



## Antisemitism

### What is it?

- American Jewish Committee. [Translate Hate: Stopping Antisemitism Starts with Understanding It. AJC's glossary of antisemitic terms, phrases, conspiracies, cartoons, themes, and memes.](#)
- Anti-Defamation League. [10 Ways to Have Conscientious Conversations on the Israeli-Palestinian Conflict.](#)
- Anti-Defamation League. [Antisemitism Uncovered: A Guide to Old Myths in a New Era](#)
- Anti-Defamation League. [Antisemitism Uncovered: Video Series](#) (8 short videos)
- United States Holocaust Memorial Museum. [What is Antisemitism.](#)
- United States Holocaust Memorial Museum. [Antisemitism Explained.](#)

### How to Be an Ally

- Anti-Defamation League.
  - [Anti-Semitism: 90 Ways You Can Respond](#)
  - **Support Jewish employees**
    - Create a safe space for impacted employees to gather and get support from one another. Allow for appropriate use of bereavement leave, or similar PTO policies.
    - Reach out to your Jewish ERG or affinity group, if your company already has one, to express support and offer to hold space for them to connect.
    - If your company does not already have an ERG or affinity group, [share an overview of what a Jewish ERG or affinity group](#) would offer to your staff, and consider opening a space for the community.
  - **Educate**
    - Create a mechanism for employees to learn more from trusted resources, and conduct your own research the topic at hand so that the onus of education does not fall on the community that needs support. A sampling of shareable resources can be found here:
    - [Antisemitism 101 for the Workplace](#): A 45-minute, self-paced online module that supports professionals at all levels and industries in developing their awareness and understanding of antisemitism at work.
    - Share links to [ADL Resources and Statements](#) on the October 7 Hamas attack on Israel.
    - Participate in upcoming educational webinars:
      - Attend the [DEI Leaders Webinar](#) as part of the Shine a Light 2023 campaign
        - November 27, 2023 at 1-2:15 PM EST

- Register for [ADL's National Jewish ERG Network Meeting](#)
  - December 4, 2023 at 12-1 PM EST
- **Uphold policies**
  - Ensure that you are meeting your legal obligations to protect all employees from harassment and/or discrimination. Below are some resources for how to best achieve these goals:
  - Ensure that [antisemitism is built into DEI goals and priorities](#).
  - [Brandeis Center Legal Guidance](#) provides examples and overviews of how to ensure your non-discrimination policies can be best attuned to the needs of the Jewish community.
  - Additional resources for workplace engagement from ADL and other Shine A Light partners can be accessed [here](#).
- **Listen**
  - It's ok to acknowledge that you don't have all (or any) of the answers. Listening is a powerful tool to create a supportive environment.
- National Public Radio. [How to address antisemitic rhetoric when you encounter it](#).

#### How to Talk to Children

- The National Child Traumatic Stress Network. [Talking to Children about Hate Crimes and Anti-Semitism](#).
  - The National Child Traumatic Stress Network. [Talking to Children about War](#).
- National Public Radio. [How to talk to children about the violence in Israel and Gaza](#).