

Antisemitism & DEI



Four keys for effective allyship for the Jewish Community

1

ADDRESS ANTISEMITISM THE SAME WAY YOU ADDRESS OTHER FORMS OF BIGOTRY

Call it out by name specifically; provide education; ensure appropriate accountability; give space for growth.

2

AVOID TOKENIZATION & CENTER REPRESENTATIVE VOICES OF OUR COMMUNITY

We have a very diverse community and all of our perspectives matter, but avoid using unrepresentative voices to confirm or dismiss concerns of antisemitism.

3

HONOR & RESPECT THE DIVERSITY OF JEWISH IDENTITY

Ensure those who are religiously observant have appropriate accommodations, including time off for religious holidays.

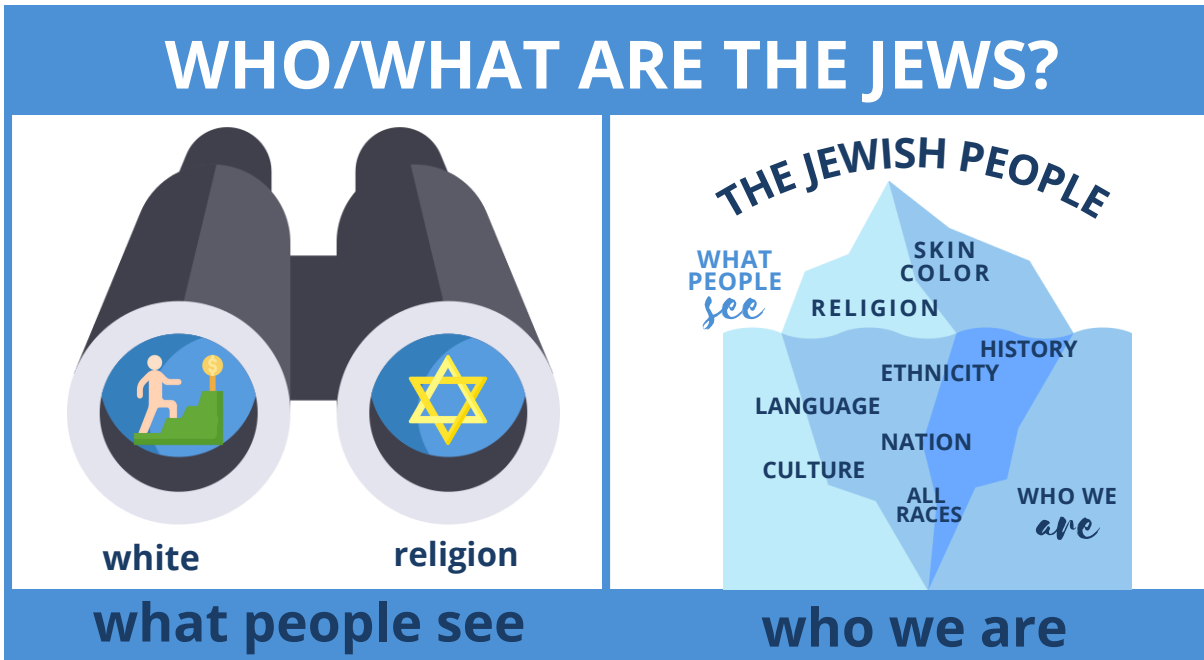
4

POLITICAL & FOREIGN POLICY ISSUES ARE NEVER AN EXCUSE TO TOLERATE HARASSMENT OF ANY GROUP OR INDIVIDUAL, JEWS INCLUDED

No member of your organization is responsible for the actions, real or imagined, of any government anywhere in the world.

A SIMPLE GUIDE: UNDERSTANDING JEWISH IDENTITY & ANTISEMITISM

Most people don't know **what it means to be a Jew**, **what antisemitism is**, or **how it works**. Fixing these misunderstandings is necessary to help people recognize & combat anti-Jewish ideas & understand why pushing back on antisemitism is so necessary.



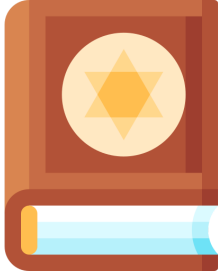
WHAT DOES IT MEAN TO BE A JEW?

- Most people think Jews are a religious community.
- But, Jews have identified as part of a people or an ethnic group, with a collective or national identity, for thousands of years longer than the existence of organized religion.
- Someone could be an atheist & still be Jewish.

**JEWS = A PEOPLE
(NOT JUST A
RELIGIOUS
COMMUNITY)**

WHAT IS MODERN ANTISEMITISM

MOST PEOPLE THINK ANTISEMITISM IS ABOUT **RELIGION**



JEWES ARE TYPICALLY ATTACKED FOR WHO WE ARE.

NOT HOW WE PRAY.

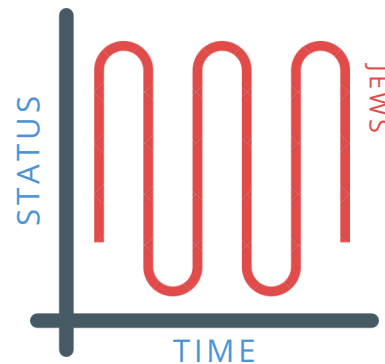
BUT ANTISEMITISM IS ABOUT **PEOPLE**



MODERN ANTISEMITISM = ANTI-JEW OR JEW HATE, NOT ANTI-JUDAISM

- Antisemitism usually presents as **anti-Jew or Jew-hate**, not anti-Judaism.
- We aren't often attacked for how we pray but for who we are and what people accuse us of doing or being responsible for (e.g. ills of society).
- When someone attacks Jews at a synagogue, it's usually because the synagogue is an easy place to find & attack Jews.
- When someone attacks an Orthodox Jewish person on the street, it's usually because they're a visible Jew.

HOW DOES ANTISEMITISM WORK?



- Most Americans understand systems of power & oppression as fixed in a society, so it can be hard to imagine a group that some perceive as privileged ending up victims of systemic oppression.
- There are countless examples of Jews living safely & even thriving for a time in a society, only for something to change and for Jews to be violently and systemically attacked, murdered, and/or expelled.
- Throughout Jewish history, skin color & status have not ensured safety.
- This is true in Europe (white-presenting Jews) the Middle East or Asia (brown-presenting Jews), and Africa (black-presenting Jews).

JEWISH SAFETY IN A SOCIETY CAN CHANGE RAPIDLY