

# UNPACKING AND ADDRESSING ANTISEMITISM

## Who are Jewish People?

Jewish people form a distinct ethnocultural group originating from the Levant region and are characterized by a rich blend of ethnicity, religion, culture, language, and a shared historical identity. Today, Judaism is practiced globally and has traditionally been associated with the Jewish community; it also plays a significant role in shaping Jewish cultural life. Some Jews are religious, while others identify culturally or ethnically, but all are part of the Jewish people.

**Antisemitism** refers to discrimination, prejudice, hostility, or hatred against Jewish people. It has lasted for over two thousand years, and it has adapted to today's context to spread hate, which is harmful for the Jewish community and society. Challenging antisemitism is important to create a fair and welcoming society for everyone.

Intersectionality in this context highlights how antisemitism can intersect with other forms of discrimination, such as racism, xenophobia, or misogyny, especially for Jews who are also people of colour, immigrants, or members of 2SLGBTQIA+ communities.

## Pyramid of Hate

This model explains how biased attitudes and actions can grow into more severe forms of hate, such as violence and even genocide, if left unchecked. This model works bottom up and can be used for any and all conflicts.

### Genocide

The intentional and systematic extermination of an entire group of people. For example, as seen in the Nazis' murder of six million Jews during the Holocaust.

### Bias-Motivated Violence

Harmful acts in educational institutions and communities. For example, physical attacks, vandalism, threats, or terrorism targeting Jewish individuals, synagogues, schools, or community centres.

### Systemic Discrimination

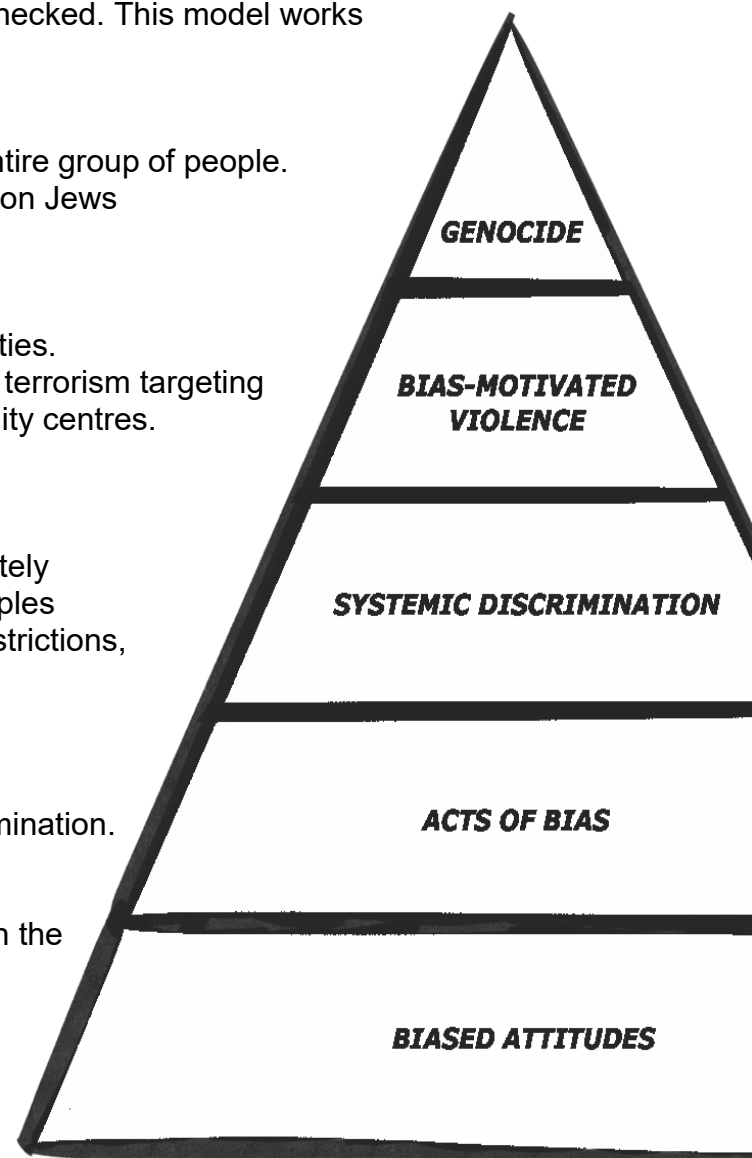
When unfair treatment of certain groups is built into the way organizations or society work disproportionately disadvantaging Jews, even if not intentionally. Examples include inequitable distribution of resources, voter restrictions, and wage disparities.

### Acts of Bias

More subtle acts, which can include insults, jokes, graffiti, or cultural appropriation that normalize discrimination.

### Biased Attitudes

Prejudice, beliefs, and ideas that can be seen through the use of non-inclusive language, microaggressions, and stereotyping. Stereotypes or assumptions can include, e.g., "Jews control the media" and can fuel prejudice and antisemitism.



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## LEAD Framework

The LEAD Framework explains how you can stand up against antisemitism in your everyday life.

# L

### **Learn about antisemitism.**

Antisemitism still shows up in many ways today, so it's important to keep learning about it. We should listen to Jewish people's experiences and use resources created by them. In addition, you can work towards understanding how antisemitism has evolved from ancient myths to modern conspiracy theories.

# E

### **Educate friends and family.**

Share your learnings with others, so that they can learn too. Conversations can break down bias and misinformation.

# A

### **Awareness of implicit antisemitic biases.**

One of the first steps to stopping bias is to recognize it in yourself and speak out against it whenever you see it.

# D

### **Denounce antisemitic statements, jokes, and slurs.**

Denounce antisemitism in many different ways. These can include reporting antisemitic posts on social media or speaking up against antisemitic jokes, slurs, or online hate. Report incidents and support affected individuals.

