

Recommendations: Speaking Out Against Antisemitism

We acknowledge that prejudice and discrimination exist in a variety of forms and can occur anywhere. They can take place against a backdrop of a trigger or without any additional background. People may be more familiar with individual responses in such situations, but what of a company's response?

We recognize that every company is different and has their own internal structures for responding to the world around us. With that in mind, Tanenbaum recommends that companies consider addressing the following points when crafting a statement about antisemitism:

- People want to be acknowledged; when a member of our work community experiences pain, we all do. Acknowledge the pain people are experiencing
- Acts of antisemitism (i.e., vandalism, personal assault, threats of harm to institutions, etc.) are acts of extremism and run afoul of your company's values and contributions to society in your industry
- Reiterate your organization's commitment to diversity, equity, inclusion and belonging, and that your organization is made up of people of a variety of identities
- Identity is inherently complex, which is no less true with religious and cultural identity
- There are many different lived experiences and voices within and across the Jewish community

Encourage further learning for employees and community members by sharing the following:

Tanenbaum Resources

- [Anti-Semitism: what, where and why?](#)
- [Five Ways to Combat Anti-Semitism NOW!](#)
- [Five Ways to Counter Extremism on Social Media](#)
- [Guidelines for Conducting Open Conversations](#) (summary)
- [Guidelines for Conducting Open Conversations](#) (extended version)
- [Purposeful Conversations](#) (takeaways, video presentation)

External Resources

- [Statement from Tri-Faith Initiative](#)
- [Statement from EY US Chair and Management Partner and Americas Manager Partner Kelly Grier](#)
- [Jewish Americans in 2020](#) | Pew Research Center
- [2019 Hate Crimes Report](#) | FBI

What's Next?

Consider what comes after a statement. Prejudice and discrimination are nothing new, and studies show that antisemitic incidents have only increased in recent years. Explore a longer-term strategy of how to respond to incidents and situations where religious prejudice and bias play a role. Again, each company culture is unique and what works best for your workplace may be different than what best meets the needs of another organization. Consider:

- Scheduling a purposeful conversation to provide space for Jewish colleagues
- Host an interfaith employee panel exploring religious diversity within your company
- Encourage people managers and HR or DEI departments to sensitively check in with colleagues