



Creating Safe,
Compassionate
Environments
for Children
and Youth



Operation Respect
ANNUAL
REPORT
2012

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Who We Are

Operation Respect is a non-profit educational and advocacy organization dedicated to transforming schools, summer camps and other youth-serving organizations into more compassionate, safe and respectful environments. Founded in 1999 by Peter Yarrow of the famed folk trio, Peter Paul and Mary, along with Dr. Charlotte Frank, Operation Respect advocates for educational excellence and the healthy development of children and youth in all areas of their growth. To help accomplish its mission, Operation Respect disseminates its own educational program, “Don’t Laugh At Me,” that provides effective tools for establishing a caring climate in which the emotional and physical abuse children suffer due to peer ridicule, teasing, bullying and other hurtful behaviors, is far less likely to occur.

Mission

The mission of Operation Respect is to create respectful, safe and compassionate climates of learning, free of bullying, ridicule and violence.

Vision

Our vision is a world in which the education of children and youth will focus equally on the development of their character as well as academic growth so that they evolve into productive, compassionate and civically engaged members of society.

Credo

We believe that children and youth must be educated so that they honor and respect themselves and others. They must learn to resolve conflict peacefully. We must reach the hearts, as well as the minds, of children, youth, their educators and their parents – and use the creative arts combined with effective pedagogical approaches to do so. The success of Operation Respect is measured in attitudinal and behavioral changes on the part of children, youth and society.

Message From Chair and Co-Founder

Since the inception of Operation Respect, I have been a strong advocate for making sure that what we said the “Don’t Laugh At Me” Program (DLAM) was doing, was actually happening in the field: in the schools and summer camps in which it was being implemented. Following the wonderful recognition by the Character Education Partnership (CEP), that designated the Henry Raab Elementary School as one of 25 National Schools of Character in 2012, I have been thinking about how meaningful this new acknowledgment is to us at Operation Respect.

I am on the Board of Directors of CEP and I know that the evaluation process they go through to choose their awardees is intensive. So when a school directly attributes their success to certain strategies, programs or interventions, it means a great deal to the educational field. When the Henry Raab Elementary School made it clear that their success was attributable in part to the implementation of DLAM, I realized that many other schools, beyond the thousands that have already incorporated the tools of DLAM, will be looking at our work and considering adding it to their programs. This, in turn, will enrich the lives of many, many, students in the U.S. and in other countries in which DLAM is being implemented.

I want to emphasize that DLAM is not, and never was, an “add on,” something to be taught and then left alone. DLAM offers a series of experiential classroom exercises, including ones that use music, that instill a culture of caring in the classroom and school.



First we need to
open children’s
hearts, and then their
minds will follow.”

These exercises, when done repeatedly over time, create a series of traditions, a way of doing things, that helps keep the spirit, the humanity, the caring and the respect and kindness of students and teachers uppermost in their minds, no matter what subjects, discussions or other activities are being taught.

I started out my career in education teaching Math, but I always knew that opening children’s hearts was as important in their development as their learning the subject I was teaching. I knew that I could do both things at the same time, and therefore I know that it is possible for all teachers to open students’ hearts, emphasize goodness and friendliness, even as they learn multiplication, division and later Algebra and Geometry. I have always said, “First we need to open children’s hearts, and then their minds will follow.”

I am now, more firmly than ever,

convinced that creating a climate of caring in classrooms and schools will be a huge help to teachers when they teach Math and all other core subjects. If the way teachers approach their interactions with their students reflects the lessons and the tools of DLAM, and other excellent programs and curricula that have this same intention, then we will help to assure that there will be a future generation that is both skilled in their academic work and also mature in their social and emotional growth – and good, caring, ethical people who have a strong sense of their civic role in society as well. The work of Operation Respect will be doing its part to help preserve and enhance our American democracy that needs caring hearts as well as academic knowhow to educate tomorrow’s workers, professionals, leaders and voting citizens.

As Chair of Operation Respect’s Board of Directors, I am proud that, over the years we, with the very significant and generous help of The McGraw-Hill Companies, our most important corporate sponsor, have developed a track record of enhancing the quality of education of our children and youth in a way that will help them build successful futures for themselves as active, productive, members of society, and will also give them the skills and the strength of character that can help forge a more caring, equitable and peaceful society and world.

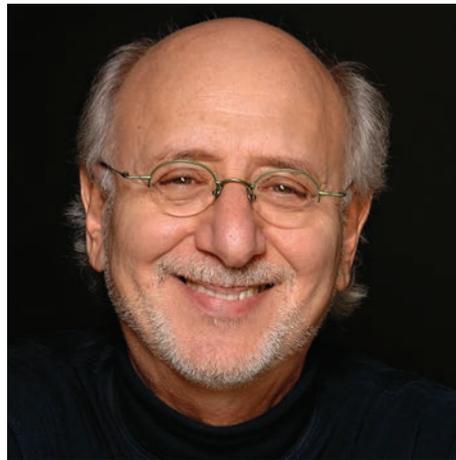
I send my warmest regards and thanks to all of you who are friends and supports of the work of Operation Respect.

Message From President and Co-Founder

As we go to press with our 2012 Annual Report, it's clear that the need for what Operation Respect has been pursuing for the past 13 years has become more and more important, not only in the mind of the public and in the media, but as part of the answer to a basic question that I am asked ever more frequently in interviews and in one-on-one conversations. "How are we going to change it?" meaning, "How are we to restore the good will, the caring, the compassion in our society that, to one degree or another, seems to be evaporating." Given what seems to be a downward spiral of sensibilities among adults, among even some of our role model leaders, and certainly on television, where mean-spirited, cruelty and humiliation have become a sport, "How do we cure this illness?"

The answer, I always respond, lies in the education of our children's hearts. We must inspire them, surround them with love and acceptance of who they are, thereby creating a resilience against the culture of negativity that, increasingly, surrounds us all. "Adults," I always say, are not easily prone to change. They believe what they believe and if they are biased, racist or bigoted they will probably stay that way their entire life, and will also, consciously or not, try to infuse those perspectives in their children. Conversely, it would not be easy to turn me into a bigot. I, too, am pretty much stuck with who I am.

On the other hand, and this is the reason that our work has become more and more important, children can be brought up and educated to break this



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cycle of mean-spiritedness that, to a large degree, has evolved because of inherited, intergenerational fear and hatred.

Children, as the famous song from "South Pacific" says, "have got to be taught to hate and fear." They do not pop out of the womb believing that people who are different from them are stupid, avaricious, inferior, worthy of being feared or hated, etc.

We, at Operation Respect have

learned that we can, using tools such as our "Don't Laugh At Me" Program, teach children just as easily to accept one another, value what's beautiful that's inside them and their peers, as they can be taught to adopt a value system that gauges their worth measured in material things, accumulated wealth or fame based on pure celebrity or dysfunctional behavior. We know that it is possible to reach children so that they learn to value each other, honor and respect each other, treat each other kindly and view themselves, early on, as grateful participants in a "citizenship of the early years" in which they become prepared for a life of giving, service and appreciation rather than selfishness and greed, the monsters of our time that, if we let them, might also grab their tender, young, hearts. We also know that our work is an inoculation, an antibiotic, for tomorrow's children that protects them, not through the inculcation of fear, but through love and appreciation.

Perhaps even more than formulating good policy in adult society, which is surely essential and crucial to a viable future, the education of our children to become empathetic, caring, responsible souls will be the key to our creating a better tomorrow, a world in which goodness of spirit will naturally and automatically lead to better, fairer, policies, less acrimony, more cooperation, greater equity and, finally, peace. This is an immense but achievable goal.

Please wish us luck and please join us in this task. We can use all the help we can get.

Year in Review

NATIONAL RECOGNITION Henry Raab Elementary School Receives National School of Character Award from Character Education Partnership

In 2012, the Henry Raab Elementary School in Belleville, IL, was selected to receive the prestigious Character Education Partnership (CEP) National School of Character Award. A CEP article entitled “Help Kids Practice the Art of Getting Along with Each Other” indicated that the implementation of Operation Respect’s, “Don’t Laugh At Me” Program (DLAM) was highly effective in diminishing bullying at the Henry Raab School. National Schools of Character serve as models for other schools after demonstrating, through a rigorous evaluation process, that educational efforts focused on students’ character development have had a positive impact on academics, student behavior and school climate. This honor further validates the efficacy of the DLAM program. Operation Respect co-founders, Peter Yarow and Dr. Charlotte Frank, were honored to make a joint presentation at the 2012 CEP conference as well.

A BROADWAY MUSICAL BENEFIT FOR OPERATION RESPECT “Weaker People...A Dangerous Notion”

A Tribute to Operation Respect from the Theatre Arts Community

Once each year, “What’s the Benefit?,” a non-profit theatre production company, honors a single non-profit organization by mounting a one-night performance of a new, original, Broadway musical written around the mission of the selected non-profit. In 2012 Molly Blau, Nico Franklin and Paul Cloeter, Executive Directors of “What’s the Benefit?,” selected Operation Respect to be the 2012 non-profit recipient of this honor and created a musical entitled, “Weaker People...A Dangerous Notion” that dealt with the issues of bullying among children and youth. On March 19, 2012, this musical was showcased to a full house at Broadway’s Stephen Sondheim Theatre. Academy Award winner, Lee Grant, co-hosted the benefit, which included on stage reflections by Cynthia Germonatta, Lady Gaga’s mother and President of the “Born This Way” Foundation, Lucy Simon, composer of “The Secret



Garden” and a message of support and congratulations from Bill Cosby which was read from the stage. The evening ended with a moving presentation by Peter Yarrow who was joined by the entire cast and Operation Respect, performers Bethany Yarrow, Rufus Cappadocia and Haley Reardon who also sang her self-penned song, “Stand Together.” A generous portion of the benefit’s proceeds was donated to Operation Respect. Because of this support from the field of Theatre Arts, the awareness of Operation Respect’s work, and its importance, reached a new constituency.

OPERATION RESPECT New Initiatives

An Attitude of Gratitude – Curriculum Guide and DVD

In 2012, Operation Respect collaborated with Laura Parker Reardon to develop a new, groundbreaking curriculum, entitled, “An Attitude of Gratitude” that is designed be used in conjunction with “A Tribute to America’s Teachers” DVD, a star-studded broadcast special on PBS, co-produced by, and featuring Peter Yarrow who was joined by Noel Paul

Stookey, Rosie O’Donnell, Bill Cosby, Cynthia Nixon, Odetta and others to pay homage to their teachers who encouraged and inspired them, making a remarkable difference in their lives. This new curriculum will enrich students’ core social and emotional competencies linking to, and expanding the scope of, Operation Respect’s “Don’t Laugh At Me” Program. Mutual appreciation, or “an attitude of gratitude” is part of the means to achieve acceptance of differences among children and youth, a critical component for creating a bully and ridicule-free school environment. Appreciation is also a unifying principle in a school’s culture that also imbues life-long skills that contribute to a young person’s future. Appreciation enhances students’ ability to reach his or her personal and career potential, work successfully with co-workers and colleagues, and instills a perspective of civic responsibility and contribution to the welfare of society. Operation Respect is expecting to release this new curriculum and DVD to educators and schools, free of charge, in the fall of 2013, via the generous support of Operation Respect’s main corporate sponsor, The McGraw-Hill Companies.



Year in Review

A NEW PERSPECTIVE REGARDING THE WORK OF OPERATION RESPECT: COMMUNITIES AND GROUPS OF SCHOOLS EMBRACE OPERATION RESPECT TO CREATE CITIES AND TOWNS OF RESPECT

Background: When Operation Respect (OR) first began to lay the groundwork for inspiring, educators to implement the “Don’t Laugh At Me” Program (DLAM), Peter made some 500 appearances, over a 5-year period, to various conferences of principals, teachers, school counselors, school psychologists and other professionals in the educational arena. The early objective of these appearances was to reach the hearts of attendees and alert them to the crucial importance of creating a positive school climate devoid of bullying and ridicule – and to provide an early alert to what has become, virtually, a national and international epidemic. Following these presentations, through organizations such as the National Association of Elementary School Principals that reviewed the DLAM program and gave it the highest of evaluations, schools across America began to call for, and implement, DLAM. More and more schools, teachers, principals and others requested the DLAM “kit” that consists of a curriculum guide, a video and a CD with DLAM’s basic songs that were an essential part of the program’s effective-

ness. Since Operation Respect’s inception, over 100,000 kits have been mailed, free of charge, to educators and schools, courtesy of The McGraw Hill Companies, and additionally, thousands of educators have received their program materials by downloading them from Operation Respect’s website. In all, it is estimated that 22,000 schools have called for, and utilized DLAM materials.

Today, beyond the model of individual schools choosing to implement DLAM, alone or in conjunction with other tools that help create positive learning climates, through the organizing skills of Mark Weiss, OR’s Director of Education, in collaboration with Elizabeth Kolodny, Program Director of OR, a promising new model has emerged, one that reaches more deeply into the community by including stakeholders such as local newspapers and other media, local colleges of education, local elected officials, parents organizations, Y’s and other children’s recreational groups working together to create a climate of respect for, not only children and youth,



Operation Respect Youth Ambassador, and positive hip hop artist, Jonathan “Baby Jay” Gutierrez, with Peacemakers at PS 16, Staten Island, NY

“Don’t Laugh At Me” showed me how to make better choices. After every lesson it makes people think and try to be a more caring and nicer person, no matter what their differences are.

Allie, Age 10



but for the entire community. Such efforts have taken individual forms that emerge from the direct participation by the communities’ stakeholders, who feel a sense of ownership of this kind of outreach and who take a leadership role in creating and expanding these efforts. This perspective, being a work in progress, is already proving to be a powerful tool that can unite the interested parties of a community to focus on the healthy development of the next generation while simultaneously strengthening and uniting the adult community. The following descriptions of such community-based efforts, some of which include broad stakeholder groups and others that focus only on groups of schools, show how various projects of this sort are emerging and growing.

FOUNDATION FOR RESPECT ABILITY Charlotte, NC

The Foundation for Respect Ability continues to seek to convert “bystanders” into “upstanders”. Their mission, modeled after Operation Respect, focuses on empowering people to address bullying in all of its forms, developing programs and strategies for helping parents, students, and educators. The Foundation hosts DLAM workshops with Operation Respect trainers and helps to support and promote DLAM program implementation throughout Charlotte, NC. On August 17, Mark Weiss and Dr. Loucrecia Collins facilitated a workshop for Selwyn Elementary School, a pilot project school sponsored by the Foundation. In addition, Operation Respect consultants and master trainers, Lynne Hurdle-Price and

Edwin Figueroa, conducted DLAM workshops at two other pilot schools in Charlotte on 8/20 and 8/21. Mark Weiss also gave a presentation at a Youth Summit sponsored by the Attorney General’s Office in Charlotte, NC on October 22, 2012. As with Rockford, IL, our efforts in Charlotte, NC, focus on reaching out to community stakeholder organizations to involve them in creating respectful environments for children and youth, beyond the school settings.

Operation Respect Rock River Valley, IL

Returned Peace Corps volunteer, Bob Schlehuber, introduced Operation Respect to his hometown of Rockford, Illinois beginning with successful kickoff events in September, 2011, including a concert with Peter Yarrow, Bethany and Rufus Roots Quartet, and Baby Jay at the Coronado Theatre in Rockford, where over 2,000 educators and community members were in attendance. In 2012, Rockford program coordinator, Elyn Ahmer, organized professional development workshops for a remarkable cross-section of the Rockford community, including teachers, bus drivers, administrators, counselors and staff of the YMCA, Boys and Girls Clubs, Rockford Housing Authority, Rockford College and Rotary Clubs. Mark Weiss and consultant Kim Harris provided professional development workshops for educators and community members throughout Rock River Valley. This initiative conforms to Operation Respect’s approach of engaging the whole community and its stakeholders, including the news-

Year in Review



Operation Respect has been good for our school because it has saved students' feelings from being hurt. I like the "Don't Laugh at Me" program because it makes everybody happy.

—Samantha, Age 9

papers, the local college, the mayor, the law enforcement groups, and other stakeholder groups, to work together both inside and outside the schools to achieve an environment of caring and cooperation for citizens of all ages and backgrounds. Operation Respect provided program materials, presentations and professional development workshops to support the ongoing work in Rockford, IL throughout 2012.

Clark County School District, Las Vegas, NV

Superintendent Dwight Jones, former Commissioner of Education for the state of Colorado, continued to support Operation Respect and the implementation of DLAM in the Clark County School District in Las Vegas, Nevada (the 5th largest school district in the country) throughout 2012. Superintendent Jones offered 11 selected schools resources to implement DLAM throughout the 2011-2012 school year. The Superintendent offered an additional 6 schools the resources to implement and support DLAM implementation throughout the 2012-2013 school year. Mark Weiss and Kim Westheimer, Director of Welcoming Schools, a project of the Human Rights Campaign Foundation, are collaborating on the intervention in the 16 schools that are currently implementing our program. This partnership reflects Operation Respect's ongoing commitment to combine efforts with other organizations, and effective programs, to reduce bullying and promote a positive school climate. Operation Respect will continue to provide DLAM program materials and professional development for educators from 16 schools in the district, throughout the 2012-2013 school year.

Pawling Public Radio, Pawling, New York

In the summer of 2012, Pawling Public Radio endorsed Operation Respect: DLAM, and sponsored a series of DLAM workshops for local educators, beginning in August 2012, with the goal of introducing DLAM into the Pawling community and schools. Mark Weiss facilitated an initial DLAM workshop at the Mizzentop Day School, on August 20, followed by a workshop for all non-teaching staff—over 100 participants—for the Pawling School District on September 4th. Mark offered a third workshop for all of the elementary, middle and high school teachers in the district on November 6, 2012. On Feb-

ruary 26, 2013, Peter will give a follow-up concert in Pawling to benefit Pawling Public Radio and Operation Respect.

Cape Coral Charter Schools: Cape Coral, FL

In the spring of 2012, the Superintendent of the Cape Coral Charter Schools endorsed the DLAM program and its launch and implementation in elementary and middle schools in Cape Coral, FL. On August 6, Mark Weiss, Operation Respect's Director of Education, facilitated a DLAM workshop for elementary and middle school teachers throughout Cape

Coral. The workshop was sponsored by the City of Cape Coral Charter School Authority and was coordinated by Pascha Donaldson, a member of the Governing Board. Following the workshop, Peter Yarrow gave a free, community-wide, concert on September 10, 2012 in an effort to engage support and enthusiasm for DLAM program implementation and for Operation Respect's broader advocacy for "whole child education, which places value on the social and emotional development of students as equally important as their academic growth.

ONGOING DLAM IMPLEMENTATION EFFORTS WITH THE NEW YORK CITY DEPARTMENT OF EDUCATION: "RESPECT FOR ALL" IN MANHATTAN, QUEENS, BRONX, BROOKLYN AND STATEN ISLAND

Operation Respect continues to offer "Respect for All" workshops, through the New York City Department of Education's Office of School and Youth Development, and in partnership with the Anti-Defamation League (ADL); the Gay, Lesbian and Straight Education Network (GLSEN); and the Morningside Center for Teaching Social Responsibility. Thousands of school staff from NYC elementary, middle and high schools have participated in these anti-bullying workshops. The primary message conveyed through this initiative is that all students deserve a safe, supportive school environment, free of bullying and bias-based behavior, which goes to the heart of Operation Respect's mission. Operation Respect is also participating in an initiative that was launched by the NYC DOE to provide anti-bias training to teams of K-8 educators throughout NYC to give them more effective tools to help prevent bias-based harassment in their classrooms and schools.

NEW YORK CITY – Intensive School Interventions

PS 14, PS 78 and PS 16, Staten Island, NY

PS 14 and PS 78, located in the middle of a low-income housing project in Staten Island, have experienced positive school climate transformation as a result of Operation Respect interventions over the past several years. Our work has included the implementation of DLAM in classrooms throughout the school, supported by Opera-

tion Respect consultants Edwin Figueroa and Javier Diaz, assembly programs with Mark Weiss and Baby Jay, and assemblies and songwriting workshops with Steve Seskin.

A New York State grant enabled Operation Respect to provide ongoing intervention and professional development to PS 16, another elementary school in Staten Island that was struggling to address student behavior problems



Year in Review

as well. The interventions at all three schools include DLAM Program implementation, the creation of a Peacemakers Club and songwriting workshops and assembly programs, provided by OR Board member Steve Seskin and positive hip-hop artist Baby Jay. These presentations spark the effort to unite students, educators and administrators to create more respectful school climates.

Principals at PS 14, PS 78 and PS 16 are extremely pleased with the results of the presentations and DLAM implementation and are very supportive of continuing and expanding the work of Operation Respect in their schools. The principals of these schools report that behavioral incidents have diminished and PS 16 reported an increase in attendance as a result of Operation Respect's intervention.

P233Q, Queens, NY

In 2012, P233Q, a special education school, and a new high school, Queens Metropolitan, requested support for efforts to have students in both schools get along better with each other. Mark Weiss held a series of sessions with staff and students culminating with full staff professional development workshops on June 7th, 2012.

I.S. 73, Queens, NY

Following our highly successful "Ally Project" during the spring of 2012, we were asked to return to I.S. 73 to focus on welcoming a transgender student and to create a respectful and compassionate climate at this middle school. Mark Weiss, met with the Principal, student and parent, facilitated a workshop for students and brought in a panel of experts to talk with the teacher leaders of I.S. 73's middle school academies.



Grammy nominated songwriter, Steve Seskin, and co-author of the "Don't Laugh at Me" song, provides Operation Respect assembly programs and songwriting workshops to schools throughout the United States.

“DON’T LAUGH AT ME” PROGRAM DISSEMINATION AND IMPLEMENTATION

Since its inception, Operation Respect has provided over 180,000 copies of DLAM to educators and administrators throughout the United States and the world. In 2012, Operation Respect disseminated 5,000 copies of DLAM. Approximately 4,000 requests were processed through the Operation Respect website and distributed free of charge courtesy of the McGraw-Hill Companies. The remaining 1,000 were disseminated through the Operation Respect office, professional development workshops, education associations and conferences.

Professional Development Workshops in the United States

Operation Respect continues to offer professional development workshops that provide educators with the skills and confidence they need to launch DLAM successfully in their schools and communities. To date, over 45,000 educators

have participated in these workshops. In 2012, Operation Respect trained educators in New York, NY, Pawling, NY, Montclair, NJ, Charlotte, NC, Cape Coral, FL and Clark County, NV to implement DLAM. Operation Respect also provided “Respect for All” workshops for hundreds of educators from middle schools and high schools throughout New York City.

Presentations by Peter Yarrow, Operation Respect Staff and Allies

Since Operation Respect’s inception, Peter Yarrow and our team of speakers and performers have addressed over 500,000 educators, educational leaders, parents, students, policy makers and community members throughout the world. In 2012, Operation Respect continued to provide presentations advocating for the creation of safe, respectful and compassionate environments for children and youth.



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OPERATION RESPECT: INTERNATIONAL INITIATIVES

Hong Kong – Extending the Implementation of DLAM in Hong Kong

On November 14, 2012, Peter Yarrow gave a keynote presentation for thousands of educators at the International Association for Invitational Education (IAIE) Conference in Hong Kong. Following the conference, Peter made a presentation at Hong Kong University (HKU) that was organized and sponsored by the U.S. Consulate in Hong Kong. After the presentation Peter met with members of the U.S. Consulate and asked for support and assistance in deepening the implementation of DLAM in Hong Kong. Specifically, Peter asked for funding to have the DLAM basic 6 songs and curricula translated into Mandarin, the local written language of Hong Kong, and also recorded in both Mandarin and Cantonese by a highly regarded performer such as those who have previously partnered with Operation Respect in other countries: David Broza and Amal Murkus in Israel and Maria

Burmaka in Ukraine. Operation Respect has been involved in the dissemination and implementation of DLAM in Hong Kong for 8 years, with the financial backing and support of the Hong Kong Bureau of Education, however, this next step would deepen and broaden the work to date. Subsequent to the meeting, the U.S. Consulate in Hong Kong agreed to provide the requested support and a return trip to Hong Kong is expected in 2013 to launch these new OR:DLAM program elements.

Japan – A Launching of DLAM in Japan

Following Hong Kong, Peter traveled to Japan to meet with members of the U.S. Embassy in Tokyo, notably the Public Affairs Officer, Mark Davidson, the key Ambassadorial person who would be involved in garnering support for Operation Respect in Japan, to explore the Embassy's interest in working together. Mark Davidson informed Peter that the



Peter Yarrow introducing Operation Respect and the “Don’t Laugh at Me” Program in Japan.



Peter Yarrow singing with children at The Jerusalem School in Bethlehem.

challenges to Japanese youth had become formidable and therefore, Peter's request was met with great enthusiasm. The Embassy in Tokyo sees this opportunity as one that coincides with their current priorities in terms of their on-the-ground work in Japan, and offered to support the introduction of Operation Respect in Japan where the incidence of youth suicide is, tragically, twice that of the United States and cyber bullying is rampant and considered of epidemic proportions. Peter plans to return to Japan in the spring of 2013 to concretize the outreach by Operation Respect in ways that are similar to the outreach in Israel and Ukraine, which relied on funding support, among other contributions, by the U.S. Embassies in Tel Aviv and Kiev.

Operation Respect Israel

The DLAM implementation in Israel, according to an evaluation by the Center for Educational Technology (CET), Israel's most respected institute for setting standards and oversight of quality in the educational arena, has met with great success and became a source of pride for the U.S. Embassy in Tel Aviv, for CET, and for Operation Respect. In all, 56 schools participated in DLAM program implementation in 2012, up from 30 in 2011 and 4 in the initial 2010 pilot implementation.

Operation Respect's work in Israel includes the expansion and deepening of DLAM implementation, with enhanced curricula and an assessment of success as measured by, among other things, a national standardized climate survey applied to all public schools in Israel. Such assessment will be a next step to producing hard data that can more comprehensively assess the impact of DLAM in the pilot schools and other schools that will adopt DLAM in the future.

As a result of the positive impact DLAM has had on student behavior, the Israeli Ministry of Education has expressed interest in offering DLAM to all of the schools throughout the country, a remarkable opportunity that OR is very hopeful will, in fact, come to pass. In terms of long-term oversight, the leadership and staff of CET will continue to provide on-the-ground support in the schools, lending assistance and guidance to each schools' staff, parents and teachers. CET has also offered distance learning opportunities through web meetings focused on conflict resolution, anger management and empathy so that teachers and counselors are able to meet on the internet, listen to a lecture given by an expert on a related topic, and share their questions and problems with one another.

Year in Review

ISRAELI HEALTH AND EDUCATION INITIATIVE:

Progress and Commitment

Following the Operation Respect Health and Education Symposium at Chaim Sheba Medical Center at Tel HaShomer in 2011, the Israeli Health and Education (H&E) Steering Committee developed a plan, and commitment, to launch the H&E initiative in four pilot schools in Israel, during the 2012-2013 school year. The goal of this project is to demonstrate the effectiveness of combining strategies of practitioners in the field of health care with those of educators to diminish child and youth violence as well as improve the climate of schools and communities. Currently, though both fields of health care and education are directly involved in trying to prevent, provide successful interventions, and help treat children and youth who are involved in emotional and physical violence, there are virtually no efforts in Israel in which the strategies and approaches of the health care field and the field of education are integrated and directly coordinated. It is the strong belief of those involved in this H&E Initiative that when the efforts of health and educational professionals are skillfully combined, another level of success can be achieved in terms of combating and eliminating youth violence. Notably, this pilot project has received the endorsement of the Israeli Ministry of Education. An evaluation will be conducted to prove, or disprove, the efficacy of combining the efforts of these two central civic institutions of society in Israel. If the premise of this effort proves successful, an attempt will be made to create backing for a countrywide shift towards uniting the educational and

health care fields to combat youth and childhood violence. Such a shift could become national policy in Israel, perhaps through legislative action. Additionally, Peter has posited the idea that such a step forward, if it proves to be greatly effective, could be “exported” by Israel to other nations, and even to the United States, where the combining of the ordinarily separate “silos” of Healthcare and Education might similarly prove to be a far more effective approach than currently exists to meet the great challenge of bullying and emotional and physical violence among children and youth.

OPERATION RESPECT UKRAINE:

Ongoing Peace Corps Partnership

Operation Respect’s Ukrainian partners, the Peace Corps Ukraine, YMCA Ukraine and Alternative-V continue to broaden and deepen the implementation of DLAM in schools throughout the country. To date, these organizations have provided over 100 DLAM workshops, for 1,000 educators throughout Ukraine, including Peace Corps Volunteers (PCV) in the field. In August, the U.S. Embassy awarded Alternative-V a grant to fund additional DLAM trainings for PCVs and Ukrainian educators. Peter Yarrow returned to Ukraine in December 2012, to make a presentation at the Peace Corps Conference and PCV Swearing In Ceremony and to visit schools that are successfully implementing DLAM as well. This partnership with the Peace Corps, U.S. Embassy and local NGOs in Ukraine serves as a model that we hope will be replicated in other countries throughout the world.



Peter Yarrow with U.S. Ambassador to Israel Daniel Shapiro's wife, Julie Fisher and representatives of the Israeli Ministry of Education and CET in Israel.



Projected Priorities of Operation Respect in 2013

- Broaden the dissemination and adoption of the DLAM program in the United States and internationally.
- Expand DLAM and other professional development opportunities for educators in the arenas of the social and emotional development of children and youth.
- Continue the collaboration with the Office of Safety and Youth Development at the New York City Department of Education.
- Disseminate “An Attitude of Gratitude” Guide to accompany the dissemination of an expanded PBS “Tribute to Teachers” DVD, free of charge, courtesy of The McGraw-Hill Companies.
- Expand its advocacy initiatives to improve the education

of all children through adoption of whole child education as America’s primary educational model, focusing on the formulation of improved educational policy.

- Expand Operation Respect: Israel’s efforts to include the partnership between health care providers and educators, in an effort to more effectively combat bullying and youth violence.
- Further the partnership with the United States Peace Corps with the goal of replicating the Ukraine implementation model in other countries in which the Peace Corps is actively engaged.
- Continue to develop an effective Board of Directors with new and expanding skills, resources and diversity.



Steve Seskin leading a songwriting workshop at an elementary school in NYC.

Financial Support

FUNDERS 2012

\$10,000-\$25,000

Blanche and Irving Laurie Foundation
Nathan and Vivian Serota
What's the Benefit

\$5,000-\$9,999

Dolores Eyler
Scott and Cathy Fine
Elliott and Cathy Masie

\$1,000-\$4,999

R. Conti, W. McDowell, J. Bernard
John Cheevers
Counterpoint Chorus
Leslie Faussett
Dr. Charlotte Frank
Lee Hess and Irene Levine
Human Rights Project
Daniel Kanter
Victor Kovner
Gary Lisman and Margaret Dukore
Mary Madrid
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Charles Touhey
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Frank and Donna Stanton Foundation
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Financials

| Statement of Financial Position 2012 | | |
|--|------------------|------------------|
| December 31, | 2012 | 2011 |
| ASSETS | | |
| Cash | \$126,745 | \$163,172 |
| Certificates of Deposit | \$75,185 | \$101,696 |
| Total Cash and Certificates of Deposit | \$201,930 | \$264,868 |
| Contributions Receivable | \$4,550 | \$12,500 |
| Other Receivables | \$46,625 | \$100,725 |
| Computer Equipment, net of accumulated depreciation of \$36,162 and \$34,160 | \$1,286 | \$3,288 |
| TOTAL ASSETS | \$254,391 | \$381,381 |
| LIABILITIES AND NET ASSETS | | |
| Liabilities—accounts payable and accrued expenses | \$15,830 | \$20,153 |
| Net Assets: | | |
| Unrestricted | \$167,200 | \$289,867 |
| Temporarily restricted | \$71,361 | \$71,361 |
| TOTAL NET ASSETS | \$238,561 | \$361,228 |
| TOTAL LIABILITIES AND NET ASSETS | \$254,391 | \$381,381 |

The Statement of Financial Position and Statement of Activities on the following page were derived from the 2012 financial statements audited by our independent accountants, West, Rhode and Roberts. A copy of the audited financial statements and form 990 for 2012 are available upon request.

Statement of Activities 2012

Year ended December 31,

2012

2011

| ASSETS | Unrestricted | Temporarily restricted | Total | Summarized Comparative Information Total |
|--|------------------|------------------------|------------------|--|
| Revenues and Support | | | | |
| Contributions: | | | | |
| Individuals | \$61,659 | \$5,000 | \$66,659 | \$69,855 |
| Foundations and corporations | \$51,844 | — | \$51,844 | \$55,045 |
| Contributed goods and services | \$190,866 | — | \$190,866 | \$272,065 |
| TOTAL CONTRIBUTIONS | \$304,409 | \$5,000 | \$309,409 | \$396,965 |
| Educational workshops and performance fees | \$165,183 | — | \$165,183 | \$360,074 |
| Other Income | \$2,302 | — | \$2,302 | — |
| Investment Income | \$1,278 | — | \$1,278 | \$1,936 |
| Net assets released from restrictions satisfaction of program restrictions | \$5,000 | (\$5,000) | — | — |
| TOTAL REVENUE | \$478,172 | — | \$478,172 | \$758,975 |
| Expenses and Losses | | | | |
| Program services | \$393,779 | — | \$393,779 | \$577,309 |
| Management and general | \$148,845 | — | \$148,845 | \$155,234 |
| Fundraising | \$58,215 | — | \$58,215 | \$57,958 |
| TOTAL EXPENSES | \$600,839 | — | \$600,839 | \$790,501 |
| Change in net assets | (\$122,667) | — | (\$122,667) | (\$31,526) |
| Net assets at beginning of year | \$289,867 | \$71,361 | \$361,228 | \$392,754 |
| NET ASSETS AT END OF YEAR | \$167,200 | \$71,361 | \$238,561 | \$361,228 |

Staff

STAFF

Peter Yarrow, Co-Founder and President
Mark Weiss, Education Director
Elizabeth Kolodny, Program Director
Maryam Williams, Administrative Assistant

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Javier Francisco Diaz, Consultant
Lynne Hurdle-Price, President, Hurdle-Price Professionals
Linda Lantieri, Director, Project Renewal
Marcy May, Executive Director,
Effective Alternative in Reconciliation Services

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Steve Seskin
Bethany Yarrow and Rufus Cappadocia
Peter Yarrow

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Thanks

Operation Respect would like to thank The McGraw-Hill Companies and Dr. Charlotte Frank, Senior Vice President of Research and Development for McGraw-Hill Education, the educational division of the Corporation, for their most generous support since Operation Respect's inception.

Operation Respect would also like to thank Sue Pearsall, for donating her time and talent to design this annual report and The McGraw-Hill Companies for underwriting the cost of printing.





Operation RESPECT

Operation Respect is a public charity under sections 501(c)(3) and 509(a)(1) of the Internal Revenue Code. Our 2012 Form 990 is available upon request.

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