



meeting the moment

2016 Annual Report

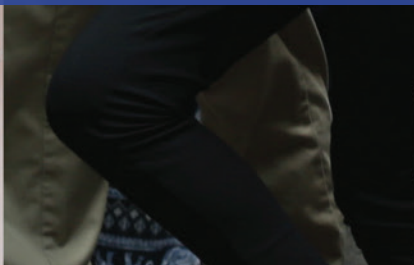
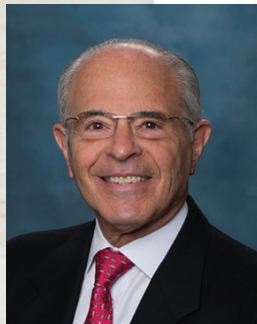


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Letter from the National Chair



In 2016, ADL's work became more relevant than ever. Our century-old mission took on new urgency and required new energy.

People of all ages and from all regions turned to us this year, alarmed by hate speech coursing through social media, by an increase in anti-Semitic incidents and by the treatment of immigrants and refugees at our borders.

In this threatening environment, ADL became the center for passionate supporters of civil rights for all and safety from extremists. They knew we would stand up to bomb threats and hate-filled actions directed at Jewish institutions. They knew we would stand up to attempts to smear and delegitimize Israel on campuses, in boardrooms and at the United Nations. They knew we'd stand up for marginalized groups, expose extremism of every kind and teach respect in our schools, just as we've done so effectively for more than 100 years.

And ADL responded. On social media, in Congress and at the U.N., among journalists and law enforcement and in schools, we mobilized action against bias, bullying, extremism, terrorism and hate crimes.

We convened a groundbreaking Never is Now Summit to explore the upsurge in anti-Semitism and what actions to take. We equipped students, parents, educators and law enforcement professionals with tools and training to counter bias. And we fought extremism, terrorism and all forms of hate in the real world and in cyberspace.

You, our committed donors, volunteers and leaders, have helped make all of this possible because you understand both the urgency and the need. I am very grateful to you and extremely privileged to serve as ADL's national chair.

Now more than ever, ADL is a major force for democracy in our country and the world.

Marvin D. Nathan

Marvin D. Nathan
National Chair

Message from the CEO and National Director



Courage. Respect. Collaboration. Inclusion. Integrity. Credibility. Accountability. These seven core values drive our work at ADL. They provide a compass for leaders and staff making daily decisions.

As I look back at my first full year as CEO and National Director of ADL, I am proud of the progress we have made in key areas that will enable us to go more boldly from strength to strength.

We added new voices and expertise to an experienced staff, and we continue to find innovative ways to connect with our supporters and reach broader audiences. Together, this talented group engaged in a strategic assessment of our programs, services and structure. The result is a five-year plan that focuses on enhancing the services that deliver the most impact to our constituents and on building for the future.

I am very proud to say that we ended 2016 with an operating surplus in excess of \$2.5 million. This is the first time in 15 years we have had such a surplus. Our goal is to continue along this path of fiscal responsibility.

We experienced a surge in donations this year—our online number of donors increased 200% in 2016 over 2015. And our online revenue was up 170%! More people than ever were inspired to support our critical mission: standing up, speaking out, stopping the defamation of the Jewish people and bringing justice to all. But donations were also up because we delivered on-the-ground daily on that mission, connecting with our communities.

Today that mission is simply more vital than ever. It is our work that will determine whether we will continue to build a society that guarantees fair treatment and justice for all.

I look ahead to 2017 and beyond with excitement. Your support and commitment have helped to get us here and take us into the future.

In gratitude for your support,

A handwritten signature in black ink, appearing to read 'Jonathan A. Greenblatt'. The signature is fluid and cursive.

Jonathan A. Greenblatt
CEO and National Director

Center on Extremism



**Oren's moment.
An ADL calling.**

'I inherited a legacy of fighting hate that I feel personally invested in continuing and furthering. The purpose of the Center on Extremism is the same now as it was when it began, but with technology and other advances, there are new and innovative ways that we can use and are using to fight hate.'

Oren Segal
Director of ADL Center on Extremism





A moment of truth. And outrage.

November 19, 2016. Washington, D.C. In a crowded ballroom, Richard Spencer, a leader of the alt-right movement—largely composed of white supremacists—stood before a crowd. Several members of the audience responded to his speech with a Nazi salute.

“America was, until this past generation, a white country designed for ourselves and our posterity,” Spencer said. “It is our creation, it is our inheritance and it belongs to us.”

Moments such as these remind us that age-old hatreds persist.



Meeting the moment. Standing up and speaking out day after day.

Last year, extremist-related killings rose for the fourth straight year. They increased by 176% from 25 in 2013 to 69 in 2016. Following years of fighting extremism and hate, ADL founded the Center on Extremism in 2006. The Center partners with law enforcement professionals, technology companies and government leaders to understand and identify threats and trends. The Center has the intel, resources and expertise to identify threats and to stand up, speak out and expose extremists of every kind.



At the center of hate, monitoring daily.

The Center on Extremism stands vigilantly and valiantly on the front lines, both on the ground and in cyberspace. Director Oren Segal and his team monitor extremism across a wide ideological spectrum, using custom-designed tools and drawing upon years of experience and relationships to define, disrupt and defeat threats and hatred every day.



Former neo-Nazi skinhead Christian Picciolini tells ADL his riveting journey.

Moments of optimism.

Last year alone, the Center trained 7,000 federal, state and local law enforcement officials on a wide range of extremist trends, tactics and ideologies. The Center also worked with some of the foremost tech companies in the world, educating them on digital extremist recruitment and activity as well as discussing ways to mitigate these emerging and evolving threats.



Five Defining Moments of 2016



By: Rick Bowmer / ASSOCIATED PRESS

By: Mark Kaplan / ASSOCIATED PRESS

By: David J. Phillip / ASSOCIATED PRESS

01

Orlando, Florida.

A man inspired by terrorist organizations opens fire in an LGBTQ nightclub, killing scores of people.

The Center issued a report about the changing nature and tactics of domestic Islamic extremists.

02

Malheur National Wildlife Refuge, Oregon.

A right-wing militia has a standoff with the government over federal land rights.

The Center investigated the extremist backgrounds of the participants and provided our expertise to law enforcement and the general public.

03

Dallas, Texas, and Baton Rouge, Louisiana.

Black nationalists shoot and kill multiple law enforcement officers in response to police killings of African Americans.

The Center shed light on the extremist beliefs of the killers.

04

Washington, D.C.

Alt-right white supremacists gather while giving Nazi salutes.

The Center has been at the forefront of exposing the anti-Semitic and white supremacist beliefs and roots of the alt-right since they emerged.

05

Nationwide.

Supporters of the alt-right troll journalists and others online.

ADL issued a report using big data to show the volume of anti-Semitic tweets targeting journalists on Twitter during the 2016 election campaign.

Center on Technology & Society



Brittan sums up what's needed.

'To encapsulate, we think that social platforms need better reporting options, they need to improve the response time about these complaints, they need to invest in new tools to curb cyber harassment, they need to work on transparency about their abuse process reviews. That's the nutshell.'

Brittan Heller

Director of ADL Center on Technology
& Society



Excitement turns to hatred—and then fear.



Jennifer Jones-Wood, left, with ADL Central Pacific Region Director of Development Shaun Kozolchik.

A picture is worth a thousand words. But on the Internet, it can be bait for trolls and a target for hate. That's what Jennifer Jones-Wood woke up to one morning in December 2016.

Her four-year-old daughter had gotten to meet a candidate she really admired during the election campaign, and a photo was snapped to preserve the moment. Mrs. Jones-Wood thought the image would be a lasting symbol of an exciting moment. But haters found the photo and turned it into a disgusting, hate-filled meme targeting an innocent child.

When hate spreads like wildfire.

Scared, angry and frantic, Mrs. Jones-Wood implored the site administrator to remove the defaced image from the page. After relentless pleas, they took down the image, but it had already been shared on social media in places where it would have been viewed by thousands. And erasing anything completely, once it spreads across the Internet, is nearly impossible. But ADL's experts immediately went to work.

ADL brings expertise, credibility and relationships.

An ADL staff member in San Francisco saw what was happening online and—a mother herself—was appalled by such abuse and fear. She knew ADL had the tools to help, the legal know-how and the technological relationships to resolve the issue. And from there, ADL took action. ADL's Cyberhate Response Unit, working in conjunction with ADL's new Center on Technology & Society, gathered information about the photo and its posting, and sought data to combat this insidious incident.

Once it became clear to the haters they could face civil penalties and massive fines for defacing and posting the child's photo, it was removed.

Leading the fight against cyberhate.

ADL's decades-long leadership in fighting cyberhate led to the establishment in 2016 of the ADL Center on Technology & Society. Based in Silicon Valley, the new Center expands ADL's ongoing work with companies from industry leaders to startups. The Center leverages technology for social justice and collaborates with emerging watchdog groups like the Twitter Trust & Safety Council, of which ADL is an inaugural member.

Success and hope go viral.

"The success went viral," Mrs. Jones-Wood said, "and the greatest thing of all is that ADL was able to reach out and help so many other moms that had the same thing happen to their children. I am so grateful to ADL for their assistance."

Law Enforcement & Society



**Making me
a better officer.**

'After I went to the Law Enforcement
& Society program, I felt as though it
made me a better police officer.'

Peter Newsham
Chief of the Metropolitan
Police Department, Washington, D.C.



Police, laws and individual rights.

Peter Newsham has had a long career in law enforcement, rising through the ranks of the Washington, D.C., Metropolitan Police Department to become chief of police. But he learned some surprising things about police work when he participated in ADL's Law Enforcement & Society (LEAS) training program.

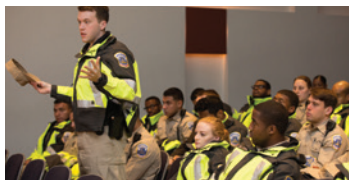
The program, developed in partnership with the United States Holocaust Memorial Museum, uses the history of the Holocaust in World War II—when more than 11 million people, including six million Jews, were systematically murdered by the Nazis—as a springboard for examining the role of law enforcement in our democracy and the relationship of the police to the people they serve.

"The extent to which law enforcement was complicit then is something so horrific," says Chief Newsham, "and something in which I will never allow myself to be involved." He went on, "I'm hopeful that every officer that comes here for this training will feel the same way."

Law Enforcement & Society began in 1999 when Washington, D.C., Chief of Police Charles Ramsey asked ADL and the Holocaust Memorial Museum to create a training program for his recruits. Since then, more than 130,000 law enforcement professionals have participated in this innovative training experience.



Law Enforcement & Society
training in Washington, D.C.



Absorbing the lessons of the Holocaust.

What can the Holocaust reveal to contemporary law enforcement officials about their role? It demonstrates to them how power can be abused and how ordinary people can be transformed into perpetrators. It strengthens their understanding that their chosen calling requires them to act as the guardians of all those they serve and that every interaction must be guided by the values of our nation and of their profession—fairness and respect, courage and compassion.

Law Enforcement and Society is such a profoundly transformative and unique program because it contrasts the values of Nazi Germany with the core values of American law enforcement and its role as protector of the Constitution.

The participants range from chiefs of police and the heads of federal law enforcement agencies, such as the Federal Bureau of Investigation and Immigration and Customs Enforcement, to police recruits and FBI New Agents—men and women representing hundreds of departments from every corner of our country.



A tragic tale of safe havens that resonates today.

Chief Newsham was especially struck by the Museum's story of the MS St. Louis, the ill-fated German ocean liner that carried 900 Jewish refugees from Germany. After they were denied entry to Cuba, the United States and Canada, the refugees were forced to return to Europe, where at least a quarter of them died in Nazi death camps. "It gets us thinking about our immigration policies and being accepting of refugees who are trying to leave an awful circumstance. I'll never forget seeing that and thinking about that."

LEAS has been incorporated into the curricula of the most prestigious law enforcement training programs in the country: the FBI National Academy, the FBI National Executive Institute, and the FBI Law Enforcement Executive Development Seminar. It is now offered in Los Angeles, Tampa, Nassau County (NY), Houston and St. Louis, along with the original program in Washington, D.C.

In addition to Law Enforcement and Society, ADL provides other law enforcement training programs that equip more than 14,000 law enforcement professionals per year with the tools they need to deal with extremism, terrorism and hate crimes. And ADL helps them build trust with the people they serve. In fact, ADL has become the nation's top nongovernmental law enforcement training organization.

States Chief Newsham, "It's incumbent on me to make sure all the officers who work for me have the same experience. To have that piece in their toolbox, that realization of the role of law enforcement in society, is extremely important for a police officer."

Anti-Semitism Never Is Now



**Overwhelmed by
cyberhate.**

'Suddenly, every stereotype, every line of attack that you ever read about or heard about in Sunday School was coming at you.'

Jonathan Weisman

Deputy Washington Editor,
The New York Times



Jewish journalists on the front lines. Deluged by hate on social media.

For *The New York Times* political reporter Jonathan Weisman, it started with a tweet. As he had done so many times before, he read an interesting article—it happened to be about the rise of fascism in the U.S.—and tweeted it out. The first response he received had his name within triple parentheses, a symbol adopted by anti-Semites, neo-Nazis and white nationalists to identify Jews as targets for online harassment.

From there, he was hit by a tsunami of hate.

“My face superimposed on corpses in Auschwitz, pictures of my head being cut off by ISIS... At first I was so startled by it, I tweeted it back out so other people could see what was out there,” Weisman said. “People were really taken aback. I was taken aback.” The abuse was so extreme, Weisman felt compelled to leave Twitter for a time.

Sometime during the 2016 presidential campaign, it became dangerous to be a journalist.

Throughout 2016, ADL received complaints from journalists covering the campaign who were being serially harassed online merely for doing their jobs.



When online abuse has real-life consequences.

One journalist was targeted with white supremacist images embedded in a video designed to trigger his epilepsy. Many reported that they were repeatedly harassed at campaign events. This was not business as usual.

In response to this deluge of hate, ADL embarked on a groundbreaking project, convening a task force of outside experts and representatives of journalism, law enforcement, academia, Silicon Valley and nongovernment organizations. They quantified the scope of the abuse; documented how, when and where it occurred; created a profile of the abusers; and discussed solutions.

The result was the comprehensive report “Anti-Semitic Targeting of Journalists During the 2016 Presidential Campaign,” which found that anti-Semitic language on social media was shockingly pervasive. Tweets containing anti-Semitic language had an estimated potential reach of 10 billion impressions.



Yasmin Green, Head of Research & Development, Jigsaw at Google.

Empowering journalists to take on the haters.

A second ADL report, “Control-Alt-Delete,” targeted to the social media industry, lawyers and policymakers, as well as journalists, recommended solutions to the problem. For example, ADL urged platform designers to incorporate anti-harassment protections early on. We also called for new laws to criminalize certain kinds of cyberhate.

During a panel at Never is Now: The ADL Summit on Anti-Semitism in 2016, Weisman talked about his experiences with harassment on social media with *Tablet Magazine* writer Yair Rosenberg, who said, “They want to make us afraid. They want to unnerve us, and they want to make us withdraw from discourse.”

This outpouring of hate, ADL found, contributed to the reinforcement and normalization of anti-Semitic language on a massive scale. But ADL’s Task Force, report and recommendations empowered journalists and others to take on the haters.

Anti-Semitic harassment of journalists

ADL issued data showing the volume of anti-Semitic tweets targeting journalists on Twitter during the 2016 election campaign.

Tweets to journalists

based on keywords correlating with anti-Semitism



19,253

Anti-Semitic Tweets

at U.S. journalists from a pool of 50,000 journalist Twitter handles

Overall data pull

based on keywords correlating with anti-Semitism



10,000,000,000

Number of estimated impressions generated

15,952

or **83%** of **19,253**

The percentage of all anti-Semitic tweets to all journalists were targeted at



10 Journalists

2,641,072

Total Mentions



From August 1, 2015, through July 31, 2016, contained anti-Semitic terms

6,131

Number of unique users who posted tweets to U.S. journalists



66%

The percentage of tweets posted by male users, based on user-disclosed details

BDS/ Israel



**Providing the tools
needed to stand up
to the hatred.**

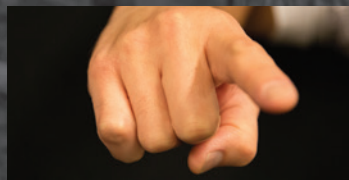
'ADL provided a road map for which conversations could be had. It's difficult to know where to start the conversation with BDS—there's just so much to cover. Having ADL come in with its institutional backing and provide definitions was empowering and gave me confidence. It was invaluable.'

Maya Horowitz
Recent College Graduate





Jonathan Greenblatt speaks at United Nations conference on BDS.



BDS turns a college campus into a battleground.

Maya had never heard about the Boycott, Divestment and Sanctions (BDS) movement before she started college, so she wasn't prepared for how aggressive an active BDS campaign could be.

Maya was a member of the student council, and from the beginning of the school year, BDS was on the council's agenda. Maya wasn't concerned, though. She thought her views would be especially relevant as a Jew who loves Israel while being critical of some of its policies. After all, she was part of the progressive-liberal-activist faction of the student government.

Instead, she was ridiculed. And she was silenced.

'Your views aren't valid. Your perspective is flawed.'

In every other conflict on her campus, Maya noticed, there was a desire to elevate the voices of those involved and listen to as many perspectives as possible. But this one was different. As a Jew, she was assumed to be pro-Israel, and therefore, her perspective was assumed to be inherently biased and invalid. How could she care about Palestinian issues and lives? When she spoke about Palestinians, she was accused of tokenizing them or being disingenuous about her sympathy.

And it wasn't just Maya. Other students were being confronted by anti-Israel words and actions. In one case, an Israeli who was speaking Hebrew on the phone with her mother outside the library was called a "Hebrew terrorist."





Empowering students to respond. Bringing worldwide expertise to the problem.

On college campuses across America, BDS campaigns isolate students who support Israel. Jewish students like Maya feel singled out when they speak up—and sometimes even when they don't.

High-profile academics, charismatic speakers and influential student leaders present a one-sided version of the Israeli-Palestinian conflict and demonize Israel. At times, the atmosphere on campus becomes hostile toward students who actively engage in pro-Israel activism, and on occasion, anti-Israel bias crosses a line into anti-Semitic rhetoric and behavior.

Across the country, ADL's Words to Action program empowers students to identify and respond to anti-Semitism. It increases understanding and awareness of anti-Semitism and anti-Israel bias, and it gives them tools and resources to counter stereotypes and myths.

When ADL brought the Words to Action workshop to Maya's campus, she recalled that the event itself was controversial. But it provided her with a safe place to talk about what she was going through with others who were having similar experiences.

And she learned that she wasn't powerless, that she could act. No one was going to step in and solve her problems for her—but they would train her to do it herself.

She left the workshop with an information packet and the confidence to use it. Then she was prepared—with facts and examples, with language to use when she found herself in difficult conversations. And it worked.

Maya felt that she had a partner in ADL, and she's grateful. "I'm still in contact with ADL today. I was just at a volunteer orientation, and I'm hoping to become an education ambassador."

Recognizing the need for a new strategy to combat the widespread BDS movement and other forms of delegitimization of Israel, ADL and the Reut Institute in Tel Aviv announced a new joint initiative in 2016 to assess the mounting challenge.

ADL in the Classroom



Fighting hate.
Changing lives.

'What ADL is doing is so important. I believe we should make ADL run out of work so we can end the bullying, the injustice and the hate.'

Jesula Jeannot
No Place for Hate® Participant



A girl's journey from one trauma to another.

Jesula Jeannot was 12 in 2010 when a massive earthquake hit her homeland of Haiti and she lost everything. Her best friend was killed before her eyes. Her father, whom she had never met, then invited her to come and live with him in the U.S. Although this meant leaving her mother behind, she decided to go.

She started sixth grade in her new home, a girl with a weird accent and unfashionable clothes. And she was teased mercilessly. Formerly a good student, she became a painfully shy child who refused to speak in class—even in math, her best subject.

And after a day of being bullied at school, she came home to a father she barely knew and couldn't confide in.

By ninth grade, Jesula had just about given up her dreams for the future. But that's when ADL's No Place for Hate® initiative reached her school. And it turned her life around.



There's no room for hate and bullying in these schools.

No Place for Hate® helps schools build inclusive and safe communities in which respect is the goal and all students can thrive. With ADL's help, schools put long-term solutions in place for creating and maintaining a positive climate where students, faculty, administration and family members feel empowered to take a stand against hate and bullying. By earning the No Place for Hate designation, schools send a clear message: all students have a place to belong.

No Place for Hate schools engage in at least three anti-bias activities each year that involve the full student body. At Jesula's school, she became part of the team that planned those activities, and she says No Place for Hate transformed her school into a place where kids are too busy and active to bully each other. "We distract everyone. We steal the power. We have fun with everyone in the school so they don't have time to pick on someone."

Another No Place for Hate tactic that Jesula and her team have adopted involves performing random acts of kindness. "If we see a kid sitting at a table alone, we go and talk to them. We embrace everybody, because I personally don't want anybody to feel like they might be alone—like they made me feel."



Traveling to Washington with like-minded young leaders.

Jesula applied to ADL's National Youth Leadership Mission last year and earned the opportunity to go to Washington, D.C., with a delegation of student leaders.

This annual trip includes a visit to the United States Holocaust Memorial Museum. Delegates spend two-and-a-half days studying the consequences of hatred and discrimination, and they return home committed to making a difference in their schools and communities.

Today, the girl who was afraid to reply to her math teacher speaks in front of thousands of people. She gained the confidence to choose advanced classes, and she's now dreaming about college.

"I spent most of my middle school years thinking that I'm worthless," Jesula said, "thinking that my words don't matter. But having someone give me that power? Oh my God, that's powerful."

"Hatred is not something we're born with," she said. "We can unlearn it with a teaching moment, with an act of kindness."



ADL No Place for Hate student participants.

Where We Work

ADL's On It.

ADL Regional Offices throughout America and in Jerusalem are a call, a click or an e-mail away. Go to www.adl.org/regions to visit the Regional Office near you.

OFFICE	IMPACT STORY
Arizona	50,000 students in 35 schools pledged to reject bias and bullying because of ADL Arizona's No Place for Hate® initiative.
Atlanta	200,000 students in 204 schools stood up to hate and prejudice during ADL Southeast's No Place for Hate campaign.
Austin	More than 200,000 students from over 300 schools helped to build campuses of respect with ADL Austin's No Plate for Hate initiative.
Boston	1,400 teens and teachers addressed racial prejudice and inclusion at ADL New England's 22nd Annual Youth Congress.
Chicago	900 Jewish college and precollege students coached on how to stand up to hate speech, Holocaust denial and other types of bias through ADL Chicago's Words to Action program.
Cleveland	160 adults and children gained tools to respond to a surge in anti-Semitic incidents from ADL Cleveland.
Connecticut	100 teachers and administrators introduced to Islamic culture and religion by ADL CT to stop anti-Muslim bullying.
Dallas	100 members of law enforcement educated about the abuse of police power during the Holocaust and their roles in a democracy at ADL Dallas's first Law Enforcement and Society program.
Denver	50,000 students at 49 schools empowered to create positive, bias-free school cultures through ADL Denver's No Place for Hate program.
Detroit	3,370 students, faculty and parents impacted by a 1,000+% increase in ADL Education programs, including No Place for Hate, A WORLD OF DIFFERENCE® Institute and Words to Action.
Florida	305 Jews, Muslims, Sikhs and Christians equipped by ADL Florida to strengthen security at their religious institutions.
Houston	1,800 people enjoyed a musical tribute to respect, diversity and fighting bigotry at Houston in Concert Against Hate.
Jerusalem	Nearly 70 law enforcement officials from across the U.S. learned Israeli counterterrorism techniques from senior Israeli commanders during missions organized by ADL's Israel Office.
Las Vegas	500 people joined ADL Nevada for its first Walk Against Hate.
Los Angeles	15 police officers responsible for 41,500 students learned how to deal with hate on campus during a new training for campus police launched by ADL's LA office.
New Jersey	600 law enforcement officials trained in counterterrorism by ADL New Jersey.
New Mexico	132 people educated by ADL New Mexico about anti-Israel activity that verges on anti-Semitism.
New Orleans	Nearly 800 community leaders and members of law enforcement trained by ADL New Orleans to recognize and deal lawfully with the perpetrators and targets of hate crimes.
New York	More than 780 incidents and complaints of anti-Semitism, hate and discrimination responded to and resolved by ADL New York.
Omaha	2,300 children of undocumented immigrants permitted to become licensed/registered in their career fields in Nebraska due to a law lobbied for by ADL Omaha.
Orange County	250 Jews, Muslims and Christians joined with ADL to condemn repeated instances of swastika graffiti in a children's park.
Philadelphia	2,000 people, including the mayor of Philadelphia, celebrated diversity by taking part in ADL Philadelphia's 6th Annual Walk Against Hate.
San Diego	800 people learned how to stand up for refugees at an event led by ADL San Diego.
Santa Barbara	700 students in 22 schools empowered to speak up against bullying during the No Place for Hate Stand Together initiative organized by ADL Santa Barbara and its community partners.
St. Louis	4,400 students, educators, parents and police officers learned to recognize and reject bias through education programs from ADL St. Louis's A WORLD OF DIFFERENCE Institute.
San Francisco	200 high school students and parents taught to recognize and reject bias and cyberhate. Their school district of 10,000 students continued to receive ADL training and resources following an anti-Semitic incident online.
Seattle	400 students at John Rogers Elementary School in Seattle learned why words matter during the school's first No Place for Hate program.
Washington, D.C.	73 high-ranking law enforcement officials from across the U.S. received up-to-the-minute data about trends on extremism and terrorism at ADL's Advanced Training School™ in Extremist and Terrorist Threats (ATS).

ADL Meeting the Moment Every Day

More than
65 million
adults and youth

impacted by ADL's education programs since inception in 1985

Source: ADL & Education By the Numbers 2016

100%
of major U.S. metropolitan
police departments

have sent participants to ADL's National Counterterrorism Seminar in Israel and ADL's Advanced Training School in Extremist and Terrorist Threats

Source: Law Enforcement Extremism Community Security By the Numbers

15,000
law enforcement
professionals

receive comprehensive, in-depth training from ADL on counterterrorism, extremist threats, core values, anti-bias, leadership and hate crimes each year

Source: Law Enforcement Extremism Community Security By the Numbers

Over
1.5 million
adults and youth

impacted by ADL's education programs in 2016

Source: ADL Education Department and ADL & Education By the Numbers 2016

1,266
anti-Semitic acts

in the U.S. in 2016

Source: ADL Audit of Anti-Semitic Incidents 2016

Consolidated Financial Information

Consolidated Balance Sheet

December 31, 2016 (in thousands)

Assets

Cash and investments	\$117,967
Contributions receivable, net	12,768
Other assets	3,764
Property and equipment, net	9,660

Total assets \$144,159

Liabilities and Net Assets

Accounts payable and accrued expenses	\$8,399
Borrowings under lines of credit	8,000
Deferred rent	7,031
Liabilities under charitable trusts and annuity agreements	8,339
Long-term pension obligations	31,203

Total liabilities 62,972

Net assets:

Unrestricted:

Available for operations	25,030
Long-term pension obligations	(31,203)
Total unrestricted, net of long-term pension obligations	(6,173)
Temporarily restricted	18,787
Permanently restricted	68,573

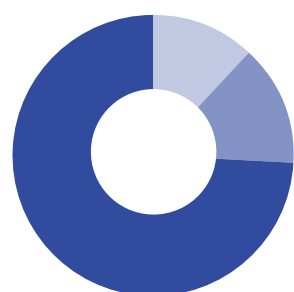
Total net assets 81,187

Total liabilities and net assets \$144,159

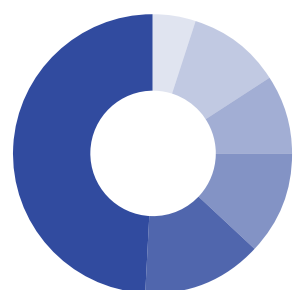
Consolidated Expense Allocations

Year ended December 31, 2016

Total Expenses



Total Program Services



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

Consolidated Statement of Activities

Year ended December 31, 2016 (in thousands)

Changes in Unrestricted Net Assets:

Operating Revenues:

Contributions, net	\$52,218
Endowment return expended and other investment return	2,946
Other income	695
Net assets released from restrictions in satisfaction of time and purpose	10,232

Total operating revenues 66,091

Operating Expenses:

Program services	47,532
Supporting services	16,054

Total operating expenses 63,586

Excess of operating revenues over operating expenses 2,505

Nonoperating Activities:

Pension credit other than net periodic benefit cost	835
Investment return greater than amount appropriated	910
Reclassification of net assets	2,450
Other, net	12

Total nonoperating activities 4,207

Increase in unrestricted net assets 6,712

Changes in Temporarily Restricted Net Assets:

Contributions	6,524
Change in the value of charitable trust and annuity agreements	(735)
Investment return	4,492
Reclassification due to change in donor designation	(1,245)
Net assets released from restrictions	(13,085)

Decrease in temporarily restricted net assets (4,049)

Changes in Permanently Restricted Net Assets:

Contributions	1,989
Reclassification of net assets	(1,205)

Increase in permanently restricted net assets 784

Increase in net assets 3,447
Net assets at beginning of year 77,740

Net assets at end of year \$81,187

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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STARFISH

You inspire us! Thank you.

Thank you for the essential work you do on our behalf. We need you more than ever.

Dear Mr. Greenblatt -
Months ago, I heard you speak and at that time I had no idea how close to home the work of the ADL would become to me. I understand the ADL is working with the Whitefish community in response to the recent threats to their safety. Please take care of them.

Just as the Catholic Church has made efforts to rebuild friendships with the Jewish people, I should make an effort of aiding the Jewish people during a time of rising anti-Semitism and ultra-nationalism. I know that I would donate to a respected Jewish organization that aims to protect all vulnerable people.

Keep speaking out,
Mr. Greenblatt.

Thank you!

We are so very sorry and troubled by the ongoing desecration of the cemeteries. Please accept the enclosed check as a symbol of our support.

As we get closer to the inauguration, our small Havurah felt the critical need to send our charity funds to you, an organization that not only fights anti-Semitism globally, but is simultaneously working on securing justice and fair treatment to all citizens of the world.

Thank you for all the good work done by the ADL. We need it to continue now more than ever!

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