

2017 ANNUAL REPORT



5 Million+
Employees Reached
Globally



>1,500
Health Care Professionals
Trained



30%
Higher Click Rate For
Combating Extremism*



465+
Peacebuilders Reached By Our
Southeast Asia Intervention



\$2.5 Million
Special Donation Received

WE REACH MILLIONS OF PEOPLE

- **5 million+ employees** at 38 global companies received our trainings and policy recommendations.
- We reached over **1 million patients** by partnering with NYC Health + Hospitals to provide religio-cultural competence training to their staff.
- Our monthly *Combating Extremism* public education campaign reached more than **3,000 people** with resources to counter disinformation, dispel stereotypes and promote critical thinking.
- We supported collaboration among our **28 Peacemakers in Action**—who work fearlessly to stop violence and extremism in places like South Sudan, Indonesia and the Philippines.

OUR TRAININGS CHANGE LIVES

- 75% of Corporate Members polled reported their membership helped move their company toward greater inclusion of religious diversity.
- 85% of polled NYC Health + Hospitals staff felt more equipped to deal with religious and cultural needs of patients after our training.
- Over 90% of polled educators who attended our live trainings reported increased student attention and enhanced student ability to debunk stereotypes.
- *Peacemaker in Action* Rev. Jacklevyn Frits Manuputty became Indonesia's Director of Interreligious Affairs after engaging with government officials at our Southeast Asian intervention.

*Than the nonprofit industry average click rate as reported by MailChimp



Dear Friends,

For those who believe in equality, nonviolence and multi-belief understanding, 2017 was a challenge. We saw children bullied without mercy and how religious bias fuels hate (it's the #1 cause of hate crimes in New York State). And still, more than one-in-three U.S. workers still experience (or witness) religious bias at work.

In my view, it's up to each of us to counter the bigotry, hatred and violence that threaten the unity of our nation. That's why—at Tanenbaum—we continued expanding our programs, staffing, and have stepped up our advocacy based on our core principles...making religious freedom a reality, while preventing discrimination against people based on their religious beliefs, race, gender or sexual orientation.

We were a public voice against acts of extremism, the Muslim ban, the RAISE Act, and white supremacy. And we opposed bigotry in amicus briefs to the U.S. Supreme Court.

Internationally, we supported collaboration among our 28 *Peacemakers in Action* and convened a Southeast Asia Intervention, where several *Peacemakers* trained more than 465 peace activists. We also welcomed two new *Peacemakers* to our *Network*. Dr. Sarah AK Ahmed is a Muslim from Iraq, serving internally displaced Kurds, Christians and others suffering from the trauma that engulfs her country. And James Lual Atak, a former child soldier, returned to South Sudan after his escape, to rescue and teach orphans...and anyone else in need.

And that's not all. At home, we broke a new record, reaching over 1 million patients by partnering with NYC Health + Hospitals to provide religio-cultural competence training to their staff. Meanwhile, our Corporate Membership program increased by more than 40% to include 38 global companies employing more than 5 million people.

I thank you for your support – we couldn't do it without you.

Joyce S. Dubensky, Esq.
CEO, Tanenbaum

Workplace

BUILDING INCLUSIVE WORKPLACES

- Target, GM and Bloomberg were among 14 new companies to become Corporate Members.
- Tanenbaum filed an amicus brief in the Supreme Court case involving a Colorado baker, an LGBT couple and the need for anti-discrimination laws to protect religious freedom and people with different beliefs and identities (our lawyers - Schulte, Roth & Zabel LLP).
- Our 2nd annual corporate Religious Diversity Leadership Summit hosted 40 companies (60% > the year before).
- Our workplace consultations and trainings covered a range of workplace issues, including Islamophobia at work, and questioning an employee's right to display the Confederate flag—after Charlottesville.

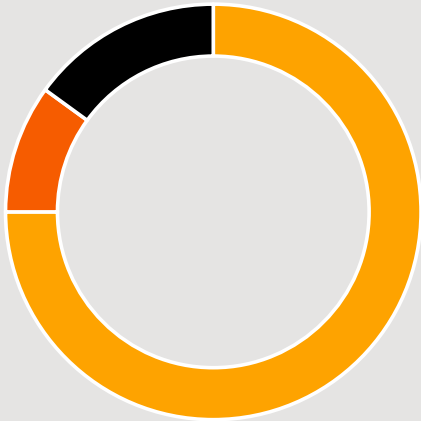
Health Care

IMPROVING PATIENT CENTERED CARE

- We trained over 1,600 NYC Health + Hospitals staff and developed two e-learning modules for use at their 15 site locations.
- 190 students at the Columbia School of Nursing received training with our new nursing curriculum in religio-cultural competence.
- At the 2017 American Society for Bioethics and Humanities Conference, we presented our new virtual training simulation on religio-cultural competency skills.
- In 2018, we're launching a new Hospital Membership Program to improve patient centered care.

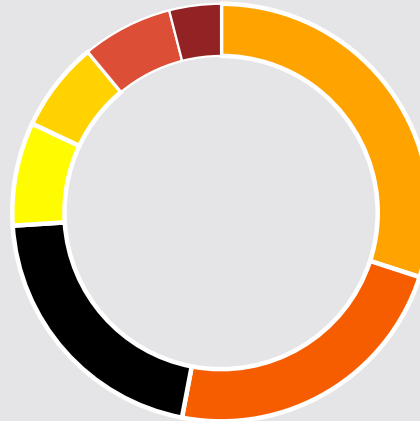
Financial Information

Total annual expenses of \$2,091,883 were allocated as follows:



- 75% Programs
- 15% Fundraising
- 10% Management & Administration

Total revenues of \$2,246,166 came from the following:



- 30% Individuals
- 23% Fee Income
- 21% Miscellaneous
- 8% Corporations
- 7% Foundations
- 7% Funds Released from Restriction
- 4% Interest & Dividends

At year-end, total *revenue* from donations, foundations, and fees including future new pledges was \$2,246,166. Our \$2.4 million special donation is Temporarily Restricted and not reflected in the charts.

Peacebuilding

PEACEBUILDING IN ARMED CONFLICTS

- Tanenbaum's *Peacemakers in Action Network* reached over 500 peace activists and community members through collaborative peacebuilding interventions in South Sudan and Southeast Asia.
- Our peacemaking presentations reached nearly 500 students, academics, policy makers and practitioners.
- We selected two new *Peacemakers in Action*, bringing our *Peacemakers in Action Network* to 28 living members. (To be announced in 2018.)
- We began work on a paper outlining clear, evidence-based recommendations for peacebuilding policy and practice for the State Department. (To be released in 2018.)

Education

COMBATING EXTREMISM

- Tanenbaum's *Combating Extremism* materials support parents, educators and community members with trusted and informative resources — to counter bullying, stereotypes and hate crimes.
- Our resource about taking action against the Travel Ban was opened at a rate 85% higher than the nonprofit industry average.
- *Combating Extremism* reaches at least 6 countries, including Nigeria, the United Kingdom and Indonesia.

IMPROVING CLASSROOMS

- In 2018, we will promote the use of our Religions in My Neighborhood curriculum, made free for a year to educators.

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