

2014 ANNUAL REPORT



Ghassan F. Nakad

Creating a more peaceful world that respects difference.

IN 2014, TANENBAUM IMPROVED OUR DAILY LIVES BY TRAINING:

- More than **800** doctors, nurses and other medical professionals.
- **1,705** executives, managers and supervisors, human resources professionals, diversity and inclusion professionals, equal employment officers, and employees.
- Over **150** New York City agency employees.
- More than **750** educators.

IN 2014, TANENBAUM'S WORK WAS ABLE TO REACH:

- More than **45,000 students** – protecting them from bullying.
- More than **500,000 patients** – saving lives and ensuring better quality care.
- More than **20 national and international companies** through our Corporate Membership program and our trainings (including Allstate, AXA, Merck and Northrop Grumman).
- Over **500 peace activists** working on the ground in global conflicts.

Message from the Board Chair & the CEO

Dear Friends,

2014 was a year of division and violence, with escalating extremism and terror. During these challenging times, Tanenbaum was a beacon for peace and for mutual respect in the face of discrimination and global polarization.

Throughout 2014, Tanenbaum tackled religious prejudice nationally and internationally. As massacres, enslavement and unthinkable brutality shattered peaceful communities, our *Peacemakers in Action* worked on the ground in 22 conflicts, restoring human dignity and hope. Whether building schools for girls in Afghanistan, bringing Muslim and Jewish children together in Israel, negotiating freedom for political prisoners in Ethiopia, or helping Syrian refugees: our *Peacemakers* created stability and helped to counter extremism.

Closer to home, we steadily improved the lives of students, patients and employees. To stop bullying, we implemented our multicultural (and fun), Common Core-aligned curriculum - serving more than 500 after-school students at New York City public schools. For employees, Tanenbaum launched a suite of services for global companies to help them prevent religious discrimination and harassment at work. We also began a multi-year partnership with Columbia University's School of Nursing to develop course curricula for nursing students.

In a year that reminded us why Tanenbaum's mission is so important, we are proud to continually meet those challenges head on. We are grateful to all who support us, thereby joining the struggle for peace, justice, respect for all beliefs - and for a world free of violence in the name of religion. At Tanenbaum, we believe that we can create a world where people may freely choose to worship, or not worship, and be treated with equal respect.

Together, we make peace possible,

John Hart
Chair of the Board

Joyce S. Dubensky, Esq.
CEO

Conflict Resolution

OUR REALITY:

- With over 40 active conflicts worldwide, violence and brutal extremism are destroying the lives of men, women and children as families are torn apart.

OUR SOLUTION:

- Tanenbaum's religious *Peacemakers in Action* combat the violence and extremism in 22 global conflict and post-conflict regions worldwide – including in Pakistan, South Sudan, Colombia, Afghanistan, Nigeria and Israel/Palestine.

OUR IMPACT:

- Our *Peacemakers' Network* conducts well-targeted interventions in some of the most violent hot spots and simmering conflicts around the world including in Syria and Sri Lanka – where they provide practical training for those responding to conflicts and organize long-term strategies so that communities are ready to stabilize and rebuild when the fighting stops.

Education

OUR REALITY

- 70.6% of young people say they have seen bullying at school, while hate crimes motivated by religious bias nearly tripled in the U.S. from 2004-2012.

OUR SOLUTION

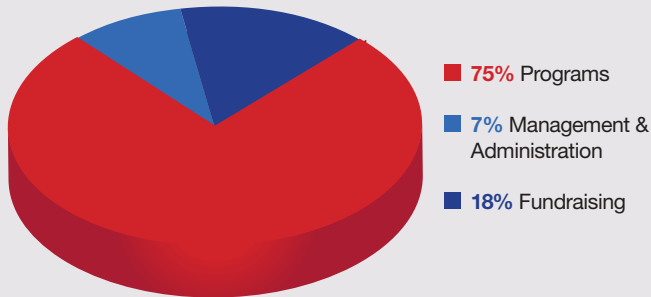
- Tanenbaum teachers make sure students don't become the bullies of today and the haters of tomorrow – by creating classrooms where students explore and appreciate differences, including differences in belief.

OUR IMPACT

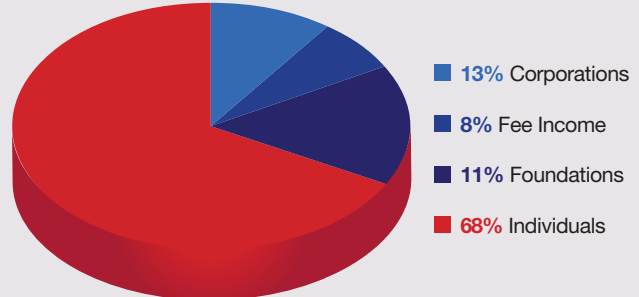
- In 2014, educators attending Tanenbaum trainings, webinars, conference presentations and workshops reached over 45,000 students. With Tanenbaum, educators were able to create classrooms where students learn respectful curiosity – and that religious differences are interesting (and not scary!)

Financial Information

Total annual expenses of \$1,946,195 were allocated as follows:



Total new revenues of \$1,979,070 came from the following:



Tanenbaum's ending year net assets are \$2,365,725.

“Tanenbaum has always been with us every step of the way...
We ONLY have Tanenbaum. Nothing else.”

- Canon Andrew White, *Peacemaker in Action*, Iraq

Health Care

OUR REALITY

- More than 40% of people in the U.S. base important health care decisions on their religion. But most doctors and nurses don't know how to respond when this occurs.

OUR SOLUTION

- Tanenbaum provides curricula and training to providers at all levels of health care. Our peer reviewed medical school curriculum has been downloaded over 200 times, reaching more than 16,000 medical students in only nine months.

OUR IMPACT

- Tanenbaum-trained medical professionals cared for 500,000 patients in the past 16 months, effectively responding to religion-based health care decisions and thereby improving health outcomes.

Workplace

OUR REALITY

- More than 1/3 of U.S. workers report being subjected to religious bias at work or actually seeing it happen to others.

OUR SOLUTION

- Tanenbaum's Corporate Membership program works with the world's leading companies to address religious diversity through practical resources, training and policy reviews.

OUR IMPACT

- Tanenbaum's trainings make workplaces more respectful of employees' needs and help companies attract and retain the best employees possible. When we work with companies like DTCC to create policies of inclusion, more employees receive religious accommodation at work. Both employees and the bottom line benefit when Tanenbaum serves global companies. In 2014, we reached employees from companies including Aetna, Barclays, Bloomberg, Citi, Merck and New York Private Bank & Trust.



TANENBAUM

Center for Interreligious Understanding

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Visit our website, Tanenbaum.org, to join our email list and receive monthly news and event updates!

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Tanenbaum Makes A Difference

● PEACEBUILDING | CONFLICT RESOLUTION

“The cure to ethnic or religious hate, like the antidote to a snake bite, comes from religious awareness. Understanding the purpose of religion and being at peace with ourselves.”

- **Dr. Ephraim Isaac**, Tanenbaum Peacemaker in Action,
Ethiopia | Eritrea

● EDUCATION

“This program works...We knew it was working when teachers found two fourth graders writing ‘rules for respect’ for their friendship.”

- **Sue Kincaid**, Elementary School Principal on the Religions in My Neighborhood workshop and curriculum

● HEALTH CARE

“The Manual is a remarkable resource for the practicing physician and for physicians-in-training. It is eminently readable, comprehensive, and, best of all, an absolutely practical tool. Every physician in today’s global community should have this book in their office. It will improve patient satisfaction, their own professional satisfaction, and enhance their practice of medicine.”

- **David Muller, M.D.**, Marietta and Charles C. Morchand
Chair in Medical Education, Dean of Medical Education,
Mt. Sinai School of Medicine

● WORKPLACE

“The risks for companies who ignore the global issue of religion is loss of talent. Loss of marketplace access. And the ultimate deal, then, is your ability to survive.”

- **Ted Childs**, Ted Childs, LLC Principal, Global Workforce Diversity,
IBM, Retired



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