



2018 YEAR IN REVIEW

ADL[®]
MIDWEST

FIGHTING HATE FOR GOOD™

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Chicago.ADL.org

Dear ADL Supporter,

This last year has been one of the most difficult in ADL's 105-year history. In the Midwest, we saw a record increase in school-based hate incidents and a rise in local extremism and cyber-hate. Today, ADL's mission is simply more vital than ever. With the dedication of our supporters and partners, we are proud of the progress and growth made in key areas in 2018.

At ADL Midwest, we have added new voices and expertise to an experienced staff. We are finding innovative ways to connect with our supporters and reach broader audiences through events and briefings. In the face of unprecedented challenges, we're especially proud of the progress ADL has made standing up to the hate and vitriol.

In a year that will undoubtedly bring new challenges, ADL Midwest remains steadfast in its mission of Fighting Hate for Good. Our continued work and our newly-expanded capabilities would not be possible without the support from our donors. Thank you for your generosity and continued commitment to ADL's work.

Sincerely,



Lonnie J. Nasatir
Regional Director



Deni Caplan
Regional Board Chair

ADL IN ACTION

Allyship in the Clubhouse

For over 20 years, Coach Bill has led a successful university baseball program known for its welcoming team environment and support for students' academic and personal growth. In the fall of 2017, Coach Bill learned about two sensitive issues that could have potentially increased tensions in the clubhouse – an incident involving a player's use of a racial slur on campus and the controversy and criticism surrounding professional athletes protesting during the national anthem. Sensitive to the diversity of backgrounds and opinions on his team, Coach Bill knew he needed to take proactive steps to guarantee that all his players felt valued.

Coach Bill called Lara Trubowitz, Ph.D., Education Director of ADL Midwest, and she developed a "CampusALLY" program specifically tailored to address

the team's concerns. Over the course of the multi-day training, the teammates talked about their experiences with prejudice, shared their opinions on cultural matters (such as the anthem protests), and developed strategies to support each other in the face of hate.

In one emotional moment, an infielder explained that he had been the target of racial slurs by various opposing teams and initially decided to keep the experiences to himself. When asked how to respond to similar incidents, many players' first instinct was to start a "bench-clearing brawl." However, continued discussions produced a more effective solution – the players would inform Coach Bill if a hate incident occurs, and Coach Bill would tell the opposing coach who could take corrective measures. According to Coach Bill, "In that moment, I saw the

progress our team had made together. Our open dialogue helped the players develop a sensible plan to support their teammates."

As the sessions concluded, Coach Bill and his staff were impressed by the team's maturity and openness. Similarly, players appreciated the opportunity to learn from their teammates. According to one pitcher, "We had a great conversation with a ton of new perspectives. I valued everyone else's voice and opinion."

Following the ADL trainings, Coach Bill reports that no new bias incidents have occurred, and team cohesiveness remains strong. Coach Bill credits ADL Midwest for promoting positive team dialogue and ensuring that the clubhouse will always be a safe space for players.

"In that moment, I saw the progress our team had made together. Our open dialogue helped the players develop a sensible plan to support their teammates."

- Coach Bill

CORE PROGRAM UPDATES

Welcoming Diversity at Schools and in Workplaces

ADL Midwest assists schools and workplaces as they work to create safe and inclusive environments. ADL's groundbreaking **A World of Difference®** Institute provides anti-bias and bullying prevention to teachers, students, parents, executives and staff. In 2018, A World of Difference® reached 7,200 individuals, a 40% increase over 2017.

Over the last year, anti-Semitic incidents in K-12 schools have increased by approximately 100%. Elementary, middle and high schools have exceeded public spaces (such as parks and streets) as the locations with the most anti-Semitic incidents.

In 2018, the Midwest experienced an uptick in hate-based incidents in schools. Schools such as Oscar Mayer Magnet School, Oak Park/River Forest High School and Baraboo High School in Wisconsin were in the news dealing with incidents involving hate symbols, slurs and attacks against students. ADL's A World of Difference® Institute trainings and workshops help schools address and move forward from incidents like these and help workplaces embrace diversity.

Made possible in part through the generosity of the Charles & M.R. Shapiro Foundation.



A WORLD OF DIFFERENCE® 2018 PARTNERS

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Erie Elementary Charter School, Chicago, IL
George Washington Elementary School, Chicago, IL
George Washington High School, Chicago, IL
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Legacy Charter School, Chicago, IL
Lowell Middle School, Lowell, IN
Michele Clark Academic Prep Magnet High School, Chicago, IL
Minnesota Association of School Administrators, St. Paul, MN
Nathan Hale Elementary School, Chicago, IL
Providence Catholic High School, Lenox, IL
ShPiel Theater, Chicago, IL
St. Ignatius College Prep, Chicago, IL
The Nettelhorst School, Chicago, IL
University of Illinois at Champaign-Urbana, Champaign, IL
Urban League of Northwest Indiana, Gary, IN
Westchester School District 92 ½, Westchester, IL
William Jones College Prep, Chicago, IL
Wilmette School District, Wilmette, IL



Creating Safer Communities and Policing

Given our experience with anti-bias education, ADL redeveloped and relaunched the **Managing Implicit Bias for Law Enforcement** training in 2017. The training helps law enforcement professionals recognize the unconscious associations and assumptions that are within each of us, and can help officers keep themselves, and the communities they serve, safer.

Seeded by the generosity of anonymous funders, Managing Implicit Bias for Law Enforcement is being scaled across the Midwest and evaluated through a third party to measure impact.

Managing Implicit Bias reached 2,365 law enforcement personnel in 2018, including first responders, police officers and firefighters in all ranks.

Findings from some of the training evaluations include:

- **86%** of participants say they'll probably use the information on the job
- **Two-thirds** of participants felt better equipped to manage implicit bias

MANAGING IMPLICIT BIAS FOR LAW ENFORCEMENT 2018 PARTNERS

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Harper College Police Department, Palatine, IL
Oakton Community College Police Department, Skokie and Des Plaines, IL
St. Cloud Police Department, St. Cloud, MN



Empowering Youth to Stand Up to Anti-Semitism

With the rise in school-based anti-Semitic incidents and highly visible anti-Israel bias on campus, ADL's **Words to Action** initiative is a proactive opportunity for students and youth to feel informed and empowered to stand up to anti-Semitism and anti-Israel bias at schools and on campus.

One staff member at Herzl Camp, who is attending college in the fall shared, "This was a good program! I learned some of the ways to deal with anti-Semitism and will speak up more as a result of participating in this program."

After two students were denied letters of recommendation for study abroad programs by University of Michigan faculty members attempting to make a political statement against Israel, ADL and the Academic Engagement Network (AEN) developed a model policy to ensure that universities promote clear standards guiding such faculty conduct in the future.

In 2018, ADL Midwest's Words to Action initiative hosted 36 workshops and impacted 850 individuals. This total includes partnerships with seven Midwest Jewish overnight camps, through which Words to Action reached more than 500 students during their summer camp experience.

Made possible in part by the generosity of the Selati Family and the Leo S. Guthman Fund.

WORDS TO ACTION 2018 PARTNERS

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 Jewish Community Relations Council, St. Louis Park, MN
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 Mishkan Chicago, Chicago, IL
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 Temple Beth El, Northbrook, IL
 Temple Beth El, Rockford, IL
 Temple Jeremiah, Northfield, IL

Establishing Safe and Respectful Schools

With public displays of hate on the rise, it is more important than ever for schools to commit to programs that clearly define expectations of behavior for all members of the community.

No Place for Hate® provides schools and communities with a framework and resources to challenge bias, bullying and hate and to build communities of respect. In the Midwest, schools are recognized as No Place for Hate® following a year-long commitment to promoting respect, diversity and inclusion through ADL-led activities and workshops for the student, educator and parent communities.

During the 2017-18 school year, six schools achieved No Place for Hate® designation, impacting 4,400 students across Chicago and Indiana.

NO PLACE FOR HATE SPOTLIGHT:

Students at CICS Northtown participated in ADL's *Microaggressions in Our Lives* workshop, and created original poems, raps and spoken word performances to challenge the microaggressions they have encountered. Students then performed their work at a school-wide poetry slam – a creative way to push back against intolerance at their school!



Each No Place for Hate® school is sponsored by a generous partner who also values diversity and inclusion:

Rowe Elementary School	CIBC Bank
Rowe Middle School	The Kipper Family Foundation
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The Orchard School	The Simon Family
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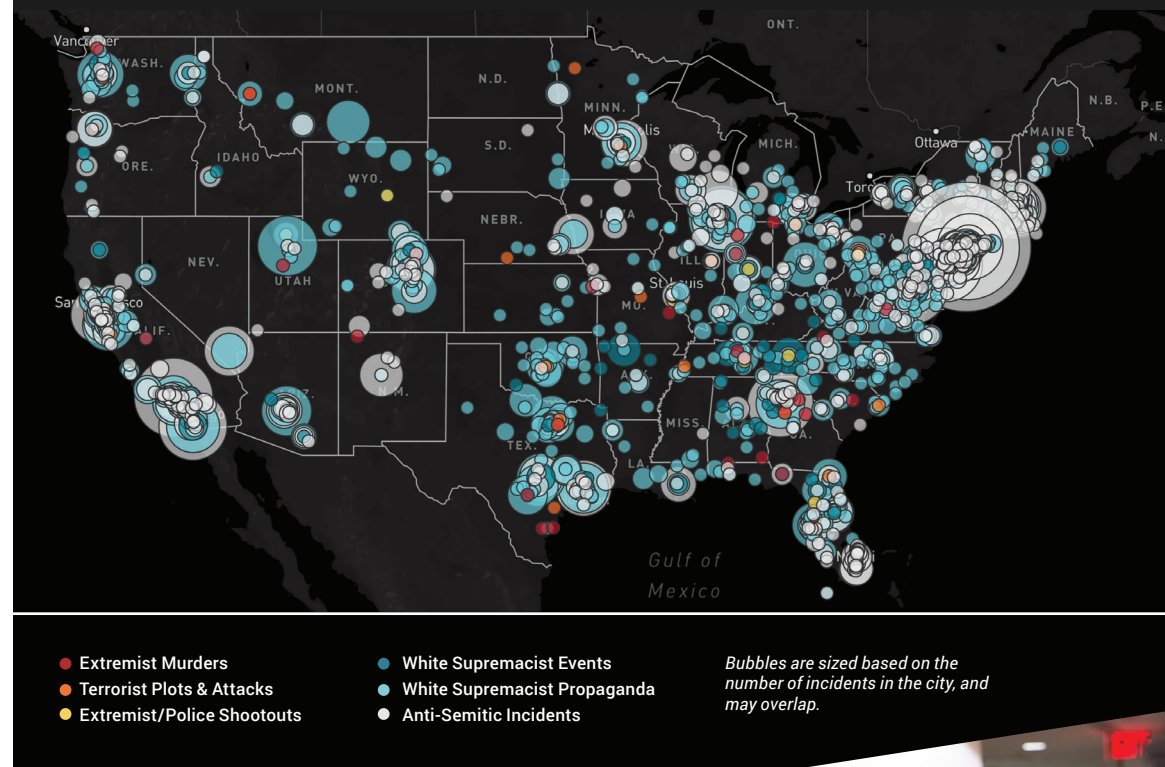
Remembering the Past to Change the Future

Echoes & Reflections, a partnership of ADL, USC Shoah Foundation, and Yad Vashem, is an educational program that provides professional development and resources for U.S. secondary educators to develop the knowledge, skills, and tools to teach students about the Holocaust. Echoes & Reflections not only supports educators in teaching about the past, but also helps them to convey why the lessons of the Holocaust are relevant to their students' lives today. Through a comprehensive study of the Holocaust, students can grow as responsible citizens in a democratic society and develop critical thinking, empathy, and social justice skills for the future.

Since 2005, Echoes & Reflections has reached more than 60,000 educators, impacting an estimated 6 million students across the United States—and at no cost. Since its inception, over 3,000 Midwest teachers have trained through Echoes & Reflections.

"The ultimate job of a teacher is to make connections to your students with the curriculum... you want them to get something out of it that's not just the facts. You want them to walk away with a personal sense of responsibility. Echoes & Reflections helps me do that."

- High School Social Studies Teacher



Innovate to Fight Hate

ADL's **Center for Technology and Society (CTS)**, based in Silicon Valley, expands our fight against hate and bigotry to the digital environment. A force for innovation, CTS produces cutting-edge research and advocacy that promotes online civility, protection of vulnerable populations, digital citizenship and public engagement. CTS is fast becoming an unparalleled resource to technology platforms, and in 2018 convened the Cyberhate Problem Solving Lab with Facebook, Google, Twitter and Microsoft to stop cyberhate.

The **Center on Extremism (COE)** is recognized as the leading authority on extremism, terrorism, and hate online and on the ground. In addition to publishing reports, blogs and additional resources, the COE provides expertise and trainings to help law enforcement, public officials, community leaders and technology companies to identify, understand and disrupt emerging extremist threats. COE unveiled the first-of-its-kind interactive H.E.A.T. Map™ (Hate, Extremism, Anti-Semitism, Terrorism) in 2018 detailing incidents around the nation.



Oren Segal, Director of Center on Extremism, talks with CNN about hate crimes across the country.

PITTSBURGH – A COMMUNITY SHATTERED, NOW STRONGER

October 27, 2018 — Lives were lost, families were shattered, and the Jewish community was shaken when a gunman entered the Tree of Life synagogue in Pittsburgh and murdered 11 congregants in a vile act of hate and anti-Semitism that the American Jewish community had never seen. Within hours, ADL mobilized — providing law enforcement with important research materials on the shooter and White Supremacist movements; offering security advice to Jewish institutions; and distributing education resources and talking points to schools, parents and communities.

ADL also provided perspective to the public through the media, stressing the dangers of the escalation of white supremacy and extremism in this country while urging leaders from all sectors to lead in the fight against anti-Semitism and hate. This violence occurred at a time when ADL had reported a historic increase in both anti-Semitic incidents and anti-Semitic online harassment.

ADL Midwest joined together with other community leaders for an Interfaith Solidarity Event in Chicago where a standing room only crowd of 1,800 came together to remember and honor those lost.

“There seems to be a trend nationwide that people are no longer just expressing their anti-Semitism online; rather they’re taking it one step further in terms of vandalism, harassment, and intimidation.”

- Lonnie Nasatir

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25th Annual Women of Achievement Awards

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Lilly Farahnakian, Global Chief Compliance Officer, Managing Director, GCM Grosvenor

Audrey Rubin, Vice-President, Chief Operating Officer, Law, AON

Nancy Laethem Stern, Executive Vice-President, General Counsel, Secretary, Allston Trading

25th Annual Women of Achievement Humanitarian Honoree: Jennifer O. Maddox, Founder, Executive Director, Future Ties, NFP and Police Officer, City of Chicago

Man of Achievement Award

Tom Linebarger, Chairman and CEO, Cummins Inc.

2018 Torch of Liberty Award

Mark R. Grossmann, Partner and Global Head of Corporate Practice, Katten Muchin Rosenman LLP



The student winners of ADL Midwest's 2018 First Amendment Freedoms Art & Essay Contest

Essay Winners:

- **High School 1st Place:** Kaitlyn Yi, Carl Sandburg High School
- **High School 2nd Place:** Priyanka Patel, Niles West High School
- **Junior High 1st Place:** Rizban Worota, St. Thomas of Canterbury High School
- **Junior High 2nd Place:** Goda Mickeviciute, Conrady Jr. High School

Art Winners:

- **High School 1st Place:** Dorie Keck, Glenbrook North High School
- **High School 2nd Place:** Han A. Choi, Glenbrook North High School
- **Junior High 1st Place –** Yedidiah Bopeyah, Conrady Jr. High School
- **Junior High 2nd Place –** Alyssa Rodriguez, Academy for Global Citizenship



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