

# Anti-Jewish racism training can be included in your organisation's DEI offering

When designing your training strategy and programme, it is important to consider:



## Organisational awareness

Consider where your organisation is on its DEI journey. Are employees exposed to Judaism or aware of anti-Jewish racism? Are your employees personally affected?



## Audience

Consider how to reach different parts of your organisation, e.g.:

- Board level
- Senior executives
- HR and Diversity roles
- Wider organisation

## Example training package per organisational level

Level	Focus	Narrative
Board	Legal obligations	Race and religion are protected characteristics; you must ensure you have procedures in place to address all discrimination
Senior leaders	Inclusive leadership	This is how your employees are feeling, and this is what you can do to ensure they feel psychologically safe and included at work, and this is how it benefits your organisation
HR and DEI leaders	Legal obligations and Inclusive leadership	This is what anti-Jewish racism looks like, this is how it fits the DEI agenda and these are the training and procedures you must have in place
Wider organisation	Basic awareness	This is what anti-Jewish racism is and this is how it affects your colleagues

# The JLC can suggest different anti-Jewish racism training providers (1/2)

# Deep dive follows

Provider	Description	Target audience	Sector	Format	Website
1 Antisemitism Policy Trust	A comprehensive introduction to antisemitism including what it is, its roots, modern manifestations and an introduction to the Jewish community	Senior leadership; can adapt to other levels	Public sector (government, civil service, political parties); corporates and third sector	Online training session with option for in-person	<a href="https://antisemitism.org.uk/educational-training/">https://antisemitism.org.uk/educational-training/</a>
2 CST	Introduction to history of anti-Jewish racism, its key tropes and stereotypes, and how it affects the Jewish community through hate crimes and anti-Jewish terrorism	All levels	Public sector, political parties, education, sports	Online or in-person	<a href="https://cst.org.uk/antisemitism/educational-resources">https://cst.org.uk/antisemitism/educational-resources</a>
3 Educating Matters	Focus on understanding anti-Jewish racism and the lived experience of Jewish people in the workplace'	All levels including bespoke offering for DEI and HR roles	Corporate organisations and charities across all sectors	Online or in-person	<a href="https://www.educatingmatters.co.uk/wp-content/uploads/2024/07/Understanding-Antisemitism-Workshop.pdf">https://www.educatingmatters.co.uk/wp-content/uploads/2024/07/Understanding-Antisemitism-Workshop.pdf</a>

# The JLC can suggest different anti-Jewish racism training providers (2/2)

# Deep dive follows

Provider	Description	Target audience	Sector	Format	Website
4 L'Taken	The Antisemitism 101 Foundational Training course offers the knowledge and skills to understand, identify, and interrupt antisemitism - and help others do the same.	All levels	Public sector, corporates and third sector	In-person	<a href="https://antisemitismtraining.com">https://antisemitismtraining.com</a>
5 Maccabi GB	The 'Tackling Antisemitism in Sport' project offers workshops on contemporary anti-Jewish racism, including its historical context and present-day manifestations in the world of sport	Sport governing bodies; in British football: local FAs and Clubs' EDI officers; football club staff and players. Soon due to expand into cricket and rugby	Sport	In-person	<a href="https://www.maccabigb.org/antisemitisminsport">https://www.maccabigb.org/antisemitisminsport</a>
6 National Holocaust Museum	The Racism Response Unit helps institutions recognise and act on anti-Jewish racism	Senior academic and administrative staff, frontline workers, corporate teams	Universities, unions, councils, police force	Online or in-person	<a href="https://www.holocaust.org.uk/news/racism-response-unit">https://www.holocaust.org.uk/news/racism-response-unit</a>

# 1. Antisemitism Policy Trust (APT)

Contact details: [mail@antisemitism.org.uk](mailto:mail@antisemitism.org.uk)

## Credentials

Danny Stone has led the APT to deliver a number of cross-party initiatives recognised as crucial to the fight against antisemitism and other forms of racism. Before taking up his role, Danny was an advisor to a British MP and a Student Union Campaigns Organiser. Danny has a Masters degree in Government, Politics and Public Policy from Birkbeck and a Diploma in Public Relations. He was awarded an MBE in the 2017 New Year's Honours list for services to Combating Hate Crime.

## Who we have trained

## Format

A 90-minute training session online which will focus on antisemitism: what it is, its roots, modern manifestations and on de-mystifying Jewish people.

We will deliver a presentation via an online webinar tool, interpolated with short video content, using polls and Mentimeter. There will be opportunities for Question and Answers at the end, but these are welcome throughout the presentation

## Content

1. Increased understanding of who Jewish people are and the community in the UK.
2. Increased understanding of what antisemitism is, its scale and reach.
3. Knowledge about the different manifestations of antisemitism including but not limited to: conspiratorial, Holocaust denial, Israel and Zionism-linked.
4. To understand antisemitism online, its impact and pervasiveness.
5. For participants to be able to determine antisemitism when they see it and explain why something might be antisemitic.



# 2. Community Security Trust (CST)

Contact details: [enquiries@cst.org.uk](mailto:enquiries@cst.org.uk)

## Credentials

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CST is the Jewish charity responsible for protecting the UK Jewish community, and the organisation is widely regarded as experts in anti-Jewish racism, antisemitic extremism and terrorism

## Format

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The content can be tailored to the specific needs or interests of the trainees and is regularly updated to reflect current and ongoing events

## Content

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This training usually includes:

- Overview of the Jewish community and of Jewish history in the UK;
- Anti-Jewish terrorism and hate crimes;
- Explaining common antisemitic stereotypes and tropes;
- Differences between anti-Jewish hatred and anti-Israel activism;
- Impact of anti-Jewish racism on Jewish life.

## Who we have trained

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CST has worked with many organisations in many sectors, including corporate, regulatory authorities, universities, police forces, football clubs and council leaders.

# 3. Educating Matters

Contact details: [info@understandingantisemitismmatters.com](mailto:info@understandingantisemitismmatters.com)

## Credentials

Sessions are co-facilitated by [Rachel Vecht](#) & [Michal Oshman](#)

Rachel founded Educating Matters in 2001 to support employees with a vast range of topics that may impact their lives in and outside of work. She has worked with global organisations across a whole myriad of sectors/ industries through multiple mediums.

Michal was the Global Head of Culture at TikTok and worked in Talent and Leadership at Meta. Passionate about people and culture, she uses a blend of spirituality and leadership principles to create compassionate workplaces. As a bestselling author and TEDx speaker, she shares insights on culture, growth, and career success.

## Who we have trained

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## Format

Initially we facilitate conversations with DEI leads, HR and key stakeholders to understand their company culture, priorities and any context or challenges, so that we can frame our work appropriately.

Companies don't have time to invest in long days of training. All we ask from each firm is for ONE hour with as many colleagues as possible.

We invite a senior leader to introduce and frame the session, in line with company culture

## Content

- The focus of the “Understanding Antisemitism Matters” workshop is entirely on people, not politics.
- The history of anti-Jewish hatred going back 2,000 years.
  - Recent statistics, either UK focused or for a global audience.
  - Real life stories about the everyday lived experience of Jewish people.
  - Tools to create inclusive workplace environments.
  - A platform for employees to share experience and ask questions.

## 4. L'Taken

Contact details: [hello@antisemitismtraining.com](mailto:hello@antisemitismtraining.com)

### Credentials

L'Taken was founded by Amelia Viner and Charlotte Fischer in 2018. They work with organisations that care about inclusion but still find themselves struggling to effectively root out antisemitism. They built this training because they found they needed it in their own organisations. Their workshops are designed to be interactive, enjoyable, interesting, and genuinely transformational. It matters to them that every participant leaves feeling able and motivated to identify and interrupt antisemitism in their relationships and institutions

### Format

Antisemitism 101, L'Taken's foundational training, is delivered in person **over a full day or two half days**. In addition, they build bespoke modules to suit the needs of their partners.

### Content

L'Taken's curriculum is designed to take participants on a journey of unlearning, learning, and transformation. Their purpose is to create fewer antisemites, not just better educated ones. Whether you know absolutely nothing or a whole lot, they will ensure participants have the knowledge and skills to understand, identify, and interrupt antisemitism - and help others do the same. They will explore what antisemitism is, how it operates, get to know the worldwide Jewish community, uncover a thousand years of British antisemitism, identify key tropes and how they cause harm today, examine how antisemitism intersects with other forms of racism and oppression, understand how and why antisemitism can be complex and unique, and determine what people and organisations can actually do about it.

### Who we have trained





## 5. Maccabi GB

Contact details: [enquiries@maccabigb.org](mailto:enquiries@maccabigb.org)

### Credentials

Maccabi GB collaborates with various educational and community organisations (including CST) to raise awareness and provide training on antisemitism to address and educate on these sensitive topics. Their initiatives often extend beyond sports, encompassing cultural and educational programmes that promote understanding and combat prejudice. It has cemented its expertise in antisemitism education through its nationally recognised *Streetwise* and *Stand Up! Education Against Discrimination* projects

### Format

Maccabi GB offers free workshops to professional football clubs, county football associations and other sporting organisations. Target groups include staff, stewards and players, from academy age upwards

### Content

Maccabi GB's 'Tackling Antisemitism in Sport' project seeks to explore educational opportunities as part of sporting governing bodies' equality and diversity training networks

The Project's goal is to involve Sports Clubs, Organisations, Leagues etc in educating themselves about the historical context and contemporary manifestations of anti-Jewish racism

Through this, it aims to empower these entities with the knowledge and tools necessary to recognise and combat anti-Jewish racism within a sporting environment

### Who we have trained

Maccabi GB has worked with numerous football clubs (including from the Premier League) and regional sporting associations





# 6. National Holocaust Museum: Racism Response Unit

Contact details: [racismresponseunit@holocaust.org.uk](mailto:racismresponseunit@holocaust.org.uk)

## Credentials

The National Holocaust Centre is the only Holocaust museum in the world founded by Christians, showing the power of allyship – something all anti-racist movements must draw on to succeed

The Racism Response Unit employs a team of hand-picked, fully trained professional educators who are generally not Jewish

## Format

A combination of :

- 3-hour workshops
- 1-hour in-person training sessions
- Emphasis on face-to-face training with follow-up sessions in person or online as appropriate

We help people to acquire the skill of critical thinking. Our interactive approach, in which participants actively contribute to a conversational learning experience, motivates them to discover the truth for themselves

## Content

The Unit focuses on helping clients understand anti Jewish racism. It decodes racist images and social media memes, explicates myths, and provides mechanisms for education, deterrence and the improved reporting of hate crimes

Training aims to ensure that:

1. Participants can decode and recognise racist speech and behaviour
2. Participants feel empowered to record, report and/ or intervene in inappropriate behaviour, as relevant to their remits
3. Participants with diverse groups under their duty of care make them feel more protected

## Who we have trained

The Racism Response Unit has worked with universities, schools, police forces and local councils, including:



The University of  
Nottingham



UNIVERSITY OF  
BIRMINGHAM



St Paul's School  
FOUNDED 1509



Nottingham  
City Council