**ADL Impact Stories, organized by topic**

*See below for stories based on the impact of our regional offices and CSC teams; if one of the stories below is of interest and you need additional information to use it, please email Andy Neusner (**aneusner@adl.org**). If you have impact stories to share in this archive, please reach out to Andy as well, and he can work with you to document them.*

**Anti-Bias Education Transforms Classrooms Across a High School District**

Educate and Train: School; Bias, Bigotry and Discrimination

Problem/Intro: 3 schools in the San Bernardino area were experiencing a challenging time. The same forces fueling hate and bigotry throughout the country were creating a harmful atmosphere.

Solution/Progress: ADL Anti-Bias Education programs provided teachers at every school across the district with training throughout the school year. That action has begun to change the culture of their schools, empowering teachers to facilitate respectful dialogue on race, bias, and diversity.

**No Place for Hate Helps a Student Artist Overcome Obstacles**

Educate and Train: Schools; Bias, Bigotry and Discrimination

Problem/Intro: Lawrence, a high school student with Asperger’s Syndrome, felt marginalized and had trouble talking to others.

Solution/Progress: With the help of ADL’s No Place for Hate program, the school has been successful in creating an atmosphere that promotes respect for diversity. The effort culminated with a moving concert against hate, in which Lawrence participated. He learned social skills, and said that No Place for Hate changed his life.

 **No Place for Hate Turns an Outsider into a Leader**Educate and Train: Schools; Bias, Bigotry and Discrimination

Problem/Issue: Jesula, a refugee from Haiti, was bullied by her new classmates because she was different.

Solution/Progress: When No Place to Hate came to her school, she joined the team and took part in transforming her school climate and her own life.

**After a Tragic Murder, an Inspiring Book Emerges**

Educate and Train: Schools; Anti-Semitism

Problem/Intro: A Jewish college student who was murdered by an anti-Semitic stalker had previously written and illustrated a children’s book, about a fifth grader who is harassed by classmates because she wears a Jewish star.

Solution/Progress: Today, her book is being used to educate children in Connecticut and beyond about religious tolerance and diversity.

**Allies in the Clubhouse**Educate and Train: Bias, Bigotry and Discrimination

Problem/Intro: A member of a university baseball team used a racial slur on campus. The coach was concerned about the team’s culture and wanted to make sure there was a respectful environment in the clubhouse.

Solution/Progress: The education director of ADL Midwest developed a CampusALLY program tailored to the team’s concerns. During the sessions, the players talked about their experiences with prejudice and developed strategies to support each other in the face of hate.

**Re-Shaping Law Enforcement Culture**Educate and Train: Law Enforcement; Bias, Bigotry and Discrimination; Extremism

Problem/Intro: A police captain from Alexandria, a rural Minnesota city, first encountered ADL at the FBI National Academy. He was captivated by the conversation about the role of law enforcement in Nazi Germany and perceptions of law enforcement in America.

Solution/Progress: Upon his return, he arranged for the entire Alexandria Police Department to take ADL’s “Managing Implicit Bias for Law Enforcement” training. He now facilitates ADL’s Managing Implicit Bias program in Minnesota and Illinois.

**A Police Chief’s Relationship with ADL Deepens—in Israel**

Educate and Train: Law Enforcement; Bias, Bigotry and Discrimination

Problem/Intro: Police chief Anthony Campbell was already collaborating with ADL to deal with hate crimes like swastikas sprayed all over a high school, and to track extremists who planned an event in his city.

Solution/Progress: ADL invited him to travel to Israel for a law enforcement training program, exposing him to a whole new level of training from the Israeli police and deepening

his understanding of ADL’s work.

**Who Helps Fight Anti-Semitism? Young Leaders Like Melanie**
Educate and Train: Anti-Semitism

Problem/Intro: In fourth grade, Melanie was tormented by her peers, dismissed by her teacher, and invalidated by her principal—all for being Jewish. She was even sent to the office for “disrupting the class” when she tried to stand up for herself against the bullies.

Solution/Progress: Melanie changed schools to escape the bullying. But the real turning point came the following year, when she saw an ADL Connecticut program at her synagogue. She realized that even though she was still recovering from her own ordeal, she wanted to help other students combat prejudice. So she became an ADL anti-Semitism teen trainer.

**Game Jam Fights Hate in the Video Game World**

Educate and Train: Cyberhate

Problem/Intro: Bias and harassment are rampant throughout the online video gaming world.

Solution/Progress: ADL’s Game Jam actively works to combat hate in the video game space. Participants use an ADL guide to build games that emphasize ethical decision-making and explore identity and bias. In San Luis Obispo, participants created a multiplayer game in which players collaborate to solve an escape room.

**Training School Principals to Champion Holocaust Education**Educate and Train: Holocaust Education

Problem/Issue: School principals in Florida, where Holocaust education in public schools is mandatory, were unprepared to implement that mandate because they lacked sufficient understanding about the Holocaust and how to help students process it.

Solution/Progress: ADL’s Echoes & Reflections initiative brought 60 public school principals from South Florida together to learn about teaching the Holocaust.

**Center on Extremism Helps Law Enforcement Stop an Extremist in His Tracks**

Investigate and Research: Extremism

Problem/Intro: Dakota Reed, 20, was assembling a cache of weapons. He posted some disturbing material on social media, including this announcement: “gonna make the news some more and shoot some Jews...”

Solution/Progress: Expert analysts from ADL’s Center on Extremism (COE) uncovered Reed’s violent threats and warned law enforcement about him. In December, before he could act on his threats, he was arrested by FBI agents and Snohomish County (WA) deputies.

**Center on Extremism Leads Law Enforcement to a Dangerous Extremist**

Investigate and Research: Extremism

Problem/Intro: An extremist using the pseudonym KingShekels was posting offensive material on a fringe social media site, including threats of violence inspired by mass shooters.

Solution/Progress: ADL’s Center on Extremism brought him to the attention of law enforcement, and he was identified as a Pennsylvania resident who had committed hate crimes against property in the real world as well. He was brought to justice before he could act on his threats of violence.

**Fighting Harassment by a Biased Neighbor**

Advocate and Assist: Bias, Bigotry and Discrimination

Problem/Intro: Pam Margolis and her family were terrorized by a neighbor’s vicious and relentless bigotry. Mrs. Margolis is African American, her husband is Jewish, and their son is gay. The police, while helpful, didn’t fully comprehend the impact of the harassment.

Solution/Progress: ADL brought the matter to the attention of senior law enforcement leadership, who reviewed the case and agreed that there was enough evidence to show that the incident was motivated by bias. Now, the neighbor is facing enhanced penalties for engaging in bias-motivated criminal behavior.

**Hijabs on the Basketball Court**
Advocate and Assist: Bias, Bigotry and Discrimination

Problem/Intro: In the middle of a high school basketball playoff game, a referee told a Muslim student that she couldn’t continue to play unless she produced a waiver or took off her head covering.

Solution/Progress: ADL reached out to the Pennsylvania Interscholastic Athletic Association’s (PIAA) to advocate for changing the policy to allow religious headwear. In March 2018, the PIAA Board unanimously approved a new, more inclusive policy based on ADL’s suggested language.

**In Response to Anti-Semitic Graffiti, An Outpouring of Community Support**

Advocate and Assist: Anti-Semitism

Problem/Intro: A few days before Rosh Hashanah, vandals painted anti-Semitic graffiti featuring white supremacist symbols and hateful language on a synagogue near New Orleans.

Solution/Progress: ADL helped the synagogue board and concerned congregants plan and generate support for a community event. The event was attended by at least 300 people from all political and religious affiliations, creating a climate of support, love and solidarity.

**Train Station Swastikas: The Buck Stops Here**Advocate and Assist: Anti-Semitism

Problem/Intro: A commuter on the Metro North railroad discovered two swastikas spray-painted near a train station in the Bronx. Officers at the local precinct told him it was “an MTA [Metropolitan Transit Authority] issue.” The MTA informed him it was “a police issue.”

Solution/Progress:ADL reported the graffiti to our contacts in the NYPD Hate Crimes Task Force (HCTF). Within 24 hours, a member of the HCTF reached out to the complainant, a thorough investigation was conducted and the swastikas were painted over.

 **Anti-Semitic Antics at an Italian Restaurant**

Advocate and Assist: Anti-Semitism

Problem/Issue: A notorious Holocaust denier was hosting a group of like-minded people at a high-end Italian restaurant. Their bigoted language and discussion topics made the restaurant staff very uncomfortable.

Solution/Progress: The restaurant owner asked the group to leave. He also donated the exact amount of the bill to ADL, sponsored an ADL training for his diverse staff, and held a No Place for Hate wine-tasting at the restaurant, donating all proceeds to ADL’s education programming.

**When a School’s Policies are Biased, Students Speak Out**Advocate and Assist:Bias, Bigotry and Discrimination

Problem/Intro: Mya and Deanna Cook, 15, were kicked off school sports teams, banished from prom, and sentenced to hours of detention for wearing braided hair extensions. They said that their school’s hair and makeup policies unfairly targeted students of color.

Solution/Progress: ADL helped them change their school’s controversial hair and makeup policies, which unfairly targeted students of color. Ultimately, the school suspended the policy and revoked the punishments imposed on the sisters.

**On the Street: Freedom, Hope and Liberty Replace Confederation Generals’ Names**Advocate and Assist:Bias, Bigotry and Discrimination

Problem/Issue: Benjamin Israel, an African-American Orthodox Jew living in Hollywood, Florida, has been trying to change the names of three streets in his neighborhood named for the Confederate generals Robert E. Lee, John Bell Hood, and Nathan Bedford Forrest, who was also the founding Grand Dragon of the KKK.

Solution/Progress: ADL’s Florida office publicly shared our support for his crusade, contacting the city commissioners and meeting with the mayor. In 2018, Forrest Street became Freedom Street, Lee Street became Liberty Street, and Hood Street became Hope Street.

**A University Learns to Embrace Diversity**

Advocate and Assist: Anti-Semitism; Bias, Bigotry and Discrimination

Problem/Issue: An engineering student at the University of Denver was required to work with other students on a group project for one of his classes. Despite his repeated requests, the group scheduled their meetings on Saturdays, when Ben, an observant Jew, could not attend. This led to his failing the class.

Solution/Progress: ADL coached him on how to report the incident to the University’s Office of Diversity and Inclusion and wrote a letter to the deans of the Engineering Department and the chancellor of the university. The university changed Ben’s failing grade to a passing grade and will now require every Engineering Department professor to go through diversity training.

**A Smashed Mezuzah Is More Than a Petty Crime**Advocate and Assist: Bias, Bigotry and Discrimination

Problem/Intro: A Jewish Manhattan resident found his mezuzah ripped off his door and smashed. The local precinct initially categorized the incident as petty property destruction.

Solution/Progress: ADL reached out to the NYPD Hate Crimes Task Force, and the incident was recategorized as a potential bias crime, which brought a sense of relief to the victim.