

SHINE A LIGHT

on Antisemitism

**DISPEL THE
DARKNESS.**

**SHINE A LIGHT
ON ANTISEMITISM**

THIS GUIDE INCLUDES:

- **TERMS, DEFINITIONS & DISTINCTIONS**
- **COMBATTING ANTISEMITISM IN THE COMMUNITY**
- **ADDRESSING ANTISEMITISM IN THE WORKPLACE**
- **COMBATTING ANTISEMITISM IN GAMING**
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Guided by Jewish values, the nonpartisan Jewish Community Relations Council works in common cause with other religious, racial, ethnic, and civic groups to foster a just, democratic, and pluralistic society. The JCRC advocates, educates, collaborates, and mobilizes action on issues important to the Jewish Community and greater community to fight antisemitism and hate in all its forms and promote the security of Israel and Jews everywhere.

INTRODUCTION

Chanukah reminds us of our enduring strength and our commitment to stand against hatred and illuminate the darkness with the light of truth, justice, and community. This season, Shine A Light serves as a powerful call to action, empowering us all—Jew and non-Jew allies alike—to confront antisemitism and foster understanding, safety, and respect for the Jewish community and beyond. Together, we spread the message that, just as the oil of the menorah miraculously lasted, our commitment to justice and peace will continue to shine brightly.

SHINE A LIGHT

The most widely recognized definition of antisemitism is provided by the **International Holocaust Remembrance Alliance (IHRA)**:

Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.

Examples to clarify what antisemitism can also look like, include:

- Denying the Holocaust or minimizing its scale
- Denying Jews the right to self-determination (e.g., calling for the destruction of Israel)
- Using antisemitic tropes, like accusations of Jewish control over governments, media, or finance
- Holding Jews collectively responsible for Israel's actions
- Demonizing or dehumanizing Israel or Jews, using comparisons to Nazis or other historical antisemitic images

TERMS, DEFINITIONS & DISTINCTIONS

The terms “anti-Israel” and “anti-Zionism” are sometimes used interchangeably, but they have distinct meanings, especially in the context of antisemitism.

ANTI-ISRAEL STATEMENTS

“Anti-Israel” generally refers to statements critical of the Israeli government, its policies, or its actions. Criticizing a government is a normal part of democratic discourse, and, in principle, it is no different from critiquing the policies of any other country.

Anti-Israel statements can cross into antisemitism when they:

- Rely on stereotypes about Jews or use antisemitic tropes (e.g., conspiracies about “Jewish control”).
- Apply double standards by holding Israel to expectations not applied to other nations.
- Suggest that Israel has no right to exist, which denies Jews the right to self-determination.

ANTI-ZIONISM

Anti-Zionism is opposition to Zionism, the movement for the establishment and support of a Jewish state in the historic land of Israel. Anti-Zionism opposes the idea of Jewish self-determination in Israel, often arguing that Jews do not need, or should not have, their own nation-state.

Here are some distinctions:

- **Political vs. Existential Critique:** Anti-Zionism opposes the concept of Israel's existence as a Jewish state, not just particular policies. It can, therefore, overlap with calls for dismantling Israel as a nation, denying Jewish people the right to a national home, which is often considered antisemitic.
- **Jewish Self-Determination:** By rejecting Zionism entirely, anti-Zionism denies Jewish self-determination—a right generally accepted for other groups.

Anti-Israel Critiques

Anti-Israel sentiments cross into antisemitism when they invoke classic anti-Jewish stereotypes, deny the Jewish people the right to self-determination, hold Israel to double standards, or target Jewish individuals or institutions based on Israel's actions. Here are some common markers that distinguish legitimate criticism of Israel from antisemitism:

1. **Denying Israel's Right to Exist:** Criticizing specific policies of the Israeli government is legitimate. However, calling for the elimination of Israel as a state often implies that Jews alone have no right to self-determination, which is an antisemitic stance.
2. **Applying Double Standards:** Holding Israel to standards not applied to other countries or demonizing it uniquely for issues common in global politics can be a form of antisemitism. This includes expecting Israel alone to resolve conflicts or condemning it for defensive actions while excusing similar actions elsewhere.
3. **Using Antisemitic Tropes:** When criticisms of Israel invoke classic antisemitic stereotypes—such as conspiracies of global Jewish control, blood libels, or portraying Israel as evil in ways that echo historic anti-Jewish propaganda—they clearly cross into antisemitism.
4. **Targeting Jews Outside of Israel for Israel's Actions:** Holding Jews worldwide responsible for the actions of Israel or targeting Jewish individuals, businesses, or institutions (such as synagogues) in response to Israeli policies is antisemitic. This conflates Jewish identity with Israel's government and makes Jews vulnerable to hate regardless of their beliefs about Israel.
5. **Demonizing or Dehumanizing Israel or Israelis:** Using language that portrays Israel or Israelis as inherently evil goes beyond criticism and dehumanizes, fueling hatred and inciting violence.

WHY THE DISTINCTIONS MATTER

While it's possible to critique Israel's policies without being anti-Zionist, anti-Zionism frequently denies Israel's existence and, by extension, Jewish rights. The *International Holocaust Remembrance Alliance* (IHRA) notes that, in practice, anti-Zionist sentiment can often perpetuate antisemitic ideas.

TERMS AND DISTINCTIONS WHEN SPEAKING ABOUT BULLYING

We teach our children about bullying by talking about **bystanders, upstanders, and targets**.

We used to refer to the targets of bullying as "victims." The shift from referring to people as "victims" to "targets" in the context of bullying is largely about empowering language. Here are some reasons behind the change in terminology:

- 1. Empowerment and Agency:** The term "victim" can imply passivity, helplessness, or a lack of control over the situation. "Target," on the other hand, conveys that the person was subjected to bullying but doesn't inherently define them as powerless.
- 2. Reducing Stigmatization:** "Target" describes the situation without labeling the person's identity around their experience with bullying.
- 3. Clarity of Focus:** Using "target" also shifts some focus onto the behavior of the bully, making it clear that someone chose to target this individual. This can reinforce the understanding that bullying is an action done to someone rather than a trait or identity of the person who experienced it.
- 4. Mental Health Support:** Mental health professionals find that more empowering language can positively impact individuals' recovery and self-perception. Describing someone as a "target" rather than a "victim" can help reduce feelings of isolation or shame, encouraging them to seek support.

Ultimately, language evolves to reflect our growing understanding of how words affect individuals' mental health and resilience, and "target" aims to reinforce that bullying doesn't define someone's identity or power.

Here's how we define these three terms:

- 1. Bystander:** A person who witnesses an event, often bullying, injustice or harm, but does not take action to intervene or help. Bystanders might choose inaction due to indifference, uncertainty about what to do, or a real or imagined fear of being harmed themselves
- 2. Upstander:** Unlike the bystander, an upstander takes action to support victims and confront injustice. Whether by speaking out, offering assistance, or working to stop the harm, upstanders demonstrate moral courage.
- 3. Target:** A person who suffers harm, injury, or oppression as the result of an action by another, whether that be an individual, group, or system. Targets are sometimes referred to victims and they may need help from others to address the harm they experience.

BE AN UPSTANDER!

EFFECTIVE WAYS TO GIVE SUPPORT

- 1. Assess the Situation:** Ensure it's safe to intervene. If the situation seems dangerous, it's often best to get help rather than confront the aggressor directly.
- 2. Approach Calmly:** If you decide to intervene, approach the situation calmly. Use a steady voice and a non-confrontational demeanor.
- 3. Support the Target:** Directly reach out to the person being targeted. You might say, "I'm here for you. You don't have to deal with this alone."
- 4. Address the Aggressor:** If you feel comfortable, you can address the aggressor. For example, "That's not okay. We don't treat people like that here."
- 5. Redirect the Conversation:** Change the subject to something neutral or positive. "Let's talk about something else—how about that new game/movie?"
- 6. Report It:** If the situation escalates or doesn't stop, report it to an authority figure, like a teacher or school counselor.
- 7. Educate Others:** After the incident, talk to friends or classmates about why the comments were harmful and share facts about Jewish culture or pro-Israel perspectives.
- 8. Follow Up:** Check in with the person who was targeted later to see how they're doing. Your support can mean a lot.

STANDING UP FOR OTHERS CAN MAKE A REAL DIFFERENCE, FOSTERING A MORE INCLUSIVE ENVIRONMENT.

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REPORT AN INCIDENT





COMBATTING ANTISEMITISM IN THE COMMUNITY

If you come across antisemitic graffiti, flyers, stickers, Nazi paraphernalia, or store merchandise that appears to promote violence, or if you encounter antisemitic behavior in a social setting, here are some steps you can take to address the situation effectively and safely.

ANTISEMITIC GRAFFITI, NAZI PARAPHERNALIA OR STORE MERCHANDISE

- 1. Document the Incident:** Take a clear photo of the material, including any store signage or identifying information (but avoid including people without permission).
- 2. Report It:**
 - **To the Store:** Politely speak to a store manager or staff member, explaining why the material is offensive and request its removal.
 - **To Local Authorities:** In some cases, antisemitic material may violate local hate speech or public safety laws. Reporting it to local authorities can lead to further investigation.
 - **To the JCRC and ADL:** Your local Jewish Community Relations Council (JCRC) can help address incidents like these. Reporting tools and contacts are included at the conclusion of this guide as well as on our website.
- 3. Raise Awareness:** Share the incident with trusted individuals or communities. The more awareness, the more support you'll find to help address the problem.
- 4. Be Safe and Avoid Confrontation:** Avoid directly confronting anyone who may be placing the materials, as it could lead to unsafe situations.

If you are unsure about the meaning of certain symbols, take a photo and send it to JCRC. Every report helps increase awareness and sends a clear message that hate has no place in our communities.

**MAKE A POSITIVE
DIFFERENCE, PROMOTING
RESPECT WITHIN YOUR
COMMUNITY AND HELPING
ENSURE WELCOMING
SPACE FOR EVERYONE.**

ANTISEMITISM IN A SOCIAL SETTING SUCH AS YOUR COUNTRY CLUB, OR BOOK GROUP

- 1. Assess the Situation:** Consider addressing it in the moment by calmly and respectfully expressing your discomfort with the remark. Sometimes people aren't aware of how their words can come across and will be receptive to feedback.
- 2. Respond Directly:** "I'd appreciate it if you avoided using that kind of language. It's based on stereotypes that have caused real harm to the Jewish community." This approach is straightforward without being confrontational.
- 3. Point Out the Impact:** "Remarks like that can perpetuate harmful biases and misunderstandings. I'm not comfortable when I hear that kind of language."
- 4. Document What Happened:** Write down what was said or done, the date, time, and location, and any witnesses who could corroborate the incident. Documentation is valuable if the situation recurs or if management needs specific details.
- 5. Report It to Management:** Inform the management about the incident, including any relevant details (who was involved, when it happened, what was said). Presenting it as a matter of the organization's/group's values can emphasize that this behavior doesn't align with the organization's community standards.
- 6. Find Allies:** Look for members or staff who are also disturbed by antisemitism and work with them to bring about awareness or change within the organization.
- 7. Raise Awareness Through Education:** If the club is open to it, suggest hosting a discussion or educational event around inclusivity and antisemitism. This can foster understanding and ensure that all members are mindful of how their words and actions impact others.
- 8. Connect with Community Organizations:** If you feel the situation warrants further action, reach out to an organization like your local Jewish Community Relations Council (JCRC) or ADL for additional guidance. They can often provide resources or even assist in creating an educational program within the organization.

ADDRESSING ANTISEMITISM IN THE WORKPLACE



With a 200% increase in antisemitic incidents and crimes since October 7, 2023, workplaces and social circles have been impacted. This can create a hostile work environment and damage a company's reputation. Here are some suggestions employees and supervisors can use to address workplace antisemitism.

WHEN COLLEAGUES ARE ENGAGING IN CONVERSATIONS AND BEHAVIOR THAT CAN BE ANTISEMITIC:

- 1. Listen and Validate:** Create a safe space for Jewish colleagues and allies to express their concerns. Acknowledge their feelings and let them know their experiences are valid.
- 2. Document Their Accounts:** Encourage them to document any incidents they've experienced or witnessed, noting dates, times, and specific comments or actions.
- 3. Encourage Reporting:** If they feel comfortable, guide them on how to report the incidents to HR or management. Offer to support them in this process if needed.
- 4. Follow Up:** Check in with them to see how they're feeling and if they've had any further experiences related to the issue.
- 5. Educate Your Team:** Consider organizing discussions or training sessions on diversity and inclusion.
- 6. Model Respectful Behavior:** Lead by example. Make it clear that you do not tolerate any form of discrimination or hate speech.
- 7. Support Company Policies:** Familiarize yourself with your organization's policies on harassment and discrimination. Ensure your team knows these policies and feels empowered to report violations.
- 8. Be Prepared to Take Action:** If the antisemitism is coming from a colleague or another employee, be ready to address it. This might involve reporting to a supervisor, HR, or discussing the issue directly with the individuals involved.
- 9. Encourage Allyship:** Promote an environment where employees can support each other. Encouraging allies can create a stronger community against discrimination.
- 10. Prioritize Well-being:** Remind your team that their mental health is important. If someone is struggling, encourage them to seek support from HR or professional services.

WHEN A SUPERVISOR, HIGHER-RANKING INDIVIDUAL, OR EVEN A C-SUITE INDIVIDUAL IS EXHIBITING ANTISEMITIC BEHAVIOR:

- 1. Document Everything:** Keep a detailed record of the comments made, including dates, times, and any witnesses.
- 2. Assess the Situation:** Consider the context of the remarks. Are they isolated incidents, or is there a pattern?
- 3. Speak Up (if safe):** If you feel comfortable, consider addressing the comments directly with your boss. You might say something like, "I find those comments concerning and inappropriate. Can we discuss this?"
- 4. Seek Support:** Talk to trusted colleagues about your experiences. They may have witnessed the same behavior or have insights on how to handle it.
- 5. Consult HR:** Report the comments to your HR department. Present your documentation and express your concerns.
- 6. Know Your Rights:** Familiarize yourself with your company's policies on discrimination and harassment. Understanding your rights can help you navigate the situation.
- 7. Consider External Reporting:** If the situation doesn't improve or if you face retaliation, you may need to report the behavior to external organizations, such as the Equal Employment Opportunity Commission (EEOC). Before doing so, you may consult with your local JCRC.
- 8. Take Care of Yourself:** Experiencing antisemitism at work can be emotionally taxing. Make sure to prioritize your well-being, whether through talking to someone about your feelings or finding ways to cope.
- 9. Seek Legal Advice:** If the situation escalates or if you experience retaliation, you may want to consult a lawyer who specializes in employment law.

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ALL OF US HAVE THE RIGHT TO WORK IN AN ENVIRONMENT
FREE FROM DISCRIMINATION AND HARASSMENT.



COMBATTING ANTISEMITISM IN OUR SCHOOLS

These responses can help you address antisemitism and other forms of bigotry and hate while also standing up for yourself and seeking support when you need it. You deserve to feel safe and respected. There are people who support you — many people want to stand against hate.

- 1. Stay Calm:** Reacting with anger can sometimes escalate the situation.
- 2. Educate Yourself:** Do you know about antisemitism and its history? Call your religious school director or call JCRC directly and ask for resources or a crash course! Knowing the history of antisemitism and how to recognize it will make you feel more confident and help you respond effectively.
- 3. Speak Up:** If you hear antisemitic comments, calmly explain why they're harmful. Use "I" statements, like "I feel uncomfortable when I hear that." or "I'm not sure you wanted to be hurtful, but can we talk about what you just said?"
- 4. Use Humor:** If you feel comfortable, using a light-hearted response can diffuse tension. It shows that you're not affected by their comments. This keeps it light and shows you're not bothered. We have quippy comebacks below.
- 5. Seek and Support Your Peers:** If you know someone affected by other forms of racism or hateful speech, offer your support. Let them know you are an upstander and an ally who stands with them.
- 6. Report:** If you encounter antisemitism at school, report it to a teacher or administrator. You may say, "May I speak to you about something that's been happening to me? I don't feel safe with some comments I've been hearing." Schools have policies against hate speech and procedures to correct it.

- 7. Promote Awareness:** Is there a club or are there classes that celebrate the diverse identities and cultures in your school? Encourage discussions about diversity and inclusion, and how Jews fit into that picture.
If you feel comfortable, share information about your culture and experiences. Sometimes people don't realize their comments are offensive.
- 8. Stay Positive:** We know it's hard sometimes, but focus on building a community of respect and understanding. Be the person who engages in positive dialogues about Judaism and its contributions to society.
- 9. Be Kind:** Lead by example. Show kindness and respect to everyone, which can help create a more inclusive environment.



**SCAN QR CODE FOR
MORE HELPFUL
RESOURCES FOR
STUDENTS &
PARENTS!**

IF YOU FEEL SAFE AND CONFIDENT, HERE ARE A FEW QUIPPY YET IMPACTFUL COMEBACKS TO ANTISEMITIC REMARKS, DESIGNED TO SHUT DOWN HATE SPEECH WHILE KEEPING YOUR DIGNITY AND WIT INTACT:

1. "Wow, ignorance called, and it wants its stereotype back."
2. "I didn't realize hate speech and bigotry was back in style."
3. "Funny, I thought we left those ideas in the dark ages."
4. "I'm sorry, do you have a degree in bigotry or are you just naturally gifted?"
5. "Bold of you to stereotype, given how wrong you are about everything else."
6. "If ignorance is bliss, you must be one of the happiest people I know."
7. "Are you trying out your bad-guy personality today, or is this just your normal?"
8. "Someone skipped history class."
9. "I'm not sure where you got that from, but you should probably ask for a refund."
10. "You must be really bored to still be peddling those tired old tropes."

These comebacks call out the ignorance or absurdity behind the statement while keeping things light, but they can also open the door for more serious dialogue if needed.



COMBATTING ANTISEMITISM IN GAMING

Keeping kids safe from antisemitism in online game environments and chat rooms involves a combination of education, monitoring, and open communication. Here are some strategies for parents and children:

- 1. Educate Your Kids About Antisemitism:** Teach kids about antisemitism, its history, and its impact. Empower them to recognize and reject hateful behavior.
- 2. Establish and Keep Communication Open:** Make sure you are fostering an environment where your kids feel comfortable discussing their online experiences. Encourage them to share any negative interactions they encounter while gaming.
- 3. Set Clear Boundaries:** Establish rules about the games they can play and the platforms they can use. Research games beforehand to ensure they promote inclusivity.
- 4. Monitor Gaming Activity:** Familiarize yourself with the platforms they are using and their safety features.
- 5. Teach Critical Thinking:** Encourage kids to think critically about what they see and hear online. Discuss the difference between gaming content and real-life values.
- 6. Use Parental Controls:** Utilize parental controls to limit exposure to toxic content and to manage interactions with other players.
- 7. Document Incident:** Take screenshots or save messages that illustrate antisemitic behavior.
- 8. Report the Behavior:** Use the reporting tools available on the gaming platform or within the game itself. Many companies have policies against hate speech and discrimination.
- 9. Engage with Moderators:** If you're part of a community or online forum, reach out to moderators to inform them of the behavior and request intervention.
- 10. Encourage Positive Communities:** Help kids find and engage with gaming communities that promote respect, inclusiveness and diversity.
- 11. Model Respectful Behavior:** Set an example by modeling respectful online behavior and discussing the importance of treating everyone with dignity.
- 12. Report Hate Speech:** Teach kids how to report antisemitic content or behavior in games, so they understand the importance of taking action against hate.
- 13. Block and Mute:** If someone is targeting your kid(s) personally, use the block or mute features to prevent further interaction.
- 14. Seek Support:** Talk to friends, community members, other parents, or support groups who can provide emotional support and advice.
- 15. Educate Others:** If appropriate, use the situation as an opportunity to educate others about antisemitism and the impact of hate speech in gaming.
- 16. Promote Positive Spaces:** Engage with communities that foster inclusivity and respect to help counteract toxicity.
- 17. Encourage Your Kids to Take Care of Themselves:** Experiencing hate can be emotionally draining. Make sure they take breaks and prioritize their mental well-being.
- 18. Promote Offline Activities:** Encourage a balance between gaming and other activities.



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TAKING A STAND AGAINST ANTISEMITISM HELPS CREATE A MORE INCLUSIVE GAMING COMMUNITY FOR EVERYONE.



COMBATTING ANTISEMITISM ON SOCIAL MEDIA

Dealing with false anti-Israel and antisemitic content on social media can be challenging, but here are some effective ways to respond constructively and meaningfully:

- 1. Assess:** Sometimes the best response is no response. Equally important is NOT amplifying or spreading false information by sharing it.
- 2. Report the Content:** Use the platform's report feature to flag the post, video, or account for review. The more reports they receive, the more likely they are to act.
- 3. Correct Misinformation Thoughtfully:** If it's safe to engage, comment respectfully with factual information to counter false claims. Stick to reliable sources and avoid heated exchanges, as these often escalate.
- 4. Amplify Positive, Accurate Content:** Share and promote reputable content that provides a balanced view of Israel and counters antisemitic narratives. Accounts like StandWithUs, the ADL, and AJC regularly post factual information and can be great sources for positive sharing.
- 5. Educate Through Your Own Platforms:** Use your social media accounts to post educational material about Israel and antisemitism. Sharing your own voice can create a ripple effect, as friends and followers may feel more informed and comfortable pushing back against misinformation themselves.
- 6. Join or Support Advocacy Groups:** Many Jewish organizations have social media task forces or online communities to monitor and respond to antisemitic or anti-Israel content. The JCRC, StandWithUs, ADL, and AJC are also powerful resources in navigating social media incidents.
- 7. Protect Your Mental Health:** Seeing and addressing hateful content can be draining. Be mindful of how much time you spend engaging and know when to step back. By responding thoughtfully, reporting effectively, and amplifying positive content, you're helping create a safer and more informed social media environment.

RELIABLE SOCIAL MEDIA SOURCES

@JCRCOmaha | @StandWithUs | @ADL_national | @AJCglobal

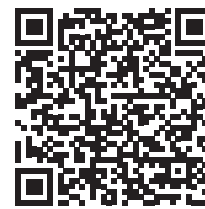
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