

SPEAKING OUT AGAINST ANTISEMITISM

ANTISEMITISM IN THE WORKPLACE

**“Half of Jews
report being
treated
differently in
the workplace
because of their
Jewish identity.”³**

**SHINE
A LIGHT**
on antisemitism

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WHAT IS SHINE A LIGHT?

In response to the **sharp rise in antisemitism in the US**⁴ in 2021⁵, the **Shine A Light** initiative was formed to raise awareness about modern antisemitism through education, community partnerships, workplace engagement, and advocacy. Today, Shine A Light comprises an unprecedented coalition of 65 Jewish and non-Jewish organizations, more than 60 corporations, and 15 US state governors who are committed to addressing rising antisemitism.

WHEN IS SHINE A LIGHT 2022?

Shine A Light draws inspiration from the story of Chanukah, the Festival of Lights, to champion the message that one light can dispel darkness and hate. **Shine A Light 2022** will launch in December with a month of programming, media, and events to spotlight modern antisemitism.

WHY SHOULD YOU JOIN SHINE A LIGHT?

Do you understand what modern-day antisemitism looks like and why it persists?⁶

ARTICLE



As an organization that is committed to an inclusive environment for all your employees and colleagues, how are you incorporating a response to antisemitism in your workplace?

Please join us to learn more about modern antisemitism, how it is intertwined with other forms of hate, and how your organization can deepen its commitment to combatting it. Any and all participation is welcome.

“The only way to build a culture of safety is to see racism, oppression and violence as permanently intertwined. This gives all of us a stake when fighting the twin social diseases of antisemitism and racism.”

Shane Burley, NBC News OpEd¹

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WHAT CAN MY WORKPLACE DO?

1 SPEAK OUT

Join dozens of Fortune 500 companies, major sports leagues, and other American institutions to speak out about antisemitism the week of Chanukah 2022.

Share your commitment through:

- **Press Releases**
- **Supporting Shine A Light on Social Media**
- **Holiday Messaging**
- **Internal Announcements**

2 EDUCATE YOUR ORGANIZATION

Educate your organization about the spectrum of Jewish identity, what antisemitism looks like today, and how to include this knowledge in your workplace education or diversity inclusion training.

- **Check out Shine A Light's [workplace resources](#)**
- **Host a [quest speaker](#) this December**
- **Commit to including [antisemitism education](#) in your staff training**
- **Ensure existing trainings include antisemitism awareness**

34%

2026
incidents

2020

2717
incidents

2021

Antisemitic incidents in the US **increased 34%** over the previous year, reaching the **highest number on record** since the ADL began tracking this in 1979.²

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3 SUPPORT JEWISH EMPLOYEES

Support a Jewish Employee Resource Group (ERG) in your workplace alongside ERGs of other federally recognized racial and ethnic minorities.⁷ In addition to fostering diversity and a sense of belonging, ERGs can be effective in aligning business and diversity strategies.⁸ Learn more about ERGs [here](#).

4 REVIEW YOUR POLICIES

“Antisemitism, like other types of discrimination, can have a devastating impact on individual employees and the workplace as a whole.” - Andrea Lucas, Equal Employment Opportunity Commission (EEOC)

- **Ensure your anti-harassment and anti-discrimination policies are inclusive of the types of antisemitism that may be found in the contemporary workplace**
- **Include national origin and ethnic ancestry categories in your definition of protected classes**
- **Confirm that your definitions of discrimination and harassment conform to state and federal law**
- **Review your [religious observances and accommodations policies](#)**

TAKE ACTION!

Reach out to workplace@shinealighton.com to:

- **Learn more about participating in Shine A Light**
- **Receive information on upcoming trainings**
- **Get tailored workplace resource recommendations**

1. [How Buffalo suspect's hateful propaganda connects Black Americans and Jews](#), NBC News OpEd
2. [Audit of Antisemitic Incidents 2021](#), ADL
3. [Christians, Jews and Muslims experience workplace discrimination differently, new Rice research shows](#), Rice University's Religion and Public Life Program (RPLP)
4. [Audit of Antisemitic Incidents 2021](#), ADL
5. [Officials Say Hate Crimes Against Jews Are Growing In The Aftermath Of Gaza Violence](#), NPR
6. [Why So Many People Still Don't Understand Anti-Semitism](#), The Atlantic
7. [Is Judaism an ethnicity? A race? A nationality?](#), The Washington Post
8. [The Importance of Employee Resource Groups For Your Workplace](#), EveryoneSocial
9. [Combating Antisemitism in the Workplace](#), SHRM