

Divas For Social Justice Inc

Executive Director / CEO

EIN 300475160
 NY · NTEE B90
 FY ending 2025-04-30
 June 9, 2026

This analysis benchmarks the total compensation of **Clarisa James, Executive Director / CEO** (\$79,075) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

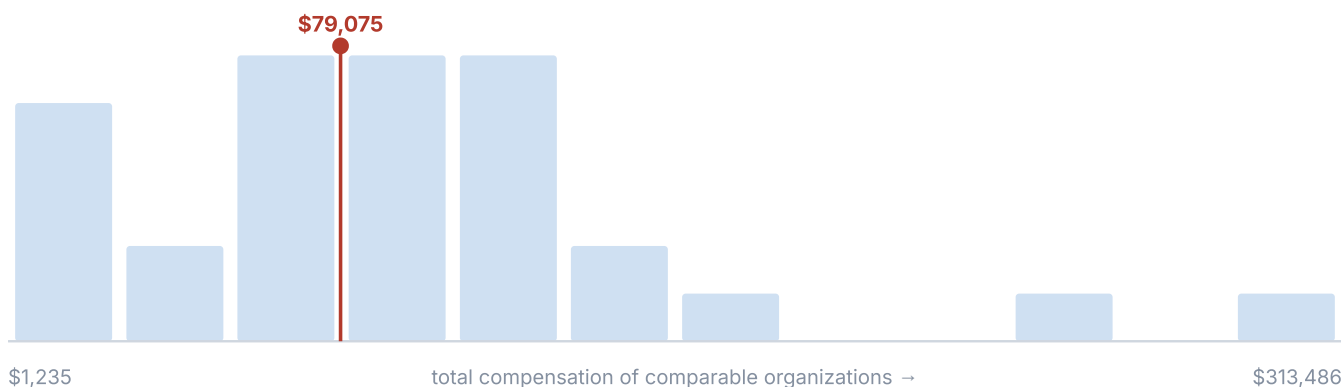
Benchmarked executive: Clarisa James — reported title "FOUNDER AND EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$314,810 and \$704,800 — 0.67x to 1.50x the subject's \$469,867 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90) + NY + budget 0.67–1.5x revenue.

30 organizations qualified on sector, size, and geography → **30** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,812	\$57,701	\$91,651	\$114,865	\$153,623	\$79,075
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● Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to NY cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Amhe Incorporated	NY	\$471,143	Executive Director	\$34,440	\$35,351	2024
Summer On The Hill Inc	NY	\$464,509	Executive Dir.	\$86,848	\$91,779	2023
New York City Tourism Foundation Inc	NY	\$461,770	President	\$102,700	\$108,531	2023
Tech Valley Center Of Gravity Inc	NY	\$478,374	Facilities D	\$63,150	\$66,735	2023
Malverne Afterschool Center Inc	NY	\$505,650	Executive Dir.	\$48,000	\$50,725	2023
Stem Teachers Of New York City Inc	NY	\$430,363	Executive Dir.	\$52,801	\$55,799	2023
Hudson-mohawk Area Health Education	NY	\$521,779	Executive Director	\$89,164	\$91,523	2024
Math-m-addicts New York Inc	NY	\$417,867	Program Director	\$109,920	\$116,161	2023
Ecostudio Foundation	NY	\$526,946	Executive Director	\$23,745	\$24,373	2024
Uptown Stories Inc	NY	\$559,812	Executive Director	\$72,500	\$74,418	2024
Roots Connected Inc	NY	\$379,637	Executive Director	\$122,545	\$122,545	2025
Giant Thinking	NY	\$377,824	Ceo	\$3,300	\$3,387	2024
Musical Mentors Collaborative Inc	NY	\$563,802	Executive Director	\$120,250	\$123,432	2024
Suny College Of Esf	NY	\$373,599	Former President	\$1,203	\$1,235	2024
Teach2learn Inc	NY	\$373,524	Executive Director	\$61,722	\$65,226	2023
Yaffed Inc	NY	\$573,444	Executive Di	\$147,917	\$151,831	2024
Names Not Numbers Inc	NY	\$590,206	President	\$96,000	\$98,540	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dyslexia Alliance For Black Children	NY	\$593,299	Executive Director	\$87,771	\$92,754	2023
Babies And Mothers Alive Usa	NY	\$595,040	Executive Dir.	\$65,000	\$68,691	2023
Yleana Leadership Foundation Inc	NY	\$596,589	Executive Director	\$165,374	\$169,750	2024
Catholic Talent Project	NY	\$600,571	President	\$305,405	\$313,486	2024
Digital Girl Incorporated	NY	\$338,555	Executive Director	\$100,880	\$110,978	2022
A Place For Kids	NY	\$338,491	Executive Director	\$60,000	\$63,407	2023
New York District Kiwanis Foundation	NY	\$604,475	Camp Executive Director	\$3,983	\$4,209	2023
Nest After 3	NY	\$610,880	Executive Director	\$82,840	\$87,543	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY cost of living and 2025 dollars. Click any organization to verify the figure on ProPublica.

■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to NY cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

■ Sample, role match & sensitivity

PEER COUNT 30 organizations. Compensation range \$1,235–\$313,486; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$469,867); for reference, expenses \$436,417 and assets \$109,468.

ROLE MATCH Clarisa James, reported title "*FOUNDER AND EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	43 rd
Total compensation (D + F), as reported (no adjustments)	43 rd
Reportable pay only (column D), adjusted	50 th
All sources (D + E + F), adjusted	43 rd

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● **Rebuttable presumption of reasonableness · 26 CFR 53.4958-6**

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Clarisa James) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 30 similarly situated organizations (Same NTEE sector (B90) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,075 is reasonable (approximately the 43rd percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.