

2016 ANNUAL REPORT



A MESSAGE FROM MORRIS DEES AND RICHARD COHEN

WE REDOUBLED OUR WORK TO FIGHT HATE and seek justice in 2016, a year in which the presidential campaign of Donald Trump energized a growing white nationalist movement and engulfed the country in a wave of xenophobia that threatened to reverse years of progress. In the face of rising far-right extremism, we fought for our country's highest ideals – exposing those who brought hate into the mainstream, helping teachers push back against bias in the classroom, and standing up in the courts for the exploited and the abused.

Prior to the election, we documented the widespread harassment and bullying of minority children caused by a campaign that vilified their families on the basis of race, ethnicity or religion. And after it, we alerted the country to an outbreak of violence and intimidation faced by members of minority groups and the LGBT community.

At the same time, we won justice in the courts for some of the most vulnerable and marginalized people in our country: poor people exploited by the criminal justice system, immigrants facing discrimination and workplace abuse, children denied equal opportunities in our schools, and many more.

Here are the major highlights of our work in 2016:

- We tracked and exposed the activities of more than 900 hate groups operating across the country. The number rose for a second consecutive year, coinciding with a xenophobic presidential campaign that electrified far-right extremists.

Anti-Muslim hate groups almost tripled in number – an increase fueled by Trump's incendiary rhetoric, including his campaign pledge to bar Muslims from entering the United States.

- Our Teaching Tolerance project reported a sharp uptick in the bullying and intimidation of children whose races, nationalities or religions were targeted during the campaign. *The Trump Effect*, based on our survey of 2,000 educators, garnered national headlines and alerted the country to the alarming trend. A second, post-election survey of more than 10,000 educators reinforced the findings. We responded by providing teachers with strategies and resources to help children see through stereotypes and reject bigotry.
- After the election, we documented a spike in bias-related incidents as white supremacists celebrated Trump's victory. In *Ten Days After*, we found nearly 900 such incidents occurred in the first 10 days following the election. Among them: reports of black children being told to ride in the back of school buses and a gay man being pulled from his car and beaten by an assailant who told him that the “president says we can kill all you faggots now.”
- We championed the rights of poor people who are being needlessly punished in a criminal justice system that targets and exploits them because of their poverty. Our efforts resulted in the closure of debtors' prisons in several Deep South cities, part of a multiyear effort that's

making a difference for thousands of indigent people jailed because they can't pay crushing court fines and fees for minor offenses. In Alabama, we successfully pushed municipal courts in more than 70 cities to change bail practices that discriminated against the poor. In one town, our work led to the repeal of a shameful ordinance that criminalized the failure to pay a water bill.

- We stood up for the LGBT community, forcing the removal of Alabama Chief Justice Roy Moore after he repeatedly stood in the way of federal court orders – including a landmark decision by the U.S. Supreme Court – directing county officials to grant marriage licenses to same-sex couples. It was the second time in 13 years that an SPLC ethics complaint removed the notorious “Ten Commandments judge” from his perch on the state’s highest court.
- We defended the rights of abused workers in the Deep South, reaching a \$2.3 million settlement with a luxury golf resort in South Carolina to resolve a lawsuit on behalf of more than 240 Jamaican guest workers who were systematically cheated out of their wages.
- We stopped institutional discrimination against recent immigrants, forcing the state of Louisiana to repeal a discriminatory law that threatened to block more than 70,000 naturalized citizens from the ballot box. And we stopped the state of Georgia from illegally denying driver’s licenses to thousands of immigrants.
- We won justice for prisoners with disabilities in Alabama, securing a settlement that will improve conditions in the nation’s most overcrowded prison system. We also went to trial in late 2016 to force the state to provide constitutionally required mental health care to prisoners. The proceeding, which was still underway in early 2017, was the first trial in our broader suit alleging that the mental health and medical needs of prisoners are routinely ignored.

- We worked to combat hate crime and domestic terrorism through the political system and law enforcement agencies. We testified at four separate congressional events examining anti-Muslim hatred, domestic terrorism and extremist violence. And we provided key information, training and life-saving resources to law enforcement at every level. Those resources included more than 60,000 copies of our new training video distributed to officers and policymakers to help them respond to the rising threat of violence from antigovernment extremists.

These are just a few of our important accomplishments in 2016, achievements that illustrate the many ways we’re combating hate and injustice.

As we look to 2017, we see a nation facing grave challenges.

The election scarred the nation and emboldened far-right extremists who reject our country’s highest ideals. At the same time, the new administration has abandoned President Obama’s efforts to root out discrimination against vulnerable populations in the criminal justice system and in other areas of great concern. And it has instituted new policies that are antithetical to the values of our nation.

Many of the most marginalized people in our country will be harmed. We’re committed to defending their rights and providing them with a voice in the nation’s courtrooms, classrooms and halls of government in 2017 and beyond.

Our work is possible only because of the generosity of thousands of people across America who share a commitment to justice and equality. We’re deeply grateful for their financial and moral support – and inspired by their dedication to the promise of our nation’s democracy.

Very truly yours,



Morris Dees, *Chief Trial Counsel*



J. Richard Cohen, *President*

FIGHTING HATE

THE INTELLIGENCE PROJECT MONITORS hate groups and extremist activity in all 50 states and provides comprehensive updates to law enforcement, government agencies, the media, scholars, policymakers and the general public through its investigative journal *Intelligence Report*, its Hatewatch blog, an e-newsletter, onsite presentations, the SPLC website and social media.

During the 2016 presidential election, the Intelligence Project served a crucial function by exposing the mainstreaming of extremist propaganda on the campaign trail. It helped Americans connect the dots between far-right extremists and the politicians who pander to them. The SPLC also documented bias-related incidents committed across the country in the wake of Donald Trump's election.

In 2016, the Intelligence Project's annual census of hate groups operating in the United States found that the number rose for a second year in a row amid a growing white nationalist movement – rebranded as the “alt-right” – that was electrified by Trump's candidacy.

The SPLC's expertise was repeatedly sought out at the highest political levels. SPLC officials appeared at four separate congressional events on the issues of anti-Muslim hatred, domestic terrorism and extremist violence. Throughout the year, the SPLC provided key information, training and life-saving resources to law enforcement across the country to help officers combat domestic terrorism.

The project released an in-depth examination of the fraud that is “conversion therapy,” a pseudoscientific practice that claims to change a person's

sexual orientation from gay to straight. The SPLC also helped communities grappling with government-sanctioned displays of Confederate symbols by releasing a guide to such monuments across the country.

Documenting the ‘Trump Effect’

Following a Trump campaign marked by incendiary statements about Latino immigrants, Muslims and African Americans (also see Teaching Tolerance section), the Intelligence Project documented hundreds of hate crimes and other bias-related events in the days following the election.

The report *Ten Days After* identified 867 such incidents in the first 10 days after Trump's victory. Nearly a quarter of the incidents occurred the day after the election.

Many of the perpetrators invoked Trump's name. Among the incidents: multiple reports of black children being told to ride in the back of school buses; the words “Trump Nation” and “Whites Only” being painted on a Maryland church with a large immigrant population; and a gay man being pulled from his car and beaten by an assailant who said the “president says we can kill all you faggots now.”

The findings, which were widely reported in the national media, likely described only the tip of a large iceberg. “I have experienced discrimination in my life, but never in such a public and unashamed manner,” an Asian-American woman reported after a man told her to “go home” as she left an Oakland train station. A black resident whose apartment was vandalized with the phrase “911 nigger,” reported that he had “never

witnessed anything like this.” A Los Angeles woman, who encountered a man who told her he was “Gonna beat [her] pussy,” stated that she was in this neighborhood “all the time and never experienced this type of language before.” Not far away in Sunnyvale, California, a transgender person reported being targeted with homophobic slurs at a bar where “I’ve been a regular customer for 3 years – never had any issues.”

Hate groups grow for second straight year

The Intelligence Project found that hate groups grew for a second consecutive year in 2016. The most dramatic growth was the near-tripling of anti-Muslim hate groups, from 34 in 2015 to 101 last year.

The growth was accompanied by a rash of crimes targeting Muslims, including an arson that destroyed a mosque in Victoria, Texas, just hours after the Trump administration announced an executive order suspending travel from some predominantly Muslim countries in early 2017. The latest FBI statistics show that hate crimes against Muslims grew by 67 percent in 2015, the year in which Trump launched his campaign. Along with other inflammatory anti-Muslim language, Trump called for a “total and complete shutdown of Muslims entering the United States.”

The overall number of hate groups rose to 917 – up from 892 in 2015. The figure is 101 shy of the all-time record set in 2011, but still high by historical standards. It likely understates the real level of organized hatred in America as a growing number of extremists operate mainly online and are not formally affiliated with hate groups.

The year saw the mainstreaming of a virulent white nationalist movement rebranded as the “alt-right,” led by radical-right figures who strongly supported Trump and saw in him a champion of their views. One of the movement’s patrons, Stephen K. Bannon, boasted that when he headed Breitbart News, the website became “the platform for the alt-right.” Bannon left his position to join the Trump campaign and then became Trump’s chief strategist in the White House.

In contrast to the growth of hate groups, anti-government “Patriot” groups saw a 38 percent decline – plummeting from 998 groups in 2015 to

623 last year. Composed of armed militiamen and others who see the federal government as their enemy, the “Patriot” movement over the past few decades has flourished under Democratic administrations but declined dramatically when President George W. Bush occupied the White House.

Educating policymakers and the public

The SPLC was called to the nation’s capital multiple times in 2016 to provide its expertise on the extremist threat. SPLC President Richard Cohen testified at four separate hearings and other congressional events on the issues of anti-Muslim hatred, domestic terrorism and extremist violence. The events not only helped the SPLC educate the public and policymakers on the dangers posed by extremism, but exemplified how the organization is viewed as the nation’s premier organization monitoring the radical right.

Exposing extremist ties

As it has in the past, the Intelligence Project investigated and exposed racists who infiltrated public institutions and documented the extremist ties of others who were thrust into the public spotlight. For example, in 2016, the SPLC exposed a lawyer with neo-Nazi ties who was hired by the city of Baltimore to defend the city against police misconduct cases filed by African-American families. Glen Keith Allen was a longtime supporter of the National Alliance, a notorious neo-Nazi group whose founder wrote the novel that inspired the 1995 Oklahoma City bombing. The SPLC’s investigation led to his swift firing.

When a member of the British Parliament was shot and stabbed in June, the Project documented the ties between the killer, Thomas Mair, and the National Alliance. According to records obtained by the Intelligence Project, Mair was a dedicated supporter of the group for decades. He bought a manual from the group in 1999 that included instructions on how to build a pistol.

The Intelligence Project broke the news on its Hatewatch blog, underscoring its considerable impact on developing events. In 2016, the blog continued to bring more people into contact with the Project’s investigative work. It also has allowed the SPLC’s audience to comment on matters the organization examines and discuss those issues.

The danger of ‘conversion therapy’

In May, the SPLC released a report that examined the fraudulent practice of “conversion therapy” – a pseudoscientific practice that claims to change a person’s sexual orientation from gay to straight.

The report, *Quacks*, documents the revelations that emerged from an SPLC lawsuit that shut down a New Jersey-based “therapy group” named JONAH. The report features the stories of conversion therapy survivors. It also looks at some of the movement’s leading figures and organizations as it delves into the history of efforts to alter sexual orientation.

Conversion therapy is dangerous because it often results in patients experiencing depression, suicidal thoughts and an array of self-destructive behaviors as they struggle and fail to “convert,” according to the report. It also can foster anti-LGBT prejudice by promoting the belief that LGBT people are simply choosing a behavior that can be “fixed.”

‘Religious Liberty’ and the Anti-LGBT Right

In February, the SPLC released *‘Religious Liberty’ and the Anti-LGBT Right*. The report examined the hardline groups promoting “religious freedom restoration acts” to justify anti-LGBT discrimination. The proposals are driven by a dangerous narrative promoted by far-right groups that portray Christians who object to homosexuality on biblical grounds as victims of religious persecution.

Whose Heritage?

In April, the SPLC released *Whose Heritage? Public Symbols of the Confederacy*. The report was the culmination of an effort launched by the SPLC a year earlier to identify monuments and other government-sanctioned symbols of the Confederacy in public spaces across the country. It was sparked by the massacre of nine African Americans at a historic church in Charleston, South Carolina, in 2015 by a young white supremacist who hoped to start a race war. Photos surfaced of the young man flaunting the Confederate flag, leading many communities to re-evaluate and remove these symbols from public spaces.

The SPLC report identified more than 1,500 symbols honoring the Confederacy and its heroes – statues and monuments; the names of streets,

parks and schools; and even state holidays. The report included a guide to help communities reach consensus on removing these symbols.

Intelligence Project provides expertise to law enforcement

The Intelligence Project regularly provides free, in-person training sessions to law enforcement officers to ensure that they not only understand hate-related issues but are equipped with the latest intelligence on the violent elements of the radical right. There is high demand for the SPLC’s law enforcement training, which consistently earns excellent reviews. In 2016, the Project provided training to about 1,800 officers. It also regularly shared its expertise on hate groups and domestic terrorism with law enforcement agencies at every level. The Project released its fifth training video for law enforcement officials, *Understanding the Threat: Antigovernment Extremists*. The video, a short film designed to be shown at roll call, focuses on the threat of the antigovernment “Patriot” movement, especially in the wake of armed standoffs between antigovernment militiamen and law enforcement officials in Nevada in 2014 and Oregon in 2016.

The DVD was bound into the law enforcement edition of the Summer 2016 issue of the *Intelligence Report* magazine, making it available free of charge to tens of thousands of officers. It may also be viewed at the SPLC website along with other training videos produced by the SPLC. Earlier videos have focused on sovereign citizens, racist skinheads, Aryan prison gangs and the rise of the “lone wolf” terrorists.

TEACHING TOLERANCE

THE TEACHING TOLERANCE PROJECT AIMS to reduce prejudice, improve inter-group relations and promote equity in our schools. It is among the nation's leading providers of anti-bias resources.

In 2016, Teaching Tolerance released two reports finding that the divisive and xenophobic rhetoric of the presidential campaign had a profoundly negative impact on schoolchildren across the country. It also provided tools and strategies to help teachers ensure that their students reject prejudice and treat their classmates with respect regardless of what they saw or heard during the campaign.

Teaching Tolerance also provided invaluable assistance to educators throughout the year in other ways. When a string of police shootings sparked protests across the country, it provided resources to teach about race and police violence. During its annual Mix It Up at Lunch Day in October, it encouraged students to step out of their cliques for one day and meet someone new.

Teachers also found highly effective strategies to fight prejudice and promote education equity in *Teaching Tolerance* magazine, which reaches approximately 450,000 educators.

The Trump Effect

One of the most troubling developments of 2016 was the way the presidential election affected the nation's classrooms. Teaching Tolerance surveyed 2,000 educators and found that many children of color were terrified by what they heard from Donald Trump and his supporters. Some children

feared they might be deported – or even killed – after the election, simply because of their race or ethnicity. Teachers reported a sharp increase in the bullying and intimidation of children whose races, religions and nationalities were targeted during the campaign.

The phenomenon was examined in *The Trump Effect*, a report released in April, which garnered national headlines and became the subject of discussion within the educational community across the country. The report also found that the polarizing election and the language used during the presidential campaign left many teachers reluctant to teach about the election – potentially missing an opportunity to impart lessons about citizenship and democracy.

Teaching Tolerance took action by providing resources and strategies to teachers. The Fall issue of *Teaching Tolerance* magazine focused almost exclusively on the election. The project's "Speak Up for Civility" campaign helped school communities come together to model good citizenship that rejects ugly rhetoric while discussing the election.

In addition, the Teaching Tolerance film *Selma: The Bridge to the Ballot*, released the previous year, provided teachers with a powerful tool to teach the importance of voting with a film that tells the story of students and teachers who, along with other activists, fought a nonviolent battle to win voting rights for African Americans in the South.

In the wake of the presidential election, Teaching Tolerance conducted a second online survey to further assess the election's impact on schools. More than 10,000 educators responded. Ninety percent

reported that their school's climate had been negatively affected, and 80 percent described heightened anxiety and concern among minority students worried about the impact on their families.

The findings were documented in *After Election Day, The Trump Effect*. The report, released in November, described an increase in the use of slurs and derogatory language, along with disturbing incidents involving swastikas, Nazi salutes and Confederate flags. More than 2,500 said they knew of fights, threats, assaults and other incidents that could be traced directly to election rhetoric.

Teaching About Race, Racism and Police Violence

As the nation witnessed a string of police shootings and racial violence, Teaching Tolerance updated and reissued an online package of resources to help teachers talk about the issues that ignited protests across the country. *Teaching About Race, Racism and Police Violence* provided teachers with tools to spur much-needed discussion about implicit bias and systemic racism. The timely package was reprinted in its entirety online by *The Washington Post's* education blogger in July.

Teaching Tolerance magazine

Throughout 2016, *Teaching Tolerance* magazine examined issues relevant to educators across the country, providing them with strategies and resources for the classroom. The Spring issue explored smart tech use in the classroom – emphasizing that educators shouldn't be satisfied by the sight of students focused on the glow of a screen, but should ask what uses of technology help all students in diverse classrooms learn, grow and thrive.

The Summer issue looked at how educators can be powerful allies for students by investigating their own biases, privileges and blind spots. The feature also examined how to navigate difficult discussions with fellow teachers and administrators – discussions that are sometimes necessary to create schools where all students feel welcome.

In addition to examining how to teach students about the democratic process during the presidential election, the Fall issue looked at how teachers can address topics such as race and police violence as well as how to ensure students' senior

year prepares them to be responsible citizens.

The magazine in 2016 was honored by the Association of American Publishers with a Golden Lamp Award for its "ambitious fearlessness."

Students 'Mix It Up'

In October, students across the country stepped outside their cliques and got to know someone new as part of the 15th National Mix It Up at Lunch Day – an annual school event sponsored by Teaching Tolerance. During Mix It Up at Lunch Day, students are asked to sit with someone new in the cafeteria. Since its inception in 2002, educators have used the event to help foster welcoming school environments for all students.

Mix It Up can be an eye-opening event for students as they recognize how cliques and labels don't tell people everything about a person. It also offers important lessons on inclusiveness and respect for classmates with different backgrounds and perspectives.

Cafeterias are the focus of the program because that's where a school's social boundaries are most obvious. Many schools, however, plan similar activities outside the lunchroom. Each school sets its own agenda, makes its own plans and chooses its own theme. Some schools use Mix it Up at Lunch Day to kick off yearlong explorations of social divisions.

Racial history initiative

Teaching Tolerance is also preparing to launch an initiative to transform history curricula so that children learn more about slavery and how it shaped our country's past and continues to affect the nation today. Currently, few textbooks reveal the terrible reality of slavery or the diverse experiences of the enslaved. Instead, the narrative focuses on the efforts to end or escape from slavery. It does little to connect the dots between yesterday and today.

There's also no place for teachers to find free, trusted and well-curated materials to remedy the situation. Teaching Tolerance's initiative will seek to ensure that students have a thorough grounding in the history of American slavery – a key to helping them understand the African-American freedom struggle and its reverberations in the present day.

SEEKING JUSTICE

SPLC ATTORNEYS FIGHT TO PROTECT society's most vulnerable members, handling important civil rights cases that few lawyers are willing to take. The SPLC has remained in the vanguard of efforts to defend victims of injustice, with legal offices in Alabama, Florida, Georgia, Louisiana and Mississippi.

Litigation has always been a key strategic tool in the SPLC's arsenal. But other advocacy tools – lobbying, community organizing and public policy advocacy – are also an integral part of the SPLC's campaigns for reform. The Legal Department concentrates its efforts in five areas where there are pressing social problems and opportunities to make a significant impact: economic justice, children's rights, immigrant rights, LGBT rights and criminal justice reform.

In 2016, we had a highly successful year. We reached a comprehensive settlement agreement that will vastly improve conditions for more than 1,000 Alabama prisoners with disabilities, and we litigated an ongoing suit to improve medical and mental health care treatment for prisoners in the state. We won justice for immigrants subjected to exploitation and discrimination. We urged municipal courts across Alabama to end practices that unfairly punish the poor and saw more than 50 cities change their bail practices – effectively offering relief to 40 percent of the state's population.

And when Alabama's chief justice violated the canons of judicial ethics as part of his personal crusade against marriage equality, an SPLC ethics complaint ousted him from office.

We continued to champion the rights of schoolchildren subjected to shocking cruelty in schools and juvenile justice systems across the South by fighting policies and practices that needlessly push them out of the classroom and into the justice system. And we reinforced our presence in the halls of government by opening an office in the Florida capital of Tallahassee.

'Ten Commandments' judge ousted

For the second time in 13 years, Alabama Chief Justice Roy Moore was thrown out of office as the result of ethics complaints filed by the Southern Poverty Law Center.

This time, the man who ran for office as the "Ten Commandments" judge and once suggested that LGBT people should be executed won't be eligible to return to the state's highest court. His age will bar him from running for another judicial position.

The Alabama Court of the Judiciary ruled unanimously on Sept. 30 that Moore violated the canons of judicial ethics by ordering the state's 68 probate judges to deny marriage licenses to same-sex couples in defiance of federal court orders. Moore, 69, who has deep ties to rabidly anti-LGBT, religious-right organizations, was suspended without pay for the remainder of his term, which expires in January 2019.

Moore issued an order in early 2016 telling probate judges they had a "ministerial duty not to issue" licenses to same-sex couples. The order came after the U.S. Supreme Court's 2015 decision

established a constitutional right to same-sex marriage in all 50 states and after a federal judge in Alabama ordered the probate judges to begin issuing marriage licenses.

His latest removal from the bench ends more than a decade of controversy in Alabama's highest court. In 2001, without consulting any other justices, Moore had a two-ton granite monument to the Ten Commandments installed in the lobby of the state Supreme Court building. The SPLC sued Moore for violating the constitutional principle of separation of church and state. When Moore refused to follow a federal court order to remove the monument, the Alabama Court of the Judiciary removed him from office. Alabama voters, however, re-elected Moore as chief justice in 2012.

Prison mental health case goes to trial

The SPLC reached a settlement agreement in March that will vastly improve the conditions faced by more than 1,000 people with disabilities in Alabama's prisons by ensuring they receive treatment and services required under the Americans with Disabilities Act.

The agreement settles a portion of the SPLC's lawsuit against the prison system, the nation's most overcrowded. In December, SPLC lawyers went to trial over the lawsuit's claims seeking to provide constitutionally required mental health care to prisoners. The trial concluded in early 2017, and the judge was expected to rule within a few months.

A prisoner who testified at the trial later committed suicide, leading lawyers from both sides to reach a temporary agreement to protect prisoners for the next 60 days.

The proceeding was the first trial in a 2014 federal suit alleging that the mental health and medical needs of prisoners with serious – even life-threatening conditions – are routinely ignored. A separate trial on the medical issues is expected in 2017.

In October, the U.S. Department of Justice announced its own investigation into the treatment of Alabama prisoners – the first time in the agency's history that it has opened an investigation of such breadth and magnitude.

Notorious private prison closes doors

In 2016, Mississippi closed one of the most dangerous prisons in America – the Walnut Grove Correctional Facility – six years after the SPLC and other advocates sued the state to protect youthful offenders from rampant violence and sexual assault at the facility operated by a string of private, for-profit companies.

The suit, filed against the Mississippi Department of Corrections in November 2010, alleged a culture of violence and corruption. At the time, the facility held teenagers as young as 13 and young men up to the age of 22. The U.S. Department of Justice had found that sexual abuse – including brutal youth-on-youth rapes and “brazen” sexual misconduct by prison staffers who coerced youths – was “among the worst that we have seen in any facility anywhere in the nation.”

In 2012, the SPLC and its co-counsel reached a settlement agreement that required the state to move children and teens into a separate facility and no longer subject them to solitary confinement. After the SPLC went back to court following two riots in 2015, a judge ordered the state and the company then operating the prison, to implement basic safety measures to end gang control and violence against prisoners by guards.

In June 2016, the Mississippi Department of Corrections announced that it would close Walnut Grove, transferring some 900 prisoners to prisons operated by the state.

Defending LGBT rights

In February, the SPLC reached a settlement in a case that brought international attention to the medical neglect and abuse of transgender prisoners. The suit was filed by the SPLC in 2015 on behalf of Ashley Diamond, who was denied medically necessary treatment and was repeatedly sexually assaulted by other prisoners while at a men's prison. As part of the settlement, the Georgia Department of Corrections agreed to pay undisclosed damages to Diamond.

Diamond was released in August 2015 after more than three years in prison with male inmates. She had been serving an 11-year sentence for a non-violent offense. *The New York Times* chronicled the case and Diamond's plight in a series of front-page

articles, calling her “a protagonist in transgender rights history.”

In November, the SPLC won justice in Louisiana for a transgender man who said a financial services company fired him in 2013 after he refused the company’s demand to dress and be treated as a woman. An arbitrator in the sex discrimination case ruled that the company violated Title VII of the Civil Rights Act of 1964.

The order directs the company to pay Tristan Broussard economic damages equaling more than a year’s salary, along with additional monetary damages for emotional distress.

In February, the SPLC and other civil rights groups filed a first-of-its-kind complaint with the Federal Trade Commission (FTC) describing how a Virginia-based group, People Can Change, is committing consumer fraud by offering services it claims can convert people from gay to straight, despite a lack of scientific evidence supporting so-called conversion therapy.

Justice for immigrant workers

In July, the SPLC announced that a luxury golf resort in South Carolina agreed to pay \$2.3 million to resolve a lawsuit filed on behalf of Jamaican guest workers who claimed they were systematically cheated out of their wages.

The agreement, which will benefit more than 240 workers, was reached with the Kiawah Island Inn Golf Resort, a luxury resort near Charleston that has earned accolades from travel publications and hosted the 2012 PGA Championship. A federal judge granted final approval to the agreement in December.

The SPLC filed the class action lawsuit in March 2015 on behalf of workers brought to the resort from Jamaica on H-2B guest worker visas to work as housekeepers, servers, bell persons and in similar positions from 2012 through 2014. The suit alleged that they were improperly charged hundreds of dollars in recruitment fees and forced to pay excessive housing and transportation costs that pushed their wages below the minimum required under the guest worker program.

In March, a federal judge ordered R&A Oyster Company, a Gulf Coast seafood company, to pay \$30,000 to 18 guest workers whose wages were

pushed below the minimum wage by the employer, resolving one of the claims in a 2014 lawsuit. A confidential settlement agreement announced in December resolved the remaining claims.

That same month, an Alabama poultry processing plant was fined almost \$30,000 for unsafe work conditions found by the U.S. Occupational Safety and Health Administration (OSHA) after the SPLC filed an administrative complaint describing how the company ignored – and even fired – workers who complained about dangerous conditions. Farm Fresh Foods, LLC, was forced to correct all of the outstanding violations at the Guntersville plant before the end of 2016. During its investigation, OSHA found that water contaminated with chemicals and chicken waste pooled at workers’ feet due to inadequate drainage. The company also didn’t ensure that workers wore proper eyewear when handling chemicals and did not adequately guard against dangerous moving parts in machinery.

In May, the SPLC filed a federal safety complaint on behalf of a former worker at an Alabama poultry plant owned by Wayne Farms – the same company fined more than \$100,000 by the federal government in 2014 after an SPLC complaint uncovered safety violations at a different Alabama plant. The latest OSHA complaint describes how a former employee was exposed to harsh chemicals and developed health issues that continue to affect her.

In July, the SPLC filed a federal complaint with the Department of State on behalf of foreign college students who paid thousands of dollars to spend their summer living and working in the United States as part of a cultural exchange program but were exploited by a labor broker who used the program as a source of cheap labor for businesses in Myrtle Beach, South Carolina.

The complaint describes how students from Jamaica and the Dominican Republic were promised opportunities to experience American culture as they worked at resorts and ice cream shops in the beach town as part of the J-1 Summer Work Travel program. Instead, they were placed with a labor broker that shopped them around to various hotels to perform grueling housekeeping and laundry jobs that offered little opportunity for cultural exchange.

Protecting immigrants' civil rights

As 2016 began, U.S. Immigration and Customs Enforcement (ICE) launched controversial raids in Atlanta that rounded up women and children from Central America. The SPLC's investigation found them to be needlessly aggressive and potentially unconstitutional. ICE had previously granted the majority of these women and children permission to remain in the United States under orders of supervision. The report – *Families in Fear: The Atlanta Immigration Raids* – was released in January, mere weeks after the raids.

In October, the SPLC filed claims for damages against the Department of Homeland Security and ICE on behalf of three families targeted in the raids. The claims, which include false imprisonment, were filed under the Federal Tort Claims Act, which allows individuals to collect monetary damages from the federal government based on negligent acts or misconduct by federal employees.

In March, the SPLC filed a federal civil rights complaint that described how Latinos with limited English proficiency are being treated more harshly for traffic offenses than others appearing before a parish court in Louisiana. The complaint to the U.S. Justice Department was filed on behalf of four people charged with traffic offenses in the First Parish Court of Jefferson Parish. In addition to paying fines and court fees, they were forced to attend and pay for overpriced English classes as a requirement of probation. They were also charged, without their consent, for inadequate interpretation services in court.

In May, Louisiana repealed a discriminatory voting law weeks after the SPLC and the Fair Elections Network filed a lawsuit challenging it. The statute required naturalized citizens to provide proof of U.S. citizenship when registering to vote, a requirement that was not asked of U.S.-born voters, who simply had to swear that they are citizens.

In July, a settlement in an SPLC lawsuit ended Georgia's practice of illegally denying driver's licenses to thousands of immigrants based on their past – rather than current – immigration status. The policy denied licenses to immigrants who, despite their current authorization to stay and work in the United States, were unable to demonstrate a history of continuous lawful presence. Under the agreement,

Georgia residents with a pending application for lawful permanent residency (also known as a green card) may obtain a driver's license. The SPLC filed the lawsuit in April with Atlanta immigration attorney Justin W. Chaney.

Investigating 'Shadow Prisons'

In November, the SPLC and several immigrant rights groups released *Shadow Prisons: Immigrant Detention in the South*. The report, the result of a seven-month investigation, found that detainees held in immigrant detention centers in the South are routinely denied their due process rights and frequently endure inhumane conditions in isolated facilities that have little oversight from the federal government.

The report, released shortly after Donald Trump announced plans for his administration to deport up to 3 million people, is based in part on interviews by legal and human rights advocates with more than 300 immigrants held in six detention centers in Alabama, Florida, Georgia and Louisiana.

In addition to identifying inadequate medical care and widespread abuses, the study found that many immigrants languish in detention centers for months or sometimes years – typically without legal counsel and in violation of their rights – as they await hearings or deportation.

As a result of the investigation, the SPLC filed a complaint with the U.S. Department of Justice in August that described how immigration judges at Stewart Detention Center in Georgia have discriminated against Central American immigrants representing themselves in legal proceedings by making disparaging comments and suggesting that they have no valid claims to asylum or other immigration relief before hearing their case. The complaint also describes how judges at the facility failed to inform the detainees of their rights and provide necessary legal forms – violations of their right to due process.

In March, the SPLC and a coalition of civil rights activists and legal experts notified government officials that Corrections Corporation of America (CCA), the for-profit company that operates the Stewart Detention Center in Georgia, was denying detainees access to attorneys in violation of its federal contract.

As a result, the company installed a long-delayed videoconferencing system in late 2016 so that detained immigrants can speak to their attorneys. The system will help ensure the detainees' constitutional right to counsel is respected by allowing free, confidential sessions between attorneys and their clients at the detention center located 150 miles from Atlanta in rural Lumpkin.

The system should have been installed about two years earlier at the facility, one of the nation's largest immigrant detention centers. CCA was required to install the system 60 days after its contract to operate the prison took effect on Sept. 29, 2014.

Eradicating debtors' prisons

The SPLC made significant progress in its multi-year campaign to eradicate modern-day debtors' prisons and to stop court practices that crush low-income people with large fees and fines.

In December, the SPLC announced that three people in Clanton, Alabama, who were threatened with jail by a private probation company when they fell behind on fines from traffic violations or other misdemeanor citation had resolved their claims against the company, Judicial Correction Services (JCS). The settlement stems from the SPLC's federal lawsuit, filed in March 2015, that accused JCS of violating federal racketeering laws by extorting monthly payments from probationers. The terms of the agreement are confidential.

Before the settlement, JCS had already pulled its business out of Alabama after the SPLC urged almost 100 municipalities to end their contracts with the company, resulting in cities across the state canceling contracts with JCS. In the letter to the cities, the SPLC warned that the contracts were illegal and JCS's tactics can amount to extortion.

In September, the SPLC prompted the small Alabama town of Chickasaw to repeal a law that criminalized the failure to pay a water bill. The SPLC took action on behalf of a woman who was convicted of a misdemeanor and ultimately jailed after she was unable to pay her city utility bill. The SPLC notified the municipal judge that the law was unconstitutional. The judge has since signed a standing order providing that any pending charges, warrants, fines, fees or court costs related

to the ordinance would be dismissed or remitted.

During 2016, more than 70 Alabama cities changed their bail practices to ensure that poor people charged with minor offenses no longer languish in jail when they can't afford to post bond – reform that came after the SPLC urged municipal courts across the state to end practices that unfairly punish the poor. Instead of incarcerating people who don't have money to post bond for minor infractions such as loitering, littering, disorderly conduct or driving with a suspended license, the cities are either releasing them with a court date or taking into account their ability to pay before imposing bond.

In June, the SPLC launched its debtors' prison work in Louisiana by filing a class action lawsuit to challenge the practices of a city judge who jails poor people who can't afford to pay fines and fees and tells them they must pay illegal "extension fees" to buy themselves extra time to avoid jail. The lawsuit was filed on behalf of four plaintiffs, including one man sent to jail for being unable to pay a fine for stealing \$5 worth of food to feed his family. The lawsuit also alleges that the judge has a conflict of interest because the fees he assesses help pay his court's expenses. The judge has agreed to temporarily stop jailing indigent people as settlement talks are underway.

In early 2016, an Alabama judge was censured as the result of an SPLC judicial ethics complaint that described an incident where the judge literally demanded blood from people who couldn't pay their fines. The complaint, which was reported in *The New York Times*, described how Perry County Circuit Judge Marvin Wiggins gathered dozens of poor people saddled with unaffordable court debt in his courtroom on Sept. 17, 2015, and gave them the choice of donating blood or going to jail. The sheriff, he told them, "had enough handcuffs" for those who refused.

More Harm than Good

In February, the SPLC released a report that found the Orleans Parish district attorney in Louisiana prosecutes children in adult criminal court in unprecedented numbers – an approach that has failed to protect public safety and increases the likelihood that juveniles will end up behind bars again.

The report – *More Harm Than Good* – examines how District Attorney Leon Cannizzaro prosecutes children as adults in almost every case in which he has the option. He chooses this course even for children with no prior delinquency record, children with mental illness or developmental disability, and those accused of nonviolent offenses. In November, the New Orleans City Council cut the district attorney’s budget by about \$600,000, citing the office’s practice of trying children as adults among its reasons.

Protecting vulnerable schoolchildren

The SPLC filed a federal lawsuit in May that described how officials with Florida’s Collier County Public Schools have effectively barred immigrant children with limited English skills from enrolling in high school and pushed them into an adult English program that offers no opportunity to earn credit toward a high school diploma – a violation of state and federal laws.

When families attempted to enroll their children at Immokalee High School, administrators said they were only eligible to attend Immokalee Technical Center (ITech) for an adult English language class with no instruction in basic subjects. At ITech, the students could not participate in any of the high school’s academic enrichment or extracurricular activities. They were completely segregated from their English-speaking peers.

A few months after filing the lawsuit, the U.S. Department of Justice asked a federal court to deny an attempt by the school district to dismiss the SPLC lawsuit, noting that the district’s motion to dismiss the lawsuit “erroneously” argues that it abides by federal laws prohibiting such discrimination.

In Florida’s Pinellas County Schools, a civil rights complaint filed by the SPLC in August sparked a federal investigation into the district for subjecting black students and students with disabilities to disproportionate arrests for common misbehavior. The investigation was announced by the U.S. Department of Education’s Office for Civil Rights in a November letter. The SPLC’s work in the district, which also encouraged the school board to support policies to reduce suspensions, was featured in *America Divided*, a five-part

documentary series on inequality broadcast on the EPIX network.

In July, the SPLC filed a lawsuit that described how Mississippi is funding its charter schools through an unconstitutional scheme that diverts public tax dollars from traditional public schools. The lawsuit calls for the court to strike down the funding provisions of the Mississippi Charter School Act.

In August, the SPLC filed a federal civil rights complaint over discipline and arrest policies in Alabama’s Dothan public schools that disproportionately push African Americans and students with disabilities out of school for minor misconduct. The complaint, which came a week after the Dothan City Board of Education revised its discipline policies, describes deeply entrenched, systemic problems that the new policies fail to address. They include the practice of pushing students into the district’s alternative school, which criminalizes students and ultimately sets them up for failure.

SPLC opens Tallahassee office

In 2016, the SPLC opened an office in the Florida capital of Tallahassee as part of its commitment to end the mass incarceration epidemic. The expansion is a recognition that reform is often carried out in the halls of the state capitols. Reform is desperately needed in Florida, a state with a broken juvenile justice system that’s far from the mainstream and far from doing the best it can to protect public safety.

CHARITABLE STATUS & MANAGEMENT

The Southern Poverty Law Center was incorporated in 1971 and is tax-exempt under Section 501(c)(3) of the Internal Revenue Code. The SPLC tax identification number is 63-0598743. All contributions, grants and bequests to the Southern Poverty Law Center are tax deductible.

The SPLC's work is supported primarily through donor contributions. No government funds are received or used for its efforts.

During its last fiscal year, the SPLC spent approximately 68% of its total expenses on program services. At the end of the fiscal year, the SPLC's endowment — composed primarily of board-designated funds to support future work — stood at \$319.3 million. The SPLC is proud of the stewardship of its resources.

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OPERATING FUND**ASSETS**

Cash and cash equivalents	\$ 3,462,475
Contributions receivable	3,453,780
Other receivables	1,407,006
Inventory	215,722
Prepaid expenses	1,470,791
Investments of gift annuity program and pooled income fund	8,747,650
Other investments	1,346,975
Land, buildings and equipment, at cost less accumulated depreciation	<u>13,786,568</u>
Total operating fund assets	<u><u>\$33,890,967</u></u>

LIABILITIES AND NET ASSETS

Accounts payable and accrued liabilities	\$ 3,427,017
Gift annuity liability and pooled income fund liability	6,352,819
Long-term debt	<u>15,000,000</u>
Total operating fund liabilities	<u>24,779,836</u>
Unrestricted net assets - operating fund	6,575,957
Temporarily restricted net assets - operating fund	<u>2,535,174</u>
Total net assets - operating fund	<u>9,111,131</u>
TOTAL OPERATING FUND LIABILITIES & NET ASSETS	<u><u>\$33,890,967</u></u>

A copy of the SPLC's audited financial statement is available upon request and at splcenter.org.

ENDOWMENT FUND

The SPLC builds for the future by setting aside a certain amount of its income for an endowment, a practice begun in 1974 to plan for the day when nonprofits like the SPLC can no longer afford to solicit support through the mail because of rising postage and printing costs.

ASSETS

Cash funds	\$15,787,993
Fixed income	
U.S. bond funds	3,737,586
U.S. Treasury inflation protected securities	666,895
Public equities	
U.S. equity funds	59,795,647
Non-U.S. equity funds	69,093,576
Private equity funds	36,054,681
Real asset funds	17,964,926
Marketable alternative funds	
Absolute return funds	17,324,668
Arbitrage funds	11,118,660
Long-short funds	30,659,915
Multi-strategy funds	<u>57,079,414</u>
TOTAL ENDOWMENT FUND ASSETS	<u><u>\$319,283,961</u></u>

STATEMENT OF ACTIVITIES

CHANGES IN UNRESTRICTED NET ASSETS FROM OPERATING FUND

Operating support and revenue	
Public support	
Contributions	\$45,806,149
Grants	3,319,497
Total public support	49,125,646
Revenue	
Investment income (excluding endowment)	392,499
Other	1,169,867
Total revenue	1,562,366
Total operating fund support revenue	50,688,012
Net assets released from temporary restriction	1,183,426
Total public support, revenue, and net assets released from restriction	51,871,438
Operating fund expenses	
Program services	
Legal services	15,352,662
Public education	16,061,189
Total program services	31,413,851
Supporting services	
Management and general	5,355,932
Development	8,587,121
Total supporting services	13,943,053
Total operating fund expenses	45,356,904
Changes in unrestricted net assets from operating fund	6,514,534

CHANGES IN TEMPORARILY RESTRICTED NET ASSETS FROM OPERATING FUND

Operating support and revenue	
Contributions and grants	1,271,067
Net assets released from temporary restrictions	(1,183,426)
Changes in temporarily restricted net assets from operating fund	87,641

CHANGES IN NET ASSETS FROM OPERATING FUND	6,602,175
TRANSFER TO ENDOWMENT	(10,031,491)
NET ASSETS AT BEGINNING OF YEAR	12,540,447
NET ASSETS AT END OF YEAR	\$9,111,131

