



IMPACT REPORT

2017 / Fighting the Good Fight in a Pivotal Year

ADL[®]
FIGHTING HATE FOR GOOD

ADL is a leading anti-hate organization. Founded in 1913 in response to an escalating climate of anti-Semitism and bigotry, its timeless mission is to stop the defamation of the Jewish people and secure justice and fair treatment to all. Today, ADL continues to fight all forms of hate with the same vigor and passion. ADL is the first call when acts of anti-Semitism occur. A global leader in exposing extremism, delivering anti-bias education and fighting hate online, ADL's ultimate goal is a world in which no group or individual suffers from bias, discrimination or hate.

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THE IMPACT OF ADL



Millions

Of adults and youth have been impacted by ADL education programs since inception



150,000

Law enforcement professionals were trained by ADL over the last 10 years, helping them to fight extremism and build trust with the communities they serve



1.2M

Students pledged to speak out and make their schools NO PLACE FOR HATE in 2017



12+

Tech sector leaders serve on the CTS board of advisors



57%

ADL's 2017 audit of anti-Semitic incidents tracked a 57% increase — the largest single-year increase on record



250

Of the white supremacists who attended the "Unite the Right" Rally in Charlottesville were identified by ADL in cooperation with local law enforcement



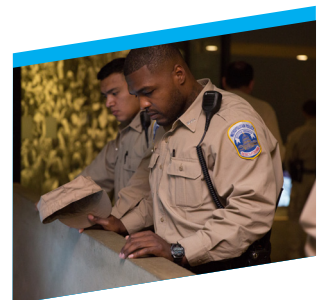
45

States and the District of Columbia have enacted hate crimes legislation based on, or similar to, the ADL model produced in 1981



12+

Amicus briefs filed by ADL in 2017, including ones opposing the Muslim bans, attacks on 'sanctuary' cities and the end of the Deferred Action for Childhood Arrivals (DACA) program



100%

Of all new FBI agents have been trained by ADL since 2001



MESSAGE FROM

Marvin D. Nathan
National Chair

Dear Friends,

If I have learned one thing in our history, it is this: anti-Semitism is a virus that is a continual plague. Sometimes it lies dormant. And sometimes, something happens to trigger its contagion. Whenever it infects, like any disease, we have to confront it; we cannot and will not be silent.

That's why in 2017, breaking news carried our issues into the headlines and onto social media virtually nonstop. Look through this Impact Report —you'll see what I mean. We thank our donors and supporters who are part of the crucial ADL community that stands with us each day and invests in our work.

We were in Charlottesville, calling out the hate that harms us all. We were in the courts, filing amicus briefs against President Trump's Executive Order on immigration and refugee entry into the U.S. We spoke out loudly in support of civil liberties in the Colorado same-sex wedding cake case in the U.S. Supreme Court. We were in Silicon Valley, launching our Center for Technology and Society and working to fight 21st century hate with 21st century tools.

We were in Israel—with leaders from ADL's Regional Boards across the country—spending time together, meeting with leaders and the community there, and celebrating Israel's 70th birthday. We were at the Vatican, in a private audience with Pope Francis, voicing support for the Pontiff's ongoing efforts to denounce anti-Semitism, to advocate for refugees and to encourage greater interfaith understanding.

We were moving our organization toward an upcoming change in the structure of our governance to allow greater accountability and transparency, hallmarks of today's most successful nonprofits.

Our deeply committed leadership continues to inspire and challenge our professional staff to reach and achieve the highest standards in fulfilling ADL's timeless, endless and critical mission. And to all of you who so generously support us: we could not have the impact we have without you.

You are our partners in this critical endeavor and we thank you.

With gratitude and appreciation,

Marvin D. Nathan

Marvin D. Nathan
National Chair



MESSAGE FROM

Jonathan A. Greenblatt
CEO and National Director

Dear Friends,

The stark events of 2017 have been marked by troubling increases of anti-Semitism, hate crimes and age-old prejudices. In response to these trends, ADL has expanded its capacity to fight relentlessly this escalation of hate with bold and innovative approaches.

Issues of the past that we knew existed on the margins—but rarely saw in the public square—resurged in 2017. Hate became everyone’s business—in Charlottesville, in JCCs, in newsfeeds—and it became almost impossible to ignore. Both online and in our everyday lives, it flooded into our communities, infected our schools and seeped into our homes.

And ADL pushed back every step of the way.

In Charlottesville, as Americans around the country watched the violence of the so-called Alt-Right, ADL was there. A series of over 150 bomb threats made against Jewish community institutions resulted in the arrest of an Israeli-American suspect who was indicted on federal hate crimes laws—and ADL was there, working with communities to cope with the threat and helping them to harden their defenses.

By all measures, tech companies are at the frontline in the fight against hate. For this reason, we launched the Center for Technology and Society in the heart of Silicon Valley and hosted the second annual Never Is Now Summit in the Bay Area, convening software engineers and social activists to talk about new strategies to stop the spread of online hate. In Tel Aviv, we hosted the inaugural Israel Social Cohesion Summit, a large scale event designed to foster a more unified society in response to our research that has found that nearly two-thirds of Israelis feel that their society increasingly is divided along ethnic, faith and socio-economic lines.

Your dedication and trust made all of this work possible. The pivotal actions we took in this past year have helped propel our direction forward, so that we can act stronger, faster and smarter to fulfill our ever-critical mission. Thank you for helping us. It has never mattered more.

In gratitude,

Jonathan A. Greenblatt
CEO and National Director



Memorial for protestor killed at 'Unite the Right' Rally in Charlottesville, August 12, 2017. © Chip Somodevilla/Getty Images

ADL NATIONALLY AND GLOBALLY

Bigotry and hate know no borders. So ADL works across the country and around the globe, fighting the good fight for justice and fairness. The scene that shook the nation in Charlottesville during August of 2017 epitomizes just how pivotal the work of ADL is. When hate groups converged in unprecedented numbers for the 'Unite the Right' rally, ADL stood up and called out the hate that harms us all.

Racists Converge on Charlottesville

ADL's Center on Extremism (COE), which tracks the activities of extremist groups around the nation, provided law enforcement and the public with advance warning of the rally's potential size and scope so Charlottesville came as no surprise to us. As government officials and the media struggled to make sense of the events, ADL shared information and insights on the various white supremacist groups and individuals who were bringing their vitriol to this picturesque college town.

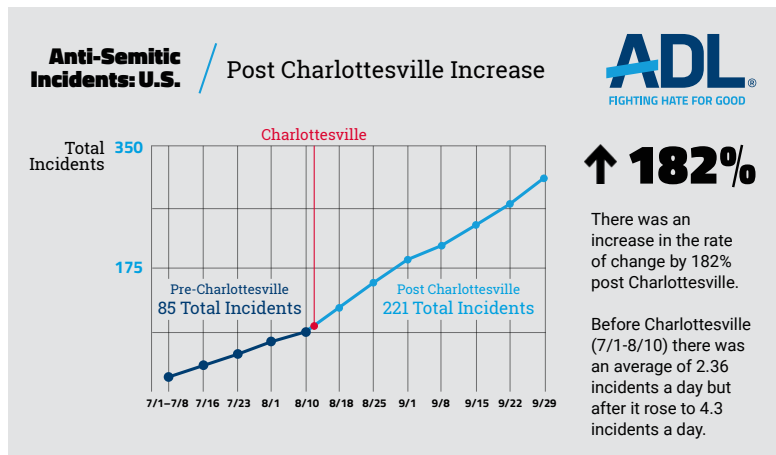
ADL developed educational materials and discussion guides for teachers and families, turning this dark episode into a teachable moment about the threats of mainstreaming anti-Semitism and hate into our culture.



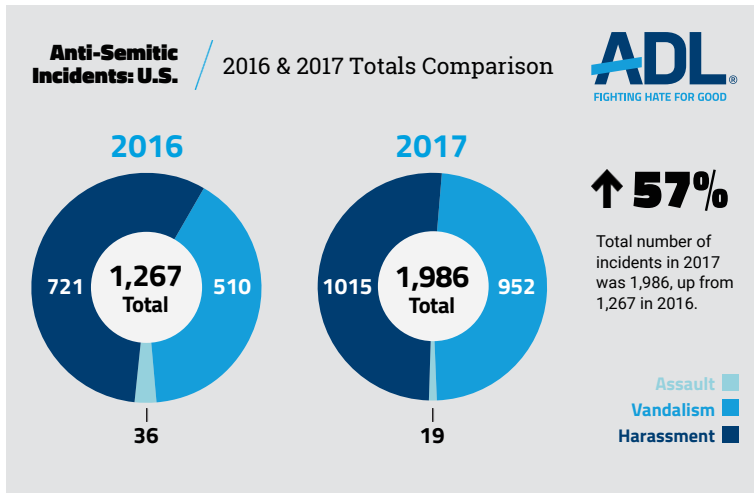
Alt-right rally
© Andrew Shurtleff/
Daily Progress

“One of the lasting impressions people have are these white kids with polo shirts and khaki pants...they’re talking about how the Jews are responsible for the ills of this country. They’re racist. They’re anti-immigrant. They’re misogynist.”

— Oren Segal, Director of ADL's Center on Extremism



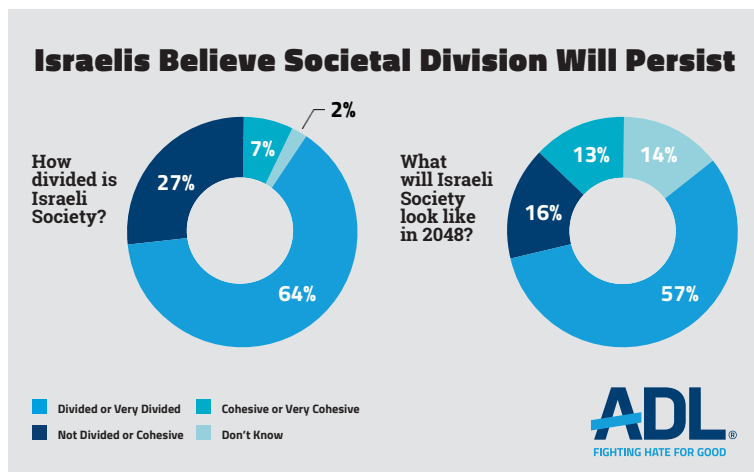
ADL's Audit Reveals Growing Anti-Semitic Threat



ADL has counted and reported anti-Semitic incidents in the U.S. annually since 1979. This vigilance enabled us to call out an alarming 57% increase in 2017. Early in the year, a surge of bomb threats to Jewish institutions left many Americans wondering if they were witnessing a new wave of anti-Semitism. ADL began collecting data quarterly as well as annually.

Widespread media coverage helped shine a spotlight on the scale of the issue in our country and underscored the need for different factions to come together to combat this threat.

ADL in Israel, Europe and Across the Globe



ADL is a strong supporter of Israel. Since 1978, we have operated an office in Jerusalem that works with Israel's diverse and vibrant communities.

A primary focus of ADL Israel is on social cohesion within Israeli society, essential for ensuring Israel's future as a Jewish and cohesive democratic state, at peace with her neighbors. We convened the first Israel 2048: Israel Social Cohesion Summit in Tel Aviv last year. More than 500 attendees participated, including politicians, religious figures, academics, students and community leaders representing a broad spectrum of Israeli society. We shared visions for what Israeli society should look like in 2048, the country's centennial anniversary.

“Many describe Israel as the Startup Nation, yet, my belief is that Israel can soon be seen as the Impact Nation, a country defined by its diversity and energized by change-makers who are responsible for one of the most raucous and robust civil societies in the world.”

— Jonathan A Greenblatt, ADL CEO and National Director
Inaugural Social Cohesion Summit, 2017

In addition to ADL's work advocating for Israel, we maintain close working relationships with Jewish communities around the world, including those in Europe and Latin America. For instance, we worked with leaders in the Swedish Jewish community on an injunction to stop extremists from marching past a synagogue there on Yom Kippur in 2017.

Leading the Fight for Civil Rights and Immigration



When the rights of Muslims, refugees and immigrants came under attack last year, ADL was there. We launched a partnership with the Mexican Foreign Ministry to fight the rising tide of hate and discrimination aimed at Mexican nationals and immigrants in the U.S. We signed the Memorandum of Understanding (MOU) to provide training and assistance to all 50 Mexican consulates in America.

We raised our voice immediately whenever we saw xenophobia and fear and took the fight into the courtroom against the executive order effectively banning Muslims from several countries from entering the U.S. When another executive action sought to dismantle the Deferred Action for Childhood Arrivals (DACA), we strongly denounced the move and joined with other national civil rights groups to support challenges to it.

ADL offers resources to help educators and families talk with young people about recent and historic immigration and immigration rights.

‘...When prejudice and fear predominate over reason and compassion, we falter, often with devastating consequences.’

— ADL Amicus Brief in Support of Washington State’s Challenge to President Trump’s Executive Order on Immigration and Refugees.



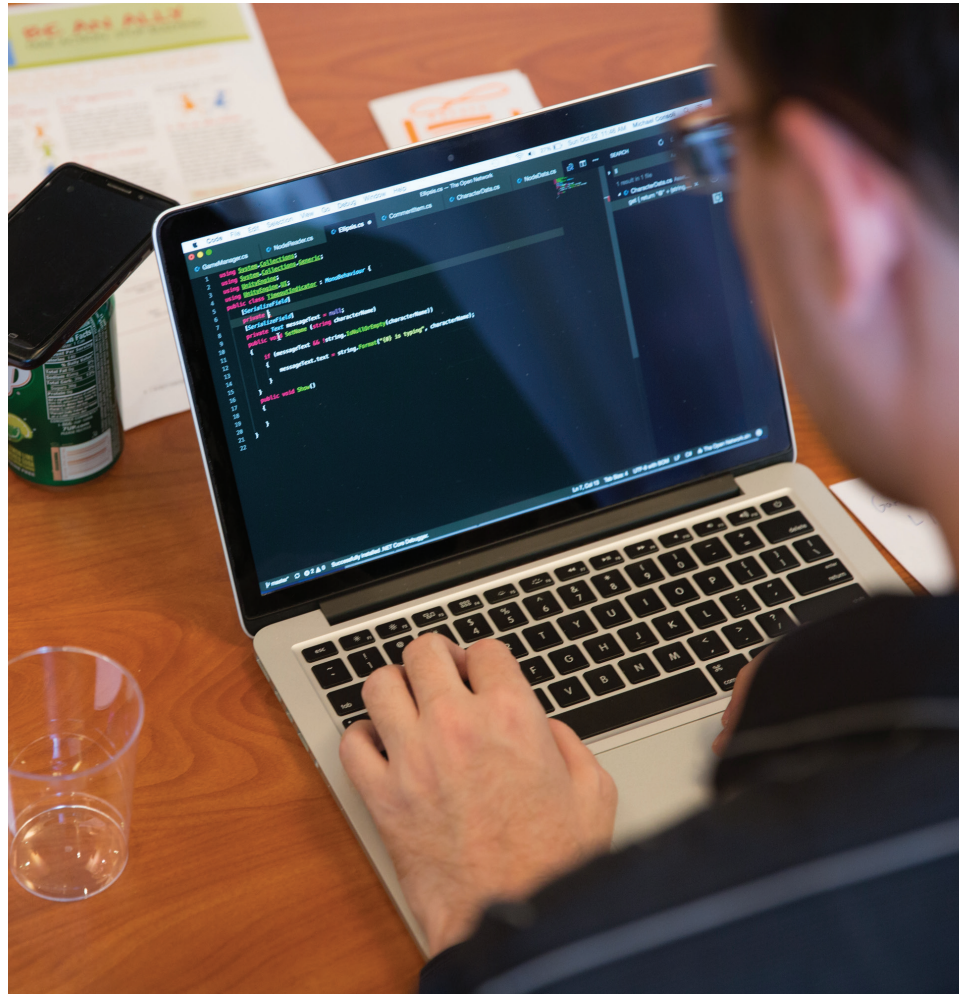
ADL ONLINE

As our society increasingly moves online, our work has moved online as well. ADL is combining a century of experience with the power of advanced technology to pursue our mission in the digital space. The opening of our Center for Technology and Society in 2017 marked a significant milestone for accelerating ADL's online work.

ADL's CTS Brings the Good Fight Online

ADL's launch of CTS in 2017 marks an ambitious step forward in the fight to keep the internet safe. Headquartered in Silicon Valley, CTS works in partnership with industry, government, academia and others to develop smart strategies and practical solutions to tackle hate and harassment on myriad platforms. CTS is applying ADL's civil rights mission to the unique challenges of the 21st century.

In recognition of ADL's innovative approach, The Recode 100 for 2017 named CEO Jonathan A. Greenblatt to its list of leaders in tech, business and media last year.



‘A pioneer in countering cyberhate for three decades, ADL is leading the way in showing how technology can promote civil rights and democratic values.’

– Steven Freeman, Vice President of Civil Rights

Never Is Now Takes the Fight Against Hate to Silicon Valley



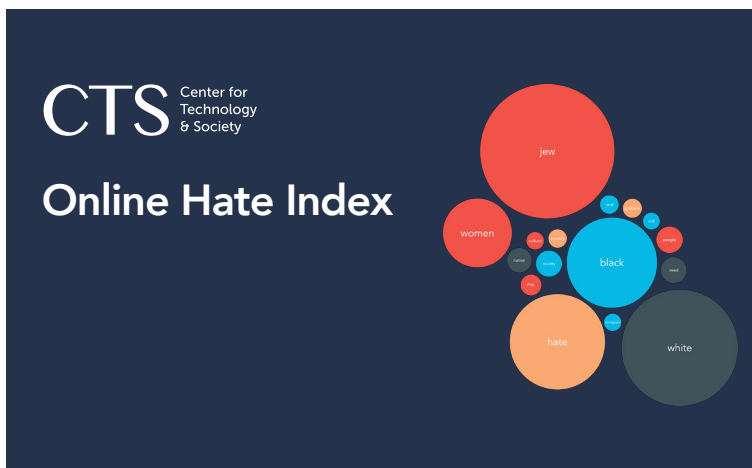
Never Is Now, ADL's Summit on Anti-Semitism and Hate, is at its core an annual one-day conference focused on understanding contemporary drivers and dynamics of anti-Semitism. However, we cannot look at anti-Semitism in a vacuum, particularly given the daily reminders that any type of hate or bias ultimately hurts us all, particularly if allowed to escalate.

The digital technologies that have enriched our lives so profoundly also have enabled racists to spread hate at unprecedented levels in 2017. To advance the fight against hate in cyberspace, ADL convened the second annual Never Is Now Summit in San Francisco, a short trip from Silicon Valley. It brought together leading thinkers from technology giants and startups with educators, journalists, activists and citizens to help create future-facing solutions to an age-old problem. Never Is Now also provided a fitting venue for the launch of ADL's CTS, opening a vital new frontier in our battle against hate. This annual summit returns to NYC in 2018.

'...When prejudice and fear predominate over reason and compassion, we falter, often with devastating consequences.'

— Jonathan A. Greenblatt, ADL CEO and National Director

Teaching Machines to Understand Hate



ADL's Online Hate Index (OHI) leverages artificial intelligence (A.I.) and machine learning to fight hate online. ADL and the University of California at Berkeley's D-Lab developed the OHI to combine artificial intelligence and machine learning with social science to uncover and identify trends and patterns in hate speech.

OHI's initial results show great promise: in the first phase of research, the machine-learning model identified hate speech accurately between 78%-85% of the time. The data and insights generated by this tool will enable ADL to push for changes necessary to make online communities safer and more inclusive.

New ADL Report Finds 4.2 Million Anti-Semitic Tweets in 2017

QUANTIFYING HATE
A YEAR OF ANTI-SEMITISM ON TWITTER

Between January 29, 2017 and January 28, 2018 there were...

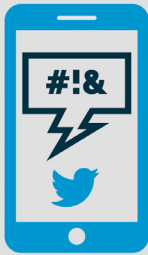
4.2 million
anti-Semitic tweets

in the English language by

3 million
unique handles

averaging

81,400
anti-Semitic tweets per week

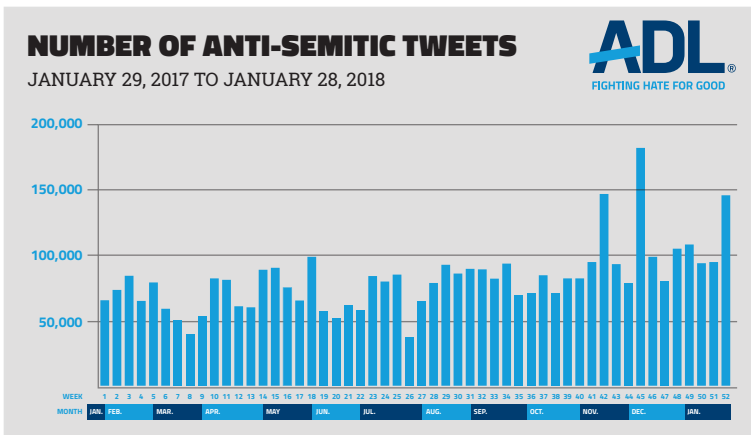


ADL
FIGHTING HATE FOR GOOD

In January 2017, our COE began a year-long study to quantify the scope of hate on Twitter and to illuminate recommendations to consider addressing it. The ensuing report, “Quantifying Hate: A Year of Anti-Semitism on Twitter” estimates that 4.2 million anti-Semitic tweets were shared or re-shared in a one-year period.

This study builds on the work ADL and Twitter have done over the past several years to address how the platform’s anonymity provides fertile ground for bigots and trolls. As a member of Twitter’s Trust and Safety Council, ADL also collaborates with them in our Cyberhate Problem Solving Lab, which explores engineering-based approaches to address online hate and harassment.

Beyond Twitter, this report’s findings will be useful to other platforms that are designing artificial intelligence-based efforts to counter anti-Semitism and bigotry online.



“4.2 million tweets is a very small number out of the trillions of tweets sent on the platform each year. But that does not negate the lived experience of Jews who have found Twitter to be a toxic environment.”

— Source: ADL’s Quantifying Hate: A Year of Anti-Semitism on Twitter





/ George Selim, SVP Programs, with student /

ADL ACROSS COMMUNITIES

While the scope of ADL's work is global, nowhere is the impact of this work clearer than in the personal stories of the individuals and communities that have been victimized by hate. In 2017, ADL expanded established programs and introduced new initiatives to reach more people fighting the good fight across more communities than ever before. Last year, we helped to make the powerful story of fighting the good fight come alive in a bold, dynamic book.

The Good Fight Presents a Century of Civil Rights Through a Personal Lens

America's struggle to fulfill the promise of freedom and equality for all has been sporadically violent, often triumphant and always risky. *The Good Fight: America's Ongoing Struggle for Justice* book created by *The New York Times* best-selling authors Rick Smolan and Jennifer Erwit, and made possible by the generous support of Eric and Linda Horodas, captures America's struggles and progress to fulfill this promise.

Fought in the streets, the courthouses and the corridors of Congress, it is a story that has become America's own morality play, illustrated through memorable photographs, embedded videos, compelling essays, music and lyrics that rallied America's resistance to injustice. For those who wish to eradicate bigotry and intolerance in America, *The Good Fight* is a call to action.

ADL was proud to partner in the 2017 publication of this timely and evocative survey of the fight for civil rights; we're even prouder of the pivotal role that ADL played in so many of the book's inspirational stories.



“The heartrending, inspirational images of the fight for equality show us how far we’ve come in America over the past 100 years and how far we still have to go.”

— Marc Benioff, Chairman and CEO, Salesforce

'Think. Plan. Act.' Helps Students Deal with Anti-Semitic and Anti-Israel Incidents on Campus



Students, administrators and parents are dealing with heightened tensions surrounding anti-Israel rhetoric and an increase in anti-Semitic incidents on America's college and university campuses. ADL provides them with effective ways to respond.

"Think. Plan. Act." is a comprehensive, multi-platform resource introduced in 2017 to prepare for encounters with anti-Semitism and anti-Israel sentiment on campus. Through scenarios, videos and how-tos, it identifies examples and appropriate responses to common incidents students face. It explains free speech rights as well as tips on how to work with college administrators. Personal video stories from students offer insight and suggestions.

I really had never encountered anti-Semitism...I felt 'how can this be happening on my campus?' I wanted to do something immediately, but it was unclear to me where to begin.'

— Student Testimonial from 'Think. Plan. Act.'

Record Number of Schools Become No Place for Hate



At a time when so many seemed intent on dividing us, ADL's No Place for Hate® program reached more schools — 1600 — than ever before, directly impacting the lives of over 1 million students.

No Place for Hate helps schools foster inclusive and equitable learning environments in which students and educators can thrive because students, faculty, administration and family members take a stand against bias, bullying and other forms of harassment. To be designated No Place for Hate, schools must create a No Place for Hate committee, have everyone in the school sign the No Place for Hate pledge, and design and implement three anti-bias or bullying prevention activities that impact the whole school.

Of my 27 years as a school social worker, No Place For Hate has been the most rewarding work I have done. The messages, tools and cultural impact of this program have become part of the fabric of who we are as a school community.'

— Jo-Lynn Yoshihara-Daly, Counselor,
Emerald Elementary School, Broomfield, CO

After completing the required program components, schools receive a No Place for Hate banner, a prominent reminder of the school community's shared commitment to maintaining a respectful environment where all students feel they belong.

Turning a Campus Hate Crime Into a Teachable Moment



On the morning of May 1, 2017, American University (AU) students awoke to find bananas hanging from nooses in multiple locations on campus. One day earlier, Taylor Dumpson had been sworn in as the first black woman president of AU's student government. When she learned that her sorority's initials were written on the bananas, Ms. Dumpson knew that she was the intended target of this racist act.

Three days later, ADL reached out to her and the AU administration to alert them of a new threat: a notorious white supremacist had encouraged his followers to "troll" the student president. With ADL's help, AU turned a hate crime into an occasion for education and community building.

As for Ms. Dumpson, she used this experience—and her platform as AU Student Government's president—to deepen the conversation about racism on campus. She testified before Congress, delivered a TEDx Talk, shared her story with major media and was a panelist at Never Is Now.

What I learned...is that I'm not alone; I'm not by myself in this fight for social justice.'

— Taylor Dumpson

Engaging the Sports World in the Battle Against Hate



Sports have been the great equalizer for me, and I welcome the opportunity to join ADL and fellow leaders in the sports world to confront society's issues head on, just as we did as athletes.'

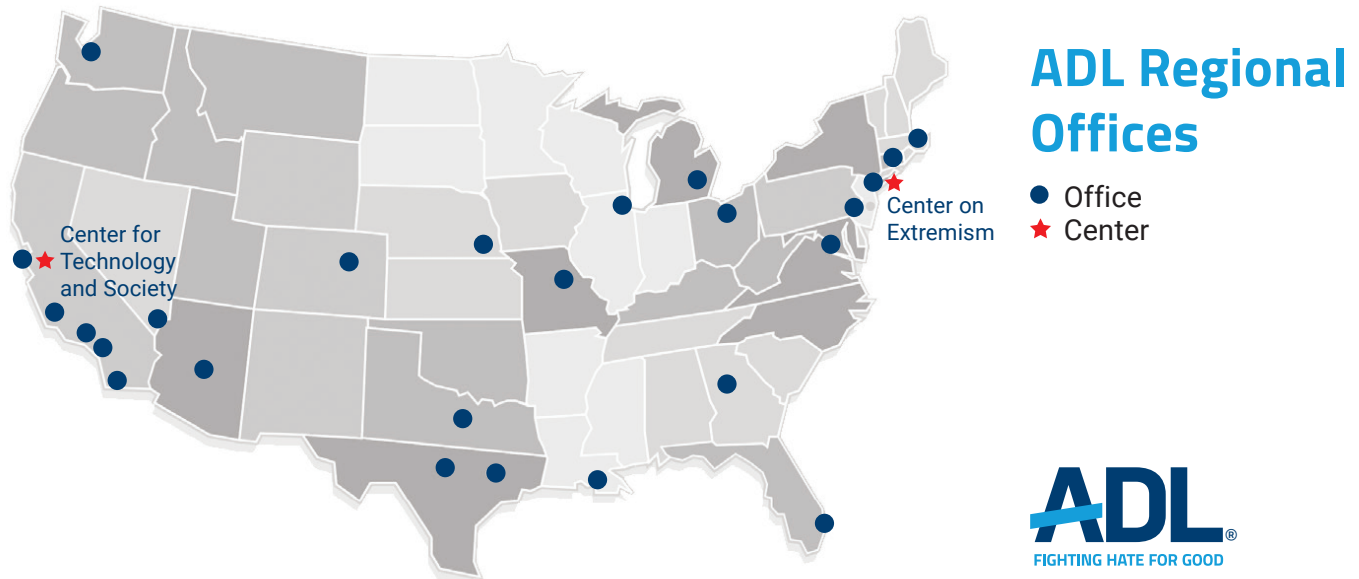
— Billie Jean King, Tennis Legend and Founding Member, Sports Leadership Council

Front-page headlines and heated debates have called attention to the intersection of the sports world and political and social issues.

To tap into the unifying power and platform that sports provide, ADL launched the Sports Leadership Council in 2017, enabling ADL to work in partnership with professional athletes and sports leaders to promote positive social change and combat hate, bullying and discrimination in our society. The Council's membership includes Hall of Fame athletes and Olympians, commissioners of the top professional leagues and college conferences, team owners, media and sports executives and civil rights leaders. Among the first members to join the Council were Kareem Abdul-Jabbar, Billie Jean King and Ronnie Lott.

REGIONAL IMPACT

ADL's work is community based, making an impact on the ground through 25 offices across the country and in Israel.



Pacific Northwest

Each of the 1,400 members of the Seattle Police Department underwent Law Enforcement and Society training.

San Francisco/Central Pacific

After participating in a Becoming an Ally workshop and their school's No Place for Hate March, Muslim students felt empowered to teach other students about their cultural and religious practices and started an Arabic club for their school.

Santa Barbara

Over 100 community members of all ages joined Together As One, an education summit about responding to hate and bias in communities.

Los Angeles

Anti-bias teacher trainings reached over 45,000 educators by providing them with tools to respond to prejudice and cultivate inclusive, safe learning environments for their students. The curricula are tailored to reflect the specific needs of each school district.

Orange County/Long Beach

Every school in Laguna Beach Unified School District became a No Place for Hate school.

San Diego

Over 400 teachers, counselors and administrators from 40 San Diego County schools attended the No Place for Hate conference.

Nevada

The inaugural Walk Against Hate celebrated over 20 No Place for Hate schools by bringing together over 700 community members.

Arizona

No Place for Hate schools completed over 100 activities during the 2017-2018 school year. The schools were recognized for creating safe learning environments, bringing awareness to the issues of bullying and bias, and promoting unity and respect.

Mountain States

The 2017 school year culminated with a Celebration Breakfast where 400 students, educators and supporters came together to see schools receive their No Place for Hate banners.

Midwest

A diverse group of facilitators attended the first regional Managing Implicit Bias Cross-training.

Plains States/CRC

Promoting Empowerment in our World educational events brought together 330 students and volunteers for a one-day workshop on stereotyping and bias.

Texoma

ADL's Jurisprudence Luncheon, where Dallas Mayor Mike Rawlings shared why he chose to participate in the Mayors Compact with ADL following Charlottesville, raised money for civil rights libraries for local No Place for Hate schools and for communities devastated by Hurricane Harvey.

Austin

In November, ADL hosted No Place for Hate coalitions from 16 area high schools at the Blanton Museum of Art, where over 270 high school students heard from Holocaust survivor Max Glaubien.

Southwest

During the 2016-2017 school year, 365 campuses were designated No Place for Hate. These campuses are dedicated to creating a school climate that is safe and respectful.

South Central

At one middle school, students learned about becoming allies, cyberbullying and exploring privilege through a custom A WORLD OF DIFFERENCE® Institute curriculum in partnership with the South Central Region.

Heartland

Starting No Place for Hate helped the New City School in St. Louis work towards a common goal, which helped their community grow.

Michigan

Students at ten schools and synagogues were empowered to respond to anti-Semitism through the Words to Actions program.

Cleveland

After a bias incident that was in the international media, ADL provided implicit bias training for the police officers of a major area suburb at the request of the mayor and chief of police.

Southeast

In 2017, over 200 schools were designated No Place for Hate, including all Atlanta Public Schools and several other school districts in the region.

Florida

The No Place for Hate program was implemented in all Tallahassee public middle and high schools. The district superintendent provided a meeting place and transportation for students from 13 area schools to be trained as ambassadors for their own schools.

New England

Over 1,400 teachers and students from over 70 middle and high schools heard from civil rights leaders at the 24th Annual Youth Congress.

New York/New Jersey

Over 150 law enforcement officials learned about white supremacist terror and hate symbols at the New York State Police Hate Crimes Investigation School.

Connecticut

ADL held two symposia entitled "Supporting Muslim Students and Families: What Every Educator Needs to Know" at Goodwin College and the University of Bridgeport, reaching over 200 superintendents, principals, teachers and Board of Education members across Connecticut.

Philadelphia

Over 150 community leaders attended a conference on challenging hate and bias incidents entitled "Unifying our Communities: Responding to Hate."

Washington, D.C.

No Place for Hate spread to 26 schools, impacting more than 28,000 students in the region.

Israel

ADL Israel worked with Olim Be'Yachad, an NGO aimed at promoting fair employment opportunities for the Ethiopian community, to put together an anti-bias training program for high school students from the community with leadership skills.

Consolidated Financial Information

Consolidated Balance Sheet

December 31, 2017 (in thousands)

Assets

Cash and investments	\$ 134,197
Contributions receivable, net	12,124
Other assets	4,590
Property and equipment, net	<u>9,135</u>

Total assets \$160,046

Liabilities and Net Assets

Liabilities:

Accounts payable and accrued expenses	8,448
Borrowings under lines of credit	8,000
Deferred rent	6,746
Liabilities under charitable trusts and annuity agreements	7,821
Long-term pension obligations	<u>30,151</u>

Total liabilities 61,166

Net assets:

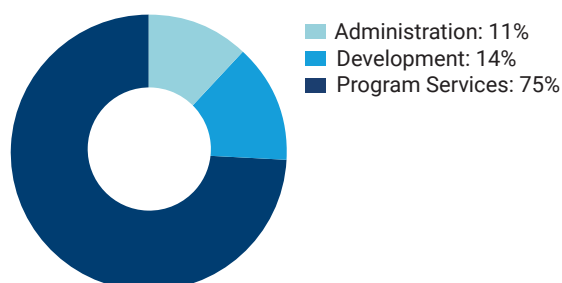
Unrestricted:	
Available for operations	28,556
Long-term pension obligations	<u>(30,151)</u>
Total unrestricted, net of long-term pension obligations	(1,595)
Temporarily restricted	31,786
Permanently restricted	<u>68,689</u>
Total net assets	<u>98,880</u>

Total liabilities and net assets \$ 160,046

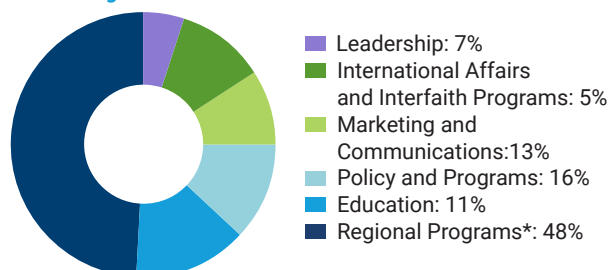
Consolidated Expense Allocations

Year ended December 31, 2017

Total Expenses



Total Program Services



2017 ADL Impact Report

*Regional Programs includes International Affairs and Interfaith Programs, Policy and Programs, Education Programming and Hate Incident Response, delivered through ADL's 25 Regional Offices.

Consolidated Statement of Activities

Year ended December 31, 2017 (in thousands)

Changes in Unrestricted Net Assets:

Operating Revenues:	
Contributions, net	\$63,886
Endowment return expended and other investment return	3,348
Other income	900
Net assets released from restrictions in satisfaction of time and purpose	<u>6,032</u>
Total operating revenues	<u>74,166</u>

Operating Expenses:

Program services	52,879
Supporting services	<u>17,881</u>

Total operating expenses 70,760

Excess of operating revenues over operating expenses 3,406

Non-Operating Activities:

Investment return greater than amount appropriated	1,558
Pension charge other than net periodic benefit cost	(411)
Reclassification of net assets	95
Other, net	<u>(70)</u>

Total non-operating activities 1,172

Increase in unrestricted net assets 4,578

Changes in Temporarily Restricted Net Assets:

Contributions	13,128
Change in the value of charitable trust and annuity agreements	(508)
Investment return	9,025
Reclassification due to change in donor designation	(6,032)
Net assets released from restrictions	-
Satisfaction of time and purpose	<u>(2,614)</u>

Increase in temporarily restricted net assets 12,999

Changes in Permanently Restricted Net Assets:

Contributions	211
Reclassification of net assets	<u>(95)</u>

Increase in permanently restricted net assets 116

Increase in net assets 17,693

Net assets at beginning of year 81,187

Net assets at end of year \$98,880

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.

Officers of the ADL National Commission

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MARVIN D. NATHAN

CEO and National Director

JONATHAN A. GREENBLATT

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 KLEIMAN, GARY A. - Denver, CO

KLINGHOFFER, ILSA P. - New York, NY
 KLINGHOFFER, LISA - New York, NY
 KOGON, MARTIN - Atlanta, GA
 KRAMER, ROBERT M. - Hollywood, FL
 LEONARD, CAROLYN - Chicago, IL
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 LEVINSON, DAVID N. - Spring Lake, NC
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 LEWIN, DANIEL - Boston, MA
 LIEBMAN, MATTHEW - Philadelphia, PA
 LITMAN, JEFFREY D. - Greenwood Village, CO
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 MAURER, GREG - Indianapolis, IN
 MCCLOSKEY, FRANK J. - Atlanta, GA
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 METH, RICHARD M. - Roseland, NJ
 MILLER, I. MATTHEW - Bloomfield, MI
 MORAN, ELISA - Denver, CO
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 NADEL, PETER R. - Castle Rock, CO
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 PINCK, JENNIFER - Boston, MA
 PORAT, AVNER - Chicago, IL
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 RAND, GARY - Denver, CO
 RANDALL, PEARL - Maplewood, NJ
 REINES, STACY - Fort Lauderdale, FL
 RIVKIN, ALEXANDER SASHA - Los Angeles, CA
 ROSENBERG, JEFFREY - Wilmette, IL
 ROSIN, ROZ - Santa Barbara, CA
 RUBIN, CHERI - Golden, CO
 RUDIN, ERIC C. - New York, NY
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 SAUNDERS, TODD R. - Lexington, MA
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Leadership

DEB LEIPZIG

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Regional Operations & Advancement

DAVID WARREN

Regional Office Contact Information

Arizona

arizona@adl.org
602-274-0991

Austin

austin@adl.org
512-249-7960

Central Pacific

central-pacific@adl.org
415-981-3500

Cleveland

cleveland@adl.org
216-579-9600

Connecticut

connecticut@adl.org
203-288-6500

Florida

florida@adl.org
561-988-2900

Heartland

heartland@adl.org
314-721-1270

Los Angeles

la@adl.org
310-446-8000

Michigan

detroit@adl.org
248-353-7553

Midwest

chicago@adl.org
312-533-3870

Mountain States

denver@adl.org
303-830-7177

Nevada

las-vegas@adl.org
702-862-8600

New England

boston@adl.org
617-406-6300

New York/New Jersey

newyork@adl.org
newjersey@adl.org
212-885-7970

Orange County/Long Beach

orange-county@adl.org
949-679-3737

Pacific Northwest

seattle@adl.org
206-448-5349

Philadelphia

philadelphia@adl.org
215-568-2223

Plains States/CRC

omaha@adl.org
402-333-1303

San Diego

san-diego@adl.org
858-565-6896

Santa Barbara/Tri-Counties

santa-barbara@adl.org
805-564-6670

South Central

new-orleans@adl.org
504-780-5602

Southeast

atlanta@adl.org
404-262-3470

Southwest

southwest@adl.org
713-627-3490

Texoma

texoma@adl.org
972-960-0342

Washington, D.C.

washington-dc@adl.org
202-452-8310

Israel

israel@adl.org
011-972-2566-7741

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Regional Office

OUR VALUES

COLLABORATION

- Actively seeking the views of those with different perspectives
- Being a good listener and allowing people to finish their thoughts
- Identifying key stakeholders early in the process and leveraging the ideas, creativity and expertise that exists within the ADL community
- Seeking best practices from all sources, both internal and external, and sharing with colleagues

ACCOUNTABILITY

- Taking ownership for work product—both successes and shortcomings
- Delivering on commitments
- Taking a solutions-based approach to challenges
- Assuming/taking a proactive role as an individual or as part of a team

COURAGE

- Respectfully disagreeing with leaders, donors, community members, constituents and each other when we have a different belief or point of view
- Being a lead voice when others are hanging back or playing it safe
- Questioning authority, as appropriate

INTEGRITY

- Being transparent with our actions and intent
- Giving credit to others/colleagues when it's due
- Exemplifying the values of the organization in actions and statements—in situations where there is conflict between your personal views and those of the agency, you voice concerns internally and honor the Agency's positions externally
- Operating with the highest levels of ethical and legal standards

CREDIBILITY

- Demonstrating expertise in your area of responsibility
- Demonstrating responsibility, reliability and trustworthiness
- Accessing the correct experts for guidance
- Providing nuanced and principled responses based on facts

RESPECT

- Demonstrating consideration for staff at all levels
- Acknowledging people by being responsive to emails and requests in a timely manner
- Being present, fully engaged and actively listening
- Being considerate of co-workers' time and taking into account their other commitments when making requests

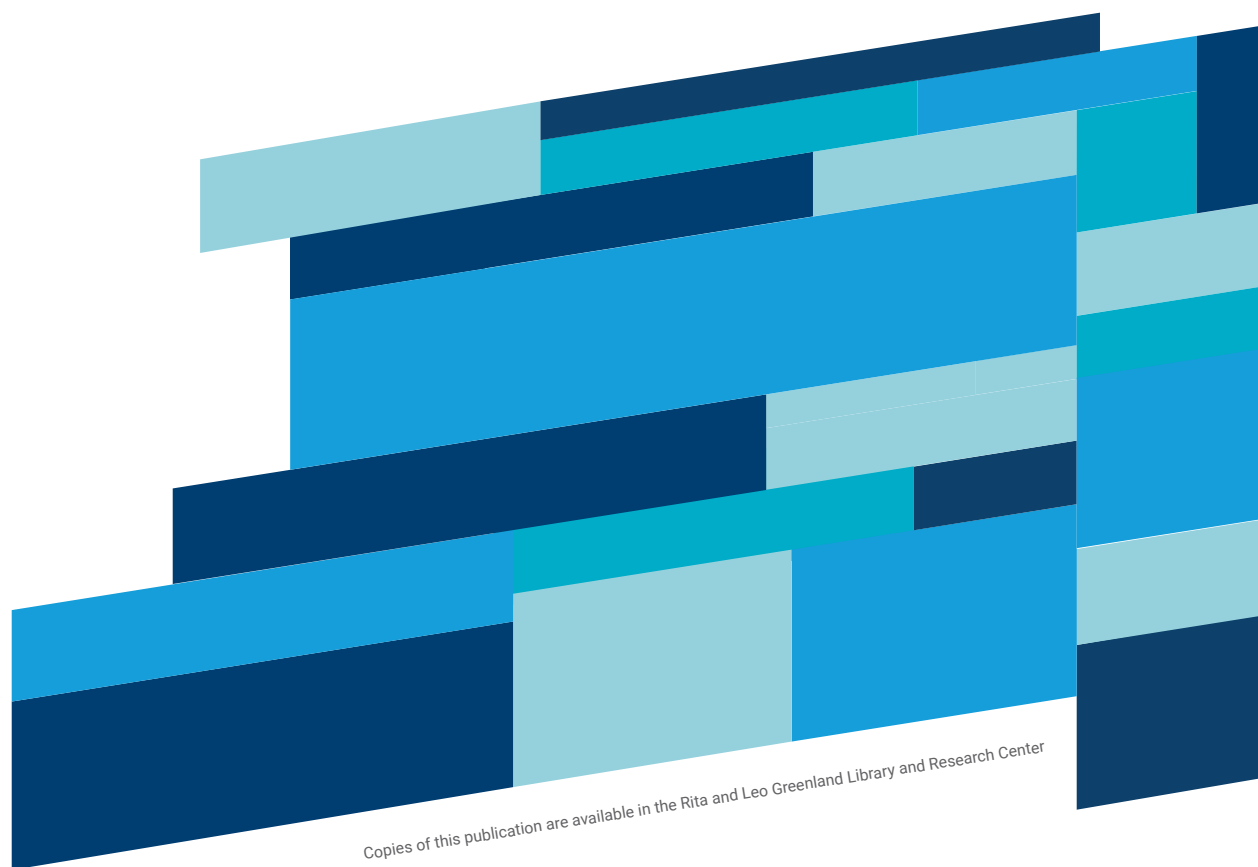
INCLUSION

- Ensuring staff feel part of the organization and new hires feel welcome
- Recognizing the value of everyone
- Demonstrating personal commitment to the importance of diversity
- Addressing biased behavior when we encounter it

Our Mission

“To stop the defamation of the Jewish people...
to secure justice and fair treatment to all.”

— ADL Charter, 1913



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ADL
Community Support Center (CSC)
605 Third Avenue
New York, NY 10158-3560
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