

2016 ANNUAL REPORT



OUR TRAININGS IMPACT LIVES

- In just one year, we trained nearly 3,000 doctors, nurses, students and other medical professionals, who reach more than **250,000 patients** each year.
- We trained UN Diplomats and global leaders on the ways religious peacemakers effectively address conflicts and the benefits of cooperating with them.
- Educators from **38 states and 7 countries** were trained in our *World Olympics for All* curriculum through an international webinar series.
- We provided workshops and training for **6,000 managers and employees** in global companies on the challenges and opportunities that result by addressing religion at work.

WE REACH MILLIONS OF PEOPLE

- We reached more than **80,000 students**, protecting them from religious and identity-based bullying at school.
- Medical schools teaching **54% of U.S. medical students** accessed our peer-reviewed medical curriculum.
- We train providers at the 70 NYC Health + Hospital sites that serve **1 million patients annually**.
- The 27 companies in our Corporate Membership program employ **over 5 million employees** (members include CVS, Merck, Walmart and The Walt Disney Company).
- **Nearly 800,000 WNYC listeners** learned about Tanenbaum's *Peacemakers Network* when Brian Lehrer interviewed *Peacemakers* Friar Ivo Markovic and Pastor James Wuye.

Photos from top left: 1. Students participate in Olympic Day games as part of Tanenbaum's World Olympics for All curriculum. | Nicole Margaretten 2. Tanenbaum *Peacemakers in Action* at the *Network Working Retreat*. | Nicole Margaretten 3. Tanenbaum *Peacemakers in Action Network* with Tanenbaum CEO Joyce S. Dubensky and Chair of the Board Justin Foa. 4. Tanenbaum CEO Joyce S. Dubensky speaks at "Business & Religious Freedom: The Way Forward", Newseum Institute | Maria Bryk/Newseum



Dear Friends,

2016 was a transformative year. As a nation, we came face to face with angry divisions across many issues, including race, religion and politics. As an organization dedicated to putting respect for difference—including religious difference—into practice, this makes our work more relevant than ever.

As you can see in this report, we were busy! In our peacebuilding work, we conducted an intensive working retreat with our religious *Peacemakers*, where we identified responses to extremism that have impact and met with UN diplomats.

Then, Cambridge University Press published the second edition of our groundbreaking book *Peacemakers in Action: Profiles in Religion in Peacebuilding Vol. II*. Our book received rave responses at public events, including at Harvard Divinity School, the Carnegie Council and the Council on Foreign Relations.

Meanwhile, behind the scenes, Tanenbaum lent its expertise to a roundtable hosted by the U.S. Departments of Justice and Education on best practices for combating religious prejudice in the nation's schools, workplaces and houses of worship. We also participated in two State Department Task Forces. There, we helped develop curricula for foreign service officers on how to address religion in conflict zones and work with religious peace actors.

Our work in multinational corporations expanded to include 28 companies, many with household names in health care, finance and sports. Simultaneously, our partnerships with Columbia School of Nursing and the NYC Health and Hospitals Corporation expanded, ensuring that patients' religious needs are met.

We also focused on combating disinformation, stereotypes, and hatred. Our monthly Combating Extremism materials for teachers are a great way to stimulate critical thinking, encourage openmindedness and counter classroom bullying.

As 2016 closed, our public advocacy work increased. We raised our voice for justice, freedom of religion, preservation of the first amendment, and—always—respect. It was a busy year; we look forward to working with you to accomplish even more in 2017.

Joyce S. Dubensky, Esq.
Tanenbaum CEO

Workplace

OUR CHALLENGE

- Given that more than one-in-three U.S. employees have experienced or witnessed religious bias at work, it's no surprise that workplace religious discrimination complaints to the Equal Employment Opportunity Commission are on the rise.

OUR SOLUTION

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

OUR IMPACT

- With 27 Corporate Members employing over 5 million people, Tanenbaum is changing working environments in nearly 100 countries. We welcomed new Corporate Partners JP Morgan Chase, CVS Health, Novartis; new Corporate Members Fannie Mae, Vanguard, OppenheimerFunds, Prudential, PGA of America, Ball Corporation, NYC Department of Citywide Administrative Services; and welcomed back Corporate Members Walmart, FINRA and Weil Gotschal.

Health Care

OUR CHALLENGE

- More than 40% of patients base important health care decisions on their religious beliefs. But most doctors and nurses don't know how to respond when this occurs.

OUR SOLUTION

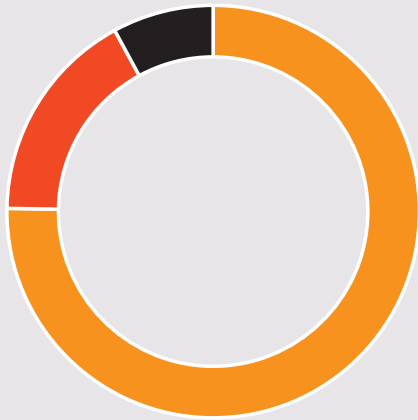
- Through Grand Rounds, presentations at hospitals, schools, conferences, and nationwide webinars, we trained nearly 3,000 medical professionals and professionals-in-training in 2016.

OUR IMPACT

- Tanenbaum not only continued providing trainings and Grand Rounds to hospitals across NYC, but we also partnered with the Columbia University School of Nursing and its 470 future nurses (all of whom received religio-cultural competence training). As thought leaders, we reached more than 2 million readers with our article published in The Journal of Clinical Ethics.

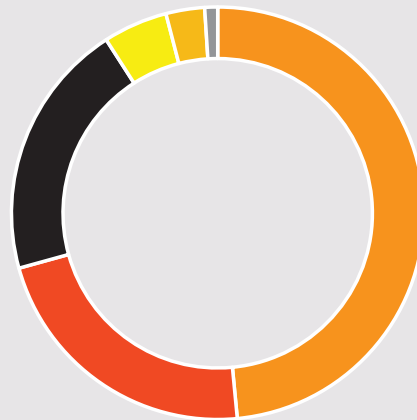
Financial Information

Total annual expenses of \$1,573,171 were allocated as follows:



- 76% Programs
- 17% Fundraising
- 8% Management & Administration

Total new revenues of \$1,580,833 came from the following:



- 48% Individuals
- 22% Foundations
- 20% Fee Income
- 5% Corporations
- 3% Interest & Dividends
- 1% Miscellaneous

The financial information presented here is based on preliminary, unaudited statements. Our Audited Financial Statement for 2016 will be available on our website by September 2017. At year-end, total *new revenue* from donations, foundations, and fees including future new pledges was \$1,580,833.

Peacebuilding

OUR CHALLENGE

- Terrorism is increasing, the number of refugees and displaced persons are at a 60-year high, and in the past decade, peace has deteriorated in 85 countries.

OUR SOLUTION

- Tanenbaum's religiously motivated *Peacemakers in Action* counter violence and extremism in 23 global conflict and post-conflict regions worldwide—including in South Sudan, Pakistan, Colombia, Afghanistan, Nigeria, Yemen, Indonesia and Israel/Palestine.

OUR IMPACT

- In 2016, Tanenbaum gathered its *Peacemakers Network* for an eight-day Working Retreat where they exchanged practical tactics for combating violent extremism and including women more effectively in peacemaking efforts—all of which resulted in strategies they are now incorporating into their work.

Education

OUR CHALLENGE

- In the U.S., more than one-in-five students report being bullied, while 70.6% of young people have seen bullying at school, and nearly 1/3 of all youth admit they've bullied others.

OUR SOLUTION

- Tanenbaum-trained educators help prevent and stop bullying so that classrooms are safer. Instead of hurting each other, students learn to explore differences – including differences in belief.

OUR IMPACT

- In 2016, educators reaching 80,000 students annually participated in Tanenbaum's six-part *World Olympics for All* curriculum webinar series. Then, 23 NYC Department of Youth & Community Development programs used the curriculum. More than 1,000 students participated in their closing event sponsored by Nike's Marathon Kids program and Up2Us Sports.

TANENBAUM

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

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Tanenbaum Makes A Difference

● PEACEBUILDING

“In my country, there are no trees. There is so much filth and congestion. I was sitting under a tree after dinner with my fellow *Peacemakers* and thanking God because I was in a place with trees. **I didn't have to worry that someone was trying to kill me or kidnap me.**”

- Tanenbaum *Peacemaker in Action*, spoken at
our *Peacemakers in Action Network* Working Retreat

● WORKPLACE

“Quite frankly—the **absolute best session I attended.** The leaders were able to use appropriate humor to lighten what to many is a very touchy subject.”

- Participant, Commenting on our Out & Equal presentation,
Beyond the Blame Game: Religion and LGBT Inclusion at Work

● HEALTH CARE

“**I now know what to do** in many situations regarding religion, culture, or belief in the hospital.”

- New York Medical College Student, After Our Trainings

● EDUCATION

“This webinar [on Tanenbaum's *World Olympics* curriculum] gave insightful information to connect kids with those who are different from themselves. The possibility of them learning and understanding differences may make them sympathize and empathize with others rather than bully and antagonize. I see such little respect for others these days—I **want to encourage kids to think of others before themselves.**”

- Educator, After Participating in Tanenbaum's Webinar on Our
World Olympics For All Curriculum