

## Talking Points for Different Scenarios

You may encounter these or similar scenarios. Here are suggestions for what to do and say:

**Scenario 1:** While in a public or social setting, someone uses a slur (e.g., "Dirty Jew") or tells a joke based on negative Jewish stereotypes

- **Set a Boundary:** "I won't participate in a conversation that denigrates the Jewish people in this way."
- **Explain the Impact:** "When you say that, it really is damaging to an entire group of people."
- **Provide Historical Context:** "What you're saying actually feeds into a really old stereotype that was historically used to talk about people in this way to justify violence and oppression."

**Scenario 2:** At work, a colleague or manager makes a snide remark that you take "too many holidays" or "get extra time off" during the High Holy Days

- **Use "I" Statements:** "I feel disrespected when you speak to me that way about my religious observances."
- **Take Time to Explain:** "You may be trying to make a joke, but this comment about the Jewish religion has become something of a trope, and implies our religious observance makes us less valued as employees."
- **Shine a light on the person's choice to characterize something as a universal behavior:** "I don't think taking time for religious observance is a 'Jewish thing'—many people of different faiths observe their holidays."
- **Elevate to Appropriate Agency or Level:** Document the behavior. If the behavior continues or creates a hostile environment, consider filing a complaint with human resources, consulting with a lawyer, or filing a complaint with the appropriate government agency, as this may violate discrimination laws.

**Scenario 3:** Someone attacks the existence of the State of Israel or the existence of Israel as a Jewish State

- **Ask a Question for Clarification or Emphasis:** “Do you question the existence of any other country just because you disagree with their policies? Why just question Israel’s existence?”
- **Seek Common Ground:** “Can we agree the Palestinians have a right of self-determination?” OR “Can we agree both the Palestinians and the Jews have a right of self-determination?”

**Scenario 4:** Someone attacks the policies or actions of the State of Israel and you for supporting them

- **Ask a Question for Clarification or Emphasis:** Try one of these responses: “Why are you assuming I agree with and support all Israeli government policy/actions?” “Do you assume that all US citizens agree with and support the current US government’s policies and actions?” OR “Why assume that of me - just because I’m Jewish or believe in the right of Israel to exist?” OR “Are you vetting opinions on policies for every issue or just those pertaining to Jews?”
- **Set a Boundary:** “I’m extremely uncomfortable with sweeping generalizations about Jews.”

**Scenario 5:** Someone is carrying a placard stating or is chanting “From the River to the Sea, Palestine Must be Free.”

- **Ask a Question for Clarification or Emphasis:** “What do you mean by that phrase?”
- **Take the Time to Explain:** “Do you know that the phrase refers to the Jordan River and the Mediterranean Sea and that Israel is what is between them, so many Jews fear that it calls for the elimination of Israel and implicates the use of violence?”

**Scenario 6:** Someone attacks you for supporting Israeli “genocide.”

- **Seek Common Ground:** “Can we agree that the war has been terrible, and that there are reports of many more deaths in Gaza than in Israel, which feels very unbalanced and cruel? Can we also agree that Israel was attacked on October 7<sup>th</sup> in an act of war?”

**Scenario 7:** You encounter a post or advertisement on social media that promotes conspiracy theories (e.g., Jews controlling the media/economy) or uses hateful symbols like swastikas

- **Elevate/Report the Conduct:** “Screenshot; Report and Block;” document and report the content to the platform's moderators or utilize external resources like the ADL’s reporting mechanisms for online hate
- **Consider Posting a Counter-Narrative or Image** (e.g., a photo or article that reflects the positive Jewish practice involved) without including the original post – algorithms love conflict. Repeating the conduct may give the post more attention
- **Provide Historical Context:** “For those viewing this post, it’s worth noting that this trope has been used for centuries to incite violence.”