

How to
COMBAT BIAS
and
HATE CRIMES

An ADL Blueprint for Action

1913-2003



Anti-Defamation League, 823 United Nations Plaza, New York, NY 10017 www.adl.org

OUR 90TH YEAR

How ADL:

- Combats Bias and Promotes Diversity
- Combats Bias Among Young People
- Reaches Troubled Youth
- Trains Law Enforcement
- Combats Bigotry on College Campuses
- Combats Prejudice in the Community
- Teaches Effective Responses to Hate Crimes
- Builds Police-Community Partnerships
- Addresses Hate Crimes in the Military
- Works with Victims

Table of Contents

Introduction

How to Combat Bias and Promote Diversity

National Models:

A WORLD OF DIFFERENCE® Institute

Student Programs

'Stop the Hate' Program

Peer Training Program

The Miller Early Childhood Initiative

CHILDREN OF THE DREAM®

Close the Book on Hate

CONFRONTING ANTI-SEMITISM:

A Family Awareness Project

Fight for Your Rights

Community Models:

A Passion for Justice: The Prudence Crandall Story/Connecticut

Bearing Witness: Anti-Semitism, the Holocaust and
Contemporary Issues/DC/Maryland/Virginia

The Calendar Art Contest/New England

Concepts of Beauty and Bias/St. Louis

Diversity Dream Teams/Connecticut

'Do the Right Thing' Essay Awards/New England

Hate Crimes Alliance/San Fernando Valley, CA

Human Relations Councils/Broward County, FL

Interfaith Youth Leadership Program/New England

Names Can Really Hurt Us/Connecticut

National Youth Leadership Mission/Greater Chicago/Upper Midwest
No Place for Hate™/Philadelphia
Prejudice Elimination Workshop/Omaha/Plains States
Professional Development Institute for Educators and
Youth Service Providers/Greater Chicago/Upper Midwest
School District Hate Violence Training/Los Angeles
Student Human Relations Conference/San Diego, CA
Unity Through Diversity Conference/Greater Chicago/Upper Midwest
Unity Through Rock 'n' Roll/Cleveland, OH
Youth Congress/New England
Youth in Unity/New York City
Youth Leadership Mission to Stop Hate/Atlanta

How to Reach At-Risk Youth and Juvenile Hate Crime Offenders

National Model:

Partners Against Hate

Community Models:

The Bridge (Bias-Related Incidents Diverted for Greater Equality)
Program/Long Island, NY

Eliminate The Hate: An Anti-Bias Education Program for
Juvenile Crime Offenders/Ventura County, CA

Hate Crimes Education Action Committee/Orange County, CA

Pathways to Tolerance: Juvenile Intervention and
Prevention Program/San Diego, CA

How to Train Law Enforcement

National Models:

Anti-Bias Training
Extremism Training
Hate Crime Response Cards
Hate Crimes Training

Community Models:

ADL/FBI Symposiums/Greater Chicago/Upper Midwest
A Prosecutor's Guide to Hate Crime/Greater Chicago/Upper
Midwest
Holocaust Education Program/DC/Maryland/Northern Virginia
Law Enforcement Consortium/Michigan

How to Combat Bigotry on College Campuses

National Models:

A CAMPUS OF DIFFERENCE™
How to Combat Hate Crimes in College Dormitories
How to Combat Hate Crime on Campuses
Campus Journalism Programs
How to Combat Bigotry and Anti-Semitism on Campus
The Samuel and Mildred Levine Institute to
Combat Bigotry on Campus

How to Combat Prejudice in the Community

Community Models:

Climate of Trust/Central Pacific

How to Create a 'Hate-Free Zone'/Greater Chicago/Upper
Midwest

Interfaith Community Seders/New England

*No Place for Hate*TM/New England

How to Build Police-Community Partnerships

National Model:

Bias Crimes Task Force

Community Models:

Hate Crime Network/Santa Barbara, CA

Hate Crimes Coordinating Council/Omaha/Plains States

Hate Crimes Prosecution Council/Greater Chicago/Upper
Midwest

Hate Crimes Registry/San Diego, CA

Hate Crimes Task Force/Northern Nevada

Human Relations Commission Network

Against Hate Crime/Los Angeles

Police Commission Hate Crime Task Force/Los Angeles

How to Counteract Hate Crimes in the Military

National Model:

ADL Training

Community Model:

Hate Crimes Management/Extremist Group
Identification/Las Vegas

How to Work With Victims

Community Models:

Respecting Differences/Houston, TX
Victim Assistance Program/San Diego, CA

Resources

ADL Audit of Anti-Semitic Incidents
ADL Fact Finding and Research
ADL Model Hate Crime Penalty-Enhancement Statutes
Hate on the Internet
Law Enforcement Agency Resource Network (LEARN) Web Site
Security for Community Institutions

Other ADL Materials for Combating Bias and Hate Crimes

State Hate Crimes Statutory Provisions

Introduction

All Americans have a stake in effective response to violent bigotry. Bias-motivated crimes demand a priority response because of their special impact on the victim and the victim's community. Failure to address this unique type of crime could cause an isolated incident to explode into widespread community tension. The damage done by hate violence crime cannot be measured solely in terms of physical injury or dollars and cents. Hate crimes may effectively intimidate other members of the victim's community, leaving them feeling isolated, vulnerable, and unprotected by the law. By making members of communities fearful, angry, and suspicious of other groups — and of the power structure that is supposed to protect them — these incidents can damage the fabric of our society and fragment communities.

The urgent national need for tough law enforcement response as well as education and programming to confront violent bigotry has only increased over the past months. In the aftermath of the September 11, 2001, terrorism, the nation has witnessed a disturbing increase in attacks against American citizens and others who appear to be of Muslim, Middle Eastern, and South Asian descent. Perhaps acting out of anger at the terrorists involved in the September 11 attacks, the perpetrators of these crimes are irrationally lashing out at innocent people because of their personal characteristics – their race, religion or ethnicity. Law enforcement officials are now investigating hundreds of incidents reported from coast to coast – at places of worship, neighborhood centers, grocery stores, gas stations, restaurants and homes – including vandalism, intimidation, assaults and several murders.

The Anti-Defamation League is the nation's leader in the development of effective programs to confront violent bigotry and prejudice. The League's strength is its ability to craft national programming and policy initiatives and then to refine and implement them through our unique network of 30 Regional Offices. The national headquarters in New York houses extensive research archives and staff members with professional expertise in legal affairs and education. Complementing these professionals are ADL lawyers, educators and human relations professionals in Regional Offices throughout the country. Staff members in the field closely track hate crime, study the trends in this criminal activity, and craft programs and initiatives to reduce prejudice, improve the response of the criminal justice system to hate crime, and aid the victims of these serious incidents.

This *Blueprint for Action* is a compilation of ADL programs and initiatives that can be instituted more widely and replicated in communities across the country.

How to Combat Bias and Promote Diversity

ADL is a national leader in the development of innovative programming for schools and communities designed to combat bias and promote respect for diversity. ADL works aggressively to strengthen laws that deter and redress bias-motivated violence, while at the same time offering education and training initiatives that dismantle the stereotypes, prejudice and bias which can lead to misunderstanding, intergroup tension and potential violence. What follows are examples of ADL's best practices, both nationwide and locally.

National Models:

A WORLD OF DIFFERENCE® Institute

In 1985, ADL and WCVB-TV in Boston initiated the A WORLD OF DIFFERENCE, campaign to combat prejudice, promote democratic ideals and strengthen pluralism. It is now an international Institute with diversity education programs utilized by schools, universities, corporations and community and law enforcement agencies throughout the United States and abroad. A WORLD OF DIFFERENCE® Institute programs provide practical, experiential, hands-on training with skills to challenge prejudice and discrimination, to foster intergroup understanding and to equip participants to live and work successfully and civilly in a diverse environment.

At the heart of the Institute's program is A CLASSROOM OF DIFFERENCE™ developed to address diversity issues in the pre-kindergarten through 12th grade school communities. Programs include workshops for teachers, support staff, administrators, students and family members.

A WORLD OF DIFFERENCE® Institute programs are developed and evaluated by a research department that interacts continually with professionals in the field. The research department collaborates with universities, colleges and national funding sources to augment and scrutinize the efficacy of the Institute's programs.

To date, through the A WORLD OF DIFFERENCE® Institute:

- More than 400,000 elementary and secondary schools teachers in public, private and parochial school settings have participated in A CLASSROOM OF DIFFERENCE™.
- More than 200 colleges and universities have hosted A CAMPUS OF DIFFERENCE™ programs to help foster cohesiveness on their campus, while an additional 400 have used ADL anti-bias education materials for the same purpose.
- More than 100,000 adult workers employed in the public and private sectors have learned through A WORKPLACE OF DIFFERENCE™ how diversity enhances the corporate bottom line.

Student Programs

Hundreds of schools every year seek out the guidance of the Anti-Defamation League when faced with bias-motivated violence or expressions of hate and bigotry on their school campuses. Through the consulting and training services of the A WORLD OF DIFFERENCE® Institute, schools learn that these expressions of bias and hatred often represent larger environmental issues within the school community. In order to address system-wide needs, the A WORLD OF DIFFERENCE® Institute created a comprehensive model to provide training, curriculum resources, and support to all constituents in the school population.

ADL's comprehensive model was piloted from 1997-1999 at school sites in St. Louis, Missouri, Pennsauken, New Jersey, and North Rockland, New York, and evaluated by researchers with the Cantor-Fitzgerald Center for Research on Diversity in Education at the University of Pennsylvania. While each site worked at length with A WORLD OF DIFFERENCE® Institute staff to develop action plans that would address the specific needs of their student and community population, the comprehensive model typically included the following components:

Diversity Team: Team members representing faculty, administration, students, and parents worked together to administer needs assessments, develop a strategic action plan for the program, and create internal mechanisms for the success of the comprehensive program to be sustained over time.

Teacher Training: Multiple-day training programs provided educators with the knowledge, resources, and skill development to effectively address diversity in the classroom. Teachers received copies of the ADL's Anti-Bias Study Guide (Secondary Level) and worked in teams to align this material with existing state standards and school curriculum.

Administrator and School Board Training: Specially-designed workshops provided time to examine policies and practices that would enhance a respect for diversity, deter hate-motivated incidents, and provide effective responses when such incidents occur.

Peer Training Programs: To harness the positive power of peer pressure, selected students were trained to facilitate discussions with their peers — and younger students from feeder schools — about identity, stereotyping, and discrimination. Peer Trainers served as visible and active role models for change within the schools.

'Stop the Hate' Program

ADL supported Congressional action in 1992 to incorporate anti-prejudice initiatives into federal education and juvenile justice programs, funding the development of curricula and teacher anti-bias training initiatives. In a significant step towards fulfillment of the promise of this measure, in July 1996, the Department of Education provided almost \$2 million in new grants to fund the development and implementation of "Innovative, effective strategies for preventing and reducing the incidence of crimes and conflicts motivated by hate in localities directly affected by hate crimes." ADL's A WORLD OF DIFFERENCE® Institute received one of the grants to implement "Stop the Hate," an anti-bias, anti-hate crime training program at four high schools and their feeder elementary and middle schools in four cities: Los Angeles, San Diego, New York and Omaha.

The proven success of the A WORLD OF DIFFERENCE® Institute "Stop the Hate" Initiative in these four sites across the nation led to a recognition that it could be replicated as an effective model for promoting diversity and reducing violence in other communities. Specifically, ADL in California has now instituted the "Stop the Hate" program in a number of regions, with the program evolving and expanding throughout its years of growth.

A generous grant from the Times Mirror Foundation led the League's Pacific Southwest Regional Office to develop a citywide application process to continue the program locally. The Culver City Unified School District was selected, based on the enthusiastic response of both the school staff and its community. The program was implemented from September 1998 to June 2000. To ensure the program's continuity, the local Board of Education allocated significant funding to institutionalize the program. Los Angeles received additional funding to conduct the "Stop the Hate" program for the 2000-2002 school years for three new sites — Hoover High School, Corona High School and Locke High School — from Dreamworks, Steven Spielberg's Righteous Persons Foundation, and the Jay and Rose Phillips Family Foundation.

In addition, in an effort to address the increasing levels of tensions on school campuses, the State of California awarded grant money to ADL to implement comprehensive anti-bias and hate crime education training programs for school administrators, students and communities in school complexes at selected sites throughout the state. This new funding has made possible an ADL collaboration with WILL Interactive Inc. to develop a CD-ROM for middle and high school students. This CD-ROM focuses on the critical decisions youth must make to counter prejudice and discrimination effectively on school grounds. The CD-ROM, *Hate Comes Home*, was scheduled to be piloted in Fall 2002. At its inception, the CD-ROM will be used primarily in California schools. After field tests and the development of a discussion guide, however, this resource will be made available to the general public. The comprehensive program, and the CD-ROM, will be evaluated for their effectiveness in reducing bias and incidents based on hate.

Peer Training Program

The A WORLD OF DIFFERENCE® Institute Peer Training Program was developed as a means to address the community relations problems that arose from the 1991 riots in the Crown Heights section of Brooklyn, New York. Today, Peer Training has become an international program operating in 15 countries overseas and through ADL Regional Offices across the United States. More than 7,000 middle and high school students have been trained as A WORLD OF DIFFERENCE® Institute Peer Trainers since the program's inception, creating an impact on tens of thousands of other young people in their schools and communities.

The Peer Training Program is built on the knowledge that the attitudes and behaviors of young people are strongly influenced by the attitudes and behaviors of their peers. Building on this concept, the Peer Training Program prepares young people to use the positive powers of peer pressure to motivate other students to reflect on their stereotypes and assumptions and take actions against prejudice and bigotry.

The rise of bias incidents and hate crimes in schools and communities requires an organized and comprehensive strategy. Schools play a key role in this process because bias incidents also involve young people and occur on school grounds. In the aftermath of the school shootings of the last few years, an inclusive, bias-free school climate should be the goal of every secondary school. The commonplace precursors of violence and hate occur at almost every school in the country and create tensions and inequitable learning environments in schools. A WORLD OF DIFFERENCE® Peer Trainers can play an active role in addressing these concerns by focusing on the causes and manifestations of intergroup conflict that can lead to hostility, division, and, too frequently, violence.



A few of the thousands who completed the ADL Peer Training Program and are now prepared to help fellow students take action against prejudice and bigotry.

Peer Trainers conduct workshops in their own schools, and sometimes expand their activities to include neighboring junior high schools and local youth groups. The students are taught to facilitate critical discussions about prejudice and how it can lead to violence. They become role models as anti-racists in their schools. Many of the students selected to be Peer Trainers find this program to be a positive channel for their leadership abilities. In addition, the Peer Trainers learn valuable skills that can contribute significantly to their educational and career development, including presentation and facilitation abilities, critical thinking, problem solving, organization, teamwork, social responsibility and study skills.

ADL has recently expanded its peer education programs to include a Peer Leadership model. Based on similar learning and skill building to the Peer Training Program, Peer Leadership is designed specifically for after-school or nonschool-based

youth programs that are seeking to build the leadership abilities and skills of youth in the area of bias prevention and diversity education. This program was an outgrowth of ADL's three-year collaboration with the Boys & Girls Clubs of America, which provided extensive anti-bias training to staff and youth in clubs across the country.

The Miller Early Childhood Initiative

As part of ADL's anti-bias and training initiatives, ADL has launched The Miller Early Childhood Initiative of A WORLD OF DIFFERENCE® Institute to assist caregivers, educators and families in creating and sustaining bias-free early childhood programs and homes to encourage children to appreciate their diversity at the age when the seeds of hate can begin to take root.

Despite the differences among early childhood programs, all share a common goal: to provide children with opportunities to learn how to play with other children, to interact with adults and to learn about themselves. Research and experience show that by the preschool age, many children may begin to acquire negative feelings about themselves and others. These feelings need to be addressed so children can develop positive self-concepts and bias-free attitudes. When children have positive interactive experiences as a part of their regular environments and activities, they can develop a healthy appreciation of themselves, as well as of people who are physically and culturally different.

ADL's trained facilitators have begun to deliver anti-bias training for the early childhood community in Chicago, Greater New York/Long Island and Palm Beach. Under the guidance of The Miller Early Childhood Initiative Overseer and Academic Advisory Boards, and in collaboration with Sesame Workshop (producers of Sesame Street), new materials will be piloted including: "Bias-Free Foundations: Early Childhood Guidebook for Educators," "Activities for Educators," "Activities for Families" and "Resource Booklet" as well as posters and a training video.

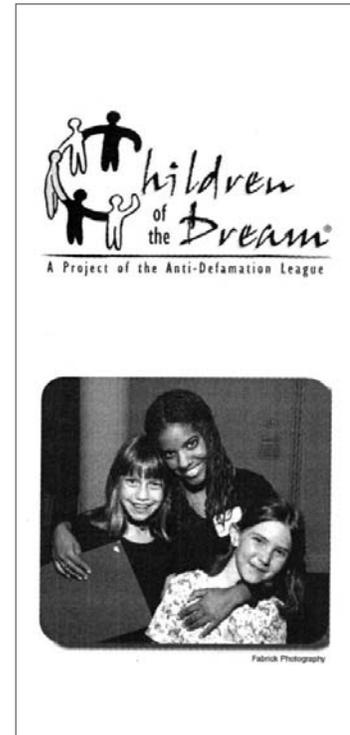


CHILDREN OF THE DREAM®

CHILDREN OF THE DREAM® is an on-going national program with the fundamental goal of exposing teens to those who are different from themselves, teaching them to respect the differences, assisting them in finding common ground, and giving them the tools to seek justice and fair treatment for all.

The three phases of CHILDREN OF THE DREAM® are designed to have teenagers mentoring teenagers in the battle against discrimination.

- Phase I of CHILDREN OF THE DREAM® brings Ethiopian-Israeli students to diverse high schools across the country to share compelling stories of their flight from oppression in Ethiopia to freedom in Israel. These young black Jews speak at high schools, community groups, churches, and synagogues. Local teens respond with their own stories of discrimination and flights from war-torn nations in Southeast Asia, Central America and Eastern Europe. Stereotypes are shattered and a dialogue of understanding initiated.
- The second phase of CHILDREN OF THE DREAM® takes culturally, ethnically and religiously diverse students to Israel to experience another culture firsthand and to reunite with their Ethiopian-Israeli friends. In addition to touring the country, the American students interact with Israeli and Arab teens in their high schools and join students in an international forum to challenge the stereotypes held about each other. While traveling for two weeks with teens very different from themselves, they learn to rely on each other and respect each other's differences. Students who might not sit and eat lunch together in America become best friends as they come to depend on each other in a foreign country and experience their prejudices dissolving simultaneously.
- The third phase, the Dream Dialogue, links CHILDREN OF THE DREAM® participants with teens in the local Jewish community to enable these young adults to confront stereotypes about the "other" and develop teen leadership



ADL's CHILDREN OF THE DREAM® brings Ethiopian-Israeli students to diverse high schools in the U.S. and brings culturally, ethnically and religiously diverse American students to Israel to experience other cultures firsthand.

skills. The teens meet on a monthly basis and make a commitment to reduce bigotry and discrimination. They build their own comfort level with teens from other races, religions and economic status. The teens take on a project to assist in the fight against combating prejudice and hate. For the students involved in the Dream Dialogue, it is a chance to learn that they have the power to make a difference.



Close the Book on Hate

Barnes & Noble Inc. and the Anti-Defamation League launched a collaborative campaign, “Close the Book on Hate,” in September 2000. The initiative is designed to help break the cycle of learned intolerance through one of the best forms of education — reading. This campaign will empower children and their parents, caregivers, teachers and civic leaders with the resources and programs they need to help end prejudice and discrimination in America.

The campaign includes the prominent display of a new section of specially selected anti-bias books in Barnes & Noble stores across the country and in-store educational programs and events. The campaign features:

- *Hate Hurts: How Children Learn and Unlearn Prejudice*, a groundbreaking new publication that addresses origins of hate, illustrates objects and perpetrators of hate, and concludes with a set of guidelines that challenge readers to confront hate in their own communities.
- *101 Ways to Combat Prejudice*, an informational pamphlet with definitions, helpful resources and suggested readings.



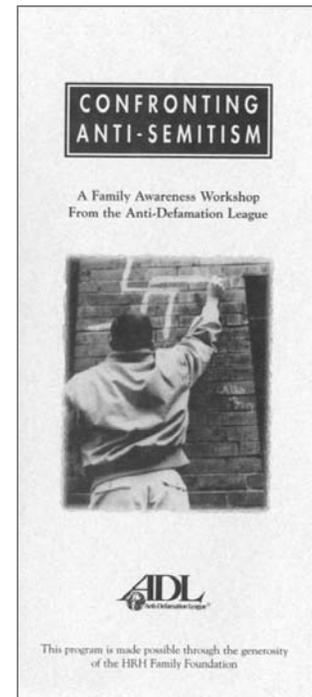
CONFRONTING ANTI-SEMITISM: A Family Awareness Project

This program began as part of ADL efforts to empower the Jewish community to respond to anti-Semitic incidents and to challenge the persistent anti-Semitic stereotypes that are often at the root of these incidents. Initiated in Boston, the project was a response to a survey of Jewish youth that showed that junior high and high school students had too frequently experienced anti-Semitic taunts, epithets and graffiti in their classrooms, in school hallways, on the playground and in their neighborhoods. The specific incidents raised by the students were reviewed and synthesized — and became the basis for video vignettes that depict the range of anti-Semitic incidents experienced by these students.

ADL developed *CONFRONTING ANTI-SEMITISM* as an interactive workshop for Jewish youth and families in Jewish settings to encourage constructive and effective responses to anti-Semitism. The goals of the program are:

- To facilitate communication within Jewish families about issues of anti-Semitism.
- To create a safe environment for exploring personal reactions, possible responses, and the consequences of these responses to anti-Semitic incidents.
- To empower participants to take appropriate action.

The workshops are approximately two hours in length and are geared toward students in middle school grades along with their parents. Workshops are made available through Jewish educational venues — such as synagogue-based religious schools, day schools, youth groups and camps. A program for college-bound seniors also has been developed and is being tested in several cities. In conjunction with the program, ADL developed *CONFRONTING ANTI-SEMITISM: Myths...Facts*, a pamphlet that explores the origins of five anti-Semitic myths and offers counteraction strategies.





Fight for Your Rights

In association with ADL and a number of other supporting organizations, MTV launched a national partnership in January 2001 to combat prejudice through a high-profile campaign entitled *Fight for Your Rights: Take a Stand Against Discrimination*. The campaign includes the following initiatives:

ADL/MTV Forums and Advanced Workshops: MTV's affiliates are funding ADL-sponsored anti-bias forums and workshops which are occurring across the country. These forums and workshops, staffed by a team of our A WORLD OF DIFFERENCE® Institute facilitators, were developed to assist students from elementary age through college create action plans for combating bias and prejudice for themselves and their communities.

MTV Campus Invasion Spring Tour: In April 2001 ADL staffed the MTV Campus Spring Tour, visiting 35 college and university campuses around the country. ADL continues to collect data for a comprehensive study on the state of bias and hate on campuses today.

Fight for Your Rights Scholarship Fund: MTV has created five \$50,000 scholarships for qualified young people from around the United States. Supporters include: Mohammed Ali, Dave Matthews Band, Mena Suvari, Destiny's Child and Method Man. Candidates must be between the ages of 16 and 24, have a deep commitment to issues of diversity with a history of activism, and a plan for future activities. Each of the five winners will be awarded \$50,000 toward college or graduate school.

ADL/MTV Interactive Web site and the *Fight for Your Rights* Brochure: These resources each offer young people guidelines to challenge bias and prejudice within the community. More information can be found at: www.fightforyourrights.mtv.com.



Community Models:

ADL Regional Office Anti-Bias Initiatives and Model Programs

Every ADL Regional Office and A WORLD OF DIFFERENCE, Institute Project conducts ongoing community programs and educational efforts designed to combat prejudice and promote respect for all members of our increasingly diverse society. Here is a sampling of successful and innovative programs from a number of regions of the country:

A Passion for Justice: The Prudence Crandall Story Connecticut

The ADL Connecticut Regional Office, in collaboration with Young Audiences of Connecticut, the state's leading source of arts programming for school systems, has created a unique program designed to effectively reach students with an anti-bias message and to provide them with tools for combating prejudice.

The project features a dramatic performance about the life of Prudence Crandall, an important Connecticut historical figure who stood up for equal rights and opportunities. The program not only brings history to life, but also provides insight into contemporary issues facing today's students.

What makes this project unique is that the play is complemented by workshops facilitated by trainers from the ADL A WORLD OF DIFFERENCE® Institute program. These workshops help students identify and explore their own feelings and experiences with prejudice and develop strategies to become advocates for equal rights and justice in their own schools and communities.

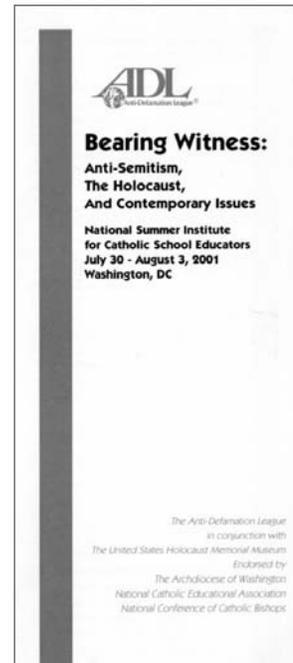


Bearing Witness:

Anti-Semitism, the Holocaust, and Contemporary Issues DC/Maryland/Northern Virginia

In 1996, the ADL Washington, DC,/Maryland/Northern Virginia Regional Office created *Bearing Witness* to provide Catholic schoolteachers with the training and resources to teach their students about anti-Semitism and the Holocaust. Participants explore the history of anti-Semitism, from biblical times to modern day, including the role of the Church during the Holocaust, recent changes in Catholic teachings on Jews and Judaism, issues of prejudice in contemporary society, Holocaust denial, and strategies for teaching students about the Holocaust and anti-Semitism. *Bearing Witness* includes a visit to the United States Holocaust Memorial Museum to study the Museum's Permanent Exhibition and to learn to use its educational facilities and resources.

In 1998, *Bearing Witness* became a national program for Catholic school educators. Since its inception, *Bearing Witness* has trained more than 100 teachers from 19 Washington, DC-area Catholic schools and more than 150 other educators from across the nation.



The Calendar Art Contest New England

The Calendar Art Contest is an annual competition initiated by the New England Regional Office that invites K-12 students to help combat prejudice and promote diversity by creating artwork that illustrates the harmful effects of bigotry, as well as the importance of respecting diversity and race, religious or ethnic pride. The contest provides a vehicle for art teachers to raise these critical issues, clarify terms and engage students in dialogue beyond the traditional boundaries of the academic classroom.



Concepts of Beauty and Bias St. Louis

Concepts of Beauty and Bias is a collaborative effort between the St. Louis A WORLD OF DIFFERENCE® Institute and the St. Louis Art Museum. The program uses art as an experiential medium to explore the relationships among stereotyping, culture, traditional and nontraditional standards of beauty and body image. It is designed to help high school students and teachers gain insight into how their perceptions of themselves and others are influenced by the cultural values and standards of beauty of the society in which they live.



High school students participate in a mini-workshop exploring concepts of beauty and bias at the St. Louis Art Museum.

The program's main goals: are to:

- Help young people develop more open and inclusive behavior towards those who are different.
- Help prevent stereotyping and biased attitudes.
- Assist young people in recognizing and addressing their own issues around racism and other forms of discrimination.

The Museum Tour offers the students an opportunity to study the human body with emphasis on size, shape, feature, form, race and gender. A mini-workshop conducted immediately after the tour addresses the concept of stereotyping and how each student's perceptions affect the way he/she sees others, personal responses to expressions of prejudice, and how it feels to be different (race, culture, ethnicity, physical appearance and cultural knowledge about other groups). A WORLD OF DIFFERENCE® Institute facilitators guide discussions on racial prejudice and how art might impact attitudes

towards race at a given time and place. The students are encouraged to become critical thinkers and to challenge the status quo about standards of beauty, race and ethnicity presented by the media and other institutions. Students develop a better understanding of themselves and see themselves as change agents to improve intergroup relations in the school community and society.



Diversity Dream Teams Connecticut

This interdistrict diversity education program involves the 21 high schools who are members of the Southern Connecticut Conference (SCC), a New Haven-area high school athletic league. Each school selects a team of three to five students and a teacher advisor who serve as “Dream Teams” — diversity advocates and role models in their respective schools. The teams participate in an extensive ADL A WORLD OF DIFFERENCE® Institute training series that includes a weekend retreat in the summer and five 2-1/2 hour workshops during the school year.

This program stands out because of the strong commitment the schools and students have made to fully participate and take action. Each Dream Team is responsible for developing a plan for addressing diversity issues in its own school community. Teams take on projects ranging from coordinating school-wide diversity days, starting diversity clubs and presenting diversity workshops for middle and elementary school students.

SCC provides the rare opportunity to generate dialogue between students from urban, suburban, public and parochial schools. Participants learn about themselves and each other and ultimately learn to take personal responsibility for combating prejudice.



‘Do the Right Thing’ Essay Awards New England

The Golden-Sugihara “Do the Right Thing” Essay Awards, a project of the New England Regional Office, encourages young people in grades 9 through 12 to consider the implications and complications of making difficult moral choices in life. The contest is held in tribute to Chiune Sugihara, the Japanese Consul to Lithuania in 1940, who followed his conscience and made the moral decision to issue visas — without permission from his government — that saved the lives of 6,000 Jews during the Holocaust.



Hate Crimes Alliance San Fernando Valley, CA

Under the leadership of ADL, the San Fernando Valley Hate Crimes Alliance has organized a number of town hall meetings throughout the Valley to address the problem of hate crime.

The Alliance also established subcommittees for each of the five area Los Angeles Police Department stations in the Valley. These subcommittees are comprised of Community-Police Advisory Board members and other community volunteers. Members of the groups have received training from a variety of experts associated with the San Fernando Valley Hate Crimes Alliance, which gives them the background to participate in bureau-wide hate crime educational programs with a variety of business, civic, religious and student groups.

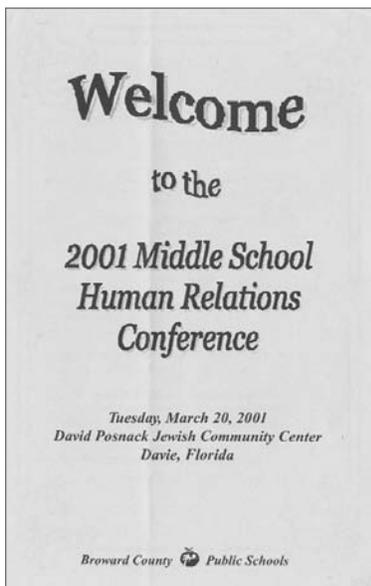
Among the programs developed by the Alliance are:

- **Hate Busters**, a program focused on diversity awareness. Students meet one new person daily for four to six weeks and keep a journal detailing these experiences. To supplement this experience and to add a formal educational basis, they read books emphasizing diversity and meet with a facilitator to assist in the dialogue.

- **Community Billboard Project**, where local elementary students compete in an art project with the theme of diversity. The best entry is selected for display on a billboard, donated by a local business.



Human Relations Councils Broward County, FL



Broward County, Florida, the fifth largest school district in the United States, furthered its commitment to anti-bias education by establishing Human Relations Councils (HRC) in each of the county's middle and high schools. Council members and their advisors meet regularly as an extracurricular group in their respective schools to promote appreciation of cultural diversity and combat bias and prejudice.

Through this partnership with the Broward County School Board Office of Diversity and Cultural Outreach, the Florida ADL Regional Office has provided anti-bias training for the teacher advisors, HRC peer leaders, classroom teachers and parent-teacher advisory councils. The program concludes with a culminating conference for several hundred

representatives from the county's middle schools.

Broward County students come from over 150 countries and speak more than 55 different languages at home. ADL provides School Counselor Workshops for social workers and guidance counselors who serve "English-as-a-second-language" students. ADL professionals provide these counselors with programming that they can implement to help confront the challenge of communicating with students and their parents across cultural barriers. A series of workshops that promotes greater understanding of the nature and breadth of that divide provides tools and strategies for these professionals as they perform their tasks.

Interfaith Youth Leadership Program New England

The New England ADL Region has established an Interfaith Youth Leadership Program that provides an opportunity for Jewish, Christian and Muslim high school students to share and experience the richness of each other's religious traditions. Through monthly dialogues, participants have a chance to build personal relationships with one another, explore interfaith issues, and learn about other religions while deepening an appreciation for their own. The students participate in interactive activities designed to introduce strategies for recognizing and combating bigotry and take part in other youth-oriented ADL events.



Names Can Really Hurt Us Connecticut

Names Can Really Hurt Us is a powerful student-centered assembly program developed by ADL in Connecticut in 1995 in response to educators' requests for a vehicle to teach students respect for differences. The program is designed to provide a safe forum in which students examine difficult issues and effect positive change — in their own behavior and in their school communities.

The *Names Can Really Hurt Us* assembly takes place during one school day. The program features a panel of students from the school who share their personal stories regarding prejudice and name-calling. An ADL moderator leads a question-and-answer session in which audience members are encouraged to share their reactions to the panel, as well as their own stories. This is followed by small-group breakout sessions co-facilitated by team members. The program culminates with small-group representatives sharing "Next Step" ideas with the goal of creating a school community that is welcoming and supportive of all students. A new eight-minute video includes highlights from the assembly and reactions from the student participants.

The goals of the program are:

- To provide a working understanding of prejudice and discrimination and the harm they inflict upon individuals and society.
- To begin to recognize our own and others' biases and to take personal responsibility for combating prejudice and discrimination.
- To challenge the stereotypes and biases which inhibit intergroup understanding.
- To identify factors in the school environment which promote intergroup understanding and break down barriers.
- To work with other students to develop a realistic plan that addresses the diversity needs of the school.

Thanks to the extraordinary success of the *Names Can Really Hurt Us* assembly program, it now has been launched as a national scale.



National Youth Leadership Mission Greater Chicago/Upper Midwest

Originally created by the Greater Chicago/Upper Midwest Regional Office, the annual National Youth Leadership Mission brings 120 diverse teenagers from 10 U.S. cities to Washington, DC, to explore issues of bigotry, hatred and discrimination. Centered around a visit to the United States Holocaust Memorial Museum, the Mission gives students the opportunity to explore the toxic roots of the Holocaust — its foundation in hatred and unchecked bigotry.

The participants take part in A WORLD OF DIFFERENCE® Institute sessions, as well as a debriefing about the Holocaust, facilitated by the Museum staff. The students hear testimony from Holocaust survivors and rescuers. The trip culminates with interactive sessions with public officials and diverse civil rights activists. Based on what they have learned, the students discuss how lessons of the Holocaust can be applied to the present day.

When the students return home, they are presented with the challenge of teaching the value of diversity and confronting prejudice in their respective schools and communities. ADL works with Mission participants throughout the next school year to help equip and support them as they undertake these endeavors.

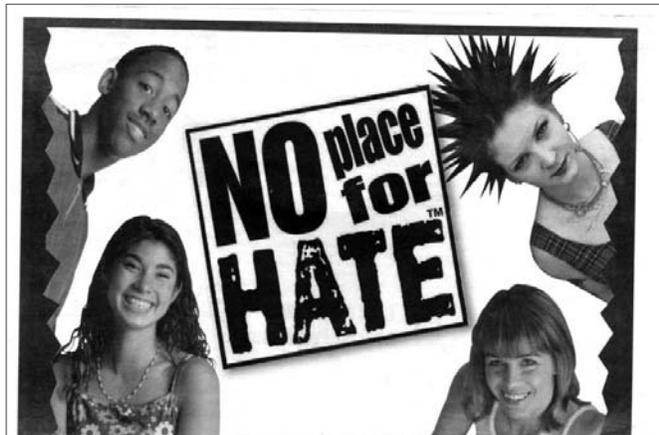


NO PLACE FOR HATE™

Philadelphia

NO PLACE FOR HATE™ is an anti-prejudice campaign sponsored by the Philadelphia Regional Office in partnership with WPVI-TV, Philadelphia Newspapers Inc., and the Free Library of Philadelphia.

A centerpiece of the campaign is the pledge made by each community that enrolls in the program to undertake three anti-bias activities in the neighborhood, campus or township. Other ADL programs have been integrated into the *NO PLACE FOR HATE™* Campaign. These include:



- A Newspaper in Education supplement on anti-bias programs and activities designed for middle schools and high schools. Prepared under a generous grant provided by the Cal and Lucille Rudman Foundation, Philadelphia Newspapers Inc., has published and distributed more than 40,000 copies of the Supplement to a wide range of students in the Philadelphia area.
- A WPVI-TV hosted and produced Television Special broadcast in April 2001 highlighting ADL programs and giving participants an opportunity to discuss and explore some of our most creative approaches to confronting prejudice and bigotry. The station also created and aired hundreds of public service announcements about the campaign.



Prejudice Elimination Workshop Omaha/Plains States

The annual Prejudice Elimination Workshop initiated by the Omaha/Plains States Regional Office involves 350 high school juniors in an educational workshop designed to help participants recognize their own prejudices — and take personal responsibility for combating prejudice and discrimination.

The students represent all areas of the city and attend public, parochial and private schools. Also participating are facilitators representing Omaha businesses and civic and education leaders. The workshop provides a rare opportunity for students to come together to address the harm prejudice and discrimination can inflict upon individuals and society.

Established by a grant from the Justice Department's Bureau of Justice Assistance and co-chaired by the League's Omaha Regional Director, the Hate Crimes Coordinating Council focuses on increasing hate crimes awareness in the criminal justice system and in the community.



Professional Development Institute for Educators and Youth Service Providers Greater Chicago/ Upper Midwest

To assist both elementary and secondary educators, as well as youth service providers in after-school programs, the Greater Chicago/Upper Midwest ADL Regional Office developed an Anti-Bias Study Guide, Secondary and Elementary Level, and a Youth Service Activity Guide. To allow for their optimal use for a wide audience, the Regional Office has hosted Professional Staff Development Training for both audiences, focusing on the guides.

In Chicago and sites in Wisconsin, A WORLD OF DIFFERENCE® Institute trainers lead elementary and secondary educators through an intensive five-day training

program, which explores the nature of prejudice, examines bias in the classroom and school community, and devises and puts into practice effective tools to respond and prevent bias episodes. The program, which runs in the summer in collaboration with a university, offers graduate credit for participants. This foundation of awareness and action helps to prepare teachers to implement the Anti-Bias Study Guide into their existing curriculum.



School District Hate Violence Training

Los Angeles

The Pacific Southwest ADL Regional Office in Los Angeles was awarded a contract to provide full-day workshops for up to 2,500 participants from school districts throughout California on the identification and determination of hate violence on school campuses. This training was mandated by the California Legislature after finding that the number of school-based hate crimes against pupils has increased significantly, resulting in a dramatic impact on the learning environment for all students.

California Assembly Bill 1931, enacted in 2000, mandates the California Department of Education to provide training in identification and response to hate violence on school campuses. In furtherance of this mandate, ADL is working to equip California school district personnel with the tools necessary to ensure consistency in identification of these crimes on school campuses. ADL is providing workshops for up to 2,500 participants for all 1,045 districts in the 11 safe-school training regions in California over a one-year period. Additionally the League has prepared resources for both trainees and trainers that will include detailed information, strategies and practical applications to help participants identify and respond effectively to hate violence on school campuses.



Student Human Relations Conference San Diego, CA

For more than a dozen years, the San Diego ADL Student Human Relations Conference has brought together hundreds of middle and high school students from over 60 schools throughout San Diego County to strengthen intergroup relations and confront bias and prejudice in the community.

The conference began in response to the desecration of a local synagogue by high school students. To positively counteract this act of hate, the League challenged San Diego County high school students not only to address issues of prejudice, bigotry and anti-Semitism in a day-long conference, but to create action plans to combat hate and racism and proactively “make a difference” on their campuses. In interactive small-group discussions, participants clarify specific diversity issues affecting their campuses. Together with their teachers, students then work to devise effective strategies to combat those concerns. Small group discussions are led by A WORLD OF DIFFERENCE® Institute facilitators and student facilitators who have been trained in the A WORLD OF DIFFERENCE® Institute model.



Unity Through Diversity Conference Great Chicago/Upper Midwest

Nearly 1,000 high school teens from Chicago, Southern Wisconsin and Northern Indiana participate in Greater Chicago/Upper Midwest Regional Office's annual Unity Through Diversity Conference. This conference is designed to foster positive intergroup relations among young people and raise their awareness of the dangers of ignorance, prejudice and bigotry. The program is a unique opportunity for teens to meet and network with like-minded peers from diverse background, to discuss the challenges they face in combating hate, and to define themselves as young social activists. To date, nearly 10,000 students have attended this event.

After an opening ceremony, students meet in assigned rooms for half-day A WORLD OF DIFFERENCE® Institute workshops led by an adult facilitator and a peer

trainer. During the workshops, students discuss how prejudice affects them, their friends and family, and the school community at large. Topics include racism, bullying, name-calling, isolation and exclusion. The workshop ends with devising and practicing strategies to confront hate and an award ceremony.



Unity Through Rock 'n' Roll Cleveland, OH

Utilizing the outstanding museum resources in Cleveland, ADL works with the Rock and Roll Hall of Fame to use the cultural and social context of popular music to talk about race and diversity. The recent history of American music lends itself well to a discussion of race in American society. Building on an instant connection with the music, students are engaged in discussions about prejudice and diversity and the impact of both. This program can be duplicated at the many music museums now being developed around the nation.

Youth Congress New England

Youth Congress is a day-long event that brings together 500 New England middle and high school students and faculty to attend workshops and other activities devoted to exploring issues of prejudice, gaining the knowledge and skills to address these issues, and develop action plans to promote prejudice-free inclusive schools and communities.



Youth in Unity New York City

This New York City ADL school-based initiative brings together teenagers from a variety of racial and ethnic backgrounds in an effort to counteract the stereotypes and

myths that may lead young people to racism, anti-Semitism and xenophobia. Since its inception, the goal of the program has been to build a movement of young people committed to supporting and protecting one another across racial, religious and ethnic lines, against hatred and bigotry of all forms.

Youth in Unity, now in its third year, takes young people beyond appreciating the diversity of Manhattan and focuses on the need for unity in the face of prejudice against any group. This community-based program provides teens with opportunities to develop and maintain relationships through working together on projects that are meaningful to them. These projects, developed in part by a teen steering committee, are designed to inform their peer group about ways to end stereotypes, myths and misconceptions by connecting on a personal level.

The first *Youth in Unity* conference, held in April 2000, was attended by more than 100 participants representing several different communities. The program has also hosted three full-day retreats in an effort to help young people explore the significance of alliances and coalitions through specific historical examples.

One example of a community program, *All Hearts Beat with the Same Rhythm*, made possible by a grant from the Joyce Dutka Arts Foundation, was initiated in November 2000. In this program, a group of *Youth in Unity* participants was asked — under the auspices of an experienced musician and educator — to write, produce and perform an interactive show on multicultural themes.



Youth Leadership Mission to Stop Hate Atlanta

The ADL Southeast Region Youth Leadership Mission to Stop Hate is held biennially as part of the Martin Luther King Jr. Holiday celebration. Local student delegates from ADL's annual National Youth Leadership Mission to the United States Holocaust Memorial Museum in Washington, DC, serve as leaders for the program, which centers on a visit to the William Breman Jewish Heritage Museum in Atlanta.

Local schools which sent representatives to the National Youth Leadership Mission send much larger delegations to the local program. Each delegation consists of racially, religiously and ethnically diverse high school students who have demonstrated a commitment to improving intergroup relations.

The purpose of the program is to educate the students about the Holocaust and to prompt an examination of the harmful issues of bigotry and intolerance. The theme throughout the program is "telling our own story." In addition to a tour of the William Breman Jewish Heritage Museum, the agenda includes A WORLD OF DIFFERENCE® Institute experiential activities and a presentation by professional storytellers highlighting stories from diverse cultures that emphasize overcoming hate, treating others with respect, and developing leadership skills. The program concludes with an action-planning component where the students develop ideas to implement in their schools. The overarching goal is to inspire the students to become leaders in their schools and communities in identifying and implementing ways to stop hate before it escalates to the level of vandalism or violence.

How to Reach At-Risk Youth and Juvenile Hate Crime Offenders

The overall objective of the ADL juvenile diversion projects is to change both the attitudes and behavior of youthful hate crime offenders. The programs, which are sometimes court-mandated, combine education, community service, and follow-up work. The ADL Regional Office projects described here aim to sensitize at-risk youth or perpetrators to the impact of their actions on the victims — and to help ensure that they not be repeat offenders.



National Model:

Partners Against Hate



In partnership with the Leadership Conference Education Fund (LCEF) and the Center for the Prevention of Hate Violence (CPHV), ADL has received a multiyear grant jointly funded by the U.S. Department of Justice, Office of Juvenile Justice Delinquency Prevention and the U.S. Department of Education Safe and Drug Free Schools Program to design and implement a program of outreach, public education and training to address youth-initiated hate crime.

The project was developed in an effort to increase awareness of the problem of bias crime, and to share information about promising education and counteraction strategies for the wide range of community-based professionals who work and interact with young people. Another primary goal of the program is to help individuals working with youth to better understand the potential of advanced communications technologies to break down cultural barriers and address bias.

Partners Against Hate employs the strategic use of advanced communications

technologies – namely the Internet – throughout the project, thereby building on existing hate crime prevention programs to make them more interactive, accessible, and sustainable than ever before. In doing this, the program will blend an array of existing organizational resources with new programs and initiatives that will enhance understanding of promising practices to address hate crime in all segments of the community. The *Partners'* extensive network of contacts will allow for the broad distribution of resources and information designed to address hate crime among youth.

Highlights of this project include:

- **Program Activity Guide**, designed to provide parents and educators with the necessary tools to engage in constructive discussions and activities about the causes and effects of prejudice and bias-motivated behavior.
- **Joint hate crimes Web site**, developed and maintained by the *Partners* to house a comprehensive clearinghouse of hate crime-related information, a data base of hate crime statutes from across the country, and counteraction tools.
- **Multidisciplinary Regional Training**, including a comprehensive assessment of regional bias crime problems in a selected location and guidance tailored to the problems on promising and replicable prevention and intervention strategies.
- **Strategy and Program Guide for Peer Leader Programs**, providing parents and families, community members, educators and law enforcement officials with strategies for establishing middle and high school peer leader programs to give students the skills and confidence to become role models in confronting bias-motivated harassment.

More information on this initiative can be found at www.partnersagainsthate.org.



Community Models:

The BRIDGE Program (Bias-Related Incidents Diverted for Greater Equality) Long Island, NY

In response to a dramatic increase in reported bias-related incidents in Nassau County, New York, the ADL Long Island Regional Office developed The BRIDGE, a structured, comprehensive alternative to incarceration and/or university or school suspension. The program is designed to educate, sensitize and involve youthful offenders in the community they had targeted for vandalism and violence in an effort to change attitudes and behavior. The program is based on the belief that some youthful hate crime cases are best addressed without incarceration.

The first segment of the program is an educational and sensitizing component, consisting of 10 two-hour sessions taught by diverse speakers who present information about their own racial, religious, ethnic and sexual orientation groups as well as their personal experiences with prejudice. Some sessions are held in sites reflecting the multicultural nature of Long Island, such as an African-American Museum and a Holocaust Education Center. Other sessions take place in the Nassau County Police Academy to underscore the serious nature of these crimes.

The second segment involves a minimum of 20 hours of community service that sometimes places the offender in the community that was the target of the bias crime. Recognizing the need for proactive, early intervention, The BRIDGE is a program that can be implemented in schools, human service agencies and religious institutions to identify and defuse prejudice and discrimination before they spark criminal conduct.



Eliminate the Hate:
**An Anti-Bias Education Program
for Juvenile Crime Offenders**
Ventura County, CA

In response to a rise in youthful hate crime offenders and organized violence by white supremacist gangs in Ventura County, California, ADL's A WORLD OF DIFFERENCE® Institute of Los Angeles collaborated with the Ventura County Probation Agency and a Juvenile Court Judge to develop *Eliminate the Hate*. This anti-bias education program is geared toward juveniles, aged 14 to 18, in custody at a juvenile detention facility and out-of-custody minors on probation. Some, but not all, are perpetrators of hate crimes.

Created in January 2000, *Eliminate the Hate* is an eight-week anti-bias program to address bias, prejudice and discrimination. Through interactive activities, minors explore self-identity, examine biases, challenge stereotypes and are empowered to become activists for social change.

The program's goals:

- Prevent bias-motivated violence by equipping juveniles, teachers, and parents to productively engage youth around the issues of intergroup hostility, which generates much of the youth violence.
- Provide participants with the knowledge and skills required to intervene positively into situations of bias and hate and to teach the same skills to others.
- Reduce the number of hate crimes and introduce a cycle of trust, respect and cooperation.
- Cooperate with school and community agencies in empowering youth and their communities to carry on the campaign against bias and hate.

Juvenile graduates of the program may self-select to become Peer Trainers, learning how to co-facilitate the program for their peers. The program incorporates a

community and family-outreach partnership through public meetings and discussions on hate crime prevention, identification, and response. To date the program has impacted over 150 minors directly.



Hate Crimes Education Action Committee Orange County, CA

High school students in California's Orange County Alternative, Charter and Correctional Education Schools and Services (ACCESS) are experiencing their last chance in the school system. Previously expelled from the mainstream public schools, they have been placed in the ACCESS schools as a final destination in education. Unfortunately, most ACCESS students are stereotyped with low expectations of success and are perceived to be beyond hate crime education.

The Hate Crime Education Action Committee, made up of ADL, the Orange County Human Relations Commission, the PTA and the Orange County Department of Education, provides workshops and resources to educate ACCESS students on what hate behavior is, how hate impacts their lives, and what they can do as individuals to combat hate in their communities. Through workshops that include self-reflection, examination of the effects of hate, and action planning, students gain a sense of power and control. For the first time, they realize they can have an impact on the level of violence in their community. Student conferences motivate students to examine what they can do individually and collectively in their community to stop hate.



Pathways to Tolerance: Juvenile Intervention and Prevention Program San Diego, CA

Pathways to Tolerance serves adolescents in the San Diego juvenile court system who have committed hate crimes or evidence risk factors for hate-related criminal activity. The program serves at-risk students referred by school administrators.

Destructive youth behavior includes harassment, intimidation, bullying, taunting, graffiti and fighting. Through facilitated group interaction, the program aims to effect a measurable increase in tolerant attitudes and beliefs. Skill-building activities are used to promote the development of conflict resolution, decision making, and critical thinking skills.

Pathways to Tolerance is an intensive 12-session program in which juveniles participate as a condition of their court-ordered probation plan or other mandatory contract or school referral. This collaborative project, initiated by the San Diego ADL, is co-facilitated by select personnel from the San Diego Police Department, the City Attorney's Office, the San Diego Sheriff's Office and the District Attorney's office. Parents are required to attend the initial assessment, a mid-way session, and the graduation.

How to Train Law Enforcement

Building on the League's expertise in monitoring and exposing the activities of organized hate groups and in crafting legal and legislative responses to, ADL has developed a new hate crimes training program for law enforcement professionals. A team of ADL professionals developed a new training manual to help standardize the League's hate crime education initiatives for law enforcement officials. The ADL training seminar offers instruction on the special nature of hate crime, the legal and constitutional framework in which federal and state hate crime statutes operate, and how to perform investigative and enforcement duties in a way that reassures the victims and helps alleviate community tensions and fear.

Depending on the degree of knowledge and prior experience of the law enforcement agency, these programs can last anywhere from two hours to a full day or day and a half — and can be certified by the appropriate state law enforcement standards and training agency (POST). Program elements include:

- Understanding the importance of hate crimes training
- Defining key terms
- Organized hate groups — signs and symbols
- Perpetrator profiles
- Elements of a hate crime
- Criteria for determining a hate crime
- The impact of hate crimes on the community
- Initial response procedures
- Addressing the special needs of hate crime victims
- Interviewing procedures
- Reporting procedures
- Community relations resources
- Investigative strategies
- Common investigative/procedural mistakes
- Scenarios and role playing

ADL has also developed a new hate crime training video, "Arresting Hate," created to assist ADL staff and trainers working with law enforcement personnel to better understand the nature of hate crime and develop effective strategies to address these

crimes. The video contains five scenarios depicting the special impact of hate crime designed to elicit discussion on appropriate techniques to investigate and respond to these crimes.

Many ADL professionals have also lectured and developed courses at law enforcement training academies on such topics as organized hate groups and the impact of stereotyping, racism, and anti-Semitism. In addition, ADL professionals have helped craft hate crime policies and procedures and memoranda of understanding for school districts.

More information on this training initiative can be found at www.adl.org/learn



National Models:

Anti-Bias Training

The unique role of law enforcement officials in any community makes cross-cultural understanding imperative. In addition to the need to ensure officer-to-officer sensitivity, to accurately represent its constituents, law enforcement officials need understanding, respect, and a willingness to communicate with all segments of the population. If members of the community feel that their own concerns are not understood, their confidence in law enforcement personnel to meet these needs may be severely diminished. Unfortunately, this can adversely impact on cooperation for reporting crimes and providing information vital to solving crimes.

To assist law enforcement professionals in meeting these challenges, ADL has created a specialized training program. Designed by human relations specialists with extensive training experience, the program helps civilian and law enforcement personnel to:

- Critically examine stereotypes and cultural assumptions that are often held by the community and by the law enforcement professionals who serve the community.
- Examine ways participants perceive others, how others perceive them, and how

this impacts officer effectiveness and, ultimately, officer safety.

- Observe and experience cultural differences, to increase awareness of attitudes and behaviors, and to appreciate the commonalities that exist across diverse cultures.
- Discuss the negative effects of prejudice and discrimination and thereby become empowered to confront these divisive issues.
- Examine how diversity skills directly affect law enforcement work, including its relationship to hate crime investigations.
- Create a situation that will reinforce the concepts of team building.
- Turn knowledge into usable skills for serving a diverse community.

ADL professionals have delivered anti-bias workshops for the Federal Bureau of Investigation (FBI), the Drug Enforcement Agency (DEA), the Los Angeles Sheriff's Department, New York State Police, the Houston Police Department, and many other local police departments across the United States.

More information on this training initiative can be found at www.adl.org/learn



Extremism Training

Another critical component of the League's hate group counteraction strategy is our relationship with law enforcement agencies across the country. ADL Fact Finding, Research, and Legal Affairs professionals have recently created a new training manual on extremism for the law enforcement community. The training initiative is comprised of flexible blocks of instruction from which ADL staff members can assemble the most relevant and complete training presentation suitable to the specific audience. The training sessions can be combined and integrated with other ADL law enforcement hate crime and anti-bias training.

Program elements include:

- Hate Group Overview
- Anti-Government Movement Overview
- Extremism on the Internet
- Officer Safety Issues
- Legal Issues

In association with the Federal Bureau of Investigation, the League organized a May 2002 conference, “Extremist And Terrorist Threats: Protecting America After 9/11,” for more than 500 representatives of federal, state and local law enforcement agencies from every region in the country — including participants in the FBI’s elite National Academy. National Academy participants are command-level law enforcement officials from across the country who come to the Bureau’s Training Academy in Quantico, Virginia, for an 11-week intensive training on a wide range of topics. The conference included presentations on extremist groups, investigative techniques, counterterrorism strategies, domestic security and threat assessment.



More information on this training initiative can be found at www.adl.org/learn



Hate Crime Response Cards

In an effort to assist law enforcement officials to help victims of hate crimes and to solve these crimes, ADL has developed and distributed laminated hate crime response cards which have been distributed throughout the country to investigating officers.

Similar in concept to Miranda warning reminders, the cards are small enough to allow investigators to carry them at all times. The cards provide the specific state hate

crime definition and cite factors to be considered while investigating the scene of the crime, including the presence of signs or symbols indicating that the crime was motivated by hate and evidence that the crime was committed by an organized hate group.

The cards advise police to photograph any graffiti on the scene, and to be aware of significant dates — such as Cinco de Mayo and Yom Kippur. The cards also provide helpful strategies to both minimize trauma to the victim and to get the most accurate account of the crime. They remind law enforcement officials to interview the victim in private, away from public scrutiny, and reinforce the fact that hate crime victims may be reluctant to cooperate for fear of retaliation, cultural or language barriers, or fear of being ostracized.

One of the largest distributions took place in Boston where the New England Regional Office supervised the distribution of thousands of cards at police roll calls throughout the state. In December 2000, officers from almost 200 police departments from across the state received briefings on hate crimes. In 30 of these departments, ADL experts attended the roll call and spoke. The Massachusetts Police Chiefs Association, the Executive Office of Public Safety, and the Governor's Task Force on hate crimes have enthusiastically approved and distributed the cards.

The League's Houston/Southwest Region, in cooperation with ADL's Dallas/North Texas/Oklahoma Region, developed and distributed thousands of its own pocket-sized cards which include relevant definitions and indicators specific to the Texas hate crime statute.

Across the country, the cards have played a significant role in sending a message to law enforcement officers on the importance of hate crime detection and investigation, as well as sensitizing them to the needs of the victims. To date, more than 80,000 cards have been distributed across the nation.



Hate Crimes Training

Building on the League's expertise in monitoring and exposing the activities of organized hate groups and in crafting legal and legislative responses to hate crime, ADL has developed a new hate crimes training program for law enforcement professionals. A team of ADL professionals developed a new training manual to help standardize the League's hate crime education initiatives for law enforcement officials. The ADL training seminar offers instruction on the special nature of hate crime, the legal and constitutional framework in which federal and state hate crime statutes operate, and how to perform investigative and enforcement duties in a way that reassures the victims and helps alleviate community tensions and fear.

Depending on the degree of knowledge and prior experience of the law enforcement agency, these programs can last anywhere from two hours to a full day or day and a half — and can be certified by the appropriate state law enforcement standards and training agency (POST). Program elements include:

- Understanding the importance of hate crimes training
- Defining key terms
- Organized hate groups — signs and symbols
- Perpetrator profiles
- Elements of a hate crime
- Criteria for determining a hate crime
- The impact of hate crimes on the community
- Initial response procedures
- Addressing the special needs of hate crime victims
- Interviewing procedures
- Reporting procedures
- Community relations resources
- Investigative strategies
- Common investigative/procedural mistakes
- Scenarios and role playing

ADL has also developed a new hate crime training video, "Arresting Hate," created to assist ADL staff and trainers working with law enforcement personnel to better understand the nature of hate crime and develop effective strategies to address these crimes. The video contains five scenarios depicting the special impact of hate crime

designed to elicit discussion on appropriate techniques to investigate and respond to these crimes.

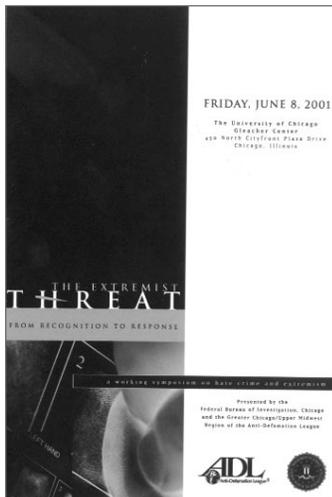
Many ADL professionals have also lectured and developed courses at law enforcement training academies on such topics as organized hate groups and the impact of stereotyping, racism, and anti-Semitism. In addition, ADL professionals have helped craft hate crime policies and procedures and memoranda of understanding for school districts.

More information on this training initiative can be found at www.adl.org/learn



Community Models:

ADL/FBI Symposiums Greater Chicago/Upper Midwest



In response to the resurgence of hate-inspired violence in the late 1990's that deeply affected the Midwest along with the entire nation, the ADL Greater Chicago/Upper Midwest Regional Office and the Federal Bureau of Investigation have collaborated on a series of educational programs for the Chicago community.

In November 1999, ADL and the FBI hosted a joint conference, *From Crisis to Collaboration: A Working Symposium on Hate Crime and Extremism*. This event assembled over 150 law enforcement agents and community leaders from the Chicago region for a day of plenary sessions and instructional workshops, which focused on developments in extremist operations, tactics and activities.

In June 2001, another FBI/ADL seminar, *The Extremist Threat: From Recognition to Response*, brought together 100 law enforcement agents from the Chicago area. The

conference focused on identifying potentially violent extremist groups, law enforcement and community techniques for responding to hate crime offenders and their victims, and conducting effective investigations for hate crime prosecutors.

Guest speakers and panelists for both symposiums included many of America's preeminent scholars and authorities on hate crime and extremism.



A Prosecutor's Guide to Hate Crime Greater Chicago/Upper Midwest

Conceived and developed by a consortium of experts, including professionals from the ADL Greater Chicago/Upper Midwest Regional Office, the U.S. Department of Justice and the Illinois Criminal Justice Information Authority, a multichapter handbook, *A Prosecutor's Guide to Hate Crime*, prepared by the Cook County State's Attorney's Office, provides Illinois state prosecutors with a comprehensive and systematic approach to understanding and prosecuting hate crimes.

The handbook guides prosecutors through the various stages of a hate crime case. Beginning with background on the Illinois hate crime statute and precedents upon which it is based, the handbook describes specific office and pretrial procedures and possible courtroom strategies — including anticipated defense motions, mixed motive cases, witness preparation, and selection of an impartial jury.

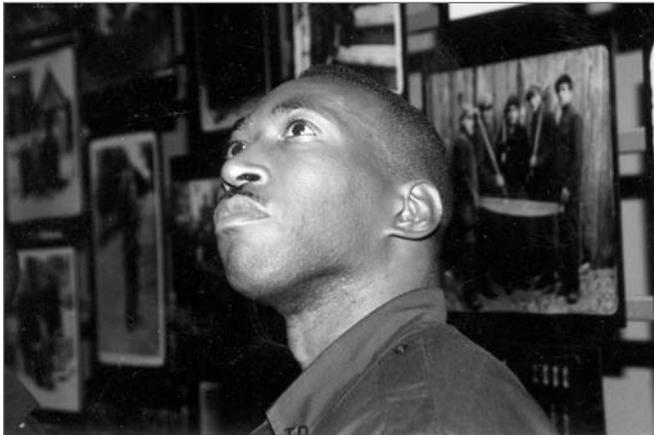
Due to the high profile nature of hate crime, one chapter of the guide is devoted to community relations strategies. Although hate crime victims are generally individuals or a family, incidents of bias reverberate throughout the victim's community. Sensitizing prosecutors to the concerns of these secondary victims, the guide also offers advice for assisting them. In addition, the guide seeks to properly equip prosecutors to respond to media inquiries without jeopardizing the case or alienating the victim.

The guide also provides a list of community-based advocacy organizations that are available to assist prosecutors, aid victims and calm concerns within diverse

communities. The Cook County handbook served as the model for a new desk book, *A Local Prosecutors Guide for Responding to Hate Crimes*," prepared by the National District Attorneys Association's research arm, the American Prosecutors Research Institute (APRI), with significant assistance from ADL professionals.



Holocaust Education Program DC/Maryland/Northern Virginia



Law Enforcement officers visit the United States Holocaust Museum in Washington, DC, to gain understanding of the implications of the Holocaust in today's police work.

In June 1998, following a visit to the United States Holocaust Memorial Museum hosted by the DC/Maryland/Northern Virginia ADL Regional Office, Washington, DC, Police Chief Charles H. Ramsey asked the League and Museum staff to develop a program for police recruits that would incorporate a visit to the Museum and a facilitated discussion of the implications of the Holocaust for law enforcement officials today. The program was formally

launched in January 1999 and since then has trained more than 8,000 law enforcement officers from local, state and federal agencies. Chief Ramsey received the International Association of Chiefs of Police 2001 Civil Rights Award for his leadership in establishing this training partnership.

Lessons from the Holocaust: Implications for Law Enforcement Professionals is a joint program which consists of a full-day of training within existing in-service training requirements on community policing for veteran officers. The program is run by a committee of experts from both ADL and the Museum. The primary goals of this program are:

- To increase understanding of the relationship between police and the people they serve and help them recognize their roles as protectors of individual rights.
- To increase understanding of implications of the Holocaust for law enforcement officials today.
- To underscore law enforcement's role and responsibilities in protecting the civil liberties of American citizens and defending the U.S. Constitution, in combating hate crimes, hate groups, and extremism, and in confronting prejudice and stereotyping.

The core components of the curriculum include a guided tour of the Museum's Permanent Exhibition, an interactive discussion led by museum educators and historians on the abuse of power under the Nazis and the role of police within the Nazi regime, and an interactive examination of the implications of the Holocaust for police today led by ADL professionals.

Through a graphic depiction of the events of the Holocaust, including the role of state and Nazi party police officers, the training session examines the responsibilities of American law enforcement professionals and contrasts their duties and roles with those of police under Nazi rule. Additionally they explore the connection between personal values, the values of law enforcement as a profession, and the principles and values of American democracy.

This program is now being used to train recruits, commanders, and veteran officers for nine federal, state and local police agencies within the greater Washington, DC, region — including every new FBI recruit.

Law Enforcement Consortium Michigan

ADL's Law Enforcement Consortium, initiated by the Michigan Regional Office, has been in existence for over a decade and currently includes more than 200 law enforcement officers and officials from local, state and federal agencies from across

Michigan. Meetings provide an opportunity to discuss extremist organizations and activities, while giving Consortium members access to ADL's latest research and reports. Regular mailings from ADL to Consortium members alert them to upcoming extremist activities, such as an American Nazi Party literature blitz or a white power concert. The Consortium also allows law enforcement officers to network with other officers and exchange information.

Membership is open to any officer or administrator based in Michigan. Meetings generally include a presentation or guest speaker related to extremist activity, such as Hate on the Internet or White Supremacy and Outlaw Biker Clubs, as well as a briefing and discussion of local activity.

How to Combat Bigotry on College Campuses

Young people are both the victims and the perpetrators of hate crimes and violence that are escalating on university and college campuses. According to a 2000 study by the Education Testing Service, college and university campuses will become more diverse as the 21st century unfolds, thereby heightening the need to provide anti-bias initiatives.

The Anti-Defamation League's Department of Campus/Higher Education Affairs and Programs has developed a series of programs and materials that are specifically designed for the college and university community, including a broad variety of programming to tackle anti-Semitism, anti-Zionism, and Holocaust denial on campus.



National Models:

A CAMPUS OF DIFFERENCE™

This training program is designed for campus leaders who are actively involved in promoting appreciation of cultural diversity and combating biased behavior on campus. A CAMPUS OF DIFFERENCE™ has been successfully used for student leadership training programs, training Resident Assistants, new student orientation programs, and faculty/staff development workshops. Over 135 colleges and universities have hosted these programs to help foster cohesiveness on their campuses, while more than 400 others have used ADL anti-bias educational materials for the same purpose.

In addition to the CAMPUS OF DIFFERENCE™ programs, the A WORLD OF DIFFERENCE® Institute offers other initiatives to meet the needs of college and university students. *Culture Shock* is designed to assist international students, who, separated from people and circumstances that define his or her role in society, may experience varying degrees of loss of identity. This specific program helps both international and American students to understand the impact of entering a new culture as well as developing proactive and effective steps to create a more inclusive campus environment.

The League also offers a wide array of campus publications, print materials and audiovisual resources to help students grapple and react to anti-Semitism and racism on campus, and promote the value of multicultural education, including a campus newsletter and the Campus Kit: *Countering Anti-Semitism, Racism and Extremist Propaganda*, an information packet which includes strategies to handle harassment, threats, and vandalism.



How to Combat Hate Crimes in College Dormitories: An ADL Model Response

As universities across the country experience dramatic changes relating to demographic shifts in the U.S. population, various ethnic, religious and gender-based issues and interests gain visibility in the campus community. The growing diversity of beliefs and backgrounds on campus poses a new challenge to college administrators: how to cultivate respect among the diverse student population.

For the past five years, ADL's A WORLD OF DIFFERENCE® Institute has presented a program to residential life staff at Northwestern University entitled, "Creating a Peaceable Community: Responding to Hate Crimes and Bias Incidents on the College Campus." Beginning with the legal definition of hate crime, A WORLD OF DIFFERENCE® Institute facilitators help participants gain a better understanding of the types of bias-motivated activity which may occur and how unrelated individual incidents can quickly escalate into a serious problem. Using scenarios dealing with incidents of racism, anti-Semitism, homophobia and sexism on campus, participants work in small groups to identify and develop effective responses. The groups then create strategic action plans to help prevent hate crimes and bias incidents. Finally, participants develop a support and resource group among fellow staff for resolving conflicts.



How to Combat Hate Crime on Campuses

ADL has joined forces with the Association of College Unions International (ACUI) to combat the problem of hate crimes on American college and university campuses. Drawing on ADL's expertise in diversity and anti-bias education, and the ACUI's expertise on campus life, the program provides:

- A multiday train-the-trainers program at ACUI's national conferences, resulting in trained facilitators being available across the United States.
- A continuing series of training programs, including student leadership programs and other institutionally sanctioned training programs.
- The creation of resource materials for inclusion in the training programs, as well as for use in other programs conducted by local campus resources.
- Mini-workshops offered at national and local conferences of higher education associations.



Campus Journalism Programs

ADL provides assistance to student-run campus publications to counter bigoted and anti-Semitic materials, which have appeared in some campus newspapers. Through The Albert Finkelstein Memorial Study Mission to Poland and Israel for Campus Newspaper Editors, 15-20 campus newspaper student editors travel to Poland and Israel each year to visit historic and religious sites, and learn about current problems and contemporary achievements. This allows participants to gain a better understanding of modern Jewish history and a new perspective on the struggle for peace on the Middle East.

ADL also annually presents the Bess Myerson Campus Journalism Awards, cash prizes to campus journalists for excellence in reporting and commentary on intergroup relations.



How to Combat Bigotry and Anti-Semitism on Campus

Programs designed to empower students to learn strategies for confronting bias and issues of anti-Semitism on campus center around workshops that include the following:

- **Preparing for the Challenge of Anti-Semitism** enables students to explore various ways to respond to anti-Semitism through role playing and interactive discussions.
- **Responding to Hate Crimes on Campus** invites individuals from different races, religions, and cultures to come together to discuss what constitutes a hate crime and how students, faculty and staff can respond.
- **Blacks and Jews in Conversation** brings Black and Jewish judges of the New York State Appellate and Supreme Courts to campuses for joint appearances to discuss Black/Jewish relations and the struggle against bigotry at a variety of schools.



The Samuel and Mildred Levine Institute to Combat Bigotry on Campus

The Samuel and Mildred Levine Institute to Combat Bigotry on Campus plays a multifaceted role on campuses by providing programs and services to Student Activities Departments, Programming Boards, Hillel Foundations, Student Government Associations and other segments of the university community. Resources include: assisting with the aftermath of serious incidents on campus, information for campus law enforcement in dealing with hate crime, and making available research and audiovisual materials and documented reports detailing background and operations of extremist speakers speaking on campus.



How to Combat Prejudice in the Community

National Models:

Climate of Trust

Central Pacific

Along with the Bay Area Council for Jewish Rescue and Renewal and the San Francisco Police Department, the Central Pacific ADL Region has organized a collaborative exchange through which Russian and American human rights advocates, government officials and law enforcement officers can share perspectives and experiences in addressing racial and ethnic intolerance. Recognizing Russia's long history of xenophobia and anti-Semitism, this program seeks to identify individuals who are committed to building a civil and tolerant society, giving them the tools necessary to support these efforts.

ADL hosted a group of 13 top law enforcement and civic leaders from Northwest Russia for the inaugural *Climate of Trust* program. Attendees, including law professors, civil rights leaders, educators and police officials, traveled to San Francisco to learn about the impact of hate crime and effective programs to address these crimes and assist their victims. The project continued when a group of 12 representatives from the United States spent a week in Russia to help authorities there better respond to hate crimes. They met with law enforcement officials, government leaders and attorneys in an effort to lay the groundwork for hate crimes training to be integrated into the national police curriculum in Russia and to introduce "ombudsman" positions into Russian police forces to facilitate better community relations and reduce ethnic conflicts.



How to Create a ‘Hate-Free Zone’ Greater Chicago/Upper Midwest

HATEFREEZONE

In conjunction with the Illinois Governor’s Commission on Discrimination and Hate Crimes and Chicago Creative Partnership, the Greater Chicago/Upper Midwest ADL

Regional Office has initiated an innovative public awareness campaign to combat hate and bias-related crimes. The focal point of the campaign, “Hate-Free Zone” public service announcements, began airing last year on television stations throughout Illinois.

The spots conclude with an “800” number that citizens throughout the state can call in order to begin to create their own “Hate-Free Zones” that can take the form of town hall meetings, community relations commissions or literally “wrapping” buildings such as schools, recreation centers, and houses of worship in bright “Hate-Free Zone” tape. Callers receive other materials such as lapel pins, bumper stickers, a swatch of “Hate-Free Zone” tape, a listing of community-based organizations throughout Illinois, and information on how to begin to combat prejudice.



Interfaith Community Seders New England

Interfaith Community Seders are hosted annually by the New England ADL Regional Office for standing-room-only crowds. With support from a diverse group of community organizations, ADL attracts people of all colors and faiths to four separate interfaith Seders each year. These popular events, including the Black/Jewish, Catholic/Jewish, North Shore Interfaith and South Shore Interfaith Seders, erect strong ties between diverse communities, while fortifying bridges that have already been built. This kind of proactive effort to create familiarity and mutual respect between communities helps establish alliances that can prevent hate crimes and facilitate a rapid community response in the aftermath of a hate incident.



No Place for Hate™
New England

The New England ADL created No Place for Hate™ (NPFH), in partnership with the Massachusetts Municipal Association, to empower communities to proactively recognize issues of diversity, to engage residents in building intergroup understanding and respect, and to prevent acts of bigotry, hate crimes and civil rights violations.

Fifty-four communities are current participants; 16 communities have been officially certified for the program; 11 communities have received NPFH™ Matching Grants, and there is a waiting list to join the program.

The designation of “certified” is bestowed upon municipalities that make a commitment to create welcoming and inclusive environments, while engaging residents in at least three new programs created to facilitate intergroup dialogue and inhibit tensions and hate crimes. Local NPFH™ initiatives have included: diversity training for all town employees, A WORLD OF DIFFERENCE® Institute Peer Training in schools, interfaith community partnerships, and establishment of permanent NPFH™ committees.

No Place For Hate™ is underwritten by the Maxwell V. Blum Family, sponsored by Blue Cross Blue Shield of Massachusetts, and supported by Shaw’s Supermarkets. By taking part in this statewide campaign, municipalities help to set a standard of respect for diversity and anti-bias efforts across the Commonwealth.



How to Build Police-Community Partnerships

ADL Regional Offices across the country have helped coordinate efforts to establish local bias crime task forces and community networks against hate crime. These coalitions, sometimes created in conjunction with the office of the district's U.S. Attorney, provide an opportunity for representatives of law enforcement agencies and community groups to meet regularly to discuss local trends and preventative strategies. The goal is to improve the response of victim advocates and the criminal justice system to hate crime.



National Model:

Bias Crimes Task Force

The DC Bias Crimes Task Force, a partnership between community groups and law enforcement was founded in February, 1996 to combat hate crimes and increase public awareness about bias-motivated crimes in the nation's capital. ADL's Washington D.C./Maryland/Northern Virginia Regional Office was one of the founding members of the Task Force — a partnership between of police, prosecutors, and community organizations representing the African-American, Asian-American, Gay and Lesbian, Hispanic, and Jewish communities.

The Task Force served as the model for the establishment of hate crime working groups created by U.S. Attorneys across the country. In conjunction with the DC U.S. Attorney's office, Task Force members have trained Metropolitan Police Department officers to identify hate crimes and process them efficiently.



Community Models:

Hate Crime Network

Santa Barbara, CA

ADL was a founding member of the Santa Barbara (CA) County Hate Crime Network, established in October 1998 by the County Human Relations Commission. At monthly meetings, representatives from law enforcement, educational institutions and community and religious groups share information about incidents of hate/bias, explore collaborative responses to such incidents, develop methods and reporting protocols to increase victim disclosure of hate incidents, and build trust and communications among and between the participating organizations.



Hate Crimes Coordinating Council

Omaha

Established by a grant from the Justice Department's Bureau of Justice Assistance and co-chaired by the League's Omaha Regional Director, the hate crimes Coordinating Council focuses on increasing Hate Crimes awareness in the criminal justice system and in the community.



The Hate Crimes Prosecution Council

Greater Chicago/Upper Midwest

The Hate Crimes Prosecution Council (HCPC) was organized under the auspices of the Cook County State's Attorney, with the assistance of the Greater Chicago/Upper Midwest ADL Regional Office.. In concert with a variety of community and advocacy groups, the HCPC deals proactively and responsively to the problem of hate crime in the Chicago community.

First and foremost, the HCPC is primarily a policy and planning council, led by the Cook County State's Attorney. It provides an opportunity for organizations, advocacy agencies, and concerned citizens to help craft preventative strategies to address hate crime throughout the city.

HCPC members also analyze legal and constitutional issues relating to hate crime in Illinois. Through the review of reported hate crime statistics, the Council assesses problems at both the state and county level. Drawing on the expertise and experience of HCPC participants, hate crime classifications are debated, methods of reporting are discussed, and police investigative and charging procedures are examined in an effort to devise more effective means of tracking and combating hate crime. HCPC also analyzes prosecutorial strategies, evaluates the effectiveness of existing Illinois hate crime statutes, and makes policy recommendation for the future.



Hate Crimes Registry

San Diego, CA

The ADL San Diego ADL Hate Crime Registry project is designed to “collect, analyze, and make available hate crime and bias-motivated data on a county-wide basis.” Under a Memorandum of Understanding with law enforcement agencies throughout the county, a team of volunteers mobilized by ADL, but including representatives from police departments, the San Diego District Attorney's Office, the Human Relations Commission, and other community groups, studied hundreds of police crime reports to analyze the prevalence of hate crime in the region.

The Registry's January 1997 report, hate crimes: *Hate Crimes: A Report to the People of San Diego County, 1992-1995*, is one of the most complete and statistically accurate records of hate crimes produced across the U.S. Offering perspective and credibility, and highlighting trends, the report is an invaluable resource to law enforcement agents, educators, researchers, and the media.. The Registry's database includes information on perpetrators and their victims, the levels of violence, and the number of incidents in which there was an arrest. Plans for the future include creating

profiles of both perpetrators and victims and a new report which will analyze hate crimes in San Diego over a 10-year period. This report is expected to give a more complete picture of hate crimes committed in San Diego County and shed light on different strategies to confront this problem. This report and all back issues will be displayed on the San Diego ADL Office's Web site.



Hate Crimes Task Force Northern Nevada

In response to two violent attacks on a synagogue in Reno, Nevada, the San Francisco ADL Office established a Northern Nevada Hate Crimes Task Force. The announcement of the creation of the task force was made at a press conference in response to a violent crime that took place outside a Muslim mosque in Sparks, Nevada.

The Task Force is comprised of more than 25 different police agencies, community groups, governmental bodies and advocacy organizations. The group has developed an agenda of initial projects aimed at combating hate crime: to develop and implement programs that teach tolerance and respect for diversity, to educate community members about the impact of hate crime, to help network law enforcement officials to more efficiently combat hate crime and to respond to hate crimes as a unified community.

The Task Force hopes to expand beyond Reno to encompass all of Northern Nevada. Eventually the Task Force hopes to engage in lobbying issues related to hate crimes, and to bring training about hate crimes and the special impact of hate crime throughout Northern Nevada.



Human Relations Commission Network Against Hate Crime Los Angeles

ADL was a founding member of the the Los Angeles County Human Relations Commission Network Against Hate Crime, which was established as a coalition of 70 law enforcement and community-based organizations, including the FBI, police departments, the Sheriff's office, the District Attorney, the City Attorney, and religious, racial, gay and lesbian, and ethnic organizations.

The Network shares information and strategies to improve response to hate crime and to provide a central address for training initiatives in the community. The group has met monthly to discuss the handling of specific incidents and successful responses and has sponsored several conferences on such topics as victim support and perpetrator profiling.

The Network also created a "crisis response team" designed to immediately react to a reported hate crime and to help ensure an effective response and a full investigation. The presence of Network members also helps reassure the victim and the victim's community and provides community support.



Police Commission Hate Crime Task Force Los Angeles

ADL representatives play a key role on the Los Angeles Police Commission Hate Crime Task Force, which is composed of officials from the Los Angeles School Police, the LA Housing Authority Police, the LA County Sheriff's Department, as well as prosecutors from the offices of the District Attorney, the City Attorney, and the local U.S. Attorney. Over the past three years, the Task Force has revamped LAPD hate crime policy and the training that recruits receive in the Police Academy.

How to Counteract Prejudice and Violent Bigotry Hate Crimes in the Military

National Model:

ADL Training

Two African Americans were murdered in Fayetteville, North Carolina, in December 1995, by two white soldiers stationed at nearby Fort Bragg who were involved in neo-Nazi skinhead activities. This crime highlighted the danger posed by extremists in the military. In the wake of these murders, the Army established a Task Force on Extremist Activities, which conducted extensive interviews and surveyed thousands of soldiers and released its report in March 1996.

ADL representatives meet regularly with Army investigators, sharing materials on hate groups and effective response to hate crime. ADL has encouraged all service branches to revise and strengthen their policies on hate group activity and recruitment in the military. Even if hate group members in the military are few in number, the access they have to weapons, explosives, and training make them a potentially significant threat to society. In addition, the presence of haters and extremists in the military poses a threat to good order in the ranks.

In 1997, Congress required each service branch to conduct “ongoing programs for human relations training for all members of the Armed Forces” and required an annual survey to measure the state of racial, ethnic, and gender discrimination in the military — as well as the extent of hate group activity.

ADL representatives continue to make presentations on diversity issues and hate groups to inspectors investigating extremist influences in the service branches in order to prepare them to do workshops on their own. Professionals from ADL’s A WORLD OF DIFFERENCE® Institute and several ADL Regional Offices have also conducted diversity training seminars at bases around the country. Typically, these training seminars have included discussions on identity and culture.

Community Model:

Hate Crimes Management/ Extremist Group Identification Las Vegas

The ADL Las Vegas Regional Office in Las Vegas, one of the newest regions in the country, has made a concerted outreach effort to local military bases to launch extremist and hate crime training sessions.

ADL has reached all commanders, training personnel, and base security officers at Nellis Air Force Base with lessons in hate crime management and response as well as extremist group identification and local activity. ADL received a commendation from the base commander for the benefits derived from the training.



How to Work With Victims

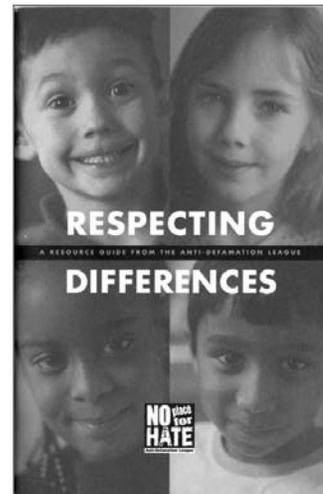
Community Models:

Respecting Differences Houston/Southwest Region Houston, TX

In the aftermath of the brutal bias-motivated murder of James Byrd Jr. in July 1998 in Jasper, Texas, the ADL Southwest Region in Houston has made hate crime victim assistance efforts an ongoing priority.

ADL staff has played a pivotal role — assisting the Byrd family, planning and participating in community vigils and programs against hate, educating the media about the nature of hate crime, and leading the successful advocacy efforts to strengthen and expand the Texas hate crime statute. Since the September 11, 2001, terrorist attacks, the office has helped coordinate the community response to hate violence directed at Arab, Middle Eastern, Muslim and South Asian individuals.

In shaping local implementation of the agency's *No Place For Hate™* campaign, ADL created a resource guide entitled *Respecting Differences*, designed to give educators, clergy, employers, and community leaders necessary tools to understand the special nature of hate crime and introduce effective programs to confront the problem. In association with the Houston Young Lawyers Association and an array of local legal organizations, the office organized a hate crime training seminar for area prosecutors and continues to work closely with other area law enforcement agencies by providing training and resource materials.





Victim Assistance Program San Diego, CA

The San Diego ADL Regional Office and the San Diego Police Department have collaborated in the development of the Hate Crime Victim Assistance Program, which is designed to increase understanding and awareness of the severe impact hate crimes have on society.

The program documents the quality of the investigative process as well as the victim's perceptions from the initial report to the final resolution of the incident. The goal of the Victim Assistance Program is to assist victims of hate crimes by providing immediate follow-up services and support to the victim and the community and to diminish the terror, vulnerability, and isolation that hate criminals seek to create.

The director of the program is a San Diego Police Detective who has worked out of the ADL Regional Office, thereby helping to build bridges between the police and community-based organizations.



Resources

The ADL Audit of Anti-Semitic Incidents

The *ADL Audit of Anti-Semitic Incidents* is an annual account of overt acts or expressions of anti-Jewish bigotry and hostility. The *Audit*, created by the League in 1979 as one barometer of anti-Semitism in America, is compiled based on information reported to the League's offices across the country. Through publication of the *Audit*, ADL has become recognized as the repository of information on anti-Semitic incidents in the Jewish community — and ADL professionals have become experts in helping to address the emotional impact of these incidents on victims. In addition, the *Audit* helps League analysts gain insights on the nature and magnitude of the problem of anti-Semitism in America.

By counting every reported act of anti-Jewish harassment, violence, and vandalism (many of which are not crimes), the League also helps ensure that these acts are treated seriously. ADL Regional Offices work with civic leaders and law enforcement officials to ensure an effective response to each and every one of these incidents — one that is both tough on hate crime perpetrators and sensitive to the special needs of hate crime victims.

Based on the League's experience with the *Audit*, ADL spearheaded efforts in support of the hate crime Statistics Act (HCSA), the FBI's national Hate Crime data collection initiative. Since its enactment in 1990, the League has played a national leadership role in promoting effective implementation of the Act. ADL and other groups with expertise in analyzing and responding to hate crime have participated in a number of these training seminars for state and local law enforcement authorities on how to identify, report, and respond to hate crimes.

The annual *Audit of Anti-Semitic Incidents* is available at the League's Web site, www.adl.org.



ADL Fact Finding and Research

ADL investigates anti-Semitic, racist and anti-government extremist organizations that threaten racial and religious groups and democratic institutions. The League takes seriously the lessons of history that we must be vigilant concerning threats to our security. Over the years, ADL has developed the resources needed to alert the Jewish community and all Americans to both domestic and international threats to their lives and well-being. The League's refined techniques to track and expose extremists are especially important in the aftermath of the September 11 terrorist attacks.

At the core of the agency's combat against bigotry and enemies of American democratic values are the League's Fact Finding and Research Departments in its national headquarters in New York, as well as the investigative researchers in the field. ADL collects and processes a vast amount of information on racists and anti-Semites by monitoring public events, analyzing both mainstream and extremist publications, and maintaining a library of news files and materials about extremist organizations. The League also closely tracks extremist use of the Internet — a growing propaganda and communications tool for these individuals and organizations.

Focusing public attention on such extremists and exposing their connections and objectives are important steps in the effort to encourage public rejection of their bigotry and hatred — and to counter their activities. Over the last 10 years alone, ADL has published dozens of books, reports, newsletters and periodicals on extremist groups and individuals of the far right and far left. Journalists and law enforcement officials have come to rely on ADL for accurate, authoritative information on terrorists, hate groups, white supremacists, anti-Semites and others who threaten to undo the rights and freedoms Americans enjoy.

The League's most recent comprehensive report, *Extremism in America*, has been published in both printed and CD-ROM format. This new resource is the only continually updated, fully searchable encyclopedia of contemporary American extremism. It contains detailed overviews of the most significant individuals, groups and movements — ranging from violent white supremacist prison gangs, to neo-Nazi organizations like the National Alliance and World Church of the Creator, to militant anti-government "patriots." The CD-ROM links to updates on ADL's Web site and also to the League's Law Enforcement Agency Resource Network (LEARN) Web site for additional resources of specific relevance for law enforcement.



ADL Model

Hate Crime Penalty-Enhancement Statutes: A Message to Victims and Perpetrators

Recognizing that laws shape attitudes, as well as behavior, ADL has played a lead role in promoting the enactment and enforcement of federal and state laws to address violent bigotry and counter extremism. First drafted in 1981, ADL model hate crimes legislation is intended to complement other ADL counteraction measures which focus on media exposure, education, and more effective law enforcement.

The ADL model statute has met with a very encouraging response. Currently, 45 states and the District of Columbia have enacted laws based on or similar to the ADL model, and almost every state has some form of legislation which can be invoked to redress bias-motivated crimes. The United States Congress enacted a Federal Hate Crime Penalty Enhancement Statute as part of the 1994 omnibus crime bill. This provision, the Hate Crimes Sentencing Enhancement Act, required the United States Sentencing Commission to increase the penalties for federal crimes in which the victim was intentionally selected “because of the actual or perceived race, color, religion, national origin, ethnicity, gender, disability, or sexual orientation of any person.”

The intent of penalty-enhancement hate crime laws is not only to reassure targeted groups by imposing serious punishment on hate crime perpetrators, but also to deter these crimes by demonstrating that they will be dealt with in a serious manner. Under these laws, no one is punished merely for bigoted thoughts, ideology, or speech. But when prejudice prompts an individual to act on these beliefs and engage in criminal conduct, a prosecutor may seek a more severe sentence. It is the prosecutor’s task to prove, beyond a reasonable doubt, that the victim was intentionally selected because of his/her personal characteristics.

The ADL model statute includes an institutional vandalism section which increases the criminal penalties for vandalism aimed at houses of worship, cemeteries, schools, and community centers. The model legislation also creates a civil action for victims and provides for other forms of relief including recovery of punitive damages and attorneys’ fees, and parental liability for minor children’s crimes. Finally, the statute includes a section mandating bias crime reporting and training.

The U.S. Supreme Court's unanimous decision in *Wisconsin v. Mitchell*, 508 U.S. 476 (1993), upheld the constitutionality of the Wisconsin hate crime penalty-enhancement statute, which is based on the ADL model. This decision removed any doubt that state legislatures may properly increase the penalties for criminal activity in which the victim is intentionally targeted because of his/her race, religion, sexual orientation, gender, or ethnicity.

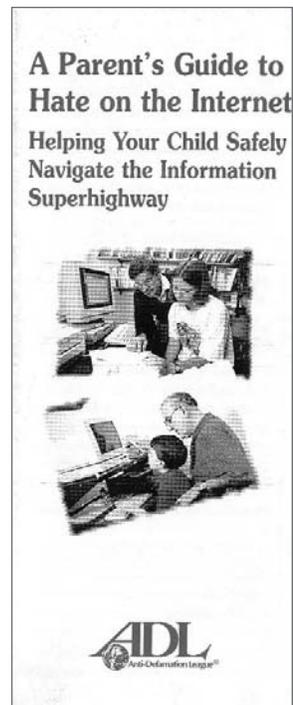
A complete chart describing hate crime statutes in each state is included at Appendix II.



Hate on the Internet

Hate groups have also recognized the power of the Internet and have taken to the World Wide Web to spread their bigotry and seek new recruits. Anti-Semites and racists are expanding their use of the Internet, communicating with each other, preaching to the vast majority of people who do not share their beliefs, raising funds and threatening their enemies. ADL tracks and documents hundreds of extremist Web sites as well as dozens of newsgroups and chat rooms. By making its findings known, ADL promotes public awareness of the history and plans of online bigots, in keeping with the League's long-held view that exposure will lead to rejection of haters and their propaganda.

Practically and legally, combating online extremism is enormously difficult. The First Amendment free speech protections shield most extremist propaganda, and Internet Service Providers (ISPs), the private companies that host most extremist sites, may freely choose whether or not to house these sites. When providers choose not to host hateful sites, these sites sometimes migrate to services without such compunctions. Furthermore, the size of the Web, which contains hundreds of millions of distinct pages, complicates efforts to identify the source of extremist material.



ADL believes strongly that censorship is not the answer to hate on the Internet. Instead, the League has developed materials and programs to address this problem. ADL resources concerning online hate include:

- *Poisoning the Web: Hatred Online*, a comprehensive ADL report on Internet bigotry, extremism and violence
- *A Parent's Guide to Hate on the Internet*, assisting parents in helping their children safely navigate the Information Super Highway
- *Combating Extremism in Cyberspace*, a review of legal issues raised by hate on the Internet.
- *ADL HateFilter, 2.0* software, designed for parents, blocks access to hundreds of Web sites identified by the League as advocating hatred, bigotry, or violence toward groups based on their religion, race, ethnicity, sexual orientation, or other immutable characteristics. This completely redesigned software, powered by a filtering program developed by the Internet Content Rating Association (ICRA), is now available at the ADL Web site, www.adl.org/hatefilter

ADL online researchers in the National Office and ADL professionals across the country frequently make presentations on hate on the Internet. These presentations examine the techniques used by extremists and extremist groups to recruit new members and promote an appreciation for the dangers these groups pose. The League has also developed educational and outreach programs to protect children by teaching teachers and parents how to develop their children's critical-thinking skills in responsible use of the Internet. These programs also provide a forum for educators and parents to discuss how to confront this problem of extremist influence on students and children in their communities.

The Internet has enormous potential to promote tolerance and respect. As a powerful technological tool that permits instantaneous communication between disparate populations across the globe, the Internet can help promote positive messages, spread truthful information, and encourage intergroup and interfaith understanding. Working with the computer industry, educators, parents, civil rights groups and government, ADL is poised to confront online bigotry and develop creative approaches that respect both the First Amendment and the Internet itself, a unique communications medium with a culture all its own.

problems on promising and replicable prevention and intervention strategies.



ADL Law Enforcement Agency Resource Network (LEARN) Web Site

The League has created a comprehensive new Web site specifically developed for law enforcement professionals — www.adl.org/learn.

Visitors to the site can find:

- Online library linking to ADL's extensive archives and reports.
- State-by-state calendar of upcoming extremist events.
- Chronology of extremist-related criminal activity.
- Interactive map of state hate crime laws.
- Law enforcement training opportunities.



Security for Community Institutions

Especially in the aftermath of the September 11 terrorist attacks, security consciousness is a necessity for leaders and members of community institutions. The subject and the specific steps entailed in addressing security concerns should be approached in a spirit of calm and professionalism. ADL has developed a number of resources to help balance the need to be an open, welcoming institution with the need for security.

ADL has prepared a new *Security Awareness Manual* that will help community institutions self-assess their security needs. The manual contains a range of practical suggestions and preventative measures which are designed to improve institutional security — including detailed guidance regarding building lighting, restricting access, and emergency procedures. In addition, ADL has launched a national advertising

campaign entitled, "Think Security," which seeks to encourage everyone involved in community institutions to help focus on security. For those institutions that have decided that hiring a security contractor is necessary, ADL has produced a booklet, *Guidelines to Hiring a Security Contractor*, which provides neutral and objective advice on what to look for in a security contractor.

Many ADL Regional Offices have organized institutional security briefings, at which clergy and community leaders meet with law enforcement officials and civic leaders to discuss practical steps to help ensure the safety of houses of worship and other community institutions. One result of these conferences is that law enforcement personnel become more aware of both the traumatic impact of vandalism against a house of worship and the need to be sensitive to the unique investigative requirements of these crimes. With more awareness, victims will feel less isolated and the general community will be more confident in the ability of its leadership to protect its institutions.

More information on ADL community security initiatives can be found at www.adl.org/security.

Other ADL Materials For Combating Bias and Hate Crimes

Addressing Racial and Ethnic Tensions: Combating Hate Crimes in America's Cities, Anti-Defamation League and the United States Conference of Mayors, June 1992.

ADL Anti-Paramilitary Training Statute: A Response to Domestic Terrorism, Anti-Defamation League, 1995.

An American Testament: Letters to the Burned Churches, Anti-Defamation League, 1996.

An American Testament: Letters to the Burned Churches: Discussion Guide, Anti-Defamation League, 1996.

Arresting Hate, Hate Crime Training Video and Discussion Guide, Anti-Defamation League, 2002.

2001 Audit of Anti-Semitic Incidents, Anti-Defamation League, April 2002 [annual report].

Combating Bigotry on Campus, Anti-Defamation League, 1989.

Combating Extremism in Cyberspace: The Legal Issues Affecting Internet Hate Speech, Anti-Defamation League, 2000.

Combating Hate Crimes in America's Cities, The United States Conference of Mayors and the Anti-Defamation League, March 1996.

Extremism in America: A Guide (Looseleaf Notebook and CD-Rom), Anti-Defamation League, 2002.

Hate Crime: Policies and Procedures for Law Enforcement Agencies, Anti-Defamation League, 1988.

Hate Crime: A Training Video for Police Officers, Anti-Defamation League, 1990. 17-minute training video and 24-page discussion manual.

Hate Crimes Laws: A Comprehensive Guide, Anti-Defamation League, 1994.

Hate Crimes Laws: 1999 Update, Anti-Defamation League, 1999.

Hate Groups in America: A Record of Bigotry and Violence, Anti-Defamation League, 1988.

Hate on Display: Extremist Symbols, Logos and Tattoos, Anti-Defamation League, 2000.

Law Enforcement Bulletin, Anti-Defamation League, periodic.

A Parent's Guide to Hate on the Internet, Anti-Defamation League, 1999.

Poisoning the Web: Hatred Online, Anti-Defamation League, 1999.

Responding to Extremist Speech: 20 Frequently Asked Questions, Anti-Defamation League, 1998.

Responding to Extremist Speech Online: 10 Frequently Asked Questions, Anti-Defamation League, 1999.

Schooled in Hate, Anti-Defamation League, 1997.

Security for Community Institutions, Anti-Defamation League, 1999.

Terrorism Update, Anti-Defamation League, periodic.

The Web of Hate, Anti-Defamation League, 1996.

STATE HATE CRIMES STATUTORY PROVISIONS

ANTI-DEFAMATION LEAGUE STATE HATE CRIME STATUTORY PROVISIONS																											
	AL	AK	AZ	AR	CA	CO	CT	DC	DE	FL	GA ^{*5}	HI	ID	IL	IN	IA	KS	KY	LA	ME	MD	MA	MI	MN	MS	MO	
Bias-Motivated Violence and Intimidation - Criminal Penalty	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Civil Action				✓	✓	✓	✓	✓		✓	✓		✓	✓		✓			✓	✓		✓	✓	✓		✓	✓
Race, Religion *1, Ethnicity	✓	✓	✓		✓	✓	✓	✓	✓	✓		✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Sexual Orientation			✓		✓		✓	✓	✓	✓		✓		✓		✓	✓	✓	✓	✓		✓		✓		✓	✓
Gender		✓	✓		✓		✓	✓				✓		✓		✓			✓	✓			✓	✓	✓	✓	✓
Disability	✓	✓	✓		✓		✓	✓	✓	✓		✓		✓		✓	✓		✓	✓		✓		✓		✓	✓
Other *2					✓			✓		✓		✓				✓	✓		✓	✓				✓			
Institutional Vandalism	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Data Collection *3			✓		✓		✓	✓		✓			✓	✓		✓		✓	✓	✓	✓	✓	✓	✓	✓		
Training for Law Enforcement Personnel *4			✓		✓								✓		✓		✓	✓	✓			✓		✓			

ANTI-DEFAMATION LEAGUE STATE HATE CRIME STATUTORY PROVISIONS

	MT	NE	NV	NH	NJ	NM	NY	NC	ND	OH	OK	OR	PA	RI	SC	SD	TN	TX	UT	VT	VA	WA	WV	WI	WY
Bias-Motivated Violence and Intimidation - Criminal Penalty	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓ ^{*B}	✓	✓	✓	✓	✓
Civil Action		✓			✓					✓	✓	✓	✓	✓		✓	✓	✓		✓	✓	✓		✓	
Race, Religion, Ethnicity *1	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓		✓	✓	✓	✓	✓	✓
Sexual Orientation		✓	✓	✓	✓		✓					✓		✓			✓	✓		✓		✓		✓	
Gender		✓		✓	✓		✓	✓	✓				✓					✓		✓		✓	✓		
Disability		✓	✓	✓	✓		✓				✓		✓					✓		✓		✓		✓	
Other *2		✓					✓													✓			✓		
Institutional Vandalism	✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓				✓	✓		✓
Data Collection *3		✓			✓						✓	✓	✓	✓				✓				✓	✓		
Training for Law Enforcement Personnel *4												✓		✓									✓		