

Partnership For Gender Equality

Executive Director / CEO

EIN 832512276
 DC · NTEE R24
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Kimberly Easson, Executive Director / CEO** (\$77,000) against **every comparable organization** that fit the selection criteria — **390** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

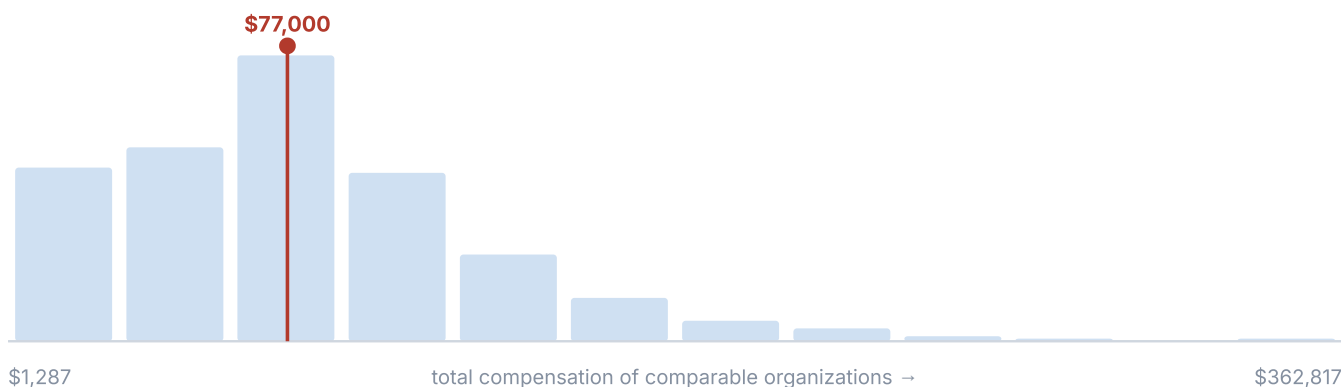
Benchmarked executive: Kimberly Easson — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

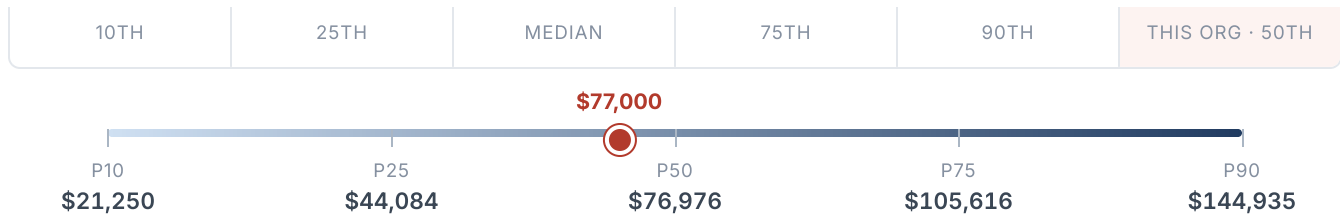
SECTOR	Organizations sharing the subject's NTEE classification (R24).
BUDGET	Total revenue between \$217,165 and \$486,192 — 0.67x to 1.50x the subject's \$324,128 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (R), nationwide + budget 0.67–1.5x revenue.

390 organizations qualified on sector, size, and geography → **390** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,250	\$44,084	\$76,976	\$105,616	\$144,935	\$77,000
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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 DC 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
Colorado Asian Pacific United	CO	\$323,992	Executive Director	\$36,978	\$40,406	2024
Wanton Injustice Legal Detail	MN	\$323,854	Executive Director And President	\$16,415	\$18,484	2024
Zachor Legal Institute	MT	\$324,448	President	\$30,000	\$36,851	2024
American Arab Civil Rights League	MI	\$323,637	Exective Dir	\$100,000	\$117,622	2024
National Queer Asian Pacific Islander	NY	\$324,767	Executive Dir.	\$145,750	\$150,085	2024
Alaskans Take A Stand	AK	\$323,150	President	\$15,000	\$16,342	2024
Access-life Inc	FL	\$323,085	President	\$111,450	\$119,311	2024
White Awake	MD	\$325,386	Executive Di	\$147,824	\$157,489	2024
Bayard Rustin Center For Social Justice	NJ	\$325,629	Chief Activist	\$130,000	\$132,268	2024
Michigan Federation For	MI	\$322,482	Pres. / Exec	\$18,000	\$21,798	2023
Ceasefire Pennsylvania	PA	\$322,328	Executive Di	\$11,954	\$13,986	2023
Boston Lesbigay Urban Foundation	MA	\$321,060	President	\$101,580	\$104,021	2024
Rockdale Casa Inc	GA	\$320,892	Director	\$57,000	\$63,628	2025
Richmonders Involved To Strengthen Our Communities	VA	\$320,782	Lead Organizer	\$80,000	\$90,624	2023
Alliance For A Better Iowa	IA	\$327,518	Executive Director	\$69,486	\$86,701	2024
Equality Nc	NC	\$320,180	Executive Director	\$16,202	\$19,077	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Birthright Lake Inc	OH	\$328,201	Executive Di	\$35,467	\$44,073	2023
La Fuerza Nc	NC	\$328,308	Executive Director	\$26,629	\$31,355	2024
Institute For Liberatory Innovation	VT	\$319,858	Executive Dir.	\$38,462	\$44,116	2024
Progressive Multiplier Action Fund	DC	\$319,217	Executive Director	\$27,995	\$27,995	2024
Based Politics Inc	GA	\$318,646	Ceo	\$75,540	\$89,111	2023
Black Women For Wellness Action Project	CA	\$329,667	Treasurer	\$10,225	\$10,062	2024
Gender Equality Network Usa Inc	DE	\$330,410	Executive Director	\$16,599	\$18,521	2024
California Housing Defense Fund	CA	\$331,041	Exec Dir.	\$134,412	\$136,170	2023
Survivor Justice Action Inc	TX	\$317,100	Ceo/secretary	\$46,354	\$52,840	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC cost of living and 2024 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 DC 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 390 organizations. Compensation range \$1,287–\$362,817; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$324,128); for reference, expenses \$257,111 and assets \$81,526.

ROLE MATCH Kimberly Easson, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	46 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	50 th
Total compensation (D + F), as reported (no adjustments)	59 th
Reportable pay only (column D), adjusted	52 nd
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 (Kimberly Easson) 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 390 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$77,000 is reasonable (approximately the 50th 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.