

WHAT CAN WE DO ABOUT HATE?

Annual Report
2009

“Together, we can fight the virus of hate and anti-Semitism, while at the same time seeking new and better ways to immunize future generations.”

Abraham H. Foxman
ADL National Director



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Photo credit: Frank Ishman pg. 6-7, 12-13, 18-19

OUR FIGHT AGAINST HATE

If there's one subject that characterizes ADL's role in America and around the world, it's our fight against hate. It starts, of course, with the battle against anti-Semitism but doesn't stop there. Our leadership in standing up for minorities and the vulnerable in society and against those who would engage in discrimination, stereotyping or violence is legendary.

The components of this mission are manifest in this year's Annual Report and they include personal stories about individuals who were positively affected by ADL. It starts with our information gathering and our voice. ADL prides itself on its vast data collection and its care in getting it right with regard to those who promote hate. And our collective voice — heard across the country and around the world on a daily basis exposing those hateful individuals, organizations or governments — is a powerful model for moral leadership.

We then use our expertise and public positions to mobilize others to stand with us. The struggle against intolerance needs leadership from ADL, but the job cannot be done alone. This past year saw remarkable examples of ADL accomplishments through mobilizing like-minded organizations and individuals, a notable example being passage of federal hate crimes legislation which, according to a number of federal officials, could not have been passed without ADL leadership.

And then to complete the circle, we try to change hearts and minds. Using the public arena, the law and the legislature is critical in containing hatred. But educating, as we do — even toddlers — and going right through university and the corpo-

rate, religious and governmental sectors is about creating a new paradigm concerning attitudes of one community toward another, a paradigm based not on tolerance but on respect. We have impact on large groups of people and we have impact on individuals.

In a world where partisan outrage has become the norm for discourse, ADL sticks to its basic approach. We look impartially at all events to see whether hate is rearing its ugly head. We believe that good people must stand together against extremism. And we hope that common ground can be found in the struggle for a less hateful world. Old-fashioned? Not at all. A formula for success in the 21st century.

We expose. We mobilize. We teach. We do the work of ADL.



Robert G. Sugarman
Robert G. Sugarman
National Chair



Abraham H. Foxman
Abraham H. Foxman
National Director

**WE
EXPOSE**

EARLY WARNING SYSTEM FOR TERROR

"I'm a visionary," says Joan McNamara, assistant commanding officer of the Los Angeles Police Department Counterterrorism and Criminal Intelligence Bureau. "But I don't get the visions without some kind of base."

In June 2007, Commander McNamara found that "base" at ADL's Advanced Training School in Extremist and Terrorist Threats (ATS) held in Washington, DC, for law enforcement officials. At ATS, experts from inside and outside ADL deliver state-of-the-art training about extremists and terrorists of every kind, as well as techniques for detecting and interrupting their activities. Hundreds of senior law enforcement have taken ATS since the program started in 2003, and there is a two-year waiting list to get into it.

Commander McNamara absorbed all she heard at ATS, from Terrorism and Extremism on the Internet to Investigating Terrorist Financing. But the session that especially inspired her was Counterterrorism for Patrol: how the cop on the beat can play a role in detecting and preventing terrorist incidents. Commander McNamara immediately took up the idea and ran with it.

"I thought, we need to come up with a standardized process," she says. "If we can engage our 750,000 local law enforcement officers to recognize the indicators of terrorism, we're going to be able to connect the dots with our federal partners and solve a major problem in the United States."

Commander McNamara developed this insight into two early detection systems: Suspicious Activity Reporting (SAR) and iWatch. SAR teaches local police to recognize common indicators of terrorist activity, file reports on what they've observed, analyze the data, map the city with it and act on it. i-Watch teaches citizens what terrorist activity looks

like and allows them to send reports about it to the police. In L.A., the results have been impressive. Since the two programs went live in March 2008 and November 2009, 58 of the reports have resulted in arrests, and 31 have provided links to terrorist cases the FBI was or is investigating, Commander McNamara says. Now, with her help, SAR is up and running in 12 cities and becoming a national program managed from Washington, DC, called the National SAR Initiative (NSI). "I think we're onto something here that's going to make America safer, and ultimately the world safer," she says.

It all started with ADL's ATS course. "I was so grateful for that training," Commander McNamara adds. "It was a springboard that started my thought process."



WE EXPOSE

The Growing Threat of American Muslim Extremists -

In a year when terror plots by American Muslim extremists grabbed headlines, ADL became a go-to source of information about the threat. An ADL team of analysts with Arabic fluency, which monitors Arabic and English-language extremist sources online and in print, responded to hundreds of information requests from law enforcement agencies, the media, the Jewish community and general public. In addition to tracking individuals and groups known for their extremist activity, the ADL team exposed dangerous new developments, including the emergence of Muslim extremist organizations operating in the U.S.; the growth of English-language terrorist propaganda online; and efforts by some far-left-wing American leaders to establish relations with Hamas and Hezbollah.

Violence from the Radical Right - A guard murdered at the U.S. Holocaust Memorial Museum. The shooting deaths of three Pittsburgh police officers. A killing spree in Massachusetts targeting non-whites and Jews. In 2009, ADL worked with law enforcement and warned the nation about an increase in violent acts by white supremacists and anti-Semites — many acting alone, but all motivated by ideologies of hate. Many of the extremists were influenced by current events and conditions, including the economic crisis, the wars in Iraq and Afghanistan, the immigration debate, and the election of Barack Obama as the first African-American president.

Anti-Government Anger and Conspiracy Theories -

ADL's widely publicized report, *Rage Grows in America: Anti-Government Conspiracies*, examined the groups and individuals behind a surge in anti-government anger. Focusing on the proliferation of conspiracy theories, the growing militia movement and some displays of hate at Tea Party events, the report considered the risks posed not only by extremists, but also by mainstream figures who stoke anti-government anger and increase the potential for violence.

Hate on the Internet - With the pace of electronically based communications accelerating, ADL established the Cyber Hate Response Team (CHRT): a staff of legal, technical and online industry experts whose job is to further safety on the Internet and assist victims of online hate and abuse. In its first year, CHRT handled over 4,000 complaints from the public — a 400 percent increase from the number received by the agency the previous year. ADL's pioneering work fighting hate online was recognized during its participation in a UN panel on cyberhate and the International Network Against Cyber-

hate (INACH) conference in Amsterdam.

Cyberbullying Prevention Model Statute - ADL developed a model law that encourages states to create comprehensive policies against bullying and cyberbullying: the widespread use of the Internet to demean, harass and intimidate others online, which has led to humiliation, poor performance in school and even suicide. ADL's statute covers, but is not limited to, bullying motivated by a student's race, religion, sexual orientation or other identifiable characteristics. It also spells out prohibited activities, circumstances when cyberbullying originating outside school is covered and many other details necessary for successful implementation.

Training Law Enforcement - In 2009, ADL continued to be the leading nongovernmental organization educating law enforcement about extremist and terrorist threats. ADL experts trained more than 5,000 officers around the country on extremism, terrorism and hate crimes. Nearly 3,000 more officers participated in Law Enforcement and Society (LEAS), an innovative program run by ADL and the United States Holocaust Memorial Museum that uses the Holocaust to illustrate the abuse of police power and the duty of law enforcement to protect the safety and rights of all Americans. Agents from the FBI, CIA Threat Management Unit and Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF) were among those who took ADL's Advanced Training School on Extremist and Terrorist Threats course (ATS) in Washington, DC: an overview of major extremist ideologies, tactics and activities. Law enforcement executives from the FBI and Department of Homeland Security's Immigration and Customs Enforcement agency were among a select group who participated in ADL's National Counterterrorism Seminar (NCTS) in Israel, where they benefited from Israeli counterterrorism expertise.

Law Enforcement Assists - Last year ADL provided background data and other assistance to law enforcement on more than 600 occasions. What does this assistance look like? Just two examples: When a state investigator from the New Jersey Office of Homeland Security contacted ADL for information about local activity by the Muslims of the Americas (MOA), ADL briefed him on the group's activity, ideology, membership and ties to a terrorist organization that has carried out attacks in the U.S. Just before the inauguration of President Barack Obama, ADL identified a white supremacist on the event's security detail. Once ADL provided this information to law enforcement, the individual was removed.



ADL is a major resource on American Muslim extremists like Najibullah Zazi, above, who was arrested in 2009 and in 2010 pleaded guilty to an Al-Qaeda plot to bomb the New York City subway (above).
Credit: AP Photo/New York City Police Department



Secretary of the Department of Homeland Security Janet Napolitano, shown here with ADL's incoming National Chair Robert G. Sugarman, briefed ADL's National Leadership Conference in Washington, DC (right).
Credit: Carl Cox

**WE
MOBILIZE**

PARTNERING AGAINST ANTI-SEMITISM

Two thousand and nine was an alarming year for the Jews of Argentina. Reaction to Israel's war of self-defense against Hamas in Gaza was vicious. Rallies proclaiming "Jews assassins" erupted in front of the Israeli embassy in Buenos Aires, in parks, on the streets, and in front of Jewish businesses. Jewish businesses and products were boycotted. Flags and insignia of the Lebanese terrorist group Hezbollah, responsible for two terrorist attacks in Argentina, were openly displayed. Graffiti near the AMIA/DAIA building, the headquarters of the Argentine Jewish community, read, "the third bomb is coming." Jews celebrating Israel's 61st anniversary were violently attacked by a gang armed with clubs and other weapons, and Jewish cemeteries around the country — even the tombs of children — were desecrated and destroyed.

"It was very hard to fight these anti-Semitic displays," says Aldo Donzis, president of the Delagación de Asociaciones Israelitas Argentinas (DAIA), a group founded in 1935 to represent and defend Jews in Argentina. But his organization did not fight alone. "ADL was intensely involved with DAIA at this time, vigorously denouncing these acts, supporting our actions, which helped us to reach the results we wanted: official condemnation of anti-Semitism."

This is the way ADL helps threatened Jewish communities around the world, by supporting local Jewish groups and lending them its voice, credibility and global relationships. "The DAIA has the local knowledge of issues like anti-Semitism and discrimination," Mr. Donzis says. "ADL has very advanced expertise and programs that enable us to go a step further."

In Argentina's case, ADL assisted on several other occasions in 2009. ADL held a briefing in New York so the chief

prosecutor investigating the deadly 1994 bombing of the AMIA/DAIA Jewish community building in Buenos Aires could report his progress. ADL denounced Iranian President Ahmadinejad for naming as his defense minister one of the Iranians subject to arrest warrants by INTERPOL for their roles in the AMIA/DAIA attack. And ADL warned about the threat of Iran's infiltration of Latin America to use the region as a base for more terror.

"ADL has such a deep awareness of this situation and a deep willingness to assist that has provided great contributions to this cause," Mr. Donzis says. "We have to work vigorously together, ADL and DAIA, to bring light to and stop the advance of fundamentalism in our territory," he adds. "The joint work between ADL and DAIA will result in reaching the objectives of both institutions: to fight anti-Semitism, discrimination and terrorism."



WE MOBILIZE

Supporting Israel - ADL galvanized support for Israel after its operation against Hamas ignited anti-Israel, anti-Jewish hate worldwide. In the U.S. Congress, ADL worked with members to pass a resolution condemning anti-Semitism and attempts to rationalize it as political criticism of Israel. An ADL poll showed that 67 percent of Americans — the highest figure in recent years — saw Israel as a country to be counted on as a strong, loyal U.S. ally. In response to President Obama's demand for a total freeze on Israeli settlements as a precondition for peace talks, ADL ran ads in August in *The New York Times* and *International Herald Tribune* citing the real obstacle as Arab rejection of Israeli sovereignty. When Judge Richard Goldstone's United Nations report accused Israel of war crimes, ADL underscored Israel's right to self-defense and the precautions it took to avoid civilian casualties.

Promoting a Tougher Stance on Iran - With Iran refusing to negotiate over its nuclear program and attacking its own citizens, ADL became the first and only American Jewish organization to propose a crippling embargo on Iran's oil exports. In September 2009, ADL explained how the U.S. could significantly impair Iran's ability to export its crude oil without going through the UN Security Council, why oil exports are Iran's greatest vulnerability, and how the Saudis and other oil producers could prevent a spike in the price of oil. ADL leaders from across the country met with officials in Washington, DC, to insist that Iran's nuclear program be stopped. And ADL Regional Offices participated in Stand for Freedom in Iran rallies.

Standing Up for Jewish Communities Worldwide - During the worst year for global anti-Semitism since World War II, ADL broadened and intensified its support for Jewish communities everywhere. At the Organization for Security and Cooperation in Europe (OSCE), ADL called on the group's members to make good on their pledge to respond to growing anti-Semitism and hate violence. An ADL poll found that millions of Europeans continue to believe Jews are not loyal to their country and have "too much power" in business. In Venezuela, Argentina, Honduras, Spain, Turkey and Moldova, among others, ADL called on leaders to speak out against hate crimes and the environments that enable them.

Overcoming Strains with the Catholic Church - ADL led the Jewish community in addressing regressive Church moves jeopardizing Jewish-Catholic relations. In February 2009, ADL convened a groundbreaking Catholic-Jewish conference in Washington, DC, to discuss the dialogue under Pope Benedict XVI. In June 2009, ADL spearheaded a united Jewish response to a new document issued by the United States Conference of Catholic Bishops (USCCB), which allowed Catholics to use interfaith dialogue to invite Jews to convert to Catholicism. The USCCB — in a historic turnaround — agreed to delete the offending sentences. After a year-long investigation, ADL historians concluded that the Vatican's assertion that World War II Pope Pius XII did all he could to save Jews from the Holocaust was "inaccurate and unprovable" based on the documents available. ADL was also a leading voice urging the Vatican to delay advancing Pius for sainthood until it declassifies all its records about the pope's reign.

Passing a Historic Hate Crimes Law in the U.S. - In October, 30 years of ADL advocacy led to groundbreaking national legislation against hate crimes, the Matthew Shepard and James Byrd Jr. Hate Crimes Prevention Act (HCPA). ADL wrote the first model hate crime statute for the states in 1981 and headed the coalition of civil rights, religious, educational, professional, law enforcement and civic organizations that supported the HCPA since its introduction in 1997. The new law allows the federal government to assist in the investigation and prosecution of certain hate violence in states, and expands protection from hate crimes to victims targeted because of their sexual orientation, gender, gender identity and disability (race, religion and national origin were already covered).



ADL National Director Abraham H. Foxman, left, met with Israeli Prime Minister Benjamin Netanyahu (above). Credit: Moshe Milner/Israel Government Press Office

This August 2009 ad ran in *The New York Times* and *International Herald Tribune* (right).

MR. PRESIDENT – THE PROBLEM ISN'T SETTLEMENTS, IT'S ARAB REJECTION

We all support peace in the Middle East.
But pressuring Israel is not the right approach.

The obstacle to peace is not Israel. The settlements are not the impediment. The issue is simple: the Arab and Palestinian rejection of Israel's right to exist, including through violence and terrorism, for over 60 years. Israel's right to exist is undeniable and is based on its right to self-determination in its historic homeland.

The path to peace is clear. With recognition, Israel has said again and again that everything is on the table without preconditions.

Mr. President, it's time to stop pressuring our vital friend and ally. It's now time to direct your attention to the rejectionists who refuse to recognize Israel and negotiate an end to the conflict.

**With your leadership,
yes, we can have peace.**

**But the path begins with
the recognition of Israel.**

If you agree with our message, go to www.adl.org/peace to add your voice.

Glen S. Levy
National Chair

Abraham H. Foxman
National Director



**WE
TEACH**

STOPPING BIAS AT THE DOOR

Regis Murayi was the senior class treasurer at Washington University in St. Louis, enjoying a class trip to Chicago with 200 of his peers. He was wearing Calvin Klein jeans with a belted waist.

A popular bar refused to admit him and five other African American students, but allowed white students to enter. The problem, ostensibly, was the African Americans' baggy pants, and no appeal to the general manager — not even an offer to change their pants — was making him change his mind.

"I believed from the start it was about the racial composition of our group, not about our pants, so we decided to test it," Mr. Murayi says. A much shorter white student put on Mr. Murayi's pants, making them much baggier, but had no difficulty getting into the bar. Feeling "humiliated and embarrassed," Mr. Murayi and the other African American students left the premises.

The students wanted to hold the bar accountable, but weren't sure how. When the Anti-Defamation League learned of the October incident — through an ADL lay leader in Houston whose son attends Washington University — ADL's St. Louis and Chicago offices reached out to help. A joint ADL-Chicago Urban League letter to the bar raised the possibility that their actions may have violated civil rights laws. After ADL released the letter to *The Chicago Tribune*, the paper ran an article about what happened. CNN picked it up, and the story went round the world.

"Receiving the letter, as well as all the negative press, really forced the bar to address the issue," Mr. Murayi says. Negotiations with the bar soon followed, and in December, a settlement was reached that calls for the bar to apologize and hold a series of fundraisers to benefit a diversity

fund at Washington University or in the St. Louis area. The bar also agreed to require its managers to be trained by ADL in diversity awareness. ADL is providing not one, but multiple sessions of its acclaimed A WORKPLACE OF DIFFERENCE™ program.

Mr. Murayi believes the program should prevent such discrimination from happening again. Without ADL's involvement, he adds, the outcome would have been very different. "The bar would not have come to the table and negotiated a resolution with us," Mr. Murayi says. "I believe the night the incident happened in Chicago, it would have stayed in Chicago, and would have disappeared."



WE TEACH

Confronting Anti-Semitism for Students - ADL stepped up its campus services to deal with an escalation in anti-Israel, anti-Semitic activity. When Holocaust denial ads were published in 15 campus newspapers, ADL urged editors-in-chief to issue an apology. ADL provided two new manuals of actionable advice, *Fighting Back: A Handbook for Responding to Anti-Israel Rallies on College and University Campuses* and *Responding to Bigotry and Intergroup Strife on Campus: A Guide for College and University Presidents and Senior Administrators*. ADL and Hillel: The Foundation for Jewish Campus Life produced and distributed *Fighting Holocaust Denial in Campus Newspaper Advertisements: A Manual for Action*. ADL also developed an updated *Confronting Anti-Semitism Program* that equips middle and high school students with the skills to respond to anti-Semitism.

The People v. Leo Frank - ADL partnered with Ben Loeterman Productions, Inc., on a teacher's guide and screenings of the *The People v. Leo Frank*, which aired on PBS TV in November. The film depicts the traumatic trial and lynching of a Jew in 1913 Atlanta — the year of ADL's founding. ADL's guide helps students explore how anti-Semitism and racism shaped life then, and the dangers of stereotyping and bigotry.

Bearing Witness™ - Catholic-school educators from across the country participated in seven Bearing Witness™ programs designed to improve Catholic understanding of Judaism and the Holocaust. Another group of Catholic-school educators attended Bearing Witness™ Advanced, the highlight of which is a week of travel and study in Israel. Said one participant: "All of us are committed to make a difference in our schools, not only in the way we teach the Holocaust, but in the way we relate to traditions outside our own."

Echoes and Reflections - A Multimedia Curriculum on the Holocaust - The program prepared the next generation to teach the Holocaust by conducting its first Professors' Study Tour to Israel for professors of education, and by holding 25 percent of *Echoes and Reflections* programs at colleges and universities. Overall last year, the program reached 2,647 educators and community leaders. The year also marked the completion of a two-year Conference on Jewish Material Claims Against Germany grant, which prepares teachers in remote areas to respond knowledgeably to Holocaust denial. More than 10,000 educators and community leaders have now participated in *Echoes and Reflections*, a joint project of ADL, the USC Shoah Foundation Institute and Yad Vashem.

No Place for Hate® - Schools and communities across the country earned the designation No Place for Hate® by following recommendations in ADL's new resource guide. As part of the program, participants form committees to oversee anti-bias activities; sign a Resolution of Respect; and complete three group activities that teach respect and inclusiveness. "Our bullying reports have declined by 60 percent," said an administrator at one participating school.

A WORLD OF DIFFERENCE® Institute - 2010 will mark the 25th anniversary of ADL's launch in Boston of its acclaimed anti-bias training program. Since its inception as a one-year campaign, the Institute — which was created in 1992 — has taught millions in schools, community organizations, law enforcement agencies, corporations and online communities, not only in the U.S., but in Austria, Belgium, the Czech Republic, France, Greece, Germany, Hungary, Israel, Italy, Japan, Luxembourg, Netherlands, Poland, Portugal, Spain and the United Kingdom. In 2009, the Institute expanded its cyberbullying programs designed to reduce online bullying among youth. With the generous support of the Microsoft and Symantec Corporations, ADL held more than 30 cyberbullying programs across the country. In addition to teaching school administrators and educators, the Institute created a new program for adult family members.

A WORKPLACE OF DIFFERENCE™ anti-bias trainings were delivered to over 2,700 employees and managers nationwide, including the New York City Law Department, the law firm Proskauer Rose LLP, Aventura Hospital and Medical Center in Florida, and Volunteers of America of Greater New York.

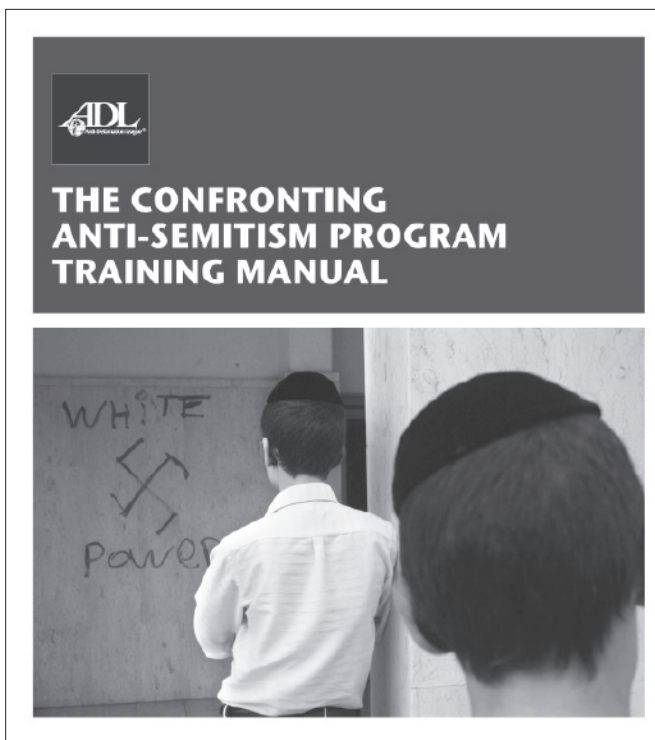
Making Diversity Count®, ADL's online tool that teaches educators how to build respectful, inclusive classrooms, was approved as a course offering by the National Education Association. Two other organizations gave their support to Making Diversity Count: the National School Boards Association and the New York City Department of Education.

ADL set a record in 2009 by implementing 142 of **The Miller Early Childhood Initiative** (The Initiative) workshops, and by training more than 1,896 early childhood educators and family members to prevent prejudice in the very young. ADL also developed and piloted ADL's Family & Child Workshop, where preschoolers, their parents and caregivers learn together how to develop respect for diversity. Since its inception in 2001, The Initiative has reached an estimated 109,754 people.

New lawyers for New York City learn what respectful behavior is, and isn't, at ADL's A WORKPLACE OF DIFFERENCE™ The Edward Brodsky Ethics and Diversity Training for the New York City Law Department (right).

Adults and children in Florida explored their differences during a pilot of the new Family & Child Workshop of The Miller Early Childhood Initiative of ADL's A WORLD OF DIFFERENCE® Institute (below left).

ADL's signature Confronting Anti-Semitism Program helps students deal more effectively with anti-Semitism (below right).



REGIONAL OFFICES

Arizona

Don Logan is an African American who was severely injured by a mail bomb when he was Scottsdale's director of diversity and dialogue. An ADL regional investigator provided critical assistance to the investigation that culminated in June 2009 with the indictment of brothers Dennis and Daniel Mahon. When Mr. Logan learned that the indictment did not label the bombing a hate crime, he turned to ADL, leading the regional director and board chair to ask the U.S. attorney about the absence. Additionally, a member of ADL's Civil Rights Committee volunteered to represent Mr. Logan pro bono. As this report went to press, the Mahon brothers were incarcerated in Arizona awaiting trial, which is expected to commence in September of this year.

Atlanta (Southeast)

It was an evening that dramatized how bigotry can devastate an entire community. In April, the Southeast Regional Office hosted the world premiere of a new PBS documentary, *The People v. Leo Frank* — less than 5 miles from where Mr. Frank was lynched in 1915. The screening attracted an audience of 2,400, including students participating in ADL's No Place for Hate® program;

law enforcement officers from across North Georgia; local government and business leaders; and descendants of the main figures in the lynching.

Boston (New England)

Three juveniles allegedly broke into the Chabad Jewish Center in Barnstable, Massachusetts, ransacking it and downloading 43 images of Hitler, swastikas and other Nazi images onto the rabbi's computer. To show that Barnstable is no place for hate, ADL helped organize a unity rally featuring an array of diverse speakers including Chabad members, clergymen, the police chief, members of the town council, the superintendent, students and ADL.

Chicago (Greater Chicago/Upper Midwest)

President Barack Obama surprised the honorees at ADL's First Amendment Freedom Award Dinner with a video congratulating former federal judge Abner J. Mikva and former Federal Communications Commission chairman Newton N. Minow and praising the work of ADL. "Ab and Newt have always embodied what the Anti-Defamation League is all about," the president said. "While tonight we celebrate what the ADL has done to protect the First Amendment, this work is just one part

of the broader mission — a mission to afford every man and woman in this country those basic rights of justice, equality and opportunity that are the birthright of every American."

Cleveland (Ohio/Kentucky/Allegheny)

"I cried a couple of times. It is really hard to comprehend that all this really happened." So wrote one student who participated in Holocaust as a Human Experience, a bus trip to the United States Holocaust Memorial Museum in Washington, DC. Over 45 students from Garfield High School in Ohio applied the devastating lessons of the Holocaust to modern-day bigotry taking place within their own school, and learned how bias can escalate into acts of discrimination and even genocide.

Connecticut

When a Jewish student was murdered near Wesleyan University by a suspect with virulently anti-Semitic views, ADL immediately worked with law enforcement and distributed a security alert to Jewish community leaders. Later the office presented security seminars for Jewish institutions across the state. It then surveyed extremist activity nationwide, in the Northeast and on some campuses at a program for campus



A hate crime led to an uplifting rally organized with help from ADL in Massachusetts. Credit: Jim Preston/Cape Cod Times

officials, administrators and police sponsored by the Connecticut Conference of Independent Colleges (CCIC). "The information ADL provided will help make campuses in Connecticut safer," says CCIC Executive Director Judith Greiman.

Dallas (North Texas/Oklahoma)

Significantly increasing its outreach to law enforcement, the North Texas/Oklahoma Regional Office gave two separate, day-long extremism trainings with ADL experts — one in Plano-Richardson and the other in Arlington — to more than 100 local, regional and federal law enforcement professionals from 30 agencies. Three regional law enforcement professionals went to Washington, DC, to attend ADL's Advanced Training School (ATS) course on Extremism and Terrorist Threats. In addition, the Arlington chief of police attended ADL's National Counterterrorism Seminar (NCTS) in Israel.

Denver (Mountain States)

In 2005, the U.S. Air Force Academy in Colorado Springs, Colorado, was criticized for fostering a climate of religious intolerance and proselytizing at the institution. At that time, the League submitted testimony before the

House Armed Services Committee on the religious climate at the Academy. Since then, ADL's Mountain States Office has worked productively with Academy leaders to reduce proselytizing, foster respect for religious diversity and honor the separation of church and state. In 2009, ADL established a positive relationship with the Academy's new superintendent, Lt. Gen. Mike Gould, and even expanded its efforts, providing input on new Academy programs and initiatives.

Boulder Satellite Office

In the wake of a series of hate crimes, ADL and other community groups joined forces to organize Journey to Justice: A Rally and March for Unity and Safety. Several hundred people of all ages marched with signs declaring Boulder No Place for Hate® and signed ADL's pledges of respect.

Detroit (Michigan)

After Orthodox Jews were hit and verbally assaulted in Oak Park and Southfield, Michigan, ADL Michigan became deeply involved in helping the communities confront bias and build bridges of cross-cultural understanding. While the City of Southfield initiated neighborhood watch groups and hired security vehicles, ADL provided free A WORLD

OF DIFFERENCE® Institute anti-bias programs to all Southfield public high schools. No Place for Hate® activities are planned for 2010. In the meantime, the violence has stopped.

Florida

Approximately 200 federal, state and local law enforcement officers received an in-depth training in the ideologies and activities of domestic terror and extremist movements at a two-day conference coordinated by the ADL Florida office in partnership with the U.S. Attorney's Office, Southern District of Florida and Broward College. Three months later, in acknowledgment of years of beneficial cooperation, the FBI Miami Office presented the prestigious Director's Community Leadership Award to the Anti-Defamation League for its "exemplary commitment to scrutinizing and exposing extremists and hate groups, fostering interfaith relations and developing educational programs that support the FBI in carrying out its mission."

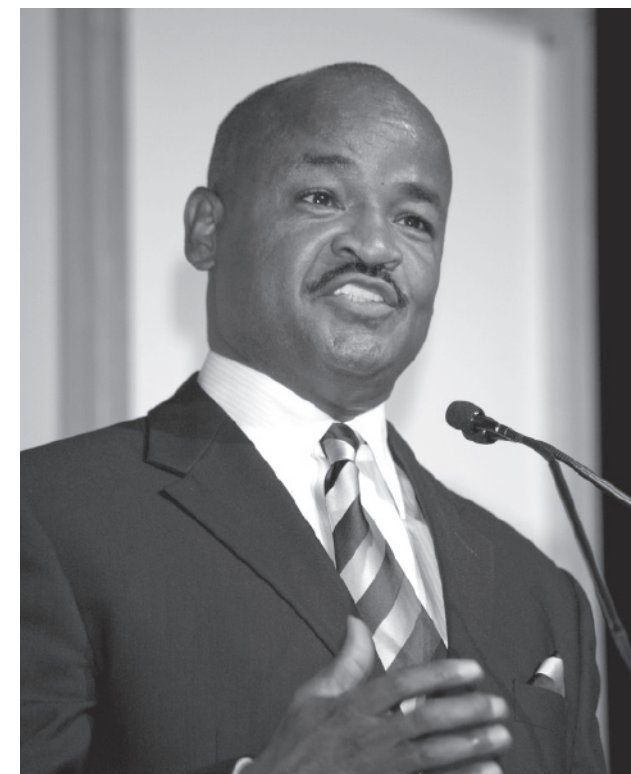
Houston (Southwest)

An ad campaign that dispels common myths about Jews. A speaker's bureau on anti-Semitism. A dozen new facilitators to lead ADL's Confronting Anti-



iCelebrate!

The Jewish Experience in Spanish-Speaking Countries



Far left, honoring director Steven Spielberg, second from left, in Los Angeles, are, from left to right: ADL National Chair Robert G. Sugarman, ADL Pacific Southwest Director Amanda Susskind, ADL Pacific Southwest Regional Director Nicole Mutchnik and ADL National Director Abraham H. Foxman. Credit: Robert Lurie

Bombing victim Don Logan, left, has repeatedly turned to ADL Arizona for help with his case. Credit: B. Roxanne May

A 10-day festival organized by ADL New Mexico explored the interplay of Jewish and Hispanic cultures (above).

Semitism Program. A collaboration with a partnering Jewish agency to provide counseling to victims of anti-Semitism. These are some of the new approaches to fighting anti-Semitism developed by ADL's Southwest Regional Office through the Edith and Sidney Goldensohn Fund of the ADL Fund for the Future of the Southwest Region. "With the help of these funds, we are teaching our Jewish constituents how to respond to anti-Semitic incidents and increasing their awareness that ADL is their key resource to fight anti-Semitism," says ADL Regional Director Martin B. Cominsky.

Austin Satellite Office

2009 was the year ADL Austin offered its first and second Continuing Legal Education (CLE) programs for legal professionals. "Hate Crimes: Laws, Features and Trends," led by ADL Southern Area Counsel David Barkey, provided an overview of hate crime statutes and statistics in Texas, how the statutes are applied and a look at new federal hate crimes legislation. "Issues in Lesbian, Gay, Bi-Sexual and Transgender (LGBT) Equality" included a session on issues affecting LGBT Texans, plus a legislative update and outlook. The purpose of CLE is to update lawyers on and connect

them to ADL's civil rights work.

Las Vegas

Thanks to services donated by Big Traffic Mobile Billboards, signs that say "Our Differences Make Us Stronger" and advertise No Place for Hate® (NPFH) are circulating in southern Nevada neighborhoods throughout the school year. NPFH is offered at no charge to participating schools because of support from corporate and individual sponsors including ADL Education Committee Chairman Leonard Gross. Nearly 100 schools signed up for NPFH in 2009-2010.

Los Angeles (Pacific Southwest)

"I accept this honor in mutual recognition of our ambitions to dedicate ourselves to the defense of human dignity, human rights and human life," said world-renowned director Steven Spielberg as ADL presented him with its America's Democratic Legacy Award. Other highlights of the star-studded Los Angeles ceremony included a passionate speech by ADL National Director Abraham H. Foxman, Adam Lambert singing the national anthem, Kirk Douglas leading the motzi, and remarks from Drew Barrymore and Richard Dreyfuss.

New Jersey

Hate incidents in New Jersey occur most frequently in schools. That alarming statistic inspired the New Jersey Commission on Bullying in Schools — of which ADL is a member — to produce a new report about how to combat bullying. As a major contributor to the report, ADL recommended a dramatic expansion of school anti-bullying policy based on the League's model anti-bullying statute, created in 2009 by National's Civil Rights Division. State Senator Barbara Buono applauded the report, saying, "We need to take a proactive approach to protecting our children in the classroom from the psychological and physical trauma of harassment, intimidation and bullying."

New Mexico

ADL New Mexico presented ¡Celebrate! The Jewish Experience in Spanish-Speaking Countries, an unprecedented exploration of Jewish history, culture and religion in the Spanish-speaking world. More than 2,000 people attended the films, music, art, theater, food, history exhibits, lectures and Sephardic Shabbat service organized by ADL in Albuquerque, Santa Fe and Taos. "Jews noted, 'I had no idea about any of this,'" said New Mexico Regional Director

Susan Seligman. "Hispanics thanked me for 'helping us understand our background.' People were pleased to be part of this multicultural effort, and are looking for more opportunities for interaction."

New Orleans (South Central)

The National World War II Museum is partnering with ADL to promote *Echoes and Reflections — A Multimedia Curriculum on the Holocaust*, a joint project of ADL, the USC Shoah Foundation Institute and Yad Vashem. Since the partnership's inception, ADL has trained more than 100 Louisiana middle and high school educators to teach the curriculum at the museum's state-of-the-art facility in New Orleans. "We are pleased with our partnership with the Anti-Defamation League, and look forward to working together to offer this valuable resource," says National World War II Museum Director of Education Kenneth Hoffman.

New York

During his first week in office, Archbishop of New York Timothy M. Dolan attended an interfaith Passover seder organized by ADL's New York Regional Office. "Every person deserves dignity and respect," said Archbishop Dolan.

"They [the Jewish people] learned the hard way, the tragic way what happens when that fundamental religious belief is not respected, and we now unite with them and hold hands in seeing that that never happens again."

Omaha (Plains States)

Why did an Omaha student text an offensive message to a classmate? Because "everybody does it," he told ADL. This is why ADL's Understanding and Addressing Cyberbullying program was in high demand in 2009. The Omaha office reached approximately 400 educators, administrators, counselors and parents at workshops in rural communities through the Nebraska Department of Education; large conferences in major cities; and at presentations for parent groups and community organizations. ADL Civil Rights Area Counsel Claire Pinkert offered legal advice to help schools develop appropriate responses to cyberbullying.

Orange County/Long Beach

After a series of incidents where high school students were harassed and one student received a death threat because of their perceived sexual orientations, ADL was called upon to offer broad diversity training. Working

with the Newport Mesa School district, ADL provided A WORLD OF DIFFERENCE® Institute training to all district administrators, principals and assistant principals, as well as all the students and faculty in one high school and the athletic department in a second high school. Additionally, ADL led a week-long Train-the-Trainer program for a group of district personnel. "This was by far the best training of its type that my colleagues or I have attended," said a middle school principal who attended Train-the-Trainer.

Philadelphia (Eastern Pennsylvania/Delaware)

The brutal murder of a Hispanic immigrant in Shenandoah, Pennsylvania, was followed by something almost as shocking: the near-acquittal of two suspects in state court. The Eastern Pennsylvania/Delaware office engaged in extensive efforts to secure justice for the victim, Luis Ramirez, and reduce bias in the community. ADL National leaders urged the U.S. Attorney General to prosecute the murder "to the full extent of federal law." In December 2009, ADL was gratified when the U.S. Department of Justice announced hate crimes charges against the alleged perpetrators. The Shenandoah police chief and two of his officers were also



Rabbi Mark Shook, Senior Rabbi, Temple Israel, and Dr. Ghazala Hayat of the Islamic Foundation of Greater St. Louis spoke for a diverse, united city at an ADL St. Louis rally timed to oppose a neo-Nazi gathering. Credit: Tom Tussey

charged with obstructing the original murder investigation.

St. Louis (Missouri/Southern Illinois)

Neo-Nazis were organizing what promised to be a massive national gathering at the St. Louis Arch, the symbol of the city. Tensions were rising over the poor economy, immigration and the election of the first black president, so ADL and its colleagues decided to act. On short notice, ADL St. Louis organized a Rally for Respect for the same date as the march by the National Socialist Movement. Some 250 people attended, in spite of rainy weather, including Jews and Muslims, blacks, whites and Hispanics, gays and straights, legislators and the mayor.

San Diego

The San Diego office initiated a mission to Israel for Hispanic leaders from San Diego and around the U.S. The group toured Israel and heard top speakers on issues including immigration, assimilation and the Israeli-Palestinian conflict. They also met a cross-section of Israeli citizens, including young Israelis originally from Peru, Bolivia, the U.S. and Ethiopia. "Thanks to ADL for allowing me and my colleagues to learn so much about the history and character of Is-

rael," said Victor Torres, spokesman for a Latino civil rights organization. "My eyes were opened to the true struggles of the people there."

San Francisco (Central Pacific)

ADL provided a free, full-day cyberbullying summit at the Microsoft Corporation campus in Mountain View, California, through the generous co-sponsorship of the Microsoft Corporation and the Symantec Corporation. More than 100 K-12 teachers, administrators and student support staff heard experts and attended sessions promoting responsible use of technology, and explaining a new California law that gives schools the means to punish students for cyberbullying. "By stopping prejudice and bullying, you and ADL are saving lives," said Gary Leveque, a teacher in Danville, California — himself a target of cyberbullying.

Santa Barbara (Tri-Counties)

A noose, a confederate flag and a sign defaming gays and African Americans. All appeared outside a student residence at the College of Agriculture, Food and Environmental Sciences at California Polytechnic State University in San Luis Obispo, California. In response, ADL worked with university

officials and trained all 200 of the college's faculty, administrators and staff in the League's A CAMPUS OF DIFFERENCE™ anti-bias program. "Everyone who attended the workshops appreciated their value in helping us improve our environment," says David Wehner, dean of the agriculture college.

Seattle (Pacific Northwest)

An ADL symposium about hate crimes for Washington State legislators and their legislative assistants could lead to an improvement in the state's hate crimes law. A senior deputy prosecutor who spoke to the group about the practicalities of using the state law identified a shortcoming: it defines "threat" as something that happens in the future, even though most hate threats are immediate. The prosecutor suggested expanding the definition to include "immediate or future threat." As 2010 began, ADL testified before the state Senate Judiciary Committee urging adoption of a bill to change the state hate crimes law in just this way.

Washington, DC

(District of Columbia/Maryland/Virginia/North Carolina)

An audience of more than 2,400 attended ADL's 15th Annual Concert



ADL's 15th Concert Against Hate in Washington, DC, brought together acclaimed actors Liev Schreiber, front row, far right, and Gabriel Byrne, front row, far left, and the National Symphony Orchestra to honor an inspiring group of hate's opponents. Credit: Carl Cox

Against Hate at the John F. Kennedy Center (above). Narrated by acclaimed actors Liev Schreiber ("Defiance," "The Manchurian Candidate") and Gabriel Byrne (HBO's "In Treatment") and performed by the National Symphony Orchestra, the concert honored five individuals: Tom Self, a photographer who documented the civil rights movement in Birmingham, Alabama; Mindy Finkelstein, a Jewish victim of a neo-Nazi shooter at the North Valley Jewish Community Center in Los Angeles; Joseph Ileteo (posthumously), a Filipino-American victim of the same neo-Nazi gunman; and Lisa and Ilsa Klinghoffer, whose father, Leon, was murdered by the terrorist hijackers of the Achille Lauro cruise ship in 1985.

THE SCHAFLER CENTER: Help and Support for Smaller Communities

The Rubelle Schafner ADL Center for Community Outreach, created in 2000, works to enhance ADL efforts across rural and small-town America where the Jewish community needs ADL's expertise in countering anti-Semitism and bigotry, defending religious freedom and civil rights, and implementing educational programs.

THE KRUPP/ZAKIM INSTITUTE: Extensive Professional Training

The Krupp/Zakim Institute for Professional Leadership, endowed by Douglas and Judith Krupp, and George and Lisbeth Krupp, has enabled ADL to invest substantially in the professional development of our Regional Directors and National Staff. Named for the Krupps and the late New England Regional Director Leonard Zakim, the Institute provides for intensive leadership and management training, performance management and goal setting. These critical skills have enabled ADL and its professional staff to be even more effective in responding to today's challenges.

ISRAEL OFFICE

The ADL Israel Office works to strengthen relations between the U.S. and Israel through a broad range of programs and contacts with Israeli leadership.



ADL's leadership gathered with Israel Foreign Minister Avigdor Lieberman, top row, center. Credit: Hadari Photography.

Exploring Israel

Firsthand experience of Israel deepens understanding of the Jewish state. Last year, the office hosted ADL leaders (above), Catholic-school educators, politically active college students, American legal academics, interfaith officials from Connecticut and Latino figures from major U.S. cities, and introduced them to Israel as a complex, democratic state. A few groups also toured the cities of Sderot and Ashkelon to see the damage caused by rockets fired from Gaza. Said one Catholic-school educator, "Our journey to Israel has become the defining moment of this third of my life." Said a Texas police chief, "My knowledge and sensitivity to Israeli Jews' plight have expanded multi-fold."

Exposing Anti-Semitism in Arab Media

ADL's Israel Office closely monitors Arab and Muslim publications for anti-Semitism and hatred of the Jewish state. In 2009, it documented a disturb-

ing spike in both. *Arab Media Review January - June 2009* translated Arabic cartoons portraying Israel as blood-thirsty aggressors and pigs responsible for swine flu. In December, ADL delivered a copy of *Anti-Semitism in the Egyptian Media* to Egyptian President Hosni Mubarak himself, as well as to members of the Obama administration and Congressional offices.

Breaking News

When events in Israel are at the forefront of the news, the Israel Office provides ADL with a direct line to Israeli experts. During Operation Cast Lead in Gaza, information from the Israeli Defense Forces and government institutes allowed ADL National Headquarters to respond authoritatively to anti-Israel claims.

Leaving the Paths of Hate Behind

Knowing how prejudice and hateful words can lead to discrimination and

violence, ADL created a new program for the Israeli Ministry of Education, *Leaving the Paths of Hate Behind*, that gives teachers and students the tools to respond to all forms of hate.

Jewish and Druze children who live just miles apart but never meet were brought together by a pilot project of ADL's A WORLD OF DIFFERENCE® Institute. Workshops on diversity and prejudice were so successful that one school expanded them to include prejudice on the Internet.

Anti-Semitism Today, ADL's program to teach the Israel Defense Forces and senior security officials about current manifestations of global anti-Semitism, celebrated its fourth year. "Your activity is important and praiseworthy," said one participant. "I thought I knew about anti-Semitism, but I did not know how much it is widespread."

CONSOLIDATED FINANCIAL INFORMATION

CONSOLIDATED BALANCE SHEET

December 31, 2008 (in thousands)

ASSETS	
Cash and investments	\$ 124,011
Contributions receivable, net	14,480
Other assets	2,503
Property and equipment, net	16,333
Total assets	\$ 157,327

LIABILITIES AND NET ASSETS

Accounts payable and accrued expenses	\$ 10,666
Borrowings under lines of credit	4,000
Deferred items	8,027
Liabilities under charitable trusts and annuity agreements	9,941
Accrued pension obligation	25,610
Total liabilities	58,244
Net assets:	
Unrestricted	21,661
Temporarily restricted	22,206
Permanently restricted	55,216
Total net assets	99,083
Total liabilities and net assets	\$ 157,327

CONSOLIDATED STATEMENT OF ACTIVITIES

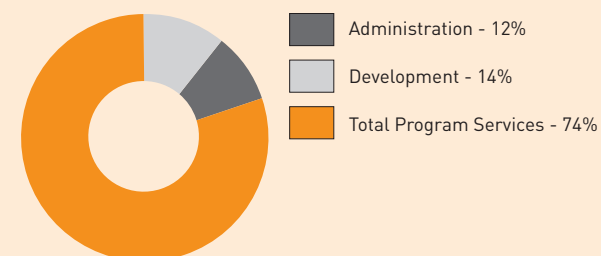
Year ended December 31, 2008 (in thousands)

CHANGES IN UNRESTRICTED NET ASSETS:	
OPERATING REVENUE:	
Contributions, net	\$39,785
Investment return appropriated	2,608
Other income	981
Net assets released from restrictions	13,012
Total operating revenue	56,386
OPERATING EXPENSES:	
Program services	51,478
Supporting services	18,566
Total operating expenses	70,044
Excess of operating expenses over operating revenues	(13,658)
NONOPERATING ACTIVITIES:	
Pension charges	(26,982)
Investment return less amount appropriated and other, net	(30,289)
Total nonoperating activities	(57,271)
Decrease in unrestricted net assets	(70,929)

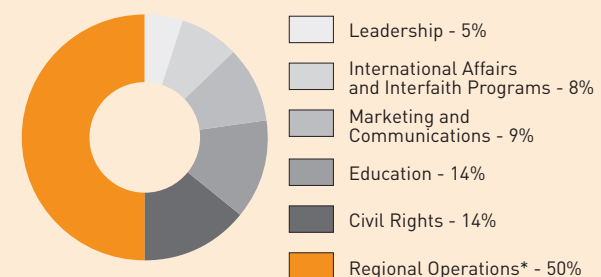
CONSOLIDATED EXPENSE ALLOCATIONS

Year ended December 31, 2008

TOTAL EXPENSES - \$70,044,000



TOTAL PROGRAM SERVICES - \$51,478,000



CHANGES IN TEMPORARILY RESTRICTED NET ASSETS:

Contributions	8,522
Change in the value of charitable trust and annuity agreements	(11)
Investment return	(12,759)
Net assets released from restrictions	(13,012)
Decrease in temporarily restricted net assets	(17,260)

CHANGES IN PERMANENTLY RESTRICTED NET ASSETS:

Contributions	1,607
Increase in permanently restricted net assets	1,607
Decrease in net assets	(86,582)
Net assets at beginning of year	185,665
Net assets at end of year	\$99,083

* Regional Operations includes Civil Rights, Education, Intergroup Relations and International Affairs programming delivered through ADL's 28 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.

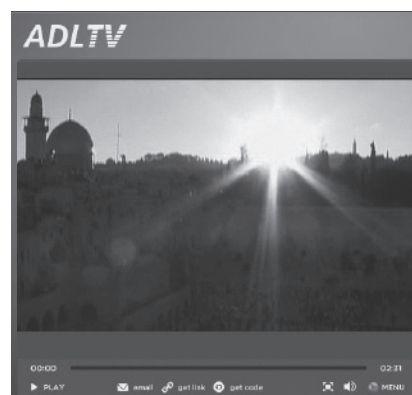
CHANGING HEARTS AND MINDS

ADL's strong messages and graphics fought hate effectively around the world.

Internet Initiatives - E-mail and online messages quickly mobilized support for ADL issues.



Video



Streaming videos reached audiences on ADL's Web site and through social networking sites.

Print and Online Ads



This ad was a key component of a campaign against anti-Semitism made possible by the Edith and Sidney Goldensohn Fund of the ADL Fund for the Future of the Southwest Region.



A campaign to discourage the election of an inappropriate director-general for UNESCO ran in *The New York Times*, *International Tribune*, *Le Figaro* and *Corriere Della Ser*.

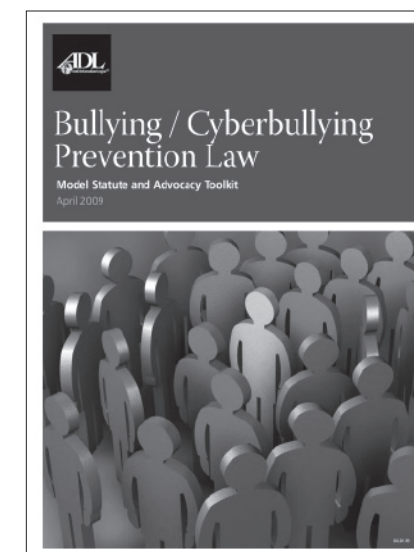
Publications



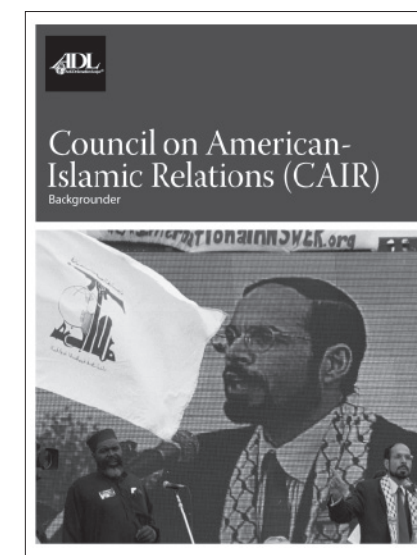
ADL's award-winning publication featured deepening anti-Semitism around the world.



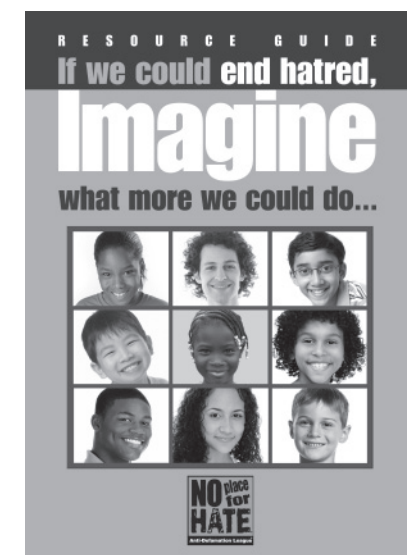
The surge in uncivil political discourse and blatant hate in the U.S.



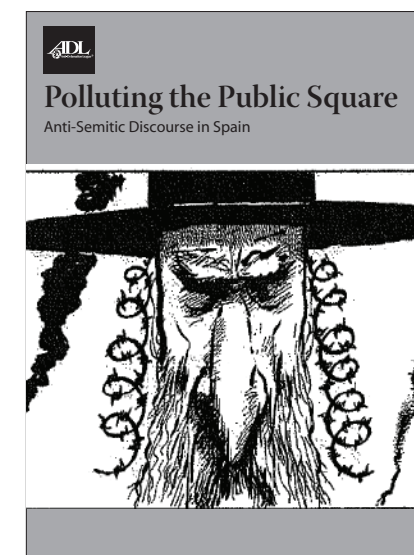
The elements of ADL's model statute and how to advocate for it.



A "moderate" Islamic group's ties to terror and virulent anti-Israel sentiment.



Anti-bias activities for schools and communities teaching respect for diversity nationwide.



A disturbing look at the mainstreaming of anti-Semitism in Spain.

MEETING THE CHALLENGES AHEAD

Grave problems continue to confront us. Israel is being vilified around the world, fueling a global rise in anti-Semitism. Efforts to stop the brutal regime in Iran from developing a nuclear weapon have yet to succeed. Online hate is infiltrating more lives, and extremists are threatening the democratic process in our own country. Yet experience has taught us that decent people standing together can, and must, counter forces like these.

ADL is passionately dedicated to:

- **Fighting challenges to Israel's legitimacy — including demonization, global hate rallies and divestment campaigns**
- **Advocating for tough sanctions against Iran**
- **Defending religious liberty from challenges in schools and government programs**
- **Promoting and urging legislation and education initiatives to combat cyberbullying and hate crimes**
- **Confronting anti-Semitism, extremism and hate in the public square, in schools, on college campuses and online**
- **Teaching respect for differences in an increasingly diverse but uncivil society**
- **Supporting Congressional efforts to reform immigration policy**

This is what ADL will do to fight hate in the year ahead, and your help will make us even more effective.