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The New Jersey Institute for Social Justice (NJISJ) is a Newark-based urban research and advocacy organization dedicated to the advancement of New Jersey’s cities and their neighborhoods, families and individual residents. We identify, analyze and address the underlying causes of social and economic disparities and challenge the barriers that constrain cities and their residents from achieving their fullest potential through:

- Innovative, on-the-ground, direct program services designed to put hundreds of low-income, traditionally hard-to-employ urban residents into sustainable, living-wage work. One of the most difficult issues facing urban residents is the ability to obtain and retain jobs. Our workforce development and training programs prepare individuals to be attractive job applicants, successful job candidates, and successful employees.

- Direct program services demonstrate the real challenges facing Newark and urban New Jersey residents and inform our policy reform efforts; which are focused on removing the 1,300 statutory barriers to employment affecting literally thousands of citizens.

- Leveraging the success of public policy changes, NJISJ conducts thorough research to identify creative (non-legislative) solutions to the interrelated causes of urban poverty and injustice in New Jersey, analyzing potential cost-benefits to all residents.

- Convening unlikely partners including the state’s largest business consortiums, legislators, government officials, higher education administrators, community leaders, etc. for the purpose of identifying and removing employment barriers through both direct programs and systemic reform.
Dear Friends,

2012 and 2013 was a period of extensive growth and success at NJISJ, but also of loss and challenge. Our beloved founding Board President, Nicholas deB. Katzenbach, 65th United States Attorney General under President Lyndon B. Johnson, passed away at the age of 90. Nick was one of the Institute’s earliest architects. His integrity and wisdom guided us from the start, and his influence is still felt in every aspect of this organization.

Superstorm Sandy ravaged costal New Jersey and its aftermath has been catastrophic for the most economically vulnerable among us. While the country has begun to recover from the recession that began in 2008, progress is slow and inconsistent – particularly for the hard-to-employ. However, we are recovering.

NJISJ has adapted to the uneven economy by becoming more visible, more nimble, more creative, and like everyone, we have done much more with much less. In these two years we have welcomed many new partners who, together with our existing partners, made it possible for us gain new skills and embrace new knowledge. While the scope of our work has expanded, we are proud that halfway through our 5 year strategic plan, a number of our long-term goals have already been accomplished. There is much to celebrate but there is also much to do and with your continued support, we will make social justice a reality for New Jersey.

With our deepest thanks,

John J. Farmer, Jr., Esq.
Senior Vice President & University Counsel
Rutgers–the State University of New Jersey
Chair, NJISJ Board of Trustees

Cornell William Brooks, Esq.
President & CEO, NJISJ
In Memoriam
Nicholas deBelleville Katzenbach
January 17, 1922-May 8, 2012

Nicholas deB. Katzenbach, Esq. is known in this country for his impeccable credentials, unparalleled professional accomplishments, and fascinating personal narrative. Katzenbach was a graduate of Princeton University and Yale Law School (where he was editor-in-chief of The Yale Law Journal) and was a Rhodes Scholar at Balliol College, Oxford. He was one of the authors of the landmark Civil Rights Act of 1964 and the Voting Rights Act of 1965. He famously faced Governor George Wallace, the man who had proclaimed “segregation now, segregation tomorrow, segregation forever,” as he ‘stood in the schoolhouse door’ at the University of Alabama in 1963 in an attempt to bar the admission of Vivian Malone and James Hood – the University’s first black students. Katzenbach was the 65th United States Attorney General under President Lyndon B. Johnson, a close advisor of Robert F. Kennedy, a World War II hero, General Counsel of IBM, a member of the New Jersey Electoral College, a published author, and a distinguished professor of law at Yale University, University of Chicago, and Rutgers University.

Known to the members of the NJISJ community as Nick, he was the Institute’s first Board President, personally selected by founder Alan V. Lowenstein not for his many impressive accomplishments but for his unfailing moral compass, calm compassion, and brilliant legal mind. Nick guided the organization through its challenging first years and established the foundation on which all of the Institute’s subsequent success has been built. In conversation, he was modest, kind, thoughtful, and possessed a quick wit. In his lifetime, Nick was universally respected and beloved by everyone who had the privilege of spending time with him. It is our profound honor to have known Nick and to be a part of his legacy – equality for all under the law.

*Photo on cover – University of Alabama*
Workforce Development & Training
Transforming Lives

The New Jersey Institute for Social Justice Workforce Development & Training Initiative (The Four R’s) – Reading, Writing, Arithmetic and Reaching for Opportunity promotes work, workforce development, education and economic equality through preparation and access to employment. This direct service initiative provides the Institute with an in-depth understanding of the day-to-day, real life challenges faced by low-income men and women. This information forms the basis of the Institute’s legislative and policy reform efforts to reduce the systemic barriers to work confronting low-income people.

In 2012 and 2013, NJISJ worked to expand the training offered to match the fastest growing sectors with those in need of help. Programs included soft skills classes (resume writing, interview preparation and presentation, and professionalism on the job) as well as technical training. This combination enables participants not only to pass entrance and state certification exams, but also to understand employer expectations.

The comprehensive case management program builds a platform for continued success for participants, allowing the experienced staff to intervene if graduates encounter challenges on the work site or in their personal lives that threaten their ability to maintain top performance. The Institute works with graduates on a one-on-one basis to identify and address these issues, providing vital support and referrals for services such as food banks, health care, housing, license restoration, legal assistance, and access to professional clothing.

Graduates of our Workforce Development and Training programs have a placement rate of 73% into meaningful, higher-wage jobs.
**Did you know?**
The average male worker in 1978 earned $48,000, adjusted for inflation, while a member of the 1 percent in that economy earned eight times as much, or $390,000. In 2010, the same middle class male worker’s wage declined to $33,000 while the members of the elite 1 percent were earning 33 times as much, or $1.1 million.

Source: Former Labor Secretary Robert Reich

**NJISJ FACT**
66% of the program participants are single parents who struggle to support multiple children on a limited income.

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**Greening the Economy - Environmental Remediation Careers**

Through a successful, multi-year partnership with the United States Environmental Protection Agency, 54 local residents graduated with the training and certifications required for environmental remediation careers including lead abatement, asbestos removal, hazardous waste removal emergency response and confined space work.

**Pre-Apprenticeship Training – Accessing the Building and Construction Trades**

NJISJ has the support and faith of many long-standing partners including The Port Authority of New York and New Jersey, New Jersey Department of Labor and Workforce Development, Essex County and New Jersey State Building and Construction Trade Councils, The Prudential Foundation, the City of Newark, and numerous area employers and local trade unions – just to name a few. In 2012 and 2013, the Institute is proud to have trained 40 women and minorities through NJ BUILD funding (administered by the NJ DOL) and a skilled trades class sponsored by The Prudential Foundation. These classes provided basic academic skills instruction, soft skills (workforce readiness) and a structured work experience that emphasized vocational-based training for entry-level placement into skilled and union trades.
There are many challenges facing military veterans returning to the workforce. Many are at an increased risk of becoming involved with the criminal justice system due to the devastating impact of service-related health issues such as Post-Traumatic Stress Disorder and Traumatic Brain Injury. In 2013, with support from a long-time partner, the Prudential Foundation, the Institute began working to better understand these challenges and expand its capacity to serve veterans. Staff members participated in a comprehensive military cultural competency training process through the University of Southern California and conducted an expansive literature review of evidence-based reentry programs to gain an understanding of the services offered by other entities.

The Institute’s inclusive partnership-building process brought together many subject matter experts including the American Legion, Prudential’s Veterans Initiatives Program, United States Department of Veterans Affairs, New Jersey Department of Military and Veterans Affairs, and New Jersey State Parole Board. The Institute looks forward to incorporating this knowledge and these partnerships in its upcoming workforce development and training classes as more veterans re-enter civilian life.

The Institute was extremely fortunate to have been joined by a number of impressive individuals who participated in its Workforce Development and Training Initiative graduations. The 2012 and 2013 graduation speakers included:

- **Lisa Feldt**, Deputy Assistant Administrator of the Environmental Protection Agency
- **Tracey Syphax**, President and CEO of Capital City Contracting and Phax Group, LLC
- **Kenneth Lucianin**, Commissioner of the Passaic Valley Sewerage Commission
- **Michael DeFrancisi**, Executive Director of Passaic Valley Sewerage Commission
- **Cris D’Onofrio**, Federal On-Scene Coordinator of the Environmental Protection Agency
- **Ron Beit**, Founding Partner and CEO of RBH Group, LLC and President of RBH Management, LLC
- **Kim Guadagno**, New Jersey Lt. Governor and Secretary of State
Following a year of research, convenings, and expert consultation, NJISJ produced a white paper entitled “Social Covenant Bonds and Anchor Institutions: New, Nearly Costless Resources to Create Jobs for New Jerseyans.” Based on the findings of this paper, NJISJ developed a project entitled the Social Covenant Bond Employment Initiative. The concept aims to finance the large-scale building projects undertaken by “anchor” institutions (colleges, universities, hospitals and other major institutions that have a large physical and economic presence in their communities) with bonds underwritten by social impact investors that include certain socially beneficial goals. In exchange for meeting these goals (which can include job training or the employment of women, minorities, or low-income community residents), the building institution would receive a reduced rate of interest.

NJISJ began working with the New Jersey Educational Facilities Authority and the Anchor Institutions Task Force (comprised of a membership of over 120 university presidents) in 2012 to explore university/college partnerships and financing incentives. With the support of Governor Christie, Senate President Sweeney and Speaker Oliver, New Jersey voters approved the first major infrastructure investment in higher education in forty years with the passage of a $750 million bond referendum. Now is the time to implement the use of these innovative financial instruments with the potential to create hundreds of jobs statewide.

By combining the Workforce Development and Training Initiative with the Social Covenant Bonds Employment Initiative, the Institute aims to influence both the supply and demand sides of the construction labor market – one of the few remaining sectors in which people without significant higher education can make a living sufficient to support a family and help anchor a neighborhood and community.

**FACT**

In a state with no organization focused exclusively on juvenile justice policies, NJISJ has emerged as a leader on these issues and is one of only a few organizations in the state to devote substantial time, energy, and resources towards combating the problems inherent in the state’s juvenile justice system. Addressing juvenile justice issues improves outcomes and quality of life not only for the children involved in the system, but also for the classmates they rejoin at school. By reducing or eliminating time spent out of class (out-of-school suspension, incarceration, etc.), we reduce or eliminate the dramatic decrease in academic performance of those students.

In 2012, in response to the deeply troubling studies revealing the experiences and likely outcomes for children within the justice system, NJISJ formally joined the American Civil Liberties Union (ACLU) of New Jersey, Rutgers School of Law-Newark’s Urban/Juvenile Justice Clinic, Rutgers School of Law-Camden’s Juvenile Justice Clinic, the Statewide Parent Advocacy Network (SPAN), Advocates for Children of New Jersey, the Lowenstein Sandler law firm’s Center for the Public Interest, as well as a number of other child advocates and stakeholders statewide, to create the New Jersey Juvenile Justice Reform Coalition (NJJRC).

The NJJRC seeks to address a wide range of issues, but its overarching goals are keeping children out of the “deep end” of the system. The goal is to keep children in the juvenile, rather than criminal, system and to address the most egregious aspects of confinement which undermines their successful reentry back into their communities and which contributes to recidivism.

In New Jersey, many of the “front end” issues (the process of what happens from arrest to conviction) in juvenile justice reform have been addressed through the Juvenile Detention Alternatives Initiative (JDAI). Therefore, the NJJRC is focused on the most pressing challenges facing juvenile justice reform in the “deep end” of the system (what happens once a child is adjudicated delinquent). Several of these action items will have a direct impact on youth as they transition out of facilities and return to their neighborhoods.
Research shows that substantial reform on these issues will greatly reduce the juvenile recidivism rate—allowing youth to spend more time in school and on task academically. Priorities include:

- Keeping children out of the adult criminal system by reducing juvenile waiver (the practice of moving a child from the juvenile to the adult criminal justice system)
- Keeping children, to the greatest extent possible, out of detention
- Making secured facilities smaller, closer to home, and more humane
- Reducing recidivism through a more child development-based approach by the New Jersey Juvenile Justice Commission (JJC)
- Addressing the most egregious and dangerous practices in juvenile facilities

**Did you Know?**
Youth housed in adult jails are 36 times more likely to commit suicide than youth housed in juvenile detention facilities.

Source: Correctional Association of New York
One of the tools employed by NJISJ to advance its mission is to produce and submit amicus briefs as Amicus Curiae (literally, “friend of the court”). Amicus briefs enable NJISJ as an entity that is not party to a particular case but has an interest in the outcome, to provide its legal opinion to the court. This ensures that the broader legal ramifications of a decision are part of the deliberation process. In 2012 and 2013, NJISJ filed three amicus briefs with the New Jersey Supreme Court.

1. In 2012, NJISJ submitted an amicus brief, in partnership with the ACLU-NJ, in a case before the New Jersey Supreme Court to support the liberal interpretation of the criminal record expungement statute. The Institute’s position prevailed.

2. In 2012, NJISJ won a major victory in State in the Matter of V.A., a New Jersey Supreme Court case with important implications for children involved in family courts. The case ruled that judges must exercise meaningful review of a prosecutor’s motion to waive a juvenile to adult court. NJISJ submitted an amicus brief and participated in oral arguments.

3. In 2013, NJISJ submitted an amicus brief in a case argued before the New Jersey Supreme Court involving the termination of parental rights for a father who had been incarcerated. The Institute’s position prevailed, and the Court cited the Institute’s recommendation in its opinion.
In 2013, the FCC issued a ruling limiting the surcharges that can be applied to interstate phone calls from prison, removing exorbitant charges that limited families’ ability to stay in touch with incarcerated loved ones. The FCC’s action was in line with the recommendations of the Institute, represented by DLA Piper Partner and the Institute’s Trustee, B. John Pendleton, Jr., and his associates, who filed comments during the rulemaking process. The Institute has now turned to New Jersey to extend these rights to the majority of families still paying extraordinary rates to reach family members incarcerated within the state.
It is known that stable employment is one of the best protective factors against recidivism. Using the expertise gained by providing direct services through the Institute’s Workforce Development and Training Initiative, the Institute has developed a nationally relevant knowledge base of the employment issues facing individuals with criminal records. One of the most harmful employment practices is the misuse of criminal history information during the application process. NJISJ’s primary equal justice advocacy initiative for most of 2012 and all of 2013 has targeted passage of the New Jersey Opportunity to Compete Act (OCA).

The OCA, also known as “Ban the Box,” will ensure fair employment application practices with respect to criminal history. Many employers ask job candidates to disclose (by checking a box) whether they have ever been convicted of, or even arrested for a crime. This information can be used to disqualify applicants, often without any review of their application. With OCA, criminal background checks are delayed until later in the hiring process, encouraging employers to focus on the current skills and qualifications of an individual, rather than past mistakes. The OCA provisions mirror the long-standing hiring policy used by the federal government (the nation’s largest public employer) as well as the nation’s largest private employer, Wal-Mart, Inc.

Currently, NJISJ is working to implement the nation’s most comprehensive, but also business-sensitive, “Ban the Box” law. NJISJ partnered with the Newark Municipal Council to pass the country’s most comprehensive “Ban the Box” ordinance. Key features of this ordinance include applying to both public and private employers, limiting “look back” periods for non violent offenses, and providing applicants with an opportunity to rebut incorrect information or show evidence of rehabilitation. In the wake of passing this ground-breaking ordinance, the Institute has been fielding calls from advocates and government officials from across the nation asking for technical support, draft language and advice based on our success.
Promoting Safe and Effective Corrections Practices

In the fall of 2012, the state legislature held hearings in response to a New York Times series entitled “Unlocked,” which showed a lack of accountability and safety within halfway houses. In response to invitations from legislators and advocates on various sides of those issues, NJISJ testified, offering specific recommendations calling for broad oversight of the Department of Corrections, including community corrections. NJISJ then went a step further, convening a roundtable discussion designed to allow a frank and open conversation about the press coverage of New Jersey’s halfway houses, the Comptroller’s report and the need for sensible community corrections options. Several top officials from Community Education Centers, as well as a Volunteers of America representative, attended. Additionally, NJISJ co-hosted a discussion on the need for independent prison oversight, which included several justice-focused organizations such as People’s Organization for Progress, American Friends Service Committee, and the ACLU of New Jersey. These meetings are part of NJISJ's continuing efforts to open discourse, build coalitions, and improve oversight to ensure that our state’s facilities are safe and effective.

Integrated Justice Alliance

In January of 2010, NJISJ led the Second Chance Campaign of New Jersey, which advocated for the passage of landmark legislation supporting effective and fiscally sound prisoner reentry policies. Building upon the successes of the Second Chance Campaign and with the support of The Fund for New Jersey, NJISJ joined with other criminal justice organizations to create the Integrated Justice Alliance (IJA), taking a leadership role in 2012. IJA is a solution-oriented statewide collective of several dozen organizations who generate and support effective criminal justice policies. A major strength of IJA is its membership, which includes grassroots organizations, statewide policy organizations, and national organizations. Another notable strength of IJA is that its mission requires that membership of the Steering Committee must include 60% representation by individuals directly impacted by New Jersey’s criminal justice policies.
Our Future Social Justice Leaders

NJISJ was privileged to host a number of externally compensated fellows during 2012 and 2013. These individuals represent the best and brightest of their respective schools and their contributions to the work of the Institute has been invaluable. The Institute staff is grateful to them for sharing their brilliance and energy and could not be more proud of all they have accomplished.

Steve Marcus joined NJISJ in 2010 as the second Charles W. Puttkammer Fellow for Prisoner Reentry – a full-time, two year fellowship supported by The Pace Center at Princeton University.

Ashley Mitchell joined NJISJ in 2011 as the third Charles W. Puttkammer Fellow for Prisoner Reentry – a full-time, two year fellowship supported by The Pace Center at Princeton University.

Chigozie Onyema, Esq. joined NJISJ in 2012 as a staff attorney with the support of New York University School of Law. At the end of his one year fellowship, Chigozie began work as a Policy Analyst at the Council of State Governments Justice Center. In 2013, Chigozie was honored as one of the Nation’s Best Advocates: 40 Lawyers Under 40.

Corey Parson, Esq. joined NJISJ as a volunteer attorney in 2010 then joined the staff as Special Counsel in 2011. Corey left NJISJ in 2012 to pursue a Master of Public Affairs at the Woodrow Wilson School of Public and International Affairs at Princeton University.
Andra Stanley, Esq. joined NJISJ in 2012 as a staff attorney with the support of Columbia School of Law – Columbia University.

Scott Welfel, Esq. interned with NJISJ in the summer of 2011 upon completion of his first year at New York University School of Law. In August of 2013, Scott returned to NJISJ as a graduate and began a two-year legal fellowship sponsored by the Skadden Foundation (the foundation of Skadden, Arps, Slate, Meagher & Flom LLP). Scott is the fifth Skadden Fellow to join the NJISJ staff and the second to complete his fellowship with the Institute.
PARTNERSHIPS FOR SOCIAL IMPACT

In 2012, NJISJ formed a partnership with ReServe – an organization dedicated to connecting continuing professionals ages 55+ who want part-time, flexible work that offers them a chance to have a big social impact. This partnership created an opportunity to engage a qualified experienced professional to help with the work at the Institute.

In 2013, Dr. John Tepper Marlin, graduate of Harvard, Oxford, and George Washington University, as well as a former Senior Economist to the Joint Economic Committee of the U.S. Congress and former Chief Economist and Senior Policy Adviser to the City Comptroller of New York, joined the NJISJ team. As Senior Economist for a nine month assignment, Dr. Marlin generated an important analysis of the impact of Superstorm Sandy on our most vulnerable residents. The resulting paper, “Hurricane Sandy After-Math: Rebuilding with Social Justice: Addressing the Post-Storm Challenges to New Jersey’s Elderly, Jobless, Working Poor, Businesses, Nonprofits”, voiced the vitally important concerns of those who could not speak for themselves. Dr. Marlin’s analysis and the Institute’s resulting recommendations for an inclusive rebuilding effort have informed discussions and decisions around the state – influencing resource investment decisions and outreach to the “hidden” victims of the storm.

Did you Know?
Those most affected by Hurricane Sandy are working people who do not have high-paying jobs, such as older workers, single parents with child-care responsibilities, and immigrants for whom English is not their first language.
Source: NJISJ, Hurricane Sandy After-Math, rebuilding with Social Justice: addressing the post-storm challenges to New Jersey’s elderly, jobless, working poor, businesses and nonprofits.
For past eight years, NJISJ has held an awards dinner gala in honor of members of the community for their impressive contributions to the advancement of social equity and justice. The event serves to increase awareness about the mission of the Institute and raise vitally important funds in support of its programs and activities. In 2012 and 2013, the galas were attended by an average of 300 guests, and each grossed over $300,000 in support of our work.

In 2012, the Institute honored **The Honorable John J. Gibbons of Gibbons, P.C.** with the Alan V. and Amy Lowenstein Social Justice Award; **Robert A. Marino**, President & CEO of Horizon Blue Cross Blue Shield of New Jersey with the Corporate Leadership Award; **Raymond Ocasio**, Executive Director of La Casa de Don Pedro with the Community Builder Award; and **Ellen Lumpkin Brown**, Founder of The Doll Loft and former NJISJ Chief Operating Officer with a special Leadership Award.

In 2013, the Institute honored **Melville D. Miller, Jr., Esq.**, President and General Counsel of Legal Services of New Jersey and former NJISJ Trustee with the Alan V. and Amy Lowenstein Social Justice Award; **Susan L. Blount, Esq.**, Senior Vice President and General Counsel of Prudential Financial with the Corporate Leadership Award; and **Linda A. Willett, Esq.** Senior Vice President, General Counsel & Secretary of Horizon Blue Cross Blue Shield of New Jersey with the Community Builder Award.
In 2013, two new elements to the evening program were added — a student speaker and a social justice service auction. **Ms. Maureen Quinn**, a graduate of the inaugural class of the Brownfields Environmental Training Program, did a stellar job as the student speaker. Maureen talked about the impact of NJISJ on her life and shared that since graduating from NJISJ she has begun working as a Wastewater Operator at Joint Meeting of Essex and Union Counties in Elizabeth, NJ.

The Social Justice Service Auction was an opportunity for guests to learn more about our programs and many were moved to make a personal contribution in support of the work of the Institute. Special guest auctioneer Race Taylor, on-air personality with 95.5 WPLJ New York, Current Billboard Voice, ABC-TV’s Prime Time, and on-screen television personality added extra excitement to the event.
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Center for the Promotion of Mental Health in Juvenile Justice  
Coalition of Community Corrections Providers of New Jersey  
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2012 - 2013

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Kelly Dougherty, Chief of Staff/CFO
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Helen Robinson-Wallace, MSW Intern
Scott Welfel, Esq., Skadden Fellow
Albert Williams, Director, Workforce Development & Training
Nichele Wilson, Associate Director, Workforce Development & Training
Ashley Wilson, Volunteer
In 2012, Cornell William Brooks, Esq., NJISJ President & CEO, was invited to join the National Governing Board of Common Cause. Common Cause is a nonpartisan nonprofit advocacy organization founded in 1970 by John Gardner, as a vehicle for citizens to make their voices heard in the political process, and to hold their elected leaders accountable to the public interest. Today, Common Cause is one of the most active, effective, and respected nonprofit organizations working for political change in America.

As appointed member, Vice Chair of the New Jersey Public Broadcasting Authority, Mr. Brooks, has been supporting an initiative to digitally archive NJN’s video programming, dating back to the 1970s, in order to ensure public access to this important repository of New Jersey’s history. With funding from the Robert Wood Johnson Foundation and pro bono digitization services provided by the Corporation for Public Broadcasting, an initial scan of all of the New Jersey archives has been completed.

In 2013, Nichele Wilson, NJISJ’s Associate Director, Workforce Development & Training, was honored to join the Women’s Policy Institute of New Jersey. The Women’s Policy Institute of New Jersey enables more community leaders, through training, coalition-building, and financial resources, to work with policymakers to enact laws that eliminate the barriers to self-sufficiency for women and families in New Jersey.
A Tribute to Alan V. Lowenstein
by Roger Lowenstein

Alan Lowenstein was a force of nature. At one point in his prime he was simultaneously the founding and senior partner of New Jersey’s most prominent business law firm, the CEO of United Steel Corporation, a chain of steel warehouses in New England with $400 million in annual sales that he had grown from one warehouse purchased out of bankruptcy, and the CEO of one of the largest dairy farms in New England.

All throughout his adult life he made time for community service, whether it be for Jewish community organizations, as chair of the New Jersey Corporation Law Revision Committee, as chair of the Newark Citizens Committee that changed the form of government in Newark, as a corporate law professor at Rutgers, or as President of the New Jersey Symphony board, and on and on, leading up to his crowning nonprofit achievement, the founding of the New Jersey Institute for Social Justice.

He was brilliant and creative, organized and driven, but above all he was fair and decent. He was ambitious to gain financial security but only because he was a child of the Great Depression and desperately wanted to protect his family from what he had seen as a college student walking through Hoovervilles in Detroit.

Most of all, he wanted to give back, he had to give back, to those less fortunate. He was that amazing combination of seemingly contradictory qualities, close-trimmed haircut, a lawyer/entrepreneur and business counsel par excellence, hanging out with his banker buddies at Newark’s Downtown Club, yet with the restless heart of a social justice activist driven to make the world a better place for all.
Our Friends at Lowenstein Sandler

The New Jersey Institute for Social Justice and Lowenstein Sandler LLP in Roseland, NJ, share a mission to advance social justice as well as a common ancestor who imparted his values to both organizations. Over fifty years ago Alan V. Lowenstein, community activist, equal justice advocate, and revered attorney founded the firm that bears his name. Thirty-five years later, with the assistance and support of two of his partners at Lowenstein Sandler – Douglas S. Eakeley and Zulima Farber, Alan founded the New Jersey Institute for Social Justice. Although Alan passed away, his legacy remains in the form of these two organizations. It is a tribute to the strength of Alan’s character and the force of his convictions that both Lowenstein Sandler and the Institute are thriving in partnership.

Founding Trustees, Doug and Zulima, continue to serve on the Institute’s Board and as partners at Lowenstein Sandler. Due to the immense commitment of these two individuals to Alan’s memory and the ideals he stood for, Lowenstein Sandler became, and remains, the Institute’s closest ally. Over the last nine years, the firm has invested over $2,000,000 in the NJISJ Legal Program making every legal victory of the last decade, from achieving the state’s first and only expungement under Governor Christie to the passage of three pieces of landmark reentry legislation, possible.

The members of the Lowenstein Center for the Public Interest, Lowenstein Sandler’s internal pro bono focus, have worked closely with NJISJ staff on a wide range of issues. Lowenstein Sandler’s employment law specialists have provided pro bono assistance in the development of NJISJ’s operations and employee policies and practices. Lowenstein’s wealth management team has advised the Institute on planned giving options for donors, and Lowenstein’s charitable institution experts ensured that NJISJ’s documentation was in compliance.

Michael Rodburg, former Managing Partner and Gary Wingens, current Chairman & CEO, have never wavered in their dedication to NJISJ, offering expert advice, financial support, and their invaluable time. However, it is founding NJISJ Trustee and former Vice-chair of the Board, Douglas S. Eakeley, who has emerged as the Institute’s champion. Since its inception 15 years ago, Doug has been involved in every aspect of NJISJ, in a variety of roles including Board Treasurer, staff mentor, policy advisor, legal advocate, chief fundraiser, organization ombudsman, and Board Chair Elect. Doug is a brilliant attorney with a profound sense of fairness and a deep concern for the well-being of others.

In 2012, Doug was invested as the first occupant of the Alan V. Lowenstein Chair in Corporate and Business Law at Rutgers School of Law-Newark. He continues as a partner at Lowenstein, specializing in complex commercial litigation, including securities fraud, antitrust, consumer fraud, class actions and derivative litigation. He has since added “professor” to his long list of roles and accomplishments. The staff of the Institute are delighted that Doug has become a teacher, passing on his expert knowledge of the law as well as his public service ethic to a new generation of attorneys.
Part of the legacy of our founder, attorney and community activist Alan V. Lowenstein, is the values he imparted when he founded the organization. One of the values Alan held most dear was the responsibility to mentor future leaders. It is in the spirit of this important tradition that the Institute established the NJISJ Summer of Social Justice, now in its fourth year, to cultivate emerging social justice leaders. The Summer of Social Justice is a series of topical discussions, lead by some of today’s most influential experts, practitioners, and thought leaders, held while students are completing their summer internships at NJISJ and various other nonprofits and agencies throughout the city. The goal is to bring students together with established leaders and introduce them to new topics and perspectives.

**Surveying the New Jersey Political Landscape**

Hosted by McCarter & English, this event featured two of the foremost political strategists in the state and in the nation, Steven DeMicco and Michael DuHaime. Mr. DeMicco, a Democratic political strategist, is a senior partner at Message & Media, Inc. and PublicMedia who has worked with Governor McGreevey and Governor Corzine. Mr. DuHaime, a Republican strategist and managing director at Mercury Public Affairs, LLC, has worked with Mayor Giuliani and Governor Christie. The event was moderated by Pulitzer Prize-winning NJISJ Trustee and Winning Strategies President and CEO, Jim McQueeny.
This panel considered the impact US Supreme Court Justice and Newark native, William Brennan has had on modern jurisprudence. The panel featured New Jersey Supreme Court Justice Anne Patterson, former New Jersey Supreme Court Chief Justice and NJISJ Trustee James Zazzali, and former New Jersey Supreme Court Justice James Coleman. The discussion was moderated by NJISJ Board of Trustees Vice-Chair, Lowenstein Sandler LLP Partner, and Alan V. Lowenstein Professor of Corporate and Business Law at Rutgers University School of Law, Douglas S. Eakeley. Gary Wingens, Chairman and CEO of Lowenstein Sandler LLP, provided introductory remarks.
NJISJ Summer of Social Justice 2013


Hosted by Gibbons, PC, this panel discussed sexuality and race equality within the context of two recent US Supreme Court decisions – *United States v. Windsor* (the case regarding the constitutionality of the Defense of Marriage Act DOMA) and *Fisher v. University of Texas* (the case regarding the use of race in a state school’s admissions criteria). The discussion was led by Elise Boddie, Professor at Rutgers School of Law – Newark and Former Director of Litigation at the NAACP Legal Defense and Education Fund, and Larry Lustberg, Director of the John J. Gibbons Fellowship in Public Interest and Constitutional Law and Chair of the Criminal Defense Department at Gibbons P.C. Our own Senior Counsel and Policy Director, Craig Levine, moderated the panel.

**Identity, Interests and Immigration Reform: What’s at Stake for the Nation and New Jersey?**

Hosted by Rutgers School of Law – Newark, this panel served to introduce the wide variety of issues encompassed within the term “Immigration Reform.” Students learned about the changing demographics of immigrants since the beginning of the twentieth century, the current legalities faced by immigrants, and the potential impact of legislation currently under consideration in Washington. The panelists included Alina Das, NYU Law Immigration Clinic, Amy Gottlieb, American Friends Service Committee Immigrant Rights Program, and Anastasia Mann, Director of the Program on Immigration and Democracy at the Eagleton Institute, Rutgers.
Alternative Spring Break

In both 2012 and 2013, a dedicated group of social justice-oriented Boston University students joined NJISJ for one week to volunteer their time and make a difference.

Rather than take a traditional spring break vacation, these individuals set the example for their peers – travelling to Newark and immersing themselves in service to others.

Summer Interns

Every year, our legal and public policy interns make real contributions, and bring levity and energy to the work at the NJISJ office. In 2012 and 2013 our interns attended Benjamin N. Cardozo School of Law at Yeshiva University, Bloustein School of Planning and Public Policy, Boston University, Columbia University School of Law, Duke University School of Law, Fordham University School of Law, Harvard Law School, Monmouth University, New York University, New York University School of Law, Princeton University, Rutgers University – School of Social Work, The Ronald H. Brown Center for Civil Rights and Economic Development at St John's University School of Law, Seton Hall Law School, Stanford University, and the University of Michigan School of Law. The Institute staff is grateful to the following students for sharing their time and talents with us.

Sadie Bennett
David Billingsley
Katherine Blanchard
John Butler
Tarra Hamilton
Alex Hecht
Shumaila Jabbar
Lauren Jones
Karen Leve
Liz Mahn
Eduardo Martinez
Fermin Mendez
Ndidi Menkiti
Ami Shah
Jamie Niskanen-Singer
Poonam Sethi
Kaya Ten-Pow
Teri Tillman
Kyle Ulscht
Nicholas Velky
Helen Wallace-Robinson
James Wright
## Statements of Financial Position

### Assets

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>697,893</td>
<td>534,414</td>
</tr>
<tr>
<td>Investment securities</td>
<td>6,737,628</td>
<td>6,871,359</td>
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<tr>
<td>Grants receivable</td>
<td>10,636</td>
<td>29,059</td>
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<tr>
<td>Accounts receivable</td>
<td>22,590</td>
<td>17,860</td>
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<tr>
<td>Prepaid expenses</td>
<td>16,510</td>
<td>31,610</td>
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<tr>
<td><strong>Total Current Assets</strong></td>
<td><strong>7,485,257</strong></td>
<td><strong>7,484,302</strong></td>
</tr>
<tr>
<td><strong>Property and equipment less accumulated depreciation</strong></td>
<td>14,434</td>
<td>21,333</td>
</tr>
<tr>
<td><strong>Other Assets</strong></td>
<td></td>
<td></td>
</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>7,511,334</strong></td>
<td><strong>7,517,278</strong></td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>7,511,334</strong></td>
<td><strong>7,517,278</strong></td>
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### Liabilities & Net Assets (Deficit)

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Account payable &amp; accrued expenses</td>
<td>26,375</td>
<td>15,866</td>
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<tr>
<td>Grants received in advance</td>
<td>164,161</td>
<td>153,033</td>
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<td><strong>Total Current Liabilities</strong></td>
<td><strong>190,536</strong></td>
<td><strong>168,899</strong></td>
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<tr>
<td><strong>Net Assets (deficit)</strong></td>
<td></td>
<td></td>
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<tr>
<td>Unrestricted</td>
<td></td>
<td></td>
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<tr>
<td>Undesignated</td>
<td>22,069</td>
<td>67,495</td>
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<tr>
<td>Board designated</td>
<td>7,298,729</td>
<td>7,280,884</td>
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<tr>
<td><strong>Total Net Assets (deficit)</strong></td>
<td><strong>7,320,798</strong></td>
<td><strong>7,348,379</strong></td>
</tr>
<tr>
<td><strong>Total Liabilities &amp; Net Assets (Deficit)</strong></td>
<td><strong>7,511,334</strong></td>
<td><strong>7,517,278</strong></td>
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</tbody>
</table>
## Statements of Activities

### Income

<table>
<thead>
<tr>
<th>Source</th>
<th>2013</th>
<th>2012</th>
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</thead>
<tbody>
<tr>
<td>Public Support</td>
<td>454,410</td>
<td>514,657</td>
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<tr>
<td>Grants</td>
<td>568,196</td>
<td>790,652</td>
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<td>Investment Income</td>
<td>942,845</td>
<td>1,240,357</td>
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<tr>
<td>Other Income</td>
<td>1,375</td>
<td>2,856</td>
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<tr>
<td><strong>Total Income</strong></td>
<td><strong>1,966,826</strong></td>
<td><strong>2,548,522</strong></td>
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</table>

### Functional Expenses

#### Program Services

<table>
<thead>
<tr>
<th>Service</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equal Justice</td>
<td>385,426</td>
<td>384,337</td>
</tr>
<tr>
<td>Workforce Development</td>
<td>733,398</td>
<td>653,739</td>
</tr>
<tr>
<td>Urban Asset Protection and Creation</td>
<td>169,975</td>
<td>174,262</td>
</tr>
<tr>
<td>Legal</td>
<td>333,116</td>
<td>467,614</td>
</tr>
</tbody>
</table>

#### Support Services

<table>
<thead>
<tr>
<th>Service</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management &amp; General</td>
<td>200,872</td>
<td>195,026</td>
</tr>
<tr>
<td>Fundraising</td>
<td>171,620</td>
<td>205,626</td>
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</tbody>
</table>

**Total Expenses**

| Total Expenses                         | 1,994,407 | 2,080,604 |

### Increase (decrease) in net assets

| Increase (decrease) in net assets     | (27,581)  | 467,918   |

**Net Assets - beginning of the year**

| Net Assets - beginning of the year    | 7,348,379 | 6,880,461 |

**Net Assets - end of year**

| Net Assets - end of year              | 7,320,798 | 7,348,379 |

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