



An FAQ for DEIB Professionals on Jewish ERGs in Your Organization and Antisemitism

1 Do we need a Jewish ERG?

If your organization has employee resource groups (ERGs), and Jews in the organization want to form an ERG, they should be supported in that effort. Without one, they may feel alienated/erased, especially during a time of rising antisemitism.

2 But we don't have ERGs for religious groups?

Jews aren't simply a religious community. The primary identity for most Jews is as a people or an ethnic group. Jews have had a collective or national identity for millennia regardless of whether someone is religious. While some Jews are religious, others may be atheists. All of us are still part of the Jewish people. Most importantly, attacks on Jews today aren't usually about how Jews pray, but rather are about what people accuse Jews, as a people, of doing. That's why Jewish ERGs must be in the same bucket as other ethnic ERGs

3 Is that distinction really important?

Yes. We can't uphold the values of DEIB work and deny a community the right to identify how they identify. Moreover, because most people misdefine what it means to be Jewish, they also likely misunderstand what antisemitism is, and how it works, which means antisemitism can go unchecked or dismissed in our workplaces more easily. This increases risks for Jews while decreasing real/perceived safety. As we know, psychological safety is a key factor in work performance and team success.

4 How do we deal with internal antisemitism & our employees?

Address antisemitism like you would any other bigotry – call it out by name specifically; ensure accountability; proactively include antisemitism education in your DEIB toolkit.

Project Shema

FAQ on Jewish ERGs



5 Our company doesn't have many Jews, do they really need an ERG?

The Jewish community is incredibly small to start with. Jews make up less than 2% of the American population and less than .02% of the global population. If Jews in your organization ask for a community, help them create that space within your organization's processes. Some Jews may feel alone and isolated, especially when antisemitism is at its highest in decades. Support in community will lead to a sense of safety and belonging, resulting in retention and higher contribution from those employees.

6 We can't respond to every crisis for every community. How do we know when to make a statement?

We're not focused on whether or not you issue a statement about every incident. That wouldn't be productive or realistic. Rather, ensure you listen to Jews in the organization and include antisemitism education within your broader DEIB programming.

7 The Jewish community has very diverse opinions and perspectives, including on challenging topics like Israel and Palestine. How do we know what is the "right" way to engage?

The diversity of our community, like all communities, is part of its beauty. As we think about how to respond to events, or concerns of antisemitism, we should always avoid tokenizing loud voices that may not represent the community at large. Please reach out to us should this become an issue. We also offer training in this area.

8 We want to be sensitive to Palestinians and/or Muslims in our organization. Should people explore all these questions together?

All of our communities deserve support, recognition, and an opportunity to share more about our culture, history, and concerns. Unless leaders of the various ERGs want to do partnership programming, it's important that independent space and time for education is afforded to all. Purposely positioning events in opposition, or requiring a community to explore the concerns of others as a price to have their own voices heard is counterproductive to the spirit of DEIB work.

Are there any questions we missed?

Please let us know any other questions you have. It's our pleasure to partner with you on this important work.

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