

ANTISEMITISM IN THE WORKPLACE

“**Half of Jews report being treated differently in the workplace because of their Jewish identity.**”¹

The logo features the words "SHINE A LIGHT" in a bold, teal, sans-serif font, stacked vertically. Below this, the words "on Antisemitism" are written in a smaller, teal, sans-serif font. A thin teal horizontal line is positioned between "A LIGHT" and "on Antisemitism". To the right of the text is a large, stylized graphic of a light beam or spotlight, rendered in a gradient of yellow and orange, pointing downwards.

**SHINE
A LIGHT**
on Antisemitism

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WHAT IS SHINE A LIGHT?

In response to [the sharp rise in antisemitism in the US²](#) in 2021³, 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 over 175 Jewish and non-Jewish organizations, corporations, and US state governors who are committed to addressing rising antisemitism.

This effort could not be more timely. The past year was marked by high-profile individuals using their platforms to spread antisemitism and hate, and shocking demonstrations by white supremacist organizations. In May 2023, the White House released the first-ever [National Strategy to Counter Antisemitism](#), which calls on companies across America to take action to address antisemitism in the workplace.

WHEN IS SHINE A LIGHT 2023?

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 2023](#) will formally launch the week of Chanukah (December 7-15), with opportunities to engage with the campaign through programming, media, and events beginning in November through the month of December.

WHY SHOULD YOU JOIN SHINE A LIGHT?

Do you understand what [modern-day antisemitism looks like and why it persists?](#)⁴

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 contemporary antisemitism, how it is intertwined with other forms of hate, and how your organization can deepen its commitment to combating 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 OpEd⁵

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WHAT CAN MY WORKPLACE DO?

Commit to at least one of the following actions!

1. SPEAK OUT

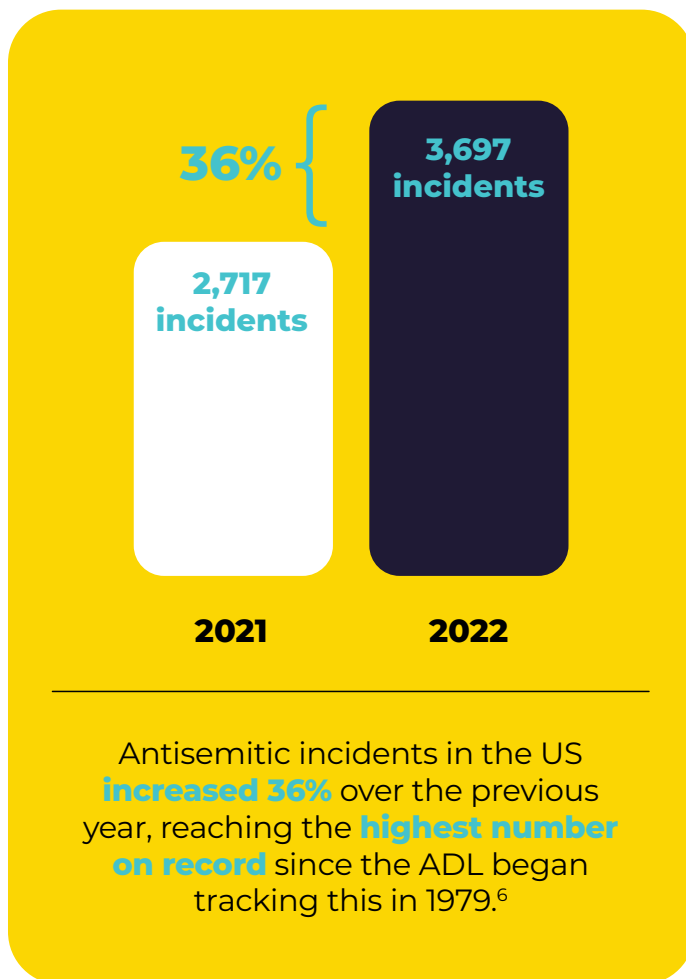
Join dozens of Fortune 500 companies, major sports leagues, and other American institutions to speak out about antisemitism the week of Chanukah 2023. Share your commitment through:

- Press Releases
- Support Shine A Light on Social Media
- Join Shine A Light Shabbat on December
- Internal Announcements

2. EDUCATE YOUR ORGANIZATION

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

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



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](#) or join the national [Jewish ERG Network](#).

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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 antidiscrimination 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](#)

5. TAKE THE PLEDGE!

Workplaces committing to all four actions can sign on to the [Workplace Pledge](#) to Fight Antisemitism. Principal signatories will be announced in a press campaign in late October 2023 and will have one year to complete their commitments.

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. [Christians, Jews and Muslims experience workplace discrimination differently, new Rice research shows](#), Rice University's Religion and Public Life Program (RPLP)
2. [Audit of Antisemitic Incidents 2022](#), ADL
3. [Officials Say Hate Crimes Against Jews Are Growing In The Aftermath Of Gaza Violence](#), NPR
4. [Why So Many People Still Don't Understand Anti-Semitism](#), The Atlantic
5. [How Buffalo suspect's hateful propaganda connects Black Americans and Jews](#), NBC News OpEd
6. [Audit of Antisemitic Incidents 2022](#), ADL
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