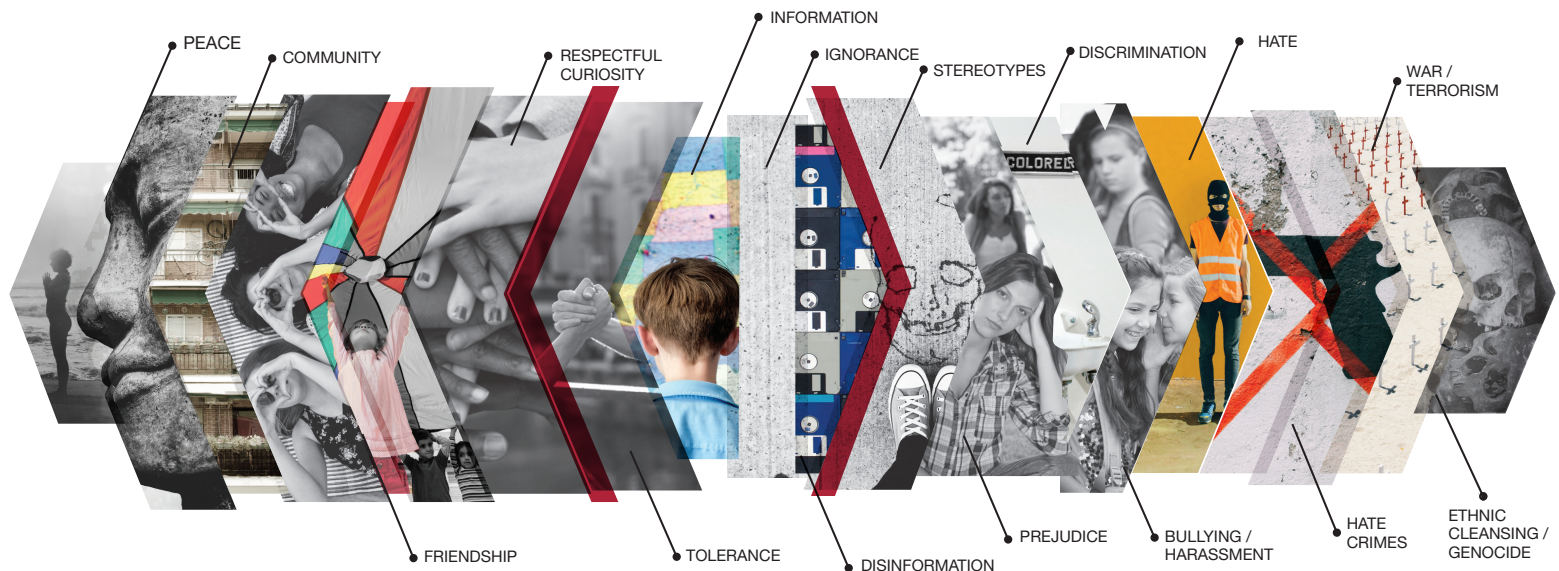


2015 ANNUAL REPORT

THE CONTINUUM OF PEACE



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TANENBAUM TRAININGS IMPACT OUR LIVES. IN JUST A ONE-YEAR PERIOD WE TRAINED:

- More than **800** doctors, nurses and other medical professionals.
- **1,374** executives, managers and supervisors, human resources and diversity and inclusion professionals, equal employment officers, and employees.
- More than **1,000** educators through educational webinars and in-person workshops.
- Nearly **4,500** people through civil society presentations and government briefings, led by Tanenbaum's project, the Multifaith Alliance for Syrian Refugees, in New York, Washington, D.C., Indiana, Michigan, Canada, and Israel.

TANENBAUM REACHES 100,000s OF PEOPLE ANNUALLY. IN THE LAST YEAR, WE REACHED:

- More than **37,000 students** – protecting them from bullying.
- More than **100,000 patients** – saving lives and ensuring better quality care.
- **25 national and international companies** through our Corporate Membership program and our trainings (including Allstate, AXA, DTCC, Merck, and The Walt Disney Company).
- Tanenbaum *Peacemaker in Action* Sheikh Al-Marwani, a Sufi Muslim, helped resolve more than **1,000 tribal, family, and personal conflicts** in Yemen.



Dear Friends,

This past year has reminded me of how essential it is for us to stand together in the face of great challenges, including injustice, violence and extremism. Even in difficult times, it's a year to celebrate the inroads that Tanenbaum makes each day on the path toward justice and respect — for example when teachers use our resources to stop bullying, and our multi-national corporate partners tackle religious bias and discrimination head-on.

We're making progress. But we have a long way to go. Especially, as more and more people identify with their "tribes" and then retreat into tribalism. And often not in good ways.

To be perfectly honest, I know how my stomach contracts when I read about an anti-Semitic act like a swastika being strategically placed to intimidate Jews on a university campus. I worry, because universities are places where differences should be respected and where different ways of thinking and believing should be part of a civil discourse. I also worry because I'm Jewish, and I feel threatened. In that way, I'm identifying with people who share my heritage, my "tribe." Most of us belong to at least one.

These days, we're often being pushed by the media, our leaders and even our friends, to identify with our tribes. But then, we're too often urged to focus on how "we" are being mistreated. The result, whether overt or unconscious, is to stereotype and diminish the outsiders. Because they're different.

It gets worse. We're surrounded by hate mongering that splits us apart, as our nation is engulfed in escalating divisiveness across our public and political discourse. Hatred for people who are different is fracturing our society, leading to violence in schools and communities. This is why our work is so important. And why I'm proud to be at Tanenbaum. Because we provide pathways to end divisiveness, dehumanization and violence based on religious identities. We stand for all of humanity and the value that our diversity brings.

Together, we can *Make Peace Possible*,

Joyce S. Dubensky, Esq.
CEO

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 top companies to address religious diversity through policy reviews, training sessions and practical resources.

OUR IMPACT

- With our 25 Corporate Members employing over 4.7 million people, Tanenbaum helps change the working environment in nearly 100 countries. We welcome our new Corporate Leaders (Allstate, Disney and DTCC), our new Corporate Partner (PwC) and our new Corporate Members (AIG, Ingersoll Rand, Metlife, and US Bank).

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

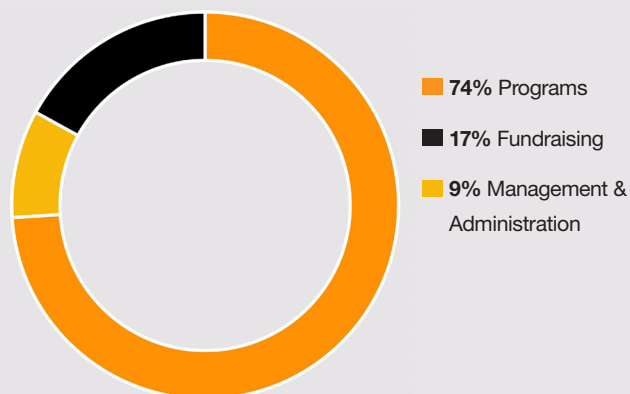
- Through webinars, Grand Rounds, and presentations at hospitals, schools, and conferences, we trained nearly 1,000 medical professionals and professionals-in-training in 2015.

OUR IMPACT

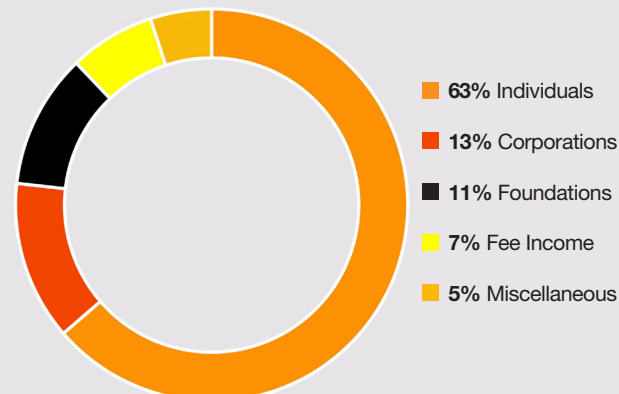
- Tanenbaum-trained medical professionals cared for 100,000s of patients in the past 16 months, effectively responding to religion-based health care decisions and thereby improving health care outcomes.

Financial Information

Total annual expenses of \$1,804,398 were allocated as follows:



Total new revenues of \$3,043,696 came from the following:



The financial information presented here is based on preliminary, unaudited statements. Our Audited Financial Statement for 2015 will be available on our website by September 2016. At year-end, total *new revenue* from donations, foundations, and fees including future new pledges was \$3,043,696.

“A woman from the village was once asked, ‘What is peace?’ And then she answered, ‘For me, going to sleep without being scared and without being hungry. It is very simple.’”

- Ricardo Esquivia, *Peacemaker in Action*, Colombia

Peacebuilding

OUR REALITY:

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

OUR SOLUTION:

- Tanenbaum’s religiously motivated *Peacemakers in Action* counter 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 targeted interventions in some of the world’s most violent hot spots and simmering conflicts. In 2015, our Nigerian *Peacemakers*, Pastor James Wuye and Imam Muhammad Ashafa, joined Sri Lankan *Peacemaker* Dishani Jayaweera to help guide religious leaders and create a National Road Map for Reconciliation in Sri Lanka.

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 educators make sure students don’t become today’s bullies and tomorrow’s haters – by creating classrooms where students explore and appreciate differences, including differences in belief.

OUR IMPACT

- In 2015, Tanenbaum’s trainings and webinars reached over 1,000 educators who, in turn reached over 37,000 students. With Tanenbaum, they were able to create classrooms where students learn respectful curiosity – and that religious differences are interesting.



TANENBAUM

Center for Interreligious Understanding

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Tanenbaum Makes A Difference

● WORKPLACE

“There’s no other organization out there like Tanenbaum. For information, advice, and training on religion in the workplace, we always count on them.”

- **Donald Fan**, Senior Director, Global Office of Diversity
Wal-Mart Stores, Inc.

● PEACEBUILDING | CONFLICT RESOLUTION

“The overall situation in my country is getting worse. Three of our high-profile Imams were killed when bombs were placed in their cars. And the mafia has told me that I am next. Women have little value here and death is an everyday story. **But I prevail in my work** - for my children, my relatives and my country.”

- **Anonymous Peacemaker in Action**, The Middle East

● HEALTH CARE

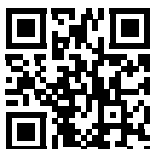
“In my daily work as a neurologist I care for patients with severe and often irremediable disabilities, who often face end-of-life decisions. The patients I encounter in New York come from the most diverse religious and cultural backgrounds. **My practice and my relationships with patients and their families have been profoundly transformed** and enriched by Tanenbaum’s course...”

- **Alessandro Di Rocco, M.D.**, Director, Division of Movement Disorders
New York University School of Medicine NYU Langone Medical Center
on Tanenbaum’s *Medical Manual for Religio-Cultural Competency*

● TANENBAUM CORPORATE MEMBER

“Tanenbaum’s consultations were truly valuable as we established a new Quiet Room at Bloomberg, along with implementing company policies for its use. The room has been a welcome addition to our office and our culture; **we’re glad we had Tanenbaum’s input throughout the process.**”

- **Elana Weinstein**, Former Global Head of Diversity & Inclusion
Bloomberg LP



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