

# HOW CAMPUS LEADERS CAN ADDRESS THESE ISSUES

## Focus on systemic, long-term change

Addressing these challenges is not the work of one semester or one year; it must be understood as a long-term process to shift the underlying cultural dynamics enabling the normalization of ideas and actions that undermine Jewish safety and inclusion.

## Antisemitism education for key stakeholders on campus

Project Shema can provide antisemitism education, tailored for the following stakeholder groups

- Administrators, DEI professionals, student life staff, and anyone else who is responsible for building and maintaining campus culture and responding to student concerns
- New faculty and staff when hired, and whenever staff receives updated training on forms of bigotry and discrimination
- Incoming students receiving training about other forms of bigotry and leaders of student groups
- Share this resource with other campus leaders

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## **Prioritize a healthy civic culture & creating a vibrant, pluralistic democratic society**

**Dialogue across differences** is part of a healthy civic culture and pluralistic democratic society.

Campus leaders can model this behavior by:

- Establishing clubs or groups to empower students to respectfully engage across differences
- Holding programming that models this approach, especially around Israel and Palestine
- Teaching people the skills needed for empathic, depolarized discourse across differences

## **Ensure classrooms are spaces for critical exploration, not harassment or demonization**

Jewish students have reported being silenced, harassed, and demonized inside of the classroom and, too often, instructors push their own ideological perspectives rather than creating space to challenge or explore alternative perspectives.

**University leaders can address this by:**

- Offer pedagogical training in the methods of teaching critical inquiry and cultivating civil discourse to all instructors
- Ensure students have trusted reporting mechanisms, that concerns are taken seriously, and that students are protected from reprisal

# TWO KEY PRINCIPLES

For navigating these complex moments

## 1 FREEDOM OF SPEECH MUST BE UPHELD

**Even for speech we find objectionable**

We believe that it is not inherently antisemitic to criticize Israeli government policy, advocate on behalf of Palestinians, or call for an end to the war. The concerns raised in this guide are not about those conversations

## FREEDOM OF EXPRESSION SHOULDN'T IMPACT STUDENT SAFETY

Jews/Jewish institutions should not be targeted or held responsible for the Israeli government's actions, as it leads to dehumanization & ostracization, making the Jewish community more susceptible to systemic violence. Similarly, students protesting on behalf of the Palestinian people should be protected from harassment & retribution