



A publication of the Anti-Defamation League's Mountain States Regional Office
Since 1913: "To stop the defamation of the Jewish people and to secure justice and fair treatment to all."

Michael and Shereen Pollak Honored at ADL's 75th Anniversary Diamond Dinner

On November 2nd, 375 people joined the Anti-Defamation League's Mountain States Regional Office for its 75th Anniversary Diamond Dinner at the Denver Museum of Nature and Science. The celebration began with a cocktail reception, including live music from local band Franny and the Jets. Shereen and Michael Pollak, owners of Hyde Park Jewelers, received ADL's Community Impact Award in the company of several family members including their children, Jordan Pollak and Jennifer Norotsky, and Michael's father, Len Pollak.

Rabbi Abraham Cooper, Associate Dean of the Simon Wiesenthal Center, delivered a keynote address. Among other things, he reminded the audience of the environment in which the ADL Mountain States Region was founded 75 years ago and why the work to fight anti-Semitism and to secure justice and fair treatment to all is still so relevant and vitally important today. Ending the evening on a high note, ADL Regional Board member Cheri Rubin won a game of Heads or Tails and received a \$10,000 gift certificate generously donated by Hyde Park Jewelers. *Continued on page 3*



Michael and Shereen Pollak, honorees

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FALL 2016

Support ADL on Colorado Gives Day— Tuesday, December 6, 2016!

On Tuesday, December 6, 2016, thousands of donors will come together to support Colorado nonprofits like the Anti-Defamation League (ADL). Check out ADL's donation page at <https://www.coloradogives.org/ADL> and give where you live on Colorado Gives Day. Your support helps the Mountain States Region continue our timeless mission to stop the defamation of the Jewish people and to secure justice and fair treatment to all. Last year, 123,865 Coloradans made an astonishing show of support for 2,008 local nonprofits, including ADL, donating a record-breaking \$28.5 million in just 24 hours.

Thanks to Community First Foundation and First Bank, Colorado Gives Day features a \$1 Million Incentive Fund, one of the largest gives-day incentive funds in the country. Every nonprofit receiving a donation on Colorado Gives Day receives a portion of the Incentive Fund, which increases the value of every dollar donated. In addition, all credit card processing fees are waived for donations made on the Colorado Gives Day website, ensuring that 100% of your gift is used to benefit ADL. So, it is a perfect way for you to make your year-end donation.

Don't want to wait for December 6 to help us stop hate? Go online today to pre-schedule your gift. Once you set up your donation, just click the button that says "schedule a donation" and your gift will be automatically entered on Colorado Gives Day. Thank you so much for your support! ●



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ADL Honors Civil Rights Champions

The Anti-Defamation League Mountain States Region will honor two civil rights champions at the upcoming 2017 Civil Rights Awards Reception on February 8, 2017 at the Denver Art Museum. The honorees are Steven Chavez and Vicki Cowart and Planned Parenthood of the Rocky Mountains.

Steven Chavez: Steven Chavez served as Director of the Colorado Civil Rights Division (CCRD) for seven years, retiring in October 2014. During that time, he helped enforce Colorado's anti-discrimination laws in the areas of employment, housing and public accommodations. He oversaw a number of high-profile enforcement actions including a multi-million dollar settlement for female immigrant hotel workers in the Vail Valley who had been sexually harassed and assaulted by a hotel supervisor. Under his leadership, the CCRD also issued the first decision in Colorado (Craig and Mullins v. Masterpiece Cakeshop) to protect the rights of same-sex couples to purchase goods in places of public accommodations. He has also served on the Colorado Pay Equity Commission and Colorado Commission of Indian Affairs.

Vicki Cowart and Planned Parenthood of the Rocky Mountains: Vicki Cowart became President and CEO of Planned Parenthood of the Rocky Mountains (PPRM) in 1993. During her tenure, the organization has empowered hundreds of activists through strategic advocacy that has included defeating three

"personhood" ballot measures that would have put in law one religious view of when life begins. In 2015, Cowart courageously led the staff and community of PPRM through political smear campaigns and an attack on the health center in Colorado Springs in November, 2015 when a gunman injured several people and killed three. In addition to its advocacy work, PPRM provides health care to more than 125,000 women, men and teens through its 29 health centers in Colorado, Wyoming, New Mexico and southern Nevada.

This year, for the first time, ADL will also recognize the outstanding work of participants in its Summer Associate Research Program. Participants are law students who provided critical research on civil rights issues of importance to ADL.

For information on the 2017 Civil Rights Awards, including sponsorship and tribute opportunities, please call 303-830-7177. ●



Steven Chavez



Vicki Cowart

Respect for All

Respect. We have learned over the past year how important it is for us to have respect for one another, our country and its institutions. We are not going to always agree with one another nor should we, but when we are focused on the color of a person's skin, their religion, their sexual orientation, their gender or the place of their birth, it can only serve to divide us and cause us to lose faith in the institutions that have served to make this the great country that it is.

It is important to remember that insisting on respect is so much more than fighting against intolerance. At the Anti-Defamation League, we do not want people to simply tolerate each other; we want them to have respect for others, including respect for all of our wonderful differences.

Over this past year we have seen all too many examples of a lack of respect, let alone even a tolerance, for one another. For example, being a black male should not cause you to be racially profiled, incarcerated or shot; your religion should not bar you from entry to a country founded on religious freedom and no

one religious point of view should be used to deny services to someone simply because they are not heterosexual; women

should be recognized as equals without being demeaned or objectified; and simply because you are of Mexican heritage does not mean that your ability to comply with the law or honor the oath of your office should be questioned.

The coarse nature of our national discourse over the past year has been registered at ADL. Examples set by our political leaders and institutions have worked their way into our culture from the workplace to the schoolyard. Over the past year, the Mountain States Regional Office has received an increased number of reports of anti-Semitic acts, claims of discrimination and hateful behavior.

ADL has not sat idly by. We speak out against egregious statements and actions, and work to promote a culture of respect through our No Place for Hate® campaign that reaches about 50,000 students in nearly 50 schools across Colorado; our work with law enforcement, that has trained hundreds of officers to investigate and enforce hate crimes laws and to explore their own biases; and our Words to Action educational program that prepares and empowers high school and college students to deal with anti-Semitism and anti-Israel activities on college campuses.

We thank you for your support in helping us to fulfill ADL's unending mission to stop the defamation of the Jewish people and to secure justice and fair treatment to all. ●

Jim Kurtz-Phelan
Regional Board Chair

Scott L. Levin
Regional Director

ADL Celebrates 75 Years in Colorado

In 1941, a dedicated group of Colorado Jewish leaders — led by Col. Melvin Schlesinger and including such notables as Lou Isaacson, A.B. Hirschfeld, Max Goldberg, and Emmett Heitler — started a regional office of the Anti-Defamation League in Denver.

Think about what Colorado was like in 1941 for Jews and other minorities. Hitler had invaded Poland, occupied most of Europe, and threatened England. American isolationists blamed Jews for trying to involve the United States in the European war, and radio preachers broadcasted virulent anti-Semitism on a weekly basis. The horrors of the Holocaust were just beginning. Only a few years before, the Ku Klux Klan was a powerhouse in local politics, controlling the statehouse and the Governor's mansion. Discrimination was widespread in housing, public accommodations, employment, and education.

ADL's mission then was the same as it is today: "to stop the defamation of the Jewish people and to secure justice and fair treatment to all." Over the past 75 years ADL has helped to change our community in significant ways.

ADL helped pass Colorado's first laws banning discrimination in employment and housing, advocated for Jewish doctors who sought to practice medicine in area hospitals and for Jewish students who were limited by quotas in colleges and universities, including at the University of Colorado. As a civil rights leader to this day, ADL works to ensure voting rights and equal treatment for all, monitors and exposes the work of hate groups and extremists, and supports Israel in the face of efforts to delegitimize the Jewish state.

ADL's award-winning A WORLD OF DIFFERENCE® Institute and No Place For Hate® initiative reach approximately 50,000 students in our region each year with anti-bullying and anti-bias

workshops. ADL combats new forms of bias and anti-Semitism wherever found, including on social media, and empowers and equips high school and college students with information and skills to combat anti-Semitic and anti-Israel rhetoric and activities on campus through its Words to Action program.

Along with responding to discrimination complaints, ADL's advocacy has also been instrumental in assisting coalition partners to achieve successes in the areas of marriage equality, fair tuition for undocumented students and in the fight for reproductive justice.

ADL Mountain States Region thanks the community for celebrating this milestone with us, and for supporting us in our ongoing and critical efforts "to stop the defamation of the Jewish people and to secure justice and fair treatment for all." ●



ADL Past Regional Director Sheldon Steinhauser with fellow marchers during the March from Selma to Montgomery, Alabama in March, 1965. The March was organized by Dr. Martin Luther King and sought to draw awareness to the difficulty faced by African-Americans seeking equal voting rights.

75th Anniversary Diamond Dinner *Continued from page 1*

Proceeds from the dinner support the Anti-Defamation League's regional programming and the work of ADL, including fighting bigotry, racism and anti-Semitism; combating bias, bullying and hate through the No Place for Hate® Initiative; advocating for civil rights and religious freedom; training members of the law enforcement community; countering hate crimes; and responding to complaints of discrimination.

ADL thanks the generous sponsors of the Diamond Anniversary Dinner:

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Seventeen Young Professionals join ADL's 2016-2017 Robert B. Sturm Leadership Fellows Program

Seventeen young professionals have joined the Anti-Defamation League–Mountain States Region's 2016-2017 Robert B. Sturm Leadership Fellows Program. The program year began with a half-day retreat at the Genesee Challenge Course in Golden, Colorado on September 11 at which the new Fellows had an opportunity to try out partner and group team-building activities on the low and high ropes courses with trained leaders from the Denver Parks and Recreation staff.

This year's Sturm Fellows class includes the following individuals who were chosen through a competitive application process: Charles Allison-Godfrey, Jordan Alviljar, Austin Cohen, Aaron Cooper, Melyssa Feiler, Sarah Fenn, Shane Kleinstein, Gabrielle Mattisson, Max Mattisson, Joshua Mitchell, Erin Nave, Heather Olsen, Jessica Pivar, Rachel Rosenthal, Molly Sandler, William Weiner and Joshua Weiss.

One of this year's Fellows, Aaron Cooper, is an attorney with a small Denver firm. When asked why he wanted to be a Sturm Fellow, Aaron replied:

"I was raised in a Jewish home by ex-hippie feminists who taught me that all people deserve equal treatment. Equality was never about getting special treatment for Jews or women or minorities, it was about making sure that people of different backgrounds were on the same playing field as those in the majority. As I grew older and my understanding of equality as a general principle was connected to my legal studies, I began to see the civil rights injustices that occur on a daily basis, locally, nationally and worldwide. ADL's legislative work and community involvement seeks to address those issues and I want to be an active participant in making our community better.

"Although significant progress in civil rights advocacy continues, ADL is needed now more than ever. Battles over 'religious liberties', LGBTQ rights, and racial and ethnic profiling dominate the news. Some candidates promote racism, xenophobia, and bigotry at the highest levels. I want to help secure rights for those who cannot always advocate for themselves and the Sturm Mountain States Leadership Fellows Program is a great way to start."

The chairs of this year's Sturm Fellows Program are Lauren Carboni, Karen Flaxer and Andrew Rubin, all graduates of the Program and members of the Mountain States ADL Board.

The Robert B. Sturm Leadership Fellows Program, part of the national ADL Glass Leadership Institute, runs each year from September to June and provides educational and social

programming about the substantive issues of ADL's work, giving participants the tools to become passionate civil rights leaders in the community. A highlight of the Program is the opportunity to attend ADL's National Leadership Conference in Washington, D.C., joining participants from all over the country to learn from nationally renowned speakers and leaders. The Sturm Fellows Program is supported locally by a generous endowment from philanthropist Robert B. Sturm. Information: 303-830-7177. ●



2016-2017 ADL Sturm Fellows — Back row, L-R: Andrew Rubin, Board Member and Sturm Fellows Co-Chair; Austin Cohen; Asha Holsopple, ADL Assistant Director of Development; Aaron Cooper; Jessica Pivar; Max Mattisson; William Weiner. Middle row, L-R: Molly Sandler (kneeling); Shane Kleinstein; Gabby Mattisson; Melyssa Feiler; Rachel Rosenthal. Front row, L-R: Sue Parker Gerson, ADL Associate Regional Director; Jordan Alviljar; Erin Nave; Josh Mitchell; Charles Allison-Godfrey. Not pictured: Sarah Fenn, Heather Olsen, Joshua Weiss.



Order your 2017 Positive Impact calendars now!
Call 303-830-7177 for more information or view
the calendar online at <http://denver.adl.org/2017calendar/>

It's A Marathon: ADL's School Partners use the No Place for Hate® Initiative to Create Positive Culture

With every new school year, new students enter a building and new teachers and staff prepare to educate children in the foundational subjects of language arts, math, science and social studies. These courses and lessons are repeated every year to ensure understanding and mastery, and they get more difficult as each student progresses. ADL's No Place for Hate® Initiative works with students and staff in a similar manner. Just as there is no quick fix to learning algebra or writing a composition, there is no one easy way to create a culture of respect.

The No Place for Hate Initiative, now in its ninth year in Colorado and Wyoming schools, is designed to rally an entire school around the goal of creating a welcoming community committed to stopping all forms of bias and bullying. ADL works with its school partners throughout the year to educate and empower students and staff to conduct intentional activities that promote kindness, anti-bias language and behavior and bully-free learning environments.

ADL is proud that during the 2015-16 school year, 45 schools from Durango to Greeley worked diligently in their year-long campaigns to create school climates of respect and inclusion for nearly 50,000 students, resulting in markedly improved school cultures. "One thing I learned is that sometimes to make a difference, you have to be the difference," reported a sixth grade student participant.

Three schools received ADL's No Place for Hate Excellence Award for the comprehensive and unique approaches that their students and staff used to reach fellow classmates and students.



Students and staff from Prairie Heights Middle School in Evans, CO after their participation in an AWOD—A World of Difference® training.

Emerald Elementary (Boulder), Aspen Creek PK-8 (Boulder) and Grandview High School (Cherry Creek) conducted curricular lessons, peer-to-peer discussions, school-wide artwork, staff professional development and simple sticky note campaigns to spread the message to their school communities.

Generous banner sponsors of No Place for Hate include The Jay & Rose Phillips Family Foundation of Colorado, The Gerald and Roberta Quiat Family Foundation and The Melvin and Elaine Wolf Foundation. We thank them and many other supporters whose generosity ensures that ADL can provide the No Place for Hate Initiative to our schools for a nominal fee.

For more information, please visit our website: www.adl.org/noplaceforhatedenver. ●

ADL Words to Action: Empowering Students to Address Anti-Semitism and Anti-Israel Bias on Campus Reaches High School and College Participants in Colorado

For a second year, the Mountain States Region is conducting trainings for high school and college students in order to empower them to confront anti-Semitism and anti-Israel bias on their campuses and in their own lives.

Words to Action is an interactive education program that empowers and equips high school and college students with constructive and effective responses to combat various manifestations of anti-Semitism and anti-Israel bias on campus from biased comments to hate-motivated incidents.

Last year, ADL received a Rose Community Foundation three-year grant to be used for implementing this new and important educational initiative for high school students in the Denver-Boulder region. Recently, ADL received additional grants from the Norton Bain Family Foundation and the Keshet Foundation to bring the program to high school students outside the metro area and to college students throughout the Mountain States Region.

During the 2015-16 academic year, ADL conducted seven workshops for high school students and one for college students in Denver, reaching 150 participants overall. Several

workshops have already been scheduled for the current academic year. To learn more about Words to Action or to schedule a training for your school, camp, youth group, or other teen or college-age group, please contact Words to Action coordinator Sue Parker Gerson at sparkergerson@adl.org or 303-830-7177. ●



ADL Words to Action facilitators Sue Parker Gerson, Associate Regional Director (seated) and Yael Weinstein (standing) with members of the 2016 Denver Jewish Day School graduating class.



Anti-Defamation League
 1120 Lincoln Street, Suite 1301
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Mountain States ADL in Action:

- **ADL responded** to dozens of individuals reporting anti-Semitism and other forms of discrimination including a rash of anti-Semitic vandalism in Denver during Passover and a neo-Nazi themed Facebook chat group involving Boulder students.
- **ADL advocated** for voting rights and the fight against global anti-Semitism in meetings with members of the Colorado congressional delegation during the summer recess.
- **ADL empowered** over 50,000 students in nearly 50 schools across Colorado through its No Place for Hate® Initiative to create positive and bias-free school cultures.
- **ADL trained** nearly 1,000 members of synagogues and other houses of worship, as well as members of the LGBT community, to help create safe and secure spaces for all.
- **ADL conducted** 15 trainings for more than 400 members of the law enforcement community on the topics of violent extremism and hate crimes.

Colorado Springs Police Chief Participates in Elite ADL Training in Israel

The Mountain States Region was fortunate to send Colorado Springs Police Chief Peter Carey to ADL's 2016 National Counter-Terrorism Seminar (NCTS) in Israel this summer.

Each year, NCTS brings the highest level of law enforcement executives from around the U.S. to Israel for a week of intensive counter-terrorism training, with briefings provided by senior commanders in the Israel National Police, experts from Israel's intelligence and security services, and the Israel Defense Forces. The Israeli experts share strategies and best practices in fighting terror and participants return home better able to protect their communities.

"This training gave me a fuller appreciation of what happens in public safety in Israel," Carey said. "My time with the other U.S. law enforcement leaders was also very valuable. I've learned new concepts and ideas and greatly appreciate the experience. I plan on spending time with my staff to discuss what I learned from the Israeli police."

In addition to Chief Carey, the 2016 class included executives from: U.S. Customs and Border Protection; the U.S. Marshals Service; the Illinois, Pennsylvania and New Jersey State Police; the New York City, Chicago, Orlando, San Bernadino, Salt Lake City, Fort Worth and Washington, D.C. Police Departments; and more.

ADL's Israel Office, headed by Regional Director Carole Nuriel, designed the agenda, that included meetings with commanders from both the Israel National Police and the Palestinian Civil Police, the survivor of a bus bombing, a Holocaust survivor and visits to the Israel National Police Academy, Yad Vashem Holocaust Memorial and an Israeli prison.

ADL is proud to be the largest non-governmental trainer of law enforcement in the country and will continue our strong relationship with law enforcement in the region and across the nation. ●



Participants in ADL's 2016 National Counter-Terrorism Seminar (NCTS) in Israel, including Colorado Springs Police Chief Pete Carey, 5th from left.