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The New Jersey Institute for Social Justice is a Newark-based urban research and advocacy organization dedicated to the advancement of New Jersey's urban areas and residents. Established in 1999 by the Alan V. and Amy Lowenstein Family Foundation, the Institute provides a dynamic and independent voice for change necessary to create just, vibrant and inclusive urban communities throughout New Jersey. We are pleased to have been referred to as a "social justice think and do tank."

It is our strong conviction that urban communities of New Jersey hold remarkable potential to act as regionally competitive economic engines while providing resilient, vital and attractive neighborhoods to their residents. It is our work to identify, analyze and address the underlying causes of social and economic disparities and to challenge the barriers that constrain cities and their residents from achieving their full potential.

The Institute’s programs are concentrated in several key areas that mirror the systematic challenges that constrain urban neighborhoods: (1) The Four R’s—Reading, Writing, Arithmetic and Reaching for Opportunity (promoting work, workforce development, and education); (2) Urban Asset Protection and Creation (combating predatory lending and addressing consumer finance, foreclosures, leveraging urban assets, etc.); and (3) Equal Justice (addressing juvenile and criminal justice issues). In each of these initiative areas, we partner with other organizations to identify, develop and implement solutions, while strategically employing a range of tools including targeted advocacy, applied research, carefully designed demonstration programs, sustained public education, consultation to government and, when necessary, litigation.

In addition, the Institute has embarked on two emerging research initiatives: (1) Healing the City (addressing healthcare disparities and healthcare reform-related employment opportunities through research and catalyzing partnerships); and (2) Technology and Opportunity (addressing access to broadband/computers and the technology literacy necessary for employment). The emerging research initiatives allow the Institute to explore issues through new research, partnerships and convenings.

Mission Statement

The New Jersey Institute for Social Justice is a Newark-based urban research and advocacy organization dedicated to the advancement of New Jersey's urban areas and residents. Established in 1999 by the Alan V. and Amy Lowenstein Family Foundation, the Institute provides a dynamic and independent voice for change necessary to create just, vibrant and inclusive urban communities throughout New Jersey. We are pleased to have been referred to as a "social justice think and do tank."
When Alan and Amy Lowenstein founded the New Jersey Institute for Social Justice in 1999, they envisioned an organization equipped to identify and address the issues facing New Jersey’s urban communities. Alan and Amy’s ability to understand the problems within our community and recognize the solutions for the future led them to create a rare if not unique advocacy and direct service organization, “a social justice think and do tank.” Because of the Lowensteins’ commitment to partner with the community and utilize the untapped economic and human capital resources in our state’s urban communities, NJISJ has consistently focused on developing partnerships that elevate the potential of our cities.

As we prepare for the challenges ahead in dealing with the aftermath of the “Great Recession” and a recovery that is as uncertain as it has been uneven, the Institute has developed initiatives specifically focused on New Jersey’s cities. At a time when neighbors, families, businesses, and governments are faced with crippling economic challenges, social justice advocacy becomes all the more important. While thousands of New Jerseyans find themselves without employment or opportunities to develop marketable skills, we understand that our residents possess the creativity, work ethic and desire to create and sustain both local and regional growth. We are convinced that our cities can be healthy, safe and just communities where families, children, neighbors and businesses thrive.

To support economic growth in New Jersey, the Institute has developed several unprecedented and award-winning workforce development programs. Our on-the-ground experience in job training programs allows us to develop and advocate for public policy that will put more New Jersey residents back to work. To that end, we support innovative programs that improve job skills for underemployed individuals, make families more self-sufficient and create safer communities. The Institute has shown its leadership in utilizing policy change to improve our communities by playing a central role in the opening of the Newark Community Solutions court, spurring the initiative to create New Jersey’s only youth court and brokering the relationship that helped develop New Jersey’s Juvenile Detention Alternative Initiative, which is now a national model. Moreover, the Institute has embarked on initiatives to not only address health disparities, but to leverage healthcare reform to create higher wage jobs for our citizens who lack access to both health care and work opportunities.

We are deeply committed to honoring the legacy of Alan and Amy Lowenstein by continuing to serve as a compelling voice for New Jersey’s most vulnerable communities and always focusing on policies that drive social, economic and community development for all of New Jersey’s residents.

Sincerely,

Crafting a Strategic Plan for Social Justice

In 2010, the New Jersey Institute for Social Justice embarked upon an ambitious strategic planning process. Over 20 external subject matter experts, recognized at state and national levels, engaged in six thematic sessions along with NJISJ board and staff over the course of a year. The result was a comprehensive strategic plan that will guide our work over the next five years. The 2011-2016 Strategic Plan builds upon the accomplishments of the Institute’s first decade of justice-making and Alan and Amy Lowenstein’s guiding vision.

The challenging circumstances that provided the context for the Strategic Plan included: an unprecedented “Great Recession”; the second abolition of the New Jersey Department for the Public Advocate; the diminution of legal services for the poor; an unparalleled loss of wealth among the poor in general and urban New Jersey in particular through the foreclosure crisis; high statewide unemployment, which is only exceeded by the rate in cities like Newark; seismic shifts in the business environment with large corporations moving their headquarters (and a large degree of philanthropic support) out of state; New Jersey workers continuing to experience a reduction in wages; and the disparities of wealth and income becoming even more stark in what is one of the nation’s wealthiest states.

Through the strategic planning process, we identified the areas that make up the core of our current work and highlight the focus of our mission:

1) The Four R’s—Reading, Writing, Arithmetic and Reaching for Opportunity (work and workforce development);

2) Urban Asset Protection and Creation (combating predatory lending);

3) Equal Justice (addressing juvenile and criminal justice issues);

4) Healing the City (addressing healthcare disparities and healthcare reform-related employment opportunities); and

5) Technology and Opportunity (decreasing the digital divide).

We are proud of our accomplishments to date, but we are profoundly aware that there is more work to be done and greater need than ever before. Our Strategic Plan provides our roadmap for justice over the next five years. The Strategic Plan reflects both the challenging realities and our compelling aspiration for cities that are so vital to New Jersey’s future.
The Institute’s Four R’s Initiative—Reading, Writing, Arithmetic and Reaching for Opportunity (promoting work, workforce development, and education) works to ensure that urban areas and urban residents fully participate in regional economic growth through cutting-edge workforce opportunities and innovative strategies to increase business development potential in New Jersey’s cities. In 2010 and 2011, these strategies included the development of three new projects: the Metro Newark Brownfields Job Training, WomenBuild and our emerging veterans program.

The **Metro Newark Brownfields Job Training** program enables Metro Newark area residents to access higher wage jobs within a viable green industry by providing training to become certified to work on EPA-classified brownfields sites. A brownfield is an often urban property that is potentially contaminated with harmful pollutants or hazardous materials. These substances restrict the expansion, redevelopment or reuse of those properties. The City of Newark alone contains an estimated 700 acres of brownfields, which greatly restrains the capacity to attract business and for existing businesses to grow. This NJISJ program, made possible by funding from the United States Environmental Protection Agency, enables low-income, unemployed, under-employed and displaced urban residents, including the formerly incarcerated, to gain the nationally recognized credentials required to work on these sites. Our training leads to sustainable employment in the environmental field and improves community involvement in the remediation process. In our first cohort of trainees, each graduate successfully obtained certification in Hazardous Waste Operation Emergency Response, OSHA, lead abatement, confined space and asbestos removal. Participants also have the opportunity to secure a “blue card.” Blue cards allow the card holders to secure work through the Insulators Union without the need to become an apprentice first. Sixty-two percent of graduates were employed within 90 days of completing the program.

**WomenBuild** is an award-winning pre-apprenticeship program that was proposed by NJISJ and designed to open nontraditional career opportunities in the skilled trades for difficult-to-employ women. This first-of-its-kind
initiative was launched by the Christie Administration to improve outreach and training for women and minorities in the construction industry. WomenBuild, a two-city (Camden and Newark) project, is the only such program in the state: a women-oriented, family friendly, pre-apprenticeship training program, which is enhancing not only earnings but also financial literacy. We developed this program because the skilled trades offer earnings opportunities up to 30 percent higher than other “pink collar” fields traditionally populated by women, and these additional earnings mean a better life for women and their families as well as an expansion of the tax base.

Funding for this program was provided by the New Jersey Department of Labor and Workforce Development with vital support by the Port Authority of New York and New Jersey. Upon the graduation of our first class, Senator Ronald L. Rice, who sponsored the legislation that provided the funding for this program, said, “First, I send my congratulations to each WomenBuild graduate for persevering even in the face of many challenges. This program only highlights how monumentally important it is to have a source of funding to provide training and opportunity to women and minorities, who are so often left out of these career fields. WomenBuild is a great start but we must continue this effort.”

NJISJ FACT
An independent analysis of the Institute’s Newark/Essex Construction Careers Consortium, a workforce development program, found that annual wages of our program participants were between $6,700 and $9,400 greater per year than the comparison group.
**Veterans Workforce Initiative: Having Served, Finding Work**

NJISJ is currently investigating the many challenges facing military veterans, some of whom become involved in the criminal justice system. Those who have served our country are often at an increased risk of incarceration due to unique, service-related health challenges such as Post-Traumatic Stress Disorder and Traumatic Brain Injury. Our veterans are in need of support, and in response to that need, NJISJ is developing a veterans initiative. This initiative may include statewide industry and legislative reform in New Jersey that would allow military experience to count for civilian licensures (commercial drivers licenses or emergency medical technician certifications, for instance), increasing access to employment for thousands of New Jersey’s veterans. We are also researching the possibility of applying our proven model of direct service to operate an employment placement program connecting veterans who may have had challenges in the past and employers willing to give them a chance.
In 2011, the New Jersey Black Issues Convention honored NJISJ with its Community Change Award, recognizing the success of our WomenBuild program aimed at empowering women. The New Jersey Black Issues Convention, Inc. (NJBIC) sponsors annual conventions wherein critical issues affecting the Black community can be discussed, public policy recommendations adopted, and a plan of action with strategies for implementation determined. By honoring NJISJ, NJBIC sought to identify organizations that have developed innovative and effective programs that reduce disparities and could be replicated by others.

NJBIC Honors NJISJ’s Workforce Development Efforts

Empowering Individuals To Reach Their Potential

In July 2011, McKenly came to the NJISJ Workforce Development office seeking employment assistance. McKenly had been released from federal prison in December 2010 after serving 10 ½ years for a drug conviction; he had been referred to NJISJ by his probation officer. McKenly was a little hesitant and admits it took him several months before he was ready to contact us. While speaking with the staff, McKenly mentioned he was a veteran. He had served four years (1991–1995) in the United States Navy and received an honorable discharge.

Soft-spoken and with reservations, McKenly began the Metro Newark Brownfields Job Training Program. While attending the 14-week training program, McKenly restored his driver’s license and worked to eliminate other barriers to obtaining full-time employment. In December 2011, McKenly was offered the position of Laborer with Jersey Environmental Solutions, a waste water treatment facility, in Lumberton, NJ. He reports that he loves his job and feels good about making a difference in the environment.
In addition to our efforts to increase the ‘supply’ of prepared and accredited individuals who are ready to be employed, NJISJ is seeking to increase the ‘demand’ by promoting the creation of living-wage jobs in our urban areas. In 2011, with a generous and innovative grant from the children of our founder Alan V. Lowenstein, we commissioned a research paper and began working with a diverse group of partners to assess the possibility of incorporating community benefit terms into bond covenants for large-scale facilities construction by anchor institutions including colleges and universities served by a state bonding authority. These social covenant bonds will increase the number of construction as well as service and maintenance positions available to urban residents and can be achieved without administrative delay or increased costs. We are also exploring ways to attract social impact investors to these market competitive investment opportunities using bonds that have social justice impact.

The cost of the loan to the college could be reduced if the following provisions are met:

1. Disadvantaged workers from urban regions in New Jersey are employed to build, retrofit and operate facilities over the long-term on the campus;
2. There is increased procurement from women, minority and locally owned businesses; and
3. There is an increase in the employment of historically excluded populations in the permanent positions associated with the new facilities upon completion.

By leveraging bonding power, we can encourage colleges and universities in New Jersey to hire the most disadvantaged workers in the state on facility construction and operation projects and to buy supplies from small businesses that might not have been considered otherwise. This means hundreds of minority and woman residents of New Jersey, who have been historically excluded from construction labor unions, may have the opportunity to earn a living wage in the construction industry. Also, minority, women and locally owned businesses will have access to new contracts to grow and succeed. Tying urban economic development to the university construction bonding process could put New Jersey’s residents back to work and grow its small businesses.
On July 26, 2011, in Washington D.C., NJISJ President and CEO, Cornell William Brooks, Esq., testified before the Equal Employment Opportunity Commission (the “EEOC”) and a packed audience on employment discrimination faced by individuals with a criminal record. EEOC Chair Jacquelyn Berrien convened this substantive hearing focusing on this major civil rights issue. During his testimony, Cornell highlighted the critical issue of employers’ misuse of criminal records and disparate (and potentially discriminatory) treatment of individuals with criminal histories under Title VII of the Civil Rights Act of 1964. Cornell made the case in his testimony that the use of criminal records can lead to discrimination in the marketplace that not only harms prospective employees but also creates inefficiencies that make American businesses less competitive. As the only state level organization presenting, our testimony covered the Institute’s experiences working with clients returning home from prison and our successes with the Second Chance Campaign in New Jersey. Based on the response from the commissioners, we are hopeful that the EEOC will issue further guidance that will lower employment barriers for those with criminal records (including those with arrests and no convictions), discourage potential discriminatory use of criminal records, encourage our efforts to pass Ban the Box legislation and raise support for our labor market and collateral sanctions advocacy.
Over-Incarceration: A Challenge to Businesses and Communities

“Newark, the largest city in the state, with a population of more than 280,000, reportedly has the highest per capita number of parolees of any U.S. city.”

Akil S. Roper, “Prisoner Re-entry in Newark: It Takes a Community” (Star Ledger)

The inordinate number of parolees in Newark reflects the increased concentration of economic challenges in this area. The legal barriers and stigma that follow people returning home to New Jersey neighborhoods from incarceration leads to a cycle of poverty, recidivism and lack of economic opportunity for individuals and their communities as a whole. To better understand how to address these economic barriers, NJISJ has initiated a study of the impact of a concentrated population of ex-offenders on the labor market and economic growth in Newark. The project activities fall into two categories: a labor market study and an investigation into the location decisions of employers.

Based on current scholarship and our programmatic experience, we hypothesize that a large group of adult males with criminal records who are statutorily barred from certain areas of employment, and face discrimination in the job market generally, depress the average wage for the city, which in turn negatively impacts property values, consumer spending, tax revenues and decisions by firms to locate in New Jersey neighborhoods. In addition to understanding the labor market effects of a concentration of ex-offenders, we will investigate the factors that impact a company’s decision to locate or expand in urban areas in New Jersey. To explore firms’ locational and hiring procedures, we will deploy in-depth firm surveys with businesses that have located in Newark and the surrounding suburbs or considered Newark but chose a different location. To conduct these studies, we have partnered with researchers from Rutgers University, including Dr. William Rodgers, former Chief Economist for the U.S. Department of Labor, and Dr. John Chaisson, Director at the Thought Leadership Institute and co-organizer of the recent forum on the Next Great Competitive Workforce at the Heldrich Center for Workforce Development at Rutgers University.
**Equal Justice: Promoting Social Equity**

Our Equal Justice Initiative works to make New Jersey a safer place to live for all of its residents by ensuring that our criminal and juvenile justice policies provide equal access to effective justice.

*Ban the Box – Creating Open Competition in Employment*

NJISJ is committed to improving employment opportunities for formerly incarcerated individuals because secure employment greatly reduces recidivism rates and enhances public safety. Many applications ask job candidates to disclose (by checking a box) if they have ever been convicted of a crime or, in many cases, even arrested. This information is often used to disqualify applicants without any further review of their application. *Ban the Box* provisions allow rehabilitated individuals to compete for a job by delaying when and determining how employers can use criminal history information—as well as encouraging the use of accurate information.

NJISJ has taken the lead with other advocacy groups to introduce *Ban the Box* legislation at both the local and state levels. *Ban the Box* laws ensure fair employment application practices with respect to criminal history information. Criminal background checks are delayed until later in the hiring process, encouraging employers to focus on the current skills and qualifications of the individual, rather than automatically disqualifying an entire group. Such laws do not prevent employers from conducting background checks and do not override any existing laws placing restrictions on sensitive positions. They simply ask employers to consider the individual, weighing the criminal conviction along with other factors.

Many employers fail to fairly consider the nature and seriousness of the criminal history, the time that has elapsed, the nature of the position sought or evidence of rehabilitation. These unfair practices disproportionately affect minorities, particularly African-Americans. Reducing unnecessary obstacles to gainful employment would have an enormous impact on these individuals, their families and our communities.

In January 2010, NJISJ led the Second Chance Campaign of New Jersey, which advocated for the passing of landmark legislation supporting effective and fiscally sound prisoner reentry policies. Working with key state legislators, NJSIJ played a central role in the passage of three comprehensive pieces of legislation on issues ranging from in-prison educational opportunities to access to medical records and identity documents upon release. We were particularly proud of this accomplishment in light of the challenging political and fiscal environments. The New York Times called the legislation a “model for the rest of the nation.” NJISJ is currently engaged in a review of monitoring and enforcement options for the implementation of these laws.
More than 30 jurisdictions across the nation have enacted or implemented some form of *Ban the Box*. Many additional jurisdictions are currently considering the issue.

### States where localities have *banned the box*

Jurisdictions with *Ban the Box* laws

- **States:**
  - Connecticut, Hawaii, Massachusetts, Minnesota, New Mexico (and the District of Columbia)

- **Counties:**
  - Alameda and San Francisco (CA); Saginaw (MI); Durham (NC); Multnomah (OR); Travis (TX)

- **Cities:**
  - Berkeley, Compton, Oakland, San Francisco (CA); Bridgeport, Hartford, New Haven, Norwich (CT); Jacksonville (FL); Baltimore (MD); Boston, Cambridge, Worcester (MA); Detroit, Kalamazoo (MI); Minneapolis, St. Paul (MN); Durham (NC); Cincinnati (OH); Philadelphia (PA); Providence (RI); Memphis (TN); Austin (TX); Richmond, (VA); Seattle (WA)
Holding Children Accountable as Children

In 1999, New Jersey’s State Legislature modified the juvenile waiver law, which made it much easier to move a child to the adult court system. The initial hope was that trying cases involving youth in adult court would improve public safety. Legislators were not aware at that time that the peak in juvenile violent crime in New Jersey had already passed and juvenile violence would continue to decline. They also did not have the benefit of recent adolescent brain research or newly available juvenile crime and waiver data, both of which raise significant questions about the assumptions underlying the law. In all, the last 12 years have shed important light on how this law has worked in practice and the need for it to be changed to achieve its original purpose.

A child who is placed in an adult prison is five times more likely to become a victim of rape than an adult offender and is twice as likely as a child in the juvenile system to re-offend. Understanding that juvenile waiver pushes young people towards a lifetime of criminal activity and does not acknowledge the remarkable potential for rehabilitation of our youth, NJISJ commissioned the nation’s most comprehensive study reviewing a state juvenile waiver law. The results of this study, which we released in November 2011, are sobering. As currently applied, waiver in New Jersey has an overwhelming disparate impact along racial, gender and geographic lines. African Americans, males and youth in suburban areas are disproportionately waived up to adult court. NJISJ’s comprehensive report highlights these disparities in detail and provides recommendations to improve the juvenile waiver process and decrease the rampant disparities in access to justice. NJISJ used this report to support an amicus brief to the New Jersey Supreme Court. NJISJ is also considering legislative reform to empower judges to hold children accountable as children, where appropriate.

“If these children had a different address or different gender or different race, they would likely be held accountable as children, making it more likely they become law-abiding adults.”

Cornell William Brooks, Esq.
NJISJ President and CEO

“NJISJ FACT
Eighteen percent of New Jersey’s youth are Black, but 77% of New Jersey’s youth waived from Family to Criminal court are Black.”

“NJISJ FACT
We calculate that because of NJISJ’s efforts to bring JDAI to the state of New Jersey that Essex County youth have spent 8.76 million less hours in detention—which is the equivalent of over 1,000 years of childhood saved. Additionally, New Jersey has become a model state for this type of effort, receiving national attention for its reforms.”

Building Economic, Social and Legal Equity ▲ 13
Based on the momentum generated by the historic success of the Counting the Costs (CTC) legislation and the Second Chance Campaign’s successful coalition building and advocacy efforts, more than twenty organizations have joined together in an ongoing strategic alliance to monitor the implementation of the CTC legislation and advance additional reforms affecting sentencing, incarceration and reintegration. The Integrated Justice Alliance (IJA) is a solution-oriented collective of informed, cross-sector change agents who advocate for effective public policies before, during and after incarceration in New Jersey. IJA advocates for reform to put ex-offenders to work—which allows them to support their families and contribute to the tax base in their community—as law-abiding citizens. NJISJ has played an integral part in the development and sustainability of the Alliance and has taken a leadership role as it prepares for the challenges ahead.

The Juvenile Detention Alternatives Initiative (JDAI) was designed to support the Annie E. Casey Foundation’s vision that all youth involved in the juvenile justice system have opportunities to develop into healthy, productive adults. NJISJ recognized that many youth in Essex County and across the state of New Jersey were being held in detention unnecessarily pending the resolution of their cases, and that this caused substantial harm to these youth. Drawing on our relationships with both Casey and the New Jersey Juvenile Justice Commission, NJISJ helped bring JDAI to the state. Since then, New Jersey has been so successful in reducing the unnecessary detention of pre-adjudicated youth that it has become a “model state” for JDAI implementation. In Essex County, the program has reduced the average number of children in custody per night by 68% (from 244 per night to fewer than 100 per night with no risk to public safety; see chart). Children and youth have been productively engaged in local community programs, after school activities, service work and academic remediation. Most importantly, this reduction in the use of pre-adjudication detention has been accomplished with no decrease to public safety and no increase in juveniles missing court dates.

1 The total number of avoided child detention nights, through 2/14/2012, is 367,599, or 1,007 years.
Supporting Legal Equity through Advocacy

The Institute’s Legal Program deploys a range of tools in support of the entirety of the Institute’s activities, including: legislative and regulatory research; policy research and advocacy; model program development; judicial process improvement efforts; consulting to government; serving on state and local commissions; collaborating with other state and national advocacy organizations, private law firms, law schools and law students; engaging in strategic litigation; and serving as in-house counsel to the Institute.

Newark Community Solutions, an urban problem solving community court

NJISJ partnered with Mayor Cory A. Booker, the City of Newark, the New Jersey Administrative Office of the Courts, the Center for Court Innovation and the Center for Collaborative Change to launch Newark Community Solutions, last spring. Newark Community Solutions, the state’s first community court, is a community justice initiative created to apply a problem-solving approach to cases in Newark’s municipal courthouse. This initiative is the direct result of advocates and government officials’ recognition that many individuals, who needed social services, cycled through the courts on minor charges often related to substance use.

Newark Community Solutions’ goals are twofold: to provide judges with increased sentencing options for non-violent offenses such as drug possession, prostitution, and shoplifting; and to improve public perceptions of the justice system. By combining real legal consequences with access to supportive services, Newark Community Solutions deploys community and social service mandates while reducing the court’s reliance on ineffective fines and expensive short-term jail sentences. This effort builds on lessons learned from successful community courts throughout the country, which have reduced local crime, improved compliance with sanctions and strengthened the connections between courts and communities.

It is estimated that by April 2012, the one year anniversary of the Newark Community Solutions’ founding, 1400 mandated and 200 voluntary participants will have been served within the 4th busiest municipal court in the nation.
NJISJ Speaks for Vulnerable Citizens Before the NJ Supreme Court

Recently the Institute has submitted briefs in two cases before the New Jersey Supreme Court: (1) *State of New Jersey in the Interest of V.A.*, and (2) *In re Ronald C. Kollman, Jr., Petition for Expungement*. NJISJ selects cases of statewide (and nationwide) import to weigh in as an *amicus* and write a “friend of the court” brief to help the court work through issues of law, policy and science to improve our criminal and juvenile justice system and make our communities safer. In *V.A.*, the Institute serves as co-counsel with the Juvenile Law Center and the Urban Legal Clinic at Rutgers School of Law-Newark, representing 24 *amicus curiae* challenging the New Jersey Appellate Division’s interpretation and application of the juvenile waiver statute and arguing that the statute, as applied, violates the United States and New Jersey Constitutions. In *Kollman*, the Institute, in partnership with the ACLU-NJ, argues for a broad interpretation of the New Jersey expungement statute, which removes convictions from individuals’ criminal records who have been rehabilitated and allows them the opportunity to return to work and be productive members of their community.

Youth Court: Putting Justice in the Hands of Children

NJISJ contributed to the creation of New Jersey’s only youth court, which is located in Newark. Working with the Center for Court Innovation and the New Jersey Association on Corrections, NJISJ helped conceive the framework for an urban youth court in New Jersey. This court allows middle and high school students to prosecute, defend and render verdicts on youth alleged to have engaged in minor offenses. With the support of the New Jersey State Bar Foundation, the City of Newark created the Newark Youth Court – and began to adapt the concept of community justice, enabling Newark’s young citizens to help set standards of behavior for their peers.

The creation of a youth court offers an exciting opportunity to spearhead an innovative effort in Newark; in fact, the youth court served as the first stage of implementation of the community justice approach for the City. Over 100 children have participated as judges, jurors, and advocates in youth court. It provides a positive opportunity for young people to engage with judges, lawyers, criminal justice officials and the court system; at the same time, it addresses low-level youth misbehavior by taking referrals from the stationhouse adjustment process. The goal of the Newark Youth Court is to address early signs of delinquency and behavioral problems in an effort to improve school attendance and community safety, while helping young people develop a sense of civic pride and understand the importance of community engagement.
Removing Arbitrary Barriers to Employment: A Grandfather’s Story

In 2011, NJISJ attorneys obtained clemency, a very rare gubernatorial action, for a client after a year-long battle to keep his job. Mr. P is a sixty year-old, African-American grandfather and a resident and native of New Jersey. Governor Christie pardoned Mr. P for a 40 year old non-violent offense that under New Jersey law prevented him from performing his duties as a supervisor of a food services company. This conviction stems from an incident in 1971 in which Mr. P was found to have five Valium pills in his possession without a prescription. Under this law, the most stringent of its type in the country, Mr. P was absolutely and permanently precluded from his job—despite 40 years of law-abiding conduct highlighted by his civic engagement, youth advocacy and support of his family. After decades of steady employment and career advancement, Mr. P’s employer was forced to transfer him to temporary assignments in other states, putting an extreme strain on Mr. P and his family.

Upon hearing the news of his pardon – to date the only one granted by Governor Christie – Mr. P was overcome with joy, saying “I just want to thank Governor Christie for his courage and leadership. I want to also thank my employer for sticking by me during this long process and I want to thank my lawyers at New Jersey Institute for Social Justice for believing in my case and making this day possible.”

Over 20 certifications were filed on Mr. P’s behalf from individuals ranging from longtime friends to local clergy to world renowned figures in criminal justice at institutions like Rutgers and Yale. John J. Farmer, Jr., Dean of Rutgers School of Law - Newark, put the Governor’s pardon in perspective: “As a former New Jersey Attorney General, I have seen countless numbers of people who sincerely want to change their lives being held back by the weight of statutorily mandated collateral sanctions such as this one. Still and yet, Mr. P has sent a powerful message to young people across the state that you do not have to let one bad decision determine the rest of your life.” These "collateral sanctions" or collateral consequences of criminal convictions often create life-long penalties enduring long beyond when one's debt to society has been fully paid. A recent report estimates that 65 million Americans (1 in 4 adults), who have criminal records, confront significant barriers to employment, an increasing source of concern for the business community. Since a vastly disproportionate number of those in contact with the criminal justice system are racial or ethnic minorities, this is a matter of significant concern to the civil rights community.
In 2011, the Institute sponsored a lecture series for Newark interns in non-profit and government agencies that introduced them as emerging social justice leaders to well established social justice leaders.

**Summer of Social Justice**

A Conversation on "40 Years of Friendship and Social Justice"

between Bob Curvin and Len Lieberman

July 12, 2011

From the civil rights era through the present, Dr. Robert Curvin (a founding NJISJ trustee) and Mr. Leonard Lieberman have been leaders in New Jersey civil society. They have also been life-long friends. The Institute hosted Dr. Curvin, an expert on urban economic development and social justice issues, and Mr. Lieberman, a prominent New Jersey businessman, advocate, and philanthropist, for an engaging conversation touching on Newark’s past, present and future. The pair discussed their experiences in the wake of 1967 Newark riots and the civil rights era, their efforts to achieve progressive change through the years and their enduring personal friendship, based on mutual respect and admiration. This conversation, which drew an audience from Newark’s non-profits, businesses, law schools and law firms, featured two men whose careers, dreams, ideals and friendship were influenced by Newark while they sought to revitalize the city.

**A Conversation on the History and Diversification of the New Jersey Supreme Court**

July 20, 2011

In 2009, Ms. Sandra King, NJISJ trustee and an Emmy Award winning Host and Executive Producer of “Due Process” a public issues television program, examined the role of judicial diversity and how a New Jersey Supreme Court commission, created to address the underrepresentation of minorities on the bench, helped bring change to a once monochromatic bastion of the law. Last summer, Former New Jersey Supreme Court Justice James Coleman (the first African American appointed to the state’s highest court) participated in a discussion with former New Jersey Attorney General Zulima Farber, the first Latina to serve as Acting Governor of New Jersey. Ms. Sandra King and Justice Coleman led a dialogue about judicial diversity following a screening of the “Due Process” piece. The event, held at Lowenstein Sandler, included attendees from New Jersey law firms, and non-profits.
A Conversation with Nicholas DeB. Katzenbach, Former United States Attorney General and Founding NJISJ Board President
July 15, 2011

Nicholas DeB. Katzenbach, founding NJISJ trustee and Board President, served as the United States Attorney General under President Johnson. Mr. Katzenbach, Esq., who recently celebrated his 90th birthday, is a fierce advocate for social justice, a brilliant attorney, an admired teacher, a published author, and a much beloved member of our NJISJ community. During our discussion, Mr. Katzenbach, Esq. shared some of his many remarkable experiences in government, including his role in the desegregation of the University of Alabama in 1963, where he confronted Governor George Wallace on the steps of Foster Auditorium. Moderated by Cornell William Brooks, Esq. and held at Princeton University, Nick inspired us with his compassion, his gentle humor, and his unflagging dedication to equality and the law.

Civil Rights champion Nicholas Katzenbach, Esq., right, then the deputy U.S.Attorney General, confronts Alabama Gov. George Wallace, who blocked the door of the University of Alabama to prevent the enrollment of Black students in 1963

Leveraging Legal Talent for Social Justice

In 2010–2011, NJISJ was fortunate to have a number of pro bono attorneys working in our Legal Program. The Institute hosted deferred associates from Cravath, Swaine & Moore; White & Case; and Bryan Cave. During their time with NJISJ, these young attorneys worked over 7,000 hours, at no cost to the Institute, on important advocacy issues including drafting complicated legislation and serving on a team that obtained a gubernatorial pardon for an Institute client. NJISJ extends its thanks to these firms, and also to firms whose partnerships on our recent work has been invaluable: Lowenstein Sandler PC; Gibbons P.C.; DLA Piper; and Skadden, Arps, Slate, Meagher & Flom LLP.
Community Advocates, Government Advisors

NJISJ staff is generally well-known in New Jersey for our prowess as social justice advocates; however, most NJISJ senior staff members also serve as external policy advisors on boards, commissions and committees around the state. In January 2011, the Honorable Sheila Oliver, Speaker of the New Jersey General Assembly, appointed NJISJ President and CEO, Cornell William Brooks, to serve on the five-member New Jersey Public Broadcasting Authority. Cornell also served on Governor Christie’s Transition Committee on Homeland Security and Corrections, offering advice on fiscally responsible and community responsive approaches to improving public safety. In 2010–2011, Richard Greenberg, Chief Operating Officer, served as a Member of the Council of New Jersey Grantmakers Facing Our Future Leadership Group, which advised New Jersey state officials and legislators on fiscal and budget policy. Craig Levine, NJISJ Senior Counsel, and Scott Nolen, NJISJ Equal Justice and Communications Director, both serve on the New Jersey Council on Juvenile Justice System Improvement, Waiver Subcommittee, which is tasked with reviewing New Jersey’s laws to ensure that only appropriate youth get sent to the adult criminal court for serious offenses and youth who can be rehabilitated are kept in the juvenile system where they belong.

Communications and Outreach

Black Maria Film + Video Festival 2012 Premier

On Friday February 3rd New Jersey City University hosted the 2012 premiere of the Black Maria Film + Video Festival. Now in its 31st year, this touring festival visits venues across the US and in Europe offering selections from more than 70 finalist films selected for their cinematic, artistic and social relevance. This year “Moral Panic: More Heat Than Light,” a documentary produced by NJISJ about gang involvement and prisoner reentry in Newark, NJ, was chosen for a “Director’s Choice” award and was part of a montage of “Opening Night” films shown at the premier. Director, Akintola Hanif; Producer, Richard Greenberg; and Executive Producer, Cornell William Brooks, were recognized by Festival founder and Executive Director John Columbus. Congratulations from Festival jurors and photos with Mr. Columbus preceded a reception for all award recipients. NJISJ recognizes the efforts of our intern Frank Barszcz, MSW candidate at Rutgers University, who connected us with this prestigious film festival.

NJISJ participated in a screening of Moral Panic at Seton Hall Law School. Panelists included Councilman Ronald Rice, Jr.; Director Akintola Hanif; Shavar Jeffries (Newark Public School Advisory Board) and Scott Nolen (NJISJ Equal Justice Director).
Leonard Lieberman was honored with the Alan V. and Amy Lowenstein Social Justice Award. From left to right: Douglas S. Eakeley, Esq., founding trustee of NJISJ, Leonard Lieberman, Alan V. and Amy Lowenstein Social Justice Award honoree, Cornell William Brooks, Esq., President and CEO of NJISJ, and John J. Farmer, Jr., Esq., Chairman of NJISJ Board of Trustees and Dean of Rutgers School of Law- Newark.

Nanina’s in the Park was the setting for the 5th annual awards dinner gala of the New Jersey Institute for Social Justice. Despite the rain, a record 315 supporters of the Institute and friends and family of four honorees were in attendance on June 9th, 2010. The Alan V. and Amy Lowenstein Social Justice Award was presented to Leonard Lieberman, dedicated philanthropist and founding supporter of NJPAC, the Boys and Girls Club of Newark, the Fund for New Jersey and former Chairman of the Board of Newark Beth Israel Medical Center. Marc Berson, of the Fidelco Group in Millburn, was the recipient of the Corporate Leadership Award, given to a corporate leader who has demonstrated a concern for improving the lives of urban citizens and others. Joe Jingoli, of Joseph Jingoli & Son Construction, accepted the Community Builder Award. Mr. Jingoli has partnered with the Institute to create real opportunities for people to enter the construction business, where they can earn higher wages and gain access to the middle class. The Lifetime Community Achievement Award was presented to Rebecca Doggett, who recently retired as NJISJ’s much loved Senior Fellow. She was honored for her pivotal role in the development of NJISJ’s Economic Opportunity Initiative.
On May 3, 2011 at the New Jersey Performing Arts Center, NJISJ celebrated the accomplishments of four remarkable social justice leaders in the New Jersey community. The Honorable Jon Corzine, Chairman and CEO of MF Global, received the Alan V. and Amy Lowenstein Social Justice Award; Lawrence P. Goldman, CEO of NJPAC, received the Lifetime Community Achievement Award; Ralph LaRossa, President and COO of PSE&G, received the Corporate Leadership Award and the Social Justice Committee of the Yale Alumni Association of Metropolitan New York accepted the Community Builder Award. Douglas S. Eakeley, Esq. (NJISJ Board Vice Chair) noted that "Equality, commitment, service and courage are words that guide our vision at NJISJ and we celebrate this year's honorees for embodying these traits across the areas of government, the arts, business and community activism." Each honoree gave heartfelt remarks highlighting the importance of social justice efforts for the state of New Jersey and for each of them personally.
Developing Next Generation Skills in New Jersey’s Urban Workforce

In 2011, NJISJ received a grant from the Verizon Foundation to support preliminary efforts to launch a registered apprenticeship program in the growing electronic medical records field. Douglas Schoenberger, Vice President of Corporate Responsibility & Public Policy for Verizon New Jersey presented NJISJ with a check (pictured). Verizon’s grant will enable us to develop a program to ensure that New Jersey residents will be ready to take advantage of the employment opportunities anticipated as a result of the electronic medical record conversion required by recent healthcare reform legislation. The New Jersey Department of Labor and Workforce Development predicts that there will be a 23 percent increase in demand for health information technology jobs, totaling more than 154,000 jobs nationally by 2016. Because of this projected growth, the U.S. Department of Labor's Office of Apprenticeship has been focusing on developing programs and workforce opportunities within the healthcare and information technology industries.

There are several registered apprenticeship models in the healthcare industry throughout the nation that have worked effectively, and NJISJ seeks to replicate these successes in New Jersey. NJISJ has had previous success with pre-apprenticeship training through its Newark/Essex Construction Career Consortium which was an innovative, nationally recognized program through which over 400 minorities and women entered the construction trades. Initiatives such as this one are particularly timely given that in the last three years (since the start of the current recession) seven million people nationwide have lost their jobs. In Newark, this problem is even worse as official statistics place Newark’s unemployment rate at around 14.3 percent.

Emerging Social Justice Leaders

Throughout the years, the Institute has hosted a broad array of emerging talent, including law, business, public policy and undergraduate interns and fellows. Over the past two years, the Institute has been home to young leaders from Harvard Law School, Columbia Law School, New York University, Yale School of Management, Rutgers University-Newark and Seton Hall University. Whether they work for a summer or during the year, the Institute’s internship program consistently attracts social justice leaders from across the country. Prominent among the Institute’s fellows are the Charles W. Puttkammer Fellows for Prisoner Reentry. Additionally, the John and Marcia Lowenstein Community Development Fellowship was created to enable individuals early in their careers to spend two or more years with the Institute helping develop and implement real-world solutions to the barriers that prevent urban communities from achieving their full potential. The fellowship funded three individuals over the course of seven years.
Emerging Initiatives

The 2011-2016 Strategic Plan defined two emerging initiatives: Healing the City and Technology and Opportunity. These two innovative initiatives will enable NJISJ to explore the social justice impact of these current issues through research and new partnerships, without undertaking demonstration programs.

Healing the City

We believe that the Affordable Care Act of 2010 (ACA) provides research and programmatic opportunities to address issues at the local and state level, such as healthcare disparities and healthcare-related employment growth. Thus, we are currently developing two projects: 1) a registered apprenticeship in health information technology that links difficult-to-employ urban residents to apprenticeship opportunities in the healthcare information technology field and; 2) a research and policy agenda related to the expansion of federally qualified health centers that serve the majority of the low-income people in urban regions.

Registered Apprenticeships in Healthcare

NJISJ is in the midst of launching an innovative pilot apprenticeship program, in the growing electronic medical records field under the new healthcare reform. This particular model has not been yet been introduced to New Jersey, though it currently operates successfully in South Carolina. New Jersey has a very well developed healthcare industry, which includes health insurance companies, large pharmaceutical businesses and a very large healthcare delivery system. There is an urgent need to ensure that a strong workforce is well-trained to serve the needs of the required electronic medical conversion.

Urban communities need the jobs that will be created under health care reform. However, entry requirements often bar low-income community members from being eligible for these employment opportunities. One of the most successful ways to open opportunities for low-income and low-skilled men and women in many industries is through apprenticeship programs. These programs also offer great opportunities to acquire on and off-the job training while also making a living. Most important, apprenticeship models are industry driven as apprenticeships are operated by employers, allowing them to build employee loyalty, reduce the cost of training, attract more applicants, and improve productivity.

NJISJ has partnered with the Jewish Renaissance Medical Center to conduct a small pilot to train urban residents in health information technology to become registered apprentices. NJISJ will provide technical assistance for establishing the standards for training and education in IT Generalist, Health Unit Coordinator and IT Project Manager Apprenticeships.
Technology and Opportunity

Over the course of several years, Institute staff has noticed that even well-qualified applicants for our workforce development programs have had difficulty navigating online applications, as a consequence of being less experienced with broadband and digital technology. The national broadband adoption rate for low-income populations is about 38%. For minority populations, it is 56%. The three major barriers to broadband adoption and utilization—cost, digital literacy, and relevance—are all applicable to Newark’s low-income and minority residents. The high cost of broadband service is a significant problem in Newark with such a high rate of poverty. Currently, there are only eleven public libraries in Newark providing free internet access and computer classes. Each library carries only a few computers, the use of which is restricted by time limits and availability. Such limited access to broadband even outside the home only reinforces the lack of digital literacy.

Through the Technology and Opportunity Initiative, NJISJ is currently researching barriers and circumstances creating deficits in broadband adoption and utilization for communities in Newark. Additionally, we are analyzing potential incentives, funding and partnerships to promote distance learning and digital access in community centers, houses of faith, correctional facilities and government buildings. Lastly, we will promote federal and state commitment and encourage private industry partnerships to advance broadband adoption and utilization.

NJISJ FACT

One in seven New Jerseyans do not have health insurance of any kind. The number of uninsured individuals in New Jersey has been increasing almost every year since 2000. In 2010, it was about 50 percent higher than in 2000. New Jersey’s uninsured rate is higher than the national average, which increased by about one third in the last decade. There are about 1.3 million uninsured people in New Jersey.

NJISJ FACT

In the United States, thirty five percent of residents do not have access to broadband internet at home. Forty four percent of African Americans and 51% of Hispanics do not have broadband access. Moreover, forty percent of low income residents do not own a computer.
Funder Partners
Annie E. Casey Foundation
Bayer HealthCare
Charles W. Puttkamer ’58 Prisoner Reentry Fellowship
Chubb
City of Newark
Columbia University
DLA Piper
East Orange General Hospital
The Fidelco Group
Fund for New Jersey
Gibbons P.C.
Genova, Burns, Gianitomas & Webster
Haugland Family Foundation
Healthcare Foundation of New Jersey
Horizon Blue Cross Blue Shield of New Jersey
Hyde & Watson Foundation
Jersey City Department of Employment Training
Jewish Vocational Service of Metrowest New Jersey
Joseph Jingoli & Sons
Laborers Eastern Region
John and Marcia Lowenstein
Lowenstein Sandler, PC
McCarter & English
MCJ Foundation
Merancas Foundation
Merck Company Foundation
Newark Alliance
Newark Beth Israel
New Jersey Bar Foundation
New Jersey Department of Labor and Workforce Development
New Jersey Department of State
New Jersey Department of Transportation
New Jersey Natural Gas
New Jersey Employers Coop
New York University
Nicholson Foundation
Pace Center for Civic Engagement at Princeton University
Port Authority of New York & New Jersey
Prudential Foundation
PSE&G
Public Welfare Foundation
Robinson, Wettre, Miller
Skadden Arps Fellowship Program
United States Environmental Protection Agency
United States Department of Labor and Workforce Development
Verizon Foundation
Vestar Capital Partners
Victoria Foundation
Waypoints, Inc.
Winning Strategies

Partners
Community Partners
ACCESS Training Services, Inc.
ACLU of New Jersey
ACORN
Advocates for Children of New Jersey
Aerotek
Congregation Ahavas Sholom
American Civil Liberties Union of New Jersey
Association for Children of New Jersey
Association of Criminal Defense Lawyers of New Jersey
Bethany Baptist Church
Black Maria Film Festival
Boston University School of Law
Bryan Cave, LLP
Campaign for the Fair Sentencing of Youth
Campaign for Youth Justice
Capitol City Contracting, Inc.
Center for Children’s Law and Policy
Center for Collaborative Change
Center for Court Innovation
Center for the Promotion of Mental Health in Juvenile Justice
City of Newark, Office of Sustainability
Coalition of Community Corrections Providers of New Jersey
Community Education Centers
Cornell University, Richard Nettier Center
Cravath, Swaine & Moore, LLP
DLA Piper
Drug Policy Alliance of New Jersey
East Orange General Hospital
Education Law Center
Equal Employment Opportunity Commission
Essex County Building and Construction Trades Council
Essex County Vocational Schools
Families Against Mandatory Minimums
GMP Consulting, Inc.
Goodwill Industries
Handex Consulting and Remediation, LLC
Harvard Law School
Hispanic Directors Association of New Jersey
Hispanic Family Center
Housing and Community Development Network of New Jersey
Humanity in Action
Hunter College
Hyacinth Foundation
Institute on Education Law & Policy
Integrated Justice Alliance
Integrity House
Jennings Group
Jersey Environmental Solutions
Jewish Renaissance Medical Center
Jewish Vocational Service of Metrowest New Jersey
John Jay College of Criminal Justice
Jubilee Interfaith
Juvenile Law Center of Philadelphia
JZ Associates Consulting
Kirwen Institute
La Casa de Don Pedro
Latino Leadership Alliance of New Jersey
Legal Action Center
Legal Services of New Jersey
Lowenstein Sandler, PC
M&V Labor Resources Inc.
Marge Incorporated
McElroy, Deutsch, Mulvany & Carpenter, LLP
Muhlenberg University School of Social Work
NAACP Legal Defense and Educational Fund, Inc.
National Alliance on Mental Illness
National Association of Counsel for Children
National Association of Social Workers
National Association of Social Workers-New Jersey Chapter
National Center for Youth Law
National Coalition on School Diversity
National Employment Law Project
National H.I.R.E. Network
National Juvenile Defender Center
Nehemiah Group
New Jersey Administrative Office of the Courts
New Jersey Association on Correction
New Jersey Black Issues Convention
New Jersey Building and Construction Trades Council
New Jersey Citizen Action
New Jersey Department of Corrections
New Jersey Latino Peace Officers Association
New Jersey Performing Arts Center
New Jersey State Parole Board
New Jersey Policy Perspective
New Jersey Primary Care Association
New Jersey Regional Coalition
New Jersey Society of Certified Public Accountants
Newark Alliance
Newark Emergency Services for Families, Inc.
Newark Homeless Healthcare
New York University School of Law
New York University School of Social Work
Northeast Juvenile Defender Center
Offender Aid and Restoration
Pace Center for Civic Engagement at Princeton University
People’s Organization for Progress
PICO New Jersey
Purple Reign
Reentry Legal Services (RELEASE)
ReServe
Resource Options Incorporated
Rutgers-Newark Law School Juvenile Justice Clinic
Rutgers Newark School of Criminal Justice
Rutgers School of Criminal Justice
Rutgers School of Law-Camden Children’s Justice Clinic
Rutgers University School of Law - Newark
Rutgers University School of Social Work
Prison Nation Radio
Prudential Financial
PSE&G
Seton Hall Law School
Seton Hall Law School Center for Social Justice
Seton Hall University
The Partnership for Working Families
Thomas Edison State College
United States Department of Labor - Office of Apprenticeship
United States Equal Employment Opportunity Commission
United States District Court – Probation/Pretrial Services
Vanderbilt University School of Law
Voices of Hope
Volunteer Lawyers for Justice
Volunteers of America
W. Haywood Burns Institute
Women Build Too
Women Who Never Give up
White & Case
Yale Alumni Association of Metropolitan New York Public Service/ Social Justice Committee
Yale School of Medicine
Youth Law Center
NJISJ Staff

NJISJ recruits some of the leading attorneys, advocates and staff from across the country. Pictured above (standing left to right): Corey Parson, Ed Gittens, Mariana Giraudo, Nichele Wilson, Scott Nolen and Steve Marcus. (seated from left to right): Albert Williams, Craig Levine, Cornell William Brooks, Rick Greenberg, and Kelly Dougherty.

Not pictured: Frank Barszcz, Shumaila Jabbar, Ashley Mitchell, Chigozie Onyema and Rita Simmons.
## STATEMENTS OF FINANCIAL POSITION
September 30, 2011 and 2010

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
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<td></td>
</tr>
<tr>
<td><strong>Current Assets</strong></td>
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<tr>
<td>Cash and cash equivalents</td>
<td>508,275</td>
<td>505,951</td>
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<tr>
<td>Investment securities</td>
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<td>7,602,358</td>
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<td>Grants receivable</td>
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<td>429,915</td>
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<td>Accounts receivable</td>
<td>1,200</td>
<td>17,336</td>
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<td>Prepaid expenses</td>
<td>7,011</td>
<td>12,094</td>
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<td><strong>Total Current Assets</strong></td>
<td><strong>7,317,512</strong></td>
<td><strong>8,567,654</strong></td>
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<tr>
<td><strong>Property and equipment less accumulated depreciation</strong></td>
<td>29,647</td>
<td>42,764</td>
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<tr>
<td><strong>Other Assets</strong></td>
<td></td>
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</tr>
<tr>
<td>Security deposit</td>
<td>11,643</td>
<td>11,643</td>
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<tr>
<td><strong>Total Other Assets</strong></td>
<td><strong>11,643</strong></td>
<td><strong>11,643</strong></td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>7,358,802</strong></td>
<td><strong>8,622,061</strong></td>
</tr>
<tr>
<td><strong>Liabilities &amp; Net Assets (Deficit)</strong></td>
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<td></td>
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<tr>
<td><strong>Current Liabilities</strong></td>
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<tr>
<td>Account payable &amp; accrued expenses</td>
<td>10,562</td>
<td>290,697</td>
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<tr>
<td>Grants received in advance</td>
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<td>411,749</td>
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<td><strong>Total Current Liabilities</strong></td>
<td><strong>478,341</strong></td>
<td><strong>702,446</strong></td>
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<td><strong>Net Assets (deficit)</strong></td>
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<tr>
<td>Unrestricted</td>
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<tr>
<td>Undesignated</td>
<td>(112,566)</td>
<td>14,287</td>
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<tr>
<td>Board designated</td>
<td>6,993,027</td>
<td>7,905,328</td>
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<tr>
<td><strong>Total Net Assets (deficit)</strong></td>
<td><strong>6,880,461</strong></td>
<td><strong>7,919,615</strong></td>
</tr>
<tr>
<td><strong>Total Liabilities &amp; Net Assets (Deficit)</strong></td>
<td><strong>7,358,802</strong></td>
<td><strong>8,622,061</strong></td>
</tr>
</tbody>
</table>
## STATEMENTS OF ACTIVITIES

September 30, 2011 and 2010

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2010</th>
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<tbody>
<tr>
<td><strong>Income</strong></td>
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<tr>
<td>Public Support</td>
<td>416,375</td>
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<tr>
<td>Grants</td>
<td>574,429</td>
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<td>Investment Income</td>
<td>55,199</td>
<td>882,308</td>
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<tr>
<td>Other Income</td>
<td>271</td>
<td>1,679</td>
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<tr>
<td><strong>Total Income</strong></td>
<td><strong>1,046,274</strong></td>
<td><strong>2,076,120</strong></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Functional Expenses</strong></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Program Services</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Equal Justice</td>
<td>645,361</td>
<td>912,233</td>
</tr>
<tr>
<td>Workforce Development</td>
<td>438,631</td>
<td>398,305</td>
</tr>
<tr>
<td>Urban Asset Protection and Creation</td>
<td>103,091</td>
<td>141,994</td>
</tr>
<tr>
<td>Legal</td>
<td>420,722</td>
<td>331,295</td>
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<tr>
<td><strong>Support Services</strong></td>
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<td></td>
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<tr>
<td>Management &amp; General</td>
<td>207,456</td>
<td>215,647</td>
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<tr>
<td>Fundraising</td>
<td>270,167</td>
<td>242,606</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>2,085,428</strong></td>
<td><strong>2,242,080</strong></td>
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</tbody>
</table>

Increase (decrease) in net assets
- 2011: \(-1,039,154\)
- 2010: \((-165,960\))

Net Assets - beginning of the year
- 2011: \(7,919,615\)
- 2010: \(8,085,575\)

Net Assets - end of year
- 2011: \(6,880,461\)
- 2010: \(7,919,615\)

Audited Financial Statements Available Upon Request
“Social justice should be the underlying goal for all of humanity.”

Alan V. Lowenstein, Esq.
Attorney, Community Leader and Founder, New Jersey Institute for Social Justice