

ADL 10 Point Action Plan

**Statement and Recommendations of Kenneth Jacobson,
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Before the United States Helsinki Commission, US-German InterParliamentary Forum on
Confronting and Combating Anti-Semitism in the OSCE Region
December 10, 2002 Washington, DC**

My name is Ken Jacobson, I am the Associate National Director of the Anti-Defamation League, an organization that has worked to expose and counter anti-Semitism and all forms of bigotry since 1913. I am honored that ADL has been a part of the US Helsinki Commission and the German Bundestag delegation's effort, begun here in May and in Berlin in July, to take the OSCE effort against anti-Semitism to a new higher level. As the first leading international body to formally recognize and condemn the problem of anti-Semitism in 1990, and to repeatedly adopted clear and unequivocal language on anti-Semitism, the OSCE is an ideal forum for meaningful action.

ADL's experience working with both the US Congress and with the German government has been like falling through an open door. Our programs and ideas have been welcomed and embraced in both countries and we are grateful to have the opportunity to discuss with you how to build on the momentum of past efforts and on this historic initiative begun this year to fully utilize the OSCE as a forum to address anti-Semitism.

Over the last few months, the US Helsinki Commission, working with its German partners, has proven that it will not be satisfied with talk and will not rest until there is action to back it up. Members of the U.S. delegation to the July Parliamentary Assembly in Berlin sponsored a free standing amendment to the Berlin Declaration on "Anti-Semitic Violence in the OSCE Region." In order to address the issue in a more comprehensive manner, the US Helsinki Commission Co-Chairman Rep. Christopher H. Smith (R-NJ) and German Bundestag President Wolfgang Thierse convened a forum to address the rise in anti-Semitism in the OSCE region and consider concrete actions to counteract this trend. Our

National Director, Abe Foxman, was honored to address that distinguished forum at which both US and German Parliamentarians called for a serious program of action to be embraced by all of the countries of the OSCE and suggested that the United States and Germany work closely together to provide leadership. The fact of this gathering – highlighting the fight against anti-Semitism on Human Rights Day -- shows a persistence and seriousness for which we are grateful, we are heartened, and we are inspired.

As nations of the world, including our own, have turned their focus to the fight against terrorism, the OSCE has underscored that fighting anti-Semitism and other forms of racism and xenophobia is critical at this time, not just on humanitarian grounds; but as a matter of the national security of all freedom loving nations as well.

The Congressional Members and Bundestag Members assembled here are familiar with the phenomenon of global anti-Semitism. Since our National Director addressed the Berlin forum in July, ADL has conducted another survey of anti-Semitism in five additional countries and have found anti-Jewish bias continues to trend upward. A copy of our two most recent polls is included in your packet. This is not a problem of Western Europe alone, and it is not a problem to which we are immune on this side of the Atlantic – and so our recommendations are relevant across the OSCE region.

While the rash of incidents we convened to address in May in Western Europe seem to have been somewhat reduced in frequency, demagogues and leaders continue to use anti-Semitism to divert attention from their own failures. We continue to grapple with what we refer to as “the big lie” the widespread acceptance in many parts of the world of the myth that Jews were responsible for the attacks on the World Trade Center and the Pentagon. This outrageous conspiracy theory is accepted as truth by ever-growing numbers, and is fueling

anti-Semitism throughout the Arab and Muslim world. OSCE leaders bear an important responsibility to help counter the spread of the big lie.

Also, some leaders continue to rationalize anti-Jewish attitudes, and even attacks against Jews, as nothing more than a sign of popular frustration with events in the Middle East -- something to be expected, even understandable, under the circumstances.

One cannot talk about anti-Semitism, even within the OSCE region without confronting the role of the Arab and Muslim world, where anti-Jewish myths which flourished in Europe centuries ago, such as blood libels and conspiracy theories, are being revived and cloaked in theology and religion. Islamist campaigns within the Muslim world and Europe, have moved the anti-Jewish beliefs within Islam from the fringes, where they historically resided, closer to the center. This demonization of Jews and Judaism emanates from houses of worship and from clerics. It pervades educational systems, government-sponsored media, and it permeates popular culture well beyond the Middle East. For example, in France, a newly released best-selling novel for teens, *Rever la Palestine (Dream of Palestine)*, sympathetically portrays a young Palestinian who becomes a suicide bomber.

The revival of the 9th and 10th century Koranic commentary saying Jews are "prophet killers" and that Jews and other infidels were punished for their blasphemy by being turned into animals has been rearing its head. For example, in a weekly sermon in April 2002, Al-Azhar Sheikh Muhammad Sayyid Tantawi, the highest-ranking cleric in the Sunni Muslim world, called Jews "the enemies of Allah, descendants of apes and pigs."

The ensuing radicalization of Muslim youth in Muslim countries and in Europe has given rise to increasingly open and violent attacks against individual Jews and Jewish institutions.

At home in the US and abroad, we maintain our vigilance and unequivocal opposition to intolerance against Muslims. But we respect the faith of Islam and its leaders enough to hold them accountable for their broad failure to speak out against anti-Jewish hatred being fed to youth and other believers as God's truth, as a tenet of faith.

And, while we recognize that Israel is no more beyond criticism than any other state, one-sided criticism, standards applied to Israel alone, or the denial of Israel's right to exist, are manifestations of anti-Semitism. Honest efforts to confront the link between anti-Israel bias and anti-Semitism is in no way an effort to censor legitimate criticism of Israel. But rather, we cannot let anti-Semitism and efforts to brand Israel a pariah state seep into the public debate disguised as political commentary. The ultimate question is not whether one can criticize Israel without being an anti-Semite, but whether that criticism reflects a double standard and an unfair bias against Jewish national self-expression, and self-determination. This is a message of particular importance among human rights advocates from the political left.

While anti-Semitism has been acknowledged as a form of racism, there is a reticence to address its re-emergence squarely within multilateral frameworks because of age-old fear of raising the ire of Arab communities or states or of running against a political climate which is increasingly hostile toward Israel. Now is precisely the time to insist that anti-Semitism be recognized and reaffirmed as a form of intolerance and incitement which violates international human rights treaties and norms. Addressing anti-Semitism head-on should not be viewed as a Middle East issue or taking a particular side in any regional political conflict.

Mr. Chairman, distinguished Members of Congress and Members of the Bundestag, the CSCE and OSCE have played a key role in charting a course for combating anti-Semitism over the years -- condemning anti-Semitism, 8 years

before the UN would even acknowledge anti-Semitism as a form of racism. Again today, this forum is pressing forward to take this mission to its next step to turn bold recognition and understanding of the problem and its urgency into concerted, multilateral action. We commend the leadership you have shown by strongly condemning anti-Semitism in both the US Congress and the Bundestag this June and by convening this discussion and working to forge an alliance of values of those willing to stand up.

The ADL has dozens of programs, many of which have been highlighted by OSCE Member governments as “best practices” in the fight against racism. One of our earliest successes, which is used as a model worldwide, was implemented in Germany in response to hate crimes against Turkish Muslim immigrants in the early 1990s. Rather than discuss these programs in the time we have, I have attached as an appendix to my written statement a summary of the history of our program in Germany which lays out the program, the players and the framework for a program which we think is a model for other countries to follow. In addition, I have included a checklist of additional programs we have found to be successful internationally.

In the spirit of the action-oriented nature of this process broadly and this discussion today, I would like to use my time to focus on recommendations which I would be pleased to follow up on in detail during Q&A or following this meeting.

- 1. National and local authorities must call attacks on Jews and Jewish institutions what they are – anti-Semitism.** The incidents we have witnessed must not be rationalized as drunken hooliganism, nor as expressions of political disagreement. They are a violation of national law in many states and of international norms and treaties against incitement, religious intolerance, and hate violence.
- 2. Urge political and civic leaders to utilize opportunities they have every day to speak out against bigotry.** Their statements and actions to promote

tolerance resonate nationally and internationally. It is hard to overstate the importance of outspoken leadership in opposition to all forms of bigotry. Civic leaders set the tone for national discourse and have an essential role in shaping attitudes. Further, politicians and civic leaders should never engage in divisive appeals based on race, ethnicity, sexual orientation, or religion.

3. **OSCE and Member Nations Must Reaffirm anti-Semitism as a form of racism and xenophobia.** Anti-Semitism is xenophobia that infects the community where it occurs – it is not a political hot-button related to conflict in the Middle East. Because there are political leaders seeking to demur from acting against anti-Semitism by branding it a Middle East issue, the fight against anti-Semitism has in a sense been losing ground. Therefore, the OSCE must continue to reaffirm, as it did in Berlin, the timeliness and urgency of addressing it. Even, and especially when support for Israel may be unpopular, defense of Jewish rights must not be allowed to fall out of favor. Anti-Semitic attacks target individuals solely on the basis of their religion or ethnicity, and disagreement with Israel must never become the guise for tolerating attacks on Jewish people or its aspiration for national self-expression or for a homeland.
4. **Follow up on each nation's implementation of Berlin Declaration and Broaden the Coalition of Nations Willing to Speak Up.** The challenge is how to replicate this activity in parliaments of other nations. Building on the efforts of the US and Germany, it is vital to broaden the alliance within OSCE of those nations willing to speak the truth about this issue and raise it time and again. Let other parliaments do as Congress and the Bundestag have done, pass resolutions against anti-Semitism and develop national action plans to combat it.
5. **Convene a Supplementary Human Dimension Implementation Meeting.** The US and Germany must approach the soon to be Dutch Chair to urge their support for a Supplementary HDIM as one of the issues it will address during its tenure. We may not have all the answers, but the first step is to shine a light on the problem, expose its danger, and report on the performance of

governments in responding. Such a gathering is also vital because of the OSCE's experience building alliances between governments and NGOs. Often, NGO's have been the first to spotlight a problem and pioneered issues which governments later address. In the case of anti-Semitism, the reticence of some NGO's to acknowledge the issue has been disappointing.

6. **Administrative, legal, monitoring instruments.** Nations must craft approaches to ensure that regional constitutional, administrative, and legal instruments are fully utilized to combat cases of anti-Semitism.
 - **Enhance worldwide monitoring efforts by governments and non-governmental bodies alike.** OSCE nations should promote the adoption of comprehensive hate crime data collection laws and provide training in how to identify, report, and respond to hate crimes for appropriate law enforcement officials.
 - **Nations should funds for national assessments of hate violence,** its causes, the prevalence of the problem in state schools, the characteristics of the offenders and victims, and successful intervention and diversion strategies for juveniles. There is a direct connection between identifying the nature of the problem and identifying appropriate educational initiatives to address the problem

7. Anti-Bias Education is an essential building block of combating hatred. History has shown that, when people of conscience are given tools and skills to stand up against bigotry, they will do so. OSCE is a perfect mechanism through which to urge parliaments to use schools as a staging ground for Anti-Bias Education. Governments must act now to provide Teacher Training on Anti-Bias Education curricula and empower students through Peer Training programs. From the ages of 3-5 years-old, where children begin to recognize differences and form attitudes based on those perceptions, to the college and university level, where intergroup understanding is critical to fostering a successful learning environment, anti-bias education is necessary to equip students with skills and confidence which

enable them to confront prejudice, to become activists against bigotry and agents for change. Specific ideas include:

- Resources should be allocated to institute and replicate best practices and promising programs on prejudice awareness, conflict resolution, and multicultural education through public-private partnerships, as part of education exchange and public diplomacy programs.
- As the populations of European countries become more diverse through immigration, the need to promote tolerance, respect and understanding becomes greater, especially for young people. An OSCE-sponsored “Showcase of Best Practices” of school-based anti-bias education programs, including peer leadership programs, can help provide proven skills and materials for member countries to adapt to their specific country culture. Legislators and government officials, by their leadership, would be instrumental in support of the effort. Suggested venues include Belgium, Hungary, Latvia, Russia.

8. Holocaust Education. As government bodies in the US and in Germany have repeatedly acknowledged, crimes against humanity such as the Holocaust, serve as grim reminders of where intolerance can lead if permitted to flourish and of the absolute necessity that it be stopped. Following up on the January 2000 the Declaration of the Stockholm International Forum on the Holocaust commitment to plant the seeds of a better future through education and remembrance, OSCE parliamentarians should seek to implement Holocaust Curricula to draw upon the lessons of this tragic period to illuminate the importance of moral decision.

- April 19, 2003 marks the 60th anniversary of the Warsaw Ghetto Uprising. We suggest an OSCE meeting to discuss the importance of educating against hate using the Holocaust as a model and showcasing Holocaust educational programs. Sofia,

Bulgaria would be an ideal place for OSCE to host the meeting, that can focus on those who stood up against hate. Bulgaria saved all its native Jews in defiance of the Nazis and uses its history as a teaching tool today.

- In the Spring of 2003, ADL will launch a comprehensive, interactive secondary level holocaust curriculum enhanced with state of the art audiovisual supplements for use in American high schools. This kind of curriculum could be easily adapted for use in classrooms abroad.
- In the US, ADL's *Bearing Witness Program for Religious Educators* helps teachers examine anti-Semitism and the Holocaust as a starting point for addressing issues of diversity in contemporary society. Its goal is to successfully implement Holocaust education in religious schools. In order to do this effectively, teachers work to confront and to acknowledge the history of the Holocaust including the role of Churches and other religious institutions played. This is a collaborative effort between ADL, the Archdiocese, and the US Holocaust Memorial Museum.

9. Law enforcement training. In talking about grappling with bigotry with leaders from so many of the OSCE member nations we hear about the challenge of their changing demographics. Beyond training in hate crimes response, Anti-Bias Education for law enforcement professionals helps develop cross cultural skills and communication in order to enhance officer effectiveness and safety by building cooperation and trust with diverse communities.

- **The proposed EU Law Enforcement Training Center would provide ideal opportunities in this regard.**
- **In Austria**, ADL training has been implemented already for 8% of all law enforcement professionals throughout Austria. In **Russia**,

ADL has provided training as part of the “Climate of Trust” hate crime training program for law enforcement.

10. Responding to Racism and Hate Crimes in the Armed Forces. Ministries of Defense should provide anti-bias and prejudice awareness training for all recruits and military personnel, improve procedures for screening out racist recruits, and clarify and publicize existing prohibitions against active duty participation in hate group activity.

While the last century witnessed the most heinous results of bigotry unchecked, fortunately, we also have witnessed in our lifetime powerful examples of how strong US and German leadership have brought about dramatic change. America and Germany, each having learned painful lessons from their respective past experiences with the danger of bigotry, are uniquely positioned to lead the OSCE to a new level of activism against anti-Semitism.

We assembled here know that this is not the work of a day, but a long term strategy to build an alliance of values – one country at a time, one minister, one parliamentarian at a time, to broaden our alliance so that years from now, a forum such as this one has the support of a plurality of nations.

APPENDIX II.

International Anti-Prejudice Programs Of the Anti-Defamation League

Germany

- A CLASSROOM OF DIFFERENCE™ Program integrated into Teacher Training Institutes of eleven German Laender
- Eine Welt der Vielfalt in Berlin implements ADL A WORKPLACE OF DIFFERENCE™ programs
- Participate in the Bertelsmann International Network on Education for Democracy, Human Rights, and Tolerance. This network identifies best practice models from programs that foster education, democracy, human rights and tolerance around the world
- Peer Training supported by Eine Welt der Vielfalt, the Deutsche Kinder und Jugendstiftung and EPTO (European Peer Training Organization)

Belgium

- In conjunction with Centre Europeen Juif d'Information (CEJI), the ADL Teacher and Peer Training programs are implemented in French and Flemish Belgium schools
- Foundation support –Evens and Bernheim Foundations

Italy

- In conjunction with CEJI, the ADL Teacher and Peer Training programs are implemented in the region of Milan
- Foundation support-Compagnia San Paolo

France

- In conjunction with CEJI and the French Catholic School Network (UNAPEC), the ADL Teacher and Peer Training programs are implemented in France
- Foundation support-Charles Leopold Mayer Foundation

Netherlands

- In conjunction with CEJI, the ADL Teacher and Peer Training programs will be implemented this year
- Funding support-Dutch Insurers Association

Spain

- In conjunction with CEJI, Peer Training programs exist and the ADL Teacher Training programs will begin this year in the region of Altea

Greece

- In conjunction with CEJI Peer Training programs exist

Luxembourg

- In conjunction with CEJI Peer Training programs exist

Portugal

- In conjunction with CEJI Peer Training programs exist

The United Kingdom

- In conjunction with CEJI Peer Training programs exist

Austria

- The A WORLD OF DIFFERENCE™ Institute office is responsible for implementing anti-bias education programs for all Law Enforcement professionals throughout Austria. To date 8% have participated in program. Funded by the Ministry of Interior
- In conjunction with CEJI Peer Training programs are being implemented
- Austrian ADL trainers deliver WORKPLACE programs

Japan

- In conjunction with the Diversity Education Network ADL Teacher Training programs are implemented in the region of Osaka

Argentina

- In conjunction with the Fundacion Banco De La Provincia Buenos Aires the ADL WORKPLACE program is being implemented in the areas of public administration, in the province of Buenos Aires

Israel

- Teacher and Peer Training programs exist in the schools and in after school programs. Materials are in Hebrew and Arabic
- Children of the Dream program exists initiating a cultural exchange between Ethiopian-Israeli teens and their native Israeli counterparts

Russia

- In conjunction with the Bay Area Council for Jewish Rescue and Renewal, the San Francisco Police Department and San Francisco District Attorney, ADL participates in the Climate of Trust Russian Hate Crime Training for Law Enforcement professionals

In conjunction with CEJI, Peer Training programs will begin in Hungary, Poland, Ireland and the Czech Republic this year

**In every country materials are translated and culturally adapted
APPENDIX III.**

A World of Difference Institute® in Germany

-A Report of the Anti-Defamation League-

As the postwar decades passed, communication developed between the Anti-Defamation League (ADL) and the new democratic Germany, a dialog that was more active and intense than with other European countries. While there were issues that bitterly divided Jews and Germans, these same issues compelled communication – the Jewish people needed to remember the six million murdered during the Holocaust, looking for ways to care about each individual victim; while the German people sought to balance the desire to both put aside and to grapple with their monstrous heritage of the Holocaust.

The late 1980s brought about new incidents of anti-Semitism and anti-foreign feeling in Germany. The heritage and the history of the Holocaust made them loom larger and more threatening than similar events in other countries. ADL, because it was a Jewish organization created precisely for the purpose of combating prejudice and bigotry, was . The League had eight decades of experience in this work when such incidents increased in number and intensity in the newly reunited Germany.

In 1991, then League National Chairman, Melvin Salberg, and its European representative, Robert Goldmann, first raised the subject of a cooperative venture during visits to high officials in Bonn: might there be value in trying to use ADL's experience and expertise as Germany was facing a growing wave of ultra-nationalist, often called neo-Nazi, acts by mostly young people? What the ADL visitors proposed specifically was to adapt the League's A WORLD OF DIFFERENCE Institute program to German conditions and requirements.

The A WORLD OF DIFFERENCE campaign was conceived in 1985 in the ADL New England Regional Office in conjunction with WCVB-TV to help the city of Boston to respond to racial, ethnic and religious tensions. As a result of the campaign's initial success in cities across the country, the ADL launched the A WORLD OF DIFFERENCE Institute in 1992 to combat prejudice, promote democratic ideals, and strengthen pluralism in schools, universities, corporations, communities, and law enforcement agencies. The extraordinary achievements and effectiveness of these programs in the United States led to the obvious question of how to adapt them internationally.

For instance, would it not serve several constructive purposes to try its use in Germany as the country struggled with the scapegoating of foreigners, Jews and whoever else came along who was considered "different"? If it turned out to be useful, it would serve the goals of teachers, principals, public officials and citizens

eager to curb the new extremists. What was perhaps equally significant was the program's roots in Jewish experience and tradition – expertise and tradition that called for tolerance of “the stranger in your midst.” How fitting it might be to link Germans and Jews of the postwar generations in the fight against prejudice and hate!

The Bonn conversations yielded a quick consensus that it would be a good idea to work out a cooperative approach. It also became evident that since education was decentralized in Germany, as it is in America, it was on the Laender (state) or communal level that such talks would have to start. The first concrete discussions at this level began in 1992 in Rostock in the wake of one of the worst anti-foreign actions since the reunification. The walls of the Lichtenhagen block that had been set afire by skinheads and self-styled new Nazis were still black when Mr. Goldmann arrived in Rostock to talk about the A WORLD OF DIFFERENCE Institute with Frank Schroeder, a young historian who led an effort to memorialize and honor the Jews of the city who had been murdered in Auschwitz and other death camps.

Schroeder understood instantly that the idea had potential both in terms of a useful and needed project in the schools and of a link between Jews and Germans in the east who were trying to find their way in the newly reunited, free and democratic German society. The circle of conversation partners in Rostock quickly expanded to include officials of the school system, city hall, bankers, and community leaders. The echo was favorable, with one reservation: this was not just an East German problem, said some understandably sensitive Rostockers, but a Germany-wide issue. Such incidents had also occurred in the western part of the old Bundesrepublik; therefore, the program would from the outset have to cover both parts of the reunified nation.

What more natural place in the west than another “Hansestadt” or port city: Bremen. It was here that the effort began to take root; for in Bremen, the core educational institution – the city-state's teacher training institute, known by its German initials as W.I.S. – gave an enthusiastic “yes” to the effort or program.

W.I.S. Director Quante and his deputy, Bernd Laudenbach, saw the potential of A WORLD OF DIFFERENCE Institute adaptation for the German classroom. But this did not emerge until later; first, came another milestone in the step-by-step reacquaintance between Germans and American Jews.

Encouraged by the initial reactions to ADL's offer of cooperation, a delegation of lay leaders and professionals visited Bonn and Berlin in January 1993 to discuss a whole range of issues – from unfinished business with war criminals to German policy in the Middle East, and the increased activity of right-wing extremist movements. Amid all these problems, both sides sensed exciting possibilities and potential in the A WORLD OF DIFFERENCE Institute. In Berlin, the Commissioner for Foreigners' Affairs, Barbara John, offered a reception where an

A WORLD OF DIFFERENCE Institute program for Germany became a concrete possibility. Facilities were offered and cooperative arrangements discussed.

In Bonn, Chancellor Helmut Kohl's office issued a statement of support, and relevant ministries of the federal government pinpointed contacts to assist wherever federal aid to a state or city was appropriate.

Another link in the developing chain of cooperation was Chancellor Kohl's adviser on American-German relations, Professor Werner Weidenfeld. As leading personality in political science – then at the University of Mainz, now of Munich – and as a member of the Board of the Bertelsmann Foundation, Professor Weidenfeld was in a position to help programmatically as well as in providing some resources. He became a strong advocate of A WORLD OF DIFFERENCE Institute for German schools and as a vehicle for a new relationship between Germans and American Jews whose joint objective was the fight against bigotry.

One result was the integration of the Research Group Youth and Europe, an academic unit of young political science specialists, who were called on to develop the A WORLD OF DIFFERENCE Institute program in Germany. This group, known by its German name Forschungsgruppe Jugend und Europa, had become a critically important component in coordinating the work in different cities, performing some evaluation functions, and in working with the Bertelsmann Foundation as the latter prepared to publish adaptations of A WORLD OF DIFFERENCE Institute training materials.

Coordination became more important as the program spread to new sites: Berlin carried on a series of training cycles; Lübeck picked up the program through its teacher training agency in the wake of the synagogue fire in that city in 1994; and, Hamburg started work in 1996, encouraged and aided by W.I.S. in Hamburg's sister port city of Bremen.

One key question was where resources would come from. As in many such voluntary ventures, many components needed to be stitched together. The basis was formed in the various cities when the decision of the school boards to make a teacher's time available to develop the program and undergo training was made. Time is money – in this, the designation of an A WORLD OF DIFFERENCE Institute program director resulted in a need to compensate for the director's regular teaching. Also the local agency had to make office and telephone facilities available.

Other resources, such as those required for initial training trips to America by designated *A WORLD OF DIFFERENCE* Institute directors, came from German foundations, chiefly the Friedrich Ebert Foundation, that all such trips, as well as from local foundations and banks. In New York, Lucille and Martin Kantor, who have made both funds and their time available since the inception of the program, were of critical help. Add the Bertelsmann Foundation, and it turns out that A

WORLD OF DIFFERENCE Institute now known as EINE WELT DER VIELFALT has generated a pattern of cooperative American and German resource development which in itself has broken new ground.

Currently, our teacher training institute coordinators operate in 11 Laender including Bremen, Schleswig-Holstein, Hamburg, Niedersachsen, Brandenburg, Hessen, Northrhine-Westfalia, Sachsen, Mecklenburg-Vorpommen, Berlin, and Thueringen will be added to this list of Bundesland. All Teacher Trainings were made possible through the commitment of the Bertelsmann Foundation. The Foundation organized and fully funded the seminars. Advanced education is being offered to existing trainers, to further the goal of spreading the program throughout new areas in Germany. Program implementation has become much easier since the adaptation and translation of A WORLD OF DIFFERENCE Institute *Elementary Study Guide*, which was published in 1998 and then the A WORLD OF DIFFERENCE Trainers Manual in 2002. Specially funded by the Bertelsmann Foundation, the curriculum offers teachers special exercises to help students understand cultural diversity, to reflect upon their own cultural identity as well as to respect cultural differences.

In 1999, the EINE WELT DER VIELFALT Program in *Hamburg* became part of a school program for mediation in acts of violence and reached approximately 120 students and 20 teachers. Instrumental in this process was the Hamburg Commissioner for Foreigners' Affairs, Professor Ursula Neumann, who has also served as a trainer with the program for 3 years.

Lübeck has been equally successful -- reaching approximately 500 professionals including schools and police-departments. Lübeck has also implemented Peer Training with more than 80 youth trained by their peers.

Building upon the work begun in 1993, the *Berlin* EINE WELT DER VIELFALT Association has conducted four workshops for teachers, which were attended by 55 participants. Further, the Berlin Association maintains a relationship with the Office for Multicultural Issues of The City of Frankfurt/M. in a program that addresses the police and ethnic minorities in both cities. ADL's A WORKPLACE OF DIFFERENCE™ program is also a focal point of the Association and workshops have been conducted at Daimler Chrysler and the Heinrich-Boell-Foundation, among other corporations.

The *Brandenburg* program is coordinated by 18 well trained and committed moderators who are active and enthusiastic throughout the state. With support from the Berlin Association, conferences for EINE WELT DER VIELFALT trainers from across Germany and possibly other European trainers from Belgium, France, Italy and the Netherlands are held.

Finally, a special one-week initiative was implemented in *Rostock* in 1999 at a school with fifth and seventh graders. Students dealt with "EINE WELT DER

VIELFALT” material and talked about diversity issues. As a result, teachers continue to use the material in their lessons and other seminars have been conducted with young teachers.

The success of the Anti-Defamation League’s programs in Germany is the result of the unique partnerships between ADL professional staff/volunteers, Commissioner John and other civic and community leaders, the Bertelsmann Foundation, Friedrich Ebert Foundation, Forschungsgruppe Jugend und Europa now known as Bertelsmann Group on Policy Research at the Center for Advanced Policy Research, as well as many dedicated and committed German educators. To our knowledge, this is the first sustained diversity program between an American Jewish organization and German educational, domestic, and foreign policy institutions in Germany.