

COURAGE IN THE FACE OF HATE





A DAY OF
DIFFERENCE

Gauguin's
Acrylic
Paint

WE NEVER GIVE UP

Martin Luther King Jr. famously said in an address at the end of the Selma March 50 years ago that “the arc of the moral universe is long, but it bends toward justice.”

For the Anti-Defamation League, this was a year that tested this concept on several fronts. Significant progress had been made over decades, and now there were disturbing steps backwards.

We saw that with the resurgence of global anti-Semitism. We saw it with the return of questions of police treatment of African Americans and the new threats to voting rights. We saw it with increasing challenges on the immigration front and stereotyping of Latinos. We saw it with a surge of virulent anti-Israel activity, internationally and on American campuses, that called to mind another comment attributed to Dr. King: “When people criticize Zionists, they mean Jews. You’re talking about anti-Semitism!”

For ADL, however, these were not grounds for discouragement. Rather, they led us to renew and strengthen our efforts and determination to move toward that moral world.

On anti-Semitism, we used the unique voice of ADL to awaken the world to what was happening and to demand — particularly of Europeans — that they must stand up against the renewal of anti-Semitism on the continent, which witnessed the slaughter of 6 million Jews during the Holocaust.

On ensuring full equality for African Americans, we pressed for Congressional action so that the right to vote would not be eroded by the recent U.S. Supreme Court decision striking down the heart of the Voting Rights Act of 1965.

On immigration, we pressed for comprehensive reform that would normalize the lives of undocumented immigrants while protecting our borders. And, we continued to expose those who demonized Latinos as part of their anti-immigrant activity.

On Israel, we fought on every front against those who sought to delegitimize the Jewish State. We exposed the cynical intentions of the Boycott, Divestment and Sanctions (BDS) movement, provided guidance to students on how to deal with anti-Israel activity on campuses and worked diligently to reinforce American support for Israel on the governmental and human levels.

We remain optimistic about Dr. King’s moral arc, but we know that challenges will recur again and again. That is why the work of ADL is more important than ever.



Barry Curtiss-Lusher
National Chair



Abraham H. Foxman
National Director



Barry Curtiss-Lusher
National Chair



Abraham H. Foxman
National Director

PHOTO: Students and ADL New York Region’s Next Generation Philanthropy Community join together in a day of volunteer service.

CREDIT: Angela Altus Photography



CREDIT: Jewel Samad/AFP/Getty Images



A SENSE OF THE YEAR

Fear. Horror. Disbelief. And yet, progress.

Hatred and injustice seemed pervasive in 2014.

Vicious anti-Semitism, the kind we haven't seen in decades, erupted globally and in cyberspace. African Americans died in conflicts with police, then riots broke out. Immigration reform stalled in Congress. The rights to vote and keep government out of religion were eroded.

Yet the Anti-Defamation League never gave up. We focused on fair treatment for all, if not today then tomorrow, if not in whole, then in part—until we find the world has changed for the better.

We know it can happen. Last year, after much advocacy by ADL and others, government proposed new remedies for tenacious educational inequality, barriers to marriage equality fell in the courts, and world leaders stood up and condemned anti-Semitism. Progress like this reminds us to keep pursuing our goals firmly, persistently, no matter how long it takes.

That's what we did in 2014—and, with your generous support, will continue to do.

¡MÁS



¡BEN MORIR ?

EL MUNDO GALLA !!



PALESTINA RESISTE



GENOCIDIO

ISRAEL
"ESTADO"
Terrorista!

Mundo!

Palestina SOMOS TODOS

COMUNIDAD INTERNACIONAL - DETENGAN EL ASESINATO DE VICTIMAS EN PALESTINA YA !!!

ME DUELE
GAZ

RESISTENCIA NO ES TERRORISMO

Hamza
Al badleh
29 años

GLOBAL ANTI-SEMITISM

The Truth About Anti-Semitism

How widespread today is the ancient problem of anti-Semitism? What do people around the world really believe about Jews?

No one had hard data—stories, yes, but few figures. To fulfill our mission, we decided it was essential to measure the problem on a scale and with a precision never before attempted.

In 2013-14, ADL conducted a groundbreaking poll in more than 100 countries, *The ADL Global 100: An Index of Anti-Semitic Attitudes™*. Using 96 languages and dialects, we questioned 53,100 adults about their beliefs in 11 age-old anti-Semitic stereotypes. Answering “probably true” to at least six of the stereotypes indicated the presence of strongly held anti-Semitic beliefs.

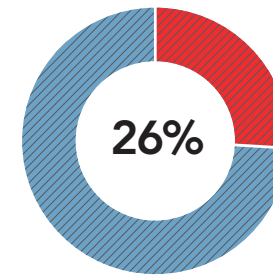
The results, released in May 2014, were eye-opening.

Startling Poll Findings

Overall, more than one-quarter of those surveyed harbored anti-Semitism. That translates to 1.09 billion people worldwide.

An astounding 74 percent of poll subjects in the Middle East and North Africa held anti-Semitic views, while Eastern Europe came in second with 34 percent.

The most widely accepted stereotypes were also troubling. “Jews are more loyal to Israel than to this country/ the countries they live in” reflects the dual loyalty charge that has catalyzed scapegoating and vilification of Jews for centuries. “Jews have too much power



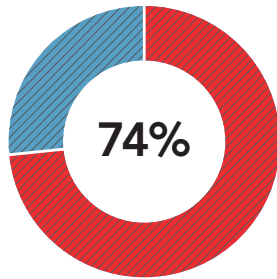
**That's Over
1.09 Billion
People
Worldwide**

ADL's groundbreaking poll of anti-Semitic beliefs in more than 100 countries revealed that more than one-quarter of those surveyed—some 1.09 billion people worldwide—harbored anti-Semitic beliefs.

PHOTO: Over the summer, Israel's attempts to stop attacks from Gaza ignited fury and anti-Semitism worldwide, including in Chile.

CREDIT: Martin Bernetti/AFP/Getty Images

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*‘For the first time,
we have a real sense
of how pervasive
and persistent
anti-Semitism is today
around the world.’*

– ADL National Director
Abraham H. Foxman.

in the business world” has been another key pretext for hate. Additionally, many people had never heard of the Holocaust or didn’t believe what they heard.

The poll, covered by 200 major English-language media outlets and at least 172 foreign-language media, reverberated around the world.

“For the first time, we have a real sense of how pervasive and persistent anti-Semitism is today around the world,” said ADL National Director Abraham H. Foxman. “The data from the *Global 100 Index* enables us to look beyond anti-Semitic incidents and rhetoric and quantify the prevalence of anti-Semitic attitudes across the globe. We can now identify hotspots, as well as countries and regions of the world where hatred of Jews is essentially non-existent.”

“We hope this unprecedented effort will serve as a wake-up call,” said ADL National Chair Barry Curtiss-Lusher.

Condemning a Firestorm of Hate

To our horror, a few months after we released the *Global 100 Index*, it seemed to come to life before our eyes. Over the

summer, Israel’s attempts to stop attacks from Gaza ignited fury around the world. From South Africa to Turkey, Europe and South America, anger at Israel quickly turned into hate speech and violence against Israel, Jewish institutions, homes and businesses—and Jews themselves.

Even the United States was not exempt. Online and at demonstrations around the country, anti-Semitic rhetoric appeared routinely. Protesters regularly compared Israel to Nazi Germany, Israeli self-defense with the Holocaust. ADL blog posts provided almost daily documentation of the incidents. It seemed as if the lid on anti-Semitism was blowing off all around us.

Recognizing the beliefs behind the behavior, ADL acted forcefully. Our voice was heard by leaders at home and abroad. In meetings with Members of Congress and Obama administration officials, ADL elevated concern about anti-Semitism and identified areas for action. By September, Congress passed a bipartisan resolution that cited the *Global 100 Index* findings, condemned anti-Semitism and rejected attempts to justify expressions of anti-Jewish hatred or violence as mere criticism of Israel.

We discussed the dimensions of anti-Semitism with world leaders who came to the United Nations in September, and reached out to the governments of 19 countries that experienced an increase in anti-Semitic incidents and incitement over the summer. We praised the leaders of Britain, France, Italy, South Africa and especially Germany, who publicly rejected anti-Jewish attacks and sentiment.

Challenging Europe to Do More

Galvanized by the findings of the *Global 100 Index* and the hateful events we were witnessing around the world, ADL reacted forcefully in other arenas as well. ADL National Director Abraham H. Foxman was appointed by President Obama to a delegation to the conference on anti-Semitism of the Organization for Security and Cooperation in Europe (OSCE) in Berlin led by United States Ambassador to the United Nations Samantha Power. ADL brought a strong message to the OSCE's 57 member states, not only about the nature and magnitude of anti-Semitism, but about the fact that anti-Semitism is everyone's concern.

To exemplify this, we organized a group of America's pre-eminent civil and



human rights leaders, including African Americans, Latinos, Asians, Muslims, Sikhs, LGBT and women leaders. They movingly declared what drove them to come so far: “fighting bigotry against one community must be the priority of the broader community. ... No community should be alone in the face of prejudice and violence. ... a stunning escalation of anti-Semitism across the region has shocked the conscience of the world.”

ADL National Director Abraham H. Foxman, far left, with U.S. Ambassador to the United Nations Samantha Power, center, at the Organization for Security and Cooperation in Europe (OSCE) Conference on Anti-Semitism. They were part of a delegation appointed by President Obama.

CREDIT: Marc Ermer, U.S. Embassy Berlin



The murder of four people at the Jewish Museum of Belgium in Brussels was just one example of violent anti-Semitism and bigotry that shook Europe in 2014.

CREDIT: Thierry Roge/AFP/Getty Images

Weeks later, at OSCE headquarters in Vienna, ADL presented the member states with the findings of our Scorecard on Europe's Response to Anti-Semitism and Hate Crime, developed with Human Rights First, which analyzed each country's performance addressing these problems. The findings were sobering: "some progress notwithstanding," the report said, "participating states continue to fall short in their commitment to combat hate crime, including anti-Semitism."

Our words and data made a difference. When the ministers of the OSCE met in Basel, Switzerland, in December, they issued a Declaration on Enhancing Efforts to Combat Anti-Semitism reaffirming the OSCE's commitment to combat anti-Semitism and setting forth concrete action steps. ADL will continue to hold these governments accountable to their commitments.

Bringing ADL's Approach to Europe

As part of the U.S. commitment to combating global anti-Semitism, ADL was awarded a State Department grant to address the problem in Europe. At the end of the year, ADL conducted

groundbreaking trainings that brought together civil society representing vulnerable and often marginalized communities, including members of Jewish communities, from two European countries with extremist neo-Nazi political parties in power. These participants were introduced to a fundamental ADL approach rarely used in Europe: diverse groups working together in coalitions on issues of anti-Semitism and other forms of bigotry.

The trainings were effective because they provided knowledge of hate crimes and current manifestations of anti-Semitism in both countries, reinforced efforts of each of the participant groups, taught skills on how to respond to hate speech and other incidents, and fostered a sense of joint purpose. This pilot program is ongoing and these new coalitions are currently implementing joint programs funded by ADL.

ADL Protects Jews in the U.S.

Last year, American Jews needed our help, too.

In the wake of virulent anti-Israel

demonstrations around the nation, anti-Semitic incidents in the U.S. spiked. In July, ADL issued a security advisory to synagogues encouraging heightened vigilance and held more than 25 on-site security briefings, many featuring members of law enforcement. Anticipating a spike in incidents on college campuses, we worked with administrators and developed a new training for Jewish students, *Words to Action*, on the best ways to respond to anti-Israel and anti-Jewish invective on campus. It was delivered to nearly 1,000 college and pre-college students and community members around the country.

We tackled a new threat: hackers from the Middle East and North Africa targeting Jewish institutional websites in the name of terrorist groups. For example, as Jews were celebrating Sukkot, a hacker group calling itself “Team System Dz” attacked the website of a south Florida synagogue, redirecting visitors to a Facebook page expressing support for the terrorist group Islamic State in Iraq and Syria (ISIS). We alerted Facebook to the page. They agreed that it violated their terms of service and it was removed.

In addition to calling on Jewish institutions to increase cybersecurity, ADL began offering cybersecurity trainings. At a training in Silicon Valley, a special agent from the FBI’s Cyber Division gave insights into common forms of cyber-crimes and means of breaching cyber security, and provided tips and best practices to minimize vulnerability.

ADL also shared its expertise in an online seminar that offered guidance to more than 80 Jewish communal representatives across the country. “If Sony, Target and Home Depot can fall victim to hackers, so too can Jewish organizations,” said ADL Assistant Director for Cyberhate Response Jonathan Vick. Yet his instructions were reassuring: “Simple steps can help prevent loss of data and other risks associated with doing business in the online environment.”

At a time of anxiety and fear, ADL provided leadership and a range of assistance no other organization could match. ■

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وها أنت يا أوباما تقتل مواطنا أمريكيا آخر بأفعالك

THE THREAT POSED BY ISIS

Tracking a Brutal Terror Group

An Al Qaeda offshoot suddenly became the most notorious Islamic extremist group in the world in 2014.

The Islamic State in Iraq and Syria (ISIS), also called the Islamic State in Iraq and the Levant (ISIL) or the Islamic State, barreled into the headlines over the summer when it conquered huge swaths of Syria and Iraq, mercilessly slaughtering thousands and beheading Westerners, including Americans.

ADL's Center on Extremism had been monitoring the group since its inception in 2004 when it was still Al Qaeda in Iraq. Over the years, we have witnessed its development and tracked its increasingly sophisticated social media strategies. And in 2014, we saw its ability to reach and recruit Americans.

Sharing What We Know

In 2014, ADL's expertise on ISIS and other Islamic extremist groups was, more than ever, at the core of the trainings we delivered to law enforcement, including the FBI, Department of Homeland Security and various other federal, state and local law enforcement agencies. Because of ADL, thousands of law enforcement in the U.S. now better grasp the threat ISIS poses and have a more acute understanding of how it operates online and influences Americans from diverse backgrounds.

We also fought the threat of ISIS on a more granular level: we reached out to law enforcement and provided actionable intelligence we were collecting. When we found ISIS propaganda online, we notified those we work with in the tech industry. As a result, companies

Because of ADL, thousands of law enforcement in the U.S. now better grasp the threat ISIS poses, how it operates online and influences Americans from diverse backgrounds.

PHOTO: Beheading of American journalist Steven Sotloff by ISIS was one in a series of its horrific acts. ADL shared our expertise on ISIS with law enforcement, the tech industry and a group convened by the White House to counter ISIS's messages online.

CREDIT: Rex Features via AP Images

ADL has an effective relationship with major Internet companies, including Google, YouTube, Facebook, Microsoft, Twitter, Yahoo and others about hate on their sites and what they can do about it.

such as Twitter and Facebook, finding the content violated their terms of service, shut down the accounts. As ISIS moved to newer online platforms, we followed it and exposed those as well.

In recognition of our expertise, ADL was approached by the White House National Security Staff and the National Counter Terrorism Center. In the fall, we participated in its landmark initiative to create counter-narratives that diminish the power of online content from ISIS and other dangerous groups.

Online Incitement, Then Massacres

The world was horrified by the terrorist attacks on a magazine and kosher grocery in Paris that took place in early 2015, but ADL knew they did not occur in a vacuum. During 2014, we had exposed numerous calls for homegrown attacks by both of the groups tied to the incidents, ISIS and Al Qaeda in the Arabian Peninsula (AQAP):

- In March, the 12th issue of *Inspire*, an English-language magazine published by AQAP, called for attacks in America, Britain and France: “On

the battlefield, you are just another soldier, but in the West, you are an army of your own.”

- In September, the primary spokesman for ISIS claimed that Jews are the only reason ISIS was being confronted by the U.S. military and called for homegrown attacks against Western countries including the U.S., France, Canada and Australia. His speech was shared on Twitter in English, French and Hebrew.
- In December 2014, an ISIS video urged French Muslims either to travel to Iraq and Syria or to undertake attacks at home. “Operate within France,” it said. “Terrorize them and do not allow them to sleep due to fear and horror.”
- Also in December, the 13th issue of *Inspire* encouraged lone wolf attacks on U.S., British or French airliners. Most chilling of all, the article included step-by-step instructions for building a tiny bomb said to be undetectable by screening procedures. The feature went on to suggest the best place to hide the bomb and the best altitude at which

to detonate it. When a video promoting this issue of *Inspire* appeared on YouTube, ADL notified the platform and the video was removed.

Partners in the Tech Industry

What happened with the *Inspire* video on YouTube was not an isolated case. ADL has gradually developed an effective relationship with major Internet companies, including Google, YouTube, Facebook, Microsoft, Twitter, Yahoo and others. We met with them for years about hateful content on their sites and what they could do about it. In 2014, those meetings led to a breakthrough. The companies publicly supported a document we created called “Best Practices for Responding to Online Hate.”

Its basic guidelines: Internet providers should create user-friendly online tools for reporting cyberhate; users should report cyberhate when they see it; providers should quickly and seriously consider complaints; and they should apply the sanctions stated in their terms of service (the online contract stating what a site will and won't do, and what it expects from users).

Increasingly when we reach out to Internet companies, we have seen that in many cases, incendiary content that violates their terms of service is taken down and the accounts of terrorist groups disabled. Whether it's an app for Hezbollah's satellite TV station on Google Play, or Facebook pages glorifying Palestinians running over Israelis with their cars, Internet companies are listening to ADL and making it harder for terrorists to exploit their sites. ■

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THREATS FROM THE RIGHT: 496 LAW ENFORCEMENT ASSISTS

ISIS was just one of many extremist threats about which ADL provided intelligence to law enforcement in 2014. On 496 separate occasions, we provided law enforcement with critical information about white supremacists, anti-government extremists and right-wing anti-Semites that led to investigations, arrests, extraditions and convictions of dangerous extremists in Arizona, California, Missouri, Georgia and New York.



RACE IN AMERICA

How Just Are We?

America has come a long way in terms of racial equality, but several dramatic incidents in 2014 reminded us how much further we need to travel.

The killings of three unarmed African Americans by white police officers—Michael Brown in Ferguson, Missouri, Eric Garner in Staten Island, New York, and 12-year-old Tamir Rice in Cleveland, Ohio—turned a national spotlight on the relationship between law enforcement officials and communities of color. Protests erupted around the country, swelling again when grand juries failed to indict the officers involved in Brown's and Garner's deaths.

ADL issued a strong statement in response to the Eric Garner case: "Now more than ever, we must confront the prejudice and bigotry that still tarnish our society and ensure that we have a justice system all Americans can trust."

As the year ended, ADL prepared wide-ranging training and programmatic recommendations for President Obama's Task Force on Policing in the 21st Century, a new initiative designed to identify best practices and strengthen relations between police and the communities they serve and protect.

Repairing Ferguson and Cleveland

In Ferguson, Missouri, the epicenter of the storm, we stepped up our efforts to promote understanding and fairness. As a member of the new Ferguson Commission's Citizen-Law Enforcement Engagement Group, ADL St. Louis Regional Director Karen Aroesty provided expertise on issues around law enforcement's relationships with the communities they serve.

Her office increased the number of anti-bias trainings offered to police, schools and communities, and expanded interfaith and intergroup engagement on

ADL's St. Louis office increased the number of anti-bias trainings offered to police, schools and communities, and expanded interfaith and intergroup engagement on the issue of race.

PHOTO: Protests, such as this one in Ferguson, MO, erupted after the killings of three unarmed African Americans. ADL was at the center of efforts to improve relationships between law enforcement and communities of color.

CREDIT: AP Photo/David Goldman

ADL prepared wide-ranging recommendations for President Obama's Task Force on Policing in the 21st Century, a new initiative designed to identify best practices and strengthen relations between police and the communities they serve and protect.

the issue of race.

In 2015, Ferguson-based high school students will learn what they can do to confront bias during a new, year-long ADL program.

ADL's Cleveland Office played a central role responding to that city's troubles, described in a U.S. Department of Justice (DOJ) report released in December as a "pattern or practice of using excessive force" by the Cleveland Division of Police. Regional Director Anita Gray met with the U.S. Attorney for the Northern District of Ohio before the report was issued, and was invited to meet with U.S. Attorney General Eric Holder as he released the report's findings in Cleveland. She participated in numerous meetings with the DOJ and mayor's office to determine next steps, and ADL submitted suggestions for reform for a DOJ consent decree with the city.

Voting Rights Undermined

With the 50th anniversary of the Voting Rights Act of 1965 (VRA) coming up in August 2015, ADL redoubled our efforts to protect the right to vote for all Americans.

In 2013, in *Shelby County v. Holder*, the Supreme Court struck down key provisions of the VRA that required the federal government to approve any election law changes in states with a history of voter discrimination.

Almost immediately, states began enacting discriminatory voting laws that threaten to disproportionately impact communities of color, students, elderly voters and people living in poverty. By the 2014 elections, 15 states had enacted new, troubling voting restrictions.

ADL fought hard against discriminatory state laws and in favor of federal legislation to restore the VRA's protections. Our supporters fought along with us, urging their Members of Congress to support new legislation. The bill is pending in Congress and ADL remains committed to advocacy for voting rights for all.

Promoting Equal Opportunity in Schools

Sixty years after *Brown v. Board of Education*, the landmark case desegregating schools, the achievement gap tragically persists, with black students

twice as likely to drop out of school as their white peers.

Suspensions and expulsions often lead to students dropping out. Despite studies finding no difference in behavior, students of color are three times as likely to be suspended or expelled as their white peers. Youth who drop out are much more likely to become involved in the criminal justice system, creating a phenomenon known as the school-to-prison pipeline. Last year when the federal government issued new guidance addressing these problems, ADL experts conducted trainings for educators around the country.

We made great headway in California. ADL's California offices worked to pass California Assembly Bill 420, a law that removes the vague and subjective "willful defiance" category as grounds for expulsion in any grade and suspension in elementary school. Additionally, ADL's San Diego office conducted trainings for school resource officers who are part of the San Diego Unified School District's police force. California now leads the nation in making progress toward ending the school-to-prison pipeline.

Bringing Civil Rights to the Classroom

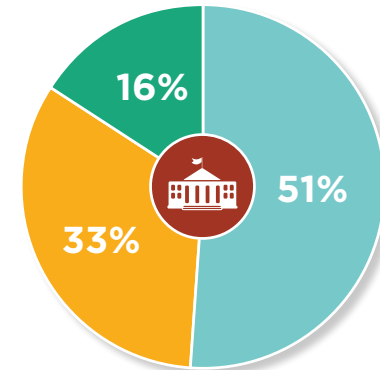
In 2014 ADL brought civil rights and racial justice issues into focus in classrooms around the country.

In honor of Martin Luther King Jr. Day, we issued a special curriculum, "Martin Luther King Jr. and Civil Rights' Relevancy for Today."

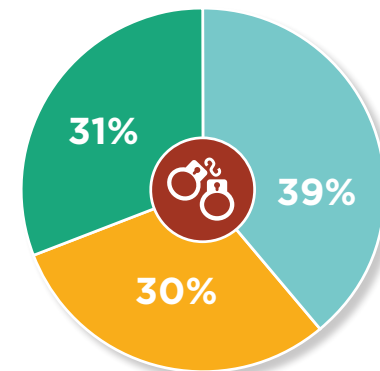
Additionally, ADL introduced a new educational tool, Current Events Classroom—topical lessons available for free on our website. There was high demand for the lessons, including "What Is Happening in Ferguson, MO?"; "Privilege, Discrimination and Racial Disparities in the Criminal Justice System"; "Self Defense and Racial Profiling"; and "Helping Students Make Sense of News Stories About Bias and Injustice."

Through these lessons, ADL is helping students understand their world and become citizens equipped to change it for the better. ■

STUDENT ENROLLMENT



STUDENT ARRESTS



BLACK STUDENTS
WHITE STUDENTS
OTHER STUDENTS

While black students represent 16% of student enrollment, they represent 31% of students subjected to a school-related arrest. In comparison, white students represent 51% of enrollment and 39% of those arrested.

Source: U.S. Department of Education Office for Civil Rights Civil Rights Data Collection: Data Snapshot (School Discipline) March 21, 2014

BOYCOTT LOBBY
FLORAL
HOM

BOYCOTT
HOBBY
LOBBY

Keep Your
Theology
OFF Our
Biology

Boycott
Hobby
Lobby
#Notmybossbusiness



RELIGIOUS FREEDOM

Our nation's First Amendment religion clauses allow all Americans to worship as they see fit. They keep government out of religion, and prevent the majority from imposing its religious beliefs on the minority.

Two disturbing 2014 U.S. Supreme Court decisions undermined this religion-state separation.

Employers Imposing Religious Beliefs on Workers

In its *Hobby Lobby* decision, the Court ruled that owners of a for-profit corporation could impose their religious views about birth control on 12,000 employees by allowing them to disregard the Affordable Care Act's (ACA) contraception coverage requirement for employee health insurance.

The law used to challenge the contraception requirement—the Religious Freedom Restoration Act (RFRA)—was never intended as a sword for imposing religious beliefs, but as a shield to protect against religious discrimination. We know, because ADL lobbied for RFRA successfully in the 1990s.

ADL joined a coalition brief arguing that the ACA's contraception mandate did not violate RFRA by “substantially burdening” the Hobby Lobby owners' religion, because a legally distinct corporation would pay for and provide the comprehensive health insurance, not the owners. Any religious burden on the owners would therefore be minimal. The Court's deeply troubling decision opens the door to for-profit companies denying coverage for essential medical services some owners might deem

ADL is supporting Congressional legislation that would remedy the Supreme Court's troubling Hobby Lobby decision, which is a Pandora's box that could permit discrimination at work and in the marketplace on religious grounds.

PHOTO: The U.S. Supreme Court's Hobby Lobby decision imposed the owners' religious beliefs on their 12,000 employees.

CREDIT: AP Photo/The Record of Bergen County, Elizabeth Lara

The Court's other disturbing religious freedom decision, Greece v. Galloway, effectively permits town boards and local legislatures to open meetings with prayers in one faith tradition.

religiously offensive, such as blood transfusions, psychiatric care or vaccinations. It also opens a Pandora's box that could permit discrimination at work and in the marketplace on religious grounds—particularly against women and the LGBT community.

Prayer Before Government Meetings

ADL joined a coalition brief in the Court's other disturbing religious freedom decision, *Greece v. Galloway*, which effectively permits town boards and local legislatures to open meetings with prayers in one faith tradition. In the case of Greece, NY, the typically small

number of attendees had frequently been asked to stand for opening prayers in Jesus' name.

While sectarian invocations may now be constitutional, ADL believes they are divisive and have the potential to coerce ordinary citizens seeking redress from government officials. Further, we believe such prayers are not good public policy or community relations, and we have reached out to local government bodies to encourage them to be more inclusive.

The Arizona Effect

On the state level, ADL achieved a major success.

While it may now be constitutional to begin meetings of local legislatures and town boards with sectarian invocations, ADL believes they are divisive and potentially coercive, and has reached out to local government bodies to encourage them to be more inclusive.

CREDIT: Photo ©Catholic Courier



In Arizona, ADL led the fight against a bill misleadingly referred to as “an act relating to the free exercise of religion” that would have effectively provided businesses with a license to discriminate based on a “sincerely held religious belief.” Motivated by anti-LGBT sentiment, the legislation was so broad it would have sanctioned religious and other forms of discrimination, including against Jews, Muslims, Mormons, Protestants, Catholics and women.

Working closely with ADL Civil Rights professionals, the Arizona Regional Operations staff testified against the bill at multiple House and Senate hearings, and held tens of lobbying meetings with Representatives and Senators. Perhaps most importantly, ADL educated the Greater Phoenix Leadership Council, the state’s most influential business organization, on the bill’s detriments. They understood its drawbacks and responded forcefully. The result: Governor Jan Brewer ultimately vetoed the bill.

Other states soon followed. Prior to Governor Brewer’s veto, at least 12 other states were considering similar “license to discriminate” legislation.



Due to well-publicized backlash against the Arizona measure, all of the states except Mississippi tabled their bills—although it is possible that other states will consider similar legislation in 2015.

When it comes to religious liberty, ADL remains vigilant in safeguarding every individual’s freedom of worship while protecting the civil rights of others. ■

In Arizona, ADL successfully led the fight against a bill misleadingly referred to as ‘an act relating to the free exercise of religion’ that would have effectively provided businesses with a license to discriminate against many groups based on a ‘sincerely held religious belief.’

CREDIT: Cheryl Evans/The Arizona Republic

UTAH
is ready for
MARRIAGE

UtahUnites.org |  Utah Unites
for Marriage

I love
MY WIFE



PROTECTING RIGHTS

ADL champions fair treatment and justice for all, not just in the United States but around the world.

Violent Bigotry in Europe

In 2014, bias-motivated crimes escalated into alarming violence:

- In Athens, an Iranian man was stabbed 12 times after two men asked him his nationality
- In Sweden, a member of the “Football Fans Against Homophobia” campaign was left in a coma after he was attacked by knife-carrying members of a National Socialist party
- In Brussels, four people were killed inside the Jewish Museum when a French radical Islamist opened fire
- In France, a Roma teenager was in a coma for over a month after about 50 people beat him, burned him and poured battery acid in his mouth,

dissolving part of his jaw. No charges have been filed

ADL has been serving as an expert on hate crimes to the Organization for Security and Co-Operation in Europe (OSCE), the leading intergovernmental organization tracking hate crime and helping countries and civil society address it. Many of the OSCE’s 57 member states have committed to combating anti-Semitism and hate crime, but many have not taken sufficient action.

A Moment of Truth in Vienna

In December, ADL Director of Government and National Affairs Stacy Burdett addressed these governments directly at an OSCE meeting in Vienna and shared ADL’s analysis of how each country was faring in countering anti-Semitism and hate crime.

The findings, compiled by ADL and Human Rights First for the OSCE Office

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PHOTO: In the U.S., there was remarkable progress—marriage equality advanced to 35 states by the end of 2014—in many cases with the help of ADL.

CREDIT: George Frey/Getty Images



PHOTO: An analysis by ADL and Human Rights First for the OSCE found that vicious attacks on members of the lesbian, gay, bisexual, and transgender (LGBT) community and other minorities in Europe have not led to effective action against hate crime by many member states.

CREDIT: Christian Marquardt/Getty Images

for Democratic Institutions and Human Rights (ODIHR), are sobering. As of 2013, 72 percent of participating states either did not collect hate-crime data or reported zero crimes—a questionable statistic. Many more hate crimes were reported by nongovernmental organizations in 45 countries where there is no government monitoring. While more countries have hate crime laws, implementation is weak and the laws often do not extend protections to frequently targeted groups.

ADL’s primary message was that governments must partner with community organizations in order to be effective. “When governments work with civil society, they craft better policy, they mobilize broader support and they implement it more successfully,” Ms. Burdett said.

Hate Crimes in the U.S.: Fewer, But Still Too Many

Last year was the fifth anniversary of the federal hate crimes law championed by ADL and our coalition partners for over a decade, the Matthew Shepard and James Byrd Jr. Hate Crimes Prevention Act (HCPA). We are now seeing its effects and helping to improve its enforcement.

The good news is that the Federal Bureau of Investigation’s Hate Crime Statistics Act (HCSA) report for 2013 (the most recent data available) documented the lowest number of hate crimes since the record-keeping law was enacted in 1991. Two thousand thirteen was the first report to include data on hate crimes directed at individuals because of gender or gender identity, as well as hate crimes committed by and against juveniles.

The bad news: there were still 6,000 documented hate crimes and extensive underreporting of hate crimes by victims and law enforcement agencies. Thousands of police departments did not report data to the FBI and many big cities reported zero hate crimes—an unlikely figure.

Improving Data on Hate Crimes, Bullying

ADL has long believed that a first step to addressing a problem is to measure it and raise awareness. We are now working with the Obama administration, law enforcement officials and civil rights groups to improve participation in the FBI’s annual hate crime reporting program.

Following the August 2012 murder of Sikhs at their Wisconsin Gurdwara (Sikh temple) by a white supremacist skinhead, ADL was instrumental in successfully advocating for FBI data collection on hate crimes against Sikhs, Arabs and Hindus in its annual HCSA report.

Similarly, the Department of Education (DoE) will begin collecting data from colleges and universities on hate crimes based on gender identity and national origin. And the DoE will begin collecting data from schools on bullying based on religion and sexual orientation—a possible precursor to hate crimes. ADL and our allies will work with schools to make sure this data is reported accurately, and will use the data to improve the learning climate for all students.

Expanded Rights for Lesbian, Gay, Bisexual and Transgender Americans

Here there was remarkable progress: marriage equality advanced to 35 states by the end of 2014—in many cases with help from ADL. We filed nearly a dozen friend-of-the-court briefs in cases challenging state laws, constitutional

amendments and ballot measures that defined marriage as exclusively between one man and one woman.

Regarding equal employment, we joined a coalition to call on President Obama to ban discrimination against lesbian, gay, bisexual and transgender (LGBT) employees of federal contractors. Representatives of ADL were present at the White House when the president signed an Executive Order banning such discrimination.

ADL also worked with coalition partners to ensure passage of the Houston Equal Rights Ordinance, a measure that prohibits discrimination in housing, employment and public accommodations, including discrimination on the basis of sexual orientation and gender identity. We also advocated for similar legislation on the federal and state levels.

ADL continues to be a key partner in the fight for full rights for the LGBT community, and a leading voice against hate crime worldwide. ■

ADL is working with the Obama administration, law enforcement officials and civil rights groups to improve participation in the FBI's annual hate crime reporting program.



CONNECTING TO THE FUTURE

The Challenge of Anti-Israel Hate on Campus

In the wake of Israel's Gaza operation this past summer, student groups seeking to denounce and demonize Israel dramatically stepped up their activity on college and university campuses across the country.

Campuses were disrupted with confrontational tactics including "die-ins" and mock "apartheid walls." False claims of Israeli ethnic cleansing, genocide and war crimes were widespread. Over a dozen campaigns called for boycotts, divestment and sanctions (BDS) against Israel on campuses throughout the country. Some anti-Israel students even refused to engage with supporters of Israel—a tactic known as "anti-normalization."

ADL Takes Action

ADL alerted administrators of colleges and universities around the country to a trend occurring on campuses where students and student groups attempted to stifle dialogue about the Israeli-Palestinian conflict by disrupting events on campus and refusing to work with pro-Israel and Jewish student groups. Our goal was to address attempts to discourage and suppress free speech and efforts to harass and intimidate Jewish and other students.

We recommended practical steps to achieve these goals, such as urging administrators to send a senior university official to potentially hostile events and, prior to the start of the event, have him or her remind those in attendance of university codes of conduct regarding free speech and civil

Student groups seeking to denounce and demonize Israel dramatically stepped up their activity on college and university campuses across the country.

PHOTO: Students active in campus governments, newspapers or politics—tomorrow's leaders—are introduced to the complexities of Israel on ADL's Campus Leaders Mission.

CREDIT: Michelle Lee

To empower Jewish students, we developed Words to Action, a dynamic training on the best ways to counter anti-Israel and anti-Jewish virulence on campus.

discourse. We also encouraged administrators to use their own right to free speech to condemn actions that go against the ideals of the university.

To empower Jewish students, we developed *Words to Action*, a dynamic training on the best ways to counter anti-Israel and anti-Jewish virulence on campus. Nearly 1,000 college and pre-college students and community members participated in its first year.

Informing Tomorrow's Leaders

ADL's annual Campus Leaders Mission to Israel introduced a select group of diverse college students active in campus governments, newspapers or politics to the complexities of Israel. Through the relationships and work of ADL's Israel Office, the mission provided a deeper understanding than the Middle East narrative many had been exposed to on campus.

In just eight days, the students met with government and military officials, diplomats, journalists, tech entrepreneurs, a Holocaust survivor, a West Bank settler, Israeli and Palestinian students, and soldiers their own age. They toured

the country, visited holy sites, learned history and discussed the Israeli-Palestinian conflict from multiple perspectives. The students' conclusion: "It's complicated."

Exploding Myths

The students, some of whom were Latino, Asian, African American and Muslim, were surprised by everything from Israel's diversity to its geography and vulnerability:

'Israel ... is not an apartheid or divided country, people of all religions and ethnicities live and work beside one another on a daily basis.'

'I was surprised by how small it is, making it always potentially in danger, yet how normal and everyday life seems to be despite that.'

'How Western it really was.'

'How complex the conflict is, and how many gray areas there are.'

'How the majority longs for peace.'

'Though it's only been a week, Israel has presented a ton of challenges and moral dilemmas.'

New Voices on Campus

Imbued with these insights, mission participants pledged to widen the debate on campus:

'I hope to break down some of the anti-Semitism that exists in minority communities on my campus.'

'I hope to bring back dialogue that is surrounded with the goal of understanding and peace rather than tension and conflict.'

On campus issues, ADL believes there are serious challenges facing Jewish students that require an integrated, holistic approach. Working with students and administrators, Jews and non-Jews, we provide facts about Israel and its critics, and informed responses that no other organization can match.

The same is true for all our work. Whether the issue is Israel or racial equality, anti-Semitism or terrorism, religious freedom, hate crimes or LGBT rights, ADL offers education, legislation, litigation and action plans to everyone from student leaders to world leaders. We take the long view and strive to shape the future.

Although the obstacles are daunting and the challenges fierce, ADL remains courageous in the face of hate. ■

Whether the issue is Israel or racial equality, anti-Semitism or terrorism, religious freedom, hate crimes or LGBT rights, ADL offers education, legislation, litigation and action plans to everyone from student leaders to world leaders.

ADL IS THERE FOR YOU

When racial conflict engulfed Ferguson and Cleveland, and a “license to discriminate” bill based on religion threatened to become law in Arizona, ADL’s Regional Offices were there on the ground, taking action on local levels and working with our national experts.

Your ADL Regional Offices, geographically covering every corner of the United States, are effective because of longstanding relationships with leaders at the highest levels of local and state government, law enforcement and diverse community groups—our partners in broad-based coalitions.

These offices also plug into ADL’s national and international expertise, providing a brain trust and network of relationships that fortify local and regional efforts in education, legislation, litigation and advocacy. The result is a formidable mix of community depth and global breadth that no other organization can match.

Go to www.adl.org/regions to find out about the work of your ADL Regional Office. A listing of our offices is to the right.

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CONSOLIDATED FINANCIAL INFORMATION

CONSOLIDATED BALANCE SHEET

Year ended December 31, 2013 (in thousands)

ASSETS	
Cash and investments	\$136,819
Contributions receivable, net	16,061
Other assets	3,559
Property and equipment, net	10,891
Total assets	<u>\$167,330</u>
LIABILITIES AND NET ASSETS	
Accounts payable and accrued expenses	\$7,798
Borrowings under lines of credit	8,000
Deferred items	7,662
Liabilities under charitable trusts and annuity agreements	7,668
Long-term pension obligations	23,072
Total liabilities	<u>54,200</u>
Net assets:	
Unrestricted:	
Available for operations	31,438
Long-term pension obligations	(23,072)
Total unrestricted, net of long-term pension obligations	8,366
Temporarily restricted	35,050
Permanently restricted	69,714
Total net assets	<u>113,130</u>
Total liabilities and net assets	<u>\$167,330</u>

CONSOLIDATED STATEMENT OF ACTIVITIES

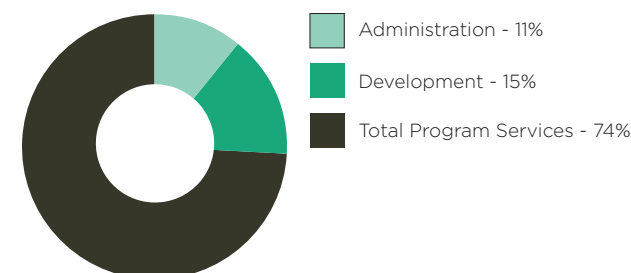
Year ended December 31, 2013 (in thousands)

CHANGES IN UNRESTRICTED NET ASSETS:	
OPERATING REVENUES:	
Contributions, net	\$48,584
Endowment return expended and other investment return	3,490
Other income	805
Net assets released from restrictions in satisfaction of time and purpose	12,068
Total operating revenues	<u>64,947</u>
OPERATING EXPENSES:	
Program services	48,318
Supporting services	17,030
Total operating expenses	<u>65,348</u>
Excess of operating expenses over operating revenues	<u>(401)</u>
NONOPERATING ACTIVITIES:	
Pension credit other than net periodic benefit cost	7,383
Investment return greater than amount appropriated	5,588
Other, net	36
Total nonoperating activities	<u>13,007</u>
Increase in unrestricted net assets	<u>12,606</u>
CHANGES IN TEMPORARILY RESTRICTED NET ASSETS:	
Contributions	9,965
Change in the value of charitable trust and annuity agreements	(680)
Investment return	13,001
Net assets released from restrictions	(14,989)
Increase in temporarily restricted net assets	<u>7,297</u>
CHANGES IN PERMANENTLY RESTRICTED NET ASSETS:	
Contributions/Increase in permanently restricted net assets	<u>372</u>
Increase in net assets	<u>20,275</u>
Net assets at beginning of year	<u>92,855</u>
Net assets at end of year	<u>\$113,130</u>

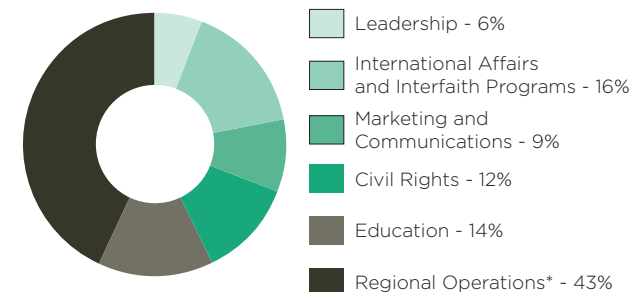
CONSOLIDATED EXPENSE ALLOCATIONS

Year ended December 31, 2013

TOTAL EXPENSES



TOTAL PROGRAM SERVICES



* Regional Operations includes Civil Rights, Education, International Affairs and Interfaith programming delivered through ADL's Regional Office structure.

The above financial information is derived from the consolidated financial statements of the Anti-Defamation League and the Anti-Defamation League Foundation. A complete set of the consolidated financial statements, audited by KPMG LLP, is available upon request.

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- ** PRINCE, HARVEY R. - Marina Del Rey, CA
- * PRINCE, SUZANNE - Marina Del Rey, CA
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- * RAUSS, ALAN M. - Cleveland, OH
- ** REICH, SEYMOUR D. - New York, NY
- * REIDEL, ARTHUR - San Martin, CA
- REISSNER, MARC - Englewood, CO
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