

APPENDIX

**Remarks of Rachel Wainer Apter,
Director of New Jersey Division on Civil Rights
Senate Law and Public Safety Committee
March 7, 2019.**

Thank you, Chairwoman Greenstein and members of the Senate Law and Public Safety Committee.

My name is Rachel Wainer Apter, and I am the director of the New Jersey Division on Civil Rights. The Division, which is part of the Department of Law and Public Safety, is the state agency charged with enforcing the New Jersey Law Against Discrimination, and with preventing and eliminating discrimination, bias and prejudice in employment, housing, and places of public accommodations (which include schools, hospitals, theaters, restaurants, businesses, etc.).

I am here today to speak about the rising number of bias incidents and bias crimes in recent years and what we at the Division and at the Department of Law and Public Safety are doing about it.

In New Jersey, a bias crime or incident is defined as a crime motivated by a person's race, color, religion, gender, disability, sexual orientation, gender identity, gender expression, or national origin.

What constitutes a bias crime differs in other states and in the federal system, but regardless of the precise definition, the numbers are rising across the country.

The number of hate crimes reported to the FBI nationwide increased 17 percent from 2016 to 2017, the most recent data available. That is the third consecutive year of an increase, and it's the single biggest spike since the surge of incidents targeting Muslims after Sept. 11th.

59.6 percent of reported incidents in 2017 were because of the victim's race or ethnicity; 20.6 percent were because of religion; 15.8 percent were because of sexual orientation. Anti-Semitic hate crimes reported to the FBI rose 37 percent.

The increase was even more pronounced in New Jersey, where there were 495 hate crime incidents reported to the FBI in 2017—a 76 percent increase over 2016, and the fourth highest number in the country.

This does not mean that more hate crimes occurred in New Jersey than in 46 other states. The data does not measure actual hate crimes committed; only the number reported by state and local law enforcement agencies to the FBI. And some state and local law enforcement agencies simply do not report this data. For example, the City of Miami reported zero hate crimes in 2017, and the State of Mississippi reported one.

But regardless of issues with the data, we know this is a problem in our State. In November, swastikas and racial slurs were found on a bathroom wall in a high school in Montvale. Similar incidents have been reported around the State.

So what are we doing about it?

First, County Prosecutors and local police vigorously prosecute bias incidents, wherever they occur. The Division on Criminal Justice within the Attorney General's office also has a Bias Crime unit. Individuals can report bias crimes to the Unit online (<https://www.nj.gov/oag/bias/>) or by calling 1-800-277-BIAS (2427). And the Division has been working closely with State Police on a new reporting system for local police to report this data up to the State level that will be rolled out in the next few months.

The Division on Criminal Justice, County Prosecutors and local police have also been taking a proactive approach. Along with the Division on Civil Rights, they have hosted 21 bias crime events across the state in the past several months. Many have included community groups like the NAACP, Garden State Equality and the ADL. County Prosecutors and detectives have also been going into schools in their areas to do anti-bias presentations and trainings.

Finally, I would like to speak about the role the Division on Civil Rights has to play here. As I noted, the Division was created by the Law Against Discrimination to "prevent and eliminate discrimination," bias and prejudice in employment, housing and places of public accommodation.

Many bias crimes are also acts of prejudice and discrimination that violate the Law Against Discrimination, but DCR's investigatory authority is not the same as the authority of state and local police.

When an employee finds a noose hanging from his locker at work, or a student finds a swastika painted on the bathroom in a middle school, state and local police search for the person who hung the noose or painted the epithet and decide whether or not he or she should be criminally prosecuted.

When DCR investigates such an incident, we look at whether the employer or place of public accommodation (in the example above, the school), knew or should have known that there was a racially hostile work environment or a racially hostile school environment, and whether it took reasonable steps to address it.

When we find that an employer or place of public accommodation failed to take reasonable steps to address a racially hostile work environment or a religiously hostile school environment, we can require affirmative policy changes to make sure these incidents do not recur in the future. This could mean training on bias or implicit bias for employees, teachers or students, a new policy that spells out how reports of harassment must be investigated internally and proactively addressed, damages to the victim, and statutory penalties to ensure that the employer or place of public accommodation is taking the issue seriously. DCR's remedies thus complement any individual prosecution on the criminal side.

We are also taking a proactive approach statewide, evaluating what types of training and policies might help all of us understand and address our own implicit biases and stereotyped thinking. We are looking at what regulations may be helpful to clarify how the Law Against Discrimination applies in particular circumstances. We are creating materials to help New Jerseyans understand their rights under the Law Against Discrimination, which is incredibly broad. And we are

planning listening sessions across the state to help communities begin having the difficult conversations necessary to break down barriers and foster mutual trust and respect.

In the words of Dr. King, “People fail to get along because they fear each other; they fear each other because they don’t know each other; they don’t know each other because they have not communicated with each other.” It is time to break down the barriers of communication and engage in the hard work of getting to know our fellow New Jerseyans—especially those who look differently, pray differently or love differently than we.

I am happy to answer any questions you may have.

OHSP Threat Assessment for 2019

The Star Ledger reported on February 3, 2019 that Director Maples stressed in OSHP's most recent "threat assessment" that home grown extremists is the number one threat the state (<https://www.nj.com/expo/news/g66l-2019/01/87fd5e978b2748/nj-terror-experts-are-watching-these-groups-in-2019.html>).

OHSP Assessment can be found at:

https://static1.squarespace.com/static/54d79f88e4b0db3478a04405/t/5c4f011df950b77130e3fab5/1548681505075/ThreatAssessment-Booklet-2019_Final.pdf

Link to all FBI Hate Crimes Reports:

<https://www.fbi.gov/investigate/civil-rights/hate-crimes>

Chronology of Specific Threat Incidents Reported July 1, 2018 to Date for NJ/NY Area (NJ Highlighted in Yellow):

(Includes some national reports)

Queens, New York, February 24, 2019 (NY Daily News): Governor Andrew Cuomo has ordered State Police to help find the vandals who scrawled dozens of Swastikas and other anti-Semitic symbols and "Hail Hitler" in a Queens schoolyard. The Nazi symbols and slogan were discovered on Friday at Public School 139 by a school custodian who reported it to the NYPD.

Toms River, New Jersey, February 21, 2019 (Jewish Standard): Community, religious, and political leaders attend county governing body meeting to support a resolution condemning the use of offensively distorted Holocaust imagery and the unapproved photos of elementary school yeshiva children were used by "Rise Up Ocean County," in opposition to the expansion of a Jewish presence in that part of New Jersey. <https://blogs.timesofisrael.com/fighting-holocaust-distortion-and-hate-in-ocean-county/>

New York, New York, February 13, 2019 (The Independent): Police are investigating after a swastika was reported on a New York City Subway car, prompting the removal of the train during the morning rush hour. Anti-Semitic hate crimes have been on the rise in the city, with the New York Police Department reporting last October that they had seen 142 of those crimes at that point in the year compared to 126 during the same period the year before.

Crown Heights, Brooklyn, New York, February 3, 2019 (The JC): A wave of hate crimes against Jews in New York has continued, with three men arrested after a 51-year old Orthodox man was hospitalized last week following a "vicious assault" in Crown Heights. Last year, the number of reported incidents of antisemitism in the city more than doubled.

Islamburg, New York, January 23, 2019 (ABC News): Four suspects are under arrest in upstate New York and charged with an alleged conspiracy to use improvised explosive devices and guns to attack an Islamic community. Authorities said that the suspects were engaged in a plot to attack Islamburg, New York – a Muslim enclave 50 miles northwest of Binghamton. The tiny town of about 200 people has

long been the subject of unsupported claims of terrorist activity by right-wing media outlets and commentators.

Washington, DC, January 18, 2019 (ABC7): DC Police are investigating multiple anti-Semitic messages found spray painted at locations around the city as possible hate crimes. The messages read **"I Want Jexit"** which Jewish organizations say is an anti-Semitic term that is a play on "Brexit" to mean Jews must leave. Brexit is the abbreviation for Britain exiting the European Union. A police officer at the scene of the incident told ABC7 the message is "hateful."

Arnold, Maryland, January 17, 2019 (Capital Gazette): Severn River Middle School officials are investigating anti-Semitic and violent statements that were found written inside a boys' bathroom, according to a letter the school's principal sent families. School officials are reviewing hallway video camera footage in an attempt to identify potential suspects. This is the second bias-related incident at the Arnold school in just two months.

New York, New York, December 28, 2018 (JTA/the Patch): New York saw more hate crimes against Jews in 2018 than all other targeted groups combined, according to police figures. Anti-Semitic incidents rose by 22 percent from last year, NYPD figures show. Of the 352 hate crimes recorded for the year (as of December 25th), 183 were anti-Semitic incidents.

New York, New York, December 12, 2018 (The Forward): A Jewish center at New York University closed temporarily after concern over threatening social media posts. The Edgar M. Bronfman Center for Jewish Student Life at NYU was closed for most of the day. **"We became aware of several public online postings by an NYU student which were anti-Semitic in nature and potentially threatening,"** Rabbi Yehuda Sarna, executive director of the center, wrote in an email to students. The building did not open on Wednesday morning while officials consulted with security experts.

Pittsburgh, Pennsylvania, December 10, 2018 (JTA/Pittsburgh Post-Gazette): Anti-Semitic fliers were found in Squirrel Hill, the Pittsburgh neighborhood where 11 worshippers were killed in an attack on a synagogue building. The fliers also were dropped in other surrounding neighborhoods. The pamphlets signed by the Loyal White Knights of the KKK provide information about the Ku Klux Klan and encourage people to join the neo-Nazi organization.

New York, New York, December 10, 2018 (JTA/NY Post): A New York City councilwoman received an anti-Semitic letter that referred to the mass shooting at a Pittsburgh synagogue. Councilwoman Karen Koslowitz of Queens, who is Jewish, received the letter. "You had been defending all stinky, filthy, dirty Jewish population in New York City as well as the stinks mo'f's living in Israel, Russia, former Soviet Union countries, in western European and Latin American countries," read the typewritten letter dated Nov. 12 and beginning with the salutation "Dear Karen." A handwritten sentence at the end of the letter said: "What do you think about those stinky Jews killed, 11 and 4 hurt in that synagogue. What these mother****r rats are doing in other states of the USA???" Koslowitz's grandfather was killed in Poland in 1923 because he was Jewish.

Brookline, Massachusetts, November 28, 2018 (New England Cable News): Police are investigating after a menorah was vandalized and stolen from a Brookline, Massachusetts synagogue. Authorities believe multiple thieves ripped a 6-foot-tall, 300-pound menorah out of the ground at Temple Emeth, vandalized it and then ditched it in West Roxbury where police later discovered it.

New York, New York, November 26, 2018 (Yeshiva World): A 9-year-old child was attacked in what appears to be a hate crime in Williamsburg. Video footage below shows a Hasidic child walking down the street, when a young man runs up from behind and pushes him hard to the pavement. The NYPD is looking for a group of ten "thugs" that were involved in this incident. Video footage of the incident may be viewed at: <https://www.theyeshivaworld.com/news/general/1630357/hate-in-williamsburg-hasidic-boy-attacked-in-williamsburg-nypd-investigating-incident-watch-video.html>.

Washington, DC, November 14, 2018 (JTA/Washington Post/Huffington Post): A Washington, D.C., white supremacist was arrested on a gun charge after family members warned police that he said the Pittsburgh synagogue killings last month were a "dry run." Jeffrey Clark, 30, appeared in U.S. District Court on charges of illegally possessing a firearm and a high-capacity magazine. Two family members alerted police after Clark grew increasingly agitated in the wake of the suicide of his 23-year-old brother, Edward, on Oct. 27, just hours news broke of the worst anti-Jewish attack in U.S. history, when a gunman killed 11 worshippers at The Tree of Life synagogue complex in Pittsburgh. The brothers were active on far-right social media. Jeffrey Clark had been "friended" by the alleged Pittsburgh gunman, Robert Bowers, on the far-right chat site Gab. It was reported that Jeffrey Clark wrote on Gab that the Pittsburgh killings were a "dry run" and "the f***ing kikes that got shot by the hero #RobertBowers were all active supporters of pedophilia ... and every last one of them deserved exactly what happened to them and so much worse."

National, November 13, 2018 (JTA): Hate crimes against Jews in America rose by more than a third last year and accounted for 58 percent of all religion-based hate crimes, according to data released by the FBI. Overall, hate crimes increased by 17 percent in 2017, the data showed, with 7,175 hate crimes reported, up from 6,121 in 2016. The number of hate crimes based on religion is the second highest ever, behind only 2001 in the wake of the 9/11 attacks. The report noted a 23 percent increase in religion-based hate crimes in 2017 to 1,564, representing about 20 percent of all hate crimes. There were a total of 938 hate crimes committed against Jews in 2017, up from 684 in 2016.

New York, New York, November 7, 2018 (CBS New York): The NYPD released its latest crime statistics that show an increase in bias attacks, even as overall crime was reported to be down. A news conference was held inside the Museum of Jewish Heritage. Police Commissioner James O'Neill and Mayor Bill de Blasio updated the community about a rash of hate crimes. Police reported more than 300 hate crimes so far this year, with more than half targeting Jews.

New York, New York, November 7, 2018 (ABC 7 NY): Officials are investigating a group of teenagers in Brooklyn after a string of three incidents in which Jewish youths were targeted and a metal pipe was thrown through a synagogue window. The incidents are being investigated as bias crimes.

New York, New York, November 5, 2018 (CNN): A man was arrested and charged with hate crimes after anti-Semitic messages were found in a temple, police said. James Polite, 26, faces multiple charges, including fourth-degree criminal mischief as a hate crime and second-degree aggravated harassment as a hate crime in connection with anti-Semitic remarks found at the temple and fires set at several locations in Brooklyn hours later. Graffiti was found on four floors of the Union Temple in Brooklyn's Prospect Heights neighborhood, some of which said "Hitler," "Jews better be ready" and "Die Jew rats we are here," the New York Police Department said. Polite was also charged with second-degree arson and second-degree reckless endangerment -- both hate crimes -- in connection with a fire set in the coat closet of a Yeshiva school in the Williamsburg neighborhood and fires at six other nearby

locations, the NYPD said. The locations appear to be associated with the Jewish community in Brooklyn.

National, November 1, 2018 (JTA/New York Times/ The Atlantic/Forbes): Instagram removed two anti-Semitic hashtags after a New York Times report showed that the social media site was home to thousands of hateful posts. The Facebook-owned site deleted "#911wasdonebythejews" and "jewstdid911," both of which promoted the conspiracy that the Jews were responsible for the 9/11 terrorist attacks in 2001. The New York Times reported that it had found nearly 12,000 posts under the latter hashtag. The Times also said it found other anti-Semitic hashtags that referenced Nazi ideology. Even after the two hashtags were taken down, reporters for The Atlantic and Forbes said they could still easily find anti-Semitic posts on Instagram.

Lakewood, New Jersey, October 30, 2018 (JTA/The Lakewood Scoop): A stuffed rag doll was found hanging from a tree with a knife stuck through its forehead near a Jewish school. The doll, discovered on Monday morning near the Toras Menachem elementary boys school, reportedly was wearing a skirt in a pattern that resembles the school uniform worn by children in the area, which is heavily populated by Orthodox Jews.

National, October 29, 2018 (Washington Examiner): Deputy Attorney General Rod Rosenstein said 88 percent of agencies that provide hate crimes data to the FBI reported zero hate crimes in 2016, a sign these hate incidents are being under-reported. This data is tabulated for the FBI's annual Hate Crimes Statistics Report. Since the inception of the report, Jewish people have been the victims of more reported hate crimes than any other religious minority anti-Jewish bias crimes and have constituted the majority of all religious-based hate crimes reported.
(Link to all FBI Hate Crimes Reports: <https://www.fbi.gov/investigate/civil-rights/hate-crimes>.)

New York, New York, October 21, 2018 (WABC/Times of Israel/JTA): A Pakistani Muslim cab driver was indicted for beating an identifiably Orthodox Jewish man at an intersection, and charged with a hate crime. A grand jury indicted Farrukh Afzal of multiple offenses, including a hate crime charge, after it was presented by the District Attorney's Office. The victim, Rabbi Lipa Schwartz, 62, was carrying a special bag containing his prayer shawl and Hebrew texts and was walking to his synagogue for morning religious services. The attack, captured on local surveillance video cameras, shows Afzal quickly getting out of his car and rushing towards Rabbi Schwartz while he was in the middle of the intersection, where Afzal threw the older man to the ground and beat him. Another elderly Jewish man attempted to intervene but was chased off by Afzal. Rabbi Schwartz claims that Afzal shouted "Allah, Allah," said he wanted to "kill all Jews," and made references to Israel throughout the attack. The video recording of this brutal attack may be viewed at: <https://www.jta.org/2018/10/14/news-opinion/orthodox-jewish-man-beaten-brooklyn-traffic-intersection>.

Cherry Hill, New Jersey, October 16, 2018 (JTA): Anti-Semitic and racist fliers supporting the Ku Klux Klan were dropped on dozens of homes in Cherry Hill, a Philadelphia suburb with a large Jewish population. At least 30 homes in the southern New Jersey township discovered the fliers on lawns and front walkways, according to local reports. Some fliers featured a picture of Nazi leader Adolf Hitler. Others used the image of a black man on trial before a Jewish judge and wearing a shirt that says "Kill Whitey" with racist language. The fliers all featured the emblem of the Loyal White Knights of the Ku Klux Klan at the bottom with a phone number to call. Police are scanning home security video tapes in an attempt to identify those responsible for distributing the fliers.

Washington Township/Lakewood, New Jersey, October 1, 2018 (NJ.Com): A woman has been arrested and charged with harassment and bias intimidation after leaving a disparaging voicemail on the answering machine at a synagogue, police said. According to a police statement, the voicemail, "expressed her extreme distain for the Jewish faith, their members as well as their facility." According to an affidavit of probable cause filed in court, the woman ranted in the voicemail about seeing Jewish people in the library and in a park not far from the synagogue, and that she wanted the synagogue gone. Her message also referenced the town of Lakewood in Ocean County. Commenting on the incident, Washington Township Police Chief Pat Gurcsik said, "Hate has no place in Washington Township." "The threats made are an act that terrorized the synagogue and its community just because of their faith."

Newark, New Jersey, September 17, 2018 (The Forward): Police defused a small explosive device discovered at a Jewish cemetery. Officers with the Essex County Sheriff's Office discovered the device at the B'nai Abraham Cemetery, during a cemetery visiting day organized by the Jewish Federation of Greater Metrowest NJ. The Essex County Sheriff's Department Bomb Squad responded and removed the item promptly to dispose of it in a safe manner.

Nationwide, September 11, 2018 (CNN): Sophisticated foreign terrorist plots like those employing multiple forms of violence and direct involvement by terrorist organizations remain the deadliest threat, a new Homeland Security intelligence assessment concludes. The assessment obtained by CNN analyzed 99 terror attacks linked to foreign terrorist organizations from 2014 to 2018, including events in North America, Australia and Europe. According to the report from the Department of Homeland Security Office of Intelligence and Analysis, **factors that increase the deadliness of an attack include planning attacks to exploit specific vulnerabilities in targets, including focusing on soft targets and planning attacks when areas are the most crowded.**

Freehold, New Jersey, August 30, 2018 (JTA/Asbury Park Press): Headstones were toppled at a Jewish cemetery. One of the headstones belonged to a World War II veteran, according to Michael Berman, executive director of the Freehold Jewish Center, which operates the cemetery. "In terms of it being the desecration of a holy space, it is," Berman told reporters. "Being Jewish, we're all connected to our history. Our history, unfortunately, has some difficult times in the past and memories that go back to World War II and much farther than that."

New York, New York, August 30, 2018 (ABC Eyewitness News 7): Technology users got a surprise Thursday morning when their social and lifestyle apps seemingly labeled the United States' most populous city with an anti-Semitic header. A number of people posted screenshots on Twitter showing "New York City" had been relabeled "Jewtropolis" on the Mapbox map used by companies and services such as Snapchat parent Snap, Citi Bike and Foursquare. Evan Bernstein, a regional director for the Anti-Defamation League commented that, "Haters are increasingly looking for ways to take advantage of new technologies and promote anti-Semitism... We see hate going online. This is just another perfect example of that." The ADL tracked a 90-percent increase between 2016 and 2017 in anti-Semitic incidents in New York state. Such incidents included physical assaults, attacks, harassment and vandalism.

National, August 29, 2018 (FBI): In a speech given at the Utah National Security and Anti-Terrorism Conference, FBI Director Christopher Wray warned that the primary terrorist threat to the homeland today, without question, is homegrown violent extremists, and that HVEs are increasingly favoring "soft targets" that may appeal to them because they think the security will be lax. He also warned that ISIS,

al Qaeda's affiliates, and domestic terrorist groups effectively use social media to recruit supporters and inspire attacks.

Queensbury, New York, July 18, 2018 (The Post Star): A South Glens Falls man pleaded guilty to **felony charges related to threats he made to shoot up a synagogue.** Justin M. Cabral, 30, was overheard by Warren County Jailers making the threat while Cabral was in custody over unrelated charges. Court records show Cabral "said he would be famous and the headlines will be 'Man shoots up synagogue with automatic rifle.'" **Warren County sheriff's officers contacted local temples after the comments were made to let them know about the threat, and to distribute pictures of Cabral.**

Ridgefield, Connecticut, July 6, 2018 (AP/47 ABC/The News-Times): In a spate of anti-Semitic graffiti, more swastika carvings have been found. Ridgefield police say three swastikas were found recently carved into a picnic table at a housing complex for the elderly and disabled. **Swastikas and anti-Semitic comments have been found in various locations in town** in the past 18 months, including at the Aldrich Museum. Connecticut Republican state Sen. Toni Boucher, who represents Ridgefield, introduced legislation in the most recent legislative session requiring Holocaust and genocide education to be incorporated in schools' curriculum. That bill was made law in May.

**TESTIMONY OF CAROLYN J. MARANO
ASSISTANT COMMISSIONER OF EDUCATION
SENATE LAW AND PUBLIC SAFETY &
ASSEMBLY HOMELAND SECURITY AND PREPAREDNESS COMMITTEES
THURSDAY, MARCH 7, 2019**

Good afternoon Senator Greenstein and Assemblywoman

Vainieri-Huttle, and members of both Committees. It is an honor for me to appear before you today. Joining me today are the following members of my leadership team:

- Kathy Ehling, Director of the Office of Fiscal and Data Services;
- Kelly Williams, Director of the Office of Student Support Services;
and
- Dominic Rota, Director of the Office of Special Education Policy & Dispute Resolution.

My remarks today will focus on the efforts of the Department of Education to help schools establish positive school culture and climate thereby responding to and helping prevent bias-motivated incidents. Our work is designed to ensure that school settings are welcoming, tolerant, and safe. Teachers, administrators, boards of education, and

the greater school community all play a role in helping prevent the spread of hate and reduce the frequency of bias crimes in our schools.

The Department's Efforts to Support Schools

Under Commissioner Repollet's leadership, the Department of Education continues to identify ways to assist and support schools in providing safe and supportive environments for all students and staff.

Enhanced Data Reporting through the New Student Safety Data System

For the 2017-2018 school year, the Department established a new data reporting system – the Student Safety Data System (SSDS). This enhanced system makes it easier for schools and districts to collect and report student safety and discipline data. The SSDS replaced two systems that separately collected data on incidents of violence and vandalism, as well as, acts of harassment, intimidation, and bullying. This improved system now captures information that is required for federal and state data collection. The new system is much more user-friendly than prior systems and contains built-in data quality checks.

Commissioner Repollet reminds us that “systems produce outcomes.”

This is true. It also true that “good data in leads to good data out.”

Collecting and reporting accurate and complete incident and student discipline data enables school leaders to develop targeted programs to reduce incidents unique to their school community.

As a result of the new reporting system, the Department anticipates that the most recent data may result in higher reporting.

Accordingly, we will be treating the 2017-2018 school year as a baseline year.

Establishing a Positive School Climate and Culture

I will now discuss school culture and climate because research demonstrates that, among other things, a positive school climate reduces bullying and acts of violence and improves academic achievement.

NJTSS & PBSIS

The Department helps schools implement New Jersey's Tiered System of Supports (NJTSS). NJTSS provides a variety of academic and behavioral interventions to *all* students. Additionally, the Department works with schools to address student behavior through the Positive Behavior Supports in Schools (PBSIS) initiative. PBSIS is a data-driven, tiered system of positive behavior supports to address challenging student behavior.

PBSIS seeks to improve school climate and reduce student suspensions and discipline referrals. PBSIS uses a three-tiered model of interventions to achieve these outcomes. These Tiers include universal interventions based on behavioral expectations for all students and staff, small group and individual supports for students with repeated behavior problems, and individualized intervention and supports for students with the most intensive needs.

School Climate Transformation Project

Additionally, the Department of Education has partnered with Rutgers University to provide training and coaching to 30 schools to improve school climate through data-driven decision-making.

Participating schools receive tailored training from Rutgers faculty.

Moreover, these schools utilize the New Jersey School Climate Survey, a free research-based tool to collect responses from students, staff, and parents in order to assess conditions for learning. Schools are then able to develop climate improvement plans based on the feedback from the survey.

New Jersey Amistad Commission and the Commission on Holocaust Education

The Department also works closely with the New Jersey Amistad Commission and the New Jersey Commission on Holocaust Education.

The Amistad Commission ensures that African-American history, contributions, and experiences are adequately taught in the New Jersey classrooms. Similarly, the Commission on Holocaust Education

promotes Holocaust and genocide education in our schools. The resources and curriculum guides provided by these Commissions address issues of bias, prejudice, bigotry, and bullying. Teaching tolerance, recognizing prejudice, and grasping the consequences of ignoring bias encourages students to take personal responsibility to combat all types of prejudice. The Department often refers districts to the Amistad Commission and the Holocaust Commission given their unique expertise in helping students and adults discuss and better understand the historical context for concepts like tolerance, bigotry, and hate speech.

Social and Emotional Learning

As you can see in the packet provided to you, the Department also encourages schools to promote social and emotional learning (SEL), which is the process by which children acquire and apply attitudes and skills to:

- 1) Understand and manage their emotions;
- 2) Feel and show empathy for others; and

3) Make reasonable decisions.

Students in SEL programs are:

- ***More likely to attend school.***
- ***More likely to receive better grades.***
- ***Less likely to violate their student codes of conduct.***

As you can see in the packet provided, the Department's SEL Competencies and Sub-Competencies are designed to provide students with the skills they need for success now, and in postsecondary education, careers, and adult life.

Under Commissioner Repollet's leadership, the Department continues to support districts in the development and implementation of SEL programs. We are excited for the Department's first statewide Social and Emotional Learning conference for teachers and administrators, which will be held on Thursday, May 23, 2019 on the Rutgers New Brunswick campus.

The Impact of External Factors

School environments are a reflection of our society. How students interact *inside* the school building is, and always has been, related to factors *outside* the school building.

For example, social media platforms have become a large part of the fabric of our society. We must help our students, faculty and staff successfully navigate the ever-growing world of social media. This requires us to consider policies that help keep our students safe and secure before, during, and after the school day. Because of social media, we recognize that students have seemingly unlimited access to one and other and the outside world 24/7. We must ensure there are enough guardrails to keep our children safe.

In closing, we at the Department of Education recognize our role in helping schools improve the culture and climate in school communities. We will continue to support schools as they implement programs that embrace tolerance and reduce bias.

Thank you again for the opportunity to appear before you. I am
happy to address your questions.

Tier 3

Tiers 1 and 2 plus:

- Intensive, sustained, individualized academic and behavioral supports and interventions
- Frequent progress monitoring
- Provided to a few students

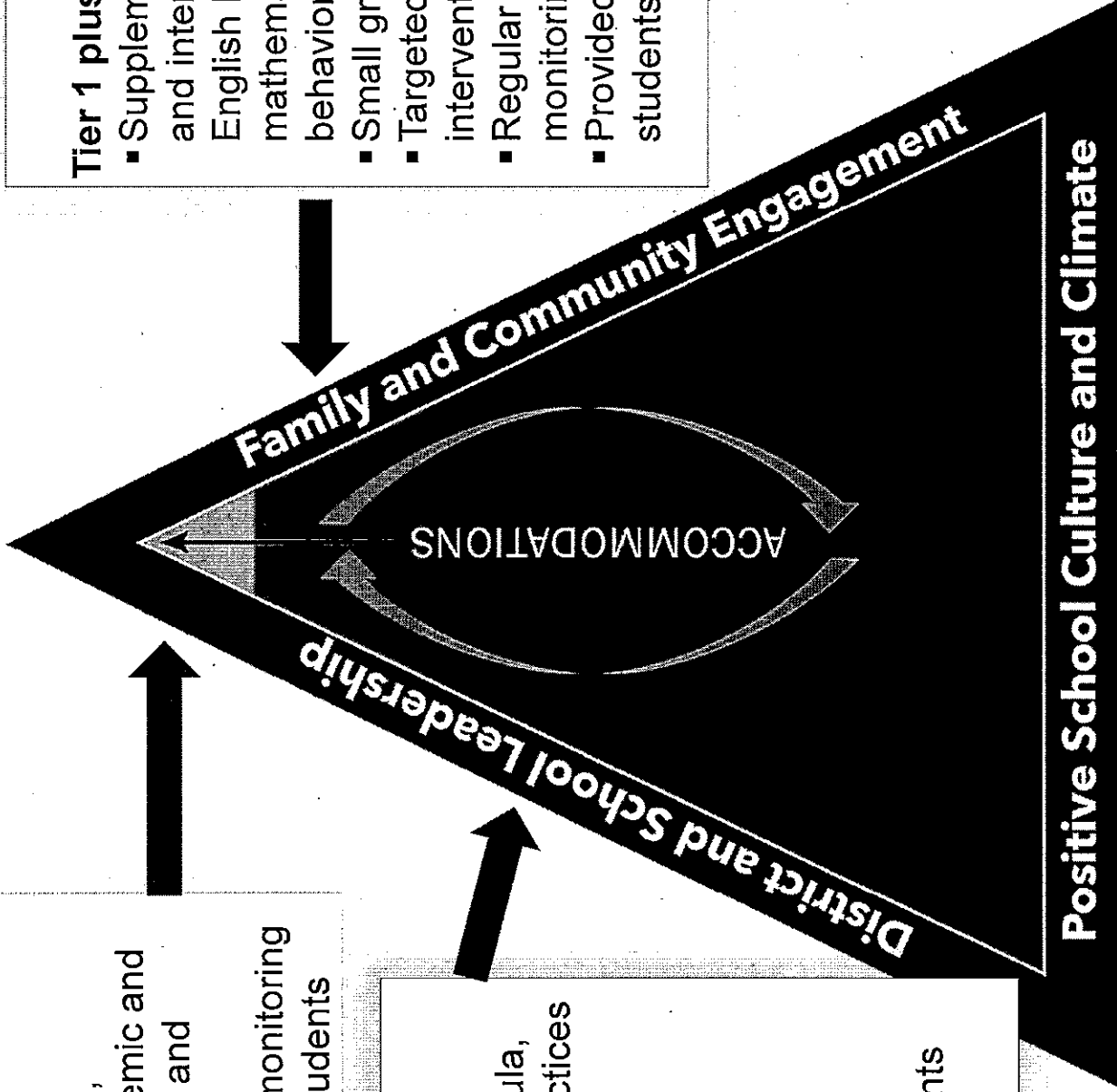
Tier 1

- High-quality learning environments, curricula, and instructional practices
- Planning for learner variability and differentiation
- Multiple means of engagement, representation, and action/expression
- Provided to all students

Tier 2

Tier 1 plus:

- Supplemental supports and interventions in English Language Arts, mathematics and behavior
- Small groups
- Targeted sustained interventions
- Regular progress monitoring
- Provided to some students



- Flexibility in movement between the tiers
- Necessary accommodations through all tiers

NJTSS is a Multi-Tiered System of Support – Building on Intervention and Referral Services and Response to Intervention





PBSIS

Helping Schools Build Systems of Support

Mission

- *The mission of the NJ PBSIS initiative is to build capacity among New Jersey school personnel to implement a multi-tiered system of support for behavior, conduct, and social-emotional wellness that promotes equity for all students.*

Implementation of multi-tiered systems of support create learning environments that contribute to everyone...

1. *being safe emotionally, physically, and socially.*
2. *experiencing success every day.*
3. *receiving what they need to be successful.*
4. *working together to achieve goals.*
5. *feeling welcomed and valued.*
6. *further developing their strengths.*



RUTGERS THE BOGGS CENTER
ON DEVELOPMENTAL DISABILITIES
Robert Wood Johnson
Medical School



New Jersey Social and Emotional Learning Competencies and Sub-Competencies



SELF-AWARENESS

- Recognize one's feelings and thoughts
- Recognize the impact of one's feelings and thoughts on one's own behavior
- Recognize one's personal traits, strengths and limitations
- Recognize the importance of self-confidence in handling daily tasks and challenges



SELF-MANAGEMENT

- Understand and practice strategies for managing one's own emotions, thoughts and behaviors
- Recognize the skills needed to establish and achieve personal and educational goals
- Identify and apply ways to persevere or overcome barriers through alternative methods to achieve one's goals



SOCIAL AWARENESS

- Recognize and identify the thoughts, feelings and perspectives of others
- Demonstrate and awareness of the differences among individuals, groups and others' cultural backgrounds
- Demonstrate an understanding of the need for mutual respect when viewpoints differ
- Demonstrate an awareness of the expectations for social interactions in a variety of settings



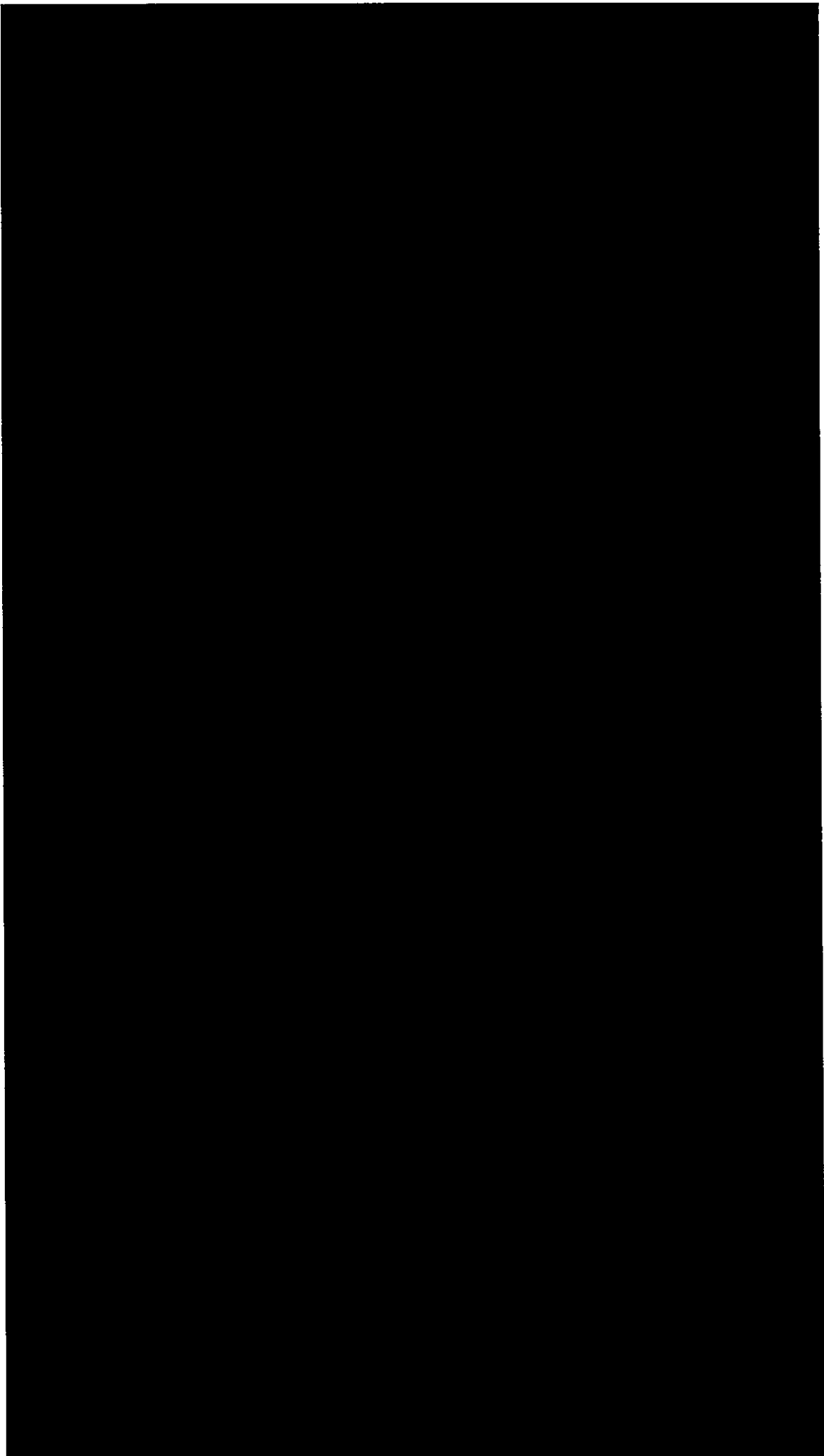
RESPONSIBLE DECISION-MAKING

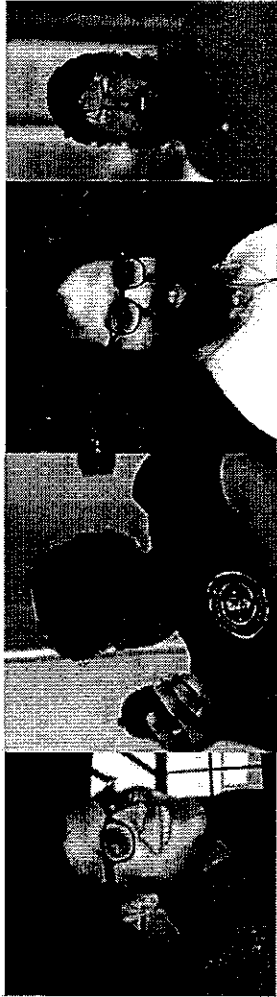
- Develop and implement and model effective problem solving and critical thinking skills
- Identify the consequences associated with one's actions in order to make constructive choices
- Evaluate personal, ethical, safety and civic impact of decisions



RELATIONSHIP SKILLS

- Establish and maintain healthy relationships
- Utilize positive communication and social skills to interact effectively with others
- Identify ways to resist inappropriate social pressure
- Demonstrate the ability to prevent and resolve interpersonal conflicts in constructive ways
- Identify who, when, where, or how to seek help for oneself or others when needed

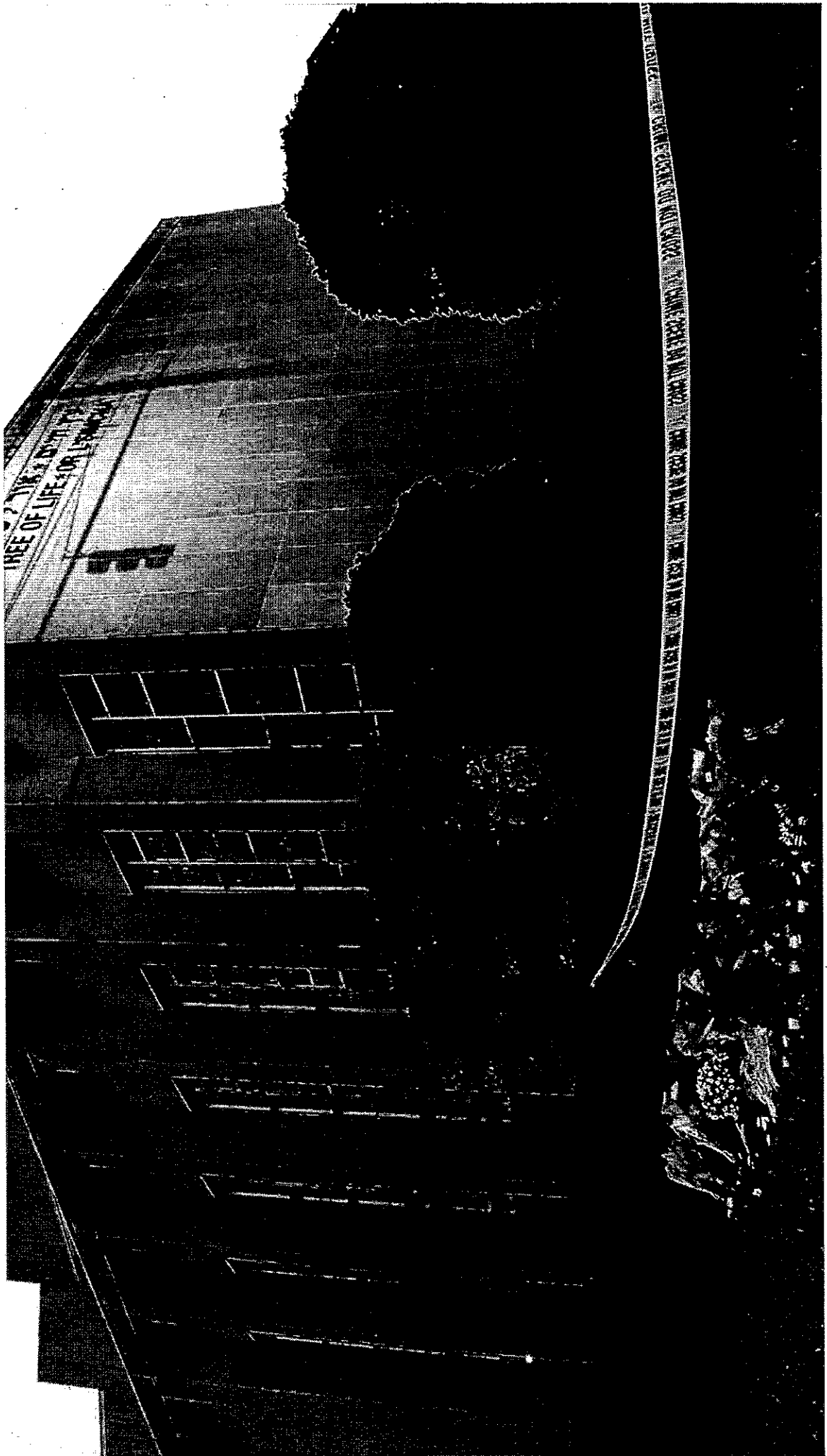




We are the Network Contagion Research Institute, a 501-c3 not-for-profit organization, a group of scientists and engineers who use AI to track, expose and combat the hate spreading between social media and the real world.



NETWORK CONTAGION
RESEARCH INSTITUTE

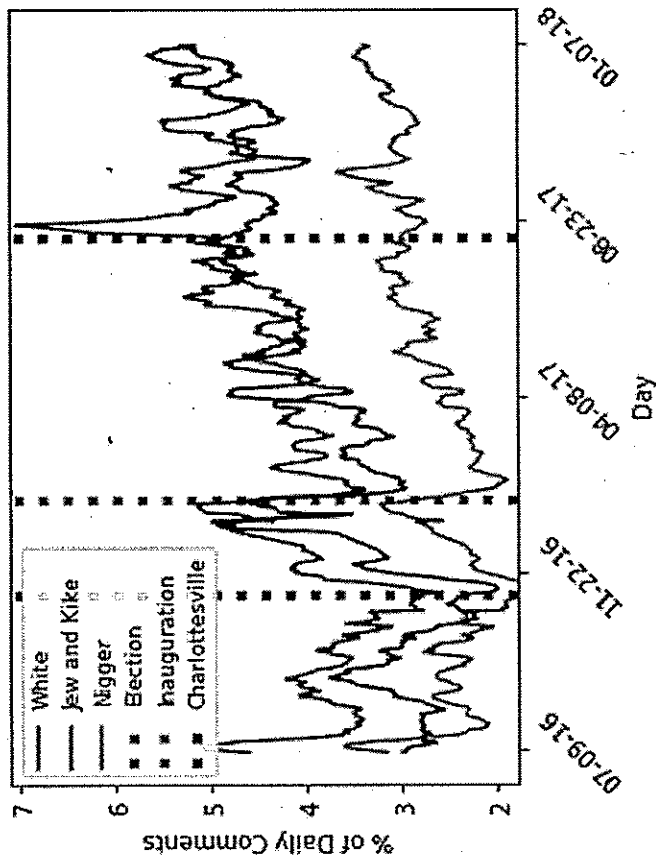


What We've Created

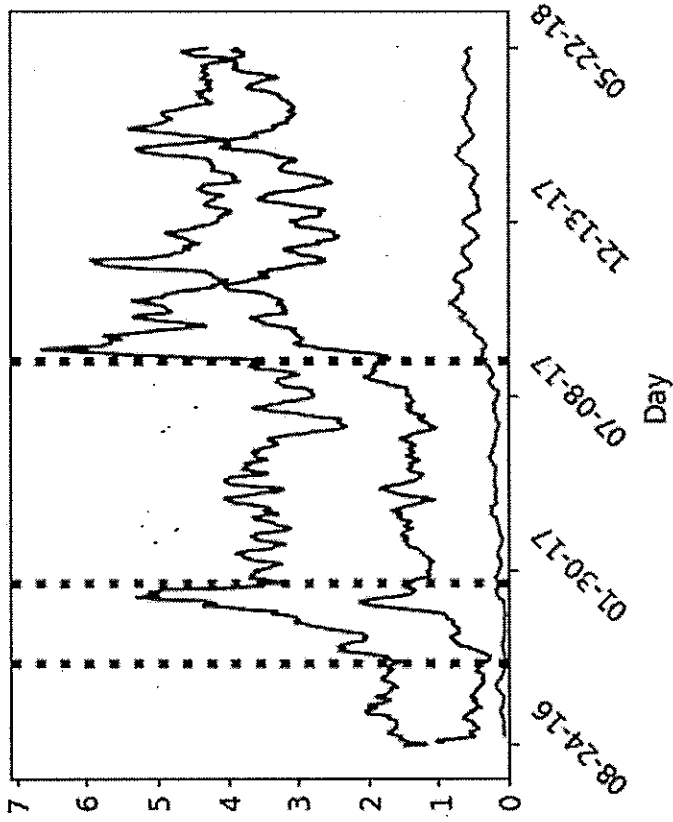
- We've formed a platform that takes in large bodies of text and images from extremist and mainstream platforms in close to real time.
- Our analytic pipeline renders powerful graphs that take quantitative approaches to hate and portray narratives/hostile intentions circulating around these networks.
- This platform allows us to do several things:

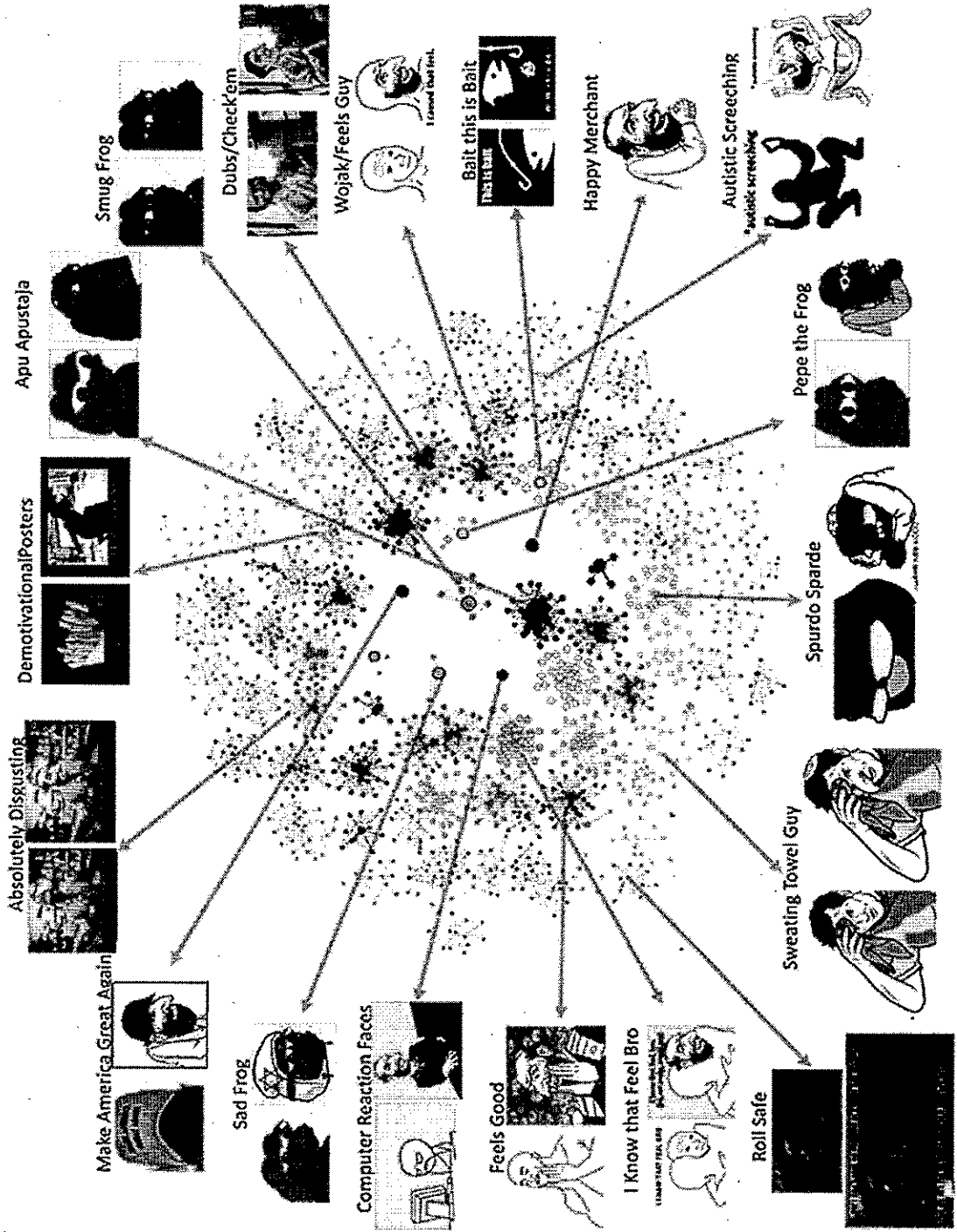
1) Depict Large Trends In Hate

• 4chan's /pol/



• Gab.ai





Robert Bowers (Pittsburg Shooter) and #whitegenocide.



Robert Bowers @onedingo
2 hours ago



HIAS likes to bring invaders in that kill our people.
I can't sit by and watch my people get slaughtered.
Screw your optics, I'm going in.

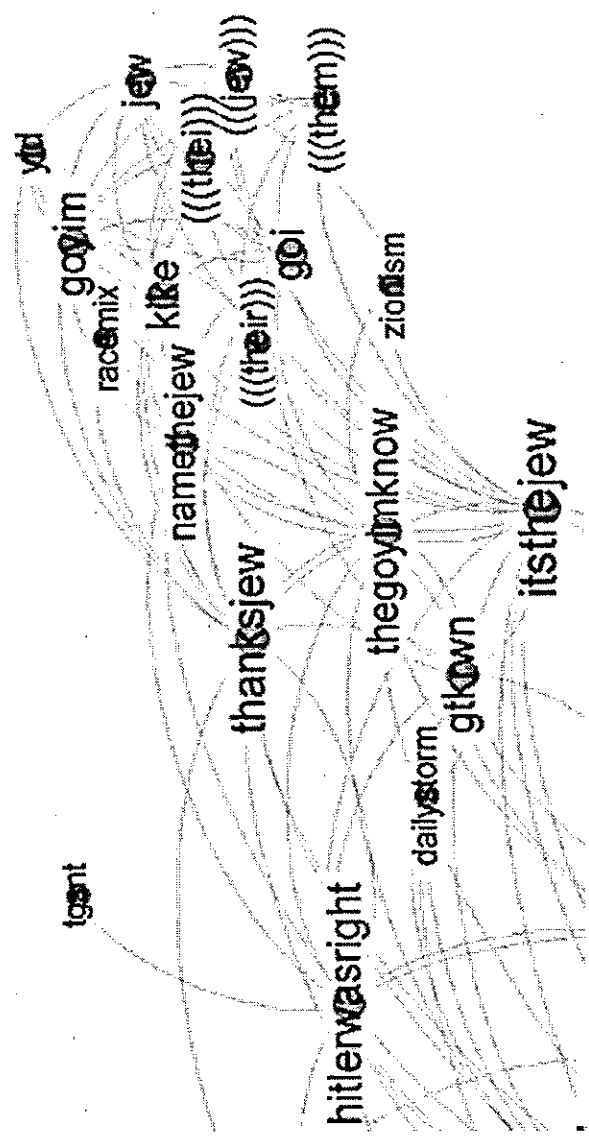


Comments

Repost

Quote

- GTKRWN
- TGSNT
- Racemix
- Blood-libel...



Bowers Language when tagging #white genocide: Kike, Jews, (((they))), Synagogue, (((Fellow White Person))), Goyim, Goy... maps to the "Jew" neighborhood of Gab's communal language for #whitegenocide contexts.

What can lawmakers do?

- Shine a light on the darkness!
- We can't fight the epidemic unless we know what the virus looks like and how it spreads.
- Create a commission, in conjunction with AI tools to map hate in social media.
- Education, HS, FBI and Civil Rights groups must work together with this knowledge.
- How do we vaccinate against hate in our education system? How do we better fight the new layer of self organized and massively distributed criminality with these insights? How do we better employ civic/psychological interventions with such a map?



FIGHTING HATE FOR GOOD

Testimony of Alexander Roseberg

**Associate Regional Director, ADL New York/New Jersey Regional Office
N.J. General Assembly Homeland Security & State Preparedness Committee**

The Rise of Hate and Bias Crimes in New Jersey

March 2019

Introduction

Chair Greenstein, Chair Huttler, and Members of the Law and Public Safety and Homeland Security and State Preparedness Committees of the New Jersey General Assembly, I am Alexander Roseberg, Associate Regional Director of the New York/New Jersey Regional Office of the Anti-Defamation League (ADL). I very much appreciate the opportunity to participate in this timely hearing on how to counter bias and hate in New Jersey. Thank you for your leadership and attention to this very important topic.

The Anti-Defamation League

Since 1913, the mission of ADL has been to “stop the defamation of the Jewish people and to secure justice and fair treatment to all.” Dedicated to combating anti-Semitism, prejudice, and bigotry of all kinds, as well as defending democratic ideals and promoting civil rights, ADL is proud to be a leader in developing innovative materials, programs, and services that build bridges of communication, understanding, and respect among diverse racial, religious, and ethnic groups.

The Impact and Disturbing Prevalence of Bias and Hate

All New Jersey residents have a stake in combating all forms of bias and hate. Hate crimes and bias incidents demand priority attention because of their special impact – they are intended to intimidate the victim and members of the victim’s community, leaving them feeling fearful, isolated, and vulnerable. Failure to address hate incidents often causes an isolated event to explode into widespread community tension. The damage done by bigotry, therefore, cannot be measured solely in terms of physical injury or dollars and cents. By making members of targeted communities fearful, angry, and suspicious of other groups – and of the power structure that is supposed to protect them – these incidents can damage the fabric of our society and fragment communities.

The first step in addressing the problem of bias and hate is to know its nature and magnitude. Data must drive policy.

FBI Hate Crime Statistics Act

The FBI has been tracking and documenting hate crimes reported from federal, state, and local law enforcement officials since 1991 under the Hate Crime Statistics Act of 1990 (HCSA). Though clearly incomplete, as discussed below, the Bureau’s annual HCSA reports provide the best single national snapshot of bias-motivated criminal activity in the United States.

In 2017, the most recent report available, the FBI documented 7,175 hate crimes reported across the country – a 17 percent increase over 2016 figures (6,121).¹ Of the 7,175 total incidents, 4,131 were motivated by race/ethnicity/national origin bias (58 percent); 1,564 by religious bias (22 percent) with 938 (13 percent overall and 60 percent of religion-bias crimes) specifically targeting Jews; 1,130 by sexual orientation bias (16 percent); 116 by disability bias (1 percent); and 119 by gender identity bias (2 percent). ADL has created a map that compiles and details the findings from the annual FBI HCSA reports from 2017-2000, which is available on our website.²

It is clear that the current HCSA data significantly understates the true number of hate crimes committed in our nation. Although participation in the FBI's reporting program (which, like the rest of the UCR Program, is voluntary) has increased over the years, there are still many state and local law enforcement agencies that do not participate.

In 2017, 16,149 federal, state, and local law enforcement agencies voluntarily reported hate crime data to the FBI. Of these 16,149 participating agencies, only 2,040, a mere 13 percent, reported even a single hate crime. That means that 87 percent of all "participating" police agencies affirmatively reported zero (0) hate crimes to the FBI.

Hate Crimes in New Jersey

In New Jersey, there were a total of 518 state and local law enforcement agencies that participated in the FBI's UCR program, covering a total population of 9,005,644.³ Of these 518 participating agencies, however, only 155 (30%) submitted an incident report to the FBI.⁴ Those agencies reported a total number of 495 hate crimes in New Jersey in 2017.⁵ This represents a 76% increase relative to 2016, when there were 282 reported hate crimes in New Jersey.⁶

Of those hate crimes that took place in New Jersey during 2017, 260 (53%) were motivated by bias towards race, ethnicity, or national origin.⁷ Another 180 (36%) were motivated by a bias towards religion.⁸ The overwhelming majority of these crimes – 152 – were anti-Jewish hate crimes. Finally, 51 hate crimes (10%) were based on bias towards sexual orientation.

Importance of Comprehensive Hate Crime Reporting

In 2017, there were many New Jersey towns with large populations that reported very low numbers of hate crimes, or no hate crimes at all. Jersey City, with a population of 267,906, only reported

¹ <https://ucr.fbi.gov/hate-crime/2017/topic-pages/incidents-and-offenses>

² <https://www.adl.org/adl-hate-crime-map>

³ "2017 Hate Crime Statistics," FBI, <https://ucr.fbi.gov/hate-crime/2017/topic-pages/tables/table-12.xls>

⁴ "2017 Hate Crime Statistics: Table 14, New Jersey hate Crime Zero Data Submitted," FBI, <https://ucr.fbi.gov/hate-crime/2017/tables/table-14-state-cuts/new-jersey.xls>.

⁵ "2017 Hate Crimes Statistics: Table 13, New Jersey Hate Crime Incidents per Bias Motivation and Quarter," FBI, <https://ucr.fbi.gov/hate-crime/2017/tables/table-13-state-cuts/new-jersey.xls>.

⁶ "State by State Comparison, HCSA Reporting - Number of Reported Incidents 2017-2000," ADL.

⁷ "2017 Hate Crime Statistics," FBI, <https://ucr.fbi.gov/hate-crime/2017/topic-pages/tables/table-13-state-cuts/new-jersey.xls>

⁸ *Id.*

one (1) hate crime in 2017. In addition, the town of Elizabeth, with a population of 129,726, also reported only one (1) hate crime. Paterson, New Jersey, with a population of 147,690 reported zero (0) hate crimes.⁹ Unfortunately, this data suggests significant underreporting from reporting agencies in New Jersey.

It is imperative that law enforcement officers understand the importance of hate crime reporting and receive comprehensive training in the relevant procedures for collecting, analyzing and reporting hate crime information. It is also vitally important to reduce cultural, language and other barriers that can reduce the likelihood of a victim or witness reporting a hate crime to police. Accurate and comprehensive data collection and reporting will only enhance the effectiveness of law enforcement in responding to hate crimes, as well as strengthen community trust. Indeed, it is well documented that victims of hate crimes are far more likely to report a crime if they know a special reporting system is in place – and if they believe the police are ready and able to respond effectively. This is absolutely essential to keeping communities safe.

Importance of Anti-Bias Education in New Jersey Schools

Unfortunately, bias-incidents in K-12 schools remain a significant concern here in New Jersey. In 2017, for example, ADL documented 61 anti-Semitic incidents in K-12 schools in our state; more than double the 29 incidents we tracked in 2016. ADL also observed a spike in anti-Semitic incidents in Q3 and Q4 of 2018 following the tragic Tree of Life Synagogue shooting, including the scrawling of swastikas and racial slurs in restrooms at Pasack Hills High School¹⁰ and Ridgewood High.¹¹

All students, educators, and family members have a role to play in combating bias and bullying as a means of combatting the rising tide of hate. With public displays of hate on the rise, it is more important than ever for schools to commit to programs that clearly define expectations in behavior for all members of the community.

Specifically designed for K-12 instruction, ADL's "No Place for Hate"¹² is one such program that helps improve school climate so that all students can thrive. Through this peer training program, ADL works to raise awareness of the negative effects of name-calling and bias and the importance of promoting unity and respect. During the 2017-2018 school year, there were over 30 No Place for Hate Schools in New Jersey.¹³

Importance of Bully Pulpit to Speak Out Against Hate

Elected officials should call out hatred and bigotry at every opportunity. While much hate speech is constitutionally protected, elected officials have the right and responsibility to use their own

⁹ "FBI 2017 HCSA Did Not Report (DNR) and Zero Reporting," ADL, <https://www.adl.org/media/12148/download>.

¹⁰ "Editorial: Hate-filled graffiti has no place in our high schools," Northjersey.com, Dec. 8, 2018, <https://www.northjersey.com/story/opinion/editorials/2018/12/08/editorial-hate-filled-graffiti-has-no-place-our-high-schools/2242431002/>.

¹¹ *Id.*

¹² "No Place For Hate® Initiative," ADL, <https://nynj.adl.org/noplaceforhate/>.

¹³ "No Place for Hate at Washington Twp. Schools" NJ.com, (Sep. 2, 2018) https://www.nj.com/south-jersey-towns/index.ssf/2018/09/no_place_for_hate_at_washingto.html.

bully pulpit to condemn hate, wherever and whenever it arises. Such statements not only provide support for the victims, but also for the community at large. By speaking out against hate, public officials can bring New Jersey communities together under shared values of diversity and inclusion in our state.

Conclusion

Of course, it is not possible to legislate, tabulate, regulate, or arrest our way to a healthier and more accepting society. Nevertheless, comprehensive reporting, expanding anti-bias education in K-12 schools, and ensuring effective and immediate responses to hate violence and bias incidents by public officials, law enforcement authorities, educators, and the public at large all play an essential role in deterring and preventing bias incidents and hate crimes in our communities.

We urge you to make improving responses to hate crimes a high priority across the state of New Jersey. ADL is ready and willing to continue to be a resource to this Committee and to the New Jersey General Assembly in addressing this important challenge...



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Jonette C. Smart

1st Vice President

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Rachel Cogsville Lattimer

Secretary

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Fred Herndon

March 5, 2019

Assemblywoman Linda Greenstein

Legislative District 14

1249 South River Road

Suite 105

Cranbury, NJ 08512

Re: Hate Crimes

Dear Assemblywoman Greenstein:

Thank you for allowing me to express my concerns regarding hate crimes in New Jersey and the increase over the past couple of years. According to FBI statistics hate crimes in New Jersey rose nearly 76% in 2017 nearly half of these crimes were linked to bias on race or ethnicity. These crimes included bomb threats to Jewish Temples, Islamic Mosques and white supremacist graffiti on school walls. This leads me to the area where I'm most concerned, our school children.

The NAACP Trenton Branch covers the entire Mercer County area and parts of Burlington County. Over the past two years, we have received a 100% increase in the number of complaints for biased race and ethnicity incidents in our schools. These incidents ranged from calling a student the "N" word to "Snap Chatting" a video stating that a student would be hung, and go back to Africa. The use of the "N" word is very prominent in Suburban school districts used mostly by young white male students referring to their African American peers. Social media is often used to produce the hate and disrespect that permeates schools corridors each day. When school district administrators are approached on this issue many do not know how to handle the situation and this leaves the problems unresolved. The common response we received is these are minors and this is a private situation between two students and families and we cannot discuss the incident with you.

Hate Crimes in schools are on the rise, they are very serious and need immediate attention. Students are expressing themselves in ways that are very destructive to themselves, peers, educators, and families. Mental Health professionals are needed in the schools to help circumvent the issues that can bring about a student reacting in such negative ways. Much of this behavior is a product of their environment and therefore, community engagement is essential in breaking negative stereotypes about race and ethnicity. If hate crimes are not addressed or taken seriously especially with our younger population tragic situations will occur, such as suicides and mass shootings. It is imperative that the Assembly takes a close look Hate Crimes in the New Jersey seriously and does whatever is necessary to reduce the numbers and the rate that it is increasing, especially amongst the youth.

Best,

Jonette C. Smart,

President, NAACP Trenton Branch

45x



AMERICAN CIVIL LIBERTIES UNION

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**Testimony to the
Senate Law and Public Safety and Assembly
Homeland Security and State Preparedness Assembly
submitted by
Alexander Shalom, Senior Supervising Attorney
American Civil Liberties Union of New Jersey
March 7, 2019**

Thank you for the opportunity to speak about the alarming increase in bias crimes and potential legislative responses.

My name is Alexander Shalom. As Senior Supervising Attorney for the American Civil Liberties Union of New Jersey, I engage in legal advocacy to address injustices throughout New Jersey. The ACLU is a private, non-profit organization founded in 1920 to promote and defend the founding American principles of freedom, justice and equality; it has 1,700,000 members and supporters nationwide. Our New Jersey affiliate was founded in 1960 and has approximately 40,000 members and donors in New Jersey.

Like all New Jerseyans of good will, we are concerned about the marked increase in the number of bias crimes around the country¹ and in New Jersey.² Although we do not claim to have all of the answers to the complex problems that create bias crimes, we propose certain principles that should underlie any proposed solution.

What causes bias crimes?

When our leaders discriminate against our nation's minorities, they legitimize discrimination. Civilians follow their example.

The rise of hateful rhetoric targeting Muslim and Jewish Americans based on their faith; immigrants based on their place of birth; lesbian, gay, and bisexual people based on their sexual orientation; and transgender people based on their gender identity is dangerous and un-American.

¹ See, e.g., <https://www.justice.gov/hatecrimes/hate-crime-statistics>

² See, e.g., <https://www.northjersey.com/story/news/2018/11/13/hate-crimes-up-76-percent-new-jersey-nj-fbi-says/1989387002/>

Indeed, the unnecessary othering of members of our community by government – whether it is people of color, people living with criminal records, or people with unpopular political opinions – serves to divide us and undermines core principles of equality.

There can be no doubt that vitriolic rhetoric from our leaders about some communities facilitates hateful acts and provides cover for those who vilify and victimize members of those communities. But it is not only hateful Tweets and campaign speeches that serve to alienate.

When legislation artificially divides us, or fails to unite us – when someone's status prevents them from voting, or from driving, or from obtaining health care.– it makes discrimination easier and bias crimes more likely.

We are stronger when we're united.

What are features of appropriate legislative responses of bias crimes?

Bias crimes are especially pernicious, and cause particular harm, because they make it difficult for members of certain communities to fully participate in civic and political life. As a result, the ACLU has supported some, narrowly drawn bias crime laws which provide additional penalties in light of the additional harms caused by those crimes.

At the same time, the ACLU has consistently opposed legislation that would punish the mere expression of thoughts, opinions, or beliefs, including expressions with which we vigorously disagree, such as the advocacy of racial supremacy or religious bigotry. The ACLU has also opposed legislation that would criminalize associating with other persons in order to advocate or discuss these or other beliefs. Just as these constitutionally protected activities cannot be made the subject of a criminal law, they also cannot be made the justification for an enhanced penalty.

Although the serious problem of crime directed at members of society because of their race, religion, gender, national origin, sexual orientation, or other group characteristic merits legislative action, First Amendment principles should not be sacrificed in seeking new ways to address these critical issues. Proposals intended to punish hate crimes must be carefully crafted to prevent police and prosecutors from making constitutionally problematic inquiries into speech, association, or beliefs that may be sufficient to establish the existence of hate, but have no direct relationship to the criminal violation charged. Where the Legislature seeks to address these problems through increased criminal sanctions, detailed safeguards are necessary to assure that expressive and associational rights are not infringed and that additional punishment is not meted out simply because the government disapproves of the defendant's beliefs or expressions.

There is another reason, of course, to avoid crafting additional bias crimes laws or increasing their associated punishments: New Jersey already has a bias crime statute that provides serious criminal penalties.³ We cannot simply criminalize or prosecute our way into the society in which we want to live. Ratcheting up criminal penalties will not do the hard work of changing hearts and minds. Restorative justice programs – which prioritize rehabilitation and reconciliation –

³ N.J.S.A. 2C:16-1.

may do more than traditional purely punitive models to heal damaged communities and prevent recurrent bias crimes.

Next steps?

The ACLU-NJ stands ready to work with the Legislature to look for meaningful solutions to prevent discrimination in all of its forms and to ensure that any response to the increase in bias crimes does not cause damage to important constitutional values. We encourage the Legislature to take up and approve legislative proposals that seek to mend the fissures of artificial division.



Jewish Federation
OF NORTHERN NEW JERSEY

JEWISH FEDERATION OF NORTHERN NEW JERSEY

Jason Shames, CEO

Testimony for the Senate Law and Public Safety and Assembly Homeland Security Committees

Committee Chairs: Senator Linda Greenstein and Assemblywoman Valerie Vainieri Huttle

March 7, 2019

Jewish Federation of Northern New Jersey

50 Eisenhower Drive

Paramus, New Jersey 07652

201-820-3900

JasonS@jfnj.org

Chairwomen Greenstein and Huttler, Committee members, and distinguished guests.

My name is Jason Shames and I am the CEO of Jewish Federation of Northern Jersey. As one of the state's largest not for profit agencies, we represent and serve over 125,000 families in Bergen and Hudson Counties as well as parts of Passaic County, such as Wayne.

Thank you for the opportunity to speak before you today on the matter of rising anti-Semitism and its effect on our great state. It is not only of tremendous importance to New Jersey's Jewish community of nearly 500,000, but should also be important to all New Jerseyans who believe in peaceful and cordial relations between all of our residents and citizens.

The rise in hate and bias incidents in northern New Jersey has reached an alarming level. As our great American society divides and civil discourse wanes, acts of bias increase. Since October 27, 2018, acts of anti-Semitism and hate have increased dramatically. In fact, just yesterday morning, I awoke to an e-mail informing me that a local private school with national accolades and recognition reported 2 incidents of deep concern. To be brief, and to share with you exactly what was reported, I quote: "The initial incident occurred on Friday, March 1, 2019. Graffiti was discovered in the boy's bathroom. The graffiti stated 'kill all Jews' and 'kill all niggers'. Additional graffiti, similar in nature, was discovered on Tuesday, March 5th in two separate boy's bathrooms."

Incidents like this have been occurring with unprecedented frequency and have required a response previously unconceived of.

We at Jewish Federation of Northern New Jersey have been forced to reprioritize our focus and resources. Whereby our normal course of business would be to ponder the balance of human and fiscal capital between social welfare programs and Jewish identity programs for our youth, today we are forced more than ever to review safety and security needs and expenses. Additionally, staff time and energy is redirected towards efforts of fighting hate and anti-Semitism and responding to heinous acts in our community.

In idyllic towns like Haworth where I live, in Ridgewood, Hillsdale, Montvale, Tenafly, Closter and many others, swastikas have become all too common. They are used to intimidate and, yes, even for entertainment. Our adolescents have become desensitized to their meaning and influence. The adults who use them know better and only have one purpose: to incite fear and hatred toward our Jewish community.

These rising incidents and changes in public attitudes require proactive strategies that have real costs both in dollars and in priorities.

Specifically, Jewish Federation hired a full time Jewish Community Security Director. Jerry Dargan, a recently retired Captain at the Bergen County Prosecutors Office, was hired and began working with us this past Monday. His task will be to coordinate Jewish communal institutions and infrastructure with local police departments, as well as to develop training protocols and emergency response procedures. To give you a sense of the

scope of this work, Federation's service delivery area encompasses over 150 different locations including synagogues, schools, and Jewish service agencies.

Federation has also increased its presence within public school districts and with educators. Just last month, we hosted a teachers' training seminar in partnership with the Holocaust Museum & Center for Tolerance and Education in Rockland County. Over 100 educators were trained on how to address unconscious bias in schools. A second training is scheduled for May 15th.

Over the past 6 months we have hosted 2 Jewish community security forums attended by over 200 representatives—most of whom represented area synagogues.

Our iCan Teen Task Force trains Jewish private and public high school students on how to converse constructively on anti-Semitic and anti-Israel behavior in classrooms and on campuses. Over 300 teenagers have participated in its 3 year history.

We have been working closely with the Anti-Defamation League (ADL) in response to incidents in our schools and communities. This includes working with the Pascack Valley School District, and using our relationships to fight all forms of hate and bigotry. To this end, we sponsored an ADL program in December at Temple Emanuel Pascack Valley focused on fighting bigotry and hate with civil discourse and education.

Our Jewish Community Relations Committee also advocates for public policy interests on behalf of our community through outreach with government officials and leaders of other faith, race and ethnic groups.

Our Federation has taken upon itself to address the community's security concerns by holding quarterly security forums on topics including active shooter and cybersecurity safety workshops, as well as education on emergency preparedness plans for both synagogues and day schools.

Just last year, we assisted 5 synagogues in securing \$10,000 each in grant monies from the New Jersey Nonprofit Security Grant Pilot Program to enhance security for their facility. We have helped over 30 synagogues obtain NSGP (Homeland Security Grant Program) awards, totaling \$3+ million, by providing hands-on guidance in the application process, as well as in the implementation of these grant awards.

Esteemed members of the committee, there is no shortage of stories and responses I can provide to you today. However, we all know that our great state is at a crossroads.

Our work could not be accomplished without the invaluable support we receive from law enforcement and our elected officials. The amount of gratitude we owe to the Attorney General and Bergen County Prosecutors Office for the partnership and support we receive cannot be computed. All of our elected officials have given us hope by responding quickly and supporting us. We are grateful and appreciative of the special bond we share with you.

As the great Theodore Roosevelt said, "To educate a person in mind and not morals, is to create a menace to society." So, too, is our challenge a century later.

On behalf of the Jewish community of northern New Jersey, thank you again for your time and concern.



The Jewish Federations®
Washington Office
OF NORTH AMERICA

THE STRENGTH OF A PEOPLE.
THE POWER OF COMMUNITY.

**Nonprofit Security Grant Program
Threat Compendium: January 2019 to Present
February 21, 2019**

Prepared By: Rob Goldberg, Senior Director, Legislative Affairs
Rob.goldberg@jewishfederations.org

I. Incidents of National Significance

Christopher Paul Hasson, a 49-year-old Coast Guard lieutenant from Silver Springs, Maryland, was charged on February 15, 2019, as a "domestic terrorist" for stockpiling weapons and planning "to murder innocent civilians on a scale rarely seen in this country," according to charging documents filed in U.S. District Court in Maryland.

Federal prosecutors say Hasson is a **self-described white nationalist**. In September 2017, the defendant sent himself a draft letter, which he apparently wrote to a known American neo-Nazi leader. In the letter, the defendant identified himself as a White Nationalist for over 30 years and advocated for "focused violence" in order to establish a white homeland. Prosecutors also say Hassan had been **stockpiling firearms** since at least 2017. In February 2019, when law enforcement agents executed a federal search warrant at the defendant's residence, agents found fifteen firearms and over 1,000 rounds of mixed ammunition. Prosecutors further say Hassan was **planning to launch a widespread attack** on prominent lawmakers and high-profile television anchors. On January 17, 2019, Hassan compiled a list of prominent Democratic Congressional leaders, activists, political organizations, and MSNBC and CNN media personalities.

Regarding Nonprofit Security, according to the charging documents, Hasson espoused extremist views for years, particularly the views of the "Crusader Nationalism" ideology set forth in a 1,500-page manifesto produced by Norwegian domestic terrorist Anders Behring Breivik. Breivik unleashed two attacks in 2011 that killed 77 people in Norway. The charging documents indicate that Hasson's targeting of potential victims was consistent with the directions set forth in the Breivik manifesto **to target vulnerable "soft targets" including leaders of nonprofit institutions**. According to the charging documents, the manifesto instructs:

- Targeting "traitors that are vulnerable to a "single source" blast or assault;"
- Avoiding an "overwhelmingly protected individual as a target for assassination;"
- Focusing "on individuals who do not have armed body guards;" and
Selecting "lesser targets," such as "influential media personalities – multiculturalist politicians, journalists/editors, cultural marxist professors, Marxist writers/artists, **NGO leaders**, global investors."

II. Reports of National Significance

Worldwide Threat Assessment of the US Intelligence Community: The report includes a number of assessments that relate to Nonprofit Security. First, global jihadist in dozens of groups and countries threaten local and regional US interests, and some of these groups will remain intent on striking the US homeland. Prominent jihadist ideologues and media platforms continue to call for and justify efforts to attack the US homeland. Second, homegrown violent extremists (HVEs) are likely to present the most acute Sunni terrorist threat to the United States, and HVE activity almost certainly will have societal effects disproportionate to the casualties and damage it causes. Third, ISIS's past actions and propaganda probably will inspire future HVE attacks, similar to the enduring influence of deceased al-Qa'ida ideologues, especially if ISIS continues to promote its violent message via social and mainstream media. Note: Jewish communal institutions are often targets of these violent incitements.

(Source: Director Daniel Coats, Office of the Director of National Intelligence, January 29, 2019;

Link: <https://www.intelligence.senate.gov/sites/default/files/documents/os-dcoats-012919.pdf>.)

Homeland Security Operational Analysis Center (HSOAC) Report: The report, commissioned by DHS, assesses current terrorism prevention efforts by DHS and its interagency partners. The report makes three points that pertain to Nonprofit Security. First, terrorism is a low-probability, but potentially high-impact event in the United States. Although terrorist attacks in the United States are rare, the consequences of even one attack conducted by a perpetrator that "slipped through the cracks" can be severe, as terrorist attacks have an outsized impact compared with other forms of violence. Second, terrorist incidents associated with both domestic and international terrorism have occurred in nearly every state. There does not seem to be a clear pattern for targets of terrorist attacks apart from clustering in large cities. Third, although attacks linked to right-wing extremism have been on the rise and have reportedly been more frequent than other forms of ideologically based violence in the years since 2016, data show that jihadist-inspired terrorist attacks in the United States have been more lethal than any other form of violent extremism. Note: The expansion of NSGP to comprise NSGP-UA and NSGP-S appropriately recognizes the broad geographical scope of threats to the Nonprofit Sector (see below incident reports in Section IV).

III. Department of Justice Cases

Cleveland, Ohio, February 13, 2019 (DoJ/US Attorney's Office, Northern District of Ohio): A Maple Heights man was charged with attempting to provide material support to al Qaeda, as well as making threats against the President, the family of the President and false statements to law enforcement. Demetrius Nathaniel Pitts, aka Abdur Raheem Rafeeq, aka Salah ad-Deen Osama Waleed, 49, was arrested after allegedly planning a terrorist attack in Cleveland. According to an affidavit filed in the case, Pitts expressed anti-American sentiments and expressed a desire to recruit people to kill Americans. **Pitts did reconnaissance of possible targets in Cleveland, including a federal building, the Coast Guard station and St. John's Cathedral.**

Nationwide, February 12, 2019 (DoJ/U.S. Attorney's Office, Central District of California): Federal authorities arrested one of two defendants charged in a federal indictment with making false threats of violent attacks at many locations, including schools. The two defendants allegedly are members of the Apophis Squad, a worldwide collective of computer hackers and swatters intent on using the internet to cause chaos. The collective caused disruptions by **making threatening phone calls, sending bogus**

reports of violent school attacks via email, and launching distributed denial-of-service (DDoS) attacks on websites. One of the defendants, Timothy Dalton Vaughn, 20, of Winston-Salem, North Carolina, bragged in an online forum that Apophis Squad had targeted over 2,000 schools in the United States.

Eugene, Oregon, February 12, 2019 (DoJ/U.S. Attorney's Office, District of Oregon): Benjamin Jaramillo Hernandez, 69, of Eugene, pleaded guilty today to a federal hate crime and illegal possession of ammunition charge arising from a series of progressively more **threatening and violent actions targeting St. Mary Catholic Church in Eugene** in September 2018. A Eugene police officer and FBI agent identified Hernandez in church surveillance footage as the person responsible for the threats.

Fort Worth, Texas, February 8, 2019 (DoJ/ U.S. Attorney's Office, Northern District of Texas): Michael Kyle Sewell, 18, was charged with conspiring to provide material support and resources to Lashkar-e-Taiba (LeT), a Pakistani-based foreign terrorist organization. "Sewell allegedly recruited an individual to join Lashkar-e-Taiba (LeT), a designated foreign terrorist organization. **LeT is a Pakistan-based designated foreign terrorist organization responsible for multiple high-profile attacks, including the infamous Mumbai attacks in November 2008. In that attack LeT chose as a high-value target Mumbai's Jewish community center, where its members tortured and executed the Center's directors Rabbi Gavriel and Rivka Holtzberg and four other Israeli and American visitors.**

New York, New York, February 8, 2019 (DoJ/U.S. Attorney's Office, Southern District of New York): Jesus Wilfredo Encarnacion was arrested at John F. Kennedy International Airport While Allegedly Attempting to Travel Overseas to Join Lashkar eTayyiba (LeT). LeT is a Pakistan-based designated foreign terrorist organization responsible for multiple high-profile attacks, including the infamous Mumbai attacks in November 2008. **In that attack LeT chose as a high-value target Mumbai's Jewish community center, where its members tortured and executed the Center's directors Rabbi Gavriel and Rivka Holtzberg and four other Israeli and American visitors.** FBI Assistant Director William F. Sweeney Jr. said: Organizations such as LeT "are using the internet and social media to appeal to the most barbaric impulses in people, and train them to kill." NYPD Police Commissioner James P. O'Neill said: "As alleged, Jesus Encarnacion had expressed his desire to commit a terrorist attack while living in New York City and never abandoned those plans. Allegedly, one of his stated motives for traveling overseas was to get the training and experience he believed he needed to someday return to the United States and carry out attacks."

Pittsburgh, Pennsylvania, January 30, 2019 (DoJ/U.S. Attorney's Office, Western District of Pennsylvania): A federal grand jury sitting in the U.S. District Court for the Western District of Pennsylvania charged a Pennsylvania man with additional federal hate crimes and firearms offenses for his conduct during the October 27, 2018 shootings at the Tree of Life Synagogue in Pittsburgh, Pennsylvania. According to the Superseding Indictment, on October 27, 2018, Bowers drove to the Tree of Life Synagogue in Pittsburgh, where members of the Tree of Life, Dor Hadash, and New Light Jewish congregations gathered to engage in religious worship. **Bowers entered the synagogue armed with multiple firearms, including three Glock .357 handguns and a Colt AR-15 rifle. While inside the Tree of Life Synagogue, Bowers opened fire, killing and injuring members of the three congregations, as well as injuring multiple responding police officers as they attempted to rescue surviving victims.**

Garden City, Kansas, January 25, 2019 (DoJ, Office of Public Affairs): Three men who were convicted of plotting to set off bombs in a Somali refugee community were sentenced to at least 25 years in prison. Evidence presented at trial revealed that the defendants plotted, over the course of several months, to attack an apartment complex that contained a mosque in Garden City, Kansas, where Muslim

immigrants from Somalia lived and worshipped. Evidence during trial established that the defendants held numerous meetings to plan the attack and took significant steps – including making and testing explosives – toward implementing their plan. “These defendants planned to ruthlessly bomb an apartment complex and kill innocent people, simply because of who they are and how they worship,” said FBI Director Wray. “Today, together with our law enforcement partners, we reaffirm our commitment to protecting all people in our communities from those who seek to terrorize and do harm.”

Bloomington, Minnesota, January 24, 2019 (DoJ/US Attorney’s Office, District of Minnesota): Michael McWhorter, 29, and Joe Morris, 23, both of Clarence, Illinois, pleaded guilty to charges stemming from a violent multi-state crime spree that terrorized communities, including members of the Dar al-Farooq Islamic Center in Minnesota. McWhorter, Morris, and co-defendant Michael Hari, 47, were federally indicted on possession of a machine gun; conspiracy to interfere with commerce by threats and violence (the Hobbs Act); and attempted arson. “Every individual has the fundamental right to live life free from the threat of violence and discrimination, no matter who they are, what they believe, or where they worship,” said United States Attorney Erica H. MacDonald.

Nationwide, January 23, 2019 (DoJ/US Attorney’s Office, Central District of California): Three men are charged with making false reports of explosives and armed individuals to generate a law enforcement response that was intended to harass and intimidate their targets and to evacuate public buildings. False bomb threats were made at a high school in Gurnee, Illinois and a high school in Lee’s Summit, Missouri.

Washington, DC, January 16, 2019 (JTA/SCN/; DoJ, US Attorney’s Office of the Northern District of Georgia): The Federal Bureau of Investigation (FBI) Atlanta Joint Terrorism Task Force (working closely with the US Secret Service) arrested Hasher Jallal Taheb for attempting to destroy the White House with an explosive and for targeting other Washington sites, including blowing up a specific (unnamed) synagogue. According to the complaint, Taheb planned to use semi-automatic rifles, explosives, and an AT-4 — a shoulder-fired anti-armor weapon, to carry out his attack/s. The investigation was initiated after law enforcement receives a tip from the community. The alleged activities of Taheb underscore the continued interest and willingness of U.S.-based violent extremists to conduct attacks in the Homeland on U.S. Government facilities as well as faith-based community targets.

IV. Chronology of Specific Threat Incidents Reported January 2019 to Date

(Includes some international reports)

Chicago, Illinois, February 19, 2019 (JTA): Nation of Islam leader Louis Farrakhan blamed “the wicked Jews” for the crisis over anti-Semitism and the Women’s March. “The wicked Jews want to use me to break up the women’s movement,” Farrakhan stated during his address at the Nation of Islam’s Savior’s Day conference in Chicago. During his address, Farrakhan returned to anti-Semitic tropes and bashed Israel. There were several thousand people in attendance at the speech, which also was livestreamed. Farrakhan was preceded by a known Holocaust denier Michael A. Hoffman II, who suggested that ancient Jewish texts are equivalent to teachings “from the church of Satan,” according to the ADL.

Quatzenheim, France, February 19, 2019 (JTA/Associated Press): Almost 100 gravestones at a Jewish cemetery in France were discovered vandalized with swastikas hours before the start of marches



against the recent rise in anti-Semitic attacks in the country. French police reported last week that anti-Semitic acts in France rose by 74 percent in 2018 over the previous year.

Missoula, Montana, February 19, 2019 (JTA/ NBC Montana): Anti-Semitic fliers appeared around the University of Montana campus for the fourth time since November. The fliers included an image of a disfigured member of the military with a quote from the late Sephardi Rabbi Ovadia Yosef that read "Goyim were born only to serve us," NBC Montana reported. In January, white nationalist fliers were left on doorsteps in Missoula and surrounding areas. In November, white nationalist recruitment fliers were posted around the University of Montana campus.

Paris, France, February 19, 2019 (JTA/AFP news agency/Le Parisien newspaper): French police arrested two teenagers in a suburb of Paris on suspicion that they wounded a person while firing an air rifle at a synagogue on Shabbat. The two teenagers, who were being investigated as suspects in an anti-Semitic hate crime for the incident, wounded a passerby near the synagogue by shooting a lead projectile into his calf. They had staked out the synagogue from a balcony overlooking the building on Friday night, as worshippers began to gather there.

New York, New York, February 18, 2019 (The New York Jewish Week/NBC New York): New York City will bolster security at Brooklyn synagogues after an attack on a Chabad synagogue on Friday night. The large plate glass window in the Chabad building was smashed by vandals as Rabbi Menachem Heller, his wife, and nine children sat around the Shabbat table on Friday night. In recent weeks there have been several attacks on identifiably Jewish men in Brooklyn. The New York Police Department investigated 42 hate crimes through Feb. 4, compared with 19 at the same date last year. Most of those were anti-Semitic hate crimes.

Germany, February 13, 2019 (JTA/Tagesspiegel newspaper): Anti-Semitic crimes rose by 10 percent in Germany in 2018, with a 60 percent increase in violent crimes, according to a report released by the German parliament, the Bundestag. The latest numbers are not yet official but they reflect a trend, and that's alarming," the council's president, Josef Schuster, said in a statement. "What Jews had already felt subjectively has been confirmed by the statistics." Nationwide, there were 1,646 anti-Semitic crimes registered in 2018, up from 1,504 the previous year. Of these, 62 were violent attacks, up from 37 in 2017.

Lima, Ohio, February 11, 2019 (JTA): A synagogue was shot up with what police describe as a BB or pellet gun. At least two dozen holes were discovered in the windows of Temple Beth Israel-Shaare Zedek on Shabbat (the Jewish Sabbath).

France, February 12, 2019 (JTA): Anti-Semitic acts in France rose by 74 percent last year. According to Interior Minister Christophe Castaner, the total of reported acts of anti-Semitism was 541 in 2018, up from 311 in 2017. Castaner on Monday night in Sainte-Genevieve-du-Bois near the memorial to Halimi, said that "anti-Semitism is spreading like poison," and that the government will fight it.

Great Britain, February 7, 2019 (JTA): The number of anti-Semitic incidents recorded in the United Kingdom rose to 1,652 in 2018, marking a 16% increase and anew record for the third straight year. The cases were recorded in the annual report of the Community Security Trust, or CST, which is British Jewry's largest watchdog on anti-Semitism. The number of incidents since 2013 has more than tripled from the 535 recorded that year.

White Sulphur Springs, New York, February 7, 2019 (JTA Rockland/Westchester Journal News): A yeshiva (school) in upstate New York was set on fire and swastikas were spray painted on the building. The incident occurred at the Yeshiva Yoreh Deah, located on a former. Two barns on the property of the yeshiva, which combines education and farming, were damaged and numerous swastikas were painted on the walls. The incident is being treated as a hate crime, according to state police spokesman Steven Nevel.

Roswell, Georgia, February 7, 2019 (JTA/Atlanta Jewish Times): Swastikas were spray-painted on the inside and outside of Central High, a suburban Atlanta public high school. Swastikas were found on a bus, the main building and entrance, a trailer for the band, signs, the weight room and the stadium areas.

Burlington, Vermont, February 6, 2019 (VTDigger): Three organizations, including a synagogue, in Burlington were targeted by a white supremacist group which hung stickers and posters outside of those organizations. Ohavi Zedek Synagogue, the Pride Center of Vermont and a third organization which asked the Burlington Police Department not to be named publicly reported finding the stickers and posters at their sites. The stickers included statements reading "Better Dead Than Red" and "America First" and listed the name of "Patriot Front," a white supremacist group.

Ohavi Zedek Synagogue, the Pride Center of Vermont and a third organization which asked the Burlington Police Department not to be named publicly reported finding the stickers and posters at their sites. The stickers included statements reading "Better Dead Than Red" and "America First" and listed the name of "Patriot Front."

New York, New York, February 3, 2019 (JTA/the Post/Fox5 New York): Three men were charged with hate crimes for attacks on identifiable Jewish men in the Crown Heights section of Brooklyn. On one captured by a surveillance camera, three assailants knocked over a Hasidic Jewish man before punching and kicking him. The victim, 51, required hospitalization for his injuries. The NYPD told local media that anti-Semitic hate crimes in the city are rising. Last year at this time, 13 people were attacked. This year, the number increased to 20.

Los Angeles, California, February 1, 2019 (JTA/KCAL 9): Police are investigating who painted "f**king Jews" on the facade of a Los Angeles synagogue. Hate crimes against Jews in America rose by more than a third in 2017 and accounted for 58 percent of all religion-based hate crimes, according to data released in November by the FBI. The report noted a 23 percent increase in religion-based hate crimes in 2017 to 1,564, representing about 20 percent of all hate crimes.

Toledo, Ohio, January 31, 2019 (JTA/Associated Press/Cleveland Plain Dealer): The Ohio man arrested for planning an attack on a Toledo-area synagogue was indicted on a federal hate crimes charge. Damon Joseph, 21, of Holland, was indicted in U.S. District Court in Toledo with attempting to provide material support to ISIS. He told an undercover FBI agent that he was inspired by the gunman who shot up a synagogue building in Pittsburgh, killing 11. Joseph faces life in prison. Joseph spent months talking about and planning a mass shooting of a Toledo-area synagogue and said he wanted to kill as many people as possible, including a rabbi. The FBI said Joseph was radicalized and went by the name Abdullah Ali Yusef.

Tarzana, California, January 31, 2019 (the Patch/KCAL9): Police were investigating an act of anti-Semitic vandalism at the Mishkan Torah synagogue. Hateful, profane graffiti was scrawled on the building.

New Jersey, January 29, 2019 (NorthJersey.com): The past year has seen a spate of attacks by domestic extremists acting on political or racial biases without influence from abroad, such as the deadly synagogue shooting in Pittsburgh. But Americans shouldn't forget about the threat from homegrown extremists inspired by foreign terror groups like Islamic State, who remain the top threat to New Jersey, according to the State's newly released 2019 Terror Threat Assessment (Link: <https://static1.squarespace.com/static/54d79f88e4b0db3478a04405/t/5c4f011df950b77130e3fab5/1548681505075/Threat+Assessment-Booklet-2019+Final.pdf>.) "In the year ahead, homegrown violent extremists [inspired by foreign terror groups] will remain our most persistent adversary," said Jared Maples, director of the New Jersey Office of Homeland Security and Preparedness, which released the annual report. That's because these kinds of attacks are challenging "to detect and deter," Maples said in a statement.

Salinas, California, January 28, 2019 (JTA/KSBW local): A driver yelled obscenities and anti-Semitic remarks as about 100 members of the Church of Jesus Christ Temple Philadelphia walked to mark International Holocaust Remembrance Day. A man in a black SUV drove by and yelled obscenities and insults against the Jewish people, and then circled back to yell at the marchers again, according to reports.

Worldwide, January 27, 2019 (Times of Israel): According to a newly released report from Israel's Diaspora Affairs Ministry, 2018 was deadliest year for anti-Semitic violence since 1994. From the Pittsburgh massacre to killings of a French Holocaust survivor and a US student, last year saw highest rates of lethal violence against Jews since the AMIA bombing. In 1994, a terrorist attack (allegedly carried out by Hezbollah and sponsored by Iran) on the AMIA Jewish Community Center in Buenos Aires, Argentina killed 85 people and injured hundreds.

Philippines, January 27, 2019 (New York Times): Two bombs exploded at a cathedral in the southern Philippines on Sunday, killing 20 people and wounding scores of others, officials said. The blasts occurred in the morning as people were gathered for Mass at the Cathedral of Our Lady of Mount Carmel in Jolo, the capital of Sulu Province, said Col. Gerry Besana, a spokesman for the military. The bombs were believed to be homemade. In a series of bulletins shared in chat rooms on the app Telegram, the Islamic State claimed responsibility for the attack.

Islamburg, New York, January 23, 2019 (ABC News): Four suspects are under arrest in upstate New York and charged with an alleged conspiracy to use improvised explosive devices and guns to attack an Islamic community. Authorities said that the suspects were engaged in a plot to attack Islamburg, New York — a Muslim enclave 50 miles northwest of Binghamton. The tiny town of about 200 people has long been the subject of unsupported claims of terrorist activity by right-wing media outlets and commentators.

Europe, January 22, 2019 (Times of Israel): European states must ensure Jewish people have a future on the continent, a senior EU official warned at the site of a notorious anti-Semitic attack. Justice Commissioner Vera Jourova appeared at the Jewish Museum in Brussels, where four people were shot dead in May 2014, to demand a bloc-wide action plan. In support of her argument, she cited figures showing that 90 percent of European Jews feel that anti-Semitism is rising. As she was speaking, across the city in Brussels' main criminal court, alleged French jihadist Mehdi Nemmouche was on trial accused

of the museum murders, which is considered to be Europe's first attack carried out by an ISIS associated terrorist returning from the war in Syria

Charleston, South Carolina, January 22, 2019 (JTA): Ten members of a Pittsburgh congregation who survived the October attack on their building, along with their rabbi, traveled to Charleston, South Carolina, to worship with the members of a church that suffered a similar shooting in June 2015. Eleven worshippers were killed in October in the Pittsburgh attack on the Tree of Life synagogue building, the deadliest on Jews in the United States. The New Light Congregation congregants came to Charleston to meet members of the Emanuel AME Church, where nine African-American worshippers were killed in an attack by a white supremacist gunman. The Rev. Eric S.C. Manning of the Emanuel Church -- the oldest African Methodist Episcopal church in the Southern United States -- had flown to Pittsburgh shortly after the shooting there to comfort synagogue members and the Jewish community. On Monday, the synagogue members walked in the annual Martin Luther King Jr. Parade in downtown Charleston.

Washington, DC, January 18, 2019 (ABC7): DC Police are investigating multiple anti-Semitic messages found spray painted at locations around the city as possible hate crimes. The messages read "I Want Jexit" which Jewish organizations say is an anti-Semitic term that is a play on "Brexit" to mean Jews must leave. Brexit is the abbreviation for Britain exiting the European Union. A police officer at the scene of the incident told ABC7 the message is "hateful."

Minnetonka, Minnesota, January 18, 2019 (NBC News): School administrators in a town outside Minneapolis are condemning as "anti-Semitic" and "outrageous" a social media post showing two students giving a Nazi salute in front of a poster that appears to make light of Hitler and Nazis. The two students from Minnetonka High School are pictured giving the Nazi salute while in front of an invitation to a dance that reads: "Sweethearts would be a Hit(ler) w/ you, and I could Nazi myself going w/ anyone else. Be Mein? Yes or Nein?." It was widely reposted on Facebook. The high school principal, Jeff Erickson, wrote in a statement to the school community that the "anti-Semitic media post...in no way aligns with our school's core values." The Jewish Community Relations Council of Minnesota and the Dakotas released a statement saying they are "deeply disturbed by the egregious anti-Semitic image circulating on social media." The post by the Minnesota teens comes only two months after a group of students in Wisconsin appeared to give a Nazi salute in a viral prom photo.

Arnold, Maryland, January 17, 2019 (Capital Gazette): Severn River Middle School officials are investigating anti-Semitic and violent statements that were found written inside a boys' bathroom, according to a letter the school's principal sent families. School officials are reviewing hallway video camera footage in an attempt to identify potential suspects. This is the second bias-related incident at the Arnold school in just two months.

Workington, England, January 16, 2019 (BBC News): A white supremacist who blamed Jews and non-white people for his failure to get a job planned a "murderous mass attack" in his home town, according to prosecutors. Prosecutors told the court that Shane Fletcher, 21, wanted to emulate the Columbine School shooting and "take revenge on those he blamed for his unhappy life." He wanted to achieve notoriety by going on a killing spree before killing himself," according to prosecutors.

Canada, January 16, 2019 (The Globe and Mail): Canada's minister for public safety says right-wing, white supremacists and neo-Nazi groups are an increasing concern and threat to Canadians. **Ralph**

Goodale said the groups promote hate, which manifests itself in violent anti-Semitism or in other crimes.

Newton, Massachusetts, January 13, 2019 (7 News Boston): Newton police are investigating after messages of hate were found across the city. The flyers, which included racist caricatures and connected Jewish people to pedophilia, were found at 4 locations around the city. The flyers left neighbors shocked and disgusted. In a statement, Anti-Defamation League New England Director Robert Trestan said, "It's a pretty vile image and description of the most classic anti-Semitic stereotypes, demonizing Jews and the Jewish religion."

France, January 10, 2019 (JTA): Anti-Semitic incidents during protests by Yellow Vests — named for the reflective safety vests they wear — have included signs and slogans describing French President Emmanuel Macron as a "whore of the Jews" and their "puppet." The Yellow Vests protests began in reaction to a proposed green tax on fuel. There have been many cases of protesters performing the quasi-Nazi quenelle salute, which was created by the French comic Dieudonne M'bala M'bala. Dieudonne, a Holocaust denier who has been convicted of hate speech against Jews and others, now delivers his weekly hate sermons online on video platforms while wearing a yellow vest. These cases, as well as anti-Semitic graffiti and chants have been a feature of this movement since its inception, according to the National Bureau for Vigilance Against Anti-Semitism.

Nashville, Tennessee, January 8, 2018 (Vanderbilt News): Vanderbilt University Police responded to a report of anti-Semitic vandalism in a classroom — a swastika carved into the back of a classroom chair. In a statement on the issue, Chancellor Nicholas S. Zeppos said, "We wholeheartedly reject anti-Semitism and its symbols, such as the example found on Vanderbilt's campus today. The abhorrent ideology associated with this act of vandalism has no place here. We are investigating the incident and remain committed to building a safe and inclusive environment for all."

Berkeley, California, January 7, 2019 (JTA/Berkleyside): A man brought a fake bomb with "anti-Jewish writings" on the package into the University of California, Berkeley, Police Department. According to reports, during his arrest Michael Fleming, 48, made "racial slurs towards the Jewish Culture" and yelled anti-Jewish statements "consistent" with the wording on the package. A Nazi symbol also was drawn on the box, which included anti-Semitic statements and said "bomb inside." Fleming was charged with sending a false bomb designed to cause fear for one's safety.

Battle Creek, Michigan, January 7, 2019 (JTA): Temple Bath-El was vandalized for the second time in two months. A concrete carving of a menorah on the front of Temple was damaged with graffiti. A menorah is a widely used Jewish symbol that stands for light, wisdom, and Divine inspiration. In late November 2018, an unknown vandal took a hammer and chisel to the same concrete menorah, damaging the carving.

Melbourne, Australia, January 6, 2019 (JTA): A neo-Nazi group hung large stickers depicting swastikas at the entrance to a Jewish old-age home. The neo-Nazi Antipodian Resistance organization posted the stickers of their logo, which bears a large swastika, at the entrance of the Emmy Monash Aged Care in Melbourne, home to elderly Jewish community members including Holocaust survivors, in the heartland of the Victorian Jewish community.

Lake Havasu City, Arizona, January 4, 2019 (JTA/Havasu News): According to the police at Lake Havasu City, which is located 180 miles northeast of Phoenix, eight exterior light fixtures, a large sign and other

fixtures surrounding the Temple Beth Shalom synagogue were damaged. Police have no suspects at his time.

Ventura County, California, January 4, 2019 (Ventura County Star): A Ventura synagogue is the most recent local target of anti-Semitic vandalism. Ventura police are working to track down whoever **spray-painted swastika graffiti on the signboard in front of Temple Beth Torah**. Police are investigating the incident as a hate crime.

Cleveland, Ohio, January 2, 2019 (Fox News/Canary Mission/Cleveland.com): The Cleveland Clinic hospital has fired a resident after anti-Semitic comments and threats to give the Jewish people "the wrong meds" surfaced on social media. Lara Kollab was identified as the fired employee behind the comments. Kollab's anti-Semitic comments were first documented by Canary Mission, a group that examines social media accounts to find anti-Semitic and anti-Israel remarks. Her comments **also called for violence against Jews, spread anti-Semitism, trivialized the Holocaust, defended the terror organization Hamas and expressed support for terrorists on Twitter.**

First, allow me to thank Senator Greenstein and this body of elected officials for giving me this opportunity to speak today. I am Rabbi Marc Kline and currently serve as Rabbi of Monmouth Reform Temple in Tinton Falls, NJ. Since my ordination in 1995, I have served communities in South Carolina and Kentucky before moving here 5 years ago. While in school I served communities in Arkansas and Ohio. Before going to seminary, I practiced law in Arkansas.

I give you my background to help you understand that most of my adult life has been spent in regions that rank high on the national lists of hate crime violence. As a lawyer, I initially worked for an all otherwise minority law firm doing most of their civil rights litigation and protecting the rights of minority clients in small communities. As a Rabbi, I have battled against hate and bias my entire career, engaging diverse people in meaningful ways. I have been blessed to have incredible teachers and friends along the way from all different walks of life. I have never been alone in these struggles, and yet, I also know that we need to rethink the traditional answers of how to wrestle with these problems.

I have fought this fight my entire career. Over the last ten years, it has only gotten uglier. From the tweet that circled the country on the day of the Obama inauguration that admonished people to get their guns and head for Washington because a "coon" was in the White House, to their being "good people" marching with white supremacists in Charlottesville goose-stepping outside the synagogue during its morning Sabbath service; from the need for a Black lives matter movement and the gutting of the voting rights act to the almost 700 mass shootings in the US over the last two years; from folks on the far left and the far right who would rather fuel the flames to win a political victory than work to bring wholeness back into our land – we have become desensitized to each other's dignity. Right before the High Holy Days, KKK flyers were spread across Red Bank, and people feared ... "not again." A video just surfaced from an Alabama High School showing High Schoolers saying the most vile thing about Jews and African Americans. Another video showed a school in Orange County, CA, where

high school kids Made a swastika out of plastic cups and then praised Hitler before them. In Ventura, Middle school kids took a photograph of themselves making a human swastika. In each case, the students thought they were mainstream enough that they photographed themselves and posted their photos/videos on social media. A report published by the Anti-Defamation League civil rights group in February documented 457 antisemitic incidents in non-Jewish K-12 schools in 2017 — a 94 percent increase from 2016, and 301 percent increase from 2015.

We are all too aware of the controversy swirling around Congresswoman Ilhan Omar. Yes, she says some very difficult things and the charge of dual loyalties is a classic anti-Semitic rant, but, how many White Christians have said these things and gotten a pass? If we are truly concerned with what she said, then Steve Bannon would never have been in the White House – but he is a white Christian male.

Just before coming into this chamber, I was part of a press conference on the obscene increase and disproportionate racial imbalance in police brutality against people of color in New Jersey. According to an analysis of five years of police use-of-force data from every department in the state, Black people were three times more likely to be punched, kicked, pepper-sprayed, struck with a baton and attacked by a dog in police use of force situations and more than twice as likely to be shot. Of the more than 4,600 applications of force against people under 18, slightly more than half the subjects were Black, though they represent only 14.5 percent of the child population in New Jersey.

Hate happens when people are ignorant and afraid. We can pass all the laws we want, but laws do not educate people or change their hearts. We have lots of people attending houses of worship who pray for love and peace and at the same work to demean anyone outside of his or her own tradition. The problem is not that people are not praying in schools or restaurants or grocery stores. The problem is that people don't have a clue as to what prayer is supposed to do. So,

if religious people want to talk about the need to return to prayer, then we need to remember that hate and discrimination are not Godly or family values. Each of our faith traditions requires us to demonstrate love. One cannot love partially – it is not love if it is only "convenient." Embedded in the command to love your neighbor is the Hebrew word "RAH" or evil. The Rabbis teach that to call it love, you have to love even the worst piece about someone to use the term. You may not like someone, but the Greek word, "AGAPE- Respect" – you have to love them. In our daily liturgy, we have to turn our enemy into our friend – not vanquish them but engage them. Hate proliferates when we become intolerant of the other, and in every person's eyes, everyone else is the other. Minority populations are even more – the other – and hence, in ignorance, a more readily definable target.

That said – the real problem is education. We don't teach people to think anymore. In fact, schools often discourage critical thinking. Test scores are most important – test scores from standardized tests graded by computers. Humor me, please – $2+2=?$ Can you give me a different correct answer?

There are an infinite number of correct answers to $2+2+$, but if a child puts anything other than 4 on a test, what happens? And on all the standardized testing – there is no place for a child to explain the answer – and even in a classroom, he /she would be reprimanded for wasting class time with creative thought. We dumb down our kids to fund our schools – and then send them into the real world trained to believe that only one answer exists for even the most basic of questions. Anything outside of four is a threat. When we spend more time disciplining than teaching, we have a problem. We know that good teachers all over this country change lives. My daughter is an inner-city school teacher in Louisville. Just by caring enough to teach beyond the minimal expectations, she has taken the at-risk kids in her science class and helped make them excited to learn. The interhuman engagement has improved ... as the quality of life in her classrooms.

When our schools and our houses of worship narrow our future's ability to see past ourselves, what do we expect to happen? And as another generation passes, the people in charge can only affirm what they myopically know.

As we destroy the education system in America, we grow this monster. Hate is skyrocketing in this country, and with each horrible act, people feel more and more emboldened to commit the next one. My tradition teaches that evil is the absence of intentional good. It is hard to be openly kind and respectful when you are being taught that to be out of step is wrong and punishable. I took my 10th graders to the Holocaust Memorial and Museum in Washington, DC. I asked them what it meant to NAZI Germany to be the "Master Race." One responded "Blonde, Blue Eyes, and strong Nordic Build." I affirmed the description. I then showed them pictures of every member of the Third Reich Brass. They were shocked to see that only Richard Heydrich met that description. I then showed them a picture of Adolph Hitler addressing thousands and asked what was wrong with the picture. They quickly realized that he had dark hair non-descript eyes and was short and stocky. The power of ignorance is that he could stand in front of tens of thousands of people at a time and say that if you were not Aryan, you did not warrant living – not one person said, "Wait – Mr. Hitler, you are not?" Look at what ugliness people support today – on both sides of the political divide.

I have a Christian colleague friend who is a supporter of this president, and who serves as a police chaplain. In full uniform, he came to the aid of a protestor at the inauguration who had been kicked in the face by a fellow supporter of the President. As he helped her, surrounding people attacked him for helping her. This is the result of ignorance, people lose the ability to see "human" first.

IF we want to fix hate, we have to invest in education – critical thinking – "The Emperor Has No Clothes" education. If we're going to end hate, then people claiming to represent God need to remember that we are made as we are made and God doesn't make mistakes. Whatever people believe, we need to instill

personal pride, not corporate fear into each other. If I am whole as I am, then, and only then, can I accept you are whole" as you are. Don't pass more laws that people will work to get around, fund more opportunities to help people grow. I know that this is probably not the line of thought for which this committee was looking, but there is no legal solution to hate that doesn't bring punishment and resentment ... which breeds more hate. We need to demonstrate from our statehouse to our streets a concern for everyone's tomorrow, not just for the ones who support our agenda. Anything less than this full engagement only serves to alienate more people ... and breed more hate.

Thank you for your time and kind attention. I stand ready to help at any time.

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My name is Vered Adoni and I am the Chief of the Bias Crimes Unit at the Bergen County Prosecutor's Office. I have been in charge of the Bias Crimes Unit for almost a decade and during those years I have devoted a great deal of time to studying the New Jersey Bias Intimidation Statute, researching our case law as well as the laws of other states. I have spent substantial amount of time teaching our bias statute to prosecutors, police officers, and members of the community around our State.

Needless to say, I am very familiar with the bias intimidation statute. For lack of a better term, I have dissected the statute in every way possible. Overall, it is specific. It provides notice. And it is fairly easy to understand and follow. It clearly lays out the prohibited conduct.

Having said that, there are 3 areas in the statute that require change:

- 1) In 2015, the New Jersey Supreme Court, in State v. Pomianek, held that subsection (a)(3) of the bias intimidation statute is unconstitutionally vague. It stated that "subsection (a)(3) focuses not on the state of mind of the accused, but rather on the victim's perception of the accused's motivation for committing the offense." Under subsection (a)(3), a defendant may be found guilty of bias intimidation even if he

had no purpose to intimidate or knowledge that his conduct would intimidate a person because of the person's race, color religion and so on. As the Supreme Court put it, "an innocent state of mind is not a defense to the current subsection (a)(3) prosecution. Rather, the defendant is culpable for his words or conduct that led to the victim's perception even if that perception is mistaken." A defendant is culpable not based on what he was thinking but rather on his failure to appreciate what the victim was thinking.

The current bias intimidation statute still contains subsection (a)(3). This subsection does not only affect the prosecution of a suspect, but also the investigation. A law enforcement agency may continue to charge defendants under this subsection thinking the perception of the victim is an element of the offense. This subsection should, therefore, be struck from the statute.

2) My second proposed change is actually an addition to the statute: when the bias intimidation statute was enacted following Apprendi v. NJ, in 2002, the crime of cyber-harassment, under 2C:33-4.1 was not yet a crime in our State. Cyber-harassment became law in 2014. One need not speculate that the enactment of the cyber-harassment statute, which criminalizes harassing conduct that is done thru electronic devices, is in response to the proliferation of

electronic devices and social media. We now need to bring the bias intimidation statute up to speed as well. Cyber-harassment should be added to the list of predicate crimes and offenses listed in 2C:16-1a. Statistically speaking, in the State of New Jersey, harassment accounts for the majority of all bias incident offenses. Currently, however, a person who commits a bias-motivated cyber-harassment, cannot be penalized under the bias intimidation statute because cyber-harassment is not an enumerated offense. Knowing this, in today's day and age, when the use of electronic devices and participation in social networks is an integral part of people's lives, bias intimidation cyber-harassment should be criminalized.

3) Lastly, I would like to point out that while subsection (f) of the bias intimidation statute contemplates additional penalties for bias offenders, in reality, at least in Bergen County, those penalties have not been able to be implemented. More specifically, the statute states that a upon a person's conviction of bias intimidation, a court may order the offender to complete a program on "sensitivity to diverse communities," or complete "a counseling program intended to reduce antisocial behaviors," or make payments to "a community-based program or local agency that provides services to victims of bias intimidation." Unlike in the domestic violence world, where the Alternative to Domestic Violence counseling is well established and is available to DV offenders, or in the drug

offenses world, offenders can avail themselves of various established substance abuse programs, there are no similar programs for bias intimidation offenders. There is one I can speak of, the TEAR program –Tolerance, Empathy, Acceptance, Respect, designed for juvenile bias intimidation offenders. But no such program is yet established for adults. So while the statute is well intentioned, I don't believe it can be fulfilled just yet.

In closing, it is no secret that bias incidents are on the rise and that they occur throughout our county, state and nation. As a result, victims and their communities have been gripped by fear, tension and uncertainty. The tone of today's bias motivated acts is quite different from what it used to be and the bias crimes statute must, therefore, reflect this change.

I thank you for your time and attention.

March 7, 2019
Aaron Potenza, Director of Policy
Garden State Equality

Testimony to Public Hearing on the Rise of Hate Crimes in New Jersey

My name is Aaron Potenza, and I am here in my capacity as Director of Policy for Garden State Equality, a statewide advocacy and education organization for the Lesbian, Gay, Bisexual, Transgender, and Queer Community (LGBTQ). I want to thank Senator Greenstein and Assemblywoman Huttle for holding this hearing, to thank Assemblywoman Huttle for inviting me to speak on this important issue, and to thank all of you for your time and attention to this matter.

Federal and state data show that LGBTQ people are overrepresented, relative to our percentage of the general population, in facing and being victims of bias incidents, including hate crimes. For 2016, the most recent year Attorney General Grewal's office has released statistics on bias crimes in New Jersey, there were 417 total incidents, of which 50 were on the basis of either sexual orientation or gender identity, meaning that these incidents targeted persons who either are, or were perceived to be members of the LGBTQ community. Relative to the 417 total incidents for the State, incidents based on sexual orientation and/or gender identity comprised 12% of total bias incidents in this report.¹ In looking at that number, it is important to note that the Williams Institute at UCLA, one of the most reputed centers for research on LGBTQ issues in the world, puts the LGBTQ population of the state of New Jersey at 4.1% of

¹ State of New Jersey: Department of Law and Public Safety, "Bias Incidents in New Jersey: 2016."

the total population of our State.² Relative to the percentage of bias incidents, LGBTQ people are overrepresented.

The overrepresentation of LGBTQ persons in bias and hate crime incidents is similar at the federal level, with 17.6% of total hate crimes reported to the FBI in 2017 based on actual or perceived sexual orientation and/or gender identity. It is important to note that number is an increase of 17 percent in reported hate crimes from the previous year.

Because hate crimes reporting is not mandatory, the numbers undercount -- likely significantly -- the reality of bias-motivated crimes. Indeed, many states, including New Jersey, have not reported any data on gender identity to the FBI since the FBI began collecting gender identity hate crimes data in 2013. While reporting no data on gender identity, New Jersey reported 51 incidents based on actual or perceived sexual orientation in 2017, 34 incidents based on actual or perceived sexual orientation in 2016, 33 incidents based on actual or perceived sexual orientation in 2015; and 32 incidents based on actual or perceived sexual orientation in 2014.

Other factors, such as the stigma that still attaches to LGBTQ identity, the fear of being outed, and historically poor relationships and trust between the LGBTQ community and law enforcement also contribute to undercounting of bias incidents and hate crimes against LGBTQ persons. In 2015 the National Center for Transgender Equality release the U.S. Transgender Survey, the largest survey ever conducted of the U.S. transgender population, with over 27,000 respondents. The New Jersey breakout report found that respondents in our State experienced high levels of mistreatment and harassment by police. Of New Jersey respondents who

² LGBT Demographic Data Interactive. (January 2019). Los Angeles, CA: The Williams Institute, UCLA School of Law.

interacted with police or other law enforcement officers in the year prior to answering the survey, 66% stated that they experienced some form of mistreatment when the officer knew they were transgender. This included being verbally harassed, repeatedly referred to as the wrong gender, physically assaulted, or sexually assaulted, including being forced by officers to engage in sexual activity to avoid arrest. 55% of New Jersey respondents said they would feel uncomfortable asking the police for help if they needed it.

This data is similar for other members of the LGBTQ community, for instance a 2013 report on anti-LGBTQ violence found that of the LGBTQ violence survivors who had interacted with police in the past year, 48% reported they had experienced police misconduct, including unjustified arrest and use of excessive force and entrapment. This leads to reduced reporting of crimes by the LGBTQ community. The same report found that only 56% of LGBTQ survivors of hate violence reported such incidents to the police.³

Historically, same-sex attraction and behavior, as well as cross-gender identity and expression, have been criminalized in the United States. This long history, which extends from colonial era laws in which same-sex relationships were punishable by death to the Supreme Court's decision in *Lawrence v. Texas* in 2003, in which anti-sodomy laws were declared unconstitutional, and beyond (with sixteen states refusing, even after *Lawrence* to remove these laws from the books in order to send a message of moral disapproval), is well known in the LGBTQ community and continues to contribute to mistrust of law enforcement and consequent underreporting of crime.

³ National Coalition of Anti-Violence Programs, *Lesbian, Gay, Bisexual, Transgender, Queer, and HIV-Affected Hate Violence in 2012* (2013).

In addition to distinguishing between incidents based on actual or perceived sexual orientation and incidents based on actual or perceived gender identity, it is important to note the role that race and racism have played, and continue to play in bias and hate crimes based on actual or perceived sexual orientation and/or gender identity. The victims of the vast majority of LGBTQ related hate crimes and bias crimes are LGBTQ persons of color, and in particular, black LGBTQ people and communities. In 2016, the National Coalition of Anti-Violence Programs issued a 20th anniversary report: "LGBTQ and HIV-related Hate Violence in 2016." In that report they found that of the 28 reported LGBTQ non-Pulse nightclub related homicides, so that is apart from the tragedy at Pulse, 79% of the victims were people of color. That number is, again, similar to previous years, where LGBTQ people of color are vastly overrepresented in LGBTQ bias incidents. It is also important to note that of the non-Pulse related homicides in 2016, 68% of the victims were transgender people, and more specifically, 61% of the total, non-Pulse, LGBTQ-related homicides that year were transgender women of color.

I would like to conclude by referencing Garden State Equality's data for the year 2018, in which we received 51 reports of anti-LGBTQ discrimination. In contrast to reports to law enforcement, where incidents on the basis of actual or perceived sexual orientation are far more likely to be reported than incidents on the basis of actual or perceived gender identity, reports to GSE, an LGBTQ advocacy organization that has a reputation for working on transgender rights and issues, were split about 50/50 between gender identity (45%) and sexual orientation (45%). When broken down by location these incidents happened in schools (29%); employment (25%); harassment (14%); healthcare (12%); housing (8%); prisons and policing (4%); and public accommodations (4%).

Given the likely significant level of under-reporting; the issues with law enforcement that contribute to underreporting; the types and locations of these offenses; and the role that intersectionality, race, and racism play in many of these offenses, We offer the following recommendations.

State Agencies should be looking into where and how they are collecting data on sexual orientation, gender identity, and gender expression (SOGI), with the goal of standardizing and increasing SOGI data collection. This is important in order to assess the experience of the LGBTQ community, including with violence and discrimination, and to understand how race and racism, along with homophobia and transphobia, play a role in that discrimination and violence.

State and local police departments should adopt internal policies and practices that require respect for LGBTQ people, and respect for individuals' gender identity and which ensure safety in processing, searching, and placing LGBTQ people in police custody, and especially ensuring treatment of transgender people, including in placement, in accordance with gender identity.

State and local police departments should also be required to undergo LGBTQ sensitivity trainings on regular basis. Outreach to the LGBTQ community, particularly by way of establishing LGBTQ police liaisons, should be prioritized.

As many offenses are happening in schools, we are happy to see that New Jersey's Department of Education has issued comprehensive guidelines on transgender students, and that this body recently passed LGBTQ-inclusive curriculum into law. LGBTQ-inclusive curriculum has been shown to reduce anti-LGBTQ bias among students and anti-LGBTQ bias incidents in schools.

We therefore urge the DOE to establish a commission on LGBTQ-inclusive curriculum to develop model curriculum and ensure proper implementation of the law.

We also will be moving forward to support legislation that will ban the so-called "gay and trans panic defense" and we ask you to research that issue and to pass this important legislation.

Finally, we ask that the State of New Jersey and this body continue to attend to the rise in bigotry, discrimination, and violence that has become a scourge upon our society in recent years.

Again, I thank you for your time and attention to this important issue and I am happy to answer any questions you may have.



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2018 LGBT DISCRIMINATION REPORT STATISTICS

In 2018 Garden State Equality received 51 separate incident reports of discrimination faced by LGBT people in New Jersey. These reports come from New Jerseyans stating they have been discriminated against on the basis of their actual or perceived gender identity or expression, their actual or perceived sexual orientation, and/or their actual or perceived HIV status.

Victims of Incidents:

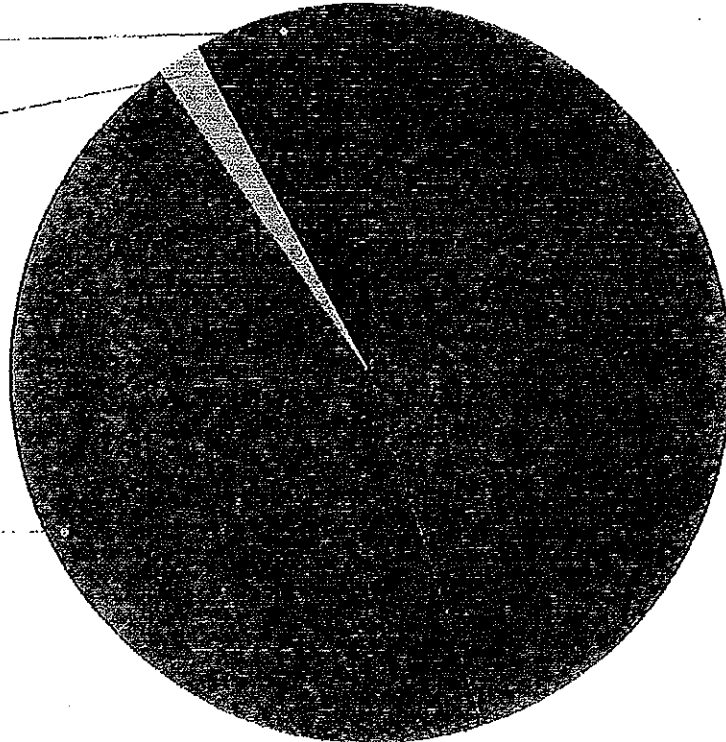
23 people (45%) reported facing discrimination on the basis of their gender identity or gender expression. 23 people (45%) reported facing discrimination on the basis of their sexual orientation. 1 person (2%) reported discrimination on the basis of their HIV status and 4 people (8%) reported facing discrimination on the basis of sexual orientation *and* gender identity.

Gender

7.8%

HIV Status

2.0%



Sexual Orientation

45.1%

Gender

45.1%

8/2/18



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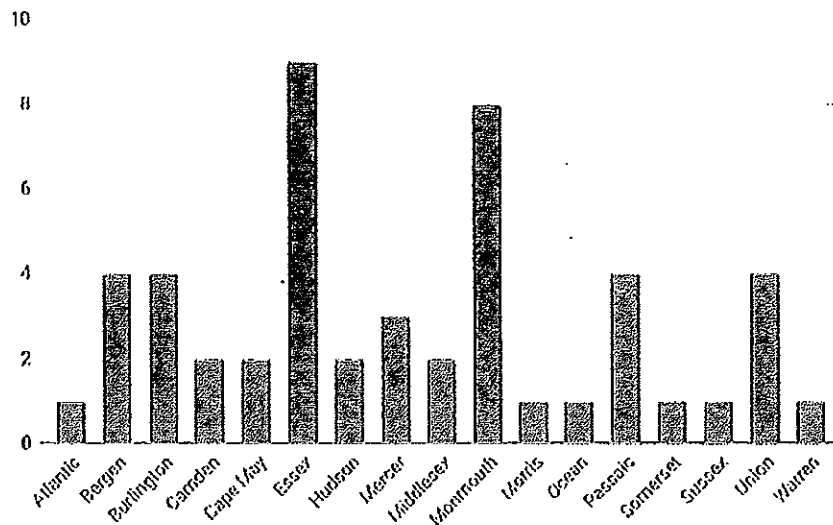
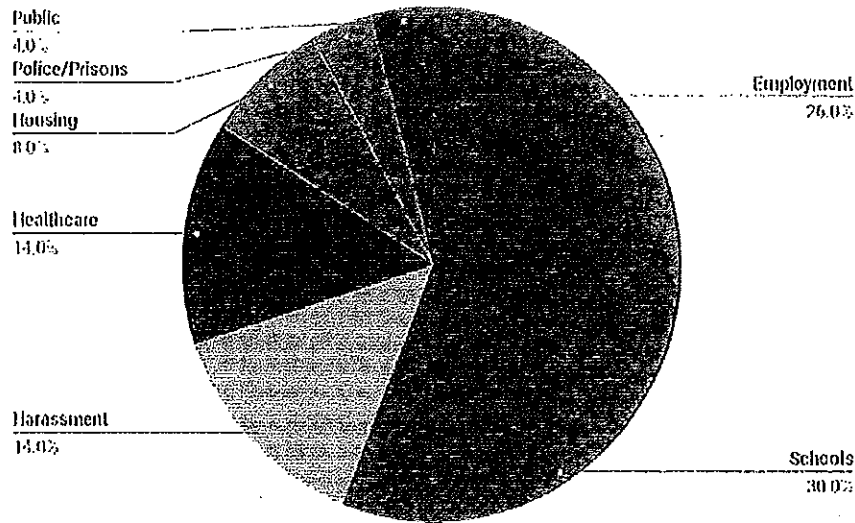
2018 LGBT DISCRIMINATION REPORT STATISTICS

Offenses by Category:

Schools 15 reports (29%); Employment 13 reports (25%); Harassment 7 reports (14%); Healthcare 6 reports (12%); Housing 4 reports (8%); Prisons/Police 2 reports (4%); Public Accommodations 2 reports (4%).

Location of Offenses:

Essex 9; Monmouth 8; Bergen 4; Passaic 4; Burlington 4; Mercer 3; Union 4; Camden 2; Cape May 2; Hudson 2; Cumberland 1; Atlantic 1; Middlesex 2; Morris 1; Ocean 1; Somerset 1; Sussex 1; Warren 1.



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STAND

UP

FOR THE OTHER

The Pledge:

While interacting with members of my own faith, or ethnic, or gender community, or with others, if I hear hateful comments from anyone about members of any other community, I pledge to stand up for the other and speak up to challenge bigotry in any form.

First Name _____

Last Name _____

Affiliation _____

Signature _____

Sign the Pledge Online:

www.standupfortheother.org www.njifc.org

www.facebook.com/standupfortheother

Handwritten mark

ADDITIONAL APPENDIX MATERIALS
SUBMITTED TO THE
SENATE LAW AND PUBLIC SAFETY COMMITTEE
and
ASSEMBLY HOMELAND SECURITY AND
STATE PREPAREDNESS COMMITTEE
for the
March 7, 2019 Meeting

Submitted by Mohammad Ali Chaudry, Ph.D, President, Islamic Society of Basking Ridge; Co-Founder, New Jersey Interfaith Coalition; Co-Founder, Muslim-Jewish Solidarity Committee:

Council on American-Islamic Relations (CAIR), “TARGETED: 2018 Civil Rights Report,” © 2018 Council on American-Islamic Relations.