S DECISION IN FULTON V. CITY OF PHILADELPHIA, IN WHICH WE FILED AN AMICUS BRIEF, WE HAVE CONTINUED TO LITIGATE MULTIPLE CASES INVOLVING DISCRIMINATION AGAINST SAME-SEX COUPLES WHO ARE DENIED THE OPPORTUNITY TO APPLY TO BE FOSTER OR ADOPTIVE PARENTS BY RELIGIOUS ENTITIES WHO HAVE CONTRACTED WITH THE STATE TO PROVIDE CHILD WELFARE PLACEMENT AND RELATED SERVICES WITH TAXPAYER DOLLARS.THE ONSLAUGHT OF STATE LEGISLATIVE ATTACKS AGAINST TRANSGENDER YOUTH REQUIRED SIGNIFICANT ATTENTION THROUGHOUT 2021. WE FILED TWO FEDERAL LAWSUITS, ONE IN WEST VIRGINIA AND ANOTHER IN TENNESSEE, ON BEHALF OF TRANSGENDER YOUTH BLOCKED FROM PARTICIPATION IN SCHOOL ATHLETIC PROGRAMS. WORKING WITH SIBLING ORGANIZATIONS AND PRO BONO COUNSEL, WE SECURED A PRELIMINARY INJUNCTION IN WEST VIRGINIA, WHICH ALLOWED OUR CLIENT TO PARTICIPATE ON HER SCHOOL'S FALL CROSS COUNTRY TEAM. WE ALSO EXPENDED CONSIDERABLE RESOURCES FIGHTING LEGISLATIVE EFFORTS TO BLOCK ACCESS TO GENDER-AFFIRMING HEALTHCARE FOR TRANSGENDER YOUTH IN PLACES LIKE ALABAMA AND TEXAS, AND PREPARING TO LITIGATE IF NEEDED. WE ALSO WORKED BOTH PUBLICLY AND BEHIND THE SCENES IN MANY OTHER STATES ALL OVER THE COUNTRY, FROM THE DEEP SOUTH TO THE MOUNTAIN WEST, TO DEFEAT OR STALL ANTI-LGBTQ LEGISLATION BY SUPPLYING LEGAL ANALYSIS TO LEGISLATORS AND EDUCATION AND ADVOCACY MATERIALS TO HELP ENGAGE THE GENERAL PUBLIC.WE CONTINUED OUR EFFORTS TO ROOT OUT DISCRIMINATORY BARRIERS TO GENDER-AFFIRMING HEALTHCARE, INCLUDING CHALLENGES TO STATE EMPLOYEE HEALTHCARE PROGRAMS IN NORTH CAROLINA AND WEST VIRGINIA, AND SIMILAR PROVISIONS IN STATE MEDICAID PROGRAMS, WHICH ARE THE MAIN SOURCE OF HEALTHCARE FOR LOWER INCOME PEOPLE. OUR MEDICAID CHALLENGE IN ALASKA CAME TO A SUCCESSFUL CONCLUSION WITH THE FINALIZATION OF A NEW REGULATION TO ENSURE COVERAGE FOR THOSE SEEKING GENDER AFFIRMING CARE, AND WE FILED A FRIEND OF THE COURT BRIEF IN SUPPORT OF A SIMILAR MEDICAID CHALLENGE IN ARIZONA, AMONG OTHER ACTIVITIES IN THIS AREA. WE ARE ALSO LITIGATING ON BEHALF OF CLIENTS DENIED MEDICALLY NECESSARY GENDER-AFFIRMING CARE BASED ON THEIR PRIVATE SECTOR EMPLOYERS' RELIGIOUS OBJECTIONS TO PROVIDING THE CARE. WE MADE TREMENDOUS PROGRESS IN OUR ONGOING EFFORT TO ENSURE THAT TRANSGENDER AND NONBINARY PEOPLE CAN OBTAIN GOVERNMENT IDENTITY DOCUMENTS WITH ACCURATE GENDER MARKERS. AFTER YEARS OF ADVOCACY, WE SECURED THE FIRST U.S. PASSPORT WITH AN X GENDER MARKER FOR OUR INTERSEX AND NONBINARY CLIENT, WHICH PAVED THE WAY FOR OTHERS TO BEING APPLYING FOR A PASSPORT WITH AN X MARKER IN 2022. LIKEWISE, THROUGH LITIGATION, WE SECURED A NONBINARY GENDER MARKER OPTION FOR NEW YORK STATE DRIVER'S LICENSES. WE CONTINUED CHALLENGING TENNESSEE'S DISCRIMINATORY BIRTH CERTIFICATE LAW, FILED A NEW LAWSUIT CHALLENGING SIMILARLY DISCRIMINATORY POLICIES IN NORTH CAROLINA, AND SUPPORTED RELATED LITIGATION ACROSS THE COUNTRY BY FILING AMICUS CURIAE (FRIEND OF THE COURT) BRIEFS. OUR WORK ON BEHALF OF YOUTH IN SCHOOLS AND YOUTH IN OUT-OF-HOME CARE CONTINUED TO YIELD POSITIVE RESULTS IN 2021. AFTER YEARS OF INVESTMENT, WE HELPED SECURE NEW NONDISCRIMINATION PROTECTIONS WITHIN THE ARIZONA CHILD WELFARE SYSTEM, AND WE CONTINUE EFFORTS TO IMPROVE PROTECTIONS IN STATES RANGING FROM MARYLAND TO NEW MEXICO. WE CONTINUED WORK WITH FEDERAL PARTNERS WITHIN THE DEPARTMENT OF JUSTICE TO ADDRESS THE OVERREPRESENTATION OF LGBTQ+ YOUTH, PARTICULARLY BLACK AND BROWN YOUTH, IN THE JUVENILE JUSTICE SYSTEM TO ENSURE THAT SYSTEM-INVOLVED YOUTH ARE FREE FROM DISCRIMINATION ON THE BASIS OF SEXUAL ORIENTATION, GENDER IDENTITY, AND GENDER EXPRESSION. WE FILED AN AMICUS BRIEF IN THE SUPREME COURT TO ENSURE THAT ANY RULING INTENDED TO PROTECT THE FIRST AMENDMENT RIGHTS OF STUDENTS TO ENGAGE IN OFF-CAMPUS SPEECH DID NOT CALL INTO QUESTION SCHOOL OFFICIALS' OBLIGATION TO ADDRESS HARASSMENT AND DISCRIMINATION, WHICH CAN DENY EQUAL EDUCATIONAL OPPORTUNITY FOR LGBTQ+ (AND OTHER) STUDENTS TARGETED BY SUCH CONDUCT. THE DECISION ULTIMATELY ISSUED BY THE SUPREME COURT IN THE CASE INCORPORATED THE ANALYSIS AND EMPHASIZED THE CONCERNS SET FORTH IN OUR AMICUS BRIEF. ON THE HIV FRONT, OUR MANY YEARS OF ADVOCACY IN ILLINOIS CAME TO FRUITIION WITH THE PASSAGE AND SIGNING INTO LAW OF A LONG OVERDUE HIV DECRIMINALIZATION BILL. WE CONTINUE TO ADDRESS HIV CRIMINALIZATION AND BIAS THROUGH DIRECT REPRESENTATION OF CLIENTS FACING SUCH DISCRIMINATION IN PLACES LIKE FLORIDA, AND BY USING OUR FAIR COURTS PROJECT ADVOCACY, INCLUDING COURT OFFICER TRAININGS, LEGAL ADVOCACY AND PUBLIC EDUCATION, TO ADDRESS JUDGE AND JUROR BIAS, AND TO ENHANCE THE EFFECTIVENESS OF EXISTING TOOLS TO ROOT OUT SEXUAL ORIENTATION, GENDER IDENTITY, AND HIV BIAS IN OUR CIVIL AND CRIMINAL LEGAL SYSTEMS. WITH RESPECT TO IMMIGRATION, IN THE BEGINNING OF 2021, WE SECURED A COURT ORDER BLOCKING IMPLEMENTATION OF THE TRUMP ADMINISTRATION'S "DEATH TO ASYLUM" RULE, WHICH WOULD HAVE DRAMATICALLY CURTAILED THE ABILITY OF LGBTQ+ PEOPLE AND PEOPLE LIVING WITH HIV FROM SEEKING ASYLUM AND REFUGE FROM COUNTRIES WHERE THEIR IDENTITY OR HIV STATUS PUT THEIR SAFETY AND HEALTH AT GRAVE RISK. WE ALSO FILED MULTIPLE AMICUS BRIEFS IN FEDERAL COURTS OF APPEALS ACROSS THE COUNTRY IN SUPPORT OF ASYLUM PETITIONS BROUGHT BY LGBTQ+ PEOPLE FLEEING PERSECUTION IN THEIR HOME COUNTRIES. OUR BRIEFS ADDRESS COMMONLY RECURRING ISSUES ABOUT WHAT SHOULD QUALIFY AS "CHANGED CIRCUMSTANCES" SUPPORTING A DISCRETIONARY WAIVER OF THE ONE-YEAR BAR ON APPLYING FOR ASYLUM, HOW ANTI-LGBTQ+ BIAS MANIFESTS IN COUNTRIES ACROSS THE WORLD, AND WHY MISGENDERING AND OTHER EVIDENCE OF BIAS BY OFFICIALS WITHIN

4b	(Code:) (Expenses \$ 4,786,117 including grants of \$) (Revenue \$)
	OUR LEGAL WORK IS SUPPORTED BY EXPANSIVE PUBLIC EDUCATION AND COMMUNICATION EFFORTS THAT ALLOW US TO REACH A WIDE RANGE OF AUDIENCES ACROSS MANY CHANNELS THROUGHOUT THE YEAR. FOR EXAMPLE, OUR MEDIA TEAM REGULARLY ENGAGES WITH A BROAD RANGE OF REPORTERS TO KEEP THEM, AND BY EXTENSION THEIR AUDIENCES, INFORMED ON LGBTQ+ RIGHTS ISSUES. MOREOVER, WE MAINTAINED A ROBUST ONLINE PRESENCE THAT PROVIDED COMPREHENSIVE RESOURCES, TIMELY NEWS, ANALYSIS, AND COMMENTARY ACROSS MULTIPLE PLATFORMS, INCLUDING OUR WEBSITE (VISITED BY OVER ONE MILLION VIEWERS IN 2021), AS WELL AS FACEBOOK, TWITTER, INSTAGRAM, YOUTUBE, MEDIUM AND OTHER SOCIAL MEDIA CHANNELS. THROUGH THESE PLATFORMS, LAMBDA LEGAL HAS PUBLISHED HUNDREDS OF PIECES OF CONTENT THAT CAN REACH OVER A MILLION OR MORE PEOPLE EVERY WEEK. THESE COMBINED EFFORTS GENERATE TENS OF THOUSANDS OF NEWS STORIES ANNUALLY, AND ADVANCE OUR GOAL OF INCREASING AWARENESS OF THE CHALLENGES LGBTQ+ PEOPLE FACE AND OUR WORK TO ALLEVIATE THOSE CHALLENGES, AS WELL AS GREATER UNDERSTANDING WITHIN THE LGBTQ+ COMMUNITY OF THEIR LEGAL RIGHTS. WHERE POSSIBLE, WE USE ATTENTION AROUND OUR LITIGATION AND POLICY EFFORTS TO PROMOTE BROADER PUBLIC EDUCATION ON IMPORTANT ISSUES. FOR EXAMPLE, OUR HIV WORK PROMOTES OUR LARGER EFFORT TO DRIVE POLICY INFORMED BY "SCIENCE, NOT STIGMA." WE DO PUBLIC EDUCATION BUILDING ON OUR CASES ON BEHALF OF TRANSGENDER YOUTH AND THEIR FAMILIES TO SUPPORT GREATER UNDERSTANDING AND EMPATHY FOR THIS

Form 990 (2021)

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 Yes	
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e Yes	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)?	11f Yes	
12a If "Yes," complete Schedule D, Part X. 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 Yes	
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	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	No
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	23	Yes
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a	24a	No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c	
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d	
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a	No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	25b	No
26	Did the organization report any amount on Part X, line 5 or 22 for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons?	26	No
27	If "Yes," complete Schedule L, Part I. Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III	27	No
28	Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV	28a	No
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b	No
c	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If "Yes," complete Schedule L, Part IV	28c	No
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	Yes
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions?	30	No
31	If "Yes," complete Schedule M. Did the organization reorganize, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31	No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32	No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3?	33	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	77
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	Yes

Part V		Statements Regarding Other IRS Filings and Tax Compliance (continued)						
2a		Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return		2a	136			
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)? Enter the name of the foreign country: _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).		4a			No	
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?		15			No	
16		If the organization is a trust, did it file Form 720, Schedule N, to report the section 4968 excise tax on net investment income?		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.		
1b	Enter the number of voting members included in line 1a, above, who are independent		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		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?		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	Yes	
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		No
6	Did the organization have members or stockholders?		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?		No
7b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
8a	The governing body?	Yes	
8b	Each committee with authority to act on behalf of the governing body?	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		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?		No
10b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	Yes	
	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	Yes	
12b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	Yes	
12c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done	Yes	
13	Did the organization have a written whistleblower policy?	Yes	
14	Did the organization have a written document retention and destruction policy?	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
15a	The organization's CEO, Executive Director, or top management official	Yes	
15b	Other officers or key employees of the organization	Yes	
	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?		No
16b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

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

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:
AMANDA WYATT CHIEF FINANCIAL OFFICER 120 WALL STREET 19TH FLOOR NEW YORK, NY 100053919 (212) 809-8585

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)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(1) AMBER WHITTINGTON DIRECTOR	5.00	X						0	0	0
(2) ANDREW MITCHELL-NAMDAR DIRECTOR	5.00	X						0	0	0
(3) ANGEL BURGOS DIRECTOR	5.00	X						0	0	0
(4) ANGELA LIM DIRECTOR	5.00	X						0	0	0
(5) ANNETTE CERBONE DIRECTOR (OUTGOING)	5.00	X						0	0	0
(6) BECK FINEMAN DIRECTOR	5.00	X						0	0	0
(7) BETH MEYERSON DIRECTOR	5.00	X						0	0	0
(8) CARL JONES JR DIRECTOR	5.00	X						0	0	0
(9) CONNIE MONTOYA DIRECTOR	5.00	X						0	0	0
(10) CYNTHIA HILL DIRECTOR	5.00	X						0	0	0
(11) DANIELLE PIERGALLINI DIRECTOR	5.00	X						0	0	0
(12) DAVID DE FIGUEIREDO VICE CHAIR	5.00	X		X				0	0	0
(13) DAVID TSAI DIRECTOR (OUTGOING)	5.00	X						0	0	0
(14) DEVIN MURPHY DIRECTOR (OUTGOING)	5.00	X						0	0	0
(15) DIANE BELL DIRECTOR	5.00	X						0	0	0
(16) ERIC JOHNSON DIRECTOR	5.00	X						0	0	0
(17) FRED SMITH DIRECTOR	5.00	X						0	0	0

Part VII

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(18) GLEN HESSEL DIRECTOR (OUTGOING)	5.00	X						0	0	0
(19) HEATHER STEARNS DIRECTOR	5.00	X						0	0	0
(20) IAN TZENG DIRECTOR	5.00	X						0	0	0
(21) JOANNE HERMAN DIRECTOR	5.00	X						0	0	0
(22) JOHN BLAZEK DIRECTOR	5.00	X						0	0	0
(23) JOHN STAFSTROM CHAIR	5.00	X		X				0	0	0
(24) JORDAN HEINZ DIRECTOR	5.00	X						0	0	0
(25) KATRINA QUICKER DIRECTOR (OUTGOING)	5.00	X						0	0	0
(26) KECIA REYNOLDS DIRECTOR	5.00	X						0	0	0
(27) KENNETH WEISSENBERG DIRECTOR (OUTGOING)	5.00	X						0	0	0
(28) LAUREN MUTTI VICE-CHAIR	5.00	X		X				0	0	0
(29) MADELINE MCDONOUGH DIRECTOR	5.00	X						0	0	0
(30) MAUREEN BENNETT DIRECTOR	5.00	X						0	0	0
(31) MEG COLUMBIA WALSH DIRECTOR	5.00	X						0	0	0
(32) MEGAN STABLER DIRECTOR (OUTGOING)	5.00	X						0	0	0
(33) MICHAEL ANGELO SECRETARY	5.00	X		X				0	0	0
(34) MICHELLE RILEY DIRECTOR	5.00	X						0	0	0
(35) PATRICK O'KEEFFE DIRECTOR	5.00	X						0	0	0
(36) PATRICK S MENASCO DIRECTOR	5.00	X						0	0	0
(37) PETER BARBUR DIRECTOR	5.00	X						0	0	0
(38) RACHEL GOLDBERG TREASURER (OUTGOING)	5.00	X		X				0	0	0
(39) RICHARD WESTER DIRECTOR	5.00	X						0	0	0
(40) ROBERT GARCIA DIRECTOR	5.00	X						0	0	0
(41) RODERICK HAWKINS DIRECTOR (OUTGOING)	5.00	X						0	0	0
(42) SHERI BONSTELLE SECRETARY (OUTGOING)	5.00	X		X				0	0	0
(43) STEVE THORNTON TREASURER	5.00	X		X				0	0	0
(44) WILLIAM HARDIN DIRECTOR	5.00	X						0	0	0
(45) YEMI A ADEGBONMIRE DIRECTOR	5.00	X						0	0	0
(46) AMANDA WYATT CFO	40.00			X				105,744	0	3,416
(47) CHARLES FIELDS COO (OUTGOING)	40.00			X				359,113	0	32,083
(48) KEVIN JENNINGS CEO	40.00			X				386,414	0	27,704
(49) JOSHUA PUSHKIN CDO	40.00				X			304,917	0	14,489
(50) SHARON MCGOWAN CSO	40.00				X			258,491	0	86,844
(51) CAMILLA TAYLOR DIRECTOR OF CONSITUTIONAL	40.00					X		208,093	0	33,022
(52) JENNIFER PIZER SC & D LAW & POLICY	40.00					X		210,243	0	37,144
(53) MILDRED PEREZ DIRECTOR OF PEOPLE AND CUL	40.00					X		180,131	0	36,667
(54) SEAN COTTMAN DIR OF TECH & CYBERSECURITY	40.00					X		177,012	0	10,145
(55) SHERISE BRIGHT CCO	40.00					X		238,279	0	36,227

1b Sub-Total	▶			
c Total from continuation sheets to Part VII, Section A	▶			
d Total (add lines 1b and 1c)	▶	2,428,437	0	317,741

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 ▶ 3 8

		Yes	No
3	Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		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? <i>If "Yes," complete Schedule J for such individual</i>		
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		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
BDO USA LLP 5300 PATTERSON AVENUE SE SUITE 100 GRAND RAPIDS, MI 49512	CONSULTANT	701,941
SV PRODUCTIONS LLC 10 HALLETTS PL APT 607 ASTORIA, NY 11102	EVENT CONSULTANT	450,255
PRECISION STRATEGIES LLC 901 NEW YORK AVE NW SUITE 530 WASHINGTON, DC 20001	MARKETING CONSULTANT	370,000
COOPER COLEMAN LLC 111 N WABASH AVENUE SUITE 1094 CHICAGO, IL 60602	RECRUITING	251,085
ON RAMPS SERVICES LLC 307 7TH AVE SUITE 901 NEW YORK, NY 10001	RECRUITING	205,000

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 ▶ 7

Part VIII

Statement of Revenue

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

	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants, and Other	1a Federated campaigns . . b Membership dues . . c Fundraising events . . d Related organizations e Government grants (contributions) f All other contributions, gifts, grants, and similar amounts not included above g Noncash contributions included in lines 1a - 1f:\$ h Total. Add lines 1a-1f	1a		
Amt Similar Amounts		1b		
		1c		
		1d		
		1e	1,933,323	
		1f	33,607,284	
		1g	697,494	
			35,540,607	

Program Service Revenue	2a ATTORNEY FEES	Business Code				
		541100	1,300,405	1,300,405		
	b					
	c					
	d					
	e					
	f All other program service revenue.					
	9 Total. Add lines 2a-2f.	1,300,405				

Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		359,843			359,843
	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	123,950,468			
	b Less: cost or other basis and sales expenses	7b	119,470,667			
	c Gain or (loss)	7c	4,479,801			
	d Net gain or (loss)		4,479,801			4,479,801
	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 OTHER REVENUE		900099	2,093	2,093		
b SPEAKER REVENUE		900099	2,050	2,050		
c						
d All other revenue						
e Total. Add lines 11a-11d			4,143			
12 Total revenue. See instructions			41,684,799	1,304,548	0	4,839,644

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	450,000	450,000		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
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	1,579,216	710,334	583,180	285,702
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	9,283,532	6,476,699	893,275	1,913,558
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	418,764	295,818	24,704	98,242
9 Other employee benefits	1,999,952	1,376,636	152,143	471,173
10 Payroll taxes	779,733	537,777	65,767	176,189
11 Fees for services (non-employees):				
a Management				
b Legal	298,509		298,509	
c Accounting				
d Lobbying	6,021	6,021		
e Professional fundraising services. See Part IV, line 17	202,400			202,400
f Investment management fees	201,112		201,112	
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	2,004,194	705,261	908,245	390,688
12 Advertising and promotion				
13 Office expenses	1,712,959	873,726	194,997	644,236
14 Information technology				
15 Royalties				
16 Occupancy	1,459,809	874,100	141,052	444,657
17 Travel	299,078	68,709	138,431	91,938
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	6,145	1,412	2,844	1,889
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	194,439	116,500	18,636	59,303
23 Insurance	87,656	52,521	8,400	26,735
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 SPECIAL EVENT EXPENSES	572,045			572,045
b BAD DEBT EXPENSE	153,898		153,898	
c DUES AND SUBSCRIPTIONS	139,378	129,036	1,867	8,475
d DIRECT CASE EXPENSES	130,604	130,604		
e All other expenses	154,499	95,401	13,905	45,193
25 Total functional expenses. Add lines 1 through 24e	22,133,943	12,900,555	3,800,965	5,432,423
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).	382,494	152,803	0	229,691

Part X

Balance Sheet

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

☐

				(A)		(B)	
				Beginning of year		End of year	
Assets	1	Cash—non-interest-bearing		3,274,052	1	6,150,209	
	2	Savings and temporary cash investments		1,316,239	2	2,696,462	
	3	Pledges and grants receivable, net		4,425,087	3	2,249,664	
	4	Accounts receivable, net		372,687	4	210,505	
	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		402,397	9	560,189	
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	2,127,574			
	b	Less: accumulated depreciation	10b	1,615,451	625,494	10c	512,123
	11	Investments—publicly traded securities		15,275,834	11	30,636,570	
	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		3,745,587	15	4,024,879	
16	Total assets. Add lines 1 through 15 (must equal line 33)		29,437,377	16	47,040,601		
Liabilities	17	Accounts payable and accrued expenses		2,081,579	17	2,794,555	
	18	Grants payable			18		
	19	Deferred revenue		6,667	19	42,685	
	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		1,933,323	24		
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D		2,006,002	25	1,936,538	
	26	Total liabilities. Add lines 17 through 25		6,027,571	26	4,773,778	
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		20,157,107	27	37,204,794	
	28	Net assets with donor restrictions		3,252,699	28	5,062,029	
	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		23,409,806	32	42,266,823	
	33	Total liabilities and net assets/fund balances		29,437,377	33	47,040,601	

Part XI

Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	41,684,799
2	Total expenses (must equal Part IX, column (A), line 25)	2	22,133,943
3	Revenue less expenses. Subtract line 2 from line 1	3	19,550,856
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	23,409,806
5	Net unrealized gains (losses) on investments	5	-654,163
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	-39,676
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	10	42,266,823

Part XII

Financial Statements and Reporting

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

	Yes	No
1 Accounting method used to prepare the Form 990: ☐ Cash ☒ Accrual ☐ Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis		No
b Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis	Yes	
c If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	Yes	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		No
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.		

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

Name of the organization

LAMBDA LEGAL DEFENSE & EDUCATION FUND

INC

Employer identification number

23-7395681

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.") . . .	4,893,667	16,771,050	15,187,411	24,661,820	35,540,607	97,054,555
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	4,893,667	16,771,050	15,187,411	24,661,820	35,540,607	97,054,555
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) . . .						12,481,830
6 Public support. Subtract line 5 from line 4.						84,572,725

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. . .	4,893,667	16,771,050	15,187,411	24,661,820	35,540,607	97,054,555
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	162,150	463,408	384,397	237,256	359,843	1,607,054
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.). . .	604,791	519,111	893,902	97,672	4,143	2,119,619
11 Total support. Add lines 7 through 10						100,781,228

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

12122,029,298

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	83.920 %
15 Public support percentage for 2020 Schedule A, Part II, line 14	15	88.580 %

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 IIISupport 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.		
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).		
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.		
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.		
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.		
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.		
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.		
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.		
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).		
b	Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c	Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in Part VI .		
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) .		
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).		
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 .		
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 .		
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 .		
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.		
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).		

Part IV

Supporting Organizations (continued)

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

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.		
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.		

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).		

Section D. All Type III Supporting Organizations

		Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).		
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.		

Section E. Type III Functionally-Integrated Supporting Organizations

1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions):			
a	☐ The organization satisfied the Activities Test. Complete line 2 below.			
b	☐ The organization is the parent of each of its supported organizations. Complete line 3 below.			
c	☐ The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions)			
2	Activities Test. Answer lines 2a and 2b below.			
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? 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.			
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.			
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.			
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.			

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

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

Section A - Adjusted Net Income

(A) Prior Year

(B) Current Year
(optional)

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

Section B - Minimum Asset Amount

(A) Prior Year

(B) Current Year
(optional)

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

Section C - Distributable Amount

Current Year

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

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

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations		(continued)
Section D - Distributions		Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	1	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	3	
4 Amounts paid to acquire exempt-use assets	4	
5 Qualified set-aside amounts (<i>prior IRS approval required - provide details in Part VI</i>)	5	
6 Other distributions (<i>describe in Part VI</i>). See instructions	6	
7 Total annual distributions. Add lines 1 through 6.	7	
8 Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions	8	
9 Distributable amount for 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-- <i>explain in Part VI</i>). 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, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2021. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 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 REV - 2018 AMOUNT: \$ 2,941. 2019 AMOUNT: \$ 43,637. 2020 AMOUNT: \$ 13,607. 2021 AMOUNT: \$ 2,093. FUNDRAISING EVENT INCOME - 2017 AMOUNT: \$ 604,791. 2018 AMOUNT: \$ 515,170. 2019 AMOUNT: \$ 800,265. 2020 AMOUNT: \$ 2,550. INSURANCE PROCEEDS - 2019 AMOUNT: \$ 50,000. SPEAKER REVENUE - 2018 AMOUNT: \$ 1,000. 2020 AMOUNT: \$ 8,675. 2021 AMOUNT: \$ 2,050. ADVERTISING REFUND - 2020 AMOUNT: \$ 72,840.

Additional Data

Return to Form

Software ID:

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

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

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

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

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

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

Name of the organization LAMBDA LEGAL DEFENSE & EDUCATION FUND INC	Employer identification number 23-7395681
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Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

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

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

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

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

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

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

Part II-A

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

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

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1a	Total lobbying expenditures to influence public opinion (grass roots lobbying)	5,611													
b	Total lobbying expenditures to influence a legislative body (direct lobbying)	450,410													
c	Total lobbying expenditures (add lines 1a and 1b)	456,021													
d	Other exempt purpose expenditures	21,677,922													
e	Total exempt purpose expenditures (add lines 1c and 1d)	22,133,943													
f	Lobbying nontaxable amount. Enter the amount from the following table in both columns.	1,000,000													
<table><tr><th>If the amount on line 1e, column (a) or (b) is:</th><th>The lobbying nontaxable amount is:</th></tr><tr><td>Not over \$500,000</td><td>20% of the amount on line 1e.</td></tr><tr><td>Over \$500,000 but not over \$1,000,000</td><td>\$100,000 plus 15% of the excess over \$500,000.</td></tr><tr><td>Over \$1,000,000 but not over \$1,500,000</td><td>\$175,000 plus 10% of the excess over \$1,000,000.</td></tr><tr><td>Over \$1,500,000 but not over \$17,000,000</td><td>\$225,000 plus 5% of the excess over \$1,500,000.</td></tr><tr><td>Over \$17,000,000</td><td>\$1,000,000.</td></tr></table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e.														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.														
Over \$17,000,000	\$1,000,000.														
g	Grassroots nontaxable amount (enter 25% of line 1f)	250,000													
h	Subtract line 1g from line 1a. If zero or less, enter -0-.	0													
i	Subtract line 1f from line 1c. If zero or less, enter -0-.	0													
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		☐ Yes ☐ No													

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

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) Total
2a Lobbying nontaxable amount	1,000,000	694,131	1,000,000	1,000,000	3,694,131
b Lobbying ceiling amount (150% of line 2a, column(e))					5,541,197
c Total lobbying expenditures	37,806	19,960	4,366	456,021	518,153
d Grassroots nontaxable amount	250,000	173,533	250,000	250,000	923,533
e Grassroots ceiling amount (150% of line 2d, column (e))					1,385,300
f Grassroots lobbying expenditures	35,996	9,500	3,484	5,611	54,591

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)		(b)
		Yes	No	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
PART II-A LINE 1 AND 2:	DIRECT: OUR DIRECT LOBBYING INVOLVES COMMUNICATION DIRECTLY WITH A LEGISLATOR THAT EXPRESSES A VIEW ABOUT SPECIFIC NOMINATION OR ABOUT SPECIFIC LEGISLATION. FOR EXAMPLE, WE MEET WITH SENATE OFFICES TO EXPRESS OUR VIEW ABOUT JUDICIAL NOMINEES AND WITH CONGRESS AND STATE LEGISLATURES MORE GENERALLY ABOUT LEGISLATION. THE HOURS THAT ARE SPENT IN PREPARING FOR THIS COMMUNICATION ARE COUNTED AND INCLUDED, BUT ARE NOT LIMITED TO, STAFF TIME SPENT ON MEETINGS TO DISCUSS STRATEGY, RESEARCH AND WRITING, AS WELL AS THE TIME THAT ACTUALLY GOES INTO THE CONVERSATION/EMAIL/PHONE CALL OR OTHER FORM OF COMMUNICATION. GRASSROOTS: OUR GRASSROOTS LOBBYING CONSISTS OF A COMMUNICATION WITH THE PUBLIC THAT EXPRESSES A VIEW ABOUT A SPECIFIC NOMINATION OR LEGISLATION AND THAT INCLUDES A CALL TO ACTION. AS PART OF THAT WORK, WE HAVE TO PREPARE FOR THE MEETING, SPEND STAFF TIME ON STRATEGY MEETINGS, RESEARCH, WRITING, CREATING, AS WELL AS THE TIME THAT ACTUALLY GOES INTO THE TRANSMISSION OF THE COMMUNICATION TO THE PUBLIC. NOTE: "COMMUNICATION" MEANS A CONVERSATION IN PERSON, PHONE, LETTER, SOCIAL MEDIA OR OTHER MEDIUM TO CONVEY A MESSAGE.

Additional Data

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Software ID:

Software Version:

Name of the organization LAMBDA LEGAL DEFENSE & EDUCATION FUND INC	Employer identification number 23-7395681
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Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.
Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

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

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

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

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

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

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

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

a ☐ Public exhibition

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 | 9,318,489 | 8,345,547 | 10,004,390 | 1,216,698 | 1,189,230 |
| b Contributions | | | | 11,756,135 | |
| c Net investment earnings, gains, and losses | 1,852,599 | 972,942 | 1,415,171 | -460,881 | 27,468 |
| d Grants or scholarships | | | 3,074,014 | 2,507,562 | |
| e Other expenditures for facilities and programs | | | | | |
| f Administrative expenses | | | | | |
| g End of year balance | 11,171,088 | 9,318,489 | 8,345,547 | 10,004,390 | 1,216,698 |
- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

a Board designated or quasi-endowment ▶ 84.867 %

b Permanent endowment ▶ 3.787 %

c Term endowment ▶ 11.346 %

The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

(i) Unrelated organizations

(ii) Related organizations

b If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R?
- | | Yes | No |
|--------|-----|----|
| 3a(i) | Yes | |
| 3a(ii) | | No |
| 3b | | |
- 4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

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

- | Description of property | (a) Cost or other basis (investment) | (b) Cost or other basis (other) | (c) Accumulated depreciation | (d) Book value |
|---|--------------------------------------|---------------------------------|------------------------------|----------------|
| 1a Land | | | | |
| b Buildings | | | | |
| c Leasehold improvements | | 928,569 | 649,771 | 278,798 |
| d Equipment | | 848,806 | 766,947 | 81,859 |
| e Other | | 350,199 | 198,733 | 151,466 |
| Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶ | | | | 512,123 |

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)ASSETS HELD FOR GIFT ANNUITIES	2,433,445
(2)BENEFICIAL INTEREST IN TRUSTS	1,323,315
(3)SECURITY DEPOSITS	268,119
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.)	4,024,879

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	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.)	1,936,538

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	47,313,052
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	-654,163
b	Donated services and use of facilities	2b	6,483,528
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	5,829,365
3	Subtract line 2e from line 1	3	41,483,687
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	201,112
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	201,112
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	41,684,799

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	28,416,359
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	6,483,528
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	6,483,528
3	Subtract line 2e from line 1	3	21,932,831
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	201,112
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	201,112
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	22,133,943

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:	EARNINGS HAVE BEEN RETAINED IN THE ENDOWMENT TO ALLOW THE BALANCE TO GROW. THE ORGANIZATION PLANS ON USING EARNINGS FOR PROGRAMMATIC PURPOSES IN THE FUTURE.
PART X, LINE 2:	LAMBDA LEGAL BELIEVES IT HAS NO UNCERTAIN INCOME TAX POSITIONS AS OF DECEMBER 31, 2021 AND 2020, IN ACCORDANCE WITH ACCOUNTING STANDARDS CODIFICATION ("ASC") TOPIC 740 ("INCOME TAXES"), WHICH PROVIDES STANDARDS FOR ESTABLISHING AND CLASSIFYING ANY TAX PROVISIONS FOR UNCERTAIN TAX POSITIONS.

Additional Data

Return to Form

Software ID:
Software Version:

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

- 1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.
- a ☒ Mail solicitations

e ☒ Solicitation of non-government grants

b ☒ Internet and email solicitations

f ☐ Solicitation of government grants

c ☒ Phone solicitations

g ☒ Special fundraising events

d ☒ In-person solicitations
- 2a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? ☒ Yes ☐ No
- b If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
1 RISING TIDE DIRECT 233 NEEDHAM ST NEWTON, MA 02464	MEMBERSHIP & DIRECT MAIL CONSULTING		No	2,652,080	127,400	2,524,680
2 EVENT MANAGEMENT GROUP INC 411 EAST 83RD STREET SUITE 3F NEW YORK, NY 10028	SPECIAL EVENT FUNDRAISING		No	783,781	75,000	708,781
3						
4						
5						
6						
7						
8						
9						
10						
Total				3,435,861	202,400	3,233,461

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

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

.....

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

Revenue		(a)Event #1	(b) Event #2	(c)Other events	(d) Total events
		(event type)	(event type)	(total number)	(add col. (a) through col. (c))
	1 Gross receipts				
	2 Less: Contributions				
	3 Gross income (line 1 minus line 2)				
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs				
	7 Food and beverages				
	8 Entertainment				
	9 Other direct expenses				
	10 Direct expense summary. Add lines 4 through 9 in column (d) ▶				
	11 Net income summary. Subtract line 10 from line 3, column (d) ▶				

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

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

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

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

b If "No," explain: _____

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

b If "Yes," explain: _____

11

Does the organization conduct gaming activities with nonmembers?

☐ Yes ☐ No

12

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

☐ Yes ☐ No

13

Indicate the percentage of gaming activity conducted in:

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

14

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

Name ▶ -----

Address ▶ -----

15a

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

☐ Yes ☐ No

b

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

c

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

Name ▶ -----

Address ▶ -----

16 Gaming manager information:

Name ▶ -----

Gaming manager compensation ▶ \$ -----

Description of services provided ▶ -----

☐ Director/officer

☐ Employee

☐ Independent contractor

17 Mandatory distributions:

a

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

☐ Yes ☐ No

b

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

Part IV

Supplemental Information.

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

Return Reference	Explanation
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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
LAMBDA LEGAL DEFENSE & EDUCATION FUND
INC

Employer identification number
23-7395681

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) HUMAN RIGHTS CAMPAIGN INC 1640 ROHODE ISLAND AVE NW WASHINGTON, DC 20036	52-1243457	501(C)(4)	450,000	0			TO SUPPORT THE EQUALITY ACT WORK

- 2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table ▶
- 3 Enter total number of other organizations listed in the line 1 table ▶ 2

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)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

Part IV

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

Return Reference	Explanation
PART I, LINE 2:	THE ORGANIZATION PERIODICALLY RECEIVES COMMUNICATIONS REGARDING ACTIONS TAKEN AND ONGOING LOBBING EFFORTS.

Additional Data

Return to Form

Software ID:
Software Version:

Name of the organization
LAMBDA LEGAL DEFENSE & EDUCATION FUND
INC

Employer identification number
23-7395681

Part I Questions Regarding Compensation

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

Part II

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

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

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

(A) Name and Title		(B) Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1KEVIN JENNINGS CEO	(i)	349,208	35,000	2,206	16,648	11,056	414,118	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0
2CHARLES FIELDS COO (OUTGOING)	(i)	111,423	22,500	225,190	10,379	21,704	391,196	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0
3SHARON MCGOWAN CSO	(i)	232,805	25,416	270	15,319	71,525	345,335	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0
4JOSHUA PUSHKIN CDO	(i)	264,387	40,350	180	7,881	6,608	319,406	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0
5SHERISE BRIGHT CCO	(i)	227,759	10,250	270	14,240	21,987	274,506	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0
6JENNIFER PIZER SC & D LAW & POLICY	(i)	203,639	5,416	1,188	11,013	26,131	247,387	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0
7CAMILLA TAYLOR DIRECTOR OF CONSITUTIONAL	(i)	202,413	5,266	414	12,750	20,272	241,115	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0
8MILDRED PEREZ DIRECTOR OF PEOPLE AND CUL	(i)	162,127	17,799	205	9,208	27,459	216,798	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0
9SEAN COTTMAN DIR OF TECH & CYBERSECURITY	(i)	172,824	3,843	345	6,062	4,083	187,157	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 4A	CHARLES FIELD, COO, RECEIVED SEPARATION PAYMENT OF \$225,000 AND IT IS REPORTED IN COLUMN B(III).
PART I, LINE 7	BONUSES ARE SUBMITTED BY THE EXECUTIVE TEAM (EACH DEPT HEAD) TO THE CEO. THE CEO APPROVES BONUSES.

Additional Data

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Software ID:
Software Version:

Name of the organization
LAMBDA LEGAL DEFENSE & EDUCATION FUND
INC

Employer identification number
23-7395681

Part I

Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded	X	79	697,494	FAIR MARKET VALUE
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other				
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ► ()				
26 Other ► ()				
27 Other ► ()				
28 Other ► ()				

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

29

30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?	Yes	No
30a		No
b If "Yes," describe the arrangement in Part II.		
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?	Yes	No
31		No
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?	Yes	No
32a		No
b If "Yes," describe in Part II.		
33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.		

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

Return Reference	Explanation
PART I, COLUMN (B):	THE NUMBER IN COLUMN (B) REPRESENTS THE NUMBER OF ITEMS CONTRIBUTED.

Additional Data

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Software ID:

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Return Reference	Explanation
FORM 990, PART III, LINE 4A:	THE IMMIGRATION SYSTEM CAN LEAD TO A MISCARRIAGE OF JUSTICE AND THEREFORE SHOULD BE TAKEN SERIOUSLY BY REVIEWING COURTS ON APPEAL. FINALLY, IN ADDITION TO THE WORK DESCRIBED ABOVE, OUR LEGAL HELP DESK RESPONDED TO APPROXIMATELY 4,500 REQUESTS FOR ASSISTANCE IN 2021 ON A BROAD RANGE OF ISSUES, INCLUDING EMPLOYMENT, HOUSING, HEALTHCARE, PARENTING AND RELATIONSHIP DISPUTES, IMMIGRATION, AND CRIMINAL LAW MATTERS.
FORM 990, PART VI, SECTION A, LINE 4	IN APRIL 2021, THE BOARD OF DIRECTORS VOTED TO CHANGE THE BYLAWS TO INCREASE THE NUMBER OF BOARD MEMBERS FROM 36 TO 40 FOR VARIOUS REASONS, INCLUDING INCREASING THE DIVERSITY OF BOARD MEMBERS.
FORM 990, PART VI, SECTION B, LINE 11B	THE RETURN IS PREPARED BY AN INDEPENDANT ACCOUNTANT. A DRAFT OF THE RETURN IS REVIEWED BY THE AUDIT COMMITTEE. THE FINAL DRAFT IS THEN SENT TO THE FULL BOARD FOR A COMMENT PERIOD OF AT LEAST FIVE DAYS PRIOR TO FILING WITH THE IRS.
FORM 990, PART VI, SECTION B, LINE 12C	THE BOARD OF DIRECTORS AND SENIOR MANAGEMENT TEAM ANNUALLY SIGNS AND DISCLOSES ANY POTENTIAL CONFLICTS OF INTEREST. DURING NEW HIRE ORIENTATION ALL EMPLOYEES ARE INTRODUCED TO LAMBDA LEGAL'S EMPLOYEE HANDBOOK WHICH INCLUDES A POLICY THAT DEFINES CONFLICTS OF INTEREST AND REQUIRES STAFF TO AVOID ANY CONFLICTS OF INTEREST AND NOTIFY THEIR DIRECTOR IF A POTENTIAL CONFLICT EXISTS.
FORM 990, PART VI, SECTION B, LINE 15	THE BOARD OF DIRECTORS REVIEWS CEO PERFORMANCE ANNUALLY. THE CEO CONTRACT IS REVIEWED PRIOR TO ITS EXPIRATION, AND COMPENSATION MAY BE REVISED AT SUCH TIME. THE BOARD OF DIRECTORS DETERMINES COMPENSATION USING ANNUAL PERFORMANCE RECORDS, INDUSTRY-BASED COMPENSATION BENCHMARKS, AND A VARIETY OF RELEVANT COMPENSATION FACTORS. THE BOARD APPROVES THE CEO CONTRACT, INCLUDING COMPENSATION, IN AN EXECUTIVE SESSION DURING A REGULARLY-SCHEDULED BOARD MEETING. FORM 990, PART VI, SECTION B, LINE 15B: WHEN OFFICERS AND KEY EMPLOYEES ARE RECRUITED TO THE ORGANIZATION, LAMBDA LEGAL WORKS WITH RECRUITING FIRMS THAT BRING COMPARABLE COMPENSATION DATA AS PART OF THE SEARCH PROCESS. DELIBERATION OF COMPENSATION FOR OFFICERS AND KEY EMPLOYEES ARE SUBSTANTIATED BY THESE BENCHMARKS. THE ORGANIZATION INTENDS TO CONDUCT A NEW ORGANIZATIONAL COMPENSATION STUDY IN 2022.
FORM 990, PART VI, SECTION C, LINE 19	THE ORGANIZATION MAKES ITS FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC THROUGH ITS WEBSITE. THE CONFLICT OF INTEREST POLICY AND GOVERNING DOCUMENTS ARE MADE AVAILABLE BY REQUEST, WHICH CAN BE MADE THROUGH THE WEBSITE'S CONTACT US PAGE.
FORM 990, PART XI, LINE 9:	CHANGE IN VALUE OF BENEFICIAL INTEREST IN TRUST 75,447. CHANGE IN VALUE OF GIFT ANNUITIES -115,123.
FORM 990, PART XII, LINE 2C:	THE PROCESS OF OVERSEEING THE AUDIT AND SELECTION OF INDEPENDENT ACCOUNTANT HAS NOT CHANGED FROM THE PRIOR YEAR.

Additional Data

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